



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer:	943 049 467
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	SKANSKA NORGE AS
Forretningsadresse:	Lakkegata 53 0187 OSLO

Regnskapsår

Årsregnskapets periode:	01.01.2023 - 31.12.2023
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Konsern

Morselskap i konsern:	Ja
Konsernregnskap lagt ved:	Ja

Regnskapsregler

Regler for små foretak benyttet:	Ja
Benyttet ved utarbeidelsen av årsregnskapet til selskapet:	Regnskapslovens alminnelige regler
Benyttet ved utarbeidelsen av årsregnskapet til konsernet:	-

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet:	Anders Daae
Dato for fastsettelse av årsregnskapet:	28.06.2024

Grunnlag for avgivelse

År 2023: Årsregnskapet er elektronisk innlevert
År 2022: Tall er hentet fra elektronisk innlevert årsregnskap fra 2023

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 02.06.2025



Resultatregnskap

Beløp i: NOK	Note	2023	2022
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	1	12 887 327 000	11 901 114 000
Sum inntekter		12 887 327 000	11 901 114 000
Kostnader			
Endring i beholdning av varer under tilvirkning og ferdig tilvirkede varer		3 202 443 000	1 998 006 000
Varekostnad		5 123 531 000	5 545 673 000
Lønnskostnad	2,3	2 888 460 000	2 600 974 000
Avskrivning på varige driftsmidler og immaterielle eiendeler	4	292 331 000	226 585 000
Annen driftskostnad		1 101 852 000	1 066 500 000
Sum kostnader		12 608 617 000	11 437 738 000
Driftsresultat		278 710 000	463 376 000
Finansinntekter og finanskostnader			
Inntekt på investering i datterselskap og tilknyttet selskap	5,6	264 596 000	278 582 000
Renteinntekt fra foretak i samme konsern		205 024 000	150 984 000
Sum finansinntekter	7	469 620 000	429 566 000
Annen finanskostnad		2 957 000	10 913 000
Sum finanskostnader	7	2 957 000	10 913 000
Netto finans		466 663 000	418 653 000
Resultat før skattekostnad		745 373 000	882 029 000
Skattekostnad	8	149 949 000	148 472 000
Årsresultat		595 424 000	733 557 000
Overføringer og disponeringer			
Overføringer til/fra annen egenkapital		595 426 000	733 557 000
Sum overføringer og disponeringer		595 426 000	733 557 000



Balanse

Beløp i: NOK	Note	2023	2022
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Sum immaterielle eiendeler		0	0
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	4	27 818 000	26 072 000
Maskiner og anlegg	4	830 848 000	662 366 000
Sum varige driftsmidler		858 666 000	688 438 000
Finansielle anleggsmidler			
Investering i datterselskap	6	757 245 000	718 290 000
Investeringer i tilknyttet selskap	5	15 550 000	114 195 000
Andre fordringer	9,3	2 258 807 000	1 489 698 000
Sum finansielle anleggsmidler		3 031 602 000	2 322 183 000
Sum anleggsmidler		3 890 268 000	3 010 621 000
Omløpsmidler			
Varer			
Varer	10	674 317 000	495 416 000
Sum varer		674 317 000	495 416 000
Fordringer			
Andre fordringer		2 779 209 000	2 648 516 000
Sum fordringer	11	2 779 209 000	2 648 516 000
Investeringer			
Sum investeringer		0	0
Bankinnskudd, kontanter og lignende			
Bankinnskudd, kontanter og lignende	12,13	4 348 798 000	3 662 559 000
Sum bankinnskudd, kontanter og lignende		4 348 798 000	3 662 559 000
Sum omløpsmidler		7 802 324 000	6 806 491 000



Balanse

Beløp i: NOK	Note	2023	2022
SUM EIENDELER		11 692 592 000	9 817 112 000
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Selskapskapital	14	274 251 000	274 251 000
Overkurs	14	44 840 000	44 840 000
Annen innskutt egenkapital		0	0
Sum innskutt egenkapital		319 091 000	319 091 000
Opptjent egenkapital			
Annen egenkapital	14	2 489 783 000	1 896 721 000
Sum opptjent egenkapital		2 489 783 000	1 896 721 000
Sum egenkapital		2 808 874 000	2 215 812 000
Gjeld			
Langsiktig gjeld			
Utsatt skatt	8	588 481 000	707 196 000
Sum avsetninger for forpliktelser		588 481 000	707 196 000
Annen langsiktig gjeld			
Obligasjonslån	15		
Langsiktig konserngjeld		7 000 000	7 000 000
Sum annen langsiktig gjeld		7 000 000	7 000 000
Sum langsiktig gjeld		595 481 000	714 196 000
Kortsiktig gjeld			
Betalbar skatt	8	380 811 000	78 613 000
Skyldige offentlige avgifter		343 368 000	294 917 000
Annen kortsiktig gjeld	16,17	7 564 057 000	6 513 574 000
Sum kortsiktig gjeld		8 288 236 000	6 887 104 000
Sum gjeld		8 883 717 000	7 601 300 000
SUM EGENKAPITAL OG GJELD		11 692 591 000	9 817 112 000



Balanse

Beløp i: NOK	Note	2023	2022
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Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Journalnummer: 2024 590762

Enheten

Organisasjonsnummer: 943 049 467
Organisasjonsform: Aksjeselskap
Foretaksnavn: SKANSKA NORGE AS
Forretningsadresse: Lakkegata 53
0187 OSLO

Regnskapsår

Årsregnskapets periode: 01.01.2023 - 31.12.2023

Konsern

Morselskap i konsern: Ja
Konsernregnskap lagt ved: Ja

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Benyttet ved utarbeidelsen av
årsregnskapet til selskapet: Regnskapslovens alminnelige regler
Benyttet ved utarbeidelsen av
årsregnskapet til konsernet: -

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Anders Daae
Dato for fastsettelse av årsregnskapet: 28.06.2024

Grunnlag for avgivelse

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Brønnøysundregistrene, 25.07.2024



Organisasjonsnr: 943 049 467
SKANSKA NORGE AS

RESULTATREGNSKAP

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RESULTATREGNSKAP			
Inntekter			
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Kostnader			
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Organisasjonsnr: 943 049 467
SKANSKA NORGE AS

BALANSE

Beløp i: NOK	Note	2023	2022
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BALANSE - EIENDELER

Anleggsmidler

Immaterielle eiendeler

Sum immaterielle eiendeler		0	0
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Varige driftsmidler

Tomter, bygninger og

annen fast eiendom	4	27 818 000	26 072 000
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Maskiner og anlegg	4	830 848 000	662 366 000
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Sum varige driftsmidler		858 666 000	688 438 000
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Finansielle anleggsmidler

Investering i datterselskap	6	757 245 000	718 290 000
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Investeringer i			
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tilknyttet selskap	5	15 550 000	114 195 000
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Andre fordringer	9,3	2 258 807 000	1 489 698 000
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Sum finansielle			
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anleggsmidler		3 031 602 000	2 322 183 000
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Sum anleggsmidler		3 890 268 000	3 010 621 000
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Omløpsmidler

Varer

Varer	10	674 317 000	495 416 000
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Sum varer		674 317 000	495 416 000
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Fordringer

Andre fordringer		2 779 209 000	2 648 516 000
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Sum fordringer	11	2 779 209 000	2 648 516 000
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Investeringer

Sum investeringer		0	0
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Bankinnskudd, kontanter og lignende

Bankinnskudd, kontanter			
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og lignende	12,13	4 348 798 000	3 662 559 000
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Sum bankinnskudd,			
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kontanter og lignende		4 348 798 000	3 662 559 000
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Sum omløpsmidler		7 802 324 000	6 806 491 000
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SUM EIENDELER		11 692 592 000	9 817 112 000
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BALANSE - EGENKAPITAL OG GJELD

Egenkapital



Innskutt egenkapital			
Selskapskapital	14	274 251 000	274 251 000
Overkurs	14	44 840 000	44 840 000
Annen innskutt egenkapital		0	0
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Langsiktig gjeld			
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Annen langsiktig gjeld			
Obligasjonslån	15	7 000 000	7 000 000
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SUM EGENKAPITAL OG GJELD		11 692 591 000	9 817 112 000



Organisasjonsnr: 943 049 467
SKANSKA NORGE AS

NOTEOPPLYSNINGER - SELSKAP

- alle poster oppgitt i hele tall

Note

1

Regnskapsprinsipper

Generelt Skanska Norge AS? regnskap er utarbeidet i henhold til norsk regnskapslovgivning og god regnskapsskikk. Det er unnlatt å utarbeide konsernregnskap med hjemmel i regnskapsloven § 3-7. Resultatperioden er 1/1-31/12 og balansetidspunktene er 31/12. Vurderings- og klassifiseringsprinsipper Omløpsmidler og kortsiktig gjeld Omløpsmidler og kortsiktig gjeld omfatter normalt poster som forfaller til betaling innen ett år etter balansedagen. I tillegg inkluderes poster knyttet til produksjonskretsløpet, som vedrører oppdrag som strekker seg over mer enn ett år. Selskapet inngår i konsernets konsernkontoordning og bankbeholdning er klassifisert som bankinnskudd i balansen og kontantstrømpstillingen. Inntektsavregning Selskapet benytter løpende avregning av prosjektene som inntektsføringsprinsipp. Estimert fortjeneste inntektsføres i takt med fremdriften av prosjektene. Et prosjekts fortjeneste defineres som inntekter minus henførbare kostnader. Henførbare kostnader omfatter materialer, personalkostnader, underentreprenører, maskinleie og lokal administrasjon. Løpende avregning av prosjekter i arbeid innebærer i mange tilfeller usikkerhet og skjønsmessige vurderinger. Det endelige resultat for de enkelte prosjekter vil derfor kunne avvike fra det som er reflektert i regnskapene i mellomliggende år. Fullføringsgraden i prosjektene fastsettes basert på medgått kostnad i forhold til totale estimerte kostnader. For prosjekter som forventes å gi et samlet tap, er det totale estimerte tap i sin helhet kostnadsført. Beholdninger Beholdninger av utstyr på anlegg og sentrale lagre er vurdert til det laveste av kostpris og realiserbar verdi. Småutstyr innkjøpt i året er betraktet som kostnader og utgiftsført. Krav fra/mot byggherre I entreprenørbransjen kan det for enkelte prosjekter erfaringsmessig oppstå uenighet med byggherre blant annet om tolking av kontraktsvilkår. I denne forbindelse fremsettes krav og motkrav som vanligvis avgjøres gjennom forhandlinger, rettsak eller voldgift. I regnskapet er det tatt hensyn til slike krav ut fra beste estimat og er klassifisert under kortsiktig gjeld. Dette er en del av den ordinære virksomheten og inngår i den løpende prosjektvurderingen. Omtvistede krav inntektsføres først når det er inngått avtale med byggherre eller rettslig avgjørelse. Avsetning utestående fordringer Avsetning til tap på krav gjøres på grunnlag av en individuell vurdering av den enkelte fordring. I tillegg gjøres en generell delkredereavsetning. Forskudd fra kunder Mottatte forskudd fra kunder vises som kortsiktig gjeld. Fakturaer til kunder på avtalte forskudd (forskuddsfakturaer) som ikke er betalt pr. balansedagen, er eliminert. Investeringer i datterselskap og tilknyttede selskap. Investeringer i datterselskap er vurdert etter kostmetoden, og investeringer i tilknyttede selskap er vurdert etter egenkapitalmetoden. Konsernbidrag inntektsføres samme år som det er opptjent. Aksjeutbytte inntektsføres det året pengene utbetales. Valuta Eiendeler og gjeld i utenlandsk valuta er ført til kurser pr. balansedagen. Garantiavsetning Garantiavsetning for avsluttede prosjekter der garantitiden løper, er belastet driftsresultatet og vises under kortsiktig gjeld. Avsetningen er i hovedsak beregnet ut fra kontraktsvolum for avsluttede prosjekter i garantiperiode pr. 31.12 sett i forhold til historisk medgått garantiarbeid. . Garantiperioden er opp til tre år. Varige driftsmidler Varige driftsmidler er oppført i balansen til historisk anskaffelseskost, fratrasket nedskrivninger og lineære avskrivninger. Satsene for beregning av lineære avskrivninger er fastsatt ut fra en vurdering av de enkelte anleggsmidlers antatte økonomiske og tekniske levetid. Selskapet avhender



regelmessig driftsmidler som en del av den løpende utskiftingen av maskiner og utstyr. Gevinst og tap som oppstår i denne forbindelse, klassifiseres som ordinære driftsinntekter og -kostnader. Immaterielle eiendeler/goodwill er oppført til historisk kostnad minus av- og nedskrivninger. Leasing Operasjonell leasing blir bokført som ordinær driftskostnad. Leasingkontrakter hvor samlet leiebeløp utgjør mer enn 90% av verdien blir normalt klassifisert som finansiell leasing. Vedlikehold Som hovedregel kostnadsføres alt vedlikehold når kostnaden påløper. Oppgradering og utskifting av driftsmidler betraktes som investeringer og balanseføres. Forsknings- og utviklingskostnader Forsknings- og utviklingskostnader kostnadsføres løpende. Skatter Skattekostnaden er knyttet til det regnskapsmessige resultat og består av summen av betalbare skatter og endring i utsatt skatt. Utsatt skatt i balansen beregnes etter nominell skattesats på grunnlag av midlertidige forskjeller mellom regnskapsmessige og skattemessige verdier. Pensjoner Selskapet har pensjonsordninger som gir de ansatte rett til avtalte fremtidige pensjonsytelser hvor ytelsene er basert på antall opptjeningsår og lønnsnivå ved pensjonsalder. Pensjonsforpliktelsene er vurdert til nåverdien av de fremtidige pensjonsytelsene som er opptjent på balansedagen. Fremtidige pensjonsytelser er beregnet med utgangspunkt i forventet lønn på pensjonstidspunktet. Pensjonsmidler er vurdert til markedsverdi på balansedagen. Pensjonsforpliktelsene fratrasket pensjonsmidlene er vist netto i balansen. Skanska Norge AS inngår i det globale entreprenørselskapet Skanska. Konsernet implementerte IFRS for rapportering av pensjoner 1/1-2004. Skanska fører estimatendringer direkte mot egenkapital og utsatt skatt i tråd med IAS 19 og NRS 6A. Øvrige forhold Kontantstrømsoppstilling Kontantstrømsoppstillingen er utarbeidet etter den indirekte metoden. Kontanter og kontantekvivalenter omfatter kontanter og bankinnskudd som umiddelbart og med uvesentlig kursrisiko kan konverteres til kjente kontantbeløp og med forfallsdato kortere enn tre måneder fra anskaffelsesdato. Andeler i arbeidsfelleskap Ved utførelse av entreprenøroppdrag i samarbeid med andre entreprenører, opprettes det arbeidsfelleskap.

Note

1

Er det usikkerhet om fortsatt drift?: Nei

Note

Antall årsverk i regnskapsåret

2484.00

Note

Spesifisering av resultatregnskapet

Lønnskostnader

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	2323773000.00	2125108000.00
<u>Folketrygdavgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	373683000.00	318025000.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	103122000.00	122912000.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>



87882000.00 34928000.00

<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	2888460000.00	2600973000.00

Note

Ekstraordinære inntekter og kostnader

<u>Sum</u>	<u>Beløp</u>
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<u>Balanseført verdi 31.12.</u>	<u>Varige driftsmidler</u>	<u>Immaterielle eiend.</u>
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Konsernregnskap

Morselskapet sitt navn

Forretningskontor for morselskapet

Begrunnelse for at datterselskap er utelatt fra konsolideringen

Konsern, tilknyttet selskap m.v. - fordringer og gjeld

Fordringer

<u>Samlet beløp - tilknyttet selskap</u>	<u>Årets</u>	<u>Fjorårets</u>
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<u>Samlet beløp - foretak i samme konsern</u>	<u>Årets</u>	<u>Fjorårets</u>
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<u>Samlet beløp - foretak i samme konsern</u>	<u>Årets</u>	<u>Fjorårets</u>
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<u>Samlet beløp - felles kontrollert virksomhet</u>	<u>Årets</u>	<u>Fjorårets</u>
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<u>Pantstillelse</u>	<u>Beløp</u>
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<u>Beholdning av egne aksjer</u>	<u>Antall</u>	<u>Pålydende</u>	<u>Andel av aksjek.</u>
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Note

5

Lån og sikkerhetsstillelse til medlemmer



Er det gitt lån eller sikkerhetsstillelse til ledende personer: Nei

Opplysninger om:

Medlemmer av:

Mer om lån og sikkerhetsstillelse



Skanska Norge AS

Årsregnskap og årsberetning for 2023



Building a better
working world

Statsautoriserte revisorer
Ernst & Young AS

Stortorvet 7, 0155 Oslo
Postboks 1156 Sentrum, 0107 Oslo

Foretaksregisteret: NO 976 389 387 MVA
Tlf: +47 24 00 24 00

www.ey.no
Medlemmer av Den norske Revisorforening

UAVHENGIG REVISORS BERETNING

Til generalforsamlingen i Skanska Norge AS

Konklusjon

Vi har revidert årsregnskapet for Skanska Norge AS som består av balanse per 31. desember 2023, resultatregnskap og kontantstrømmoppstilling for regnskapsåret avsluttet per denne datoen og noter til årsregnskapet, herunder et sammendrag av viktige regnskapsprinsipper.

Etter vår mening oppfyller årsregnskapet gjeldende lovkrav og gir et rettviseende bilde av selskapets finansielle stilling per 31. desember 2023 og av dets resultater og kontantstrømmer for regnskapsåret avsluttet per denne datoen i samsvar med regnskapslovens regler og god regnskapsskikk i Norge.

Grunnlag for konklusjon

Vi har gjennomført revisjonen i samsvar med International Standards on Auditing (ISA-ene). Våre oppgaver og plikter i henhold til disse standardene er beskrevet nedenfor under *Revisors oppgaver og plikter ved revisjonen av årsregnskapet*. Vi er uavhengige av selskapet i samsvar med kravene i relevante lover og forskrifter i Norge og *International Code of Ethics for Professional Accountants* (inkludert internasjonale uavhengighetsstandarter) utstedt av International Ethics Standards Board for Accountants (IESBA-reglene), og vi har overholdt våre øvrige etiske forpliktelser i samsvar med disse kravene. Innhentet revisjonsbevis er etter vår vurdering tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon.

Øvrig informasjon

Øvrig informasjon omfatter informasjon i selskapets årsrapport bortsett fra årsregnskapet og den tilhørende revisjonsberetningen. Styret og daglig leder (ledelsen) er ansvarlig for den øvrige informasjonen. Vår konklusjon om revisjonen av årsregnskapet dekker ikke den øvrige informasjonen, og vi attesterer ikke den øvrige informasjonen.

I forbindelse med revisjonen av årsregnskapet er det vår oppgave å lese den øvrige informasjonen med det formål å vurdere om årsberetningen inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav og hvorvidt det foreligger vesentlig inkonsistens mellom den øvrige informasjonen og årsregnskapet eller kunnskap vi har opparbeidet oss under revisjonen, eller hvorvidt den tilsynelatende inneholder vesentlig feilinformasjon. Dersom vi konkluderer med at den øvrige informasjonen inneholder vesentlig feilinformasjon eller ikke inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav, er vi pålagt å rapportere det.

Vi har ingenting å rapportere i så henseende, og vi mener at årsberetningen er konsistent med årsregnskapet og inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav.

Ledelsens ansvar for årsregnskapet

Ledelsen er ansvarlig for å utarbeide årsregnskapet og for at det gir et rettviseende bilde i samsvar med regnskapslovens regler og god regnskapsskikk i Norge. Ledelsen er også ansvarlig for slik intern kontroll som den finner nødvendig for å kunne utarbeide et årsregnskap som ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller feil.

Ved utarbeidelsen av årsregnskapet må ledelsen ta standpunkt til selskapets evne til fortsatt drift og opplyse om forhold av betydning for fortsatt drift. Forutsetningen om fortsatt drift skal legges til grunn for årsregnskapet med mindre ledelsen enten har til hensikt å avvikle selskapet eller virksomheten, eller ikke har noe annet realistisk alternativ.



Building a better
working world

Revisors oppgaver og plikter ved revisjonen av årsregnskapet

Vårt mål er å oppnå betryggende sikkerhet for at årsregnskapet som helhet ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller feil, og å avgi en revisjonsberetning som inneholder vår konklusjon. Betryggende sikkerhet er en høy grad av sikkerhet, men ingen garanti for at en revisjon utført i samsvar med ISA-ene, alltid vil avdekke vesentlig feilinformasjon. Feilinformasjon kan skyldes misligheter eller feil og er å anse som vesentlig dersom den enkeltvis eller samlet med rimelighet kan forventes å påvirke de økonomiske beslutningene som brukerne foretar på grunnlag av årsregnskapet.

Som del av en revisjon i samsvar med ISA-ene, utøver vi profesjonelt skjønn og utviser profesjonell skepsis gjennom hele revisjonen. I tillegg:

- identifiserer og vurderer vi risikoen for vesentlig feilinformasjon i årsregnskapet, enten det skyldes misligheter eller feil. Vi utformer og gjennomfører revisjonshandlinger for å håndtere slike risikoer, og innhenter revisjonsbevis som er tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon. Risikoen for at vesentlig feilinformasjon som følge av misligheter ikke blir avdekket, er høyere enn for feilinformasjon som skyldes feil, siden misligheter kan innebære samarbeid, forfalskning, bevisste utelatelser, uriktige fremstillinger eller overstyring av intern kontroll.
- opparbeider vi oss en forståelse av den interne kontrollen som er relevant for revisjonen, for å utforme revisjonshandlinger som er hensiktsmessige etter omstendighetene, men ikke for å gi uttrykk for en mening om effektiviteten av selskapets interne kontroll.
- evaluerer vi om de anvendte regnskapsprinsippene er hensiktsmessige og om regnskapsestimatene og tilhørende noteopplysninger utarbeidet av ledelsen er rimelige.
- konkluderer vi på om ledelsens bruk av fortsatt drift-forutsetningen er hensiktsmessig, og, basert på innhentede revisjonsbevis, hvorvidt det foreligger vesentlig usikkerhet knyttet til hendelser eller forhold som kan skape betydelig tvil om selskapets evne til fortsatt drift. Dersom vi konkluderer med at det eksisterer vesentlig usikkerhet, kreves det at vi i revisjonsberetningen henleder oppmerksomheten på tilleggsopplysningene i årsregnskapet, eller, dersom slike tilleggsopplysninger ikke er tilstrekkelige, at vi modifiserer vår konklusjon. Våre konklusjoner er basert på revisjonsbevis innhentet frem til datoen for revisjonsberetningen. Etterfølgende hendelser eller forhold kan imidlertid medføre at selskapet ikke kan fortsette driften.
- evaluerer vi den samlede presentasjonen, strukturen og innholdet i årsregnskapet, inkludert tilleggsopplysningene, og hvorvidt årsregnskapet gir uttrykk for de underliggende transaksjonene og hendelsene på en måte som gir et rettviseende bilde.

Vi kommuniserer med styret blant annet om det planlagte omfanget av og tidspunktet for revisjonsarbeidet og eventuelle vesentlige funn i revisjonen, herunder vesentlige svakheter i den interne kontrollen som vi avdekker gjennom revisjonen.

Oslo, 28. juni 2024
ERNST & YOUNG AS

Revisjonsberetningen er signert elektronisk

Asbjørn Ler
statsautorisert revisor

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ÅRSBERETNING 2023

Skanska Norge AS

VIRKSOMHETENS ART

Skanska Norges virksomhet er innenfor bygg og anlegg som leverandør av tradisjonelle entreprenørtjenester, utvikling og salg av boligprosjekt, eiendomsutvikling, prosjektledelse og som leverandør av produkter og spesialtjenester. Skanska Norge AS leverer primært entreprenørtjenester. Virksomheten i Norge er landsdekkende. Hovedkontoret er i Oslo.

FORTSATT DRIFT - HENDELSER ETTER BALANSEDAGEN.

Årsoppgjøret er avlagt under forutsetning om fortsatt drift, og styret og administrasjonen bekrefter at alle forutsetninger for fortsatt drift er til stede.

ARBEIDSMILJØ OG PERSONALE

Det er stort fokus på arbeid med helse, miljø og sikkerhet i Skanska Norge AS. Selskapets overordnede målsetting er «et positivt og sikkert arbeidsmiljø som gjør at ingen blir syke eller skadet av å jobbe på våre prosjekter». Målbevisst arbeid for å forebygge arbeidsulykker lokalt i Norge og i Skanska på verdensbasis har redusert antall og alvorlighet av skader gjennom mange år. Læring etter alvorlige ulykker spres i alle land og alle prosjekter involveres i diskusjoner om hvordan slike ulykker kan forebygges.

De fleste av våre ca. 200 prosjekter gjennomføres uten fraværsskader.

I 2023 hadde vi 6 fraværsskader på egne ansatte og 7 fraværsskader på våre UE, som ga en ulykkes frekvens, H1-verdi (antall fraværsskader pr million timeverk) på samlet 0,71.

Alvorlighetsgraden (A-verdien) for egne ansatte ved ulykkene viste en liten økning i 2023 sammenlignet med 2022. A-verdien, definert som gjennomsnittlig antall fraværsk dager per H2-skade, var på 6,32 i 2023, mens den i 2022 var på 5,36. I absolutte tall resulterte arbeidsulykkene på egne ansatte i 283 fraværsk dager i 2023, mot 509 i 2022. Den store nedgangen i antall fraværsk dager i 2023 skyldes i stor grad at vi i 2022 hadde en dødsulykke som alene ble registrert som 180 fraværsk dager. Tabellen under viser tall for 2023 for egne ansatte, hos våre kontraktspartnere (UE) og samlet for vår aktivitet i prosjekter. I tillegg har vi hatt 17 hendelser med kritisk potensiale, som er 4 flere hendelser enn i 2022. Alle kritiske hendelser blir gransket.

Tall for 2023 som også inkluderer kontraktspartnere ser slik ut:	Skanska	Skanska+ UE
H1-verdi	0,82	0,71
H2-verdi	10,72	6,87
H1 skader (Fraværsskader)	6	13
H2 skader (H1+Legebehandlet eller tilrettelagt arbeid)	78	125
Alvorlighetsgrad (A-verdi)	6,32	4,67
Fraværsk dager som følge av arbeidsulykker	283	479
Dødsulykker	0	0

Sykefraværet for 2023 endte på 5,2% mot 5,6 % i 2022 (inkl. datterbedrifter). Gode rutiner for tett oppfølging av sykemeldte og avtale om Inkluderende Arbeidsliv bidrar til å holde sykefraværet såpass lavt. Som bidrag i det forebyggende helsearbeidet foretas det løpende målrettede helseundersøkelser, og det iverksettes ulike tiltak for å forebygge arbeidsbetinget sykdom hos utvalgte grupper.

Som konkrete virkemidler i det forebyggende arbeidet er rapportering av uønskede hendelser (RUH) fortsatt i fokus, for å sikre læring av hendelser og derved unngå alvorlige ulykker. Vi har opprettholdt det gode rapporterings nivået fra 2022 og endte på 14500 RUH'er i 2023. Det ble også gjennomført et stort antall risikoanalyser, deriblant nærmere 4000 Sikker Jobbanalyser (SJA). Ledelsen viste sitt engasjement blant annet ved å gjennomføre 1043 Ledelsens Prosjektbesøk i 2023. Det ble også i 2023 gjennomført en rekke kurs i egenregi for å sikre at hver enkelt tar personlig ansvar og har høy, relevant kompetanse.

«Vi bryr oss om mennesker, vi arbeider sikkert – eller ikke i det hele tatt, og vi går aldri forbi en usikker arbeidsoperasjon» Dette er sentrale verdier hos oss i Skanska. Likevel vet vi at hverdagen består av tidspress og dilemmaer i avveiningen mellom å arbeide sikkert og samtidig ha god og effektiv produksjon på våre bygge- og anleggsplasser. Dette var bakteppet for Skanskas Sikkerhetsuke 2023 hvor vi *«ønsket å rette oppmerksomheten mot de dilemmaene vi står i og bygge en sterkere kultur rundt det å stoppe opp og si fra dersom vi er i tvil om det vi ser, eller det vi er med på, foregår på en sikker måte»*.

MILJØRAPPORTERING

Skanska skal være et foregangsselskap innen bærekraft. Vi er en del av felleskapet og ønsker å gjøre en forskjell ved å bygge for et bedre samfunn. Dette er dypt forankret i Skanskas satsning både i Norge og globalt. Dette forplikter oss til å bidra og drive utviklingen fremover for økte miljøkvaliteter og bærekraft i det bygde miljø, i tett samarbeid med kunder og samarbeidspartnere.

Skanska er ISO14001 sertifisert. Det sikrer vårt fundament for å drive effektiv miljøstyring i alle våre prosesser, og for å levere miljøriktige produkter. Utviklingen i miljøprestasjonene i Skanska, samt resultatene fra ulike revisjoner viser at miljøstyringssystemet er et effektivt og tilrettelagt verktøy for vår virksomhet og våre prosjekter. Resertifiserings ISO-revisjonen utført av KIWA i mai 2023 gav ingen avvik. Det systematiske arbeidet vil fortsette.

Vi fortsetter å levere BREEAM sertifiserte bygg til det norske markedet. Alle våre egenutviklede boligprosjekter skal BREEAM-sertifiseres. Skanska har i dag overlevert over 100 BREEAM sertifiserte bygg. De siste årene har også mengden miljøsertifiserte anleggsprosjekter (BREEAM Infrastructure) økt betydelig.

Skanska har siden 2008 målt og rapportert klimagassutslipp for virksomheten. Dette utføres i henhold til Greenhouse Gas (GHG) Protocol. Skanska har som uttalt mål å redusere sitt klimagassutslipp (for Scope 1 og 2) med 70% innen 2030. For egenutviklede prosjekter skal vi også redusere 50 % for Scope 3. I 2045 skal Skanska være klimanøytral. Referanseår for målingene er satt til 2015 for Scope 1 og 2 og 2020 for Scope 3. Dette er også i henhold til Skanska ABs målsetning. Målsettingen er verifisert som «Science Based Target Initiative». I 2023 hadde Skanska globalt redusert sine globale utslipp (Scope 1 og 2) med 60%.

Skanska AB fremlegger årlig selskapets bærekraftsprestasjoner i Annual Sustainability Report og til CDP (tidligere Carbon Disclosure Project). I 2023 ble vi gitt score A for vårt arbeid i CDP Climate rating.

Powerhouse-alliansen er et samarbeid om utvikling av klimabygg hvor Skanska er en av partnerne. Energieffektivisering, fornybar energiproduksjon, byggeskikk og klimavennlige byggematerialer står høyt på agendaen. I 2023 fortsatte arbeidet med byggingen av verdens første bolig-Powerhouse.

Flere innovasjon og FoU prosjekter knyttet til vårt bærekraftsarbeid fortsatte i 2023. Vårt forskningsprosjekt Datadrevet anleggsplass ble bla. nominert som en av finalistene til byggenæringens klimapris som er en kåring som arrangeres av Grønn byggallianse.

Taksonomien ble vedtatt i norsk lovgivning med rapporteringsplikt for enkelte norske selskaper første gang for finansåret 2023. Skanska har allerede rapportert på taksonomikriteiene til Skanska AB og er godt rustet for taksonomikravet. Årets kartlegging resulterte i et prosjekt i nåværende portefølje som har ambisjon om å levere ihht. taksonomikravene. Det videre arbeidet vil dreie seg om å forbedre prosessene knyttet til rapportering, samt å bevisstgjøre organisasjonen og interessenter.

EUs nye direktiv om bærekraftsrapportering (Corporate Sustainability Reporting Directive, CSRD) innføres fra regnskapsåret 2024. Direktivet skal sikre en meningsfylt og standardisert rapportering av bærekraftsinformasjon fra bedriftene, fordelt på risiko, muligheter og konsekvenser. Dette krever på enkelte områder relativt store endringer av våre interne prosesser knyttet til selve rapporteringen, samt teknisk ved at det pålegges rapportering på data som i dag ikke finnes eller er svært fragmentert i virksomheten. Prosjektet er godt rigget og styres trygt fra Skanska AB for å sikre en god implementering.



RESULTAT, INVESTERINGER, FINANSIERING OG LIKVIDITET

Selskapet hadde en omsetning i 2023 på 12.887,3 millioner kroner (11.901,1 m kr i 2022). Resultat før skatt ble 745,4 millioner kroner (882,0 m kr)

Resultat finans i 2023 var 466,7 millioner (418,6). Selskapet mottok aksjeutbytte og konsernbidrag fra datterselskap på 264,6 mill (278,5). Likviditeten er god. Ordreserven er høyere enn ved utgangen av 2022.

Årets investeringer i varige driftsmidler samt aksjer og andeler var 538,0 (191,6). Selskapets mellomværende med konsernselskap (konsernkonto) 31.12.2023 var kr 4.348,8 millioner kroner (3.662,6), og rentebærende gjeld var 0 (0 i 2022)

Selskapet har normalt sesongsvingninger i likviditetsutviklingen gjennom året, hvor september/oktober markerer bunnpunktet.

Totalkapitalen var ved utgangen av året 11.693 millioner kroner, sammenlignet med 9.817,1 millioner kroner året før.

Egenkapitalandelen pr 31.12.23 var 24,0%, sammenlignet med 22,6% i 2022

Kontantstrøm fra operasjonelle aktiviteter var 1.359,0 millioner kroner i 2023 mot 1.089,8 millioner kroner i 2022

FINANSIELL RISIKO

Selskapet er utsatt for kreditt og motpartsrisiko, renterisiko, likviditetsrisiko og valutarisiko i dets ordinære forretningsvirksomhet, og styrer mot å ta akseptabel risiko innenfor disse områdene. Det gjøres løpende kredittsjekk av kunder, leverandører og samarbeidspartnere, og engasjementer sikres delvis ved finansiell garantistillelse fra tredjepart.

Selskapet deltar i et felles konsernkontosystem for Skanska. Overskuddslikviditeten plasseres kortsiktig hos banker og kredittinstitusjoner med høy kreditverdighet. Eventuelt behov for likviditet ivaretas sentralt i Skanskakonsernet via ekstern finansiering og trekkrettigheter. Kontrakter og avtaler med oppgjør i fremmed valuta sikres mot norske kroner ved avtaleinngåelse.

LIKESTILLING OG DISKRIMINERING

Skanska skal være en inkluderende og mangfoldig virksomhet som fremmer et trygt og inkluderende arbeidsmiljø der alle verdsettes for sine unike egenskaper.

Vi jobber for å sikre inkludering, mangfold og likestilling – og hindre diskriminering på bakgrunn av kjønn, graviditet, permisjon ved fødsel eller adopsjon, omsorgsoppgaver, etnisitet, religion, livssyn, funksjonsnedsettelse, seksuell orientering, kjønnsidentitet og kjønnsuttrykk eller kombinasjoner av disse grunnlagene.

Del 1 - Tilstand for kjønnslikestilling

	Kjønnsbalanse		Midlertidig ansatte		Foreldrepermisjon (gjennomsnitt antall uker)		Faktisk deltid		Ufrivillig deltid	
	31.12.2023	31.12.2022	31.12.2023	31.12.2022	31.12.2023	31.12.2022	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Funksjonær	395	1414	N/A	N/A	15	13	12	12	0	0
Fagarbeider	59	2294	N/A	N/A	26	12	0	10	0	0
Skanska Norge totalt	454	3708	6	20	16	12	12	22	0	0

Per 31. desember 2023 utgjorde kvinner 11% av Skanskas ansatte, mot 10% i 2022. Kvinner utgjør 22% av funksjonær og 3% av fagarbeidere. Dette er en økning på ca. ett prosentpoeng sammenlignet



med fjoråret. Blant ansatte i linjelederstillinger (nivå 3-6) utgjør kvinner 16%. Styret i Skanska Norge besto i 2023 av 10 menn og 2 kvinner.

Lønnskartlegging

I tråd med det lovpålagte kravet i lovens §26(2)(a), har Skanska gjennomført en kartlegging av lønnsforhold fordelt etter kjønn for 2023, fordelt på stillingsnivå og -kategori.

Av personvern hensyn viser tabellen kun stillingsgrupper med 5 eller flere ansatte kvinner og/eller menn. På nivå 4 og 5 er det færre enn fem kvinner, det blir derfor ikke opplyst om funn for disse.

Kvinnens % andel av menns lønn							
Nivå/Stilling	Antall kvinner	Antall menn	Andel kvinner	Avtalt lønn/fastlønn	Variable tillegg	Bonus	Sum kontante ytelser
Nivå 1	199	586	25 %	94 %	50 %	72 %	89 %
Produksjonsleder	18	201	8 %	95 %	71 %	112 %	96 %
Prosjektingeniør	35	105	25 %	98 %	115 %	91 %	99 %
Rådgiver	144	185	44 %	94 %	54 %	88 %	92 %
Nivå 2	149	585	20 %	96 %	55 %	72 %	92 %
Anleggsleder	5	62	7 %	96 %	83 %	83 %	95 %
Prosjekteringsleder	19	24	44 %	94 %	81 %	151 %	99 %
Prosjektleder	13	166	7 %	94 %	50 %	62 %	88 %
Senior rådgiver	107	262	29 %	99 %	56 %	77 %	95 %
Nivå 3	41	195	17 %	95 %	83 %	83 %	93 %
Prosjektsjef - o	6	38	14 %	97 %	133 %	86 %	97 %
Prosjektsjef - p	6	30	17 %	102 %	64 %	53 %	92 %
Senior prosjekteringsleder	7	25	22 %	95 %	68 %	90 %	93 %
Sjefsrådgiver	17	62	22 %	94 %	88 %	99 %	94 %
Nivå 4	4	43	9 %	N/A	N/A	N/A	N/A
Nivå 5	2	6	25 %	N/A	N/A	N/A	N/A
Fagarbeider	39	2116	2 %	91 %	20 %	21 %	90 %
Lærling	20	176	10 %	98 %	19 %	4 %	97 %

Til tross for at kartleggingen viser lønnsforskjeller mellom kjønn på selskapsnivå, er dette så langt analysen har avdekket, knyttet til saklige forhold og er ikke systematiske forskjeller som følge av kjønnsdiskriminering. I Skanska er det fokus på likelønn i lønnsfastsettelse og -reguleringer. Vi har og et pågående arbeid for å forbedre vår jobbkultur for å enda bedre kunne avdekke eventuelle uønskede forskjeller, og sikre lik lønn for arbeid av lik verdi.

Del 2 – Skanskas arbeid for likestilling og mot diskriminering

Skanska har gjennom de siste årene tatt en rekke strategiske grep for å sette fokus på inkludering og mangfold, herunder arbeid for økt likestilling og å motvirke diskriminering. Skanska jobber aktivt med internkommunikasjon, opplæring og forankring i organisasjonen, satt inkludering og mangfold på agendaen i sentrale kurs- og program (eksempelvis onboarding og lederutvikling) og bruker sentrale merkedager i løpet av året til å sette et ekstra fokus på relevante tema (eks. Kvinnedagen, Ramadan, Pride osv.).

Det er etablert en egen arbeidsgruppe og referansegruppe for vårt arbeid med inkludering og mangfold, bestående av ansattrepresentanter og andre viktige stakeholdere fra ulike deler av virksomheten. Disse møtes til jevnlig møter gjennom året for å fremme og diskutere problemstillinger og tiltak.



Alle ansatte i Skanska får opplæring i og forplikter seg til å overholde våre etiske retningslinjer. Her fremgår Skanskas nulltoleranse for trakassering og diskriminering tydelig. Det oppfordres til å rapportere uønskede hendelser og vi har etablert tydelige rutiner og system for varsling, gjennom både interne og eksterne kanaler. I tillegg har Skanska et etisk råd som gir veiledning når medarbeidere har etiske spørsmål og dilemma, undersøker anklager og rapporter om brudd på retningslinjene, samt gir anbefalinger til ledelsen om videre handlinger på bakgrunn av disse.

Videre gjennomfører Skanska en årlig medarbeiderundersøkelse. Her kartlegges blant annet forhold knyttet til inkluderende arbeidsmiljø og -ledelse, balanse mellom arbeid og fritid, samt andre forhold knyttet til jobbgasjement og trivsel på arbeidsplassen. Resultatene av undersøkelsen diskuteres i ledergrupper på ulike nivå og i det enkelte arbeidsmiljøet, og danner grunnlaget for tiltaksplaner som følges opp gjennom året.

Risikokartlegging og tiltak

I arbeidet med å kartlegge risiko for diskriminering og andre hindre for likestilling, har Skanska involvert tillitsvalgte og andre ansattrepresentanter for å avdekke mulige problemområder. Flere tiltak for å motvirke risiko på de utvalgte områdene er iverksatt og planlagt for 2024.

Område	Undersøkte og kartlagte risiko	Gjennomførte og planlagte tiltak
Rekruttering	- Risiko for ubevisste fordommer og holdninger (diskriminering) i rekrutteringsprosesser knyttet til mangfold (deriblant kjønn, flerkulturell bakgrunn etc.). - Færre kvinner søker stillinger hos entreprenør vs. eks. rådgivende ingeniører. - Lavere andel kvinner vs. menn i ledende stillinger. - Høyere turnover blant kvinner vs. menn.	- Kompetansebaserte intervju benyttes i all rekruttering. Skanska presiserer at «vi skal tenke kandidaten inn» i forkant av alle intervjuer. - Skanska vurderer kontinuerlig språk i stillingsutlysninger for å tiltrekke oss kvinner/mer mangfold. - Det er lagt inn et nytt kriterium i vurderingen av kandidatens bidrag når det gjelder mangfold, på lik linje med viktige kompetanser, for å øke bevissthet blant ledere. - Opplæring av ledere ift. ubevisste fordommer i rekrutterings-prosessen skal utvikles i 2024. - Det kartlegges og analyseres sluttårsaker for å få bedre data og analyser knyttet til bl.a. turnover blant kvinnelige ansatte.
Lønns- og arbeidsvilkår	- Medarbeidere i foreldrepermisjon har tidligere ikke opptjent rett til bonus under permisjon. Dette treffer kvinner i større grad enn menn pga. lengre gjennomsnittlig permisjonstid. - Risiko for ubevisst diskriminering ved lønnsfastsettelse og -justeringer pga. at eksisterende jobbkitektur gjør det utfordrende å sammenligne «lik lønn for arbeid av lik verdi». - Mangel på prosess for kartlegging av ufrivillig deltid.	- Bonusmodellen er endret i 2024. - Vi har fokus på likelønn mellom kjønn i lønnsreguleringer. Dette er nedfelt i protokoll med tillitsvalgte. - Jobbkitektur er under revidering i 2024 for å bl.a. bedre sikre lederes forutsetninger for å sikre lik lønn for arbeid av lik verdi. - Det er kartlagt ufrivillig deltid i 2023 og iverksatt plan om årlig møte med tillitsvalgte.
Forfremmelse og utviklingsmuligheter	Risiko for ubevisst diskriminering knyttet til mangfold pga. mangel på	Kriterier for stillingstyper og nivå defineres tydeligere i



	tydelige kriterier og prosess for vurdering av potensiale og mulige etterfølgere.	2024, samt prosess og kriterier for etterfølgere.
Tilrettelegging & Muligheter for å kombinere arbeid og familieliv	• Prosjektkontorer og brakkerigg er ikke alltid tilrettelagt, eks. kan være tilgjengelighet for ulike funksjonsnedsettelse og manglende skiftebrakker/garderober for kvinner og andre som har behov for egne skiftemuligheter. • Mangel på sentrale retningslinjer og verktøy for tilrettelegging for personer med dysleksi, ADHD og ulike typer lærevansker. • Mangel på gode rutiner og verktøy for å fange opp og finne løsninger ved behov for mer fleksibilitet blant våre ansatte. (eks. arbeidstid, reisebelastning).	• Skanska jobber med krav til prosjektkontor og brakkerigger (universell utforming) for å bedre tilrettelegge for kvinner og andre grupper med særskilte behov. • Skanska har egne arbeidsklær for kvinner og gravide. • Det er samarbeid med tillitsvalgte, BHT og NAV for å identifisere tiltak for personer med dysleksi, ADHD etc. • Policy for livsfasepolitikk iverksettes i 2024, med ressursside for tiltak og verktøy for ledere. Det er et pågående arbeid for å tilrettelegge for ansatte som jobber på prosjekt, herunder verktøy som f.eks. oppstartsamtaler for funksjonærer.
Annet (arbeidsmiljø, forebygging av trakassering)	• Mannsdominert bransje og kultur til dels preget av ekskluderende språkbruk og hendelser av uakseptabel atferd. • Kvinnelige fagarbeidere indikerer lavere grad av trivsel i vår årlige medarbeiderundersøkelse.	• Ledere og funksjonærer gjennomførte obligatorisk e-læringskurs i Mangfoldsledelse, med påfølgende refleksjonsoppgaver i ledergrupper i 2023. • Alle nye Baser gjennomgår kurs i Mangfoldsledelse med tilhørende refleksjonsoppgaver. • Alle ansatte skal gjennomføre etiske dilemmadiskusjoner om trakassering i 2024. • Alle funksjonærer vurderes årlig ift. etterlevelse av våre verdier og forventninger til atferd.

Arbeidet som er gjennomført i 2023 retter seg i stor grad mot kulturbygging i virksomheten. Det er derfor utfordrende å måle effekten av disse utover det vi fanger opp i vår medarbeiderundersøkelse. Dette er noe vi jobber med å forbedre slik at vi kan følge utviklingen mer systematisk i fremtiden.

ÅPENHETSLOVEN

Selskapet og konsernet har i løpet av året innrettet seg etter kravene knyttet til den nye åpenhetsloven, herunder avholdelse av intern kursvirksomhet. Informasjon om dette arbeidet og kontaktopplysninger er presentert på selskapets hjemmesider.



STYREFORSIKRING

Det er tegnet ansvarsforsikring overfor styremedlemmene og administrerende direktør.

UTSIKTER FOR 2024

Farten i norsk økonomi er fortsatt høy, men avtagende til tross for at Norges Bank har økt rentene gjennom 2022 og ut 2023 for å kjøle ned økonomien og inflasjonen. Så langt i 2024 har det ikke vært endringer i rentenivået. Fastlands-BNP begynner nå å flate ut fra en vekst på 0,7% i 2023 mot 3,8% i 2022, og arbeidsledigheten ble 3,8% i desember 2023 mot 3,2% i 2022 (SSB).

Effektene etter pandemien og krigen i Ukraina har ført til høy inflasjon, og det virker inn på byggekostnadene. Økt usikkerhet, høyere renter og de høye byggekostnadene medfører at private byggherrer utsetter prosjekter. I tillegg har de offentlige begynt å holde igjen på investeringer for å ikke fyre opp under den høye aktiviteten i økonomien.

Prognosene viser at produksjonen av nye boliger vil gå ned i 2024, men forventes å stige i 2025. Private yrkesbygg forventes å gå ned i 2024 før den stiger svakt i 2025. Nye offentlige Yrkesbygg ventes å øke både for 2024 og 2025. Anleggsmarkedet er i stor grad offentlige kunder, og selv med signaler om utsettelse av prosjekter, så ventes det her at totalmarkedet vil øke forsiktig i både 2024 og 2025.

Samlet ventes det at bygg og anleggsmarkedet vil være litt negativt i 2024, før det kommer en forsiktig økning i 2025; byggmarkedet vil gå noe ned mens anleggsmarkedet vil vokse.

ÅRSRESULTAT OG DISPONERINGER

Styret vil på generalforsamlingen foreslå følgende disponering av årets resultat:

Årsresultat etter skatt 595.426

Overført til annen egenkapital

Oslo 26. juni 2024

Ståle Rød
Styreleder

Kristin Holthe
Styremedlem

Olav Inge Beisland
Styremedlem

Gunnar Lauritz Garred
Styremedlem

Frank Heine Jensen
Styremedlem

Linn Rålien Westersø
Styremedlem

Bjarte Finnesand
Styremedlem

Stein Ivar Hellestad
Administrerende direktør



Resultatregnskap

Skanska Norge AS

Alle beløp i 1000 NOK

	Note	2023	2022
Salgsinntekter	1	12 887 327	11 901 114
Sum driftsinntekter		12 887 327	11 901 114
Underentreprenører		5 123 531	5 545 673
Materialer		3 202 443	1 998 006
Lønnskostnad	2,3	2 888 460	2 600 974
Avskrivning varige driftsmidler	4	292 331	226 585
Annen driftskostnad		1 101 852	1 066 500
Sum driftskostnader		12 608 616	11 437 738
Driftsresultat		278 711	463 376
Resultat tilknyttet selskap	5	264 596	248 582
Inntekt fra investering i datterselskap	6	0	30 000
Finansinntekter	7	205 024	150 984
Finanskostnader	7	2 957	10 913
Resultat finans		466 664	418 653
Ordinært resultat før skattekostnad		745 374	882 028
Skattekostnad på ordinært resultat	8	149 949	148 472
Ordinært resultat		595 426	733 557
Årsresultat		595 426	733 557
Anvendelse av årsresultat			
Overført annen egenkapital		595 426	733 557



Balanse

Skanska Norge AS

Alle beløp i 1000 NOK

	Note	2023	2022
Eiendeler			
Anleggsmidler			
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	4	27 818	26 072
Maskiner og driftsløsøre	4	830 848	662 366
Sum varige driftsmidler		858 666	688 438
Finansielle anleggsmidler			
Investeringer i datterselskap	6	757 245	718 290
Investeringer i aksjer og andeler		0	0
Investeringer i tilknyttet selskap	5	15 550	114 195
Langsiktige fordringer	9	6 914	7 874
Pensjonsmidler	3	2 251 893	1 481 824
Sum finansielle anleggsmidler		3 031 601	2 322 183
Sum anleggsmidler		3 890 267	3 010 621
Omløpsmidler			
Egenregiprosjekter	10	674 317	495 416
Fordringer	11	2 779 209	2 648 516
Mellomværende med konsernselskap	12,13	4 348 798	3 662 559
Sum omløpsmidler		7 802 324	6 806 491
Sum eiendeler		11 692 591	9 817 112



Balanse

Skanska Norge AS

Alle beløp i 1000 NOK

	Note	2023	2022
Egenkapital og gjeld			
Egenkapital			
Aksjekapital	14	274 251	274 251
Overkursfond	14	44 840	44 840
Sum innskutt egenkapital		319 091	319 091
Opptjent egenkapital			
Annen egenkapital	14	2 489 783	1 896 721
Sum opptjent egenkapital		2 489 783	1 896 721
Sum egenkapital		2 808 874	2 215 812
Gjeld			
Langsiktig gjeld			
Utsatt skattegjeld	8	588 481	707 196
Annen rentebærende gjeld	15	0	0
Annen langsiktig gjeld		7 000	7 000
Sum annen langsiktig gjeld		595 481	714 196
Kortsiktig gjeld			
Garantiavsetning	16	118 746	16 364
Betalbar skatt	8	380 811	78 613
Skyldige offentlige avgifter		343 368	294 917
Forskudd fra kunder		2 533 035	3 181 779
Annen rentefri kortsiktig gjeld	17	4 912 276	3 315 431
Sum kortsiktig gjeld		8 288 236	6 887 104
Sum gjeld		8 883 717	7 601 300
Sum egenkapital og gjeld		11 692 591	9 817 112

Oslo, 26.06.2024
Styret for Skanska Norge AS

Ståle Rød
Styreleder

Frank Heine Jensen
Styremedlem

Gunnar Lauritz Garred
Styremedlem

Kristin Holthe
Styremedlem

Olav Inge Beisland
Styremedlem

Bjarte Finnesand
Styremedlem

Linn Rålien Westersø
Styremedlem

Stein Ivar Hellestad
Adm. dir

Skanska Norge AS Organisasjonsnummer 943049467



Kontantstrømoppstilling 01.01-31.12

(Alle tall i NOK 1000)

Skanska Norge As

Kontantstrømmer fra operasjonelle aktiviteter	Note	2023	2022
Resultat før skatt		745 374	882 029
- Periodens betalte skatt		-78 613	-174 437
-/+ Gevinst/tap ved salg av anleggsmidler		-25 994	-100 235
+ Av- og nedskrivninger		292 330	226 585
- Resultat tilknyttet selskap		4 177	2 073
+/- Endring i beholdninger og egenregi for salg		-86 774	373 286
+/- Endring i kundefordringer		-192 725	-422 207
+/- Endring i rentefri leverandørgjeld		584 036	215 484
+/- Endring av andre tidsavgrensningsposter		362 668	85 350
+/- Pensjon, forskjell kostnadsført/betalt		-245 507	1 843
Netto likviditetsendring fra virksomheten		1 358 972	1 089 771
Kontantstrømmer fra investeringsaktiviteter			
+ Innbetalinger ved salg av varige driftsmidler		52 875	112 564
- Utbetalinger ved kjøp av varige driftsmidler		-475 534	-191 466
+ Innbetalinger ved salg av aksjer og andeler		7 979	159 322
- Utbetalt ved kjøp av aksjer og andeler		-62 447	-180
- Fusjon med datterselskap - innløst gjeld		2 874	-175 924
Netto likviditetsendring fra investeringer		-474 253	-95 684
Kontantstrømmer fra finansieringsaktiviteter			
+ Innbetaling ved nedbetaling langsiktig fordring		960	31 490
- Utbetaling økt langsiktig fordring		0	0
- Utbetalt utbytte til morselskap		-399 968	-600 062
+/- Avgitt konsernbidrag datterbedrift		0	0
+ Innbetalingkonsernbidrag/egenkapital fra datterselskap og tilknyttet selskap		200 528	296 738
+ Innbetaling langsiktig gjeld		0	0
Netto likviditetsendring fra finansiering		-198 480	-271 834
Netto endring i likvider i året		686 239	722 253
Innestående konsernsernkonto per 01.01		3 662 559	2 940 306
Innestående konsernsernkonto per 31.12		4 348 798	3 662 559



Regnskapsprinsipper

Generelt

Skanska Norge AS' regnskap er utarbeidet i henhold til norsk regnskapslovgivning og god regnskapsskikk. Det er unnlatt å utarbeide konsernregnskap med hjemmel i regnskapsloven § 3-7. Resultatperioden er 1/1-31/12 og balansetidspunktene er 31/12.

Vurderings- og klassifiseringsprinsipper

Omløpsmidler og kortsiktig gjeld

Omløpsmidler og kortsiktig gjeld omfatter normalt poster som forfaller til betaling innen ett år etter balansedagen. I tillegg inkluderes poster knyttet til produksjonskretsløpet, som vedrører oppdrag som strekker seg over mer enn ett år.

Selskapet inngår i konsernets konsernkontoordning og bankbeholdning er klassifisert som mellomværende med konsernselskap i balansen og kontantstrømoppstillingen.

Inntektsavregning

Selskapet benytter løpende avregning av prosjektene som inntektsføringsprinsipp. Estimert fortjeneste inntektsføres i takt med fremdriften av prosjektene. Et prosjekts fortjeneste defineres som inntekter minus henførbare kostnader. Henførbare kostnader omfatter materialer, personalkostnader, underentreprenører, maskinleie og lokal administrasjon.

Løpende avregning av prosjekter i arbeid innebærer i mange tilfeller usikkerhet og skjønnsmessige vurderinger. Det endelige resultat for de enkelte prosjekter vil derfor kunne avvike fra det som er reflektert i regnskapene i mellomliggende år. Fullføringsgraden i prosjektene fastsettes basert på medgått kostnad i forhold til totale estimerte kostnader.

For prosjekter som forventes å gi et samlet tap, er det totale estimerte tap i sin helhet kostnadsført.

Beholdninger

Beholdninger av utstyr på anlegg og sentrale lagre er vurdert til det laveste av kostpris og realiserbar verdi. Småutstyr innkjøpt i året er betraktet som kostnader og utgiftsført.

Krav fra/mot byggherre

I entreprenørbransjen kan det for enkelte prosjekter erfaringsmessig oppstå uenighet med byggherre blant annet om tolking av kontraktsvilkår. I denne forbindelse fremsettes krav og motkrav som vanligvis avgjøres gjennom forhandlinger, rettsak eller voldgift.

I regnskapet er det tatt hensyn til slike krav ut fra beste estimat og er klassifisert under kortsiktig gjeld. Dette er en del av den ordinære virksomheten og inngår i den løpende prosjektvurderingen.

Omtvistede krav inntektsføres først når det er inngått avtale med byggherre eller rettslig avgjørelse.

Avsetning utestående fordringer

Avsetning til tap på krav gjøres på grunnlag av en individuell vurdering av den enkelte fordring. I tillegg gjøres en generell delkredereavsetning.

Forskudd fra kunder

Mottatte forskudd fra kunder vises som kortsiktig gjeld. Fakturaer til kunder på avtalte forskudd (forskuddsfakturaer) som ikke er betalt pr. balansedagen, er eliminert.

Investeringer i datterselskap og tilknyttede selskap.

Investeringer i datterselskap er vurdert etter kostmetoden, og investeringer i tilknyttede selskap er vurdert etter egenkapitalmetoden.

Konsernbidrag inntektsføres samme år som det er opptjent. Hvis datterselskap har besluttet utbytte før regnskapet til Skanska Norge AS er avsluttet blir det inntektsført – ellers blir aksjeutbytte inntektsført det året pengene utbetales.

Valuta

Eiendeler og gjeld i utenlandsk valuta er ført til kurser pr. balansedagen.

**Garantiavsetning**

Garantiavsetning for avsluttede prosjekter der garantitiden løper, er belastet driftsresultatet og vises under kortsiktig gjeld. Avsetningen er i hovedsak beregnet ut fra kontraktsvolum for avsluttede prosjekter i garantiperiode pr. 31.12 sett i forhold til historisk medgått garantiarbeid. . Garantiperioden er opp til tre år.

Varige driftsmidler

Varige driftsmidler er oppført i balansen til historisk anskaffelseskost, fratrasket nedskrivninger og lineære avskrivninger. Satsene for beregning av lineære avskrivninger er fastsatt ut fra en vurdering av de enkelte anleggsmidlers antatte økonomiske og tekniske levetid.

Selskapet avhender regelmessig driftsmidler som en del av den løpende utskiftingen av maskiner og utstyr. Gevinst og tap som oppstår i denne forbindelse, klassifiseres som ordinære driftsinntekter og -kostnader. Immaterielle eiendeler/goodwill er oppført til historisk kostnad minus av- og nedskrivninger.

Vedlikehold

Som hovedregel kostnadsføres alt vedlikehold når kostnaden påløper. Oppgradering og utskifting av driftsmidler betraktes som investeringer og balanseføres.

Forsknings- og utviklingskostnader

Forsknings- og utviklingskostnader kostnadsføres løpende.

Skatter

Skattekostnaden er knyttet til det regnskapsmessige resultat og består av summen av betalbare skatter og endring i utsatt skatt. Utsatt skatt i balansen beregnes etter nominell skattesats på grunnlag av midlertidige forskjeller mellom regnskapsmessige og skattemessige verdier.

Pensjoner

Selskapet har pensjonsordninger som gir de ansatte rett til avtalte fremtidige pensjonsytelser hvor ytelsene er basert på antall opptjeningsår og lønnsnivå ved pensjonsalder. Pensjonsforpliktelsene er vurdert til nåverdien av de fremtidige pensjonsytelsene som er opptjent på balansedagen. Fremtidige pensjonsytelser er beregnet med utgangspunkt i forventet lønn på pensjonstidspunktet. Pensjonsmidler er vurdert til markedsverdi på balansedagen. Pensjonsforpliktelsene fratrasket pensjonsmidlene er vist netto i balansen.

Skanska Norge AS inngår i det globale entreprenørselskapet Skanska. Konsernet implementerte IFRS for rapportering av pensjoner 1/1-2004. Skanska fører estimatendringer direkte mot egenkapital og utsatt skatt i tråd med IAS 19 og NRS 6A.

Øvrige forhold**Kontantstrømoppstilling**

Kontantstrømoppstillingen er utarbeidet etter den indirekte metoden. Kontanter og kontantekvivalenter omfatter kontanter og bankinnskudd som umiddelbart og med uvesentlig kursrisiko kan konverteres til kjente kontantbeløp og med forfallsdato kortere enn tre måneder fra anskaffelsesdato.

Andeler i arbeidsfellesskap

Ved utførelse av entreprenøroppdrag i samarbeid med andre entreprenører, opprettes det arbeidsfellesskap.



Note 1 Driftsinntekter

(Alle tall i NOK 1000)

	2023	2022
Pr. virksomhetsområde		
Bygg	6 799 327	5 199 373
Anlegg	6 088 000	6 701 741
Sum	12 887 327	11 901 114
Geografisk fordeling		
Norge	12 864 034	11 891 171
Utlend	23 293	9 943
Sum	12 887 327	11 901 114

Note 2 Lønnskostnader mv.

(Alle tall i NOK 1000)

Lønnskostnader	2023	2022
Lønninger	2 323 773	2 125 108
Arbeidsgiveravgift	373 683	318 025
Pensjonskostnader	103 122	122 912
Andre ytelser	87 882	34 928
Sum	2 888 460	2 600 973

Gjennomsnittlig antall ansatte i regnskapsåret 2 484 2 411

Alle ansatte får tilbud om å være med i aksjesparingsprogrammet SEOP. Dette er et spare- og lojalitetsprogram i regi av Skanska AB (konsernet). Ansatte kan på frivillig basis spare ved å investere i aksjer i det svenske morselskapet. Programmet gir en tilleggsaksje for hver fjerde som blir kjøpt, videre får man tilleggsaksjer dersom opptjeningsmålssetning blir nådd. Det er satt betingelser med 3 års opptjeningsstid hvor tilleggsaksjer for år 1 tildeles i år 4 og for år 2 i år 5 osv. Det er krav om fortsatt ansettelse i i tildelingsåret. I 2023 er det ikke utbetalt honorar til styret. Revisjonshonoraret for 2023 utgjør 2.840.080,- eks mva for lovpålagt revisjon. Administrerende direktør har fått utbetalt lønn og annen godtgjørelse for 2023 med 4.955.747,-. I tillegg er det betalt 585.567,- i pensjonspremie. Ved oppsigelse fra selskapets side har han krav på lønn i 18 måneder. Administrerende direktør har en bonusavtale basert på de enkelte års resultat og resultatmargin begrenset opp til 100% av fast årslønn.

Note 3 Pensjoner

Skanska Norge AS har kollektive pensjonsordninger for sine ansatte. Ordningen er i hovedsak finansiert gjennom egen pensjonskasse. I tillegg finansieres pensjonsutbetalingene til enkelte tidligere ansatte gjennom livsforsikrings-selskap eller direkte over driften. Selskapet innførte innskuddspensjon for nyansatte fra 1/9-2017. Ansatte pr 1/9-2017 fikk valget om å fortsette med ytelsepensjon eller endre til innskuddspensjon. Skanska Norge AS er underlagt lov om obligatorisk tjenestepensjon og tilfredstiller kravene i denne loven.

Forpliktelsene omfatter:

Ansatte	1 141	
Pensjonister	1 661	
Sum	2 802	
	2023	2022
Sammensettning av årets pensjonskostnad:		
Innskuddspensjon	57 530	44 613
Nåverdi av årets pensjonsopptjening	91 037	104 363
+ Rentekostnad av pensjonsforpliktelsen	123 758	82 242
- Forventet avkastning på pensjonsmidler	-169 203	-108 306
= Netto pensjonskostnad	103 122	122 912

Selskapet har både sikre og usikre ordninger, men viser samlet netto pensjonsmidler i balansen. Pensjonsmidlene er avsatt til dekning av fremtidige pensjonsutbetalinger. Overfinansieringen i pensjonskassen vil forrentes og gi lavere årlige pensjonskostnader. Totalkostnad for alle rettigheter (TBO) overstiger pensjonsmidlene.

Avstemning av bokførte pensjonsforpliktelser mot ordningens finansielle status

2023	Sikrede Ordninger	Usikrede Ordninger	Sum
Brutto pensjonsforpliktelser	-3 688 262	-121 760	-3 810 022
- Estimert verdi pensjonsmidler	5 783 636		5 783 636
Netto pensjonsforpliktelser	2 095 374	-121 760	1 973 614
Periodisert arbeidsgiveravgift	295 447	-17 168	278 279
Balanseført pensjonsmidler inkl arbeidsgiveravgift	2 390 821	-138 928	2 251 893
Totalkostnader for alle rettigheter pr 31.12.2023			0



2022	Sikrede Ordninger	Usikrede Ordninger	Sum
Brutto pensjonsforpliktelser	-3 787 362	-135 718	-3 923 080
- Estimert verdi pensjonsmidler	5 221 786		5 221 786
Netto pensjonsforpliktelser	1 434 424	-135 718	1 298 706
Periodisert arbeidsgiveravgift	202 254	-19 136	183 118
Balanseført pensjonsmidler inkl arbeidsgiveravgift	1 636 678	-154 854	1 481 824
Totalkostnader for alle rettigheter pr 31.12.2022	4 954 882	135 718	5 090 600

Aktuarmessige beregninger er foretatt basert på de økonomiske forutsetningene som er vist nedenfor.

	2023	2022
Diskonteringsfaktor	3,50 %	3,20 %
Forventet avkastning	3,50 %	3,20 %
Forventet lønnsregulering	2,75 %	3,00 %
Forventet G-regulering	2,75 %	3,00 %
Forventet pensjonsregulering	2,00 %	2,25 %

Skanska Norge AS er datterselskap av Skanska AB og rapporterer løpende til Sverige i tråd med IAS. Høsten 2005 avga Norsk regnskapsstiftelse en revidert regnskapstandard for pensjon. Denne åpner for at selskap som rapporterer etter IAS 19 kan benytte samme prinsipper i det norske årsregnskapet.

Note 4 Varige driftsmidler og immaterielle eiendeler

(Alle tall i NOK 1000)

Varige driftsmidler	Maskiner-inventar	Drifts-eiendommer	Tomter	Sum 2023	Sum 2022
Anskaffelseskost pr 01.01.	1 756 674	52 895	4 168	1 813 737	1 754 747
Tilgang kjøp	436 711	0	0	436 711	191 466
Tilgang fusjon	0	4 245	0	4 245	76 621
Avgang salg -utrangering	111 166	0	770	111 936	208 704
Anskaffelseskost 31.12.	2 082 219	57 140	3 398	2 142 757	1 814 130
Akkumulerte av- og nedskrivninger 01.01.	1 094 308	30 991	0	1 125 299	1 043 786
Tilgang fusjon	0	0	0	0	0
Av- og nedskrivninger	240 601	1 729	0	242 330	216 585
Avgang salg -utrangering	83 538	0	0	83 538	135 072
Akkumulerte avskrivninger 31.12.	1 251 371	32 720	0	1 284 091	1 125 299
Balanseført verdi pr. 31.12.	830 848	24 420	3 398	858 666	688 438

Ordinære avskrivningssatser 10-30% 2-4%
Tomter er kun relatert til selskapets drifts- og forretningsseiendommer.

Note 5 Investering i tilknyttede selskaper

Selskap	Forret. kontor	Eierandel	Anskaffelseskost	Resultat for skatt 2023	Andel egenkapital
Ranheimsfjæra DA	Oslo	50 %	-2 103	0	785
Ranheimsfjæra Utbyggingsselskap II AS	Oslo	50 %	1 001	-1 293	-893
Kirkeveien 59 KS	Oslo	90 %	18	-9	11
JV Skanska-TT Anlegg ANS	Oslo	50 %	-	763	608
JV Skanska-Syltern ANS	Oslo	60 %	-	-7	-7
Simenergi AS	Bærum	33 %	5 000	-899	4 831
Ditio AS	Bergen	35 %	10 108	-2 732	5 116
Sum investering i tilknyttet selskap			14 024	-4 177	10 451



Note 6 Investering i datterselskaper

Selskap	Forretn.kontor	Selskaps aksje- kapital (1000)	Antall aksjer (1000)	Pålydende (kroner)	Eier-andel	Bokført verdi (1000)	Andel egenkapital	Res etter skatt 2023
Bjorndalen Landhandleri II AS	Oslo	30	-	1 000	100 %	30	30	-258
Entreprenørservice AS	Skedsmo	10 000	10	1 000	100 %	30 000	152 980	30 369
GML Drammensvei 227 Eiendom AS	Oslo	31	-	1 000	100 %	17 047	7 398	658
Ing. Per Fossum AS	Oslo	750	-	5 000	100 %	28 977	2 162	-1 889
Kirkeveien 59 AS	Oslo	100	1	100	100 %	38 469	6 830	-752
Marthinsen & Duvholt AS	Sandefjord	2 400	2	1 000	100 %	136 400	180 452	213 151
Skanska Eiendomsutvikling AS	Oslo	62 500	63	1 000	100 %	100 000	533 168	-269 520
Skanska Husfabrikken AS	Steinkjer	500	-	10 000	100 %	-	103 619	-61
Skanska Utvikling 28 AS	Oslo	30	-	1 000	100 %	30	30	-12
Skanska Utvikling 29 AS	Oslo	30	-	1 000	100 %	30	30	-12
Skanska Utvikling 30 AS	Oslo	30	-	1 000	100 %	30	30	-12
Skanska Utvikling 31 AS	Oslo	30	-	1 000	100 %	30	30	-12
Skanska Utvikling 32 AS	Oslo	30	-	1 000	100 %	30	30	-12
Skanska Ski Vest Holding AS	Oslo	30	-	1 000	100 %	30	30	-101
Skedsmogt 25 Næring AS	Oslo	30	-	1 000	100 %	30	30	-889
Skanska Marinabakken Holding AS	Oslo	30	-	1 000	100 %	30	16 611	-23 126
Skanska NFG Holding AS	Oslo	30	-	1 000	100 %	30	30	-61
Gärtnersletta Næring AS	Oslo	30	-	1 000	100 %	30	30	-14
Skanska ØP Holding AS	Oslo	30	-	1 000	100 %	250 063	289 202	79 222
Skanska NL Holding AS	Oslo	30	-	1 000	100 %	30	30	-5 727
Utleiecompagniet AS	Oslo	5 000	5	1 000	100 %	35 000	388 920	110 857
Vassbakk & Stol AS	Karmøy	360	1	1 000	100 %	58 631	266 723	116 462
Apeltunveien 2C AS	Oslo	100	-	1 000	100 %	44 740	2 181	853
Kongensgate 2 AS	Oslo	1 000	10	100	100 %	17 557	-5 875	-2 118
						757 244	1 934 701	246 996

GML Drammensvei 227 Eiendom AS ble nedskrevet med Knok 6.000 i 2023 og Ing Per Fossum AS ble nedskrevet med Knok 11.000 i 2023

Note 7 Finansposter

(Alle tall i NOK 1000)

Inntekter	2023	2022
Gevinst salg aksjer	1 517	61 541
Renteinntekter	201 546	81 991
Andre finansinntekter	1 961	7 451
Sum finansinntekter	205 024	150 983
Kostnader	2023	2022
Rentekostnader	1 395	811
Andre finanskostnader	1 562	10 101
Sum finanskostnader	2 957	10 912

Note 8 Skatt

(Alle tall i NOK 1000)

Utsatt skatt

Utsatt skatt er beregnet av midlertidige forskjeller og underskudd til fremføring.

	2023	2022
Omløpsmidler/kortsiktig gjeld	592 079	1 920 850
Anleggsmidler/langsiktig gjeld	2 082 834	1 293 672
Underskudd til fremføring	0	0
Sum grunnlag utsatt skatt	2 674 913	3 214 522
Utsatt skattefordel/gjeld	-588 481	-707 195
Skattesats	22 %	22 %

Forklaring til hvorfor årets skattekostnad ikke utgjør 22% av resultat før skatt:

	2023	2022
22 % skatt av resultat før skatt	163 982	194 046
Permanente forskjeller (22%)	-14 186	-45 664
For mye/lite avsatt tidligere år	153	90
Beregnet skattekostnad	149 949	148 472

Note 9 Langsiktige fordringer

(Alle tall i NOK 1000)

	2023	2022
Skanska pensjonskasse, ansvarlig lån	5 634	5 634
Andre langsiktige fordringer	1 280	2 240
Sum	6 914	7 874



Note 10 Bygg i egenregi for salg

(Alle tall i NOK 1000)

	2023	2022
Tomter for utbygging og salg	674 317	495 416
Prosjekter under utførelse		
Sum	674 317	495 416

Note 11 Fordringer og tap på fordringer

(Alle tall i NOK 1000)

	2023	2022
Byggherrefordringer	433 744	246 156
Utført, ikke fakturert produksjon	928 505	1 080 698
Innstående hos byggherrer	801 147	849 594
Fordringer konsern	546 944	407 791
Andre kortsiktige fordringer	76 676	72 084
Delkredereavsetning	-7 807	-7 807
Sum	2 779 209	2 648 516

	2023	2022
Delkredereavsetning 1.1	-7 807	-7 807
Endring delkredere	0	0
Delkredereavsetning 31.12	-7 807	-7 807

Skanska Norge AS fakturerer i hovedsak etter ordinære bransjebetingelser, dvs. månedlig med 30 dagers betalingsfrist. Fakturering skjer normalt i takt med fremdrift, men avvikende betalingsplaner forekommer. Utført ikke fakturert produksjon blir normalt utfakturert i påfølgende måned. Innstående hos byggherre er fordringer som iht. kontrakt er tilbakeholdt av byggherren som sikkerhetstillegg for oppfyllelse av kontrakt.

Note 12 Bundne bankinnskudd

Selskapet har stillet bankgaranti for skattetrekk.

Note 13 Driftskreditter

Selskapet inngår i avtale om konsernkontoordning hvor Skanska Financial Services AB som eier av konsernkontoordningen har avtale og direkte mellomværende med banken. Innstående og trekk på konsernkontoordningen er for selskapet å anse som mellomværende med eier av konsernkontoordningen.

Note 14 Egenkapital

(Alle tall i NOK 1000)

	Aksje-kapital	Overkurs fond	Annen EK	Sum
EK pr 31.12.2023	274 251	44 840	1 896 721	2 215 812
Estimatavvik pga justering pensjoner i konsernet			409 158	409 158
Konsernbidrag til datterselskap			-11 554	-11 554
Uthytte til eier			-399 968	-399 968
Årets resultat			595 426	595 426
Egenkapital pr 31.12.2023	274 251	44 840	2 489 783	2 808 874

Aksjenes pålydende er kr 12,50

Skanska Kraft AB, Stockholm, Sverige eide 31/12-2023 100% av aksjene i Skanska Norge AS.

Konsernspiss er Skanska AB som utarbeider konsernregnskap. Kontakt Skanska Norge AS hvis konsernregnskap ønskes utlevert.

Note 15 Rentebærende gjeld

(Alle tall i NOK 1000)

	2023	2022
Andre langsiktig gjeld	0	0
Sum	0	0

Note 16 Avsetninger

Skanska Norge AS foretar avsetninger for garantiansvar som følger av alminnelig avtalerett.

Avsetningene foretas etter beste estimat og reversering av avsetningene foretas når sannsynlighetsovervekt bortfaller eller garantitid er utlopt.

	2023	2022
Garantiavsetning for kontraktsfestet garantitid	118 746	16 364
Sum	118 746	16 364



Note 17 Annen rentefri kortsiktig gjeld

(Alle tall i NOK 1000)

	2023	2022
Leverandorgjeld	1 279 574	810 189
Feriepenger	245 845	222 433
Gjeld konsern	199 715	259 268
Annen rentefri kortsiktig gjeld	3 187 142	2 023 541
Sum	4 912 276	3 315 431

Note 18 Kausjonsansvar

(Alle tall i NOK 1000)

	2023	2022
Kausjonsansvar ansatte	0	0
Kausjonsansvar andre	0	0
Sum	0	0

Note 19 Leie av driftsmidler

(Alle tall i NOK 1000)

Skanska Norge AS har inngått avtale om leie av driftseiendommer. Selskapet eier maskiner og annet utstyr. Årlige leiebeløp er som følger:

	Drifts-eiendommer
2024	68 802
2025	63 796
2026	64 959
2027	66 259
2028	31 285
Utover 2028	1 353
Sum	296 454

Note 20 Prosjekter under utførelse

(Alle tall i NOK 1000)

	2023	2022
Totalt inntektsført på uavregnede prosjekter	11 888 776	11 577 529
Kostnader utført på uavregnede prosjekter	11 529 513	10 703 023
Anleggsbidrag	359 263	874 506
Gjenstående produksjon tapsprosjekter	1 058 882	1 144 742

Skanska Norge AS avgir og mottar garantier i prosjekter som følge av lov og avtaler.

Note 21 Opplysninger om finansiell markedsrisiko

Selskapet er utsatt for kreditt- og motpartsrisiko, renterisiko, likviditetsrisiko og valutarisiko i dets ordinære forretningsvirksomhet, og styrer mot å ta akseptabel risiko innenfor disse områdene. Det gjøres løpende kredittsjekk av kunder, leverandører og samarbeids partnere, og engasjementer sikres delvis med finansiell garantistiftelse fra tredjepart.

Selskapets rentebærende gjeld består av balanseførte leieavtaler, og er som sådan ikke utsatt for svingninger i renten. Selskapet deltar i et felles konsernkontosystem for Skanskas norske foretak. Overskuddslikviditet plasseres kortsiktig hos banker og kredittinstitusjoner med høy kredittverdig. Eventuelt behov for likviditet ivaretas sentralt i Skanskakonsernet via ekstern finansiering og trekkrettigheter. Kontrakter og avtaler med oppgjør i fremmed valuta sikres mot norske kroner ved avtaleinngåelse.



Note 22 Transaksjoner med nærstående

Alle transaksjoner med nærstående skjer basert på avtale og basert på prising og betingelser etter armlengdeprinsippet. Med armlengdeprinsippet forstås de priser og betingelser som basert på selskapets størrelse og forhandlingsstyrke ville kunne oppnå i et eksternt uavhengig marked. Når et marked ikke eksisterer brukes metoder for å estimere og fordele kostnader, ofte en kost pluss metode.

Informasjon om transaksjoner over 1 mill kroner

Selskap	Tilknytning	Kjøp fra	Salg til	Kommentar
Utleiecompagniet AS	Datterselskap	263 661	30 669	Leie maskiner og kraner. Entrepriise, fakturert husleie etc
Skanska Eiendomsutvikling AS	Datterselskap		916 649	Fakturert entrepriser og husleie
Entreprenørservise AS	Datterselskap	502 393	34 435	Kjøp av underentrepriiser. Faktuert leie av maskiner
Vassbakk & Stol AS	Datterselskap	287 455	99 065	Kjøp/salg av underentrepriiser. Faktuert leie av maskiner
Martinsen & Duvholt AS	Datterselskap	307 933	88 850	Kjøp/salg av underentrepriiser. Faktuert leie av maskiner
Skanska Husfabrikken AS	Datterselskap	19 193	8 321	Salg entrepriser
Skanska AB	Morselskap	52 766	21 550	Management fee konserntjenester
Gartnersletta Næring AS	Datterselskap		2 231	Fakturert entrepriser
Bjorndalen Lndhandleri II AS	Datterselskap		6 801	Fakturert entrepriser og husleie
Fredrik Selmersvei 5 AS	Konsernselskap		2 895	Fakturert tjenester
Hedmarksvegen AS	Konsernselskap		26 281	Vedlikehold av vei.
Orkdalsvegen AS	Konsernselskap		138 545	Faktuert entrepriser og vedlikehold av vei
Hålogalandvegen AS	Konsernselskap		920 980	Fakturert entrepriser
Skanska Næringseiendom AS	Konsernselskap		2 126	Salg tjenester og husleie
Nansenlokka Utvikling K3-K6 AS	Konsernselskap		11 261	Fakturert entrepriser
ØAV 25 AS	Konsernselskap		2 589	Fakturert tjenester
Økern park AS	Konsernselskap		1 315	Fakturert tjenester
Skanska Sverige AB	Konsernselskap	5 583		Kjøp underentrepriiser og viderefakturert kostnader
Skanska SK AS	Konsernselskap	8 785		Kjøp underentrepriiser
Skanska Financial Services AB	Konsernselskap	6 967		Management fee finansielle tjenester
Skanska USA INC	Konsernselskap	2 610		Kjøp IT-lisenser

Øvrige noteopplysninger om nærstående finnes i følgende separate noter

Konsernforhold, eierandel i datterselskaper er i note 6

Opplysninger om tilknyttede foretak er i note 5

Opplysninger om garantier på vegne av konsernselskaper er i note 16 og 18

Opplysninger om ledende ansatte er i note 2

Note 23 Fusjoner

Vækerøveien 203 AS og Bråvannskleiva AS ble fusjonert inn i Skanska Norge AS i 2023 og regnskapsført som konsernkontinuitet fra 1/1-2023

SKANSKA

Annual and
Sustainability
Report 2023

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Board of Directors' report includes the following pages:

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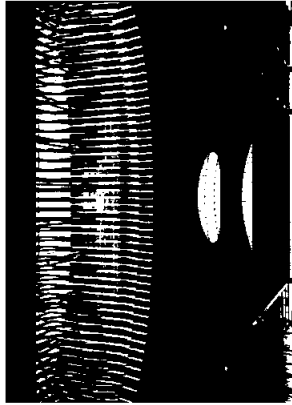
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Our projects shape the way the people live, work and connect. The pages 'In focus', offers an insight into some of the most exciting projects we worked on during the year.



Portland International Airport, Oregon, USA
A mass-timber marvel.
Page 21

IIJA, USA
Investment act strengthening US infrastructure.
Page 13



Lynnwood Link Extension, Seattle, USA
A smoother journey for commuters – and fish.
Page 27



Powerhouse Lade, Trondheim, Norway
Turning homes into Powerhouses.
Page 31



H2Offices, Budapest, Hungary
Business hub more than an office.
Page 35

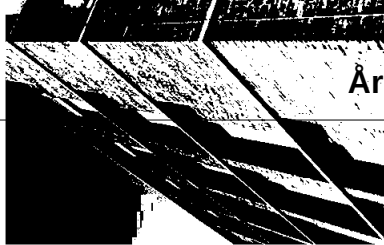


Hyllie Terrass, Malmö, Sweden
Combining forces to cut climate impact.
Page 39

Interview with Therese Tegner, EVP Human Resources
People want to make an impact.
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Merkuria, Prague, Czechia
The complex path to circularity.
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CLIMB
Understanding our impact on biodiversity.
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Arstengskap, London, UK
Innovating to retain a slice of rich history.
Page 45



Slussen, Stockholm, Sweden
A 400-year-old landmark, reinvented.
Page 59

We build for a better society

We are one of the world's largest project development and construction companies, operating across select home markets in the Nordics, Europe and the USA.

A unique combination of global experience, local expertise and financial strength empowers us to take on the most complex construction projects in the world. Our ability to understand the need of local communities makes us a trusted partner for large commercial and residential projects that require our presence across the whole value chain, from project development and construction to property asset management.

With a focus on strengthening our leadership in sustainable solutions together with our knowledge and foresight, we build for a better and more resilient society. And as we do so, we build long-term value for our customers and shareholders.

City Library Stockholm, Sweden

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Global experience, local expertise

With the expertise of our 27,000 employees, and together with our customers and partners, we create innovative solutions that support sustainable living beyond our lifetime.

USA

40%

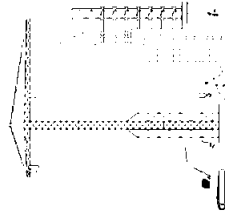
Nordics

42%

Europe

18%

Share of revenue per market based on a 3-year average.



Construction

Build sustainable buildings and infrastructure.

→ Page 24



Residential Development

Develop and build attractive and energy-efficient homes.

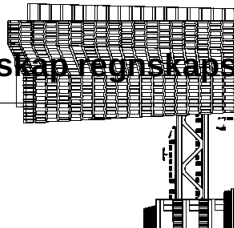
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Commercial Property Development

Shape sustainable and more energy-efficient places where people can connect.

→ Page 32

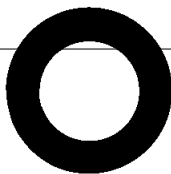


Investment Properties

Actively manage high-quality property portfolio in Sweden

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Revenue, 2021–2023 average



Operating income, 2021–2023



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2023 in brief

Annual and Sustainability Report 2023

Construction

- Solid performance in our Construction operations with robust order bookings and an operating margin in line with our long-term target.

Property businesses

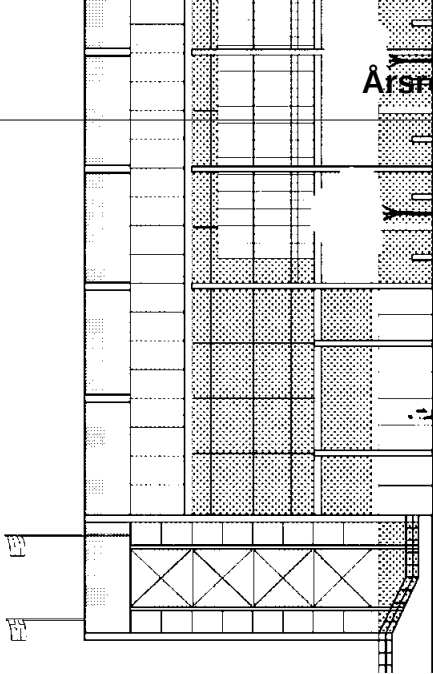
- Performance in our property businesses (Residential Development, Commercial Property Development and Investment Properties) was significantly impacted by lower sales volumes, asset impairment charges and changes in fair market values due to weaker property markets.

Solid financial position

- We maintained a solid financial position.
- The Board of Directors proposes a dividend of SEK 5.50 per share.

Sustainability development

- 60 percent reduction of carbon emissions from our own operations (scope 1 and 2) compared to our base year of 2015.



Årsregnskap 2023 for 943049467

Revenue 2023,
SEK M

157,1

Average number of employees

27,1

Reduction of carbon
emissions¹, %

¹ Reduction of carbon emissions from our own operations (scope 1 and 2) since 2015

Key ratios (SEK M, unless otherwise stated)

	2023	2022
Revenue	157 052	161 602
Operating income	3 231	9 297
Profit for the period	3 272	7 702
Earnings per share, SEK	789	18 62
Operating cash flow from operations	1 148	-2 263
Adjusted interest-bearing net receivables(+)/net debt(-)	10 363	12 130
Operating margin, Construction, %	3.5	3.7
ROCE in Project Development, %	-3.7	11.8
ROCE in Investment Properties, %	-1.6	13.6
Return on equity, %	5.8	20.0
Order bookings, SEK bn	165.8	162.7
Order backlog, SEK bn	229.6	229.8
Average number of employees	27 256	28 380

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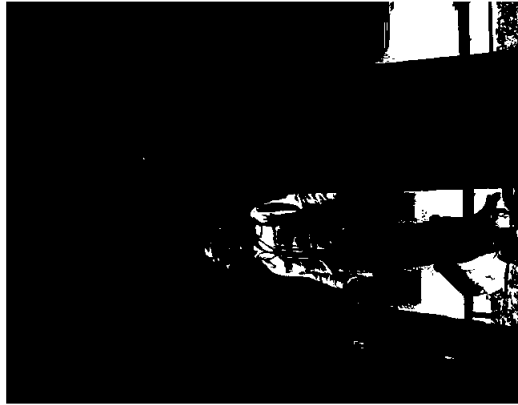
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Highlights of the year

Global leader

Named by Forbes Magazine as one of the World's Best Employers, based on employee assessments.



SEK 4.6 billion

We issued new green bonds to finance the development of sustainable commercial real estate projects.



Divestment of H2Offices

Divestment of the first phase of H2Offices in Budapest, Hungary, for SEK 1.2 billion. For 2023, seven properties were divested in Commercial Property Development.

Climate leadership

We were named "Climate Leader in Europe" in the prestigious Financial Times ranking, for the second consecutive year.



SEK 230 billion

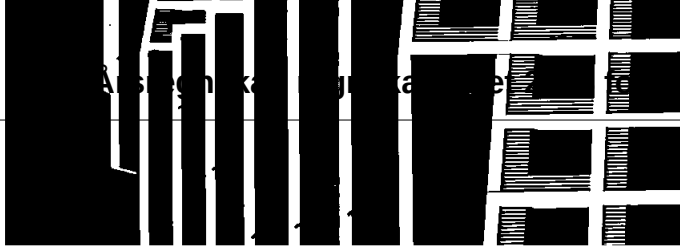
Order backlog remains high as a result of a strong order intake during 2023, especially in Norway and the USA with several new large civil projects.



Divested ownership of LaGuardia

We divested our ownership (32 percent) of LaGuardia Terminal B in New York, USA, for USD 115 M, about SEK 1.2 billion. The buyers are existing partners M LaGuardia CTB, LLC and Vantage Airport Group (New York) LLC.

Growing Investment Properties portfolio
Office buildings Sthlm04 in and Hyllie Terrass in Malmö by the Investment Properties stream in 2023.



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Strong player along the entire value chain

For Skanska, 2023 was characterized by strong delivery in our Construction business stream and impact of weak property markets on our Project Development business streams. We are maintaining our financial strength. I am convinced that our focus on sustainability and digitalization will continue to set us apart and create value for our shareholders, customers and business partners.

Yet another strong year for Construction

We have proven our dedication to strong and stable performance in Construction with another year of solid margins and good order intake. A balanced portfolio of projects with exposure to various geographies, segments and sectors provides stability to our Construction operations. Over the past year, we have experienced weaker markets in Europe, while the US market has been strong. The civil segment is stronger than building in most markets, which has been reflected in the order intake. We expect to see some of these trends continue in 2024. We will stay selective and focus on picking projects that suit our experience and competence, prioritizing strong delivery so that we can exceed our customers' expectations.

Weak property markets

Within Project Development, the sharp increase in interest rates resulted in low divestment activity and made it more difficult to assess the market values of both residential and commercial property assets. While our growth strategy for these businesses is on hold, we continue to focus on sales and leasing activities to ensure that we have an attractive offering to the market once activity increases. There is long-term demand for quality, flexible and energy-efficient properties in both the residential and commercial segments.

In Investment Properties, our newest business stream, we are building a portfolio of the most attractive office properties in Sweden's largest cities. We continued to grow the portfolio and by the end of 2023, we held five high-quality office properties in Stockholm and Malmö.



"We are maintaining our financial strength."

Annual and Sustainability Report 2023

The year in brief

Group operating income amounted to SEK 3.2 billion (9.3). In Construction the operating margin was in line with the long-term target at 3.5 percent (3.7). Return on capital employed in Project Development and Investment Properties were both negative, -3.7 percent (8.1) and -1.6 percent (13.6), explained by weak property markets. Return on equity was 5.8 percent (15.3), below our target of at least 18 percent. At year-end, our financial position was robust and adjusted net cash was SEK 10.4 billion (12.1), compared to our SEK -10 billion limit of adjusted net debt. Our Board of Directors proposes a dividend of SEK 5.50 per share (7.50).

Sustainability and digitalization

We continued to make progress on our sustainability targets in 2023. Carbon emissions in our own operations, scope 1 and 2, decreased: by the end of the year they were 60 percent lower than in our base year 2015. The progress in 2023 was mostly explained by increased purchase of renewable energy and use of biofuels. Increased efficiency and further use of electric machinery and biofuels together with knowledge transfer will be important to our continued progress. Our value chain emissions in Project Development, scope 3, dropped significantly in 2023. The change is however largely driven by low transaction activity in these business streams.

As a responsible business, our work is aligned with the UN Sustainable Development Goals, and we remain committed to the universal sustainability principles defined by the UN Global Compact. Our industry is associated with accidents and lasting health problems, and safety is therefore a top priority. We apply industry-leading safety standards and solutions, foster an inclusive culture, and focus on systematic high-impact targeted actions. We cannot rest in this effort, but I am pleased that the Group Lost Time Accident Rate for 2023 decreased to 2.6 (2.9) and that we did not have any fatalities on our project sites. We remain committed to ensuring safe and healthy workplaces for all our employees and subcontractors.

In 2023 we have further developed our climate transition plan focusing on climate adaptation and mitigation and identified business opportunities in these areas. Key focus areas are decarbonized materials and energy, circular solutions, and usage of smart devices to increase resource and energy efficiency in both the construction and operations phases. We expect demand for sustainable and climate-resilient solutions and products for the built environment will continue to increase. We also see opportunities in advancing our digital transformation. Technologies and tools, such as drones, robots, and image and video recognition, are already being tested on

projects with the potential of being scaled across our units. Looking ahead, generative AI and machine learning have the potential to make large amounts of data available for improved decision making and increased efficiency.

Unique offering

At Skanska, we have a unique offering in the market. We are a strong player along the entire value chain, with opportunities to share knowledge, improve and innovate. We have an organization with highly skilled and dedicated people. Our financial strength makes us a reliable business partner and means that we own our own decisions in all market phases.

I would like to thank our shareholders, customers, business partners and employees for enabling our achievements over the past year, and I look forward to continuing to work with you. A clear commercial direction, financial strength, and committed and skilled people will empower us to deliver on our strategy now and into the future.

Anders Danielsson
President & CEO

Earnings per share

7.89 SEK

Operating margin – Construction

3.5%

ROCE – Project Development

-3.7%

ROCE – Investment Properties

-1.6%



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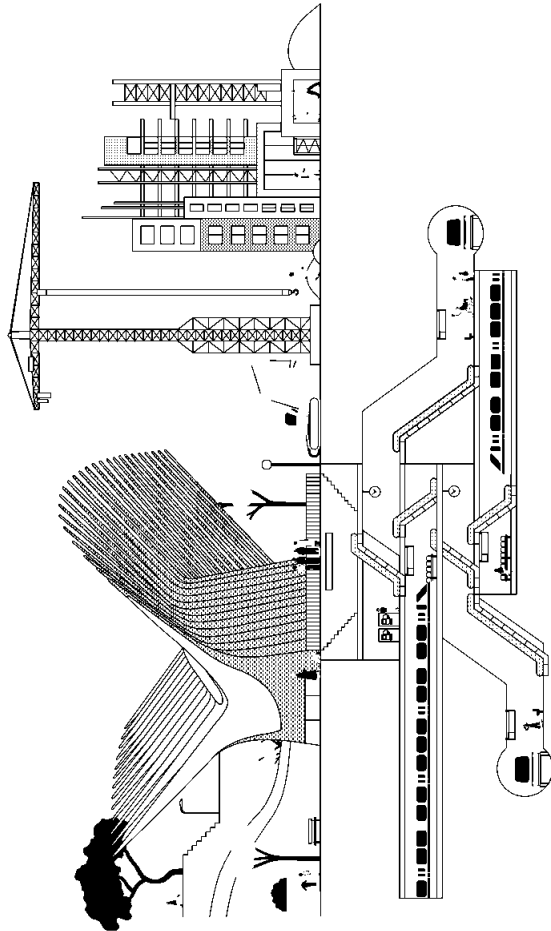
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Skanska's targets and outcome

Our targets reflect our ambition to remain an industry leader – operationally, financially and within sustainability.



Operating margin – Construction



Profitability in our Construction operations was strong, with robust performance in the Nordics and strong delivery from our US operations. Operating margin for 2023 was in line with our long-term target. Order bookings were strong during the year and the order backlog remained high.

Return on capital employed¹ – Project Development



Performance in Project Development was impacted by weak property markets, lower-than-normal sales volumes in most markets and impairment charges resulting in a negative return on capital employed.

Return on capital employed¹ – Investment Properties



Investment Properties was launched in 2022, targeting a portfolio of high-quality office buildings in Sweden. Performance in 2023 was impacted by a reduction of fair market values due to weak property markets. During the year, the business stream acquired two office properties from our Commercial Property Development business stream and at year-end, the portfolio consisted of five office properties with a total property value of SEK 5.1 billion.

¹ According to segment reporting.

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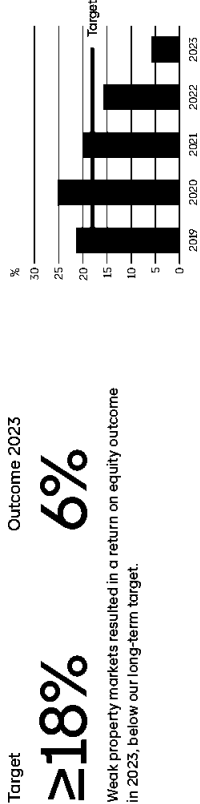
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Adjusted net debt(-)/net cash(+)¹



Return on equity²



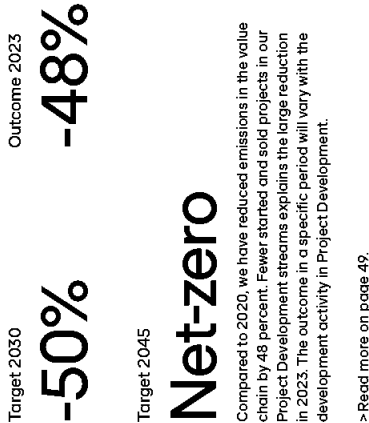
Pay-out ratio



Climate target – Skanska’s own emissions



Climate target – Skanska’s value chain emissions³



1 Interest-bearing net receivables/net debt excluding restricted cash, lease liabilities and interest-bearing net pension assets

2 According to segment reporting

3 See definition and limitation on pages 67 and 78.

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Global trends

For more than a century, we have delivered better housing, smarter offices and commercial spaces, and more resilient infrastructure. Megatrends such as urbanization and increased focus on low-carbon solutions are driving forces in our business. Digitalization and smarter technologies allow us to be more efficient and increase productivity.

Urbanization and the reshaping of cities

Urbanization requires continued investments in infrastructure, healthcare, housing, offices and education. The need for infrastructure renewal in the USA and Europe requires stimulus in both regions, which in turn strengthens the outlook in civil construction.

Demand for efficient and flexible transportation is increasing. Substantial investments are being made in mass transit, energy and water systems and other civil infrastructure, as well as in social infrastructure such as universities, schools and hospitals.

We play an important role in building resilient urban communities that are sustainable, healthy and inclusive. Our diversification across segments and markets enables us to contribute to the reshaping of cities, ranging from community-oriented residential areas, flexible offices and social infrastructure to complex, large-scale infrastructure projects.

Climate change and the need for transition

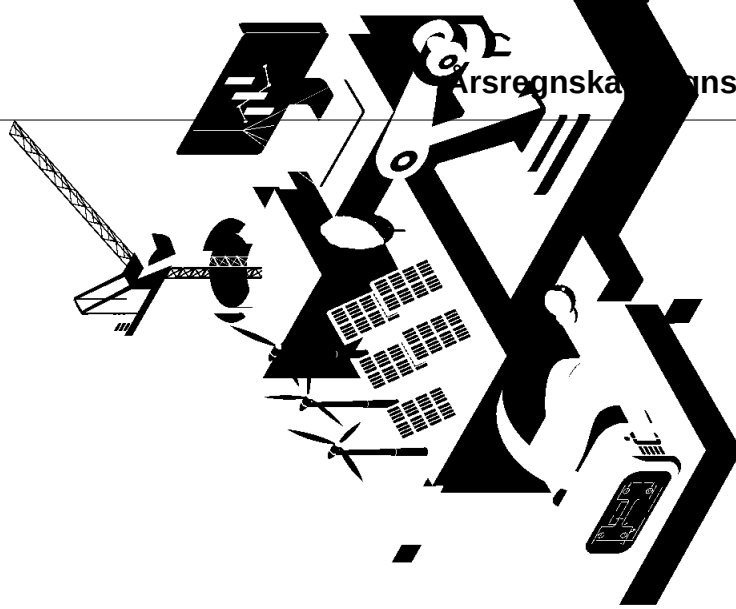
The built environment stands for around 40 percent of energy-related carbon emissions, according to the International Energy Agency

(IEA). Climate change is and will be a key business-defining factor in the coming decades. There is a strong focus in our industry on reducing carbon emissions.

It is also evident that many buildings and public spaces were not designed for the kind of environmental challenges we are experiencing, such as extreme weather conditions, energy shortages and water scarcity. Climate change has exposed a need to address and improve the climate resilience of urban areas.

Legislation across the USA and Europe are increasingly being written with this in mind, stimulating a transition to lower-emission construction. This creates business opportunities that allow us to contribute to climate adaptation and mitigation. Several of the key solutions that are needed to handle the climate transition are within infrastructure and buildings.

Addressing climate change involves scaling innovations in decarbonized construction and digital solutions. Through strategic partnerships, we collaborate to exchange knowledge and insights, and to innovate



net-zero solutions for the built environment. We see an increased need for climate adaptation solutions to safeguard the built environment against climate-related events.

Improving performance using smarter technologies

Smarter technologies allow us to rethink how we work, from operations, compliance, safety and communication, through to disclosure

and finance. In procurement, for example, a digital environmental product declaration opens the way for calculating the carbon impact of projects. Implementing new technologies creates opportunities to enhance cost efficiency and emissions.

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IN FOCUS IIJA, USA

Investment act strengthening US infrastructure

The bipartisan Infrastructure Investment Jobs Act (IIJA) has underpinned a vital increase in infrastructure investment across the United States since it was signed in 2021. The legislation, at USD 1.2 trillion (SEK 12.5 trillion), is the largest infrastructure investment authorized in US history and represents an increase of around 38 percent in funding compared with the years just before the IIJA was passed.

We operate in many US markets whose aging infrastructure is in need of repair, replacement and upgrades to meet current demands. These regions are also densely populated and require state-of-the-art infrastructure. We are well positioned to act on the government in its plan to upgrade the nation's network of roads, bridges and railways.

The IIJA came at a crucial moment. The Covid-19 pandemic added uncertainty to infrastructure funding. Transport, traffic and transit agencies rely on toll and passenger revenue, and federal and state gas taxes, to cover operating expenses and future projects. Declines in passenger numbers, plus social distancing, staff shortages and other operational challenges also weighed on revenues.

The legislation secured funding for agencies to plan long-term through guaranteed formula funding, with additional funding also available through competitive grants. It has also created more job opportunities in construction. Funding is allocated to highways, bridges, rail, ports and waterways, airports, waterworks, broadband and other projects that boost the nation's competitiveness and resilience.

Our geographic footprint and competencies, combined with selective bidding strategy, position us for success in the current market. Our long-term, stable relationships with clients allow us to foster strong relationships with owners and partners that allow us to win on contracts.



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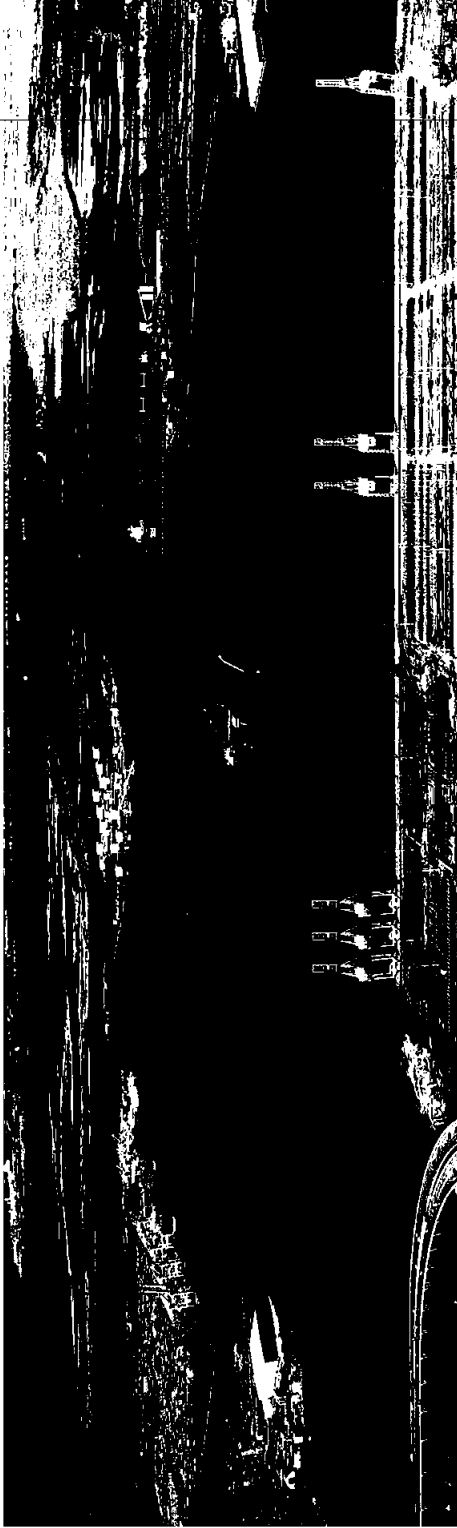
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I-405, Brickyard to SR 527 Improvement Project, Seattle, Washington

Our construction of a dual express toll lane from the I-405/SR 522 interchange to the I-405/SR 527 interchange in Washington State will increase capacity, traffic flow and connectivity, all of which will cut delays and congestion.

Three new Stride bus rapid-transit stations, including two elevated stations, form a core part of the project. Construction of the stations will use an overhead conveyor system to transport materials to the median, eliminating more than 1,750 truck trips that would otherwise interact with public traffic. The project will target Envision Platinum certification.

Portal North Bridge, Kearny and Secaucus, New Jersey

We are demolishing and replacing a bridge over the Hackensack River between Kearny and Secaucus, as part of a joint venture with Traylor Brothers.

The existing century-old, two-track 'movable' railroad swing-bridge is a consistent source of rail traffic disruption on the Northeast Corridor, the busiest rail corridor in the USA.

The entire project includes a 1,115-meter-long (3,600-foot) approach span located on the west side of the river, a 775-meter (2,540-foot) approach span on the eastside of the river and a 365-meter (1,200-foot) center span crossing directly over the Hackensack River. Railroad embankment sections will be constructed on both sides of the river to support the new tracks, as well as the construction of a new bridge over the Newark/Jersey City Turnpike.

JFK Airport Roadways Utilities and GTC, Queens, New York

We have been appointed by the Port Authority of New York and New Jersey to carry out the USD 1.24 billion (SEK 14 billion) design and construction of its on-airport roadway transportation network, as part of a joint venture with Halmar, at John F. Kennedy International Airport.

The project will improve user connectivity and access to the air terminals through roadway reconfiguration, installation of intuitive wayfinding and enhanced traffic technologies, plus retaining walls and bridges.

The project also includes the design and construction of a modern Ground Transportation Center, featuring a 1,950-space multilevel vehicle parking facility equipped with electric vehicle charging stations and a timber façade.

Portsmouth Marine Terminal, Port for Offshore Wind Power, Virginia

We are redeveloping almost 116-hectare (287-acre) Portsmouth Terminal into a standing port power generation

The terminal features 1,078 feet) of wharf and three berths the wharf are being demolished Existing concrete piles are being mudline and replaced with new The uplands are to be cleared existing pavement stripped being replaced with geogrid soils and similar materials.

Our team will install new power wind turbine paces and high as well as stormwater system to support offshore wind op

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Our strategy

We have been shaping societies around the world for more than a century. Our reputation as a trusted partner is built on our experience and knowledge. Our Group strategy – our blueprint – is guiding us to create long-term value for customers, shareholders and society.

Our strategy, and the way we conduct business, remains firmly grounded in our values. To drive our business forward, we focus on four key enablers that harness our strengths into long-term, sustainable business opportunities that generate growth, customer success and long-term value for our shareholders.

Reinforcing our competitive edge

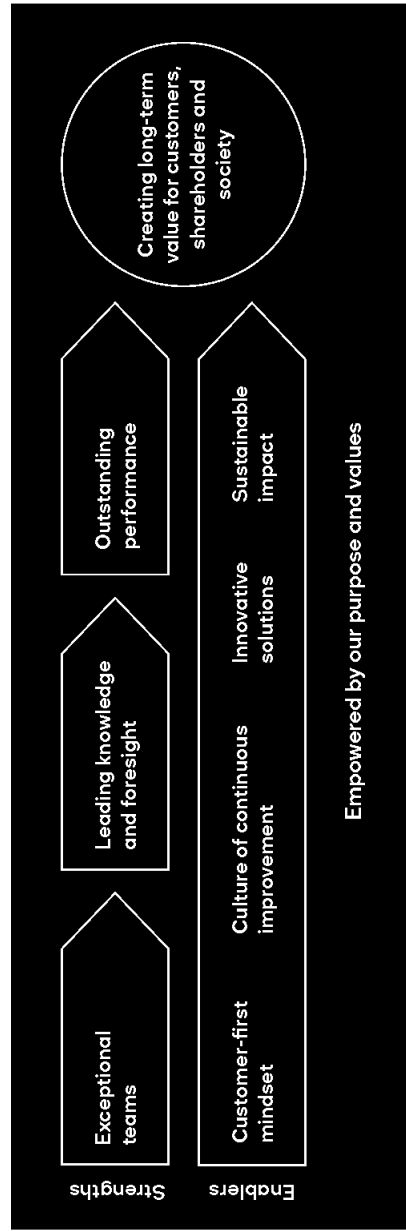
We make the most of our strengths as a business: developing our people to their fullest potential, deepening our knowledge and foresight, and continuously improving

performance. Our strengths build on each other, driving continuous progress and commercial advantage. Together, they form a solid foundation for sustainable business opportunities, customer success and shareholder value.

Strengthening our value proposition

With a customer-first mindset, incorporating our knowledge and expertise in close collaboration with our customers, we continuously improve our product offering and our commercial value proposition.

To scale up innovations, we focus on strengthening our leadership in sustainable solutions. We are using our experience and insights to strengthen our customer offering. This includes harnessing data and digitalization capabilities to increase productivity and resource efficiency.



Clear commercial direction
Within each business stream, we have clearly defined commercial objectives to maximize value creation and products and services to market. We understand industry and market trends and market characteristics and a tailored approach allows us to deliver on our long-term value. Read each business stream's commercial strategy on pages 24–38.

Managing risks and opportunities
To achieve our strategy, it is essential to manage the associated risks. We have structured risk management to increase our resilience to risk and our ability to capture opportunities. Our overall purpose of our risk management is to ensure risk is managed efficiently, and that we set the right priorities to help us achieve our business goals. To read more about our risk management, see pages 99–108.

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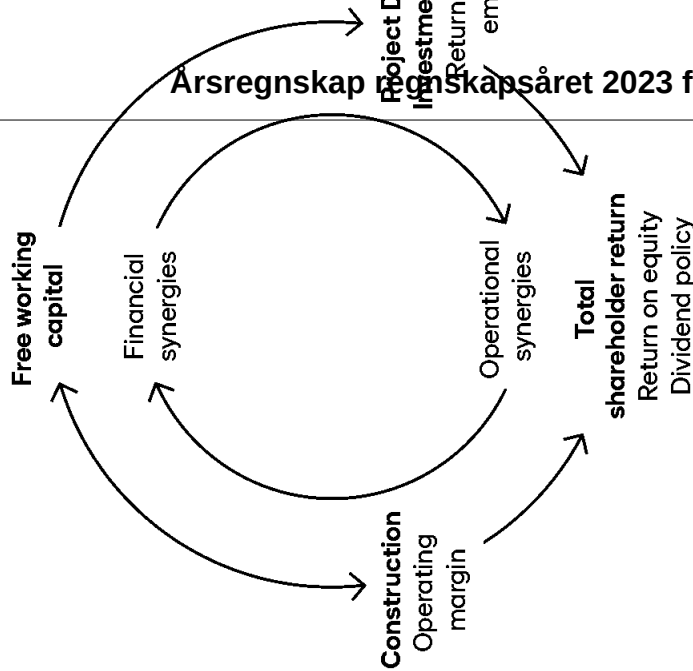
Skanska's business model

Our business model is based on making the best use of financial and operational synergies created in a large multinational business that operates across the value chain. Synergies allow us to deliver on our strategy, drive our business forward to generate value for our customers and shareholders over time.

We deliver knowledge and expertise along the entire value chain, something that sets us apart from many of our peers. Our four business streams cover property development (both residential and commercial), construction operations in both the building and civil segments, and long-term asset management in Investment Properties. A diversified business in terms of sectors, segments and geographies provides stability to the Group.

Global reach and local understanding
Competence and knowledge transfer between our business streams, combined with global reach and local understanding, all reinforce our competitive advantage.

Strong financial position creates flexibility
Another strength that sets us apart in our industry is our financial position. Our Construction business has several thousand projects that generate stable profit and positive cash flow which can be invested in the Property Development and Investment Properties businesses. Growing Investment Properties will provide the Group with another business stream that generates stable cash flow. Our financial strength, and the stability that it brings, makes us a reliable business partner and ensures that we own our own decisions in all market scenarios.



IN FOCUS

People want to make an impact

A workplace where our people can develop lets us offer our customers the best teams in the business. Therese Tegner, Executive Vice President for Human Resources, says our learning and development culture gives us a competitive advantage in the job market.

"We have extensive opportunities for people to learn and develop within Skanska. Building a career doesn't have to be about taking over your manager's job."

Therese Tegner is clear: in an international company as diverse as Skanska, there is no single path to career advancement but rather a variety of routes to long-term success.

"For many people, a dynamic CV is more important than climbing a ladder. Our programs such as Skanska Scale and Skanska Unlimited allow people to work in new areas with other units and in other geographies, enriching their experience and strengthening our business. The way our teams mix established and newer colleagues means our people are learning from the best."



Therese Tegner
Executive Vice President for Human Resources

"I also know that the landmark projects we develop and build are attractive for people who want to make a mark on their communities, and they look great on CVs."

In an external ranking by Forbes Magazine, Skanska was ranked as one of the World's Best Employers. "This was not something we sought, but rather was based on employees' responses. It is a great tribute to the work we do on leadership and culture, purpose and values. It's hard work but it pays off."

Our annual employee survey, Your Voice Our Success (YVOS), also showed good overall results in 2023, with a high score in the Excellent Leadership Index, and both engagement and enablement up slightly on 2022. Follow-up work allows each unit to identify actions to improve its performance and address any issues.

Competitive advantage

Therese says that being an attractive employer is an advantage in a competitive job market. That is why it is integrated into the Group's long-term approach. "We keep doing proper workforce planning, ensuring we are an attractive employer, that there is a good work-life balance wherever possible, and that people can develop and work with cool projects in great teams."

The nature of our work at Skanska, shaping a sustainable society for everyone, appeals to many prospective employees who want their work to have a positive impact. "It is great to be part of what we accomplish, helping societies to prosper sustainably. This is the biggest motivating factor for many."

Maintaining an inclusive culture
Every unit works on maintaining leadership and culture, to ensure recruitment from the widest possible pool of candidates. It also ensures that all staff want to stay with themselves and want to stay with the unit.

Market changes during 2023 drop in voluntary turnover less looking for more of the stability opportunity you get from a local company like Skanska." There

In some markets, however, staffing levels were necessary to ensure long-term strength. "At the organization at times to be healthy, strong and stable. We our direction and need to end again when the time is right."

A looming demographic shift for the industry, Tuckman says, is the increasing number of people we work systemically with who value proposition. Statistics show that a proportion of construction workers are retired in ten years time, with many facing competition from other, broader variety of career paths. Skanska allows people to make a difference.

Competence focus areas for
Focus areas for competence
over the coming year include:
sustainability, artificial intelligence,
robotics and other advanced
including aspects such as digital
will also invest in leadership
management and leading in

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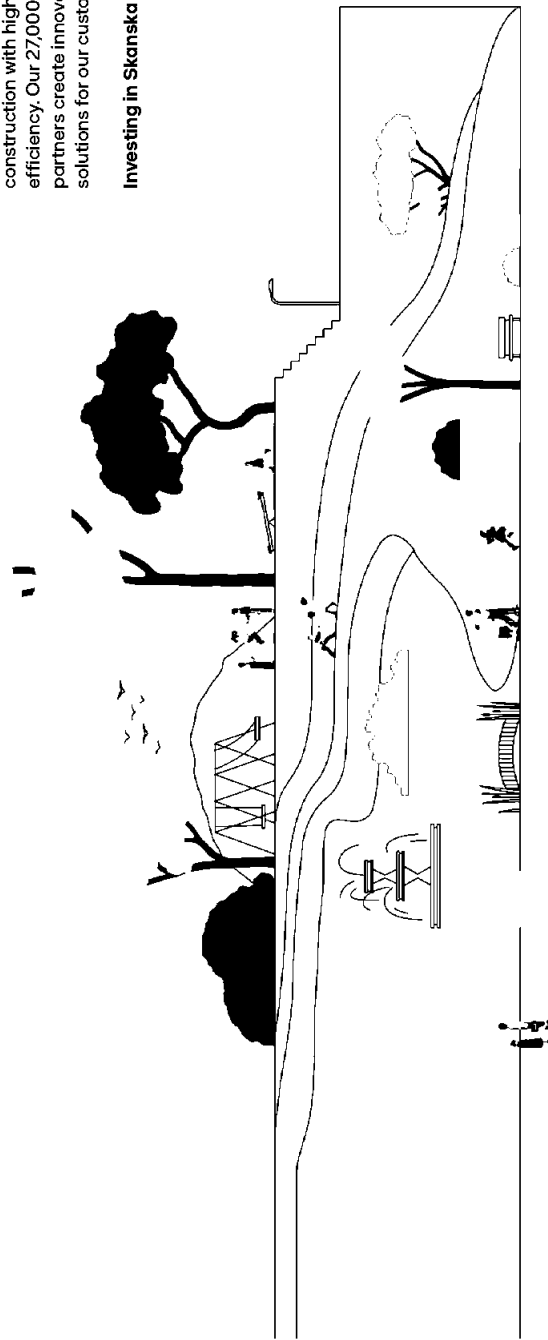
We are creating long-term value for our shareholders, customers and society at large. By using our global reach and the expertise gained by working across the value chain, we deliver attractive and sustainable buildings and infrastructure that contribute to a better society for current and future generations.

The strength of our businesses

With global experience, financial strength and expertise, we develop high-quality properties and deliver complex construction projects. We partner with customers and local communities to ensure strong offering. We are maintaining solid performance and diversification in our

We are committed to creating a low-impact environment and driving positive change to construction with higher resource and energy efficiency. Our 27,000 employees, together with partners create innovative, digital and sustainable solutions for our customers.

Investing in Skanska →



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Investing in Skanska

Investing in Skanska makes you an owner of a global leader in project development and construction. We benefit from long-term trends such as urbanization and the shift towards a more sustainable built environment. We hold a solid financial position and our customer offering is strong, integrating the entire value chain through our four business streams.

Global leader

We are a global leader in project development and construction, operating in stable home markets across the Nordics, Europe and the USA. We benefit from long-term trends such as urbanization and the transformation to a more sustainably built environment, which supports demand for our products and services over time.

Strong financial position

We are maintaining a solid financial position. This makes us a reliable and attractive partner for customers, subcontractors, suppliers and other business partners, and enables us to take action on market opportunities when they arise.

Customer offering

We have a unique offering, integrating the entire value chain from project development to construction and property asset management. Together with a multinational footprint, this creates a strong opportunity to learn and share knowledge internally in order to stay relevant and attractive for our customers.

Creation of shareholder value

We generate shareholder value by building a strong, high-performing company based on:

- Stable performance and project generation in Construction
- Developing the most attractive sought-after commercial properties on the market
- Generating a stable cash flow
- Learning from active project management

Our business streams

Construction

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Residential Development

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Commercial Property Development

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Our sustainable impact



Responsibility

A responsible business for people and planet.

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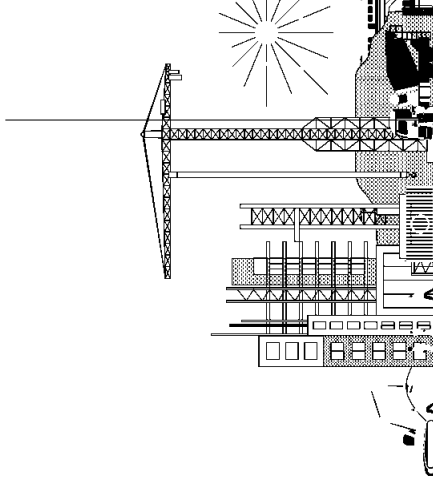


Resilience

Healthy, resilient places

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A strong financial position supports capital commitments

A strong balance sheet makes us an attractive business partner. It enables us to take on large construction projects, bring our own development projects to the market at our own pace and capitalize on new business opportunities.

We have several funding programs – committed bank credit facilities as well as market funding programs – which provide good flexibility for temporary fluctuations in liquidity and help to ensure long-term financing.

Our central debt portfolio amounted to SEK 8.8 billion at year-end, consisting of SEK 4.6 billion in Medium-Term Notes (MTN) with an average maturity of 3.4 years and SEK 4.1 billion in bilateral loans with an average maturity of 2.7 years. Unused credit facilities amounted to SEK 9.9 billion. The central loan portfolio, including unused credit facilities, had an average maturity of 3.4 years. At year-end, cash, cash equivalents and committed unused credit facilities amounted to SEK 27.8 billion, which ensures that we have sufficient financial capacity to fulfill our capital commitments. Read more about our funding in Note 6 on pages 134–142.

All external funding is procured by a central support function, Skanska Financial Services (SFS), which is responsible for managing all external debt and for the Group's cash management.

In 2023, we procured revolving credit facilities to a value of SEK 2.8 billion. Maturing long-term bilateral loans in USD and EUR were refinanced and increased by USD 100 M.

Issuance of new green bonds

In 2023, we issued new green bonds worth SEK 4.6 billion. The issue generated substantial interest, attracting bids from around 40 investors. At the issuance on November 15, the bond was divided into three maturities: SEK 750 million in 2 years, SEK 2.4 billion in 3 years and SEK 1.5 billion in 5 years. The bonds are listed on the Nasdaq Sustainable Bond Market.

Green Bond Framework updated to support journey towards net-zero

During 2023, we updated our Green Bond Framework to include criteria from the EU taxonomy for sustainable activities and broaden the scope to include additional activities that are needed in our journey towards our long-term climate targets. The framework is aligned with the 2021 ICMA Green Bond Principles. S&P Global Ratings has provided a second opinion with Medium Green shading. Svenska Handelsbanken acted as adviser in updating the framework. We established our first Green Bond Framework in 2014.

Full details on our Green Bond Framework and the Second Party Opinion can be found here: group.skanska.com/investors/funding/skanska-financial-services-ab/



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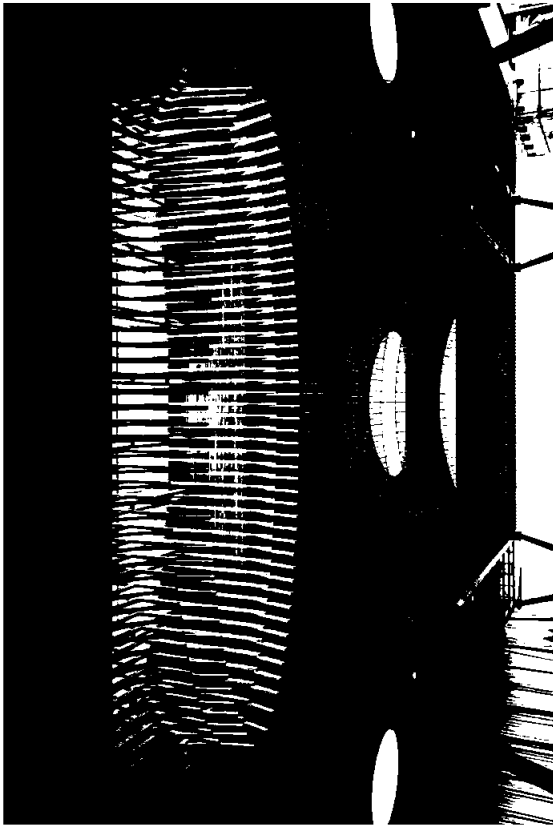
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IN FOCUS Portland International Airport, Oregon, USA

A mass-timber marvel



Airports can be stressful. But travelers passing through the soon-to-be-completed Portland International Airport upgrade in Oregon, USA, can expect a different experience. An extraordinary mass-timber roof produced by a Skanska joint venture delivers a sense of tranquility using locally sourced timber.

Portland International Airport authorities had a challenge. With passenger numbers trending upwards, they needed to create more space within the airport's core for activities such as security, ticketing and retail. However, with millions of passengers passing through annually, disrupting day-to-day operations wasn't an option.

A solution came in the form of an ambitious concept to build a huge 37,000 square meter (almost 400,000 square foot) roof over the existing facilities, doubling floor space while allowing airport activities to continue uninterrupted during construction.

Early on in the timeline, a Skanska joint venture with Portland firm Hoffman was appointed general contractor/construction manager on the project, known as TCORE. Under the project model, we contributed to the discussion around roof materials and how we could carry out the extraordinary logistics operation required. The decision was taken to build the roof structure predominantly from mass timber, a material that would result in lower carbon emissions than steel and pay tribute to the timber industry around Portland.

Extraordinary structure

Under a plan devised by our joint venture, the roof was prefabricated at a site about 1.5 kilometer (one mile) away, on the far side of the runway, and transferred carefully in sections. Some 790,000 meter of timber board (2.6 million feet) was converted to glued, laminated timber products, known as glulam, which were used to create 27 meter-long curved members. These were used to form 18 roof modules, which were successfully installed over the existing airport core. This extraordinary structure is supported by 34 steel columns, with the roof

designed to move in one fixed event of a major seismic event has been delivered without n to airport operation.

A reduction in carbon emissions aspect of the approach. By l steel only to where necessary mass timber as the principal embodied carbon was reduced metric tons compared with a an all-steel structure.

Locally sourced timber

All the timber used was sourced from the home state of Oregon Washington State. A lot of effort ensuring the wood used in the nantly Douglas fir, came from of working (commercial) fore family-owned forests, public and indigenous-owned lands the different sources were kept at the sawmill so that proven tracked.

We also used an innovative f known as mass plywood, on Developed in Oregon, the p from 2 millimeter-thick venee formed into 63 millimeter thi panels that can be cut and s curved surfaces.

Once we completed the final airport's new core won't ju standing timber roof that pr with a sense of calm. 'Biophil features that mimic nature, s groves of trees, and intended the feeling they are walking rather than rushing for a plan

Business streams

PurpleLine Los Angeles USA

Our business streams

Our operations are focused in four business streams: Construction, Residential Development, Commercial Property Development and Investment Properties. Competence and knowledge transfer across business streams and home markets reinforces our competitive advantage and creates synergies for our operations.

Construction



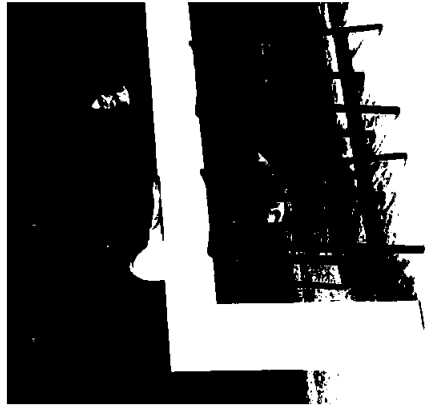
Sustainable buildings and infrastructure.

Residential Development



Attractive homes across our markets.

Commercial Property Development



Healthy spaces that boost business.

Investment Properties



Managing high-quality sustain

Construction

We build sustainable buildings and infrastructure, shaping inclusive, healthy spaces for working, living and connecting. The projects we deliver range from public and commercial premises, housing and offices to infrastructure for travel and transport.



Construction

The Construction business stream had a strong year, with robust operating margin and a solid order intake. Operating margin was 3.5 percent (3.7), in line with our long-term target, with robust performance in the Nordics and strong delivery from our US operations.

Performance 2023

Revenue in the Construction business stream increased by 3 percent and amounted to SEK 160.6 billion (156.0); adjusted for currency effects the revenue was unchanged. Operating income decreased by 2 percent and amounted to SEK 5,632 M (5,770);

adjusted for currency effects, operating income decreased by 5 percent. Order bookings were solid and amounted to SEK 165.8 billion (162.7); adjusted for currency effects, order bookings increased 1 percent, mainly driven by strong order bookings in the USA and Norway. The order backlog remained high with a good book-to-build ratio of 103 percent for the year.

Market outlook 2024

Our market view for the construction business is defined by a strong outlook for the US market and a more cautious assessment of

the European and the Nordic markets. The building segment in Europe and the Nordics is characterized by lower activity than normal and increased competition, while the civil segment is mostly stable. Our US operations are well positioned within segments and sectors that are expected to continue to stay strong. Federal funding programs support important investments in infrastructure, and activity in many sectors of the building market remains strong.

Commercial direction

- Selective bidding, prior to volume
- Grow responsibly
- Seize opportunities in the market to a sustainably built environment
- Increase our strategic focus on digitalization and new technologies to improve productivity
- Sharpen our offering and meet customer needs

Key data

SEK M (unless otherwise stated)	2023	2022	2021	2020	2019
Revenue	160,636	156,004	132,587	140,483	159,579
Operating income	5,632	5,770	5,013	3,528	3,772
Operating margin, %	3.5	3.7	3.8	2.5	2.4
Free working capital, SEK bn	29.1	28.9	29.1	25.7	26.4
Operating cash flow	6,653	4,871	7,022	6,451	4,849
Order bookings, SEK bn	165.8	162.7	153.6	149.8	145.8
Order backlog, SEK bn	229.6	229.8	207.0	178.9	185.4
Number of employees	25,826	26,892	28,557	30,944	33,225

Revenue, total SEK 161 bn



36%

Nordics

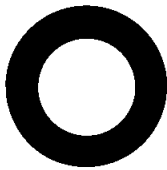


47%

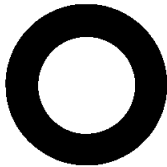
USA

Countries: Sweden, Norway, Finland, Poland, Czechia, Slovakia, Hungary, Romania, UK, USA

Order backlog, total SEK 230 bn



Order backlog, total SEK 230 bn



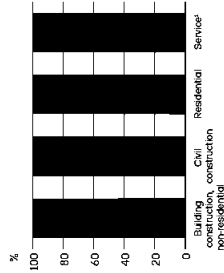
Type of product

- Civil construction, 50%
- Building construction, non-residential, 46%
- Building construction, residential, 3%
- Service¹, 1%

Project size

- SEK > 1,000 M, 74%
- SEK 501 – 1,000 M, 11%
- SEK 0 – 500 M, 15%

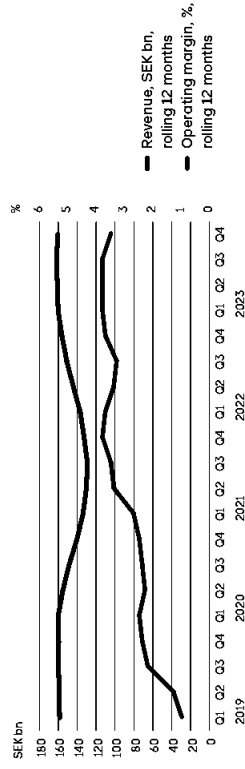
Customer structure



Customer structure

- Public customer
- Private customer

Revenue and operating margin



¹ Facilities management or maintenance contract.

Value creation in Construction

Construction – our largest business stream in terms of revenue and people – builds and renovates buildings, industrial facilities, infrastructure and homes. We hold a balanced portfolio of construction projects with operations in a broad array of segments, sectors and geographies. We have a diverse customer base with both public and private customers.

In keeping with our business model, Construction also takes on contracting assignments for our own Project Development operations – a collaboration that generates synergies, and drives innovative solutions and product development within the Group.

Selective bidding, a clear focus on commercial management and cost efficiency are the main drivers for maintaining solid profitability.

We aim to further improve operational and resource efficiencies, safety and the sustainable solutions in our customer offering. To do this, we share knowledge and expertise, develop innovative solutions and explore the benefits of digitalization.

Products and services:

- Social infrastructure such as schools, hospitals, healthcare and life science
- Mass transit such as rail, subways and airports
- Infrastructure such as highways, bridges and tunnels
- Offices
- Homes

Market drivers:

- GDP growth
- Public investments in infrastructure
- Urbanization

Industry/market trends:

- Focus on climate and safety environment, and increased of the need to build with resilience impact
- Digitalization and technology to improve productivity and efficiency
- Increased industrialization

Market characteristics/conditions

Nordics: Consolidated market with a large number of large domestic players

Europe: Highly fragmented market with competition from domestic players

USA: Very fragmented market with local and national competitors

IN FOCUS L300: Lynnwood Link Extension, Seattle, USA

A smoother journey for commuters – and fish

Nobody likes sitting in traffic jams. In Seattle, Washington State in the USA, we're helping to deliver a light rail extension that will take cars off the road with benefits for both commuters and the environment.

When residents of urban centers on Seattle's northern fringe need to travel downtown, the trip typically involves a car journey on congested highways. Growing populations and limited public transport options mean that going to work, school, a ball game, or even the supermarket in Seattle can be a frustrating hour-long crawl in traffic.

That's all about to change when a new light rail extension, completed in part by Skanska, opens in 2024. Linking to the city's existing light rail network at the Northgate Transit Center, the project promises to deliver passengers from Lynnwood in the north to Westlake in Seattle's downtown in around 28 minutes.

We are responsible for a section of the project delivering 6 kilometers (3.8 miles) of light rail guideway that will link the cities of Shoreline, Mountlake Terrace and Lynnwood to the north

of Seattle. The project, for customer Sound Transit, is known as the L300: Lynnwood Link Extension and is being delivered jointly by Skanska USA Civil and Skanska USA Building under a general contractor/construction manager model. Although we are not responsible for the overall design, the model empowered us to participate as an adviser from early in the design process.

Navigating challenges

In addition to constructing 3.7 kilometers of elevated guideway and 2.3 kilometers at ground level, we built two elevated stations and a five-story parking garage at the Lynnwood Transit Center.

Work on the L300 project commenced in 2019 and substantial completion was achieved in late 2023. The project is remarkable for the logistical challenges solved,



the close collaboration with the customer and the focus on the environment. One of the biggest logistical challenges was constructing a section of the guideway over the extremely busy Interstate 5 highway running north from Seattle.

Through careful pre-planning and engineering, we were able to erect the required supporting framework over two weekend closures. Once work was completed, the framework was removed over the same period – far less time than had been allocated by the customer.

Working closely with the customer also led to many positive environmental outcomes for biodiversity. Washington State is known for its fishing and streams, but development of the road network over the years had led to many fish habitats being choked off.

Part of our remit was to rehabilitate open waterways, and enlarging under the rails the shallow salmon stream.

Smaller footprint

Additionally, the customer's originally proposed using a timber embankment to construct the way through the sensitive Mt. Rainier wetland. Looking to reduce its impact, we devised a soldier pile method. The work to be carried out efficiently in smaller environmental footprint.

The L300: Lynnwood Link Extension is a state-of-the-art public transport project for the greater Puget Sound region. It is a collaborative construction solution that was done safely, on-time and with

Residential Development

We develop and build attractive, inclusive and energy-efficient homes, with a focus on shaping homes and urban neighborhoods where people can meet and connect.



Residential Development

Weaker property markets have impacted performance for the year, with lower-than-normal sales volumes in all markets except in Central Europe.

Performance 2023

Revenue amounted to SEK 5,013 M (8,751).

Homebuyers remain hesitant following interest rate rises and overall macroeconomic uncertainty. Our Central European operations were stable and delivered healthy results for the year, while our other operations adapt to lower volumes. Operating income amounted to SEK -1,262 M (891). Property asset and goodwill impairment charges totaling SEK -1.1 billion negatively impacted the result.

to higher costs of living following increased interest rates and inflation. Interest-rate cuts over the coming 12 months could however stimulate the market. For Central Europe, the market is expected to remain stable with solid activity among homebuyers.

Commercial direction

- Focus on sales
- Reduce sales and admin costs to adapt to market
- Selected project starts locations
- High focus on capital employed
- Look for cost reduction with Construction business
- Further develop concept energy efficient and sustainable residential projects

Market outlook 2024

Activity in the Nordic housing market has been low in 2023. We expect market activity to remain subdued as homebuyers adapt

Key data¹

SEK M (unless otherwise stated)	2023	2022	2021	2020	2019
Revenue	5,013	8,751	13,351	13,070	12,483
Operating income	-1,262	891	1,866	1,543	1,195
Operating margin, %	-25.2	10.2	14.0	11.8	9.6
Investments	-9,038	-10,615	-10,296	-10,420	-9,437
Divestments	11,442	9,349	10,023	11,710	11,793
Operating cash flow from business operations ²	1,296	-1,540	1,198	164	2,707
Capital employed, average, SEK bn	14.4	16.3	13.0	13.6	13.0
Return on capital employed ³ , %	-70	6.8	14.2	12.8	9.8
Homes started	868	2,805	4,047	2,977	2,992
Homes sold	1,136	2,052	3,750	3,316	3,436
Number of employees	524	565	564	571	548

1. Starting 2023, all residential rental projects are reported in the Commercial Property Development stream.

Comparable figures for 2021–2022 have been restated to reflect this reallocation.

2. Before taxes, financing activities and dividends.

3. A definition is provided in Note 43.

Revenue, total SEK 5 bn



65%

Nordics

35%

Europe

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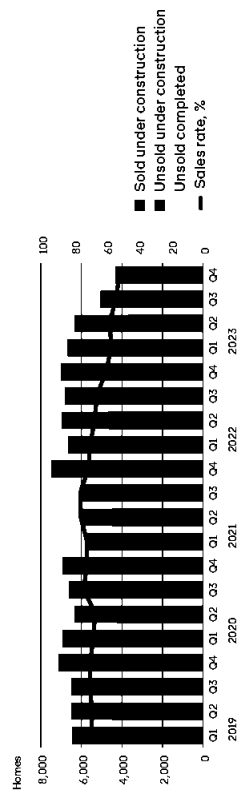
Remuneration report

Risk and opportunity management

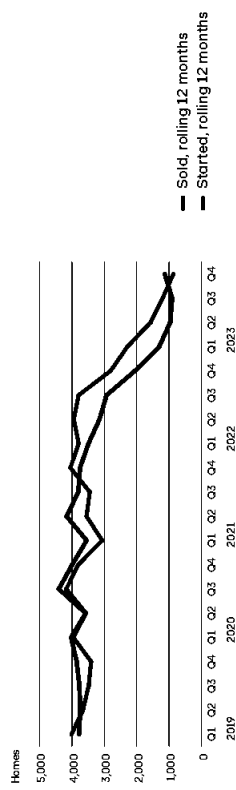
Financial information

Residential Development

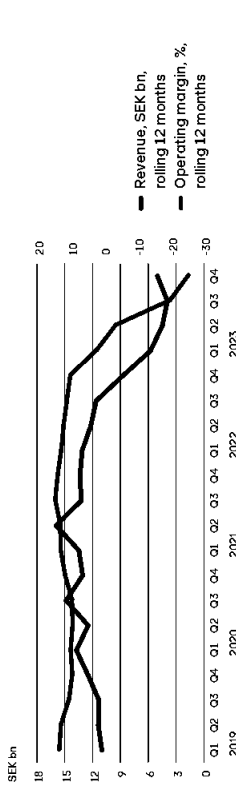
Homes under construction and unsold completed



Homes sold and started



Revenue and operating margin



Value creation in Residential Development

Our Residential Development business buys land, takes it through design and zoning, and develops and builds attractive and energy-efficient homes. We create homes and residential neighborhoods that promote well-being and strong communities. Our business units within Residential Development are responsible for planning and selling the homes, while the construction assignments are performed by our Construction business units in each respective market.

We operate in the Nordic countries Sweden, Finland and Norway. In Europe we have operations in Poland and Czechia. We also have a small start-up business in the UK for the Boklok concept. Boklok, a residential housing concept jointly owned by Skanska and IKEA, builds single and multifamily homes with attractive design, function and quality for a broad customer base.

Products and services:

- Multifamily and single homes, either owner-occupied or for housing associations

Market drivers:

- Household finances and consumer confidence
- Urbanization and shortage of housing
- Demand for affordable housing
- Increased interest in energy-smart and sustainable buildings
- Demand for prime locations and product offerings

Industry/market trends:

- Increased interest in energy sustainability, and timber
- Digital and technology development improve efficiency in construction operation

Market characteristics/conditions:

Nordics: Market characterized by national and local players, with competition

UK: Market characterized by players. Limited use of modular construction

Central Europe: Fragmented market with many domestic players. In Poland, fierce competition. In Czechia, market characterized by several local players

IN FOCUS Powerhouse Lade, Trondheim, Norway

Turning homes into Powerhouses

Just 300 kilometers south of the Arctic Circle, Trondheim in Norway is at the forefront of an energy revolution. With Powerhouse Lade, we are expanding the successful Powerhouse concept into energy-positive homes.

Phase 1 of the development features 97 energy-positive apartments, which will produce more energy than they consume over their expected lifetime of 60 years. "Applying a carbon budget during construction keeps their carbon footprints to a minimum," says Kim Bundgård, Residential Project Manager with Skanska Norway.

Powerhouse began in 2011 as a collaboration between five companies including Skanska. The four Powerhouse buildings produced since then have been commercial, and include the landmark Powerhouse Brattørkaia in Trondheim. By the end of 2023, 82 percent of the apartments at Powerhouse Lade were sold, ahead of completion in spring 2024.

Careful selection of materials

The carbon budget includes emissions from materials, construction, the complex's operating life, and eventual demolition and disposal. Emissions are tied closely to energy consumption, and the project uses innovative features and approaches to reduce both.

To cut carbon in construction, less steel has been used, and roof and wall insulation has been selected to minimize the carbon footprint. Low-carbon concrete has been used throughout, including one type with emissions 60 percent lower than the Norwegian industry reference standard. Overall, the target is a 65 percent reduction in carbon emissions compared with the reference standard.

On the energy side, the complex has been designed both to generate electricity and to be as energy-efficient as possible. It uses heat pumps and energy sources including thermal wells, which extract natural thermal energy from the ground, and both solar and solar-hybrid panels. As well as generating electricity, solar-hybrid panels also warm water for use in the heating system.

The cool climate in Trondheim actually improves the utilization of solar energy, with lower temperatures increasing thermal efficiency. Most of the year, the solar panels generate electricity, with the surplus sold back to the

grid. The complex is forecast to generate an excess of 5-6 kWh per square meter over a year, improving predictability in energy costs.

Optimizing every part of the system

In winter, heat is fed from the thermal wells to the heat pumps. LowEx, an innovative system stemming from Skanska-led research, provides a high-efficiency thermal energy supply. It does this by optimizing every part of the

system, from the thermal wells to underfloor heating, to provide the necessary warmth using water at as low a temperature as possible. Wood flooring with lower-than-normal thermal resistance is glued to the concrete below, to allow heat to radiate more easily.

Other features encourage energy saving: an app shows residents how much they are

using, while a switch near the entrance turns off all lighting and sets the temperature to minimum. A monitor at the entrance displays per capita energy consumption levels.

Why has it taken so long to develop energy-positive houses, when the official target is to have a success for years? Because predicting how people use energy is often they open the fridge, when they want in the shower, when they turn off the lights. By encouraging residents to use their energy of energy, and with their energy design and features, these homes set a new standard in development, and are guiding net-zero living.

Commercial Property Development

We shape sustainable and energy-efficient places that create a positive impact for people and society, where people can live, work and connect.

Commercial Property Development

In 2023, fewer properties were divested compared to previous years following weak markets. Leasing strengthened, which is important to prepare properties for divestment once the market activity comes back.

Performance 2023

Divestments worth SEK 4.5 billion (13.6) were made in 2023, of which SEK 1.5 billion were to our own investment Properties business stream. Revenue amounted to SEK 5,331 M (14,276). Operating income amounted to SEK -1,365 M (3,023), including gains from property divestments totaling SEK 1,014 M (3,839). Operating income includes property

Market outlook 2024

The real estate investor market has been hesitant. Activity is expected to remain lower than historic averages as the market adapts to a higher interest rate environment. During 2023, leasing market activity has increased in Central Europe, where a gap in supply for new-built offices in attractive locations has started to emerge. The Nordic market is stable while the US continues to observe a lower return-to-office rate. Flight to quality is a clear trend supporting demand for new-built offices. Tenants are focusing on flexible, sustainable premises with attractive amenities and in good locations that help attract and retain employees.

Commercial direction

- Focus on leasing
- Capital efficiency and divestment strategy
- Selective project starts
- Develop future pipeline
- Increased diversification types
- Strong customer offering
- Sustainability and innovation
- Capture synergies with Properties

Key data¹

SEK M (unless otherwise stated)	2023	2022	2021	2020	2019
Revenue	5,331	14,276	12,128	14,983	17,850
Operating income of which, gains from divestments of properties ²	-1,365	3,023	3,378	3,897	3,287
2 Additional gains included in Eliminations were	1,014	3,839	4,079	4,750	4,275
	108	112	239	359	240
Investments	-10,668	-12,294	-8,536	-9,777	-12,946
Divestments	7,999	14,389	10,704	16,988	13,713
Operating cash flow from business operations ³	-3,705	1,267	1,688	5,281	1,063
Capital employed, SEK bn	40.8	38.5	34.1	30.9	34.5
Return on capital employed, % ⁴	-2.6	8.7	10.8	11.9	10.5
Number of employees	428	437	449	445	427

¹ Starting 2023, all residential rental projects are reported in the Commercial Property Development stream. Comparable figures for 2021–2022 have been restated to reflect this reallocation.

³ Before taxes, financial activities and dividends.

⁴ A definition is provided in Note 43.



55%

Nordics



18%

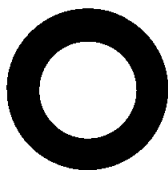
USA

Countries: Sweden, Norway, Finland, Denmark, Poland, Czechia, Hungary, Romania, USA

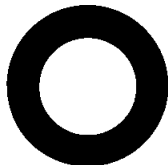
Revenue, total SEK 5.3 bn

Commercial Property Development

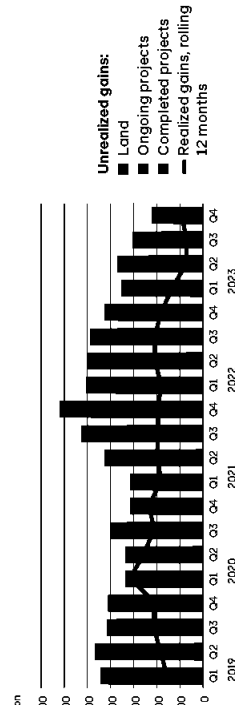
Capital employed, total SEK 41 bn



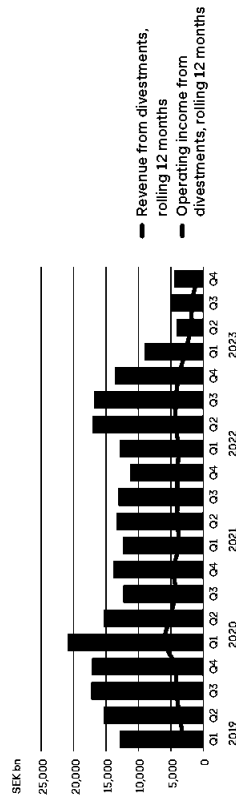
Leasing, total 213,000 sq m



Unrealized and realized gains



Revenue and earnings from property divestments



Value creation in Commercial Property Development

Commercial Property Development initiates, develops, leases and divests commercial and residential rental properties built by our Construction business stream. We focus on sustainable, modern premises where people can work and connect.

Market drivers:

- Economic growth
- Urbanization
- Increased demand for attractive workplaces in core locations
- Sustainability

Industry/market trends:

- Flight to quality – increased demand for modern, sustainable and flexible premises with a focus on wellness and productivity
- Continued polarization between attractive offices and less attractive offices and less demand for both on leasing and investing
- Tenants demand increased product and leasing terms

Our capacity to invest in new land is key. Our local footprint allows us to identify areas with strong development potential. We develop dynamic neighborhoods by investing in and developing mixed areas with both workspaces and high-quality residential properties.

Our portfolio consist of offices, residential rentals, logistics and life-science. We are gradually increasing the diversification of our portfolio by increasing the share of residential rental properties in the USA and Denmark and life-science properties in the USA.

Products and services:

- Offices
- Residential rental
- Life science in the USA
- Logistics and other commercial ware-houses in Sweden

Arbetskap

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IN FOCUS H2Offices, Budapest, Hungary

Business hub more than an office

Modern offices need to be more than just a place to work. They need to be attractive meeting places that consider both the well-being of occupants and the impact they have on the environment. In Hungary, our H2Offices development has found commercial success by doing just that.

When we acquired the site for a major office development in Budapest, we became only the second owners of the land in recorded history. The location in the popular Váci Corridor had been owned by the Budapest Water Authority since the 1700s, first as a workshop and a pumping station and then later as its headquarters.

It seemed only fitting then that our new development – which will feature 5,000 square meters of gardens with ponds and water features – should have a name referencing water. The name H2Offices was chosen.

Phase 1 divested

The H2Offices complex is being delivered across three phases and will provide 67,000 square meters of space over three buildings. Construction on Phase 1 of the project was commenced in 2020 and the building opened for tenants in February 2023. It provides nearly 26,000 square meters (280,000 square feet) of space over eight above-ground floors and three underground parking levels.

In September 2023, we divested Phase 1 to ERSTE Open-Ended Real Estate Investment Fund for SEK 1.2 billion, exceeding market expectations. Just after divestment, the building boasted an occupancy rate of 81 percent.

Both Phase 1 and the overall development are remarkable for their emphasis on the tenant experience, environmental credentials and high-quality materials and execution.

A sophisticated energy management system helps minimize energy and helps ensure fresh air is supplied on demand by CO₂ sensors that ensure only where it's needed. A smart system minimizes the unnecessary use of energy.

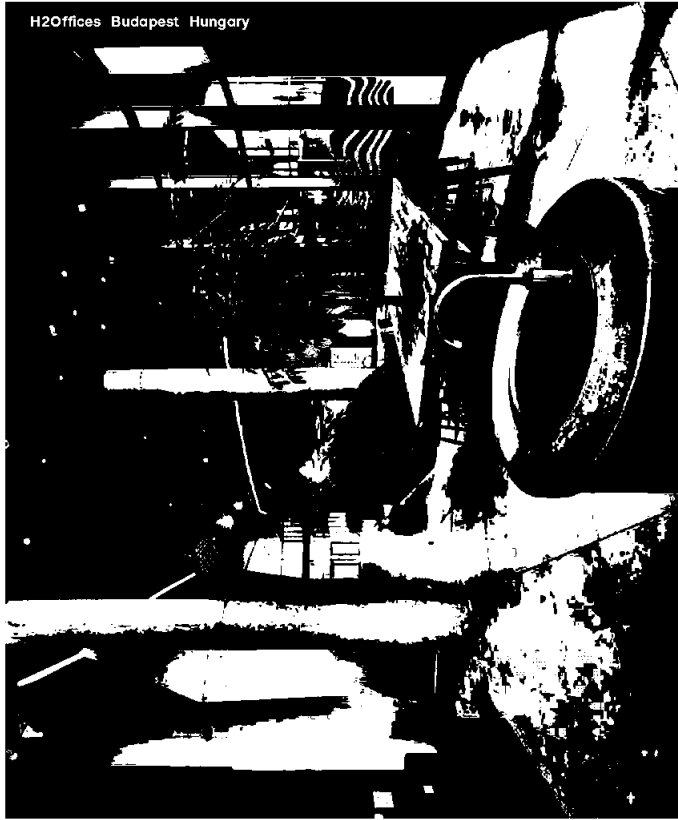
We put a lot of thought into ensuring that tenants not just while at work but commuting to the office and in the building lobby and is located away from the subway station as bike storage, lockers and sustainable commuting, and available for electric cars and bicycles.

The rooftop terrace provides a track surrounded by greenery and overlooking the city across Budapest.

Aligned with EU taxonomy

Phase 1 is aligned with the EU Taxonomy for Sustainable Activities and received LEED Platinum v4 certification, with the high WELL Health-Safety certification and WELL Accredited by You Green.

The project was awarded Green Star by the Green Building Council of Hungary and also won Most Sustainable Building at the International Federation FIABCI Awards for 2023.



Investment Properties

We are building up and actively managing a portfolio of high-quality Swedish office properties with high environmental standards in attractive locations.



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Investment Properties

Investment Properties acquired two office properties with a value totaling SEK 1.6 billion during the year. Sthlm04 in Stockholm and Hyllie Terrass in Malmö. The properties are, on average, leased to 87 percent and have achieved LEED Platinum, the highest level of the LEED sustainability certification.

Performance 2023

Revenue amounted to SEK 186 M (40). Operating income amounted to SEK -62 M (140), impacted by changes in fair market values of

SEK -190 M due to weaker property markets. Average valuation yield in the portfolio at year-end was 4.5 percent. At the end of the year, the portfolio held five high-quality office properties with a property value totaling SEK 5.1 billion. Net leasing was SEK 16 M. The economic occupancy rate in the portfolio remained high at 91 percent.

Market outlook 2024

For the Swedish office market, occupier demand remains polarized. We observe

stronger demand for top-quality space in buildings with high sustainability standards compared to older stock. Tenants are prioritizing attractive locations, flexibility and move-in-ready offices. The leasing market remains competitive, but rents in Sweden's three largest cities are expected to remain mostly stable.

Commercial direction

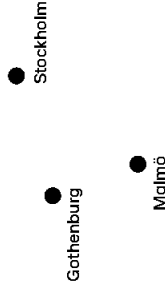
- Continue to grow the portfolio targeting a total value of SEK 12–18 billion
- Active asset management
- Future value generation
- Sustainability and innovation in focus
- Capture synergies with Property Development

Key data¹

SEK M (unless otherwise stated)	2023	2022 ¹
Revenue	186	40
Operating net	137	30
Operating income	-62	140
Investments	-1,575	-3,668
Divestments	0	0
Capital employed, average, SEK bn	5,076	3,733
Property value	5,141	3,758
Return on capital employed, % ²	-1.6	13.6
Net leasing	16	0
Economic occupancy rate, % ²	91	86
Surplus ratio, % ²	74	75

1. Investment Properties business stream was launched in 2022.

2. A definition is provided in Note 43.



Properties	Leasable area, sq m	Annual rental value SEK M	Economic occupancy rate, %	Property value SEK M
Malmö	38,543	134	92	2,095
Stockholm	42,962	187	91	3,046
Total	81,505	321	91	5,141

Read more about Investment Properties in Note 40.

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Value creation in Investment Properties

We launched the Investment Properties business stream in 2022 with the aim of providing stable cash flows and creating value through long-term asset management of Skanska-developed office properties.

Some of the properties developed by Commercial Property Development will be divested to Investment Properties. Internal transfer is determined on a property by property basis when the project is ready for divestment from Commercial Property Development. Internal transfer requires that the property fulfills a set number of criteria. Investment Properties will seek to acquire multi-tenant office projects that are at least 80 percent leased, in attractive locations and with the highest levels of sustainability certification. Our aim is to establish and own a portfolio of quality assets in prime locations in Stockholm, Gothenburg and Malmö, creating an additional source of stable cash flow from rental income and value increase over time. Managing a top-quality portfolio allows us to test innovations that will strengthen our competitiveness as a Group.

With Investment Properties, the Group plays a more active role in the whole value chain, and will be a long-term partner for local municipalities through our solid commitment

to the areas we build. This is in line with our dialogs with key stakeholders, municipalities and other public entities to explore new areas of land and project development.

As a real estate investor, we focus on long-term value creation and attractiveness as a brand.

Market drivers:

- Economic growth
- Urbanization
- Increased demand for attractive workplaces in core locations
- Sustainability

Industry/market trends:

- Increased interest in modern and flexible premises with focus on well-being and employee experience
- Continued polarization between attractive offices and less attractive offices, and less focus on leasing and investment
- Tenants demand increased product and leasing terms

Market characteristics/conditions:

Competition is mostly local.

IN FOCUS

Hyllie Terrass, Malmö, Sweden

Combining forces to cut climate impact

To deliver our industry-leading office building Hyllie Terrass in Sweden, we sought out individuals and businesses who shared our vision for creating more sustainable and livable commercial spaces.

How do you create one of the most sustainable office buildings in Sweden? For the Skanska team behind the Hyllie Terrass development in Malmö, a key part of the process was analyzing the materials needed for construction – and pinpointing the contributors to embodied carbon. They then sourced cost-effective, low-carbon alternatives.

The approach has paid off. The EU taxonomy-aligned development is aiming for LEED Platinum certification and has received pre-certification – and is aiming for full certification – under the Sweden Green Building Council's pioneering NollCO2 scheme. NollCO2 certification requires that the climate impact of a building's entire life cycle be accounted for and balanced with production of renewable energy over the building's lifetime.

Opened in 2023, Hyllie Terrass features 14,000 square meters (150,000 square feet) of leasable space over 12 floors. The upper levels gradually step back to create a series of

attractive green terraces facing south, where tenants can relax and enjoy the view.

A standout feature of the building is the way it manages heavy rainfall. Rather than going directly to the local wastewater system, rainwater is channeled down from one terrace to the next in a series of hidden waterfalls. On the way down, it passes through biochar and vegetation, which cleanses it, before finally entering the waste system on the lowest terrace. This reduces peak flows to the wastewater system, removes impurities and provides an attractive feature for tenants and biodiversity.

Collaboration at every level
By the end of 2023, the development was 85-percent leased, with tenants including the local Skanska office.

Collaboration played a critical role in Hyllie Terrass achieving its aims. To improve energy efficiency, a key to lowering climate impact, our team worked with energy company E.ON



to source 100-percent renewable energy for the building. This is supplemented by rooftop solar panels and a storage battery.

The overall design for the building was provided by Danish architecture firm Cobe, which shares our vision for developing spaces that improve lives and reduce climate impact.

After scoping out many concrete-sourcing options, we worked closely with concrete provider UPB to help them fabricate low-carbon precast concrete façade elements for the project. The foundations were created using Skanska-produced low-carbon concrete. And by replacing a high-carbon coloring agent with micro silica, we were able to significantly reduce embodied carbon in the façade.

Total carbon savings were another metric tons, compared with the many emissions-reducing

We also collaborated with Skanska firm Swedese and interior design firm Hederström to make use of sustainable materials to produce furniture for the lobby. Waste from Swedish manufacturing business was with elements such as discarded wooden covering and beams including sofas, tables and a

In November, Hyllie Terrass was Skanska Investment Property's party in our growing portfolio of office properties in Sweden.

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Annual and Sustainability Report 2023

Sustainability report

Årsregnskap regnskapsår

67

H2Offices Budapest Hungary

Sustainability highlights

-60%

Reduction of carbon emissions from our own operations (scope 1 and 2) since 2015.

Our climate target is approved as a science-based target on the 1.5°C trajectory.

New green bond framework

We launched a new green bond framework and issued green bonds of SEK 4.6 billion to finance the development of sustainable commercial real estate projects and other investments for climate transition.

Climate targets in incentive program

Starting 2023, a carbon emission reduction target is included in our long-term incentive program, Skanska Employee Ownership Program (Seop 6). For the top 400 leaders, up to 15 percent of performance shares in the Seop 6 program is linked to our climate target and a 7 percent annual carbon emission reduction in scope 1 and 2.



31%

Share of total revenue from road, rail and water infrastructure projects.

10%

Share of total revenue from renovation of existing buildings.

Skanska recognized as a climate leader

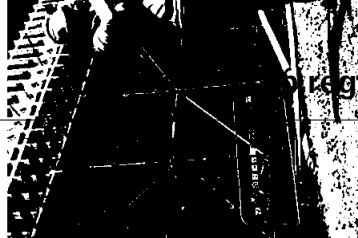
We are listed on the FTSE4Good Sustainability Index and recognized by Financial Times as a "Climate Leader in Europe" for the second consecutive year in a row.

We are also recognised in CDP A-list for our leadership in transparent climate reporting.



7,600

Executive Safety Site Visits performed by senior management



25%

Women in senior positions, below the President

Increasing the number of women in senior positions and throughout our organization long-term commitment.

Our sustainable impact areas

Together with our partners, we are building for a better society, creating innovative and sustainable solutions that support living beyond our lifetime. Sustainability is an enabler for our business strategy, a key component for success for us and our customers. Our sustainability strategy focuses on the areas of Responsibility, Climate and Resilience, where we know we can have the greatest impact.

Addressing climate change involves scaling innovative solutions in areas such as energy, increased efficiency and materials. We apply climate-based scenario analysis to identify and address climate-related risks and opportunities. Scenario analysis also serves as a cornerstone of our approach to innovation by helping to identify needs and business opportunities. The analysis shows several areas to mitigate climate change where we have a potential for business:

- Clean energy and efficiency
- Public transport infrastructure
- Retrofitting and decarbonized buildings
- Decarbonized materials
- Resilient solutions

Creating transformative and innovative climate solutions within these areas drives our business forward by enabling our customers to succeed in fulfilling their sustainability goals.



Responsibility

A responsible business for people and planet

Health and safety
Fair and ethical
Sustainable supply chain
Environment
Diversity



Resilience

Healthy, resilient places for all

Healthy and climate-resilient urban spaces
Long-term community needs
Partnering

A responsible business for people and planet

As a responsible business, we have a comprehensive approach to health and safety that protects lives and well-being. We are committed to acting fairly and ethically, exercising integrity in all decisions, and being a trusted business partner. We operate with care for local environments and communities, and work for a sustainable supply chain. And we achieve our full potential by embracing diversity and creating inclusive environments.

We are also guided by the UN Sustainable Development Goals and Global Compact principles. We continuously follow up and drive improvements, and disclose our sustainability performance.

Transformative climate solutions

As we create and implement transformative climate solutions, we drive our business forward and empower our customers to succeed in meeting their sustainability goals. We do this using solutions that are low in carbon, circular, smart and sustainable. Achieving this involves knowledge, insights and learning. We partner to share knowledge and to develop and innovate transformative solutions.

Our goal is to transition to low-carbon construction across our projects and ultimately meet our target of net-zero carbon emissions by 2045. Scaling these solutions will be critical for an industry transformation that will lead to net-zero living.

Healthy resilient places for all

Many of today's buildings are not designed for the challenges of modern society, such as extreme pollution, water scarcity and requirements. They also may for changes in social patterns, urban population density and working and living habits.

We shape healthy, inclusive places by forming partnerships to cultivate social value through long-term needs. Through our use of internal and external knowledge and by transferring knowledge and to create real advantages for customers and society.

Focus on most material topics

To ensure that we focus our sustainability efforts where they are most relevant, we regularly conduct materiality assessments as well as continuous dialog with stakeholders across our value chain.

The most material topics have been identified by experts from outside and within the company, including our Group Leadership Team. The topics have been grouped to align with our sustainable impact areas. The assessment has followed the process outlined by GRI Standards 2021 by examining severity of the impact considering scale, scope and remediability.

The assessment has also included potential for positive impacts. By developing new solutions and sharing knowledge about design and construction, we can contribute to new solutions for reduced emissions as well as improved safety and well-being.

Our risk assessment on pages 99–105 and disclosure according to the Task force on Climate-related Financial Disclosures (TCFD) on pages 76–77 assess sustainability-related risks and their financial impact for the organization.

Our material topics

Responsibility

- Occupational health and safety
- Anti-corruption and ethical business
- Human rights in the supply chain
- Diversity, equality and inclusion

Climate

- Climate change: carbon emissions
- Energy
- Circularity, including materials, resources and waste

Resilience

- Resilience
- Water
- Biodiversity and ecosystems
- Public health and safety

Sustainability in our business streams



Construction

We see opportunities for helping our customers with low-carbon solutions and energy efficient buildings across our markets.



Residential Development

Attractive homes with an increased emphasis on providing energy efficient, high-quality homes.



Commercial Property Development

Implementing innovative solutions throughout the building life cycle, such as the development of highly energy efficient buildings using digital solutions to control energy usage and indoor climate. We continue to shape places in attractive locations.



Investment Properties

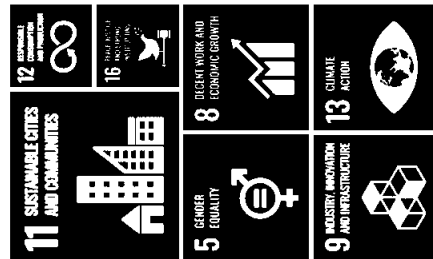
Our ambition is to build and manage a property portfolio of high-quality assets, with high environmental standards. These properties give us as a company new solutions.

Our global commitments

We have been a signatory to the United Nations Global Compact since 2001 and continue to support its 10 principles, relating to human rights, labor, the environment and anti-corruption. This sustainability report is the basis for our Communication on Progress (COP) for 2023.

We actively support the United Nations Sustainable Development Goals (SDGs). We have listed subtargets for seven relevant SDGs that our business contributes to. Goal 11: Sustainable cities and communities is where we can have the most impact. Our performance related to the Sustainable Development Goals is referenced in the GRI and SASB index on pages 215–218.

We support the rights of all people as described in the Universal Declaration of Human Rights adopted by the United Nations and in the conventions of the International Labor Organization. We also follow the guiding policies of Transparency International and apply the precautionary principle. We are in the process of developing our supply chain due-diligence processes in line with the OECD Due Diligence Guidance for Responsible Business Conduct.



Our identified subtopics

- | | | |
|------|--|--|
| 16.1 | End discrimination against women and girls | |
| 16.5 | Ensure full participation in leadership and decision-making | |
| 16.4 | Improve resource efficiency in consumption and production | |
| 16.7 | End modern slavery, trafficking and child labor | |
| 16.8 | Protect labor rights and promote safe working environments | |
| 17.1 | Develop sustainable, resilient and inclusive infrastructures | |
| 17.4 | Upgrade all industries and in infrastructures for sustainability | |
| 11.1 | Safe and affordable housing | |
| 11.2 | Affordable and sustainable transport systems | |
| 11.3 | Inclusive and sustainable urbanization | |
| 11.6 | Reduce the environmental impact of cities | |
| 11.7 | Provide safe and inclusive green and public spaces | |
| 12.2 | Sustainable management and use of natural resources | |
| 12.3 | Responsible management of chemicals and waste | |
| 12.5 | Substantially reduce waste generation | |
| 13.1 | Strengthen resilience and adaptive capacity to climate-related disasters | |
| 16.5 | Substantially reduce corruption and bribery | |

We cooperate across industries in international organizations to influence policy and practice for the transition to a net-zero future.



As a member of the
Expert Advisory Group
within the Science

Based Targets initiative, we support the SBTi in developing a pathway to net-zero for buildings. We have influence through our expertise on the industry as well as the knowledge gained in the process of developing our own approved science-based target.

corporations and the government in the USA, the UK, Finland, Germany and Japan. It is an arena for public-private partnership, innovation and new technology for a successful industry transition.

ESSENTIAL ROADMAP

We are part of the United Nations
Exponential Roadmap Initiative
a range of corporations leading
with the Paris Agreement's 1.5°C

CEO Alliance

To contribute to the climate through innovation and business, Group President and CEO Arnim joined the **CEO Alliance for European Reform and Resilience** in 2020, a sector "action tank" that gathers European companies to provide climate solutions.



ICC
SWEDEN
N. 1987/2006
C. 1987/2006

We work actively
to ICC guideline
policy such as anti-corruption
responsible marketing.



23 We are founded in
Transparency with
Embodied Carbon
calculator (EC3)



Leadit
We are part of the
Leadership Group for Indu-
stry Transition (**LeadIT**) to
net-zero emissions together with leading

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IN FOCUS Norton Folgate, London, UK

Innovating to retain a slice of London's rich history

The Norton Folgate project near London's Liverpool Street transport hub challenged our team on multiple fronts: large sections of historic buildings had to be preserved and redeveloped alongside the construction of new buildings targeting the highest sustainability credentials.

"From a construction perspective, the project has everything," says James Crosby, Senior Design Manager at Skanska. "It is a collection of six or arguably twelve different buildings that are stitched together to create a homogeneous campus feel, while using interesting techniques and materials, particularly the prefabricated parts of the façade as well as framing."

When finished, the development will provide 32,500 square meters (350,000 square feet) of commercial, retail and public space in a unique mixture of new and old buildings, some dating back to the late 1800s.

Logistics had to be planned carefully on a tight site in one of the busiest parts of the UK capital. The team used innovative methods

and materials to maximize the space inside the buildings, speed up delivery and minimize disruption, all while improving health and safety relative to more traditional methods of construction.

Prefabrication cuts time and risk

The team used seven different Modern Methods of Construction (MMC, a collective name for modular off-site and on-site manufacturing of construction components) to achieve better results. By fabricating brick-faced precast concrete cladding panels in a factory environment, they could cut installation time by 50 percent, shaving 12 weeks off the build schedule.

The installation of the panels also required 75 percent less labor when compared to

traditional hand-laid brickwork, equivalent to 40,000 working hours. Meanwhile, work at height was reduced from 50 meters (164 feet) on site to a maximum of 3 meters (just under 10 feet) in factory conditions.

Another method included using ultra-high-performance fiber-reinforced concrete instead of traditional concrete, which meant the cladding panels were thinner, increasing the internal floor space by 40 square meters.

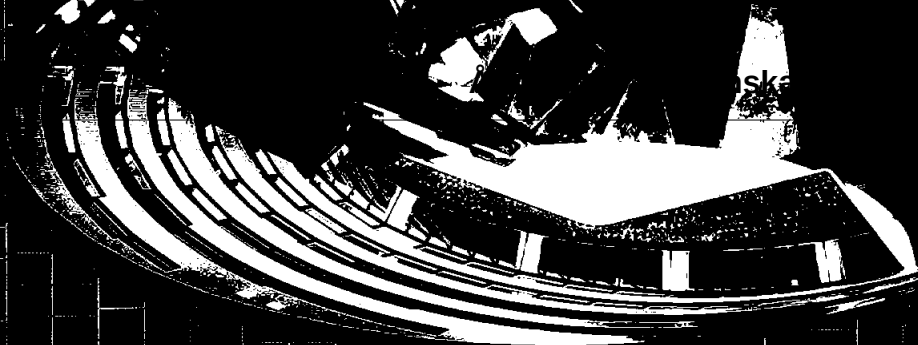
Preserving parts of the old structures presented some of the biggest challenges. The old chimneys of the washhouse on Norton Folgate were propped on temporary supports while the structure below was demolished, before the permanent structure was carefully constructed underneath.

"A lot of time and work went into keeping these chimneys in place, but the result is just phenomenal," James says. "As a principle we always want to keep as much as possible, to avoid carbon emissions from new materials, and improve existing elements to perform to modern standards. The alternative is whole-sale demolition and rebuild, which wouldn't be the best option for the environment, and we'd lose so much of our rich culture."

As many as 600 people might be working on the site at any given moment, with as many again working off-site. We and the developer British Land together introduced a project charter to maximize the development's positive impact on the community as well as lifting workforce morale. It included awards for team members who went "above and beyond" and carrying out community work with local charities, schools and businesses. The charter

also included objectives to boost mental health and the project's success of that was driven by communication had to be perfect — it became a project mantra — the tricky conversations opened before agreeing how to work concludes. "The process aligns with our values, and the commitment will be a testament to what partnerships can achieve."





Powerhouse Brattørkaldia Trondheim, Norway

Charting a path to net-zero

We share insights and take part in cross-industry collaborations to develop solutions that reduce the climate impact of the built environment. By encouraging sustainable public procurement and financial models, transparency around climate emissions, as well as the use of digital tools, we drive actions to reduce carbon emissions.

Halve carbon emissions in a decade

The built environment accounts for about 40 percent of global energy-related carbon emissions according to the International Energy Agency (IEA).

We already see the consequences of

climate change around the world, including in our markets. As a project development and construction company, we have the responsibility to reduce emissions from our operations and in the value chain. We aim to develop low-carbon, energy- and resource-efficient solutions for our customers, and use our expertise to build resilience into the built environment.

Our Group climate target is to achieve net-zero emissions by 2045 both in our own operations (scope 1 and 2) and across the

value chain (scope 3). For our own operations (scope 1 and 2) the interim reduction target is 70 percent by 2030, from the base year of 2015. The interim climate target for our project development streams (Residential Development and Commercial Property Development) is to halve emissions in the value chain by 2030 from the base year 2020.

Transition requires investment

Transitioning towards a low-carbon economy requires investment and financial planning. This includes a need to develop and scale new solutions, and to acquire and enhance competence and investments in technology.

In 2023, we launched a new green bond framework and issued bonds with a total value of around SEK 4.8 billion. The successful issuance of Green Bonds was facilitated by our portfolio of highly sustainable buildings and many initiatives to reduce carbon emissions across the value chain.

The net proceeds from the green bonds are used to finance or refinance capital expenditure investments that help transition to low-carbon, climate resilient and sustainable communities.

Investments in product development and innovations such as low-carbon concrete and recycled asphalt help our customers deliver on their climate goals.

The Green Bond framework was also updated to include criteria from the European Union's taxonomy for sustainable activities and broadened in scope to include a wider range of activities contributing towards our journey to net-zero. The framework is third-party verified by S&P Global Ratings and achieved a rating of Medium Green.

Meanwhile, the EU taxonomy for sustainable activities and associated regulations provides an incentive to direct investment towards aligning with its criteria. We are working across Skanska to integrate the taxonomy's criteria into the early stages such as planning and design stages of our own project development, thereby increasing alignment and meeting emerging stakeholder expectations. Read more about our EU taxonomy reporting on pages 71–75.

Climate targets

Target 2045

Net-zero

carbon emissions in our own operations and value chain.

Target 2030

Skanska's own emissions

-70%

Reduction of our own carbon emissions (scope 1 and 2) combined with 20

Target 2030

Skanska's value chain emissions

-50%

Reduction of carbon emissions from value chain (scope 3) in development streams compared to 2020.

The SBTi has approved our near-term science-based emission reduction



943049467

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Climate transition plan for net-zero 2045

In 2023 we further developed our climate transition plan, ACT. The climate plan has been updated to clarify the business potential and governance of our climate transition, while steering our path to net-zero by 2045. The climate transition plan ACT has three building blocks, which connect actions and performance at all business levels:

Skanska climate transition plan for net-zero 2045
ACT on climate

Awareness

- Market outlook and scenario analysis
- Knowledge and culture
- Communication and partnering
- Measure performance and targets
- Data-driven decision making

Customer

- Innovation and smart digital solutions
- Resilience
- Optimized design for energy and material efficiency
- Certifications

Transformation

- Refurbishment, circularity and low-carbon materials
- Resource and energy efficiency
- Digitalization, electrification and industrialization
- Logistics
- Renewable energy

- **Awareness** of sustainable construction and development
- **Customer** solutions with low and zero carbon emissions
- **Transformation** to climate-efficient operations

Each business unit undertakes an annual review of climate related performance and establishes targeted activities for the coming years based on analysis of business potential and sustainable solutions.

Actions to reduce carbon emissions

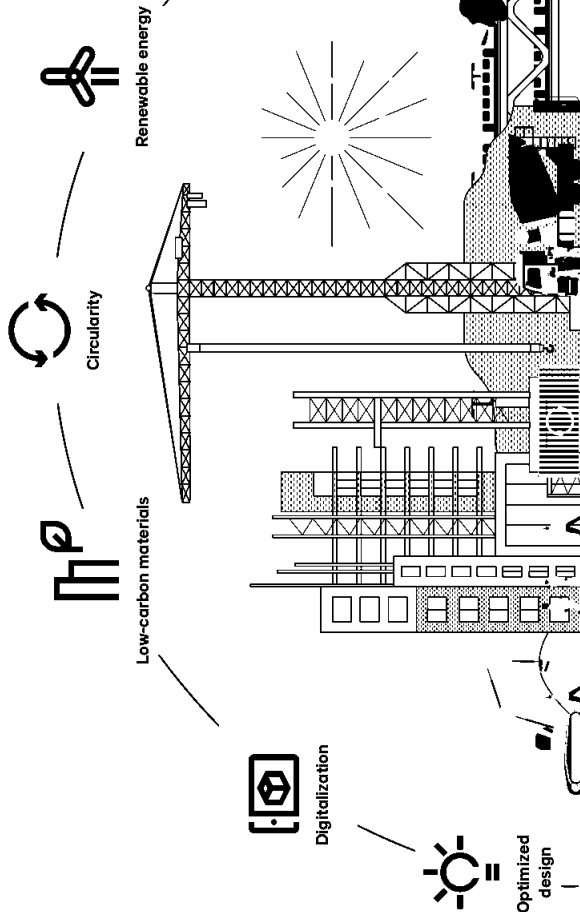
Certification makes sustainability performance comparable

We continue to offer our customers certified projects using established certification schemes such as Living Building Challenge, LEED, BREEAM, BREEAM Infrastructure and WELL as well as national certifications such as NollCO₂, Miljöbyggnad, Nordic Swan Ecolabel, Envision and RTS.

Certified buildings

100%

Share of total divestment value, corresponding to SEK 3.5 billion, of divested offices to Commercial Property Development stream, certified with LEED Platinum BREEAM Excellent, or WELL. Includes divested to Skanska Investment Prop



Measuring what matters

We have measured and reported carbon emissions since 2008. We report carbon emissions according to the GHG Protocol categories described in more detail on page 67. Performance is followed up quarterly by the Group Leadership Team and the Board of Directors (the Board).

We have reduced carbon emissions in our own operations, scope 1 and 2, by 60 percent compared to base year 2015, and 11 percent compared to 2022.

The use of fuels accounts for about 90 percent of our own emissions while emissions from heating, cooling and electricity account for 10 percent. Diesel, which currently accounts for approximately half of our own fuel-usage emissions, is used primarily for on-site machinery and electric generators. Key factors in our reduction of fuel-related emissions include efficiency improvements throughout

our operations, increased electrification and increased use of biofuels. 93 percent of the electricity we consume comes from renewable sources; this portion has increased from 87 percent in 2022.

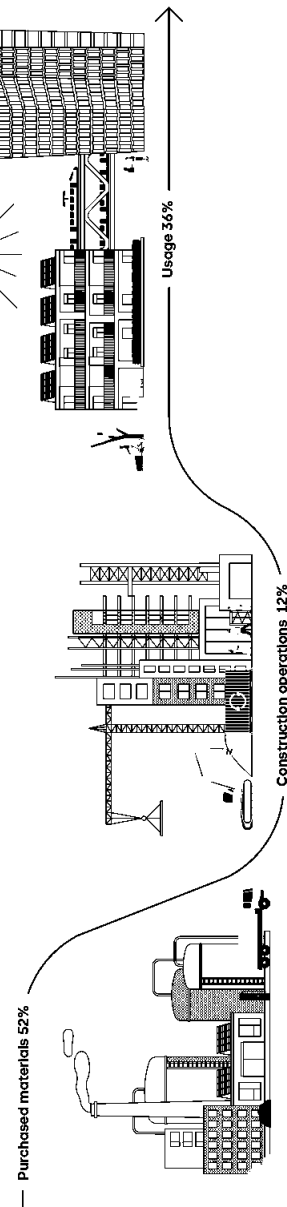
Our climate plans and targets have included actions to improve operational efficiency, leading to a reduction in energy intensity for fuels and electricity (energy use/SEK M revenue) of 33 percent between 2015 and 2023. In 2023 the energy intensity MWh/SEK M was 6.66 compared with 9.94 in 2015. Our carbon intensity (tonnes CO₂/revenue) for scope 1 and 2 continues to decrease and is now at 1.03 compared to 2.60 in 2015.

The majority of our carbon emissions stem from the value chain, calculated as scope 3. These carbon emissions originate from purchased materials and the energy needed in the operational phase of our buildings' lifetime.

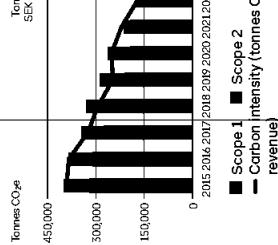
The main materials contributing to carbon emissions are concrete, cement, bitumen, asphalt and steel; these represent a large proportion of the carbon emissions from construction materials. Due to a weaker property market in 2023, there was a decrease in emissions from the categories materials and other.

In our own project development operations, where we design and develop properties, we calculate the energy used over an expected 50-year lifetime. This lifetime energy usage is accounted for at the time of divestment of the property which means that the annual total may fluctuate depending on the number of divestments in a given year. Low emissions from the use of sold products category is explained by fewer divestments within the Commercial Property Development stream during 2023, due to weaker property markets.

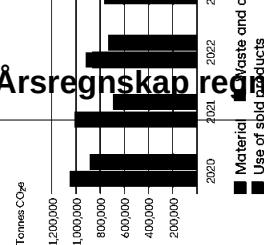
Average distribution of emissions in our own operation and value chain (2020–2023)



Carbon emissions in our own operations (scope 1 and 2)



Carbon emissions in our value chain (scope 3)



Partner to innovate net-zero solutions

We bring our knowledge and expertise to the table in partnerships to create solutions that drive us, our customers and partners towards net-zero emissions. By innovating with partners, we continue to exceed standards set by regulators, pushing the industry forward and creating best-in-class examples.

Scaling up innovations

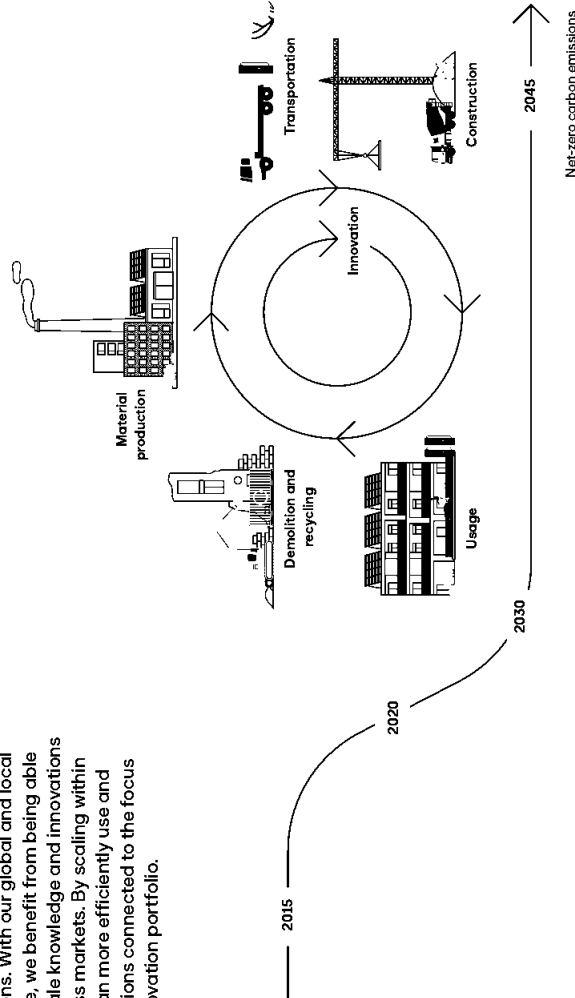
Our innovation portfolio is based on areas that are important for our customers, the market and for us to reach our financial and sustainability targets. Key drivers for innovation are operational efficiency, climate as well as digital solutions. With our global and local market presence, we benefit from being able to share and scale knowledge and innovations within and across markets. By scaling within the Group, we can more efficiently use and implement solutions connected to the focus areas in the innovation portfolio.

In 2023 we have for example scaled innovations in decarbonized construction and digital solutions within and across markets. Recent trials of electric excavators in the USA followed on from successful use in the Nordics. Design principles for energy-positive buildings innovated in Norway are being used in other Nordic markets.

Together with partners, we develop and scale innovative solutions that enable a reduced climate impact from our operations and products. The Powerhouse concept in Norway with energy plus buildings, developed

together with partners, has successfully been scaled to multiple buildings such as new and refurbished offices, schools as well as homes.

In the USA Skanska co-founded Building Transparency which makes the Embodied Carbon in Construction Calculator (EC3) system available to the industry. EC3 has around 125,000 valid environmental product declarations (EPDs) from 1,800 companies in 67 countries used for open source climate calculations.



Innovation portfolio examples



Decarbonized construction

- Low-carbon concrete
- Mass timber in multi-story structures
- Fossil-free construction
- Energy-positive buildings
- Energy storage



Digitalization

- Digital twins
- Data-driven construction
- Robots and automation
- Smart building platform

Arbejdsskaps regnskapsåret 2023 for 943049467

Shifting to low-carbon construction

To succeed as a more sustainable industry, we need to rethink the way we build. Significantly cutting carbon in the construction industry can be accomplished by reexamining energy, processes and materials from a life-cycle perspective. At Skanska we take a holistic approach to designing and building with less emissions, incorporating resource efficiency, circularity, renewable energy, electrification and digitalization.

Carbon reduction in the construction stream

The actions we take to reduce carbon emissions differ based on the project type. In our construction stream, we increase efficiency for energy and materials, increase use of low-carbon materials and drive transition to electrification on-site, while sharing our experience and competence with our customers. When we are part of decision making in early contractor involvement construction contracts (ECI) it allows us to contribute with knowledge to improve design and construction of buildings and infrastructure projects. We also offer climate calculations and solutions to achieve sustainability certifications for our customers.

Digital solutions in our operations further reduce emissions such as optimized design, digital carbon-calculation tools, and planning tools for efficient transport systems. We help our customers deliver on their targets by investing in product development and innovations such as low-carbon concrete and recycled asphalt.

In our industrial solutions operations we are transitioning towards electrification and the use of renewable fuels, while constantly striving for greater efficiency. As a result 35 (30) percent of our quarry sites in Sweden have replaced diesel with electricity in the production line.

Focus on energy in development streams
Within residential and commercial development streams we focus on energy-efficiency and greater use of renewable energy to minimize use-phase emissions. We track primary energy demand for buildings we develop. This is an important metric for many of our stakeholders, including regulators, customers and financial markets. The Nearly Zero-Energy Buildings (NZEB) thresholds set out by the EU's Energy Performance of Buildings Directive provides a benchmark to assess the energy performance of our buildings.

The vast majority of the buildings we develop deliver an energy performance well below these thresholds. Several buildings achieve an energy performance more than 30 percent below their NZEB thresholds. Additionally, we strive to ensure that the energy performance and overall carbon footprint of our buildings are considered from early stages and aligned with our ambitious climate target. We carry out climate calculations of embodied carbon on all our own development projects.

Advancing circularity and refurbishment
Progressing circularity is a stepwise process that requires testing new ways of working. The goal is to retain the value of the circulating resources, products, parts and materials by creating a system that allow for renewability, long life, optimal reuse, refurbishment, remanufacturing, recycling and biodegradation. Together with the WBCSD Built Environment Pathway, we are contributing to the development of a protocol for circularity. We are also part of International Chamber of Commerce (ICC) circularity working group.

Using existing buildings and infrastructure longer optimizes resource use. Partial or complete renovation of buildings and infrastructure is increasingly being requested in our markets and 10 percent of our revenue already comes from building renovation projects. One example is in Norway where we have an expert team for renovation of office buildings, with a product portfolio that includes the renovation of the Norwegian parliament in Oslo.

Reuse of building materials requires solving the challenges of storage between construction projects. We participate in several external material reuse initiatives. In Skanska in Sweden we have established an internal knowledge sharing network examining circular materials, circular design, circular use and waste, and established an internal council to accelerate the circular transition in 2023.

Energy reduction in new buildings

-27%

Annual expected energy reduction in new office buildings developed in the Nordics, Europe and the Americas
> Read more on page 78

Revenue from renovation

10%

of revenue for building projects from renovation

Årsrapport Skanska regnskapsåret 2023 for 943049467

Recirculation of mass materials is an important factor in reducing transportation and saving quality material. Reuse of construction materials also reduces carbon emissions and helps us reach our climate targets. In Sweden we have several circulation terminals for sorting, crushing and testing stone and rock materials, supplying the local construction market with circular building materials. In the largest fossil-free project in the Nordic region, Stockholm's Slakthusområdet (the Meatpacking District), excavated stone masses are crushed and processed on-site to be reused within the project. In addition 10 percent of the on-site machines are electric and the remainder is run on HVO renewable fuel. Another example is in Oslo, Norway, where we have established a reuse center for stone masses to reduce transports and increase reuse in projects.

Concrete is associated with high levels of carbon emissions, mainly in the production of limestone cement. Industry actors are working together on different solutions to reduce emissions. One way to do this is to substitute and reduce the amount of lime-stone cement needed. This is complex due to building standards and the need for very high quality concrete products and load-bearing structures. To learn more quickly, share knowledge and scale solutions we have an internal expert forum with participants from several of our markets through our innovation network. The members share and scale knowledge on low-carbon concrete including cement-free concrete, biochar in concrete and the future cement-replacing binders in concrete. 16 (15) percent of our Swedish concrete production in 2023 was low-carbon concrete.

Waste management

We aim to reduce waste and improve efficiency with smarter design, planning, procurement and logistics. This often goes hand in hand with reduced costs. We have tracked self-generated waste to landfill since 2008. In 2023, 5.4 (6.8) percent of generated waste went to landfill, which is an improvement from last year but not meeting our target of less than 5 percent.

In 2023, 79 (72) percent of total waste was recycled, 3 (8) percent prepared for reuse and 12 (13) percent other waste treatments. Concrete, demolition waste, mixed construction waste and asphalt are the four largest waste types.

Recycling asphalt

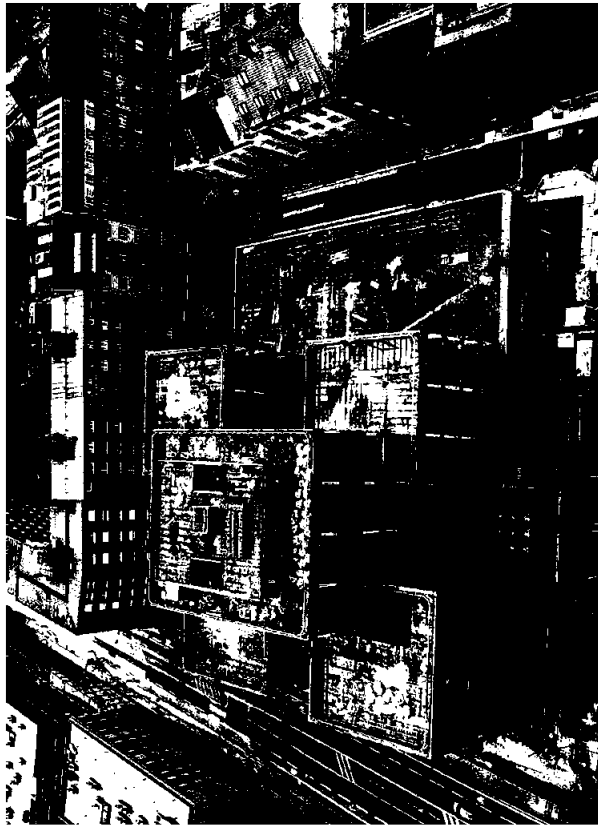
During 2023, we began operating one of the most modern asphalt production plants in the world. Located in Vällista, just outside Stockholm, it has been designed primarily for recycling and can produce 100 percent recycled asphalt. The Vällista plant reduces carbon dioxide emissions per metric ton of asphalt by up to 50 percent compared with similar plants, thanks to more efficient energy use, nearly doubling the use of biofuels for heating the combustion chamber and increasing the proportion of recycled asphalt in production. In our asphalt production in Sweden, the average amount of reused asphalt in new asphalt mixes remained at a historic high in 2023, reaching 23 (23) percent.



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IN FOCUS Merkuria, Prague, Czechia

The complexity path to circularity



We aim to recover nearly 14,000 metric tons of materials during the redevelopment of the 1971 'Merkuria' building in Prague. Pieces of the building have found their way to places that might have surprised its original designers.

We are redeveloping the 1971 Merkuria building in Prague into a 20,000 square meter premium office and retail complex, targeting the highest LEED, WELL, and WELL Health-Safety certifications.

As part of the pre-demolition process, we identified almost 14,000 metric tons of materials that could potentially be recovered from the existing building, 80 percent of which we hope can be reused or recycled.

To achieve our goal, much of Merkuria has been dismantled by hand. If you had toured the building during early 2023, you would have seen neat stacks of wood, PVC pipes and fluorescent light tubes. As you moved from one floor to another in what was then a partially deconstructed office building, you would have passed through a narrow corridor of gypsum sheets and mineral wool, each stacked above head height.

Finding new partnerships

The process raised challenging questions, from where to store materials on a compact site surrounded by infrastructure, to how to navigate complex waste-handling regulations and how some materials needed to be crushed before they could be recycled.

"The process presented many struggles, but also fantastic new opportunities, because we were really educating the market about new methods," says Martin Zemanek, Project Manager in our Commercial Development business unit in Czechia. "There were bumps in the road, but we have given new life to much of what we found."

Partnerships have been crucial. To create a pre-demolition audit, we worked with Cyrkl, an online marketplace where companies can sell

or buy industrial waste or use it themselves. We then used its databases to find new partners as possible the materials to good use.

Help for Ukrainian refugees

Pieces of Merkuria have found new life in homes for refugees from Ukraine. Doors were donated to Hospital in Prague. We found turned fixtures and fittings in products. And around 95 metric tons were retained, with 60 percent of windowpanes in partnership

The next phase will present as we seek to crush the concrete superstructure before reusing it in a new small factory in Czechia. Concrete is used to make new concrete, to earthworks and landscaping projects. However, learning from this will be as important as any new because those lessons can be future projects, Martin says.

"This project was a great opportunity to find new ways to reduce our carbon footprint," says Anna Veronika Thompson, Executive Director at the Center of Excellence for Commercial Development. "Our team really committed to this, a lot of effort into meeting all the goals that arose. We strongly believe in the principles of circularity, one of the most important social and environmental resources of our planet."

Resilience

Healthy resilient places for all

Many of today's buildings and spaces were not designed for the challenges faced by modern society – challenges such as extreme weather, air pollution, water scarcity and energy efficiency requirements. They also may not be designed for changes in social patterns, such as rising urban population density and changing living habits. Our vision of offering healthy, inclusive and resilient places involves forming partnerships with local communities to cultivate social value that addresses long-term needs. We combine

social and environmental perspectives to make the most of the sustainable impact we deliver through our business. Through collaboration, we use our international and local presence by transferring knowledge and foresight, to create real advantages for our business, customers and society. We envision a world where sustainability is simply built into living, and a future filled with healthier, more sustainable, more resilient urban spaces – places shaped together, for all.

Creating healthy, inclusive and climate-resilient urban spaces

Together with our customers, we apply our expertise to develop insights and help mitigate the risks associated with climate change. We design and build spaces and infrastructure meeting society's challenges.

Scenario analysis for resilient solutions

We apply scenario analysis to identify and address material risks and opportunities, including those created and exacerbated by climate change. We have built on recent efforts conducted in collaboration with the World Business Council for Sustainable Development (WBCSD), industry peers and organizations such as International Energy Agency (IEA) and World Resources Institute (WRI); these efforts resulted in the development of a catalog of over 20 publicly available climate scenarios. Output from this work has enabled us to consider a wide range of risks and opportunities, from changes to policy and legal frameworks, to technological advancements, changing market demands and physical effects of a warming climate.

Analysis has been carried out with representatives from across all of our business units to provide a wide range of perspectives. Read more about how we make use of climate-based scenario analysis to identify and address business risks and opportunities in our TCFD reporting on pages 76–77.

Mitigating impacts of climate change

The effects of climate change put pressure on society, with more frequent storms, flooding,

droughts, heatwaves, forest fires and episodes of water scarcity. Urban areas need to be made more resilient so that buildings, infrastructure and society as a whole can withstand the increased frequency and severity of extreme weather events. Countries and regions are drafting legislation with this in mind, which creates business opportunities for us to deliver projects for climate adaptation and a more resilient urban environment.

We have integrated climate risks into our risk management and project scrutiny processes, ensuring that projects mitigate potential physical risks. Adaptation measures to mitigate physical risks are designed and implemented on a project basis, taking into account the specifics of the risk to be mitigated, as well as the surrounding area. Solutions that have been used in our projects include ground-level flood proofing, elevation of technical infrastructure, and site paving which absorbs water. Competence within these solutions is being spread across the Group as we foresee a continued increase in demand.

During 2023, we scaled up our use of tools to assess physical risks associated with climate change. By leveraging the latest climate science, we have equipped ourselves with the insights needed to effectively mitigate risks related to climate change. By addressing these risks, we can increase the resilience of our projects, thereby providing added value to our customers and society.



In the city of Wrocław, Poland, which was hit by a devastating flood in 1997, modernized the flood protection embankments of the River Widawa to protect the population from future floods. This project was completed in 2023.

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Sustainable water management

Improving water efficiency is a key factor in reducing impact on the environment. As a project development and construction company, we impact water usage, both during construction and when a building is in use. We have promoted more sustainable water usage by integrating innovative water-efficiency solutions, such as replacing potable water with alternative quality grades where possible. Examples include gray-water systems where domestic wastewater from washbasins in bathrooms is treated and then reused for non-potable uses such as flushing toilets.

In Central Europe we see a specific demand for circular water management due to expected drought as a consequence of climate change. Advantages include lower use of potable water, higher efficiency and reduced operating costs. In the project Modranský Cukrovar, a residential building project outside Prague, the Czech capital, we have taken reuse to the next level. Gray water from washbasins in bathrooms is treated in the building and can be connected to the washing machines, in addition to flushing toilets, further reducing freshwater use.

Safeguarding biodiversity

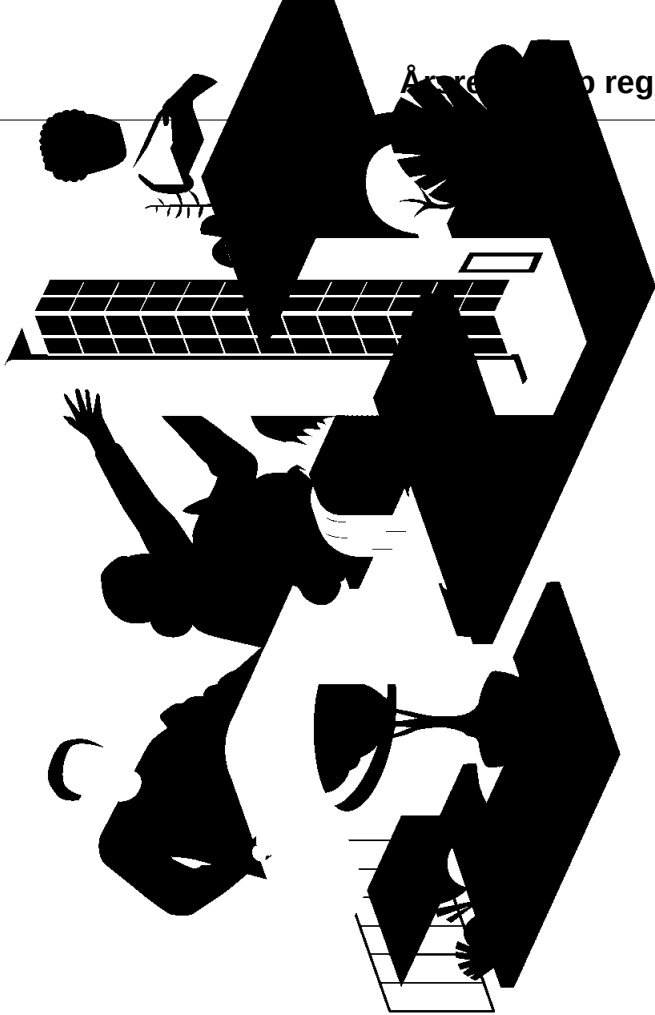
Biodiversity refers to the variety and variability of all life on earth, encompassing ecosystems and species. We are part of a collaboration with the WBCSD, helping to define standards and further develop approaches to address biodiversity in the built environment.

In 2023 we conducted a biodiversity assessment of both our operations and value chain. The assessment was based on the ENCORE tool, but complemented by input from other sources such as the World Wildlife Fund's Biodiversity Risk Filter tool and the Science Based Targets Network's Sectoral Materiality Tool. The assessment highlighted the dependencies that we have on nature

and biodiversity – for example, nature's ability to regulate climate and to protect the built environment from floods and storms. Biodiversity loss can impact the availability and quality of these ecosystem functions, which in turn can impact business operations.

The biodiversity assessment also outlined the potential impacts that our own operations

have on nature and biodiversity. Our operations include impacts on terrestrial ecosystems as well as the environment through waste generation and greenhouse gas emissions. We consider risks and opportunities related to biodiversity and construction phases, identifying measures we can take to reduce our impact.



However, there are also opportunities for us to leave a positive legacy by enhancing biodiversity on our projects and creating a biodiversity net gain. One example comes from a project widening the railway from single to double tracks between Ängelholm and Helsingborg in Sweden. We reused 100,000 cubic meters (3.5 million cubic feet) of soil excavated during the project to create a new 4.5-hectare (11.1 acre) hilly habitat for butterflies, the aptly named Kattarps fjärlsbackar ("Kattarp's butterfly slopes").

In the UK using the biodiversity net gain (BNG) methodology achieving a 10 percent net gain is a legal requirement for planning permits from February 2024 in most development projects, and we have applied the BNG methodology since 2020 on projects such as the Mindenhurst village development in Surrey. In our residential development projects, we work to create new landscaped areas for local species of wildlife.

IN FOCUS CLIMB

Understanding our impact on biodiversity

We have been working with a group of Swedish companies to develop a tool aimed at bringing more consistency to the judgments we make when it comes to protecting nature.

Protecting biodiversity during construction involves a series of trade-offs. Some are simple: a tree that has been growing for many decades is more valuable than a small patch of grass, for example. Other choices are more complex.

The CLIMB tool was developed by partners including Skanska, Cementa, Vattenfall, LKAB, Boliden and SCA, and assigns values to different types of nature and species. The values enable companies from different industries to evaluate and set goals when it comes to protecting biodiversity.

"CLIMB emerged from a need to be able to measure impact on nature in a good way, but also count in the same way regardless of industry," says Tim Schnoor, an ecologist and sustainability specialist at Skanska. "If all companies use the same method, we can increase credibility while reducing the risk of unfair interpretations."

We and our partners are using the tool voluntarily, but the need to measure businesses' impact on nature's ecosystems is climbing the political agenda. CLIMB is loosely based on Britain's biodiversity net gain system (read more in the text to the left).

We used CLIMB in 2023 to assess the biodiversity impact of planting meadow flowers instead of grass when restoring after a project digging a 6 kilometer (3.7 mile) cable shaft. As part of the project, we were able to restore an area equivalent to eight football fields (45,000 square meters, 484,000 square feet) planting over 20 species of meadow flowers. The CLIMB tool rated this as a significant increase in biodiversity, compared to single species grass.

CLIMB was named the Sustainability Performance of the Year 2023 by Sweden's Närverket för Hållbart Näringsliv (the NMC Network for Sustainable Business). "It is more important than ever to get concrete and to act," the judges said. "By making the tool free and accessible to everyone, CLIMB contributes to informed decisions and a sustainable future."

Designing for long-term community needs

We collaborate with people and organizations in communities whose lives and livelihoods may be affected by the places we shape, taking long-term needs into consideration. This involves designing sustainable, low-cost homes and areas that are inclusive and encourage outdoor activity.

Striving for a positive social impact

Listening to community needs and using our core competence as a tool, we can create solutions that have a positive social impact. International certification schemes for buildings and infrastructure include social topics in their sustainability assessments. These are often connected to certifications for environmental sustainability. In the Commercial Property Development, many of our projects are certified with WELL, which has a strong focus on tenant health and well-being. In Central Europe all our commercial properties are WELL certified.

BREEAM Infrastructure and Envision are certification tools for infrastructure projects, recognizing projects that engage in activities and programs to expand their positive social impact on the community.

Partnering for social value

As a major actor, we partner with communities and customers who share our ambition to set new standards in terms of how we build more resilient and inclusive urban areas. We use our know-how and experience to create opportunities for people and communities to develop and grow.

A long-term collaboration with the Swedish Sports Confederation resulted in the reuse of 130,000 metric tons of excavated material for local sport facilities in 2023 nearby our construction sites. This also reduced transport of materials resulting in reduced fuel consumption and carbon emissions.

Social benefits through community engagement

Our partnerships with cities and other public-sector customers enable us to give back to the community. Skanska in Sweden applies a process to design for social benefits in projects by assessing local challenges and community priorities. Examples are as varied as multifunctional green spaces, communal art projects with schools and youth internships. In our project in Vivalla, Sweden, we have worked with the local municipality to offer internships to people outside the labor market. This program has been analyzed by researchers from Örebro University and Stockholm School of Economics. Of 100 participants in the program, almost half have continued to work or started an education, which has created high social value. Thanks to the project, we now have a systematic method that can be applied in other projects.

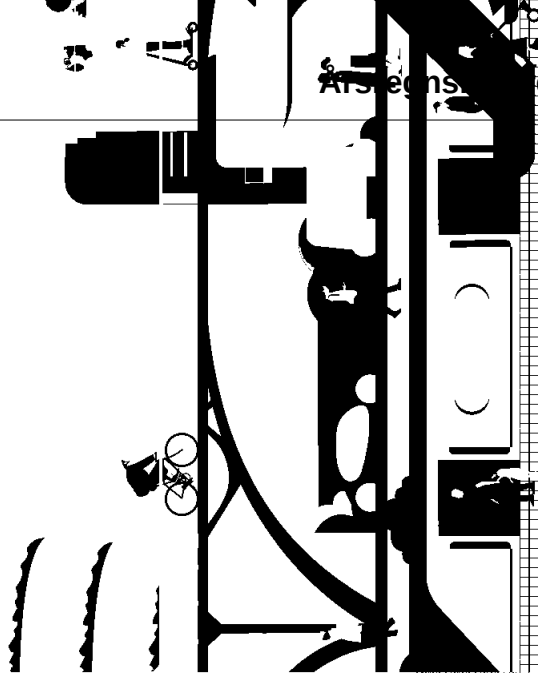
Creating opportunities through supplier diversity

Skanska in the USA has a long history of collaborating with diverse underrepresented firms to support their business growth. This can include, but is not limited to, small

and local businesses owned by minority groups, women, veterans and people with disabilities.

Across our US markets, Skanska has created in-house programs designed to equip diverse firms with tools and resources to become successful as contractors and pursue opportunities on large-scale construction projects.

Since 2007, over 800 companies have engaged in Skanska's projects. Participating firms collectively have completed over USD 740 M in construction projects. Through outreach, and curriculum in these, we have created sustainable opportunities for industry and social



IN FOCUS Slussen, Stockholm, Sweden

A 400-year-old landmark, remade for a new era



When completed, Slussen will be a shared space for a modern Stockholm, a city whose people mostly walk, cycle and travel by public transport. The lock at the center of the project will make it possible to drain five times the amount of water from Lake Mälaren into the Baltic Sea, substantially reducing the risk of flooding.

➔ Download PDF for print

On five occasions during Slussen's almost 400-year history, the central Stockholm interchange has been reworked to reflect the values and needs of the moment.

The version that most Stockholmers are familiar with was built in the 1930s, mostly to accommodate the rising use of the motorcar. Stockholm had a population of a little over 265,000 at the time, and the car was thought to be the future of transport. The designers could never have predicted that, almost 100 years later, 500,000 people would be passing through Slussen every day, most of whom would be walking, cycling or riding the subway.

Slussen is once again being redeveloped to reflect a new era. When complete, the area that includes the lock, the north quay of Södermalm and the south quay of the Old Town will be a shared space for the city. It will also cut the risk of flooding to Stockholm and farmlands surrounding Lake Mälaren by making it possible to drain five times the amount of water from the lake into the Baltic Sea – a necessary upgrade due to the increasing incidence of heavy rains and floods caused by the warming climate.

From traffic hub to meeting place

"The old Slussen was built for cars, so most of the walkways were narrow, dark and unsafe, many of them underground with little or no view of the water," says Peo Halvarsson, Site Manager for the Skanska Slussen project. "It is now being transferred from a traffic hub into a meeting place for everybody in Stockholm to enjoy – to come close to the water, to have an ice cream or enjoy a meal, all in a safe way."

Slussen sits at the point where the city meets the Baltic Sea. Two floodgates and sluice locks sit at the core of the project, regulating water levels, safeguarding the city's infrastructure and protecting the water for 2 million people.

We were appointed by the City of Stockholm to deliver projects spanning the current lock system, and the new buildings at Slussenplan and the new 140-meter-long steel bridge and large floodgates.

Reducing threat of flooding

"We need the ability to shed water during the heavy downpours we have these days," Peo says. "The project will minimize the threat of flooding, particularly in the surrounding areas of farmland in the city."

Our team navigated many challenges by working closely with partner customer, Skanska, a very important in which all work must be done. A tiny surface area surrounding the important historic buildings, minimum disruption to traffic, transport. Drainage capacity Mälaren must be available to project. Yet we have thrived with our partners through regular dialog.

"Complexity comes in many and sizes, many of which we at Skanska," Peo concludes. "We work closely with our partners and by considering those points every day, we think we've been work with minimal impact to the city."

Responsibility

A responsible business for people and planet

Being a responsible business, inside and out, means having a strong and committed health and safety approach that protects lives and well-being. It means acting fairly and ethically, exercising integrity in all decisions, and being a trusted business partner with respect to the supply chain. It means operating with care for local environments and communities.

It involves using our full potential by embracing diversity and creating inclusive environments. As a responsible business, we are guided by the UN Sustainable Development Goals and Global Compact principles. We continuously follow up and drive improvements, and disclose our sustainability performance.

Ensuring health and safety

Annual and Sustainability Report 2023

Part of the Board of Directors' Report

The safety of our employees and subcontractors is our highest priority. We address our health and safety objectives with industry-leading standards and safety solutions, coupled with an inclusive culture and leadership focused on systematic performance monitoring and targeted actions with high impact.

The construction industry is associated with accidents and lasting health problems which can arise if risk factors are not managed properly. Noise, working in traffic or at heights, vibration, hazardous materials and lifting operations are risk factors in our everyday work. We build a foundation for safe work through high standards, dedicated leadership and risk awareness. We are strongly committed to providing a work environment where everyone feels encouraged to speak up, to ensure that we work safely or not at all.

Focus and strategic actions

Our goal is to create safe and healthy workplaces. We partner to develop and

innovate technical solutions, designing construction processes and develop ways of working to reduce health and safety risks in our operations.

All business units establish a mandatory Health and Safety Road Map which is reviewed and updated annually. The Road Map is built around four focus areas: Safety Culture, Hierarchy of Control, Analysis and Subcontractors. It steers efforts into developing and implementing safety solutions that have a high impact.

Analyzing data to mitigate risks

Skanska's greatest safety risks have been connected to lifting, loading, lowering and logistics operations. Our focus on improving practices in these specific areas has resulted in a decrease in the number of reported high potential incidents. We continue our efforts to mitigate risks connected to these operations and others. The lost time accident rate (LTAR) for 2023 was 2.6, a reduction compared to 2.9 in 2022.

Some of our key indicators for monitoring safety performance are: LTAR; high potential incidents that could have resulted in fatal accidents (serious near misses); Executive Safety Site Visits (ESSVs) which promote clear and visible leadership; total case accidents (TCAs); severity rate of accidents; and business units' delivery on improvement plans. Business units also have local indicators on actions towards reducing risks within lifting, loading, lowering and logistics, as well as training and auditing.

Safety performance follow-up is carried out monthly by the business unit leadership teams and quarterly by the Group Leadership Team and the Board. Each business unit undertakes a mandatory annual governance review of health and safety performance which includes identifying risks, describing control measures and establishing a plan of targeted activities for the coming year.

Driving higher standards, to
The Group Health and Safety is mandatory. It is to be integrated into all business units' health and safety management systems, and applied to all locations. It includes requirements for training, incident management, personal protective equipment, as well as instructions for the most construction site work processes. In most markets, our Group Health and Safety Standard is more stringent than local regulations. All businesses certified by the ISO 45001 on health and safety management, which improves our capabilities for continuous improvements.

Executive Safety Site Visits (ESSVs)

7,600

Site safety visits performed by senior managers. Target for 2023 was 6,900.

Lost time accident rate (LTAR)

2.6

Employee and subcontractor lost time accident rate.

Health and Safety Road Map focus areas

Safety Culture	Hierarchy of Control	Analysis	Subcontractors
Raise leadership awareness and create a proactive safety culture to ensure greater engagement and safer construction sites.	Aims to eliminate or reduce exposure to risk in the workplace, which allows us to become more proactive in addressing safety risks at an early stage.	Analyze safety data to address key risks and measure the impact of our safety activities.	Involve our subcontractors to secure Skanska standards and create the right conditions for improved safety.

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A fair and ethical business, inside and out

We act fairly and transparently in our business and decision making, aiming for a culture where everyone working with us understands that they can speak up and also chooses to do so. We have zero tolerance for corruption, bribery or any other kind of unethical behavior.

Our Code of Conduct

The Skanska Code of Conduct sets out principles for how all employees should work ethically, with respect for people, the planet and applicable laws and regulation. It covers topics such as anti-corruption, fair competition, financial crime, discrimination, fair working conditions, environmental and safety responsibility, and human rights. The Code of Conduct is supported by more detailed policies and procedures.

Code of Conduct training

98%

Completion rate, Code of Conduct training during first month of employment.

Code of Conduct refresher training

99%

Completion rate, Code of Conduct refresher training on a two-year rolling basis.

The Code of Conduct is reviewed regularly by the Group Leadership Team and updates are approved by the Board. Training is required for all new employees during their first month of employment. Mandatory refresher training is undertaken by all employees on a two-year rolling basis.

Supplier Code of Conduct in our contracts

Our Code of Conduct is supplemented by the Supplier Code of Conduct, which is included in our agreements with subcontractors, suppliers, consultants, intermediaries and similar third parties. It outlines our expectations and requires that the same principles flow down all tiers of our supply chain. It allows for monitoring and auditing where appropriate and makes it clear that a material breach of our Supplier Code of Conduct can lead to contract termination. Read more on our work with supply chain responsibility on page 64.

Ensuring trustworthy partners

We take a risk-based approach to due diligence on third parties. Mandatory ethical due diligence is carried out on intermediaries, joint venture partners and sellers or buyers of

land or real estate assets. This looks at ethical standards and culture, as well as any past legal violations, possible transaction-related conflicts and other indicators of risk. Where necessary, deeper due diligence is carried out.

We work to ensure that we know the ultimate beneficial owners of the parties we do business with. A global database for sanctions screening is used, which automatically checks all active suppliers every 24 hours. Product-related sanctions risks are mitigated through additional due diligence, with particular attention given to high-risk suppliers. Our procedures have been enhanced as a result of the increasing risks following the war in Ukraine and other global tensions.

Identifying and mitigating ethical risks

Structured ethics risk assessments are conducted every second year and were undertaken during 2023. These supplement the broader enterprise risk assessments and aim to identify more specific risks. Available data was examined to identify the risk factors in each business unit.



Encouraging people to speak up
We want everyone at Skanska to feel empowered to raise any concerns, both to alert us to issues that may improve the working environment and to help us prevent incidents. The 2023 employee survey showed that 86 percent felt free to speak up without fear of consequences, compared to 81 percent in 2022. This is a positive trend, but we continue to work on creating a culture of continuous improvement and speaking up culture, we:

- **Create conditions for safety.** Business units are encouraged to provide training and awareness in this field.
- **Open discussions and dilemmas.** We encourage employees to discuss ethical dilemmas during their work. These active scenarios, together with the likelihood that people will face them, are serious concerns when they arise.
- **Provide regular reminders.** We encourage people to access the Code of Conduct regularly, including people with access to the Code of Conduct.
- **Have a clear process.** We encourage people to show the steps that will be taken to address the issue. Business units have access to a clear process for covering local reporting.
- **Deal with reports.** We encourage people to report within the limits of their competence. We are transparent about reported cases, high employee trust, and feedback.
- **Raise awareness on the importance of listening.** Management policy, as an important part of listening leaders.

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Workshops were then held, with participants from all levels of the organization, to draw out the high-risk scenarios. Practical measures will be implemented to address any newly identified risks. These will be monitored and followed up regularly by each business unit and reviewed on a Group level during 2024.

The complexity associated with large projects, long value chains and a mix of public and private customers increases the risk of bribery and corruption. Our Anti-Corruption Policy sets out our zero-tolerance position for all forms of bribery and specifies the actions we must take in high-risk situations. Anti-corruption is part of our Code of Conduct training which is mandatory for all employees. In-depth education is targeted at employees in more at-risk roles.

Reporting concerns of misconduct

Those who want to report a concern can do this directly with a business unit's local reporting line or ethics committee. Anyone wishing to remain anonymous can use

Skanska's Code of Conduct Hotline, which is operated by a third party and open to employees and external stakeholders alike. The Group Leadership Team and the Board have an overview of all reported cases and their outcomes, and are kept informed of high-risk cases. Investigations are carried out independently of management with responsibility for the areas involved in the allegations. Confirmed breaches of the Code of Conduct result in proportionate disciplinary action up to and including termination.

In 2023, a total of 128 reports were received via the Code of Conduct Hotline; 69 of these reports related to workplace concerns including bullying, discrimination, health and safety, and individual employment issues. Breaches were found in a total of 22 cases. Ten reports were specifically classified as anti-corruption. There was no evidence of bribery, but a breach of process was found in one of these, resulting in removal of a supplier from site.

Sustainable supply chain

We strive for environmentally and socially sustainable supply chains that ensure safe and fair conditions for all. We work with our suppliers and subcontractors to implement a shared commitment to the environment, human and labor rights, safety, ethics, diversity and inclusion. We aim to ensure fair working conditions wherever we operate, and we have zero tolerance for any form of human trafficking or forced or child labor.

We continue to prepare for the EU Directive on Corporate Sustainability Due Diligence (CSDD). The directive includes a duty to identify and mitigate a company's adverse impacts on human rights and the environment, in both its own operations and value chain. An assessment based on

OECD Due Diligence Guidance for Business Conduct has been used to identify and assess adverse impacts on the supply chain. We conduct new audits annually, carried out by independent third-party auditors, staff and independent third-party auditors, and at our suppliers.

In 2023 we carried out a special audit for two key commodities – a steel – to understand the general situation of the supply chain and the conditions of the workers. Building on this we have worked with our suppliers to implement suitable risk assessment tools and roll-out to our business units. We continued to share existing best practices within the business, including the risk of forced labor.



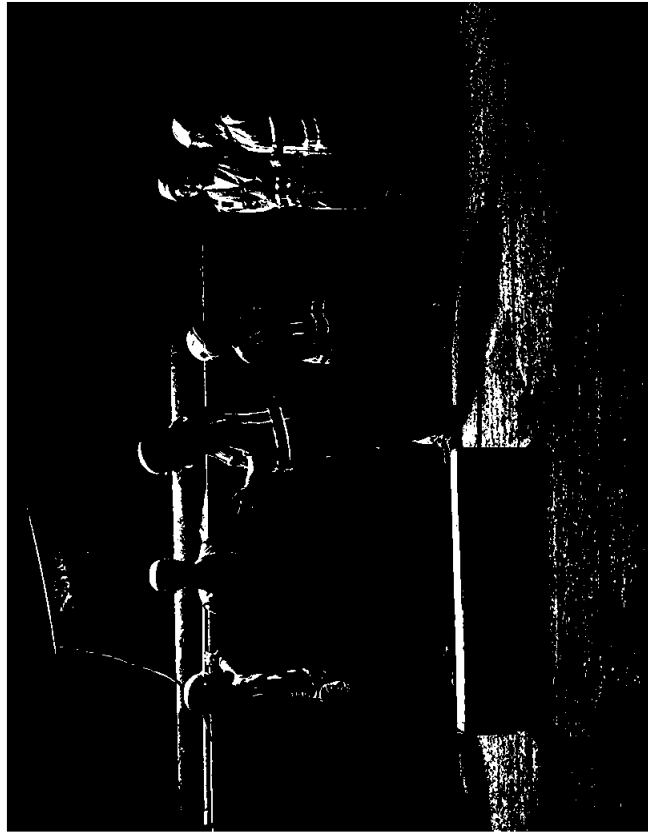
Safeguarding the environment

Our industry impacts the local environment where we operate. Construction of buildings and infrastructure consumes large amounts of resources, including materials and energy. At Skanska, we are committed to protecting the environment to reduce our environmental footprint and to be mindful of our material usage.

Our business units are certified to the ISO 14001 environmental management system. We monitor and ensure sound environmental management at our sites, including avoiding chemicals listed in our restriction standard. Major environmental impacts are reported to the Group Leadership Team.

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Embracing diversity and inclusion



Increasing the number of women in leadership positions and throughout our company is a long-term commitment. We see an increase in the number of female employees. Currently 20 percent of our employees are female. The share of women in senior positions is 25 percent. Three out of eight of the Board members elected by the Annual General Meeting 2023 are women.

Gender ratios vary between professional groups, business streams and business units. Craft worker employees account for the largest gender gap, with 96 percent men and 4 percent women. In the Commercial Property Development and Residential Development business units, male/female ratios are about even. Other aspects of diversity, such as ethnicity, disability or age, are tracked by business units in line with differing legal requirements between countries.

Equal pay for equal work

Skanska recognizes the importance of providing fair and objective compensation which is free from bias. We are committed to the principle of equal pay for equal work. Personal characteristics or background such as gender identity or expression, age, race or ethnicity, sexual orientation, and other characteristics protected by local laws where Skanska does business should never influence compensation decisions.

To promote equal pay throughout Skanska, we are focusing on Group-wide compensation procedures. These procedures require business units to describe how they work to achieve equal pay and monitor pay practices.

We know that diverse and inclusive teams are a key driver for a successful business. We are committed to being an equal opportunity employer, attracting, recruiting and advancing diverse talent to enlarge our talent pool in a male-dominated industry. We do not tolerate discrimination, regardless of social background, ethnicity, disability, gender, gender identity or expression, age, religion, sexual orientation or any other protected characteristic. We strive for a workplace free from harassment and bullying.

More diversity in the workforce

Skanska's Group Diversity and Inclusion Procedure specifies that the business units are to work systematically with diversity and inclusion. All business units are required to set up their own diversity and inclusion steering groups as well as action plans and goals, and track metrics to measure their success.

Creating an inclusive culture
According to our annual employee survey, the overall trend for inclusion is positive. 88 percent of respondents agree that Skanska cares for and treats each other well in the workplace, 9 percent agree that Skanska is an industry benchmark. 79 percent of respondents agree that their managers promote the most of the diversity in the team, and 88 percent agree that Skanska has a stronger performance together with a diverse workforce.

Women in senior positions

25%

Four most senior levels below the President and CEO

Women on Skanska's Board of Directors

38%

Women elected to Skanska's Board of Directors by the Annual General Meeting 2023

Arsregnskapsoplysningsloven 2023 nr 943049467

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Sustainability governance

The Board of Directors (the Board) together with the Group Leadership Team sets our Group policies, strategies and targets, and follows up on business unit performance and compliance. Our Group strategy includes a focus on sustainability, including climate. We have adopted a Group Sustainability Policy and other Group policies, standards, procedures, and guidelines, to manage and steer sustainability in the Group.

The management of sustainability follows the Group governance framework and internal control, described in the corporate governance report on pages 87–89. The Group governance framework is set at Group level. The Group Leadership Team and the core corporate functions and group functions are responsible for following up on implementation and operation in the business units. The Group governance framework consists of three categories of steering documents: mandatory Group policies and Group procedures and standards and non-mandatory Group guidelines. The Group governance framework is applicable to Skanska and all its business units and employees. The business units are required to establish and maintain a robust and well-functioning system of governance within their operations. Business units' governance systems, such as policies and management systems, should complement and add local, practical detail to the steering documents in the Group governance framework. The Business Unit President is responsible for implementation of the Group governance framework in the respective business unit.

Group steering documents for sustainability and innovation

The Group policies for sustainability, including climate, ethics, health and safety, and innovation include:

- Sustainability Policy – including environmental and health and safety policies
- Innovation Policy
- Anti-Corruption Policy
- Code of Conduct
- Supplier Code of Conduct

The policies are supported by the following Group standards and procedures for sustainability, including climate, ethics, health and safety, and innovation:

- Sustainability Reporting Procedure
- Health and Safety Standard
- Health and Safety Road Map Standard
- Restricted Substance Standard
- Sanctions Procedure
- Procedure of the Code of Conduct Program
- Community Investment and Sponsorship Standard
- Diversity and Inclusion Procedure

The Board and the Group Leadership Team follows up on Skanska's sustainability performance, including climate and health and safety, on a quarterly basis. The Group Leadership Team conducts quarterly reviews with business units. Skanska Executive Vice President (EVP) Sustainability and Innovation is a member of the Group Leadership Team.

Each business unit has an appointed Head of Sustainability functions, reporting to the Business Unit President or a management

team member in the business unit. Each business unit ensures that it has the appropriate structures, resources and organization to manage sustainability including environment, health and safety (EHS). All business units are required to have environmental and health and safety management systems certified to the ISO 14001 and ISO 45001 standards. Each business unit is required to have an innovation portfolio aligned with the Group Innovation Portfolio, based on the business strategy and market conditions.

In all business units, the heads of the Sustainability functions work closely with core corporate function Sustainability and Innovation and other business units to ensure alignment with our Group strategy and targets. Knowledge-sharing is facilitated through internal forums such as the Sustainability and Innovation Group Network (SIGN).

Skanska's Annual General Meeting (AGM) 2022 resolved, in accordance with the Board's proposal, to include an emission reduction target in our own operations (scope 1 and 2) in Skanska's long-term incentive program for the financial years 2023–2025 (Seop 6). For the top 400 leaders, up to 15 percent of performance shares in Seop 6 is linked to how well the annual climate target of a 7 percent carbon emission reduction in our own operations is achieved at Group level. In addition, for 2023, the Group Leadership Team has set activity-based sustainability targets, including climate, as part of the short-term incentive programs for all Business Unit

Presidents. Activity-based short-term incentive programs and CEO include, for 2023, Skanska's climate target. The application of performance President and CEO's variable the Board's remuneration report page 97.

Climate and sustainability integrated into risk management processes. Where management teams, the Skanska Board, which consists of the Board, as well as the Board's Committee which consist of This is aligned with the requirement by the EU taxonomy and EU Sustainability Reporting Directive

The governance structure for bonds is established in the Skanska Bond Framework prepared by the Green Bond Committee, which by the EVP Sustainability and Other committee members President of Treasury, Senior of group function Skanska Financial Business Unit President of Skanska and the EVP of commercial business units.

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In 2023, group function Internal Audit and Compliance reviewed all business units' and core corporate function Sustainability and Innovation's management, processes and reporting within the area of climate.

Membership associations

- CEO Alliance
- CDP Reporter Services
- ENCORD
- Exponential Roadmap Initiative
- ICC
- LeadIT
- Nasdaq ESG Transparency Partner
- Science Based Targets Initiative
- Transparency International
- UN Global Compact
- UN Sustainable Development Goals
- World Business Council for Sustainable Development
- World Green Building Council

Materiality assessment

We have reviewed the materiality assessment and stakeholder dialog that was conducted in 2022 according to GRI Standards from 2021. In 2023, we have further assessed impacts on biodiversity in a biodiversity value chain risk assessment, and impacts on human rights and environment in the value chain in an assessment in line with OECD Due Diligence Guidance for Responsible Business Conduct. We have also collected insights via stakeholder engagement surveys.

We assess and monitor sustainability risks as described in the risk report on pages 99–105. This gives a comprehensive picture of risks and opportunities for Skanska.

There have been no changes to the material sustainability topics since 2022. Material sustainability topics are grouped to align with our sustainable impact areas:

Responsibility: Occupational health and safety, anti-corruption and ethical business, human rights in the supply chain, diversity, equality and inclusion

Climate: Climate change: carbon emissions, energy, circularity including materials, resources and waste

Resilience: Resilience, water, biodiversity and ecosystems, public health and safety

Process of the materiality assessment

We identified the most significant impacts on the economy, the environment and people from Skanska's operations. We mapped our actual and potential positive and negative impacts, taking into consideration the perspectives of different stakeholders in Skanska's value chain, our own operations and business relationships. Qualitative interviews were conducted with stakeholders including members of Skanska's Board and Group Leadership Team members, industry and employer associations as well as external sustainability experts.

The impact was assessed based on severity of negative impact considering scale, scope and remediability. For positive impacts only scale and scope were considered. For potential impacts, probability was also taken into account. Topics were prioritized from highest to lowest severity and a threshold was set for each topic to define the material topics for Skanska.

The material topics have been validated by the Group Leadership Team and have guided the contents of Skanska's sustainability report. The material topics are not ranked as they are all important to monitor.

The Skanska climate targets

Skanska aims to achieve net-zero carbon emissions in its own operations and its value chain (scope 1, 2 and 3) by 2045. For our Development streams, the interim target is a 70 percent decrease of carbon emissions from our own operations (scope 1 and 2) and a 50 percent decrease of carbon emissions in the value chain (scope 3) by 2030. For our Construction stream, projects with external customers, the interim target is a 70 percent reduction of carbon emissions from our own operations (scope 1 and 2) by 2030. The base year is 2015 for scope 1 and 2 and 2020 for scope 3.

The scopes are defined according to Greenhouse Gas Protocol.

- Scope 1 includes direct emissions from sources owned or controlled by Skanska, such as boilers, furnaces and other combustion sources.
- Scope 2 includes indirect emissions from the generation of electricity purchased and consumed by Skanska.
- Scope 3 includes indirect emissions from sources not directly controlled by Skanska, such as business travel, leased assets, and other indirect emissions.

For further information, see the Reporting Principles on page 78. The full target description and the Science Based Targets initiative on their website: sciencebasedtargets.com.

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Carbon emissions (CO₂e)¹

Scope 1, 2 and 3 emissions (CO₂e) and biogenic emissions (Outside of scope) generated in Skanska's operations.

Tonnes CO ₂ e	2023	2022	2021	2020	2015
Scope 1	146,000	164,000	194,000	193,000	322,000
Scope 2 ²	35,000	34,000 ³	35,000	38,000	43,000
Location-based method	16,000	18,000	22,000	72,000	80,000
Market-based method	-60	-55	-46	-34	-
Change since base year (scope 1 and 2), %	1.03	1.13	1.46	1.67	2.60
Carbon intensity ⁴	1,014,000	1,652,000 ⁵	1,706,000	1,945,000	
Scope 3	-48	-15 ³	-12		
Change since base year (scope 3), %	49,000	33,000	22,000	17,000	
Outside of scope ⁵					

Skanska's scope 3 reported categories

CO₂e emissions (tonnes)

Category according to Greenhouse Gas Protocol ⁶	2023	2022	2021	2020
1. Purchased goods and services (limited to cement, concrete, steel, bitumen and asphalt)	709,000	864,000	950,000	987,000
2. Capital goods				45,000
3. Fuel- and energy-related activities (not included in scope 1 or 2)	41,000	42,000	45,000	
4. Upstream transportation and distribution				
5. Waste generated in operations	3,000	3,000	12,000	20,000
6. Business travel (limited to air travel)	15,000	9,000	5,000	4,000
7. Employee commuting				
8. Upstream leased assets				
9. Downstream transportation and distribution				
10. Processing of sold products				
11. Use of sold products ⁷	246,000	734,000 ⁸	695,000	890,000
12. End-of-life treatment of sold products				
13. Downstream leased assets				
14. Franchises				
15. Investments				

- 1 The base year is 2015 for scope 1 and 2 and 2020 for scope 3.
2 The market-based method is used when using scope 2 in calculations.
3 The value has been adjusted due to updated emission factors for 2022
4 Scope 1 and 2 (market-based)/SEK M revenue, according to segment reporting.
5 The direct carbon dioxide (CO₂) impact of burning biomass and biofuels is reported as Outside of scope and is included in our science-based target.
6 Category 2, 4, 7–10 and 12–15 is not included in the reporting.
7 A 50-year expected lifetime is applied when calculating lifetime emissions of sold buildings.
8 A 100-year lifetime is applied to infrastructure.

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Number of lost time accidents

Total number of lost time accidents.

	2023	2022	2021	2020	2019
Lost time accidents	365	430	452	504	566
Skanska employees	144	174	175	231	252
Subcontractors	221	256	277	273	314

Lost time accident rate (LTAR)

Number of employee and subcontractor lost time accidents multiplied by 1,000,000 hours and divided by total labor hours.

	2023	2022	2021	2020	2019
LTAR	2.6	2.9	3.2	3.1	3.1
Skanska employees	2.6	2.9	2.8	3.4	3.5
Subcontractors	2.6	3.0	3.5	3.0	3.0

Total case accidents

Total number of accidents that happen during or in connection with work.

	2023	2022	2021
Total case accidents	1,076	1,159	1,235
Skanska employees	467	513	560
Subcontractors	609	646	675

Fatal accidents

Number of fatalities on Skanska worksites.

	2023	2022	2021	2020	2019
Fatal accidents	0	5	3	2	4
Skanska employees	0	1	1	1	2
Subcontractors	0	4	2	1	2

Executive Site Safety Visits (ESSV)

Site safety visits performed by senior managers.

	2023	2022	2021	2020	Target 2023
Executive Site Safety Visits	7,600	7,921	7,377	2,522	6,900

Improving safety in workplaces

Percentage of favorable scores ("Strongly Agree" and "Agree" ratings on the 5-point SA-SD Likert scale). Percentages indicate the proportion of respondents agreeing with the statement.

	2023	2022	2021
--	------	------	------

General Industry norm

My business unit does a good job of monitoring and improving the safety of my workplace	83	86	86
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ISO 45001 certification

Number of major non-conformities identified by accredited third-party auditors.

	2023	2022	2021
--	------	------	------

Code of Conduct training

Share of employees who have undergone training in Skanska's Code of Conduct.

	2023	2022	2021
--	------	------	------

%

First month of employment

Updated training every second year

	98	96	98
--	----	----	----

%

I can freely express my concerns without fear of negative consequences (e.g., safety, discrimination, ethical matters, etc.)

	67	86	86
--	----	----	----

Code of Conduct Hotline

Number of reports reported to the Code of Conduct Hotline.

	2023	2022	2021
--	------	------	------

Number of reports

	128	140	118
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Significant environmental incidents

Significant environmental incidents with potential level of impact.

	2023	2022	2021
--	------	------	------

Significant environmental incidents

	0	0	1
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ISO 14001 certification

Number of major non-conformities identified by accredited third-party auditors.

Major non-conformities	2023		2022		2021		2020		2019	
	0		0		2		3		0	
Employees by gender, year-end										
Employees by gender and management level.										
%	2023				2022				2019	
Category	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Skanska AB Board of Directors ¹	62	38	62	38	57	43	57	43	57	43
Senior executives (Group Leadership Team, level 7)	62	38	57	43	57	43	67	33	67	33
Business Unit Presidents (level 6)	83	17	92	8	92	8	92	8	92	8
Group Senior Vice Presidents (level 6)	38	62	37	63	50	50	44	56	33	67
Senior positions (level 3–6) ²	75	25	75	25	76	24	75	25	75	25
All employees	80	20	80	20	81	19	82	18	82	18
1 Elected by the Annual General Meeting.										
2 Level 6 employees are Business Unit Presidents and Group Senior Vice Presidents, level 5 are business unit management teams. Level 3 and 4 are management levels below business unit management teams.										

Employees by business unit, 2023¹

Business unit	Total number of employees (headcount)		Of which, women		Average headcount	
					Of total number of employees (headcount)	
Sweden	7,308	1,606			22	57
Norway	4,014	431			11	35
Finland	1,907	365			19	15
Central Europe	3,782	777			21	30
United Kingdom	3,414	912			27	25
USA Civil, USA Building and Skanska Inc.	6,493	1,113			17	53
Commercial Development Europe	175	112			64	6
Nordic	132	62			47	6
Commercial Development USA	80	41			51	4
BoKlok	310	112			15	15
Residential Development Europe Headquarters	128	72			5	5
Total	27,894	5,674			6	22

¹ The definition is described under Reporting Principles on page 78, and differs from the definition on page 36.

Diversity and inclusion indicators from annual employee survey

Percentage of favorable scores ("Strongly Agree" and "Agree" ratings on the 5-point Strongly Dislike to Strongly Like scale) indicating the proportion of respondents agreeing with the statement.

%	General industry norm		2023		2022		2021	
My manager makes the most of the diversity in our team to achieve stronger performance together	79		79		78		77	
In my workplace, people care for each other and treat each other fairly	79		88		88		88	

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EU taxonomy reporting

Skanska 2023 EU taxonomy results

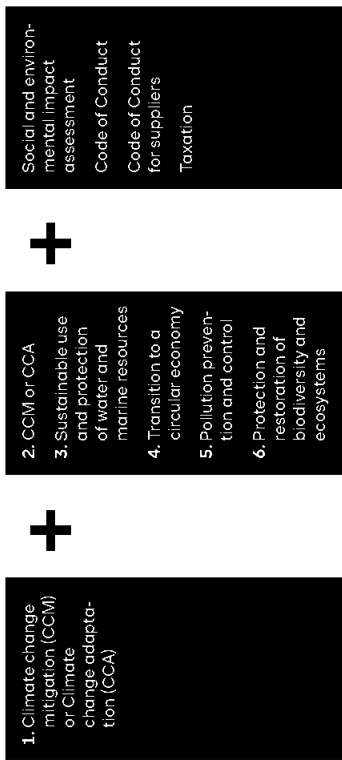
For 2023 Skanska reports according to the EU taxonomy (regulation (EU) 2020/852) the percentage of revenue, CapEx (Capital Expenditures) and OpEx (Operational Expenditures) that is eligible for and aligned with the taxonomy, 92 (92) percent of revenue is assessed to be eligible for the taxonomy, while 7 (2) percent of revenue is

assessed to be aligned with the taxonomy. Incorporating taxonomy criteria and alignment assessments in ongoing Skanska projects entails a significant change of current sustainability strategies and reporting structures. This is being implemented using a stepwise approach to ensure accuracy and a long-term, strategic development toward increased alignment.

EU taxonomy framework for environmentally sustainable economic activities



Skanska approach 2023



Disclosures accompanying the KPIs

Accounting policy for eligibility

Revenue
The Skanska share of EU taxonomy-eligible activities is identified based on materiality, according to a structured process. 100 percent of the revenue for Commercial Property Development and Residential Development streams is considered eligible under the taxonomy, consisting of construction of new buildings (activity 7.1).

For the Construction stream the eligibility assessment is based on materiality from a revenue perspective and is carried out for Skanska's large construction projects covering the majority of the construction revenue. The eligible construction revenue relates to projects in energy (activities 4.5, 4.9), water and waste water (activities 5.1, 5.3), infrastructure (activities 6.14, 6.15, 6.16) and construction (activities 7.1, 7.2). Other Skanska streams considered eligible are Investment Property revenue (activity 7.7) and other revenue streams related to construction of new buildings (activity 7.1). A majority of the eligible revenue relates to new construction (activity 7.1), renovation (activity 7.2) and infrastructure for road and rail transport (activities 6.14, 6.15).

CapEx

For CapEx investments such as plant and equipment, intangible investment properties and so on, considered eligible.

OpEx

In 2023 available OpEx includes short-term leases. However, immaterial for the kind of project business Skanska is conducting.

Assessment of compliance (EU) 2020/852

Each project is considered a micro activity, and it is not split into components. We report in accordance with the EU taxonomy regulations as mandated by Article 11(3), Article 12(2), Article 14(2) and Article 15(2) of Regulation 2020/852.

Assessment of alignment

In 2023 the environmental objective Climate change adaptation (CCA) is considered in addition to Climate change mitigation (CCM). A clear majority of the eligible Skanska revenue relates to building and infrastructure projects within four different economic activity categories defined by the taxonomy framework, and alignment assessment focuses on these activities. Two new economic activities are included in the alignment assessment for 2023:

- 6.14 Infrastructure for rail transport (new)
- 6.15 Infrastructure enabling (low carbon) road transport and public transport (new)
- 7.1 Construction of new buildings
- 7.2 Renovation of existing buildings

We define taxonomy-aligned activities in Skanska as commercial and residential development as well as construction projects related to the above economic activities that fulfill technical screening criteria (substantial contribution requirements and do no significant harm requirements) to the delegated acts adopted pursuant to Article 10(3), Article 11(3), of Regulation (EU) 2020/852.

The share of taxonomy-aligned revenue is assessed from a project perspective prioritizing projects with significant revenue, high sustainability performance and high levels of available data. Aligned CapEx is calculated as expenditures related to assets or processes that are associated with taxonomy-aligned activities and investments in properties that meet technical screening criteria. Skanska has assessed the possibility but not identified any activities for a CapEx plan during 2023.

Contextual information

2022 is the base year for EU taxonomy alignment reporting. Alignment increased in 2023 as result of adding one new environmental objective and two new economic activities in the scope of reporting. During 2023 new instructions were developed further guiding projects in assessing taxonomy alignment. A new internal platform on the taxonomy has also been launched and will be central in future efforts to inform and increase awareness of the taxonomy across the organisation. We include all business in all markets in our taxonomy assessment.

CapEx

For 2023 we have extended our CapEx to include investments in property, plant and equipment as property, plant and equipment are considered some leases are considered The extended scope has the 40 percent alignment of CapEx

OpEx

OpEx was not included in the report as it was not deemed our project-based operation available OpEx includes R&D term leases. However both a immaterial for the head of project business Skanska's conducting

Revenue

The scope of alignment assessment of revenue was expanded in 2023 by including one new environmental objective in the assessment and two new economic activities. This resulted in an 7 percent alignment of revenue. With new technical screening criteria for the environmental objectives, alignment of revenue is expected to increase in the coming year.

We do not disaggregate economic activities. A project is considered eligible if a majority of the revenue is eligible under the taxonomy; alignment is considered in the same way.

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Turnover ¹		2023		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)						Proportion of Taxonomy-aligned (A.1) or-eligible (A.2) turnover, 2022		Category																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Economic activities	Code(s)	Turnover MSEK (IFRS)	%	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	18	19	20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: N/EL	Y/N: 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N/EL	Y/N: N/EL

1) Turnover corresponds to revenue in Skanska reporting.

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CapEx		2023		Substantial contribution criteria							DNSH criteria (Does Not Significantly Harm)							Proportion of Taxonomy- eligible (A1) or- eligible (A2) CapEx, 2022	Category enabling activity	Category transitional activity
		Code(s)	CapEx (MSEK (IFRS))	Proportion of CapEx, 2023	Y/N	Climate change mitigation	Water	Pollution	Circular economy	Biodiversity	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
1																			19	20
Economic activities																				
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Electricity generation from hydropower		CCM 4.5/CCA 4.5.1, 2		0%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
Transmission and distribution of electricity		CCM 4.9/CCA 4.9.1, 2		0%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%		E	
Construction, extension and operation of water collection, treatment and supply		CCM 5.1/CCA 5.1.1, 9		0%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
Construction, extension and operation of waste water collection and treatment		CCM 5.3/CCA 5.3.1, 5		0%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
Infrastructure for rail transport		CCM 6.14/CCA 6.14.1, 67		1%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%		E	
Infrastructure enabling (low carbon) road transport and public transport		CCM 6.15/CCA 6.15.1, 75		2%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%		E	
Infrastructure enabling (low carbon) water transport and public transport		CCM 6.16/CCA 6.16.1, 5		0%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%		E	
Construction of new buildings		CCM 7.1/CCA 7.1.1, 207		4%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
Renovation of existing buildings		CCM 7.2/CCA 7.2.1, 50		1%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
Acquisition and ownership of buildings		CCM 7.7/CCA 7.7.1, 1.549		32%	Y	N	NEL	NEL	NEL	NEL	Y	Y	Y	Y	Y	Y	0%			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			1,970	40%	40%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	0%			
Of which enabling			149	3%	3%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	0%	E		
Of which transitional			50	1%	1%						Y	Y	Y	Y	Y	Y	0%			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Electricity generation from hydropower		CCM 4.5/CCA 4.5.1, 12		0%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	0%			
Transmission and distribution of electricity		CCM 4.9/CCA 4.9.1, 14		0%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	0%			
Construction, extension and operation of water collection, treatment and supply systems		CCM 5.1/CCA 5.1.1, 59		1%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	1%			
Construction, extension and operation of waste water collection and treatment		CCM 5.3/CCA 5.3.1, 33		1%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	0%			
Infrastructure for rail transport		CCM 6.14/CCA 6.14.1, 457		9%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	18%			
Infrastructure enabling (low carbon) road transport and public transport		CCM 6.15/CCA 6.15.1, 509		10%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	15%			
Infrastructure enabling (low carbon) water transport		CCM 6.16/CCA 6.16.1, 36		1%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	1%			
Construction of new buildings		CCM 7.1/CCA 7.1.1, 1.409		29%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	49%			
Renovation of existing buildings		CCM 7.2/CCA 7.2.1, 341		7%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	12%			
Acquisition and ownership of buildings		CCM 7.7/CCA 7.7.1, 26		1%	EL	NEL	NEL	NEL	NEL	NEL	EL	EL	EL	EL	EL	EL	0%			
CapEx of Taxonomy-eligible but not environmentally sustainable activities (A.2)			2,896	60%	60%	100%	0%	0%	0%	0%							97%			
A. CapEx of Taxonomy-eligible activities (A.1+A.2)			4,866	100%	100%	100%	0%	0%	0%	0%							97%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)			0	0%																
Total			4,866	100%																

Arsregistrering og rapportering

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Climate risk and opportunity management according to TCFD recommendations

Governance

The Board is provided with quarterly updates on Skanska's progress towards our climate targets. Where relevant, the Board considers project-specific climate risks via its Project Review Committee. To further integrate carbon emission reductions into the business, the AGM 2022 resolved, in accordance with the Board's proposal, to include an emission reduction target in the Skanska employee ownership program for the financial years 2023, 2024 and 2025 (Seop 6).

The Board and Group Leadership Team sets policies, strategies and targets for the Group and follows up on business unit performance and compliance. Sustainability and innovation are embedded in our Group Strategy. The Group's Sustainability Policy and other policies, standards and guidelines provide governance concerning sustainability and climate change. The Executive Vice President Sustainability and Innovation oversees climate-related risks and opportunities. The Group Leadership Team follows up on Skanska's climate performance on a quarterly basis, including follow-up with all business units. For 2023, the Group Leadership Team has set activity-based climate-related targets as

part of the short-term incentive programs for Business Unit Presidents. Finally, climate-related risk is addressed on a project level in the tender process. Read more on page 105.

Strategy

Since 2022, Skanska has applied climate-based scenario analysis to identify and address climate-related risks and opportunities¹. Analysis has been performed with representatives across the organization, representing all of Skanska's business units and thereby providing a wide range of perspectives. Scenario analysis has served as a cornerstone of our approach to innovation – by helping to identify needs and business opportunities presented under different climate scenarios. In our innovation portfolio, most of the areas are related to sustainability and primarily climate. Read more about this on page 50.

The table on page 77 provides an overview of the risks and opportunities that we have identified, as well as the actions that we have taken to address these. Note that this table is a summary of risks identified and should not be considered exhaustive.

Risk management

Climate risk is an integrated part of our approach to enterprise risk management. See pages 99–105 for a comprehensive description of Skanska's risk and opportunity management.

Climate risks are also an integrated part of Skanska's approach to project-level risk management as project teams are required to identify, assess and mitigate relevant climate risks as part of investment and tender processes.

¹ In our work with climate-based scenario analysis, we have applied a wide range of scenarios including the Net Zero 2050, Divergent Net Zero, Below 2°C and Current Policies scenarios from the Network for Greening the Financial System (NGFS), and the Net Zero Energy 2050 and Sustainable Development scenarios from the International Energy Agency (IEA).

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Risk area and description	Potential Impact	Mitigation measures/activities
Transition Examples of risks and opportunities associated with the transition to a low-carbon economy		
Policy and legal - Enhanced reporting and public disclosure requirements, e.g., CSRD, EU taxonomy - Mandates on energy performance (energy performance of buildings directive) - Cost of carbon	Current and increasing regulations on e.g., energy performance, public disclosures and carbon pricing can, depending on mitigation measures, lead to both positive and negative implications relating to e.g. operating costs, as well as brand and reputation.	- Skanska aims to hold a leading position within sustainability. The transition to sustainable buildings and infrastructure is expected to increase business-as-usual scenario - Skanska strives to position itself as a leader in the low-carbon business-as-usual scenario - Skanska provides transparent, third-party verified disclosures and ESG data - Construction and project development is a resource intensive business - Skanska's focus on operational efficiency reduces the use of resources - Skanska also reduces exposure to increases in the cost of carbon
Technology New technologies and innovations needed to meet climate targets	The successful transition to a low-carbon economy requires new technologies and innovations, which in turn creates risks and opportunities as companies compete to seize first-mover advantages and capture leadership positions within their industries. Increased demand can also cause supply chain bottlenecks for certain products and materials. Additionally, new products and services could require updated regulations. All of these factors can have both positive and negative implications within e.g., brand and reputation, attractiveness to customers, investments in innovation and R&D, supply chain.	- Skanska leverages a focused approach to innovation, enabling it to test and scale innovations that can contribute to the low-carbon transition. For example, Skanska has 50 innovations that can contribute to the low-carbon transition. - Skanska engages in active dialogues with regulators and other stakeholders to ensure an effective transition to a low-carbon economy via industry standards, more on page 44
Market - Changing customer expectations - Changing competitor landscape - New markets and opportunities	Rapidly increasing customer expectations can already be seen and are expected to continue, particularly under 1.5°C and below 2°C scenarios. This also leads to a changing competitor landscape as existing peers shift to meet new expectations and potential new competitors enter the market. Depending on response, these changes to the market can influence revenue and earnings, brand and reputation, as well as competitive positioning.	- With a proven track-record within low-carbon and sustainable buildings, Skanska is well-positioned to meet an expected growing demand for sustainable buildings - Skanska plays an active role in international partnerships such as the Net Zero Building Alliance, aiming to ensure a position at the forefront of the transition - Skanska is exploring potential new opportunities arising from the transition. For example, the demand for retrofitting of existing buildings is significantly across both 1.5°C and 2°C scenarios
Reputation - Increased scrutiny from stakeholders including e.g., customers, regulators, media, NGOs, investors - Increased stakeholder expectations	Increased scrutiny from stakeholders is already a reality and may continue to increase. Companies can see their brands and reputations damaged if they are seen to be delaying the transition to a low-carbon economy. This is particularly relevant within construction and development as the built environment is a large contributor to global emissions.	- High ambitions have been set by Skanska's Board and the Group, including emission reduction targets that have been approved by the Board. Based Target initiative, lending credibility and the worthiness of Skanska maintains high standards in reporting, with a strong and with proof-points to back up claims - Skanska has for many years disclosed sustainability data in its Sustainability Report including third-party limited assurance
Physical Examples of risks and opportunities associated with the physical consequences of climate change		
Acute Increased frequency and intensity of extreme weather events	Extreme weather events are already more prevalent in many parts of the world and their frequency and intensity are expected to increase across scenarios, but particularly under business-as-usual scenarios under which emissions continue to rise. Depending on mitigation measures, events could cause disruptions to projects, with potential implications for example operating costs and the value of assets.	Skanska has procedures in place for managing extreme weather events, including relevant and limiting their effects on operations including e.g., such as flood defenses
Chronic - High average outdoor temperatures - Alterations in sea levels, weather patterns and ecosystems	Average temperatures are expected to increase, especially under business-as-usual scenarios. Higher temperatures can disrupt outdoor work while other chronic implications include higher sea levels, which can affect the attractiveness of land and existing property, as well as increase demand for infrastructure projects needed to increase resilience.	- High levels of heat are already a reality in some of our markets, and Skanska has procedures in place to ensure safe working conditions. This exposure across the Group as the issue becomes relevant in other markets - There is a visible demand in the market for climate resilient infrastructure - This is seen increasingly in bids, both in Europe and globally - Climate risk analysis is a part of Skanska's project risk management processes

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Good corporate governance ensures that Skanska is managed responsibly, efficiently and in a sustainable way on behalf of all of our stakeholders including but not limited to shareholders, customers, suppliers, society and employees. Furthermore, good corporate governance supports our strategy and competitiveness, ensures oversight across the organization by the Board of Directors (the Board), the President and CEO and the Group Leadership Team, guides our employees in good business conduct, and ensures a sound risk culture, robust risk management to effectively identify and control risks, and effective decision-making with clear accountability at all levels.

This corporate governance report for 2023 forms part of the Board's report for Skanska's Annual and Sustainability Report 2023. The report has been prepared in accordance with Chapter 6, Section 6 of the Swedish Annual Accounts Act and the Swedish Corporate Governance Code (the Code), and has been reviewed by the company's external auditors.

Corporate governance principles

Skanska is one of the world's largest project development and construction companies. We operate across select markets in the Nordics, Europe and the USA. Supported by strong trends in urbanization and demographics, and by aiming to be at the forefront of sustainability, we offer competitive solutions. With our purpose and values, strategy, talented employees and trusted brand, we have a solid foundation to continue contributing to creating a sustainable future for customers and communities as well as creating long-term value for shareholders. The parent company of the Group is Skanska AB (the Company), with a registered office in Stockholm, Sweden.

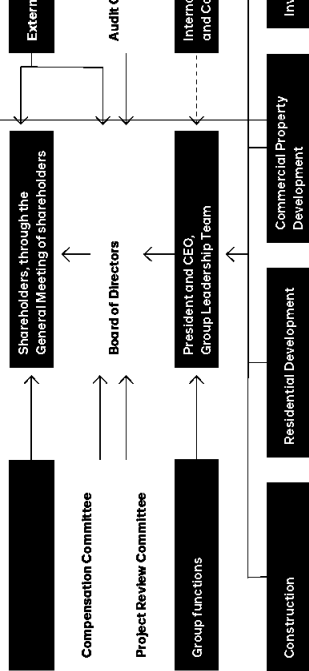
As a Swedish public limited liability company with shares listed on Nasdaq Stockholm, Skanska is subject to a variety of external

laws, rules and regulations that affect our governance. In addition, to govern the Group and to ensure compliance with applicable legal and regulatory requirements by all business units and functions in the Group, we have adopted a range of internal rules and processes. Sustainability and ethics are integral parts of our strategy and the Group's business.

Skanska has no deviations from the Code to report for the financial year 2023. Nor has Skanska been subject to any rulings by Nasdaq Stockholm's Disciplinary Committee or decisions on breach of good practices in the stock market by the Swedish Securities Council in 2023.

Further information on our corporate governance is available on the Group website: group.skanska.com/corporate-governance/.

Governance structure



Key external governing documents

- Swedish Companies Act
- Nasdaq Nordic Main Market Rulebook for Issuers of Shares
- Swedish Corporate Governance Code
- Swedish Annual Accounts Act
- Swedish Securities Market Act
- Applicable EU legislation
- International Financial Reporting Standards (IFRS) and other accounting standards
- Global Reporting Initiative (GRI) Standards

Key internal governing documents

- Articles of Association, which are available on the Group website
- Procedural Rules for the Board and its Committees
- Instructions for the President and CEO
- Group steering documents, including Group policies, standard and procedures, guidelines, and business processes for approval, control and risk management
- The Skanska Code of Conduct, which is available on the Group website

Shares and shareholders

Skanska's Class B shares are listed on Nasdaq Stockholm in the Large Cap segment. The share capital at the end of 2023 amounted to SEK 1,259,709,216 consisting of a total of 419,903,072 shares, of which 19,619,942 were Class A shares and 400,283,130 were Class B shares. Class A shares entitle the holder to 10 votes per share and Class B shares entitle the holder to one vote per share. There are no other restrictions in the Articles of Association on the number of votes each shareholder may cast at a General Meeting. Class A shares and Class B shares entitle the holder to the same dividend.

At the end of 2023, Skanska had a total of 117,706 shareholders, according to statistics from Euroclear Sweden AB. The 10 largest shareholders held 58.5 percent of the votes and 42.9 percent of the capital. AB Industrivärden's holding amounted to 24.5 percent of the votes, Lundberg Group's holding to 13.2 percent of the votes and AMF Tjänstepension & AMF Fonder's holding to 5.6 percent of the votes. Further information on the Skanska share and shareholders, including the Company's holdings of Class B treasury shares, is available on pages 221–222.

General Meetings of shareholders

The General Meeting is Skanska's highest decision-making body and it is where shareholders exercise their decision-making rights. At the Annual General Meeting (AGM), the shareholders decide on key issues, such as adoption of income statements and balance sheets, the dividend, the composition of the Board, discharging the members of the Board and the President and CEO from liability, board fees and auditor fees, and election of external auditors. Guidelines for

salary and other remuneration to senior executives are adopted by the AGM at least every four years, while the Board's remuneration report is submitted to the AGM yearly for approval.

Skanska's financial year is from January 1 to December 31, and the AGM is to be held within six months of the end of the financial year. The date and venue for the AGM are communicated on the Group website no later than in conjunction with the publishing of the third-quarter interim report. The notice convening the AGM is published in Post- och Inrikes Tidningar (the Official Swedish Gazette) and on the Group website. An announcement of the notice convening the meeting is published in Dagens Nyheter and in at least one more Swedish daily newspaper. All documents relating to the AGM are published on the Group website in both Swedish and English. Shareholders listed in the register of shareholders on the record date and who notify the Company of their intention to participate in the meeting are entitled to attend it either personally or by proxy through a representative. According to the Articles of Association, the Board may decide that shareholders shall be entitled to exercise their voting rights by post before the AGM. Shareholders have the right to have matters addressed at the AGM if they have submitted a request to the Board no later than seven weeks before the AGM.

Annual General Meeting 2023

The AGM 2023 was held on March 29, 2023, in Stockholm. A total of 1,051 shareholders, representing approximately 64.9 percent of the total number of votes, were represented at the AGM. The shareholders also had the opportunity to exercise their voting rights

at the AGM by voting in advance, so-called postal voting. At the AGM, the following resolutions were made, among others:

- Payment of a dividend of SEK 7.50 per share
- Re-election of Hans Blörck, Pär Boman, Jan Gurander, Mats Hederörs, Fredrik Lundberg, Catharine Marcus, Ann E. Massey and Åsa Söderström Winberg as members of the Board
- Re-election of Hans Blörck as Chairman of the Board
- Re-election of Ernst & Young AB as external auditor
- Approval of the Board's remuneration report for 2022
- Adoption of guidelines for salary and other remuneration to senior executives
- Authorizations for the Board to, during the period until the AGM 2024, (i) resolve on acquisitions of not more than 3,500,000 own Class B shares on Nasdaq Stockholm to secure delivery of shares to participants in the Skanska employee ownership program for the financial years 2023, 2024 and 2025 resolved by the AGM 2022 (Seop 6); and (ii) resolve on acquisitions of such number of own Class B shares on Nasdaq Stockholm that the Company's holding of own shares after each acquisition amounts to a maximum of one-tenth of the total number of shares in the Company to give the Board increased freedom of action to be able to adapt the Company's capital structure and thereby contribute to increased shareholder value

Complete information on the AGM 2023 and the minutes of the meeting are available on the Group website: group.skanska.com/corporate-governance/shareholders-meeting/agma-2023/.



Annual General Meeting 2024

Skanska's AGM 2024 will be held on Wednesday, March 27, 2024, at 9 a.m. CET in Stockholm, Sweden, at the Stockholm Waterfront Convention Centre. Nils Ericson's Room 4. Shareholders also have the opportunity to exercise their voting rights by post prior to the AGM. Further information is available on page 223 of the Group website: group.skanska.com/corporate-governance/shareholders-meeting/agma-2024/.

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The Nomination Committee

The AGM 2018 gave the Chairman of the Board a mandate to, prior to each AGM, ask the four largest shareholders in terms of voting rights, that wish to participate in the Nomination Committee, to appoint one representative each to serve together with the Chairman as the Nomination Committee. In determining which are deemed to be the largest shareholders in terms of voting rights, the list of shareholders registered with and categorized by Euroclear Sweden AB as of the last banking day in August each year is to be used. The member of the Nomination Committee representing the largest shareholder in terms of voting rights is to be appointed as Chairman of the Nomination Committee.

The Nomination Committee's tasks include:

- Evaluating the composition of the Board and its work
- Preparing proposals to submit to the AGM regarding the election of board members and the Chairman of the Board
- Working with the Board's Audit Committee to prepare proposals to submit to the AGM regarding the election of auditors
- Preparing a proposal to submit to the AGM on fees to the Chairman of the Board and to the other AGM-elected board members for board work and for work in the committees of the Board, as well as fees to the auditors
- Preparing a proposal to submit to the AGM regarding a Chairman of the AGM
- When applicable, preparing a proposal on changes to the principles for appointing the next Nomination Committee

Part of the Board of Directors' Report

The applicable instruction to the Nomination Committee is available on the Group website: group.skanska.com/corporate-governance/shareholders-meeting/nomination-committee/.

Nomination Committee for the AGM 2024

The Nomination Committee for the AGM 2024 has the following composition:

- Helena Stjernholm, AB Industrivärden (24.5 percent of the votes¹), Chairman of the Nomination Committee
- Katarina Martinson, Lundberg Group (13.2 percent of the votes¹)
- Dick Bergqvist, AMF Tjänstepension & AMF Fonder (5.6 percent of the votes¹)
- Malin Björkmo, Handelsbanken Funds (1.9 percent of the votes¹)
- Hans Blörck, Chairman of the Board, Skanska AB

The composition of the Nomination Committee and information on how shareholders can submit proposals to the Nomination Committee ahead of the AGM 2024 was published on the Group website and announced in a press release on September 25, 2023. According to the Code, the majority of the Nomination Committee's members are to be independent in relation to the Company and its senior executives and at least one member is also to be independent in relation to the largest shareholders in the Company in terms of voting rights. All of the appointed members are independent in relation to the Company and its senior executives and three are independent in relation to the largest shareholders in the Company in terms of voting rights.

In preparation for the AGM 2024, the Nomination Committee has held four meetings at which minutes were kept. No fee has been paid for the work of the Nomination Committee. In its work ahead of the AGM 2024, the Nomination Committee was, among other things, presented with the result of the evaluation of the Board's work and the Chairman of the Board's report on the Board's work. The Nomination Committee has also interviewed two members of the Board. Furthermore, Skanska's President and CEO and CFO have attended a meeting of the Nomination Committee for a presentation of the Company's operations.

Diversity policy

In its work ahead of the AGM 2024, the Nomination Committee has assessed the composition and size of the current Board as well as Skanska's operations. It has been the Nomination Committee's objective to maintain the diversity and breadth of the Board, particularly considering Skanska's operations within project development and construction in an international context and Skanska's focus on sustainability matters.

The Nomination Committee has further considered that it would benefit the Board to include a person with experience from the UK or US construction industry, and a person with operational experience from a large Swedish listed company and competence in industrial processes, quality work and sustainability matters.

For the composition of the Board, the Nomination Committee has applied the rules on the composition of the Board that are found in the Code. The Nomination

Committee has applied rule as diversity policy. The objective diversity policy are that the composition appropriate to operations, phase of development relevant circumstances, that members elected by the General collectively to exhibit diversity of qualifications, experience and need for renewal, and the balance on the Board is to be Nomination Committee considers diversity and breadth is represented the proposed board members nine of the proposed board women. The gender balance 33 percent women and 67 percent Nomination Committee further those fields of competence considered important to Skanska represented in the proposed the composition and size of the Board is appropriate to meet needs. The Nomination Committee also assessed that the proposed members will be able to devote time required to fulfill their members in Skanska. The Nomination Committee has assessed the Board meets the requirements relating to board members' The Nomination Committee proposals to the AGM 2024, work and motivated statement AGM 2024, and information board members, available website: group.skanska.com/governance/shareholders-meeting/2024/.

Board of Directors

According to the Articles of Association, the Board, with regard to members elected by shareholders at a General Meeting, shall consist of not fewer than five and not more than 10 members. The Articles of Association contain no provisions regarding appointment or dismissal of board members or amendments to the Articles of Association.

The Board has overall responsibility for Skanska's organizational structure and management, and the Board's main duty is to safeguard the interests of the Company and shareholders. The Board makes decisions regarding the Group's strategy, interim and

annual reports, major construction projects, investments and divestments, appointment of the President and CEO, and matters concerning the organizational structure of the Group. The Chairman leads the Board in its work and has regular contact with the President and CEO in order to stay informed about the Group's activities and development.

The current Board consists of eight members elected by the shareholders at the AGM 2023 for the period until the end of the AGM 2024, and three members and three deputy members appointed by the trade unions. According to the Code, the majority of the Board's AGM-elected members are to be

independent in relation to the Company and its senior executives, and at least two members are to also be independent in relation to the major shareholders in the Company. All of the board members elected by the AGM 2023 are independent in relation to the Company and its senior executives. Of these, six members are also independent in relation to the Company's major shareholders.

The composition of the Board as of December 31, 2023, and an assessment of the independence of each member are presented in the table below and on pages 90–91.

Members and deputy members of the Board as of December 31, 2023

Member	Position	Elected, year	Audit Committee	Compensation Committee	Project Review Committee	Independent in relation to the Company and its senior executives	Independent in relation to the Company's major shareholders
Hans Blöck ¹	Chairman	2016	■	■	■	Yes	Yes
Pär Bonari ¹	Member	2015	■	■	■	Yes	No
Jan Gurander ¹	Member	2019	■	■	■	Yes	Yes
Mats Hederos ¹	Member	2022			■	Yes	Yes
Fredrik Lundberg ¹	Member	2011			■	Yes	No
Catherine Marcus ¹	Member	2017			■	Yes	Yes
Ann E. Massey ¹	Member	2022			■	Yes	Yes
Åsa Söderström Winberg ¹	Member	2020	■		■	Yes	Yes
Ola Rått ²	Employee Representative	2018				–	–
Richard Hörstedt ^{2,3}	Employee Representative	2007			■	–	–
Yvonne Stenman ²	Employee Representative	2018				–	–
Goran Pajnic ^{2,4}	Employee Representative (Deputy)	2022				–	–
Hans Reinholdsson ²	Employee Representative (Deputy)	2020				–	–
Anders Rättgård ²	Employee Representative (Deputy)	2017			■	–	–

■ = Chairman ■ = Member

1 Nominated by the Nomination Committee for the AGM 2023 and elected by the shareholders at the AGM 2023 for the period until the end of the AGM 2024.
2 Nominated and appointed by the trade unions.
3 Deputy member of the Project Review Committee for Anders Rättgård.
4 Until January 31, 2024. Was succeeded by Fredrik Norrman as deputy board member (employee representative) from February 1, 2024 in accordance with a decision by the trade union (see page 91).

Evaluation of the work of the Board

The work of the Board is evaluated annually through a structured process aimed at improving work processes, efficiency and collective expertise, and to assess any need for change. The Chairman of the Board is responsible for the evaluation and for presenting the result of the evaluation to the Board and the Nomination Committee.

In 2023, an evaluation was carried out in the form of a questionnaire and individual conversations between the Chairman and each member of the Board, as well as through discussion at board meetings. The Chairman was also evaluated through a written questionnaire and discussion with the Board without the Chairman present; the board meeting on this occasion was chaired

by another board member appointed for the purpose. The outcome of the 2023 evaluation was that the work of the Board was deemed to be functioning well.

Board fees

The AGM 2023 resolved, in accordance with the Nomination Committee's proposal, on fees to the Chairman of the Board and to the other AGM-elected board members not employed by Skanska as follows: SEK 2,325,000 to the Chairman of the Board; SEK 775,000 each to the other board members; SEK 280,000 to the Chairman of the Audit Committee and SEK 195,000 each to the other members of the committee; SEK 115,000 to the Chairman of the Compensation Committee and SEK 110,000 each to the other members of the committee; SEK 225,000 each to the

Chairman of the Project Review Committee and the other members of the committee. Further information is available in Note 37 on pages 181–186.

The Board's committees

The Board is ultimately responsible for the organization and management of Skanska's operations. The overall responsibility of the Board cannot be delegated, but the Board may appoint committees to do preparatory work and explore certain issues in preparation for decisions by the Board.

The Board has formed three committees to provide structure, improve efficiency and ensure the quality of its work: (i) Audit Committee, (ii) Compensation Committee and (iii) Project Review Committee. The members of the committees are appointed annually at the statutory meeting of the Board. The Board's Procedural Rules specify which duties and decision-making powers have been delegated to the committees. The Chairman of each committee reports orally to the Board at each board meeting and all minutes from the committee meetings are submitted to the Board.

Audit Committee

The main task of the Audit Committee is to assist the Board in overseeing the accounting and financial reporting processes of the Group and the audits of the financial statements of the Group, as well as other matters under applicable legislation. Among other things, the committee monitors the quality and integrity of the Group's financial reporting, and the effectiveness of the Group's internal control, internal audit and risk management. The committee also oversees the Group's compliance with legal and

regulatory requirements have an impact on the financial statements and the reports from and relations with external auditors, including of their impartiality and independence. Furthermore, the committee discusses with the external audit procedures and the monitoring during the audit, and establishes regarding the non-audit services by the external auditors. At least the committee meets the external without senior executives be

In 2023, the Audit Committee of Pär Boman (Chairman), Hans Jan Gurander and Åsa Söder. The composition of the committee meets the requirements in the Code of committee members' independence members have accounting a

The committee has six members. Important matters addressed included capital allocation, financial reporting, external reporting, testing, valuation of construction development projects, larger of the interim reports and year internal control, risk management compliance matters.

Compensation Committee

The main tasks of the Compensation Committee include preparing recommendations for decisions of the Board on the Skanska employment programs, the appointment of the President and CEO or another member of the Group Leadership the salary and other remuneration of the Group's President and CEO.

The committee resolves on salary and other remuneration for the other members of the Group Leadership Team based on a proposal from the President and CEO. The committee also examines the outcomes of variable remuneration components.

In 2023, the Compensation Committee consisted of Hans Blörck (Chairman), Pär Boman and Jan Gurander. The Code requirements regarding independence, according to which the Chairman of the Board may be the Chairman of the Compensation Committee and other AGM-elected members are to be independent in relation to the Company and its senior executives, have therefore been met.

The committee held five ordinary meetings in 2023 and one extra meeting per capsulam. Important matters addressed during the year were review of Skanska's variable

linked to the Group's reduction of carbon emissions within scope 1 and scope 2. Further information on Seop 6, including the conditions on which the outcome depends, is available on the Group website: group.skanska.com/corporate-governance/remuneration/incentive-programs/.

Project Review Committee

The Project Review Committee takes decisions on individual projects within the Construction, Residential Development, Commercial Property Development and Investment Properties business streams, that require the Board's approval, and on certain project financing packages. Projects that involve especially high or unusual risks or other special circumstances may be referred to the Board for a decision, and such referrals are to include a recommendation from the committee.

In 2023, the committee consisted of AGM-elected board members representative Anders Rättgö committee held 12 meetings

External auditors

At the AGM 2023, the registered firm Ernst & Young AB was re-elected as the Company's external auditor until the end of the AGM 2024. Public Accountant Rickard A. Larsson, auditor in charge. The external auditors attended two board meetings the auditing process of Ernst & Young Skanska and to provide the Board with an opportunity to discuss without senior executives being present. The external auditors have also attended meetings of the Audit Committee on fees and other remuneration external auditors or audit-related services is set out in Note 38.

Skanska's reporting structure

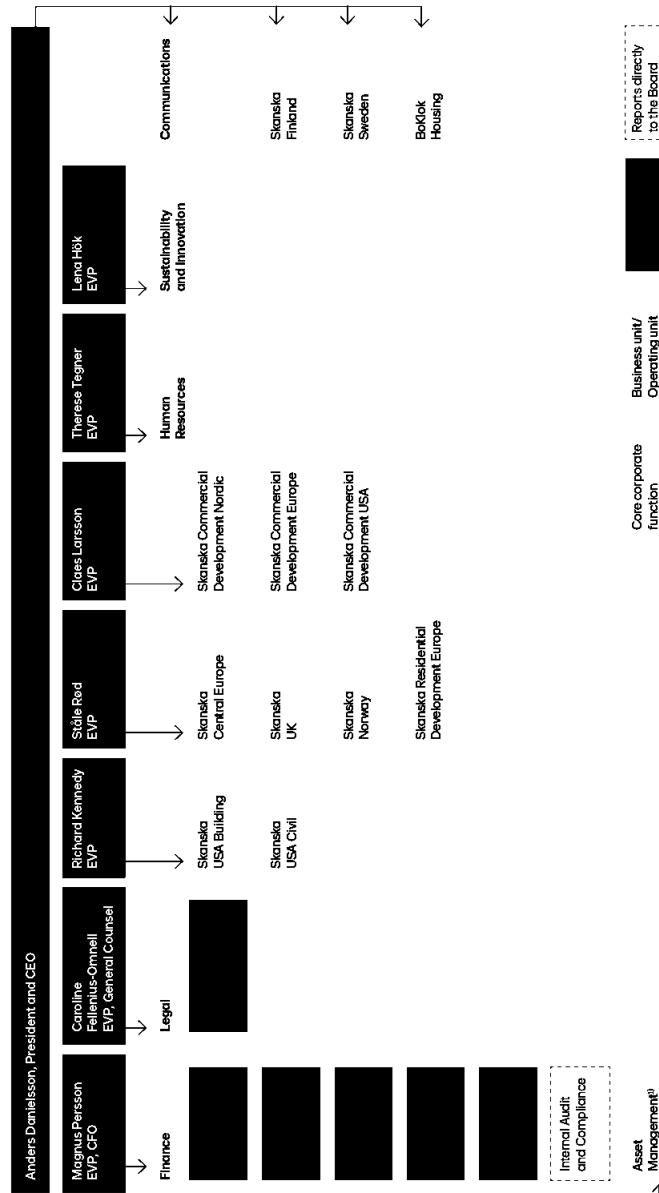
Operating units	Business Streams			
	Construction		Residential Development	
	Operating unit	External reporting	Operating unit	External reporting
Sweden	■	■	■	■
Norway	■	■	■	■
Finland	■	■	■	■
Commercial Development Nordic				
Central Europe	■	■		
United Kingdom	■	■		
Commercial Development Europe				
Residential Development Europe				
USA Civil	■	■	■	■
USA Building	■	■		
Commercial Development USA				
Boklok¹			■	■

■ = Operating unit □ = External reporting

1 Boklok has operations in Sweden and the UK. In the external reporting Boklok is divided and included in the Nordic cluster, with a specific entry for Sweden, and Europe.

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Skanska's management structure
Group Leadership Team



1 Portfolio of PPP assets.

Operational management and governance
We operate with a decentralized governance model that recognizes local characteristics of the construction and development markets, and business units to develop the business according to plan, while delivering profit and loss responsibility.

Our strategy and targets are set at a level to ensure effective financial and conduct proper follow-up on unit performance and compliance. The decentralized governance model requires that the business units are able to meet the requirements set by the strategy while the business units are able to meet the requirements set by the strategy.

Each business unit is headed by a manager who is responsible for the unit's performance and has its own administrative resources to conduct its operations. Aside from day-to-day managing projects, the business unit also deals with matters such as development, business planning, investments and organizational matters.

Information on our strategy, and business streams is available on pages 15–16 and 22–38.

The President and CEO and the Leadership Team
The President and CEO is appointed by the Board and runs the Company in accordance with the instructions by the Board. The President is responsible for the day-to-day operations of the Company, and is supported by the Group Lead members of the Group Lead

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The work of the President and CEO is evaluated at one board meeting each year at which no senior executives are present. The President and CEO has no business dealings of any significance with the Company or its Group companies.

Information on the President and CEO and the other members of the Group Leadership Team can be found on pages 92–93.

Core corporate functions and group functions

Core corporate functions and group functions are based at Skanska's headquarters in Stockholm. The core corporate functions and group functions assist the President and CEO and the Group Leadership Team on matters relating to group-wide functions, coordination and oversight. They also provide support to the business units. The head of each group function reports directly to a member of the Group Leadership Team. The head of group function Internal Audit and Compliance reports directly to the Board by way of the Audit Committee. A presentation of the core corporate functions and group functions can be found on page 86.

Remuneration to senior executives

Guidelines for salary and other remuneration to senior executives shall be adopted by the AGM at least every four years based on a proposal from the Board. The applicable remuneration guidelines were adopted by the AGM 2023. The guidelines and information about salary and other remuneration to senior executives, as well as outstanding share award and share-related incentive programs, are found in Note 37 on pages 181–186.

Senior executives include the President and CEO and the other members of the

Group Leadership Team. Information on remuneration to the President and CEO is also set out in the Board's remuneration report for 2023 available on pages 94–98.

Purpose and values

Together with our customers and partners, we are building for a better society, creating innovative and sustainable solutions that support living beyond our lifetime. And as we do so, we build long-term value for our shareholders and society at large.

The way we conduct business, and our strategy, remains firmly grounded in our values: Care for life, Act ethically and transparently. Be better together, and Commit to customers. We harness our strengths and assets into long-term, sustainable business opportunities that generate growth, customer success and shareholder value. Further information on our values is available on the Group website: group.skanska.com/about-us/who-we-are/our-purpose-and-values/.

Code of Conduct

The Code of Conduct is based on our values and sets the standard for the daily behavior of employees and the way we do business. It is reviewed regularly by the Group Leadership Team and updates are approved by the Board. It defines our commitments in the workplace, in the market and to society. It covers topics

Group policies

Core mandatory operating rules of the Group, addressing risks, goals and where corporate governance is required.

such as health and safety, diversity and inclusion, data protection, environment, confidentiality, conflicts of interest, fraud, fair competition, anti-bribery and corruption, and insider information and market abuse. Employees are required to uphold the principles and requirements contained in the Code of Conduct. All employees are required to complete Code of Conduct training every two years, and new employees within one month of starting work.

The Code of Conduct is supplemented by the Supplier Code of Conduct, which must be adhered to by subcontractors, suppliers, consultants, intermediaries and agents. It is included in agreements with these parties and outlines our expectations on those we do business with. The Supplier Code of Conduct covers topics such as environment, health and safety, fair working conditions, discrimination and harassment, anti-bribery and corruption, sanctions and fair competition.

The Code of Conduct and the Supplier Code of Conduct can be found on the Group website: group.skanska.com/corporate-governance/our-code-of-conduct/.

The Code of Conduct Hotline provides a mechanism for employees, suppliers' employees and other third parties to anonymously report on breaches or suspected breaches of the

Group procedures and standards

Mandatory. Procedures are generally detailed step-by-step instructions to achieve a given goal, while standards indicate expected behavior or a minimum level of quality or a minimum standard.

Code of Conduct. The hotline is an independent third-party service and is a supplement to the numerous options within the Group which and third parties are encouraged

Governance framework

The Group governance framework consists of three levels. The Group Leadership Team and the core corporate functions and the core corporate functions are responsible for its implementation and on its implementation and on the business units. The Group framework consists of three steering documents: Group procedures and standards are mandatory, as well as the guidelines for the Group.

A clear framework of policies and standards reduces risks and effectiveness. It also makes by the Code of Conduct and how our operations are run, organized, which standards to work according to, how to at what levels decisions are what is mandatory for the business. The Group steering documents are run, organized, which standards to work according to, how to at what levels decisions are what is mandatory for the business. The governance framework to the Company, all business employees. If not followed, the consequences, upon and in

Group guidelines

A non-binding document a guidance for the organization



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The business units are required to establish and maintain a robust and well-functioning system of governance within their operations. Business units' governance systems, such as policies and management systems, should complement and add local, practical detail to the steering documents in the Group governance framework. The Business Unit President is responsible for implementation of the Group governance framework in each respective business unit.

The Board's Procedural Rules state which items of business will be decided upon by the Board, by the President and CEO, by the Group Leadership Team, or at the business unit level. In addition to the Board's Procedural Rules, and Skanska's Code of Conduct and Supplier Code of Conduct, Group policies include:

- Anti-Corruption Policy
- Claims Management Policy
- Enterprise Risk Management Policy
- Finance Policy
- Human Resources Policy
- Information Policy
- Innovation Policy
- Insider Policy
- IT Policy
- Personal Data Protection Policy
- Sustainability Policy
- Tax Policy

Sustainability

Sustainability is an enabler for our business strategy, a key component for success for us and our customers. Our sustainability strategy focuses on the areas of Responsibility, Climate and Resilience. The Board is informed quarterly of our sustainability performance within climate and health and safety. Our risk assessment on pages 99–105 and disclosure according to the Task force on Climate-related Financial Disclosures (TCFD) on pages 76–77, assesses sustainability related risks for the organization. Further information on our sustainability work is available in the sustainability report on pages 40–78. Information on our climate targets is available on page 11.

To further integrate carbon emission reductions into the business, the AGM 2022 resolved, in accordance with the Board's proposal, to include an emission reduction target in our own operations (scope 1 and 2) in Seop 6. For the top 400 leaders, up to 15 percent of performance shares in Seop 6 is linked to how well the annual climate target of a 7 percent carbon emission reduction in our own operations is achieved at Group level. In addition, for 2023, the Group Leadership Team has set activity-based sustainability targets, including climate, as part of the short-term incentive programs for all Business Unit Presidents. Activity-based targets in the short-term incentive program for the President and CEO include, for 2023, targets related to Skanska's climate target. Further information on the application of performance criteria for the President and CEO's variable remuneration is available in the Board's remuneration report on page 97.

Internal control

This section includes the most important elements of our internal control and risk management systems in connection with financial and sustainability reporting. A description of our sustainability reporting principles is set out on page 78.

Control environment

The Board has overall responsibility for ensuring that Skanska has effective and adequate risk management and internal controls. The purpose is to provide a reasonable assurance that the operations are run appropriately and efficiently, that external reporting is reliable, and that laws and regulations and internal rules are complied with.

The Board's Procedural Rules ensure a clear division of roles and responsibilities for the purpose of ensuring effective management of business risks. The Board and the Group Leadership Team have also adopted a number of fundamental rules of importance for internal control work, such as the Group's Enterprise Risk Management Policy and the Group's Governance Procedure. The Group Leadership Team reports regularly to the Board according to established routines. The Audit Committee also presents reports on its work. The Group Leadership Team is responsible for the system of internal controls required to manage material operational risk. This includes a clear decision-making structure and the Group framework of policies, standards and procedures, and guidelines. Group function Assurance and Control supports the Group Leadership Team in drafting and monitoring the system of internal control.

Risk assessment and control
We have at Group level identified the most important risks in our operations that could impact on the Group's performance and sustainability reporting. We have subsequently at Group level established rules in place that the Group has rules in place that these risks are managed by the Leadership Team and the various functions and group functions for managing general risks in the business. The main strategy, macroeconomics and frameworks, while the main operational risk and opportunity at the local level within the units. A detailed description of enterprise risks and how they are managed is found on pages 99–105.

We use a Group-wide process for identifying and managing risks with construction contracts and development. A specialized Skanska Risk Team examines proposals for tenders in construction and investments in project stage. Based on the identified opportunities, the Skanska Risk Team issues a recommendation on the final decision made by the Tender Board, in connection with the Project Review Committee, to board members.

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Risks and opportunities for improvement are both greatest during the actual execution phase of the projects, and the work focuses heavily on this phase. Since almost every project is unique, risks and opportunities must be analyzed with respect to project type, location, execution phase, contract type and customer. During execution, projects over a set threshold must adhere to the Skanska Project Reporting and Review Procedure to ensure consistent project reviews, including a process to make sure that deviations from planned performance are detected and acted upon early. All business units employ common valuation principles and terminology to ensure conservative project valuation and a high level of performance transparency.

Information and communication

Significant accounting principles, manuals and other documents of importance in financial and sustainability reporting are updated and information on them is communicated regularly. There are several information channels to the Group Leadership Team and the Board for important information. For our external communication, we have a Group Information Policy to ensure that we comply with existing regulations on providing the market with accurate information.

Monitoring

The Board continually evaluates the information provided by the Group Leadership Team and the Audit Committee. Of particular importance is the result of the Audit Committee's work on monitoring the effectiveness of the Group Leadership Team's internal control processes. This includes ensuring that steps are taken to

address the shortcomings revealed in internal and external audits and to implement the proposed actions.

Internal Audit and Compliance

Group function Internal Audit and Compliance is responsible for monitoring and evaluating how risk management and internal control processes have been carried out. The work is planned in consultation with the Audit Committee and reporting takes place directly to the Board through the committee. Matters relating to internal audit are also communicated on an ongoing basis to the external auditors.

In 2023, Internal Audit and Compliance focused on reviewing the risks identified relating to the Group's projects, business-critical processes and key corporate functions. A total of 76 audits were conducted during the year within all business units. There was a particular focus on the business operations of commercial development investments and supply chain resilience for the construction units. The business units' and core corporate function Sustainability and Innovation's management, processes and reporting within the area of climate were also reviewed. The audits were performed in accordance with a uniform audit method.



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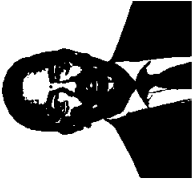
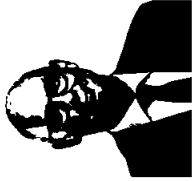
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Board members elected by the AGM 2023



Position	Hans Blörck	Pär Boman	Jan Gurander	Mats Hederos	Fredrik Lundberg
Born	Sweden, 1951	Sweden, 1961	Sweden, 1961	Sweden, 1957	Sweden, 1951
Elected	2016	2015	2019	2022	2011
Shareholding in Skanska, December 31, 2023	25,000 Class B shares through privately owned company	1,000 Class B shares	5,000 Class B shares	2,000 Class B shares	4,032,000 Class A shares, 16,350,000 Class B shares, 11,150,000 Class B shares, 5,376,000 Class A shares privately
Other board assignments	– Board member, Handelsbanken AB	– Chairman, Handelsbanken AB – Chairman, Essity AB – Chairman, Svenska Cellulosa Aktiebolaget SCA – Vice Chairman, AB Industrivärden	– Board member, Essity AB	– Chairman, Qariboo Property AB – Board member, Anticipo Oy – Board member, Cirkus Venues AB – Board member, SilverLife AB	– Chairman, AB Industri – Chairman, Holmen – Chairman, Hufvudstad – Vice Chairman, Hufvudstad – Board member, LIF
Education	– Master of Science in Business and Economics, Stockholm School of Economics	– Engineering and Business/Economics degree, Honorary Ph.D. in Economics	– Master of Science in Business and Economics, Stockholm School of Economics	– Master of Science, Royal Institute of Technology, Stockholm – Executive Programme in Resilience Thinking, Stockholm Resilience Center, Stockholm University	– M.Sc. Engineering Technology, Stockholm – Master of Business Administration, Stockholm School of Economics – Dr. (Econ.), h.c., Stockholm – Dr. (Eng.) h.c., Linköping – Dr. (Med.) h.c., Karolinska
Work experience	– CFO, Skanska AB – CFO, Autoliv AB – CFO, Esselte AB	– President and CEO, Handelsbanken AB	– Deputy CEO, AB Volvo – Deputy CEO and CFO, AB Volvo – CFO and Senior Vice President Finance, Volvo Car Group – CFO, MAN Diesel & Turbo SE – Group Vice President and CFO, Scania AB	– CEO, AMF Fastigheter – Head of Property, AMF Pension – Transaction Manager, AP Fastigheter (today Vasakronan) – Investment Banker, Enskilda Securities, SEB	– President and CEO, L.E. Lundbergföretag
Dependency relationship in accordance with the Swedish Corporate Governance Code	– Independent in relation to the Company and its executive management – Independent in relation to major shareholders	– Independent in relation to the Company and its executive management – Dependent in relation to major shareholders	– Independent in relation to the Company and its executive management – Independent in relation to major shareholders	– Independent in relation to the Company and its executive management – Independent in relation to major shareholders	– Independent in relation to the Company and its executive management – Dependent in relation to major shareholders

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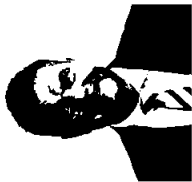
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Group Leadership Team

				
Anders Danielsson	Caroline Fellenius-Omnell	Lena Hök	Richard Kennedy	Claes Larsson
President and Chief Executive Officer (since 2018)	Executive Vice President, General Counsel (since 2017)	Executive Vice President (since 2021)	Executive Vice President (since 2018)	Executive Vice President (since 2006)
Responsible for business units/core corporate function – Skanska Finland – Skanska Sweden – Bofick Housing – Communications	Responsible for core corporate function/ group function – Legal – Assurance and Control	Responsible for core corporate function – Sustainability and Innovation	Responsible for business units – Skanska USA Building – Skanska USA Civil	Responsible for business units – Skanska Commercial – Skanska Nordics – Skanska Europe – Skanska Construction
Born	1966	1968	1966	1943
Joined Skanska in	1991	2017	2004	1990
Shareholding in Skanska, December 31, 2023	246,166 Class B shares ¹	14,953 Class B shares	113,003 Class B shares	26,941 Class B shares
Awarded but unvested share awards under Skanska's long-term share saving program (Seop), December 31, 2023²	87,339 Class B shares	28,926 Class B shares	17,705 Class B shares	43,735 Class B shares
Board assignments	–	– Board member, The Swedish Association of Listed Companies	– Chair of the Swedish Sustainability Committee, International Chamber of Commerce (ICC) – Member of the Build Environment Board at World Business Council for Sustainable Development	–
Education	– M.Sc. Engineering, KTH Royal Institute of Technology, Stockholm – Advanced Management Program, Harvard, Boston MA, USA	– Master of Laws, Stockholm University – Master of Laws, College of Europe, Bruges	– Master of Social Science, Uppsala University – GEM Management Program, Stockholm School of Economics Executive Education	– M.Sc. Engineering, Technology, Georgia Institute of Technology, Atlanta, Georgia – MBA, Chalmers – Doctorate in Technology and Management, University of Gothenburg
Work experience	– Executive Vice President, Skanska AB – President, Skanska Sweden – President, Skanska Norway	– Group General Counsel, Tele2 AB – Group General Counsel, Sidel – General Counsel Europe, Tetra Pak AB – Corporate Counsel, AB Electrolux	– Senior Vice President, Sustainability, Skanska AB – Head of Sustainability, Skandia Group – Head of Skandia foundation ideas for life, Skandia Group – Head of Communication, Skandiabanken and Skandia	– President, Skanska USA Building – Chief Operating Officer, Skanska USA Building – General Counsel, Skanska USA Building – President, Skanska Development North America – President, Skanska Construction, Gothenburg

1 The number of shares includes holdings by related persons.
2 Share awards awarded during 2021–2023. In order for the shares to vest, an additional three years of service from each award date are required. Share awards for 2023 are preliminary. The Board will determine the outcome for 2023 after reviewing the operational performance in the first quarter of 2024.

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Position	Magnus Persson	Ståle Rød	Therese Tegner
	Executive Vice President, Chief Financial Officer (since 2018)	Executive Vice President (since 2023)	Executive Vice President (since 2022)
	Responsible for core corporate function/group functions/operating unit	Responsible for business units	Responsible for core corporate function
	– Finance	– Skanska Norway	– Human Resources
	– Reporting and Accounting	– Skanska Central Europe	
	– Financial Support and Analysis	– Skanska UK	
	– Skanska Financial Services	– Skanska Residential Development Europe	
	– Investor Relations		
	– Information Technology		
	– Asset Management		
	– Internal Audit and Compliance (reports directly to the Board through the Audit Committee)		
Born	1976	1972	1968
Joined Skanska in	2006	1997	2005
Shareholding in Skanska, December 31, 2023	62,736 Class B shares	33,207 Class B shares	35,926 Class B shares
Awarded but unvested share awards under Skanska's long-term share saving program (Seop), December 31, 2023 ¹	35,319 Class B shares	19,169 Class B shares	18,478 Class B shares
Board assignments	– Board member, Solar Power Accelerator	– Board member, Confederation of Norwegian Enterprise (NHO)	– Board member, Agne Sandberg Foundation
Education	– Ph.D. in Business Economics, Uppsala University	– B.Sc. Civil Engineering, Western Norway University of Applied Sciences	– Master of Laws, Lund University
	– Master of Science in Business Economics, Uppsala University	– Officers School, Norwegian Army	
		– Advanced Management Program, Harvard Business School	
Work experience	– Chief Financial Officer, Skanska Sweden	– Business Unit President, Skanska Norway	– Senior Vice President, Skanska Financial Services
	– Senior Vice President, Investor Relations, Skanska AB	– Executive Vice President, Skanska Norway	– Head of Project Advisory, Skanska
	– Group Manager, Corporate Finance, Skanska AB	– Regional Director, Skanska Norway	– Head of Project Services
	– Head of Research and Analysis, Skanska Financial Services	– Project Director, Skanska Norway	– Head of Guarantees and Insurances, Skanska Financial Services
			– Skanska Associate, Archibald Lawfirm

¹ Share awards awarded during 2021–2023. In order for the shares to vest, an additional three years of service from each award date are required. Share awards for 2023 are preliminary. The Board will determine the outcome for 2023 after reviewing the operational performance in the first quarter of 2024.

Business Unit Presidents
Magnus Persson, Skanska Sweden
Stein Ivar Hellestad, Skanska Norway
Tuomas Särkilähti, Skanska Finland
Michal Jurko, Skanska Central Europe
Gregor Craig², Skanska UK
Katy Dowling³, Skanska UK
Paul Hewins, Skanska USA Building
Don Fusco, Skanska USA Civil
Lars Jonson, BoKlok Housing
Björn Mattsson, Skanska Residential Development Europe
Jan Odelstam, Skanska Commercial Development Europe
Katarzyna Zawodna-Błoch, Skanska Commercial Europe
Murphy McCullough, Skanska Commercial Europe
Senior Vice Presidents, Group Functions
Katarina Bylund, Reporting and Accounting
Kerolina Cederhög, Communications
Anders Göransson, Internal Audit and Compliance
Mark Lemon, Assurance and Risk Control
Antonia Junellind, Investor Relations
Louise Hallqvist, Skanska Financial Services
Anders Candell, Information Technology
Sanna-Mari Pöyhönen, Financial Support

1 From April 11, 2023, Sanna-Mari Pöyhönen is Acting Business Unit President during the period from January 1, 2023 until May 1, 2023.
2 Until May 1, 2023.
3 From May 2, 2023.

Remuneration report

Introduction

This remuneration report for 2023 describes how Skanska AB's (the Company) guidelines for salary and other remuneration to senior executives (the Remuneration Guidelines), adopted by the Annual General Meeting (AGM) 2020 and revised by the AGM 2023, have been applied in 2023. The report also provides information on remuneration to the President and CEO and a summary of the Company's outstanding share-related incentive programs. The report has been prepared in accordance with Chapter 8, Sections 53 a and 53 b of the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programmes issued by the Swedish Corporate Governance Board and now administered by the Stock Market Self-Regulation Committee (ASK).

Further information on remuneration to senior executives and board members as required by Chapter 5, Sections 40–44 of the Annual Accounts Act is available in Note 37. Remuneration to senior executives and board members, on pages 181–186 in the Annual and Sustainability Report 2023. Senior executives include the President and CEO and the other members of the Group Leadership Team.

The Board of Directors (the Board) has established a Compensation Committee. Information on the work of the Compensation Committee in 2023 is set out in the corporate

governance report available on pages 79–89 in the Annual and Sustainability Report 2023.

Remuneration of the Board is not covered by this remuneration report. Such remuneration is resolved annually by the AGM and is disclosed in Note 37 on page 183 in the Annual and Sustainability Report 2023.

The AGM 2023 resolved to approve the Board's remuneration report for 2022. No opinions were expressed by shareholders on the report.

Key developments 2023

The President and CEO, Anders Danielsson, summarizes Skanska's overall performance in 2023 in his statement on pages 8–9 in the Annual and Sustainability Report 2023.

Remuneration Guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability agenda, is that the Company is able to recruit and retain qualified personnel. To this end, it is necessary that the Company offers competitive remuneration. The Remuneration Guidelines enable the Company to offer the members of the Group Leadership Team competitive total remuneration. Under the Remuneration Guidelines, the combined total remuneration for each member of the Group

Leadership Team shall be market-related and competitive in the labor market in which the senior executive is placed, and distinguished performance should be reflected in the total remuneration. The remuneration may consist of the following components: fixed cash salary, variable cash remuneration, pension and other benefits. The variable cash remuneration shall aim at promoting the Company's business strategy and long-term interests, including its sustainability agenda. This is accomplished through the financial and non-financial targets that determine the outcome of the variable cash remuneration and are clearly linked to the Company's business strategy and sustainability agenda.

The applicable Remuneration Guidelines adopted by the AGM 2023 are found in Note 37 on pages 181–182 in the Annual and Sustainability Report 2023. The Remuneration Guidelines adopted by the AGM 2020, which applied during the period January 1, 2023 until the close of the AGM 2023, are available on the Group's website: group.skanska.com/corporate-governance/shareholders-meeting/archive-shareholders-meetings. During the period January 1, 2023 until the close of the AGM 2023, the Company has complied with the Remuneration Guidelines as adopted by the AGM 2020. During the period from the close of the AGM 2023 until December 31, 2023, the Company has complied with the Remuneration Guidelines as adopted by the AGM 2023. In 2023, there were no deviations

from the respective applicable Remuneration Guidelines and no derogation in the decision-making process through the respective guidelines is to determine, review and implement the Company's compensation policy regarding the Company's compensation policy. The Remuneration Guidelines adopted by the AGM 2020 and by the AGM 2023 on the Group's website: group.skanska.com/corporate-governance/remuneration has been replaced

In addition to remuneration to senior executives, the Remuneration Guidelines, the Company have revised to include term share-related incentive

The Compensation Committee of remuneration

As informed in the Remuneration Report 2022, the Board proposed to the Compensation Committee, changes to the Remuneration Guidelines adopted by the AGM 2023, primarily in relation to pension to align the cap for pension to practice. The AGM 2023 adopted the Remuneration Guidelines in the Board's proposal.

The Compensation Committee considers that the Remuneration Guidelines adopted by the AGM 2023 have worked well in 2023, that remuneration to the Group Leadership Team has been paid in accordance with the guidelines adopted by the AGM 2020 and revised by the AGM 2023 and that the purpose of the respective guidelines has been achieved. The Compensation Committee has concluded that the Remuneration Guidelines adopted by the AGM 2023 should not be revised. The Remuneration Guidelines adopted by the

AGM 2023 are intended to remain valid until the AGM 2027. No changes are proposed to the Remuneration Guidelines, and therefore no shareholder approval of remuneration guidelines will be required at the AGM 2024. The Compensation Committee has further concluded that the ongoing programs and those that ended during the year, for variable remuneration to the Group Leadership Team, as well as the current remuneration structures and levels in the Company, are appropriate,

on market terms and well balanced. Upon evaluation of the ongoing programs for variable remuneration to the Group Leadership Team, the Compensation Committee concluded that these programs efficiently served their purpose to support achieving the Company's strategic business objectives and sustainable long-term interests, as well as to increase the long-term focus of the members of the Group Leadership Team and align their interests with the long-term expectations and the interests of the shareholders.

Table 1 – Total remuneration of the President and CEO in 2022 and 2023¹

Name and position	Financial year	Fixed remuneration			Variable remuneration			Total remuneration
		Base salary ²	Other remuneration and benefits ³	One-year variable remuneration ⁴	Multi-year variable remuneration ⁵	Extraordinary items	Pension expense ⁶	
Anders Danielsson, President and CEO	2023	14,250	133	0	1,087	–	4,986	20,458
	2022	13,750	126	10,313	7,756	–	4,812	36,757

1 Except for multi-year variable remuneration, the table reports remuneration earned in 2022 and 2023. Disbursement may or may not have been made the same year.

2 Vacation allowance is included in the base salary.

3 Other remuneration and benefits for 2023 include company car, fuel, medical insurance, meals and tax return assistance.

4 One-year variable cash remuneration relating to the 2023 financial year will be finally determined after reviewing the operational performance in the first quarter of 2024. The one-year variable cash remuneration for the President and CEO may amount to no more than 100 percent of the fixed annual cash salary. The amount included for 2022 in the table refers to actual disbursements for the 2022 financial year.

5 The value stated for 2023 refers to a preliminary award of performance shares for 2023's invested savings shares, calculated based on the share price on December 29, 2023 (SEK 182.35). The President and CEO is preliminarily estimated to receive 5,943 performance shares, equivalent to SEK 1,087 thousand, calculated based on the outcome of the performance conditions, has been reduced as a consequence of the cost limits of the share saving program. The value stated refers to the preliminary number of performance shares awarded for 2023 after reviewing the operational performance in the first quarter of 2024. In order to receive performance shares, an additional three years of service are required. For 2022, the President and CEO received 8,560 saving shares, equivalent to SEK 1,361 thousand, calculated based on the share price on December 29, 2023 (SEK 182.35).

6 The President and CEO has received remuneration related to the 2020 financial year. After a three-year lock-up period as part of the previous share saving program Seop 5, the President and CEO received 38,277 shares, equivalent to SEK 6,986 thousand, for the 2020 financial year. The value has been calculated based on the share price on December 29, 2023 (SEK 182.35).

7 Pension expense, which in its entirety relates to base salary and is contribution defined, has been counted entirely as fixed remuneration.

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Outstanding share-related incentive programs

Long-term share saving programs, Skanska employee ownership programs (Seop 5 and Seop 6) have been implemented in the Company. Seop 5 and Seop 6 give present and future employees the opportunity of becoming shareholders of the Company and are offered to permanent employees in the Skanska Group. The President and CEO participates in Seop 5 and Seop 6.

Subject to the participant having made an own investment in shares in the Company (saving shares), the participant may be awarded

matching and/or performance shares.

Matching and performance shares are awarded free of charge and are subject to three-year lock-up periods, during which the saving shares must be held, and employment must continue. Vesting of performance shares is also subject to the satisfaction of a number of performance conditions. The performance conditions used to assess the outcome of Seop 5 and Seop 6 consist of financial targets at Group, business unit and/or business unit cluster level. The financial target applicable at Group level, which applies for the President and CEO and the other members of the Group Leadership Team, is growth in earnings per share (EPS target). In Seop 6, the performance

conditions applicable at Group level also contain a climate target linked to the Group's reduction of carbon emissions within scope 1 and scope 2 (Climate target), which applies for the President and CEO and the other members of the Group Leadership Team in addition to the EPS target. The weighting of the performance conditions and the 2023 preliminary outcome of the EPS target and Climate target can be found in Table 3 (b). Information on the starting point and outperform target for the EPS target 2023, the threshold level for the Climate target 2023 and on the financial targets applicable for participants in Seop 6 in the different business streams can be found in Note 37

on page 186 in the Annual and Sustainability Report 2023. No matching shares are awarded to the President and CEO in Seop 5 or Seop 6.

Further information on Seop 5 and Seop 6, including the conditions on which the awards are made, is available on the website: group.skanska.com/governance/remuneration/incentives. Information on compensation programs, dilution effects, and programs, is available on page 185 in the Sustainability Report 2023.

Table 2 – Remuneration of the President and CEO in shares

The main conditions of the share programs					Information regarding the reported financial year ¹			
Name and position	Performance period ¹	Name of program	Award period ²	Vesting period ³	End of retention period ⁴	Opening balance	During the year	
						Share awards held at the beginning of the year	Awarded	Vested
Anders Danielsson, President and CEO	2020–2022 2023–2025	Seop 5 Seop 6	2020–2022 2023–2025	2023–2025 2026–2028	2023–2025 2026–2028	119,653 0	0 5,963 ⁶	38,277 ⁷ 0
Total						119,653	5,963	38,277

1 Each Seop program is divided into three annual programs, with an annual performance period 2020, annual program 2021 with performance period 2020 and annual program 2022 with performance period 2021 and annual program 2023 with performance period 2022. Seop 6 is divided into annual program 2023 with performance period 2023, annual program 2024 with performance period 2024 and annual program 2025 with performance period 2025. Vesting of performance shares is conditional upon satisfaction of a number of conditions during the performance period for each annual program.

2 The investments in saving shares through the Seop programs are normally made by way of monthly salary deductions followed by monthly investments in saving shares, normally the month after the month the salary deduction was made. The acquisition period for Seop 5 is the financial year 2020 in respect of the annual program 2020, the financial year 2021 in respect of the annual program 2021, and the financial year 2022 in respect of the annual program 2022. The acquisition period for Seop 6 comprises the financial year 2020 in respect of the annual program 2020, the financial year 2021 in respect of the annual program 2021, and the financial year 2022 in respect of the annual program 2022.

3 Matching and/or performance shares may normally be vested only after the lock-up period for each annual program, which comprises three years. Vesting of matching and/or performance shares to participants within each annual program is determined to occur after the investment in each saving share, meaning that vesting of matching and performance shares under Seop 5 is estimated to occur monthly during the financial year 2023 in respect of the annual program 2020, during the financial year 2024 in respect of the annual program 2021, and during the financial year 2025 in respect of the annual program 2022. Vesting of performance shares under Seop 6 is estimated to occur monthly during the financial year 2026 in respect of the annual program 2023, during the financial year 2027 in respect of the annual program 2024, and during the financial year 2028 in respect of the annual program 2025.

4 Performance shares related to saving shares invested under Seop 5 for 2020 have vested, whereupon 38,277 performance shares were transferred to the President and CEO. Under Seop 6, the President and CEO is preliminarily awarded 5,963 performance shares, in which the President and CEO has invested to become eligible to participate in the programs, are not included in the table.

5 There is no requirement to hold the saving, matching or performance shares after acquisition/vesting.

6 Value: SEK 1,067 thousand, calculated based on the share price on December 29, 2023 (SEK 182.35) multiplied by the number of preliminary awards (5,963).

7 Value: SEK 6,980 thousand, calculated based on the share price on December 29, 2023 (SEK 182.35) multiplied by the number of performance shares vested (38,277).

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Application of performance criteria

The performance criteria for the President and CEO's variable remuneration have been selected to deliver Skanska's strategy and to encourage behavior which is in the long-term interest of the Company and the Group. In the selection of performance criteria, the strategic objectives and short- and long-term business priorities for 2023 have been taken into account. The non-financial performance

criteria further contribute to alignment with the sustainability agenda as well as Skanska's purpose and values.

In addition to the financial targets outlined in Table 3 (a), the President and CEO has non-financial targets that may reduce the outcome of the variable cash remuneration. The outcome in relation to the financial targets determines the total (financial) bonus potential,

ie. the financial targets are the basis of the total bonus potential. This outcome may be reduced depending on the outcomes of the non-financial targets. The non-financial targets are set to support the Company's business strategy and long-term value creation, including its sustainability agenda, and are for 2023 activity-based targets related to, among other things, Skanska's climate target. The outcome is reduced in

cases where the non-financial targets are not fully reached. The non-financial targets together represent 50 percent of the bonus which means that the outcome may be reduced by 50 percent if the non-financial targets are not reached. Information on Skanska's climate targets is available on pages 46–53 in the Annual and Sustainability Report 2023.

Table 3 (a) – Performance of the President and CEO in 2023: variable cash remuneration

Name and position	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance ¹ and b) actual award/remuneration outcome ²
Anders Danielsson, President and CEO	Income after financial items 2023 ²	100%	a) SEK 2.6 billion b) SEK 0 thousand ³

1 Starting point and outperform target can be found in Note 37 on page 183 in the Annual and Sustainability Report 2023.

2 The income excludes the operating unit Asset Management (portfolio of PPP assets).

3 Outcome relating to the 2023 financial year will be finally determined after reviewing the operational performance in the first quarter of 2024. The one-year variable cash remuneration for the President and CEO may amount to not more than 100 percent of the salary.

Table 3 (b) – Performance of the President and CEO in 2023: share-based incentives

Name and position	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance ¹ and b) actual award/remuneration outcome ²
Anders Danielsson, President and CEO	Earnings per share 2023 ²	85%	a) SEK 78 b) SEK 0 thousand ⁴
	Carbon emissions (CO ₂ e) 2023 ³	15%	a) 161,000 tonnes b) SEK 1,087 thousand

1 Starting point and outperform target for the EPS target and threshold level for the Climate target can be found in Note 37 on page 186 in the Annual and Sustainability Report 2023.

2 Profit for the period attributable to equity holders, divided by the average number of outstanding shares after dilution during the year.

3 Emissions within scope 1 and scope 2 (market-based). More information can be found on page 68 in the Annual and Sustainability Report 2023.

4 The value stated refers to a preliminary award of performance shares for 2023's invested saving shares, calculated based on the share price on December 29, 2023 (SEK 182.35). The President and CEO is preliminarily estimated to receive 5,9 million performance shares. The value stated refers to the preliminary award of performance shares for 2023, calculated based on the outcome of the performance conditions, has been reduced as a consequence of the cost limits of the share saving program. The value stated refers to the performance criteria. The estimated number of performance shares for 2023, calculated based on the operational performance in the first quarter of 2024. In order to receive performance shares, an additional three years of service are required.

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Comparative information on the change of remuneration and company performance

Table 4 – Remuneration and company performance over the last reported financial years

Annual change ¹	2018	2019	2020	2021	2022	2023
Executive remuneration (SEK thousands)						
President and CEO remuneration (Anders Danielsson)	14,868	32,347 (+91.8%)	34,399 (+6.3%)	35,772 (+4.0%)	36,757 (+2.8%)	20,458 (-44.3%)
Skanska Group's performance						
Income after financial items (SEK bn) ³	4.9	7.7 (+58.9%)	11.6 (+50.5%)	9.7 (-16.9%)	9.6 (-0.8%)	3.8 (-60.4%)
Earnings per share (SEK) ³	9.5	15.5 (+63.2%)	22.5 (+45.2%)	19.8 (-12.0%)	18.6 (-6.1%)	7.9 (-57.5%)
Carbon emissions (tonnes) ^{8a}	332,000	291,000	265,000	216,000	182,000	161,000
Average remuneration on a full-time equivalent basis of employees⁹ of the Company (SEK thousands)¹⁰						
Employees ⁹ of the Company	–	–	1,455	1,603 (+10.2%)	1,589 (-0.9%)	1,231 (-21.3%)

1 The table reports actual outcome and annual change in percentage.

2 Total remuneration in 2023 as set out in Table 1.

3 The income includes eliminations at the Group level. In the remuneration reports for 2020–2022, the income has been reported excluding eliminations at the Group level since the financial targets for the variable cash remuneration has been set based on income after financial items excluding the operating unit Asset Management (portfolio of PPP assets). In Table 3 (a), the income after financial items is reported excluding the operating unit Asset Management. Variable cash remuneration to the President and CEO is based on income after financial items excluding the operating unit Asset Management, as set forth in Table 3 (a).

4 The table reports the income including the operating unit Asset Management (portfolio of PPP assets). In Table 3 (a), the income after financial items is reported excluding the operating unit Asset Management. Variable cash remuneration to the President and CEO is based on income after financial items excluding the operating unit Asset Management, as set forth in Table 3 (a).

5 Profit for the period attributable to equity holders, divided by the average number of outstanding shares during the year.

6 The table reports earnings per share before dilution. In Table 3 (b), earnings per share is reported after dilution. Share-based incentives to the President and CEO for 2023 has been related to earnings per share after dilution, as set forth in Table 3 (b).

7 Scope 1 (direct) and scope 2 (indirect - market based). More information can be found on page 68 in the Annual and Sustainability Report 2023.

8 Carbon emissions are reported in the table with out annual change in percentage in accordance with the method used for reporting of sustainability information in the annual and sustainability report available under the heading Sustainability Information on Annual and Sustainability Report 2023.

9 Excluding members of the Group Leadership Team.

10 Comparative information on the change of remuneration is not included in the table for 2018–2019. As 2020 is the first financial year for which the reporting obligation exists, the Company does not have readily available the required information for the previous year which will be finally determined and disclosed after reviewing the operational performance in the first quarter of 2024. For one-year variable cash remuneration, the amount included in the table is however preliminary variable cash remuneration related to account. When calculating the preliminary one-year variable cash remuneration, full outcome of the non-financial targets has consequently been considered. The value included for multi-year variable remuneration (the share saving program (Scsp 4)) related to awards of matching and performance shares for 2023's invested saving shares, calculated based on the share price on December 29, 2023 (SEK 182.35). The estimated number of performance shares for 2023, calculated based on the outcome of the performance, has been reduced as a consequence of the cost limits of the share saving program. The value included in the average remuneration relates to the preliminary number of performance shares after this reduction. The Board will determine the final outcome of the share saving program after reviewing the operational performance in the first quarter of 2024. In order to receive matching and performance shares, an additional three years of service are required. The average remuneration further includes the pensions vested during the year in defined pension expenses for defined-contribution plans. The average number of full-time equivalent employees in 2023 was 105 (2022: 74). The higher number of average full-time equivalent employees during 2023 has affected the average remuneration. The average remuneration for 2023 is further affected by a lower outcome for the one-year variable cash remuneration and the share saving program for 2023 compared to 2022.

Risk and opportunity management

Proactive and structured risk management at all levels provides increased resilience to risks and a greater ability to capture opportunities.

Established by the Board of Directors (the Board), our Group Enterprise Risk Management Policy (ERMP) sets out the framework and responsibilities for risk management across the organization. The overall purpose is to ensure that risk is managed systematically and as efficiently as possible and is assigned the correct priorities to help us achieve our business objectives and goals.

Enterprise risk management
We apply a top-down and bottom-up approach, using established risk identification and analysis techniques and the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework for guidance. This approach reflects an integrated and robust approach to enterprise risk management (ERM).

The Group Leadership Team is ultimately responsible for risk management and for the implementation of the ERMP. Business units are responsible for managing risk in their respective business operations within the

framework set by the ERMP. They also report to the Group Leadership Team on relevant risk management matters.

From business unit to Group level
The ERMP requires each business unit to create an Enterprise Risk Register (ERR). Business units identify, classify and assess their risks and then develop risk management plans. The units retain ownership of their risks. Their ERRs are then collated, sorted, reviewed, and consolidated at Group level to create the Group ERR from which top risks are identified; Group-level risk controls are reviewed and modified as necessary. Enterprise risks are classified as strategic, operational, financial and regulatory. Most Group-level risk controls are set out in the Group policies, procedures and standards, which in turn are part of the Group Governance Framework. A particular risk may be addressed by more than one policy, procedure or standard. For a list of the Group policies read more in our corporate governance report on page 88.

All risks in the business units' ERRs are categorized using the Skanska Risk Universe, which allows us to work more consistently on enterprise risk. We can quickly and easily collate, analyze and respond to the current main risks in a more dynamic and proactive way. We can also consider whether it is appropriate to develop a risk appetite and risk tolerance for certain key risks. Other benefits include support for our compliance programs and more efficient design, implementation and assurance of internal controls. This clearly links to our governance processes and ultimately enables a more integrated system of governance, risk and control.

ERM process 2023
Cybersecurity continues to be a critical risk. In response to the increasing frequency of cyber threats and aligned with a more centralized approach to IT, several significant adjustments to the Group steering documents were made in 2023. These changes include an update to the Group IT Policy, requiring all business units to implement an "Acceptable Use Standard",

which establishes rules for the use of IT equipment and services, and of information in a secure way. Information Security Standards are updated to provide a clearer and more consistent Information Security Management System. Geopolitical risks were also in focus in 2023, with the ongoing war in Ukraine impacting the global economic and political landscape in Europe and increased tensions in Asia, and the conflict between Israel and Palestine. Additional changes to the Group framework include the introduction of Group Innovation Policy, which encourages business units to align their innovation portfolios with the Group's strategic focus.

Strategic risks

Relate to our purpose, long-term objectives and strategy.

Operational risks

Threaten the achievement of our business plan and other short-term objectives and goals, or the efficient use of resources.

Financial risks

Threaten our financial strength and financial assets.

Regulatory risks

Relate to compliance with external regulations, and in-

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Risk universe and top risks
An annual review of Skanska's enterprise risk environment is conducted based on all business units' ERPs. This process includes reviewing existing risks, identifying and

responding to potential new risks, and updating the status of risk management activities. The review, which is presented to the Board, ranks various types of enterprise risks. For each of the main risks,

the appropriateness and effectiveness of management and mitigation measures are assessed and corrected as required. The table that follows, presents enterprise risks weighed together with risks identified

in stakeholder dialogues and analyses. The risks are examined significant risks to Skanska a distinct but overlapping risk risk may fit into more than one

Mitigation measures/activities

Potential Impact

Risk area and description

Strategic risks

Macroeconomic instability

Economic downturn or macroeconomic instability including impact from changes in key economic factors such as inflation and interest rates or events impacting the macroeconomic stability such as geopolitical instability and epidemics/pandemics.

- Financial and non-financial consequences for projects
- Fewer number and/or postponement of new projects, among both public and private customers
- Reduced demand from key customer base or several customer categories
- Shift in preference to companies with a strong financial position and/or long-term relationships
- Increase in land-banking opportunities due to less competition and/or financially stressed sellers

Our diversified and multinational business portfolio – in terms of clients, market sectors, project sizes, business models and strategic partnerships – gives us stability in times with macroeconomic instabilities. We carefully manage our balance sheet and overall exposure to risk, including capital at risk in the streams. We are constantly monitoring and evaluating market trends to anticipate changes in the market in the form of political decisions and amended regulations in areas that are important to our home markets. We play an active role in the public debate and engage with governments at the local as well as with customers, partners and other stakeholders, to advance solutions that benefit society and to drive a more ambitious stance on issues including climate.

> Read more on global trends with significance for Skanska's operations on page 12.

Climate risks

Physical incidents caused by the adverse impact of climate change, such as extreme weather conditions. Failure to adapt to new climate regulations and demands from investors and customers.

- Cost increases or project delays due to extreme weather conditions
- Project losses and investment write-downs
- Increased cost of carbon (such as carbon taxes)
- Damaged reputation and inability to meet project commitments
- Fines, penalties, lawsuits

Our Climate Transition Plan and climate target of achieving net-zero carbon emissions by 2045 guide reducing the climate impact of our operations. We create and implement transformational climate solutions that are low in carbon, circular, smart, and sustainable. We drive our business forward and to customers to succeed in meeting their sustainability goals. We partner to share knowledge and to innovate transformative solutions. We assess climate risks as a part of our risk evaluation process allowing us to mitigate potential risks at an early stage.

> Read more about our climate risk and opportunity management on pages 46–52 according on Climate-related Financial Disclosures recommendations on pages 76–77.

Diversity and inclusion risks

Employment discrimination based on social background, ethnicity, disability, gender, age, religion, sexual orientation, or any other protected characteristic. Non-inclusive workplace culture resulting in exclusionary experiences and cases of discrimination and harassment.

- Difficulties attracting, recruiting and/or retaining employees with the necessary skills and experience
- Lower employee engagement and productivity due to non-inclusive behaviors and experiences
- Damaged reputation and inability to meet project commitments
- Fines, penalties, lawsuits

Fostering a diverse and inclusive culture enables us to recruit and retain a diverse talent pool that building exceptional teams that can better understand our increasingly diverse customer base and performance. In addition, a diverse workforce and an inclusive workplace is a necessary condition to drive continuous improvements and ensure better decision making to achieve our Group targets in climate targets. Our Group Diversity and Inclusion Procedure specifies that all business units are to with diversity and inclusion. All business units are required to set up their own diversity and inclusion well as action plans and goals, and track metrics to measure their success.

> Read more about our work on embracing diversity and inclusion on page 65.

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Risk area and description		Potential Impact	Mitigation measures/activities
Strategic risks			
Lack/loss of key employees	Inability to attract, recruit and retain a skilled, diverse and committed workforce. Loss of, failure to identify need for, or failure to recruit key individuals or teams with critical knowledge.	- Difficulties attracting, recruiting and/or retaining employees with the necessary skills and expertise - Lower employee engagement and productivity - Damaged reputation and inability to meet project commitments - Financial and non-financial consequences for projects	We have an established and solid process for performance and talent management, including robust succession planning, structured resource planning and a transparent performance review process and inclusion. Sepg, the Skanska employee ownership program, provides employees with the opportunity in the company, and creates incentives to contribute to our performance through matching share schemes based on business unit performance. > Read the interview with Therese Tegner, Executive Vice President for Human Resources, on how learning and development culture to attract talent on page 17.
	Leadership or management failure in strategy execution	- Operational inefficiency, increasing costs and decreasing profits - Project losses and investment write-downs - Reduced ability to deliver for customers and inability to meet project commitments - Pursuing and winning the wrong project - Damaged reputation	The Group governance framework provides clarity on business unit decision making and accounts attention is being paid to management of the design process, commercial terms and changes in procurement, design and execution.
IT systems and Information			
Cybersecurity breach, or major IT system failure or loss of critical IT infrastructure.	Lack of control of performance and poor implementation of corrective actions, or failure by management to implement or adapt strategies to changing circumstances.	- Cyberfraud - Loss of IT (or project-critical) system availability - Data confidentiality breach - Loss of data availability and integrity - Financial loss - Damaged reputation - Fines, penalties, lawsuits	Our Information Classification Standard and Security Standard both aim to protect data from cyberattacks as a common baseline for security in business-critical processes and/or business-critical information on an IT system. In addition to the frequent penetration testing, e-mail filtering and security function Microsoft Office 365 platform, we monitor, follow up and investigate all incidents on a regular basis relevant training and updates on security awareness to all users. Our Security Operations Center for cyber threats and can take action to mitigate, remediate and isolate if needed. We also ensure suppliers handling Skanska information mitigate cyber risks in line with our minimum requirements infrastructure and information Security organization was launched on January 1, 2023, to strengthen security and ability to deliver IT services efficiently across the Group.

Risk area and descriptionPotential ImpactMitigation measures/activities

Operational risks

Competitive market situation

Over-competitive markets (e.g., new competitors entering market, very aggressive bidding, commercial developers selling at very low prices, or selection criteria not suiting Skanska).

- Lost business opportunities
- Project losses and investment write-downs
- Damaged reputation and inability to meet project commitments
- Pursuing and winning the wrong projects

Within each business stream, we have a clearly defined commercial direction to maximize value to the Group. Project Scrutiny and Approval Procedure, the Group Tender Approval Procedure, and the Board's Approval Procedure, as well as the Limits of Authorization appended to the Board's Procedure for construction and development projects exceeding heat-map thresholds pass through the Business Board, Skanska Tender Board at Group level and the Board's Project Review Committee for scrutiny.

> Read more about our strategy and our business streams on pages 15 and 22–36.

Environmental risks

Major environmental incidents in operations or in the supply chain, or pollution or other negative environmental impacts.

- Harm to people and ecosystems
- Negative environmental impacts
- Margin fade, operational inefficiency, increasing costs and decreasing profits
- Inability to meet project schedules
- Damaged reputation and loss of license to operate
- Fines, penalties, lawsuits

Mandatory ISO 14001 certification ensures systematic management of environmental risks and investigation of incidents. Group and business unit specialists ensure compliance with our Group and related standards, which in most markets is more stringent than local regulations and include certification. We work with suppliers to minimize risks of supply chain environmental breaches and training in environmental practice.

Financial risks

Funding and other financial risks

Loss of access to the financial market. In addition, in our operations we are exposed to other financial risks, such as credit risk, liquidity risk and market risk.

- Loss of access to financial market and financing on favorable terms
- Breach of financing agreements
- Higher costs of funding
- Downgrading or bankruptcy of banks

In our Group Financial Policy, the Board has established guidelines, objectives and limits with respect to management and financial risk management. Our target of an adjusted net debt not exceeding well as limits on capital at risk and capital employed in the development streams, helping us ensure position remains strong. We ensure that the Group is well financed and monitor liquidity, financial liabilities through active management of financing.

> Read more about our financial risks in Note 6, on pages 134–142.

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Regulatory risks			
Ethical breaches, corruption and bribery			
Breach of bribery and corruption laws (such as the UK Bribery Act, US Foreign Corrupt Practices Act, money laundering, proceeds of crime), breaches of EU competition law, US antitrust law or other public procurement law.	• Damaged reputation and loss of trust as a responsible company • Delisting from public procurement • Fines, penalties, civil lawsuits and criminal charges • Decreased ability to deliver for customers and inability to meet project commitments		Our Code of Conduct, Group Anti-Corruption Policy, Competition law manuals and values provide clear employees for appropriate and ethical conduct. The Supplier Code of Conduct requires similar standards for all parties. All employees are required to undergo Code of Conduct training on a regular basis. Targeted anti-corruption law training is also conducted for those in relevant roles. Regular ethics risk assessments are conducted to identify and enable preventive and detective measures to be implemented. Identifying ethical and transparency issues and enabling preventive and detective measures to be implemented. The Code of Conduct of the project approval process, and due diligence is performed for potential key parties. The Code of Conduct of the reporting system, managed by a third party, provides a mechanism to anonymously report breaches of our Code of Conduct. Credible reports are always investigated, and action taken where appropriate. > Read more about our focus on ethics, including anti-corruption, bribery and human rights on pages 63–64.
Human rights violations			
Human rights violations, such as unfair working conditions, modern slavery and child labor, or environmental violations at workplaces/sites and by subcontractors or suppliers in our supply chain.	• Harm to people and environment • Damaged reputation and loss of trust as a responsible company • Fines, penalties, civil lawsuits and criminal charges		We support recognized global human rights and fair working conditions for people working on or within the workplaces and supply chain. We have zero tolerance for any form of human trafficking, forced or child labor, vigilant to ensure that no one working on our sites is subjected to any of these. Human rights are integrated into our Code of Conduct. Reported deviations may have consequences such as termination of contracts. > Read more about our responsible supply chain work on page 64.
Politics (external)			
Political event(s) disrupts business (e.g., material changes in legislation, or budget allocations).	• Negative impact on projects or business units • Damaged reputation and loss of trust as a responsible company • Fines, penalties, civil lawsuits and criminal charges		We are subject to a variety of external laws, rules and regulations that affect our operations at Group level and in each of the jurisdictions in which we operate. We are committed to ensuring that our corporate governance, good corporate governance ensures oversight across the organization by the President and CEO and the Group Leadership Team, a sound risk culture, and a robust risk management system. We actively ensure compliance with applicable laws, rules and regulations, and regulatory units and functions in the Group, and endeavor to collaborate and be transparent with relevant government authorities. > Read more about our governance in the corporate governance report on pages 80–82.
Violation of sanctions			
Breach of applicable export-control regulations and sanctions in force.	• Negative impact on projects or business units • Contractual implications • Damaged reputation and loss of trust as a responsible company • Fines, penalties, civil lawsuits and criminal charges		Our Code of Conduct, Group Sanction Procedure, Supplier Code of Conduct and values provide clear employees for appropriate conduct. Identifying ethical and transactional risk is part of the project approval process. To facilitate compliance with sanctions, we operate a screening process for counterparties via an external screening service. Screening is mandatory for certain counterparties while others are screened using a risk-based approach. We perform sanctions training, awareness campaigns and provide guidance for relevant personnel. > Read more about our focus on ethics, including anti-corruption, bribery and sanctions on pages 63–64.

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Operational risk management	Construction and Project Development operations depend on properly managing risks and opportunities, which are often specific to each project. According to the Group Project Scrutiny and Approval Procedure, the Group Tender Approval Procedure, the Group	Investment Approval Procedure and the Board's Procedural Rules, proposed construction and development projects exceeding heat-map thresholds pass through the Business Unit Project Board, the Skanska Tender Board, which consists of the Group Leadership Team and the Board's Project	Review Committee, which consists of board members, for scrutiny and approval.
			of ongoing projects consists of Project Reporting and Review and the quarterly reporting/Management Policy. Management Policy. Management Policy.
Skanska Tender Approval Procedure: Construction			
Activity	Preliminary evaluation of a project with a focus on our core geographies, expertise, customer, contracts and partners.	Draft tender with a focus on the main risks and opportunities.	Final tender
Responsible	Business unit	Business unit	Business unit
Decision	Proceed or abstain?	Submit tender or abstain?	Contract negotiations
Responsible	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors
Execution according to a continual focus on more opportunities.			
Business unit Group Leadership Team Board of Directors			
Skanska Investment Approval Procedure: Commercial Property Development and Residential Development			
Activity	Land investment with a focus on location, zoning, partners, environmental issues and return.	Launch of project, considering pricing and pre-sale rate (Residential Development only).	Start of project with a focus on main risks and opportunities in the market.
Responsible	Business unit	Business unit	Business unit
Decision	Proceed or abstain?	Proceed, hold, redevelop or divest?	Proceed, hold, redevelop or divest?
Responsible	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors
Divestment of project with occupancy rate and potential (Commercial Property)			
Business unit			
Proceed or hold?			
Business unit Group Leadership Team Board of Directors			
Skanska Investment Approval Procedure: Investment Properties			
Activity	Property acquisition with focus on location, product, tenants, operating income and potential future value increase.	Investments in owned properties with a focus on operating net and value increase.	Divestment of a property with focus on potential value increase and return on investment.
Responsible	Business unit	Business unit	Business unit
Decision	Proceed or abstain	Proceed or abstain	Proceed or hold
Responsible	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors	Business unit Group Leadership Team Board of Directors

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Financial analysis

Skanska Group performance for 2023 was defined by solid delivery in our Construction business and the impact from weak property markets on our property businesses. Group segment revenue decreased slightly compared to last year to SEK 1571 billion. Reduced sales volumes in Project Development were partly offset by increased revenue in Construction. Operating income according to segment reporting was SEK 3.2 billion, significantly impacted by low sales volumes and asset impairment charges/changes in fair market values made in Project Development and Investment Properties to ensure that reported property asset values reflect the best current assessment of the underlying value of our assets. IFRS operating income was SEK 5.3 billion, as a result of a solid number of successful handovers of completed, sold homes and commercial properties.

The operating margin for Construction amounted to 3.5 percent for the year, in line with the long-term target. A balanced portfolio with exposure to different markets, segments and sectors, in combination with a clear strategy of selective bidding and a strong commercial focus, provides stability. Order bookings were stable for the year and the book-to-build ratio was 103 percent. The year-end order backlog remained high and amounted to SEK 229.6 billion, which is equivalent to 18 months of production.

Sales volumes in the Residential Development business stream were lower than normal in all of the Nordic markets, while the Central European market remained stable and delivered healthy results. The portfolio's average sales rate came down and the number of completed unsold homes increased during the year. As a result, and to balance the portfolio, fewer homes have been started and sales activities have focused on completed or nearly completed homes. When the market is dominated by high uncertainty, homebuyers prefer to buy homes closer to completion that are ready to move into in order to allow them to buy and sell in the same market phase. In 2023, 1,136 (2,052) homes were sold and 868 (2,805) homes started production. At the end of the year 4,341 (7,015) homes were under construction and 52 percent of these homes were sold.

Commercial Property Development divested seven properties during the year for SEK 4,428 M. As a result of a weaker market, divestments were significantly fewer. The growth strategy has been paused and we are being selective about new projects. At the end of the year, the number of ongoing projects amounted to 23, representing an area of 499,000 square meters, and the number of completed unsold projects amounted to 22 with a total leasable area of 406,000 square meters. Leasing market activity in Europe improved during the year, resulting in a year-on-year stronger leasing pipeline. New leases were signed for a total of 213,000 square meters. Tenants focus on cost-cutting, amenities and attractive locations, all of which our portfolio of properties can provide.

The Investment Properties business stream was launched in 2022 with the objective of building a strong portfolio of high-quality office properties in Sweden with a total value of SEK 12–18 billion. In 2023, we continued to grow this portfolio with two additional properties developed by Commercial Property Development. At year-end, the portfolio comprised five office properties in Stockholm and Malmö, corresponding to a total value of SEK 5.1 billion. The portfolio's economic occupancy rate was 91 percent and we have the highest sustainability certification, LEED Platinum, and are in attract

Market outlook

Construction

Our market outlook for Construction encompasses a robust outlook for the US market with slightly more cautious assessments for the European and Nordic markets, whereas the civil market is more stable. Our US operations are well positioned and sectors that remain strong. Federal investment programs are supporting infrastructure investments and activity in many building sectors remains strong.

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Residential Development

Activity in the Nordic housing market was low in 2023. We expect market activity to remain subdued as homebuyers adjust to higher living costs caused by higher interest rates and inflation. However, cuts in interest rates over the next 12 months could stimulate the market. The market in Central Europe is expected to remain stable with healthy activity among homebuyers.

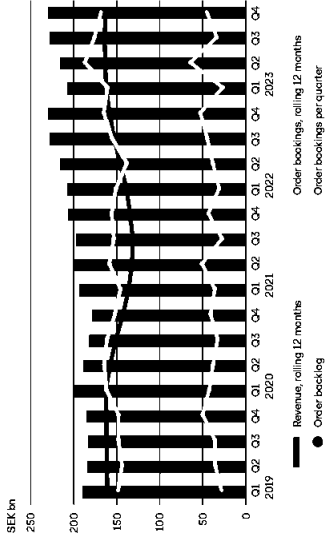
Commercial Property Development

The real estate investor market has been hesitant. Few comparable transactions has increased uncertainty in property valuations. Compared with the historical average, activity is expected to remain low as the market adjusts to higher interest rates. In 2023, leasing activity improved in Central Europe, where a reduced supply of newly built office properties in attractive locations has started to give rise to a shortage. The Nordic market is stable while the US market continues to note lower rates for the return to offices. Flight to quality is a clear trend that supports the demand for newly built office properties. Tenants focus on flexible, sustainable premises with amenities in attractive locations that help them attract and retain employees.

Investment Properties

Tenant demand remains polarized in the Swedish office market. We are noting stronger demand for high quality, sustainable properties than for older office stock. Tenants prioritize attractive locations, flexibility and turnkey ready premises. The leasing market remains competitive, but rents in Sweden's three largest cities are generally expected to remain stable.

Order bookings, order backlog and revenue in Construction



Order bookings

Order bookings amounted to SEK 165.8 billion (162.7), supported by strong order intake in the USA and Norway. Order bookings in SEK were 3 percent higher than revenue compared with 4 percent higher order bookings than revenue the previous year.

Order bookings and order backlog

SEK M	Order bookings		Order backlog
	2023	2022	
Nordics	63,642	57,852	72,152
of which Sweden	27,384	33,960	28,700
Europe	19,497	26,289	34,700
USA	82,656	78,544	122,200
Total	165,795	162,665	229,052

Order backlog

The order backlog was essentially unchanged year-on-year and amounted to SEK 229.1 billion (229.8) at year-end. The order backlog corresponded to 18 (17) months of production. The US, Nordic and European operations accounted for 53, 32 and 15 percent respectively of the order backlog.

Segment reporting and IFRS

The Group reports its Residential Development and Commercial Property Development business streams according to segment reporting, the method is described in the notes. Differences between the segment reporting and IFRS for reporting of revenue and income are summarized in the tables that follow.

Revenue

SEK M	Revenue by business stream according to segment reporting
Construction	162,700
Residential Development	16,200
Commercial Property Development	16,900
Investment Properties	10,200
Central and Eliminations	0

Total revenue according to segment reporting

Difference in accounting principles

Total revenue in accordance with IFRS

Revenue according to IFRS increased 2 percent (decreased 1 percent) in local currency compared with 2022. Revenue in SEK increased 2 percent (decreased 1 percent) compared with 2022. SEK 167.2 billion (163.2).



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Revenue according to segment reporting decreased 3 percent (decreased 3 percent in local currency) to SEK 1571 billion (161.6). In the Construction business stream revenue increased 3 percent in SEK. SEK 12.6 billion (13.6) of revenue in Construction, equivalent to 8 percent (9), was generated by the Group's Project Development operations. Of the SEK 5,013 M (8,751) revenue in Residential Development, SEK 80 M (54) arose from joint ventures, which has been included line by line according to the proportional method in segment reporting.

Operating income	2023	2022
SEK M		
Operating income by business stream according to segment reporting		
Construction	5,632	5,770
Residential Development	-1,262	891
Commercial Property Development	-1,365	3,023
Investment Properties	-62	140
Central	290	-339
Eliminations	-3	-187
Operating income according to segment reporting	3,231	9,297
Difference in accounting principles	2,051	724
Operating income in accordance with IFRS	5,282	10,021

Operating income according to IFRS decreased 47 percent (decreased 46 percent in local currency) to SEK 5,282 M (10,021).

Operating income according to segment reporting amounted to SEK 3,231 M (9,297) including impairment of assets and goodwill totaling SEK 3.1 billion due to a weaker property market.

Construction

In the Construction business stream, operating income decreased slightly and amounted to SEK 5,632 M (5,770). The operating margin decreased slightly year-on-year and amounted to 3.5 percent (3.7), in line with the long-term target of 3.5 percent. The business stream delivered stable results with robust results for the Nordics and strong result in the USA.

Residential Development according to segment reporting

In Residential Development, operating income amounted to SEK -1,262 M (891). The weak result was mainly attributable to the SEK -1,117 M impairment of assets, where goodwill impairment losses totaled SEK -158 M and low sales volumes.

The business stream's operating margin decreased to -25.2 percent (10.2).

Commercial Property Development according to segment reporting
Operating income in the Commercial Property Development business stream amounted to SEK -1,365 M (3,023) and included impairment of property assets of SEK -1,695 M (1,695) pertaining to current-asset properties in the US portfolio, where Skanska is exposed to a market as weakest. Properties were sold during the year for a value of SEK 4,411 M (4,411) generating divestment gains of SEK 1,014 M (3,839) and income from joint ventures of SEK -54 M (165).

Investment properties

During the year, two properties with a total value of SEK 1,549 M (3,668) were transferred from the Investment Properties business stream. Operating income amounted to SEK -190 M (112), of which the change in fair market value amounted to SEK -190 M (112).

Central

Central amounted to SEK 290 M (-339). This includes income of SEK 1,280 M (1,280) from PPP (public-private partnerships) portfolio where the divestment of Skanska's Guardia Terminal B in the USA had a positive effect of SEK 794 M. The SEK -111 M loss for BoKlok's production facility had a negative impact on Central.

Elimination of Intra-Group profits

Elimination of profits on internal projects amounted to SEK -3 M (-187). At the Group level, included elimination of profits relating to property projects in the Construction business stream. Eliminations are reversed when the projects are divested.

Return on equity and capital employed according to segment reporting

Return on equity according to segment reporting amounted to 5.8 percent (15.1 percent). Return on capital employed in Project Development operations amounted to -3.3 percent (-3.3 percent) according to segment reporting.

Income in accordance with IFRS

SEK M

Operating income
Financial income
Financial expense
Net financial items
Income after financial items
Income taxes
Profit for the year

Financial items amounted to SEK 609 M (290) net, including interest expense of SEK -243 M (-222). Tax expense for the year amounted to SEK -86 M (-86) representing a tax rate of 15 percent (20).

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Investments/divestments			
SEK M	2023	2022	
Operations – Investments			
Investment Properties	-26	-1	
Intangible assets	-20	-24	
Property, plant and equipment	-2,575	-2,238	
Shares	-318	-696	
Current-asset properties	-19,249	-22,609	
of which Residential Development	-8,655	-10,375	
of which Commercial Property Development	-10,595	-12,233	
Investments	-22,189	-25,567	
Total investments	-22,189	-25,567	
Operations – Divestments			
Intangible assets	1	15	
Property, plant and equipment	477	476	
Shares	1,626	201	
Current-asset properties	17,871	19,844	
of which Residential Development	11,430	9,257	
of which Commercial Property Development	6,441	10,587	
Divestments	19,975	20,537	
Strategic divestments			
Divestment of businesses	39	197	
Strategic divestments	39	197	
Total divestments	20,014	20,734	
Total net divestments (+)/investments (-)	-2,175	-4,833	
Depreciation/amortization, non-current assets	-2,747	-2,714	
The Group's investments amounted to a total of SEK -22,189 M (-25,567), while divestments amounted to SEK 20,014 M (20,734), resulting in net investments of SEK -2,175 M (-4,833).			
Net investments in current-asset properties amounted to SEK -1,378 M (-2,765). In Residential Development, investments in current-asset properties amounted to SEK -8,655 M (-10,375), of which SEK -909 M (-2,128) was for acquisitions of land, equivalent to 1,578 (4,777) building rights. Homes were handed over for a volume of SEK 11,430 M (9,257). Net divestments of current-asset properties in Residential Development amounted to SEK 2,775 M (-1,118).			

Arsregnskap regnskapåret 2023 for 943049467	
In Commercial Property Development investments in current-asset properties SEK -10,595 M (-12,233), of which SEK -705 M (-1,310) was for land. Divestment properties amounted to SEK 6,441 M (10,587). Net investments in current-asset Commercial Property Development amounted to SEK -4,154 M (-1,646).	
Consolidated operating cash flow	
SEK M	
Cash flow from business operations	
Change in working capital	
Net investments (-)/divestments (+)	
Accrual adjustments	
Cash flow from business operations before taxes paid	
Taxes paid in business operations	
Cash flow from business operations including taxes paid	
Net interest, other financial items and amortization of lease liabilities	
Cash flow from financing activities	
Cash flow from operations	
Net strategic divestments (+)/investments (-)	
Dividend, etc. ¹	
Cash flow before change in interest-bearing receivables and liabilities	
Change in interest-bearing receivables and liabilities excluding lease liabilities	
Cash flow for the year	
Cash and cash equivalents, January 1	
Exchange rate differences in cash and cash equivalents	
Cash and cash equivalents, December 31	
1 Of which repurchases of Class B shares.	
Cash flow for the year amounted to SEK 7,949 M (-1,173).	
Cash flow from business operations amounted to SEK 1,148 M (-2,203). The net change in cash flow comprised of the change in working capital and fewer in Project Development primarily in Commercial Property Development. Divestment Commercial Property Development to Investment Properties generated no positive cash flow, in contrast to external sales. Taxes paid in business operations amounted to SEK -1,733 M (-1,501). Cash flow for the year was also positively impacted during by the issuance of SEK 4.6 billion in bonds.	
Cash flow for the year of SEK 7,949 M (-1,173) combined with currency effects of increased cash and cash equivalents, which amounted to SEK 17,919 M (10,014).	

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	Commercial Property Development projects sold but not yet transferred as of December 31, 2023, will have a positive effect on cash flow of SEK 5.5 billion in the years 2024 to 2026.	
	Financing and liquidity At the end of 2023, the Group had interest-bearing net receivables amounting to SEK 9.0 billion (10.3), including SEK 7.0 billion (7.3) in lease liabilities in accordance with IFRS 16.	
	At the end of the year, cash and cash equivalents and unutilized committed credit facilities amounted to SEK 27.8 billion, of which SEK 18.7 billion is available within one week. The Group's total assets increased by SEK 3.6 billion and amounted to SEK 155.2 billion (151.6).	
	For financial position, see also Note 6 and Note 14.	
	Return on equity and capital employed	
	% 2019 2020 2021 2022 2023 25 20 15 10 5 0 ● Return on equity ● Return on capital employed	
	At the end of the year, equity attributable to shareholders amounted to SEK 56,202 M (55,111). Apart from comprehensive income for the year of SEK 4,212 M, the change in equity was mainly explained by dividends of SEK -3,081 M and share-based payments in connection with the long-term employee ownership programs (Seop) totaling SEK 470 M.	
	Return on equity increased to 9.0 percent (17.0).	
	Capital employed at year-end amounted to SEK 77,360 M (72,845). Return on capital employed amounted to 8.2 percent (15.2).	
Equity/assets ratio and debt/equity ratio The net debt/equity ratio amounted to -0.2 (-0.2) and the equity/assets ratio amounted to 36.3 percent (36.4).		
For additional financial information see Note 6 and Note 14.		
Parent company The parent company performs administrative tasks and includes the Group Leasing and Group functions.		
Profit for the year amounted to SEK 10,919 M (10,030) and mainly consisted of subsidiaries. The average number of employees was 112 (81).		
Senior executive remuneration The Annual General Meeting (AGM) 2023 adopted the Board of Director's (the Board) guidelines for salary and other remuneration to senior executives. Information on the most recently approved guidelines for determining salaries and other remuneration is available in Note 37.		
Skanska Employee Ownership Program (Seop) Skanska's Seop aims to strengthen the Group's ability to retain and attract qualified employees and to align them more closely to the company and its shareholders.		
The programs provide employees with the opportunity to invest in Skanska shares and receive incentives in the form of the possible allotment (predominantly performance-based) of additional shares.		
Shares are only allotted following a three-year vesting period. To align with the performance shares, employees must have been employed throughout the vesting period and have retained the shares purchased within the program framework.		
In 2023, costs related to the Seop program amounted to SEK 470 M (271). See Note 37.		
The accounting principles applied for the employee ownership programs can be found in IFRS 2 Share-based Payment.		
Research and innovation In 2023, direct research and development expenses amounted to SEK 145 M (145). Skanska's business units lead the research and development efforts. To coordinate this, Skanska has facilitated knowledge-sharing and scaling throughout the Group. Skanska has also tasked with creating a Group-wide portfolio of R&D and innovation initiatives. These initiatives are aimed at climate, workplace safety, productivity, digitalization and the customer offer.		

Årsberetning og holdbarhetsrapport 2023

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Information on shares

The AGM 2023 resolved on authorizations for the Board to, during the period until the AGM 2024, (i) resolve on acquisitions of not more than 3,500,000 Class B treasury shares on Nasdaq Stockholm to secure delivery of shares to participants in the Skanska employee ownership program for the financial years 2023, 2024 and 2025 resolved by the AGM 2022 (Seop 6); and (ii) resolve on acquisitions of such number of Class B treasury shares on Nasdaq Stockholm that the parent company's holding of own shares after each acquisition amounts to a maximum of one-tenth of the total number of shares in Skanska to give the Board increased freedom of action to be able to adapt the company's capital structure and thereby contribute to increased shareholder value.

During the year, Skanska repurchased a total of 3,060,000 shares at an average price of SEK 166.82. All shares were repurchased to secure delivery of shares to participants in the Seop 6. The average price of all repurchased shares is SEK 146.76. The quota value of the repurchased shares is SEK 3.00 per share, totaling SEK 92 M, and the shares represent 0.7 percent of the total share capital. The cost of acquiring the shares amounted to SEK 510 M. During the year 2,118,371 shares were allotted to the employees participating in the employee ownership program. The quota value of these shares is SEK 3.00 per share, totaling SEK 6.4 M, and the shares represent 0.5 percent of the total share capital. The number of treasury shares held as of December 31, 2023 amounted to 9713,560. The quota value of these shares is SEK 3.00 per share, totaling SEK 29.1 M, and the shares represent 2.3 percent of the total share capital. The cost of acquiring the shares amounted to SEK 1.4 billion.

Proposed dividend

The Board proposes that the AGM on March 27, 2024 resolves to pay a dividend for 2023 of SEK 5.50 (750) per share. The Board proposes Tuesday, April 2, 2024 as the record date for receiving the dividend. If the AGM resolves in accordance with the proposal, the dividend is expected to be distributed by Euroclear Sweden AB on Friday, April 5, 2024. The proposed dividend amounts to SEK 2 256 M (3,081) in total. No dividend is distributed for the parent company's holding of Class B treasury shares. The total dividend disbursed may change by the record date, depending on acquisitions of Class B treasury shares and the transfer of Class B shares to participants in Skanska's long-term employee ownership programs.

The Board's justification for its proposed dividend

The Board hereby issues the following reasoned statement pursuant to Chapter 18, Section 4 of the Swedish Companies Act due to the proposed dividend.

The parent company's and the Group's operations, risks in these operations, and governance, processes and mechanisms for managing these risks, the parent company's and the Group's financial positions as of December 31, 2023, and which accounting principles are applied to valuing assets and liabilities are described in this Annual and Sustainability Report.

The parent company's equity amounts to SEK 31.0 billion and the net debt/equity ratio to -0.6. The Group's equity amounts to SEK 56.3 billion and the net debt/equity ratio to -0.2 calculated as of December 31, 2023.

The Group's equity would have been SEK 1.5 billion lower if the financial instrument investment properties, valued at fair value, had instead been valued at the low acquisition and fair value. The proposed dividend reduces the parent company's ratio from 97.7 percent to 97.6 percent and the Group's equity/assets ratio from 35.4 percent, calculated as per December 31, 2023.

In the Board's assessment, after disbursement of the dividend, the financial situation of the parent company and the Group will remain healthy in relation to the industry in the parent company and the Group operate. Even taking into account the overall market development as well as the war in Ukraine, it will remain fully sufficient to enable the parent company and the Group to fulfil their obligations in the short and the long term assessment, the parent company and the Group are well prepared to manage liquidity as well as unexpected events. The Board is of the opinion that the parent company and the Group have the capacity to take on future business risks and also to withstand losses. The dividend will not adversely affect the parent company's and the Group's make commercially motivated investments pursuant to the Board's strategy.

Given the nature, scope and risks of the operations, the Board deems the proposal justifiable in view of what is required in terms of the size of the parent company's equity, as well as the parent company's and the Group's consolidated liquidity and financial position in general. In making this assessment, the Board inter alia, the parent company's and the Group's historical and expected development of the state of the market.

Given the above and based on what has otherwise come to the Board's attention, an assessment of the financial positions of the parent company and the Group concludes that the proposed dividend is justifiable taking into account the requirements set forth in Chapter 17, Section 3 of the Swedish Companies Act.

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Consolidated income statement

SEK M	Note	2023	2022
Revenue	8, 9	167,168	163,174
Cost of sales	10, 12, 13, 36, 41	-153,870	-146,483
Gross income		13,297	16,692
Selling and administrative expenses	10, 11, 12, 13, 36, 38, 41	-9,386	-8,998
Change in value, investment properties	40	175	1,692
Income from joint ventures and associated companies	20	1,195	636
Operating income		5,282	10,021
Financial income	14	754	395
Financial expense	14, 15	-145	-104
Net financial items		609	290
Income after financial items		5,890	10,312
Income taxes	16	-861	-2,027
Profit for the year		5,029	8,284
Profit for the year attributable to parent company shareholders		4,998	8,256
non-controlling interests		31	28
Earnings per share, SEK			
Earnings per share after dilution, SEK	26, 44	12.17	20.04
Proposed ordinary dividend per share, SEK	26, 44	12.07	19.90
		5.50	7.50

Consolidated statement of comprehensive income

SEK M	2023	2022
Profit for the year	5,029	8,284
Other comprehensive income		
Items that will not be reclassified to profit or loss for the year		
Remeasurement of defined-benefit pension plans ¹	-	27
Tax related to items that will not be reclassified to profit or loss for the year	-6	-6
Items that have been or will be reclassified to profit or loss for the year		
Translation differences attributable to equity holders	-94	-94
Translation differences attributable to non-controlling interests	-	-
Hedging of exchange rate risk in foreign operations	-2	-2
Effect of cash flow hedges	-	-
Share of other comprehensive income of joint ventures and associated companies	-3	-3
Tax related to items that have been or will be reclassified to profit or loss for the year	1	1
Other comprehensive income for the year after tax	-99	-99
Comprehensive income for the year	-79	4,233
Comprehensive income for the year attributable to parent company shareholders		
non-controlling interests		
1 Effects of social insurance contributions including special payroll tax are included at		
See also Note 26.		

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Consolidated statement of financial position

SEK M	Note	Dec 31, 2023	Dec 31, 2022
ASSETS			
Non-current assets			
Investment properties	40	5,141	3,758
Property, plant and equipment	17	8,035	7,803
Property, plant and equipment, right-of-use assets	41	3,082	3,256
Goodwill	18	3,919	4,160
Other intangible assets	19	488	488
Investments in joint ventures and associated companies	20	2,072	2,901
Non-current financial assets	21	4,992	3,607
Deferred tax assets	16	2,518	995
Total non-current assets		30,108	26,970
Current assets			
Current-asset properties	22	58,660	58,474
Current-asset properties, right-of-use assets	41	3,613	3,676
Inventories	23	1,275	1,300
Current financial assets	21	7,498	14,413
Tax assets	16	1,246	1,248
Contract assets	9	7,865	7,772
Trade and other receivables	24	27,012	27,726
Cash and cash equivalents	25	17,912	10,014
Total current assets		125,082	124,623
ASSETS		155,189	151,593
of which interest-bearing non-current financial assets	31	4,954	3,569
of which interest-bearing current assets	31	25,096	24,327
		30,050	27,896

SEK M	Note	Dec 31, 2022
EQUITY		
Share capital	26	1,26
Paid-in capital		4,65
Reserves		4,50
Retained earnings		45,77
Equity attributable to equity holders		56,20
Non-controlling interests		14
TOTAL EQUITY		56,34
LIABILITIES		
Non-current liabilities		
Non-current financial liabilities		7,30
Lease liabilities		6,13
Pensions		3,16
Deferred tax liabilities		2,21
Total non-current liabilities		18,82
Current liabilities		
Current financial liabilities		3,61
Lease liabilities		41
Tax liabilities		77
Current provisions		11,08
Contract liabilities		23,22
Trade and other payables		40,41
Total current liabilities		80,02
TOTAL LIABILITIES		98,84
EQUITY AND LIABILITIES		155,18
of which interest-bearing financial liabilities		17,84
of which interest-bearing pensions and provisions		3,16
		21,01

Information on the Group's pledged assets and contingent liabilities can be found in Note

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Consolidated statement of changes in equity

SEK M	Equity attributable to equity holders					Non-controlling interests
	Share capital	Paid-in capital	Translation reserve	Cash flow hedge reserve	Retained earnings	Total
Equity, January 1, 2022	1,260	3,715	3,259	-394	37,510	45,351
Profit for the year					8,256	8,256
Other comprehensive income for the year			2,371	267	3,026	5,665
Dividend					-4,124	-4,124
Repurchase of 2,924,000 Class B shares					-507	-507
Share-based payments		471				471
Equity, December 31, 2022	1,260	4,186	5,631	-127	44,161	55,111
Equity, January 1, 2023	1,260	4,186	5,631	-127	44,161	55,111
Profit for the year					4,998	4,998
Other comprehensive income for the year			-970	-25	209	-786
Dividend					-3,081	-3,081
Changes in the Group structure						
Repurchase of 3,060,000 Class B shares					-510	-510
Share-based payments		470				470
Equity, December 31, 2023	1,260	4,656	4,661	-152	45,777	56,202

See also Note 26.

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Consolidated cash flow statement

SEK M	2023	2022	SEK M
Operating activities			Financing activities
Operating income	5,282	10,021	Borrowings
Adjustments for items not included in cash flow/items to be included in cash flow	351	-4,640	Other financial income and expense
Income tax paid	-1,733	-1,501	Interest paid
Cash flow from operating activities before change in working capital	3,900	3,880	Repayment of debt excluding lease liabilities
			Amortization of lease liabilities
Cash flow from change in working capital			Dividend to shareholders
Investments in current-asset properties	-18,348	-21,695	Dividend to non-controlling interests
Divestments of current-asset properties	17,871	19,844	Repurchase of Class B shares
Change in inventories and operating receivables	284	-2,708	Cash flow from financing activities
Change in operating liabilities	-501	1,188	Cash flow for the year
Cash flow from change in working capital	-693	-3,370	Cash and cash equivalents, January 1
			Exchange rate differences in cash and cash equivalents
Cash flow from operating activities	3,207	510	Cash and cash equivalents, December 31
Investing activities			Change in interest-bearing net receivables/net liabilities
Investments in investment properties	-26	-1	SEK M
Investments in intangible assets	-20	-24	Interest-bearing net receivables/net liabilities, January 1
Investments in property, plant and equipment	-2,575	-2,238	Cash flow from operating activities
Investments in shares	-318	-696	Cash flow from investing activities excluding change in interest-bearing receivables
Investments in financial assets	-3,736	-677	Cash flow from financing activities excluding change in interest-bearing liabilities
Interest received	712	355	Remeasurement of pension liabilities
Dividends received	773	535	Net receivables/net liabilities acquired/divested
Divestment of businesses	39	197	Translation differences
Divestments of intangible assets	1	15	Other
Divestments of property, plant and equipment	477	476	Interest-bearing net receivables (+)/net liabilities (-), December 31
Divestments of shares	1,046	201	
Divestments of financial assets	9,624	6,703	See also Note 35.
Cash flow from investing activities	5,997	4,847	

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Consolidated cash flow statement, specification

Consolidated operating cash flow statement and change in interest-bearing net receivables/net liabilities			
SEK M	2023	2022	
Construction			
Cash flow from business operations	7954	8,172	
Change in working capital	753	-1,657	
Net divestments (+)/investments (-)	-2,054	-1,643	
Total Construction	6,653	4,871	
Residential Development			
Cash flow from business operations	-996	-540	
Change in working capital	-69	62	
Net divestments (+)/investments (-)	2,404	-1,267	
Accrual adjustments ¹	-43	205	
Total Residential Development	1,296	-1,540	
Commercial Property Development			
Cash flow from business operations	-579	-1,227	
Change in working capital	-671	137	
Net divestments (+)/investments (-)	-2,670	2,094	
Accrual adjustments ¹	215	263	
Total Commercial Property Development	-3,705	1,267	
Investment Properties			
Cash flow from business operations	129	29	
Change in working capital	39	47	
Net divestments (+)/investments (-)	-1,575	-3,668	
Accrual adjustments ¹	3		
Total Investment Properties	-1,404	-3,593	
Central and Eliminations			
Cash flow from business operations	-102	-548	
Change in working capital		-108	
Net divestments (+)/investments (-)	1,681	-546	
Accrual adjustments ¹	-580		
Total Central and Eliminations	731	-1,203	

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Parent company income statement

SEK M	Note	2023	2022
Revenue	46	1,213	768
Gross income		1,213	768
Selling and administrative expenses	38, 49, 50, 62	-1,071	-600
Operating income		142	168
Income from holdings in Group companies	47	10,250	9,788
Other interest income and similar items	47	565	96
Interest expense and similar items	47	-35	-4
Income after financial items		10,922	10,048
Income taxes	48	-3	-18
Profit for the year ¹		10,919	10,030

¹ Corresponds to comprehensive income for the year.

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Parent company balance sheet

SEK M	Note	Dec 31, 2023	Dec 31, 2022	SEK M	Note	Dec 31, 2022
ASSETS						
Non-current assets						
Intangible assets	49	6	1	Equity	55	
Property, plant and equipment	50	23	0	Share capital		1,26
Non-current financial assets				Statutory reserve		59
Holdings in Group companies	51			Restricted equity		1,85
Holdings in joint arrangements	52	12,497	12,045	Retained earnings		18,21
Receivables in Group companies	53	3	3	Profit for the year		10,91
Deferred tax assets	63	18,526	11,422	Unrestricted equity		29,13
Other non-current receivables	48	55	56	Total equity		30,99
Total non-current financial assets	51	31,182	23,627	Provisions	56	
Total non-current assets		31,211	23,628	Provisions for pensions and similar obligations	57	
Current assets				Other provisions	2	
Current receivables				Total provisions	15	
Current receivables in Group companies	63	176	16	Non-current liabilities		
Tax assets		7	10	Liabilities to Group companies	58	
Other current receivables		131	116	Total non-current liabilities	63	
Prepaid expenses and accrued income	54	184	22	Current liabilities		
Total current receivables		498	164	Trade payables	58	
Total current assets		498	164	Liabilities to Group companies	63	
ASSETS		31,709	23,792	Other liabilities		
				Accrued expenses and prepaid income	8	
				Total current liabilities	498	
				EQUITY AND LIABILITIES		
					59	31,70

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Parent company cash flow statement		2023
SEK M		
Operating activities		14
Operating income		14
Adjustments for items not included in cash flow		3
Income tax paid		
Cash flow from operating activities before change in working capital		17
Cash flow from change in working capital		
Change in operating receivables		-3
Change in operating liabilities		28
Cash flow from change in working capital		-5
Cash flow from operating activities		12
Investing activities		
Investments in intangible assets		-3
Investments in tangible assets		56
Interest received		10,25
Dividends received		
Decrease in interest-bearing receivables		-2
Group contributions paid		-7,10
Increase in interest-bearing receivables		
Cash flow from investing activities		3,46
Financing activities		
Borrowings		25
Payments from subsidiaries for employee ownership programs		-3
Interest paid		
Repayment of debt		-21
Dividend to shareholders		-3,08
Repurchase of Class B shares		-51
Cash flow from financing activities		-3,58
Cash flow for the year		
Cash and cash equivalents, January 1		
Cash and cash equivalents, December 31		
See also Note 61.		

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Amounts in million Swedish kronor (SEK M) unless otherwise specified.

Interest-bearing net receivables/net liabilities are reported in positive figures if they are receivables and negative figures if they are liabilities.

Income is reported in positive figures and expense in negative figures.

Accumulated depreciation/amortization and accumulated impairment losses are reported in negative figures.

Both assets and liabilities are reported in positive figures.

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Note 1. Consolidated accounting and valuation principles

Conformity with laws and standards

In compliance with the ordinance approved by the European Union (EU) on the application of international accounting standards, the consolidated financial statements have been prepared for the financial year ending on December 31, 2023 according to the International Financial Reporting Standards (IFRS) and International Accounting Standards (IAS), issued by the International Accounting Standards Board (IASB), as well as the interpretations by the IFRS Interpretations Committee and its predecessor, the Standing Interpretations Committee (SIC), to the extent these standards and interpretations have been approved by the EU. In addition, the Swedish Financial Reporting Board's Recommendation RFR 1 Supplementary Accounting Rules for Groups has been applied, as have the Statements of the Swedish Financial Reporting Board.

Amounts in tables and statements do not always accord with the calculated total of related items due to rounding differences. The aim is that each line agrees with the source, and therefore, rounding differences may arise that affect the total when the presented lines are added together.

The parent company applies the same accounting principles as the Group, except in the cases indicated below in the section Parent company accounting and valuation principles.

The parent company's annual accounts and the consolidated annual accounts were approved for issuance by the Board of Directors and the CEO on February 7, 2024. The parent company income statement and balance sheet, and the consolidated income statement and statement of financial position will be subject to adoption by the Annual General Meeting on March 27, 2024.

Conditions when preparing the Group's financial statements

The functional currency of the parent company is Swedish kronor (SEK), which is also the presentation currency of the parent company and of the Group. The financial reports are therefore presented in SEK. All amounts are rounded to the nearest million, unless otherwise stated.

The financial statements have been prepared on the going concern basis.

Preparing the financial statements in accordance with IFRS requires management to make estimates, and assumptions that affect the application of the accounting principles and the recognized amounts of assets, liabilities, revenue and expenses. Actual outcomes may deviate from these estimates and assumptions.

Estimates and assumptions are reviewed regularly. Changes in estimates are recognized in the period the change is made if the change only affects this period, or in the period the change is made and future periods if the change affects both the period in question and future periods.

Judgments made by management when applying IFRS with a substantial impact on the financial statements and estimates that may lead to significant adjustments in the financial statements of subsequent years are described in more detail in Note 2.

The accounting principles for the Group described in the following have been applied consistently for all periods that are presented in the Group's financial statements, unless otherwise indicated. The accounting principles for the Group have been applied consistently in reporting and consolidation of the parent company, subsidiaries, associated companies and joint arrangements.

New for this year

As a result of a review of the consolidated cash flow statements, changes have been made to the presentation and classification of items in the consolidated cash flow statements from the fourth quarter of 2023. For a further description of these changes, see Note 35.

IAS 1 Presentation of Financial Statements has been amended in terms of the accounting principles subject to disclosure. This amendment only requires the disclosure of material information about accounting principles and therefore Note 1 has not been revised. IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors has been amended regarding the definition of accounting estimates and judgments. This amendment has not had any material effect on Skanska's accounting. IAS 12 Income Taxes has been amended with regard to the exemption from reporting deferred tax on certain transactions. This exemption may no longer be applied. Moreover, IAS 12 has also been amended with regard to disclosure requirements related to the OECD pillar 2 rules. A temporary, mandatory exception from the

disclosure of deferred tax pursuant to the above tax rules was concurrently introduced. See Note 1 for the impact of these amendments on Skanska's reporting.

Forthcoming amendments to accounting principles

Other new or amended IFRS, including statements, to date adopted by the IASB are not expected to have an impact on the Group's accounts.

IAS 1 Presentation of Financial Statements

Income statement

Items recognized as revenue are: project revenue, compensation for other services performed, divested asset properties, deliveries of materials and merchandise, rental income and other operating revenue. The sale of machinery, equipment, non-current-asset properties and intangible assets is not included in revenue. Expenses are recognized on a net basis among operating expenses against the carrying amounts of the assets.

Items reported as cost of sales include: direct and indirect manufacturing expenses, loss risk provisions, amounts of divested current-asset properties, bad debt losses and warranty expenses. Also included are amounts of current-asset properties used in construction and property management. Changes in the market value of non-current assets are recognized in operating income.

Unrealized and realized changes in the value of investment properties are recognized net on a separate line item in the income statement.

Selling and administrative expenses include customary administrative expenses, technical expenses, expenses, as well as depreciation of plant and equipment that have been used in selling and administrative activities. Goodwill impairment losses are also reported as selling and administrative expenses.

Income from joint ventures and associated companies, after tax, is recognized separately in profit or loss in operating income.

Among items recognized under financial income are interest income, dividends and other financial income. Financial expense includes, inter alia, interest expense and other financial expenses. Changes in the market value of financial instruments, primarily derivatives linked to financing activities, are recognized as separate sub-items in financial income and financial expense. The net amount of exchange rate differences and gains/losses on shares are recognized either as financial income or financial expense. Financial income and expense are more detail in Note 6 and in Note 14.

Comprehensive income

Aside from profit for the year, the consolidated statement of comprehensive income includes the items that are recognized under Other comprehensive income. These include translation differences, hedging differences, exchange rate differences, remeasurement related to pension-linked assets and liabilities, effects of cash flow hedge items.

Statement of financial position

Assets

An asset is regarded as a current asset if it is expected to be realized within 12 months from the closing day of the company's operating cycle. The operating cycle is the period from the signing of the contract until the company receives cash payment following a final inspection or delivery of goods (including properties). Since the company has a large contracting projects and project development, the operating cycle criterion means that many assets are designated as current assets than if the only criterion were within 12 months.

In Note 32, assets are allocated between amounts for assets that are expected to be recovered within the closing day and assets that are expected to be recovered later than 12 months from the closing day. Since the company has non-current non-financial assets is based on expected annual depreciation. The division of current and non-current assets is mainly based on outcomes during the past three years. This division is even more uncertain than for other assets. The outcome during the coming year is strongly influenced by the dates when large indivisible properties are sold. Note 31 shows the allocation between interest-bearing and non-interest-bearing assets.

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Note 1. Consolidated accounting and valuation principles, cont.

Equity

The Group's equity is allocated between share capital, paid-in capital, reserves, retained earnings and non-controlling interests.

Acquisitions of treasury shares are recognized as a deduction from retained earnings in equity. Proceeds from the divestment of treasury shares are recognized as an increase in equity. Any transaction costs are recognized directly in equity.

Dividends are recognized as a liability once the general meeting of shareholders has approved the dividend.

A description of equity, the year's changes and disclosures concerning capital management are provided in Note 26.

Liabilities

Liabilities recognized as current liabilities comprise liabilities that are either supposed to be paid within 12 months of the closing day or – in the case of business-related liabilities only – are expected to be paid within the operating cycle. Since the operating cycle is taken into account, non-interest-bearing liabilities, such as trade payables and accrued personnel expenses, are recognized as non-current. Liabilities that are recognized as interest-bearing due to discounting are included among current liabilities, since they are paid within the operating cycle. Interest-bearing liabilities are recognized as non-current even if they fall due for payment within 12 months of the closing day if the original maturity was longer than 12 months and the entity reaches an agreement on long-term refinancing of the obligation before the end of the reporting period. Information on liabilities is provided in Note 27 and Note 30.

In Note 32, liabilities are allocated between amounts for liabilities to be paid within 12 months of the closing day and liabilities to be paid later than 12 months from the closing day. Additionally, Note 31 also provides information about the allocation between interest-bearing and non-interest-bearing liabilities.

IFRS 10 Consolidated Financial Statements

The consolidated financial statements cover the accounts of the parent company and the companies in which the parent company has a direct or indirect controlling interest.

Skanska initiates and enters into agreements with newly formed Swedish cooperative housing associations or Finnish housing corporations for the construction of homes. Under the terms in these agreements Skanska has a controlling interest and thus consolidates the cooperative housing associations and housing corporations during the construction period and until the end-customer takes possession, at which point Skanska no longer has a controlling interest. During the consolidation period, Skanska recognizes the projects in the balance sheet, with the largest items comprising current-asset properties on the asset side and borrowings for cooperative housing associations and housing corporations are recognized as part of the Group's interest-bearing liabilities. Homes not yet transferred are recognized as current-asset properties.

Intra-Group receivables, liabilities, revenue and expenses are eliminated in their entirety in the preparation of the consolidated financial statements.

Gains that arise from intra-Group transactions and that are unrealized from the standpoint of the Group on the closing day are eliminated in their entirety. Unrealized losses on intra-Group transactions are also eliminated in the same way as unrealized gains, to the extent that the loss does not correspond to an impairment loss.

Goodwill attributable to foreign operations is expressed in the functional currency. Translation to SEK is in accordance with IAS 21. Information on goodwill is provided in Note 18.

IFRS 3 Business Combinations

If the acquisition does not relate to business operations, as is normally the case when Skanska acquires properties, IFRS 3 is not applied. In such cases, the acquisition cost is instead allocated among the individual identifiable assets and liabilities based on their fair values on the acquisition date, without recognizing goodwill and any deferred tax assets/tax liability resulting from the acquisition.

IFRS 5 Non-current Assets Held for Sale and Discontinued Operations

If a non-current asset or disposal group is to be classified as held for sale, the asset (disposal group) must be available for sale in its present condition. It must also be highly probable that the sale will occur. In order for a sale to be highly

probable, a decision must have been made at management level, and active efforts to locate a buyer or other plan must have been initiated. The asset or disposal group must also be actively marketed at a price that is reasonable in relation to its fair value, and it must be probable that the sale will occur within one year. Skanska also considers the value of the asset or disposal group in relation to its fair value, and its value must exceed EUR 100 M.

IAS 28 Investments in Associates and Joint Ventures

The Group's share of the associated company's or joint venture's income after tax is recognized in profit or loss from joint ventures and associated companies. If the Group's share of recognized losses in an associated company exceeds the carrying amount of the holdings in the consolidated financial statements, the value of the holdings is reduced to zero. Settlement of losses also occurs against long-term unsecured financial assets (subordinated debt) in substance, form part of Skanska's net investment in the associated company or joint venture and all shares. Continued losses are only recognized if the Group has provided guarantees to cover losses on behalf of the company or joint venture, and then as a provision.

Elimination of intra-Group profits

When profits arise from transactions between the Group and an associated company or a joint venture, the profits are eliminated. The Group's ownership interest is eliminated. If the carrying amount of the Group's holdings is less than the elimination of internal profit, the excess portion of the elimination is recognized as a loss arising from a transaction between the Group and an associated company or a joint venture, the loss does not correspond to an impairment loss on the asset.

If a profit or loss has arisen in the associated company or in a joint venture, the elimination affects the transaction year recognized under income from joint ventures and associated companies. The elimination of profit is reversed in later financial statements based on how the asset is used or when it is sold or disposed of.

The equity method is applied until the date when the significant influence in an associated company or joint venture ceases. The sale of an interest in an associated company or in a joint venture on the date that the Group no longer has control over the holding.

Note 20 B provides information about associated companies and joint ventures.

IFRS 11 Joint Arrangements

Contracting projects executed in collaboration with outside contracting companies, with joint and several liability, are reported by Skanska as joint operations. If the joint arrangement is a separate company, but the vast majority of the company's production is acquired by the co-owners and there is no obstacle to its sale to an external party, the arrangement is often considered to be a joint operation. In other cases, the arrangement is a joint venture if the co-owners of the joint arrangement only have rights to the net assets of the arrangement, it is a joint operation if the co-owners have the right to the net assets of the arrangement.

For joint operations the revenue, costs, assets and liabilities of the joint operation are included line by line in the consolidated financial statements according to Skanska's interest in the joint operation. Joint operations are described in Note 20 C.

The equity method is used for joint ventures when preparing the consolidated financial statements. The equity method is used for joint ventures when preparing the consolidated financial statements. The equity method is used for joint ventures when preparing the consolidated financial statements. The equity method is used for joint ventures when preparing the consolidated financial statements. The equity method is used for joint ventures when preparing the consolidated financial statements.

In connection with PPP projects, the Group's investment may both include holdings in a subsidiary or joint venture. Both are treated in the accounts as participations in joint ventures.

Note 20 B provides information about joint ventures and a specification of significant holdings in joint ventures.

IFRIC 12 Service Concession Arrangements

IFRIC 12, which affects Skanska's joint ventures within the PPP portfolio, deals with the question of service concession should account for the infrastructure, as well as the rights it receives and the obligations it has under the agreement. The operator constructs or upgrades infrastructure (construction or upgrade) and provides a public service and maintains the infrastructure (operation services) for a specified period. Skanska's share of the net assets of the infrastructure (operation services) for a specified period is recognized as an intangible asset or an intangible asset. If the operator has an unconditional right to receive cash or other financial assets or an intangible asset, it is a financial asset or an intangible asset.

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from joint ventures within Residential Development operations is eliminated in segment reporting. Note 4 presents a reconciliation between segment reporting and the income statement in accordance with IFRS.

Note 4 provides information about operating segments. Financial reporting to the Group Leadership Team focuses on the areas for which each respective operating segment is operationally responsible: operating income in the income statement and capital employed. For each respective operating segment, the note thus reports external and internal revenue, cost of sales, selling and administrative expenses, and capital employed. Capital employed refers to total assets minus tax assets and receivables invested in Skanska's treasury unit (internal bank) less non-interest-bearing liabilities excluding tax liabilities. In the calculation of capital employed, a capitalized interest expense is removed from total assets for the Residential Development and Commercial Property Development segments. Goodwill has been reported in the operating segment to which it relates.

In transactions between operating segments, pricing occurs on market terms.

Certain parts of the Group do not belong to any operating segment. These are reported in Note 4 under the heading Central and eliminations. Operating segment income includes intra-Group profits and, consequently, these are eliminated during reconciliation with the consolidated income statement and the consolidated statement of financial position.

IAS 32 Financial Instruments: Presentation

Offsetting of financial assets and financial liabilities occurs when an entity has a legal right to offset items against each other and intends to either settle these items on a net basis or simultaneously divest the asset and settle the liability.

Prepaid income and expenses are not financial instruments. Accrued income and expenses that are related to the business are not recognized as financial instruments. Thus, contract assets and contract liabilities are not included under financial instruments. Obligations for employee benefit plans in accordance with IAS 19, such as pension plans, are exempt from IAS 32 and are thus not recognized as financial instruments. Assets and liabilities that are not based on contracts, such as income taxes, are not considered financial instruments.

Information in compliance with the accounting standard is provided mainly in notes 6, 21 and 27.

IFRS 9 Financial Instruments

IFRS 9 Financial Instruments addresses the recognition of financial assets and liabilities. Categories exempt from application in accordance with IFRS 9 include holdings in subsidiaries, associated companies and joint ventures, leases, rights under employment contracts, treasury shares, financial instruments as described in IFRS 2, and rights and responsibilities within IFRS 15 except for the rights in IFRS 15 where an impairment requirement in accordance with IFRS 9 applies. All financial instruments, including derivatives, are recognized as a financial asset or financial liability in the statement of financial position when the entity becomes a party to the contractual provisions of the instrument.

The presentation of financial assets is based on the entity's business model and the contractual cash flows of the asset.

A financial asset is measured at amortized cost if the asset is held within the framework of a business model the objective of which is to hold financial assets in order to collect contractual cash flows, and the cash flows on specified dates are solely payments of principal and interest on the principal amount outstanding.

A financial asset is measured at fair value through other comprehensive income if the asset is held according to a business model the objective of which can be achieved both by collecting contractual cash flows and by selling financial assets, and the cash flows are solely payments of principal and interest on the principal amount outstanding. A financial asset is measured at fair value through profit or loss if it is not measured at amortized cost or at fair value through other comprehensive income.

All financial liabilities are measured at amortized cost with the exception of:

- a) financial liabilities measured at fair value through profit or loss (such liabilities, including derivatives that are liabilities, are thereafter to be measured at fair value);
- b) financial liabilities arising when a transfer of a financial asset does not meet the criteria for derecognition from the statement of financial position or where a continued commitment is appropriate;
- c) financial guarantee contracts;

d) a loan commitment with interest that is below the market interest rate; and
e) a contingent consideration acknowledged by an acquiring party in connection with a business combination, which is classified as a liability in the consolidated statement of financial position in accordance with IFRS 3 (such contingent consideration is thereafter measured at fair value with changes recognized in profit or loss).

An entity is to apply the impairment requirement to expected credit losses on financial assets and liabilities that are measured at amortized cost. On every closing day the loss allowance is to be equal to the expected credit losses for the remaining time until maturity if the credit risk has increased significantly since initial recognition. If the credit risk has not increased significantly since initial recognition, the loss allowance is always to be at an amount equivalent to the remaining time to maturity. An entity is to measure expected credit losses taking into account an objective and probability-weighted amount, the time value of money and the expected credit losses. For trade receivables, contract assets and lease receivables, the loss allowance is to be measured at the end of each reporting period on the basis of supportable information about past events, current conditions and forecasts of future economic conditions.

The purpose of hedge accounting is so that, in its financial statements, an entity can report the effect of hedge management where financial instruments are used to manage exposure from specific risks that would otherwise be recognized as a deduction from the asset. On every closing day the loss allowance is to be equal to the expected credit losses for the remaining time until maturity if the credit risk has increased significantly since initial recognition. If the credit risk has not increased significantly since initial recognition, the loss allowance is always to be at an amount equivalent to the remaining time to maturity. An entity is to measure expected credit losses taking into account an objective and probability-weighted amount, the time value of money and the expected credit losses. For trade receivables, contract assets and lease receivables, the loss allowance is to be measured at the end of each reporting period on the basis of supportable information about past events, current conditions and forecasts of future economic conditions.

The Swedish Financial Reporting Board's recommendation RFR 1 Supplementary Accounting

The recommendation specifies what further disclosures must be provided in order for the annual financial statements to be in accordance with the Swedish Annual Accounts Act. The additional information mainly relates to disclosures on operations.

Disclosures on the average number of employees, gender distribution and distribution among countries are provided in Note 36. The average number of employees during the year was calculated as an average of the number of employees during the quarters in the year. In this calculation, part-time employees are equivalent to full-time employment. Employees belonging to operations divested during the year are included up to the date of divestment. Employees of acquired companies are included from the date of acquisition.

Information on the gender distribution among senior executives refers to the situation at the closing of the financial year. Senior executives in the various subsidiaries refers to the members of the management teams of the units. This information is provided in Note 36 and Note 37.

In addition to board members and the CEO, all other persons in the Group Leadership Team must be included in the group for which a separate account is to be provided of the total amounts of salaries and other remuneration, expenses and obligations related to pensions and similar benefits. Furthermore, the disclosure of the total amounts of salaries and other remuneration, expenses and obligations related to pensions and similar benefits must be provided individually for each of the board members and for the CEO, as well as individuals previously holding positions of board members and CEO. Employee representatives are exempted.

Note 36 provides information about loans, assets pledged and contingent liabilities from which an entity has received financing. Note 37 provides information about contingent liabilities from which an entity has received financing.

Information is also provided on fees to auditors and the accounting firms where the auditors work.

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Note 1. Parent company accounting and valuation principles

The parent company has prepared its annual accounts in compliance with the Annual Accounts Act and the Swedish Financial Reporting Board's Recommendation RFR 2, Accounting for Legal Entities. According to RFR 2, the annual accounts of the legal entity must apply the International Financial Reporting Standards (IFRS) and International Accounting Standards (IAS) issued by the International Accounting Standards Board (IASB), to the extent these have been approved by the EU, as well as the interpretations by the IFRS Interpretations Committee and its predecessor the Standing Interpretations Committee (SIC), as far as this is possible within the framework of the Annual Accounts Act and taking into account the connection between accounting and taxation. A presentation of the various accounting standards can be found in the Group Note 1. The statements of the Swedish Financial Reporting Board must also be applied.

Important differences compared to consolidated accounting principles

In accordance with RFR 2, IFRS 9 is not applied to financial guarantee agreements benefiting subsidiaries, associated companies and joint ventures. Instead, IAS 37 is applied, which normally means that provisions for these measures are not recognized since it is unlikely that an outflow of resources will be required to settle the obligation.

In compliance with RFR 2, IFRS 16 is not applied to leases. Instead lease payments are recognized on a straight-line basis over the term of the lease, unless a different systematic approach better reflects the economic benefit over time.

Group contributions are recognized in accordance with the general rule in RFR 2. Group contributions received from subsidiaries are recognized as financial income. Group contributions issued paid by the parent company to subsidiaries are recognized as increases in holdings in Group companies.

The Seop 5 and Seop 6 employee ownership programs are recognized as share-based payments settled with equity instruments, in accordance with IFRS 2. The portion of the Group's expense for these employee ownership programs that relates to employees of subsidiaries is recognized in the parent company as an increase in the carrying amount of holdings in subsidiaries and an increase in equity. When the amount to be debited to the subsidiary is established, a transfer is made to receivables from subsidiaries. Where compensation from subsidiaries for shares that have been allocated deviates from the previously reported increase in the carrying amount of holdings in subsidiaries, the carrying amount of holdings in subsidiaries is reduced to the portion of the amount that does not exceed the previously reported increase. Any remaining portion of the compensation is recognized directly in equity.

The income statement and balance sheet conform to the presentation formats in the Annual Accounts Act.

Defined-benefit pension plans are reported according to the regulations in the Pension Obligations Vesting Act. Pension obligations secured by assets in pension funds are not recognized in the balance sheet.

Similar to holdings in subsidiaries, holdings in associated companies and joint arrangements are also carried at cost before any impairment losses.

Note 2. Key estimates and judgments

A. Key estimates and judgments

The Group Leadership Team has discussed with the Board and the Audit Committee the developments and disclosures relating to the Group's important accounting principles and estimates, as well as the application of these principles and estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Goodwill impairment testing

When calculating the recoverable amount of cash-generating units to determine if there is any goodwill impairment, several assumptions about future conditions and estimates of parameters have been made. These are presented in Note 18. As understood from the description in this Note, important changes in the basis for these assumptions and estimates might have a substantial effect on the value of goodwill.

Pension assumptions

Skanska has defined benefit pension plans in a number of countries. The plans are recognized in accordance with IAS 19, which means that pension commitments are calculated using actuarial assumptions and that plan assets are measured at market value on the closing day. The effects of changed actuarial assumptions and changes in the market value of plan assets are recognized as remeasurements in other comprehensive income. The remeasurements impact interest-bearing pension liabilities and equity.

The assumptions and prerequisites that provide the basis for recognition of pension liability, including a sensitivity analysis, are presented in Note 28.

Revenue recognition over time

Skanska applies revenue recognition over time in the Construction business stream. This means that, based on projected final project results, income is recognized successively during the course of the project according to its degree of completion. In order to do this, project revenue and project expenses must be able to be reliably determined. This in turn requires that the Group has efficient, coordinated systems for calculation, forecasting and revenue/expense reporting. The method also requires consistent assessment (forecasts) of the final outcome of the project, including analysis of deviations from earlier assessments. This critical assessment is performed at least once every quarter. However, actual future project outcomes may deviate, either positively or negatively, from this assessment.

Disputes

Although management's best judgment is used in reporting disputed amounts, the actual future outcomes may deviate from the judgment made. See Note 33 and Note 29.

Current-asset properties

Skanska measures current-asset properties at the lower of cost or net realizable value based on the prevailing price levels in the respective location of the individual properties. The assessment of net realizable value is based on a number of assumptions, such as changes in the supply of similar properties, as well as changes in demand, changes in yield requirements and changes in the leasing market. Changes in assumptions made can result in changes in carrying amounts and give rise to impairment losses.

In Commercial Property Development, the estimated net realizable value for ongoing projects is assessed for each property once it is completed after taking into consideration the expected occupancy rate.

In Residential Development the supply of capital and the price of capital for financing homebuyers' investments are critical factors. The net realizable value assessed here too is the value of the properties once they are completed and taking into account the value that may be added in a normal economic cycle.

Investment Properties

For critical assumptions and judgements in connection with measurement of investment properties, see Note 40. Skanska recognizes its investment properties at fair value where realized and unrealized changes in value are recognized in profit or loss. Results may therefore be affected significantly by changes in market price levels and by changes in assumptions when measuring at fair value.

B. Other estimates

Climate-related risks

Climate change includes physical risks such as extreme weather events and transition risks in the carbon economy.

Where appropriate, the Group takes into account climate-related matters in estimates and assumptions recognizes climate-related risks and opportunities. Skanska has also assessed that its business model will remain commercially viable after the transition to a low-carbon economy. Skanska's current disclosures on climate-related risks have no material impact on the financial statements, but closely monitors relevant developments, such as new climate-related legislation. The points and considerations that are most relevant to climate-related matters are:

- Investments in land and right-of-use assets where Skanska recognizes that the physical risks posed by conditions, such as flooding, make it important to evaluate the long-term sustainability of its land bank.
- Current-asset and investment properties where all properties maintain a high level of sustainability in emissions, which enables the long-term sustainability of property values.
- Investments in production machinery and facilities, where the transition to more sustainable fuel and equipment must be taken into consideration when planning and developing facilities and the equipment portfolio.
- Financing, where due to external regulations, the credit market and lenders are setting increasing requirements with various forms of links between sustainability and the use and cost of capital. The cost of capital is not materially affected by this.

Prices of goods and services

In the Skanska Group's operations there are many different forms of contractual mechanisms. The prices of goods and services associated with the price of goods and services varies greatly depending on the contract type.

Sharp increases in material prices may pose a risk, particularly to long-term projects with fixed-price contracts. Shortage of personnel and certain inputs may also adversely impact operations. Delays in the design and construction in design are other circumstances that may adversely affect projects.

Investments in the PPP portfolio

The estimated investment amounts are presented in Note 20 B. Estimated market value is based on anticipated cash flows for each respective investment. Estimated yield requirements on investments have been used as discount rates. Changes in anticipated cash flows, which in a number of cases extend to the end of the investment period, may materially affect both the estimated cash flows and the estimated value for each investment. The risk of a significant impact is gradually reduced as the number of projects increases.

Note 3. Effects of changes in accounting principles

The accounting rules pursuant to IAS 12 Income Taxes have been amended effective January 1, 2023. Skanska has opted for the exemption from reporting deferred tax on certain transactions may no longer be applied. See Note 29 for more information on the impact on Skanska's reporting.

No changes in accounting principles took place in 2022.

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Note 4. Operating segments

Skanska's business streams – Construction, Residential Development, Commercial Property Development and Investment Properties – represent the Group's operating segments. From January 1, 2023, residential rental units in Sweden have been reallocated to the residential rental property portfolio under Commercial Property Development. Previously, these have been reported within the business stream Residential Development. Historical financial data from 2021 and 2022 has been restated to reflect this reallocation. These business streams coincide with Skanska's operational organization used by the Group Leadership Team to monitor operations. The Group Leadership Team is also Skanska's chief operating decision maker.

Each operating segment carries out distinct types of operations associated with different risks.

Construction includes both building construction and civil construction.

Residential Development develops residential projects for immediate sale. Homes are adapted for selected customer categories. The units in this segment are responsible for planning and selling projects.

Commercial Property Development initiates, develops, leases and divests commercial property projects. Project Development focuses on office buildings, retail, life science and logistics properties.

Construction assignments for the Residential Development and Commercial Property Development segments are performed in most markets by Skanska's Construction segment. Intra-Group pricing between operating segments occurs on market terms.

The Investment Properties business stream owns and manages properties for the purpose of generating rental income and increasing value. Rental income is recognized on a straight-line basis over the lease term. Changes in the value of investment properties are recognized every quarter.

The segment Central includes the cost of Group headquarters, earnings of central companies and operations that are being discontinued. Eliminations consist mainly of profits in Construction operations related to property projects. See also note 1.

Revenue and expenses by operating segment

Each business unit within the business streams has operating responsibility for its income statement down through operating income.

Assets and liabilities by operating segment

Each business unit within the business streams has operating responsibility for its capital employed. The capital employed by each business stream consists of its total assets minus tax assets and intra-Group receivables invested in Skanska's treasury unit (internal bank) less non-interest-bearing liabilities excluding tax liabilities. In the calculation of capital employed, a capitalized interest expense is removed from total assets for the Residential Development and Commercial Property Development segments.

Acquisition goodwill has been reported in the business stream to which it belongs.

Cash flow by segment is presented as a separate statement: Consolidated operating cash flow statement and change in interest-bearing net receivables.

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Note 4. Operating segments, cont.

2023	Construction	Residential Development	Commercial Property Development	Investment Properties	Total operating segments	Central	Eliminations	Total segments	Difference in accounting principles
External revenue	148,002	5,013	3,729	180	156,924	127	-14,478	157,052	10
Revenue from internal customers	12,634		1,602	6	14,242	236		0	
Total revenue	160,636	5,013	5,331	186	171,166	363	-14,478	157,052	10
Cost of sales	-148,213	-5,346	-5,747	-49	-159,354	-608	14,111	-145,851	-8
Gross income	12,423	-332	-416	137	11,812	-244	-367	11,200	2
Selling and administrative expenses			-895	-9	-8,641	-744	-1	-9,386	
Change in value, investment properties		-930		-190	-190		365	175	
Income from joint ventures and associated companies	17		-54		-38	1,279		1,242	
Operating income	5,632	-1,262	-1,365	-62	2,945	290	-3	3,231	2
of which depreciation/amortization		-19	-100		-2,662	-87	3	-2,747	
of which impairment losses/reversals of impairment losses									
Goodwill		-158			-158			-158	
Other assets	-17	-959	-1,695		-2,671	-119	141	-2,649	
of which gains from sale of commercial properties			1,014		1,014		108	1,122	
of which gains from sales from PPP portfolio						830		830	
Average number of employees	25,826	524	428		26,778	478		27,256	
Gross margin, %	77	-6.6							
Selling and administrative expenses, %	-4.2	-18.5							
Operating margin, %	3.5	-25.2							
Net leasing				16					
Economic occupancy rate, %				91					
Surplus ratio, %				74					
Assets, of which									
Investment Properties				5,141	5,141			5,141	
Property, plant and equipment (including right-of-use assets)	10,537	51	359		10,948	169		11,117	
Intangible assets	4,046	156	18		4,220	47		4,267	
Investments in joint ventures and associated companies	292	449	146		887	1,193	-7	2,077	
Current-asset properties (including right-of-use assets)	1	21,104	41,980		63,084		-811	62,273	
Capital employed	-8,055	14,406	40,760	5,076	52,187	25,174		77,361	
Investments	-2,531	-9,038	-10,668	-1,575	-23,813	-53	1,678	-22,189	
Divestments	516	11,442	7,999		19,957	1,619	-1,562	20,014	
Net investments	-2,015	2,404	-2,670	-1,575	-3,856	1,566	116	-2,175	
Reconciliation from segment reporting to IFRS									
Revenue according to segment reporting – binding contracts	160,636	5,013	5,331	186	171,166	363	-14,478	157,052	
Plus properties sold before the period		13,862	8,871		22,733		-9	22,724	
Less properties not yet occupied by the buyer on closing day		-7,171	-5,302		-12,474		4	-12,470	
Plus revenue of joint ventures in Residential Development		-80			-80			-80	
Exchange rate differences		-60	1		-58			-58	
Revenue in accordance with IFRS – handover	160,636	11,565	8,901	186	181,287	363	-14,483	167,161	
Operating income according to segment reporting – binding contracts									
Plus properties sold before the period	5,632	-1,262	-1,365	-62	2,943	290	-3	3,233	
Less properties not yet occupied by the buyer on closing day		2,263	1,469		3,732		121	3,852	
Plus operating income of joint ventures in Residential Development		-1,023	-718		-1,741		-26	-1,767	
Exchange rate differences		-42			-42			-42	
Operating income according to IFRS – handover	5,632	-60	-615	-62	4,895	290	96	5,284	

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Note 4. Operating segments, cont.

2022	Construction	Residential Development	Commercial Property Development	Investment Properties	Total operating segments	Central	Eliminations	Total segments	Difference in accounting principles
External revenue	142,389	8,727	10,362	40	161,518	85	-17,918	161,602	1
Revenue from internal customers	13,615	24	3,914		17,554	364		0	
Total revenue	156,004	8,751	14,276	40	179,071	449	-17,918	161,602	1
Cost of sales	-143,736	-7,077	-10,418	-10	-161,242	-534	16,154	-145,622	
Gross income	12,268	1,674	3,857	30	17,829	-85	-1,764	15,981	
Selling and administrative expenses	-6,534	-783	-999	-2	-8,318	-680		-8,998	
Change in value, investment properties				112	112		1,581	1,692	
Income from joint ventures and associated companies	36		165		201	425	-3	622	
Operating income	5,770	891	3,023	140	9,824	-339	-187	9,297	
of which depreciation/amortization	-2,506	-18	-89		-2,613	-103	2	-2,714	
of which impairment losses/reversals of impairment losses									
Goodwill	-1	-7	-43		-1			-1	
Other assets	-24				-74			-74	
of which gains from sale of commercial properties			3,839		3,839	183	112	3,951	
of which gains from sales from PPP portfolio						486		183	
Average number of employees	26,892	565	437		27,894			28,380	
Gross margin, %	79	191							
Selling and administrative expenses, %	-4.2	-9.0							
Operating margin, %	3.7	10.2							
Net leasing				0					
Economic occupancy rate, %				86					
Surplus ratio, %				75					
Assets, of which									
Investment Properties				3,758	3,758			3,758	
Property, plant and equipment (including right-of-use assets)	10,348	46	401	1	10,795	267	-3	11,058	
Intangible assets	4,217	331	19		4,567	81		4,648	
Investments in joint ventures and associated companies	302	138	139		579	2,330	-7	2,909	
Current-asset properties (including right-of-use assets)	1	23,119	39,846		62,966		-816	62,150	
Capital employed	-7,378	16,346	38,547	3,733	51,247	21,597		72,845	
Investments	-2,210	-10,615	-12,294	-3,668	-28,788	-722	3,943	-25,567	
Divestments	764	9,349	14,389		24,501	150	-3,917	20,733	
Net investments	-1,446	-1,267	2,094	-3,668	-4,287	-572	26	-4,835	
Reconciliation from segment reporting to IFRS									
Revenue according to segment reporting – binding contracts	156,004	8,751	14,276	40	179,071	449	-17,918	161,602	
Plus properties sold before the period		14,166	9,555		23,721		9	23,721	
Less properties not yet occupied by the buyer on closing day		-13,862	-8,871		-22,733			-22,724	
Plus revenue of joint ventures in Residential Development			-54		-54			-54	
Exchange rate differences		519	110		629			629	
Revenue in accordance with IFRS – handover	156,004	9,521	15,069	40	180,634	449	-17,909	163,174	
Operating income according to segment reporting – binding contracts									
Plus properties sold before the period	5,770	891	3,023	140	9,824	-339	-187	9,297	
Less properties not yet occupied by the buyer on closing day		2,527	1,668		4,195		92	4,287	
Plus operating income of joint ventures in Residential Development		-2,263	-1,469		-3,732		-121	-3,852	
Exchange rate differences		15			15			15	
Operating income according to IFRS – handover	5,770	1,346	3,250	140	10,506	-339	-145	10,022	

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Note 4. Operating segments, cont.

External revenue in accordance with IFRS by geographical area

	Sweden		UK		USA		Norway		Other ¹	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Construction	28,048	28,599	17,647	17,448	71,050	65,867	17,228	16,226	14,029	14,250
Residential Development	5,768	3,688	406	96			647	1,734	4,738	11,148
Commercial Property Development	4,660	3,714			982		25	55	1,633	5,987
Investment Properties	180	40				1,656				7,731
Central and Eliminations	49	70	70		9	15				
Total operating segments	38,705	36,111	18,123	17,544	72,041	67,537	17,899	18,015	20,400	23,968

1 The Group has no customers that account for 10 percent or more of Group revenue.

Non-current assets and current-asset properties by geographical area

	Investment Properties		Property, plant and equipment		Intangible assets		Investments in joint ventures and associated companies		Current-asset properties	
	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022
Norway			3,205	2,918	1,077	1,318	407	55	4,533	4,121
Sweden	5,141	3,758	2,473	2,360	661	756	1,106	1,097	12,980	16,030
UK			1,217	1,355	1,406	1,386	7	6	3,890	4,661
USA			2,471	2,622	484	537	321	1,513	18,072	15,811
Other ¹			1,751	1,804	640	652	231	231	22,799	21,525
	5,141	3,758	11,117	11,059	4,267	4,648	2,072	2,901	62,273	62,136

1 No geographical area with revenue accounting for 10 percent or more of the Group's total items is included.

Note 5. Non-current assets held for sale and discontinued operations

Non-current assets held for sale and discontinued operations are recognized in accordance with IFRS 5. See Note 1. No operations were recognized as discontinued in 2023 or 2022.

At the end of both 2023 and 2022, there were no non-current assets that under IFRS 5 are to be recognized as current assets and specified as assets held for sale.

Note 6. Financial instruments and financial risk management

Financial instruments are recognized in accordance with IFRS 9 Financial Instruments, IAS 32 Financial Instruments: Presentation and IFRS 7 Financial Instruments: Disclosures.

Skanska's contract assets and contract liabilities are not recognized as financial instruments and, accordingly, nor is the risk associated with these receivables and liabilities in this note.

Risks in partly owned joint venture companies in the PPP portfolio are managed within each respective joint venture. The Group's wholly owned companies are managed within these companies is equivalent to that applied to the Group's wholly owned companies. As the contract period in many cases amounts to decades, management of the interest rate risk in financing is essential in each joint venture. This risk is managed using long-term interest rate swaps. These holdings are recognized according to the equity method of accounting, which entails inclusion of each joint venture's financial instruments under the item Income from joint ventures and associated companies. Information on financial instruments in joint ventures and associated companies is not included in the following disclosures.

Financial risk management

In addition to business risk, Skanska is exposed, through its operations, to various financial risks such as credit risk, liquidity risk and market risk. These risks arise in the Group's reported financial instruments such as cash and cash equivalents, interest-bearing receivables, trade receivables, trade payables, borrowings and derivatives.

Objectives and policy

The Group endeavors to achieve a systematic assessment both of financial and of business risks. To do this a common risk management model is used. The risk management model does not involve avoidance of risk but is instead aimed at identifying and managing the risks.

Through the Group's Finance Policy, each year the Board of Directors establishes guidelines, objectives and restrictions for management of the Group's finances and financial risk. Skanska's Group Governance Framework regulates the distribution of responsibility among Skanska's Board, the Group Leadership Team, Skanska Financial Services (Skanska's Group Function for financial services) and the business units.

Within the Group, Skanska Financial Services has operational responsibility for securing Group financing and for managing liquidity, financial assets and financial liabilities. A centralized financial unit enables Skanska to leverage synergies and economies of scale.

The objectives and policy for each type of risk are described in the respective sections below.

Credit risk

Credit risk describes the Group's risk from financial assets and arises if a counterparty does not fulfill its contractual payment obligations to Skanska. Credit risk is divided into financial credit risk, which is risk associated with interest-bearing assets and derivatives, and customer credit risk, which refers to the risk from trade receivables.

Financial credit risk – risk in interest-bearing assets and derivatives

Financial credit risk is the risk that the Group is exposed to in its relationships with financial counterparties when investing surplus funds and with respect to balances with banks and investments in financial assets. Credit risk in the form of counterparty risk also arises when using derivatives and is the risk that a potential gain will not be realized if the counterparty does not fulfill its part of the contract.

According to the policy, Skanska must limit its exposure to financial counterparties by using banks and financial institutions assigned a high credit rating by rating agencies Standard & Poor's, Moody's or Fitch. The permitted exposure volume per counterparty is dependent on the counterparty's credit rating and the maturity of the exposure. To reduce the credit risk associated with derivative instruments, the Group has also signed standardized netting agreements (ISDA agreements) with all financial counterparties with whom Skanska enters into derivative contracts.

When investing surplus funds, the objective is to always achieve good risk diversification. At year-end, the surplus funds had primarily been invested with larger banks with a global presence, mainly from the Nordics, Europe, the USA and Japan, and in short-term interest-bearing instruments and money market funds. Skanska currently uses around 10 banks for derivative transactions.

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Note 6. Financial instruments and financial risk management, cont.

Risk in trade and other receivables including shares
Other financial operating receivables consist of receivables for properties divested, accrued interest income, deposits, etc.
On the closing day no operating receivables were past due and there were no impairment losses.
Holdings with less than 20 percent of voting power in a company are reported as shares. Their carrying amount was SEK 38 M (38).
Other financial operating receivables are reported by time interval with respect to when the amounts fall due in the future.

	Dec 31, 2023	Dec 31, 2022
Due within 30 days	10	39
Due in over 30 days but within one year	97	402
Due after one year	571	11
Total	164	452

Liquidity and refinancing risk
Liquidity and financing risk is defined as the risk of Skanska not being able to meet its payment obligations due to lack of liquidity or due to difficulties in obtaining or rolling over external loans.
The Group uses liquidity forecasting as a means of identifying and managing the fluctuations in short-term liquidity.
Surplus liquidity is, if possible, to be used primarily to repay the principal on loan liabilities.

Financing
Skanska has several borrowing programs, both committed bank credit facilities and market funding programs, which provide good preparedness for temporary fluctuations in the Group's short-term liquidity requirements and ensure long-term funding. Skanska does not have a credit rating.

Market funding programs
Commercial paper (CP) program, maturities 0–1 years
Medium-term note (MTN) program, maturities 1–10 years

Committed credit facilities

Bilateral credit facility	2024	USD
Bilateral credit facility	2025	EUR/USD/SEK
Syndicated credit facility	2025	EUR/USD/SEK
Syndicated credit facility	2028	EUR/USD/SEK/GBP
Bilateral loan agreement	2023	USD
Bilateral loan agreement	2024	USD
Bilateral loan agreement	2024	USD
Bilateral loan agreement	2025	EUR
Bilateral loan agreement	2027	EUR
Bilateral loan agreement	2027	USD
Bilateral loan agreement	2028	USD
Bilateral loan agreement	2029	USD
Bilateral loan agreement	2030	USD
Other credit facilities		

In 2023, Skanska arranged new credit facilities totaling EUR 250 M with maturities of two years or more, extending for one further year. The syndicated backup facility was increased from EUR 500 M to EUR 750 M. During the year, a USD 50 M bilateral loan matured; this was refinanced and increased by a further USD 75 M. A new USD 75 M bilateral loan was arranged comprising two tranches with respective maturities of three and five years. Skanska updated its green bond framework in 2023 and in conjunction issued SEK 4.65 billion in green bonds with a maturity of two years, SEK 2.400 M with a maturity of three years and SEK 1.500 M with a maturity of five years.

At the end of the year, the central debt portfolio amounted to SEK 8.8 billion (3.7). The utilized credit facilities amounted to SEK 9.9 billion (6.1) in combination with interest-bearing net receivables excluding cash and cash equivalents, lease liabilities and net pension liabilities of SEK 10.4 billion (12.1) ensure that the Group has sufficient financial capacity.

Liquidity reserve and maturity structure

The objective is to have a liquidity reserve of at least SEK 4 billion available within one week in the event of a need for unutilized committed credit facilities. At year-end, cash and cash equivalents, and unutilized committed credit facilities amounted to SEK 27.8 billion (16.1), of which SEK 18.7 billion (12.3) is, or is expected to be, available for use.

The Group's policy is for the central loan portfolio's maturity structure to be distributed over time on an average residual term of three years, including unutilized committed credit facilities, with authorized a two- to four-year interval. On December 31, 2023, the average maturity of the loan portfolio was 3.1 years. Unutilized credit facilities are taken into account.

Including interest payments, the maturity structure of the Group's financial interest-bearing liabilities is distributed over the next few years according to the table on the next page. For lease liabilities, payments are in undiscounted amounts.

At year-end the Group's unutilized committed credit facilities amounted to SEK 9,864 M (6,053).

	Dec 31, 2023	
	Limit in SEK	Utilized
Market funding programs		
Commercial paper (CP) program, maturities 0–1 years	6,000	6,000
Medium-term note (MTN) program, maturities 1–10 years	8,000	8,000
	14,000	4,644
Committed credit facilities		
Bilateral credit facility	USD 25 M	250
Bilateral credit facility	EUR/USD/SEK	554
Syndicated credit facility	EUR/USD/SEK	2,218
Syndicated credit facility	EUR/USD/SEK/GBP	6,337
Bilateral loan agreement	USD 50 M	501
Bilateral loan agreement	USD 50 M	501
Bilateral loan agreement	USD 100 M	1,001
Bilateral loan agreement	EUR 50 M	554
Bilateral loan agreement	EUR 50 M	554
Bilateral loan agreement	USD 35 M	350
Bilateral loan agreement	USD 35 M	350
Bilateral loan agreement	USD 40 M	400
Bilateral loan agreement	USD 40 M	400
Other credit facilities	508	2
	13,977	4,111

The average fixed interest period for all interest-bearing liabilities, taking into account derivatives but excluding lease liabilities and pension liabilities, was 0.2 years (0.2). The interest rate for interest-bearing liabilities amounted to 6.17 percent (3.56) at year-end. Taking into account derivatives, the interest rate was 6.06 percent (3.56). Of total interest-bearing financial liabilities, after taking into account derivatives, 0 percent (5) carry fixed interest rates and 100 percent (95) variable interest rates.

As of December 31, 2023, there were two interest rate swap contracts outstanding amounting to a nominal SEK 1,500 M, which were entered into in order to swap parts of the Group's liabilities from fixed to variable interest. During the year two swap contracts totalling SEK 550 M expired, that converted parts of the Group's assets from variable to fixed interest.

Hedge accounting is applied for interest rate swaps with terms that match the hedged loan with respect to nominal amounts, reference rates, date of maturity, and the payment and interest rate adjustment date. The effectiveness is evaluated when the hedging relationship is entered into and on an ongoing basis. Ineffectiveness may arise if the creditworthiness of the contracting parties affects fair value changes to the hedge and the hedged loan differently.

As of December 31, 2023, Skanska has no interest rate swap contracts outstanding for which hedge accounting is applied. The fair value of these hedges totalled SEK 34 M (-) on December 31, 2023. For these interest rate swaps, changes in fair value are recognized through profit or loss.

There was also an interest rate swap contract arranged in a partly owned joint venture for which hedge accounting is applied.

Foreign exchange rate risk

Foreign exchange rate risk is defined as the risk of a negative impact on the consolidated income statement and statement of financial position due to fluctuations in exchange rates. This risk can be divided into transaction exposure, i.e., net operating and financial (interest/principal payment) flows, and translation exposure related to net investments in foreign subsidiaries.

Transaction exposure

Transaction exposure arises in a local unit when the unit's inflows and outflows of foreign currencies are not matched. Although the Group has a large international presence, its operations are mainly of a local nature in terms of foreign exchange rate risk, because project revenue and costs are mainly denominated in the same currency. If this is not the case, the objective is for each respective business unit to hedge its exposure in contracted cash flows against its functional currency in order to minimize the effect on earnings caused by shifts in foreign exchange rates. The main tool for this purpose is currency forwards.

The foreign exchange rate risk for the Group may amount to a total of SEK 5.0 M, with risk calculated as the effect on earnings of a five percentage point shift in exchange rates. As of December 31, 2023, exchange rate risk accounted for SEK 8 M (21) of transaction exposure before tax, which would have an impact of SEK 6 M (17) after tax on other comprehensive income.

Skanska hedges foreign currency flows by matching critical terms such as nominal amount, currency and maturity date. A qualitative assessment of the relationship's effectiveness is made in this way. The effectiveness of a hedge is evaluated when the hedging relationship is entered into and on an ongoing basis. A currency hedge may become ineffective if the timing of the transaction differs from what was initially estimated and if the credit risk associated with the derivative counterparty changes.

Skanska mainly uses hedge accounting to hedge expenses in currencies other than EUR in its European property development operations and in the Swedish Construction business stream. The fair value of these hedges totalled SEK 9 M (69) on December 31, 2023. The hedges fulfill effectiveness requirements, which means that unrealized gains or losses are recognized in other comprehensive income. As of December 31, 2023, the fair value of currency hedges for which hedge accounting is not applied totalled SEK 2 M (2), including the fair value of embedded derivatives. Changes in fair value for these are recognized through profit or loss.

Information on the changes recognized in the consolidated income statement and in other comprehensive income during the period can be found later in this Note in the table Impact of financial instruments on the consolidated income statement, other comprehensive income and equity.

Contracted net flows – as well as hedges for these – in currencies that are foreign to the respective Group company break down into currencies and maturities as shown in the following table.

The Group's contracted net foreign currency flows					Hedging of foreign
Dec 31, 2023	2024	2025	2026 and later	2024	
SEK M ¹					
PLN	-873	-517		664	
EUR	-433	-73	-13	433	
HUF	-71	-1		60	
DKK	3	-14	-7		
GBP	-16			16	
RON	13			4	
CZK	31	-11		-38	
USD	42			-42	
Other currencies	-1				
Total equivalent value	-1,305	-616	-20	1,099	
1 Flows in PLN, CZK, HUF and RON are mainly related to Property Development project expenses. Flows in EUR are Construction operations in Sweden and Norway.					

The Group's contracted net foreign currency flows					Hedging of foreign
Dec 31, 2022	2023	2024	2025 and later	2023	
SEK M ¹					
PLN	-1,230	-5		1,239	
EUR	-853	-70	-79	1,044	
CZK	-303	-14		33	
HUF	-25	-2		5	
NOK	-14			5	
USD	15	-1		14	
Other currencies	2	-1		21	
Total equivalent value	-2,408	-95	-79	2,344	
1 Flows in PLN, CZK, HUF and RON are mainly related to Property Development project expenses. Flows in EUR are Construction operations in Sweden and Norway.					

Translation exposure

Skanska's policy stipulates that net investments in Commercial Property Development are to be currency hedged and/or for the intention is to sell these assets over time. These hedges consist of currency forwards and/or for the positive fair value of the currency forwards amounted to SEK 2 M (1) and their negative fair value in 2023 and 2022, no foreign currency loans were used for hedging.

Net investments in other foreign subsidiaries are not normally hedged, unless the Board of Directors decides otherwise. At year-end 2023, 0 percent (0) of net investments in foreign currencies was currency hedged. At year-end 2022, 0 percent (0) of net investments in foreign currencies was currency hedged. In the exchange rate where the Swedish krona falls/rises 10 percent against other currencies would SEK +/-2.7 billion (2.8) on other comprehensive income after tax and taking hedges into account.

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Note 6. Financial instruments and financial risk management, cont.

Hedging of net investments outside Sweden

Currency	Dec 31, 2023				Dec 31, 2022			
	Net investments	Hedges ¹	Hedged portion, %	Net investments ²	Net investments, % ²	Investments	Hedges ¹	Hedged portion, %
CZK	3,225			3,225	6	3,278		
DKK	660			660	1	958		
EUR	3,577			3,577	6	4,521	-20	0
GBP	33	-92	280	-59	0	1,714	-90	5
NOK	6,036			6,036	11	5,685		
PLN	709			709	1	438		
USD	13,677			13,677	24	11,949		
Other foreign	-1,035			-1,035	-2	-47		
Total foreign currencies	26,881	-92	0	26,789	48	28,497	-109	0
SEK and eliminations				29,413	52			
Total				56,202	100			

1 Hedged amount before subtracting tax portion.
2 After subtracting hedged portion.

Hedge accounting is applied in cases where hedging of net investments takes place outside Sweden. The hedges fulfill effectiveness requirements, which means that gains or losses on the hedges are recognized in other comprehensive income until the hedged transaction takes place, at which point the accumulated change in value is transferred to profit or loss.

The effectiveness of the hedge is evaluated on an ongoing basis to ensure that the relationship meets the criteria. Ineffectiveness may arise in connection with a change in net investments and if the credit risk associated with the derivative counterparty changes.

Information on the changes recognized in the consolidated income statement and in other comprehensive income during the period can be found later in this Note in the table Impact of financial instruments on the consolidated income statement, other comprehensive income and equity.

See also Note 34.

Significance of financial instruments for the Group's financial position and income

The following table shows the carrying amount and fair value of financial instruments by category, as well as a reconciliation with total assets and liabilities in the statement of financial position.

See also Note 21, Note 24, Note 27 and Note 30.

Fair value relating to hedged transaction exposure is reported under Contract assets/liabilities or under Trade and other receivables/liabilities.

Fair value

There are three different levels for establishing fair value. The first level uses the official price quotation on an active market. The second level, which is used when a price quotation in an active market does not exist, is based on observable inputs. The third level uses substantial input data that are not observable for each respective maturity and currency. The fair value items in the following table have been measured pursuant to the three levels stated in the table. The fair value of contingent consideration liabilities are measured at fair value according to the Black-Scholes model. The assets relating to bonds have been measured according to level one. All other amounts have been measured according to level two. When calculating fair value in the loan portfolio, Skanska takes into account interest rates which include the credit risk premium that Skanska is estimated to pay for its borrowings of December 31, 2023, Skanska had no instruments with option elements.

The fair value of financial instruments with option elements is calculated using the Black-Scholes model. For all financial instruments that are recognized at amortized cost, the fair value is determined to be the carrying amount.

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Note 6. Financial instruments and financial risk management, cont.

Assets	Hierarchy level	Measured at fair value through profit or loss	Measured at fair value through other comprehensive income	At amortized cost	Total carrying amount
Dec 31, 2023					
Financial instruments					
Interest-bearing assets and derivatives					
Financial assets ¹	1, 2	321	9,013	17,912	9,334
Cash and cash equivalents	–				17,912
Trade receivables ²		321	0	26,925	27,246
Trade and other receivables including shares and participations				14,392	14,392
Shares and participations ³	3		38		38
Trade and other receivables ^{2, 4}	–			173	173
Total financial instruments		0	38	41,490	211
41,849					
Assets					
Dec 31, 2022					
Financial instruments					
Interest-bearing assets and derivatives					
Financial assets ¹	1, 2	100	15,482	10,014	15,582
Cash and cash equivalents	–				10,014
Trade receivables ²		100	0	25,496	25,596
Trade and other receivables including shares and participations				15,172	15,172
Shares and participations ³	3		38		38
Trade and other receivables ^{2, 4}	–			452	452
Total financial instruments		0	38	452	490
41,258					

1 The carrying amount of financial assets excluding shares and participations, totalling SEK 9,334 M (15,582), is presented in Note 21.

2 See Note 24.

3 Shares and participations are reported in the consolidated statement of financial position among financial assets. See also Note 21.

4 In the consolidated statement of financial position, SEK 27,012 M (27,726) was reported as trade and other receivables. See Note 24. Of this amount, trade receivables accounted for SEK 14,392 M (15,172). These are reported as financial instruments. The remaining amount of SEK 12,620 M (12,554) and breaks down as SEK 173 M (452) for financial instruments and SEK 12,447 M (12,102) for non-financial instruments. The amount reported as financial instruments includes accrued interest income, deposits, etc. Amounts reported as financial instruments include, for example, interim items other than accrued interest, VAT receivables, pension-related receivables and other personnel-related receivables.

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Reconciliation with statement of financial position			
Assets	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022
Financial instruments according to the categories in IFRS 9	41,258	41,849	
Other assets			
Investment Properties	3,758	5,141	
Property, plant and equipment and intangible assets	12,451	12,302	
Property, plant and equipment, right-of-use assets	3,256	3,082	
Investments in joint ventures and associated companies	2,901	2,072	
Net assets in funded pension plans	2,400	3,118	
Tax assets	2,243	3,764	
Current-asset properties	58,474	58,474	
Current-asset properties, right-of-use assets	3,676	3,613	
Inventories	1,300	1,275	
Receivables from customers for contract work	7,772	7865	
Trade and other receivables ¹	12,102	12,447	
Total assets	151,593	155,189	
In the consolidated statement of financial position, SEK 27,012 M (27726) was reported as trade and other receivables. See Note 24. Of this amount, trade receivables accounted for SEK 14,392 M (15,172). These are reported as 'financial instruments. The remaining amount is SEK 12,620 M (12,554) and breaks down as SEK 173 M (452) for 'financial instruments and SEK 12,447 M (12,102) for non-financial instruments. The amount reported as 'financial instruments includes accrued interest, income, deposits, etc. Amounts reported as non-financial instruments include, for example, interim items other than accrued interest, VAT receivables, pension-related receivables and other personnel-related receivables.			
Liabilities	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022
Financial instruments			
Interest-bearing liabilities and derivatives			
Financial liabilities ¹	619	619	
Operating liabilities	619		
Trade payables	13,028		
Trade and other payables ²	1,994		
Total financial instruments	14,642	619	
1 The carrying amount for 'financial liabilities totalling SEK 11,330 M (8,037) is reported in the statement of financial liabilities of SEK (13,998) and other financial instruments of SEK 369 M (694). The total gain in the statement of financial liabilities of SEK (0,915 M (7,568)) from Note 27 and contingent considerations of SEK 415 M (469) from Note 28 are included in 'financial liabilities measured at fair value at SEK 415 M (469) and 'financial liabilities measured at SEK 0 M (0). During the year SEK 0 M (88) of contingent considerations was disclosed and SEK 14,642 M (14,692) of interest expense. An additional SEK 0 M (-67) was transferred to non-interest-bearing liabilities of a remeasure amount to SEK -85 M (0).			
2 Other financial operating liabilities, totalling SEK 13,474 M (14,692), are reported in the statement of financial liabilities of SEK 13,105 M (13,998) and other financial instruments of SEK 369 M (694). The total gain in the statement of financial liabilities of SEK 40,410 M (41,840). See Note 30. Accrued interest expense, checks issued but not cash properties, etc., are recognized as other financial operating liabilities. Other non-financial operating liabilities or items other than accrued interest, VAT liabilities, pension-related liabilities and other personnel-related liabilities are measured at amortized cost.			

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Note 6. Financial instruments and financial risk management, cont.

Reconciliation with statement of financial position	Dec 31, 2023	Dec 31, 2022
Equity and liabilities		
Financial instruments	24,804	22,729
Other liabilities		
Equity	56,347	55,255
Pensions	3,167	2,891
Lease liabilities	7047	7281
Tax liabilities	2,997	2,331
Provisions	10,672	9,899
Contract liabilities	23,220	24,059
Trade and other payables ¹	26,935	27,148
Total equity and liabilities	155,189	151,593

¹ Other financial operating liabilities, totaling SEK 13,474 M (14,692), are reported in the statement of financial position together with trade payables of SEK 13,105 M (13,998) and other financial instruments of SEK 369 M (694). The total item in the statement of financial position amounted to SEK 40,410 M (41,840). See Note 30. Accrued interest expense, checks issued but not cashed, liabilities for unpaid properties, etc., are recognized as other financial operating liabilities. Other non-financial operating liabilities are, for example, interim items other than accrued interest, VAT liabilities, pension-related liabilities and other personnel-related liabilities. Operating liabilities are measured at amortized cost.

Disclosures concerning offsetting of financial instruments	Dec 31, 2023		Dec 31, 2022	
	Financial assets	Financial liabilities	Financial assets	Financial liabilities
Gross amount	41,849	24,804	41,258	22,729
Amounts offset				
Recognized in balance sheet	41,849	24,804	41,258	22,729
Amounts covered by netting arrangements	-304	-304	-130	-130
Net amount after netting arrangements	41,545	24,500	41,128	22,599

Impact of financial instruments on the consolidated income statement, other comprehensive income and expenses from financial instruments recognized in profit or loss	
Revenue and expenses from financial instruments recognized in profit or loss	
Recognized in operating income	
Interest expense on financial liabilities measured at cost	
Cash flow hedges removed from equity and recognized in profit or loss	
Total income and expenses in operating income	
Recognized in financial items	
Interest income on assets measured at fair value	
Interest income on assets measured at amortized cost	
Interest income on cash and bank balances	
Dividends	
Changes in market value of financial assets measured at fair value through profit or loss	
Changes in market value of financial liabilities measured at fair value through profit or loss	
Total income in financial items	
Revenue and expenses from financial instruments recognized in profit or loss	
Interest expense on financial liabilities measured at fair value through profit or loss	
Interest expense on financial liabilities measured at amortized cost	
Changes in market value of financial assets measured at fair value through profit or loss	
Changes in market value of financial liabilities measured at fair value through profit or loss	
Impairment losses attributable to any future credit losses	
Net exchange rate differences	
Expenses for borrowing programs	
Bank-related expenses and other	
Total expenses in financial items	
Net income and expenses from financial instruments recognized in profit or loss	
of which interest income on financial assets not measured at fair value through profit or loss	
of which interest expense on financial liabilities not measured at fair value through profit or loss	

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Note 6. Financial instruments and financial risk management, cont.

Reconciliation with financial items	2023	2022
Total income from financial instruments in financial items	754	395
Total expense from financial instruments in financial items	-660	-312
Net interest on pensions	-11	-48
Interest expense for lease liabilities	-243	-222
Capitalized interest expense	768	477
Total financial items	609	290

See also Note 14.

Income and expenses recognized under other comprehensive income	2023	2022
Cash flow hedges recognized directly in equity	-100	266
Cash flow hedges removed from equity and recognized in profit or loss	63	20
Translation differences	-949	2,464
Resolved translation differences for companies divested	2	-174
Hedging of exchange rate risk in foreign operations	-23	81
Total	-1,007	2,657
of which recognized in cash flow hedge reserve	-37	286
of which recognized in translation reserve	-970	2,371

Collateral
The Group has provided collateral (assets pledged) in the form of financial receivables amounting to SEK 680 M (772). See also Note 33.
These assets may be utilized by customers if Skanska does not fulfill its obligations according to the respective construction contract. To a varying extent, the Group has obtained collateral for trade receivables in the form of guarantees issued by banks and insurance companies and, in some cases, in the form of guarantees from the parent companies to customers.

Note 7. Business combinations

No business combinations took place during the financial year or in the comparative year.

Note 8. Revenue

Revenue is recognized according to IFRS 15 Revenue from Contracts with Customers and IFRS 16 Leases. Note 1. For revenue in accordance with IFRS 15, see also Note 9. Revenue from contracts with customers amounts to SEK 166,065 M (162,336) and rental income from leases amounted to SEK 1,105 M (838). As for other revenue, dividends and interest income are recognized in financial items. See Note 14.

Revenue by business stream	2023	2022
Construction ¹	160	160
Residential Development	11	11
Commercial Property Development	8	8
Investment Properties	8	8
Other	8	8
Central	167	167
Eliminations, see below	-14	-14
Total	167	167

¹ Construction includes SEK 869 M (1,524) in Intra-Group construction for joint ventures in the PPP portfolio. Eliminations consist of revenue from sales of completed properties to joint ventures, which are recognized according to the equity method of accounting.

Reported in Eliminations

Intra-Group construction for	2023	2022
Construction	-	-
Residential Development	-4	-4
Commercial Property Development	-7	-7
Intra-Group property divestments	-1	-1
Other	-	-
Total	-14	-14

Other
For other transactions with related parties, see Note 39.

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Note 9. Contract assets and contract liabilities

Contract assets and contract liabilities are recognized in accordance with IFRS 15 Revenue from Contracts with Customers. See Note 1. For risks in ongoing assignments, see Note 2.

Information from the income statement

Accrued revenue during the year amounted to SEK 149,790 M (137,598).

Information from the statement of financial position	Dec 31, 2023	Dec 31, 2022
Contract assets	7,865	7,772
Contract liabilities	23,220	24,059
Contract assets	2023	2022
January 1	7,772	5,451
Accrued revenue during the year, not yet invoiced	6,062	6,768
Accrued revenue during the year, invoiced during the year	47,210	41,268
Invoiced revenue	-52,801	-44,964
Divestments	-1	-36
Reclassification	-217	916
Exchange rate differences for the year	-161	369
Carrying amount, December 31	7,865	7,772

Future revenue for remaining performance obligations is broken down between the following years.

Expected revenue recognition for remaining performance obligations in 2023

	2024	2025	2026	2027
Construction	112,528	60,280	35,546	14,575
Residential Development	5,383	1,594	194	
Commercial Property Development	901	1,423	2,978	
Total	118,813	63,297	38,718	14,575
Expected revenue recognition for remaining performance obligations in 2022	2023	2024	2025	2026
Construction	114,963	57,565	33,789	17,417
Residential Development	9,876	3,792	194	
Commercial Property Development	4,724	1,139	3,008	
Total	129,562	62,497	36,991	17,417

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Note 10. Operating expenses by category of expense

During the year, revenue increased SEK 3,994 M to SEK 167,168 M (163,174). Total costs increased SEK 8,733 M to SEK -161,886 M (-153,153). Operating income decreased SEK 4,739 M to SEK 5,282 M (10,021).

	2023	2022
Revenue	167,168	163,174
Personnel expenses ¹	-31,397	-30,074
Depreciation and amortization	-2,747	-2,714
Impairment losses ²	-2,645	-75
Carrying amount of current-asset properties divested	-13,999	-14,321
Income from joint ventures and associated companies	1,195	636
Income from property, plant and equipment sold	182	159
Change in value, investment properties	175	1,692
Other operating expenses ^{3,4}	-112,650	-108,456
Total expenses	-161,886	-153,153
Operating income	5,282	10,021

- 1 Note 3.6 describes what is included in personnel expenses.
- 2 Excluding impairment losses/reversals of impairment losses in joint ventures and associated companies, which are included in the item Income from joint ventures and associated companies and amount to SEK -162 M (0).
- 3 Other operating expenses includes purchased materials, machinery rentals and subcontractors.
- 4 An expense of SEK 145 M (61) has been recognized for research and development expenses and has been included in other operating expenses.

Note 12. Depreciation and amortization

Depreciation and amortization are carried out in accordance with IAS 16 Property, Plant and Equipment, IFRS 16 Leases and IAS 38 Intangible Assets. See Note 1.

Depreciation and amortization are presented below by business stream. For further information about depreciation and amortization, see Note 17, Note 19 and Note 41.

Depreciation/amortization by asset class and business stream

2023	Construction	Residential Development	Commercial Property Development	Investment Properties	Central and Eliminations
Intangible assets	-115		-2		-43
Property, plant and equipment					
Property (buildings and land)	-90				-5
Plant and equipment	-1,510	-2	-21		-22
Property, plant and equipment, right-of-use assets					
Property (buildings and land)	-25	-6	-71		-14
Offices	-540				
Cars	-193	-2	-6		
Plant and equipment	-38				
Other	-31	-8			
Total	-2,543	-19	-100	0	-85

Note 11. Selling and administrative expenses

Selling and administrative expenses are recognized as one item. See Note 1.

Selling and administrative expenses	2023	2022
Construction		-6
Residential Development		-1
Commercial Property Development		-1
Investment Properties		
Central expenses ¹		-9
Total		

1 Including eliminations.

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2022	Construction	Residential Development	Commercial Property Development	Investment Properties	Central and Eliminations
Intangible assets	-141	-1	-2		-67
Property, plant and equipment					
Property (buildings and land)	-93				-5
Plant and equipment	-1,466	-1	-21		-15
Property, plant and equipment, right-of-use assets					
Property (buildings and land)	-19				
Offices	-536	-4	-60		-13
Cars	-158	-1	-6		
Plant and equipment	-70				
Other	-23	-10			
Total	-2,506	-18	-89	0	-101

Note 13. Impairment losses/reversals of impairment losses

Impairment losses/reversals of impairment losses are recognized in accordance with IAS 36 Impairment of Assets. See Note 1. Impairment losses/reversals of impairment losses on current-asset properties are recognized in accordance with IAS 2 Inventories.

Impairment losses/reversals of impairment losses are presented below by business stream.

For further information on impairment losses/reversals of impairment losses, see Note 17, Note 18, Note 19, Note 22 and Note 41.

Impairment losses/reversals of impairment losses by asset class and business stream

2023	Construction	Residential Development	Commercial Property Development	Investment Properties	Central and Eliminations
Recognized in operating income					
Intangible assets					
Goodwill		-158			
Other intangible assets					
Property, plant and equipment					
Property (buildings and land)	-11				-48
Plant and equipment	-5				-71
Property, plant and equipment, right-of-use assets					
Site leaseholds					
Offices	-1				
Cars					
Plant and equipment					
Investments in joint ventures and associated companies		-114	-48		
Current-asset properties					
Commercial Property Development			-1,647		141
Residential Development		-845			
Current-asset properties, right-of-use assets					
Commercial Property Development					
Residential Development					
Total	-17	-1,117	-1,695	0	22

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Note 13. Impairment losses/reversals of impairment losses, cont.

Impairment losses/reversals of impairment losses by asset class and business stream

2022	Construction	Residential Development	Commercial Property Development	Investment Properties	Central and Eliminations
Recognized in operating income					
Intangible assets					
Goodwill	-1				
Other intangible assets	-11				
Property, plant and equipment					
Property (buildings and land)	-7				
Plant and equipment	-4				
Property, plant and equipment, right-of-use assets					
Site leaseholds					
Offices	1				
Cars					
Plant and equipment					
Investments in joint ventures and associated companies					
Current-asset properties					
Commercial Property Development			-43		
Residential Development	-3	-7			
Current-asset properties, right-of-use assets					
Commercial Property Development					
Residential Development	-25	-7	-43	0	
Total					0

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Note 14. Financial items

	2023	2022
Financial income		
Interest income	712	355
Dividends		31
Change in market value	41	9
	754	395
Financial expense		
Interest expense	-566	-255
Interest expense for lease liabilities	-243	-222
Net interest on pensions	-11	-48
Capitalized interest expense	727	446
Capitalized interest expense from leases	41	31
Change in market value	-5	-5
Net exchange rate differences	-7	-5
Loss allowance for expected credit losses		-5
Other financial expense	-82	-41
	-145	-104

Total	609	290
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Information on how large a portion of income and expense in financial items comes from financial instruments is presented in Note 6.

Net interest
Financial items totaled SEK 609 M (290) net, which is explained by a sharp increase in interest rates during the year. Net interest items improved to SEK 661 M (307). Interest income increased to SEK 712 M (355). Interest expense before capitalized interest increased to SEK -809 M (-477). During the year, Skanska capitalized interest expense of SEK 768 M (477) in its own ongoing projects.
Interest income was received at an average interest rate of 3.36 percent (1.18). Interest expense, excluding interest on pension liabilities, was paid at an average interest rate of 4.55 percent (2.23) during the year. The average interest rate for lease liabilities was 3.30 percent (3.08).
Net interest on pensions, which is the net amount of interest expense for defined-benefit pension obligations calculated at the beginning of the year, based on the 2023 outcome, and the return on plan assets, decreased to SEK -11 M (-48). See also Note 28.
The Group had net interest items of SEK 1 M (4) that were recognized in operating income. See Note 1 Accounting and valuation principles.
Change in market value
Change in market value amounted to SEK 36 M (4).
Other financial items
Other financial items amounted to SEK -99 M (-20) net and related to various charges for credit facilities and bank guarantees, exchange rate differences, dividends as well as loss allowance for expected credit losses in accordance with IFRS 9.

Note 15. Borrowing costs

Borrowing costs related to investments that require a substantial period for completion are capitalized. Borrowing costs were capitalized during the year at an interest rate of around 5.88 percent (2.41).

	2023	2022
Capitalized interest during the year	768	477
Current-asset properties		
Total	768	477

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Note 16. Income taxes

Income taxes are reported in accordance with IAS 12 Income Taxes.

Tax expense	2023	2022
Current taxes	-2,189	-1,151
Deferred tax expense from change in temporary differences	1,208	-696
Deferred tax expense from change in losses carried forward	118	-183
Change in provision for tax risk	2	3
Total	-861	-2,027

Tax items recognized under other comprehensive income

	2023	2022
Deferred taxes attributable to cash flow hedges	12	-19
Deferred taxes attributable to pensions	-64	-792
Total	-52	-811

Relationship between taxes calculated after aggregating nominal tax rates and recognized taxes

The Group's recognized tax rate is 15 percent (20). The Group's aggregated nominal tax rate has been estimated at 24 percent (22).

The average nominal tax rate in Skanska's home markets in Europe is 21 percent (20) and in the USA just over 27 percent (27), depending on the distribution of income between the different states there.

The relationship between taxes calculated after aggregating nominal tax rates of 24 percent (22) and recognized tax of 15 percent (20) is explained in the table below.

	2023	2022
Income after financial items	5,890	10,312
Tax according to aggregation of nominal tax rates, 24 percent (22)	-1,394	-2,269
Tax effect of:		
Property divestments ¹	334	196
Divestment of PPP projects ¹		50
Other	199	-4
Recognized tax expense	-861	-2,027

1 In a number of the countries where Skanska operates, the sale of property projects and PPP projects via the divestment of companies is tax free.

Income taxes paid in the year amounted to SEK 1,733 M (1,501). Income taxes paid can vary greatly for the countries where the Group operates. Income taxes are often calculated based on different tax laws that apply to the preparation of the consolidated income statement. If the final income tax is less than the amount provisionally withdrawn in previous years, income taxes paid for the year may be substantially reduced.

The table below shows a breakdown by country of income taxes paid:

Income taxes paid	2023	
USA	978	Sweden
Sweden	224	USA
Czechia	159	Norway
UK	112	Finland
Finland	102	UK
Other	158	Other
Total	1,733	Total

Tax assets and tax liabilities

	Dec 31, 2023	Dec 31, 2022
Tax assets	1,100	1,100
Tax liabilities	1,100	1,100
Net tax assets (+)/tax liabilities (-)	0	0

Tax assets and tax liabilities refer to the difference between estimated income tax to be paid in the year and as well as income taxes for prior years that have not yet been paid.

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Note 16, Income taxes, cont.

Deferred tax assets and deferred tax liabilities

	Dec 31, 2023	Dec 31, 2022
Deferred tax assets according to the statement of financial position	2,518	995
Deferred tax liabilities according to the statement of financial position	2,218	1,943
Net deferred tax assets (+)/deferred tax liabilities (-)	300	-948

Deferred tax assets and deferred tax liabilities

	Dec 31, 2023	Dec 31, 2022
Deferred tax assets for lease liabilities	1,421	1,535 ¹
Deferred tax assets for losses carried forward	175	65
Deferred tax assets for other assets	404	316
Deferred tax assets for pension provisions	587	630
Deferred tax assets for ongoing projects	734	617
Other deferred tax assets	2,007	1,653
Total before net accounting	5,328	4,816
Net accounting of offsettable deferred tax assets/tax liabilities	-2,810	-3,821 ¹
Deferred tax assets according to the statement of financial position	2,518	995

Deferred tax assets according to the statement of financial position

	Dec 31, 2023	Dec 31, 2022
Deferred tax liabilities for right-of-use assets	1,395	1,535 ¹
Deferred tax liabilities for investment properties	425	362
Deferred tax liabilities for other non-current assets	383	344
Deferred tax liabilities for ongoing projects	1,350	1,736
Deferred tax liabilities for other current assets	308	162
Other deferred tax liabilities	1,187	1,625
Total before net accounting	5,028	5,764
Net accounting of offsettable deferred tax assets/tax liabilities	-2,810	-3,821 ¹
Deferred tax liabilities according to the statement of financial position	2,218	1,943

1 Restated due to the amendment of IAS 12, whereby the exemption from reporting deferred tax no longer applies. The change has no effect on the balance sheet.

Change in net receivables (+)/net debt (-)/net debt (-) deferred tax

	2023	2022
Net receivables (+)/net debt (-) deferred tax, January 1	-948	730
Divestments	18	4
Recognized under other comprehensive income	-52	-811
Deferred tax expense	1,328	-876
Exchange rate differences	-46	5
Net receivables (+)/net debt (-) deferred tax, December 31	300	-948

Deferred tax assets other than for losses carried forward are temporary differences between carrying purposes and carrying amounts recognized in the statement of financial position. These differences arise when the Group's valuation principles deviate from those applied locally by a Group company. The assets are mostly expected to be realized within five years. Deferred tax assets arise, for example, depreciation/amortization/impairment of assets becomes tax-deductible only in a later period, when Group profits, when there are differences with respect to provisions for defined-benefit pensions by IAS 19, when the required provisions become tax-deductible in a later period and when advance payment projects are taxed on a cash basis.

Deferred tax liabilities for other assets and other deferred tax liabilities are temporary differences between carrying purposes and carrying amounts in the statement of financial position. These differences arise, for example, when the Group's valuation principles deviate from those applied locally by the Group company. In part, these deferred tax liabilities are expected to be realized within five years. For example, deferred tax liabilities arise when depreciation/amortization for tax purposes in the current period is larger than the required amount when amortization and when accrued profits in ongoing projects are taxed only when the project is completed.

Temporary differences and losses carried forward (deficits) that are not recognized as deferred tax assets

	Dec 31, 2023	Dec 31, 2022
Losses carried forward that expire within one year		
Losses carried forward that expire in more than one year but within three years		
Losses carried forward that expire in more than three years		

Total

Skanska has losses carried forward in a number of countries. In some of these countries, the likelihood that the losses will be able to be used is difficult to assess, and therefore no deferred tax assets is recognized to the tax base for losses carried forward and not the tax effect.

New rules on global minimum taxation

Skanska is affected by the new rules on global minimum taxation (Pillar Two) that entered into force in 2023. These rules mean that Skanska is considered to be low-taxed in countries where the local effective tax rate, according to the specific calculation methodology, is lower than 15 percent. In cases where a country's effective tax rate is 15 percent, a top-up tax corresponding to the difference is payable.

Given the complexity in the regulatory framework for calculating the ETR, a simplified methodology is offered (Safe Harbours) during the transition period 2024–2026. Safe Harbours offer an exemption if at least one of three tests (concerning turnover and profit, effective tax and substance) is met. Prerequisites for the exemption are that all of Skanska's markets except Sweden are expected to meet at least one of the three tests. However, our Swedish operations do not meet any of these Safe Harbour tests. Therefore, Skanska will implement a process for data collection, calculation and reporting in Sweden under the German tax law ("GloBE") in 2024. However, under these rules, Skanska appears to have a tax rate in Sweden that is 15 percent. Accordingly, our assessment is that Skanska will not have to pay any top-up tax in any of the countries where it operates.

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Note 17. Property, plant and equipment

Property, plant and equipment are reported in accordance with IAS 16 Property, Plant and Equipment. See Note 1. Office buildings and other buildings used in the Group's operations are recognized as property, plant and equipment. Plant and equipment are recognized as a single item.

Property, plant and equipment by asset class

	Dec 31, 2023	Dec 31, 2022
Property (buildings and land)	1,394	1,589
Plant and equipment	6,510	5,920
Property, plant and equipment under construction	131	294
Total	8,035	7,803

Depreciation of property, plant and equipment by asset class and function

	Cost of sales		Selling and administration		Total
	2023	2022	2023	2022	2023
Property (buildings and land)	-56	-63	-39	-35	-95
Plant and equipment	-1,438	-1,416	-117	-87	-1,555
Total	-1,493	-1,480	-157	-122	-1,650

Impairment losses/reversals of impairment losses on property, plant and equipment

During the year, impairment losses/reversals of impairment losses in the net amount of SEK -135 M (-11) were recognized. Impairment losses/reversals of impairment losses were recognized in Poland, Sweden and the USA during the year. In the comparative year, impairment losses/reversals of impairment losses were recognized in Poland. Impairment losses/reversals of impairment losses were recognized as cost of sales in the amount of SEK -135 M (-11) and selling and administrative expenses in the amount of SEK 0 M (0).

Impairment losses/reversals of impairment losses

	Property (buildings and land)		Plant and equipment		Total
	2023	2022	2023	2022	2023
Impairment losses	-59	-7	-76	-4	-135
Reversals of impairment losses					
Total	-59	-7	-76	-4	-135

Amount of impairment losses/reversals of impairment losses based on

	Property (buildings and land)		Plant and equipment		Total
	2023	2022	2023	2022	2023
Fair value less selling expenses/costs of disposals			-2		-2
Value in use	-59	-7	-74	-4	-135
Total	-59	-7	-76	-4	-135

Annual and Sustainability Report 2023	Information about cost, accumulated depreciation and accumulated impairment losses										Property, plant and equipment	Property, plant and equipment	Property, plant and equipment		
Note 17. Property, plant and equipment, cont.											2023	2022	2023	2022	2023
Information about cost, accumulated depreciation and accumulated impairment losses											2023	2022	2023	2022	2023
Accumulated cost											2023	2022	2023	2022	2023
January 1											2023	2022	2023	2022	2023
Investments											2023	2022	2023	2022	2023
Divestments and disposals											2023	2022	2023	2022	2023
Reclassifications											2023	2022	2023	2022	2023
Exchange rate differences for the year											2023	2022	2023	2022	2023
Accumulated depreciation according to plan											2023	2022	2023	2022	2023
January 1											2023	2022	2023	2022	2023
Divestments and disposals											2023	2022	2023	2022	2023
Reclassifications											2023	2022	2023	2022	2023
Depreciation for the year											2023	2022	2023	2022	2023
Exchange rate differences for the year											2023	2022	2023	2022	2023
Accumulated impairment losses											2023	2022	2023	2022	2023
January 1											2023	2022	2023	2022	2023
Divestments and disposals											2023	2022	2023	2022	2023
Reclassifications											2023	2022	2023	2022	2023
Impairment losses for the year											2023	2022	2023	2022	2023
Reversals of impairment losses											2023	2022	2023	2022	2023
Exchange rate differences for the year											2023	2022	2023	2022	2023
Carrying amount, December 31											2023	2022	2023	2022	2023
Carrying amount, January 1											2023	2022	2023	2022	2023
Other											2023	2022	2023	2022	2023
Information about capitalized interest is presented in Note 15. For information on finance leases, see Note 41. Skanska has undertakings to acquire property, plant and equipment in the amount of SEK 1 M (0).											2023	2022	2023	2022	2023
Skanska did not receive any significant compensation from third parties for property, plant and equipment that was damaged or lost during the year or in the comparative year.											2023	2022	2023	2022	2023

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Note 18. Goodwill

Goodwill is recognized in accordance with IFRS 3 Business Combinations. See Note 1. For key judgments, see Note 2. Goodwill amounted to SEK 3,919 M (4,160). During the year, goodwill decreased SEK 241 M net mainly due to impairment losses and exchange rate differences.

The goodwill recoverable amount is based on value in use. The amounts of goodwill together with other non-current assets, current-asset properties and net working capital are tested annually and also when there is an indication of impairment.

Expected cash flows are based on forecasts for the performance of the Residential Development and Commercial Property Development business streams and the development of construction investments in each market in the countries where the Group has operations. The forecasts are based on the units' two-year forecasts. Future macroeconomic development and changes in interest rates are also important variables. The forecast period is 10 years, which is the period used in models for measurement of other types of assets, for example commercial projects. When 10-year models are used it is easier to make assumptions concerning cycles and there is less reliance on residual values. The growth rate used to extrapolate cash flow forecasts beyond the period covered by the 10-year forecasts is the normal growth rate for the industry in each respective country.

Each business unit uses a unique discount factor based on weighted average cost of capital (WACC). Parameters that affect the WACC are interest rates for borrowing, market risks and the ratio between borrowed funds and equity. The WACC is stated both before and after taxes.

The following table shows how the carrying amount relates to the recoverable amount for the respective business units for Skanska's largest goodwill items. The recoverable amount is expressed as 100. The tests are based on an assessment of anticipated development over the next 10-year period.

Goodwill impairment losses

The Group reported goodwill impairment losses during the year of SEK -158 M (-1). The weak housing market has resulted in a decision to recognize an impairment loss for Skanska Norway's Residential Development.

Impairment losses are based on a calculation of value in use and recognized as selling and administrative expenses in profit or loss.

Goodwill amounts by cash-generating units

	Dec 31, 2023	Dec 31, 2022	Change during the year	Of which impairment losses	Of which exchange rate differences
Construction					
Sweden	17	17			
Norway	933	998	-63		-63
Finland	486	485			
Central Europe	584	598	-13		-13
UK	1,302	1,274	28		28
USA Building	406	421	-15		-15
USA Civil	36	37	-1		-1
Residential Development					
Norway	144	319	-175	-158	-17
Finland	11	11			
Total	3,919	4,160	-241	-158	-83

	Norway	Finland	Central Europe
Recoverable amount, 100	100	100	100
Carrying amount	28	n/a	n/a
Carrying amount, previous year ¹	29	n/a	n/a
Interest rate, percent (WACC), before taxes	12	11	11
Interest rate, percent (WACC), after taxes	10	10	10
Expected growth, %	2	2	2
Interest rate, percent (WACC), previous year (before taxes)	13	11	11
Interest rate, percent (WACC), previous year (after taxes)	10	9	9
Expected growth, %, previous year	2	2	2
Carrying amount in relation to recoverable amount, 100 in case of increase in interest rate by	32	n/a	n/a
+1 percentage point			
+5 percentage points	50	n/a	n/a
Carrying amount, previous year, in relation to recoverable amount, 100 in case of increase in interest rate by	34	n/a	n/a
+1 percentage point			
+5 percentage points	59	n/a	n/a

¹ Value > 100 indicates that the recoverable amount is less than the carrying amount and an impairment loss needs to be recognized. For Skanska's operations in Finland and the UK, the carrying amount was negative due to negative working capital of non-current assets.

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Note 19. Other intangible assets

Other intangible non-current assets are recognized in accordance with IAS 38. See Note 1.

Intangible assets and useful life applied

	Dec 31, 2023		Dec 31, 2022	Useful life applied
Intangible assets, externally generated	136	187	187	3–10 years
Intangible assets, internally generated	213	301	301	3–7 years
Total	348	488	488	

Internally generated intangible assets consist of business systems. Externally acquired intangible assets include acquired software and licenses in the USA, Sweden, Finland and the UK.

Business systems are amortized over a maximum of seven years. Customer contracts are amortized as projects progress to completion and patents are amortized over 10 years.

All intangible assets are amortized as they have a limited useful life.

Amortization by function	2023	2022
Cost of sales	-67	-81
Selling and administration	-95	-150
Total	-161	-211

Impairment losses/reversals of impairment losses on other intangible assets
Impairment losses/reversals of impairment losses in the net amount of SEK 0 M (-11) were recognized for the year.

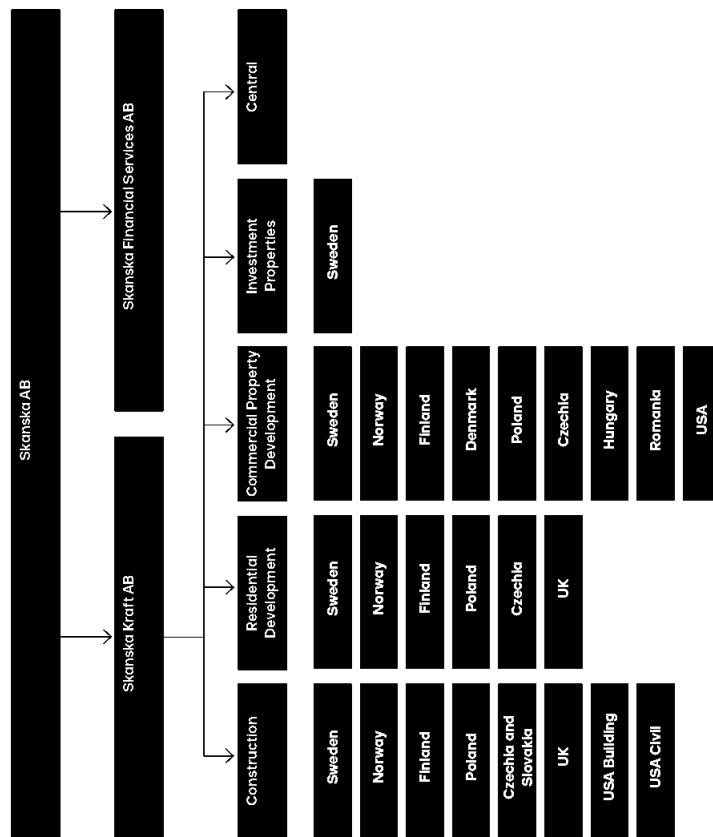
Information about cost, accumulated amortization and accumulated impairment losses		2023	2022
Intangible assets, externally acquired			
Accumulated cost			
January 1	1,686	1,627	1,627
Investments	17	18	18
Acquisitions of companies			
Divestments and disposals	-1	-103	-103
Reclassifications	-9	-1	-1
Exchange rate differences for the year	1,694	1,445	1,445
Accumulated amortization			
January 1	-1,312	-1,173	-1,173
Divestments and disposals	-68	87	87
Amortization for the year	-16	-17	-17
Reclassifications	-1,365	-115	-115
Exchange rate differences for the year	-188	-188	-188
Accumulated impairment losses			
January 1	136	187	187
Divestments and disposals	187	265	265
Impairment losses for the year	-6	-6	-6
Reversals of impairment losses	-194	-188	-188
Reclassifications			
Exchange rate differences for the year			
Carrying amount, December 31			
Carrying amount, January 1			
Other			

Information about capitalized interest is presented in Note 15.

Note 20A. Subsidiaries

The parent company Skanska AB holds 100 percent of the shares in Skanska Financial Services AB and Skanska Kraft AB. Skanska Kraft AB in turn directly or indirectly owns the subsidiaries in the countries in which Skanska has operations. All subsidiaries are independent limited companies, partnerships or equivalent legal forms in each country. Regarding the companies' registered offices, see the parent company notes, Note 52.

Skanska's Corporate Structure



Note 20B. Investments in joint ventures and associated companies

For all joint arrangements an assessment is made of their legal form, agreements between the owners and other circumstances. In accordance with IFRS 11 Joint Arrangements, the joint arrangement is reported as follows:

- If it has been determined that the joint arrangement is controlled by one or more parties, the reporting party will report its share of the net assets owned by those controlling parties.

Investments in joint ventures and associated companies are reported according to the equity method. Income from joint ventures and associated companies after tax is reported on a separate line in operating income. The Group's share of the income in joint ventures and associated companies after tax includes any impairment losses on consolidated goodwill and intra-Group profits.

Income from joint ventures and associated companies is presented in the following table.

2019	Share of income in joint ventures according to the equity method Share of income in associated companies according to the equity method Divestments of joint ventures Impairment losses in joint ventures Total	- - - -	1,
	Joint ventures Joint ventures are recognized in compliance with IAS 28 Investments in Associates and Joint Venture The Group has holdings in joint ventures with a carrying amount of SEK 2,034 M (2,804 M) The PPP portfolio includes carrying amounts in joint ventures totaling SEK 1,190 M (2,238).		

Joint ventures

The Group has holdings in joint ventures with a carrying amount of SEK 2,034 M (2,864 M). The PPP portfolio includes carrying amounts in joint ventures totaling SEK 1,190 M (2,238 M).

Income from joint ventures

The share of income in joint ventures, after tax, is recognized in operating income, because these investments are joint ventures, not joint ventures.

The share of income in joint ventures according to the equity method comes mainly from operation

ppp partfalla

Public-private partnerships (PPP) are a type of public procurement where a project company or consortium of companies has overall responsibility for developing, financing, building, operating and maintaining the infrastructure. The type of payment for the investments may either be based on market risk, for example road tolls, or on availability; see also IFRIC 12, Note 1. The concession periods for current investments vary between 32 and 50 years and the ownership interests in the current portfolio are between 32 and 50 percent. At this time there are no investments in Sweden and the USA.

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Note 20B. Investments in joint ventures and associated companies, cont.

The carrying amount according to the statement of financial position and the change that occurred can be seen in the following table.

	2023				2022
	Joint ventures	Associated companies	Total	Joint ventures	Associated companies
January 1	2,863	38	2,901	2,145	40
New acquisitions	313	6	317	703	
Divestments	-788		-788	-163	-2
Reclassifications	158		158	-55	
Exchange rate differences for the year	-74		-74	-71	1
Change in fair value of derivatives	-30	-3	-30	178	
Impairment losses for the year	-162		-162		
The year's change in share of income in joint ventures and associated companies after subtracting dividends received	-246	-3	-249	-49	-1
Carrying amount, December 31	2,034	39	2,072	2,863	38

Specification of major holdings of shares and participations in joint ventures

Company	Business stream	Country	Consolidated carrying amount ¹			
			Percentage of share capital	Percentage of voting power	Dec 31, 2023	Dec 31, 2022
AB Sydsten	Construction	Sweden	50	50	143	159
UNIASFALT s.r.o.	Construction	Slovakia	50	50	49	48
Botkyrka Södra Porten Holding AB	Construction	Sweden	50	50	99	99
Järvastaden AB	Residential Development	Sweden	50	50	58	5
Kista Park AB	Residential Development	Sweden	50	50		11
Kista Valley AB	Residential Development	Sweden	50	50		38
Nansenleikka Utvikling K3-K6 AS	Residential Development	Norway	50	50	266	17
Økern Park Holding AS	Residential Development	Norway	50	50	89	32
Joint ventures in the PPP portfolio ²					1,190	2,328
Other joint ventures					140	126
Total joint ventures, Group					2,034	2,863

1 Consolidated carrying amounts represent the Group's share of equity including results achieved, Group adjustments and deductions for dividends distributed.

2 Carrying amounts for joint ventures in the PPP portfolio are affected by cash flow hedges. The value of these cash flow hedges amounted to SEK -84 M (-5\$). When joint ventures where the carrying amount is affected by cash flow hedges are affected as the effect of the cash flow hedges is booked against income.

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Note 20B. Investments in joint ventures and associated companies, cont.

Unrealized development gain in the PPP portfolio

SEK bn	Dec 31, 2023	Dec 31, 2022
Present value of cash flow from projects	1.9	2.7
Present value of remaining investments	0.0	0.0
Present value of projects	1.9	2.7
Carrying amount before cash flow hedges	-1.1	-2.2
Unrealized development gain	0.8	0.5
Cash flow hedge	0.1	0.1
Effect in unrealized equity ¹	0.9	0.6

¹ Tax effects not included.

Details of Skanska's joint ventures
Most of Skanska's joint ventures are in the PPP portfolio, which is reported in accordance with IFRIC 12 Service Concession Arrangements. The amounts below correspond to 100 percent of the joint venture's income statement and statement of financial position.

	PPP portfolio		Other joint ventures		Total all joint ventures
	2023	2022	2023	2022	
Income statement					
Revenue	4,393	4,134	1,084	1,449	5,476
Depreciation and amortization	-844	-1,320	-20	-30	-864
Impairment losses			-22	-22	-22
Other operating expenses	-1,995	-2,684	-1,025	-1,305	-3,020
Operating income	1,554	129	16	114	1,570
Interest income	1,220	1,045	18	3	1,238
Interest expense	-1,735	-657	-67	-8	-1,802
Financial items			-4	-1	-4
Income after financial items¹	1,040	518	-37	108	1,002
Taxes	-141	-34	-3	-30	-144
Profit for the year	898	484	-40	78	858
Comprehensive income for the year	898	484	-40	78	858

¹ The amount includes impairment losses in the consolidated accounts.

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Note 20B. Investments in joint ventures and associated companies, cont.

Statement of financial position	PPP-portfolio		Other joint ventures		Total all joint ventures
	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	
Non-current assets	15,078	43,683	1,011	386	16,088
Current assets	509	1,225	2,577	1,735	3,086
Cash and bank balances	1,289	4,972	443	449	1,732
Total assets	16,875	49,879	4,031	2,570	20,906
Equity attributable to equity holder ¹					4,222
Non-current financial liabilities	2,379	5,416	1,842	1,085	15,103
Other non-current liabilities	14,305	42,113	798	253	410
Current financial liabilities			127	542	127
Other current liabilities	191	2,350	854	495	1,045
Total equity and liabilities	16,875	49,879	4,031	2,570	20,906
Skanska received the following dividend ²	710	146	61	357	772
Reconciliation with participations in joint ventures					
Equity attributable to the investors in joint ventures, 100%	2,379	5,416	1,842	1,085	4,222
Less equity attributable to investors other than Skanska	-1,390	-3,288	-960	-560	-2,350
Skanska's portion of equity in joint ventures, adjusted for surplus value and goodwill	990	2,128	882	525	1,872
+ Losses recognized as provisions	200	200	123	10	323
- Impairment losses			-161		-161
Carrying amount of Skanska's holdings	1,190	2,328	844	535	2,034
of which cash flow hedges	-84	-55			-84
1 Equity includes subordinated loans from the owners.					
2 Dividends also include interest paid on the subordinated loans.					
Assets pledged					
Shares in joint ventures pledged as collateral for loans and other obligations amount to SEK 1,190 M (2,328).					

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Note 20B. Investments in joint ventures and associated companies, cont.

Other
Skanska's joint ventures are owned by Skanska and other investors. They are financed in part by capital from the owning parties, but the majority are financed via banks or credit institutions. The assets of the respective joint ventures are used as collateral for the liabilities. According to agreements with the banks, the ability to access bank account funds from these joint ventures is restricted.
Skanska's portion of the total investment obligations of partly owned joint ventures amounted to SEK 1,110 M (2,074), of which SEK 0 M (0) comprised remaining undertakings to invest in infrastructure in the form of equity holdings and loans. The remaining portion is expected to be financed mainly through bank loans or bonds issued in the respective joint ventures and in the form of participations and loans from other co-owners.
Contingent liabilities for joint ventures amounted to SEK 907 M (258).

Associated companies
Associated companies are recognized in accordance with IAS 28 Investments in Associates and Joint Ventures. See Note 1. The carrying amount of associated companies is SEK 39 M (38).

Information on the Group's share of revenue, income, assets, liabilities and equity in associated companies

	2023	2022
Revenue	0	0
Profit	-2	0

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1 Reconciliation between equity and carrying amount of holdings, in accordance with the equity method of accounting.

	Dec 31, 2023	Dec 31, 2022
Equity in associated companies	39	38
Carrying amount	39	38

Other
The associated companies have no liabilities or contingent liabilities which the Group may become responsible for paying. Nor are there any obligations for future investments.

Note 20C. Joint operations

Skanska executes certain projects with a joint party without a separate legal company being formed for these projects. These projects are then classified as joint operations in accordance with IFRS 11. Joint operations of a separate company are found mainly in the USA.

Skanska also executes certain projects with a joint party where a separate company is formed for these projects. These projects are classified as joint operations provided that the other criteria in IFRS 11 are fulfilled.

Specification of significant holdings in joint operations, according to sales in current year

Name of joint operation	Operations	Country
Skanska Costain Strabag Joint Venture	Railway	UK
Skanska Balfour Beatty	Campus area	USA
Skanska-Taylor-PNB JV	Highway/bridge	USA
Hoffman Skanska	Airport	USA
Skanska-SG	Hotel	USA
Skanska-Taylor-Shea Joint Venture	Tramline	USA
Skanska/Walsh	Airport	USA
Skanska RJ Industries WWTP	Water treatment plant	USA
Skanska Halmar JFK JV	Road network/transport center at airport	USA

There are around 100 other small joint operations in the above countries, as well as in Sweden and

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Note 21. Financial assets

Financial investments, financial receivables and shareholdings where ownership is less than 20 percent and the Group has no significant influence are recognized as non-current financial assets.

Financial investments and financial receivables are recognized as current financial assets. See also Note 6.

	Dec 31, 2023	Dec 31, 2022
Non-current financial assets		
Non-current financial assets measured at fair value through profit or loss		
Derivatives		
Other interest-bearing receivables	6	0
	6	0
Non-current financial assets measured at fair value through other comprehensive income		
Shares and participations ¹	38	38
Other interest-bearing receivables	103	
	141	38
1 Shareholdings were affected by impairment losses of SEK 0 M (0) during the year.		
Non-current financial assets	Dec 31, 2023	Dec 31, 2022
Non-current financial assets at amortized cost		
Receivables from joint ventures	48	26
Restricted cash and cash equivalents	664	523
Other interest-bearing receivables	1,015	620
	1,727	1,169
Other		
Net assets in funded pension plans	3,118	2,400
Total	4,992	3,607
of which interest-bearing non-current financial assets	4,954	3,569
of which non-interest-bearing non-current financial assets	38	38

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Note 22. Current-asset properties/Project Development

Current-asset properties are recognized in compliance with IAS 2 Inventories. See Note 1.
The allocation of items in the statement of financial position by business stream is presented below.

Business stream	Dec 31, 2023	Dec 31, 2022
Commercial Property Development	37,991	35,814
Residential Development	20,670	22,660
Total	58,660	58,474

Impairment losses/reversals of impairment losses

Current-asset properties are valued in accordance with IAS 2 Inventories, and are thus carried at the lower of cost or net realizable value. Adjustment to net realizable value via an impairment loss is recognized, as are reversal of impairment losses, in profit or loss under Cost of sales. Net realizable value is affected by the type and location of the property, and by the yield requirement in the market.

	Impairment losses		Reversals of impairment losses		Total
	2023	2022	2023	2022	2023
Commercial Property Development	-1,506	-66			-1,506
Residential Development	-845	-11			-845
Total	-2,351	-76			-2,351

For a further description of the respective business streams, see Note 4. Current-asset properties are divided into completed properties, properties under construction and development properties.

Carrying amounts

	Completed properties		Properties under construction		Development properties		Total
	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023
Commercial Property Development	9104	5,039	16,459	18,285	12,428	12,490	37,991
Residential Development	2,217	549	8,467	11,986	9,986	10,126	20,670
Total	11,321	5,588	24,926	30,270	22,414	22,616	58,660

Commercial Property Development

	2023	2022	Residential Development		Total
	2023	2022	2023	2022	2023
Carrying amount					
January 1	35,814	31,201	22,660	18,544	58,474
Investments	10,656	12,264	8,655	10,376	19,291
Carrying amount of properties divested	-4,847	-7,296	-9152	-7,026	-13,999
Impairment losses	-1,506	-66	-845	-11	-2,351
Reversals of impairment losses		23			
The year's provision for intra-Group profits in contracting work	-329	-316	-145	-152	-474
Reclassifications	-1,053	-2,258	-404	156	-1,458
Exchange rate differences for the year	-724	2,262	-99	773	-823
December 31	37,991	35,814	20,670	22,660	58,660

The carrying amount of current-asset properties is allocated between properties carried at cost and properties carried at net realizable value as shown in the following table.

	Cost		Net realizable value		Total
	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023
Commercial Property Development	31,389	35,760	6,602	54	37,991
Residential Development	19,558	22,574	1,112	86	20,670
Total	50,947	58,334	7,714	140	58,660

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Note 22. Current asset properties/Project Development, cont.

Difference between fair value and carrying amount for current-asset properties

SEK bn	Surplus value Dec 31, 2023	Surplus value Dec 31, 2022
Commercial Property Development		
Completed projects	1.9	1.2
Development properties	0.6	1.1
Ongoing projects ¹	3.1	8.2
	5.7	10.5
Residential Development		
Undeveloped land and development properties	3.4	4.3
Total	9.1	14.8

1 Estimated market value. Internal appraisal, with valuation on respective completion dates.

Assets pledged

Current-asset properties pledged as collateral for loans and other obligations amount to SEK 0 M (0). See Note 33.

Other

Information about capitalized interest is presented in Note 15.

Investment commitments relating to undeveloped land and development properties not yet in Skanska's ownership amount to SEK 7.0 billion (6.5).

Note 23. Inventories

Inventories are reported in accordance with IAS 2 Inventories. See Note 1.

	Dec 31, 2023	Dec 31, 2022
Raw materials and supplies	414	484
Products being manufactured	97	65
Finished products and merchandise	765	751
Total	1,275	1,300

There are no significant differences between the carrying amount for inventories and their fair value.

No portion of inventories was adjusted due to an increase in net realizable value.

No merchandise was used as collateral for loans and other obligations.

Note 24. Trade and other receivables

Non-interest-bearing operating receivables are reported as Trade and other receivables. Operating of the Group's operating cycle and are recognized as current assets.

	Dec 31, 2023	Dec 31, 2022
Trade receivables, joint ventures		14,800
Trade receivables, others		8,200
Other operating receivables ¹		4,200
Prepaid expenses and accrued income		27,000
Total		54,000

¹ Of which financial instruments reported in Note 6.

Trade receivables

Trade and other receivables including accrued interest income

Of which non-financial instruments

1 Of which a receivable of SEK 596 M arising from the sale of our share of LaGuardia.

Note 25. Cash and cash equivalents

Cash and cash equivalents consists of cash and available funds at banks and equivalent financial short-term investments. Cash and cash equivalents totaled SEK 17,912 M (10,014), of which short-term amounted to SEK 8,478 M (2,807) on the closing day.

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Note 26. Equity/earnings per share

Equity in the Group is allocated between equity attributable to equity holders (shareholders) and non-controlling interests (minority interests).

Non-controlling interests account for 0.3 percent of total equity.

Equity changed during the year as follows:

	2023	2022
January 1	55,255	45,465
of which non-controlling interests	144	114
Comprehensive income for the year		
Profit for the year attributable to		
parent company's shareholders	4,998	8,256
non-controlling interests	31	28

Other comprehensive income

Items that will not be reclassified to profit or loss for the year

Remeasurement of defined-benefit pension plans¹

Tax related to items that will not be reclassified to profit or loss for the year

	273	3,818
Total	209	3,026

Items that have been or will be reclassified to profit or loss for the year

Translation differences attributable to equity holders²

Translation differences attributable to non-controlling interests

Hedging of exchange rate risk in foreign operations²

Effect of cash flow hedges³

Tax related to items that have been or will be reclassified to profit or loss for the year

	-947	2,290
	-4	14
	-23	81
	-37	286
Total	-999	2,653

1 Remeasurement of defined-benefit pension plans, SEK 273 M (3,818), together with tax, SEK -44 M (-792), totalling SEK 209 M (3,026), constitutes the Group's total effect on other comprehensive income of remeasurement of pensions recognized in accordance with IAS 19 and is recognized in retained earnings.

2 Translation differences attributable to equity holders, SEK -947 M (2,290), plus hedging of exchange rate risk in foreign operations, SEK -23 M (81), totalling SEK -970 M (2,371), constitute the change in the Group's translation reserve.

3 The effect on cash flow hedges, SEK -37 M (286), together with taxes SEK 12 M (-19), totalling SEK -25 M (267), constitutes the change in the Group's cash flow hedge reserve.

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Note 26. Equity/earnings per share

Reserves	Dec 31, 2023	Dec 31, 2022
Translation reserve	4,661	5,631
Cash flow hedge reserve	-152	-127
Total	4,509	5,504

Reconciliation of reserves	2023	2022
Translation reserve		
Translation reserve, January 1	5,631	3,259
Translation differences for the year	-947	2,290
Hedging of exchange rate risk in foreign operations	-23	81
Translation reserve, December 31	4,661	5,631
Cash flow hedge reserve		
Hedge reserve, January 1	-127	-394

Cash flow hedges recognized in other comprehensive income	
Hedges for the year	-100
Transferred to the income statement	63
Taxes attributable to hedging for the year	12
Hedge reserve, December 31	-152
Total reserves	4,509

Translation reserve
The translation reserve consists of accumulated translation differences from the translation of financial statements for foreign operations. The translation reserve also includes exchange rate differences that have arisen when hedging net investments in foreign operations. The translation reserve was reset at zero upon the transition to IFRS on January 1, 2004.

Translation differences for the year amount to SEK -947 M (2,290) and consist of negative translation differences mainly in USD and NOK.

During the year, the translation reserve was affected by exchange rate differences of SEK -23 M (81) due to currency hedging. The accumulated translation reserve totaled SEK 4,661 M (5,631).

Cash flow hedge reserve
Hedge accounting is applied mainly for the PPP portfolio. Unrealized gains and losses on hedging instruments are recognized in the cash flow hedge reserve. The change during the year amounted to SEK -25 M (267), which was attributable to changes in exchange rates and market interest rates for hedges of unrealized cash flows as well as to the portion of carried forward provisions realized in the year and therefore being reclassified to profit or loss. The reserve at year-end amounted to SEK -152 M (-127).

Retained earnings
Retained earnings include the profit for the year plus undistributed Group profits earned in prior years. The parent company's statutory reserve is part of retained earnings, along with remeasurements of pension liabilities, which in accordance with IAS 19 are recognized only under Other comprehensive income.

Remeasurement of defined-benefit pension plans
Equity was affected by remeasurement of defined-benefit pension plans in the amount of SEK 209 M (209) taking into account social insurance contributions and taxes. Remeasurement of pension obligations amounted to SEK 108 M (8,828). Remeasurements of plan assets were made in the amount of SEK 150 M (-5,727) return on the assets exceeds the estimated return. See also Note 28.

Remeasurement of pension obligations	2023	2022
Difference between expected and actual return on plan assets		
Social insurance contributions including special payroll tax		
Taxes		
Total		

IFRS 2 Share-based Payment
The employee ownership programs introduced in 2020 (Seop 5) and 2023 (Seop 6) are recognized as payments settled with equity instruments, in accordance with IFRS 2. This means that fair value is based on the basis of estimated fulfillment of established performance targets during the measurement period. The measurement period for the fair value is established. This value is allocated over the three-year vesting period. The fair value is established during the remainder of the vesting period, aside from the reappraisal after fair value is established during the remainder of the vesting period, as the condition of continued employment during the vesting period is no longer fulfilled.

Dividend
After the closing day, the Board of Directors proposed a dividend for 2023 of SEK 5.50 per share (7.00) equivalent to a dividend distribution totaling SEK 2,256 M (3,081). No dividend is distributed for the holding of Class B treasury shares. The Board has proposed Tuesday, April 2, 2024 as the record date for the dividend. The total dividend amount may change by the record date, depending on the number of shares and the transfer of Class B shares to participants in Skanska employee ownership program dividends to shareholders for 2023 will be made by the AGM on March 27, 2024.

Shares	Information on the number of shares as well as earnings and equity per share is presented in the table below
Number of shares at year-end	419,903
of which Class A shares	19,619
of which Class B shares	400,283
Number of Class B treasury shares, December 31	9,713
of which repurchased Class B shares during the year	3,060
Average price, repurchased Class B shares, SEK	166
Number of shares outstanding, December 31	410,189
Average number of shares outstanding	410,798
Average number of shares outstanding after dilution	414,137
Average dilution, %	0

Earnings per share, SEK	1
Earnings per share after dilution, SEK	1
Equity per share, SEK	13

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Note 26. Equity/earnings per share

Change in number of shares	2023	2022
Number on January 1	411,131,141	412,247,584
Number of Class B shares repurchased	-3,060,000	-2,924,000
Number of shares transferred to employees	2,118,371	1,807,557
Number on December 31	410,189,512	411,131,141

Dilution effect

In the employee ownership programs introduced in 2020 (Seop 5) and 2023 (Seop 6), the number of potential ordinary shares is calculated during the measurement period based on the estimated number of shares that will be issued upon fulfillment of established targets. After the end of the measurement period, Skanska establishes the number of shares that may be issued provided that the requirement of continued employment is fulfilled. The number of potential ordinary shares thus calculated is then reduced by the difference between the payment Skanska is expected to receive and the average share price during the period.

Excluding social insurance contributions, the cost of both employee ownership programs is estimated at a total of SEK 1,770 M, allocated over the three-year vesting period, equivalent to 5,535,129 shares. The maximum dilution at the end of the vesting period is estimated at 1.33 percent.

In 2023, the cost of both programs amounted to SEK 470 M, excluding social insurance contributions. Share awards earned but not yet allotted by the end of 2023 totalled 3,379,261 shares. The dilution effect up to and including 2023 amounted to 0.82 percent.

Capital management

Capital requirements vary between business streams. Skanska's construction projects are mainly based on customer funding. As a result, in its Construction business stream, the company can operate with free working capital (negative). The free working capital in the Construction business stream combined with the profits from the Group's operations, as well as the possibility of increasing borrowing through credit financing, make it possible for Skanska to finance investments in in-house project development.

In light of the Construction business stream's large volumes with differentiated risk in various types of assignments and customer demands for guarantees, such as performance guarantees in publicly procured projects in the US market, the equity requirement is significant. It is also necessary to take into account financing of goodwill and future investments in Project Development.

A number of financial targets have been established that are deemed to best reflect the profitability of the operations and best demonstrate the financial scope for investments and growth. The return on equity and on capital employed is a measure of how well the capital provided by the shareholders and lenders is being used.

The target for 2023 is a return on the Group's equity of at least 18 percent, an operating margin within Construction of at least 3.5 percent, a return on capital employed for Investment Properties of at least 6 percent and a return on capital employed calculated jointly for the business streams within Project Development of at least 10 percent. There is also a limit for financial indebtedness, measured as adjusted net debt, of SEK -10 billion. Skanska's dividend policy is to pay out 40–70 percent of net profit for the year after tax to the shareholders, provided that the company's overall financial situation is stable.

The Board has determined that the Group's equity is at a reasonable level based on what Skanska's financial position and market circumstances require.

Note 27. Financial liabilities

Financial liabilities are allocated between non-current and current liabilities. Normally, a maturity required if a liability is to be treated as current. This does not apply to discounted operating liabilities Skanska's operating cycle and are therefore recognized as current liabilities regardless of their maturity. For information on financial risks and the Financial Policy, see Note 6.

Non-current financial liabilities

Financial liabilities measured at fair value through profit or loss

Derivatives

Financial liabilities at amortized cost

Liabilities to credit institutions

Bonds issued

Other liabilities

Total

of which interest-bearing non-current financial liabilities

of which non-interest-bearing non-current financial liabilities

Current financial liabilities

Financial liabilities measured at fair value through profit or loss

Derivatives

Financial liabilities at amortized cost

Construction loans, cooperative housing associations

Liabilities to credit institutions

Bonds issued

Other liabilities

Total

of which interest-bearing current financial liabilities

of which non-interest-bearing current financial liabilities

Total carrying amount for financial liabilities

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Note 28. Pensions

Pension provisions are recognized in accordance with IAS 19 Employee Benefits.

Pension liability according to the statement of financial position

According to the statement of financial position, interest-bearing pension liabilities amounted to SEK 3,167 M (2,891) and interest-bearing pension receivables amounted to SEK 3,118 M (2,400). The net amount of interest-bearing pension liabilities and interest-bearing pension receivables was SEK 49 M (491).

Skanska has defined-benefit pension plans in Sweden, Norway and the UK. The pension in these plans is mainly based on final salary or average earnings during the term of employment. The plans include a large number of employees, but Skanska also has defined-contribution plans in these countries. Group companies in other countries have pension plans reported as defined-contribution plans.

Defined-benefit plans

The pension plans mainly consist of retirement pensions. Each respective employer usually has an obligation to pay a lifetime pension. Benefits are based on the number of years of employment. The employee must belong to the plan for a certain number of years to earn full retirement pension entitlement. For each year, the employee earns increased pension entitlements, which are reported as pension earned during the period plus an increase in pension obligation.

Pension plans are funded by securing pension obligations with assets in pension funds and provisions in the accounts. The plan assets in Sweden are smaller than the pension obligations. The difference is therefore recognized as a liability in the statement of financial position. The plan assets in Norway and the UK exceed the pension obligations. The difference is therefore recognized as a receivable. The ceiling rule which, in some cases, limits the value of these assets in the statement of financial position does not apply according to the existing pension foundation statutes, with the exception of one of the plans in Norway and one of the smaller plans in the UK. The carrying amount of the plan assets was reduced by SEK 33 M (30) due to the limit in the ceiling rule.

On the closing day the pension obligations amounted to SEK 21,787 M (21,693). During the year, pension obligations were affected by remeasurements. The remeasurements are included in other comprehensive income in a net amount of SEK 103 M (8,828). Pension obligations were also affected by the cost of vested pensions and interest expense exceeding pensions paid.

The plan assets amounted to SEK 21,739 M (21,202). The plan assets were affected during the year by remeasurements, since the actual return on the assets exceeded the estimated return. The remeasurements are included in other comprehensive income in the amount of SEK 150 M (-5,727).

The return on plan assets recognized in profit or loss amounted to SEK 849 M (445), while the actual return amounted to SEK 999 M (-5,282).

The plan assets mainly consist of equities, interest-bearing securities, mutual fund units and investments in properties and PPP projects. No assets are used in Skanska's operations. The number of directly owned shares in Skanska AB totaled 0 (0) Class B shares. However, there is an insignificant percentage of indirectly owned shares in Skanska AB via investments in various mutual funds.

There are various types of risk inherent in the company's defined-benefit pension plans. Pension obligations are mainly affected by the relevant discount rate, pay increases, inflation and life expectancy. The risk inherent in the plan assets is mainly market risk. Overall, these risks may result in volatility in the company's equity and in increased future pension costs and higher than estimated pension disbursements. Skanska continually monitors changes in its pension obligations and updates the most important assumptions every quarter and other assumptions at least once a year.

Pension commitments are calculated by independent actuaries. The company has prepared policy documents for the management of plan assets in the form of investment guidelines regulating permitted investments and allocation frameworks for these. In addition, the company uses external investment advisors who continually monitor development of the plan assets. The long duration of the pension obligations is partly matched by long-term investments in PPP projects and property investments, and investments in long-term interest-bearing securities.

The largest defined-benefit plan for Skanska in Sweden is the ITP 2 plan, in which pensions are based on final salary and retirement. ITP 2 covers salaried employees born in 1978 or earlier. The pension obligations are secured in a pension fund and through insurance with PRI Pensionsgaranti. The pension obligation is inflated with changes in the discount rate, pay increases, inflation and life span.

A small portion of the ITP 2 plan is secured by insurance from the retirement insurance company Alifors multi-employer insurance plan, and there is insufficient information to report these obligations as defined-benefit pension plans. Pensions secured by insurance from Alecta are therefore reported as defined-contribution plans. In 2023 amounted to SEK 19 M (22). At the end of 2023, the collective funding ratio of defined-benefit pension plans was a preliminary 157 percent (172). The collective funding ratio consists of assets as a percentage of a preliminary 157 percent (172). The pension obligation is inflated with changes in the discount rate, pay increases, inflation and life span.

Within Skanska Norway, the largest defined-benefit pension plan is the Skanska Norge Pensjonskasse plan covers almost all employees of Skanska in Norway and the pension is based on final salary and employment with Skanska. The pension obligations are secured through assets in the pension fund Pensionskassa pension fund has been closed for new members since mid-2018. The pension obligation is sensitive to changes in the discount rate, pay increases, inflation and life span.

The largest of Skanska's defined-benefit pension plans in the UK is the Skanska Pension Fund. The pension is based on average earnings over the period of employment. The pension is remeasured annually in inflation (index-linked). The pension obligations are secured through assets in the pension fund Pension Fund has been closed for vesting and new members since the end of the first quarter of 2020. The pension obligation is sensitive to changes in the discount rate, inflation and life span.

Net liability related to employee benefits, defined-benefit plans

	Dec 31, 2023	Dec 31, 2022
Pension obligations, funded plans, present value, December 31	21,739	21,693
Plan assets, fair value, December 31	-8,828	-8,828
Net liability according to statement of financial position	12,911	12,865
Pension obligations and plan assets by country		
2023	Sweden	Norway
Pension obligations	9,264	4,396
Plan assets	-6,097	-6,705
Net liability according to statement of financial position	3,167	-2,309
2022		
Pension obligations	8,876	4,831
Plan assets	-5,985	-6,464
Net liability according to statement of financial position	2,891	-1,633

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Note 28. Pensions, cont.

Interest-bearing pension liability, net

	2023	2022
Net pension liability, January 1	491	3,798
Pension expenses	329	575
Benefits paid by employers	-301	-267
Funds contributed by employers	-274	-444
Remeasurements	-258	-3,101
Curtailments and settlements	-43	-11
Exchange rate differences	105	-59
Net liability according to statement of financial position	49	491

Pension obligations

	2023	2022
January 1	21,693	29,832
Pensions earned during the year	324	532
Interest on obligations	859	493
Benefits paid by employers	-301	-267
Benefits paid from plan assets	-503	-501
Remeasurements:		
– Actuarial gains (-)/losses (+), changed financial assumptions	-511	-10,277
– Actuarial gains (-)/losses (+), changed demographic assumptions	-113	24
– Experience-based changes	516	1,425
Curtailments and settlements	-43	-9
Exchange rate differences	-134	441
Pension obligations, present value	21,787	21,693

Breakdown of pension obligations and average duration by country

	2023	Sweden	Non-Sweden
Active members' portion of obligations		35%	3%
Dormant pension rights		28%	1%
Pensioners' portion of obligations		37%	4%
Weighted average duration		17 years	16 years

	2022	Sweden	Non-Sweden
Active members' portion of obligations		38%	4%
Dormant pension rights		26%	1%
Pensioners' portion of obligations		36%	4%
Weighted average duration		17 years	17 years

Plan assets

	2023	2022
January 1		21,693
Estimated return on plan assets		21,693
Funds contributed by employers		859
Funds contributed by employees		859
Benefits paid		-10,277
Difference between actual return and estimated return		24
Curtailments and settlements		1,425
Exchange rate differences		-9
Plan assets, fair value		21,693

Amounts contributed are expected to total SEK 350 M in 2024.

Plan assets not included in carrying amount due to the limit in the colling rule

	2023	2022
January 1		21,693
Change during the year		21,693
Plan assets not included in carrying amount		21,693

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Equities and mutual funds, interest-bearing securities and hedge funds were measured at current prices. Property investments and infrastructure projects were measured by discounting future cash flows at 80 percent of total plan assets have a quoted price in an active market.		Equities and mutual funds, interest-bearing securities and hedge funds were measured at current prices. Property investments and infrastructure projects were measured by discounting future cash flows at 80 percent of total plan assets have a quoted price in an active market.	
Actuarial assumptions		Actuarial assumptions	
2023		2023	
Financial assumptions		Financial assumptions	
Discount rate, January 1		Discount rate, January 1	
Discount rate, December 31		Discount rate, December 31	
Estimated return on plan assets for the period		Estimated return on plan assets for the period	
Expected pay increase, December 31		Expected pay increase, December 31	
Expected inflation, December 31		Expected inflation, December 31	
Demographic assumptions		Demographic assumptions	
Life expectancy after age 65, men		Life expectancy after age 65, men	
Life expectancy after age 65, women		Life expectancy after age 65, women	
Life expectancy table		Life expectancy table	
2022		2022	
Financial assumptions		Financial assumptions	
Discount rate, January 1		Discount rate, January 1	
Discount rate, December 31		Discount rate, December 31	
Estimated return on plan assets for the period		Estimated return on plan assets for the period	
Expected pay increase, December 31		Expected pay increase, December 31	
Expected inflation, December 31		Expected inflation, December 31	
Demographic assumptions		Demographic assumptions	
Life expectancy after age 65, men		Life expectancy after age 65, men	
Life expectancy after age 65, women		Life expectancy after age 65, women	
Life expectancy table		Life expectancy table	
All three countries where Skanska has defined-benefit plans have an extensive market for high-grade corporate bonds, including mortgage bonds. The discount rate is established on the basis of the market for bonds on the closing day.		All three countries where Skanska has defined-benefit plans have an extensive market for high-grade corporate bonds, including mortgage bonds. The discount rate is established on the basis of the market for bonds on the closing day.	

Plan assets and return by country		Sweden		Norway		UK	
2023		2023		2023		2023	
Shares		30%		45%		8%	
Interest-bearing securities		33%		40%		63%	
Alternative investments		37%		15%		29%	
Estimated return		3.70%		3.20%		4.70%	
Actual return		3.20%		7.40%		4.60%	
2022		2022		2022		2022	
Shares		26%		38%		11%	
Interest-bearing securities		35%		50%		58%	
Alternative investments		39%		12%		31%	
Estimated return		1.60%		1.90%		1.60%	
Actual return		-4.70%		-7.60%		-33.60%	
Total plan assets by asset class		Dec 31, 2023		Dec 31, 2022		Dec 31, 2022	
Equities and mutual funds		513		513		513	
Swedish equities and mutual funds		659		659		659	
Norwegian equities and mutual funds		1053		1053		939	
UK equities and mutual funds		87		87		620	
Global mutual funds		3,702		3,702		2,918	
Total equities and mutual funds		5,501		5,501		4,990	
Interest-bearing securities		1,839		1,839		1,839	
Swedish bonds		1,737		1,737		1,839	
Norwegian bonds		1,162		1,162		1,556	
UK bonds		5,274		5,274		5,065	
Bonds in other countries		2,104		2,104		1,908	
Total interest-bearing securities		10,277		10,277		10,368	
Alternative investments		530		530		530	
Hedge funds		1,894		1,894		1,976	
Property investments		1,179		1,179		629	
PPP investments		2,668		2,668		2,709	
Other		5,960		5,960		5,844	
Total alternative investments		21,738		21,738		21,202	
Total plan assets		21,738		21,738		21,202	

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Note 28. Pensions, cont.

Sensitivity of pension obligations to changes in assumptions

	Sweden	Norway	UK	Total ¹
Pension obligations, December 31, 2023	9,264	4,396	8,127	21,787
Discount rate increase of 0.25%	-350	-250	-250	-850
Discount rate decrease of 0.25%	350	250	250	850
Increase of 0.25% in expected pay increase	100	75	0	175
Decrease of 0.25% in expected pay increase	-100	-75	0	-175
Increase of 0.25% in expected inflation	300	100	200	600
Decrease of 0.25% in expected inflation	-300	-100	-200	-600
Life expectancy increase of 1 year	325	175	125	625

¹ Estimated change in pension obligation/pension liability if the assumption is increased or decreased for all three countries. If pension liability increases for all three countries, the Group's equity is reduced by 90 percent of the increase in the pension liability after taking into account deferred tax and social insurance contributions.

Sensitivity of plan assets to changes in estimated return and actual return

	Sweden	Norway	UK	Total ¹
Plan assets, December 31, 2023	6,097	6,705	8,936	21,738
Return increase of 5%	300	350	450	1,110
Return decrease of 5%	-300	-350	-450	-1,110

¹ If the actual return exceeds the estimated return by 5 percent, the gain upon remeasurement is expected to amount to SEK 1,110 M. If the actual return falls below the estimated return by 5 percent, the loss upon remeasurement is expected to amount to SEK 1,110 M.

The sensitivity analyses are based on existing circumstances, assumptions and populations. Application at other levels may produce different effects of changes.

Defined-contribution plans

These plans mainly cover retirement pension, disability pension and family pension. The premiums during the year by the respective Group company to separate legal entities, for example insurance of the premium is based on salary. The pension expenses for the period are included in the income

Total pension expenses in the income statement for defined-benefit plans and defined-contribution plans

Defined-benefit pension plans vested during the period	21	-
Less: Funds contributed by employees		-
Interest on obligations		-
Estimated return on plan assets		-
Curtailments and settlements		-

Pension expenses, defined-benefit plans

Pension expenses, defined-contribution plans	-1	-
Social insurance contributions, defined-benefit and defined-contribution plans ¹	-1	-
Total pension expenses	-2	-

¹ Refers to special payroll tax in Sweden and employer contribution in Norway.

Allocation of pension expenses in the income statement

Cost of sales	21	-
Selling and administrative expenses	-1	-
Financial items	-	-
Total pension expenses	-2	-

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Note 29. Provisions

Provisions are reported in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets. See Note 1. Provisions are allocated in the statement of financial position between non-current liabilities and current liabilities. Provisions are both interest-bearing and non-interest-bearing. Provisions that are part of the operating cycle are recognized as current. Interest-bearing provisions that fall due within a year are treated as current.

Current provisions

	Dec 31, 2023	Dec 31, 2022
Non-interest-bearing	11,087	10,368
Total	11,087	10,368

The change in provisions broken down into reserve for legal disputes, provision for warranty obligations and other provisions is presented in the table below. Regarding the reserve for legal disputes, see also Note 33.

	Reserve for legal disputes		Provision for warranty obligations		Other provisions		Total
	2023	2022	2023	2022	2023	2022	2023
January 1							
Divested provisions	2,644	2,413	3,770	3,892	3,954	4,935	10,368
Provisions for the year				-17		-5	
Provisions utilized	488	527	1,506	1,475	1,835	1,383	3,829
Unutilized amounts, reversed	-587	-309	-1,106	-780	-904	-2,092	-2,597
Exchange rate differences	-195	-189	-517	-962	-160	-872	-2,597
Reclassifications	228	121	41	170	-19	169	250
	20	82	189	-9	-100	-222	109
December 31	2,597	2,644	3,883	3,770	4,606	3,954	11,087

Specification of Other provisions

	Dec 31, 2023	Dec 31, 2022
Provisions for restructuring measures	238	124
Employee-related provisions	551	366
Environmental obligations	137	127
Provision for social insurance contributions for pensions and share-based payments	610	669
Contingent considerations ¹	415	469
Provisions for commitments in joint ventures	323	210
Loss allowance	1,012	604
Provisions for properties divested	756	837
Damage restoration	156	161
Tax and VAT (other than corporate tax)	97	87
Other provisions	311	299
Total	4,606	3,954

1 Acquisitions of current-asset properties. These are reported as financial instruments. See Note 6.

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Note 30. Trade and other payables

Non-interest-bearing liabilities in business operations are recognized as Trade and other payables. Such liabilities are part of the Group's operating cycle and are recognized as current liabilities.

	Dec 31, 2023	Dec 31, 2022
Trade payables	13,105	13,998
Other operating liabilities to associated companies		
Other operating liabilities ¹	8,045	8,681
Accrued expenses and prepaid income	19,260	19,161
Total	40,410	41,840
Of which financial instruments reported in Note 6 Financial instruments and financial risk management		
Trade payables	13,105	13,998
Trade and other payables including accrued interest expense	369	694
	13,474	14,692
Of which non-financial instruments	26,935	27,148

1 Other operating liabilities includes SEK 361 M (407) for checks issued but not yet cashed, mainly in the USA. See Note 1.

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Note 31. Specification of interest-bearing net receivables/net liabilities per asset and liability

	Dec 31, 2023		Dec 31, 2022	
	Interest-bearing	Non-Interest-bearing	Interest-bearing	Non-Interest-bearing
ASSETS				
Non-current assets				
Investment Properties		5,141	5,141	3,758
Property, plant and equipment		8,035	8,035	7803
Property, plant and equipment, right-of-use assets		3,082	3,082	3,256
Goodwill		3,919	3,919	4,160
Other intangible assets		348	348	488
Investments in joint ventures and associated companies		2,072	2,072	2,901
Non-current financial assets	4,954		38	38
Deferred tax assets		2,518	2,518	995
Total non-current assets	4,954	25,154	30,108	23,401
Current assets				
Current-asset properties		58,660	58,660	58,474
Current-asset properties, right-of-use assets		3,613	3,613	3,676
Inventories		1,275	1,275	1,300
Current financial assets	7184	314	7,498	99
Tax assets		1,246	1,246	1,248
Contract assets		7865	7865	7,772
Trade and other receivables		27,012	27,012	27,726
Cash and cash equivalents	17912		17912	
Total current assets	25,096	99,985	125,082	100,296
TOTAL ASSETS	30,050	125,139	155,189	123,697

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Note 31. Specification of interest-bearing net receivables/net liabilities per asset and liability, cont.

	Dec 31, 2023		Dec 31, 2022	
	Interest-bearing	Non-interest-bearing	Total	Interest-bearing
LIABILITIES				Non-interest-bearing
Non-current liabilities				
Non-current financial liabilities		1	7,300	2,714
Lease liabilities	7298			6,328
Pensions	6,137			2,891
Deferred tax liabilities	3,167			
		2,218	2,218	
Total non-current liabilities	16,603	2,219	18,822	11,933
Current liabilities				
Current financial liabilities		114	3,615	4,704
Lease liabilities	3,501			953
Tax liabilities	909			
Current provisions		779		779
Contract liabilities		11,087	11,087	
		23,220	23,220	
Trade and other payables		40,410	40,410	
				41,840
Total current liabilities	4,411	75,609	80,020	5,657
TOTAL LIABILITIES				
	21,014	77,829	98,842	17,590
Total equity			56,347	
EQUITY AND LIABILITIES			155,189	

Interest-bearing net receivables (+)/net liabilities (-)

9,037

10,306

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Note 32. Expected recovery periods for assets and liabilities

	Dec 31, 2023			Dec 31, 2022	
	Within 12 months	After 12 months	Total	Within 12 months	After 12 months
Amounts expected to be recovered					
ASSETS					
Non-current assets					
Investment Properties		5,141	5,141		3,758
Property, plant and equipment ¹	1,650	6,385	8,035	1,602	6,201
Property, plant and equipment, right-of-use assets:	936	2,147	3,082	901	2,356
Goodwill		3,919	3,919		4,160
Other intangible assets ¹	161	187	348	211	277
Investments in joint ventures and associated companies ²		2,072	2,072		2,901
Non-current financial assets		4,992	4,992		3,607
Deferred tax assets ³		2,518	2,518		995
Total non-current assets	2,747	27,361	30,108	2,714	24,256
Current assets					
Current-asset properties ⁴	16,900	41,760	58,660	20,600	34,874
Current-asset properties, right-of-use assets ⁴	200	3,413	3,613	400	3,276
Inventories	1167	108	1,275	1,128	172
Current financial assets	7,498		7,498	14,413	
Tax assets	1,246		1,246	1,248	
Contract assets ⁵	7,279	585	7,865	6,839	933
Trade and other receivables ⁵	21,698	5,313	27,012	20,235	7,491
Cash and cash equivalents	1,7912		17,912	10,014	
Total current assets	73,901	51,180	125,082	74,877	46,746
TOTAL ASSETS	76,648	78,541	155,189	77,591	71,002

1 In the case of amounts expected to be recovered within 12 months, the expected annual depreciation/amortization has been recognized.
2 The breakdown cannot be estimated.
3 Deferred tax assets are expected to be recovered in their entirety after 12 months.
4 Recovery of current-asset properties and right-of-use assets within one year is based on an historical assessment of the past three years.
5 Current receivables that fall due in more than 12 months' time are part of the operating cycle and are thus recognized as current.

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Note 32. Expected recovery periods for assets and liabilities, cont.

	Dec 31, 2023			Dec 31, 2022 ¹⁾	
	within 12 months	after 12 months	Total	within 12 months	after 12 months
Amounts expected to be paid					
LIABILITIES					
Non-current liabilities					
Non-current financial liabilities		7300	7300		2,714
Lease liabilities		6,137	6,137		6,328
Pensions ²⁾	324	2,843	3,167	291	2,600
Deferred tax liabilities		2,218	2,218		1,943
Total non-current liabilities	324	18,498	18,822	291	13,585
Current liabilities					
Current financial liabilities					1,689
Lease liabilities	2,832	783	3,615	3,165	
Tax liabilities	909		909	953	
Current provisions	779		779	388	
Contract liabilities	5,033	6,054	11,087	3,846	6,522
Trade and other payables	21,215	2,006	23,220	19,444	4,615
	37,673	2,736	40,410	38,694	3,146
Total current liabilities	68,441	11,579	80,020	66,490	15,972
TOTAL LIABILITIES	68,765	30,077	98,842	66,781	29,557
Total equity			56,347		
EQUITY AND LIABILITIES			155,189		

1 Restated as described in Note 43.

2 Within 12 months refers to expected benefit payments (payments from funded plans are not included).

Note 33. Assets pledged, contingent liabilities and contingent assets

	Dec 31, 2023		Dec 31, 2022		Shares Dec 31, 2023
	Dec 31, 2023	Dec 31, 2022	Dec 31, 2023	Dec 31, 2022	
Assets pledged					
Shares and participations	1,190	2,328			
Receivables	680	772			
Total	1,869	3,100			
Joint ventures within the PPP portfolio are reported as pledged assets when the holdings in the project company – which may be owned directly by Skanska or owned through intermediate holding companies – are provided as security for loans from banks or lenders other than the co-owners.					
Assets pledged for liabilities					
Own obligations					
Other liabilities					
Total own obligations					
Other obligations					
Total					
Assets pledged for other liabilities, SEK 0.7 billion (0.8), relate predominantly to financial instruments collateral to clients in conjunction with contracting work in the USA.					

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Note 33. Assets pledged, contingent liabilities and contingent assets, cont.

Contingent liabilities

Contingent liabilities are reported in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets. See Note 1. Tax cases, court proceedings and arbitration are not included in contingent liability amounts. Instead, a separate description is provided.

Contingent liabilities, excluding obligations for partners' future performance in joint operations, amounted to SEK 1,513 M (1,210). This amount is mainly related to joint ventures and tenant-owners' associations within the Commercial Property Development and Residential Development operating segments.

Skanska's obligations for partners' future performance in joint operations relate to contracting work within Construction and Project Development. If a partner does not fulfil its part of the contract the other partners have joint and several liability for ensuring that this part of the contract is also fulfilled. Partners' share of future performance in joint operations amounted to SEK 22,865 M (31,919). In the event Skanska takes over part of the completion obligation, Skanska's order backlog will increase correspondingly.

Skanska selectively forms joint operations and joint ventures when this is beneficial in view of project size and/or the type of commitments involved in the project. Combining expertise and resources with other construction companies is then a means of optimizing project planning and execution as well as managing specific project risks. External partners in these joint arrangements are scrutinized in accordance with the tender approval process. For more information regarding joint operations and joint ventures, see Note 20 B and Note 20 C.

The Brazilian competition authority, the Administrative Council of Economic Defense (CADE), and the Comptroller General of the Union (CGU) initiated in 2015 administrative procedures against Skanska Brasil in relation to certain Petrobras projects. In 2016, CGU decided that Skanska Brasil shall be excluded from public tenders during no less than two years. Skanska Brasil's appeal is still pending. CADE has yet to decide on the cartel case, which currently is suspended pursuant to a court order.

The Federal Audit Court (TCU) is an authority auditing public contracts, including those of Petrobras, and Skanska Brasil has some contracts under TCU review. In 2020, TCU decided in principle that damages for overpricing in all contracts entered into by members of the Petrobras cartel can be made in accordance with an econometric model. TCU has in an audit report in 2020 recommended application of the model to calculate damages for overpricing in a contract with Petrobras that Skanska Brasil performed in joint venture with others. TCU decided in 2021, based on the econometric damage calculation, to start an administrative process regarding alleged overpricing in the project. Skanska Brasil submitted in 2021 its defense, including a request that the case should be dismissed as it was time-barred. In November 2023, Skanska Brasil filed an appeal to the Federal Supreme Court requesting that the case shall be considered time-barred and must be dismissed by TCU. In the event Skanska Brasil's appeal on the time-bar is unsuccessful, a decision by TCU is expected during 2024. Such decision may, on request by Skanska Brasil, be subject to further review by TCU.

In 2022, TCU technical unit completed an investigation regarding alleged inaccuracies in two change orders in the above-mentioned project. The investigation alleges that Petrobras wrongfully paid a large amount to the joint venture as compensation for Petrobras delaying the project by two years. TCU has not yet decided whether an administrative process should be started in this case. Skanska Brasil considers also this case to be time-barred.

In 2006, tax authorities in Argentina started investigating many companies, including Skanska S.A. for use of fake invoices. Skanska cooperated with the authorities and corrected its tax returns. In 2011, the Appeal Court found no evidence of wrongdoing, but the Supreme Court decided in 2015 that the case should be reopened. In 2017, the Federal Criminal Court decided to once again indict many individuals, including 10 former Skanska S.A. employees, for paying bribes and participating in procurement fraud. A trial is now scheduled for April 2024. Skanska sold its Argentine business in 2015, but is managing the case due to an ongoing obligation to the buyer.

Contingent assets

The Group has no contingent assets of significant importance in assessing the position of the Group.

Note 34. Foreign exchange rates and effect of changes in foreign exchange rates

Exchange rates are dealt with in accordance with IAS 21 The Effect of Changes in Foreign Exchange Rates. The SEK exchange rate fluctuated during the year against currencies in countries in which the Group has operations.

Average exchange rate			2023	2022	2021	2022-21
Currency	Country					
CZK	Czechia		0.478	0.433	0.396	
DKK	Denmark		1.540	1.429	1.364	
EUR	EU		11.475	10.628	10.146	
GBP	UK		13.196	12.463	11.800	
NOK	Norway		1.005	1.052	0.998	
PLN	Poland		2.529	2.269	2.222	
USD	USA		10.613	10.117	8.580	
Closing day exchange rate			2023	2022	2021	2022-21
Currency	Country					
CZK	Czechia		0.449	0.459	0.409	
DKK	Denmark		1.488	1.490	1.377	
EUR	EU		11.089	11.077	10.239	
GBP	UK		12.760	12.488	12.195	
NOK	Norway		0.986	1.055	1.025	
PLN	Poland		2.555	2.364	2.230	
USD	USA		10.012	10.374	9.060	

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Note 3d, Foreign exchange rates and effect of changes in foreign exchange rates, cont.

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During the year, the average exchange rate for the Swedish krona weakened against all of the Group's other currencies with the exception of the Norwegian krona. The total exchange-rate effect on Group revenue was SEK 5,685 M (14,072), equivalent to 3.4 (9.8) percent. The total exchange-rate effect on the Group's operating income was SEK -104 M (587), equivalent to -2.0 (7.1) percent. See the table below.

2023	USD	EUR	GBP	NOK	CZK	PLN	Other	Total	2022	USD	EUR	GBP	NOK	CZK	PLN
Revenue	3,565	892	1,003	-837	654	404	4	5,685	Revenue	10,812	694	933	918	634	81
Operating income	88	-4	-8	-185	33	26	-54	-104	Operating income	377	83	24	54	46	4
Income after financial items	139	-32	-6	-29	44	29	-54	91	Income after financial items	447	75	26	60	54	4
Profit for the period	140	-35	-3	-20	38	26	-54	92	Profit for the period	281	62	18	47	42	3

Consolidated statement of financial position by functional currency

Consolidated total assets increased SEK 3.6 billion, from SEK 151.6 billion to SEK 155.2 billion. The effect of changes in foreign exchange rates was SEK -2.5 billion. The closing exchange rate for SEK weakened against GBP and PLN, and strengthened against USD and NOK.

Dec 31, 2023, SEK bn	USD	GBP	NOK	CZK	PLN	Other foreign currencies ¹	Hedges of foreign currency ²
Assets							
Investment Properties							
Property, plant and equipment	1.7	0.4	0.4	0.7	0.1	0.0	0.0
Property, plant and equipment, right-of-use assets	0.8	0.8	0.3	0.1	0.1	0.0	0.0
Intangible assets	0.5	1.4	0.5	0.1	0.0	0.0	0.0
Shares and participations	0.3	0.0	0.1	0.1	0.0	0.0	0.0
Interest-bearing receivables	40.0	3.8	3.4	2.6	2.3	0.0	-499
Current-asset properties	15.6	3.9	15.4	1.9	1.7	3.2	0.0
Current-asset properties, right-of-use assets	2.5	0.0	0.5	0.0	0.1	0.0	0.0
Non-interest-bearing receivables	20.9	3.6	2.6	1.7	0.6	0.1	0.1
Cash and cash equivalents	1.3	0.0	0.1	0.0	0.0	0.0	0.0
Total	83.5	14.0	23.4	7.3	4.8	-49.8	0.0
Equity and liabilities							
Equity attributable to equity holders ³	13.7	0.0	3.6	3.2	0.7	-1.0	-0.1
Non-controlling interests	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Interest-bearing liabilities	38.0	6.7	13.4	0.6	1.3	2.3	0.1
Non-interest-bearing liabilities	31.8	7.3	6.4	3.4	2.8	1.1	1.1
Total	83.5	14.0	23.4	7.3	4.8	-49.8	0.0

1 Including elimination of Intra-Group receivables and liabilities.

2 Amount refers to hedges before tax deduction. Net investments abroad are currency-hedged to a certain extent through foreign currency loans and currency forwards. See also Note 6. Hedging of net investments through foreign currency loans mainly in GBP.

3 The respective currencies are calculated including consolidated goodwill and the net amount of Group surpluses after deducting deferred taxes.

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Note 3d, Foreign exchange rates and effect of changes in foreign exchange rates, cont.

Dec 31, 2022, SEK bn	USD	GBP	EUR	NOK	CZK	PLN	DKK	Other foreign currencies ¹	Hedges of foreign currency ²
Assets									
Investment Properties									
Property, plant and equipment	1.8	0.6	0.4	2.5	0.7	0.1	0.0	0.0	
Property, plant and equipment, right-of-use assets	0.8	0.8	0.4	0.5	0.2	0.1	0.0	0.0	
Intangible assets	0.5	1.4	0.6	1.3	0.1	0.0	0.0	0.0	
Shares and participations	1.5	0.0	0.2	0.1	0.1	0.0	0.0	0.0	
Interest-bearing receivables	33.0	4.3	3.7	6.3	2.7	1.8	0.0	-42.8	
Current-asset properties	13.3	4.6	14.9	4.1	1.8	1.8	2.4	0.0	
Current-asset properties, right-of-use assets	2.5	0.0	0.5	0.0	0.0	0.1	0.0	0.0	
Non-interest-bearing receivables	19.6	4.6	2.9	4.8	1.9	0.7	0.0	0.0	
Cash and cash equivalents	1.3	0.1	0.0	0.1	0.1	0.0	0.0	0.0	
Total	74.4	16.4	23.5	19.6	7.5	4.5	2.5	-42.8	0.0
Equity and liabilities									
Equity attributable to equity holders ³	11.9	1.6	4.5	5.7	3.3	0.4	1.0	0.1	-0.1
Non-controlling interests	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	
Interest-bearing liabilities	29.8	6.6	12.0	3.4	0.5	1.6	1.3	-42.9	0.1
Non-interest-bearing liabilities	32.6	8.2	6.9	10.6	3.6	2.5	0.2	0.1	
Total	74.4	16.4	23.5	19.6	7.5	4.5	2.5	-42.8	0.0

1 Including elimination of Intra-Group receivables and liabilities.

2 Amount refers to hedges before tax deduction. Net investment abroad are currency-hedged to a certain extent through foreign currency loans and currency forwards. See also Note 6. Hedging of net investments through foreign currency loans mainly in GBP.

3 The respective currencies are calculated including consolidated goodwill and the net amount of Group surpluses after deducting deferred taxes.

Effect on the Group of a change in SEK against other currencies and change in USD against SEK

The following sensitivity analysis, based on the 2023 income statement and statement of financial position, shows the sensitivity of the Group to a unilateral 10-percent change in SEK against all currencies, as well as a unilateral 10-percent change in USD against SEK (+ indicates a weakening of SEK, - indicates a strengthening of SEK).

SEK bn	All currencies +/-10%	of which USD +/-10%
Revenue	+/-13.5	+/-7.6
Operating income	+/-0.2	+/-0.4
Equity	+/-2.7	+/-1.4
Net receivables/net liabilities	+/-0.5	+/-0.3

Other
For information on the change in the translation reserve in Equity, see Note 26.

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Note 35. Cash flow statement

Aside from the cash flow statement prepared in accordance with IAS 7 Statement of Cash Flows, Skanska prepares a cash flow statement based on the operations carried out by the respective business streams. This cash flow statement is called the Consolidated operating cash flow statement.

Changes in the consolidated cash flow statements

As a result of a review of the consolidated cash flow statements, changes have been made to the presentation and classification of items in the consolidated cash flow statements from the fourth quarter of 2023. The cash flow statement pursuant to IAS 7 and the consolidated operating cash flow statement have both been amended and comparative periods restated.

The consolidated cash flow statement pursuant to IAS 7 reports interest and dividends received under investing activities, whereas previously, interest received was reported under financing activities and dividends received under operating activities. All interest paid is reported under financing activities, including capitalized interest, which was previously reported under operating activities as change in working capital.

Taxes paid are only reported under operating activities, and are no longer reported under investing or financing activities. The above entails a change to established practice in Sweden.

All taxes paid are reported under business operations in the consolidated operating cash flow statement and are no longer reported under financing activities.

Adjustments for items not included in cash flow/items to be included in cash flow

	2023	2022
Depreciation/amortization and impairment losses/reversals of impairment losses	5,554	2,789
Income from divestments of non-current assets and current-asset properties	-4,067	-5,674
Gain/loss on divested Group companies/operations before deduction of selling expenses	-14	-108
Income after financial items from joint ventures and associated companies	-524	-453
Provision for the year, intra-Group profits on contracting work	474	466
Pensions recognized as expenses but not related to payments	275	516
Pensions paid	-804	-768
Cost of Seop, employee ownership programs	470	471
Change in value, investment properties	-175	-1,692
Gain/loss on joint ventures divested	-838	-186
Other items that have not affected cash flow from operating activities	2	
Total	351	-4,640

Cash and cash equivalents

The same rule that was used to determine cash and cash equivalents in the statement of financial position has been used to determine cash and cash equivalents according to the cash flow statement. Cash and cash equivalents in the cash flow statement consist of cash and bank balances as well as short-term investments.

	Dec 31, 2023	Dec 31, 2022
Cash and cash equivalents	17912	10014
Total	17912	10,014
Other		
At year-end, the Group's unutilized credit facilities amounted to SEK 9,866 M (6.05%).		

Information about assets and liabilities in divested Group companies/operations

Assets
Intangible assets
Property, plant and equipment
Property, plant and equipment, right-of-use assets
Current-asset properties
Interest-bearing assets
Non-interest-bearing assets
Cash and cash equivalents
Total
Liabilities
Gain/loss on divestments before deduction of selling expenses and exchange rate differences
Non-controlling interests
Interest-bearing liabilities
Non-interest-bearing liabilities
Total

Consideration
Exchange rate differences
Cash and cash equivalents in divested companies
Effect on cash and cash equivalents, divestment
Divested Group companies/operations resulted in a gain of SEK 6 M (86) after deduction of selling exchange rate differences. This is recognized under cost of sales.

Relationship between the consolidated cash flow statement according to IAS 7 and the consolidated cash flow statement
The difference between the consolidated cash flow statement according to IAS 7 Statement of Cash Flow and the consolidated operating cash flow statement is presented below.

The consolidated cash flow statement prepared in accordance with IAS 7 recognizes cash flow from operating activities
Cash flow from investing activities
Cash flow from financing activities
The consolidated operating cash flow statement recognizes cash flow divided into:
Cash flow from business operations
Cash flow from financing activities
Cash flow from strategic investments
Dividend, etc.

Change in interest-bearing receivables and liabilities
The consolidated operating cash flow statement refers to Operating activities as Business operations pursuant to IAS 7. Business operations also includes dividends received and interest received as an element of business operations. Such net investments are net investments in shares, investments in plant and equipment and intangible non-current assets, as well as net investments in the PPP portfolio. Investments of a strategic nature are recognized under cash flow from strategic investments.

Under cash flow from financing activities, the operating cash flow statement recognizes only interest items. Dividends are recognized separately. Loans provided and repayment of loans are also recognized along with changes in interest-bearing receivables at the bottom of the operating cash flow statement subtotal in that statement that shows cash flow before changes in interest-bearing receivables and

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Note 35. Cash flow statement, cont.

Cash flow for the year

	2023	2022
Cash flow from business operations including taxes paid according to operating cash flow	1,837	-1,699
Less net investments in shares, property, plant and equipment, and intangible assets (including investment properties)	836	2,266
Less accrual adjustments in investments/divestments of shares, property, plant and equipment, and intangible assets (including investment properties)	580	
Less capitalized interest paid and dividends received from joint ventures and associated companies	-46	-58
Cash flow from operating activities, according to IAS 7	3,207	510

Cash flow from strategic net divestments (+)/investments (-) according to operating cash flow	39	197
Net investments in shares, property, plant and equipment and intangible assets (including investment properties)	-836	-2,266
Accrual adjustments in investments/divestments of shares, property, plant and equipment, and intangible assets (including investment properties)	-580	890
Interest and dividends received	1,485	6,026
Increase and decrease in interest-bearing receivables	5,888	
Cash flow from investing activities, according to IAS 7	5,997	4,847

Cash flow from financing activities according to operating cash flow	-689	-565
Capitalized interest paid	-727	-446
Interest and dividends received	-712	-386
Change in interest-bearing receivables and liabilities excluding lease liabilities	10,373	5,538
Less increase and decrease in interest-bearing receivables	-5,988	-6,026
Dividend, etc. ¹	-3,611	-4,645
Cash flow from financing activities, according to IAS 7	-1,255	-6,530

Cash flow for the year	7,949	-1,173
1 Of which repurchases of Class B shares.	-510	-507

Relationship between the Group's investments in the cash flow statement according to IAS 7 and investments in the consolidated operating cash flow statement
Total net investments are recognized in the cash flow statement divided into operating activities and investing activities, taking into account the settlement of payments for investments and divestments.
Purchases and sales of current-asset properties are recognized under operating activities, while other net investments are recognized under investing activities.

	2023	2022
Net investments in operating activities ¹	-1,203	-2,296
Net investments in investing activities	-1,377	-2,069
	-2,580	-4,365
Less accrual adjustments, cash flow effect of investments	405	-468
Total net divestments (+)/investments (-)	-2,175	-4,833

1 Of which SEK -727 M (-446) comprised capitalized interest, which is included in interest paid.

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Note 36. Personnel

Wages, salaries, other remuneration and social insurance contributions

	Dec 31, 2023		Dec 31, 2022		Men and women on Boards of Directors and executive teams of all Group companies on the closing date	
					of which men, %	% of which men, %
Wages, salaries and other remuneration						
Board members, CEOs, Executive Vice Presidents and other executive team members ^{1,2}		567	612		69	31
Other employees		23,214	21,952			
Total wages, salaries and other remuneration		23,781	22,564		71	29
Social insurance contributions including pension expenses ³		6,127	6,045			
Non-monetary remuneration ⁴		1,019	994			
Share-based payments		470	471			
Total		31,397	30,074			

1 This amount is for the Boards of Directors, CEOs, Executive Vice Presidents and other executive team members in all Group companies. The amount includes remuneration to former board members, CEOs and Executive Vice Presidents.

2 Of which SEK 154 M (235) in variable remuneration.

3 Of which SEK 2,312 M (2,513) in pension expenses. Of the Group's total pension expenses, SEK 82 M (82) relates to board members, CEOs, Executive Vice Presidents and other executive team members in all Group companies. The amount includes pension expenses for former board members, CEOs and Executive Vice Presidents.

4 The item Non-monetary remuneration includes health insurance expenses.

Average number of employees

Personnel is calculated as the average number of employees. See Note 1.

	2023	of which men	%	2022	of which men	%
Sweden	7,750	5,838	25	7,937	5,986	75
Norway	4,177	3,710	11	4,004	3,607	90
Finland	1,730	1,409	19	2,082	1,707	82
UK	3,424	2,508	27	3,500	2,562	73
Poland	1,363	850	38	1,534	969	63
Czechia	2,067	1,713	17	2,123	1,775	84
Slovakia	614	543	12	641	575	90
USA	6,033	4,885	19	6,440	5,270	82
Other countries	98	58	40	119	74	62
Total	27,256	21,513	21	28,380	22,524	79

The number of employees at the end of the year was 26,543 (27,666).

Note 37. Remuneration to senior executives and board members

Senior executives include the President and CEO and the other members of the Group Leadership Team. The Group Leadership Team consisted at the end of 2023 of eight persons, including the President and CEO, of which three women and five men. Information on the President and CEO and the other members of the Group Leadership Team can be found on pages 92–93.

Preparation and decision-making processes

The Board of Directors' (the Board) Compensation Committee prepares the Board's proposals for resolution by the Annual General Meeting (AGM) on guidelines for salary and other remuneration to senior executives (the Remuneration Guidelines) when significant modifications of the guidelines become necessary, however, at least every fourth year. Salary, variable remuneration and other benefits for the President and CEO are established by the Board following proposals from the Compensation Committee. The Compensation Committee sets salaries, variable remuneration and other benefits for the other members of the Group Leadership Team. The President and CEO regularly informs the Compensation Committee about salaries, variable remuneration and other benefits of the heads of group functions and business units. In 2023 the Compensation Committee consisted of the Chairman of the Board, Hans Blöck, and the board members Per Boman and Jan Gurander. In 2023, the Compensation Committee held six meetings, of which one was per capitulum (i.e., resolutions were taken by unanimous written consent). The AGM resolves on board fees and fees for work in the committees of the Board following proposals submitted by the Nomination Committee.

Guidelines for salary and other remuneration to senior executives

The AGM 2023 adopted the Board's proposal on guidelines for salary and other remuneration to senior executives. The guidelines are forward-looking, i.e. they are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the AGM 2023. The guidelines do not apply to any remuneration decided by the AGM, including any long-term share related incentive plans.

The guidelines' promotion of the Company's business strategy, long-term interests and sustainability

A prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability agenda, is that the Company is able to recruit and retain qualified personnel. To this end, it is necessary that the Company offers competitive remuneration. These guidelines enable the Company to offer the senior executives a competitive total remuneration.

Variable cash remuneration covered by these guidelines shall aim at promoting the Company's business strategy and long-term interests, including its sustainability agenda. This is accomplished through the financial and non-financial targets that determines the outcome of the variable cash remuneration and are clearly linked to the Company's business strategy and sustainability agenda. The variable cash remuneration is further described in the section "Variable cash remuneration" below.

The Company's objectives for having a variable cash remuneration program and a long-term share related incentive plan are to (i) drive behaviors that will support the Company's long and short-term business success and create shareholder value, (ii) make the Company attractive as an employer for top talents, (iii) retain key individuals within the Company, and (iv) increase employees' interest and involvement in the Company's business and development.

For information regarding the Company's business strategy, see the Company's website: www.group.skanska.com/about-us/how-we-work/strategy/.

Total remuneration

The combined remuneration for each senior executive shall be market-related and competitive in the labor market in which the senior executive is placed, and distinguished performance should be reflected in the total remuneration. The remuneration may consist of the following components: fixed cash salary, variable cash remuneration, pension and other benefits. Additionally, the General Meeting may – irrespective of these guidelines – resolve on, among other things, share-related or share price-related remuneration. Fixed salary and variable remuneration shall be related to the senior executive's responsibility and authority.

Variable cash remuneration

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of three years. The variable cash remuneration shall be capped and related to the fixed salary, and may amount to 100 percent of the fixed annual cash salary.

The variable cash remuneration shall take into account both financial and non-financial performance in relation to predetermined and measurable financial targets shall determine the total (financial) bonus financial targets shall be the basis of the total bonus potential. This outcome may be reduced depending on the non-financial targets. The variable cash remuneration must be based on results in relation to the financial targets and be designed to increase the alignment between the shareholders and senior executives of the Company. The financial targets for the variable cash remuneration may be related to the Group's earnings before business unit's earnings before interest and taxes, etc.

The non-financial targets shall be set to support the Company's business strategy and long-term sustainability agenda, by for example being clearly linked to the Company's business strategy or sustainability agenda. The non-financial targets should together represent 50 percent of the total bonus which means the outcome may be reduced with up to 50 percent if the non-financial targets are not met.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated when the measurement period has ended. The Board is responsible for the evaluation so far as it concerns remuneration to the CEO. For variable cash remuneration to other senior executives, the Compensation Committee is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest made public by the Company.

The terms for variable cash remuneration shall be structured so that the Board, if exceptional economic conditions prevail, has the possibility to limit or refrain from paying variable remuneration. If such payment is unreasonable and incompatible with the Company's responsibility in general to the shareholders, stakeholders. There shall also be a possibility to limit or refrain from paying variable remuneration to senior executives, or as remuneration for extraordinary performance beyond the individual's ordinary remuneration may not exceed an amount corresponding to 100 percent of the fixed annual cash salary paid more than once each year per individual. Any resolution on such remuneration from the CEO shall be based on a proposal from the Compensation Committee. Any resolution on such remuneration from the Board shall be based on a proposal from the Compensation Committee. Any resolution on such remuneration from the CEO shall be based on a proposal from the Compensation Committee based on a proposal from the CEO.

Further variable cash remuneration may be awarded in extraordinary circumstances provided that the arrangements are limited in time and only made on an individual basis, either for the purpose of retaining senior executives, or as remuneration for extraordinary performance beyond the individual's ordinary remuneration may not exceed an amount corresponding to 100 percent of the fixed annual cash salary paid more than once each year per individual. Any resolution on such remuneration from the CEO shall be based on a proposal from the Compensation Committee. Any resolution on such remuneration from the Board shall be based on a proposal from the Compensation Committee. Any resolution on such remuneration from the CEO shall be based on a proposal from the Compensation Committee based on a proposal from the CEO.

Pension

Pension benefits shall be defined-contribution schemes except where law or collective agreement provides for a benefit pension. Variable cash remuneration shall not qualify for pension benefits, except when it is subject to a collective agreement. The pension premiums for defined-contribution pension shall be subject to a collective agreement. The pension premiums for defined-contribution pension shall be subject to a collective agreement of the fixed annual cash salary unless a higher percentage results from the application of law or collective agreement.

Other benefits

Other benefits may include, for example, medical insurance (Sw: sjukvårdsförsäkring), health insurance (sjukförsäkring), double accommodation, home travel, tax compensation, parking and other benefits amounting to not more than 20 percent of the fixed annual cash salary.

For employments governed by rules other than Swedish rules, pension benefits and other benefits for compliance with mandatory rules or established local practice, taking into account the external purpose of these guidelines.

Senior executives who are expatriates, i.e. based in another country than their home country, may receive remuneration and other benefits to the extent reasonable in light of the special circumstances arising from the arrangement, taking into account, to the extent possible, the overall purpose of these guidelines. Senior executives in total exceed 50 percent of the fixed annual cash salary.

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Note 37. Remuneration to senior executives and board members, cont.

Long-term share saving programs

Long-term share saving programs, Skanska Employee Ownership Programs (Seop 5 and Seop 6) have been implemented in the Company. Such plans have been resolved by the General Meeting and are therefore excluded from these guidelines. New plans may also be resolved by the General Meeting. Seop 5 and Seop 6 give present and future employees the opportunity of becoming shareholders of Skanska and include permanent employees in the Skanska Group. The performance criteria used to assess the outcome of the plans are clearly linked to the business strategy and thereby to the Company's long term value creation, including its sustainability agenda. The performance criteria consist of financial targets at Group, Business Unit and/or Business Unit Cluster level and as of Seop 6, also a non-financial target at Group level, related to the Group's reduction of carbon emissions. At present, the financial target applicable at Group level is growth in earning per share (EPS). The financial targets applicable at Business Unit and/or Business Unit level vary depending on which business stream the relevant Business Unit or Business Unit Cluster belongs to, as set out in the table below.

Construction	Residential development	Commercial property development	Investment Properties
EBIT ¹	EBIT ¹	EBIT ¹	EBIT ¹
	ROCE ²		
		Leasing square meters	

- 1 Earnings before interest and taxes.
- 2 Return on capital employed.

Seop 5 and Seop 6 are further conditional upon the participant's own investment and three-year holding and employment period. For more information on Seop 5 and Seop 6, including the criteria which the outcome depends on, please see the Company's website: www.group.skanska.com/corporate-governance/remuneration/incentive-programs/.

Termination of employment

In the event of employment termination by the Company, the normal period of notice is six months, combined with severance pay corresponding to a maximum of 18 months fixed cash salary, or, alternatively, a period of notice of maximum 12 months, combined with severance pay corresponding to a maximum of 12 months fixed cash salary. Fixed cash salary during the notice period and severance pay may not together exceed an amount corresponding to the fixed cash salary for two years. When termination is made by the senior executive, the notice period may not exceed 12 months, without any right to severance pay.

Remuneration to board members in addition to board fees

To the extent that a non-employed board member elected by the General Meeting performs work for the Company, besides the board membership, consultant fee and other remuneration may be granted for such work. Decisions on consultant fees and other remuneration to non-employed board members elected by the General Meeting are made by the Compensation Committee.

Salary and employment conditions for employees

In the preparation of the Board's proposal for these Remuneration Guidelines, salary and employment conditions for employees of the Company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Compensation Committee's and the Board's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

The decision-making process to determine, review and implement the guidelines

The Board has established a Compensation Committee. The Compensation Committee's tasks include preparing the Board's decision to propose guidelines for salary and other remuneration to senior executives. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting. The Compensation Committee shall also monitor and evaluate programs for variable remuneration for the senior executives, the application of the guidelines for salary and other remuneration to senior executives as well as the current remuneration structures and compensation levels in the Company. The members of the Compensation Committee are independent of the Company and its senior executives. The CEO and other members of the senior executives do not participate in the Board's processing of and resolutions regarding remuneration related matters in so far as they are affected by such matters.

Derogation from the guidelines

The Board may temporarily resolve to derogate from the guidelines, in whole or in part, if in a special case a special cause for the derogation and a derogation is necessary to serve the Company's long-term sustainability agenda, or to ensure the Company's financial viability. As set out above, the Compensation tasks include preparing the Board's resolutions in remuneration-related matters. This includes any derogation from the guidelines.

Description of significant changes compared to the previous guidelines

Pension premiums have previously been restricted to 35 percent of the fixed annual cash salary for 30 percent of the fixed annual cash salary together with up to 30 percent on variable cash remuneration executives. These guidelines have been changed to a single restriction of 40 percent of the fixed annual cash salary to all senior executives in order to align the cap for pension premiums with prevailing Swedish practice. The cap for other benefits has been increased from 15 percent to 20 percent of the fixed annual cash salary. It has been made to ensure that any senior executives that require for example double accommodation can be granted such benefits within the limits of these guidelines.

The only further changes are editorial changes primarily following from the implementation of Seop 5 and Seop 6. The shareholders have not expressed any specific views on the guidelines adopted by the Annual General Meeting. Until the close of the 2023 AGM, the Remuneration Guidelines adopted by the 2020 AGM applied, available on the Company's website: www.group.skanska.com/corporate-governance/shareholders-archive-shareholders-meetings/.

Targets and performance related to variable remuneration

Variable remuneration consist of two parts: annual variable cash remuneration and long-term share programs. Compensation in the form of shares. The long-term share programs are described in the separate note, headings "Long-term share programs" and "Previous long-term share programs" in this note. The table on page 183 presents, by business stream, the starting point, outcome and outcome targets for the 2023 variable cash remuneration. In addition to the financial targets, the members of the Group have non-financial targets that may reduce the outcome measured only according to the financial targets. Financial targets are set to support the Company's business strategy and long-term interests, including agenda, by for example being linked to the business strategy or sustainability agenda. The outcome where the non-financial targets have not been reached.

Annual variable cash remuneration for the Group Leadership Team, excluding the President and CEO, Group targets and/or on the business units they are directly responsible for. The preliminary outcome for the Group Leadership Team averaged 20 percent (76) of fixed salary. The Board will determine the final cash remuneration after reviewing the operational performance in the first quarter of 2024. The calculation preliminary insofar as any deductions as a consequence of the non-financial targets have not yet been made.

Targets and performance related to variable cash remuneration for the President and CEO

For the President and CEO, the variable cash remuneration is maximized at 75 percent of fixed salary targets were the same as the Group targets presented in the table on page 183. The Board has the final outcome of variable cash remuneration measured solely on the financial targets by a maximum of the outcome of the non-financial targets. The preliminary outcome for the President and CEO remuneration (i.e., excluding the share saving program) shows an outcome of 0 percent (75) of fixed salary targets with a preliminary target fulfillment of 0 percent (100). The Board will determine the final outcome after reviewing the operational performance in the first quarter of 2024.

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Financial targets for variable cash remuneration 2023

Group	Measures	Starting point	Outperform	Outcome	Percentage fulfilled ²
Construction	Income after financial items, SEK bn ¹	5.8	8.2	2.6	0%
	Operating income, SEK bn	4.2	5.8	5.6	64%
Residential Development	Operating margin, %	2.8	3.6	3.5	62%
	Operating income, SEK bn	0.6	1.2	-1.1	17%
Commercial Property Development	Return on capital employed, %	5	9	-8	17%
	Units sold, thousands	1.3	2.7	1.1	23%
Investment Properties	Operating income, SEK bn	0.7	2.0	-1.4	0%
	Operating income cluster, SEK bn ³	0.6	1.8	-1.4	0%
	Return on capital employed, % ³	6	9	0	0%
	Leasing, thousands of sqm ³	39	268	195	56%
	Operating income, SEK bn	0.2	0.2	-0.1	0%
	Leasing, thousands of sqm	1	4	5	100%

1 The income excludes the operating unit Asset Management (portfolio of PPP-assets).

2 Percentage fulfilled is based on the outcomes for the respective business units, which are weighed together. As the fulfillment per business unit cannot be less than 0 percent or more than 100 percent, outcome below the starting point and/or above the outperform for the business units may affect the comparison with the business stream's total outcome.

3 Encompasses the Commercial Property Development business units in the Nordic region, Europe and USA.

Pension benefits

The President and CEO is covered by an individual occupational pension insurance plan. The occupational pension insurance plan is a defined-contribution plan and the total premiums for the occupational pension amount to 35 percent of the fixed salary. Other members of the Group Leadership Team in Sweden receive benefits according to the ITP occupational pension plan and as of April 1, 2023 supplementary occupational pension plans. The total old-age pension premiums amount to 35 percent of the fixed salary for members of the Group Leadership Team in Sweden is 65 years. Other members of the Group outside Sweden are covered by local pension plans.

Severance pay

A mutual notice period of 12 months applies between Skanska and the President and CEO, with retention of fixed salary and benefits, excluding variable cash remuneration. After the notice period, in the event of employment termination by the Company, severance pay is disbursed for 12 months. Other income must normally be deducted from Company, severance pay is disbursed for 12 months. Other income must normally be deducted from

Board fees

A mutual notice period of 6 months applies between Skanska and the other members of the Board with retention of fixed salary and benefits, excluding variable cash remuneration. After the notice period, in the event of employment termination by the Company, severance pay is disbursed for 12 to 18 months. Other income must normally be deducted from the severance pay.

Remuneration and benefits expensed in 2023

Board fees

The AGM 2023 resolved, in accordance with the Nomination Committee's proposal, that fees to the Board and to the other board members elected by the AGM not employed by Skanska should be paid of SEK 10,750 thousand (10,435) including fees for work in the committees of the Board. For more details on board fees, see table below.

Chairman of the Board

The Chairman of the Board, Hans Blörck, received board fees totaling SEK 2,860 thousand (2,775) SEK 535 thousand (525) was for committee work.

Board of Directors

SEK thousands	Director's fee		Audit Committee		Compensation Committee		Project Review Committee	
	2023	2022	2023	2022	2023	2022	2023	2022
Chairman of the Board								
Hans Blörck	2,325	2,250	195	190	115	115	225	220
Other board members								
Fredrik Lundberg	775	750	0	0	0	0	225	220
Pär Boman	775	750	280	270	110	110	225	220
Catherine Marcus	775	750	0	0	0	0	225	220
Jan Gurander	775	750	195	190	110	110	225	220
Åsa Söderström Winberg	775	750	195	190	0	0	225	220
Mats Hederos	775	750	0	0	0	0	225	220
Ann E. Massey	775	750	0	0	0	0	225	220
Total	7,750	7,500	865	840	335	335	1,800	1,760

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Note 37. Remuneration to senior executives and board members, cont.

Group Leadership Team

SEK thousands	Base salary		Variable cash remuneration ¹		Awarded value, share saving programs ²		Other remuneration and benefits		Pension expense		Total
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
President and CEO Anders Danielsson	14,250	13,750	0	10,313	1,087	7,756	133	126	4,988	4,812	2
Other members of the Group Leadership Team (7 individuals) ³	42,951	36,501	8,716	27,692	2,250	20,315	1,265	1,398	13,851	11,077	6
Total	57,201	50,251	8,716	38,005	3,338	28,071	1,398	1,525	18,839	15,890	8

1 Variable cash remuneration relating to the 2023 financial year is preliminary and will be finally determined and disbursed after reviewing the operational performance in the first quarter of 2024. The variable cash remuneration agreements include a general Board and the Compensation Committee are entitled to wholly or partly reduce variable cash remuneration. The amounts included under the heading "Variable cash remuneration" for 2022 in the table above refer to actual disbursements for the 2022 financial year. The value stated for 2023 refers to preliminary awards of performance shares for 2023's invested saving shares, calculated based on the share price on December 29, 2023 (SEK 182.35). The estimated number of performance shares for 2023, calculated based on the performance conditions, has been reduced as a consequence of the cost limits of the share saving program. The value stated refers to the preliminary number of performance shares after this reduction. The Board will determine the final outcome for 2023, calculated based on operational performance in the first quarter of 2024. In order to receive performance shares, an additional three years of service are required. The total cost has not yet been expensed as the cost is distributed over three years in accordance with IFRS 2, see the heading "Long-term share programs" on page 185. See table "Skanska Employee Ownership Program - Group Leadership Team" below for an overview of invested, preliminary awarded and vested shares for the President and CEO and other members of the team. During 2022, other members of the Group Leadership Team consisted of six individuals.

Skanska Employee Ownership Program - Group Leadership Team

Number of shares and value of shares SEK thousands	Number of saving shares acquired ¹		Value of saving shares acquired ²		Number of share awards ³		Value of share awards ⁴		Number of shares vested ⁵		Total
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
President and CEO Anders Danielsson	8,560	7,834	1,561	1,293	5,963	47,004	1,087	7,756	38,277	37,000	2
Other members of the Group Leadership Team (7 individuals) ⁷	17,714	20,912	3,230	3,450	12,340	123,120	2,250	20,315	97,144	91,330	6
Total	26,275	28,746	4,791	4,743	18,303	170,124	3,338	28,071	135,421	129,000	8

1 The number of saving shares the President and CEO and the other members of the Group Leadership Team have invested in for the financial year.

2 The value stated for 2023 refers to invested saving shares for the 2023 financial year, calculated based on the share price on December 29, 2023 (SEK 182.35).

3 The number of future performance shares awarded to the President and CEO and the other members of the Group Leadership Team relating to the invested saving shares for the 2023 financial year. The number of performance shares relating to the 2023 financial year, has been reduced as a consequence of the cost limits of the share saving program. The value stated refers to the preliminary number of performance shares after this reduction. The Board will determine the final outcome for 2023 after reviewing the operational performance in the first quarter of 2024. In order to receive performance shares, an additional three years of service are required.

4 The value stated for 2023 refers to preliminary awards of performance shares for 2023's invested saving shares, calculated based on the share price on December 29, 2023 (SEK 182.35).

5 The number of shares the President and CEO and the other members of the Group Leadership Team, after a three-year lock-up period, have received as part of the previous share saving programs Seop 4 and Seop 5.

6 The value stated for 2023 refers to vested shares awarded for the 2020 financial year, calculated based on the share price on December 29, 2023 (SEK 182.35).

7 During 2022, other members of the Group Leadership Team consisted of six individuals.

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Note 37. Remuneration to senior executives and board members, cont.

Board members

Members of the Board did not receive any remuneration for their role as board members beyond their regular directors' fees and fees for committee work. For board members appointed by the employees, no disclosures are made concerning salaries and remuneration or pensions as they do not receive these in their capacity as board members. For board members who were employees of the company before the beginning of the financial year, disclosures are made concerning pension obligations in their former role as employees.

President and CEO

Remuneration to the President and CEO, Anders Danielsson, is presented in the table "Group Leadership Team" on page 184. The President and CEO is participating in the Group's ongoing share saving program, Seop 6, which involves allotment of performance shares, see the section under the heading "Long-term share programs" in this note and the table "Skanska Employee Ownership Program - Group Leadership Team" on page 184.

Other members of the Group Leadership Team

At the end of 2023 the other members of the Group Leadership Team consisted of seven individuals. Remuneration to the other members of the Group Leadership Team is presented in the table "Group Leadership Team" on page 184. The other members of the Group Leadership Team are covered by the Group's ongoing share saving program, Seop 6, involving allotment of performance shares, see the section under the heading "Long-term share programs" in this note and the table "Skanska Employee Ownership Program - Group Leadership Team" on page 184.

All remuneration and benefits in the table "Group Leadership Team" on page 184 is charged to Skanska AB, except for SEK 20,880 thousand (31,961) for other members of the Group Leadership Team, which is charged to other Group companies.

Pension obligations to current and former senior executives

Outstanding pension obligations in 2023 for the President and CEO and former CEOs amount to SEK 135,056 thousand (135,557). Outstanding obligations to other current and former members of the Group Leadership Team amount to SEK 97,922 thousand (102,001).

Long-term share programs

Share saving program – Skanska Employee Ownership Program, Seop 6 (2023–2025)

The AGM on 2022 resolved, in accordance with the Board's proposal, on a long-term share saving program for the financial years 2023, 2024 and 2025 (Seop 6) for permanent employees of the Group. Seop 6 is essentially an extension of the previous share saving program Seop 5 that ran from 2020 to 2022. The terms and conditions are the same in all material respects as those of the previous program Seop 5. However, to further emphasize Skanska's sustainability focus, the earnings per share target at Group level has been supplemented with a climate target at Group level linked to the Group's reduction of carbon emissions, in line with Skanska's long-term climate target.

The program is aimed at about 27,000 permanent employees of the Skanska Group, of whom approximately 2,000 are key employees and about 300 are executives, including the President and CEO and other members of the Group Leadership Team.

The program offers employees, key employees and executives the opportunity – provided they have made their own investment in Skanska Class B shares during a given financial year (saving shares) – to receive Skanska Class B shares from Skanska free of charge. For each four Skanska Class B shares purchased, the employees and key employees will be entitled, after a three-year lock-up period, to receive one Skanska Class B share free of charge (matching share). In addition, after the lock-up period, employees, key employees and executives will be able to receive additional Skanska Class B shares free of charge conditional upon the fulfillment of certain performance conditions during the acquisition period (performance shares).

The acquisition period covers the years 2023–2025 and the lock-up period runs for three years from the month in which the saving share is acquired. For each four saving shares purchased, employees may, in addition to one matching share, receive a maximum of three performance shares. For each four saving shares, key employees may, in addition to one matching share, receive a maximum of seven performance shares. For each four saving shares, executives (split into three subcategories) may receive a maximum of 16, 20 or 24 performance shares. The maximum number of saving shares that

each employee participating in the program may acquire, through monthly saving, depends on the employee's seniority. Whether the employee is participating in the program as an employee, a key employee or an executive determines the employee's seniority. To qualify to receive matching- and/or performance shares, a participant must be employed within the lock-up period and must have retained their saving shares during this lock-up period.

The program has two cost limits. The first limit depends on the extent to which the financial target for the year is met, which limits Skanska's total cost per year to SEK 230–850 M. The first cost limit is adjusted in the consumer price index, with 2022 as the base year for Seop 6. The other cost limit is that Skanska's year may not exceed 15 percent of EBIT at the Group level. The actual cost limit will be the lower of these two limits. In addition to the cost limits, the number of shares that may be transferred to participants as part of the program is also limited to 12,000,000 shares. A preliminary assessment of the outcome for 2023 shows that the cost limit is exceeded, which means that the allotment level will be preliminarily reduced proportionally for participants. The outcome is finally established by the Board after reviewing the operational performance for 2024.

The table on page 186 shows the preliminary Seop 6 target fulfillment in 2023 for each business segment. The Group, a total of around 39 percent (42) of permanent employees participated in Seop 6 in 2023.

The total cost, excluding social insurance contributions, related to Seop 6 for investments in 2023 is estimated to amount to SEK 238 M, of which SEK 47 M has been expensed in 2023. The remaining amount and including 2023 is estimated to SEK 191 M.

The dilution effect through 2023 of Seop 6 for the 2023 program is estimated at 147,327 shares or 0.07 percent of the number of Skanska Class B shares outstanding. Maximum dilution for the 2023 program is estimated at 279,372 shares or 0.07 percent.

The number of issued shares will not change; instead the matching and performance shares will be repurchased shares. The repurchases will be evenly distributed over time. There will therefore be no dilution effect.

Previous long-term share programs

Share saving program – Skanska Employee Ownership Program, Seop 5 (2020–2022)

Shares for the previous share saving program, which ran from 2020 to 2022, were distributed to employees that were related to the 2020 financial year, which, after a three-year lock-up period, were distributed to employees employed by the Group throughout the lock-up period and who had retained their saving shares during the lock-up period.

The total cost, excluding social insurance contributions, for Seop 5 is estimated to amount to SEK 768 M has been expensed in 2020–2022. While the cost for 2023 amounts to SEK 233 M. The remaining amount and including 2023 is estimated to SEK 341 M.

The dilution effect through 2023 of Seop 5 is estimated at 3,231,935 shares or 0.78 percent of the number of Skanska Class B shares outstanding. Maximum dilution for the program at the end of the vesting period in 2023 is estimated at 5,255,757 shares or 1.26 percent.

Local remuneration

Salaries and other remuneration are established taking into account conditions prevailing in the relevant industry and customary practices in each local market. The Skanska Group applies a remuneration policy that is consistent with local conditions. The remuneration policy for executives is based on relevant executives and managers that consists of a fixed salary plus variable remuneration based on performance. The maximum variable remuneration for executives is 100 percent of the fixed salary, which has not been reached.

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Performance conditions for the share saving program, Sep 6, 2023¹

Group	Measures	Starting point	Outperform/ Threshold level ¹	Outcome	Percentage fulfilled ²
	Earnings per share, SEK ⁴	19.5	20.5	7.8	0%
	Carbon emissions (CO ₂ e), thousands of tonnes ⁵				
Construction	Operating income, SEK bn	5.8	169	161	100%
Residential	Operating income, SEK bn	1.2	6.8	5.6	26%
Development	Return on capital employed, % ⁴	4	1.6	-1.1	17%
Commercial Property	Operating income, SEK bn	2.0	9	-22	47%
Investment Properties	Leasing, thousands of sqm ⁷	39	2.8	-1.4	0%
	Operating income, SEK bn	0.2	268	195	56%
			0.2	-0.1	0%

1 For further information, see the table "Financial targets for variable cash remuneration 2023" on page 183.
2 Carbon emissions are evaluated in relation to a threshold level instead of starting point and outperform.
3 Percentage fulfilled is based on the outcomes for the respective business units, which are weighed together. As the fulfillment per business unit cannot be less than 0 percent; or more than 100 percent; outcome below the starting point and/or above the outperform for the business units may affect the comparison with the business stream's total outcome.
4 Profit for the period attributable to equity holders divided by the average number of outstanding shares of the dilution during the year.
5 Emissions within scope 1 and scope 2 (market based).
6 Encompasses the Residential Development business units in Central Europe and Bokliak.
7 Encompasses the Commercial Property Development business units in the Nordic region, Europe and USA.

Note 38. Fees and other remuneration to auditors

EY	2023
Audit assignments	
Audit work in addition to the audit assignment	
Tax advisory services	
Other services	
Total	
For the parent company, fees for audit assignments during the year amounted to SEK 7 M. Audit work in addition to the audit assignment amounted to SEK 1 M and other assignments to SEK 1 M.	
Audit assignments refers to the statutory audit of the annual accounts and accounting documents of the company by the Board of Directors and the CEO, and audit and other review assignments according to agreements or contracts. This includes other tasks that are incumbent upon the company as well as advisory services or other assistance required as a result of observations made during such completion of such other tasks.	
Other services refer to advisory services relating to accounting issues, advisory services concerning acquisition of businesses, and advisory services relating to processes and internal control.	

Note 39. Related party transaction disclosures

Disclosures on related parties, transactions with related parties and balances outstanding are provided in Note 24. For information on investments in Skanska's joint ventures and associated companies, see Note 24. For information on related parties are reported below.	2023
Transactions with joint ventures	
Sales to joint ventures	
Purchases from joint ventures	
Interest income from joint ventures	
Dividends from joint ventures	
Receivables from joint ventures	
No transactions were conducted by Skanska with its associated companies during the year or the period. For information on remuneration to senior executives and board members, see Note 62 and Note 63. For information on transactions with natural persons that are related to Skanska, see Note 64.	
Fredrik Lundberg, member of the parent company's Board of Directors, has a controlling interest in Skanska Group. In 2023, the parent company's indirectly wholly owned subsidiary SMEBAB Development AB acquired development property in Enköping for SEK 8 M from Fastighets AB L. E. Lundberg. Moreover, Lundberg's subsidiary Skanska for construction contracts valued at SEK 6 M (12). Sales for the year amounted to SEK 8 M and order backlog on the closing day was SEK 0 M (2).	
Skanska's pension funds own 0 (0) shares in Skanska directly. There is an insignificant percentage of shares via investments in various mutual funds. In 2023, Skanska Trean Allmän Pensionsfästelse, the wholly owned subsidiary Skanska Hedmarksvegen Invest AB, and Skanska Norge Konsernpensionskasse AS owned 50 percent each of Skanska's EID/rv. 85 road project in Norway for a total of SEK 36 M.	
Skanska has received reimbursements from the pension funds, and other services performed by Skanska. For information on Skanska's pension funds, see Note 28.	
All transactions were completed on market terms.	

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Note 40. Investment properties

Investment properties are recognized in accordance with IAS 40 Investment Property and rental income associated with them is recognized in accordance with IFRS 16 Leases. In cases where Skanska invoices tenants for services (non-lease components), this revenue is recognized in accordance with IFRS 15. See also Note 1.

Investment properties are properties that are owned for the purpose of generating rental income and capital appreciation. Investment properties are recognized at fair value in accordance with IFRS 13, hierarchy level 3. The fair value is based on internal appraisals which are quality-assured through annual external appraisals. Changes in value are recognized in profit or loss.

During the year, two properties were acquired internally (reclassification) and no properties were sold.

	2023	2022
Operating net		
Rental income ¹	176	38
Service income	10	3
Total revenue	186	40
Operating costs		
Repairs and maintenance	-22	-4
Property administration	-2	0
Property tax	-3	-1
	-21	-5
Total expenses	-49	-10

1 Formore information on operating leases, see Note 41 B. Skanska's lessor.

Property appraisals

Each quarter, internal appraisals are conducted for all properties based on a 10-year cash flow model. Property appraisals are carried out individually by calculating the present value of future cash flows for 10 years as well as the residual value in year 10.

Assumptions regarding rent, and operating and maintenance costs are derived from current and budgeted revenue and expenses. Any changes in occupancy rates, rent, investment, and operating and maintenance costs are taken into account. Rental income is expected to follow inflation due to indexation clauses in existing contracts. On contract expiry, an assessment is made of the current market rent. Vacancies are estimated based on the current vacancy rate, location and condition of the property.

The cash flow calculations include a long-term inflation assumption of 2 percent, see table on the right. The market's yield requirements and assumed interest rates are based on analysis of comparable transactions in the property market. Dialogs have also been conducted with advisors, authorized appraisal bodies and other relevant external sources such as banks to be able to anchor the assumptions in the market appraisals in the current market with few comparable transactions. The property's geographical location and quality are taken into account and, accordingly, the yield requirement varies from property to property. All properties are appraised by an external authorized appraiser once each year for the purpose of assuring the quality of internal appraisals.

Fair value is an assessment of the most probable price that would be achieved through a sale in the open market. Fair value can only be determined with certainty when a property is actually sold. Some deviations for individual properties are assumed to offset each other in a property portfolio and, accordingly, an estimated reasonable uncertainty range for the property portfolio is +/-5 percent.

The internal appraisal on December 31, 2023 set the carrying amount for investment properties at SEK 5,141 M. The internal appraisal dated December 31, 2023 arrived at a value that was 3.8 percent or SEK 197 M lower than the external appraisal.

Summary of the Internal appraisal on December 31, 2023 (December 31, 2022)
Calculation period
Normally 10 (10) years
Inflation assumption
Long-term inflation assumption of 2 (2) percent
Yield at the end of the calculation period
Varies between 4.6 (3.8) and 5.0 (4.2) percent
Assumed interest rate
Between 6.6 (5.8) and 7.0 (6.2) percent
Long-term vacancy rate
Individual assessment, normally around 5 (5) percent
The average yield requirement at the end of the calculation period was 4.5 (3.93) percent.

Change in carrying amount for investment properties
On December 31, 2023, the carrying amount for investment properties was SEK 5.1 billion.

January 1	2023	2022
Investments/reclassifications	3	1
Change in value ¹		
Fair value, December 31	5	5
1 Of which SEK 391 M (1.581) pertains to the difference between the properties' fair value on the date of transfer (IFRS 13) and the carrying amount as current-asset properties (IAS 2).		

Sensitivity analysis

The table below shows the effect on value of the property portfolio, based on changes in the parameters in the table above.

	Base value	Changing assumption
Rental value	3,932	+/-SEK 100/s
Operating costs	350	+/-SEK 25/s
Long-term vacancy rate, %	5.0	+/-1 percentage p
Average yield requirement, %	4.5	+/-0.5 percentage p

Property portfolio on the closing day

Property type	Location	Leasable area, sq m ²	Annual rental value, SEK M	Occupancy rate, %
Offices	Malmö	38,543	134	
Offices	Stockholm	42,962	187	
Total		81,505	321	

Property investments/reclassifications carried out during the year

Property	Location	Internal appraisal, SEK M
Hyllie Terrass	Malmö	739
Shlm 04	Stockholm	834

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Note 41. Leases

Leases are managed in accordance with IFRS 16 Leases. See Note 1.

When Skanska is a lessee, the lease assets are recognized as a right-of-use asset in the statement of financial position, while the future obligation to the lessor is recognized as a liability in the statement of financial position.

As a lessor, Skanska has both finance and operating leases.

Skanska is a lessor of finance leases via subleases for external office space.

As an operating lessor, Skanska leases properties to tenants via its Investment Properties and Commercial Property Development business streams.

A. Skanska as a lessee

Right-of-use assets by asset class

	Dec 31, 2023	Dec 31, 2022
Property (buildings and land)	99	99
Offices	2,469	2,735
Cars	416	316
Machinery	52	70
Other	46	37
Total property, plant and equipment, right-of-use assets ¹	3,082	3,256
Right-of-use assets, ground leases	3,613	3,676
Total current-asset properties, right-of-use assets ¹	3,613	3,676

¹ Short-term leases and leasing of assets of low value are not included as these are expensed immediately. The cost of short-term leases amounted to SEK 756 M (668) and the cost of low-value lease assets amounted to SEK 952 M (796).

For information on depreciation and amortization, see Note 12.

Impairment losses/reversals of impairment losses	Impairment losses		Reversals of impairment losses		Total
	2023	2022	2023	2022	2023
Property (buildings and land)					
Offices	-1		1		-1
Cars					
Machinery					
Other					
Total property, plant and equipment, right-of-use assets	-1	0	1	2	-1
Right-of-use assets, ground leases					
Total current-asset properties, right-of-use assets	0	0	0	0	0

Impairment losses/reversals of impairment losses on right-of-use assets

During the year, impairment losses/reversals of impairment losses in the net amount of SEK -1 M (1 M) were recognized in the statement of financial position. Impairment losses/reversals of impairment losses were recognized in Poland during the year and for expenses.

Impairment losses/reversals of impairment losses were recognized within cost of sales and selling expenses.

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Note 41: Leases, cont.									
Carrying amount	Property (buildings and land)				Offices		Cars		Other right-of-use assets, non-current
	2023	2022	2023	2022	2023	2022	2023	2022	
	2023	2022	2023	2022	2023	2022	2023	2022	
January 1	99	97	2,735	2,782	316	287	70	99	48
New leases	19	17	304	285	296	190	16	36	18
Remeasurement	7		109	129	8	-5	4		2
Leases sold			-3	-3	-1				
Divestments			-5						
Depreciation and amortization	-25	-19	-631	-614	-202	-165	-38	-70	-33
Impairment losses			-1						
Reversals of impairment losses			1			1			
Reclassifications			-3	-13					
Exchange rate differences for the year		3	-35	167		9	5	-1	2
December 31	99	99	2,469	2,735	416	316	52	70	37
B. Skanska as lessor									
Finance leases									
Skanska USA Civil, Skanska Central Europe and Commercial Property Development have that are subleased. These are recognized as a financial receivable of SEK 52 M (40).									
Operating leases									
Operating leases in the form of property leases are mainly entered into by the investment properties. For information on investment properties, see Note 22.									
The rental income for the year amounted to SEK 1,103 M (838).									
The Group's variable lease income for operating leases for the year amounted to SEK 1,103 M (838) on an index or an interest rate.									
The due dates of future undiscounted payments relating to operating leases break down as follows:									
Income, due									
Within one year									
Later than one year but within five years									
Later than five years									
Total									

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Note 42. Events after the reporting period

There are no material events after the end of the reporting period to report for the Group.

Note 43. Five-year Group financial summary

Income statements, in accordance with IFRS

	2023	2022	2021	2020 ¹	2019
Revenue	167,168	163,174	143,865	160,344	172,846
Cost of sales	-153,870	-146,483	-128,156	-143,457	-156,540
Gross income	13,297	16,692	15,709	16,887	16,306
Selling and administrative expenses	-9,386	-8,998	-7,865	-8,269	-9,469
Change in value, investment properties	175	1,692			
Income from joint ventures and associated companies	1,195	636	449	4,015	591
Operating income	5,282	10,021	8,293	12,633	7,428
Net financial items	609	290	-168	-229	-88
Income after financial items	5,890	10,312	8,125	12,404	7,340
Income taxes	-861	-2,027	-1,238	-2,839	-1,286
Profit for the year	5,029	8,284	6,887	9,565	6,054
Profit for the year attributable to parent company shareholders	4,998	8,256	6,864	9,543	6,031
non-controlling interests	31	28	23	22	23
Other comprehensive income					
Items that will not be reclassified to profit or loss for the year					
Remeasurement of defined-benefit pension plans	275	3,818	2,585	-1,003	-895
Tax related to items that will not be reclassified to profit or loss for the year	-64	-792	-575	211	166
	209	3,026	2,010	-792	-729

1 In the second quarter of 2022 a subsidiary in the USA discovered a computational error in the 2020 tax expense. A correction has been made and the result is an increase of SEK 332 M in the tax liability recognized for the fourth quarter of 2020 and all quarters thereafter. Profit for the period was not affected for any of the quarters in 2021. The effect on cash flow was taken in 2021. Since the error arose before the earliest reported period, the opening balance of equity and tax liabilities for 2021 has been restated taking the error into account. The five-year financial summary has been corrected correspondingly.

	2023	2022	2021
Other comprehensive income, cont.			
Items that have been or will be reclassified to profit or loss for the year			
Translation differences attributable to equity holders	-947	2,290	1,808
Translation differences attributable to non-controlling interests	-4	14	7
Hedging of exchange rate risk in foreign operations	-23	81	40
Effect of cash flow hedges	-7	108	2
Share of other comprehensive income of joint ventures and associated companies	-30	178	10
Tax related to items that have been or will be reclassified to profit or loss for the year	12	-19	-
Other comprehensive income for the year after tax	-999	2,653	1,941
Comprehensive income for the year	4,239	13,963	10,800
Comprehensive income for the year attributable to			
parent company shareholders	4,212	13,920	10,800
non-controlling interests	27	43	-
Cash flow			
Cash flow from operating activities	3,207	510	714
Cash flow from investing activities	5,997	4,847	-10,500
Cash flow from financing activities	-1,255	-6,530	-5,000
Cash flow for the year	7,949	-1,173	-8,986

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Note 43: Five-year financial summary, cont.

Income statement, in accordance with Segment Reporting

	2023	2022	2021	2020 ¹⁾	2019
Revenue					
Construction	160,636	156,004	132,587	140,483	159,579
Residential Development	5,013	8,751	13,351	13,070	12,483
Commercial Property Development	5,331	14,276	12,128	14,983	17,850
Investment Properties	186	40	n/a	n/a	n/a
Central and Eliminations	-14,114	-17,469	-10,490	-9,931	-13,130
Group	157,052	161,602	147,576	158,606	176,782
Operating Income					
Construction	5,632	5,770	5,013	3,528	3,772
Residential Development	-1,262	891	1,866	1,543	1,195
Commercial Property Development	-1,365	3,023	3,378	3,897	3,287
Investment Properties	-62	140			
Central	290	-339	-415	2,830	-388
Eliminations	-3	-187	-9	62	-38
Operating Income	3,231	9,297	9,832	11,860	7,828
Financial items	601	289	-172	-236	-103
Income after financial items	3,832	9,586	9,660	11,624	7,725
Income taxes	-560	-1,885	-1,472	-2,681	-1,353
Profit for the year	3,272	7,702	8,188	8,943	6,372
Earnings per share, segment, SEK	789	18.62	19.80	21.65	15.46
Earnings per share after dilution, segment, SEK	782	18.49	19.65	21.53	15.39

1 In the second quarter of 2022 a subsidiary in the USA discovered a computational error in the 2020 tax expense. A correction has been made and the result is an increase of SEK 332 M in the tax liability recognized for the fourth quarter of 2020 and all quarters thereafter. Profit for the period was not affected for any of the quarters in 2021. The effect on cash flow was taken in 2021. Since the error arose before the earliest reported period, the opening balance of equity and tax liabilities for 2021 has been restated taking the error into account. The five-year financial summary has been corrected correspondingly.

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Note 43: Five-year group financial summary, cont.

Statement of financial position		Dec 31, 2023	Dec 31, 2022	Dec 31, 2021 ⁴	Dec 31, 2020 ⁴
ASSETS					
Non-current assets					
Investment Properties		5,141	3,758		6,816
Property, plant and equipment		8,035	7,803	7,279	3,930
Property, plant and equipment, right-of-use assets		3,082	3,256	3,314	3,713
Goodwill		3,919	4,160	3,934	771
Other intangible assets		348	488	676	1,689
Investments in joint ventures and associated companies		2,072	2,901	2,185	1,931
Non-current financial assets ^{1,3}		4,992	3,607	3,875	1,803
Deferred tax assets		2,518	995	1,984	20,653
Total non-current assets		30,108	26,970	23,247	
Current assets					
Current-asset properties ²		58,660	58,474	49,745	44,948
Current-asset properties, right-of-use assets		3,613	3,676	3,289	2,980
Inventories		1,275	1,300	1,090	1,100
Current financial assets ³		7,498	14,413	18,810	8,492
Tax assets		1,246	1,248	1,247	950
Contract assets		7865	7772	5,451	4,599
Trade and other receivables		27,012	27,726	25,212	22,401
Cash and cash equivalents		17,912	10,014	10,947	19,508
Total current assets		125,082	124,623	115,791	104,979
TOTAL ASSETS		155,189	151,593	139,039	125,631
of which interest-bearing		30,050	27,896	33,531	29,692
1 Of which shares		38	38	37	43
2 Current-asset properties					
Commercial Property Development		37,991	34,322	29,691	27,906
Residential Development		20,670	24,152	20,054	17,041
3 Items related to non-interest-bearing unrealized changes in the value of derivatives/securities are included as follows:					
Non-current financial assets		58,660	58,474	49,745	44,948
Current financial assets		314	99	63	4
4 In the second quarter of 2022 a subsidiary in the USA discovered a computational error in the 2020 tax expense. A correction has been made and the result is an increase of SEK 332 M in the tax liability recognized for the fourth quarter of 2020 and all quarters thereafter was not affected for any of the quarters in 2021. The effect on cash flow was taken in 2021. Since the error arose before the earliest reported period, the opening balance of equity and tax liabilities for 2021 has been restated taking the error into account in the five-year been corrected correspondingly.					

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Note 43, Five year financial summary, cont.

Statement of financial position, cont.

	Dec 31, 2023	Dec 31, 2022	Dec 31, 2021 ²	Dec 31, 2020 ²
EQUITY				
Equity attributable to equity holders	56,202	55,111	45,351	38,288
Non-controlling interests	146	144	114	97
TOTAL EQUITY	56,347	55,255	45,465	38,385
LIABILITIES				
Non-current liabilities				
Non-current financial liabilities ¹	7300	2,714	3,389	3,247
Lease liabilities	6,137	6,328	6,040	6,217
Pensions	3,167	2,891	5,936	7,360
Deferred tax liabilities ²	2,218	1,943	1,254	967
Total non-current liabilities	18,822	13,876	16,619	17,791
Current liabilities				
Current financial liabilities ¹	3,615	4,854	4,780	4,663
Lease liabilities	909	953	920	1,016
Tax liabilities ²	779	388	710	2,176
Current provisions	11,087	10,368	11,239	10,326
Contract liabilities	23,220	24,059	22,664	19,462
Trade and other payables	40,410	41,840	36,642	31,813
Total current liabilities	80,020	82,462	76,955	69,455
TOTAL EQUITY AND LIABILITIES	155,189	151,593	139,039	125,631
of which interest-bearing	21,014	17,590	20,933	22,412

1 Items related to non-interest-bearing unrealized changes in the value of derivatives/securities are included as follows:

Non-current financial liabilities	1	150	131	6
Current financial liabilities	114			85

2 In the second quarter of 2022 a subsidiary in the USA discovered a computational error in the 2020 tax expense. A correction has been made and the result is an increase of SEK 332 M in the tax liability recognized for the fourth quarter of 2020 and all quarters thereafter. The error was not detected until the first quarter of 2021. The effect on cash flow was taken in 2021. Since the error arose before the earliest reported period, the opening balance of equity and tax liabilities for 2021 has been restated taking the error into account for the five-year period. The error has been corrected correspondingly.

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Note 43. Five-year group financial summary, cont.

Financial ratios¹

	Dec 31, 2023	Dec 31, 2022	Dec 31, 2021 ⁴	Dec 31, 2020 ⁴
Order bookings ²	165,795	162,665	153,590	149,802
Order backlog ²	229,637	229,771	207,031	178,924
Average number of employees	27,256	28,380	30,051	32,463
Ordinary dividend per share, SEK ³	5.50	7.50	7.00	6.50
Extra dividend per share, SEK ³			3.00	3.00
Earnings per share, SEK	12.17	20.04	16.64	23.16
Earnings per share after dilution, SEK	12.07	19.90	16.52	23.03
Capital employed	773,600	72,845	66,398	60,797
Interest-bearing net receivables/net debt	9,037	10,306	12,598	7,280
Equity per share, SEK	137,010	134,050	110,010	92,870
Equity/assets ratio, %	36.3	36.4	32.7	30.6
Debt/equity ratio	-0.2	-0.2	-0.3	-0.2
Interest cover	-13.3	-42.8	71.4	84.4
Return on equity, %	9.0	17.0	16.9	26.9
Return on capital employed, %	8.2	15.2	13.5	21.5
Return on equity, segment, %	5.8	15.8	20.1	25.1
Return on capital employed in Project/Development units, segment, %	-3.7	8.1	11.8	12.2
Operating margin, %	3.2	6.1	5.8	7.9
Operating margin, Construction, %	3.5	3.7	3.8	2.5
Cash flow per share, SEK	-5.90	-16.29	1.81	31.57
Number of shares at year-end	419,903,072	419,903,072	419,903,072	419,903,072
of which Class A shares	19,619,942	19,654,316	19,661,632	19,684,564
of which Class B shares	400,283,130	400,248,756	400,241,440	400,218,508
Average price, repurchased Class B shares	166.82	173.40	230.59	190.74
Number of Class B shares repurchased during the year	3,060,000	2,924,000	1,048,500	460,000
Number of Class B treasury shares, December 31	9,715,560	8,771,931	7,655,488	7,616,674
Number of shares outstanding, December 31	410,189,512	411,131,141	412,247,584	412,286,398
Average number of shares outstanding	410,758,367	412,037,581	412,387,142	411,993,869
Average number of shares outstanding after dilution	414,137,628	414,922,620	415,491,861	414,304,017
Average dilution, %	0.82	0.70	0.75	0.56

1 For definitions, see Note 44.

2 Refers to Construction.

3 Proposed by the Board of Directors: dividend of SEK 5.50 per share (7.50).

4 In the second quarter of 2022 a subsidiary in the USA discovered a computational error in the 2020 tax expenses. A correction has been made and the result is an increase of SEK 332 M in the tax liability recognized for the fourth quarter of 2020 and all other years thereafter. The error arose before the end of the reporting period, the opening balance of equity and tax liabilities for 2021 has been restated taking the error into account and the five-year average has been corrected correspondingly.

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Note 44. Definitions

Return on equity, %
Profit attributable to equity holders as a percentage of average equity attributable to equity holders.

Return on equity segment, %
Profit attributable to equity holders as a percentage of average equity attributable to equity holders:
3,240/55,799 = 5.8%

Return on capital employed, consolidated, %
Operating income plus financial income as a percentage of average capital employed.

Return on capital employed, business streams, markets and business/reporting units, %
Operating income, financial income minus interest income from Skanska's treasury unit (internal bank) and other financial items as a percentage of average capital employed. For the Residential Development and Commercial Property Development segments, capitalized interest is removed from operating income so that the return reflects the return before borrowings.

Return on capital employed in Residential Development segment, %

Operating income	-1,262
+ capitalized interest expense	152
+/- financial income and other financial items	29
- interest income from treasury unit	

Adjusted profit	-1,081		
Average capital employed ¹	15,524		
Return on capital employed in Residential Development	-70%		
1 Average capital employed			
Q4 2023	14,406	x 0.5	7,203
Q3 2023	14,591		14,591
Q2 2023	16,495		16,495
Q1 2023	15,633		15,633
Q4 2022	16,346	x 0.5	8,173
	62,095/4		15,524

Return on capital employed in Commercial Property Development segment, %
Operating income
+ capitalized interest expense
+/- financial income and other financial items
- interest income from treasury unit

Adjusted profit	
Average capital employed ¹	
Return on capital employed in Commercial Property Development	
1 Average capital employed	
Q4 2023	40,760
Q3 2023	46,040
Q2 2023	45,498
Q1 2023	41,622
Q4 2022	38,547
	x 0.5
	x 0.5

Return on capital employed in Investment Properties segment, %

Operating income	
+/- financial income and other financial items	
- interest income from treasury unit	

Adjusted profit	
Average capital employed ¹	
Return on capital employed in Investment Properties	
1 Average capital employed	
Q4 2023	5,076
Q3 2023	3,701
Q2 2023	3,694
Q1 2023	3,714
Q4 2022	3,733
	x 0.5
	x 0.5

Return on capital employed in Project Development units segment, %
Calculated as the sum of the adjusted profit in Residential Development and Commercial Property Development, divided by the aggregate amount of capital employed, average, for Residential Development and Development.

	Adjusted profit	Capital employed average
Residential Development	-1,081	15,524
Commercial Property Development	-1,110	43,581
	-2,192	59,105

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Note 44, Definitions, cont.

Gross income

Revenue minus cost of sales.

Gross margin, %

Gross income as a percentage of revenue.

Operating net

Rental income minus operating costs for investment properties (that is, operating expenses, costs for repair and maintenance, property administration and property tax).

Equity per share, SEK

Equity attributable to equity holders divided by the number of shares outstanding at year-end.

Economic occupancy rate, %

Rental income including supplements less discounts for the period divided by total rental value for properties owned at the end of the period. Properties owned at the end of the period are restated as if they have been owned during the whole period, while disposed properties are excluded entirely.

Net financial items

The net of interest income, pension interest, interest expense, capitalized interest expense, change in market value and other financial items.

Free working capital

Non-interest-bearing receivables minus non-interest-bearing liabilities excluding taxes.

Free working capital in construction, average, SEK M

Calculated on the basis of five measurement points.

Q4 2023	-29,107	x 0.5	-14,553
Q3 2023	-27,756		-27,756
Q2 2023	-28,126		-28,126
Q1 2023	-28,115		-28,115
Q4 2022	-28,920	x 0.5	-14,460

Selling and administrative expenses, %

Selling and administrative expenses as a percentage of revenue.

Average equity attributable to equity holders, SEK M

Calculated on the basis of five measurement points.

Q4 2023	56,202	x 0.5	28,101
Q3 2023	57,503		57,503
Q2 2023	56,903		56,903
Q1 2023	53,134		53,134
Q4 2022	55,111	x 0.5	27,555

Rental value

Rental income including supplements for the period plus assessed market rent including supplements for vacant premises.

Environmental certification, %

The proportion of the Investment Properties portfolio that is certified at a minimum level of LEED Gold or the equivalent.

Revenue, segment

Revenue, segment is the same as Revenue, IFRS in all business streams except for Residential Development, where revenue is recognized when a binding contract is signed and properties. As segment reporting of joint ventures in Residential Development applies the proportion also affects Revenue, segment.

Adjusted equity attributable to equity holders, SEK bn

Equity attributable to equity holders
Unrealized surplus value in land, Residential Development
Unrealized development gains, Commercial Property Development
Effect on unrealized equity in PPP portfolio
Less standard corporate tax, 10 %

Adjusted equity

Cash flow per share, SEK
Cash flow before change in interest-bearing receivables and liabilities in relation to the average number outstanding.

Market appraisal

Commercial Property Development
Note 22 provides the estimated market value of Skanska's current-asset properties. For completed properties and for development properties, the market value for the majority of properties has been determined in cooperation with independent external appraisers. The value of ongoing projects is measured in market value of ongoing projects refers to each property once it is completed and fully occupied.

Residential Development

In appraising properties in Residential Development, market value is calculated taking into account that can be obtained within the usual economic cycle and refers to properties once they are completed.

Investment Properties

Note 40 provides the estimated market value of the investment properties.

PPP portfolio

Skanska obtains an estimated value for the PPP portfolio by discounting estimated future cash flows, dividends and repayments of loans and equity by a discount rate based on country, risk model and various projects. The discount rate chosen is applied to all future cash flows starting from the appraisal on the most recently updated financial model. This financial model describes all cash flows in the portfolio on the ultimate basis for financing, which is carried out with full project risk and without guarantees from the ultimate basis for financing.

An estimated value is stated solely for projects that have reached contractual and financial close. appraised: investments in the project (equity and subordinated debt/venture loans), interest on repay subordinated loans, as well as dividends to and from the project company. Today all investments in Salina are denominated in currencies other than Swedish kronor (SEK), and there is also an exchange rate risk. Estimated values have in part been calculated in cooperation with independent external appraisers. Note 20 B.

Net divestments/investments

Total investments minus total divestments.

Net leasing

Annual rent including supplements of new leases minus annual rent including supplements for agricultural properties that have been served a notice of termination.

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Cash flow from operations

Cash flow from business operations including taxes paid and cash flow from financing activities. See also Note 35.

Order bookings

Contracting assignments: Upon written order confirmation or signed contract, where financing has been arranged and construction is expected to begin within 12 months. If a previously received order is canceled in a subsequent quarter, the cancellation is recognized as a negative item when reporting order bookings for the quarter when the cancellation occurs. Reported order bookings also include orders from Residential Development and Commercial Property Development, which assumes that a building permit has been obtained and construction is expected to begin within three months.

Services: For fixed-price assignments, upon signing of contract. For cost-plus assignments, order bookings coincide with revenue. For service agreements, a maximum of 24 months of future revenue is included.

No order bookings are reported in Residential Development, Commercial Property Development or Investment Properties.

Order bookings in relation to revenue in Construction, rolling 12-month basis

Order bookings divided by revenue in Construction, rolling 12-month basis.

Unrealized development gains, Commercial Property Development

Market value minus investment value upon completion for ongoing projects, completed projects, and undeveloped land and development properties. Excludes projects sold according to segment reporting.

Order backlog

Contracting assignments: The difference between order bookings for the period and accrued revenue (accrued project expenses plus accrued project income adjusted for (loss provisions) plus order backlog at the beginning of the period.

Services: The difference between order bookings and accrued revenue plus order backlog at the beginning of the period. The order backlog in the accounts of acquired subsidiaries on the date of acquisition is not reported as order bookings, but is included in order backlog amounts.

Income after financial items

Operating income minus financial items.

Earnings per share, segment, SEK

Profit for the period, segment, attributable to equity holders divided by the average number of shares outstanding.

Earnings per share, SEK

Profit for the period attributable to equity holders divided by the average number of shares outstanding.

Earnings per share after dilution, SEK

Profit for the period attributable to equity holders divided by the average number of shares outstanding after dilution.

Interest-bearing net receivables/net liabilities

Interest-bearing assets minus interest-bearing liabilities.

Interest-bearing net receivables/net liabilities, adjusted

Interest-bearing net receivables/liabilities excluding cash and cash equivalents with restrictions, lease liabilities and interest-bearing net pension liabilities.

Interest cover

Operating income and financial income plus depreciation/amortization divided by net interest.

Operating income

Revenue minus the cost of sales, selling and administrative expenses, change in value of investment properties, and income from joint ventures and associated companies.

Operating income, segment

Revenue minus cost of sales, selling and administrative expenses, change in value of investment properties, and income from joint ventures and associated companies, according to segment reporting and where Residential Development and Commercial Property Development applies the proportional method for reporting of joint ventures.

Operating income, rolling 12-month basis

Revenue minus the cost of sales, selling and administrative expenses, change in value of investment properties, and income from joint ventures and associated companies, rolling 12 months.

Operating margin, %

Operating income as a percentage of revenue.

Debt/equity ratio

Interest-bearing net liabilities divided by equity including non-controlling interests.

Equity/assets ratio, %

Equity including non-controlling interests as a percentage of total assets.

Capital employed, average

Calculated on the basis of five measurement points – see Return on capital employed.

Capital employed, consolidated

Total assets minus non-interest-bearing liabilities.

Capital employed, markets, business streams and business/reporting units

Total assets less tax assets, deposits in Skanska's treasury unit (internal bank) and pension receivables minus interest-bearing liabilities excluding tax liabilities. Capitalized interest expense is also deducted from Residential Development and Commercial Property Development business streams.

Capital employed Residential Development, SEK M

Total assets	24,057
– tax assets	-672
– deposits in treasury unit	-604
– pension receivables	-37
– non-interest-bearing liabilities (excluding tax liabilities)	-8,081
– capitalized interest expense	-257

Capital employed Investment Properties, SEK M	14,406
Total assets	24,057
– tax assets	-672
– deposits in treasury unit	-604
– pension receivables	-37
– non-interest-bearing liabilities (excluding tax liabilities)	-8,081
– capitalized interest expense	-257

Capital employed Commercial Property Development, SEK M	47,514
Total assets	47,514
– tax assets	-1,304
– deposits in treasury unit	-1,303
– pension receivables	-
– non-interest-bearing liabilities (excluding tax liabilities)	-3,543
– capitalized interest expense	-604

Capital employed Commercial Property Development, SEK M	47,514
Total assets	47,514
– tax assets	-1,304
– deposits in treasury unit	-1,303
– pension receivables	-
– non-interest-bearing liabilities (excluding tax liabilities)	-3,543
– capitalized interest expense	-604

Capital employed Commercial Property Development, SEK M	47,514
Total assets	47,514
– tax assets	-1,304
– deposits in treasury unit	-1,303
– pension receivables	-
– non-interest-bearing liabilities (excluding tax liabilities)	-3,543
– capitalized interest expense	-604

Other comprehensive income

Comprehensive income minus profit or loss. Other comprehensive income includes the income statement item including differences, hedging of exchange rate operations, remeasurements of defined plans, effects of cash flow hedges and to other comprehensive income.

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Parent company's notes including accounting and valuation principles

The parent company has prepared its annual accounts in compliance with the Annual Accounts Act and the Swedish Financial Reporting Board's Recommendation RFR 2, Accounting for Legal Entities. Accordingly, the parent company applies IFRS/IAS as far as this is possible within the framework of the Annual Accounts Act. See Note 1 Parent company accounting and valuation principles.

Note 45. Financial instruments, parent company

Financial instruments are presented in accordance with IFRS 7 Financial Instruments: Disclosures. This note contains figures for the parent company's financial instruments. See also the notes to the consolidated financial statements: Note 6 and financial risk management.

Financial instruments in the balance sheet	Dec 31, 2023	Dec 31, 2022
Assets		
Non-current receivables in Group companies	18,526	11,422
Current receivables in Group companies	176	16
Total financial instruments, assets	18,702	11,438
Liabilities		
Non-current liabilities to Group companies	64	276
Trade payables and current liabilities to Group companies	407	26
Total financial instruments, liabilities	471	302

The fair value of the parent company's financial instruments does not deviate significantly in any case from the carrying amount. All assets belong to the category measured at amortized cost. No assets have been measured at fair value through profit or loss. All financial liabilities belong to the category measured at amortized cost.

Reconciliation with the balance sheet

Assets	Dec 31, 2023
Financial instruments	18,702
Other assets	12,736
Property, plant and equipment and intangible assets	12,736
Holdings in Group companies, joint ventures and other securities	
Other non-current receivables	
Tax assets	
Other current receivables and accrued receivables	
Total assets	31,438
Equity and liabilities	
Financial instruments	
Other liabilities	
Equity	
Provisions	
Other current liabilities and accrued liabilities	
Total equity and liabilities	31,438
Impact of financial instruments on the parent company income statement	
Financial income and expense recognized in financial items	
Interest income on receivables	
Interest expense on financial liabilities measured at amortized cost	
Total	

The parent company has no income or expense from financial instruments that is recognized directly in equity.

Risks attributable to financial instruments

The parent company holds financial instruments almost exclusively in the form of intangible assets. All external management of lending, borrowing, interest and currencies is handled by the Group's subsidiary Skanska Financial Services AB. See also Note 6 to the consolidated financial statements.

Credit risk

The carrying amount of financial instruments, assets, corresponds to the maximum credit exposure. There were no impairment losses on financial instruments as of the closing day. No reserves for future losses were made, as the parent company's trade receivables – with only one small exception – are all classified as low credit risk. The credit risk is therefore minimal.

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Note 46. Revenue, parent company

The parent company's net sales consist mainly of amounts billed to Group companies. The amount includes SEK 1,213 M (76%) in sales to subsidiaries. For other transactions with related parties, see Note 63.

Note 47. Financial items, parent company

2023	Income from holdings in Group companies	Interest income and similar items	Interest expense and similar items	Total
Dividend	10,250			10,250
Interest income		565		565
Interest expense			-35	-35
Total	10,250	565	-35	10,780
2022	Income from holdings in Group companies	Interest income and similar items	Interest expense and similar items	Total
Dividend	9,788			9,788
Interest income		96		96
Interest expense			-4	-4
Total	9,788	96	-4	9,880

Incomes from holdings in Group companies
The amount for dividends consists of dividends as decided by the AGM, amounting to SEK 10,250 M (10,000), less SEK 0 M (-212) in Group contributions distributed.

Net interest
Of interest income, SEK 564 M (96) relates to Group companies. Of interest expense, SEK -35 M (-4) relates to Group companies.

Note 48. Income taxes, parent company

Current taxes	2023	2022
Tax due to changed taxation		
Deferred tax expense/income from change in temporary differences		
Total		
The Swedish tax rate of 20.6 percent in relation to taxes recognized is explained in the table below		
Income after financial items	10,780	10,780
Tax at tax rate of 20.6 percent (20.6)	-2,225	-2,225
Tax effect of:		
Dividends from subsidiaries		2
Non-deductible expenses		
Group contributions paid/tax effect of net interest received		
Recognized tax expense/income		

Non-deductible expenses refers to personnel-related costs and costs for discontinued operations

Deferred tax assets	Dec 31, 2023	Dec 31, 2022
Deferred tax assets for employee-related provisions		
Total		
Change in deferred taxes in balance sheet		
Deferred tax assets, January 1		
Deferred tax expense/income		
Deferred tax assets, December 31		
The parent company expects to be able to utilize deferred tax assets to offset Group contributions operating subsidiaries.		

Note 49. Intangible assets, parent company

Intangible non-current assets are recognized in accordance with IAS 38 Intangible Assets. See Note 1. Amortization of intangible assets for the year according to plan amounted to SEK -3 M (-2) and is included in selling and administrative expenses. In determining the amortization amount, the parent company has paid particular attention to estimated residual value at the end of useful life.

	Intangible assets	
	2023	2022
Accumulated cost		
January 1	22	22
Purchases	8	
	30	22
Accumulated amortization according to plan		
January 1	-21	-19
Amortization for the year	-3	-2
	-24	-21
Accumulated impairment losses		
January 1	0	0
	0	0
Carrying amount, December 31	6	1
Carrying amount, January 1	1	3

Note 50. Property, plant and equipment, parent company

Property, plant and equipment are reported in accordance with IAS 16 Property, Plant and Equipment. See Note 1. Machinery and equipment owned by the parent company are recognized as property, plant and equipment. Depreciation on property, plant and equipment for the year according to plan amounted to SEK -7 M (0).

	Plant and equipment	
	2023	2022
Accumulated cost		
January 1	7	7
Purchases	30	
	37	7
Accumulated depreciation according to plan		
January 1	-7	-7
Depreciation for the year	-7	0
	-14	-7
Carrying amount, December 31	23	0
Carrying amount, January 1	0	0

Note 51. Non-current financial assets, parent company

Holdings and receivables are reported as non-current financial assets. Holdings are allocated between Group companies and joint arrangements. See Note 52 and Note 53. Receivables are allocated between Group companies, deferred tax assets and other non-current receivables. Tax assets are deferred tax assets except deferred tax assets are interest-bearing.

Holdings	Holdings in Group companies		Holdings in joint arrangements		Other
	2023	2022	2023	2022	
Accumulated cost					
January 1	12,045	11,783	3	3	3
Share-based payments to employees of subsidiaries ¹	197	262			
Group contributions paid	255				
Share of income			0	0	0
	12,497	12,045	3	3	3
Accumulated impairment losses					
January 1	0	0	0	0	0
	0	0	0	0	0
Carrying amount, December 31	12,497	12,045	3	3	3
Carrying amount, January 1	12,045	11,783	3	3	3

¹ Equivalent to the portion of the Group's cost for Sepap and Saop of for employees of subsidiaries and recognized accounts as an increase in the carrying amount of holdings in Group companies and an increase in equity. If a deferred tax asset is recognized, the parent company is required to compensate the parent company for the value of the shares issued. Receivables are transferred to the parent company. The amount for 2023 was thus reduced by SEK 252 M (184).

Receivables	Receivables from Group companies		Receivables from other non-current receivables	
	2023	2022	2023	2022
Accumulated cost				
January 1	11,422	5,669	5,753	
Receivables added/settled	7104			
	18,526	11,422		
Carrying amount, December 31	18,526	11,422		
Carrying amount, January 1	11,422	5,669		

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Note 52. Holdings in Group companies, parent company

The following list comprises the parent company's directly owned participations and significant indirectly owned participations in Group companies. The subsidiary Skanska Kraft AB is a holding company that owns the Group's participations in Skanska Group operating companies. Skanska Financial Services AB is the Group's treasury unit (internal bank).

Directly owned holdings in Group companies

Company	Corp. ID No.	Registered office	Percentage of capital and votes	Carrying amount	
				2023	2022
Group companies					
Skanska Financial Services AB	556106-3834	Stockholm	100	70	69
Skanska Kraft AB	556118-0943	Stockholm	100	12,427	11,976
Total				12,497	12,045

Participations owned by Group companies

Company	Corp. ID No.	Registered office	Percentage of capital and votes
Group companies			
Skanska USA Building Inc.	22-3752540	USA	100
Skanska Sverige AB	556033-9086	Stockholm	100
Skanska Industrial Solutions AB	556793-1638	Stockholm	100
Skanska USA Civil Inc.	46-0466061	USA	100
Skanska Construction Holdings UK Ltd	4101344	UK	100
Skanska Norge AS	943049467	Norway	100
Skanska a.s.	26271303	Czechia	100
Skanska S.A.	7780001070	Poland	100
Skanska Oy	0102282-6	Finland	100
Skanska Kommersiell Utveckling Norden AB	556825-9344	Stockholm	100
Skanska Förvaltningstastigheter AB	559342-4533	Stockholm	100
Skanska Central Europe Holding AB	556578-3338	Malmö	100
Skanska USA Commercial Development Inc.	26-1833854	USA	100
Skanska Residential a.s.	2445344	Czechia	100
Boklok Housing AB	556673-3829	Stockholm	100
Skanska Infrastructure Development Inc.	20-4847293	USA	100

The Group has a total of 779 subsidiaries. The above subsidiaries are the main source of the Group's revenue and assets.

Note 53. Holdings in joint arrangements, parent company

Holdings in joint arrangements are reported in accordance with IFRS 11 Joint Arrangements. See Note 54.

Swedish joint arrangements			Registered office	Percentage of capital and votes
Swedish joint arrangements	Corp. ID No.			
Sundlink Contractors HB	969620-7134	Malmö		37
Total				

The company has no operations other than fulfilling warranty obligations.

Note 54. Prepaid expenses and accrued income, parent company

The parent company has prepaid expenses and accrued income of SEK 184 M (22). This amount is included in prepaid insurance premiums and SEK 182 M (21) in other accrued receivables.

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Note 55. Equity, parent company

Restricted and unrestricted equity
According to Swedish law, equity must be allocated between restricted and unrestricted equity. Share capital and the statutory reserve constitute restricted equity.

Unrestricted equity consists of retained earnings and profit for the year.

Parent company equity comprised SEK 1,260 M (1,260) in share capital, SEK 598 M (598) in the statutory reserve, SEK 18,216 M (11,307) in retained earnings and SEK 10,919 M (10,030) in profit for the year.

The Board proposes a dividend for 2023 of SEK 5.50 (7.50) per share.

The proposal is equivalent to a dividend distribution totaling SEK 2,256 M (3,081).

No dividend is distributed for the parent company's holding of Class B treasury shares. The Board proposes Tuesday, April 2, 2024 as the record date to receive the dividend. The total dividend may change by the record date, depending on acquisitions of Class B treasury shares and the transfer of Class B shares to participants in Skanska's long-term employee ownership programs.

Number of shares	2023	2022
Average number of shares outstanding		
after share repurchase transactions and conversion	410,758,367	412,037,581
after share repurchase transactions, conversion and dilution	414,137,628	414,922,620
Total number of shares	419,903,072	419,903,072
The number of shares amounted to 419,903,072 (419,903,072), divided into 19,619,942 (19,654,316) Class A shares and 400,283,130 (400,248,756) Class B shares.		
During the year 34,374 (7,316) Class A shares were converted into the same number of Class B shares. A total of 3,060,000 (2,924,000) Class B shares were repurchased. After distribution of 2,118,371 (1,807,557) shares, there were 9,713,560 (8,771,931) Class B treasury shares remaining.		
The quota value per share is SEK 3.00 (3.00). All shares are fully paid up.		
Each Class A share carries ten votes and each Class B share carries one vote.		
Class B shares are listed on Nasdaq Stockholm.		
According to the Articles of Association, Skanska's share capital may not fall below SEK 1,200 M nor exceed SEK 4,800 M.		

Note 56. Provisions, parent company

Provisions for pensions and similar obligations are reported according to RFR 2. Other provisions are reported according to IAS 37 Provisions, Contingent Liabilities and Contingent Assets. See Note 1.

	Provisions for pensions and similar obligations		Other provisions	
	2023	2022	2023	2022
January 1	134	167	79	84
Provisions for the year/remeasurements	10	-15	15	61
Provisions utilized	-16	-18	-68	-66
December 31	128	134	26	79

Other provisions consists of employee-related provisions.

The normal cycle time for Other provisions is one to three years.

Employee-related provisions include such items as social insurance contributions for employee ownership programs, bonus programs and other obligations to employees.

Note 57. Provisions for pensions and similar obligations, parent company

Pension liabilities according to the balance sheet	Dec 31, 2023
Interest-bearing pension liabilities ¹	
Other pension obligations	
Total	
1 Liabilities in compliance with the Pension Obligations Vesting Act.	
The company's total pension obligations	
Less pension obligations secured through pension funds	
Provisions for pensions and similar obligations¹	
1 Of which SEK 7 M (8) is secured through credit insurance. Other pension obligations are largely secured through policies.	
Of the company's total pension obligations SEK 666 M (633) is for ITP plans.	
No transfers to pensions funds are expected to be made in 2024.	

Reconciliation, provisions for pensions

January 1	2023
Pension expenses	
Benefits paid	
Provisions for pensions according to the balance sheet	

Note 58. Liabilities, parent company

Liabilities are allocated between non-current and current liabilities in accordance with IAS 1 Presentation of Financial Statements. See Note 1.

Accrued expenses and prepaid income

The parent company has accrued expenses and prepaid income of SEK 85 M (77). This relates to a pay of SEK 29 M (25), accrued special payroll tax on pensions of SEK 30 M (27), accrued social insurance contributions of SEK 14 M (12) and other accrued expenses of SEK 12 M (13).

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Note 59. Expected recovery periods for assets and liabilities, parent company

	Dec 31, 2023				Dec 31, 2022			
	Within 12 months	After 12 months	After 5 years	Total	Within 12 months	After 12 months	After 5 years	
Amounts expected to be recovered								
Intangible non-current assets ¹	3	3		6	1			
Property, plant and equipment ¹	7	16		23	0	0		
Non-current financial assets								
Holdings in Group companies and joint arrangements ²		12,500		12,500		12,048		
Receivables in Group companies ³		18,526		18,526		11,422		
Other non-current receivables		101		101		101		
Deferred tax assets		55		55		56		
		31,182		31,182		23,627		
Current receivables								
Current receivables in Group companies	176			176	16			
Tax assets	7			7	10			
Other current receivables	131			131	116			
Prepaid expenses and accrued income	184			184	22			
	498			498	164			
TOTAL ASSETS	508	31,201		31,709	165	23,627		

1 In the case of amounts expected to be recovered within 12 months, the expected depreciation/amortization has been recognized.

2 No portion of the amount is expected to be recovered within 12 months.

3 No portion of the amount is expected to be recovered within 12 months since the lending is considered to be non-current.

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Note 59. Expected recovery periods for assets, provisions and liabilities, parent company, cont.

	Dec 31, 2023				Dec 31, 2022			
	Within 12 months	After 12 months	After 5 years	Total	Within 12 months	After 12 months	After 5 years	
Amounts expected to be paid								
Provisions								
Provisions for pensions and similar obligations	16	112		128	19	115		
Other provisions	14	12		26	66	13		
	30	124		154	85	128		
Liabilities								
Non-current liabilities								
Liabilities to Group companies ¹			64	64				276
			64	64				276
Current liabilities								
Trade payables	63			63	24			
Liabilities to Group companies	344			344	2			
Other liabilities	6			6	5			
Accrued expenses and prepaid income	85			85	77			
	498			498	108			
Total liabilities and provisions	528	124	64	716	193	128		276
Total equity				30,993				
EQUITY AND LIABILITIES				31,709				

1 Intra-Group non-current interest-bearing liabilities are treated as having a maturity of more than five years from the closing day.

Note 60. Assets pledged and contingent liabilities, parent company

Assets pledged
Assets pledged by the parent company totaled SEK 100 M (101), which relates to assets in the form of non-current receivables.

These assets were pledged as collateral for some of the parent company's pension obligations.

Contingent liabilities
Contingent liabilities are reported in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets. Note 1, section IAS 37, describes the accounting principles.

	Dec 31, 2023	Dec 31, 2022
Contingent liabilities on behalf of Group companies	132,997	122,315
Other contingent liabilities	15,754	20,465
	148,751	142,780

Of the parent company's contingent liabilities on behalf of Group companies, almost SEK 116.8 billion relates to obligations for operations in Construction, mainly guarantees provided when Group companies work on construction projects. The remaining contingent liabilities for Group companies relate to guarantees for borrowing by Group companies from credit institutions, guarantee undertakings in connection with divestment of properties by Group companies, guaranteeing Group company undertakings in connection with their joint venture and guaranties for company pension obligations.

Of other contingent liabilities, SEK 9.1 billion (11.9) relates to liability for external entities. A portion of work. Of the remaining SEK 6.7 billion (8.5), SEK 0.4 billion (0.1) is attributable to guarantees provided arrangements in which Group companies are co-owners and SEK 6.3 billion (8.4) is for guarantees financing of residential projects in Sweden.

The amounts in the table include SEK 1 M (1) in parent company contingent liabilities relating to joint trading company undertakings. The company's contingent liabilities relate to guarantees originating from responsibilities as a shareholder in companies.

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Note 61. Cash flow statement, parent company

Adjustments for items not included in cash flow

	2023	2022
Depreciation and amortization	10	2
Capital gain	0	0
Cost of Skanska Employee Ownership Program (Seop)	21	24
Total	31	26
Taxes paid		
Total tax received in the parent company during the year amounted to SEK 1 M (-9).		

The change in interest-bearing liabilities belonging to financing activities is presented in the following table.

	2023	2022
January 1	276	134
Items affecting cash flow from financing activities	-212	142
December 31	64	276

Note 62. Wages and salaries, parent company

Wages, salaries, other remuneration and social insurance contributions 2023

SEK M	Salaries and remuneration	Pension expense	Salaries remuneration
Board of Directors, President and CEO, and other senior executives¹	66.9	19.0	
Other employees	104.0	878	
Less indemnification from pension fund		-90.9	
Total	170.9	15.9	18

Social insurance contributions including

pension expenses	70.0
Total	240.9

1 Of which variable remuneration

	0
--	---

For disclosures of individual remuneration to each board member and the President and CEO, see members appointed by the trade unions, no disclosures are made concerning salaries and remuneration since they do not receive these in their capacity as board members. For board members who were company prior to the beginning of the financial year, disclosures are made concerning pension obligations role as employees.

In 2023, bonuses paid to the President and CEO, and other senior executives amounted to SEK 25. In 2023, an allotment of shares was completed under the employee ownership program. Seop 5. The allotted amounted to SEK 21.8 M (20.2), of which SEK 16 M (15.6) was for board members, the President and other senior executives.

In 2023, Skanska's Swedish pension funds reimbursed Skanska AB in the amount of SEK 90.9 M (88.4). The company's pension obligations outstanding to the President and CEO including former President amounted to SEK 135.1 M (135.6). The company's pension obligations outstanding to other members of the Leadership Team (Executive Vice Presidents) and to other former members of the Group Leadership Team amounted to SEK 86.1 M (88.4).

The cost for the year for defined-contribution pension plans was SEK 35.4 M (30.4) excluding indexation

Average number of employees

Personnel is calculated as the average number of employees. See Note 1.

	2023	of which men	of which women
Sweden	112	61	51

Men and women on the Board of Directors and Group Leadership Team on the closing day

	Dec 31, 2023	of which men, %	of which women, %
Board members elected by the Annual General Meeting	8	62	38
Board members appointed by the trade unions	3	67	33
President and CEO, and other senior executives	8	62	38

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Note 63. Related party transaction disclosures, parent company

Disclosures on related parties, transactions with related parties and balances outstanding are provided in accordance with IAS 24 Related Party Disclosures.

For information on remuneration to senior executives and board members, see Note 62 and Note 37. Other than the information provided in Note 62 and Note 37, no transactions with natural persons that are related parties have taken place.

The parent company is a related party to its subsidiaries. See Note 20A. Intra-Group transactions are presented below:

	2023	2022
Sales to Group companies	1,213	767
Purchases from Group companies	-426	-149
Interest income from Group companies	564	96
Interest expense for Group companies	-35	-4
Dividends from Group companies	10,250	9,788
Non-current receivables in Group companies	18,526	11,422
Current receivables in Group companies	176	16
Non-current liabilities to Group companies	64	276
Current liabilities to Group companies	344	2
Contingent liabilities on behalf of Group companies	132,997	122,315
All transactions were completed on market terms.		

Note 64. Disclosures in accordance with the Annual Accounts Act, Chapter 2 a, parent company

Due to the requirements in the Swedish Annual Accounts Act, Chapter 6, Section 2 a concerning disclosure of circumstances that may affect the possibility of a takeover of the company through a public takeover of the company, the following disclosures are provided.

1. The total number of shares in the company on December 31, 2023 was 419,903,072, divided into shares with 10 votes each and 400,283,130 Class B shares with one vote each.
2. There are no restrictions on the transferability of shares based on provisions in the law or the Articles of Association.
3. Of the company's shareholders, only AB Industrivärden and the Lundberg Group directly or indirectly own shares representing at least one tenth of the voting power of all shares in the company. On December 31, 2023, AB Industrivärden's holding amounted to 24.5 percent of total voting power in the company and the Lundberg Group's holding to 13.2 percent of total voting power in the company.
4. Skanska's pension fund does not own any shares in Skanska directly. There is however an insignificant amount of indirectly owned shares via investments in various mutual funds.
5. The Class A shares entitle the holders to ten votes per share and the Class B shares to one vote otherwise no restrictions in the Articles of Association on the number of votes each shareholder meeting of shareholders.
6. The company is not aware of any agreements between shareholders that may result in restrictions on the transferability of shares.
7. The Articles of Association state that the appointment of board members is to take place at the Annual General Meeting. The Articles of Association contain no stipulations on disqualification of board members or amendments to the Articles of Association.
8. The Annual General Meeting 2023 resolved in accordance with the proposal by the Board of Directors to authorize the Board to resolve on acquisitions of Class B treasury shares on the following conditions:
 - A. Acquisitions of Class B shares may only be effected on Nasdaq Stockholm.
 - B. The authorizations may be exercised on one or several occasions, however at the latest before the Annual General Meeting 2024.
 - C. A maximum of 3,500,000 Class B treasury shares may be acquired to secure delivery of Class B shares to participants in the Skanska employee ownership program for the financial years 2023, 2024 and 2025 at the Annual General Meeting 2022 (Seop 6).
 - D. A maximum of such amount of Class B treasury shares may be acquired that the parent company's share capital after each acquisition amounts to a maximum of one-tenth of the total number of shares in the company. The Board increased freedom of action to be able to adapt the company's capital structure and to increased shareholder value.
 - E. Acquisitions of Class B shares on Nasdaq Stockholm may only be made at a price within the official quotation range (bid and ask) or at a price between the highest bid and the lowest selling price.
 - F. The authorizations may be exercised on one or several occasions, however at the latest before the Annual General Meeting 2024.
 - G. The authorizations may be exercised on one or several occasions, however at the latest before the Annual General Meeting 2024.
9. Skanska AB or its Group companies are not party to any material agreement that may go into effect or be amended that may affect the possibility of a takeover of the company through a public takeover of the company.
10. There are agreements between Skanska AB or its Group companies and employees that prescribe employment is terminated without reasonable grounds. Such remuneration may not exceed 18 months' fixed salary after the end of the notice period or, in the case of the President and CEO, a maximum of 12 months' fixed salary after the end of the notice period.
11. There are no agreements prescribing termination of employment as a consequence of a public takeover of the company.

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Note 65. Supplementary information, parent company

Skanska AB (publ), Swedish corporate identity number 556000-4615, is the parent company of the Group.

The company has its registered office in Stockholm, Stockholm County, Sweden, and is a limited company in compliance with Swedish legislation.

The company's headquarters are located in Stockholm, Stockholm County, Sweden.

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Tel: +46 (0)10 448 00 00
email: investor.relations@skanska.se

Note 66. Events after the reporting period, parent company

There are no material events after the end of the reporting period to report for the parent company.

Note 67. Allocation of earnings

The Board of Directors and the CEO propose that the profit for 2023, SEK 10,918,901,144, plus the SEK 18,215,902,635, totaling SEK 29,134,803,779, be allocated as follows:

A dividend to the shareholders of¹
To be carried forward
SEK 5.50 per share

Total

¹Based on the total number of shares outstanding on December 31, 2023. The total dividend may change by the re on acquisitions of Class B treasury shares and the transfer of Class B shares to participants in Skanska's long-term program.

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The Board's assurance

The consolidated annual accounts and the annual accounts, respectively, have been prepared in accordance with the international accounting standards referred to in Regulation (EC) No. 1606/2002 of the European Parliament and of the Council of July 19, 2002 on the application of IFRS and with generally accepted accounting principles, and provide a true and fair view of the position and results of the Group and the parent company. The Report of the Directors for the Group and the parent company provides a true and fair view of the operations, financial position and results of the Group and the parent company, and describes the principal risks and uncertainties facing the parent company and the companies included in the Group.

The Annual and Sustainability Report was signed by all of the above in Stockholm, February 7, 2024.

Hans Blörck
Chairman

Richard Hirstedt
Board member

Mats Hederas
Board member

Jan Gurander
Board member

Ola Fält
Board member

Pär Boman
Board member

Yvonne Stenman
Board member

Ann E. Massey
Board member

Catherine Marcus
Board member

Fredrik Lundberg
Board member

Åsa Söderström
Board member

Anders Danielsson
President and Chief Executive Officer

Our Auditor's Report was submitted
on March 5, 2024
Ernst & Young AB

Rickard Andersson
Authorized Public Accountant

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Auditor's report

This is a translation from the Swedish original. To the general meeting of the shareholders of Skanska AB (Publ), corporate identity number 556000-4615

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Skanska AB (publ) for the year 2023 except for the statutory sustainability report on pages 16, 48, 61 and 63–78. The annual accounts and consolidated accounts of the company are included on pages 16, 48, 61, 63–93 and 99–208 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of December 31st, 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of December 31st, 2023 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS), as adopted by the EU, and the Annual Accounts Act. A corporate governance statement has been prepared. Our opinions do not cover the statutory sustainability report on pages 16, 48, 61 and 63–78.

The statutory administration report and the corporate governance statement are consistent with the other parts of the annual accounts and consolidated accounts, and the corporate governance statement is in accordance with the Annual Accounts Act.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the income statement and the statement of financial position of the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This

includes that, based on the best of our knowledge and belief, no prohibited services have been provided to the parent company or its controlled companies within the EU where applicable, its parent company or its controlled companies within the EU. We believe that the audit evidence we have obtained is sufficient and appropriate basis for our opinions.

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, are of most significance in our audit of the annual accounts and consolidated accounts for the period. These matters were addressed in the context of our audit of and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of the matter addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities section of the financial statements section of our report, including in relation to these matters. Our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

Revenue recognition over time in Construction contracts

Description

The main portion of the company's income relates to construction contracts. For the year 2023, revenues from construction contracts amount to MSEK 160,636. Usually a performance obligation is satisfied over time, which means that revenue should be recognized as the company measures the progress towards complete satisfaction of that performance obligation. Revenue is recognized on the basis of the company's efforts to the satisfaction of a performance obligation relative to the total expected efforts. This requires the entity to be able to estimate its progress towards complete satisfaction of the performance obligation and its transaction price. This in turn requires that the Group has effective, coordinated cost estimation, forecasting and revenue/expenditure reporting. Also, a consistent method is required to assess the final outcome of the project, including analysis of differences with earlier assessment dates. This critical judgment is performed at least once

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How our audit addressed this key audit matter

Our audit procedures include, among others, analytical procedures of revenue and margins of material projects and data analytics of transactions. We have audited samples of revenue and costs in selected projects, which are of material size or represents a significant risk to the company. We have also had discussions with the company's controllers and responsible project managers about assessments, assumptions and estimates related to revenue recognition, profit margin and cost allocation.

We have also audited material contracts to identify potential risks for penalties due to any delays in the projects, and we also have continuous meetings with the Company's internal legal representatives. We have audited provisions and other reserves related to projects within Construction based on underlying support and the Company's assessments.

We have continuous meetings and discussions with responsible auditors in each country to identify and cover country-specific risks.

We have assessed the historical accuracy of the company's estimates of the final outcomes of projects through discussions with Group Leadership Team and Audit Committee regarding the actual outcome.

In addition, we have evaluated whether the valuation of revenue in the Company's accounting principles is reasonable and assessed the completeness of the disclosure requirements, which are found in Note 4 "Operating Segments" and Note 9 "Contract assets and contract liabilities".

Valuation of investments in project development

Description

The book value of investments in project development, which constitute current asset properties, amounts to MSEK 58,660 as shown in Note 22 "Current-asset properties/Project development". As shown in Note 22 the current-asset properties are carried at cost or net realizable value, whichever is lower. The company therefore makes calculations of the net realizable value. Potential impairment in development projects under construction and completed projects could have significant impact on the company's net income. Changes in the supply of similar projects, as well as changes in demand may materially affect both estimated market values and carrying amounts for each project. These projects vary in size and the investment cycle could be either short or long.

How our audit addressed this key audit matter

Our audit procedures include assessing budgets and financial projections and financial input used to determine the value in use models. We have also audited by external appraisers. We specifically focused on the sensitivity in the difference between the net realizable value/estimated value and book values of the projects, where possible change in assumptions could cause the carrying amount to exceed its present value. We also assessed the historical accuracy of the company's estimate of final outcomes of valuation through discussions with Group Leadership Team and Audit Committee regarding the actual outcome.

Finally, we evaluated the adequacy of the Company's disclosures included in Note 22 "Current-asset properties/Project development".

Litigations and legal matters

Description

The provision for legal disputes amounts to MSEK 2,597. As outlined in Note 22 "Current-asset properties/Project development", the Company is exposed to potential legal matters and disputes in the Construction business stream for contracts that have been completed. Legal disputes including any provisions is a key audit matter to our audit because management is required. The assessment process is complex and entails significant judgment. In addition, some of the matters are in countries where the legal system stretch out over an extended period of time.

How our audit addressed this key audit matter

We have gained an understanding of the litigations and legal matters through discussions with the responsible persons within the Company, the Group Leadership Team and Audit Committee. We have read the internal position papers prepared by the Company's legal advisors' letters to the extent considered necessary for our audit. For material legal matters we tested the underlying facts and circumstances considered for the legal advisors to reach their conclusions and assessed the best estimate of the legal advisors' letters to the extent considered necessary for our audit. For associated provisions as determined by the Company.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–15, 17–47, 49–60, 62, 94–98 and 215–224. The Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover other information and we do not express any form of assurance conclusion regarding this other information.

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In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to

provide a basis for our opinions. The risk of not detecting a material misstatement from fraud is higher than for one resulting from error, as fraud may involve intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to our audit design audit procedures that are appropriate in the circumstances, but not expressing an opinion on the effectiveness of the company's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.

- Conclude on the appropriateness of the Board of Directors' and the Managing Director's of the going concern basis of accounting in preparing the annual accounts of the company. We also draw a conclusion, based on the audit evidence obtained, on any material uncertainty exists related to events or conditions that may cast doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause a company and a group to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient and appropriate audit evidence regarding the financial information of the company and the group to express an opinion on the company's and the group's financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during the audit, and significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have communicated relevant ethical requirements regarding independence, and to communicate with the Board of Directors and other matters that may reasonably be thought to bear on our audit and where applicable, related safeguards.

From the matters communicated with the Board of Directors, we determine the matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and any other key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Skanska AB (publ) for the year 2023 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to a claim for damages by the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Report, or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company is to express an opinion on whether the proposed appropriations are adequate to cover the company's operating expenses, and thereby our opinion about this, is to assess with reasonable degree of certainty whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that the financial statements are free from material misstatements. Auditing standards in Sweden are based on the assumption that the auditor is not responsible for detecting all errors and omissions that can give rise to liability to the company, or that the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the examination of the administration and the proposed appropriations of the company. Our opinion on the audit of the accounts. Additional audit procedures for loss is based primarily on the audit of the accounts. Additional audit procedures for loss are based on our professional judgment with starting point in risk and materiality. That we focus the examination on such actions, areas and relationships that are the operations and where deviations and violations would have particular impact on the company's situation. We examine and test decisions undertaken to support the actions taken and other circumstances that are relevant to our opinion on support from liability. As a basis for our opinion on the Board of Directors' proposed appropriation of the company's profit or loss we examined the Board of Directors' reasoned selection of supporting evidence in order to be able to assess whether the proposed appropriation is in accordance with the Companies Act.

The auditor's examination of the ESEF report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Act (2007:528) for Skanska AB (publ) for the financial year 2023.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esec report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

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Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the *Auditors' responsibility* section. We are independent of Skanska AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies ISQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or other Assurance or Related Services Engagements* which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with professional ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that has been prepared in a format that enables uniform electronic reporting of the consolidated accounts. The procedures selected depend on the auditor's judgment of the assessment of the risks of material misstatement in the report, whether due to error. In carrying out this risk assessment, and in order to design audit procedures appropriate in the circumstances, the auditor considers those elements of internal control relevant to the preparation of the Esef report by the Board of Directors and Director, but not for the purpose of expressing an opinion on the effectiveness of internal controls. The examination also includes an evaluation of the appropriateness of assumptions made by the Board of Directors and the Managing Director.

Furthermore, the procedures also include an assessment of whether the consistency of financial performance, financial position, changes in equity, cash flow and other data in the Esef report have been marked with iXBRL in accordance with what follows in regulation.

The auditor's opinion regarding the statutory sustainability report

The Board of Directors is responsible for the statutory sustainability report on pages 63–78, 99–105 and 130–133 and that it is prepared in accordance with the Annual Report of Skanska AB 2023. Our examination has been conducted in accordance with FAR's auditing standards and the auditor's opinion regarding the statutory sustainability report. This means that the statutory sustainability report is different and substantially less in scope than the statutory sustainability report in accordance with International Standards on Auditing and general auditing standards in Sweden. We believe that the examination has provided a basis for our opinion.

A statutory sustainability report has been prepared.

Ernst & Young AB, Box 7850, 103 99 Stockholm, was appointed auditor of Skanska AB at the general meeting of the shareholders on March 29, 2023 and has been the company auditor since the 2016.

Stockholm March 5, 2024
Ernst & Young AB

Rickard Andersson
Authorized Public Accountant

Auditor's limited assurance report on Skanska AB's greenhouse gas, health and safety, energy, and waste reporting

This is the translation of the auditor's report in Swedish. To Skanska AB, corp id 556000-4615

Introduction

We have been engaged by the Board of Directors of Skanska AB (publ) ("Skanska") to undertake a limited assurance engagement of the information specified below (the "Subject Matters") in Skanska's Annual and Sustainability report 2023. The company has defined the scope of the Subject Matters on page 78 in this document.

The Sustainability information reviewed is limited to the following GRI Disclosures:

- Greenhouse gas emissions (p. 46–52, 68)
 - Direct GHG emissions (Scope 1)
 - Energy indirect GHG emissions (Scope 2)
 - Other indirect GHG emissions (Scope 3)
- Health and safety (p. 60–62, 69)
 - Energy (p. 68)
 - Waste (p. 52, 68)
- Reporting principles related to above areas

Our assurance does not extend to any other information in Skanska's Annual and Sustainability report 2023, and accordingly, we do not express a conclusion on this information.

Responsibilities of the Board and Executive Management

The Board of Directors and the Executive Management are responsible for the preparation of the greenhouse gas, health and safety, energy and waste reporting in accordance with the applicable Criteria, as explained on page 78 in Skanska's Annual and Sustainability report 2023 and that consists of the Greenhouse Gas Protocol, and GRI (Global Reporting Initiative) Standard 403: *Occupational health and safety*, GRI Standard 302: *Energy*, and GRI Standard 306: *Waste* which are applicable to the Subject Matters, as well as the accounting and calculation principles that the company has developed. This responsibility includes the internal control relevant to the preparation of the reporting that is free from material misstatements, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express a conclusion on the presentation of the Subject Matters based on the limited assurance procedures we have performed. Our engagement is limited to historical information presented in this document and does therefore not include future oriented information.

We conducted our limited assurance procedures in accordance with the ISAE 3000 (revised) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.

A limited assurance engagement consists of making inquiries, primarily of personnel responsible for the preparation of the presentation of the greenhouse gas, health and safety, and waste management information and applying analytical and other limited procedures. A limited assurance engagement has a different focus and a consequently different scope compared to the focus and scope of an audit in accordance with International Auditing and generally accepted auditing standards in Sweden.

The audit firm applies ISQM 1 (International Standard on Quality Management) so that we design, implement and operate a system of quality management including procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent in relation to our clients and have no conflicts of interest with them. We are independent in relation to our work in accordance with professional ethics for accountants in Sweden and have other measures in place to ensure independence in accordance with these requirements.

The procedures performed in a limited assurance engagement do not enable us to provide such assurance that we would become aware of all significant matters that could be identified if an audit was performed.

The conclusion based on a limited assurance engagement, therefore, does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board and Executive Management.

We believe that the evidence obtained is sufficient and appropriate to provide conclusion below.

Conclusion

Based on the limited assurance procedures performed, nothing has come to our attention that causes us to believe that the greenhouse gas, health and safety, energy, and waste information for the financial year ending on 31 December 2023 is not, in all material aspects, in accordance with the specified criteria.

Stockholm March 5, 2024
Ernst & Young AB

Rickard Andersson Authorized Public Accountant	Marianne Förlinder Expert member of FAR
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GRI Standard	Disclosure	Page	Omission/Comments
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Note 4, note 64, 222	
	2-2 Entities included in the organization's sustainability reporting	78, 85	No deviation from financial reporting
	2-3 Reporting period, frequency and contact point	78	Reporting period: January 1, 2023 – March 6, 2023 Contact point: Christian Jakobsson, EHS Management & Reporting Antonia Joneind, SVP Investor Relations
2-4 Restatements of information		68, 78	
2-5 External assurance		2, 214	
2-6 Activities, value chain and other business relationships		23 – 38, 44, 63 – 64	Supply chain is managed at BU level on Group level to develop processes diligence and consolidation of data.
2-7 Employees		70, 78	The type of employment is not reported at BU level and the data is managed at Group level.
2-8 Workers who are not employees		–	Managed at BU level and the data is reported at Group level. Subcontractors' accidents are reported at Group level.
2-9 Governance structure and composition		80 – 91	
2-10 Nomination and selection of the highest governance body		80 – 85	
2-11 Chair of the highest governance body		81, 83	
2-12 Role of the highest governance body in overseeing the management of impacts		80 – 89, 66 – 67	
2-13 Delegation of responsibility for managing impacts		80 – 89, 66 – 67	
2-14 Role of the highest governance body in sustainability reporting		80 – 89, 66 – 67	
2-15 Conflicts of interest		80 – 89, 63 – 64	
2-16 Communication of critical concerns		64, 66, 69 – 70	
2-17 Collective knowledge of the highest governance body		80 – 91	
2-18 Evaluation of the performance of the highest governance body		80 – 89	
2-19 Remuneration policies		94 – 98	
2-20 Process to determine remuneration		94 – 98	
2-21 Annual total compensation ratio		97 – 98, note 37	The data is not disclosed
2-22 Statement on sustainable development strategy		8 – 9	
2-23 Policy commitments		43 – 44, 63 – 64, 66 – 67	
2-24 Embedding policy commitments		43 – 44, 63 – 64, 66 – 67	
2-25 Processes to remediate negative impacts		63 – 64, 66 – 67	
2-26 Mechanisms for seeking advice and raising concerns		64	
2-27 Compliance with laws and regulations		80, note 33	
2-28 Membership associations		44, 67	A selection of members are reported
2-29 Approach to stakeholder engagement		43, 66 – 67	
2-30 Collective bargaining agreements		–	The data is not consolidated at Group level

GRI Standard	Disclosure	Page	Omission/Comments	SASB	SDG	UN Global Compact
Material Topics						
Climate						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	43, 66–67		 Subtargets: 8.4	Principle 7, En Businesses sh a precautionar environmental
	3-2	List of material topics	43			
	3-3	Management of material topics	43, 47–52, 66–67, 78	IF-EN-160a.2, IF-EN-410a.1, IF-EN-410a.2		
	302-1	Energy consumption within the organization	68, 78	Steam and self-generated electricity are not consolidated at Group level.		
	302-2	Energy consumption outside of the organization	68, 78	Energy consumption is not disclosed. Expected energy consumption is used to calculate emissions from use of sold products.		 Subtargets: 13.1
	302-3	Energy intensity	68, 78			
	302-4	Reduction of energy consumption	68, 78			
	302-5	Reductions in energy requirements of products and services	51, 78			
	3-3	Management of material topics	43–52, 66–67, 78	IF-EN-160a.2, IF-EN-410a.1, IF-EN-410a.2		
	305-1	Direct (Scope 1) GHG emissions	68, 78			
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	68, 78			
	305-3	Other indirect (Scope 3) GHG emissions	68, 78			
	305-4	GHG emissions intensity	68, 78			
	305-5	Reduction of GHG emissions	49, 68, 78			

GRI Standard	Disclosure	Page	Omission/Comments	SASB	SDG	UN Global Compact
Responsibility						
GRI 205: Anti-Corruption 2016	3-3 Management of material topics	63–64, 66–67		IF-EN-510a.3	 Subtargets: 5.1 5.5	Principle 1, Human Rights Businesses should respect the internationally recognized human rights.
	205-2 Communication and training about anti-corruption policies and procedures	69, 78		IF-EN-510a.3		
	205-3 Confirmed incidents of corruption and actions taken	64, note 33	Not broken down by employee category, business partner or region.	IF-EN-510a.2		
GRI 206: Anti-competitive behavior 2016	3-3 Management of material topics	63–64		IF-EN-510a.3	 Subtargets: 8.5 8.7 8.8	Principle 2, Human Rights Businesses should ensure that they are not complicit in human rights abuses.
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Note 33		IF-EN-510a.2		
	3-3 Management of material topics	66–67		IF-EN-160a.2		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	52, 78			 Subtargets: 11.6	Principle 3, Human Rights Businesses should ensure that their operations and activities do not infringe on the freedom of association and collective bargaining rights.
	306-2 Management of significant waste-related impacts	52, 78	Limited to % of self-generated waste to landfill. Hazardous waste is not reported. Ongoing quality assurance for waste data disclosure on Group level.			
	306-4 Waste diverted from disposal	68				
	3-3 Management of material topics	63–64, 66–67		IF-EN-160a.2		
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	63–64			 Subtargets: 12.2 12.4 12.5	Principle 4, Labor Rights Businesses should ensure that they do not engage in forced or compulsory labor.
	3-3 Management of material topics	61–62, 66–67				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	61–62			 Subtargets: 16.5	Principle 5, Labor Rights Businesses should ensure that they do not discriminate on the basis of race, ethnicity, or social origin.
	403-2 Hazard identification, risk assessment, and incident investigation	61–62				
	403-3 Occupational health services	62				
	403-4 Worker participation, consultation, and communication on occupational health and safety	61–62, 69–70				
	403-5 Worker training on occupational health and safety	61–62				
	403-6 Promotion of worker health	61–62				
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	61–64				
	403-8 Workers covered by an occupational health and safety management system	61				
	403-9 Work-related injuries	69	The number of hours and rate of recordable work-related injuries is not reported.	IF-EN-320a.1		

Responsibility cont.

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topics

65 –67

Age groups are not reported.

405-1 Diversity of governance bodies and employees

65, 70

63 –67

GRI 406: Non-discrimination 2016

3-3 Management of material topics

406-1 Incidents of discrimination and corrective actions taken

64

Number and type of action are not reported.

GRI 409: Forced or compulsory labor 2016

3-3 Management of material topics

63 –64, 66 –67

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

63–64

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topics

63 –64, 66 –67

63–64

Supply chain is managed at BU level. The percentage of screened suppliers is not consolidated at Group level. Ongoing activities on Group level to develop processes for supply chain due diligence and consolidation of data.

Sustainable industry

Skanska's own disclosure

SoD-1 Value of certified commercial buildings

48

IF-EN-410a.1



Subtargets:

9.1

9.4



Subtargets:

11.1

11.2

11.3

11.6

11.7

Unmapped SASB metrics

IF-EN-160a.1; IF-EN-250a.1+2; IF-EN-410b.2-3; No Group level disclosure

IF-EN-000.A-B

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Zero

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Quarterly information

In accordance with IFRS									
SEK M	2023				2022				Q1
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	
Order bookings	44,137	32,659	63,152	25,847	51,607	43,821	37,270	29,967	
Profit									
Revenue	46,157	42,244	42,292	36,475	42,362	43,229	42,551	35,032	
Cost of sales	-42,914	-39,284	-37,964	-33,708	-37,412	-38,706	-38,149	-32,216	
Gross income	3,243	2,959	4,328	2,767	4,950	4,523	4,402	2,816	
Selling and administrative expenses	-2,509	-2,340	-2,274	-2,262	-2,720	-2,003	-2,244	-2,031	
Change in value, investment properties	200	0	-25	0	1,327	0	8	357	
Income from joint ventures and associated companies	739	201	166	90	297	235	53	51	
Operating income	1,673	820	2,194	594	3,854	2,755	2,220	1,193	
Interest income	196	210	148	158	158	109	54	34	
Interest expense	-3	-42	-3	-2	43	-27	-21	-43	
Change in market value	35	-1	1	2	2	4	-4	2	
Other financial items	-53	-13	-12	-10	-1	-16	-17	14	
Financial items	175	152	134	147	202	69	11	8	
Income after financial items	1,849	973	2,328	742	4,056	2,824	2,231	1,200	
Income taxes	-188	-152	-376	-145	-789	-548	-455	-235	
Profit for the period	1,661	821	1,952	596	3,267	2,276	1,776	965	
Profit for the period attributable to parent company shareholders	1,659	808	1,941	590	3,261	2,267	1,765	963	
non-controlling interests	1	12	11	6	6	9	11	2	
Other comprehensive income									
Items that will not be reclassified to profit or loss for the period									
Remeasurement of defined-benefit pension plans	-1,447	404	549	767	202	1,622	1,066	928	
Tax related to items that will not be reclassified to profit or loss for the period	289	-76	-109	-168	-42	-342	-194	-214	
	-1,158	328	440	599	160	1,280	872	715	

In accordance with IFRS					2023				2022			
SEK M	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
Items that have been or will be reclassified to profit or loss for the period												
Transition differences attributable to equity holders	-1,750	-447	1,316	-67					-561	1,032		
Transition differences attributable to non-controlling interests	-7	-9	6	6					5			
Hedging of exchange rate risk in foreign operations	-39	-7	25	-2					-18	2		
Effect of cash flow hedges	28	-63	11	16					47			
Share of other comprehensive income of joint ventures and associated companies	-51	18	14	-10					1	1		
Tax related to items that have been or will be reclassified to profit or loss for the period	-5	16	0	1					-10			
Other comprehensive income after tax for the period	-1,824	-491	1,372	-56					-596	1,050		
Comprehensive income for the period	-2,982	-163	1,813	542					-877	2,337		
Comprehensive income for the period attributable to	-1,321	657	3,764	1,138					-1,391	4,644		
parent company shareholders	-1,315	654	3,747	1,126					-1,380	4,635		
non-controlling interests	-6	4	18	12					11	9		
Order backlog ¹	229,637	239,663	250,303	217,894	262,771	227,935	242,800	207,445	262,771	227,935	242,800	207,445
Capital employed	77,560	74,234	75,273	70,727	77,445	71,767	73,499	69,499	77,445	71,767	73,499	69,499
Interest-bearing net receivables/net liabilities	9,037	5,061	3,758	8,406	10,006	12,701	10,006	12,701	10,006	12,701	10,006	12,701
Debt/equity ratio	-0.2	-0.1	-0.1	-0.2	-0.2	-0.1	-0.2	-0.1	-0.2	-0.1	-0.2	-0.1
Return on capital employed, %	8.2	11.2	13.9	14.1	16.2	13.3	15.2	13.3	16.2	13.3	15.2	13.3
Cash flow												
Cash flow from operating activities	5,445	891	-1,015	-2,115	6,044	3,881	-1,015	-2,115	6,044	3,881	-1,015	-2,115
Cash flow from investing activities	1,393	982	1,148	2,475	1,348	499	1,148	2,475	1,348	499	1,148	2,475
Cash flow from financing activities	4,007	-1,269	-3,468	-526	2,255	-921	-3,468	-526	2,255	-921	-3,468	-526
Cash flow for the period	10,846	604	-3,335	-166	9,647	3,459	-3,335	-166	9,647	3,459	-3,335	-166
1 Refers to Construction.												

¹ Refers to Construction.

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Business streams

In accordance with IFRS

SEK M	2023				2022			
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
Order bookings								
Construction	44,137	32,659	63,152	25,847	51,607	43,821	37,270	29,967
Total	44,137	32,659	63,152	25,847	51,607	43,821	37,270	29,967
Revenue								
Construction	41,612	40,917	40,584	37,524	42,732	40,174	39,712	33,387
Residential Development	3,662	2,727	2,974	2,202	2,572	2,646	2,396	1,907
Commercial Property Development	5,308	1,463	1,881	248	3,658	3,776	3,908	3,727
Investment Properties	55	44	45	41	20	10	10	10
Central and Eliminations	-4,480	-2,908	-3,191	-3,540	-6,619	-3,377	-3,475	-3,989
Total	46,157	42,244	42,292	36,475	42,362	43,229	42,551	35,032
Operating Income								
Construction	1,843	1,365	1,391	1,033	2,305	1,348	1,360	756
Residential Development	-170	-211	402	-81	402	493	310	140
Commercial Property Development	-570	-307	406	-144	1,293	731	680	545
Investment Properties	-129	31	6	30	100	7	8	25
Central	607	-85	-73	-159	-160	112	-155	-135
of which PPP sales	877	193	138	72	124	202	37	33
Eliminations	92	26	63	-85	-86	63	17	-139
Total	1,673	820	2,194	594	3,854	2,755	2,220	1,193

According to segment reporting								
SEK M	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
Order bookings								
Construction	44,137	32,659	63,152	25,847	51,607	43,821	37,270	29,967
Total	44,137	32,659	63,152	25,847	51,607	43,821	37,270	29,967
Revenue								
Construction	41,612	40,917	40,584	37,524	42,732	40,174	39,712	33,387
Residential Development	1,867	911	1,649	586	1,463	1,463	1,881	248
Commercial Property Development	2,832	1,375	857	267	3,658	3,776	3,908	3,727
Investment Properties	56	44	45	41	20	10	10	10
Central and Eliminations	-4,480	-2,900	-3,194	-3,540	-6,619	-3,377	-3,475	-3,989
Total	41,886	40,348	39,940	34,878	40,350	38,600	37,270	30,350
Operating Income								
Construction	1,843	1,365	1,391	1,033	2,305	1,348	1,360	756
Residential Development	-502	-494	49	-314	402	493	310	140
Commercial Property Development	-932	-277	-15	-142	1,293	731	680	545
Investment Properties	-129	31	6	30	100	7	8	25
Central	607	-85	-73	-159	-160	112	-155	-135
of which PPP sales	877	193	138	72	124	202	37	33
Eliminations	69	9	-27	-54	-86	63	17	-139
Total	957	549	1,331	394	3,854	2,755	2,220	1,193

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Skanska share data

Skanska's Class B shares are quoted and traded on Nasdaq Stockholm. Skanska's market capitalization was SEK 77 billion on December 31, 2023.

Share price performance

The Skanska share price (SKAB)¹ increased by 9 percent in 2023. The OMX Stockholm Index increased by 13 percent and the DJ Construction & Materials Titans Index increased by 31 percent during the same period. The closing price of Skanska's Class B share was SEK 182.35.

The year high in 2023 was SEK 195.00 on February 2, and the year low was SEK 141.60 on June 22. Total shareholder return for Skanska's Class B share for 2023 was 16 percent compared to 19 percent for the OMX Stockholm Index and 38 percent for DJ Construction & Materials Titans Index.

Dividend

Pursuant to our dividend policy, 40–70 percent of profit for the year is paid out as dividends to shareholders, provided that the company's overall financial status is stable and satisfactory.

For the 2023 financial year, the Board of Directors proposes a dividend of SEK 5.50 (7.50) per share. This represents a pay-out ratio of 70 percent, corresponding to SEK 2,256 M (3,083). No dividend is paid out for the parent company's holdings of Class B treasury shares. The total dividend amount

may change by the record date, depending on share repurchases and transfers to participants in Skanska's long-term employee ownership program, Seop.

5.50

Proposed dividend per share, SEK, 2023

7.89

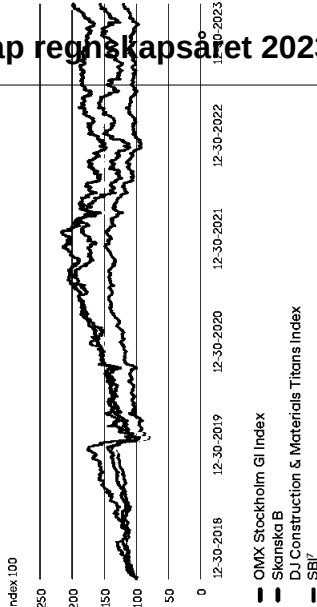
Earnings per share, SEK, 2023

History Skanska share

	2023	2022	2021	2020	2019
Year-end share price, SEK	182.35	165.00	234.20	209.70	211.70
Year-end market capitalization, SEK bn	76.6	69.3	98.3	88.1	88.9
Number of shares, million ²	4199	4199	4199	4199	4199
of which Class B shares in Skanska's own custody, million	9.7	8.8	7.7	7.6	8.4
Highest share price during the year, SEK	195.00	245.00	258.80	238.90	216.00
Lowest share price during the year, SEK	141.60	134.40	203.30	146.00	140.85
Yield, percent ³	3.0	4.5	4.3	4.5	1.5
Earnings per share ⁴ , SEK	7.89	18.62	19.80	22.46	15.46
Regular dividend per share, SEK	5.50 ⁵	7.50	10.00	9.50	3.25
Dividend pay-out ratio ⁶ , %	70	40	51	42	21

1 Bloomberg ticker SKAB:SS. Reuters quote SKAB:ST.
2 Number of shares at year-end including the parent company's holdings of Class B treasury shares.
3 Dividend as a percentage of respective year-end share price.
4 Earning per share according to segment reporting divided by the number of shares outstanding.
5 Based on the dividend proposed by the Board of Directors.
6 Dividend as a percentage of earnings per share.
7 Strategic Benchmark Index (SBI) consists of listed companies, that, taken together, reflects Skanska's operations.

Total return on Skanska's Class B share compared to indexes



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Skanska share data, cont.

Shareholder structure

73 percent of the share capital is owned by investors registered in Sweden and 27 percent by foreign investors. The USA and Norway account for the highest percentage of shareholders registered outside Sweden.

Shareholder structure

Holding	No. of shareholders	No. of shares	Capital (%)	Votes (%)
1–1,000	100,737	22,422,027	5.3	3.8
1,001–10,000	15,558	42,891,698	10.2	7.5
10,001–20,000	727	10,310,549	2.5	2.0
20,001–	684	295,352,688	70.3	78.5
Anonymous holding		48,926,110	11.7	8.2
Total	117,706	419,903,072	100	100

Share distribution

	Class A	Class B	Total
Number of registered shares	19,619,942	400,283,130	419,903,072

During 2023, 34,374 Class A shares were converted into Class B shares at the request of shareholders. The total number of votes in the company subsequently amounted to 596,482,550.

Largest shareholders in Skanska AB by voting power, December 31, 2023

Shareholder	% of voting power	% of capital stock
Industrivärden AB	24.5	7.7
Lundberg Group	13.2	5.9
AMF Insurance & Funds	5.6	7.9
Skanska-employees through Seop ¹	4.4	6.2
Vanguard	2.3	3.2
SHB Funds & Life Insurance	2.0	2.8
BlackRock	2.0	2.8
Carnegie Funds	1.9	2.6
Norges Bank	1.4	2.0
Folksam	1.2	1.7
10 largest shareholders in Skanska	58.5	42.9
Other shareholders in Skanska	41.5	57.1
Total	100	100

Liquidity

Cboe Global markets (Chicago Board Options Exchange) represents 59 percent of trade in the Skanska share, where off-book crosses or block trades and OTC trading stand for the majority of trades. Trading on the primary market, Nasdaq, represents 26 percent of traded volume.

Ownership per country



Ownership per marketplace



Ratings and indexes

In addition to indexes directly linked to Nasdaq Stockholm, we are also included in other indexed and ratings.

- CDP Climate A
- MSCI BBB
- FTSE4Good Sustainability Index

Source: Monitor av Modular Finance AB. Compiled and processed data from Inter alla, Eurostat, Morningstar

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Annual General Meeting

The Annual General Meeting (the Meeting) of Skanska AB (publ) (the Company) will be held on Wednesday March 27, 2024 at 10:00 am CET at Stockholm Waterfront Congress Centre, Nils Ericsons Plan 4, Stockholm, Sweden. Registration will begin at 9:00 am CET. Shareholders will also have the opportunity to exercise their voting rights by postal voting prior to the Meeting.

Right to participate and notice of participation
Shareholders who wish to participate in the Meeting must be recorded as a shareholder in the share register prepared by Euroclear Sweden AB ("Euroclear") concerning the circumstances on Tuesday March 19, 2024.

In addition, shareholders must notify of its intention to participate in the Meeting:

A) Shareholders who wish to participate in the Meeting at the meeting venue in person or by proxy must give notice of intent to participate to the Company no later than on Thursday March 21, 2024, via Euroclear's website, <https://anmmail.vpc.se/euroclearproxy>, or by writing to Skanska AB (publ), Årsstämmen, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, Sweden or by telephone +46 (0)8 402 92 81 on weekdays between 9:00 am and 4:00 pm CET. When giving notice of participation, please state name, personal identification number or corporate identity number, address, telephone number and, if applicable, the number of attending counsels (no more than two).

B) Shareholders who wish to participate in the Meeting by postal voting must give notice of intent to participate to the Company no later than on Thursday March 21, 2024, by casting its postal vote in accordance with the instructions under the heading Postal voting below so that the postal vote is received by Euroclear no later than that day.

In order to be entitled to participate in the Meeting, in person, by proxy or by postal voting, a shareholder whose shares are registered in the name of a nominee must, in addition to giving notice of participation in the Meeting, register its shares in its own name so that the shareholder is listed in the share register as of Tuesday March 19, 2024. Such re-registration may be temporary (so-called voting rights registration), and request for such voting rights registration shall be made to the nominee, in accordance with the nominee's routines, at such a time in advance as required by the nominee. Voting rights registrations that have been made by the nominee no later than Thursday March 21, 2024, will be taken into account in the presentation of the share register.

Postal voting
A special form must be used for postal voting, which is available on the Company's website www.group.skanska.com/, under the heading Corporate Governance/Shareholders' Meeting/AGM 2024. In the case of postal voting only, no separate notification is required for the Meeting. The completed and signed postal voting form must be received by Euroclear no later than Thursday March 21, 2024. Shareholders may sign the form electronically by verifying with BankID via Euroclear's website, <https://anmmail.vpc.se/euroclearproxy>. The completed form may also be sent by e-mail to GeneralMeetingService@euroclear.com or be posted to the address Skanska AB (publ), Årsstämmen, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, Sweden. Shareholders may not assign specific instructions or conditions to the postal vote. The postal voting form will be deemed to be invalid in its entirety in such case. Additional instructions and conditions are provided in the postal voting form.

Shareholders wishing to attend the Meeting at the meeting venue in person or by proxy must notify their participation in accordance with the instructions under A) under the heading Right to participate and notice of participation above. This means that notification of participation by postal vote only is not sufficient for those who wish to participate at the meeting venue in person or by proxy.

If a shareholder has voted by post and thereafter participates in the meeting venue in person or by proxy, the postal vote is still valid to the extent that the shareholder does not participate in a voting procedure at the Meeting or otherwise withdraws the postal vote. If the shareholder chooses to participate in a voting at the Meeting, the vote cast will replace the previously submitted postal vote with regard to the relevant item on the agenda.

Voting by proxy

Shareholders who are represented by a proxy must issue a written and dated power of attorney for the shareholder. If the shareholder is a legal entity, a copy of a valid registration certificate or equivalent documents must also be attached. The power of attorney with registration certificate or equivalent authorization (if applicable) should be sent to the address Skanska AB (publ), Årsstämmen, c/o Euroclear Sweden AB, Stockholm, Sweden, or via e-mail to GeneralMeetingService@euroclear.com, well in advance of the Meeting. The power of attorney, the power of attorney with registration certificate or equivalent authorization documents (if applicable) must be attached to the postal voting form and should be sent to the instructions under the heading Postal voting above.

Proxy forms can be found on the Company's website www.group.skanska.com/ under the heading Corporate Governance/Shareholders' Meeting/AGM 2024. The power of attorney is valid for a maximum of one year from the date of issuance. The power of attorney states a longer period of validity, however, for a maximum of five years from the date of issuance.

Dividend and record date

The Board of Directors (the Board) proposes a dividend for 2023 of SEK 5.50 (750) per share. The Board proposes that the dividend be paid on Friday April 5, 2024. The dividend is expected to be distributed by Euroclear on Friday April 5, 2024. The proposed dividend is (3.081) in total. No dividend is paid for the Company's holding of Class B treasury shares. The total dividend is paid up to the time of the record date, depending on the acquisition of Class B treasury shares and transfers of shares to participants in the Company's long-term share saving programs.

Notice, etc.

All documents for the Meeting are available at the Company's offices, Warfvinges väg 75, SE-112 74 Stockholm, Sweden, and on the Company's website www.group.skanska.com/, under the heading Corporate Governance/Shareholders' Meeting/AGM 2024. The documents will also be sent to shareholders who so request on request to the state their request.

Information at the Meeting

If requested by a shareholder and the Board deems that it can take place without causing significant harm to the Company, the Board and the President and CEO shall provide information at the Meeting about circumstances that may affect the assessment of an item on the agenda and circumstances that may affect the assessment of subsidiaries' financial position and the Company's relation to other Group companies.

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Calendar	The Group's interim reports will be published on the following dates:
Interim report first quarter	May 8, 2024
Interim report second quarter	July 19, 2024
Interim report third quarter	November 6, 2024
Year-end Report	February 7, 2025

Distribution and other information
The interim reports and annual reports can be read or downloaded on Skanska's website group.skanska.com/investors. Those wishing to order the printed Annual Report can easily use the order form found on the above website, or contact Skanska AB, Investor Relations.
The website also contains an archive of interim reports and annual reports.

- facebook.com/skanska
- linkedin.com/company/skanska
- twitter.com/skanskagroup

If you have questions, please contact:
Skanska AB, Investor Relations
SE-112 74 Stockholm
Tel: +46 (0)10 448 00 00
email: investor.relations@skanska.se

Addresses

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Skanska Sweden SE-112 74 Stockholm Sweden Tel: +46 (0)10 448 00 00 Customer service: +46 (0)20 30 30 40 skanska.se	Skanska USA Building 389 Interpace Parkway, 5th floor Parsippany, NJ 07054 USA Tel: +1 973 753 3500 usa.skanska.com

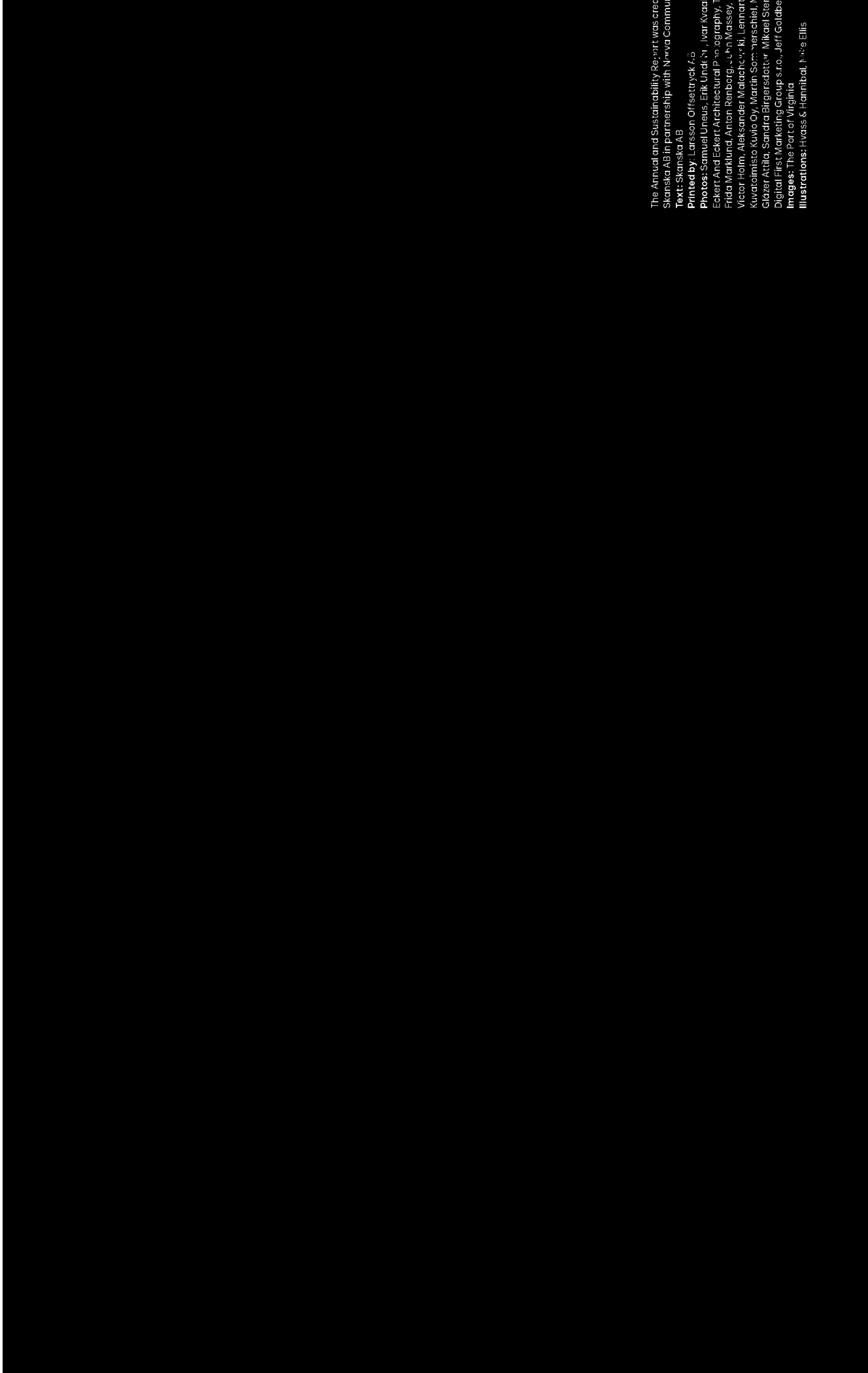
Skanska Norway Postboks 1175 Sentrum NO-0187 Oslo Street address: Lakkegata 53 Norway Tel: +47 40 00 64 00 skanska.no	Skanska USA Civil 75-20 Astoria Boulevard Suite 200 Queens, New York, N.Y. 11370 USA Tel: +1 718 340 07 77 usa.skanska.com
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Skanska Czechia and Slovakia Křížkova 682/54a 186 00 Prague 8, Karlín Czechia Tel: +420 267 095 111 skanska.cz skanska.sk	Skanska Commercial Property Development Empire State Building 350 Fifth Avenue, 52nd floor New York, N.Y. 10118 USA Tel: +1 917 438 4514 usa.skanska.com
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More information on Skanska can be found at group.skanska.com



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