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Nomination Committee of Skanska AB (publ)

Report on the work of the Nomination Committee ahead of the Annual General Meeting 2026

The Nomination Committee for the Annual General Meeting 2026 has been appointed in accordance with the instruction adopted by the Annual General Meeting 2018. The Nomination Committee consists of Helena Stjernholm, AB Industrivärden; Katarina Martinson, Lundberg Group; Patricia Hedelius, AMF Tjänstepension & AMF Fonder; Simon Blecher, Carnegie Fonder; and Hans Biörck, Chair of the Board of Directors (the "Board") of Skanska AB (publ) (the "Company"). Helena Stjernholm serves as Chair of the Nomination Committee.

The Nomination Committee held its first meeting on September 24, 2025. Information on the Nomination Committee's composition and on how shareholders may submit proposals was announced on the same date and has since been available on the Company's website. The Nomination Committee has not received any shareholder proposals.

The Nomination Committee convened four times, with each meeting documented in minutes. All decisions taken by the Nomination Committee were unanimous. No remuneration was paid for the work of the Nomination Committee.

In its work, the Nomination Committee paid particular attention to the requirements placed on the Board's competence and composition by the Company's operations, strategy, and governance and control. The results of the evaluation of the Board's work, the Board as a whole, and the Chair were presented to the Nomination Committee. The Nomination Committee also received a report from the Chair of the Board on the Board's composition and work, including the work of its committees, and conducted interviews with Board members. In addition, the Nomination Committee met with representatives of the Company's management to receive a presentation on the auditor procurement process carried out by the Company ahead of the Annual General Meeting 2026. The Nomination Committee also received the Audit Committee's recommendation regarding the external auditor, based on the results of the procurement process. Furthermore, the Nomination Committee met with Skanska's President and CEO and the CFO to gain further insight into the Company's operations and overall strategic direction.

The Nomination Committee's motivated statement regarding the proposals for election of the Board of Directors, Board fees and the auditor

Rationale for the proposal for election of the Board of Directors

In preparing its proposal for the election of the Board of Directors, the Nomination Committee considered, among other factors, the experience and expertise required on the Board, taking into account the Company's international operations in construction and project development, with particular focus on the US market and sustainability matters. The Nomination Committee also considered the Board's work as well as its composition. The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as its diversity policy.

The Nomination Committee is of the opinion that the current Board and its work function effectively, and that the Board members represent a broad spectrum of experience and knowledge. The members have demonstrated strong commitment, reflected in a high attendance rate and active participation in the work of the Board and its committees. The Nomination Committee discussed whether the Board's expertise in sustainability matters

is sufficient and concluded that the Board members' broad experience in corporate management within international companies adequately meets this need. Therefore, no additional, specific expertise is deemed necessary at this time.

The Nomination Committee considers that the proposed Board will have a composition well suited to the Company's operations, phase of development and other relevant circumstances, characterized by diversity and breadth in terms of the proposed Board members' expertise, experience and backgrounds. Three of the proposed Board members are women and five are men, corresponding to 38% women and 62% men. The Nomination Committee assesses that all proposed Board members will be able to devote the requisite time and commitment to the Board assignment. Furthermore, the Nomination Committee has concluded that the number of other board assignments held by each Board member does not prevent them from actively participating in the work of the Skanska Board.

The Nomination Committee has also made the following assessment regarding the proposed Board members' independence in accordance with the Swedish Corporate Governance Code. All proposed Board members are independent of the Company and its executive management. Of these, Hans Björck, Mats Hederö, Martin Lindqvist, Catherine Marcus, Jayne McGivern and Åsa Söderström Winberg are also independent of the Company's major shareholders. The Nomination Committee concludes that the proposed Board meets the requirements set out in the Swedish Corporate Governance Code relating to board members' independence.

Rationale for the proposal for Board fees

In preparing its proposal for Board fees, the Nomination Committee has assessed the fees with the objective of ensuring that they are competitive and support the retention of Board members with the expertise and experience deemed important to both the Board and the Company. In its assessment, the Nomination Committee has compared Board fees with those of companies of comparable size and complexity. The Nomination Committee considers the proposed increase in fees to the Chair of the Board and to each other Board member elected by the Meeting – for Board work as well as for work on the Board's committees – to be reasonable, well-justified, and in the best interests of the Company. The Nomination Committee also considers it justified to propose a higher percentage increase in the fees to the Chair and members of the Audit Committee, given the growing regulatory burden, which has increased both the scope and significance of the Audit Committee's work. The role of Chair of the Audit Committee requires a substantial time commitment.

Rationale for the proposal for election of the auditor

During 2025, the Company conducted a public tendering process in accordance with the EU Audit Regulation. The Board's Audit Committee informed the Nomination Committee that the two accounting firms eligible to participate in the tender process, Ernst & Young AB ("EY") and KPMG AB, were both found suitable for the assignment. Following an overall assessment of these two firms, the Audit Committee concluded that EY best meets the requirements and needs of the Company and the Group companies and therefore recommended that EY be re-elected as auditor. In its tender, EY defined an audit scope well adapted to the varying size and activities of the Group companies and offered a fee that is competitive in relation to the scope of work involved. The Board supports the Audit Committee's recommendation.

The Nomination Committee's proposals for the Annual General Meeting 2026

The Nomination Committee proposes that the Annual General Meeting 2026 (the "Meeting") resolves as follows.

Chair of the Meeting

The Nomination Committee proposes that attorney Patrik Marcelius be elected Chair of the Meeting.

Number of members of the Board to be elected by the Meeting and number of auditors and deputy auditors

The Nomination Committee proposes that the number of members of the Board elected by the Meeting shall be eight, and that a registered accounting firm be elected as auditor with no deputy auditors.

Fees payable to members of the Board elected by the Meeting and to the auditor

The Nomination Committee proposes that fees to members of the Board elected by the Meeting shall be paid as follows:

- SEK 2,580,000 (2025: SEK 2,490,000) to the Chair of the Board;
- SEK 860,000 (2025: SEK 830,000) to each other Board member;
- SEK 375,000 (2025: SEK 350,000) to the Chair of the Audit Committee and SEK 245,000 (2025: SEK 230,000) to each other member of the committee;
- SEK 125,000 (2025: SEK 120,000) to the Chair of the Compensation Committee and SEK 120,000 (2025: SEK 115,000) to each other member of the committee;
- SEK 255,000 (2025: SEK 245,000) to the Chair and each other member of the Project Review Committee.

The Nomination Committee proposes that fees to the Company's auditor shall be paid against approved account.

Election of members of the Board and Chair of the Board

The Nomination Committee proposes, for the period until the close of the Annual General Meeting 2027, the re-election of Hans Biörck, Pär Boman, Mats Hederö, Martin Lindqvist, Catherine Marcus, Jayne McGivern, Henrik Sjölund and Åsa Söderström Winberg as members of the Board.

The Nomination Committee proposes the re-election of Hans Biörck as Chair of the Board.

Information on the proposed Board members is available in Appendix 1.

Election of auditor

The Nomination Committee proposes, in accordance with the recommendation by the Audit Committee, the re-election of the registered accounting firm Ernst & Young AB ("EY") as auditor for the period until the close of the Annual General Meeting 2027. EY has informed that, if EY is elected, authorized public accountant Rickard Andersson will be auditor in charge.

Instruction for the Nomination Committee

The Nomination Committee proposes the adoption of a revised instruction for the appointment and assignment of the Nomination Committee, as set out in Appendix 2.