

The Sweco AB (publ) Board of Directors' statement on the remuneration committee's evaluation of remuneration to senior executives

The remuneration committee of the Board of Directors, comprising the Chairman, Johan Nordström, and Directors Johan Hjertonsson and Eva Lindqvist, has carried out an evaluation as set out in Section 9.1, items two and three, of the Swedish Code on Corporate Governance. The evaluation concluded that the principles for remuneration to senior executives, as adopted by the annual general meeting in 2019, have been complied with during the past year and that the company's current and during the year ended programmes for variable compensation to senior executives, remuneration structures and remuneration levels, including share-based incentive schemes, are appropriate and on market terms.

Stockholm, February 2020

SWECO AB (publ)

The Board of Directors