

This is a translation. In case of any discrepancies, the Swedish original shall prevail.

Notice of attendance and form for mail voting

according to Section 22 of the Swedish Act (2020:198) on Temporary Exemptions to Facilitate the Execution of General Meetings in Companies and Associations.

The shareholder set out below hereby gives notice of attendance and exercises its voting right for all of the shareholder's shares in Nobina AB (publ), company registration no. 556576-4569 ("Nobina"), at the Annual General Meeting on 31 May 2021. The voting right is exercised in the manner set out in the marked responses below.

Shareholder	Personal identification no. / Company registration no.

Assurance (if the undersigned is a legal representative for a shareholder that is a legal entity):

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

Assurance (if the undersigned represents the shareholder by power of attorney):

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the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked.

Place and date

Signature (proxies and legal representatives should use their own signature)

Clarification of signature (proxies and legal representatives should use their own name)

Telephone no.

E-mail

Instructions

- Complete the information above.
- Select the preferred voting options below.
- Print, sign and send the completed form to Nobina AB (publ) c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, or by e-mail to GeneralMeetingService@euroclear.com. A shareholder who is a natural person

may also submit its mail vote electronically through BankID verification at <https://anmalan.vpc.se/euroclearproxy>.

- If the shareholder votes by proxy, a power of attorney should be appended to the mail voting form. If the shareholder is a legal entity, a certificate of registration or other proof of authority must be appended to the mail voting form.
- **Please note that shareholders with nominee registered shares must register the shares in their own name to be entitled to vote. Instructions in this regard can be found in the notice to the general meeting.**

The shareholder may not include any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. If the shareholder has included any special instructions or conditions in the form or made any changes to pre-printed texts, the vote is invalid in its entirety. Only one form of mail vote per shareholder will be considered. If a shareholder submits more than one form, the form with the latest date will be considered. If two forms are dated on the same date, only the form last received by the company will be considered. An incomplete or incorrectly completed form may be discarded without being considered.

The mail voting form, together with any appended authorisation documents, must be received by Euroclear Sweden AB by 28 May 2021, at the latest. A submitted mail vote may be withdrawn up to and including 28 May 2021 through a message submitted in the same manner as the mail vote.

Below, the shareholder can state how it wishes to vote in the matters included in the proposed agenda, which is set out in the notice of the Annual General Meeting. “Yes” means that the shareholder votes in accordance with the proposal that is set out in the notice to the general meeting and “No” means that the shareholder votes against the proposal that is set out in the notice to the general meeting.

Please refer to the notice for the Annual General Meeting on Nobina’s website for complete proposals.

If you have any questions, please call +46 (0)8 402 92 76, weekdays between 09:00 and 16:00.

Annual General Meeting in Nobina AB (publ) on 31 May 2021

The voting options below refer to the board of directors' and the nomination committee's submitted proposals, which can be found in the notice to the Annual General Meeting and are available on the company's website.

<p>2. Election of chairman for the meeting</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>3. Election of one or two persons to verify the minutes</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>4. Preparation and approval of the voting list</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5. Approval of agenda</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>6. Determination of whether the meeting has been duly convened</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8. Resolution on adoption of the income statement and the balance sheet and of the consolidated income statement and balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9. Resolution on allocation of the company's results in accordance with the adopted balance sheet and on record date for dividend</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10. Resolution on discharge from liability for the board of directors and the CEO</p> <p>a. Johan Bygge, board member, chairman from and including 29 May 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. John Allkins, board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Liselott Kilaas, board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>d. Graham Oldroyd, board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>e. Bertil Persson, board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>f. Jan Sjöquist, chairman up until and including 29 May 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>g. Monica Lingegård, board member up until and including 29 May 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>h. Magnus Rosén, CEO</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>i. Jan Bosaeus, vice CEO up until and including 30 March 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

<p>11. Presentation of the remuneration report for approval</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12. Resolution on the number of board members and auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>13. Resolution on fees for the board members and the auditor</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>14. Election of board members</p> <p>a. Graham Oldroyd Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. Liselott Kilaas Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. Bertil Persson Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>d. Johan Bygge Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>e. Malin Frenning Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>15. Election of chairman of the board of directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16. Election of auditor</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. Resolution on principles for the composition of and instruction for the nomination committee</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>18. Resolution to</p> <p>a. implement a performance based share saving scheme Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>b. authorise the board of directors to purchase and sell treasury shares within the scope of Nobina's share saving schemes Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>c. transfer treasury shares to participants in Nobina's share saving schemes Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>d. enter into an equity swap agreement with a third party Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>19. Resolution to authorise the board of directors to resolve on an issue of shares or convertibles</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>20. Resolution to amend the articles of association</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

A shareholder that wishes that the resolutions under one or several items in the form above be deferred to a continued general meeting may state so below (should only be used if the shareholder has such a request). Please use numerals.

Item(s):
