

## Statement of the Board of Directors of SWECO AB (publ) pursuant to section 4 of chapter 18 and section 22 of chapter 19 of the Swedish Companies Act

The Board of Directors and the CEO of SWECO AB (publ) (the "**Company**") has proposed that the Annual General Meeting on Friday, April 19, 2024 resolves on distribution of dividends in an amount of SEK 2.95 per share, in total no more than SEK 1,072 million.

The Board of Directors has further proposed that the Annual General Meeting resolves to authorise the Board of Directors to, prior to the 2025 Annual General Meeting, decide on acquisition of Class B treasury shares in the Company to enable the Company's delivery of shares and cover thereto related costs for social security contributions under a proposed share savings scheme and a proposed share bonus scheme, as well as to give the Board of Directors greater freedom of action in working to optimise the Company's capital structure and to enable the Company to use treasury shares as consideration in potential future company or business acquisitions. The number of acquired Class B shares, together with treasury shares otherwise acquired and held by the Company, shall not at any given time exceed ten (10) per cent of all issued shares in the Company.

As per January 15, 2024, the Company's holding of treasury shares amounts to 4,110,005 Class B shares, corresponding to approximately 1.1 per cent of all issued and outstanding shares and 0.7 per cent of the votes in the Company.

In light of the Board of Directors' proposals on distribution of dividends and authorisations on repurchasing of Company shares above, the Board of Directors hereby provide the following statement pursuant to Section 4 of Chapter 18 and Section 22 of Chapter 19 of the Companies Act.

The Company's dividend distribution policy stipulates that at least half of the yearly result attributable to the shareholders of the parent company shall be distributed to the shareholders. However, the Company shall have a capital structure that furthers investments in the Company's core operations. The Company's financial targets entail that the Company over time shall have a net debt as a proportion of EBITDA less than 2.0 times EBITDA. The group's financial standing is strong as a result of good results and cash flow in preceding years.

The Board of Directors notes that there is full cover for the Company's restricted equity after the dividend distribution. The Board of Directors holds the opinion that the proposed dividend distribution to the shareholders and the repurchase of shares within the proposed authorisations do not prevent the Company to meet its obligations in the short or long term, while the Company's financial standing enables it to continue to invest and expand. The group's net debt in relation to EBITDA will, based on the balance sheet as of December 31, 2023, following the proposed dividend distribution be approximately 1.4 times EBITDA. The net debt in relation to EBITDA prior to the dividend distribution is approximately 1.1 times EBITDA. The solidity of the group will, based on the balance sheet as of December 31, 2023, following the proposed dividend distribution be approximately 39.0 per cent. The solidity prior to the dividend distribution is approximately

41.5 per cent. The Board of Directors has also considered other known factors of potential importance to the Company's and the group's financial standing.

The Board of Directors is of the opinion, in light of the foregoing, that the proposed dividend distribution to the shareholders and repurchase of shares within the scope of the proposed authorisations are reasonable considering the demands posed by the nature, scope and risks of the operations with respect to the size of the equity, as well as the Company's and the group's consolidation needs, liquidity and overall general standing.

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Stockholm, February 2024

**SWECO AB (publ)**

*The Board of Directors*