

Registration and Advance Voting Form for a General Meeting

Digital Workforce Services Plc's Annual General Meeting on April 10th 2025

Digital Workforce Services Plc's ("Company") annual general meeting 2025 ("General Meeting") will be held April 10th as a classic meeting according to 5:16.1 § in the Finnish Limited Liability Companies Act (624/2006).

Based on this form, a shareholder may complete their registration to the General Meeting. Additionally, utilizing this form, a shareholder has the option to cast their vote in advance on specific agenda items of the General Meeting. It is advised that a shareholder with personal Finnish book-entry accounts, intending to partake in the General Meeting, registers for the General Meeting and possibly votes in advance electronically through the designated registration website found at

<https://digitalworkforce.com/investors/governance/annual-general-meeting/annual-general-meeting-2025>

Each shareholder registered on the record date of the General Meeting (eight working days before the General Meeting) in the Company's shareholders' register held by Euroclear Finland Oy, has the right to participate in the General Meeting. When a shareholder's shares are registered in their personal Finnish book-entry account, they are also entered in the Company's shareholders' register. A shareholder who wants to participate in the General Meeting physically must sign up to the General Meeting by filling in the required information on this form and by signing and dating this form (signatures and dates on the last page).

If a shareholder wishes to vote in advance by filling this form, they are asked to kindly 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 on the Finnish record date of the General Meeting (eight business days before the General Meeting) based on the holding in the book-entry account.

I/we understand that if I/we give this form 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 board resolution). Documents are requested to be attached to this form. If the documents are not submitted during the registration and advance voting period or they are otherwise incomplete, the shares of the entity will not be included as shares represented at the General Meeting. In this case, also any possible advance votes might not be counted as cast votes in the General Meeting.

The completed and signed form 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 Oy, General Meeting/Digital Workforce Services Plc, Ratamestarinkatu 13 A, FI-00520 Helsinki, Finland. Documents must be received at the latest by April 3rd, 2025 (Finnish time).

The personal information provided on this form is only utilized to verify a shareholder's identity by cross-referencing it with the data in the book-entry system. This information will be retained in Innovatics Oy's database for the sole purpose of facilitating the Company's General Meeting. No information will be utilized for any other purposes or for any other General Meetings.

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Information required for the registration

Shareholder's name

Date of birth or business ID (Y-tunnus)

Address

Postal code and town/city

Country

Phone number

E-mail

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Voting in advance using this form

At the General Meeting, the advance votes are given in each of the items of the agenda of the General 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 counterproposal to the meeting or demand a voting.
- “Abstain from voting” means giving an empty vote and that shares are considered to be represented in the General Meeting, although the shares 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. If not otherwise communicated, the given advance votes are presumed to concern all the shares that the shareholder holds.

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

- No votes have been indicated.
- Multiple votes on the same item.
- Other text or markings other than a cross (X) have been used to indicate a vote.

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

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General Meeting agenda items

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

		In favour/ Yes	Against/ No	Abstain from voting
6.	Adoption of the annual accounts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	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"/>
8.	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"/>
9.	Resolution on the remuneration of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Election of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Resolution on the remuneration of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Election of auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Authorizing the Board of Directors to decide on the acquisition of the Company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Authorizing the Board of Directors to decide on issuance of shares, option rights and other special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signatures and date

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