

## Proxy Document for a General Meeting (including voting instructions)

### Enento Group Plc's Annual General Meeting on 25 March 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 all his/her/its shares in accordance with the voting instructions given below at Enento Group Plc's (the “Company”) Annual General Meeting on 25 March 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/or 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 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, General Meeting / Enento Group Plc, Ratamestarinkatu 13 A, FI-00520 Helsinki, Finland. The original power of attorney must be presented to the company upon request. Documents must be received at the latest by 18 March 2026 at 4:00 p.m. (EET).

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

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 right of the entity to participate in the General Meeting may be revoked the shares of the entity will not be included as shares represented at the General Meeting. In this case, any possible advance votes might also not be counted as votes cast in 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 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 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  
\_\_\_\_\_  
Place and date  
\_\_\_\_\_  
Signature(s)  
\_\_\_\_\_

*[Continues on the next page]*

## **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 “In favour” or “Yes” means that the shareholder is in favour of approving the base proposal.
- The option “Against” or “No” means that the shareholder objects to the acceptance of the base proposal. By voting in advance, it is not possible to submit a counterproposal to the meeting or demand a voting. If a shareholder has voted “Against” or “No” on an agenda item that requires a counterproposal, and the Proxy representative does not present a counterproposal or demand a voting, this means that the shareholder's shares are not taken into consideration in the item in question. The 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.
- “Abstain from voting” means giving an empty vote, in which case the shares are taken into account as shares represented in the agenda item, although the shares are not considered voting in favour or against anything. This is meaningful, for example, in resolutions requiring a qualified majority (e.g. agenda items 18 to 19), 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.
- “Not voted” means that the shareholder's shares will be removed from the number of shares represented at the meeting with regard to the item in question and will not vote in favour of any option.

The shareholder's shares are not taken into consideration 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 instructions 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, or more than once via the same voting channel, the votes given most recently will prevail.

If the shareholder doesn't state otherwise, the given voting instructions are assumed to concern all shares of the shareholder.

*[Continues on the next page]*

## General Meeting agenda items

Agenda items 7 to 19 set out below cover proposals of the Board of Directors and the Shareholders' Nomination Board of the Company to the General Meeting, and the discharge from liability in accordance with the notice to the General Meeting.

		In favour/ Yes	Against/ No	Abstain from voting	Not voted
7.	Adoption of the Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Resolution on the use of the profit shown on the balance sheet and the distribution of funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on the discharge of the members of the Board of Directors and the CEO from liability for the financial year 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Presentation of the Remuneration Report for Governing Bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Presentation of the Remuneration Policy for Governing Bodies	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>
13.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Election of the Chairperson and members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Resolution on the remuneration of the auditor and the sustainability reporting assurance provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Election of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	Election of the sustainability reporting assurance provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	Authorising the Board of Directors to resolve on the issuance of shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Authorising the Board of Directors to resolve on the repurchase of the Company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>