

APPENDIX 1 TO AGM INVITATION

Solwers Plc

Full Articles of Association text as proposed to the Annual General Meeting on 25 April 2024.

UNOFFICIAL TRANSLATION

Section 1. Company name and place of registered office

The company's name is Solwers Oyj and its registered office is in Kauniainen, Finland. The company name is Solwers Abp in Swedish, Solwers Plc in English and Solwers AG in German.

Section 2. Line of business

The company's line of business is the provision of design, consultancy and other professional services, as well as the production of group services and support functions. The company may engage in machinery and equipment rental activities and securities trading, as well as own, lease, manage and trade real estate.

Section 3. Board of Directors

The company has a Board of Directors consisting of one to eight full members and one alternate member, if fewer than three full members are elected. The members' term expires at the end of the first Annual General Meeting following the election.

Section 4. Signing on behalf of the company and representing the company

The Chairman of the Board and the CEO are both authorised to sign on behalf of the company by themselves. In addition, two (2) Board members are authorised to sign on behalf of the company together.

Section 5. Auditor

The company has one auditor, which must be an audit firm that complies with the Auditing Act. The auditor's term expires at the end of the Annual General Meeting following the selection.

Section 6. The company's accounting period

The accounting period ends on 31 December each year.

Section 7. Notice of the Annual General Meeting

The notice of the Annual General Meeting is published on the company's website no earlier than three (3) months and no later than three (3) weeks before the meeting, but at least nine (9) days prior to the record date of the Annual General Meeting.

Section 8. Registration for the Annual General Meeting

In order to be entitled to participate in the Annual General Meeting, a shareholder must register with the company no later than the time specified by the Board of Directors in the notice convening the meeting, which may not be earlier than ten (10) days before the meeting.

Section 9. Location of the Annual General Meeting

The General Meeting is held at a place determined by the company's Board of Directors, which can

APPENDIX 1 TO AGM INVITATION

be in Espoo, Helsinki or Vantaa in addition to the company's registered domicile. The Board of Directors may decide that the General Meeting is arranged without a meeting venue in a manner where shareholders exercise their full decision-making powers in real time during the General Meeting using telecommunications and technical means (remote meeting).

Section 10. **Annual General Meeting**

The Annual General Meeting must be held annually on a date determined by the Board of Directors within six (6) months after the end of the accounting period.

The meeting must:

present

1. the financial statements, comprising the income statement, the balance sheet, the consolidated financial statements and the annual report;
2. the audit report;

decide on

3. the confirmation of the income statement, the balance sheet and the consolidated financial statements;
4. the measures that need to be taken on the basis of the profits or losses on the confirmed balance sheet;
5. discharging the Board members and CEO from liability;
6. the number of members of the Board of Directors;
7. The approval of the remuneration report for governing bodies and, if necessary, the approval of the remuneration policy for governing bodies;

select

8. the members of the Board of Directors
9. the auditor

process

10. other matters stated in the invitation to the meeting

Section 11. **Book-entry system**

Shares of the company are part of the book-entry system after the end of the registration period.