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Minutes from the Annual General Meeting (the "Meeting") in Skanska AB (publ), Reg. No 556000-4615 (the "Company"), held at Sergel Hub, Stockholm, at 10.00 a.m. on April 7, 2025.

§ 1

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

It was noted that the acting General Counsel Ulrika Wester had been assigned to keep the minutes.

§ 2

The Meeting appointed, in accordance with the Nomination Committee's proposal, Patrik Marcelius, member of the Swedish Bar Association, as Chair 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 Peter Lundkvist (Tredje AP-fonden) and Oscar Östlin (Carnegie Fonder) to verify the minutes together with the Chair of the Meeting.

§ 6

The Meeting was declared duly convened.

§ 7

The Chair of the Board, Hans Biörck, reported on the work of the Board during 2024.

The President, Anders Danielsson, reported on the Group's operations in 2024.

§ 8

The Annual and Sustainability Report and the Audit Report for 2024 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 2024, **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 (such proposals included in their entirety in the notice to attend the Meeting, **Appendix 1**), the Board's proposal on resolutions on a long-term share saving program and acquisitions and transfers of shares under the program, **Appendix 7**, and the Board's statements under Chapter 18, Section 4, **Appendix 4**, and Chapter 19, Section 22, **Appendix 8**, 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 2024.

§ 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 8.00 per share would be distributed to the shareholders.

The Meeting resolved to set April 9, 2025, as the record date for the dividend.

§ 11

The board members and the President were discharged from liability for their management in 2024. It was noted that the board members and the President did not participate in this resolution.

§ 12

The Chair of the Nomination Committee, Helena Stjernholm, reported on the Nomination Committee's proposals together with the reasons for its proposals. It was noted that the Nomination Committee's complete proposals including, the motivated statement and a statement of the Nomination Committee's work, **Appendix 9**, had been kept available at the Company's offices and on the Company's website since March 4, 2025.

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.

§ 13

The Meeting resolved, in accordance with the Nomination Committee's proposal, that fees to board members elected by the Meeting should be paid as follows:

- SEK 2,490,000 to the Chair of the Board;
- SEK 830,000 each to the other board members;
- SEK 350,000 to the Chair of the Audit Committee and SEK 230,000 each to the other members of the committee;
- SEK 120,000 to the Chair of the Compensation Committee and SEK 115,000 each to the other members of the committee;
- SEK 245,000 each to the Chair 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 the auditor 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.

The Meeting resolved, in accordance with the Nomination Committee's proposal, to re-elect Hans Biörck, Pär Boman, Mats Hederos, Catherine Marcus, Jayne McGivern, Henrik Sjölund and Åsa Söderström Winberg as board members

and to elect Martin Lindqvist as new board member for the period until the end of the next Annual General Meeting. It was noted that Fredrik Lundberg and Jan Gurander had declined re-election.

The Meeting resolved, in accordance with the Nomination Committee's proposal, to re-elect Hans Biörck as Chair of the Board for the period until the end of the next Annual General Meeting.

§ 15

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

§ 16

The Meeting resolved to approve the Board's remuneration report for 2024.

§ 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 long-term share saving 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 on a long-term share saving program for the financial years 2026, 2027 and 2028 ("Seop 7") in accordance with item 19A. in the Board's proposal 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 2026, resolve on acquisitions of no more than 1,000,000 own Class B shares in accordance with item 19B.1 in the Board's proposal and (ii) on transfers of acquired Class B shares to participants in Seop 7 in accordance with item 19B.2 in the Board's proposal, **Appendix 7**.

It was noted that, since a resolution had been made in accordance with item 19B. in the Board's proposal, the proposal in item 19C. was not relevant to be resolved on.

§ 20

On behalf of the Board and the Company, the Chair of the Board, Hans Biörck, expressed appreciation to Fredrik Lundberg, Jan Gurander and Ola Fält for serving as board members.

On behalf of the Board and the Company, the Chair of the Board, Hans Biörck, thanked the Group Leadership Team and the employees for their excellent work during 2024.

Thereafter, the Meeting was closed.

Minutes recorded by:

Ulrika Wester

Verified by:

Patrik Marcelius

Peter Lundkvist

Oscar Östlin