

## Advance Voting Form for AGM

### Digital Workforce Services PLC's Annual General Meeting on April 13, 2023 at 11:30

On the basis of this form, Innovatics Ltd, the advance voting service provider for Digital Workforce Services PLC's (the "Company") Annual General Meeting 2023, will register my/our votes with the shares I/we own/represent in certain items of agenda of Digital Workforce Services PLC's Corporation's Annual General Meeting 2023.

I/we understand that voting in advance on the basis of 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 completed and signed proxy form and voting instructions shall be delivered primarily as an attachment in connection with the registration and advance voting, or alternatively by e-mail to [agm@innovatics.fi](mailto:agm@innovatics.fi) or as originals by mail to Innovatics Oy, Yhtiökokous/Digital Workforce Services PLC, Ratamestarinkatu 13 A, 00520 Helsinki. Documents must be received at the latest by April 4, 2023 at 16:00 (Finnish time).

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 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.

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Shareholder's name

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Date of birth business ID (Y-tunnus)

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Address

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Postal code and town/city

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Country

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Phone number

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E-mail

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*[Continues on the next page]*

### **Voting in Advance Using this Form:**

At the Annual General Meeting, the advance votes are given in each of the items of the agenda of the meeting as indicated with a cross (X) below.

If no advance votes have been indicated below, or if there are more than one advance vote on the same item, or if other text or markings other than a cross (X) have been used to indicate an advance vote, the item will be marked as “No action” when the votes are registered. 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 the advance voting 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 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 General Meeting.

It is recommended that a Finnish book-entry account holder votes in advance electronically at the address [agm@innovatics.fi](mailto:agm@innovatics.fi). In a situation where the Finnish book-entry account holder has voted in advance both electronically and via this advance voting form, the most recent advance votes will be registered in the book-entry account.

### **Matters to be decided at Digital Workforce Services PLC’s Annual General Meeting 2023:**

Agenda items 6 to 15 cover proposals of the Board of Directors and the Shareholders’ Nomination Board of Digital Workforce Services PLC’s to the Annual General Meeting in accordance with the notice of the meeting. The option “Yes” means that the shareholder is in favor of approving the proposal.

The option “No” 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 and shares are considered to be represented in the meeting, which is meaningful in resolutions requiring qualified majority (e.g. agenda item 16). In qualified majority items all shares represented at the 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.

*[Continues on the next page]*

|     |   | In<br>favour/<br>Yes     | Against/<br>No           | Abstain from<br>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. | Proposal by the Board of Directors to amend the Articles of Association with regard to the arrangements for the General Meeting of Shareholders | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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