



Proxy Document for AGM (including voting instructions)

eQ Plc's Annual General Meeting on 25 March 2025

The undersigned (hereinafter also the "principal" or "shareholder") authorises the following proxy representative alone (hereinafter also the "proxy representative") to represent themselves and vote with all of their shares at eQ Plc's Annual General Meeting on 25 March 2025:

Fill in the name of the proxy representative: _____

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

Fill in the telephone number of the proxy representative: _____

Fill in the email address of the proxy representative: _____

The completed and signed proxy form shall be delivered primarily as an attachment in connection with the registration, or alternatively by email to agm@innovatics.fi or as originals by mail to Innovatics Oy, Yhtiökokous/eQ Oyj, Ratamestarinkatu 13 A, 00520 Helsinki, Finland. Documents must be received at the latest by 18 March 2025 at 4:00 pm (Finnish time). Shareholders that are legal entities may also, as an alternative to traditional proxy authorisation documents, use the electronic Suomi.fi authorisation service for authorising their proxy representatives. The representative is mandated in the Suomi.fi service at www.suomi.fi/e-authorizations (using the authorisation topic "Representation at the General Meeting").

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 eQ Plc and Innovatics Ltd, as well as between these parties, to be used in connection with the Annual General Meeting and the processing of thereto related necessary registrations.

A shareholder who is a legal person shall in connection with the delivery of the proxy form and voting instructions deliver evidence of the proxy form signatory's/signatories' right to represent the legal person (for example, a Trade Register extract or a 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 if they are otherwise incomplete, such shares 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 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)	
Place and date	
Signature(s)	
Name/names of the signatory/signatories	

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 counter-proposal to the General 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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eQ Plc's Annual General Meeting 2025 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
7.	Adoption of the annual accounts	<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 CEOs from liability for the financial year 1 January - 31 December 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Handling of the remuneration report for governing bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Handling of the remuneration policy for governing bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Resolution on the remuneration of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Election of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Resolution on the remuneration of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Election of auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	Resolution on the remuneration of the sustainability auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	Election of sustainability auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Establishment of a Shareholders' Nomination Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	Authorising the Board of Directors to decide on the issuance of shares as well as the issuance of special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>