



Bulletin from XANO Industri AB's Annual General Meeting

XANO Industri AB held its 2026 Annual General Meeting today, 7 May 2026.

Below is a summary of the decisions made at the Meeting.

Dividend

The Annual General Meeting resolved to distribute a dividend of SEK 1.00 per share to the shareholders. The Meeting further resolved that the dividend shall be paid in two instalments of SEK 0.50 each, with record dates of 11 May 2026 and 10 November 2026, respectively. Payment will be made on 15 May 2026 and 13 November 2026.

Board of Directors and auditor

In accordance with the Nomination Committee's proposal, Anna Benjamin, Pontus Cornelius, Vibeke Gyllenram and Fredrik Rapp were re-elected as Board members. Eva Nilsagård and Magnus Söderlind were elected new members of the Board. The Meeting elected Fredrik Rapp as Chair of the Board. Board fees were resolved as follows: SEK 380,000 to the Chair of the Board and SEK 275,000 to each of the other members, amounting to a total of SEK 1,755,000. For service on the Remuneration Committee, a fee of SEK 20,000 per member was resolved. For service on the Audit Committee, remuneration was set at SEK 35,000 per ordinary member and SEK 100,000 for the Chair of the Committee.

The registered auditing company KPMG AB was appointed as auditor for the period until the next Annual General Meeting with the Authorised Public Accountant Olle Nilsson as the principal auditor.

Nomination committee

The Meeting adopted the revised instructions for the Nomination Committee.

Remuneration report

The Meeting approved the Board of Directors' remuneration report for the 2025 financial year.

Guidelines for remuneration and other employment conditions for senior executives

The Meeting adopted the proposed guidelines.

Authorisation for repurchase and transfer of own shares

The Meeting resolved to authorise the Board of Directors during the period until the next Annual General Meeting to decide on repurchase and transfer of own Class B shares.

Authorisation for new share issue

The Meeting resolved to authorise the Board of Directors during the period until the next Annual General Meeting to decide on a new issue of Class B shares.

Incentive programme

The Annual General Meeting resolved to introduce a long-term share-based incentive programme, LTIP 2026, for XANO's Chief Executive Officer, other members of Group Management and members of the business unit management teams, as well as for Managing Directors and key employees of Group companies.

In order to secure XANO's obligations under LTIP 2026 and to hedge the cash-flow impact of social security contributions arising from the programme, the Meeting further resolved to amend the Articles of Association, authorise the Board of Directors to resolve on the issue of Class C shares, authorise the Board of Directors to resolve on the repurchase of Class C shares, and resolve on the transfer of the Company's own Class B shares.

Upcoming reporting dates

9 July 2026	Interim report January–June
29 October 2026	Interim report January–September
10 February 2027	Year-end report

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XANO Industri AB (publ)

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XANO develops, acquires and operates niche engineering companies offering manufacturing and development services for industrial products and automation equipment. The Group's operations are divided into three business units and are represented in the Nordic countries, Estonia, the Netherlands, Poland, China, the USA and Australia. Consolidated revenue totals SEK 3.4 billion and the number of employees is approx. 1,400. XANO's Class B shares were introduced on the stock exchange in 1988 and are listed on Nasdaq Stockholm in the Mid Cap segment.