

Press Release

May 6, 2025

Summary of Peab's Annual General Meeting 2025

Today, Peab AB (publ) held its Annual General Meeting (AGM) at Grevieparken in Båstad municipality. The AGM resolved that the number of Board members shall be seven and the number of auditors one. Anders Runevad was re-elected Chairman of the Board. The AGM adopted the income statement and balance sheet as well as decided on the disposition of company profits, election of, and remuneration to, the Board of Directors and auditor. The AGM also authorised the Board of Directors to decide on new issues, transfers of own shares, and the implementation of a new long-term performance share program.

Shareholders were also able to exercise their voting rights at the AGM through postal voting, in accordance with the provisions set out in Peab's Articles of Association.

All resolutions were adopted with the required majority, including resolutions requiring qualified majority and the resolutions requiring a nine-tenths majority, such as authorisations and the transfer of own shares under the Performance Share Program.

Adoption of the Group balance sheets and income statements and discharge

- The AGM adopted the company's respective consolidated balance sheets and income statements for 2024.
- The members of the Board of Directors and the Chief Executive Officer were granted discharge from liability for the financial year 2024.

Decision on profit distribution

- The AGM decided, according to the Board of Directors' proposal on a dividend of SEK 2,75 per share for the financial year 2024, to be distributed in two instalments.
- The first instalment, of SEK 1, 50 per share shall be paid with a record date of Thursday, 8 May 2025. The second instalment of SEK 1,25 per share shall be paid with a record date set for Tuesday, 28 October 2025.

Remuneration Policy

- The AGM approved the Board of Directors' proposed amendments to the Remuneration Policy as set out in the notice to attend the AGM and available in full on the company's website.

Remuneration Report

- The AGM approved the Remuneration Report 2024, as prepared by the Board of Directors..

Election of Board members and chairman

- In accordance with the proposal by the Nomination Committee, the AGM re-elected Magdalena Gerger, Liselott Kilaas, Kerstin Lindell, Fredrik Paulsson, Malin Persson, Lars Sköld and Anders Runevad as members of the Board of Directors.
- Anders Runevad was re-elected as Chairman of the Board of Directors.

Decision on remuneration to Board and committee members

- The AGM resolved that remuneration to the Chairman of the Board of Directors shall amount to SEK 1,450,000 and to each other member of the Board of Directors to SEK 645,000.

- For work in the Remuneration Committee and the Finance Committee, remuneration shall amount to SEK 122,500 to each committee chair and SEK 82,500 to each committee member.
- For work in the Audit Committee, remuneration shall amount to SEK 170,000 to the chair and SEK 82,500 to each other member.
- The total remuneration to the Board of Directors was set at SEK 6,312,000.

Election of auditor and compensation

- In accordance with the recommendation of the Audit Committee, the registered accounting firm EY, with Jonas Svensson as principal company accountant, was re-elected.
- It was also decided the accountant will be compensated according to approved invoices.

Authorization to issue new B shares

- The AGM authorised the Board of Directors, on one or more occasions during the period until the next AGM, to resolve on a new issue of Class B shares corresponding to a maximum of ten (10) percent of the registered share capital at the time of the authorisation, with or without preferential rights for existing shareholders.

Authorization to acquire new B shares

- The AGM authorised the Board of Directors, during the period until the next AGM, to decide to acquire, on Nasdaq Stockholm AB or through an acquisition offer directed to all shareholders or holders of shares of a specific class, such number of shares that the company's holding of own shares after the acquisition does not exceed ten (10) percent of the total number of shares in the company. Shares may be acquired on Nasdaq Stockholm AB at a price within the price interval registered at the time, and in the case of an acquisition offer, at a price corresponding to the lowest market price at the time of the offer, with a maximum deviation of thirty (30) percent upwards. Shares may only be acquired for consideration in cash.

Authorization to divest B shares

- The AGM authorised the Board of Directors, during the period until the next AGM, to resolve to transfer, on Nasdaq Stockholm AB or in connection with, for example, a corporate acquisition and with or without deviation from the shareholders' preferential rights, up to all own shares held by the company. Transfers may be made on Nasdaq Stockholm AB at a price within the price interval registered at the time and, in the case of other transfers, at a price corresponding to the market price of the shares at the time of the transfer, with any deviation the Board of Directors deems appropriate.

Performance Share Program and transfer of own shares

- The Board of Directors proposed, and the AGM resolved to adopt, the Performance Share Program 2025, aimed at aligning the interests of key employees with the company's long-term financial performance and value creation.
- The program covers approximately 600 senior executives and specialists within the Group. Participants will be granted performance share rights which may entitle them to receive shares, provided that the defined performance targets are met.
- The performance targets include specific earnings per share levels and reduction of carbon dioxide emissions.
- The AGM also approved the use of previously repurchased shares to enable the delivery of shares under the Performance Share Program.

The Board of Directors
Peab AB (publ)



Complete documentation

The complete documentation of the resolutions passed by the AGM is available on Peab's website:
www.peab.com/agm.

For further information, please contact:

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Peab is the Nordic Community Builder with 13,000 employees and net sales of SEK 58 billion. With a local presence and focus on our own resources we develop, do the groundwork and build everyday life where it's lived. Company headquarters are in Förslöv on Bjäre Peninsula in southern Sweden. The Peab share is listed on Nasdaq Stockholm.