

Agenda of the Annual General Meeting

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, annual report and the auditor's report for the year 2024

Review by the CEO

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 a dividend of EUR 0.03 per share and an additional dividend of EUR 0.06 per share be paid from the company's distributable assets for the financial period January 1, 2024 - December 31, 2024.

The dividend will be paid in one installment to shareholders who are registered in the Company's shareholder register maintained by Euroclear Finland Ltd on the dividend record date of April 14, 2025. The dividend payment date is April 23, 2025.

8. Resolution on the discharge of the members of the board of directors and the CEO from liability for the financial year 1.1.-31.12.2024.

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 10th, 2025 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 six (6) members be elected to the Board of Directors.

11. Election 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 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:

- Leena Niemistö
- Juha Mikkola
- Jukka Virkkunen
- Heikki Länsisyrjä
- Marika Auramo

and as a new member:

- Miika Huttunen

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

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

Current board member Timo Ahopelto has notified the Company that he will no longer be available to continue as a member of the Board of Directors.

Information regarding current the board members is available on the company website

<https://digitalworkforce.com/fi/sijoittajat/hallinnointi/hallitus/>

The new board member is introduced on the company website:

<https://digitalworkforce.com/investors/governance/annual-general-meeting/annual-general-meeting-2025/>

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 Petri Sammalisto 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 1 129 576 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 30th, 2026.

15. Authorizing the Board of Directors to decide on issuance of shares, option rights and other special rights entitling to shares

The Board of Directors proposes that the Board be authorized by the Annual General Meeting to decide on issuance of new shares and the conveyance of the Company's own shares held by the Company (treasury shares) and the issuance of option rights and other special rights entitling to shares as specified in Chapter 10, Section 1 of the Finnish Companies Act. The Board would, pursuant to the authorization, be entitled to decide on the issuance of a maximum of 1 129 576 new shares in one or several instalments. 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.

The issuance of shares, the conveyance of treasury shares and the granting of option rights and other special rights entitling to shares may be done in deviation from the shareholders' pre-emptive right (directed issue).

The Board of Directors will decide on all other factors related to share issues and the assignment of shares and decide on all terms and conditions of the option rights and other special rights entitling to shares.

The Board may use the authorization to implement mergers and acquisitions or other arrangements relating to the Company's operations and capital structure, to implement incentive or commitment schemes for the group personnel or for other purposes decided by the Board.

The authorization is valid until the end of the next Annual General Meeting, but not later than until June 30th, 2026.

16. Closing of the meeting