

This is a translation of the Swedish original. In the event of conflict between the English translation and the Swedish original, the Swedish text shall prevail.

Instruction for the Nomination Committee of Skanska AB (publ)

Appointment of the Nomination Committee

Skanska AB (publ) (the "Company") shall have a Nomination Committee consisting of members appointed by each of the four largest shareholders in terms of voting rights, who have expressed their willingness to participate in the Nomination Committee, as well as the Chair of the Board of Directors (the "Board"). The Chair of the Board shall convene the first meeting.

At the formation of the Nomination Committee, the ownership structure of the Company as of the last banking day in August, based on ownership information (grouped by owner) from Euroclear Sweden AB and other reliable ownership information (grouped by owner) provided to the Company, shall determine which shareholders are the largest in terms of voting rights.

The Chair of the Nomination Committee shall be the member representing the largest shareholder in terms of voting rights. The composition of the Nomination Committee shall be announced as soon as it has been appointed. The term of office of the Nomination Committee shall be for the period until the next Nomination Committee has been appointed.

Changes to the composition of the Nomination Committee

If a member leaves the Nomination Committee before the Nomination Committee's work is completed, the Nomination Committee may offer the same shareholder the opportunity to appoint a new member, if the Nomination Committee deems it appropriate.

If a shareholder who has appointed a member to the Nomination Committee has significantly reduced its shareholdings in the Company, the Nomination Committee may decide that the member shall resign from the Nomination Committee. If this occurs, the Nomination Committee may offer the shareholder next in line in terms of voting rights the opportunity to appoint a new member, if the Nomination Committee deems it appropriate.

If the ownership structure of the Company is otherwise significantly changed before the Nomination Committee's work is completed, a change in the composition of the Nomination Committee may take place in a way deemed appropriate by the Nomination Committee.

Changes to the composition of the Nomination Committee shall be announced as soon as they have occurred.

The Nomination Committee's assignment

The Nomination Committee shall prepare proposals for resolution by the Annual General Meeting (the "Meeting") regarding:

- Chair of the Meeting,
- Number of members of the Board to be elected by the Meeting and number of auditors and deputy auditors,
- Fees payable to members of the Board elected by the Meeting and to the auditor,
- Election of members of the Board and Chair of the Board,
- Election of auditor (based on a recommendation from the Audit Committee), and
- Amendments to this instruction, to the extent deemed necessary.

Fee and cost reimbursement

No fees shall be paid to the members of the Nomination Committee. However, the Company shall cover reasonable costs associated with the execution of the Nomination Committee's assignment, such as costs for recruitment services.

This instruction was adopted at the Annual General Meeting 2026 of Skanska AB and shall remain in force until the General Meeting resolves to adopt a new instruction.