

## TRANSLATION

To the Board of Directors of Swedbank

Thorwald Arvidsson

Att. General Counsel

Mjölнарstigen 18

153 60 Mönbo

Stockholm, 8 February 2016

Swedbank's Annual General Meeting 2016

Shareholder proposals from Thorwald Arvidsson to the Annual General Meeting to resolve;

a) to adapt a vision on absolute equality between men and women on all levels within the company

b) to instruct to the Board of Directors to appoint a task force in order to, eventually, implement the vision and to carefully monitor the progress in the fields of gender equality and ethnicity

c) to submit an annual report to the Annual General Meeting, also it is proposed that the report is included in the printed annual report \*

d) to instruct the Board of Directors to take the necessary measures to form an independent shareholders' association for the Bank

e) board members should not be allowed to invoice remuneration through legal entities

f) the Nomination Committee should specifically consider ethics, gender and ethnicity

g) the Board of Directors should issue a proposal for the Annual General Meeting 2017 (or any extraordinary general meeting which takes place before that) concerning small and medium shareholder's right to representation in the Board of Directors and Nomination Committee

h) to instruct to the Board of Directors to turn to the relevant authority, primarily the government office of Sweden or the Swedish Tax Agency, in order to achieve a changed regulation concerning the possibility for a board member to invoice his or her remuneration through a legal entity

i) to instruct the Board of Directors to turn to the government office in Sweden and alert it of the desirability to amend the legislation in order to abolish the possibility to have different voting rights for shares

j) to include two new paragraphs, with the following wording, in the section of the articles of association that concerns the Board of Directors;

Previous members of the council of state cannot be appointed as board members until two years have passed from the time when the person retired from the assignment as a member of the council of state.

Other public, fully remunerated politicians cannot be appointed as board members until one year has passed from the time when the person retired from the assignment, unless extraordinary circumstances dictate otherwise.

k) to instruct to the Board of Directors to alert the government office of Sweden of the need for a comprehensive national regulation in this area, i.e. the implementation of a cool-off period for politicians.

Mölnadal day as above

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NOTES FROM THE SECRETARY OF THE BOARD OF DIRECTORS ON 16 FEBRUARY 2016

In the proposal regarding annual report shall, as informed over the phone on 16 February 2016 with Thorwald Arvidsson, the report describe how the work with equality proceeds.

/Secretary of the Board of Directors, Johanna Okasmaa Nilsson

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