

PROXY FORM OR VOTE BY POST

TCM Group A/S' Annual General Meeting 13 April 2023 at 5:00 PM
At the company offices, Skautrupvej 22b, Tvis, 7500 Holstebro, Denmark

I, the undersigned

Name of shareholder: _____

Address: _____

Zip code and city: _____

Custody account no./VP _____

reference: _____

hereby grant authority by proxy or vote by post at the Annual General Meeting of TCM Group A/S convened for 13 April 2023 as set out below:
Please tick either A) or B) or C) or D) or vote by proxy / postal vote directly on www.vp.dk/agm

- A) Proxy is given to an identified third person: _____
Name and address of the proxy holder (CAPITAL LETTERS)
- B) Proxy is given to the Board of Directors (or order) to vote in accordance with the recommendations of the Board of Directors as stated in the table below.
- C) Proxy is given to the Board of Directors (or order) to vote in accordance with the voting directions given below. Please mark the box "FOR", "AGAINST" or "ABSTAIN" to indicate your directions.
- D) Vote by post is given in accordance with the box ticking below. Please mark the box "FOR", "AGAINST" or "ABSTAIN" to indicate your directions. **The vote by post is irrevocable.**

Items on the agenda (the full agenda is included in the notice of the meeting)	FOR	AGAINST	ABSTAIN	The Board's recommendation
1. Report of the Board of Directors on the company's activities in the past year.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	-
2. Adoption of the audited annual report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
3. Presentation and approval of the remuneration report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
4. Adoption of the remuneration for the Board of Directors and Board committees.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
5. Appropriation of profit or loss as recorded in the adopted annual report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
6. Amendments of the Articles of Association.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	-
a. Change in the number of board members to 4-7 members.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
7. Election of members to the Board of Directors				
a. Re-election of Sanna Mari Suvanto-Harsaae	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
b. Re-election of Anders Tormod Skole-Sørensen	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
c. Re-election of Carsten Bjerg	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
d. Re-election of Søren Mygind Eskildsen	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
e. Re-election of Jan Arntoft.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
f. Election of Pernille Wendel Mehl	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
g. Election of Erika Hummel.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
8. Election of auditor(s)				
a. Re-elect PricewaterhouseCoopers, Statsautoriseret Revisionspartnerselskab	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	FOR
9. Any proposals from the Board of Directors or shareholders:				
a. Indemnification of members of the Board of Directors and the Executive Board.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
b. The Board of Directors proposes that the Board of Directors' authorization to increase the share capital is increased.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
c. The Board of Directors proposes that the Board of Directors is authorized to acquire treasury shares.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
d. The Board of Directors proposes that the Board of Directors is authorized to distribute extraordinary dividend.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FOR
10. Any other business				

A proxy/vote by post that has only been dated and signed shall be considered as a proxy given to the Board of Directors to vote in accordance with the recommendations of the Board of Directors as they appear in the table above.

The proxy shall apply to all subjects discussed at the annual general meeting. If new proposals are presented and put to the vote, including proposals for amendments or candidates not appearing on the agenda, the proxy holder shall vote on your behalf in accordance with his or her own convictions. The proxy/vote by post applies to the number of shares in the possession of the undersigned on the registration date, 6 April 2023. The shareholding is calculated on the basis of the entry in the Company's register of shareholders and notifications on ownership that the Company has received, but not yet entered in the register of shareholders.

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Signature