

Postal Voting Form

The Board of Directors of Balco Group AB (publ) (company reg.no. 556821-2319) (the "**Company**") has decided that shareholders of the Company shall be able to exercise their voting rights at the annual general meeting (the "**AGM**") by postal voting.

If shareholders wish to exercise their voting rights, the completed postal voting form and any enclosed authorization documents must be received by the Company no later than on May 3, 2023.

The shareholder below hereby exercises its voting rights for all shares that the shareholder holds in the Company at the AGM on May 9, 2023. The voting rights are exercised in the way indicated by the marked boxes below.

Name of the shareholder	Personal ID no. / Date of birth / Corporate registration no.
E-mail	Telephone no.
Number of shares held in the Company	
Place and date	
Signature and the signatory's name in capital letters	

Instructions for postal voting

1. Complete the details of the shareholder above.
2. Mark the boxes below to indicate how the shareholder wishes to vote.
3. Print out and sign the form (where it says "Signature and the signatory's name in capital letters" above). Send the original form to Balco Group AB, General Meeting 2023, Älgvägen 4, 352 45 Växjö, or via e-mail to GeneralMeeting@balco.se. Shareholders may also submit the postal vote electronically by verification with BankID on the website <https://baltogroup.se/bolagsstyrning/bolagsstamma/>.

Please note that shareholders who have their shares nominee registered must register the shares in their own name in order to vote at the AGM. Instructions for this can be found in the notice of the AGM.

If the shareholder is a legal entity, a certificate of registration or other equivalent authorization document must be enclosed with the form. The same applies if the shareholder votes by post through a proxy.

For information on how personal data is processed in connection with the annual general meeting, please refer to the notice of the AGM.

Further information regarding postal voting

The shareholder cannot give any instructions other than by marking one of the boxes for each item listed below in this form. If the shareholder has provided the form with special instructions or conditions, or changed or made additions to the printed text, the vote will be regarded as invalid.

Only one form per shareholder will be taken into consideration. If more than one form is received by the Company, only the most recently dated form will be taken into consideration. If two or more forms have the same date, only the form that is most recently received by the Company will be taken into consideration. Incomplete or incorrectly completed forms may be disregarded.

Complete postal voting form, including any enclosed authorization documents, must be received by the Company no later than on May 3, 2023. Postal votes can be withdrawn up to and including May 3, 2023, in the same manner as when submitting the vote.

For the complete proposals for resolutions, please refer to the notice of the AGM and the complete proposals at <https://balcogroup.se/bolagsstyrning/bolagsstamma/>.

Reply form for postal voting in respect of the annual general meeting of Balco Group AB (publ) on Tuesday, May 3, 2023

The boxes below refer to the proposals of the Board of Directors and the nomination committee (which have been specified in the notice of the AGM).

	YES	NO	ABSTAIN
1. Opening of the Annual General Meeting			
2. Election of chairman for the Annual General Meeting	.	.	.
3. Preparation and approval of the voting list	.	.	.
4. Approval of the agenda	.	.	.
5. Election of one or two persons to verify the minutes	.	.	.
6. Examination of whether the Annual General Meeting has been duly convened	.	.	.
7. Presentation of annual report and the auditor's report as well as the consolidated accounts and auditor's report for the consolidated accounts			
8. Statement by the CEO and the auditor			
9. Resolutions on			
(a) adopting the profit and loss statement and the balance sheet as well as the consolidated profit and loss statement and consolidated balance sheet;	.	.	.
(b) allocation of the Company's profit according to the adopted balance sheet; and	.	.	.
(c) discharge from liability for the members of the board and the CEO for the financial year 2022			
(i) Ingall Berglund, chairman of the Board of Directors	.	.	.
(ii) Mikael Andersson, member of the Board of Directors	.	.	.
(iii) Vibecke Hverven, member of the Board of Directors	.	.	.
(iv) Carl-Mikael Lindholm, member of the Board of Directors	.	.	.
(v) Johannes Nyberg, member of the Board of Directors	.	.	.
(vi) Thomas Widstrand, member of the Board of Directors	.	.	.
(vii) Kenneth Lundahl, Chief Executive Officer 1 January – 31 August	.	.	.
(viii) Camilla Ekdahl, Chief Executive Officer 1 September – 31 December	.	.	.
10. Presentation of the remuneration report for approval	.	.	.
11. The Nomination Committee's statement regarding its proposals for the Annual General Meeting and the Nomination Committee's explanatory statement regarding their proposal of election of Board members			

12. Resolution on the number of directors of the board to be appointed	.	.	.
13. Resolution on the number of auditors to be appointed	.	.	.
14. Resolution on the remuneration for the directors of the board	.	.	.
15. Resolution on remuneration to the auditor	.	.	.
16. Appointment of the Board of Directors and the chairman of the Board of Directors			
(i) Mikael Andersson, member of the Board of Directors (re-election)	.	.	.
(ii) Ingalill Berglund, member of the Board of Directors (re-election)	.	.	.
(iii) Vibecke Hverven, member of the Board of Directors (re-election)	.	.	.
(iv) Carl-Mikael Lindholm, member of the Board of Directors (re-election)	.	.	.
(v) Johannes Nyberg, member of the Board of Directors (re-election)	.	.	.
(vi) Thomas Widstrand, member of the Board of Directors (re-election)	.	.	.
(vii) Ingalill Berglund, chairman of the Board of Directors	.	.	.
17. Appointment of auditor	.	.	.
18. Resolution on the Nomination Committee	.	.	.
19. Resolution on issue authorisation for the Board of Directors	.	.	.
20. Resolution on			
a) authorisation for the Board of Directors to resolve on acquisition of own shares	.	.	.
b) authorisation for the Board of Directors to resolve on transfer of own shares	.	.	.
21. Resolution on introduction of incentive programme 2023/2026			
22. Closing of the Annual General Meeting			
