



# Report from Bravida Holding AB (publ)'s Annual General Meeting on 29 April 2025

**At the Annual General Meeting in Bravida Holding AB (publ) today, the below resolutions were made in accordance with the board of directors' and the nomination committee's proposals.**

## **Adoption of income statements and balance sheets, allocation of the company's result and discharge from liability**

The Annual General Meeting adopted the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet in the annual report for the financial year 2024. The Annual General Meeting resolved on a dividend to the shareholders of SEK 3.75 per ordinary share, in total SEK 766,708,871 and that the remaining profits shall be distributed so that SEK 2,579,061,240 shall be carried forward. Friday 2 May 2025 was established as record date for the dividend. The Annual General Meeting also discharged the members of the board of directors and the CEO from liability for the financial year 2024.

## **Election of board members, chairman of the board and auditor**

The Annual General Meeting resolved that the number of board members shall be six with no deputy members and that the number of auditors shall be one with no deputy auditors. Fredrik Arp, Cecilia Daun Wennborg, Jan Johansson, Marie Nygren, Karin Stålhandske and Tero Kiviniemi were re-elected as board members. Fredrik Arp was re-elected as chairman of the board of directors. KPMG was re-elected as auditor.

## **Determination of fees for the board members and the auditor**

The Annual General Meeting resolved that fees to the board of directors shall amount to maximum SEK 5,110,000 to be allocated as follows: SEK 1,460,000 to the chairman and SEK 575,000 to each of the other board members, SEK 230,000 to the chairman of the audit committee and SEK 115,000 to each of the other members of the audit committee, SEK 125,000 to the chairman of the remuneration committee and SEK 95,000 to each of the other members of the remuneration committee. Fees to the auditor shall be paid against approved accounts.

## **Remuneration report**

The Annual General Meeting approved the board of directors' proposed remuneration report.

## **Authorisation to repurchase and transfer shares**

The Annual General Meeting resolved to authorise the board of directors to resolve to repurchase, on one or several occasions until the next Annual General Meeting, as many own shares as may be purchased without the company's holding at any time exceeding 10 percent of the total number of shares in the company. Further, it was resolved to authorise the board of directors to resolve, on one or several occasions until the next Annual General Meeting, to

transfer (sell) own shares. The purpose of the authorisation to repurchase own shares is to promote efficient capital usage in the company and to enable the board of directors to finance acquisitions with own shares. The purpose of the authorisation to transfer own shares is to enable the board to finance acquisitions with own shares.

#### **Authorisation to issue new shares**

The Annual General Meeting resolved to authorise the board of directors to, on one or several occasions until the next Annual General Meeting, resolve to increase the company's share capital by way of share issue to such extent that it corresponds to a dilution of maximum 10 percent, based on the number of shares that are outstanding at the time of the Annual General Meeting's resolution on the authorisation, after full exercise of the authorisation. The purpose of the authorisation to issue shares is to increase the company's financial flexibility as well as to enable the company's payment with own shares in connection with any acquisitions of companies or businesses that the company may carry out.

#### **Adoption of a long-term incentive programme**

The Annual General Meeting resolved to adopt a long-term incentive programme for senior executives and other key employees within the Bravida group. The resolution also included resolutions regarding authorisation for the board of directors to resolve to issue not more than 770,000 shares Class C shares, authorisation for the board of directors to resolve to repurchase Class C shares to such extent that the company's holding at any time does not amount to more than 10 percent of the total number of shares in the company and to transfer not more than 770,000 own ordinary shares to participants in accordance with the terms of the incentive programme.

#### **Change to performance conditions in existing long-term incentive programmes**

The Annual General Meeting resolved to change the performance conditions for LTIP 2022, LTIP 2023 and LTIP 2024. The purpose of the change is to correct a discrepancy between the minimum level communicated internally to participants and the minimum level adopted by the Annual General Meetings in 2022, 2023 and 2024.

#### **Additional information from the Annual General Meeting**

Complete proposals regarding the resolutions by the Annual General Meeting in accordance with the above are available at [www.bravida.com](http://www.bravida.com). Minutes from the Annual General Meeting will be made available at [www.bravida.com](http://www.bravida.com) no later than two weeks after the Annual General Meeting.

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