

NOTIFICATION OF ATTENDANCE AND FORM FOR ADVANCE VOTING

The form must be received by BICO Group AB (publ) no later than Tuesday May 14, 2024.

The shareholder below is hereby notifying the company of its participation and exercising the voting right for all of the shareholder's shares in BICO Group AB (publ), Reg. No. 559050-5052 at the Annual General Meeting on Monday May 20, 2024. The voting right is exercised in accordance with the voting options marked below.

Shareholder	Personal identity number/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 authorised to submit this advance vote on behalf of the shareholder and that the contents of the advance vote correspond to the shareholder's decisions.

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by proxy): The undersigned solemnly declare that the enclosed power of attorney corresponds to the original and has not been revoked.

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

Instructions:

- Complete all the requested information above.
- Select the preferred voting options below.
- Print, sign and send the form by post to BICO Group AB (publ), AGM 2024, Långfilsgatan 9, SE-412 77 Gothenburg, Sweden or via e-mail to ir@bico.com
- If the shareholder is a natural person who is personally voting in advance, it is the shareholder who should sign under *Signature* above. If the advance vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the advance vote is submitted by a legal representative of a legal entity, it is the representative who should sign.
- If the shareholder votes by proxy, a proxy shall be enclosed to the form. If the shareholder is a legal entity, a certificate of incorporation or an equivalent certificate of authority should be enclosed to the form.

A shareholder whose shares have been registered in the name of a bank or securities institute must register its shares in its own name to vote. Instructions for this is included in the notice convening the Annual General Meeting.

A shareholder cannot give any other instructions than selecting one of the options specified at each point in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A vote (*i.e.* the advance voting 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.

The advance voting form, together with any enclosed authorisation documentation, shall be provided to BICO Group AB (publ) no later than Tuesday May 14, 2024. An advance vote can be withdrawn up to and including Tuesday May 14, 2024 by contacting BICO Group AB (publ) via e-mail to ir@bico.com.

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 BICO Group AB (publ) will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form may be discarded without being considered. If a shareholder has voted in advance and attends the Annual General Meeting in person or through a proxy, the advance vote is still valid except to the extent the shareholder participates in a voting procedure at the Annual General Meeting or otherwise withdraws its casted advance vote. If the shareholder chooses to participate in a voting at the Annual General Meeting, the vote cast will replace the advance vote with regard to the relevant item on the agenda. For the complete proposals, kindly refer to the notice convening the Annual General Meeting and the company's website.

Note that the advance vote does not constitute a notification to participate in the Annual General Meeting at the venue in person or through proxy. Instructions for shareholders who wish to participate in the Annual General Meeting at the venue in person or represented by a proxy are included in the notice convening the Annual General Meeting.

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

Annual General Meeting in BICO Group AB (publ) on Monday May 20, 2024

The options below comprise the submitted proposals included in the notice convening the Annual General Meeting and are held available on the Company's website.

2. Election of Chairman at the Annual General Meeting – Anders Strid Yes <input type="checkbox"/> No <input type="checkbox"/>
4. Approval of the agenda Yes <input type="checkbox"/> No <input type="checkbox"/>
6. Determination as to whether the Annual General Meeting has been duly convened Yes <input type="checkbox"/> No <input type="checkbox"/>
8a. Resolution regarding adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
8b. Resolution regarding allocation of the company's profits or losses in accordance with the adopted balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
8c. Resolution regarding discharge of the members of the Board of Directors and the CEO from liability
8c.1 Rolf Classon, Chairman of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.2 Ulrika Dellby, Deputy chairwoman of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.3 Bengt Sjöholm, Board member Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.4 Christian Wildmoser, Board member Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.5 Susan Tousi, Board member Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.6 Helena Skåntorp, Board member Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.7 Gerry Mackay, Board member Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.8 Erik Gatenholm, Board member and CEO. Resigned as CEO on November 20, 2023. Yes <input type="checkbox"/> No <input type="checkbox"/>
8c.9 Maria Forss, CEO, assumed office on November 20, 2023. Yes <input type="checkbox"/> No <input type="checkbox"/>

<p>9. Determination of the number of members of the Board of Directors, deputies, auditors and, deputy auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10. Election of members of the Board of Directors</p> <p>10a. Rolf Classon (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10b. Ulrika Dellby (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10c. Bengt Sjöholm (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10d. Helena Skåntorp (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10e. Susan Tousi (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10f. Christian Wildmoser (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10g. Alexandra Gatzemeyer (new election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11. Election of the chairman of the Board of Directors</p>
<p>11a. Rolf Classon (chairperson) (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11b. Ulrika Dellby (deputy chairperson) (re-election)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12. Election of the auditor – Deloitte AB</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>13. Determination of fees for members of the Board of Directors and auditor</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>14. Adoption of principles for the appointment of the Nomination Committee and the Nomination Committee's instructions</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>15. Submission and approval of the Board's remuneration report</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16. Resolution to adopt guidelines for remuneration to the executive management</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. Resolution on implementing of a long-term warrant-based incentive program for certain key persons</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

18. Resolution on implementing of a long-term employee stock option-based incentive program for certain key persons

Yes No

19. Resolution to authorise the Board of Directors to resolve on new share issues

Yes No