

Registration and Advance Voting Form for a General Meeting

Hiab Corporation's Annual General Meeting on 24 March 2026

Hiab Corporation's (the "Company") Annual General Meeting 2026 (the "General Meeting") will be held on Tuesday 24 March 2026 as a traditional general meeting in accordance with Chapter 5 Section 16 Subsection 1 of the Finnish Limited Liability Companies Act.

On the basis of this form, a shareholder may register to the General Meeting. Also, on the basis of this form, a shareholder may vote in advance on certain items on the agenda of the General Meeting. It is recommended that a shareholder, who has a personal Finnish book-entry account and who wants to participate in the General Meeting, registers for the General Meeting and possibly votes in advance electronically at www.hiabgroup.com/agm26.

Each shareholder who is registered in the Company's shareholders' register held by Euroclear Finland Ltd on the record date of the General Meeting (eight business days before the General Meeting) has the right to participate in the General Meeting. A shareholder, whose shares are registered on the shareholder's personal Finnish book-entry account, is registered in the Company's shareholders' register. A shareholder who wishes to participate in the General Meeting, must register for the General Meeting by filling in the required information on this form and by signing and dating this form (signatures and dates on the last page).

If a shareholder wishes to vote in advance by this form, they will have to complete the advance voting table on the last page. Voting in advance is not compulsory. Possible advance voting on the basis of this form requires that the shareholder's shares are registered on their personal Finnish book-entry account. The number of possible advance votes is confirmed on the record date of the General Meeting (eight business days before the General Meeting) based on the holdings in the book-entry account.

If the shareholder in question is an entity, 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 form. If the documents are not submitted to Innovatics Ltd using the contact information below before the end of the registration and advance voting period or they are otherwise incomplete, the shares of the entity may not be included as shares represented at the General Meeting. In this case, also any possible advance votes might not be counted as cast votes in the General Meeting.

The completed, signed and dated form shall be delivered in connection with the registration and possible advance voting primarily as an attachment by e-mail to agm@innovatics.fi or as originals by mail to Innovatics Ltd, General Meeting/Hiab Corporation, Ratamestarinkatu 13 A, 00520 Helsinki, Finland. Documents must be received at the latest by 17 March 2026 at 4:00 p.m. (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. This 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.

[Continues on the next page]

Information required for the registration

Shareholder's name

Date of birth or business ID (Y-tunnus)

Address

Postal code and town/city

Country

Phone number

E-mail

Name of proxy representative (required
only for legal persons)

[Continues on the next page]

Voting in advance using this form

I/we vote in advance with the shares I/we own/represent in each of the items on the agenda of the General Meeting as indicated with a cross (X) below.

- The option "Yes" or "In favour" means that the shareholder is in favour of approving the proposal.
- The option "No" or "Against" means that the shareholder objects to the acceptance of the proposal. By voting in advance, it is not possible to submit a counterproposal to the meeting or demand a voting.
- "Abstain from voting" means giving an empty vote and that shares are considered to be represented in the General Meeting, although the shares are not considered voting in favour or against anything. This is meaningful, for example, in resolutions requiring qualified majority, 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.

The shareholder's shares are not taken into consideration in an item in question, not considered as shares represented at the General Meeting and not counted as cast votes with regard to the item in question if

- no votes have been indicated
- there is more than one vote 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, the votes given most recently will prevail.

Unless otherwise indicated, the given advance votes are presumed to concern all the shares that the shareholder holds.

[Continues on the next page]

General Meeting agenda items

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

		In favour/ Yes	Against/ No	Abstain from voting
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 and the payment of dividend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on the discharge of the members of the Board of Directors and the President and CEO from liability	<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"/>
11.	Presentation of the remuneration policy for governing bodies	<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"/>
13.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Election of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Resolution on the remuneration of the auditor and sustainability reporting assurance provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Election of the auditor and sustainability reporting assurance provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	Authorising the Board of Directors to decide on the repurchase and/or on the acceptance as pledge of the company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	Authorising the Board of Directors to decide on the issuance of shares as well as the issuance of option rights and other special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Authorising the Board of Directors to decide on donations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signatures and date

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