

# ADVANCE VOTING FORM

## Adapteo Plc's Annual General Meeting on 19 April 2021

With this form, I/we authorize Euroclear Finland Oy ("Euroclear"), the advance voting service provider for Adapteo Plc's Annual General Meeting 2021 to register my/our votes with the shares I/we own/represent in certain items of agenda of Adapteo Annual General Meeting 2021.

I/we understand that voting in advance by submitting 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 Annual General Meeting) based on the holding in the book-entry account.

I/we give my/our consent that, if needed, Euroclear may check from the Finnish book-entry system shareholder's book-entry account number in order to register the advance votes.

Shareholder's name	
Finnish personal ID-code, business ID (Y-tunnus), or Euroclear artificial ID (X-tunnus)	
Phone number	
Finnish book-entry account number (if known*)	

\*Please note that you may vote in advance also electronically in the address <https://www.adapteogroup.com/corporate-governance/annual-general-meeting/agm-2021> if you know the number of your Finnish book-entry account.

### Voting instructions:

I/we authorize Euroclear Finland Oy to register my/our votes with the shares I/we own/represent in each of the items of the agenda of the Meeting as indicated with a cross (X) below.

**If no voting instructions have been indicated below, or if there are more than one voting instructions on the same item, or if other text or markings other than a cross (X) have been used to indicate a voting instruction, the item will be marked as "No action" when Euroclear registers the votes. 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 advance votes as a representative of an entity (incl. estate), the legal representative of the entity or a person authorized 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 Annual General Meeting.

It is recommended that a Finnish book-entry account holder votes in advance electronically in the address <https://www.adapteogroup.com/corporate-governance/annual-general-meeting/agm-2021>. In a situation where the Finnish book-entry account holder has voted in advance both electronically and via this advance voting form, Euroclear will register the most recent voting instruction in the book-entry account.

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## Matters to be resolved at the Adapteo Plc Annual General Meeting 2021

Agenda items 7 to 18 cover proposals of the Board of Directors or the Shareholders' Nomination Committee of Adapteo Plc to the Annual General Meeting in accordance with the notice of the Annual General Meeting, as well as the resolution on the discharge of the members of the Board of Directors and the President & CEO from liability in agenda item 9.

"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 items 17 and 18). 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.

Item 8A is a voluntary item, where shareholders may demand a minority dividend pursuant to Chapter 13, Section 7 of the Finnish Companies Act instead of the dividend proposed by the Board of Directors. The minority dividend shall be distributed, if a demand to this effect is supported by shareholders who have at least one tenth of all shares. The amount of minority dividend is EUR 6,991,221.11, corresponding to half of the parent company profit for the financial year.

	<b>Matter to be resolved</b>	<b>For/Yes</b>	<b>Against/No</b>	<b>Abstain from voting</b>	<b>Request for minority dividend</b>
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8A.	Minority dividend				<input type="checkbox"/>
9.	Resolution on the discharge of the members of the Board of Directors and the President & CEO from liability for the financial period 1 January to 31 December 2020	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10.	Adoption of the remuneration report of the governing bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11.	Resolution on amendment to the Charter of the Nomination Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12.	Resolution on the remuneration 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 members of the Board of Directors and the Chair 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.	Authorisation of the Board of Directors to resolve on the issuance of shares and special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
18.	Authorisation of the Board of Directors to resolve on the acquisition of Adapteo's own shares and on acceptance as pledge of Adapteo's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Place and date	
Signature	
Name in block letters	

To be returned in a completed and signed form either by email to [yhtiokokous@euroclear.eu](mailto:yhtiokokous@euroclear.eu) or by letter to Euroclear Finland Oy, Yhtiökokous / Adapteo Oyj, P.O. Box 1110, FI-00101 Helsinki.  
**The delivery must be received latest by 12 April 2020 by 10:00 a.m. (EEST).**