

Power of Attorney (including voting instructions)

Pihlajalinna Plc's Annual General Meeting on 31 March 2026

The undersigned (hereinafter also the "principal" or "shareholder") authorises the following representative alone (hereinafter also the "proxy representative") to represent the principal and to vote with all shares of the principal in accordance with the voting instructions given below at Pihlajalinna Plc's Annual General Meeting on 31 March 2026:

Name of the proxy representative: _____

Date of birth of the proxy representative: _____

Phone number and/or email address of the proxy representative:

The completed and signed proxy document and voting instructions shall be delivered primarily as an attachment in connection with the registration and possible advance voting, or alternatively by e-mail to agm@innovatics.fi or as originals by mail to Innovatics Ltd, General Meeting / Pihlajalinna Plc, Ratamestarinkatu 13 A, FI-00520 Helsinki, Finland. Documents must be received at the latest by 24 March 2026 at 4:00 p.m. (Finnish time).

The principal accepts everything that the proxy representative legally does or fails to do under this proxy document. The principal also agrees to the transmission of information in accordance with this proxy document to Pihlajalinna Plc and Innovatics Ltd, as well as between these parties, to be used in connection with the General Meeting and the processing of necessary registrations related thereto.

I/we understand that if I/we give the proxy document as a representative of an entity (incl. estate), the legal representative of the entity or a person authorised by the entity must provide necessary documents to prove the right to represent the entity (e.g., trade register extract or certified copy of a board resolution). Documents are requested to be attached to this form. If the documents are not submitted during the registration period or they are otherwise incomplete, the shares of the entity will not be counted as shares represented at the General Meeting. Proxy documents in original shall be presented to the company upon request.

Information of the principal:

The personal information provided on this proxy document 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. The 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.

Shareholder's name

Date of birth or business ID (*Y-tunnus*)

Address

Postal code and town/city

Country

Phone number

E-mail address

Place and date

Signature(s)

Voting instructions:

At the General Meeting, the proxy representative shall exercise the voting rights of the shareholder granting the authorisation in each of the items on the agenda of the meeting 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 giving 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 voting instruction has been indicated for a certain item
- there are more than one voting instruction on the same item
- text or markings other than a cross (X) have been used to indicate a voting instruction

In a situation where the 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.

If not otherwise communicated by the shareholder, the given voting instructions are presumed to concern all the shares of the shareholder.

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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 Pihlajalinna Plc 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Resolution on the use of the profit shown on the balance sheet and the payment of dividend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on the discharge of the members of the Board of Directors and the CEO from liability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Presentation of the Remuneration report	<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"/>
12.	Resolution on the number of members of the Board of Directors	<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 Directors	<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"/>
15.	Election of auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Resolution on the remuneration of the sustainability reporting assurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	Election of the sustainability reporting assurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	Authorising the Board of Directors to resolve on the repurchase of the company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Authorising the Board of Directors to resolve on the issuance of shares and other special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>