

Registration and form for postal voting

Euroclear Sweden AB (which administrates the form for Peab AB) must receive the completed form no later than Tuesday, April 29, 2024.

The shareholder below registers his/herself and thereby exercises his/her right to vote for all the shares held by the shareholder in Peab AB (publ), Company ID 556061-4330, at the Annual General Meeting (AGM) Tuesday, May 6, 2025. The shareholder exercises his/her right to vote according to the marked answer options below.

Shareholder's name	Social security/Company ID number
<p>Affirmation (if the signatory is the deputy for a shareholder that is a legal entity): The signatory is a board member, CEO or authorized signatory in the shareholder and I swear on my honor that I am authorized to give this postal vote for the shareholder and that the contents of the postal vote is in agreement with the decisions of the shareholder.</p> <p>Affirmation (if the signatory represents the shareholder according to a proxy): The signatory swears on his/her honor that the attached proxy agrees with the original and has not been recalled.</p>	
Place and date	
Signature	
Signature clarification	
Telephone number	Email

Instructions:

- Fill in the above information.
- Mark the chosen answer option below.
- Print out, sign and send the original form to Peab at Peab AB (publ), c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm. The completed and signed form can also be turned in electronically and sent to GeneralMeetingService@euroclear.com. Shareholders, both physical persons and legal entities can also postal vote electronically by verification with BankID via Euroclear Sweden AB's website <https://anmalan.vpc.se/euroclearproxy>.
- If the shareholder is a physical person that postal votes personally the shareholder should sign at *Signature* above. If the postal vote is being given by a representative (proxy) for a shareholder it is the representative who should sign. If the postal vote is being given by a deputy for a legal entity it is the deputy who should sign.
- If a shareholder postal votes through a representative, a written and dated proxy signed by the shareholder must be attached to the form. Authorization forms in Swedish and English are available on Peab's website www.peab.com/agm.
- If the shareholder is a legal entity a copy of the registration certificate or other authorization document must be attached to the form.
- Please note that shareholders whose shares are nominee-registered must register the shares in their own name in order to vote. Instructions regarding this are found in the summons to attend the AGM.

The shareholder cannot leave any other instructions other than mark below one of the given answer options at each point on the form. If the shareholder desires to refrain from voting in a particular question no options should be marked. If the shareholder adds special instructions or terms, makes changes or additions to the printed text the vote (i.e. the postal vote in its entirety) will be invalid. Only one form per shareholder will be taken into consideration. If more than one form is received only the form with the latest date will be considered valid. If two forms have the same date only the last form received by the company will be considered valid. Forms filled in incompletely or incorrectly may not be taken into consideration.

Euroclear Sweden AB must have received the postal voting form, with any attached authorizations, no later than Tuesday, April 29, 2025. A postal vote can be recalled up to and including April 29, 2025 by contacting Euroclear Sweden AB via email at GeneralMeetingService@euroclear.com.

For all documentation concerning decisions, please see the summons to attend and proposals on Peab's website, www.peab.com/agm.

For information regarding how your personal information is treated see the Integrity Policy for general meetings which Peab applies, <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>



3 (8)

Questions regarding the postal voting form should be directed to Euroclear Sweden AB by telephone at +46 8-402 90 77 (Monday-Friday 09:00 a.m. - 4:00 p.m.).

Postal voting at the Annual General Meeting in Peab AB May 6, 2025

The answer options below refer to proposals made, which are presented in the summons to attend the Annual General Meeting, which is available on the company website.

<p>2. Election of chairman of the meeting <i>The Nomination Committee proposes Anders Runevad be elected as chairman of the AGM 2025</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>4. Approval of the agenda</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>6. Determination of whether the AGM has been duly convened</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9. Decision on the adoption of the income statement and balance sheet and the consolidated income statement and consolidated balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10. Decision on disposition of company profit and distribution dividend date</p> <p>Disposition of company profit</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Distribution dividend date</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11. Adoption of the Board's Remuneration Policy <i>The Board's proposal is presented in the summons to attend the AGM</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12. Approval of the Board's Remuneration Report <i>The Board's Remuneration Report is available on the company website</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

13. Decision on discharge from liability for Board members and the CEO
13.1 Discharge from liability for CEO Jesper Göransson Yes <input type="checkbox"/> No <input type="checkbox"/>
13.2 Discharge from liability for Board member and Board Chairman Anders Runevad Yes <input type="checkbox"/> No <input type="checkbox"/>
13.3 Discharge from liability for Board member Magdalena Gerger Yes <input type="checkbox"/> No <input type="checkbox"/>
13.4 Discharge from liability for Board member Karl-Axel Granlund Yes <input type="checkbox"/> No <input type="checkbox"/>
13.5 Discharge from liability for Board member Liselott Kilaas Yes <input type="checkbox"/> No <input type="checkbox"/>
13.6 Discharge from liability for Board member Kerstin Lindell Yes <input type="checkbox"/> No <input type="checkbox"/>
13.7 Discharge from liability for Board member Fredrik Paulsson Yes <input type="checkbox"/> No <input type="checkbox"/>
13.8 Discharge from liability for Board member Malin Persson Yes <input type="checkbox"/> No <input type="checkbox"/>
13.9 Discharge from liability for Board member Lars Sköld Yes <input type="checkbox"/> No <input type="checkbox"/>
13.10 Discharge from liability for employee representative Maria Doberck Yes <input type="checkbox"/> No <input type="checkbox"/>
13.11 Discharge from liability for employee representative Patrik Svensson Yes <input type="checkbox"/> No <input type="checkbox"/>

13.12 Discharge from liability for employee representative Kim ThomsenYes No **13.13 Discharge from liability for employee representative, deputy Cecilia Krusing**Yes No **13.14 Discharge from liability for employee representative, deputy Peter Johansson**Yes No **14. Decision on the number of Board members and accountants****14.1 Number of Board members to be elected by the AGM***The Nomination Committee proposes that the number of Board members elected by the AGM be seven*Yes No **14.2 Number of auditors***Nomination Committee proposes one auditor be elected by the AGM*Yes No **15. Decision on remuneration to Board members, committee members and auditor***The Nomination Committee's proposal is presented in the summons to attend the AGM***15.1 Remuneration to Board members according to the Nomination Committee's proposal**Yes No **15.2 Remuneration to Board members that are members of the Remuneration Committee, Finance Committee and Audit Committee according to the Nomination Committee's proposal**Yes No **15.3 Remuneration to the auditor according to the Nomination Committee's proposal**Yes No

<p>16. Election of Board members and Board Chairman <i>The Nomination Committee proposes the following persons be elected as Board members and Board Chairman</i></p>
<p>16.1 Re-election of Magdalena Gerger as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.2 Re-election of Liselott Kilaas as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.3 Re-election of Kerstin Lindell as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.4 Re-election of Fredrik Paulsson as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.5 Re-election of Malin Person as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.6 Re-election of Anders Runevad as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.7 Re-election of Lars Sköld as Board member</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.8 Re-election of Anders Runevad as Board Chairman</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. Election of accountant <i>Proposal by the Nomination Committee: Re-election of registered accounting firm Ernst & Young AB. If Ernst & Young AB is chosen Jonas Svensson will be the authorized auditor.</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>18. Decision on authorization of the Board to issue new B shares <i>The Nomination Committee's proposal is presented in the summons to attend the AGM</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

19. Decision on authorization of the Board to repurchase and transfer own shares

The Nomination Committee's proposal is presented in the summons to attend the AGM

Yes No

20. Decision on Performance Share Program 2025 and transfer of own shares

20. (A) Decision on Performance Share Program 2025

The Board's proposal is presented in the summons to attend the AGM

Yes No

20. (B) Decision on transfer of own shares

The Board's proposal is presented in the summons to attend the AGM

Yes No