

Agenda of the Annual General Meeting 04/13/2023

1. Opening of the meeting and calling the meeting to order

2. Election of persons to scrutinize the minutes and to supervise the counting of votes

3. Recording the legality of the meeting

4. Recording the attendance at the meeting and adoption of the list of votes

Shareholders who have voted in advance during the advance voting period and who have the right to attend the Annual General Meeting under Chapter 5, Sections 6 and 6 a of the Finnish Companies Act will be recorded to have attended the meeting. The list of votes will be adopted according to information provided by Euroclear Finland Ltd. and Innovatics Ltd.

5. Presentation of the annual accounts, the report of the Board of Directors and the auditor's report for the year 2022

6. Adoption of the annual accounts

7. Resolution on the use of the profit shown on the balance sheet and the payment of dividend

The Board of Directors proposes to the Annual General Meeting that the Company does not distribute a dividend for the financial period 1 January 2022 - 31 December 2022.

8. Resolution on the discharge of the members of the board of directors and the CEO from liability for the financial year 1.1.-31.12.2022.

9. Resolution on the remuneration of the members of the Board of Directors and the committees established by the Board of Directors

Shareholders representing a total of approximately 53% of all shares and voting rights propose to the Annual General Meeting that the elected members of the Board of Directors be paid the following fees for the term beginning at the end of the Annual General Meeting of April 13th, 2023 and ending at the end of the next Annual General Meeting:

- the Chairman of the Board 4,167 EUR per month, and
- other Members of the Board each 1,667 EUR per month.

In addition, the Board proposes that the travel expenses of the Members of the Board be reimbursed in accordance with the company's travel policy.

10. Resolution on the number of members of the Board of Directors

Shareholders representing a total of approximately 53% of all shares and voting rights proposes to the Annual General Meeting that seven (7) members be elected to the Board of Directors.

11. Election of members and the Chairman of the Board of Directors

Shareholders representing a total of approximately 53% of all shares and voting rights proposes to the Annual General Meeting that the following persons be re-elected as members of the Board of Directors for a term beginning at the end of the Annual General Meeting and ending at the end of the next Annual General Meeting:

- Timo Ahopelto
- Leena Niemistö
- Juha Mikkola
- Jukka Virkkunen
- Heikki Länsisyrjä
- Marika Auramo
- JT Bergqvist

Shareholders representing a total of approximately 53% of all shares and voting rights propose to the Annual General Meeting that JT Bergqvist be re-elected as Chairman of the Board of Directors.

The above-mentioned candidates have given their consent to the election.

Information regarding the board members is available on the company website <https://digitalworkforce.com/fi/sijoittajat/hallinnointi/hallitus/>

12. Resolution on the remuneration of the auditor

The Board of Directors proposes to the Annual General Meeting that the auditor's fees be paid according to a reasonable invoice.

13. Election of the auditor

The Board of Directors proposes to the Annual General Meeting that KPMG Oy be re-elected as the auditor of the Company. KPMG Oy has informed the Company that authorized public accountant Toni Aaltonen will be the auditor with principal responsibility.

14. Authorizing the Board of Directors to decide on the acquisition of the Company's own shares

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide on the acquisition of the Company's own shares in one or more tranches as follows:

The total number of own shares to be acquired may be a maximum of 1 118 278 shares. The proposed number of shares represents approximately 10 percent of all the shares of the Company on the date of the Notice of the Annual General Meeting.

Based on the authorization, the Company's own shares may only be acquired with unrestricted equity.

The Board of Directors will decide how the Company's own shares will be acquired. Financial instruments such as derivatives may be used in the acquirement. The Company's own shares may be acquired in other proportion than the shareholders' proportional shareholdings (directed acquisition). Own shares could be purchased at a price formed in public trading on the Nasdaq Helsinki Oy on the date of acquisition.

The authorization will be in force until the next Annual General Meeting but no later than until June 30, 2024.

15. Proposal by the Board of Directors to amend the Articles of Association with regard to the arrangements for the General Meeting of Shareholders

The Board of Directors proposes to add to the Articles of Association the possibility to alternatively attend the General Meeting remotely during the meeting (hybrid meeting) or without a physical meeting place (remote meeting). The amendment would be made to Article 7 (Notice Convening the General Meeting of Shareholders) of the Articles of Association.

New article in the Articles of Association:

Article 7§ Notice Convening the General Meeting of Shareholders

The notice of the General Meeting will be published on the company's website no earlier than three (3) months and no later than three (3) weeks before the General Meeting, but always at least nine (9) days before the record date of the General Meeting of shareholders.

The Board of Directors may decide that a shareholder may also participate in the General Meeting by exercising his/her right to vote by means of a telecommunication link and technical aid before or during the meeting (hybrid meeting). The Board of Directors may also decide that the general meeting is to be held without a meeting venue so that shareholders exercise their decision-making power fully and in a timely manner during the meeting by means of telecommunication and technical aids (remote meeting).

16. Closing of the meeting