



Appendix with sustainability data and GRI index

2020

About the Sustainability Report

This Sustainability appendix complements Peab's Sustainability Report 2020 which is integrated into the Annual Report. The Sustainability Report follows the financial year and comprises the period January 1 to December 31, 2020. This is Peab's tenth Sustainability Report and is prepared according to GRI Standards: level Core.

The Sustainability Report is published once a year and the last one, the Sustainability Report for 2019, was published on April 7, 2020. The Sustainability Report has not been reviewed by a third party.

Peab signed Global Compact 2012 and the Annual and Sustainability Report make up the Group's Communication on Progress, the annual report to Global Compact. In accordance with the decision by Peab's President and CEO the company will continue to follow Global Compact.

The Sustainability Report includes the statutory sustainability report according to the Annual Report Act chapter 6 paragraph 11.

Scope

The report comprises the Group's business in Sweden, Norway, Finland and Denmark and all the companies over which Peab has operational control. Based on the materiality analysis the report focuses on the issues that reflect the areas where the business has the most significant impact from a sustainable perspective. Peab's report focuses on three areas; Social, Environment and Economic which comprise a total of eleven sustainable aspects.

Changes in the report

During the year it was decided to delete Peab's own disclosure Mentorship that was included in 2019. As of this report that disclosure is integrated into Peab Life.

In addition some small changes were made in the formulation of our environmental goals where the concept *substances* was replaced by *products* and *material efficiency* was replaced by *resource efficiency*.

Access to sustainable data increased in 2020, in part through the acquisition of YIT's Nordic paving and mineral aggregates operations through which the business grew in existing countries and Denmark was added as an operations country. The scope of this year's report also expanded when it became possible to include more suppliers. These changes have a certain effect on comparability regarding a number of disclosures – where last year we only reported data for Sweden, Norway and Finland this year we are reporting figures from all four operations countries.

The expanded scope is the result of the acquisition from YIT but also stems from our ongoing quality assurance work which will continue in 2021.

In cases where boundaries and/or accounting principles have changed in one of the specific disclosures for one of the reported years, it will be noted in the text or table directly connected to the given information.

More information about Peab can be found at www.peab.com.

For information about Peab's sustainability work please contact: Maria Hernroth, Head of Sustainability, maria.hernroth@peab.se

Active memberships

ACHILLES

Peab is a member in the organization Achilles that compiles and validates supplier data and reduces global risks.

ALMEGA

Employer organization in the service sector. The Peab School is a member.

BASTA

BASTA is an industry-wide system that aims to phase out hazardous substances. Peab participates in BASTA's science and market councils.

BEAST

The Construction and Property Industry's Electronic Business Standard (BEAst) is a meeting place for e-commerce B2B, web solutions and e-communication in the industry. Peab is the chair of the BEAst board.

BILTRAFIKENS ARBETSGIVARFÖRBUND

Included in the Swedish Confederation of Transport Enterprises which is the transportation industry's trade and employer organization.

BIM ALLIANCE

BIM Alliance is a non-profit organization that works for improved community building through digitally structured information management. The members consist of a number of different actors within the community building sector, including Peab.

BRAINS & BRICKS

Brains & Bricks – B2 – is a center of excellence that focuses on flows of materials and information, as well as support for decision-making and planning. It is a joint initiative set up by Peab, Linköping University and Katrineholm Municipality.

BUILDING SMART FINLAND

Building Smart Finland is a forum aimed at spreading information about BIM and supporting the work of member companies in implementing BIM based processes. Peab is a member.

BUSINESS@BIODIVERSITY

Through our subsidiary Swerock, Peab is a member in Business@Biodiversity Sweden which is an environmental network for companies that work to integrate biodiversity consideration into their business practices.

BYGGVARUBEDÖMNINGEN (BVB)

BVB makes assessments and provides information and documents concerning sustainability-assessed building products. Peab is one of the owners and sits on the board as a member representative.

CENTRE FOR MANAGEMENT OF BUILT ENVIRONMENT (CMB)

CMB was formed as a collaboration between Chalmers University of Technology and the Swedish community building sector. Peab is a member of many of the CMB's committees.

CLEAN SOIL NETWORK

The Clean Soil Network is a non-profit organization that supports developments in remediation of contamination in soil and water. Peab is a corporate member.

COBUILDER, PRODUCTXCHANGE

Cobuilder offers digital solutions for the distribution of product and project data among businesses in the construction and civil engineering industry. ProductX-change enables retrieving product data and breaking it down. Peab is a paying member.

COMPREHENSIVE DEVELOPMENT OF NEARLY ZERO-ENERGY MUNICIPAL SERVICE BUILDINGS (COMBI)

In Finland Peab participates in the research project COMBI to contribute to the development of nearly zero-energy municipal service buildings. The project is led by Tampere University of Technology.

CONFEDERATION OF FINNISH CONSTRUCTION INDUSTRIES RT

Confederation of Finnish Construction Industries RT (CFCI) is a trade organization for construction companies, special companies and the building material trade. Peab is a member.

CONFEDERATION OF SWEDISH ENTERPRISE'S SAFETY DELEGATION

The Confederation of Swedish Enterprise's network for profitable risk management. Peab is a member.

ECO-LIGHTHOUSE

Eco-Lighthouse is a Norwegian national certification that is visible proof of environmental engagement. Peab has Eco-Lighthouse certification.

ENERGIFÖRETAGENS ARBETSGIVARFÖRENING (EFA)

Employer organization EFA represents energy companies in Sweden.

ENTREPRENÖRFÖRENINGEN BYGG OG ANLEGG (EBA)

EBA is a trade organization for the construction industry, with its own professional committee for asphalt. Peab is a member and has representatives in the Asphalt and HSE committees.

ETHICAL COUNCIL FOR THE SWEDISH COMMUNITY BUILDING SECTOR

The council spotlights ethical issues in the community building sector. Particularly prioritized areas are diversity, anti-corruption and sound competition. Peab is represented on the board as the Swedish Construction Federation's representative.

EUROPEAN AGGREGATES ASSOCIATION (UEPG)

Peab's subsidiary Swerock via SBMI is a member of UEPG, European Aggregates Association, which represents the European mineral aggregates industry's common interests, primarily in the EU. Swerock is represented through a member on the board, in committees and a working group.

FINNSAFE ASSOCIATION OF FINNISH SAFETY MANAGERS

The association for Finnish work environment managers is a professional organization with contributing members from key companies in the work safety sector. Peab is a member.

FOSSIL FREE SWEDEN

Fossil free Sweden is a platform for dialogue and cooperation between companies, municipalities and other interested parties aimed at making Sweden one of the first fossil free welfare countries in the world. Peab joined the initiative in the first quarter 2018.

GALAXEN BYGG

Galaxen Bygg is the construction sector's own company for preventive work in the work environment and rehabilitation. Commissioned by the Swedish Public Employment Service, Galaxen also runs a project to provide newly arrived immigrants with jobs in the construction and civil engineering sectors. Peab is represented on the board of Galaxen, Galaxen Council East, as well as in Galaxen's school group.

GREEN DOT NORWAY

As a member of Green Dot Norway Peab takes responsibility for all packaging material through a return system approved by the Norwegian Environment Agency.

GREENCHAIN

GreenChain is a network for companies that work actively to improve the environment and work conditions in their supply chains. Peab is a member.

INDUSTRIARBETSGIVARNA

The Swedish Association of Industrial Employers is an employers' association for industry companies in pulp, paper, sawmill, steel, metal, mining, construction substances, bottle glass and welding mechanics.

LIFT OPERATOR TRAINING COUNCIL (LUR)

Peab is a member of LUR, which is an independent body responsible for the content and development of LLP (Lift Operator Program).

LÅGAN

LÅGAN is a partnership between the Swedish Construction Federation, the Swedish Energy Agency, the Swedish National Board of Housing, Building and Planning, Region Västra Götaland, Formas, construction companies, developers and consultants aimed at encouraging energy-efficient new construction and renovations, fostering a national market for buildings with low energy consumption and assisting in the establishment of an extensive national body of suppliers of products and services. Peab is member of the governing body.

MAINTAIN ZERO

The association behind Maintain Zero is called Cooperation for zero accidents in the construction industry. Peab is a member of the board and one of the 13 actors that started Maintain Zero.

NORDIC ROAD ASSOCIATION (NVF)

NVF is an industry forum with members from the private and public sectors in the Nordic region that promotes developments in roads, and road traffic and transportation. Peab is the chair of NVF's Swedish committee for paving.

NORSK ASFALTFORENING

The Norwegian asphalt association provides information on paving methods, regulations and research concerning asphalt. Its purpose is to contribute to a more correct and greater use of bitumen-based road pavements. Peab is a member.

NORWEGIAN GREEN BUILDING ALLIANCE AND BREEAM-NOR

The Green Building Alliance is a non-profit member association for organizations in all aspects of the construction and real estate sector. BREEAM-NOR is a Norwegian form of BREEAM. Peab is a paying member.

NORWEGIAN MINERAL INDUSTRY

Norwegian Mineral Industry is the trade association for companies that search for, mine, manage or enrich mineral resources in Norway, or have some other connection to the mineral industry. Peab is a member.

SBUF

SBUF is the construction industry's own organization for research and development, with almost 5,000 affiliated companies in Sweden. Peab is the chair of the board and sits on a couple of the committees.

SFS BA

Peab's Norwegian operations are members in the Sfs BA foundation (Samarbeid for sikkerhet i bygg og anlegg). The foundation works to promote a safe and injury-free construction and civil engineering industry. This work is carried out through collaboration and trust amongst actors in the industry.

SMART BUILT ENVIRONMENT

Smart Built Environment is a strategic innovation program aimed at developing less expensive, faster and more sustainable community building based on the opportunities digitalization provides. Peab is a member in the program.

STARTBANK

Startbank is a register shared by buyers in construction and civil engineering, management, insurance and real estate in Norway. Peab is a paying member and sits on the governing body.

SWEDISH CENTER FOR INNOVATION AND QUALITY IN THE BUILT ENVIRONMENT

The Swedish Center for Innovation and Quality in the Built Environment is a node and catalyst for research, innovation and quality development in community building. Peab is a member.

SWEDEN GREEN BUILDING COUNCIL (SGBC)

SGBC is a non-profit organization owned by its members, open to all companies and organizations in the Swedish construction and real estate sector. Peab is a member and participates in SGBC's councils. Peab is also a member of the Norwegian (NGBC) and Finnish (FIGBC) Green Building Councils.

SWEDISH ASSOCIATION FOR SUSTAINABLE BUSINESS (NMC)

NMC is a non-profit cross-industry association for companies and organizations that wish to improve and stimulate work on sustainable development. Peab is a member.

SWEDISH CONCRETE FEDERATION

The Swedish Concrete Federation is a trade association for those who manufacture and build with concrete. Peab is represented on the board and committees through its subsidiary Swerock.

SWEDISH CONSTRUCTION FEDERATION

The Swedish Construction Federation is the trade and employers' organization for the construction industry. Peab is represented on the board of the Swedish Construction Federation and on many of its councils/committees. The corresponding organization in Finland is RT (Confederation of Finnish Construction Industries) where Peab is a member and sits on local boards, committees and development groups.

SWEDISH INSTALLATION FEDERATION

The Swedish Installation Federation is a trade and employers' association that previously consisted of EIO and VVS Företagen.

SWEDEN'S ROCK MATERIAL INDUSTRY (SBMI)

SBMI is a trade association for producers and suppliers of mineral aggregates. Peab is represented on the board and committees through its subsidiary Swe-rock.

SWEDEN'S TRADE ASSOCIATION FOR SAFER ROADWORK SITES (SBSV)

SBSV is a trade association with around 60 members from private companies and organizations that promotes safer roadwork sites for both workers and traffic. Peab is represented on the board and in committees.

SWEDISH STANDARDS INSTITUTE (SIS)

SIS is a non-profit organization that manages and coordinates standardization in Sweden. Peab is a member in several technical committees.

SVEBY

Sveby is a Swedish acronym for Standardize and Verify Energy Performance in Buildings, and is a cross-industry program that develops tools for agreements on energy utilization. Peab is a financier and member of the governing body.

TEKNIKFÖRETAGEN

Trade and employer organization that comprises two employer associations, Teknikarbetsgivarna and Tekniktjänstarbetsgivarna.

UN GLOBAL COMPACT

Peab signed the UN Global Compact in 2012, and works strategically with the ten principles of sustainable business in the areas of human rights, work conditions, the environment and anti-corruption.

VEITEKNISK INSTITUTT

Veiteknisk Institutt is a competence center for R&D, quality control and documentation of asphalt. Peab is a member and sits on the board.

VISION ZERO FORUM

Finland's national network for workplaces that share a true desire to achieve continual improvement of the work environment. Peab is a member.

Steering in the Social area

Peab's Code of Conduct regulates several parts of the Social area such as human rights, the right to organize, prohibition of forced and child labor and non-discrimination. The Code of Conduct with the associated Work Environment Policy encompasses Nordic work environment laws. Work environment work is systematic and planned and several sections of our business are certified according to ISO 45001. Steering in the Social area is supported by several collaborating systems that include HR and health and safety.

Strategic work on the work environment is done on Group and business area levels, together with the relevant expertise on all levels of the organization that is responsible for turning strategy into reality. Our work environment priorities are the same in all four countries we are active in, albeit taking national legal differences into consideration. Work environment work is completely integrated with the Group's work against discrimination and for equal opportunity. Responsibility for the work environment ultimately lies with our managers, who in turn are supported by experts. In addition to management, there are 145 (129) employees in Peab that work specifically with work environment matters. Added to that are 906 (730) safety representatives, all of them chosen by, and are representatives of, the employees. There are also 85 (84) work environment administrators, which is a union assignment. All in all 7.8 percent (6.6) of all employees in Peab handle work environment matters.

Line managers, supported by specialist functions, have the operative responsibility for ensuring safety, training, diversity and proper working conditions in the company, and compliance with the Code of Conduct.

Peab's crisis organization is activated in the event of a serious accident. It consists of 110 employees in Sweden, Norway, Finland and Denmark.

All Peab's more than 15,000 employees (100 percent) are comprised by an internally reviewed health and safety management system as well as all others (100 percent) at Peab's workplaces, for example visitors and subcontractors.

The system support monitoring goal and developmental discussions for Group white-collar workers was launched in 2019. It has not yet been fully implemented for skilled workers and the work to include all our employees continues. During the year 5,322 (5,458) goal and developmental discussions were registered in the learning management system "Compass", which represents 76 (83) percent of Peab's white-collar workers. Since the reported figure only includes discussions registered in the learning management system more may have taken place in reality. Skilled workers are also offered goal and developmental discussions but since there is no reliable monitoring system none are reported for the year.

Peab has contracted company healthcare in the countries where we have employees. With continuity we carry out a number of activities primarily focused on preventive measures and identifying health risks at an early stage. Working closely together we ensure that the individual's and organization's support needs are met.

We run at least two employee surveys a year, one of which is focused on the work environment and health issues. These surveys result in action plans with health promoting activities.

Peab Leisure is part of Peab's benefit package intended to help employees thrive and feel good. Peab's foremost starting point is the desires of the individual and their active involvement. Peab Leisure is also part of creating opportunities for employees to do things together that generate better health, well-being and a feeling of unity in the company, which strengthens us as an organization. These activities can take on different forms since our life puzzles and interests differ.

Peab's sponsoring is steered by guidelines for sponsoring. Peab's sponsoring is rooted in the local community with the requirement that all sponsored activities must generate some kind of return to society. A central Group Sponsoring Council meets once a month to decide on sponsorship requests. Peab Life makes up part of Peab's more extensive local association sponsoring ([read more here](#)).

Information on employees/other workers

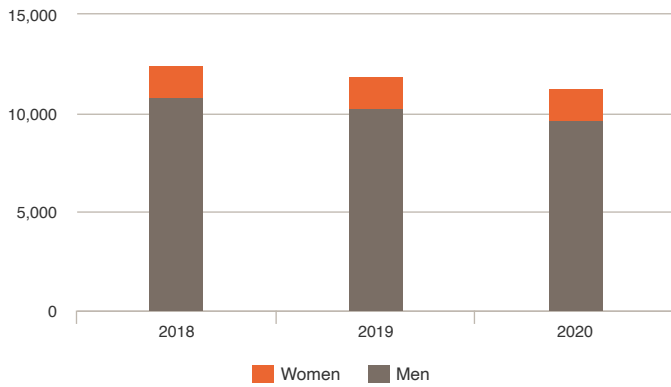
GRI 102-8

Data has been retrieved from the HR systems in Sweden, Norway, Finland and Denmark and totaled thereafter.

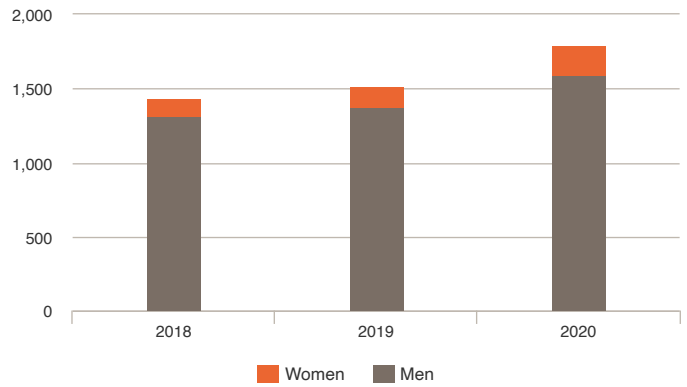
Number of employees per country and gender

The diagram shows the number of employees per December 31, 2020. At the end of 2020 Peab had 15,252 (14,258) employees of which 13.3 percent (13.4) were women.

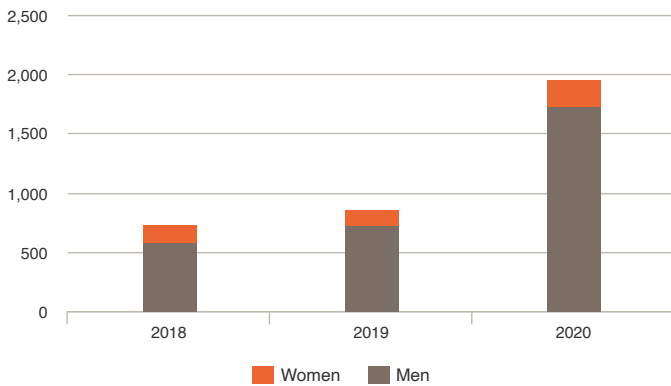
Sweden



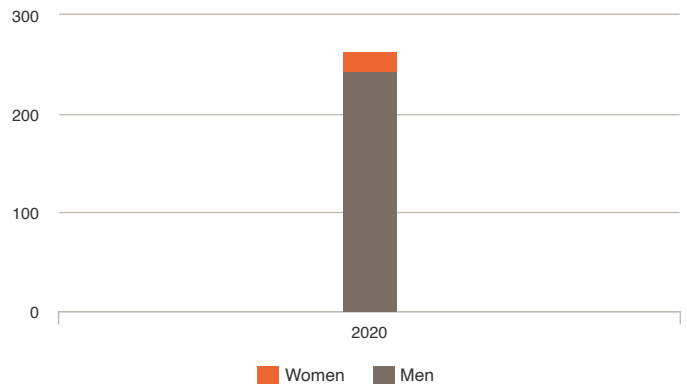
Norway



Finland

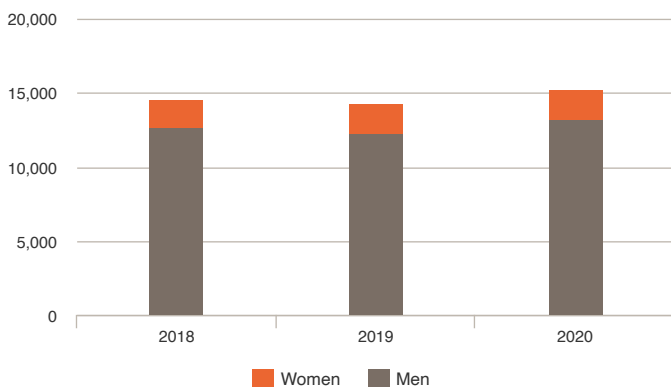


Denmark



* Operations in Denmark acquired in 2020

All of Peab



Employment status for all employees

	Women			Men		
	2020	2019	2018	2020	2019	2018
Permanent employees	1,955	1,860	1,845	12,730	11,954	12,252
Project/temporary employees	81	66	95	486	378	422

Employment type of permanent employees

	Women			Men		
	2020	2019	2018	2020	2019	2018
Full-time employees	1,845	1,773	1,752	12,650	11,872	12,146
Part-time employees	110	87	93	80	82	106

Employees divided by employee category, gender and age*

White-collar workers in management by gender



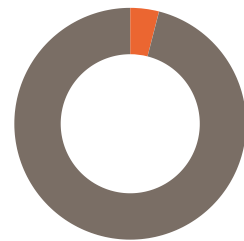
Women, 10% (11) Men, 90% (89)

Other white-collar workers by gender



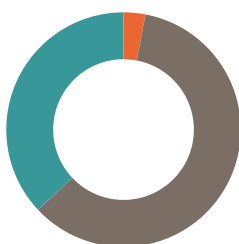
Women, 32% (33) Men, 68% (67)

Skilled workers by gender



Women, 4% (3) Men, 96% (97)

White-collar workers in management by age



< 30 years, 3% (4)
30-50, 60% (59)
> 50 years, 37% (37)

Other white-collar workers by age



< 30 years, 15% (16)
30-50, 57% (57)
> 50 years, 28% (27)

Skilled workers by age



< 30 years, 23% (28)
30-50, 43% (40)
> 50 years, 34% (32)

*Of Peab's 15,252 (14,258) employees at the end of 2020 there were 7,028 (6,566) white-collar workers and 8,224 (7,692) skilled workers.

Diversity in the Board of Directors and executive management (gender and age)

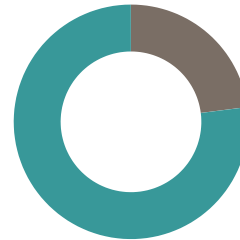
GRI 405-1

Gender



Women, 27% (29)
Men, 73% (71)

Age

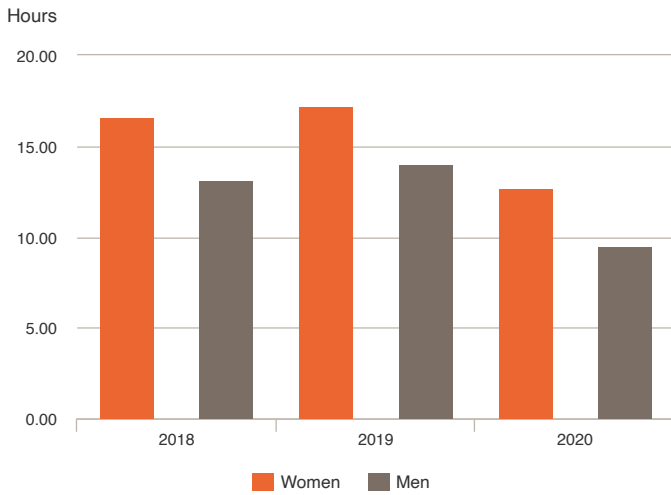


< 30 years, 0% (0)
30-50, 23% (24)
> 50 years, 77% (76)

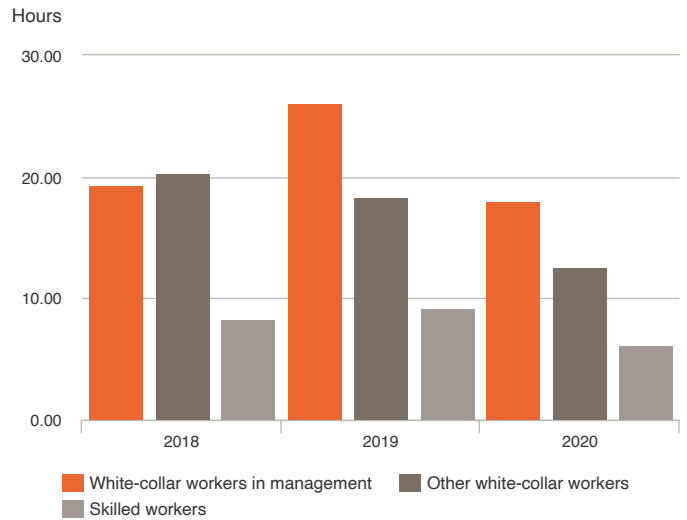
Number of training hours

GRI 404-1

Per employee by gender



Per employee by employee category



Climate risks and opportunities according to TCFD

Peab works long lasting and systematically to reduce our climate impact and to accelerate climate transition to a fossil free society. Climate neutrality is a highly prioritized issue for our stakeholders and one of Peab’s environmental goals is to be climate neutral in 2045.

We have begun to implement TCFD’s recommendations. We consider them a good tool for structurally reporting how we work with our climate-related risks and opportunities as well as in identifying improvement areas. Many of these are reported in more detail in our annual CDP Climate Report, along with a number of them in our Annual and Sustainability Report 2020.

Steering

Peab’s Board and executive management regularly work with issues associated with climate-related risks and opportunities. The Group’s environmental goals are adopted by executive management and approved of by the Board. The Board has given executive management the overriding responsibility for steering and monitoring climate work. The Group’s Head of Environment is responsible for strategically driving and coordinating Group climate work together with business area managers and specialists. Climate-related risks and opportunities are part of the strategic dialogue and are included in the focus area “Safe business”. Achievement of climate goals is monitored as a part of other results.

Strategy

Peab has identified climate-related risks and opportunities. A simple scenario analysis is the basis for identification of these. Examples of transition risks are more stringent legal requirements and higher costs for emissions. Examples of physical risks are extreme weather and floods that affect Peab’s production and choice of solutions.



Risk management

Peab works continuously to identify, assess and manage climate-related risks and opportunities – both physical and transition related. We have begun the work to assess the financial effect these risks can have and judge the company’s resilience in relationship to them. The result from the consolidated risk analysis is processed by both the Board and executive management. More about risk management in Peab is found [here](#) and in the CDP report.

Goals and measurements

Peab has three environmental goals, of which one is climate neutrality 2045, [read more](#). Peab uses a number of measurements to monitor goal achievement and climate impact, including Scope 1-2 and parts of Scope 3. These are presented in the Annual and Sustainability Report 2020 and in the CDP report.

Steering in the Environment area

Peab's work with the environment is practical, close to operations and has a strong connection to our business. It is based on the Group's prioritized sustainable aspects concerning the environment, which have been identified based on an environmental aspects evaluation, a risk and opportunity analysis and a materiality analysis. Common environmental issues are coordinated and run by the Head of the Environment in close collaboration with the environmental managers and specialists in the business areas. Peab's three overriding environmental goals are determined by executive management and the Board ([read more here](#)). Work on the comprehensive, far-reaching goals is conducted in a Group collaboration based on a framework with defined interfaces, key ratios, measurement methods and strategic improvement areas for Peab's continued environmental

work. Next these Group goals are broken down into sub-goals and turned into practical measures in our various operations formed by the business areas' unique conditions and challenges.

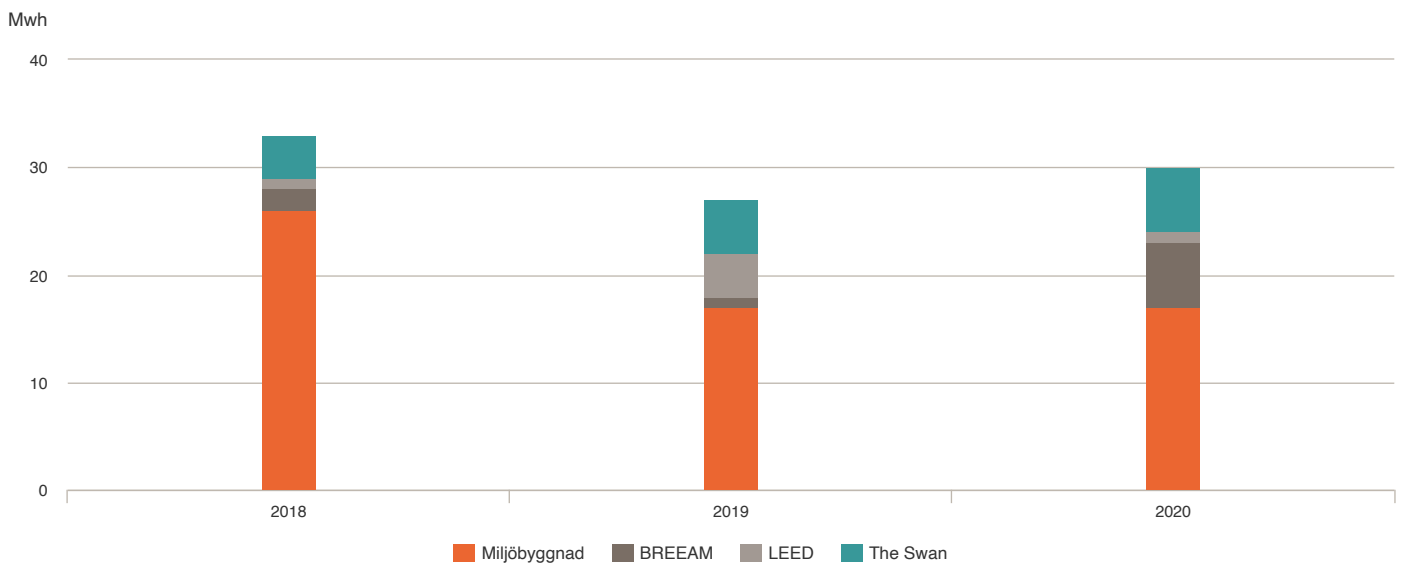
Most of Peab's business operates within the framework for a management system that is certified according to ISO 14001. The environmental management system is an integral part of the business management system which includes Peab's Environmental Policy. Peab's four business areas are responsible for creating processes and action plans that implement management systems and policies and ensure compliance in daily operations.

Environmental certification of buildings

GRI G4 CRE8

The diagram shows the number of received certificates. In the case of Miljöbyggnad and BREEAM the preliminary certification may be what is shown. Statistics include both our own developed projects where Peab is responsible for certification and projects Peab has built for customers.

Environmental certification of buildings



Waste

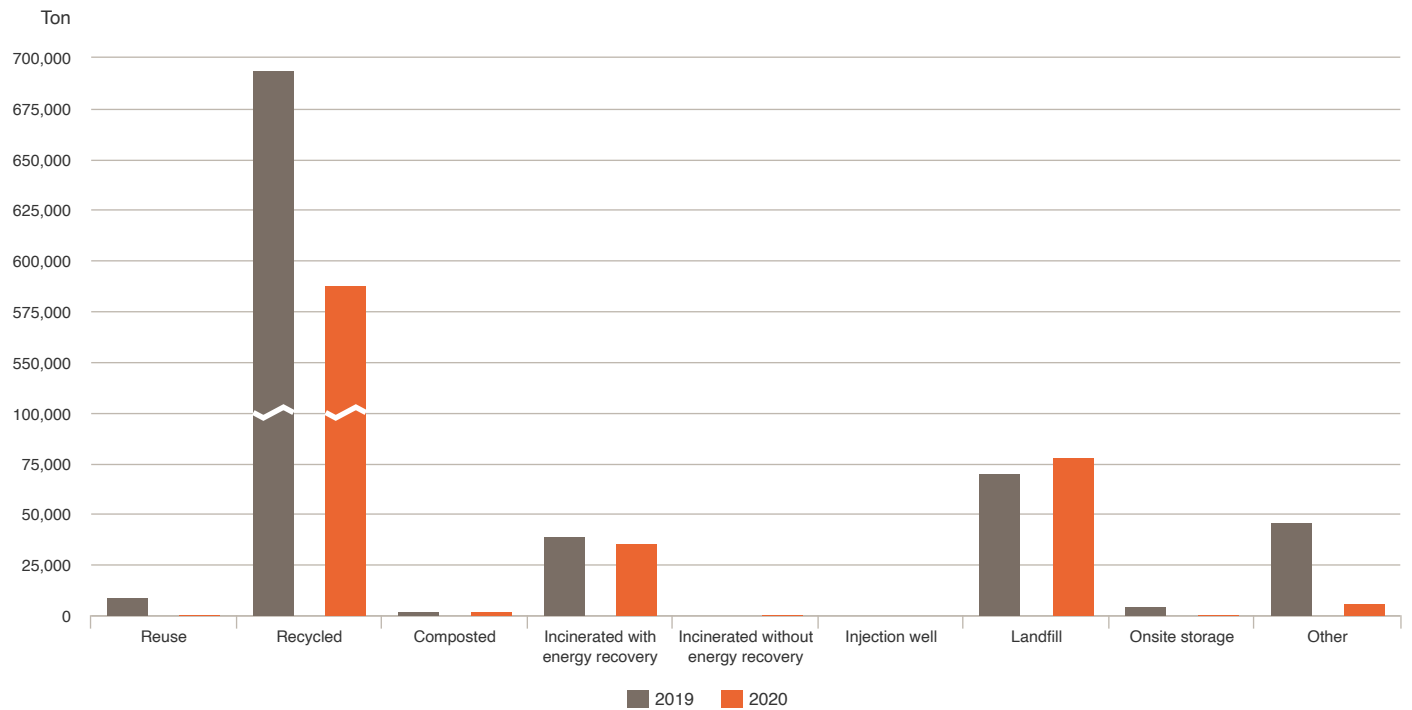
GRI 306-2

During 2020 Peab has continued to refine the compilation process for waste data. Several suppliers and new operations are included in the statistics. A closer dialogue with suppliers has been implemented to ensure good compilation of statistics, including standardization of waste categories and treatment methods. The goal has been to include all of the major suppliers that together represent over 90 percent of the waste management services purchased.

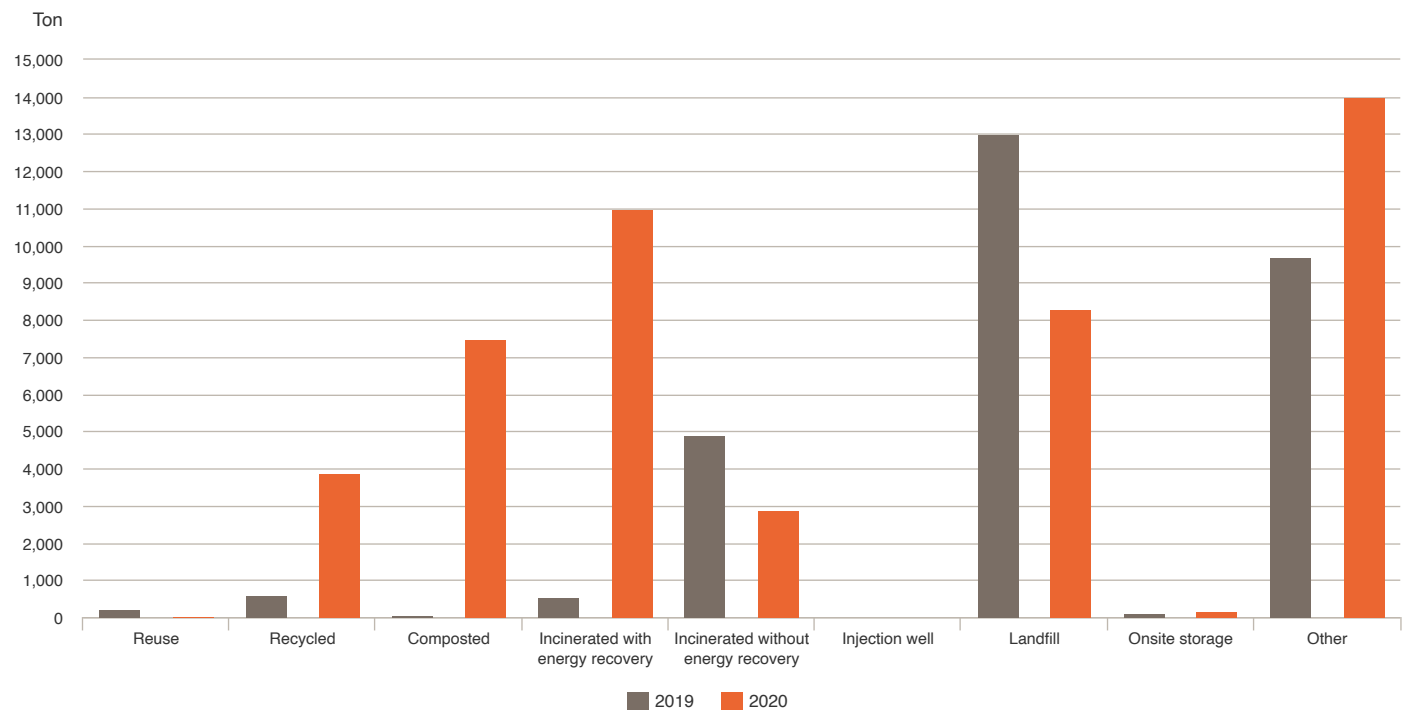
The difference in the outcome compared to the previous year is primarily explained by the variation in the amount and type of waste generated due to the kind of projects underway in the Group during the year. This is particularly noticeable concerning rubble. The broader scope and quality makes it irrelevant to show the figures from 2018.

Waste year 2020 total for the Group was 758,000 (894,000) tons.

Non-hazardous waste



Hazardous waste



Energy consumption

GRI 302-1

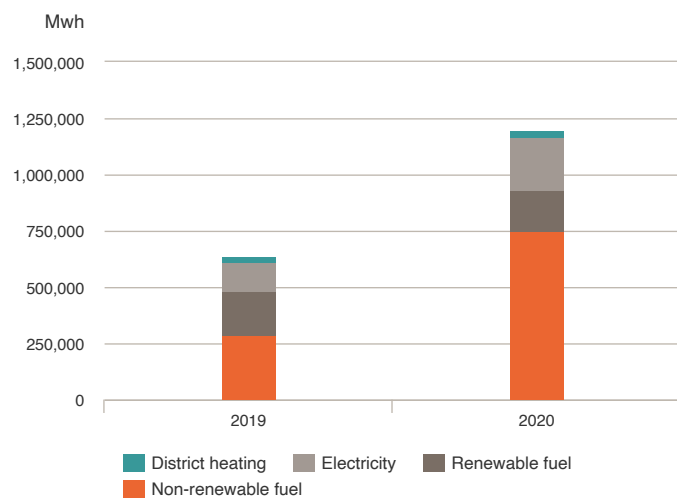
During 2020 Peab has continued to refine the compilation process for energy consumption. Several suppliers and new operations are included in the statistics. A closer dialogue with suppliers has been implemented to ensure good compilation of statistics and conversion factors. The goal has been to include all of the major suppliers that together represent over 90 percent of the electricity and district heating purchased. The improvements have resulted in a significant difference between data for 2020 and 2019. The data for 2019 is therefore not completely comparable and the broader scope and quality makes it irrelevant to show the figures from 2018. The significant changes are:

- an increase in paving operations resulting in considerably higher energy consumption included as of the second quarter 2020, which explains the main change in fuel and electricity use
- figures for 2020 also include gas in production (previously only gas used in vehicles has been included)

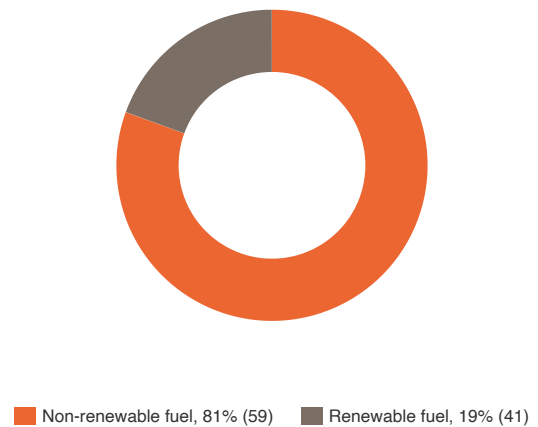
In the first place supplier specific information on the products has been used to calculate the energy from fuel. Conversion factors for fuel have been updated and adjusted to reflect the reduction obligation level. Standards for conversion factors, based on national statistics and information from suppliers, have been established to be utilized where supplier specific data is not available.

All statistics are collected directly from suppliers.

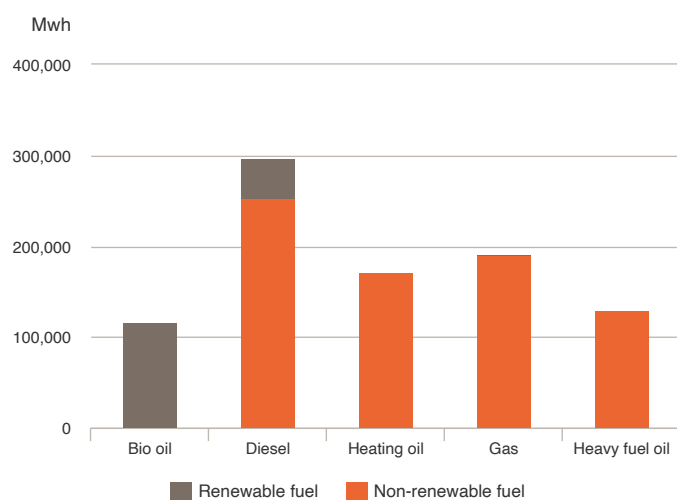
Total energy consumption 1,197,000 (636,000) Mwh



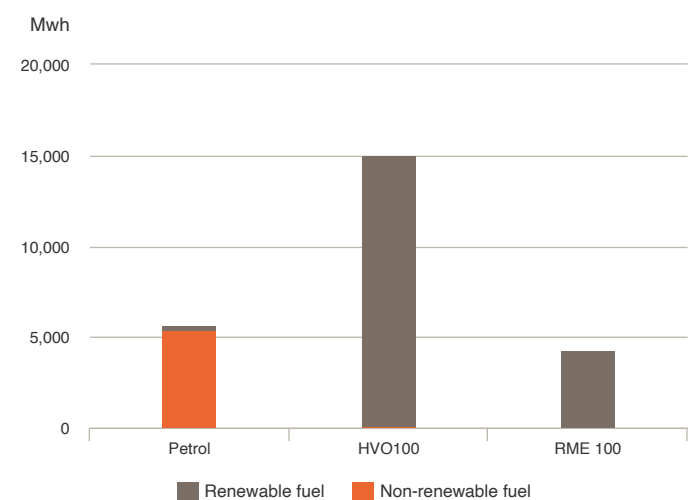
Portion renewable fuel



Primary fuel types, Mwh



Other fuel types, Mwh



Greenhouse gas emissions

GRI 305-1, GRI 305-2, GRI 305-3

During 2020 Peab has continued to refine the compilation process for data consumption. Several suppliers and new operations are included in energy statistics, see the section on "Energy consumption".

A closer dialogue with suppliers has been implemented to ensure good compilation of statistics and emission factors. The improvements have resulted in a significant difference between data for 2020 and 2019. The data for 2019 is therefore not completely comparable and the broader scope and quality makes it irrelevant to show the figures from 2018.

In the first place supplier specific information on the products has been used to calculate emissions. Standards for emission factors, based on national statistics and information from suppliers, have been established to be utilized where supplier specific data is not available.

Scope 1:

Emissions of greenhouse gases from fuel consumption have been calculated with the help of emission factors from Peab's fuel suppliers, national statistics or DEFRA. Because of the updates emission factors for greenhouse gases (CO₂e) also reflect the reduction obligation.

The additional operations use considerably higher amounts of fossil fuels, which is reflected in the figures for emissions of greenhouse gases. Gas in production is now also included, which has a significant impact on emission figures since most of the gas is natural gas and liquified petroleum gas.

Scope 2:

CO₂e emissions (location-based method) have been calculated with emission factors from AIB (2019) – Production mix; Energy companies (2019), national statistics and suppliers' invoices.

CO₂ emissions (market-based method) have been calculated with emission factors from suppliers, and in cases where factors from suppliers have not been available factors from AIB (2019) – Residual mix has been used for electricity and data from Energy companies (2019) and national statistics have been used for district heating.

Emissions in 2019 (market-based method) have been recalculated based on the principles above for greater comparability between the years. Most of the increase in emissions is due to the additional operations' consumption of large volumes of electricity that is not ecolabeled. The portion of renewable energy has therefore dropped from an estimated 75 % to around 40 %.

Scope 3:

Business travel emissions include flights booked through Peab's travel agent and CO₂e figures for flights are produced according to the STS Standard. Statistics on Peab's train trips include those in Finland this year. CO₂e emissions from train trips are calculated by the supplier. All statistics are collected directly from the supplier alternatively estimated based on costs. Business travel emissions have dropped noticeably in 2020 compared to 2019 since travel has been limited by the restrictions connected to the COVID-19 pandemic.

CO₂e emissions from generated waste have been calculated with a tool developed by the industry. Emissions in 2019 have been recalculated for greater comparability between the years based on that in 2020 what is included in each type of waste has been more clearly defined. Now mineral masses (mineral masses such as brick and concrete residue) are included in the calculation but not excavated soil.

Ton CO ₂ e	2020	2019
Scope 1	220,000	102,000
Emissions	220,000	102,000
Scope 2 (market based)	50,000	8,700
Location-based	10,000	4,300
Market-based	50,000	8,700
Scope 3	219,000	281,000
Business travel, flights	560	1,700
Business travel, train	0.150	0.006
Waste management incl. waste transportation (excl excavated soil)	218,000	279,000
Total amount of emissions of greenhouse gases (market-based)	489,000	391,000

Climate monitoring 2021 and going forward

Greenhouse gas emissions from fuel and other energy consumption (Scope 1 and 2) increased in absolute numbers in 2020 compared to 2019. This is primarily due to the expansion of the business through the acquisition of extensive paving and mineral aggregates operations from YIT. The emission figures reported for 2019 do not include these operations, while they are included in 2020 (Q2-Q4).

Peab has adopted new climate targets as of 2021. The new targets are intensity targets that take the scope of the business into consideration and therefore provide a relevant picture of developments in the business concerning the climate, independent of the size of the business. The targets are formulated as a reduction compared to the base year, which is set at 2015 to line up with the construction and civil engineering industry's roadmap for fossil free competitiveness. Emissions for the base year 2015 have been recalculated taking into consideration the change in operations mix that the addition of the new paving and mineral aggregates operations entailed.

Based on the above, climate intensity in the business has diminished over time.

Steering in the Economic area

Peab's executive management is responsible for steering purchases and the work with ethics and anti-corruption. The central steering document for these areas is the Code of Conduct. The Ethical Council plays an important role in handling and monitoring the work with ethics and anti-corruption complemented by the Group's whistleblower function, according to the above. The Ethical Council, which consists of the company lawyer, Head of Security and the HR managers from the four business areas, meets ten times a year. The action plan against corruption that Peab works with is developed through the risk analyses that the Ethical Council regularly performs and includes a comprehensive, target group-oriented education in ethics and anti-corruption to ensure that all our employees have the means to act properly in any given situation.

The Group Head of Purchasing holds the highest responsibility for purchasing in Peab. The Group's regulations and processes for purchasing are clearly communicated throughout the company. An important part of them are the basic requirements in Peab's written contracts such as signing and following the Code of Conduct. The Group's Purchasing function is responsible for, among other things, monitoring, controlling and developing Peab's collaboration with suppliers. For instance, there are daily controls of our supplier base founded primarily on financial parameters and continual monitoring related to our Code of Conduct. Peab has identified a number of risk categories that affect human rights, work conditions, the environment and business ethics.

Communication and education concerning anti-corruption

GRI 205-2

Board and executive management

Informed about Anti-corruption Policy*



Informed 2020, 100% (100) Not informed 2020, 0% (0)

Educated in anti-corruption



Educated per 2020, 100% (38) Not educated per 2020, 0% (62)

All employees

Informed about Anti-corruption Policy*



Informed 2020, 100% (100) Not informed 2020, 0% (0)

Educated in anti-corruption during the year



Educated in 2020, 29% (8) Not educated in 2020, 71% (92)

*Peab's Anti-corruption Policy is integrated into our Code of Conduct

GRI contents index

GRI 102: General standard disclosures (2016)

GRI content index	Disclosure	Page	Comments
Organization profile			
102-1	Organization's name	Front page – cover	
102-2	Business, brands, products and services	Peab at a glance – foldout, Overview Peabs business areas – page 14-15	
102-3	Headquarters location	Note 45 Information on parent company – page 130	
102-4	Location of operations	Peab at a glance – foldout, Overview Peabs business areas – page 14-15	
102-5	Ownership structure and legal company form	The Peab share – page 146-147	
102-6	Markets where the organization is active	Peab at a glance – foldout, Overview Peab's business areas – page 14-15	
102-7	Size of the organization	Peab at a glance – foldout, 2020 in summary – page 1	
102-8	Information about employees and other workers	Social – page 21-24, GRI page 6-7	The information refers solely to our own employees.
102-9	Supply chain	Economic – page 30-31	
102-10	Material changes in the organization and supply chain	2020 in summary – page 1, Comments from the CEO – page 3, GRI page 2	
102-11	The precautionary principle or other approach	Our take on sustainable business – page 20	The environmental work structure is based on the precautionary principle.
102-12	External initiatives	Comments from the CEO – page 4, Our take on sustainable business – page 20	
102-13	Membership in organizations	Peab's active memberships – GRI page 3-4	
Strategy			
102-14	Statement from the CEO	Comments from the CEO – page 2-4	
Ethics and integrity			
102-16	Values, principles, standards and norms for behavior	Comments from the CEO – page 2-4, Targets and strategies – page 10, Our take on sustainable business – page 20	
Governance			
102-18	Corporate governance structure	Our take on sustainable business – page 18, 20, Corporate governance report – page 138-142	
Stakeholder relations			
102-40	Stakeholder groups	Our take on sustainable business – page 16-17	
102-41	Collective bargaining agreements		All employees are covered by collective bargaining agreements.
102-42	Identification and selection of stakeholders	Our take on sustainable business – page 16-17	
102-43	Strategy for communication with stakeholders	Our take on sustainable business – page 16-17	
102-44	Key topics and concerns raised	Our take on sustainable business – page 16-17	
Report profile			
102-45	Entities included in the consolidated financial statements	About the sustainability report – GRI page 2, Note 5 Operating segments – page 89-91, Note 41 Group companies – page 126-129	
102-46	Process of defining the content of the report and topic boundaries	Our take on sustainable business – page 18, GRI page 2	
102-47	Identified material topics	Our take on sustainable business – page 18, GRI page 2	
102-48	Changes in information, effect and cause	2020 in summary – page 1, Comments from the CEO – page 3, Board of Directors' report – page 55	
102-49	Changes in reporting regarding scope and topic boundaries	About the sustainability report – GRI page 2	
102-50	Reporting period	About the sustainability report – GRI page 2	
102-51	Date latest report was published	About the sustainability report – GRI page 2	
102-52	Report cycle	About the sustainability report – GRI page 2	
102-53	Contact information for questions about the report	About the sustainability report – GRI page 2	
102-54	Reporting according to GRI Standards	About the sustainability report – GRI page 2	
102-55	GRI content index	GRI content index – GRI page 15-18	

GRI content index	Disclosure	Page	Comments
102-56	External assurance	About the sustainability report – GRI page 2	

Material sustainability topics

GRI content index	Disclosure	Page	Comments
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Economy

Anti-corruption 2016

GRI 103: Management approach

103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Economic – page 29	
103-2	Management approach	Economic – page 29-31	
103-3	Evaluation of the management approach	Economic – page 29-31	

GRI 205: Anti-corruption

205-2	Communication and training concerning anti-corruption policies and procedures	Economic – page 29-30, GRI page 14	Regions are not applicable for executive management and Board. There is no information regarding regions or personnel categories for employees. Development work underway to ensure data. There is no information regarding business partners.
205-3	Confirmed cases of corruption and measures taken	Economic – page 30	

Environment

Energy 2016

GRI 103: Management approach

103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Environment – page 25	
103-2	Management approach	Environment – page 25-28, GRI page 10	
103-3	Evaluation of the management approach	Environment – page 25-28, GRI page 10	

GRI 302: Energy

302-1	Energy use in the organization	GRI page 12	Broader scope and better quality of compiled data makes it irrelevant to report figures from 2018.
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Emissions 2016

GRI 103: Management approach

103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Environment – page 25	
103-2	Management approach	Environment – page 25-28, GRI page 10, 13	
103-3	Evaluation of the management approach	Environment – page 25-28, GRI page 10, 13	

GRI 305: Emissions

305-1	Direct emissions of greenhouse gases (Scope 1)	GRI page 13	Broader scope and better quality of compiled data makes it irrelevant to report figures from 2018.
305-2	Indirect emissions of greenhouse gases (Scope 2)	GRI page 13	Broader scope and better quality of compiled data makes it irrelevant to report figures from 2018.
305-3	Other indirect emissions of greenhouse gases (Scope 3)	GRI page 13	Scope 3 emissions are limited to air and train travel and emissions from generated waste. Peab intends to broaden the scope of what is reported in Scope 3 and further develop the data compilation process during 2021-2023. Broader scope and better quality of compiled data makes it irrelevant to report figures from 2018.

Effluents and waste 2016

GRI content index	Disclosure	Page	Comments
GRI 103: Management approach			
103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Environment – page 25	
103-2	Management approach	Environment – page 25-28, GRI page 10	
103-3	Evaluation of the management approach	Environment – page 25-28, GRI page 10	
GRI 306: Effluents and waste			
306-2	Waste per type and management method	Environment – page 27, GRI page 11	Broader scope and better quality of compiled data makes it irrelevant to report figures from 2018.

Social

Occupational health and safety 2018

GRI 103: Management approach			
103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, 20, Social – page 21	
103-2	Management approach	Social – page 21-24, Board of Directors ´ report – page 65, GRI page 5	
103-3	Evaluation of the management approach	Social – page 21-24, GRI page 5	
GRI 403: Occupational health and safety			
403-1	Occupational health and safety management system	Our take on sustainable business – page 20, Social – page 21-24, GRI page 5	
403-2	Hazard identification, risk assessment and incident investigation	Social – page 21-22, Board of Directors ´ report – page 58, GRI page 5	
403-3	Occupational health services	GRI page 5	
403-4	Worker participation, consultation and communication on occupational health and safety	Social – page 21-24, GRI page 5	
403-5	Worker training on occupational health and safety	Social – page 21-24, GRI page 5	
403-6	Promotion of worker health	Social – page 21-24, GRI page 5	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social – page 21-24, Board of Directors ´ report – page 58, GRI page 5	
403-8	Workers covered by an occupational health and safety management system	Social – page 21-24, GRI page 5	The occupational health and safety system covers everyone, our own employees and other individuals, at a workplace Peab is responsible for. However, data on the number of how many individuals in the category non-employee is not available.

Education 2016

GRI 103: Management approach			
103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Social – page 21	
103-2	Management approach	Social – page 21-24	
103-3	Evaluation of the management approach	Social – page 21-24	
GRI 404: Education and training			
404-1	Average number of training hours per year and employee	GRI page 8	
404-3	Percentage of employees receiving regular performance and career development reviews	GRI page 5	Developmental discussions are digitally registered for the Group's white-collar workers. System support has not been fully implemented for the Group's skilled workers and therefore the reported data for the comparable year 2019 has been translated to only include the Group's white-collar workers.

Diversity and equal opportunity 2016

GRI 103: Management approach			
103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18, Social – page 21	
103-2	Management approach	Social – page 21-24	
103-3	Evaluation of the management approach	Social – page 21-24	

GRI content index	Disclosure	Page	Comments
GRI 405: Diversity and equal opportunity			
405-1	Diversity in the Board of Directors and executive management and among employees	Social – page 22, GRI page 6, 8	

Sector specific topics

Sustainability certifications

GRI 103: Management approach

103-1	Explanation of topic materiality and boundaries	Our take on sustainable business – page 18, Social – page 25	
103-2	Management approach	Environment – page 25-28, GRI page 10	
103-3	Evaluation of the management approach	Environment – page 25-28, GRI page 10	

G4 CRE: Sustainability certifications

CRE8	Type and number of certifications, ranking and labeling for new construction, management, operation and renovation.	Environment – page 27, 28, GRI page 10	
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Peab's own disclosures

GRI 103: Management approach

103-1	Explanation of the material topic and its boundary	Our take on sustainable business – page 18	
103-2	Management approach	Our take on sustainable business – page 20	
103-3	Evaluation of the management approach	Our take on sustainable business – page 20	
Own disclosure; Youth education	Annual number of students that graduate	Social – page 24	
Own disclosure; Peab Life	Annual number of Peab Life projects	Social – page 24	
Own disclosure; Customer and supplier collaboration	Result from Satisfied Customer Index (SCI)	Targets and strategies – page 11	
Own disclosure; Responsibility in the supply chain	Proportion (%) of purchasing with a signed Code of Conduct	Economic – page 31	Only includes Sweden and Finland and limited data from PSP concerning BA Civil Engineering and Industry in Sweden. Implementation is underway and is expected to give results, mainly in BA Civil Engineering and Industry in Sweden.

Global Compact principles and page references

Area	Principles	Page
Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	Comments from the CEO – page 2-4, Our take on sustainable business – page 18, 20
	2. make sure that they are not complicit in human rights abuses.	Our take on sustainable business – page 18, 20, Economic – page 29-31
Labor	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Our take on sustainable business – page 18, 20, Economic – page 30
	4. the elimination of all forms of forced and compulsory labor;	Our take on sustainable business – page 18, 20, Economic – page 30
	5. the effective abolition of child labor; and	Our take on sustainable business – page 18, 20, Economic – page 30
	6. the elimination of discrimination in respect to employment and occupation.	Our take on sustainable business – page 18, 20, Social – page 23, Economic – page 30
	7. Businesses should support a precautionary approach to environmental challenges;	Our take on sustainable business – page 20
	8. undertake initiatives to promote greater environmental responsibility; and	Environment – page 25-28
	9. encourage the development and diffusion of environmentally friendly technologies.	Environment – page 25-28
	10. Businesses should work against corruption in all its forms, including extortion and bribery.	Our take on sustainable business – page 18, 20, Economic – page 30, GRI – page 14