MULTICONSULT ASA

Innkalling til ekstraordinær generalforsamling

Det innkalles herved til ekstraordinær generalforsamling i Multiconsult ASA, org. nr. 910 253 158 ("**Selskapet**") mandag den 19. oktober 2026 kl. 14.00 på Selskapets hovedkontor, Nedre Skøyen vei 2, 0276 Oslo, Norge.

Det vil også være mulig å delta elektronisk på generalforsamlingen via Lumi.

Mer informasjon om prosedyrer for deltakelse i generalforsamlingen (herunder mulighet for elektronisk deltakelse), muligheter for forhåndsstemming, tildeling av fullmakt og relaterte frister er beskrevet nedenfor.

Møtet vil bli åpnet av styrets leder Rikard Appelgren.

Dagsorden:

1. Valg av møteleder og en person til å medundertegne protokollen

2. Godkjennelse av innkallingen og dagsorden

3. Fusjon med Rejlers AB (publ)

Det henvises til fusjonsplan inngått mellom styret i Selskapet og styret i Rejlers AB (publ) ("**Rejlers**") vedrørende en fusjon av Selskapet og Rejlers som annonsert ved børsmelding den 7. september 2026. Etter styrets oppfatning er det et sterkt rasjonale for fusjonen. Fusjonen vil skape et selskap som er godt posisjonert for å skape vekst og verdi for aksjonærene og ytterligere styrke begge selskapenes allerede sterke rekruttering av talent. Det sammenslåtte selskapet vil bli et ledende pan-nordisk konsulentkonsern med bred kompetanse og en ledende posisjon innen energi og industri, og vil være godt rustet til å sikre fortsatt lønnsom vekst og langsiktig verdiskaping.

Den foreslåtte fusjonen vil gjennomføres som en fusjon over landegrensene i henhold til allmennaksjeloven kapittel 13 og den svenske selskapsloven kapittel 23, § 36 ved at alle Selskapets eiendeler, rettigheter og forpliktelser overføres til Rejlers som det overtakende selskapet. Selskapet oppløses ved gjennomføringen av fusjonen. Selskapets aksjonærer vil motta B-aksjer i Rejlers som fusjonsvederlag. Selskapets aksjonærer vil motta 0,9725 B-aksjer i Rejlers for hver aksje de eier i Selskapet per en fremtidig registreringsdato som vil bli fastsatt i forbindelse med gjennomføringen av fusjonen.

Stiftelsen Multiconsult, ledelsen, styrets medlemmer og andre store aksjonærer, som til sammen eier ca. 37 % av aksjene og stemmene i Selskapet, har forpliktet seg til å delta i den ekstraordinære generalforsamlingen og stemme for fusjonen.

Notice of extraordinary general meeting

Notice is hereby given that an extraordinary general meeting of Multiconsult ASA, business reg. no. 910 253 158 (the "**Company**") will be held on Monday 19 October 2026 at 14:00 CEST at the Company's head office, Nedre Skøyen vei 2, 0276 Oslo, Norway.

It will also be possible to participate electronically via Lumi.

More information on procedures for participation at the general meeting (including option for electronic attendance), options for advance voting, granting of proxy and related deadlines are set out below.

The meeting will be opened by the chairman of the board of directors, Rikard Appelgren.

Agenda:

1. Election of a chairperson and a person to co-sign the minutes

2. Approval of the notice and the agenda

3. Merger with Rejlers AB (publ)

Reference is made to the merger plan entered into by the Board of Directors of the Company and the Board of Directors of Rejlers AB (publ) ("**Rejlers**") regarding a merger of the Company and Rejlers as announced by stock exchange release on 7 September 2026. The Board believes that there is a strong rationale for the merger. The merger will form a company that is well positioned to deliver growth and value to its shareholders and further strengthen the already strong talent recruitment of both companies. The combined company will be a leading pan-Nordic multidisciplinary consultancy group with a leading position within Energy & Industry and well positioned to deliver continued profitable growth and long-term value creation.

The proposed merger will be completed as a cross-border merger pursuant to chapter 13 of the Norwegian Public Limited Liability Companies Act and Chapter 23, Section 36 of the Swedish Companies Act, by a transfer of all of the Company's assets, rights and liabilities to Rejlers as the surviving entity. The Company will be dissolved upon the completion of the merger. The shareholders of the Company will receive B-shares in Rejlers as merger consideration. The Company's shareholders will receive 0.9725 B-shares in Rejlers for each share held in the Company as of a future record date to be determined in connection with the completion of the merger.

Stiftelsen Multiconsult, management, members of the Board of Directors and other large shareholders holding in aggregate approximately 37% of the shares and the votes in the Company, have undertaken to attend the extraordinary general meeting and to vote in favor of the merger.

Det vises til fusjonsplan, styrets rapport og sakkyndig redegjørelse (alle gjort tilgjengelig samlet på Selskapets hjemmeside www.multiconsult-ir.com) og Selskapets børsmelding 7. september 2026, for en nærmere begrunnelse for, og informasjon om, fusjonen. Det vil ikke publiseres et prospekt med nærmere informasjon om fusjonen, men det vil utarbeides et tilsvarende dokument som vil offentliggjøres før den ekstraordinære generalforsamlingen. Fusjonen er betinget av godkjennelse fra den ekstraordinære generalforsamlingen.

Reference is made to the merger plan, the report of the Board of Directors and the expert statement (all made available together at the Company's website www.multiconsult-ir.com) and the Company's stock exchange release on 7 September 2026, for a more detailed reasoning for and information about the merger. A prospectus with further information about the merger will not be published, but an exemption document will be prepared and made public prior to the extraordinary general meeting. The merger is subject to approval by the extraordinary general meeting.

Styret foreslår at generalforsamlingen fatter følgende vedtak:

The board of directors proposes that the general meeting passes the following resolution:

> *Fusjonsplanen datert 7. september 2026 mellom Selskapet som overdragende selskap og Rejlers AB (publ) som overtakende selskap godkjennes.*

> *The merger plan dated 7 September 2026 between the Company as the transferring company and Rejlers AB (publ) as the acquiring company is approved.*

Informasjon om aksjene og aksjonærrettigheter

Information about the shares and shareholder rights

Multiconsult ASA har en aksjekapital på NOK 13 837 455,50 fordelt på 27 674 911 aksjer, hver med pålydende verdi NOK 0,50.

Multiconsult ASA has a share capital of NOK 13,837,455.50 divided into 27,674,911 shares, each with a nominal value of NOK 0.50.

Hver aksje gir rett til én stemme på Selskapets generalforsamlinger. Det følger imidlertid av vedtektene § 8 at ingen aksjonær på generalforsamlingen kan stemme for mer enn 25% av aksjene utstedt av Selskapet. Likt med aksjonærens egne aksjer regnes her med de aksjer som eies eller overtas av aksjonærenes nærstående.

Each share carries one vote at the Company's general meetings. However, according to section 8 of the Company's articles of association, no shareholder may at general meetings vote for more than 25% of the shares issued by the Company. Shares owned or acquired by a related party of the shareholder shall for this purpose be considered as equal to the shareholder's own shares.

På datoen for denne innkallingen eier Selskapet 110 406 egne aksjer. Det kan ikke utøves stemmerett for Selskapets egne aksjer og egne aksjer regnes ikke med når en beslutning krever samtykke fra en viss del av aksjekapitalen jf. allmennaksjeloven § 5-4.

As of the date of this notice, the Company holds 110,406 treasury shares. Voting rights cannot be exercised for the Company's treasury shares and treasury shares are not taken into consideration when a resolution requires approval from a certain portion of the Company's share capital cf. section 5-4 of the Norwegian Public Limited Liability Companies Act.

Aksjeeierne har følgende rettigheter i forbindelse med generalforsamlingen:

- Rett til å møte i generalforsamlingen, enten personlig eller ved fullmektig.
- Talerett på generalforsamlingen.
- Rett til å ta med én rådgiver og gi denne talerett.
- Rett til å kreve opplysninger av styrets medlemmer og administrerende direktør om forhold som kan innvirke på bedømmelsen av (i) saker som er forelagt aksjeeierne til avgjørelse og (ii) Selskapets økonomiske stilling, herunder om virksomheten i andre selskaper som Selskapet deltar i, og andre saker som generalforsamlingen skal behandle, med mindre de

The shareholders have the following rights in respect of the general meeting:

- The right to attend the general meeting, either in person or by proxy.
- The right to speak at the general meeting.
- The right to be accompanied by an advisor at the general meeting and to give such advisor the right to speak.
- The right to require information from the members of the board of directors and the chief executive officer about matters which may affect the assessment of (i) items which have been presented to the shareholders for decision and (ii) the Company's financial position, including information about activities in other companies in which the Company participates and other business to be transacted at the general meeting, unless the

opplysninger som kreves, ikke kan gis uten uforholdsmessig skade for Selskapet.

- Rett til å få fremsette alternativer til styrets forslag under de saker generalforsamlingen skal behandle.

Deltakelse og stemmegivning

I henhold til allmennaksjeloven § 5-2 (1) er det bare de som er aksjonærer i Selskapet den 12. oktober 2026 (registreringsdatoen) som har rett til å delta i og stemme på generalforsamlingen.

Aksjonærer kan delta på generalforsamlingen ved personlig oppmøte eller elektronisk. Aksjonærer som ikke ønsker å delta, kan forhåndsstemme eller gi fullmakt.

Registrering kan skje elektronisk via Selskapets internettside www.multiconsult-ir.com (kun for aksjonærer som mottar innkallingen per post), elektronisk via VPS Investortjenester, eller ved å sende vedlagte skjema for påmelding, forhåndsstemming og fullmakt (Vedlegg 1) til DNB Bank ASA, Verdipapirservice, postboks 1600 Sentrum, 0021 Oslo.

Aksjonærer må registrere deltakelse, forhåndsstemme eller gi fullmakt senest 16. oktober 2026 kl. 16:00 jf. vedtektenes § 7 siste avsnitt.

Generalforsamlingen vil avholdes som et fysisk møte, men aksjeeiere som ønsker det vil ha muligheten til å delta elektronisk via Lumi via følgende link: https://dnb.lumiconnect.com/100-258-303-263.

For å logge på møtet, kreves sikker identifisering ved å benytte ditt referansenummer og PIN-kode som du finner på VPS Investortjenester (https://investor.vps.no/garm/auth/login) eller, for aksjonærer som mottar innkallingen per post, i "Skjema for påmelding, forhåndsstemming og fullmakt".

Før oppstart av generalforsamlingen må både fysisk og elektronisk deltakende aksjeeiere logge seg inn på Lumi. Lumi vil benyttes både for stemmegivning for aksjeeiere som deltar i den fysiske generalforsamlingen og for helelektronisk tilgang til møtet og stemmegivning for aksjeeiere som deltar elektronisk.

Aksjonærer som deltar fysisk bes derfor medbringe smarttelefon eller nettbrett. Innloggingsdetaljer og teknisk bistand gis ved oppmøte.

Vi anbefaler at hver aksjeeier i god tid før åpning av generalforsamlingen tester utstyret og internettforbindelsen som skal brukes ved å logge inn på Lumi. Lumi vil være åpen for testing fra kl. 08:00 på dagen for generalforsamlingen.

Aksjeeiere som opplever tekniske problemer, kan henvende seg til DNB Carnegie Issuer Services på telefon +47 23 26 80 20 (mellom 08:00-15:00). Aksjeeiere som er til stede i det fysiske møtet vil også kunne få veiledning der.

information demanded cannot be disclosed without causing disproportionate harm to the Company.

- The right to present alternatives to the board's proposals in respect of matters on the agenda at the general meeting.

Attendance and voting

Pursuant to section 5-2 of the Norwegian Public Limited Liability Companies Act, only shareholders in the Company as of 12 October 2026 (the record date) are entitled to participate in and vote at the general meeting.

Shareholders may attend the general meeting in person or electronically. Shareholders who do not wish to attend may vote in advance or appoint a proxy.

Registration may be made electronically via the Company's website www.multiconsult-ir.com (only for shareholders receiving the notice by post), electronically via VPS Investor Services, or by returning the enclosed form for attendance, advance voting and proxy (Appendix 1) to DNB Bank ASA, Verdipapirservice, postboks 1600 Sentrum, 0021 Oslo, Norway.

Shareholders must register their attendance, cast their advance vote or appoint a proxy no later than 16 October 2026 at 16:00 CEST cf. § 7, last paragraph of the articles of association.

The general meeting will be held as a physical meeting, but shareholders may opt to participate electronically through Lumi at the following link: https://dnb.lumiconnect.com/100-258-303-263.

To log into the meeting, secure identification is required. Please use the reference number and PIN code from VPS Investor Services (https://investor.vps.no/garm/auth/login) or, for shareholders receiving the notice by post, from the "Form for attendance, voting and proxy".

Prior to the opening of the general meeting, both shareholders that participate physically and electronically must log in to Lumi. Lumi will be used both for voting by shareholders participating physically at the general meeting and for full electronic access to the meeting and voting by shareholders participating electronically.

Accordingly, shareholders who participate physically must bring a smartphone or tablet. Log-in details and technical assistance are provided when attending.

We recommend that each shareholder in due time before the opening of the general meeting tests the device and internet connection to be used by logging in to Lumi. Lumi will be open for testing from 08:00 Norwegian time on the day of the general meeting.

Shareholders experiencing any technical issues may contact DNB Carnegie Issuer Services by phone at +47 23 26 80 20 (between 08:00 - 15:00 CEST). Shareholders participating in person will also be able to receive guidance at the meeting.

Nærmere opplysninger om elektronisk deltakelse og stemmegivning er gitt i en separat veiledning som er tilgjengelig på Selskapets hjemmeside.

Forvalterregistrerte aksjer

I tråd med allmennaksjeloven § 1-8 samt forskrift om formidlere omfattet av verdipapirsentralloven § 4-5 og tilhørende gjennomføringsforordninger, sendes innkallingen til forvaltere som skal videreformidle den til de bakenforliggende aksjonærer de holder aksjer for. Eiere av forvalterregistrerte aksjer som vil delta i og/eller stemme på generalforsamlingen må kommunisere med sin forvalter som har ansvar for å formidle stemmer, fullmakter og/eller påmelding til generalforsamlingen innen påmeldingsfristen den 16. oktober 2026 kl. 16:00.

Øvrig informasjon

Denne innkallingen med vedlegg er tilgjengelig på Selskapets internettside www.multiconsult-ir.com.

I tråd med vedtektene § 7 sendes ikke vedlegg 2 til innkallingen med post til aksjonærene, men gjøres tilgjengelig på Selskapets internettside. Enhver aksjonær kan dog kreve at vedleggene sendes vederlagsfritt til vedkommende med post. Dersom en aksjeeier ønsker å få tilsendt dokumentene, kan henvendelse rettes til Selskapet på telefon: +47 416 11 161, eller ved å sende en forespørsel pr e-post til ir@multiconsult.no.

Additional details for online participation and voting are set out in a separate guide, which is available on the Company's website.

Shares held through nominees

In accordance with section 1-8 of the Norwegian Public Limited Liability Companies Act as well as the regulation on intermediaries comprised by section 4-5 of the Norwegian Central Securities Depository Act and related implementing regulations, the notice is sent to nominees who shall communicate it to the beneficial shareholders for whom they hold shares. Owners of nominee held shares that wish to participate in and/or vote at the general meeting must communicate with their nominees, who are responsible for conveying votes, proxies and/or notice of participation at the general meeting within the registration deadline on 16 October 2026 at 16:00 CEST.

Other information

This notice and the appendices are available on the Company's website www.multiconsult-ir.com.

In accordance with § 7 of the Company's articles of association, appendix 2 to the notice will not be sent by post to the shareholders but is made available on the Company's website. A shareholder may nonetheless demand to be sent the appendices by post free of charge. If shareholders wish to have the documents sent to them, such request can be addressed to the Company by telephone: +47 416 11 161 or by email to ir@multiconsult.no.

In case of any discrepancies between the Norwegian text and the English translation, the Norwegian text shall prevail.

Multiconsult ASA
Oslo, 23 September 2026

Rikard Appelgren
Styrets leder/Chair of the board of directors

Vedlegg:

1. Skjema for påmelding, forhåndsstemming og fullmakt
2. Fusjonsplan med vedlegg

Appendices:

1. Form for attendance, voting and proxy
2. Merger plan with appendices

Multiconsult—Group

Ref.nr.: **PIN-kode:**

Innkalling til ekstraordinær generalforsamling

Ekstraordinær generalforsamling i Multiconsult ASA avholdes mandag den 19. oktober 2026 kl.14.00, som et hybrid møte.

Aksjeeieren er registrert med følgende antall aksjer ved innkalling: ________________________ og stemmer for det antall aksjer som er registrert i eierregisteret i Euronext VPS per Record date den 12. oktober 2026 (registreringsdatoen).

Generalforsamlingen avholdes som et hybrid møte hvor aksjonærer kan velge mellom å delta online eller møte fysisk. All avstemning vil skje elektronisk og aksjonærer som deltar fysisk bes medbringe smarttelefon for å kunne stemme.

Frist for registrering av påmelding, forhåndsstemmer, fullmakter og instrukser er 16. oktober kl. 16:00.

Elektronisk registrering

Bruk alternativt «Blankett for innsending per post eller e-post for aksjonærer som ikke får registrert sine valg elektronisk»

Steg 1 – Registrer deg i påmeldings/registrerings perioden:

- Enten via selskapets hjemmeside www.multiconsult-ir.com ved hjelp av referansenummer og PIN-kode (for de som får innkalling i posten), eller
- Innlogget i VPS Investortjenester; tilgjengelig på https://investor.vps.no/garm/auth/login eller gjennom kontofører (bank/megler). Når du har logget inn i VPS Investortjenester, velg: *Hendelser – Generalforsamling – ISIN*

Du vil se ditt navn, **ref.nr, PIN-kode** og beholdning. Nederst finner du disse valgene

Meld på | Forhåndsstem | Avgi fullmakt | Avslutt

«Meld på» - Det er vedtektsfestet krav til påmelding jf. vedtektenes § 7 siste avsnitt. Alle aksjonærer vil ha mulighet til å logge inn på møtet, men for å ha tale- og stemmerett eller du vil møte fysisk, må du ha meldt deg på innen den angitte fristen (16. oktober kl. 16:00).
«Forhåndsstem» - Her angir du din forhåndsstemme
«Avgi fullmakt» - Her kan du gi fullmakt til styrets leder eller en annen person
«Avslutt» - Trykk på denne om du ikke ønsker å gjøre noen registrering

Steg 2 – På generalforsamlingsdagen:

Fysisk deltakelse: Møt opp i god tid før start om du vil delta fysisk.

Online deltakelse: Delta på generalforsamlingen via denne nettsiden https://dnb.lumiconnect.com/100-258-303-263. Logg deg på ved hjelp av **ref.nr og PIN-kode** fra VPS - se steg 1 over for hvordan du finner dette. Aksjonærer kan også få referansenummer og PIN-kode ved å kontakte DNB Carnegie Issuer Services på telefon +47 23 26 80 20 (08:00 – 15:00).

<u>Dersom du logger inn etter at møtet starter vil du få tilgang, men uten stemmerett. Merk at det samme gjelder for aksjonærer som ikke har meldt seg på.</u>

Multiconsult—Group

Ref.nr.: **PIN-kode:**

Blankett for innsending per post eller e-post for aksjonærer som ikke får registrert sine valg elektronisk.

Signert blankett sendes som vedlegg i e-post* til genf@dnb.no (skann denne blanketten), eller pr. post til DNB Carnegie Issuer Services, Postboks 1600 Sentrum, 0021 Oslo. Blanketten må være mottatt senest **16. oktober 2026 kl. 16:00**. Dersom aksjeeier er et selskap, skal signatur være i henhold til firmaattest.
**Vil være usikret med mindre avsender selv sørger for å sikre e-posten.*

____ sine aksjer ønskes representert på generalforsamlingen i Multiconsult ASA som følger (kryss av):

☐ Møter selv fysisk (ikke kryss av på sakene under).

☐ Påmelding for online deltakelse (ikke kryss av på sakene under)

☐ Fullmakt til styrets leder eller den hen bemyndiger (kryss av «For», «Mot» eller «Avstå» på de enkelte sakene på agendaen under om du ønsker at fullmakten skal være med stemmeinstrukser)

☐ Forhåndsstemmer (marker, «For», «Mot» eller «Avstå» på de enkelte sakene under)

☐ Åpen fullmakt til (ikke kryss av på sakene under - eventuell stemmeinstruks avtales direkte med fullmektig):

____
(skriv inn fullmektigens navn med blokkbokstaver)

NB: Angående «Åpen fullmakt til…», den fullmektige må kontakte DNB Carnegie Issuer Services *på telefon +47 23 26 80 20 (08:00 – 15:00) for påloggingsdetaljer ved online deltagelse.*

Stemmegivningen skal skje i henhold til markeringer nedenfor. Manglende eller uklare markeringer anses som stemme i tråd med styrets og valgkomitéens anbefalinger. Dersom det blir fremmet forslag i tillegg til, eller som erstatning for forslaget i innkallingen, avgjør fullmektigen stemmegivningen.

Agenda ekstraordinær generalforsamling 19. oktober 2026	For	Mot	Avstå
1. Valg av møteleder og en person til å medundertegne protokollen	☐	☐	☐
2. Godkjennelse av innkallingen og dagsorden	☐	☐	☐
3. Fusjon med Rejlers AB (publ)	☐	☐	☐

Blanketten må være datert og signert

Sted Dato Aksjeeiers underskrift

Multiconsult—Group

Ref no: **PIN-code:**

Notice of Extraordinary General Meeting

Extraordinary General Meeting in Multiconsult ASA will be held on Monday 19 October 2026 at 14:00 CEST as a hybrid meeting.

The shareholder is registered with the following amount of shares at summons: _______________________ and vote for the number of shares registered in Euronext per Record date 12 October 2026 (the record date).

The general meeting is held as a hybrid meeting where shareholders can choose between participating online or meeting physically. All voting will take place electronically and shareholders who participate physically are asked to bring a smartphone to vote.

The deadline for electronic registration of enrollment, advance votes, proxy and instructions is 16 October 2026 at 16:00 CEST.

Electronic registration

Alternatively, "Form for submission by post or e-mail for shareholders who cannot register their elections electronically".

Step 1 – Register during the enrollment/registration period:

- Either through the company's website www.multiconsult-ir.com using a reference number and PIN – code (for those of you who receive a summons in post-service), or
- Log in through VPS Investor services; available at https://investor.vps.no/garm/auth/login or through own account operator (bank/broker). Once logged in - choose *Corporate Actions – General Meeting – ISIN*

You will see your name**, reference number**, **PIN - code** and balance. At the bottom you will find these choices:

Enroll | Advance Vote | Delegate proxy | Close

"Enroll" –There is a statutory requirement for registration. All shareholders will have the opportunity to log in to the meeting, but in order to have the right to speak and vote, or you want to meet physically, you must have enrolled by the specified deadline (16 October 2026 at 16:00 CEST).
"Advance vote" - If you would like to vote in advance of the meeting
"Delegate Proxy" - Give proxy of attorney to the chair of the Board of Directors or another person
"Close" - Press this if you do not wish to register

Step 2 – The general meeting day:

Physical participation: Show up before start time if you have signed up for physical participation.

Online participation: Please login through https://dnb.lumiconnect.com/100-258-303-263 You must identify yourself using the **reference number and PIN - code** from VPS - see step 1 above. Shareholders can also get their reference number and PIN code by contacting DNB Carnegie Issuer Services by phone +47 23 26 80 20 (08:00 – 15:00 CEST).

If you log in after the meeting has started, you will be granted access, but without the right to vote. Note that the same applies if you have not enrolled.

Multiconsult—Group

Ref no: **PIN-code:**

Form for submission by post or e-mail for shareholders who cannot register their elections electronically.

The signed form is sent as an attachment in an e-mail* to genf@dnb.no (scan this form) or by mail to DNB Carnegie Issuer Services, P.O Box 1600 Sentrum, 0021 Oslo. Deadline for registration of advance votes, proxies and instructions must be received no later than **16 October 2026 at 16:00 CEST**. If the shareholder is a company, the signature must be in accordance with the company certificate. *Will be unsecured unless the sender himself secure the e-mail.

____ shares would like to be represented at the general meeting in Multiconsult ASA as follows (mark off):

☐ Meet physically (do not mark the items below)

☐ Enrol for online participation (do not mark the items below)

☐ Proxy to the Chair of the Board of directors or the person he or she authorizes (mark “For”, “Against” or “Abstain” on the individual items below if you want the Proxy to be with instructions)

☐ Advance votes (“For”, “Against” or “Abstain” on the individual items below)

☐ Open proxy to (do not mark items below – agree directly with your proxy solicitor if you wish to give instructions on how to vote):

____
(enter the proxy solicitors name in the block letters)

Note: Regarding “Open proxy to..”, the proxy solicitor must contact DNB Carnegie Issuer Services by phone +47 23 26 80 20 (08:00 – 15:00 CEST) for login details.

Voting must take place in accordance with the instructions below. Missing or unclear markings are considered a vote in line with the board's and the election committee's recommendations. If a proposal is put forward in addition to, or as a replacement for, the proposal in the notice, the proxy determines the voting.

Agenda for the Extraordinary General Meeting 19 October 2026	For	Against	Abstain
1. Election of a chairperson and a person to co-sign the minutes	☐	☐	☐
2. Approval of the notice and the agenda	☐	☐	☐
3. Merger with Rejlers AB (publ)	☐	☐	☐

The form must be dated and signed

Place Date Shareholder’s signature

GUIDE FOR ONLINE DELTAKELSE MULTICONSULT ASA 19. oktober 2026

Multiconsult ASA vil gjennomføre ekstraordinær generalforsamling mandag den 19. oktober 2026 kl. 14.00 på et hybrid / digitalt møte på Selskapets hovedkontor, Nedre Skøyen vei 2, 0276 Oslo, Norge, hvor aksjonærer får muligheten til å enten delta fysisk, eller online gjennom pc, telefon eller nettbrett.

Vi gjør samtidig oppmerksom på at aksjonærer har mulighet til å forhåndsstemme eller gi fullmakt før møtet. Se innkalling for nærmere detaljer hvordan du registrerer dette. Om du forhåndsstemmer eller gir fullmakt kan du fortsatt logge deg på generalforsamlingen for å følge med samt stille spørsmål, men du vil ikke få muligheten til å stemme på sakene.

Påmelding er nødvendig for aksjonærer som vil delta online, da selskapet har vedtektsfestet krav til påmelding, men/og aksjonærer **må være logget inn før generalforsamlingen starter.** Logger du inn etter at generalforsamlingen har startet, eller ikke har forhåndsregistrert din deltakelse, vil du få tilgang til å følge med, men da uten stemmerett.

TILGANG TIL GENERALFORSAMLINGEN ONLINE

Gå inn på følgende nettside: https://dnb.lumiconnect.com/

enten på din smarttelefon, nettbrett eller pc. Alle store kjente nettlesere, som Chrome, Safari, Edge, Firefox etc. støttes.

Skriv inn **Møte-ID**: 100-258-303-263 og klikk **BLI MED PÅ MØTET**

Alternativt skriv/lim inn direkte lenke i din nettleser https://dnb.lumiconnect.com/100-258-303-263

Da selskapet tillater gjestepålogging, vil du du så bli bedt om å velge mellom

Hvis du velger Gjest, vil du bli bedt om å oppgi navn og e-post. Du vil ikke ha stemme- eller talerett i møtet.

Hvis du er aksjonær, velg Aksjonær med Ref.nr & PIN. Du må så identifisere deg med.

a) Ref. nummer fra VPS for generalforsamlingen

b) PIN-kode fra VPS for generalforsamling

Når du er logget inn vil du kunne se ditt navn, antall stemmer du har, og du kan velge systemspråk norsk eller engelsk.

Merk at du må ha internettilgang under hele møtet.

HVORDAN FINNE REFERANSENUMMER OG PIN-KODE FRA VPS

Alle aksjonærer registrert i VPS blir tildelt deres eget unike referansenummer og PIN-kode av VPS-systemet for bruk til generalforsamlingen. Disse er tilgjengelig gjennom VPS investortjenester. Logg deg på investortjenester, velg Hendelser, Generalforsamling. Klikk på ISIN og du vil kunne se ditt unike referanse-nummer (Ref.nr.) og PIN-kode.

Alle VPS direkte registrerte aksjeeiere har tilgang til investortjenester enten via https://investor.vps.no/garm/auth/login eller nettbank. Ta kontakt med din kontofører om du mangler tilgang.

Aksjeeiere som ikke har huket av for at de ønsker meldinger fra selskap elektronisk i investortjenester, vil i tillegg få tilsendt pr. post deres referansenummer og PIN-kode sammen med innkallingen fra selskapet. (på registrerings blankett)

Aksjonærer som ikke finner sitt referansenummer og PIN-kode for pålogging, eller har andre tekniske spørsmål er velkomne til å ringe DNB Carnegie Issuer Services på telefon +47 23 26 80 20 (mellom 08:00-15:00)

Forvalterregistrerte aksjeeiere: Aksjer som er holdt på en forvalter konto (nominee), må utøve sin stemmerett via sin forvalter. Vennligst kontakt din forvalter om du ønsker ytterligere informasjon om dette.

HVORDAN AVGI STEMME

STEMMEGIVNING

Saker til avstemming vil skyves til din skjerm når det skal stemmes, Klikk eventuelt på valget STEMMEGIVNING når tilgjengelig. Normalt vil alle saker være tilgjengelig for stemmegivning ved møtestart, og du kan stemme så raskt du ønsker på samtlige saker.

For å stemme, velg FOR, MOT eller AVSTÅR, og du se en bekreftelses tekst med ditt valg.

Du vil eventuelt også kunne få et valg hvor du kan stemme samlet på alle saker. Bruker du dette alternativet kan du fortsatt overstyre stemmeretning på enkelte saker om ønskelig.

Du kan endre eller kansellere dine avgitte stemmer så mange ganger du vil, fram til møteleder avslutter avstemningen på de enkelte sakene. Ditt siste valg vil være gjeldende.

NB: Innloggede aksjonærer som ikke har meldt seg på, har forhåndsstemt eller gitt fullmakt, vil ikke ha stemmegivning tilgjengelig.

SPØRSMÅL / KOMMENTARER TIL GENERALFORSAMLINGEN

MELDINGER

Skriftlige spørsmål eller kommentarer til sakene på agendaen kan sendes inn av aksjonærer under hele generalforsamlingen.

For å se publiserte spørsmål fra andre aksjonærer, eller du selv ønsker å stille spørsmål eller gi kommentar til noen av sakene på agendaen, velg MELDINGER

Alle aksjonærer som sender inn spørsmål eller kommentarer vil bli identifisert for andre aksjonærer ved navn, men ikke aksjebeholdning.

Spørsmål sendt inn online vil bli moderert før de publiseres og går til møteleder. Innsendte spørsmål vil derfor ikke nødvendigvis fremkomme umiddelbart. Har du tekniske spørsmål el. vil du kunne få et direktesvar fra moderator som bare du ser.

GUIDE FOR ONLINE PARTICIPATION MULTICONSULT ASA 19 OCTOBER 2026

Multiconsult ASA will hold extraordinary general meeting on Monday 19 October 2026 at 14:00 CEST as a hybrid / digital meeting at the Company's head office, Nedre Skøyen vei 2, 0276 Oslo, Norway, where you get the opportunity to either participate physically, or online with your PC, phone or tablet.

We would also like to point out that shareholders have the opportunity to pre-vote or grant a proxy before the meeting. See the notice for further details on how to register this. If you pre-vote or grant a proxy, you can still log in to the general meeting to follow and ask questions, but you will not have the opportunity to vote on the matters.

Registration is required for shareholders who wish to participate online, as the company has a statutory requirement for registration, and shareholders **must be logged in before the general meeting starts**. If you log in after the general meeting has started, or have not pre-registered your participation, you will be given access to follow, but without the right to vote.

ACCESS THE ONLINE GENERAL MEETING

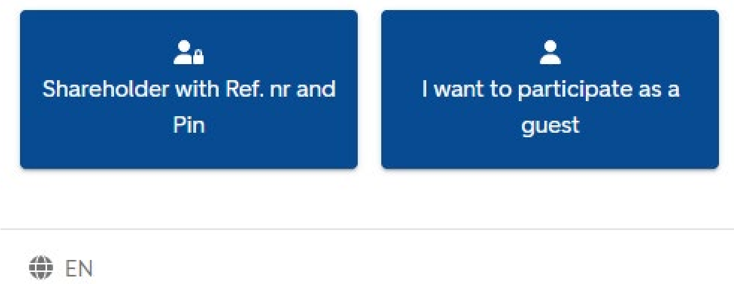
Go to the following website: https://dnb.lumiconnect.com/

either on your smartphone, tablet or PC. All major known browsers, such as Chrome, Safari, Edge, Firefox etc. are supported.

Enter **Meeting ID:** 100-258-303-263 and click **Join Meeting**:

Alternatively put direct link in your browser https://dnb.lumiconnect.com/100-258-303-263

As the company has decided to allow for guest log ins you will be prompted to decide between



If you choose Guests, you will be asked to state your name and e-mail. You will not have the right to vote or speak in the meeting.

If you are a shareholder, choose Shareholder Ref.nr & PIN. You must then identify yourself with.

a) Ref. number from VPS for the general meeting

b) PIN code from VPS for general meeting

Once you are logged in you will be able to see your name, the number of votes you have, and you can choose the system language Norwegian or English.

Please note that you must have internet access during the entire meeting.

HOW TO FIND YOUR REFERENCE NUMBER AND PIN CODE

All shareholders registered in the VPS are assigned their own unique reference and PIN code for use in the General Meeting, available to each shareholder through VPS Investor Services. Access VPS Investor Services, select Corporate Actions, General Meeting. Click on the ISIN and you can see your reference number (Ref.nr.) and PIN code.

All VPS directly registered shareholders have access to investor services either via https://investor.vps.no/garm/auth/login or internet bank. Contact your VPS account operator if you do not have access.

Shareholders who have not selected electronic corporate messages in Investor Services will also receive their reference number and PIN code by post together with the summons from the company (on registration form).

Shareholder who do not find their reference number and PIN code for access, or have other technical questions is welcome to call DNB Carnegie Issuer Services on phone + 47 23 26 80 20 (between 08:00-15:00)

Custodian registered shareholders: Shares held through Custodians (nominee) accounts must exercise their voting rights through their Custodian. Please contact your Custodian for further information.

HOW TO VOTE

VOTING

Matters to be voted on will be pushed to your screen when voting is due. If necessary, click on the VOTING option when available. Normally, all matters will be available for voting at the start of the meeting, and you can vote as quickly as you wish on all matters.

To vote, select FOR, AGAINST or ABSTAIN, and you will see a confirmation text with your choice.

You may also be given an option where you can vote collectively on all matters. If you use this option, you can still override the voting direction on individual matters if desired.

You can change or cancel your votes as many times as you like, until the meeting chair closes the voting on the individual matters. Your last choice will be valid.

NB: Logged-in shareholders who have not enrolled, pre-voted or given a proxy will not have voting available.

QUESTIONS / COMMENTS TO THE GENERAL MEETING

MESSAGING

Written questions or comments on the items on the agenda can be submitted by shareholders throughout the general meeting.

To view published questions from other shareholders, or if you yourself wish to ask questions or comment on any of the items on the agenda, select MESSAGES

All shareholders who submit questions or comments will be identified to other shareholders by name, but not by shareholding.

Questions submitted online will be moderated before they are published and will be sent to the meeting chair. Submitted questions will therefore not necessarily appear immediately. If you have technical questions or similar, you will be able to get a direct answer from the moderator that only you will see.

MERGER PLAN

regarding the cross-border merger between

Rejlers AB (publ)

and

Multiconsult ASA

This Merger Plan has been prepared and executed in English, which is the original version. Translations into Swedish and Norwegian will be prepared for the purposes of registration with the Swedish Companies Registration Office and the Norwegian Register of Business Enterprises. In the event of any discrepancy between the English version and the Swedish or Norwegian language versions, the English version shall prevail.

The Board of Directors of Rejlers AB (publ), a Swedish public limited liability company (*publikt aktiebolag*) with company registration number 556349-8426 (“**Rejlers**”), with its registered office in Stockholm, whose class B shares are admitted to trading on Nasdaq Stockholm and whose class A shares are unlisted, and the Board of Directors of Multiconsult ASA, a Norwegian public limited liability company (*allmennaksjeselskap*) with company registration number 910 253 158 (“**Multiconsult**”), with its registered office in Oslo, Norway, whose shares are admitted to trading on Euronext Oslo Børs and comprise one class of shares, have agreed on a cross-border merger between Rejlers and Multiconsult pursuant to Chapter 23, Section 36 of the Swedish Companies Act (2005:551) (the “**SCA**”) and Chapter 13, section VII (sections 13-25 to 13-36) of the Norwegian Public Limited Liability Companies Act of 13 June 1997 no. 45 (the “**NPLCA**”), implementing Directive (EU) 2017/1132 as amended by Directive (EU) 2019/2121 (the “**Merger**”). The Merger shall be undertaken by way of absorption, with Rejlers as the transferee and surviving company and Multiconsult as the transferring company. Multiconsult shall be dissolved without liquidation as a result of the Merger. The combined company resulting from the Merger is referred to as the “**Combined Company**”. Rejlers and Multiconsult are together referred to as the “**Merging Companies**”. Rejlers’ registered address is Lindhagensgatan 126, Box 30233, SE-104 25 Stockholm, Sweden and Rejlers is registered with the Swedish Companies Registration Office (*Bolagsverket*), SE-851 81 Sundsvall, Sweden. Multiconsult’s registered address is Nedre Skøyen vei 2, 0276 Oslo, Norway (postal address Postboks 265 Skøyen, 0213 Oslo) and Multiconsult is registered with the Norwegian Register of Business Enterprises (*Foretaksregisteret*), Postboks 900, 8910 Brønnøysund, Norway.

In conjunction with this, the Board of Directors of Rejlers and the Board of Directors of Multiconsult (together the “**Boards**”) have prepared the following merger plan (the “**Merger Plan**”).

1. Rationale for the Merger

The Boards have investigated the consequences of a Merger between the two companies and the Boards each see a compelling strategic fit between Rejlers and Multiconsult.

The Combined Company will be well positioned to deliver growth and value to its shareholders and further strengthening the already strong talent recruitment of both companies. The key rationale behind the merger is:

- Forming a leading pan-Nordic multidisciplinary engineering and technical consultancy group with a particularly strong position within the energy and industrial markets and a strong position towards defence-related projects.
- Strengthened position as an attractive employer through investments in expertise, learning, development and cross-border collaboration. Multiconsult Rejlers will create additional opportunities to work on complex and technically demanding projects, while strengthening specialist competences and career opportunities.
- Becoming a natural partner for large and transformational Nordic projects through complementary competences and geographies. The increased scale of the Combined Company will strengthen its position with larger clients and enhance its ability to deliver complex projects across markets and geographies, strengthening the client value proposition. Further, Multiconsult Rejlers offers opportunities to combine architecture and engineering services, expand capabilities within the Arctic, coastal/harbour, maritime and geotechnical services, leverage the combined competence in serving the oil and gas sector and strengthen infrastructure capabilities in Finland and Poland.
- Leveraging scale, a strong balance sheet and an enhanced position in the capital market with market capitalisation of close to SEK 8 billion will allow for further investments in Artificial Intelligence, employee development, acquisitions and further expansion.
- Realising cost synergies of about SEK 100-120 million on an annual basis through efficiency gains. The Merger is driven by accelerating growth through revenue synergies and both organisations are therefore expected to be preserved to a large extent. Cost synergies are expected within e.g. IT, procurement, administrative functions, audit and optimisation of the office network. The full effects of the synergies are expected to be reached within three years with one-off integration costs of approximately SEK 40 million.

The Combined Company will be a leading pan-Nordic multidisciplinary consultancy group with a leading position within Energy & Industry, and well positioned to deliver continued profitable growth and long-term value creation.

With close to 8,000 employees, the Combined Company will bring together complementary capabilities in engineering, architecture, advisory and design. The merger will strengthen the group’s ability to serve clients across markets and geographies, creating further growth opportunities. Multiconsult has operations in Norway, Sweden, Denmark, Poland, the United Kingdom and Eastern Africa, and operates across four business areas: Buildings & Properties, Energy & Industry, Mobility & Transportation and Water & Environment. Rejlers has operations in Sweden, Finland, Norway and the United Arab Emirates and focuses on the energy, industry, buildings, infrastructure and defence sectors.

The Merger is, and shall be communicated as, a merger of equals.

The Combined Company intends to adopt financial targets of 10 per cent annual revenue growth and a 10 per cent EBITA margin.

The name of the Combined Company shall be Multiconsult Rejlers AB. The Combined Company shall have its headquarters in Stockholm, with a main office in Oslo. Certain key group functions shall be divided between the Stockholm and Oslo offices in a balanced manner.

2. Determination of the Merger Consideration and circumstances of significance in the evaluation of the appropriateness of the Merger

The Merger Consideration has been determined with the intention of achieving a fair distribution of the value in the Combined Company between the shareholders in both Rejlers and Multiconsult.

In determining a fair Merger Consideration for both Rejlers' and Multiconsult's shareholders, the Boards have based the Merger Consideration on the market valuation of Rejlers and Multiconsult. The Exchange Ratio is close to the 45-day volume weighted average price for each respective share. As supporting analysis, the Boards have considered the respective companies' current market capitalisation and the observable relative market capitalisation over time between the companies. The Boards have also considered relative valuation, both vis-à-vis comparable listed Nordic technical consultancy companies and between the companies, applying EV/EBITDA, EV/EBITA, EV/EBIT and P/E multiples.

As at 7 September 2026, Rejlers had 22,835,567 shares in total, of which 1,749,250 were class A shares and 21,086,317 were class B shares. The total number of votes was 38,578,817 and the share capital was SEK 45,671,134. Each class A share carries ten votes, and each class B share carries one vote. As at 7 September 2026, Multiconsult had 27,674,911 shares of one class, each with a nominal value of NOK 0.50, and share capital of NOK 13,837,455.50, of which 110,406 were treasury shares, so that 27,564,505 shares carried entitlement to Merger Consideration. As at 2 September 2026, the day of the agreed share exchange ratio of 0.9725 Rejlers B-shares for each share in Multiconsult, the market capitalisation of Multiconsult and Rejlers were approximately SEK 3,983 million and SEK 3,622 million, respectively, based on the agreed exchange rate of 1.0322 and exclusive of treasury shares.

Each share in Multiconsult entitles the holder to receive **0.9725** new class B shares in Rejlers (the "**Exchange Ratio**"). The Exchange Ratio has been determined on the basis of the market valuation of Rejlers and Multiconsult and is close to the volume weighted average price for each of the Rejlers class B share and the Multiconsult share over the 45 trading days up to and including 2 September 2026, converted at the NOK/SEK closing exchange rate of 1.0322 on 2 September 2026, and thereafter rounded. The Exchange Ratio will be adjusted for any dividends or other distributions made by either of the Merging Companies prior to Completion. The Exchange Ratio will also be adjusted for any share issues or other equity capital contributions carried out by either of the Merging Companies prior to Completion at a subscription price below market value. Notwithstanding the foregoing, no adjustment shall be made in respect of any issue or transfer of shares under Multiconsult's employee incentive arrangements (the employee share purchase plan, the share ownership plan, the profit-sharing programme and the share-based element of the executive bonus arrangement) carried out prior to Completion, even where such shares are issued or transferred at a discount to market value. For the avoidance of doubt, any shares transferred or issued by Multiconsult to its employees under Multiconsult's employee share purchase plan or its share ownership plan will be entitled to receive consideration shares based on the Exchange Ratio.

The Boards are of the opinion that the Merger is beneficial to the companies and their shareholders. Each Board considers the Merger Consideration fair from a financial point of view to its respective shareholders.

Particular difficulties in determining the Merger Consideration: No particular difficulties arose in determining the Merger Consideration. Both Merging Companies are listed companies whose shares are traded on a regulated market with observable market prices, and the Exchange Ratio has been determined on the basis of the market valuation of the shares. As supporting analysis, the Boards benchmarked the Merging Companies against comparable listed Nordic technical consultancy companies and had regard to relative valuation, both vis-à-vis comparable listed Nordic technical consultancy companies and between the companies, applying EV/EBITDA, EV/EBITA, EV/EBIT and P/E multiples, which indicate that the market valuations are reasonable, cf. Chapter 23, Section 38 of the SCA and section 13-28, cf. section 13-10, of the NPLCA.

Shares in Multiconsult held by Multiconsult itself or by Rejlers or any company in the Rejlers group at the time of completion of the merger do not carry entitlement to Merger Consideration. As at 7 September 2026, Multiconsult holds 110,406 treasury shares and Rejlers holds no treasury shares.

3. Merger Consideration, etc.

Rejlers shall provide Merger Consideration to the shareholders of Multiconsult as described below.

Merger Consideration

Each share in Multiconsult entitles the holder to receive 0.9725 (corresponding to 389 new class B shares in Rejlers for every 400 shares in Multiconsult) new class B shares in Rejlers. Entitlements which do not amount to a whole class B share in Rejlers are dealt with under "Fractions" below. The Merger Consideration will consist solely of newly issued class B shares in Rejlers. The aggregate value of the Merger Consideration amounts to approximately SEK 4,252 million/NOK 4,119 million based on the number of Merger Consideration shares and the closing price of Rejlers on 2 September 2026. No cash consideration is offered. The consideration shares shall rank pari passu with all other class B shares in Rejlers from the date on which they are entered in the share register kept by Euroclear Sweden AB.

Fractions

Only whole shares in Rejlers will be paid to Multiconsult's shareholders as Merger Consideration. Rejlers and Multiconsult will therefore retain a securities institution to aggregate all fractions of Rejlers class B shares which do not entitle a holder to a whole class B share and to sell the corresponding number of class B shares on Nasdaq Stockholm and/or Euronext Oslo Børs as soon as possible after registration of the Merger. The proceeds from the sale of the fractions will be settled by the securities institution and paid pro rata to those entitled, no later than ten (10) banking days after the sale.

Share issue

The issue of the class B shares to settle the Merger Consideration, and the related amendments to Rejlers' articles of association, shall be resolved by the general meeting of Rejlers that resolves on the Merger Plan. The quota value of a Rejlers share is SEK 2.00.

On the basis of the Exchange Ratio and 27,564,505 Multiconsult shares carrying entitlement to Merger Consideration, a total of 26,806,481 new class B shares in Rejlers are expected to be issued as Merger

Consideration, increasing the share capital by SEK 53,612,962 to SEK 99,284,096 and resulting in a total of 49,642,048 shares and 65,385,298 votes in Rejlers. . Immediately following Completion, the shareholders of Multiconsult immediately prior to Completion will hold approximately 54 per cent, and the shareholders of Rejlers immediately prior to Completion approximately 46 per cent, of the share capital of the Combined Company

The class B shares issued as Merger Consideration shall carry rights to dividends for the first time on the first record date occurring after Completion and after the shares have been entered in the share register kept by Euroclear Sweden AB. Shares in Multiconsult held by or on behalf of Multiconsult will be cancelled in accordance with applicable law.

The Merger Consideration shares are expected to be admitted to trading on Nasdaq Stockholm's regulated market, with a secondary listing of Rejlers' shares on Euronext Oslo.

4. Settlement of the Merger Consideration

Those entitled to receive Merger Consideration will be the shareholders registered in the share register of Multiconsult on the date that the Swedish Companies Registration Office registers the Merger (see Section 7 "Completion of the Merger" below). The Boards may postpone that date for practical administrative reasons.

Unless otherwise stated below, the Merger Consideration will be accounted for by Euronext Securities Oslo and Euroclear Sweden AB registering the number of Rejlers shares in the securities account of each duly entitled party following registration of the Merger. Meanwhile, the shareholding in Multiconsult of such party will be deregistered from the relevant account. The Merger Consideration will thus be distributed automatically and no action will be required from Multiconsult's shareholders.

The new class B shares in Rejlers distributed as Merger Consideration shall carry full shareholder rights from the date of their registration with the Swedish Companies Registration Office and entry in the share register kept by Euroclear Sweden AB.

The Merger Consideration shares will be distributed as soon as possible following Completion. The proceeds from the sale of the fractions, as described above, will be settled by the securities institution as soon as possible no later than ten (10) banking days after completion of the sale of all the fractions.

If shares in Multiconsult are pledged at the time of settlement of the Merger Consideration, the pledge shall carry over to the corresponding Merger Consideration shares in Rejlers, and the pledgee's rights shall attach to those shares in place of the pledged shares in Multiconsult. If, however, applicable law or the terms of the pledge require settlement to be made directly to the pledgee, settlement shall be made to the pledgee accordingly. If shares in Multiconsult are registered with a nominee, settlement shall be made to the nominee.

5. Pre-merger undertakings

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The parties undertake to take all necessary actions in order to complete the Merger on the terms set out herein.

Rejlers and Multiconsult shall, during the period from the date of this Merger Plan and until Completion, carry on the business of their respective companies in the ordinary course of business and shall not, without the prior written consent of the other party, take any of the following actions:

(a) declare or pay any dividend or other distribution to shareholders, except that Multiconsult shall not be prevented from buy backs of own shares for the purposes mentioned in this merger plan;

(b) issue or create shares or other securities, except for shares issued in Multiconsult under any outstanding employee share arrangements;

(c) resolve on a share split or similar measure;

(d) acquire, sell or agree to acquire or sell material shareholdings, businesses or assets, other than customary acquisitions made in the ordinary course of each Merging Company's acquisition strategy and not exceeding a total purchase price of SEK 150 million;

(e) enter into or amend material agreements or incur material additional indebtedness outside the ordinary course of operating its business;

(f) take measures aimed at negatively affecting the relative value of the Merger Consideration; or

(g) amend its articles of association or any other constitutional documents, except as contemplated by this Merger Plan.

The parties have agreed that the 2026 cycle of Multiconsult's employee share purchase plan and share ownership plan will be carried out before Completion.

6. Conditions for the Merger

Completion is conditional upon the fulfilment (or, where applicable, waiver) of each of the following conditions:

(a) at a general meeting of Multiconsult, the shareholders approve the Merger Plan with the majority required under Norwegian law, including the majority required for an amendment of the articles of association, cf. sections 13-3(2) and 13-5(2) of the NPLCA, it being noted that the general meeting resolution is subject to the conditions for approval in section 13-30 of the NPLCA;

(b) at a general meeting of Rejlers, the shareholders approve the Merger Plan and resolve on the issue of the Merger Consideration shares and the related amendments to the articles of association, with the majority required under Chapter 23, Section 17 of the SCA as well as the changes to the board of directors and the nomination committee provided for in Section 17;

(c) the Swedish Companies Registration Office having granted authorisation to implement the Merger Plan and having issued the pre-merger certificate under Chapter 23, Section 46 of the SCA;

(d) the Norwegian Register of Business Enterprises having issued the pre-merger certificate under section 13-31 of the NPLCA;

(e) receipt of all required merger control clearances, including from the Norwegian Competition Authority (*Konkurransetilsynet*) under the Norwegian Competition Act and the Swedish Competition Authority (*Konkurrensverket*) under the Swedish Competition Act and any other competent authority;

(f) to the extent applicable, clearance under the Swedish Act on the screening of foreign direct investments from the Inspectorate of Strategic Products (ISP), including clearance of the shareholding in Rejlers that Stiftelsen Multiconsult, as the largest shareholder of Multiconsult, will acquire as a result of the Merger and any other required clearances under foreign direct investment laws or similar laws;

(g) Nasdaq Stockholm having approved the admission to trading of the Merger Consideration;

(h) Euronext Oslo Børs having approved the admission to trading of the shares in Rejlers in connection with the secondary listing;

(i) either (a) a prospectus having been approved by the Swedish Financial Supervisory Authority (*Finansinspektionen*) and passported to Norway in accordance with Regulation (EU) 2017/1129 (the Prospectus Regulation), or (b) an exemption document having been prepared and made available in accordance with Articles 1(5)(f) and 21(2) of the Prospectus Regulation, and the Swedish Financial Supervisory Authority having confirmed that the exemption document meets the requirements set out in the Commission Delegated Regulation (EU) 2021/528;

(j) no information made public by either of the Merging Companies, or disclosed by either of them to the other, being inaccurate, incomplete or misleading in any material respect, and that both of the Merging Companies have complied in all material respects with their disclosure obligations under applicable securities trading legislation;

(k) the Merger not being made impossible or materially impeded as a result of legislation, court rulings, decisions by public authorities or anything similar;

(l) that no change, matter or event or series of changes, matters or events has occurred that has had or could reasonably be expected to have a material adverse effect on the financial position or operation, including sales, results, liquidity, equity ratio, equity or assets of Multiconsult or Rejlers or the Combined Company, and as a result of which the other party cannot reasonably be expected to complete the Merger; and

(m) neither party having breached its undertakings under Section 5 in a manner that would have a material adverse effect.

For the purposes of sub-clause (l) above, facts, circumstances, developments, events or changes related to or resulting from any of the following shall not constitute a material adverse change:

(i) changes that generally affect the political environment, the economy or the credit, debt, financial or capital markets,

(ii) changes that generally affect the industry in which the Merging Companies operate,

(iii) changes in legal or regulatory conditions, law, or statutory accounting principles,

(iv) failure by either Merging Company to meet revenue or earnings projections, provided that the underlying cause of any such failure may be taken into account in determining whether a material adverse change has occurred,

(v) the announcement, existence or completion of the Merger or any action taken by the other Merging Company, or

(vi) any decline in the market price, or change in the trading volume of either Merging Company's shares.

Each clearance under paragraphs (e) and (f) shall be obtained on terms containing no remedies, conditions or undertakings which, in the opinion of the Boards, acting in good faith, would have a material adverse effect on the business, competitive or financial position of the Combined Company following Completion.

Long stop

If the conditions set out in this Section have not been satisfied on or before 30 June 2027, and such non-satisfaction is of material importance to the Merger or the Combined Company, the Merger will not be implemented and this Merger Plan shall cease to have any further effect. However, the Merger will only be discontinued and the Merger Plan shall only cease to have any further effect to the extent permitted by applicable law.

The Boards reserve the right to jointly waive, in whole or in part, one, several or all of the conditions above.

The Boards shall, subject to applicable law, be entitled to jointly decide to postpone the last date for fulfilment of the conditions from 30 June 2027 to a later date.

7. Completion of the Merger

Planned registration of the Merger

Subject to fulfilment of the conditions for the Merger set out in Section 6 above, the Merger will take legal effect from the date on which the Swedish Companies Registration Office registers the Merger, pursuant to Chapter 23, Sections 48 and 49 of the SCA and sections 13-32 and 13-33 of the NPLCA (the "**Completion**"). Taking into consideration the time required for the regulatory and corporate law process, the date for such registration is expected to occur in late 2026 or early 2027. Rejlers and Multiconsult will announce the date on which the Swedish Companies Registration Office is expected to register the Merger at a later stage.

Multiconsult's dissolution

Multiconsult will be dissolved without liquidation, and all its assets, rights and liabilities will pass to Rejlers by universal succession upon Completion, cf. Chapter 23, Section 26 of the SCA and sections 13-33, cf. 13-17 first paragraph, of the NPLCA. From Completion, the articles of association of Multiconsult will cease to apply because Multiconsult is dissolved.

The last day for trading in the Multiconsult shares is expected to be the trading day that falls two (2) trading days prior to the date of Completion.

Listing on Nasdaq Stockholm and Euronext Oslo Børs

The Combined Company shall be listed on both Nasdaq Stockholm and Euronext Oslo Børs. Rejlers shall apply for the admission to trading of the new class B shares to be issued as Merger Consideration on Nasdaq Stockholm. The first day of trading in those shares is estimated to take place two (2) trading days following the date of Completion. Rejlers will also apply for a secondary listing of its class B shares on Euronext Oslo Børs in accordance with the Euronext Oslo Rule Book Part II, targeting a dual listing at

Completion. Rejlers will remain primarily listed on Nasdaq Stockholm and Sweden will remain its home member state.

8. Creditor protection and authority approvals

Rejlers shall apply to the Swedish Companies Registration Office for authorisation to implement the Merger Plan, cf. Chapter 23, Sections 20 and 45 of the SCA. Since the Merger, in the opinion of Rejlers' auditor, will not jeopardize the position of Rejlers' creditors, no creditor notice pursuant to Chapter 23, Sections 19 and 22 is required.

In Norway, the merger resolution will be notified to the Norwegian Register of Business Enterprises, which will announce a creditor notice period of six (6) weeks, cf. section 13-15, cf. sections 13-16 and 13-25 of the NPLCA. Any objections will be handled and security provided in accordance with Norwegian law.

Following the expiry of the applicable notice periods and the handling of any objections, the Norwegian Register of Business Enterprises will issue a pre-merger certificate for Multiconsult under section 13-31 of the NPLCA and the Swedish Companies Registration Office will issue a pre-merger certificate under Chapter 23, Section 46 of the SCA. Rejlers must thereafter submit an application for registration of the Merger within six (6) months, cf. Chapter 23, Section 48 of the SCA.

9. Due diligence

When preparing for the Merger, the Merging Companies have conducted limited, customary due diligence reviews of certain business, financial, commercial and legal information relating to Rejlers and Multiconsult, respectively. The reviews have been mutual, focused and proportionate, having regard to the fact that both companies are listed companies and competitors, with clean team procedures regulated by a separate clean team agreement.

No inside information has been exchanged between the Merging Companies in connection with the due diligence reviews.

10. Voting commitments

Pre-acceptances and undertakings to vote in favour of the Merger Plan have been obtained, in respect of Rejlers, from members of the Rejler family (including Jangunnar AB), Lauri Valkonen, certain of the other shareholder-elected directors and members of the executive management, representing in aggregate approximately 19.5 per cent of the share capital and approximately 52.2 per cent of the votes in Rejlers. In respect of Multiconsult, corresponding undertakings have been obtained from Stiftelsen Multiconsult, certain of the directors and members of the executive management and certain other shareholders, representing in aggregate approximately 34.1 per cent of the shares and votes in Multiconsult. In addition to the pre-acceptances and undertakings referred to above, certain institutional shareholders in Rejlers have expressed their support for the Merger.

As of 30 June 2026, Rejlers had 5,732 shareholders. As at 7 September 2026, the Rejler family (Peter Rejler, Lisa Rejler, Martina Rejler and Jangunnar AB) held approximately 48 per cent of the votes and approximately 16 per cent of the share capital. Peter Rejler held 1,159,750 class A shares, corresponding to 5.1 per cent of the capital and 30.1 per cent of the votes, and Jangunnar AB held 485,250 class A shares and 180,340 class B shares, corresponding to 2.9 per cent of the capital and 13.0 per cent of the votes. Lisa Rejler held 13,125 class A shares and 871,226 class B shares, corresponding to 3.9 per cent of the capital and 2.6 per cent of the votes, and Martina Rejler held 13,125 class A shares and 801,139 class B shares, corresponding to 3.6 per cent of the capital and 2.4 per cent of the votes. Stiftelsen Multiconsult was Multiconsult's largest shareholder with 6,052,559 shares, corresponding to approximately 21.9 per cent of the shares and votes in Multiconsult, as at 7 September 2026.

11. Holders of securities with special rights in Multiconsult

Multiconsult has no outstanding warrants, convertibles, share options or other securities conferring a right to subscribe for new shares. There are no potential dilutive effects on earnings or on the number of shares, and basic and diluted earnings per share were therefore identical for 2025, at NOK 9.22. Consequently, no holders of special rights need to be assured any corresponding rights in Rejlers under Chapter 23, Section 5 of the SCA or section 13-26 of the NPLCA. Multiconsult does, however, operate an employee ownership programme and a share-based element in its executive bonus arrangement, all of which are settled in shares already in issue rather than in instruments carrying a right to subscribe for new shares.

Multiconsult has one class of shares. As of the date of the merger plan, its share capital was NOK 13,837,455.50 divided into 27,674,911 shares, each with a nominal value of NOK 0.50. Each share carries one vote and equal rights. The shares are admitted to trading on Oslo Børs under the ticker MULTI since 22 May 2015, with ISIN NO0010734338 and LEI 5967007LIEEXZXG9GO07. The registrar is DNB Bank ASA and the shares are registered in the Norwegian Central Securities Depository (VPS).

As of 31 December 2025, Multiconsult had 6,141 shareholders from 61 countries. Stiftelsen Multiconsult was the largest shareholder with 6,052,559 shares, corresponding to 21.9 per cent. As of the date of the Merger Plan, Multiconsult holds 110,406 treasury shares.

Employee share purchase plan

Multiconsult has an employee share purchase plan under which employees are offered shares in Multiconsult at a discount of 20 per cent each year, subject to a two-year lock-in period in order to retain the discount.

Share ownership plan

Multiconsult has a share ownership plan under which newly hired employees are offered a defined number of complimentary shares.

Profit-sharing programme

At the annual general meeting held on 16 April 2026, Multiconsult approved the establishment of a dedicated profit-sharing programme for employees with effect for 2026. Subject to the company's financial performance, eligible employees may receive between 10 and 40 shares. The programme constitutes a new element of Multiconsult's employee ownership programme, and the Board of Directors was authorised to make limited changes to the model where considered appropriate. The 2026 profit-sharing programme will be settled in 2027 in class B shares in the Combined Company, subject to the necessary resolutions and authorisations of the general meeting of Rejlers, including any authorisation to acquire and transfer own class B shares, with the number of shares adjusted in accordance with the Exchange Ratio.

Share-based element of the executive bonus arrangement

Of the bonus earned by members of the executive management team, 75 per cent is paid in cash and 25 per cent in shares at a 30 per cent discount, subject to a three-year lock-in period. Executives may also purchase additional shares at the same discount for an amount equal to 25 per cent of the bonus attained. If a member of the executive management team leaves during the lock-in period, the discount must be repaid pro rata according to the accrued and remaining lock-in period. The shares may be paid for in cash or by a loan from Multiconsult.

Directors have not been awarded share options or any other form of incentive-based remuneration.

Loans to employees

The outstanding balance of the loans granted by Multiconsult ASA in connection with the employee share purchase plan, was NOK 270,276 as at 31 August 2026. Loans granted by subsidiaries remain in those subsidiaries and are not relevant for purposes of the Merger. Repayment takes place over twelve months through deduction from salary.

Treatment of the arrangements in the Merger

(a) Any shares delivered to employees under these arrangements prior to completion of the Merger will carry entitlement to Merger Consideration in the same way as other shares in Multiconsult. No acceleration, conversion, cash-out or substitute award is required, and the Merger does not of itself trigger any right to subscribe for new shares in either company.

(b) The two-year lock-in under the share purchase plan and the three-year lock-in under the executive bonus arrangement are contractual undertakings owed to Multiconsult. These undertakings will continue to apply for the remainder of their respective original terms, to the class B shares in Rejlers received as Merger Consideration in exchange for the locked-in shares, so that the retention purpose of the arrangements is preserved.

(c) The obligation of a departing executive to repay the discount pro rata during the lock-in period passes to Rejlers by universal succession and continues to apply on its existing terms.

(d) The employee loans pass to Rejlers by universal succession on Completion and continue to be repaid on their existing terms through deduction from salary.

(e) Treasury shares held by Multiconsult do not carry entitlement to Merger Consideration and will be cancelled in connection with Completion.

(f) The 2026 cycle of the share purchase plan and the share ownership plan will be operated before Completion. Multiconsult intends to acquire the required number of shares through buy backs in the market or, if it proves impossible to acquire a sufficient number of shares through buy backs, by issuing new shares.

(g) The parties have agreed to discuss whether and to what extent their respective incentive schemes should be aligned.

(h) Multiconsult's employee ownership programme is a long-standing feature of the group, through which more than 85 per cent of employees have become co-owners. The Boards propose that the Combined Company should establish an equivalent group-wide employee ownership programme with effect from the first ordinary cycle after Completion, subject to the necessary resolutions and authorisations of the general meeting of Rejlers, including any authorisation to acquire and transfer own class B shares.

(i) The intention is to continue Multiconsult's employee share ownership programme after Completion, subject to the necessary resolutions and authorisations of the general meeting of Rejlers, including any authorisation to acquire and transfer own class B shares.

12. Holders of securities with special rights in Rejlers

Rejlers has no outstanding warrants, convertibles, share options or other securities conferring a right to subscribe for new shares, and no incentive programmes. There are accordingly no potential dilutive effects on earnings or on the number of shares.

The class B shares are admitted to trading on Nasdaq Stockholm (Mid Cap) under the ticker REJL B, with ISIN SE0000123671. The class A shares are unlisted and are held predominantly by members of the Rejler family. The shares are registered in the central securities depository maintained by Euroclear Sweden AB. Rejlers holds no treasury shares.

13. Employees and employee participation

As of the second quarter of 2026, the Rejlers group had 3,569 employees and the Multiconsult group had 4,162 employees, corresponding to 7,731 employees in the Combined Company.

Multiconsult ASA currently has 27 employees. The employees of Multiconsult ASA, and the rights and obligations under their employment contracts and employment relationships, will be transferred to Rejlers in accordance with the provisions of the Norwegian Employment Act, see Section 16-2 of the Employment Act.

The employment relationships between Multiconsult's subsidiaries and their employees will remain unchanged. The employees of Multiconsult's subsidiaries will therefore remain employed with their current employers on the terms and conditions stipulated by their individual employment agreements.

The Merger is not in itself expected to result in operational restructuring that would entail major changes, redeployments, reductions in the workforce or other restructuring measures. It is, however, intended that certain group companies shall subsequently be consolidated as described in Section 18, and cost synergies are expected as described in Section 1. Any such measures will be resolved separately after Completion and may give rise to obligations to inform and consult with employee representatives under applicable law. It is the Merging Companies' intention that the location of Multiconsult's operations shall remain as it is today. The procedure for determining arrangements for employee participation in the Combined Company shall be conducted under the Swedish Act on employee participation in cross-border mergers, divisions and conversions (*lagen (2008:9) om arbetstagares medverkan vid gränsöverskridande fusioner, delningar och ombildningar*) and the corresponding Norwegian regulations.

The employees' right to participation in Rejlers after the Merger will be governed by that Act and The Norwegian Regulations on Employees' Right to Representation in Cross-Border Mergers of Limited Liability Companies of 9 January 2008 no. 50. Measures to establish a negotiating delegation in accordance with said act will be taken as soon as possible after the Merger Plan has been approved by the Boards and made public in order to determine the arrangements for employee participation on the Board of the Combined Company. The negotiation delegation will be brought up, and a time plan and process for carrying out the negotiations will be established, in accordance with said act. The detailed arrangements for employee participation shall be determined in accordance with the outcome of the negotiations held in the negotiating delegation and applicable law.

Information to and consultation with employees and employee representatives will be carried out in accordance with Chapter 23, Sections 41 a and 43 a of the SCA and section 13-27 of the NPLCA and applicable Norwegian rules on information and consultation.

14. Right to submit comments on the Merger Plan

A notice informing the shareholders, creditors and employee representatives of each of the Merging Companies, or, where there are no such representatives, the employees themselves, of their right to submit comments on the Merger Plan is appended to this Merger Plan as Appendix 9, cf. Chapter 23, Section 41 a of the SCA and section 13-29 no. 3 of the NPLCA.

The addresses to which comments may be submitted, and the time limits for doing so, are set out in Appendix 9. Comments received will be presented to the general meeting before it resolves on approval of the Merger Plan, cf. Chapter 23, Section 43 a of the SCA.

15. Availability of documents

Since both Merging Companies are public companies, whose shares are admitted to trading on a regulated market, the Merger Plan with appended documents shall be kept available to the shareholders on each company's website for at least six (6) weeks before the general meeting resolving on approval of the Merger Plan and on the day of the meeting, cf. Chapter 23, Sections 43 and 57 of the SCA. On the Norwegian side, the board report and the independent expert statement shall be made available to the shareholders and the employee representatives at the latest one month before the general meeting resolving on the Merger Plan, cf. sections 13-27 second paragraph and 13-28 third paragraph of the NPLCA. The general meetings resolving on the Merger Plan are expected to be held on 19 October 2026.

The documents will be made available on Rejlers' website, www.rejlers.com, and on Multiconsult's website, www.multiconsultgroup.com, on 7 September 2026, being the date of this Merger Plan. Corresponding documents will be made available to the shareholders of Multiconsult in accordance with section 13-27 of the NPLCA.

Copies will be sent free of charge on request to shareholders providing a postal address.

16. Articles of association of Rejlers

The current articles of association of Rejlers AB (publ) and Multiconsult ASA are appended to this Merger Plan as Appendices 1 and 2, respectively, cf. section 13-26 second paragraph no. 9 of the NPLCA. The articles of association of Multiconsult will cease to apply on Completion because Multiconsult is dissolved.

Amendments to the articles of association of Rejlers required as a consequence of the Merger shall be resolved at the latest at the general meeting approving the Merger Plan, cf. Chapter 23, Section 15 a of the SCA. Expected amendments include:

(a) Change of company name to Multiconsult Rejlers AB;

(b) Increase of the limits for share capital and number of shares.

17. Board of directors, management and auditor of the Combined Company

At the annual general meeting held on 29 April 2026, it was resolved that the Board of Directors of Rejlers shall consist of six (6) ordinary members without deputies, not including employee representatives. The meeting re-elected Peter Rejler, Patrik Boman, Susanne Blanke, Peter Johansson and Martina Rejler, elected Johan Lannebo as a new member and re-elected Peter Rejler as Chairman of the Board. Jan Samuelsson, previously Vice Chairman, was not re-elected and no Vice Chairman has been elected for the current mandate period. The employee organisations have appointed two ordinary employee representatives, Åke Forslund and Björn Lauber, who continue for the current mandate period. The President and CEO of Rejlers is Viktor Svensson.

At the annual general meeting held on 16 April 2026, Multiconsult elected Hans-Jørgen Wibstad and Jone Torstensen as members of the Board of Directors. The Board of Directors comprises eight members. The shareholder-elected directors are Rikard Appelgren (Chair), Tove Raanes and Eva Kristensen, each elected at the 2025 annual general meeting for a two-year term expiring at the 2027 annual general meeting, together with Hans-Jørgen Wibstad and Jone Torstensen. The employee-elected directors are Trude Skogesal, Magnus Sørensen and Axel Reuben Segovia Ødegaard. Kristin O. Augestad is the Acting Chief Executive Officer of Multiconsult.

The auditor of Rejlers is Ernst & Young Aktiebolag, company registration number 556053-5873, with Åsa Lundvall as auditor-in-charge, Authorised Public Accountant. The auditor of Multiconsult is BDO AS, company registration number 993 606 650, with Roger Telle-Hansen as auditor-in-charge.

The composition of the shareholder-elected members of the Board of Directors of the Combined Company is a matter for the shareholders. The parties have agreed to propose that the Board of Directors will have six shareholder-elected members and three employee representatives. The shareholder-elected representatives will be proposed based on a merger of equals with balanced representation from each side and a number of independent directors, with Peter Rejler as chair of the Board of Directors. Subject to the detailed procedures referred to in Section 13, the intention is that two of the employee-elected directors will come from Multiconsult and one will come from Rejlers.

Proposals regarding the composition of the Board of Directors and the remuneration of the directors will be prepared jointly by the nomination committees of both Merging Companies and submitted for resolution by the general meeting of Rejlers. The new Board of Directors will take office in connection with registration of the Merger.

At the extraordinary general meeting of Rejlers resolving on the Merger, it will be proposed that a nomination committee be appointed to prepare proposals for the annual general meeting of Rejlers in 2027, with effect from Completion. The nomination committee shall consist of three members: Arnor Jensen, representing Stiftelsen Multiconsult, who shall be the chair of the nomination committee; Lisa Rejler, who is the chair of Rejlers' current nomination committee and represents the Rejler family; and one member appointed by the third largest shareholder in the Combined Company following registration of the Merger, counted after the Rejler family and Stiftelsen Multiconsult. The proposal regarding the nomination committee will be formally presented by the nomination committee of Rejlers.

It is the intention of the Boards that the current Chief Executive Officer of Rejlers, Viktor Svensson, shall become the President and Chief Executive Officer of the Combined Company, and that Kristin O. Augestad shall become Deputy Chief Executive Officer and Head of Norway.

The Boards further intend that the group management team of the Combined Company shall comprise Jenny Edfast as Head of Sweden, Mikko Vaahersalo as Head of Finland, Kristina Jordt Adsersen as Head of Architecture, Anna Jennehov as Chief Financial Officer, Geir Juterud as Head of Digital, Kari Nicolaisen as Head of People and Organisation and Malin Sparf Rydberg as Head of Communications and Sustainability. Alignment on executive management is subject to and takes effect upon Completion.

18. Assets and liabilities of Multiconsult and accounting matters

All assets, rights and liabilities of Multiconsult shall transfer to Rejlers by universal succession at Completion.

As of 31 December 2025, Multiconsult reported total assets of NOK 4,296,990 thousand, consolidated equity of NOK 1,228.8 million, an equity ratio of 28.6 per cent and total liabilities of NOK 3,068.1 million. For 2025, Multiconsult reported net operating revenues of NOK 5,657.3 million, operating profit of NOK 389.8 million and profit for the period of NOK 252.6 million. The Board of Directors proposed a dividend of NOK 5.00 per share for 2025, corresponding to NOK 138.4 million. These figures form the starting point for the description of the assets and liabilities transferred in the Merger.

The assets of Multiconsult ASA consist mainly of shares in subsidiaries. Other assets include receivables against group companies, cash and intangible assets (software). The liabilities of Multiconsult ASA consist mainly of financial debt.

The merger has been agreed on the basis of the audited annual financial statements for 2025 and the unaudited interim financial statements for the first six months of 2026 of each of the Merging Companies.

The accounting effective date shall be the date on which the Merger is finally registered with the Swedish Companies Registration Office, i.e. the date of Completion. From Completion, transactions in Multiconsult are treated for accounting purposes as made for the account of Rejlers, cf. Chapter 23, Section 38 of the SCA and section 13-26 second paragraph no. 6 of the NPLCA. On the basis of the expected date of Completion, the accounting effective date is expected to fall in late 2026 or early 2027.

Multiconsult ASA is the parent company of the Multiconsult group. Only the business carried on by Multiconsult ASA itself will, following Completion, be conducted through a Norwegian branch of Rejlers. The other companies in the Multiconsult group, including Multiconsult Norge AS, LINK Arkitektur AS, A-lab AS, Iterio AB, Sitepartner AS and Multiconsult Polska, will continue to carry on their businesses in their existing legal entities, the shares in which pass to the Norwegian branch of Rejlers by universal succession on Completion.

It is the intention that, following Completion, the operations of Rejlers' Norwegian business shall be included in Multiconsult Norge AS, the operations of Iterio AB shall be included in Rejlers' Swedish business and the operations of Multiconsult Polska shall be included in Rejlers' Finnish business. Any such consolidations between group companies will be resolved separately after Completion and do not form part of the Merger.

The consideration shares are issued against contribution in kind consisting of Multiconsult's assets and liabilities. An auditor's statement pursuant to Chapter 23, Sections 11 and 40 of the SCA, and an independent expert statement in respect of Multiconsult pursuant to section 13-28, cf. section 13-10, of the NPLCA, are appended to this Merger Plan as Appendices 7 and 8, respectively.

The merger is expected to qualify for tax-free treatment under section 11-11 of the Norwegian Tax Act. Based on this assumption, the merger will not trigger taxation of Multiconsult in respect of the transfer of its assets, rights and liabilities to Rejlers. Rejlers will generally assume Multiconsult's tax bases and other relevant tax positions in accordance with the applicable continuity requirements to the extent those positions relate to assets, rights or obligations that remain within the scope of Norwegian taxation after the merger. The assets, rights or obligations of Multiconsult ASA are intended to be transferred to a Norwegian branch of Rejlers upon completion of the merger.

19. Fees, etc. relating to the Merger

Except as set forth below, no special fees or benefits, each within the meaning of the Swedish Companies Act and section 13-26 second paragraph no. 8 of the NPLCA, which requires the Merger Plan to state any special right or benefit accruing to the independent experts, members of a control or supervisory body, members of the board of directors, the chief executive officer or corresponding decision-makers, shall be granted in connection with the Merger to any members of the Boards of Directors, the CEOs or the auditors of either Merging Company.

The auditors of Rejlers and Multiconsult shall be paid as per invoice for, inter alia, their examination of the Merger Plan, their statements and certificates, their review of the merger document and any other work performed by the auditors with respect to the Merger.

No retention or transaction bonuses are payable in either Merging Company in connection with the Merger.

20. Other

The Chairman of the Board of Directors of Rejlers and the Chairman of the Board of Directors of Multiconsult shall be entitled to jointly make any minor amendments to the Merger Plan that may prove necessary in connection with the registration of the Merger Plan or the Merger with the Swedish Companies Registration Office, the Norwegian Register of Business Enterprises, Euroclear Sweden AB or Euronext Securities Oslo, provided that such amendments are not detrimental to the shareholders.

Matters relating to Rejlers and the completion and registration of the Merger are governed by Swedish law. Matters relating to Multiconsult are governed by Norwegian law. Each company's part of the procedure is governed by its own governing law, in accordance with Directive (EU) 2017/1132.

An action for a declaration that a resolution of the general meeting of Multiconsult to approve the Merger Plan is invalid must be brought before the Norwegian Register of Business Enterprises has issued the pre-merger certificate under section 13-31 of the NPLCA. An action brought after that time shall be dismissed, and the Merger cannot be declared invalid after it has taken effect, cf. section 13-35 of the NPLCA. Under Swedish law, an action challenging a resolution of the general meeting of Rejlers must be brought before the Swedish Companies Registration Office has authorised the implementation of the Merger Plan, and in any case within three months of the date of the resolution in respect of actions pursuant to Chapter 7, Section 51 first paragraph of the SCA or six months of the resolution in respect of actions pursuant to Chapter 7, Section 51 second paragraph of the SCA, cf. Chapter 23, Section 56 of the SCA. The Swedish Companies Registration Office may not issue the pre-merger certificate under Chapter 23, Section 46 of the SCA while such an action is pending.

Any dispute, controversy or claim arising out of or in connection with this Merger Plan, including any dispute regarding its existence, validity, interpretation, performance, breach or termination, shall be finally settled by arbitration in Oslo, Norway, in accordance with the Norwegian Arbitration Act of 14 May

2004 no. 25. The seat of the arbitration shall be Oslo, Norway. The language of the arbitration shall be English. The arbitral award and the arbitral proceedings shall be confidential.

The preceding paragraph is without prejudice to the mandatory provisions of Swedish and Norwegian company law governing the Merger and to the exclusive jurisdiction of the courts and authorities designated by those provisions, in particular in relation to actions challenging resolutions of a general meeting and to objections by creditors.

This Merger Plan has been prepared and executed in English, which is the original version. Translations into Swedish and Norwegian will be prepared for the purposes of registration with the Swedish Companies Registration Office and the Norwegian Register of Business Enterprises and for the information of the shareholders and employees of the Merging Companies. In the event of any discrepancy between the English version and the Swedish or Norwegian language versions, the English version shall prevail.

The Boards have prepared reports for shareholders and employees pursuant to Chapter 23, Sections 39–39 b of the SCA and section 13-27 of the NPLCA, appended to this Merger Plan. Auditors' statements on the Merger Plan have been obtained under Chapter 23, Sections 11 and 40 of the SCA and section 13-28 of the NPLCA, appended. The auditors are Ernst & Young AB in respect of Rejlers and BDO AS in respect of Multiconsult.

The Boards are not aware of any circumstances which have prevented any Board member of either Merging Company from participating in the handling of matters relating to the Merger or the preparation of the Merger Plan.

APPENDICES

Appendix 1	Articles of association of Rejlers AB (publ)
Appendix 2	Articles of association of Multiconsult ASA
Appendix 3	Rejlers' annual reports for the financial years 2023, 2024 and 2025
Appendix 4	Multiconsult's annual reports for the financial years 2023, 2024 and 2025
Appendix 5	Unaudited interim financial statements for the first six months of 2026 for each of Multiconsult and Rejlers
Appendix 6	Report of the board of directors of Rejlers pursuant to Chapter 23, Sections 39–39 b of the SCA and report of the board of directors of Multiconsult pursuant to section 13-27 of the NPLCA
Appendix 7	Auditor's statement from Ernst & Young AB pursuant to Chapter 23, Sections 11 and 40 of the SCA
Appendix 8	Auditor's statement from BDO AS pursuant to section 13-28 of the NPLCA
Appendix 9	Notice to shareholders, creditors and employees regarding the right to submit comments

SIGNATURES

This Merger Plan may be executed by electronic signature, including through DocuSign or an equivalent electronic signing platform, and such electronic signatures shall have the same legal effect as handwritten signatures. This Merger Plan may be executed in counterparts, and such counterparts and copies as are required for registration purposes shall be produced.

Stockholm, 7 September 2026

Rejlers AB (publ)

The Board of Directors

Signed by:
FE4F4D2FFC644EA...
Susanne Blanke

DocuSigned by:
Patrik Boman
B2EB6DD79DFC410...
Patrik Boman

Signed by:
CBFAE11140ED4CA...
Åke Forslund
Employee representative

Signed by:
Peter Johansson
6E7C56BE0EA24E0...
Peter Johansson

Signed by:
2CEE27EE8C8F4E6...
Johan Lannebo

Signed by:
3504DE8F5E2B40C...
Björn Lauber
Employee representative

Signed by:
Martina Rejler
7D9ABBFD0B98484...
Martina Rejler

Signed by:
C3F7E4964484463...
Peter Rejler
Chairman of the Board

Oslo, 7 September 2026

Multiconsult ASA

The Board of Directors

DocuSigned by:
Rikard Appelgren
010AB188E82F452...
Rikard Appelgren
Chair of the Board

DocuSigned by:
Eva Kristensen
8856D035C58649D...
Eva Kristensen

DocuSigned by:
Tove Raanes
7B8E2FE8CC7648F...
Tove Raanes

Signed by:
Axel
58F56BD1221B403...
Axel Reuben Segovia Ødegaard
Employee-elected director

Signed by:
Trude Skogesal
9FE31BCD6AA94D8...
Trude Skogesal
Employee-elected director

Signed by:
Magnus André Sørensen
0F57CB2C53AA482...
Magnus Sørensen
Employee-elected director

Signed by:
Jone Torstensen
287CB039D17E44E...
Jone Torstensen

Signed by:
Hans-Jørgen Wibstad
B819D0C0C53547E...
Hans-Jørgen Wibstad