

Postal voting form for the Annual general meeting of Proact IT Group AB (publ) held 6 May 2020

In accordance with the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations, the Board of Proact IT Group AB (publ) has decided that the shareholders are to be able to exercise their voting rights by post before the Annual General Meeting (AGM).

If a shareholder wishes to exercise their voting right through postal voting before the AGM, a completed form must be submitted to the company **no later than 12.00 CET, 5 May 2020**.

To vote by post, proceed as follows:

- 1) Complete the shareholder's information below.
- 2) Mark the chosen responses below for how the shareholder casts its votes.
- 3) Print and sign the form.
- 4) Send the form and any attachments to Proact IT Group AB, att.: Årsstämma, Box 1205, 164 28 Kista, Sweden or by e-mail to arsstamma@proact.se.

If the shareholder is a legal person, the form must be signed by authorized signatories and a registration certificate or other corresponding authorization document for foreign legal person must be attached to the form. The same applies if the shareholder votes via proxy.

Please note, that this form is separate from the registration for attending the AGM in person. Should the shareholder wish to attend the AGM, registration shall be done in the manner and within the timeframe that is stipulated in the notice of the AGM. A prerequisite for a postal vote to be considered is that the shareholder who votes is registered in the share register on the record day for the AGM and that, if applicable, shares that are registered in the name of a trustee have been re-registered in the manner which is described in the notice of the AGM, even if the shareholder wants to exercise their voting rights via postal voting.

The following shareholder hereby exercises its right to vote for all the shareholder's shares in Proact IT Group AB (publ) at the AGM on 6 May 2020. The voting right is exercised in the manner indicated by the selected alternatives below in accordance with the proposals for resolutions, as stated in full in the notice of the AGM or the 2019 Annual Report or as adjusted decision proposals provided via Proact's website www.proact.eu.

Shareholder	
Personal code number/ corporate identity number	
Deputy/proxy	
Phone number	
E-mail	
Number of shares and votes in Proact IT Group AB (publ)	
Signature	
Name in block letters	

Items for decision
<p>Item 2 Election of Chairman of the AGM</p> <p>The nomination committee proposes Eva Elmstedt to be elected chairman at the meeting.</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 4 Approval of the agenda</p> <p>The proposed agenda has been published in the notice to the AGM</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 6 Examination of whether the meeting has been properly convened</p> <p>The notice to the AGM was published on the company's webpage on 27 March 2020 and in both Post- och Inrikes Tidningar and Dagens Nyheter on 2 April 2020.</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 8 Resolution on adaptation of the profit and loss account and the balance sheet as well as the consolidated profit and loss account and the consolidated balance sheet</p> <p>Reference is made to the 2019 Annual Report</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 9 Resolution on allocation of the company's profit or loss according to the adopted balance sheet</p> <p>Reference is made to the 2019 Annual Report</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>

Item 10 Resolution to discharge the board members and the managing director from liability	
Eva Elmstedt (Chairman of the Board)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Martin Gren (Board member)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Annikki Schaeferdiek (Board member)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Anders Thulin (Board member)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Thomas Thuresson (Board member)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Jonas Hasselberg (CEO)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Item 11 Determination of number of board members and deputy board members The nomination committee proposes that the Board shall consist of five regular members and no deputies Yes <input type="checkbox"/> No <input type="checkbox"/>	

Item 12

Determination of fees payable to the board members and to the auditors

The nomination committee proposes that fees to the board members shall be SEK 1,665,000 in total, of which the chairman receives SEK 525,000 and the other board members SEK 210,000 each. For committee work, a total fee of SEK 300,000 is proposed to be allocated by the board within the committees.

Fees to the auditors is proposed to be paid according to the approved invoices.

Yes No

Item 13

Election of board members and chairman of the board as well as auditor

Yes No

Eva Elmstedt

Yes No

Martin Gren

Yes No

Annikki Schaeferdiek

Yes No

Thomas Thuresson

Yes No

Erik Malmberg

Yes No

Eva Elmstedt as Chairman of the Board

Yes No

PwC as auditors for the time period up until the end of the Annual General Meeting of 2021

Yes No

<p>Item 14 Resolution on guidelines for remuneration and other terms of employment for senior executives</p> <p>Reference is made to the notice to the AGM</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 15 Decision on performance share plan and transfer of repurchased shares</p> <p>Reference is made to the notice to the Annual General Meeting. The Performance Share Plan follows the same structure as the performance share plan resolved at the Annual General Meeting 2019, but comprises an additional performance target relating to Proact's return on capital employed.</p>
<p>(A) Resolution to introduce the Performance Share Plan</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>(B) Resolution on transfer of own shares to the participants</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 16 Nomination committee for the Annual General Meeting in 2021</p> <p>Reference is made to the notice to the AGM</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>Item 17 Resolution on authorization for the board of directors to decide on new share issue</p> <p>Reference is made to the notice to the AGM</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></p>

Item 18

Resolution on authorization for the board of directors to acquire and transfer of treasury shares

Reference is made to the notice to the AGM

Yes No

Item 19

Resolution to amend the articles of association

Reference is made to the notice to the AGM

Yes No

Additional information regarding postal voting

Shareholders cannot provide other instructions beyond selecting one of the specified response alternatives for each item in the form. If shareholders have provided the form with specific instructions or conditions, or changed or made additions to the form, the vote is invalid. If a shareholder has not ticked the box for an answer to a particular resolution, the shareholder is deemed to have abstained from voting on that issue.

Only one form per shareholder will be considered. If more than one form is submitted, the one with the most recent date will be considered. If two or more forms have the same date, only the form received last by the company will be considered. Incomplete or incorrectly completed forms will not be considered.

If the shareholder attends the AGM in person or via proxy, the postal vote will not be considered as the shareholder is expected to exercise their voting rights at the meeting.

Postal votes can be recalled until 12.00 CET, 5 May 2020 via email to arsstamma@proact.se. After 12.00, 5 May 2020, the postal vote can be revoked by the shareholder attending the AGM.