

Proxy Document for a General Meeting (including voting instructions)

Digital Workforce Services Plc's Annual General Meeting on April 16th, 2026.

The undersigned (hereinafter also the "principal" or "shareholder") authorises the following proxy representative alone (hereinafter also the "proxy representative") to represent himself/herself/itself and vote with his/her/its all shares in accordance with the voting instructions given below at Digital Workforce Services Plc's Annual General Meeting on April 16th, 2026:

Fill in the name of the proxy representative: _____

Fill in the date of birth of the proxy representative: _____

Fill in the phone number and email address of the proxy representative:

The completed and signed proxy form and voting instructions shall be delivered primarily as an attachment in connection with the electronic registration and 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 9th, 2026 at 16:00 (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 Digital Workforce Services Plc and Innovatics Oy, as well as between these parties, to be used in connection with the General Meeting and the processing of thereto related necessary registrations.

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 a copy of a board resolution). Documents are requested to be attached to these voting instructions. If the documents are not submitted during the registration period or they are otherwise incomplete, the shares of the entity will not be included 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 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 Oy'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 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 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.

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 voting instructions have been indicated.
- there are multiple voting instruction on the same item.
- other text or markings other than a cross (X) have been used to indicate a voting instruction.

If the shareholder doesn’t state otherwise, the given voting instructions are assumed to concern all 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' 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 distribution 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 President and the CEO from liability for the financial year 1.1.-31.12.2025	<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.	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"/>
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"/>