

## NOTIFICATION OF PARTICIPATION AND FORM FOR POSTAL VOTING

*The Board of Directors of ÅF Pöyry AB (publ) has decided that the shareholders may only exercise their voting rights at the Annual General Meeting (the "AGM") on 3 June 2021 through postal voting in advance pursuant to Section 22 of the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations.*

**To be received by ÅF Pöyry no later than Wednesday 2 June 2021.** Note that **shareholders who have their shares nominee-registered** through a bank or other nominee must, in order to be entitled to participate in the AGM, **request to be recorded in the share register in their own names**. Instructions for this can be found in the notice to the AGM.

Shareholders who are natural persons may also cast their postal votes digitally through verification with BankID as per instructions available on <https://anmalan.vpc.se/euroclearproxy>

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in **ÅF Pöyry AB (publ)**, reg. no. 556120-6474, at the AGM on Thursday 3 June 2021. The voting right is exercised in accordance with the voting options marked below.

Name of the shareholder	Personal identity number/registration number

**Declaration (if the signatory is a legal representative of a shareholder who is a legal entity):** The undersigned is a board member, the CEO or a signatory of the shareholder and solemnly declare that I am authorized to submit this postal vote on behalf of the shareholder and that the contents of the postal vote correspond to the shareholder's decisions

**Declaration (if the signatory represents the shareholder by proxy):** The undersigned solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked

<b>Telephone number</b>	<b>Email</b>
<b>Place and date</b>	
<b>Signature</b>	
<b>Clarification of signature</b>	

## Instructions for postal voting:

- Print the form
- Complete the information above
- Select the preferred voting options below (next page)
- Sign and send the form in the original to ÅF Pöyry AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden, or by email to [GeneralMeetingService@euroclear.com](mailto:GeneralMeetingService@euroclear.com) (with reference "AGM of ÅF Pöyry")
- If the shareholder is a natural person who is personally voting by post, it is the shareholder who should sign under *Signature* above. If the postal vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign
- If the shareholder postal votes by proxy, a power of attorney shall be enclosed with the form. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form

## Further information regarding postal voting

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A postal vote 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.

The postal voting form, together with any enclosed authorisation documentation, must be received by ÅF Pöyry no later than **Wednesday 2 June 2021**. A postal vote can be withdrawn up to and including **Wednesday 2 June 2021** by email to [GeneralMeetingService@euroclear.com](mailto:GeneralMeetingService@euroclear.com) (with reference "AGM of ÅF Pöyry"), by post to ÅF Pöyry AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden, or by phone at +46 (0) 8-402 91 33 between 9:00 a.m. and 4:00 p.m. (CET) weekdays.

For complete proposals for resolutions, please refer to the notice of the AGM and the other documents to the AGM on ÅF Pöyry's website. The proposed resolutions set out in the notice and other documents may be changed or withdrawn. ÅF Pöyry will disclose such adjustments through a press release, after which the shareholders have the right to submit a new form.

For information on how your personal data is processed, please visit and [www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf](http://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf).

## Annual General Meeting in ÅF Pöyry AB (publ) on 3 June 2021

The voting options below concerns the proposals presented by the Board and the Nomination Committee included in the proposed agenda for the Annual General Meeting. The notice and the other documents to the Annual General Meeting are held available on the company's website <https://afry.com/en/agm>.

<b>1. Election of Chairman of the AGM.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>2. Preparation and approval of the voting list.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>3. Approval of the agenda.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>4. Election of one person to verify the minutes.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>5. Determination of whether the AGM has been duly convened.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>7. Resolution on the adoption of the parent company's Income Statement and Balance Sheet and the consolidated Income Statement and the consolidated Balance Sheet.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>8. Resolution on the discharge of liability of the members of the Board and the Chief Executive Officer.</b> 8 (i) Gunilla Berg (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (ii) Henrik Ehrnrooth (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (iii) Joakim Rubin (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (iv) Kristina Schauman (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (v) Anders Snell (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (vi) Jonas Abrahamsson (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>

8 (vii) Anders Narvinger (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (viii) Salla Pöyry (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (ix) Ulf Södergren (Board member) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (x) Stefan Löfqvist (Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (xi) Tomas Ekvall (Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (xii) Jessica Åkerdahl (deputy Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (xiii) Guojing Chen (deputy Board member, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/>
8 (xiv) Jonas Gustafsson (CEO) Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>9. Presentation and resolution on the approval of the Remuneration Report.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>10. Resolution on the treatment of the company's earnings as stated in the adopted Balance Sheet and on the record day for payment of the dividend.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>11. The Nomination Committee's proposals - election of the Board of Directors etc.</b> 11a Determination of the number of Board members and deputy Board members to be elected by the AGM. Yes <input type="checkbox"/> No <input type="checkbox"/>
11b Resolution regarding remuneration to the Board of Directors and the Auditors. Yes <input type="checkbox"/> No <input type="checkbox"/>
11c Election of Board members and any deputy Board members. 11c (i) Gunilla Berg (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (ii) Henrik Ehrnrooth (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (iii) Joakim Rubin (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (iv) Kristina Schauman (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (v) Anders Snell (re-election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>

11c (vi) Tom Erixon (new election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (vii) Carina Håkansson (new election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11c (viii) Neil McArthur (new election, proposed by the Nomination Committee) Yes <input type="checkbox"/> No <input type="checkbox"/>
11d Election of the Chairman of the Board of Directors. Yes <input type="checkbox"/> No <input type="checkbox"/>
11e Election of Auditors and any deputy Auditors. Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>12. Resolution regarding guidelines for remuneration for senior executives.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>13. Resolution regarding amendment to the Articles of Association.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>14. Resolutions regarding</b> 14 (a) authorisation for the Board of Directors to resolve to repurchase own shares and Yes <input type="checkbox"/> No <input type="checkbox"/>
14 (b) reduction of the share capital. Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>15. Resolution regarding authorisation for the Board of Directors to resolve on new issue of shares.</b> Yes <input type="checkbox"/> No <input type="checkbox"/>

<p><b>The shareholder requests that one or more items in the above form shall be postponed to a Continued General Meeting.</b></p> <p>(This section is to be filled in <u>only</u> if the shareholder has such request)</p> <p>State item or items by using numbers:</p>    
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