

NOTIFICATION OF ATTENDANCE AND FORM FOR POSTAL VOTING
NIBE Industrier AB (publ) – Annual General Meeting 2021

In accordance with section 22 of the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations.

The form shall be received by Euroclear Sweden AB (who administrate the forms on behalf of NIBE Industrier) no later than Monday 10 May 2021.

The shareholder below hereby notifies the company of the shareholder's attendance and exercises the voting rights for all shares held by the shareholder in NIBE Industrier AB (publ), reg.no. 556374-8309, at the Annual General Meeting on Tuesday 11 May 2021. The voting rights are exercised in the way indicated by the marked boxes below.

Name of the shareholder	Personal identification number or company registration number

Assurance (if the undersigned is a legal representative of a shareholder who is a legal entity):

I, the undersigned, am a board member, the CEO, or a signatory of the shareholder and solemnly declare that I am authorized to submit this postal vote on behalf of the shareholder and that the contents of the postal vote correspond to the shareholder's decisions.

Assurance (if the undersigned represents the shareholder by proxy):

I, the undersigned, solemnly declare that the attached power of attorney corresponds to the original and that it has not been revoked.

Phone number	E-mail
Place and date	
Signature	
Clarification of signature	

Instructions for postal voting:

- Complete the information above.
- Select the preferred voting options below.
- Print, sign and send the form in original to NIBE Industrier AB, Annual General Meeting, c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden. A completed and signed postal voting form can also be submitted by sending the form by e-mail to GeneralMeetingServices@euroclear.com. Shareholders who are natural persons may also cast their votes electronically through verification with BankID via the Euroclear Sweden AB's website <https://anmalan.vpc.se/EuroclearProxy>.
- If the shareholder is a natural person who is personally voting by post, it is the shareholder who should sign under *Signature* above. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign. If the postal vote is submitted by a proxy of the shareholder, it is the proxy who should sign.
- If the shareholder is a legal entity, a certificate of registration or corresponding document for the legal entity shall be attached to the postal voting form.
- If the shareholder submits the postal vote by proxy, a written, signed and dated power of attorney must be attached to the postal voting form.
- Please note that a shareholder with nominee registered shares must register the shares in its own name to be entitled to vote. Instructions regarding this can be found in the notice convening the general meeting.

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If the shareholder wishes to refrain voting in any matter, please refrain from submitting an alternative. A vote is invalid if the shareholder has provided the form with specific instructions or conditions or if the pre-printed text is amended or supplemented. Only one form per shareholder will be considered. If more than one form is submitted, only the form with the latest date will be considered. The form latest received by the company will be considered if two forms are dated at the same date. An incomplete or erroneously completed form may be discarded without being considered.

The form, together with any attached authorization documentation, shall be received by Euroclear no later than Monday 10 May 2021. Electronically casted votes through verification with BankID must be received by Euroclear no later than Monday 10 May 2021. A postal vote can be withdrawn up to and including Monday 10 May 2021 by contacting Euroclear via GeneralMeetingServices@euroclear.com.

For complete proposals regarding the items on the agenda, kindly refer to the notice convening the meeting at NIBE's website, www.nibe.com

For information on how your personal data is processed, see the integrity policy that is available at Euroclear's website: <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>

ANNUAL GENERAL MEETING NIBE INDUSTRIER AB (PUBL) 11 MAY 2021

The voting options below comprise the proposals included in the notice convening the Annual General Meeting and is available at the company's website, www.nibe.com.

2. Election of chairman at the meeting Yes <input type="checkbox"/> No <input type="checkbox"/>
3. Preparation and approval of a voting list Yes <input type="checkbox"/> No <input type="checkbox"/>
4. Approval of the board of directors' proposed agenda Yes <input type="checkbox"/> No <input type="checkbox"/>
5. Election of one or two persons to verify the minutes Yes <input type="checkbox"/> No <input type="checkbox"/>
6. Examination if the meeting has been properly convened Yes <input type="checkbox"/> No <input type="checkbox"/>
8. a) Resolution in respect of adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
8. b) Resolution in respect of allocation of the company's profit according to the adopted balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
8. c) Resolution in respect of discharge from liability of the board members and the managing director Yes <input type="checkbox"/> No <input type="checkbox"/>
9. Determination of the number of board members and deputy board members to be elected by the meeting Yes <input type="checkbox"/> No <input type="checkbox"/>
10. Determination of the number of auditors and deputy auditors or registered public accounting firms Yes <input type="checkbox"/> No <input type="checkbox"/>
11. Determination of fees to the board members and the auditors Yes <input type="checkbox"/> No <input type="checkbox"/>
12. Election of board members, chairman of the board and deputy board members, if any Yes <input type="checkbox"/> No <input type="checkbox"/>
13. Election of auditors and deputy auditors, if any, or registered public accounting firms Yes <input type="checkbox"/> No <input type="checkbox"/>

14. Resolution regarding the board of director's remuneration report

Yes No

15. Resolution in respect of the board of director's proposal for change of the articles of association and split of shares

Yes No

16. Resolution in respect of the board of directors' proposal to authorize the board of directors to decide on issue of new shares in connection with acquisitions of companies/business

Yes No

17. Resolution in respect of guiding principles for remuneration and other terms of employment for executive employees

Yes No

The shareholder wants resolutions regarding one or more items in the form above to be postponed until a continued general meeting at a later date (to be filled in only if the shareholder has such a request).*

Enter item or items, use numbers:

* Resolution under a specific item will be deferred to a continued general meeting (i.e. a general meeting at a later date) and consequently not be decided during this Annual General Meeting, if the Annual General Meeting decides so or if shareholders who together represent at least 10 % of all shares in the company request it.