



NOTIFICATION OF PARTICIPATION AND FORM FOR POSTAL VOTING

The Board of Directors of AFRY AB (publ) has decided that the shareholders may exercise their voting rights at the Annual General Meeting (the "AGM") on 24 April 2025 through postal voting in accordance with the provisions of AFRY's Articles of Association.

A completed form, including any enclosed authorisation documents, shall be received by AFRY no later than Wednesday 16 April 2025.

Note that shareholders who have their shares nominee-registered through a bank or other nominee must, in order to be entitled to participate in the AGM, request to be recorded in the share register in their own names. Instructions for this can be found in the notice to the AGM.

Shareholders may also cast their postal votes digitally through verification with BankID as per instructions available on <https://anmalan.vpc.se/euroclearproxy>.

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in AFRY AB (publ), reg. no. 556120-6474, at the AGM on Thursday 24 April 2025. The voting right is exercised in accordance with the voting options marked below.

Name of the shareholder	Personal identity number/registration number

Declaration (if the signatory is a legal representative of a shareholder who is a legal entity): The undersigned is 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

Declaration (if the signatory represents the shareholder by proxy): The undersigned solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked

Telephone number	Email
Place and date	
Signature	
Clarification of signature	

Instructions for postal voting:

- Complete the information above
- Select the preferred voting options below (next page)
- Print, sign and send the form in the original to AFRY AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden, or by email to GeneralMeetingService@euroclear.com (with reference "AGM of AFRY")
- 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 proxy of the shareholder, it is the proxy who should sign. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign
- If the shareholder postal votes by proxy, a power of attorney shall be enclosed with the form. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form

Further information regarding postal voting

A shareholder cannot give 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. A postal vote in its entirety is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented.

Only one form per shareholder will be considered. If more than one form is submitted, 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 wrongfully completed form, or a form without valid authorisation documentation, may be discarded without being considered.

The postal voting form, together with any enclosed authorisation documentation, must be received by AFRY no later than **Wednesday 16 April 2025**. A postal vote can be revoked by contacting Euroclear Sweden AB in the same way in which the postal vote was cast, and should be done no later than Wednesday 16 April 2025.

A shareholder who has postal voted may also attend the meeting venue, provided that a notice of participation to attend the meeting venue has been made in accordance with the instructions stated in the notice convening the AGM. If the shareholder has submitted its postal vote and thereafter attends the meeting venue in person or by proxy, the postal vote remains valid unless the shareholder participates in a voting during the meeting or otherwise withdraws its postal vote. If the shareholder participates in a voting during the meeting, the vote cast will replace the previously submitted postal vote with respect to the relevant item. Please note that the postal vote does not constitute a notice of participation to attend the meeting venue in person or by proxy.

For complete proposals for resolutions, please refer to the notice of the AGM and the other documents to the AGM on AFRY's website. The proposed resolutions set out in the notice and other documents may be changed or withdrawn. AFRY will disclose such adjustments through a press release, after which the shareholders have the right to submit a new form.

For information on how your personal data is processed, please visit www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf.

Annual General Meeting in AFRY AB (publ) on 24 April 2025

The voting options below concern the proposals presented by the Board and the Nomination Committee included in the proposed agenda for the AGM. The notice with the complete proposals as well as the other documents to the AGM are held available on the company's website <https://afry.com/en/agm>.

2. Election of Chair of the AGM. Yes <input type="checkbox"/> No <input type="checkbox"/>
5. Approval of the agenda. Yes <input type="checkbox"/> No <input type="checkbox"/>
6. Determination of whether the AGM has been duly convened. Yes <input type="checkbox"/> No <input type="checkbox"/>
10. Resolution on the adoption of the parent company's Income Statement and Balance Sheet and the consolidated Income Statement and the consolidated Balance Sheet. Yes <input type="checkbox"/> No <input type="checkbox"/>
11. Resolution on the discharge of liability of the members of the Board and the CEO. 11 (i) Tom Erixon (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (ii) Henrik Ehrnrooth (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (iii) Magnus Heimburg (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (iv) Jenny Larsson (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (v) Neil McArthur (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (vi) Åsa Petterson (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (vii) Kristina Schauman (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (viii) Tuula Teeri (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (ix) Gunilla Berg (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (x) Carina Håkansson (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>

11 (xi) Joakim Rubin (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (xii) Bodil Werkström (Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (xiii) Jessika Åkerdal (Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (xiv) Jonas Gustafsson (CEO) Yes <input type="checkbox"/> No <input type="checkbox"/>
12. Presentation of the Board of Directors' Remuneration Report for approval. Yes <input type="checkbox"/> No <input type="checkbox"/>
13. Resolution on the treatment of the company's earnings as stated in the adopted Balance Sheet and on the record day for payment of the dividend. Yes <input type="checkbox"/> No <input type="checkbox"/>
14. The Nomination Committee's statement and proposals - election of the Board of Directors etc. 14a Determination of the number of Board members and deputy Board members to be elected by the AGM. Yes <input type="checkbox"/> No <input type="checkbox"/>
14b Resolution regarding remuneration to the Board of Directors and the Auditors. Yes <input type="checkbox"/> No <input type="checkbox"/>
14c Election of Board members and any deputy Board members. 14c (i) Tom Erixon (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (ii) Magnus Heimburg (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (iii) Jenny Larsson (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (iv) Neil McArthur (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (v) Åsa Pettersson (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (vi) Kristina Schauman (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (vii) Viveka Beckeman (new election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
14c (viii) Jan Berntsson (new election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>

14d Election of the Chairman of the Board of Directors.

Yes No

14e Election of Auditors and any deputy Auditors.

Yes No

15. Resolution regarding a performance-based long-term cash programme for 2025.

Yes No

16. Resolution regarding authorisation for the Board of Directors to resolve on new issue of shares.

Yes No