

|                          |                  |                      |                          |                         |
|--------------------------|------------------|----------------------|--------------------------|-------------------------|
| <b>B</b>                 | <b>I</b>         | <b>N</b>             | <b>G</b>                 | <b>O</b>                |
| strategic<br>engagement  | Datacentres      | customer<br>feedback | one<br>skanska           | growth<br>sector        |
| changes                  | stability        | improve<br>mobility  | benchmarking             | salary<br>bands         |
| touch<br>base            | business<br>plan | <b>FREE</b>          | doing<br>great<br>things | global<br>expertise     |
| profitable               | growth<br>areas  | inclusivity          | customer<br>relationship | health<br>and<br>safety |
| business<br>plan<br>2027 | predictable      | changing<br>market   | training                 | collaboration           |

|                          |                         |                      |                          |                          |
|--------------------------|-------------------------|----------------------|--------------------------|--------------------------|
| <b>B</b>                 | <b>I</b>                | <b>N</b>             | <b>G</b>                 | <b>O</b>                 |
| touch<br>base            | training                | benchmarking         | growth<br>areas          | changes                  |
| one<br>skanska           | global<br>expertise     | customer<br>feedback | health<br>and<br>safety  | business<br>plan         |
| doing<br>great<br>things | Datacentres             | <b>FREE</b>          | customer<br>relationship | inclusivity              |
| collaboration            | strategic<br>engagement | changing<br>market   | profitable               | business<br>plan<br>2027 |
| growth<br>sector         | diversity               | salary<br>bands      | improve<br>mobility      | stability                |

|             |                       |                    |                    |                      |
|-------------|-----------------------|--------------------|--------------------|----------------------|
| <b>B</b>    | <b>I</b>              | <b>N</b>           | <b>G</b>           | <b>O</b>             |
| profitable  | customer relationship | touch base         | collaboration      | one skanska          |
| predictable | salary bands          | training           | growth areas       | business plan        |
| inclusivity | benchmarking          | <b>FREE</b>        | doing great things | customer feedback    |
| diversity   | growth sector         | business plan 2027 | Datacentres        | strategic engagement |
| stability   | improve mobility      | global expertise   | health and safety  | changing market      |