

**The Board's report of the result of the Compensation Committee's evaluation of variable remuneration programs etc. in accordance with Section 10.3 paragraph 3 in the Swedish Corporate Governance Code**

The Board of Skanska AB has through the Compensation Committee conducted an evaluation in accordance with Section 9.1 second and third bullets in the Swedish Corporate Governance Code. The evaluation shows that the guidelines for remuneration to the Company's executive management, as decided by the Annual Shareholders' meeting 2013, have been applied. The Compensation Committee further conclude that the ongoing and during the year ended programs for variable remunerations for the executive management in the Company, as well as the current remuneration structures and levels applicable for the executive management in the Company, are appropriate and well balanced.

Solna, March 2014

SKANSKA AB (PUBL)

*The Board of Directors*