



Beijer Ref AB (publ) Annual General Meeting 23 April 2024

Notification and form for postal voting

The form must be received by Computershare AB (which administers the Annual General Meeting and the forms for Beijer Ref AB (publ)) by 17 April 2024.

The following shareholder notifies and hereby exercises by postal voting its right to vote for all of the shareholder's shares in Beijer Ref AB (publ), 556040-8113, at the Annual General Meeting on 23 April 2024. The voting right is exercised in accordance with the marked voting options below.

Information about you

For information on how your personal data is processed in connection with the Annual General Meeting, visit <https://www.euroclear.com/dam/ESw/Legal/Integritetspolicy-bolagsstammor-engelska.pdf> and <https://www.computershare.com/se/gm-gdpr>.

Are you a shareholder or a representative of a shareholder? *

I am a shareholder I represent a shareholder

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 postal vote on behalf of the shareholder and that the content of the postal vote corresponds to the shareholder's decisions.

Assurance (if the undersigned represents the shareholder by proxy): I, the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked.

Information for postal voting

- > Print, fill in the information above and mark the preferred options below.
- > Sign and send the form to Computershare AB so that the form (together with any enclosed authorisation documentation) is received by Computershare no later than the last date for notification and postal voting, i.e. 17 April 2024. The form must be sent by post to Beijer Ref AB, "AGM", c/o Computershare AB, Box 5267, 102 46 Stockholm, Sweden or via e-mail to proxy@computershare.se. Shareholders may also cast their votes electronically by verifying with BankID via the company's website, <https://www.beijerref.com/annual-general-meeting-2024/>.
- > If the shareholder has provided the form with special instructions or conditions, or if pre-printed text is amended or supplemented, the vote (i.e. the postal vote in its entirety) is invalid. Incomplete or incorrectly completed forms may be disregarded.
- > Please note that a shareholder whose shares are registered with a bank or credit institution (nominee-registered shares) must re-register the shares in their own name in order to exercise voting rights.
- > Only one form per shareholder will be considered. If more than one form is submitted, only the most recently submitted form will be considered. A shareholder who has voted by means of postal voting may also attend the meeting venue in person, provided that a notification has been given in accordance with the instructions in the notice convening the annual general meeting. If a shareholder has voted by means of postal voting and thereafter attends the meeting venue in person or by proxy, the postal vote is still valid, unless the shareholder participates in a vote during the annual general meeting or otherwise withdraws the submitted postal vote. If a shareholder chooses to participate in a vote during the course of the annual general meeting, the vote cast will replace the submitted postal vote for the relevant item(s).
- > Postal voting may be revoked up to and including 17 April 2024. To revoke a postal vote, contact Computershare AB via post to Beijer Ref AB, "AGM", c/o Computershare AB, Box 5267, 102 46 Stockholm, Sweden via e-mail to proxy@computershare.se or by phone: +46 (0)771 24 64 00.
- > For complete proposals regarding the items on the agenda, kindly refer to the notice convening the meeting and the company's website.
- > If you represent a shareholder, you need to attach a power of attorney or registration certificate showing that you have the right to represent the shareholder.
- > Please note that the postal vote is not a notice to attend the meeting venue in person or by proxy. Instructions for shareholders who wish to attend the meeting venue in person or by proxy are included in the notice convening the annual general meeting.

Who will sign?

1. If the shareholder is a natural person who votes by mail in person, it is the shareholder himself who must sign the form.

2. If the postal vote is cast by a representative (proxy) for a shareholder, it is the representative who must sign the form.

3. If the postal vote is cast by a deputy for a legal entity, the deputy must sign the form.

Postal vote at the annual general meeting in Beijer Ref AB (publ) on 23 April 2024

1. Election of the chairperson of the meeting

1.1 Madeleine Rydberger *

Yes No Abstain

2. Drawing up and approval of the voting register *

Yes No Abstain

3. Approval of the agenda *

Yes No Abstain

5. Determination that the meeting has been duly convened *

Yes No Abstain

8. Resolution regarding:

(a) adoption of the profit and loss account and balance sheet of the company and of the consolidated profit and loss account and consolidated balance sheet of the group *

Yes No Abstain

(b) allocation of the company's profit or loss in accordance with the adopted balance sheet and determination of record date for dividend *

Yes No Abstain

(c) approval of the remuneration report *

Yes No Abstain

(d) discharge from liability for the members of the board of directors and the managing director

i. Kate Swann (chairman) *

Yes No Abstain

ii. Per Bertland (board member) *

Yes No Abstain

iii. Nathalie Delbreuves (board member) *

Yes No Abstain

iv. Albert Gustafsson (board member) *

Yes

No

Abstain

v. Kerstin Lindvall (board member) *

Yes

No

Abstain

vi. Joen Magnusson (board member) *

Yes

No

Abstain

vii. Frida Norrbom Sams (board member) *

Yes

No

Abstain

viii. William Striebe (board member) *

Yes

No

Abstain

ix. Christopher Norbye (managing director) *

Yes

No

Abstain

9. Determination of the number of board members *

Yes

No

Abstain

10. Determination of the remuneration to the board members elected by the general meeting *

Yes

No

Abstain

11. Determination of remuneration to the auditors *

Yes

No

Abstain

12. Election of board members

(a) Per Bertland (re-election) *

Yes

No

Abstain

(b) Nathalie Delbreuve (re-election) *

Yes

No

Abstain

(c) Albert Gustafsson (re-election) *

Yes

No

Abstain

(d) Kerstin Lindvall (re-election) *

Yes

No

Abstain

(e) Joen Magnusson (re-election) *

Yes

No

Abstain

(f) Frida Norrbom Sams (re-election) *

Yes

No

Abstain

(g) William Striebe (re-election) *

Yes

No

Abstain

(h) Kate Swann (re-election) *

Yes

No

Abstain

(i) Kate Swann as the Chairman of the board (re-election) *

Yes

No

Abstain

13. Election of auditors *

Yes

No

Abstain

14. Resolution on instructions for the Nomination Committee *

Yes

No

Abstain

15. Resolution to authorise the board of directors to resolve on a new share issue *

Yes

No

Abstain

16. Resolution on (A) implementation of a long-term share-based incentive program LTI 2024, (B) acquisition and transfer of own shares, alternatively (C) other hedging measures

(A) Resolution on the establishment of LTI 2024 *

Yes

No

Abstain

(B) Resolution on authorisation for the board of directors to resolve on acquisition of own shares and transfer of own shares to participants in the program *

Yes

No

Abstain

(C) Should the required majority under item 16 (B) not be reached, resolution on share swap agreement with a third party *

Yes

No

Abstain

