



Information Security Policy

Peab builds the sustainable communities of the future. Information is a valuable asset to Peab and, as such, it must be handled appropriately. Information security is therefore essential for our business. This includes all security related to Peab's total information processing, covering both organisational measures as well as physical and logical safeguards. Employees, customers, suppliers and other stakeholders must be able to feel confident that our provision and management of information is efficient and secure. Ultimately, it is all about trust in Peab's services and brands. We have adopted a long-term, systematic approach that focuses on four aspects:

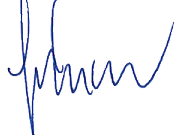
- Confidentiality, i.e., information and other resources must be protected from unauthorised insight and access. Peab classifies information in three main levels: *Open*, *Internal* and *Confidential*
- Accuracy, i.e., protecting information and processing methods to ensure that they are accurate and complete. For example, information is protected against alterations and deletion by unauthorised persons
- Accessibility, i.e., that authorised users can access information and resources when they need them, in a user-friendly way
- Traceability, i.e., being able to unambiguously know who has added, modified or removed information in an IT system, at a given point in time.

We make decisions based on the following guiding principles:

- Responsible leadership should promote the goals of Peab's information security work
- Effective information security work contributes to effective risk management
- With the needs of the business as our starting point, the provision, handling and management of information must be efficient and satisfactory
- We evaluate, classify and manage information assets based on internal and external requirements
- Continuous competence development ensures that employees have the right competence, which helps strengthen Peab's security culture
- Deviations and exceptions are reported and managed in a defined and structured process
- Information security incidents are investigated and followed up in our efforts to continuously improve.
- Legislation constitutes minimum requirements and together with other internal and external requirements contributes to our developments.

The Information Security Policy applies to the entire Peab Group and its suppliers. The Policy is based on Peab's core values and code of conduct, and is an element of our management system. As the Nordic Community Builder, Peab wants its development work, methods and offering to contribute to its reputation as a responsible business.

Förslöv, 2023-12-20

A handwritten signature in blue ink, appearing to read 'Jesper Göransson', written over a vertical line.

Jesper Göransson
CEO

Revised and established on 2023-12-20
First edition approved on 2018-05-22