

ADVANCE VOTING FORM

Pihlajalinna Plc's Annual General Meeting will be held on Thursday 15 April 2021 at 10.30 a.m.

With this form, I/we authorise Innovatics Oy ("Innovatics"), the advance voting service provider for Pihlajalinna Plc's (the "Company") Annual General Meeting 2021, to register my/our votes with the shares I/we own/represent in certain items of agenda of Pihlajalinna Plc's Annual General Meeting 2021. I/we understand that voting in advance by submitting this form requires that the shareholder has at least one valid Finnish book-entry account.

The number of advance votes is confirmed on the Finnish record date of the Annual General Meeting (eight business days before the Meeting) based on the holding in the book-entry account. 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 Annual General Meeting. The personal information will be stored in Innovatics's database for General Meetings for the Company's use. The information will not be used for any other purposes or for any other General Meetings.

Shareholder's name _____

Date of Birth or Business ID* _____

Address _____

Postal code and town/city _____

Country _____

Phone number _____

E-mail _____

**the information is mandatory*

Voting instructions

I/we authorise Innovatics to register my/our votes with the shares I/we own/represent in each of the items of the agenda of the meeting as indicated with a cross (X) below.

If no voting instructions have been indicated below, or if there are more than one voting instructions on the same item, or if other text or markings other than a cross (X) have been used to indicate a voting instruction, the item will be marked as "No action" when Innovatics registers the votes. This means that shareholder's shares are not taken into consideration in the item in question. Shareholder's shares are not considered as shares represented at the meeting and the votes are not counted as cast votes with regard to the item in question.

I/we understand that if I/we give advance votes as a representative of an entity (incl. estate), 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 advance voting form. If the documents are not submitted during the advance voting period or they are otherwise incomplete, the shares of the entity will not be included as shares represented

at the Annual General Meeting. It is recommended that a Finnish book-entry account holder votes in advance electronically in the address https://ir1.innovatics.fi/ir/en/pihlajalinna/Agm/Registration/2021_1/Accept. In a situation where the Finnish book-entry account holder has voted in advance both electronically and via this advance voting form, Innovatics will register the most recent voting instruction.

Agenda items 7 to 17 cover proposals of the Board of Directors of Pihlajalinna Plc to the Annual General Meeting in accordance with the notice convening the Meeting.

<i>'For'</i>	Shareholder is in favor of approving the proposal.
<i>'Against'</i>	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.
<i>'Abstain'</i>	Shareholder's shares are represented at the meeting with regard to the item in question, but they are not counted as votes in favor or against the proposal.
<i>'Not voted'</i>	Shareholder's shares will be removed from the number of shares represented at the meeting with regard to the item in question and will not be voted in favor of any option.

The difference between the options *'Abstain'* and *'Not voted'* is relevant in situations where the resolution must receive a specified share of both cast votes and shares represented at the meeting. This is the case, for example, where a decision must be taken by a qualified majority.

	For / yes	Against / no	Abstain	Not voted
7 Adoption of the financial statements and the consolidated financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8 Resolution of the use of the profit shown on the balance sheet and payment of dividend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9 Resolution on the discharge from liability of the members of the Board of Directors and the CEO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10 Advisory resolution on the acceptance of the Remuneration Report 2020	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 Resolution on the remuneration of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13 Election of members of the Board of Directors and the Chair and Vice-Chair of the Board of Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14 Resolution on the remuneration of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15 Election of auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16 Authorising the board of directors to decide on the acquisition of the company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17 Authorising the Board of Directors to decide on share issues and the issuance of other special rights to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Place and date _____

Signature _____

Name in block letters _____

Signature* _____

Name in block letters* _____

**If two signatures is needed*

To be returned to Innovatics Oy by email to the address agm@innovatics.fi or by post to the address Innovatics Oy, Annual General Meeting/Pihlajalinna Plc, Ratamestarinkatu 13 A, 00520 Helsinki. If a shareholder participates in the meeting by submitting his/her advance votes to Innovatics Oy by post or email prior to the deadline for registration and advance voting, this will be deemed to constitute due registration for the Annual General Meeting, provided that it includes all information required for the registration and advance voting as set out above.

The form must be received no later than 9 April 2021 at 10:00 a.m.