

Minutes of the 2020 ordinary annual general meeting of Veidekke ASA

At 17:00 on 6 May 2020, the ordinary annual general meeting of Veidekke ASA was held at the company's head office at Skabos vei 4, Oslo. The list of registered advance votes, attendees and proxies was updated prior to the general meeting. In total, five shareholders/proxies were in attendance and advance votes representing 39 867 811 shares were registered, representing a total of 71 072 649 shares (corresponding to 52,66 % of the total number of shares). A list of attending shareholders and proxies is appended to these minutes.

Auditor Anders Gøbel from EY also attended.

The following matters were dealt with:

Opening of the general meeting and election of the meeting chair and two persons to co-sign the minutes

The general meeting was opened by board chair Svein Richard Brandtzæg, who was unanimously elected to chair the meeting. Group General Counsel John Strand kept the minutes. Jannicke Nergaard Berg and Hans Anders Kværn were elected from among the shareholders to co-sign the minutes with the board chair.

2. Approval of the notice of meeting and agenda

There were no comments on the notice of meeting or the agenda. The notice of meeting and the agenda were therefore lawfully approved. The meeting chair declared the general meeting lawfully convened.

3. Brief operational update

Group CEO Jimmy Bengtsson and CFO Terje Larsen gave a brief update on operational developments since the last ordinary annual general meeting.

4. Corporate governance statement

The board chair gave a statement on the work of the board of directors, and otherwise referred to the board of director's report and the company's annual report. The board chair also gave a statement on the work of the remuneration committee and the property committee. Gro Bakstad gave a statement on the work of the audit committee.

The general meeting noted the statements.

5. Approval of the 2019 annual accounts and annual report of Veidekke ASA and the group The board's draft 2019 annual report and annual accounts of Veidekke ASA and the group were reviewed. The annual profit achieved by Veidekke ASA in 2019 amounted to NOK 645,839,000.

The board's draft 2019 annual report and annual accounts of Veidekke ASA and the group were approved. The board's proposal that the company not distribute a dividend due to the uncertain situation resulting from the COVID-19 pandemic was approved.

6. Election of board members

The chair of the nomination committee, Harald Norvik, gave a statement on the work of the committee and presented the recommendation on the election of board members:

•	Svein Richard Brandtzæg (born 1957)	Re-election for one year, one year on the board
•	Gro Bakstad (born 1966)	Re-election for one year, ten years on the board
•	Ingalill Berglund (born 1964)	Re-election for one year, four years on the board
•	Ingolv Høyland (born 1951)	Re-election for one year, three years on the board
•	Daniel Kjørberg Siraj (born 1975)	Re-election for one year, two years on the board
•	Hanne Rønneberg (born 1959)	New election for one year
•	Per-Ingemar Persson (born 1956)	New election for one year

The general meeting adopted a resolution in accordance with the nomination committee's recommendation.

The nomination committee recommended the re-election of Svein Richard Brandtzæg as board chair.

7. Board remuneration

The chair of the nomination committee, Harald Norvik, presented the nomination committee's proposal that the remuneration of the board be kept unchanged:

•	Board chair	NOK 585,500	
•	Shareholder-electe	NOK 296,500	
•	Employee-elected	NOK 259,000	
•	Committee chairpe		
	•	Audit committee	NOK 83,000
	•	Remuneration committee	NOK 65,000
•	Committee member	ers	NOK 53,000

The travel costs of board members who live outside Oslo are reimbursed additionally. Remuneration and compensation are calculated based on a service period of twelve months (8 May 2019 to 6 May 2020). The general meeting adopted the remuneration proposal.

8. Election of nomination committee members

The chair of the nomination committee, Harald Norvik, presented the nomination committee's recommendation on the new nomination committee, with all members having declared themselves willing to stand for re-election.

•	Harald Norvik, chair of nomination committee	Re-election, ten years on the committee
•	Erik Must	Re-election, 17 years on the committee
•	Anne Elisabet Thurmann-Nielsen	Re-election, two years on the committee
•	Tine Fossland	Re-election, one year on the committee

The general meeting adopted the recommendation as proposed.

9. Nomination committee remuneration

Board chair Svein Richard Brandtzæg presented the proposal that the nomination committee fees be kept unchanged:

Committee chair

NOK 40,000

Committee members

NOK 22,500

The general meeting adopted the remuneration proposal.

10. Consideration of the board's statement on the setting of salary and other executive remuneration at Veidekke; see section 6-16a of the Public Limited Liability Companies Act Board chair Svein Richard Brandtzæg gave a statement.

- 1. The general meeting approved the board's guidelines on salary and other executive remuneration through its advisory vote.
- 2. The general meeting approved the board's guidelines on remuneration linked to shares and options in the company.

11. Approval of the auditor's fee

The auditor's fee of NOK 898,000 was approved.

12. Board authorisation to effect capital increases in connection with business acquisitions and property investments

Board chair Svein Richard Brandtzæg gave a statement and proposed that the general meeting adopt the following resolution:

- a) Pursuant to section 10-14 of the Public Limited Liability Companies Act, the board of directors is authorised to increase the company's share capital in connection with business acquisitions and property investments.
- b) The authorisation shall be capped at NOK 6,500,000, i.e. approximately 10% of Veidekke's share capital, distributed across 13,000,000 new shares with a nominal value of NOK 0.50 per share.
- c) The authorisation shall apply until the company's ordinary general meeting in 2021, but under no circumstances beyond 31 May 2021.
- d) The preference right of shareholders in respect of such new shares pursuant to section 10-4 of the Public Limited Liability Companies Act may be set aside.
- e) The authorisation shall include capital increases linked to payments taking the form of non-cash assets, etc.; see section 10-2 of the Public Limited Liability Companies Act.
- f) The authorisation shall not include capital increases linked to mergers pursuant to section 13-5 of the Public Limited Liability Companies Act.

The general meeting adopted the proposed resolution.

13. Board authorisation to effect capital increases in connection with Veidekke's share programme and option programme for employees

Board chair Svein Richard Brandtzæg gave a statement and proposed that the general meeting adopt the following resolution:

- a) Pursuant to section 10-14 of the Public Limited Liability Companies Act, the board of directors is authorised to increase the company's share capital by up to NOK 1,137,000, i.e. approximately 2% of Veidekke's share capital, distributed across 2,274,000 new shares with a nominal value of NOK 0.50 per share.
- b) The authorisation shall apply until the company's ordinary general meeting in 2021, but under no circumstances beyond 31 May 2021.
- c) The preference right of shareholders in respect of such new shares pursuant to section 10-4 of the Public Limited Liability Companies Act may be set aside.
- d) The authorisation shall include capital increases linked to payments taking the form of non-cash assets, etc.; see section 10-2 of the Public Limited Liability Companies Act.
- e) The authorisation shall not include capital increases linked to mergers pursuant to section 13-5 of the Public Limited Liability Companies Act.

The general meeting adopted the proposed resolution.

14. Board authorisation to purchase treasury shares in connection with optimisation of the company's capital structure and as a means of payment in connection with business acquisitions

Board chair Svein Richard Brandtzæg gave a statement and proposed that the general meeting adopt the following resolution:

- a) Pursuant to section 9-4 of the Public Limited Liability Companies Act, the board of directors shall be authorised to acquire treasury shares for subsequent cancellation or use as a means of payment in connection with business and company acquisitions.
- b) The authorisation shall be capped at NOK 6,500,000, i.e. approximately 10% of Veidekke's share capital, distributed across 13,000,000 new shares with a nominal value of NOK 0.50 per share.
- c) The company shall pay no less than NOK 10 and no more than NOK 300 for one share with a nominal value of NOK 0.50.
- d) The board of directors shall be free to decide the means of acquisition and sale.
- e) The authorisation shall apply until the next ordinary general meeting, but under no circumstances beyond 31 May 2021.

The general meeting adopted the proposed resolution.

15. Board authorisation to purchase treasury shares in connection with Veidekke's share programme and option programme for employees

Board chair Svein Richard Brandtzæg gave a statement and proposed that the general meeting adopt the following resolution:

- a) Pursuant to section 9-4 of the Public Limited Liability Companies Act, the board of directors shall be authorised to acquire treasury shares with a total nominal value of up to NOK 1,137,000, equating to approximately 2% of Veidekke's share capital.
- b) The company shall pay no less than NOK 10 and no more than NOK 300 for one share with a nominal value of NOK 0.50.
- c) The board of directors shall be free to decide the means of acquisition and sale.

d) The authorisation shall apply until the next ordinary general meeting, but under no circumstances beyond 31 May 2021.								
The general meeting adopted the proposed resolution.								
No further matters remained to be considered.								
The distribution of votes is shown in Annex X.								
The general meeting was closed.								
Svein Richard Brandtzæg Jannicke Nergaard Berg Hans Anders Kværn								

Total Represented

ISIN:

NO0005806802 VEIDEKKE ASA

General meeting date: 06/05/2020 17.00

Today:

06.05.2020

Number of persons with voting rights represented/attended: 5

	Number of shares	% sc
Total shares	134,956,267	
- own shares of the company	0	
Total shares with voting rights	134,956,267	
Represented by own shares	59,075	0.04 %
Represented by advance vote	39,867,811	29.54 %
Sum own shares	39,926,886	29.59 %
Represented by proxy	4,483,974	3.32 %
Represented by voting instruction	26,661,789	19.76 %
Sum proxy shares	31,145,763	23.08 %
Total represented with voting rights	71,072,649	52.66 %
Total represented by share capital	71,072,649	52.66 %

Registrar for the company:

Signature company:

NORDEA BANK ABP, FILIAL NORGE

VEIDEKKE ASA

Protocol for general meeting VEIDEKKE ASA

ISIN:

NO0005806802 VEIDEKKE ASA

Today: 06.05.2020

General meeting date: 06/05/2020 17.00

Shares class	FOR	Against	Abstain	Poll in	Poll not registered	Represented shares with voting rights
Agenda item 1 Opening of the general meeting. Election of meeting chair and two persons to co-sign the minutes						
Ordinær	70,411,950	0	1,315	70,413,265	0	70,413,265
votes cast in %	100.00 %	0.00 %	0.00 %	, 0, 120,200	ŭ	70,113,203
representation of sc in %	100.00 %	0.00 %	0.00 %	100.00 %	0.00 %	
total sc in %		0.00 %	0.00 %	52.18 %	0.00 %	
Total	70,411,950	0		70,413,265	0.00 %	70,413,265
Agenda item 2 Approva	8 8		1.50		ŭ	70,413,203
Ordinær	70,401,950	0	11,315	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %	70,113,203	Ü	70,413,203
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,950	0.00 %		70,413,265	0.00 %	70 442 265
Agenda item 3 Operation		Ů	11,313	70,413,203	Ū	70,413,265
Ordinær	70,401,899	0	11 266	70 412 265	0	70 412 265
votes cast in %			11,366	70,413,265	U	70,413,265
	99.98 %	0.00 %	0.02 %	400.00.00	0.00.04	
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,899	0		70,413,265	0	70,413,265
Agenda item 4 Corpora	-					
Ordinær	70,401,899	0	11,366	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %			
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,899	0		70,413,265	0	70,413,265
Agenda item 5 Approva			ounts and	annual repo	rt of Veidekke ASA a	nd the group,
including the distributi			4.045	70 440 04 7	-	
Ordinær	70,062,942	349,008	1,315	70,413,265	0	70,413,265
votes cast in %	99.50 %	0.50 %	0.00 %			
representation of sc in %	99.50 %	0.50 %	0.00 %	100.00 %	0.00 %	
total sc in %	51.92 %	0.26 %	0.00 %	52.18 %	0.00 %	
Total	70,062,942	349,008		70,413,265	0	70,413,265
Agenda item 6 Election						
Ordinær	66,740,460	3,670,561	2,244	70,413,265	0	70,413,265
votes cast in %	94.78 %	5.21 %	0.00 %			
representation of sc in %	94.78 %	5.21 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.45 %	2.72 %	0.00 %	52.18 %	0.00 %	
Total	66,740,460	3,670,561	2,244	70,413,265	0	70,413,265
Agenda item 6.1 Svein	Richard Bran	dtzæg				
Ordinær	67,058,540	3,352,481	2,244	70,413,265	0	70,413,265
votes cast in %	95.24 %	4.76 %	0.00 %			
representation of sc in %	95.24 %	4.76 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.69 %	2.48 %	0.00 %	52.18 %	0.00 %	
Total	67,058,540	3,352,481	2,244	70,413,265	0	70,413,265
Agenda item 6.2 Gro Ba	akstad					
Ordinær	67,040,895	3,370,076	2,294	70,413,265	0	70,413,265
votes cast in %	95.21 %	4.79 %	0.00 %			
representation of sc in %	95.21 %	4.79 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.68 %	2.50 %	0.00 %	52.18 %	0.00 %	
Total	67,040,895	3,370,076	2,294	70,413,265	0	70,413,265
Agenda item 6.3 Ingali	ll Berglund					P40 - 4
Ordinær	67,040,895	3,370,076	2,294	70,413,265	0	70,413,265
votes cast in %	95.21 %	4.79 %	0.00 %			8 12
representation of sc in %	95.21 %	4.79 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.68 %	2.50 %	0.00 %	52.18 %	0.00 %	
Total	67,040,895	3,370,076	2,294	70,413,265	0	70,413,265
	500 L S	50 00				

Shares class	FOR	Against	Abstain	Poll in	Poll not registered	Represented shares with voting rights
Agenda item 6.4 Ingolv	/ Høyland					
Ordinær	67,058,590	3,352,381	2,294	70,413,265	0	70,413,265
votes cast in %	95.24 %	4.76 %	0.00 %			
representation of sc in %	95.24 %	4.76 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.69 %	2.48 %	0.00 %	52.18 %	0.00 %	
Total	67,058,590	5 55	2,294	70,413,265	0	70,413,265
Agenda item 6.5 Daniel						
Ordinær	67,040,895	3,369,976	2,394	70,413,265	0	70,413,265
votes cast in %	95.21 %	4.79 %	0.00 %			
representation of sc in %	95.21 %	4.79 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.68 %	2.50 %	0.00 %	52.18 %	0.00 %	
Total	67,040,895	3,369,976	2,394	70,413,265	0	70,413,265
Agenda item 6.6 Hanne						
Ordinær	67,058,540	3,352,481	2,244	70,413,265	0	70,413,265
votes cast in %	95.24 %	4.76 %	0.00 %			
representation of sc in %	95.24 %	4.76 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.69 %	2.48 %	0.00 %	52.18 %	0.00 %	
Total	67,058,540	3.4 - 3.4	2,244	70,413,265	0	70,413,265
Agenda item 6.7 Per-In	gemar Perss	on				
Ordinær	66,758,105	3,652,916	2,244	70,413,265	0	70,413,265
votes cast in %	94.81 %	5.19 %	0.00 %			
representation of sc in %	94.81 %	5.19 %	0.00 %	100.00 %	0.00 %	
total sc in %	49.47 %	2.71 %	0.00 %	52.18 %	0.00 %	
Total	66,758,105	3,652,916	2,244	70,413,265	0	70,413,265
Agenda item 7 Board re	emuneration					
Ordinær	70,382,029	17,910	13,326	70,413,265	0	70,413,265
votes cast in %	99.96 %	0.03 %	0.02 %			
representation of sc in %	99.96 %	0.03 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.15 %	0.01 %	0.01 %	52.18 %	0.00 %	
Total	70,382,029	17,910	13,326	70,413,265	0	70,413,265
Agenda item 8 Election	of nominatio	n committee	e membe	rs, the nomin	ation committee's o	verall
recommendation						
Ordinær	70,383,725	17,696	11,844	70,413,265	0	70,413,265
votes cast in %	99.96 %	0.03 %	0.02 %			
representation of sc in %	99.96 %	0.03 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.15 %	0.01 %	0.01 %	52.18 %	0.00 %	
Total	70,383,725	17,696	11,844	70,413,265	0	70,413,265
Agenda item 8.1 Harald	Norvik					
Ordinær	70,401,320	101	11,844	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %			
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,320	101	11,844	70,413,265	0	70,413,265
Agenda item 8.2 Erik M	ust					
Ordinær	70,401,420	1	11,844	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %			
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,420	1	11,844	70,413,265	0	70,413,265
Agenda item 8.3 Anne E	lisabet Thurr	nann-Nielse	n			
Ordinær	70,401,420	1	11,844	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %			
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,420	1	11,844	70,413,265	0	70,413,265
Agenda item 8.4 Tine Fo	ossland					The state of the s
Ordinær	70,401,320	101	11,844	70,413,265	0	70,413,265
votes cast in %	99.98 %	0.00 %	0.02 %	2		
representation of sc in %	99.98 %	0.00 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.17 %	0.00 %	0.01 %	52.18 %	0.00 %	
Total	70,401,320	101	11,844	70,413,265	0	70,413,265
Agenda item 9 Nominat	ion committe	e remunera	tion	apara de		· contrate Constanting

Shares class	FOR	Against	Abstain	Poll in	Poll not registered	Represented shares with voting rights
Ordinær	70,382,479	17,910	12,876	70,413,265	0	70,413,265
votes cast in %	99.96 %	0.03 %	0.02 %			
representation of sc in %		0.03 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.15 %	0.01 %	0.01 %	52.18 %	0.00 %	
Total	70,382,479	17,910		70,413,265	0	70,413,265
Agenda item 10 Consider remuneration	leration of the	e board's sta	itement o	n the setting	of salary and other	executive
Ordinær	68,115,012	2,264,350	33,903	70,413,265	0	70,413,265
votes cast in %	96.74 %	3.22 %	0.05 %			
representation of sc in %	96.74 %	3.22 %	0.05 %	100.00 %	0.00 %	
total sc in %	50.47 %	1.68 %	0.03 %	52.18 %	0.00 %	
Total	68,115,012		(0)	70,413,265	0	70,413,265
Agenda item 10.1 Advi	sory vote on t		guideline	s on salary a	nd other executive r	emuneration
Ordinær	70,308,166	71,196	33,903	70,413,265	0	70,413,265
votes cast in %		0.10 %	0.05 %			
representation of sc in %	99.85 %	0.10 %	0.05 %	100.00 %	0.00 %	
total sc in %	52.10 %	0.05 %	0.03 %	52.18 %	0.00 %	
Total	70,308,166	71,196	33,903	70,413,265	0	70,413,265
Agenda item 10.2 Appr	oval of the bo	oard's guide	lines on r	emuneration	linked to shares in t	he company
Ordinær	68,902,137	1,498,920	12,208	70,413,265	0	70,413,265
votes cast in %	97.85 %	2.13 %	0.02 %			
representation of sc in %	97.85 %	2.13 %	0.02 %	100.00 %	0.00 %	
total sc in %	51.06 %	1.11 %	0.01 %	52.18 %	0.00 %	
Total	68,902,137	1,498,920	12,208	70,413,265	0	70,413,265
Agenda item 11 Approv	val of the aud	itor's fee				
Ordinær	70,383,406	214	29,645	70,413,265	0	70,413,265
votes cast in %	99.96 %	0.00 %	0.04 %			
representation of sc in %	99.96 %	0.00 %	0.04 %	100.00 %	0.00 %	
total sc in %	52.15 %	0.00 %	0.02 %	52.18 %	0.00 %	
Total	70,383,406	214		70,413,265	0	70,413,265
Agenda item 12 Board property investments	authorisation	to effect ca	pital incr	eases in conn	ection with busines	s acquisitions and
Ordinær	70,360,735	41,045	11,485	70,413,265	0	70,413,265
votes cast in %	99.93 %	0.06 %	0.02 %			
representation of sc in %	99.93 %	0.06 %	0.02 %	100.00 %	0.00 %	
total sc in %	52.14 %	0.03 %	0.01 %	52.18 %	0.00 %	
Total	70,360,735	41,045	11,485	70,413,265	0	70,413,265
Agenda item 13 Board programme and option		to effect ca	pital incre	eases in conn	ection with Veidekk	e's share
Ordinær	68,601,875	1,799,355	12,035	70,413,265	0	70,413,265
votes cast in %	97.43 %	2.56 %	0.02 %			
representation of sc in %		2.56 %	0.02 %	100.00 %	0.00 %	
total sc in %	50.83 %	1.33 %	0.01 %	52.18 %	0.00 %	
Total				70,413,265	0	70,413,265
Agenda item 14 Board				shares in co	nnection with optim	isation of the
company's capital struc		-		70 440 045	_	20 000 000
Ordinær	70,384,473	0	28,792	70,413,265	0	70,413,265
votes cast in %	99.96 %	0.00 %	0.04 %	100.00.00		
representation of sc in %	99.96 %	0.00 %	0.04 %	100.00 %	0.00 %	
total sc in %	52.15 %	0.00 %	0.02 %	52.18 %	0.00 %	
Total	70,384,473			70,413,265		70,413,265
Agenda item 15 Board authorisation to purchase treasury shares in connection with Veidekke's share programme and option programme for employees						
Ordinær	68,902,528	1,499,090	11,647	70,413,265	0	70,413,265
votes cast in %	97.85 %	2.13 %	0.02 %	, 0, 110,203	U	70,413,203
representation of sc in %	97.85 %	2.13 %	0.02 %	100.00 %	0.00 %	
total sc in %	51.06 %	1.11 %	0.01 %	52.18 %	0.00 %	
Total	68,902,528			70,413,265	0.00 %	70 412 265
	30,302,320	-1.551030	,047	. 0,710,203	U	70,413,265

Registrar for the company:

Signature company:

NORDEA BANK ABP, FILIAL NORGE

VEIDEKKE ASA

Share information

Name Total number of shares Nominal value Share capital Voting rights

Ordinær

134,956,267

0.50 67,478,133.50 Yes

Sum:

§ 5-17 Generally majority requirement requires majority of the given votes

§ 5-18 Amendment to resolution
Requires two-thirds majority of the given votes
like the issued share capital represented/attended on the general meeting