

Notice to convene the Annual General Meeting of Wulff Group Plc

The Annual General Meeting of Wulff Group Plc will be held on Thursday April 3, 2025 at 11.00 a.m. Finnish time. The meeting will be held at Wulff Group Plc's headquarters at Kilonkartanontie 3, 02610 Espoo. Reception of those who have registered for the meeting and distribution of voting tickets, as well as serving coffee, will begin at the meeting place at 10.00 am. There is a barrier-free access to the Annual General Meeting.

Shareholders can exercise their shareholder rights at the annual general meeting also by voting in advance. Instructions regarding advance voting are given in section C.4 of this invitation.

In addition, shareholders can follow the Annual General Meeting as a live webcast. Instructions for shareholders can be found in section C.6 of this invitation.

The CEO's videotaped briefing on the Annual General Meeting will be available for viewing on April 3, 2025 at approximately 4:00 pm, after the Annual General Meeting concludes, on the webpage www.wulff.fi/en/annual-general-meeting.

A) MATTERS TO BE HANDLED BY THE ANNUAL GENERAL MEETING:

1. Opening the meeting
2. Calling the meeting to order
3. Electing of persons to confirm the minutes and to supervise the counting of votes
4. Recording the legality of the meeting
5. Recording the attendance at the meeting and adoption of the list of votes
6. Presentation of the annual accounts, the report of the Board of Directors and the Auditor's report for the year 2024; Review by the CEO
7. Adoption of the annual accounts
8. Resolution on the use of the result 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 0.16 per share be paid for the financial year 2024. The dividend will be paid in two instalments. The first instalment of EUR 0.08 per share will be paid to a shareholder who is entered in the company's shareholder register maintained by Euroclear Finland Oy on the record date of the dividend payment, Monday April 7, 2025. The Board of Directors proposes a dividend payment date of Monday April 14, 2025.

The second instalment of the dividend of EUR 0.08 per share will be paid to a shareholder who is entered in the company's shareholder register maintained by Euroclear Finland Oy on the record date of the second instalment of the dividend, Monday October 6, 2025. The Board of Directors proposes to the Annual General Meeting that the second dividend be paid on Monday October 13, 2025.

If necessary, the Board of Directors is authorized to decide on a new dividend payment record date and payment date for the second dividend payment, if the regulations or rules of the Finnish book-entry system change or otherwise require it.

As at the date of the proposal for the distribution of profit, on February 17, 2025, a total of 6,796,004 shares were held outside the company, the corresponding total amount of dividends is EUR 1,1 million. The Group's parent company Wulff Group Plc's distributable funds totalled EUR 4.0 million of which the net result for the financial year was EUR 1.8 million.

9. Resolution of the discharge of the members of the Board of Directors and the CEO from liability

10. Confirmation of the company's governing bodies' Remuneration Report for 2024

The Board of Directors proposes that the 2024 Remuneration Report on the company's governing bodies be approved. The decision will be of an advisory nature, according to the Finland's Limited Companies Act.

11. Resolution on the remuneration of the members of the Board of Directors

The Board of Directors proposes that members of the Board will receive a monthly fee of EUR 1,250.

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

Shareholders with a collective share of more than 40% of the company's shares and votes have announced that they will propose to the Annual General Meeting that four members be elected to the Board of Directors.

13. Election of the members of the Board of Directors

Shareholders with a collective share of more than 40% of the company's shares and votes have proposed that Kari Juutilainen, Jussi Vienola, Kristina Vienola and Lauri Sipponen be elected to the company's Board of Directors.

14. Resolution of the remuneration of the Auditors

According to the 8 § of the Articles of Association, Wulff Group Plc has one to two auditors and the auditors are appointed until further notice. The Board of Directors proposes to the Annual General Meeting that the remuneration and the reimbursements to the Auditors are paid on the basis of reasonable invoicing.

15. Election of Auditor

The Board of Directors proposes that BDO Oy, Authorized Public Accountants Organization, be elected as the Company's Auditor. BDO Oy has informed that the auditor with principal responsibility will be Joonas Selenius, APA, ASA.

16. Resolution on the Authorised Sustainability Auditor's fee

The Board proposes that the Authorised Sustainability Auditor's remuneration and the reimbursements of their expenses are paid on the basis of reasonable invoicing.

17. Election of the Authorised Sustainability Auditor

The Board of Directors proposes that BDO Oy, Sustainability Audit Company, be elected as the Company's Authorised Sustainability Auditor. BDO Oy has informed that the auditor with principal responsibility will be Joonas Selenius, APA, Authorized Sustainability Auditor (ASA).

18. Authorizing the Board of Directors to decide on the repurchase of the company's of own shares

The Board of Directors proposes that the Annual General Meeting shall authorize the Board of Directors to resolve on the acquisition of maximum 300,000 own shares. The authorization is effective until April 30, 2026. The authorization encompasses the acquisitions of the own shares through the public trading arranged by NASDAQ Helsinki Oy in pursuance of its rules or through a purchase offer made to the shareholders. The consideration paid for the acquired shares must be based on the market price. To carry out treasury share acquisitions, derivative, stock loan and other agreements may be made on the capital market in accordance with the relevant laws and regulations.

The authorization entitles the Board of Directors to deviate from the pre-emptive rights of shareholders (directed acquisition) in accordance with the law. The company can acquire treasury shares to carry out acquisitions or other business-related arrangements, to improve the company's capital structure, to support the implementation of the company's incentive scheme or

to be cancelled or disposed of. The Board of Directors has the right to decide on other matters related to the acquisition of treasury shares.

19. Authorizing of the Board of Directors to decide on a share issue and on the special entitlement of the shares

The Board of Directors proposes that the Annual General Meeting authorize the Board to decide on the issue of new shares, disposal of treasury shares and/or the issue of special rights referred to in Chapter 10, Section 1 of the Companies Act in the following way:

The Board of Directors proposes that the authorization entitle the Board to issue a maximum of 1,300,000 shares based on a single decision or several decisions. This maximum number encompasses the share issue and the shares issued on the basis of special rights. The proposed maximum number of shares is approximately 20% of the company's currently outstanding stock. The share issue may be subject to or exempt from consideration and may be carried out for the company itself as provided in the law.

The Board proposes that the authorization remain in force until April 30, 2026. The authorization entitles the Board to deviate from shareholders' pre-emptive rights as provided in the law (private placement). The authorization can be used to carry out acquisitions or other business-related arrangements, to finance investments, to improve the company's capital structure, to support the implementation of the company's incentive scheme or for other purposes as decided by the Board.

The Board proposes that the authorization include the right to decide on the way in which the subscription price is entered in the company's balance sheet. The subscription price can be paid in cash or as a non-cash contribution, either partly or in full, or by offsetting the subscription price with a receivable of the subscriber. The Board of Directors has the right to decide on other matters related to the share issue.

20. Closing of the meeting

B) DOCUMENTS OF THE ANNUAL GENERAL MEETING

The aforementioned proposals of the Board of Directors relating to the agenda of the Annual General Meeting, as well as this invitation, are available at Wulff Group Plc's website: www.wulff.fi/en. Wulff Group Plc's Annual Report, including the Financial Statements, the Report of the Board of Directors and the Auditor's Report, as well as the Remuneration Policy and the Remuneration Report, are available on the above-mentioned website by 2.00 pm on Wednesday March 5, 2025. Copies of the Board of Directors' proposals and of the Financial Statements will be sent to shareholders upon request. The minutes of the Annual General Meeting will be viewable on the website by Thursday April 17, 2025.

C) INSTRUCTIONS FOR PARTICIPANTS IN THE ANNUAL GENERAL MEETING

1. Registration and voting of the shareholder entered in the shareholder list in advance

The right to participate in the general meeting belongs to the shareholder who is registered on Monday March 24, 2025 in the company's shareholder register kept by Euroclear Finland Oy. A shareholder whose shares are registered in his personal Finnish book-entry account is registered in the company's shareholder register.

Registration for the General Meeting begins on Thursday March 6, 2025. A shareholder entered in the company's shareholder register who wishes to participate in the general meeting must register for the general meeting no later than Monday March 31, 2025, at 10:00 a.m., by which time the registration must be received.

You can register for the general meeting:

- on the webpage www.wulff.fi/en/annual-general-meeting/
- by e-mail to: agm@innovatics.fi,

- by writing to: Innovatics Oy, Annual General Meeting/Wulff-Yhtiöt Oyj, Ratamestarinkatu 13 A, FI-00520 Finland

When registering, the shareholder's name, date of birth/company id, telephone number and/or email address, address, and in case of using an assistant or an agent, their name, date of birth, telephone number and/or email address, must be stated. Electronic registration requires strong identification of the shareholder or his/her legal representative or proxy with Finnish, Swedish or Danish bank IDs or a mobile certificate. A shareholder registering by e-mail or post must include the registration form available on the company's website and any advance voting form or similar information in the message. There is a barrier-free access to the Annual General Meeting. We ask you to inform us of the need for barrier-free access when registering your attendance.

The shareholder, his representative or agent must be able to prove their identity and/or right of representation at the meeting place, if asked. The right of representation can be demonstrated by using the suomi.fi mandates service available in the electronic registration service.

The shareholder present at the general meeting has the right to ask questions about matters discussed at the meeting in accordance with chapter 4, section 25 of the Companies Act.

The personal data provided by shareholders upon registration will only be used in connection with the processing of the general meeting and necessary registrations related to it.

More information regarding registration and early voting is available from Innovatics Oy by phone during the General Meeting's registration time at +358 10 2818 909 on weekdays from 9:00 a.m. to 12:00 p.m. and from 1:00 p.m. to 4:00 p.m.

2. Proxy representative and powers-of-attorney

The shareholder may participate in the general meeting and exercise his rights there also through a proxy.

The shareholder's representative must present a dated power of attorney, or otherwise prove in a reliable manner that they are entitled to represent the shareholder. If the shareholder participates in the general meeting through several proxies, who represent the shareholder with shares in different securities accounts, the shares on the basis of which each proxy represents the shareholder must be indicated when registering.

Possible credentials are requested to be submitted before the end of the registration period:

- by writing to: Innovatics Oy, Annual General Meeting/Wulff-Yhtiöt Oyj, Ratamestarinkatu 13 A, FI-00520 Finland
- by e-mail to: agm@innovatics.fi

3. Holders of nominee registered shares

Each holder of nominee registered shares has the right to participate in the Annual General Meeting on the basis of the shares that would entitle him/her to be registered in the shareholder register maintained by Euroclear Finland Ltd by the Annual General Meeting reconciliation date March 24, 2025. An additional precondition for participation is that the shareholder be temporarily registered, on the basis of the aforementioned shares, in the shareholder register maintained by Euroclear Finland Ltd, by no later than March 31, 2024 at 10.00 am. With respect to nominee registered shares, this shall be regarded as constituting registration for the Annual General Meeting.

Holders of nominee registered shares are hereby instructed to ask their custodian, reasonably in advance, for the necessary instructions on temporary registration in the shareholder register, on the issuing of powers-of-attorney, and on registration for the Annual General Meeting. By no later than the aforementioned date, the custodian's asset manager must declare that the owner of the nominee-registered share(s) should be temporarily registered in the company's shareholder register and must ensure that vote(s) are cast on behalf of the nominee-registered share(s)' owner.

4. Early voting

Shareholders with a Finnish book-entry account can vote in advance on items 7-19 of the agenda by mail or e-mail. The shareholder must submit the pre-voting form available on the company's website www.wulff.fi/en/annual-general-meeting/ by writing to: Innovatics Oy, Annual General Meeting/Wulff-Yhtiöt Oyj, Ratamestarinkatu 13 A, FI-00520 Finland or by e-mail to agm@innovatics.fi.

Early voting starts on Thursday, March 6, 2025 at 9:00 a.m. and ends on Monday, March 31, 2025 at 10:00 a.m., by which time the votes must be received. The resolution proposal that is the subject of advance voting is considered to have been presented unchanged at the general meeting.

In the case of a holder of nominee-registered shares, advance voting takes place through the custodian bank. The custodian bank must take care of voting in advance on behalf of the nominee-registered shareholder in accordance with the instructions given by the shareholder.

5. Sending questions in advance

The shareholder can submit questions referred to in chapter 5, section 25a of the Limited Liability Companies Act, about matters discussed at the meeting until March 18, 2025, by e-mail to the address investors@wulff.fi. Such shareholder questions and the company's answers to them can be viewed on the company's website www.wulff.fi/en/annual-general-meeting/ no later than March 20, 2025. The prerequisite for asking questions is that the shareholder presents an explanation of his share ownership when requested.

6. Online broadcast of the general meeting

The online broadcast of the general meeting is carried out through Inderes Oyj's virtual general meeting service on the Videosync platform, which includes video and audio monitoring of the general meeting. Watching online does not require any paid software or downloads. In addition to an internet connection, following requires a computer, smartphone or tablet with speakers or headphones for sound reproduction. To follow, it is recommended to use one of the following browsers: Chrome, Firefox, Edge, Safari, or Opera. The shareholder is responsible for the functionality of their internet connection and devices during the meeting. Shareholders following the meeting via webcast cannot ask questions and are not considered to be participating in the annual general meeting.

The link and password for following the webcast will be sent by e-mail and/or text message to the e-mail address and/or mobile phone number provided during registration no later than the day before the meeting, by Wednesday April 2, 2025 at 4:00 p.m. It is recommended to log into the meeting system well in advance of the meeting's start time.

More detailed information about the general meeting service, additional instructions for the agent when he represents several shareholders, the service provider's contact information and instructions in case of possible disruptions can be found at <https://vagm.fi/support>, and a link to test the compatibility of a computer, smartphone or tablet and the network connection can be found at <https://b2b.inderes.com/fi/knowledge-base/yhteensopivuuden-testaaminen>. It is recommended that you familiarize yourself with the more detailed participation instructions before the start of the general meeting.

OTHER INFORMATION

On the date of the meeting invitation, Wulff Group Plc has a total of 6,907,628 shares, which confer an equal number of votes.

The videotaped CEO's briefing from the Annual General Meeting will be available for viewing on April 3, 2025 at approximately 4.00 pm, after the Annual General Meeting concludes, on the webpage www.wulff.fi/en/annual-general-meeting/.

Additional information on these matters can also be found at the company's website: www.wulff.fi/en.

In Espoo on March 5, 2025

WULFF GROUP PLC
BOARD OF DIRECTORS

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What Wulff?

A perfect working day with worklife services and products for work environment - responsibly with Wulff. Here you can find today's workplace products: e.g. cafe supplies, real estate and cleaning maintenance products, office and IT supplies, ergonomics, first aid, hygiene, protection and safety products, air purification, and innovative products for construction sites. Our selection also includes high-quality Canon printing and document management services. Our customers also purchase exhibition and event services and the design of commercial spaces from us. It is important for us to constantly develop our selection to be more responsible and our customer experience to be the best in the industry. We are growing strongly in worklife services: accounting services, personnel leasing and our newest industry, consulting. In addition to Finland, the Wulff Group operates in Sweden, Norway and Denmark. Wulff Group Plc is the only listed company in its field in the Nordic countries. The company was founded in 1890 and has been on the stock exchange since 2000. Net sales in 2024 were EUR 102.8 million.