
Proposal by the Board of Directors of Sweco AB on a) acquisitions of treasury shares b) transfers of treasury shares for the purposes of company or business acquisitions c) sales of treasury shares to cover costs for social security contributions related to Share Bonus Scheme 2020 d) sales of treasury shares to cover costs for social security contributions related to the 2018 Share Savings Scheme

A. Authorisation for the Board of Directors to resolve on acquisitions of treasury shares

To enable Sweco AB ("**Sweco**") to deliver shares under the proposed Share Bonus Scheme 2021 (item 15 on the agenda) and the proposed Share Savings Scheme 2021 (item 16 on the agenda) and to cover thereto related costs for social security contributions, as well as to give the Board greater freedom of action in working to optimise Sweco's capital structure, including to enable Sweco to use treasury shares as consideration in, or otherwise finance, potential future company or business acquisitions, the Board of Directors proposes that the 2021 annual general meeting authorises the Board of Directors to resolve on acquisitions of Sweco Class B shares on the following terms and conditions:

1. The authorisation may be used on one or several occasions up until the next annual general meeting.
2. The number of acquired Sweco Class B shares may, together with Sweco shares otherwise acquired and held by Sweco, at any given time not exceed ten (10) percent of all issued shares in Sweco.¹
3. Acquisitions shall be made over Nasdaq Stockholm (or any other regulated market on which the Sweco share is traded, as the case may be).
4. Acquisitions may be made at a price within the relevant registered price range on Nasdaq Stockholm (or any other regulated market on which the Sweco share is traded, as the case may be), meaning the spread between the highest purchase price and the lowest selling price prevailing from time to time.

¹ Up to 3,100,000 Class B shares may be required to ensure Sweco's obligations under the proposed Share Bonus Scheme 2021. In order to implement the proposed Share Savings Scheme 2021, a maximum of 233,847 Class B shares are required.

Majority requirements

The general meeting's resolution pursuant to section A above is only valid if shareholders representing at least two thirds of the votes cast as well as the shares represented at the annual general meeting votes in favour of the Board of Directors' proposal.

B. Authorisation for the Board of Directors to resolve on transfers of treasury shares for the purposes of company or business acquisitions

The Board of Directors proposes that the 2021 annual general meeting authorises the Board of Directors to resolve on the transfer of Sweco Class B treasury shares on the following terms and conditions:

1. The authorisation may be used on one or several occasions up until the next annual general meeting.
2. Transfers may be undertaken of up to all Sweco Class B shares held by Sweco at the time of the Board of Directors' resolution, provided, however, that transfers of treasury shares required for the purposes of delivering shares under Sweco's Share Bonus Schemes and Share Savings Schemes and covering thereto related costs for social security contributions may not be made under this authorisation.
3. Transfers may, in deviation from the shareholders' pre-emptive rights, be carried out outside a regulated market in conjunction with company or business acquisitions. The compensation for transferred shares shall closely correspond to the market value of the Sweco Class B share at the time of the resolution on the transfer, and shall be paid in cash, in kind or by set-off of claims against Sweco. The Board of Directors shall be entitled to determine the other terms and conditions of the transfer, applying the provisions of the Swedish Companies Act.

The rationale for the deviation the shareholders' pre-emptive rights when transferring treasury shares is to enable the financing of company and business acquisitions in a cost-efficient manner.

Majority requirements

The general meeting's resolution pursuant to section B above is only valid if shareholders representing at least two thirds of the votes cast as well as the shares represented at the annual general meeting votes in favour of the Board of Directors' proposal.

C. Authorisation for the Board of Directors to resolve on sales of treasury shares to cover costs for social security contributions related to Share Bonus Scheme 2020

The 2020 annual general meeting resolved to implement a share bonus scheme called Share Bonus Scheme 2020 aimed at Sweco employees in Sweden holding long-term employments. In order to facilitate the implementation of Share Bonus Scheme 2020,

the 2020 annual general meeting resolved to authorise the Board of Directors to sell up to 825,000² Class B treasury shares to cover thereto connected costs, including social security contributions. Since the 2020 annual general meeting, the Board of Directors has not sold any Class B treasury shares to cover those costs. Against this background, and since the authorisation expires in connection with the 2021 annual general meeting, the Board of Directors proposes that the 2021 annual general meeting shall resolve that up to 825,000 Class B treasury shares may be sold to cover these costs. The Board of Directors therefore proposes that the 2021 annual general meeting resolves to authorise the Board of Directors to resolve on sales of Class B treasury shares on the following terms and conditions:

1. Sales of Class B shares may be made over Nasdaq Stockholm (or any other regulated market on which the Sweco share is traded, as the case may be) at a price within the relevant registered price range, meaning the spread between the highest purchase price and the lowest selling price prevailing from time to time.
2. Sales of Class B shares may be made of the number of Class B shares required to secure Sweco's costs, including costs for social security contributions, connected to Share Bonus Scheme 2020, however no more than 825,000 shares.
3. Sales of shares may also be made outside Nasdaq Stockholm to a bank or other financial institution, in deviation from the existing shareholders' pre-emption rights. Such transfer may be made at a price within the relevant registered price range at the stock exchange at the time, with such deviation on market terms that the Board of Directors finds reasonable.
4. The authorisation may be used on one or several occasions up until the next annual general meeting.
5. Sales may be made of (i) those Class B shares that have been acquired within the scope of Share Bonus Scheme 2020, (ii) such Class B shares as have been acquired within the scope of Sweco's previous Share Bonus Schemes and Sweco's Share Savings Schemes but are no longer required for those schemes, and (iii) such shares as Sweco has acquired to complete potential acquisitions but are not deemed required for future acquisitions.
6. The number of Class B shares that may be sold under this authorisation may be subject to recalculation as a result of bonus issues, splits, preferential rights issue and/or similar event that affects the number of shares in Sweco between now and the transfer.

² The number of shares has been recalculated following the share split (ratio 3:1) that was implemented in the company in the autumn of 2020.

Majority requirements

The general meeting's resolution pursuant to section C above is only valid if shareholders representing at least two thirds of the votes cast as well as the shares represented at the annual general meeting votes in favour of the Board of Directors' proposal.

D. Authorisation for the Board of Directors to resolve on sales of treasury shares to cover costs for social security contributions related to the 2018 Share Savings Scheme

Pursuant to the authorisation granted to the Board of Directors by the 2018 annual General Meeting, Sweco has acquired Class B shares over Nasdaq Stockholm to secure costs for social security contributions within the scope of the 2018 Share Savings Scheme. The Retention Period for the 2018 Share Savings Scheme expires on the fourth business day after the day of the publications of the year-end report of the current financial year, which means that Sweco shall deliver Matching and Performance Shares, if any, to the participants remaining in the scheme. Such deliveries generally entail that social security contributions must be paid. The Board of Directors therefore proposes that the 2021 annual general meeting resolves to authorise the Board of Directors to resolve on the sale of Class B treasury shares on the following terms and conditions:

1. The authorisation may be used on one or several occasions up until the next annual general meeting.
2. The number of Class B shares required to cover social security contributions within the 2018 Share Savings Scheme, however no more than 109,200³ shares, may be sold for the purposes thereof.
3. Sales of Class B shares may be made over Nasdaq Stockholm (or any other regulated market on which the Sweco share is traded, as the case may be) at a price within the relevant registered price range, meaning the spread between the highest purchase price and the lowest selling price prevailing from time to time.
4. Sales may be made of (i) Class B shares acquired under the authorisation granted by the 2018 Annual general meeting, (ii) Class B shares held to secure Sweco's obligations under Sweco's other Share Savings Schemes or Share Bonus Schemes, but that are no longer required thereunder, and (iii) Class B shares acquired to complete acquisitions, but that are not expected to be required to complete future acquisitions.
5. The number of Class B shares that may be sold under this authorisation may be subject to recalculation as a result of bonus issues, splits, preferential rights

³ The number of shares has been recalculated following the share split (ratio 3:1) that was implemented in the company in the autumn of 2020.

issue and/or similar event that affects the number of shares in Sweco between now and the transfer.

Majority requirements

The general meeting's resolution pursuant to section D above is only valid if shareholders representing at least two thirds of the votes cast as well as the shares represented at the annual general meeting votes in favour of the Board of Directors' proposal.

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SWECO AB (publ)

The Board of Directors