

## Composition of the Board, etc. 2026

### Proposed re-election of:

#### **Åsa Bergman**

Member of the Board since 2018.

Board member of: SCA AB and Securitas AB.

Education: Civil Engineering, Royal Institute of Technology in Stockholm (KTH).

Experience: Current CEO & President of Sweco AB. Previously CEO of Sweco Management AB and Sweco Sverige AB.

Born: 1967.

Holdings in Sweco: 237,771 shares.

#### **Katrien Beuls**

Member of the Board since 2025.

Chair of: –

Directorships include: Supervisory Board of Wienerberger AG, Austria; Board of Directors of Promon A/S, Norway.

Education: Master of Studies in Law and Economics, University of Oxford, United Kingdom; Master of law, Catholic University of Leuven, Belgium.

Experience: Special Counsel Strategic M&A, SVP, ISS A/S, Denmark, former Global Head of Group M&A, Investments and Partnerships, SVP, ISS A/S, Denmark, managing position within M&A, investments, corporate strategy, transformation, legal and governance at ISS A/S, Denmark, Novozymes A/S, Denmark and Freshfields, Belgium and UK.

Born: 1968.

Holdings in Sweco: 1,000 shares.

#### **Alf Göransson**

Member of the Board since 2018.

Chair of: Loomis AB, NCC AB, Hexpol AB and Axfast AB.

Board member of: Melker Schörling AB, Sandberg Development Group and Anticimex AB.

Education: International Economics, University of Gothenburg, Sweden.

Experience: Among previous positions can be mentioned CEO of Securitas AB, CEO of NCC AB, CEO of Svedala Industri AB.

Born: 1957.

Holdings in Sweco: 3,000 shares.

#### **Johan Hjertonsson**

Member of the Board since 2015.

Chair of: ASSA ABLOY AB, Alimak Group AB and Tomra Systems ASA.

Board member of: Investment AB Latour.

Education: MBA, Lund University, The General Manager Program, Harvard University.

Experience: Current CEO and President of Investment AB Latour, former CEO and President of Fagerhult, former CEO and President of Lammhults Design Group, managing positions within marketing, product development and finance at Electrolux.

Born: 1968.

Holdings in Sweco: 90,000 shares.

**Constanze Hufenbecher**

Member of the Board since 2025.

Chair of: –

Directorships include: Supervisory Board of SMA Solar Technology AG, Shareholders' Committee and Supervisory Board of Voith GmbH & Co. KGaA, Germany.

Education: Master in business administration, University of Tübingen, Germany.

Experience: Former Executive Board and Chief Digital Transformation Officer at Infineon Technologies, Executive Board and CFO at Lufthansa Technik AG, CFO within Bertelsmann Group.

Born: 1970.

Holdings in Sweco: 1,000 shares.

**Johan Nordström**

Member of the Board since 2012.

Chair of: Investment AB Latour, Tilia Fastigheter AB.

Board member of: Skirner AB, Husa Skog AB, among others.

Education: Architect, Royal Institute of Technology in Stockholm (KTH).

Experience: President of Skirner AB.

Born: 1966.

Holdings in Sweco: 1,815,000 directly held shares and 45,215,993 shares through Skirner AB.

**Susanne Pahlén Åklundh**

Member of the Board since 2022.

Chair of: Alfdex AB.

Board member of: ASSA ABLOY AB and Alleima AB.

Education: M.Sc. Chemical Engineering, Lund University.

Experience: Former President of the Energy division and member of the Group Management at Alfa Laval.

Born: 1960.

Holdings in Sweco: 5,000 shares.

**Johan Wall**

Member of the Board since 2022.

Chair of: Beijer Alma AB, Beijer Holding AB, Domarbo Skog AB and Svenskt Tenn AB.

Board member of: Skirner AB and the Beijer Foundation.

Education: Civil engineer, Royal Institute of Technology in Stockholm(KTH), Visiting Scholar Stanford University.

Experience: Former CEO of Beijerinvest AB, Bisnode AB, Enea AB, Framfab AB, Netsolutions AB.

Born: 1964.

Holdings in Sweco: 10,000 shares.

**The Nominating Committee's current assessment is that**

- all board members with the exception of Åsa Bergman are regarded as independent in relation to the company and its management,
- all board members with the exception of Johan Hjertonsson, Johan Nordström and Johan Wall are regarded as independent in relation to the company's major shareholders.

**Proposed re-election of auditors**

The Audit Committee has recommended re-election of the auditing firm Ernst & Young AB as the auditor of the company. The Nomination Committee proposes re-election of the auditors, Ernst & Young AB as the company's auditor until the end of the next annual general meeting. Ernst & Young AB has informed that, provided that the proposal is accepted, the auditor in charge will be Jonas Svensson.