

Registration and Advance Voting Form

Pihlajalinna Plc's Annual General Meeting on 24 April 2025

Pihlajalinna Plc's (the "Company") Annual General Meeting (the "General Meeting") will be held on Thursday 24 April 2025 at 11:00 a.m. at Sokos Hotel Torni's Congress Centre, Raide 3 conference room, at Ratapihankatu 43, 33100 Tampere, Finland. The meeting will be held as a classic meeting according to 5:16.1 § of the Finnish Limited Liability Companies Act (624/2006).

On the basis of this form, a shareholder can register for the General Meeting. Also, on the basis of this form, a shareholder can vote in advance on certain items on the agenda of the General Meeting. ***It is recommended that a shareholder, who has a personal Finnish book-entry account and who wants to participate in the General Meeting, registers for the General Meeting and, if the shareholder so wishes, votes in advance electronically at the address <https://investors.pihlajalinna.fi/annual-general-meeting2025>.***

Shareholders who have the right to participate in the general meeting and who have registered for the general meeting may follow the general meeting through a webcast. Instructions for following the webcast are presented in section C.5 of the notice to the General Meeting. It is not possible to ask questions, make counterproposals or exercise the right to speak or vote through the webcast, and following the meeting through the webcast is not considered participation or exercise of shareholder's right in the General Meeting.

Each shareholder who is registered on the record date of the General Meeting 10 April 2025 in the Company's shareholders' register held by Euroclear Finland Oy, has the right to participate in the General Meeting. A shareholder, whose shares are registered on the shareholder's personal Finnish book-entry account, is registered in the Company's shareholders' register. A shareholder who wants to participate in the General Meeting in real time (which is only possible by participating in the General Meeting at the meeting venue and not, for example, via remote access), must register for the General Meeting by filling in the required information on this form (page 2) and by signing and dating this form (signatures and dates on the last page).

If a shareholder wants to vote in advance using this form, they will have to complete the advance voting table on the last page. Voting in advance is not compulsory. Possible advance voting on the basis of this form requires that the shareholder's shares are registered on their personal Finnish book-entry account. The number of possible advance votes is confirmed based on the holding in the book-entry account on the record date of the General Meeting.

If a shareholder is an entity, the legal representative of the entity or a person authorized by the entity must provide necessary documents to prove the right to represent the entity (e.g. trade register extract or board resolution). Documents are requested to be attached to this form. If the documents are not submitted to Innovatics Ltd using the contact information below before the end of the registration and advance voting period or they are otherwise incomplete, the entity's right to participate in the General Meeting in real time may be denied. In this case, any advance votes may also not be counted as votes cast in the General Meeting.

The completed, signed and dated form shall be delivered primarily in connection with the registration and advance voting as an attachment by e-mail to agm@innovatics.fi or as originals by mail to Innovatics Oy, General Meeting/ Pihlajalinna Oyj, Ratamestarinkatu 13 A, 00520 Helsinki, Finland. Documents must be received at the latest by 15 April 2025 by 4:00 p.m.

The personal information provided on this form is used to identify a shareholder through a comparison to information in the book-entry system, as well as to confirm shareholdings on the record date of the General

Meeting. This personal information will be stored in Innovatics Ltd's database for General Meetings for the Company's use, and information will not be used for any other purposes or for any other General Meetings. A link and password to follow the General Meeting through a webcast will be sent to the phone number and/or email address provided on this form at the latest on the day before the General Meeting. It is recommended to log into the general meeting system before the start time of the General Meeting.

Information required for the registration

Shareholder's name
Date of birth or business ID (<i>Y-tunnus</i>)
Address
Postal code and town/city
Country
Phone number
E-mail address
Name of a representative of a legal person (mandatory for legal persons only)

Method of participation in the General Meeting:

- ☐ I will attend the meeting venue. I will vote in advance if I wish to do so.
- ☐ I will vote in advance and not attend the meeting venue.

[Continues on the next page]

Voting in advance using this form

I/we vote in advance with the shares I/we own/I represent on each item on the agenda of the meeting listed below, as indicated with a cross (X) below.

- The option “Yes” or “In favour” means that the shareholder is in favour of approving the proposal.
- The option “No” or “Against” means that the shareholder objects to the acceptance of the proposal. By voting in advance, it is not possible to submit a counter-proposal to the meeting or demand a voting.
- “Abstain from voting” means casting an empty vote, in which case the shares are considered to be represented in the General Meeting during the discussion of such item, but they are not considered voting in favour or against anything. This is meaningful, for example, in resolutions requiring qualified majority, as in qualified majority items all shares represented at the General Meeting are taken into account and abstentions thus have the same effect as votes Against/No. Therefore, abstaining from voting affects the voting result. Shareholders should be aware of this, especially if giving a vote against is not their intention.

The shareholder's shares are not considered as shares represented at the General Meeting with regard to the item in question and the shareholder's votes are not counted as cast, if

- no vote has been indicated for a certain item
- there are more than one vote on the same item
- text or markings other than a cross (X) have been used to indicate an advance vote

In a situation where a shareholder has voted in advance via multiple voting channels, for example, both electronically and using this form, or more than once via the same voting channel, the votes cast most recently will prevail.

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General Meeting agenda items

Agenda items set out below cover proposals of the Board of Directors and the Shareholders' Nomination Board of the Company to the General Meeting in accordance with the notice to the General Meeting.

		In favour/ Yes	Against/ No	Abstain from voting
7.	Adoption of the financial statements	☐	☐	☐
8.	Resolution on the use of the profit shown on the balance sheet and the payment of dividend	☐	☐	☐
9.	Resolution on the discharge of the members of the Board of Directors and the CEO from liability	☐	☐	☐
10.	Presentation of the Remuneration report	☐	☐	☐
11.	Presentation of the Remuneration Policy	☐	☐	☐
12.	Resolution on the remuneration of the members of the Board of Directors	☐	☐	☐
13.	Resolution on the number of members of the Board of Directors	☐	☐	☐
14.	Election of members of the Board of Directors and the Chair and Vice Chair of the Board of Directors	☐	☐	☐
15.	Resolution on the remuneration of the auditor	☐	☐	☐
16.	Election of auditor	☐	☐	☐
17.	Resolution on the remuneration of the sustainability reporting assurer	☐	☐	☐
18.	Election of the sustainability reporting assurer	☐	☐	☐
19.	Amending the Articles of Association	☐	☐	☐
20.	Authorizing the Board of Directors to resolve on the repurchase of the company's own shares	☐	☐	☐
21.	Authorizing the Board of Directors to resolve on the issuance of shares and other special rights entitling to shares	☐	☐	☐

Signatures and date

Place and date	
Signature	
Name in block letters	
Signature	
Name in block letters	