

This document is a translation of the Swedish original. In case of any discrepancies, the Swedish version shall prevail.

Minutes from the Annual General Meeting in
Skanska AB (publ), Reg. No 556000-4615,
Stockholm, at 10.00 am on March 29, 2022.

§ 1

The Meeting appointed, in accordance with the Nomination Committee's proposal, Eva Hägg, member of the Swedish Bar Association, as Chairman of the Meeting.

It was noted that the General Counsel Caroline Fellenius-Omnell had been assigned to keep the Minutes.

It was noted that the Meeting was carried out in accordance with sections 20 and 22 of the Act (2022:121) on temporary exceptions to facilitate the execution of general meetings in companies and other associations, allowing shareholders to exercise their voting rights at the Meeting only by voting in advance, so-called postal voting.

The Notice to attend the Meeting was attached to the Minutes, **Appendix 1**.

The form used for postal voting was attached to the Minutes, **Appendix 2**.

A compilation of the result of postal voting for each item on the Agenda that falls under postal voting was attached to the Minutes, **Appendix 3**, which states the information specified in section 26 of the abovementioned Act (2022:121).

§ 2

The Meeting appointed Helena Stjernholm (AB Industrivärden) and Mats Guldbrand (Lundberg Group) to verify the Minutes together with the Chairman of the Meeting.

§ 3

The enclosed list prepared by Euroclear Sweden AB on behalf of the Company, **Appendix 4**, including the number of shares, in total 185,323,491, and the number of voting rights, in total 353,667,375, was approved as the voting list.

§ 4

The Meeting resolved, in accordance with the Board's proposal, to approve the Agenda.

§ 5

The Meeting was declared duly convened as the Notice to attend the Meeting has been published in the Swedish Official Gazette (Post och Inrikes Tidningar) on February 28, 2022 and been available on the Company's website from February 24, 2022. An advertisement stating that the Notice had been published was included in Dagens Nyheter and Svenska Dagbladet on February 28, 2022.

§ 6

It was noted that the Annual and Sustainability Report and the Audit Report for 2021 including the consolidated accounts and the consolidated Audit Report for the same year, **Appendix 5**, as well as the auditor's statement in accordance with Chapter 8, Section 54 of the Swedish Companies Act, **Appendix 6**, had been presented by being kept available at the Company's offices and on the Company's website.

A summary of questions received from shareholders as well as answers from the Board, the President and the Nomination Committee has been kept available at the Company's offices and on the Company's website.

§ 7

The Meeting resolved to adopt the parent company's income statement and balance sheet, as well as the consolidated income statement and statement of financial position for 2021, in accordance with the Board's and the President's motion.

§ 8

The Meeting resolved, in accordance with the motion by the Board and the President, that of the unappropriated earnings, which in accordance with the adopted balance sheet were at the disposal of the Meeting, SEK 10.00 per share, of which SEK 7.00 per share as ordinary dividend and SEK 3.00 per share as extra dividend, would be distributed to the shareholders.

The Meeting resolved to set March 31, 2022, as the record date for the dividend.

§ 9

The Board members and the President were discharged from liability for their administration of the Company in 2021. It was noted that the persons who own shares in the Company and were concerned by this resolution, did not participate in this resolution.

§ 10

The Meeting resolved, in accordance with the Nomination Committee's proposal, that the number of Board members elected by the Meeting should be eight and that one registered accounting firm should be elected as auditor with no deputy auditor.

§ 11

The Meeting resolved, in accordance with the Nomination Committee's proposal, that fees to the Board members and to the Chairman of the Board as well as fees for work in the committees of the Board should be paid as follows:

- SEK 2,250,000 to the Chairman of the Board;
- SEK 750,000 each to the other Board members elected by the Annual General Meeting not employed by Skanska;
- SEK 270,000 to the Chairman of the Audit Committee and SEK 190,000 each to the other members of the committee;
- SEK 115,000 to the Chairman of the Compensation Committee and SEK 110,000 each to the other members of the committee; and
- SEK 220,000 each to the Chairman of the Project Review Committee and the other members of the committee.

The Meeting resolved, in accordance with the Nomination Committee's proposal, that fees paid to auditors should correspond to approved invoices.

§ 12

It was noted that a report of the assignments held by the proposed Board members in other companies, **Appendix 7**, has been kept available at the Company's offices and on the Company's website.

In accordance with the Nomination Committee's proposal, the Board members Hans Biörck, Pär Boman, Jan Gurander, Fredrik Lundberg, Catherine Marcus and Åsa Söderström Winberg were re-elected and Mats Hederos and Ann E. Massey were elected as new Board members for the period until the close of the next Annual General Meeting.

In accordance with the Nomination Committee's proposal, Hans Biörck was re-elected Chairman of the Board for the period until the close of the next Annual General Meeting.

It was noted that employee organizations at the Company had appointed Richard Hörstedt, Ola Fält and Yvonne Stenman as Board members representing

the employees, with Hans Reinholdsson, Goran Pajnic and Anders Rättgård as deputies.

§ 13

In accordance with the Nomination Committee's proposal, Ernst & Young AB was re-elected auditors for the period until the close of the Annual General Meeting 2023.

§ 14

It was noted that the Board's report regarding compensation pursuant to Chapter 8, Section 53 a of the Swedish Companies Act, **Appendix 8**, had been presented by being kept available at the Company's offices and on the Company's website.

The Meeting resolved to approve the Board's remuneration report for 2021.

§ 15

The Meeting resolved to approve the Board's motion on authorization for the Board to, on one or several occasions, however at the latest until the Annual General Meeting 2023, resolve on acquisitions of no more than 2,600,000 own Series B shares in the Company on Nasdaq Stockholm to secure delivery of Series B shares to participants in the Skanska employee ownership program resolved by the Annual General Meeting on March 28, 2019 (Seop 5), included in its entirety in the Notice to attend the Meeting, **Appendix 1**.

It was noted that the resolution was supported by shareholders representing at least two-thirds of the votes cast as well as of the shares represented at the Meeting.

§ 16

It was noted that the Board's motion to resolve on a long-term employee ownership program and acquisitions and transfers of shares under the program was included in the Notice to attend the Meeting, **Appendix 1**, and had been available in its entirety for the shareholders at the Company's offices and on the Company's website since February 24, 2022 and sent to shareholders who had so required. The Board's statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act has been available at the Company's offices and on the Company's website since February 24, 2022.

The Meeting resolved on a long-term employee ownership program for the financial years 2023, 2024 and 2025 ("Seop 6") in accordance with item 16A in the Board's motion and resolved, with support from shareholders representing at least

nine-tenths of the votes cast as well as of the shares represented at the Meeting, (i) to authorize the Board to, on one or several occasions, however at the latest until the Annual General Meeting 2023, resolve on acquisitions of no more than 1,000,000 own Series B shares in the Company on Nasdaq Stockholm in accordance with item 16B.1 in the Board's motion and (ii) on transfers of acquired own Series B shares to participants in Seop 6 in accordance with item 16B.2 in the Board's motion, **Appendix 9**.

It was noted that, since a resolution had been made in accordance with item 16B in the Board's motion, the proposal in item 16C not was to be resolved on.

Minutes recorded by:

Caroline Fellenius-Omnell

Verified by:

Eva Hägg

Helena Stjernholm

Mats Guldbbrand