

Form for postal voting

The shareholder below is hereby exercising the voting right for all of the shareholder's shares in ÄF Pöyry AB (publ), Reg. No. 556120-6474, at the annual general meeting on April 28, 2020. The voting right is exercised in accordance with the voting options marked below.

Note that shares must be registered in your own name (if the shares are nominee-registered) and that notice of attendance at the AGM must have been given at latest by 22 April 2020, even if the shareholder chooses to vote by post before the AGM. Instructions for this can be found in the notice of the AGM.

Name of the shareholder	Personal ID number/corporate ID number
Telephone number	E-mail
Place and date	
Signature	
Clarification of signature	

Instructions for postal voting:

- Complete the shareholder information above
- Select the preferred voting options on pages 2-5 by clearly marking one of the options for each of the decision items. Do not write any further instructions or comments.
- Print, fill in, sign and send the form in the original to ÄF Pöyry AB, Annual General Meeting, SE-169 99 Stockholm, Sweden.
- If the shareholder is a legal entity, a copy of a registration certificate or a corresponding document for the legal entity shall be enclosed together with the form. The same applies if the shareholder postal votes by proxy.

The form, as applicable together with documentation in evidence of signatory rights, shall have been received by ÄF Pöyry AB no later than Monday, 27 April 2020 at 17:00 CEST.

Postal voting by electronical means with Swedish electronical ID (BankID)

For shareholders who have BankID (or legal representatives who have BankID), electronical means of submitting the postal vote can be offered. The completed, but not signed, form shall then be sent, as applicable together with documentation in evidence of signatory rights, per e-mail to agm@afry.com no later than on 24 April 2020 at 12:00 CEST. The person(s) signing will thereafter receive an invite to sign the form by use of BankID. The signing must be completed no later than 27 April 2020 at 17:00 CEST.

Further information regarding postal voting

The board of directors in ÄF Pöyry AB (publ) has resolved that the shareholders in ÄF Pöyry AB (publ) shall be able to exercise their voting rights by postal voting and voting by e-mail at the annual general meeting 2020 in accordance with section 3 of the Act

(2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations.

A shareholder cannot give any other instructions than selecting one of the options specified at each point in the form. If a shareholder refrains from selecting an option or selects more than one option for a certain item, the shareholder will be deemed to have abstained from voting on that item. A vote (i.e. the postal voting in its entirety) is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented.

Only one form per shareholder will be considered. If more than one form is submitted, the form with the latest date will be considered. The form latest received by the company will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form, or a form without valid authorisation documentation, may be discarded without being considered.

A postal vote can be withdrawn up to and including 27 April 2020 at 17:00 CEST by contacting agm@afry.com. Thereafter, a postal vote can only be withdrawn if the shareholder is present, in person or by proxy, at the general meeting.

For complete proposals for the items on the agenda, kindly refer to the notice convening the meeting and the proposals on the company's webpage afry.com. The proposed resolutions set out in the notice may be changed or withdrawn. The company will disclose such adjustments through a press release, whereby the shareholder has the option to submit a new form.

For information on how your personal data is processed, see the integrity policy that is available at Euroclear's webpage www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf.

Votes at the Annual general meeting in ÅF Pöry AB (publ) on 28 April 2020

The voting options below bear reference to the proposals included in the notice convening the annual general meeting, as may have been adjusted by the company's press release prior to the dating of the signature of this form.

1. Election of chairman of the AGM Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
3. Approval of the agenda Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
5. Determination whether the AGM has been duly convened Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
9. Adoption of the Income Statement and Balance Sheet of the parent company and the consolidated Income Statement and Balance Sheet of the group Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
10. Resolution regarding discharge from liability of the Board and the CEO (10-1) Jonas Abrahamsson (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>

(10-2) Gunilla Berg (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-3) Henrik Ehrnrooth (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-4) Anders Narvinger (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-5) Salla Pöry (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-6) Joakim Rubin (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-7) Kristina Schauman (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-8) Anders Snell (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-9) Ulf Södergren (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-10) Maud Olofsson (former director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-11) Stefan Löfqvist (director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-12) Tomas Ekvall (director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-13) Guojing Chen (deputy director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-14) Jessica Åkerdahl (deputy director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-15) Gunnar Parkefelt (former director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>

(10-16) Anders Toll (former deputy director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(10-17) Jonas Gustavsson (CEO) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
11. Appropriations and allocations of the profit or loss made by the company according to the approved Balance Sheet, and the record day for the right to receive a shareholders' dividend Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
12. The Nomination Committee's proposals, election of board members etc.
12a. Decision concerning the number of board members and deputy members to be elected by the AGM Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
12b. Election of members of the Board of Directors and any deputies (12b-1) Jonas Abrahamsson (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-2) Gunilla Berg (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-3) Henrik Ehrnrooth (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-4) Anders Narvinger (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-5) Salla Pöyry (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-6) Joakim Rubin (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-7) Kristina Schauman (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>
(12b-8) Anders Snell (director) Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>

<p>(12b-9) Ulf Södergren (director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>(12c-10) Election of the Chairman of the Board Anders Narvinger</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>(12d-11) Election of auditors and any deputy auditor</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>12e. Resolution regarding the remuneration to the Board of Directors and the auditors</p> <p>(12e-1) Fees to the board of directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>(12e-2) Fees to the auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>13. Resolution regarding the guidelines for remuneration for the CEO and other senior executives</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>14. Resolution regarding issue of convertibles – Convertible Programme 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>15. Resolution regarding change of articles of association</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>
<p>16. Resolution regarding mandate for the Board to decide on new issue of shares</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/></p>