

Senior Executive Team



Johan Karlström

President and Chief Executive Officer
Born 1957.
Joined Skanska in 2001.
Responsible in the Senior Executive Team for Skanska UK.
Shareholding in Skanska: 88,504 B shares of which 8,504 as part of SEOP¹ plus 27,960 share awards¹.

Michael McNally²

Executive Vice President
Born 1955.
Joined Skanska in 1998.
Responsible in the Senior Executive Team for Skanska USA Building and Skanska USA Civil.
Shareholding in Skanska: 3,517 B shares as part of SEOP¹.

Petter Eiken

Executive Vice President
Born 1955.
Joined Skanska in 2001.
Responsible in the Senior Executive Team for Skanska Sweden, Skanska Norway and Skanska Finland.
Shareholding in Skanska: 3,608 B shares as part of SEOP¹ plus 17,042 share awards¹.

Karin Lepasoon

Executive Vice President
Communications
Born 1968.
Joined Skanska in 2006.
Shareholding in Skanska: 1,640 B shares as part of SEOP¹ plus 3,841 share awards¹.

Thomas Alm

Executive Vice President
Born 1949.
Joined Skanska in 1981.
Responsible in the Senior Executive Team for Skanska Latin America.
Shareholding in Skanska: 3,390 B shares of which 3,182 as part of SEOP¹ plus 17,687 share awards¹.

Tor Krusell

Executive Vice President
Human Resources
Born 1964.
Joined Skanska in 1998.
Responsible in the Senior Executive Team for Skanska Residential Development Nordic.
Shareholding in Skanska: 6,707 B shares of which 2,707 as part of SEOP¹ plus 13,497 share awards¹.

Claes Larsson

Executive Vice President
Born 1965.
Joined Skanska in 1990.
Responsible in the Senior Executive Team for Skanska Poland, Skanska Commercial Development Nordic, Skanska Commercial Development Europe and Skanska Infrastructure Development.
Shareholding in Skanska: 5,316 B shares of which 3,316 as part of SEOP¹ plus 14,271 share awards¹.

Hans Biörck

Executive Vice President,
Chief Financial Officer
Born 1951.
Joined Skanska in 2001.
Responsible in the Senior Executive Team for Skanska Czech Republic.
Shareholding in Skanska: 70,678 B shares of which 4,678 as part of SEOP¹ plus 23,591 share awards¹.

The above information is as of December 31, 2008.

¹ See Note 37, "Compensation to senior executives and Board members"

² Effective in January 2009

Presidents of business units

Geir Aarstad	Skanska Norway
Richard Cavallaro ¹	Skanska USA Civil
Anders Danielsson	Skanska Sweden
William Flemming ²	Skanska USA Building
Juha Hetemäki	Skanska Finland
Richard Hultin	Skanska Commercial Development Europe
Anders Kupsu	Skanska Commercial Development Nordic
Hernán Morano	Skanska Latin America
Jonas Spangenberg	Skanska Residential Development Nordic
Dan Ťok	Skanska Czech Republic
Roman Wieczorek	Skanska Poland
Mats Williamson	Skanska UK
Anders Årling	Skanska Infrastructure Development

President of support unit

Magnus Paulsson Skanska Financial Services

¹ Effective in January 2009, succeeding Salvatore Mancini

² Effective in January 2009, succeeding Michael McNally

Senior Vice Presidents, Group staff units

Thomas Alm	Risk Management
Tor Krusell	Human Resources
Karin Lepasoon	Communications
Anders Lilja	Controlling
Einar Lundgren	Legal Affairs
Mats Moberg	Reporting
Noel Morrin	Sustainability and Green Construction
Magnus Norrström	Information Technology (IT)
Staffan Schéle	Corporate Finance
Erik Skoglund	Internal Audit & Compliance
Pontus Winqvist	Investor Relations

Board of Directors



Sverker Martin-Löf
Chairman of the Board
Stockholm, born 1943
Elected 2001

Shareholding in Skanska:
8,000 B shares

Other Board assignments

- Svenska Cellulosa Aktiebolaget SCA, Chairman
- AB Industrivärden, Vice Chairman
- SSAB Svenskt Stål AB, Chairman
- Telefonaktiebolaget LM Ericsson, Vice Chairman
- Svenska Handelsbanken AB, Board member
- Confederation of Swedish Enterprise, Vice Chairman

Education

- MSc Engineering, Royal Institute of Technology, Stockholm
- Doctor of Technology, Royal Institute of Technology, Stockholm
- Honorary PhD, Mid-Sweden University, Sundsvall

Work experience

- Swedish Pulp and Paper Research Institute
- President, MoDo Chemetics
- Technical Director, Mo och Domsjö AB
- President, Sunds Defibrator AB
- President, Svenska Cellulosa Aktiebolaget SCA

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Dependent in relation to major shareholders



Jane F. Garvey
Executive Director, Infrastructure Advisory Group, JP Morgan, USA
Kennebunkport, Maine, USA, born 1944
Elected 2003

Shareholding in Skanska
0

Other Board assignments

- MITRE Corporation
- Sentient Jet, Inc
- Spectra Sensors, Inc
- Reveal Imaging (until June 2008)

Education

- Masters degree in U.S.

Work experience

- Director, Logan Airport, Boston, MA, U.S.A.
- Deputy Administrator Federal Highway Administration, U.S.A.
- Administrator of Federal Aviation Administration, U.S.A.
- Executive Vice President APCO Worldwide, U.S.A.

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Independent in relation to major shareholders



Finn Johnsson
Gothenburg, born 1946
Elected 1998

Shareholding in Skanska

13,850 B shares
(own and via related parties)

Other Board assignments

- AB Volvo, Chairman
- Thomas Concrete Group AB, Chairman
- Unomedical A/S, Chairman
- KappAhl AB, Chairman
- Luvata Oy, Chairman
- City Airline, Chairman
- EFG European Furniture Group AB, Chairman
- AB Industrivärden, Board member

Education

- MBA, Stockholm School of Economics

Work experience

- President, Tarkett AB
- Vice President, Stora AB
- President, Euroc AB
- President, United Distillers Ltd and Vice President, Guinness
- President, Mölnlycke Health Care AB

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Dependent in relation to major shareholders



Johan Karlström
President and CEO of Skanska AB
Stockholm, born 1957
Elected 2008

Shareholding in Skanska

88,504 B shares
of which 8,504 as part of SEOP¹
plus 27,960 share awards¹

Other Board assignments

- -

Education

- MSc Engineering, Royal Institute of Technology, Stockholm
- Advanced Management Program, Harvard, Boston, MA, USA

Work experience

- Regional Manager, Skanska Northern Sweden
- President, BPA (now Bravida)
- Executive Vice President, Skanska Nordic region
- Executive Vice President, Skanska USA

Dependency relationship in accordance with Code of Corporate Governance

- Dependent in relation to company and company management
- Independent in relation to major shareholders



Bengt Kjell
Executive Vice President
AB Industrivärden
Helsingborg, born 1954
Elected 2008

Shareholding in Skanska

0

Other Board assignments

- Indutrade AB, Chairman
- Kungsleden AB, Chairman
- Höganäs AB, Board member
- Munters AB, Board member
- Handelsbanken Södra, Board member
- Pandox AB, Board member
- Helsingborgs Dagblad, Board member

Education

- MBA, Stockholm School of Economics

Work experience

- Authorized public accountant, Yngve Lindells revisionsbyrå AB
- KG Knutsson AB, CFO and Executive Vice President
- Senior Partner, Navet AB
- President Corporate Finance, Securum

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Dependent in relation to major shareholders



Sir Adrian Montague
United Kingdom, born 1948
Elected 2007

Shareholding in Skanska
0

Other Board assignments

- Friends Provident Plc, Chairman
- Michael Page International, Chairman
- CellMark Holdings AB, Director
- F&C Asset Management plc, Director
- London First, Director

Education

- Law Society Qualifying Exam Part II
- MA Law, Trinity Hall, Cambridge

Work experience

- Senior International Adviser, Société Générale
- Chief Executive, HM Treasury Taskforce
- Co-head, Global Project Finance, Dresdner Kleinwort Benson
- Head of Projects Group, Linklaters & Paines, Solicitors

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Independent in relation to major shareholders



Richard Hörstedt
Helsingborg, born 1963
Swedish Building Workers' Union
Deputy Board member, appointed 2007

Shareholding in Skanska: 0



Inge Johansson
Concrete worker
Huddinge, born 1951
Swedish Building Workers' Union,
appointed 1999

Shareholding in Skanska:
184 B shares as part of SEOP¹



Lars Pettersson
President, Sandvik AB
Sandviken, born 1954
Elected 2006

Shareholding in Skanska
2,000 B shares

Other Board assignments

- Sandvik AB, Board member
- Association of Swedish Engineering Industries, Board member

Education

- MSc Engineering Physics, Uppsala University
- Dr. (h.c.)

Work experience

- President, AB Sandvik Coromant
- President, Sandvik Tooling
- President, Sandvik Speciality Steels
- President, Sandvik AB

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Independent in relation to major shareholders



Jessica Karlsson
Gothenburg, born 1975
Industrial Workers' & Metal Workers' Union (IF Metall), appointed 2005
Deputy Board member

Shareholding in Skanska: 0



Matti Sundberg
Finland, born 1942
Elected 2007

Shareholding in Skanska
3,000 B shares

Other Board assignments

- Chempolis Oy, Chairman
- Boliden AB, Board member
- Skanskas Oy, Board member
- SSAB Svenskt Stål AB, Board member

Education

- Mining Counsellor
- M.Sc. (Econ.), Åbo Akademi University, Finland
- D.Sc. (Econ.) h.c., University of Vaasa, Finland
- Ph.D. h.c., University of Jyväskylä, Finland

Work experience

- Regional Director, Scania Northern European Region
- CEO, Metso Corporation (Valmet-Rauma Corporation)
- President, Ovako Steel AB

Dependency relationship in accordance with Code of Corporate Governance

- Independent in relation to company and company management
- Independent in relation to major shareholders



Roger Karlström
Härnösand, born 1949
Union for Service and Communication (SEKO), appointed 2008

Shareholding in Skanska:
199 B shares of which 159 as part of SEOP¹



Ann-Christin Kutzner
Regional personnel manager
Malmö, born 1947
Unionen, appointed 2004
Deputy Board member

Shareholding in Skanska:
489 B shares of which 157 as part of SEOP¹



Alf Svensson
Production manager
Sölvesborg, born 1960
Swedish Association of Supervisors (LEDARNA), appointed 2007

Shareholding in Skanska:
161 B shares as part of SEOP¹

Auditors
KPMG AB, Auditor in charge: Caj Nackstad, Stockholm,
born 1945, Authorized Public Accountant
Auditor for Skanska since 2001

¹ See Note 37, "Compensation to senior executives and Board members"