ARTICLES OF ASSOCIATION OF MARTELA CORPORATION

1 § Company name and registered office

The company's name is Martela Oyj, in English Martela Corporation, and its registered office is in Espoo.

2 § The company's line of business

The company's line of business is the design, implementation and maintenance of working environments, as well as the provision of related services, consultancy, manufacturing, installation and relocation. In addition, the company may own and manage shares, holdings, securities and other assets.

3 § Book-entry system

The company's shares are included in the book-entry system.

4 § Board of directors

The board of directors is responsible for the management of the company and the proper organisation of its operations; the general meeting shall elect a minimum of five (5) and a maximum of nine (9) ordinary members to the board of directors. The general meeting may also elect a maximum of two (2) deputy members to the board of directors. The term of office of the elected board of directors shall last until the conclusion of the next Annual General Meeting.

The board of directors shall elect a chair and a deputy chair amongst its members to serve until the close of the next Annual General Meeting.

5 § Quorum of the board of directors

The board of directors has a quorum when more than half of its members are present. Decisions are taken by a simple majority of votes. In the event of a tie, the chairperson has the casting vote.

6 § Representation rights

The chair of the board of directors and the managing director, each acting alone, and any two members of the board of directors acting jointly, shall have the right to represent the company.

The board of directors may grant a designated person the right to represent the company.

7 § Audit

The company shall have one regular auditor, which must be an audit firm with an Authorised Public Accountant (APA) as its principal auditor.

The auditor's term of office shall last until the conclusion of the next Annual General Meeting following their appointment.

8 § Financial year

The company's accounts are drawn up on a calendar-year basis.

The financial statements must be submitted to the auditors by the end of March, and the auditors must submit their audit report to the board of directors within two (2) weeks of this date.

9 § Notice of the general meeting, the venue and the method of attendance

Notice of the general meeting must be sent to shareholders no earlier than three (3) months and no later than three (3) weeks before the general meeting, but no later than nine (9) days before the record date for the general meeting.

The notice must be sent to shareholders by means of an announcement published on the company's website.

In order to exercise their right to speak and vote at the general meeting, a shareholder must register in the manner specified in the notice of the general meeting and no later than the date stated in the notice, which may be no earlier than ten (10) days before the general meeting. The board of directors may decide that shareholders may also participate in the general meeting by exercising their voting rights via a telecommunications link and technical aids before or during the general meeting. The board of directors may also decide that the general meeting shall be held without a physical venue, in such a way that shareholders exercise their full voting rights in real time via a telecommunications link and technical aids during the meeting.

General meetings may be held in Helsinki as well as at the company's registered office.

10 § Registration for the general meeting

In order to attend a general meeting, a shareholder must register with the company no later than the final registration date specified in the notice of general meeting, which may be no earlier than ten (10) days before the general meeting.

11 § Annual General Meeting

The Annual General Meeting must be held within six months of the end of the financial year.

At the meeting

the following shall be presented

1. the financial statements and the management report,

2. the auditor's report,

a resolution shall be passed

3. to approve the financial statements,

4. the allocation of the profit shown in the balance sheet,

5. the discharge of the members of the board of directors and

the managing director,

6. the remuneration of the board of directors and the auditors,

7. the number of members of the board of directors,

the following are elected

8. members of the board of directors,

9. the auditor,

and the following matters shall be dealt with

10. other matters mentioned in the notice of the meeting

The chair of the general meeting shall determine the manner in which voting is to be conducted.

12 § Other provisions

In all other respects, the provisions of the Finnish Limited Liability Companies Act shall apply.