RATOS

Press release 22 March 2022

Bulletin from Ratos's AGM 22 March 2022

Ratos's Annual General Meeting (AGM), held on 22 March 2022, was conducted by advance postal vote, without physical attendance.

The AGM adopted the parent company and the consolidated balance sheets and income statements for the 2021 financial year. The AGM granted the board members and the CEO discharge from liability for the 2021 financial year.

Election of Board of Directors and Auditor etc.
The AGM followed the Nomination Committee's proposal and decided to appoint seven directors, without deputy directors, and to re-elect Board members Per-Olof Söderberg, who was also re-elected as Chairman of the Board, Ulla Litzén, Karsten Slotte, Jan Söderberg and Jonas Wiström (CEO) and elect Tone Lunde Bakker and Helena Svancar as new Board members. Eva Karlsson has declined re-election. For a more detailed presentation of the Board members, please refer to www.ratos.com.

The AGM further resolved in accordance with the Nomination Committee's proposal on an unchanged remuneration to the Chairman of the Board (SEK 970,000), increased the remuneration to the rest of the Board, except CEO Jonas Wiström, by SEK 15,000 (to SEK 500,000) per Board member. For the members of the audit committee, the remuneration is increased by SEK 100,000 to the committee chairman (to SEK 250,000) and unchanged remuneration to the committee members (SEK 100,000). For the Remuneration Committee, the remuneration is increased by SEK 25,000 to both the chairman and members (to SEK 75,000). The auditor shall be paid in accordance with approved account.

The AGM re-elected Ernst & Young AB as auditor for the period until the next annual general meeting has been held.

Dividend on Class A and Class B shares
The AGM resolved on a dividend of SEK 1.20 per Class A and Class B share. The record date for the dividend is 24 March 2022 and dividends are expected to be paid on 29 March 2022.

Remuneration report
The AGM resolved, in accordance with the Board's proposal, to approve the remuneration report.

Guidelines for remuneration to senior executives
The AGM resolved to adopt the Board's proposal regarding guidelines for remuneration to senior executives.

Incentive program
The AGM resolved, in accordance with the Board's proposal, to implement a long-term incentive program 2022/2026 for the CEO and other key employees in Ratos, consisting of convertible debentures and warrants (jointly the Instruments), through an issue of not more than 1,835,000 convertible debentures without preemptive rights for the shareholders and an issue of not more than 892,500 warrants without preemptive rights for the shareholders; yet, a maximum of 1,835,000 Instruments can be issued. The increase of the company's share capital can accordingly, if all the Instruments are subscribed for and converted/exercised, amount to not more than SEK 5,780,250 (based on the current quotient value and that no recalculation has been made in accordance with terms and conditions of the program).

Purchase and transfer of treasury shares
The AGM resolved to authorize the Board to decide, during the period until the next AGM, on repurchase of a maximum number of shares so that the company's holding of treasury shares does not at any time exceed ten percent of the total number of shares in the company.

Furthermore, the AGM resolved to authorize the Board to decide, during the period until the next AGM, on transfer of all held treasury shares on Nasdaq Stockholm at a price within the price band registered at any time on Nasdaq Stockholm or outside Nasdaq Stockholm, with or without deviation from the pre-emptive rights of shareholders and with or without provisions on non-cash or set-off.

Authorisation for new issue of Class B shares to be used at acquisitions
The AGM resolved to authorise the Board, during the period until the next AGM, in conjunction with agreements on company acquisitions, on one or several occasions, with or without deviation from the

pre-emptive rights of shareholders, for a cash payment, through set-off or non-cash, to decide on a new issue of Ratos shares. This authorisation comprises a maximum of 35 million Class B shares.

Complete information about the AGM's resolutions is available on Ratos's website: www.ratos.com.

For further information, please contact:
Per-Olof Söderberg, Chairman of the Board
Phone: +46 8 700 17 00

Magnus Stephensen, General Counsel
Phone: +46 8 700 17 00

The information was submitted for publication at 11:30 a.m. CET on 22 March 2022.

About Ratos
Ratos is a business group consisting of 13 companies divided into three business areas: Construction & Services, Consumer and Industry. In total 2021, the companies have approximately SEK 35 billion in sales. Our business concept is to develop companies headquartered in the Nordics that are or can become market leaders. We enable independent companies to excel by being part of something larger. People, leadership, culture and values are key focus areas for Ratos. Everything we do is based on Ratos's core values: Simplicity, Speed in Execution and It's All About People.