

FORM FOR ADVANCE VOTING BY postal vote in accordance with the provisions of Chapter 7, Section 4 a of the Swedish Companies Act and the Company's articles of association must be received by Systemair AB (publ) no later than Friday 22 August 2025.

Please note that shareholders whose shares are registered in the name of a nominee must register the shares in their own name in order to vote. Shareholders should notify their nominee well in advance before Friday 22 August 2025. Instructions for this can be found in the notice of the annual general meeting.

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 Systemair AB (publ), reg. no 556160-4108, at the annual general meeting on Thursday 28 August 2025. 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 representative of the shareholder): I, the undersigned, am a board member, CEO or a signatory for 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the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked.

If the shareholder is a natural person who is personally voting in advance, it is the shareholder who should sign under Signature below. If the advance vote is submitted by a proxy of the shareholder under a power of attorney, 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.

Place and date	
Signature	
Name in block letters	
Telephone number	E-mail

Instructions for postal voting:

- Complete the information above.
- Select the preferred voting options below.
- Print, sign and send the original form to Systemair AB, "Annual General Meeting", Industrivägen 3, 739 30 Skinnskatteberg, Sweden. The completed and signed form may also be submitted electronically, in which case it should be sent to agm@systemair.se.
- A power of attorney shall be enclosed if the shareholder votes in advance by proxy. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form.
- Submission of the form is valid as notification to participate in the annual general meeting.
- If the shareholder does not wish to exercise his/her right to vote by advance voting, the postal voting form should not be submitted.

The shareholder cannot give any instructions other than to mark one of the answer options below for each item in the form. If the shareholder wishes to abstain from voting on any issue, please refrain from marking an option. If the shareholder has added special instructions or conditions to the form, or amended or changed the pre-printed text, the vote (i.e., the advance vote in its entirety) is invalid. Only one form per shareholder will be considered. If more than one form is submitted, only the most recently dated form will be considered. If two forms have the same date, only the form most recently received by the company will be considered. Incomplete or incorrectly completed forms may be rejected.

The postal voting form, together with any attached authorisation documents, must be received by Systemair AB (publ) no later than Friday 22 August 2025. An advance vote can be withdrawn up to and including Friday 22 August 2025 by phone +46 (0)222-400 00 or via e-mail agm@systemair.se. Thereafter, an advance vote can only be withdrawn if the shareholder is present, in person or by proxy, at the annual general meeting.

For complete proposals for resolutions, please refer to the notice convening the meeting and the proposals on the company's website, group.systemair.com

For more information on how personal data is processed in connection with the Annual General Meeting, please refer to the privacy policy available on Euroclear Sweden AB's website: <https://www.euroclear.com/dam/ESw/Legal/Integritetspolicy-bolagsstammor-svenska.pdf>

Annual General Meeting of Systemair AB (publ) on 28 August 2025

The options below comprise the proposals submitted by the Board of Directors and the Nominating Committee which are included in the notice convening the annual general meeting.

Item on the proposed agenda	Yes	No	Refrain
1. Election of the Meeting Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Prepare and approve the list of voters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Determine whether the annual general meeting has been duly convened	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Approve the agenda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Resolutions on:			
a) adoption of the income statement and balance sheet, along with the consolidated income statement and the consolidated balance sheet for the 2024/25 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) disposition of the Company's profit or loss according to the balance sheet adopted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) discharge from liability to the Company for the members of the Board and the CEO			
Gerald Engström (Chairman of the Board)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patrik Nolåker (vice Chairman of the Board)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carina Andersson (Board member)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gunilla Spongh (Board member)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Niklas Engström (Board member)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Daniel Wilhelmsson (Board member and employee representative)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ricky Sten (Board member and employee representative)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Roland Kasper (CEO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Resolution on the number of members of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Resolution on fees to the Board and auditor			

Fees to the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Auditor's fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Election of Board of Directors, Chairman, Deputy Chairman and auditor			
Election of Gerald Engström as member of the Board (re-election)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Patrik Nolåker as member of the Board (re-election)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Gunilla Spongh as member of the Board (re-election)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Niklas Engström as member of the Board (re-election)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Peter Fenkl as member of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Åsa Söderström Winberg as member of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Patrik Nolåker as Chairman of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Gerald Engström as Deputy Chairman of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Election of Ernst & Young AB as audit firm (re-election)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Decision on the approval of the remuneration report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Resolution on the Board's proposal for guidelines on remuneration and other terms of employment for senior executives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Resolution on the Board's proposal on authorisation for the Board to resolve upon acquisition of the Company's own shares for the purpose of LTIP 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Resolution on the Board's proposal on authorisation for the Board to resolve upon acquisition and transfer of the Company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Resolution on the Board's proposal on authorisation for the Board to resolve upon issuing of new shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. Resolution on the Board's proposal on a) establishment of a share-based incentive programme 2025 (LTIP 2025), and b) hedging arrangements relating thereto			
A Resolution on the establishment of an incentive programme 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.1 Resolution on the proposal to authorise the Board to resolve upon acquisition of maximum 160,000 treasury shares via the stock exchange for the purposes of LTIP 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.2 Resolution on the proposal to authorise the Board to resolve upon transfer of maximum 160,000 treasury shares via the stock exchange for the purposes of LTIP 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.3 Resolution on equity swap agreements with third parties (in the event that a sufficient majority as stated in sections B.1 and B.2 above cannot be achieved)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>