

NOTIFICATION OF PARTICIPATION AND FORM FOR POSTAL VOTING

Postal voting form pursuant to Section 22 of the Act (2020:198) on temporary exemptions to facilitate the execution of general meetings of companies and other associations.

The form, including any enclosures, must be received by Euroclear Sweden AB (which administers the forms on behalf of Sweco AB (publ)) no later than on Wednesday 21 April 2021.

The below stated shareholder hereby notifies the company of its participation and exercises by postal vote (advance voting) its voting right for all shares held by the shareholder in SWECO AB (publ), company registration no. 556542-9841, at the annual general meeting on Thursday 22 April 2021. The voting right will be exercised in the manner set out in below marked voting options.

Name of shareholder	Personal identity number/registration number
Phone number	E-mail address

Declaration (if the signatory is a representative of a shareholder who is a legal entity):

I, the undersigned, am a board member, chief executive officer or authorised company signatory of the shareholder and declares on honour and conscience that I am authorised to cast this postal vote on behalf of the shareholder and that the contents of the postal vote is consistent with the shareholder's decision.

Declaration (if the signatory represents the shareholder under a power of attorney):

I, the undersigned, declares on honour and conscience that the enclosed power of attorney corresponds to the original and that it has not been withdrawn.

Place and date
Signature
Clarification of signature

Instructions:

1. Enter all the requested information above.
2. Mark the chosen voting options below.
3. Print, sign and send the form to: Sweco AB (publ), "Sweco AGM", c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm. Completed and signed form may also be submitted electronically by e-mail to GeneralMeetingServices@euroclear.com. Shareholders who are natural persons may also submit their postal vote electronically by verifying their identity using BankID on the website of Euroclear Sweden AB, <https://anmalan.vpc.se/euroclearproxy>.
4. If the shareholder is a natural person who postal votes in person, the shareholder himself/herself must sign under *Signature* above. If the postal vote is cast by a proxy (under a power of attorney) for a shareholder, the form should be signed by the proxy. If the postal vote is cast by a representative of a legal entity, the form should be signed by the representative.
5. If the shareholder is postal voting through a proxy, the power of attorney must be enclosed with the form. If the shareholder is a legal entity, a certificate of registration or other authorisation document must be enclosed with the form.
6. **Note that a shareholder whose shares are registered in the name of a nominee is required to re-register the shares in its own name to be entitled to vote.** Instructions regarding this are found in the notice of the general meeting.

Further information on postal voting

Shareholders are not permitted to give any other instructions than to mark one of the specified voting options for each item in the form. Shareholders can abstain from voting on any matter by refraining from marking an option. If a shareholder has indicated special instructions or conditions on the form, or changed or made additions to the pre-printed text, the shareholder's vote (i.e. the postal vote in its entirety) will be invalid. Only one form per shareholder will be taken into account. If more than one form is submitted, only the form with the most recent date will be taken into account. If two forms have the same date, only the last form to be received by Euroclear Sweden AB will be taken into account. Incomplete or incorrectly completed forms may be disregarded.

The postal voting form, including any enclosed authorisation documents, **must be received by Euroclear Sweden AB by Wednesday 21 April 2021**, as stated above. The same date, Wednesday 21 April 2021, is also the deadline for changing or withdrawing postal votes. To withdraw a postal vote, please contact Euroclear Sweden AB by e-mail at GeneralMeetingServices@euroclear.com (using the reference "Sweco AGM"), by post at Sweco AB (publ), "Sweco AGM", c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm or by telephone on +46 (0)8-402 90 73 (Monday–Friday 9 a.m.–5 p.m. CET).

For the proposals regarding the items on the agenda, please see the notice convening the general meeting for the main content of the proposals and complete proposals on Sweco's website www.swecogroup.com.

For information on how your personal data will be processed, please see the privacy policy that is available on Euroclear Sweden AB's website, <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

Annual general meeting of SWECO AB (publ) on Thursday 22 April 2021

The voting options below comprise the proposals submitted by the Board of Directors and the Nomination Committee included in the notice convening the annual general meeting (main content of the proposals) and provided on the company's website (complete proposals).

<p>1. Election of a Chairman at the general meeting Johan Nordström, or in the event he is prevented from participating, the person appointed by the Nomination Committee</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>3. Election of two scrutinisers of the minutes of the general meeting</p>
<p>3. a) Mats Gustafsson, Lannebo Fonder, or if he is prevented from participating, the person appointed by the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>3. b) Solveig Thunström, or if she is prevented from participating, the person appointed by the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>4. Drafting and approval of the voting list</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5. Approval of the agenda</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>6. Resolution on to whether the meeting has been duly convened</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8. a) Resolution on approval of the profit and loss statement and the balance sheet, as well as the consolidated profit and loss statement and the consolidated balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8. b) Resolution on approval of the allocation of profit as set forth in the approved balance sheet and record date for distribution of dividends</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8. c) Resolution on discharge from liability for the Directors and the CEO</p>
<p>8.c) 1 Johan Nordström (Director and Chairman of the Board of Directors)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 2 Åsa Bergman (Director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 3 Gunnel Duveblad (Director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 4 Elaine Grunewald (Director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 5 Alf Göransson (Director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 6 Johan Hjertonsson (Director)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

<p>8.c) 7 Eva Lindqvist (Director up to and including annual general meeting 2020) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 8 Christine Wolff (Director) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 9 Görgen Edenhagen (Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 10 Maria Ekh (Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 11 Anna Leonsson (Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 12 Charlotte Berglund (deputy Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 13 Nicole Corrodi (deputy Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 14 Peter Rothstein (deputy Director, employee representative) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>8.c) 15 Åsa Bergman (CEO) Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9. Resolution on the number of Directors and Auditors to be appointed by the general meeting</p>
<p>9.1 Number of Directors Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9.2 Number of Auditors Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10. Resolution on fees to the Directors and Auditors</p>
<p>10.1 Fees to the Directors Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10.2 Fees to the Auditors Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11. Election of Directors and the Chairman of the Board of Directors</p>
<p>11.1 Åsa Bergman Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.2 Gunnel Duveblad Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.3 Elaine Grunewald Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.4 Alf Göransson Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.5 Johan Hjertonsson Yes <input type="checkbox"/> No <input type="checkbox"/></p>

<p>11.6 Johan Nordström</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.7 Christine Wolff</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.8 Johan Nordström as Chairman of the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12. Election of Auditor PriceWaterhouseCoopers AB</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>13. Resolution on amendments to the articles of association</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>14. Presentation and approval of remuneration report 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>15. Resolutions on a) implementation of a Share Bonus Scheme 2021, b) transfer of Class B treasury shares to participants in the scheme and c) authorisation for the Board of Directors to sell Class B treasury shares to secure payment of social security contributions <i>(The annual general meeting's resolutions pursuant to sections 15. a) – c) above shall be put to a vote jointly as one resolution, please see the notice of the annual general meeting)</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16. Resolutions on a) implementation of a performance-based Share Savings Scheme 2021 and b) transfers of treasury shares to participants in the Share Savings Scheme 2021 <i>(The annual general meeting's resolutions pursuant to sections 16. a)-b) shall be put to a vote jointly as one resolution, please see the notice of the annual general meeting)</i></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. a) Resolution on acquisitions of treasury shares</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. b) Resolution on transfers of treasury shares for the purposes of company or business acquisitions</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. c) Resolution on sales of treasury shares to cover costs for social security contributions related to Share Bonus Scheme 2020</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. d) Resolution on sales of treasury shares to cover costs for social security contributions related to the 2018 Share Savings Scheme</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

The shareholder wishes that the resolutions under on one or more items in the form above be deferred to a continued general meeting (to be filled in only if the shareholder has such a request)

Enter item or items (use numerals):