

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 (the "Meeting") in Skanska AB (publ), Reg. No 556000-4615 (the "Company"), held at Stockholm Waterfront Congress Centre, Stockholm, at 10.00 a.m. on March 27, 2024.

§ 1

The Chairman of the Board of Directors (the "Board"), Hans Biörck, greeted the assembled shareholders and opened the Meeting.

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

§ 2

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

It was noted that the shareholders have had the opportunity to exercise their voting rights at the Meeting 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**.

§ 3

The enclosed list prepared by Euroclear Sweden AB on behalf of the Company, **Appendix 3**, was approved as the voting list.

§ 4

The Meeting resolved to approve the proposed agenda included in the notice, **Appendix 1**.

§ 5

The Meeting appointed Anna Magnusson (Första AP-fonden) and Oscar Östlin (Carnegie Fonder) to verify the minutes together with the Chairman of the Meeting.

§ 6

The Meeting was declared duly convened.

§ 7

The Chairman of the Board, Hans Biörck, reported on the work of the Board during 2023.

The President, Anders Danielsson, reported on the Group's operations in 2023. It was noted that Anders Danielsson thanked all employees for their work during 2023.

§ 8

The Annual and Sustainability Report and the Audit Report for 2023 including the consolidated accounts and the consolidated Audit Report for the same year, **Appendix 4**, the auditor's statement in accordance with Chapter 8, Section 54 of the Swedish Companies Act, **Appendix 5**, and the Board's remuneration report for 2023, **Appendix 6**, were presented. Furthermore, the Board's dividend proposal, the Board's proposals for authorizations to repurchase own shares under items 17 and 18 of the agenda, the Board's proposal to alter the Articles of Association (such proposals included in their entirety in the notice to attend the Meeting, **Appendix 1**) and the Board's statements under Chapter 18, Section 4 and Chapter 19, Section 22 of the Swedish Companies Act were presented.

Authorized Public Accountant Rickard Andersson, Ernst & Young AB, reported on the audit process and presented parts of the Audit Report.

Questions and notes from shareholders were answered.

§ 9

The Meeting resolved to adopt the parent company's income statement and balance sheet, as well as the consolidated income statement and consolidated balance sheet for 2023.

§ 10

The Meeting resolved, in accordance with the proposal 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 5.50 per share would be distributed to the shareholders.

The Meeting resolved to set April 2, 2024, as the record date for the dividend.

§ 11

The board members and the President were discharged from liability for their management in 2023. It was noted that the board members and the President did not participate in this resolution.

§ 12

The Nomination Committee's representative, Katarina Martinson, reported on the Nomination Committee's proposals together with the reasons for its proposals. It was noted that the Nomination Committee's motivated statement, including complete proposals and a statement of the Nomination Committee's work, **Appendix 7** had been kept available at the Company's offices and on the Company's website since February 21, 2024.

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

§ 13

The Meeting resolved, in accordance with the Nomination Committee's proposal, that fees to the Chairman of the Board and to the other board members elected by the Meeting not employed by Skanska should be paid as follows:

- SEK 2,400,000 to the Chairman of the Board;
- SEK 800,000 each to the other board members;
- SEK 310,000 to the Chairman of the Audit Committee and SEK 210,000 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;
- SEK 235,000 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.

§ 14

It was noted that information regarding the proposed board members' positions in other companies had been presented to the Meeting.

In accordance with the Nomination Committee's proposal, the board members Hans Biörck, Pär Boman, Jan Gurander, Mats Hederos, Fredrik Lundberg,

Catherine Marcus and Åsa Söderström Winberg were re-elected and Jayne McGivern and Henrik Sjölund 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 Ola Fält, Richard Hörstedt and Yvonne Stenman as board members representing the employees, with Fredrik Norrman, Hans Reinholdsson and Anders Rättgård as deputies.

§ 15

In accordance with the Nomination Committee's proposal, Ernst & Young AB was re-elected as auditor for the period until the close of the Annual General Meeting 2025.

§ 16

The Meeting resolved to approve the Board's remuneration report for 2023.

§ 17

The Meeting resolved to approve the Board's proposal to authorize the Board to resolve on the acquisition of own Class B shares to secure delivery of shares to participants in the Skanska employee ownership program Seop 6, 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.

§ 18

The Meeting resolved to approve the Board's proposal to authorize the Board to resolve on the acquisition of own Class B shares to enable the Board to adapt the Company's capital structure and thereby to increase shareholder value, 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.

§ 19

The Meeting resolved to approve the Board's motion on amendments to the Articles of Association. The new wording of the Articles of Association was

attached to the Minutes, **Appendix 8**. 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.

§ 20

On behalf of the Board and the Company, the Chairman of the Board, Hans Björck, expressed appreciation to Ann E. Massey for serving as a board member and to Goran Pajnic for serving as a deputy board member (employee representative).

On behalf of the Board and the Company, the Chairman of the Board, Hans Björck, thanked the Group Leadership Team and the employees for their excellent work during 2023.

Thereafter, the Meeting was closed.

Minutes recorded by:

Caroline Fellenius-Omnell

Verified by:

Patrik Marcelius

Anna Magnusson

Oscar Östlin