Appendix with sustainability data and GRI Index

2022

PEAB

THE NORDIC COMMUNITY BUILDER

About the Sustainability Report

This sustainability appendix (GRI appendix) complements Peab's Sustainability Report 2022 which is integrated into the Annual Report. The Sustainability Report follows the financial year and comprises the period January 1 to December 31. This is Peab's twelfth Sustainability Report and it is prepared with reference to the GRI Standards 2021. Because GRI's Universal standards were updated in 2021 certain aspects of this report have been clarified, primarily related to the governance of Peab's sustainability efforts, the approach to and work with our suppliers.

The Sustainability Report is published annually and this year's Sustainability Report was published on April 3, 2023.

The Sustainability Report has not been reviewed by an external third party. However, in 2021 we engaged a third party to do a pre-assurance of our sustainability processes and reporting procedures with the intention of having an independent external party conduct a limited assurance of Peab's sustainability reporting as of the financial year 2024, according to the EU Corporate Sustainability Reporting Directive (CSRD). We also engaged a third party to do a gap analysis between GRI's updated Universal standards and Peab's GRI reporting in 2021.

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

Scope and changes in the report

The report comprises the Group's operations in Sweden, Norway, Finland and Denmark and all the companies over which Peab has operational control. This implies that the Sustainability Report comprises the same companies as the Annual Report with the exception of the companies acquired during the year. The acquired companies are the civil engineering company Arne Olav Lund A/S (AOL) based in Larvik in Norway (90.4 percent of the shares) and Asfaltti- System Oy, a company in Kouvola in Finland (100 percent of the shares) that manufactures components and provides maintenance to the asphalt and concrete industries. The effect of these companies is, nonetheless, marginal in relationship to Peab's entire business and its effect on social, environmental and economic aspects. No material changes in the organization or value chain have occurred during the year.

Based on the materiality analysis, the report focuses on the issues that reflect the areas where our operations has the most significant impact from a sustainable perspective. We revised our material sustainability aspects when we adopted the new business plan for 2021-2023. Peab's reporting is based on four strategic target areas that comprise a total of nine targets. Six of them relate to sustainability and are included in the total of 8 (8) material sustainability aspects Peab has identified in our operations. Read more here. Compared to 2021, no changes have been made concerning our environmental aspects.

Peab works continuously to improve processes and data quality for reporting. 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:

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Peab's sustainability efforts

Working sustainably is a strategic matter for Peab that should be completely integrated into our operations. Each and every employee should, in their role work to promote sustainability based on our core values, business concept, mission, strategic targets and Code of Conduct. For Peab, sustainability entails running a business that both takes a long-term responsibility for our impact throughout the value chain and works for the good of society.

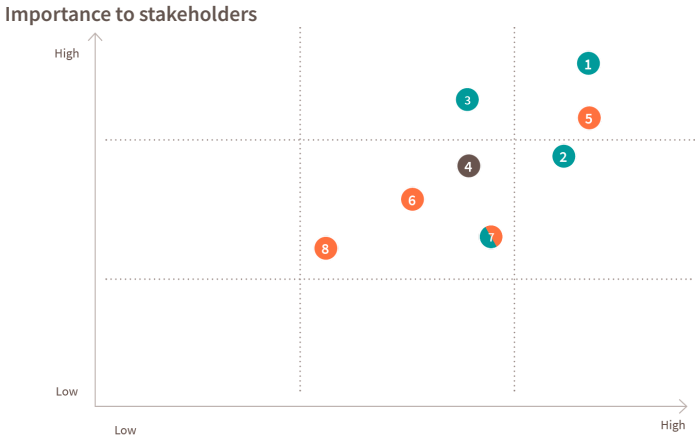
We operate over a broad spectrum of community building which naturally has both positive and negative effects on the world around us. The frequency of injuries in the construction and civil engineering industry is high and our employees are exposed to risks on construction sites that can lead to accidents. Traditionally, the industry is also traditionally male dominated, which entails a lack of gender equality and diversity. Furthermore, our decentralized and complex value chains create risks for ethical violations and corruption. Although the risk is tempered by the fact that our operations and nearly all our employees are in the Nordic region. We have a responsibility to ensure that our suppliers apply good ethics and care about the environment and human rights. Our operations impact the environment and climate in various ways. For example, materials we use, such as concrete and steel, generate greenhouse gas emissions and at the same time, we also need to phase out other components that are hazardous to the environment and to health. As we use the earth's finite resources, we have to increase our efforts related to circularity and resource efficiency, as well as caring about the impact we have on nature and fostering biodiversity. We put similar demands on our suppliers and their suppliers as we do on ourselves, and we have a continuous dialogue with our customers to help them in achieving their environmental and climate targets. Collaboration is a prerequisite for positive change.

Our business contributes to several positive aspects. Besides building local communities including for example homes, schools, retirement homes and hospitals, bridges, roads and railroads, we provide our employees with secure jobs and meaningful careers with development opportunities. We particularly work for the development and education of young people and contribute to local development in general. As a major local actor and employer in the Nordic region, we need to understand through cooperation and dialogue the challenges society is facing and in particular the needs in our local communities. By comprehending this we can reduce the negative impact of our operations and increase its benefit. We want to take responsibility, regardless of whether it is by contributing to a more climate-adapted use of material, fair competition or safe and inclusive workplaces. As one of the largest Nordic community builders, we have decided to be the Best workplace and Leader in social responsibility in our industry. It is a commitment that comes with obligations.

We identify our material sustainability aspects within the framework of our four strategic targets, and in particular the two mentioned above: Best workplace and Leader in social responsibility. The targets also comprise our external and internal targets.

Our sustainability priorities:

- Work environment and safety culture
- Equality, diversity and equal treatment
- Climate impact
- Resource consumption
- Environmentally and health hazardous products
- Quality ensured supplier chain
- Ethics and anti-corruption
- Education and development for the young



Peab's external impact &
External impact on Peab

Sustainable aspects

1. Climate impact
2. Resource consumption
3. Environmentally and health hazardous products
4. Ethics and anti-corruption
5. Work environment and safety culture
6. Equality, diversity and equal treatment
7. Quality ensured supplier chain
8. Education and development for the young

ESG

E=environment, S=social, G=governance

Customer Satisfaction Index (CSI)

CSI stands for Customer Satisfaction Index and measures how satisfied Peab's customers are.

TARGET: >75

OUTCOME 2022: 80

Serious accidents

The target is measured as zero fatal accidents and a contracting trend, rolling 12 months. Serious accidents are defined according to classification 4.

TARGET: <28

OUTCOME 2022: 49

eNPS

eNPS stands for employee Net Promoter Score and measures employee engagement.

TARGET: >22

OUTCOME 2022: 29

Operating margin

The target is measured according to segment reporting.

TARGET: >6%

OUTCOME 2022: 4.3%

Net debt/equity ratio

Net debt in relation to equity. The target is measured according to segment reporting.

TARGET: 0.3-0.7

OUTCOME 2022: 0.5

Dividends

The target is to surpass 50 percent of profit for the year. Measured according to segment reporting.

TARGET: >50%

OUTCOME 2022: 56%[1)]

Carbon dioxide intensity

Climate target for our own production

The target refers to lower emissions of greenhouse gases Scope 1+2 (ton CO_2e/MSEK).

TARGET 2030: -60%

OUTCOME 2022: -43%

Carbon dioxide intensity

Climate target for input goods and purchased services

The target refers to lower emissions of greenhouse gases Scope 3 (ton CO_2e/MSEK).

TARGET 2030: -50%

OUTCOME 2022: -2%

Equal opportunity

The target is measured as: percentage of recruited women in production among skilled workers (SW, production and processing) and white-collar workers (WCW, production management and production support) > percentage of women who have graduated with, for us, relevant degrees on the education markets.

TARGET:
>5% (SW)
>30.0% (WCW)

OUTCOME 2022:
7.9% (SW)
45.3% (WCW)

[1)] Based on the number of outstanding shares.

Key principles for governing Peab's sustainability efforts

Peab governs our sustainability work and the impact of our material aspects by identifying, assessing and managing risks and opportunities, working with continual improvements and identified key activities and projects as well as measuring progress through overarching targets for the Group along with specific business area and subsidiary targets within our sustainable priorities. In addition, governance takes place through regulations and management systems, and as far as possible at the local level. In order to further strengthen our local engagement, we clarified the integrated responsibility for our sustainability efforts in our four business areas in 2021.

The Board of Directors has given Peab's executive management the responsibility for governing and monitoring the integration of sustainability into its operations including the work with the impact of our material aspects. Peab's four business area managers, who all report to the CEO, are responsible together with the COO, CSO and CCO for ensuring that sustainability is an integrated part of operations. They have a Sustainability Council with expertise in sustainability as well as a large number of specialists to aid them, in both central support functions and in the business areas. The executive management reviews the sustainability work at each executive management meeting where they review particular sustainability-related events as well as immerse into a specific sustainability theme at each meeting. Governance is based on the four strategic targets and the external and internal targets subsumed under them. Some of the targets are reviewed by both executive management and the Board quarterly, while others are reviewed once or twice a year. Examples of quarterly targets are the work environment and safety while Peab's climate target is an example of a target that is reviewed annually. Reviewing targets and their outcome gives the executive management the opportunity to apply measures when needed that are monitored afterwards.

The regulations and management systems Peab apply for governance purposes comply with comply with international conventions and national laws. Our fundamental, internal steering document, Peab's Code of Conduct, is based on the UN Global Compact principles that include the precautionary principle, internationally recognised human rights and the ILO Core Conventions. The Code of Conduct is reviewed and updated annually. Peab signed Global Compact 2012. In accordance with the decision by Peab's President and CEO the company will continue to comply with the Global Compact. In addition, through the Code of Conduct, Peab respects the rights presented in OECD's Guidelines for Multinational Enterprises and UN's Guiding Principles on Business and Human Rights (UNGP) that include the principles and rights in the eight core conventions in ILO's declaration on fundamental principles and rights at work and the international regulations for human rights. We have also included these in our Suppliers Code of Conduct, which we have as of 2023.

Communicating our Code of Conduct and Suppliers Code of Conduct is vital to ensure that all employees, suppliers and business partners understand and comply with Peab's standards for human rights, diversity and inclusion as well as the environment, that our employees comply with all other policies, guidelines and regulations. The codes are available on Peab's intranet and external websites, and are included in contracts. We have decided that our employees must annually confirm that they comply with our Code of Conduct. In order to strengthen awareness concerning competition laws and anti-corruption we will hold tailor-made courses for employees that are particularly exposed. It is available in several languages to ensure that all employees understand what is expected of them.

Peab's Board of Directors has ultimate responsibility for ensuring that the Code of Conduct is followed and communicated but executive management and supervisors on all levels have a responsibility to ensure that the requirements in the Code of Conduct including the associated guidelines and regulations are applied.

Governing documents

Summary of the governing documents	
Code of Conduct	The Code of Conduct is the most important governing document for our employees and it stipulates how we operate in an ethical and sustainable manner. Further study, explanation or guidance are recommended for some sections of the code. Peab should conduct a responsible and ethical business throughout our value chain, in particular where the risk for violations is greatest. The Code of Conduct is communicated annually to all employees.
Suppliers Code of Conduct * *As of 2023.	The Suppliers Code of Conduct is intended to ensure that Peab's suppliers contribute to respect for human rights and the environment in their own operations. Suppliers should have processes in place to manage actual and potential violations of human rights and the environment. Peab expects suppliers to follow the code and communicate its requirements to their suppliers.
Environmental Policy	The Environmental Policy refers to our environmental efforts as an obvious part of responsible community building and an integrated part of Peab's daily operations. We work from a long-term perspective to prevent negative environmental footprint, reduce climate impact, resource consumption and negative impact on people and the environment. Through development efforts, improved working methods, and our business offerings, Peab strives to represent responsible business practices and to impact others outside the company to improve their environmental performance.
Quality Policy	The Quality Policy states that our deliveries to customers should maintain high quality and provide good references for future business opportunities. We work preventatively and long-term with quality as an integrated part of our daily operations.
Information Security Policy	The Information Security Policy helps to create a safety culture at Peab, increase awareness about information security and create prerequisites for efficient management of information and risks.
Work Environment Policy	The Work Environment Policy provides a practical description of the company's rule of conduct, focus areas and targets regarding the work environment.

International conventions that are the basis of the governing documents

Code of Conduct	UN Global Compact including its ten principles in the areas of human rights, labor rights, the environment and fighting corruption, and its underlying conventions and declarations, UN declaration of human rights, UN Sustainable Development Goals, ILO's core conventions on rights at work, OECD's Guidelines for Multinational Enterprises, UN's Guiding Principles on Business and Human Rights (UNGP), The general principles of the International Code of Human Rights and the OECD Anti-Bribery Convention and its recommendations.
Suppliers Code of Conduct* *As of 2023.	UN Sustainable Development Goals and its ten principles in the areas of human rights, labor rights, the environment and fighting corruption, and its underlying conventions and declarations, UN declaration of human rights, UN global goals for sustainable development, ILO's core conventions on rights at work, OECD's Guidelines for Multinational Enterprises, UN's Guiding Principles on Business and Human Rights (UNGP), The general principles of the International Code of Human Rights and the OECD Anti-Bribery Convention and its recommendations.
Environmental Policy	–
Quality Policy	–
Information Security Policy	–
Work Environment Policy	–

Precautionary principle requirement

Code of Conduct	Yes, obligatory to minimize or eliminate the risk of serious or irrevocable damage to the environment or human health.
Suppliers Code of Conduct * *As of 2023.	Yes, obligatory to minimize or eliminate the risk of serious or irrevocable damage to the environment or human health.
Environmental Policy	The target of our environmental efforts is to achieve climate neutrality, increase resource efficiency and phase out environmental and health hazardous products. Our environmental work is long-term and based on the precautionary principle.
Quality Policy	We work preventatively and long-term with quality as an integrated part of our daily operations.
Information Security Policy	–
Work Environment Policy	–

Human rights comprised by the governing document

Code of Conduct	• We prioritize a safe and healthy work environment • We stand for equal treatment and diversity • We do not accept child labor • We do not accept forced labor or debt bondage • We support the right to organize • We support fair employment conditions • We do not accept any form of corruption.
Suppliers Code of Conduct * *As of 2023.	• We prioritize a safe and healthy work environment • We stand for equal treatment and diversity • We do not accept child labor • We do not accept forced labor or debt bondage • We support the right to organize • We support fair employment conditions
Environmental Policy	Certain aspects of our environmental work are relevant to human rights, for example the right to health and a healthy environment.
Quality Policy	–
Information Security Policy	Secure and safe information management for all stakeholders, including employees, customers and suppliers.
Work Environment Policy	The right to a safe and healthy work environment, to work in safe conditions and not be exposed to illness or accidents at workplaces. The policy also emphasizes the importance of working together with co-workers, trade unions and other stakeholders to promote a good safety culture and social interaction in order to prevent sickness and accidents.

Affected stakeholders

Code of Conduct	Employees
Suppliers Code of Conduct * *As of 2023.	Suppliers
Environmental Policy	Employees and suppliers
Quality Policy	Employees and suppliers
Information Security Policy	Employees and suppliers
Work Environment Policy	Employees and suppliers

Responsible for approval of governing document

Code of Conduct	Board of Directors
Suppliers Code of Conduct * *As of 2023.	Board of Directors
Environmental Policy	Board of Directors
Quality Policy	Board of Directors
Information Security Policy	Board of Directors
Work Environment Policy	Board of Directors

Leader in social responsibility

As the Nordic Community Builder with an extensive local presence, we have a responsibility for our communities. This responsibility begins with our role as employers and business partners and stretches all the way through our production chain and out into the surrounding neighborhood. This responsibility also includes the environment and climate. We impact all these areas and what we do matters.

This is how we govern:

Peab's Code of Conduct applies to our employees and since 2023 we have a Suppliers Code of Conduct directed to our suppliers, subcontractors and other partners. The codes set clear requirements on compliance and respect in a number of areas like child labor, forced labor and the right to organize, climate responsibility, non-discrimination and anti-corruption. The Suppliers Code of Conduct contains specific requirements of suppliers concerning due diligence in the value chain, particularly regarding respect for human rights and the environment.

The strategic work linked to our material aspects in the target Leader in social responsibility is conducted on both Group and business area levels, together with the relevant expertise on every level of our organization responsible for making strategy into reality. Our priorities are the same in all the four countries we operate in, albeit with consideration to national legal differences. Peab's managers always have the full responsibility and are, in turn, supported by specialists. In addition, we are certified according to a number of ISO standards.

The Board of Directors and executive management annually review the target for equal opportunity recruitment and the target of reducing carbon dioxide intensity in our own operations – Scope 1 and 2 – by at least 60 percent (baseline 2015) and for input goods and purchased services – Scope 3 – by half (baseline 2015) by 2030.

Equality, diversity and equal treatment

The construction and civil engineering industry, including Peab, plays a major role in taking advantage of all the competence society has to offer. In particular with respect to gender equal workplaces. The major inequality is in professions close to production. Promoting diversity at our workplaces is equally important, that we see and utilize everyone's competence regardless of their background or identity. We are convinced that equality, diversity and equal treatment are key to success in both our business and in society as a whole. As one of the largest community builders in the Nordic region, we want to lead the way in the industry to increase equality, diversity and inclusion. Two key factors are continuous education and cooperation with society in general.

One of our nine external targets concerns equal opportunity recruitment. We have a Diversity & Inclusion Manager whose mission is to work strategically for increase equality, diversity and inclusion in the Peab Group. The function operates in the COO organization which is responsible for these issues. As these issues are relevant for our entire industry, we work to raise these issues in various industry contexts, and when meeting policy-markers and media.

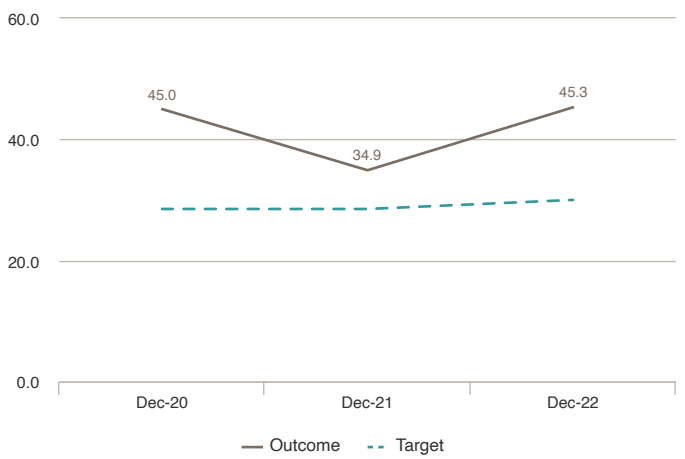
The Code of Conduct together with the associated Work Environment Policy and our equal treatment plan cover Nordic work environment and anti-discrimination legislation.

Peab's own disclosures

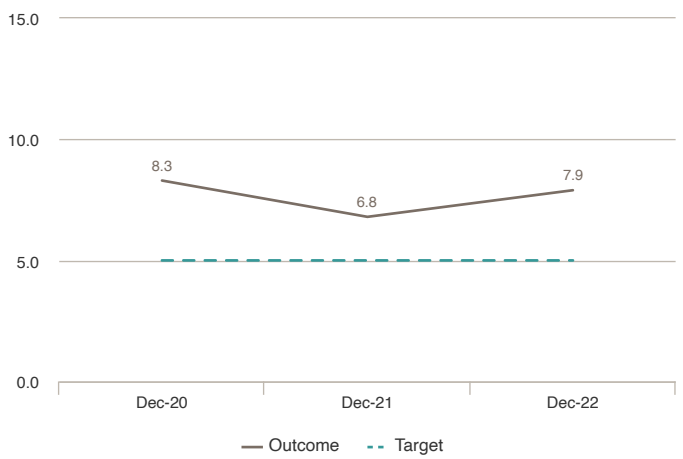
Equal opportunity recruitment

Target: Percent of women recruited > education market (reported annually)

Production management and production support (WCW), %



Production and processing (SW), %



Quality ensured supply chain

The production chain in the construction and civil engineering industry is complex and consists of many different actors. When it comes to the supply chain specifically, the foundation of a sustainable business is a supply chain where business ethics, human rights and the environment are fostered and respected.

The matter of our suppliers is central to us and is included in several of our prioritized sustainability aspects. At Peab we managed around 40,000 suppliers in 2022. Around 1,500 suppliers make up 80 percent of the Group's total purchase volume, of which 60 are internal suppliers. In other words, we are major buyers in the Nordic region which means we have a good platform for promoting secure and sustainable procurement along with supplier collaboration.

This requires good governance from the highest level in the organization to individual workplaces as well as clear requirements and monitoring processes in every part of the production chain. This requires procedures for assessing, preventing and managing risks along with collaboration and transparency. Peab's Code of Conduct forms the basis of this and during the year we developed a code of conduct specifically for suppliers that explicitly defines our expectations of our partners.

How we govern:

Respect for human rights is essential in every aspect of Peab's operations and throughout the entire value chain. This commitment is explicitly expressed in our Code of Conduct. The risk of violating human rights exists in all our areas of operation, internally as well as externally. These risks are particularly prominent in the various parts of the supply chain, which is why we, as of 2023, have a Suppliers Code of Conduct. We perform risk assessments and rectifying deficiencies in our own operations, and we conduct quality checks of our supply chain to reduce the risk of disrespect for human rights.

Peab's executive management is responsible for purchasing governance. The central steering document is our Code of Conduct as of 2023 we have a Suppliers Code of Conduct.

The Group's Head of Procurement has ultimate responsibility for purchasing at Peab. The Group's regulations and processes are clearly communicated throughout our operations. An important part is the fundamental requirements set out in Peab's written agreements, such as a signing and complying with the Suppliers Code of Conduct (previously the Code of Conduct). The Group's purchasing function is responsible for monitoring, quality reveiw and developing Peab's supplier collaboration. For example, our supplier base is checked on a daily basis, primarily on financial parameters, and regular controls are made related to the Code of Conduct. Peab has identified a number of risk categories with a heightened risk for deficiencies regarding human rights, working conditions, environment and business ethics.

Ethics and anti-corruption

As community builders, we have a significant responsibility to work with ethics and counteract corruption. We have zero tolerance for all forms of corruption. This is a challenge in an industry of generally decentralized operations and complex value chains since these factors may increase the risk for ethical violations and corruption. Our shareholders, customers, employees and other stakeholders must be able to trust that our operations rest on an ethical approach, internal processes and regulations, as well as national legislation, and Peab does not compromise on these.

How we govern:

Peab's executive management is responsible for governing the work related to ethics and anti-corruption as well as governance related to purchasing. The central steering document is our Code of Conduct. The Group's Ethical Council is vital to managing and monitoring our work with ethics and anti-corruption, which is also supplemented by our whistleblower function.

The Ethical Council, which consists of the company lawyer, head of security and HR managers from all the business areas, meet once a month for a total of eleven 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 training in ethics and anti-corruption to ensure that all our employees have sufficient knowledge to act properly in any given situation. Group function Corporate governance and regulation compliance, under the leadership of the company lawyer, works with managing various cases of violations, training in ethics and anti-corruption, risk analyses and measures to counteract corruption as well as matters regarding governance and compliance. The compliance matter is not restricted to only laws and ordinances but, it also includes our Code of Conduct, established working methods and other steering documents within the Group.

At Peab, there are several way to whistleblow, complain or express opinions. We encourage employees, suppliers, trade unions and others to report any forms of misconduct or unethical behavior in the Group. General complaints from employees are reported to their closest supervisor. If this is not appropriate the employee is encouraged to report to their supervisor's boss, the HR function, the Ethical Council or the legal function in Corporate governance and regulation compliance. We also have a whistleblowing function that employees and external parties can use.

Handling complaints and whistleblowing at Peab

Peab's whistleblower system is used in the event of suspicions concerning corruption, environment breaches, fraud, victimization, mobbing, discrimination and health and safety standard violations. Anyone can make a report. Peab Group companies in Sweden with more than 250 employees have specific whistleblower contacts personnel can report to directly. Personnel in companies with fewer employees are encouraged report directly to Peab's council for whistleblowing, which is a central function under the Ethics Council in Peab. In 2023 we will appoint whistleblower contacts in every company with over 50 employees.

Employees can also report via Peab's channel for whistleblowing on the intranet, externally at peab.se and on other Group company websites. The report is handled confidentially by internally independent staff at Peab. The channel for whistleblowing is available in local languages and guarantees the anonymity of the reporter. Reports can also be made orally or via letter or email. A response is given quickly and always within seven days.

External reporting

If someone outside of Peab identifies any wrongdoing in the company we want them to report it at once, if possible to their closest contact at Peab or directly to the site manager of the project the person is at.

Peab also wants our suppliers to proactively communicate to their employees how to sound the alarm if they suspect something that violates our Code of Conduct or the law, via Peab's channel for whistleblowing.

People outside of Peab's organization can report in the same channels and have their reports handled in the same way as Peab's employees.

Fundamental prerequisites concerning reporting:

1. No reprisals

Anyone reporting suspected wrongdoing should feel safe in the knowledge that they will not suffer any negative consequences. Peab does not tolerate any form of reprisals aimed at an employee or anyone else reporting suspected wrongdoing.

2. Ethical Council

The Ethical Council in Peab supports, strengthens and develops how Peab relates to and applies ethical matters relevant to our business, particularly relating to compliance of Peab's Code of Conduct. The Ethical Council processes, and decides on, the whistleblower matters referred to it. The Ethical Council ensures objective and consequent investigations as well as provides answers to ethical questions posed from operations/employees.

3. Reporting to the Board

The Ethical Council reports the total number of established and significant cases of breaches in compliance with the Code of Conduct/Suppliers Code of Conduct, laws, and regulations to executive management semi-annually and to the Board of Directors in conjuncture with half-year report in the third quarter. The Ethical Council also reports on the consequences meted out.

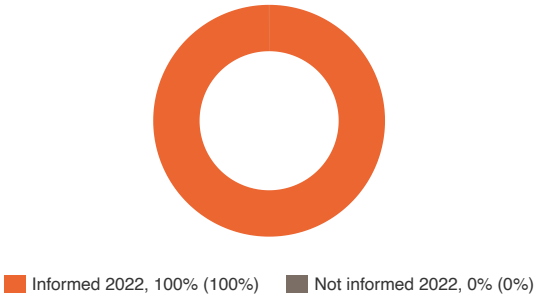
Peab describes its whistleblower system specifically in its Guidelines for Whistleblowing and how personal data is handled in "How Peab processes personal data".

Communication and education concerning anti-corruption

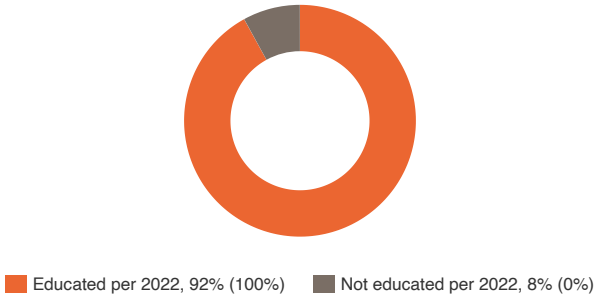
GRI 205-2

Board of Directors and executive management

Informed about Anti-corruption Policy*

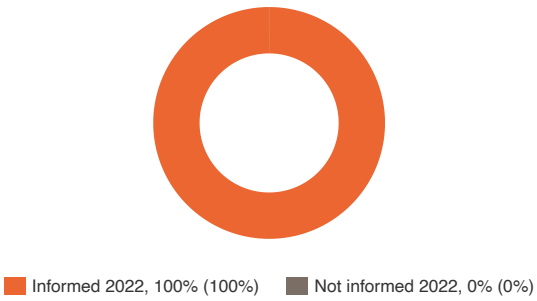


Training in anti-corruption

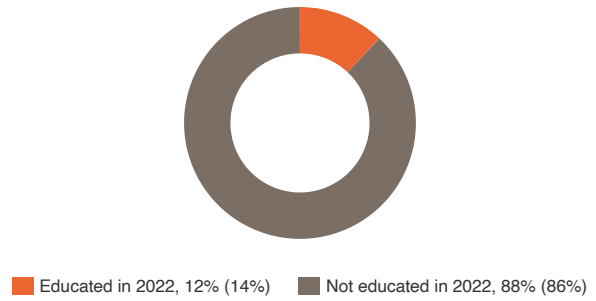


All employees

Informed about Anti-corruption Policy*



Training in anti-corruption



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

Education and development for the young

One of the areas our customers emphasize more frequently is the importance of working together in shared social responsibility for the local community. For Peab, with our extensive local presence all over the Nordic region, this is a positive development and key to our business model. Some examples are providing internships and jobs for newly arrived immigrants or for people with disabilities, creating safe residential areas or aiding youths in their development and education. The education and development of youths is a particularly prioritized matter for us. We want as many children and youths as possible to have equal access to leisure activities, education and a first step into the labor market. This is an important part of our strategic target to be a leader in social responsibility.

How we govern:

Peab Life is our concept for how we contribute to youth's development and education in the local community. By making it possible for young people to participate in local building projects we want to combat inequalities and contribute to greater diversity, community and participation amongst youths in the Nordic region. Our efforts for young people's education and development lies in the function that works with Peab's social responsibility and is led by the COO.

Peab Life is also the starting point for the Group's sponsoring work which is based locally and requires that all sponsored activities positively contribute to the community. Peab's sponsoring is governed by specific guidelines and the Group Sponsoring Council meets once a month.

Environment

The construction and civil engineering industry has a significant environmental and climate impact. Peab affects the environment and climate through our own operations and through the impact generated by, for example, suppliers and customers. At the same time, our operations are impacted by the effects of a changing environment and climate change. Consequently, we work together with other actors in the value chain to gradually reduce our environmental and climate impact, in line with our targets.

Peab's environmental work is based on the Group's prioritized sustainability aspects in the environmental area which have been identified through our environmental aspects evaluation, risk and opportunity analysis as well as stakeholder dialogues and materiality analysis. These are:

- Climate impact
- Resource consumption
- Environmentally and health hazardous products

The environmental targets guide us

Taking responsibility for the environment is key to our strategic target to be the leader in social responsibility. Peab has three long-term environmental targets that identify our focus areas and help us implement practical measures that improve the environment. These both support and strengthen each other. The most long-term target of Peab's three group-wide environmental targets is to become climate neutral in 2045 at the latest which aligns with the science based 1.5 degree target in the Paris Agreement. Our milestone targets to 2030 are to reduce carbon dioxide intensity in our own operations – Scope 1 and 2 – by at least 60 percent (baseline 2015) and for input goods and purchased services – Scope 3 – by half (baseline 2015). Peab's second environmental target is to be completely resource efficient by 2040. This target also contributes to our climate target since resource consumption and producing material have a substantial climate impact. Within the framework of resource efficiency we also work actively to promote biodiversity. Peab's third environmental target is to phase out environmentally and health hazardous products no later than 2030. We want to protect people and the environment from toxic exposure in both production and usage phase.

How we govern:

The Group's Head of Environment is responsible for strategically driving and coordinating Group environmental matters in close collaboration with business area environmental managers and specialists. The Group's three overriding environmental targets are adopted by executive management and approved of by the Board, and are encompassed by a framework of defined interfaces, measurements, evaluation methods and strategic improvement areas. The Group targets are broken down into sub-targets and realized in our various operations based on each business area's unique conditions and challenges.

Most of Peab's businesses operate within a management system certified according to ISO 14001. The environmental management system is integrated into the business management system, which includes Peab's Environmental Policy. Peab's four business areas are responsible for implementation and compliance with management systems and policies in daily operations.

Since 2021, we have been working extensively to systematically and digitally manage the Peab Group's environmental data. As the first step the project comprises system support and processes to compile and analyze the environmental data linked to input goods and services. The purpose of the project is to increase the accessibility, transparency and quality of data in order to meet the increasing reporting requirements from authorities, customers and financiers.

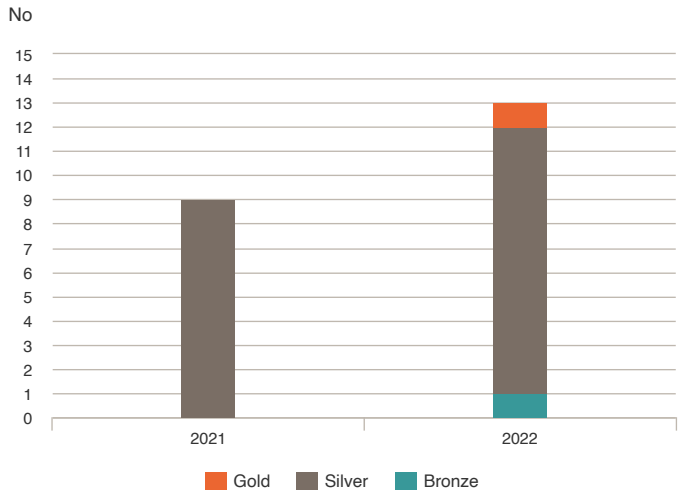
Environmental certification of buildings

GRI G4 CRE-8

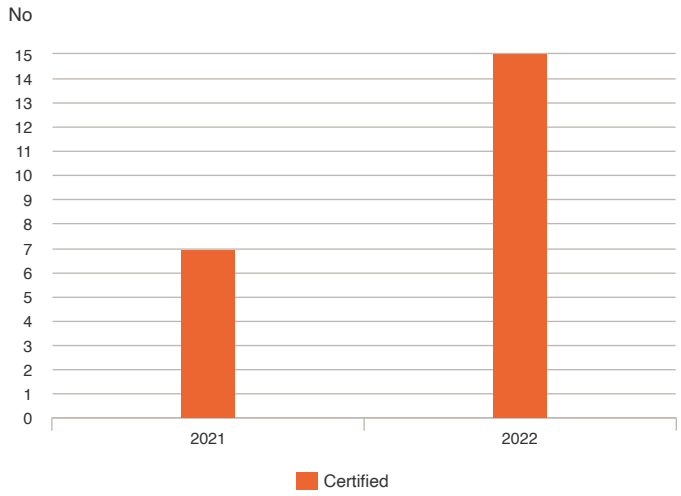
The diagram shows the number of received certificates allocated per certification type. In the case of Miljöbyggnad and BREEAM the preliminary certification could be shown. The data include both our own developed projects where Peab is responsible for the certification and projects Peab has built for customers. As of 2021 certificates are reported per certification level and therefore the comparable year 2020 is not included in the diagrams. In 2020, the number of certificates according to Miljöbyggnad was 17, BREEM was 6, LEED was 1 and the Svan was 6.

The total number of certificates was 35 (22) during 2022.

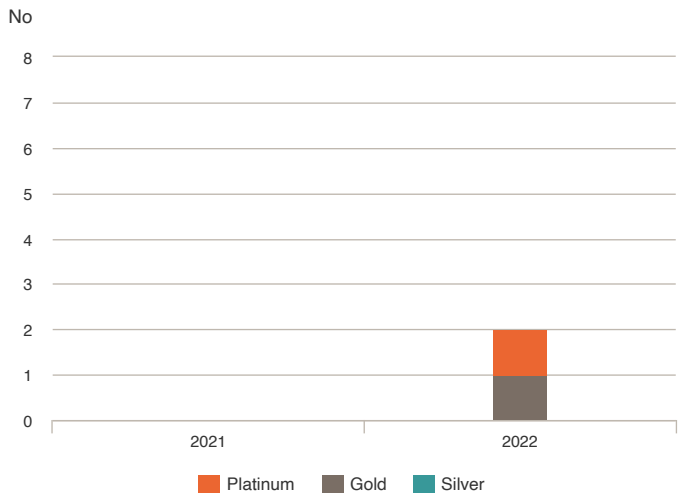
Miljöbyggnad



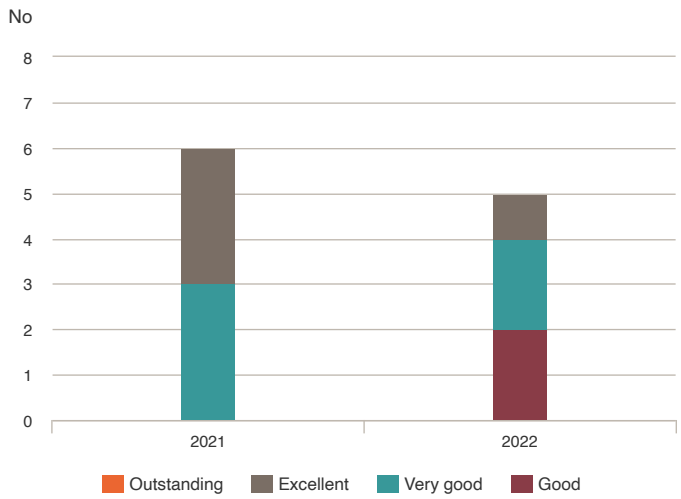
The Nordic Swan Ecolabel



LEED



BREEAM



Energy consumption

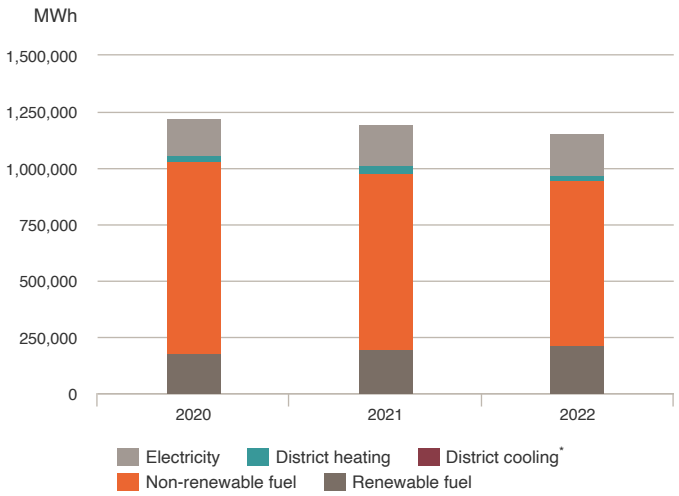
GRI 302-1, GRI 302-3

During 2022, Peab has continued to refine the compilation process of energy data. The reported data cover all the major suppliers that together represent more than 90 percent of the purchased volumes of electricity, district heating and district cooling. Cooling and steam were not reported in 2021 since the consumption was negligible. Peab has not used steam in 2022. Data from all fuel suppliers are included. The majority of the data is collected directly from suppliers but some estimates have been made based on, for example, invoices.

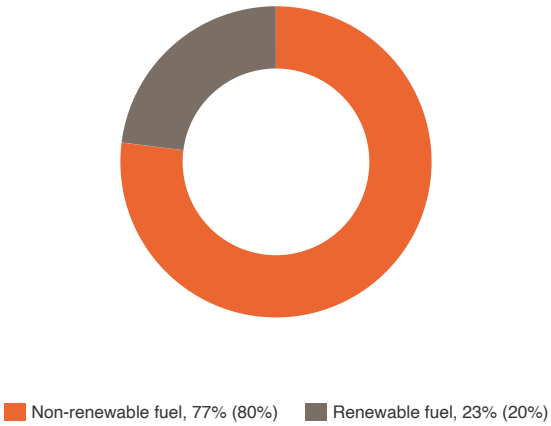
In first hand, supplier specific information on the products has been used to calculate the energy from fuel. Standard factors used for making estimates are reviewed annually. Conversion factors for fuel have been updated and adjusted to reflect the reduction obligation level. If supplier-specific data are not available, standard conversion factors based on national statistics are applied.

The use of of liquid fuel and gas decreased by 4 % during 2022 compared to 2021 and the use of of renewable fuel and gas increased by 11 %. The use of of electricity, district heating and district cooling decreased by 3 % during 2022 compared to 2021. The use of renewable electricity, district heating and district cooling increased by 6 %, where the majority was an increase in renewable electricity. The change in total energy consumption between the years is primarily due to changes in the set up of projects.

Total energy consumption 1,156,000 (1,195,000) MWh



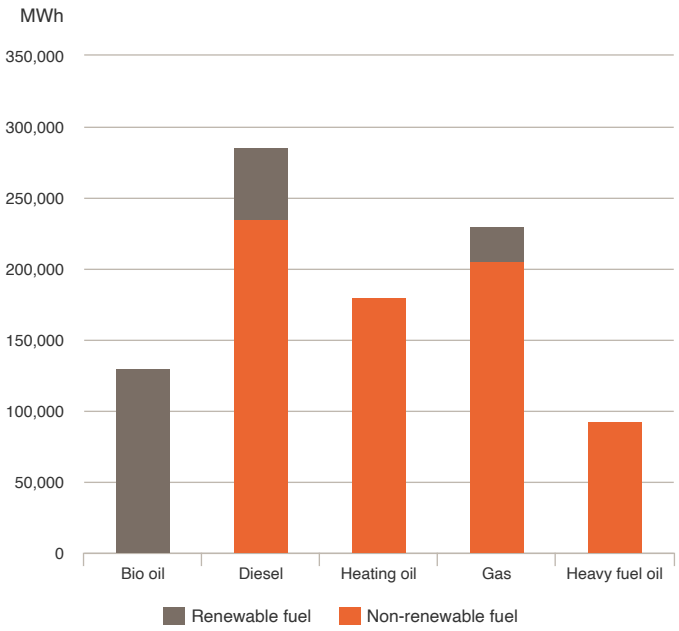
Percent renewable fuel of total fuel consumption, 2022 **



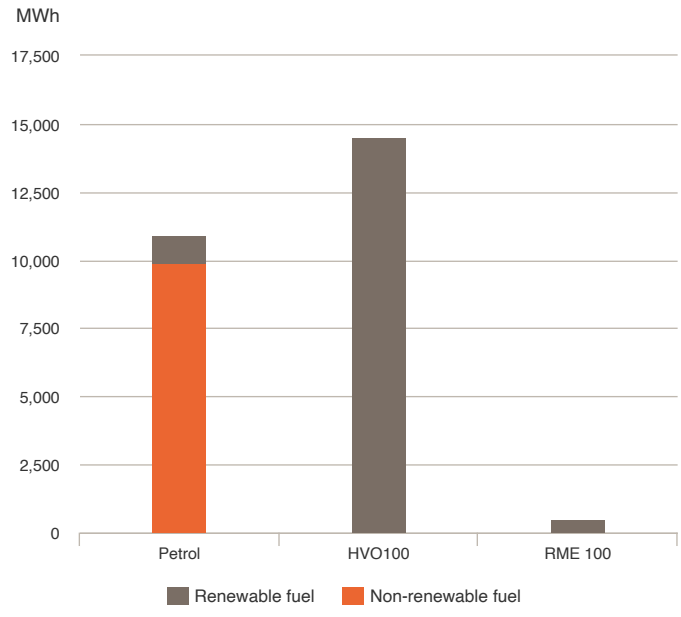
* Consumption of district cooling was a small portion of total energy consumption. In 2022 it was 8 MWh.

** Some of the fossil gas purchased in Denmark contains biogas and is thereby renewable.

Primary fuel types 2022, MWh

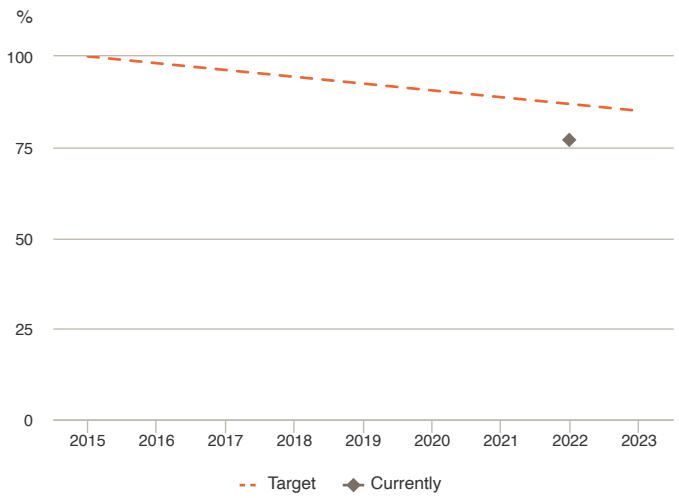


Other fuel types 2022, MWh



Energy intensity

As of 2021, Peab has an energy intensity target measured as total energy consumption (all types of energy) in relation to the scope of the business, measured as net sales. The target is to reduce energy intensity by 15 % to 2023 compared to 2015. The outcome for 2022 was a reduction of 23 %.



Greenhouse gas emissions

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

During 2022, Peab has continued to refine the compilation process of data. For changes in energy consumption, which is one of the basic parameters for calculating greenhouse gas emissions (CO_2e), see the section on "Energy consumption". In first hand, supplier specific information has been used to calculate CO_2e. If supplier-specific data are not available, standard emission factors have been applied.

Scope 1 (fuel consumption):

CO_2e from fuel consumption have been calculated with emission factors from Peab's fuel suppliers, national statistics, data from the energy industrial associations or DEFRA. Calculations of CO_2e reflect the actual emissions for the composition of the fuels Peab has purchased, not the average of the reduction obligation fuel volume. Standard emission factors used are reviewed annually. The emissions of greenhouse gases in Scope 1 for 2022 are similar compared to 2021.

Scope 2 (other energy consumption):

CO_2e according to the location-based method have been calculated with emission factors from AIB – Production mix (2021), national statistics or data from the energy industrial associations. CO_2e according to the location-based method have decreased by 5 % compared to 2021. This is primarily due to a lower consumption of electricity and district heating in 2022 as well as updated emission factors from AIB.

CO_2e according to the market-based method have primarily been calculated with emission factors from suppliers. In cases where emission factors from suppliers have not been available, factors from AIB – Residual mix have been used for electricity, and national statistics or data from the energy industrial associations have been used for district heating and district cooling. CO_2e according to the market-based method have decreased by 7 % compared to 2021. This is primarily due to an increase in renewable electricity and lower consumption of electricity and district heating in 2022.

Scope 3 (input goods and purchased services):

From 2021, the scope of the data measured and reported in Scope 3 have increased. The delimitation of the Scope 3 reporting is based on an assessment of both the extent of the environmental impact and the pre-conditions for measuring it. Out of the 15 Scope 3 categories defined in the Greenhouse Gas Protocol, the following categories are reported on (with certain limitations specified in more detail in the GRI Index):

1. Purchased goods and services
4. Upstream transportation and distribution
5. Waste management services
6. Business travel

Purchased goods and services refers to material Peab purchased for its operations, and material delivered via sub-contractors, as well as purchased machine services. Upstream transportation and distribution includes transportation services Peab has purchased from a third party. The greenhouse gas emissions generated by purchased goods and services and upstream transportation and distribution have been calculated based on estimated quantities. In 2022, the emission factors for purchased materials were revised in order to better reflect the operations, taking purchased materials with a lower climate impact into account. Some of the emission factors were collected from suppliers. In cases where this information has not been available, emission factors have been based on standards from the Swedish Transport Agency and The Swedish Environmental Protection Agency. The CO_2e from these Scope 3 categories in 2022 are on the same level as 2021.

Greenhouse gas emissions from generated waste have been calculated with a tool developed by the waste industry including the climate footprint of waste transportation. CO_2e from generated waste decreased by 7 % in 2022 compared to 2021. During the the quality review of the data, certain deficiencies in the 2021 reporting were discovered and significant data errors have been corrected in this year's report. The revision of waste per waste type in tonnes affects emission calculations for 2021 and have therefore been adjusted. The largest adjustment refers to a reduction in generated waste sent to landfill which before the revision was a significant contributor to the emissions. This implies a reduction in CO_2e from waste management compared to what was previously reported for 2021.

Greenhouse gas emissions from business travels include travels by train and flights booked through Peab's travel agents and CO_2e data are collected directly from the suppliers. The CO_2e from flights were 1,235 tons while CO_2e from train were only 0.6 tons. CO_2e from business travel have increased compared to 2021. This is because COVID-19 pandemic travel restrictions still affected the number of travels during 2021. Business travel resumed when restrictions eased in 2022.

Ton CO_2e	2022	2021
Scope 1	**216,000**	**215,000**
Emissions	216,000	215,000
Scope 2 (market based)	**16,000**	**17,000**
Location based	7,000	8,000
Market based	16,000	17,000
Scope 3	**1,100,000**	**1,100,000**
Business travel (flights & train)	1,236	526
Waste management incl. waste transportation (excl excavated soil)	68,000	74,000
Input goods and purchased services	1,000,000	1,000,000
Total amount of emissions of greenhouse gases (market based)	**1,330,000**	**1,330,000**

Note that the values in the table Ton CO_2e are rounded off and therefore the summation can differ.

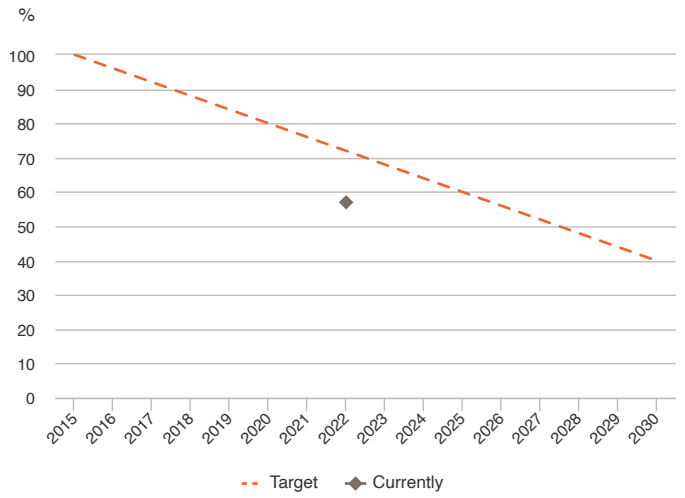
As of 2021, Peab has a target for carbon dioxide intensity measured as CO_2e in relation to the scope of the business, measured as net sales, allocated into Scope 1+2 (fuel and energy consumption in our own production) and Scope 3 (input goods and purchased services).

The target for Scope 1+2 is to reduce carbon dioxide intensity by 60 % to 2030 compared to base year 2015. The outcome for 2022 was a reduction of 43 %.

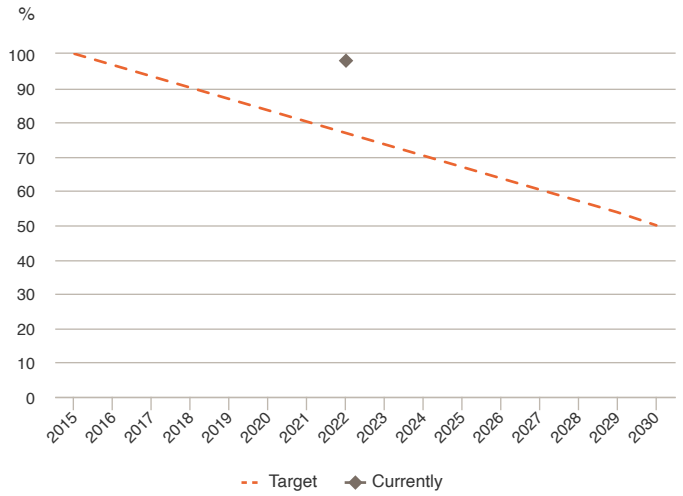
The target for Scope 3 is to reduce carbon dioxide intensity by 50 % to 2030 compared to 2015. The outcome for 2022 was a reduction of 5 %. The outcome of the target for carbon dioxide intensity for Scope 3 2021 has been revised due to the correction of CO_2e in Scope 3 (see the section on input goods and purchased services).

Greenhouse gas intensity

Carbon dioxide intensity, own production (Scope 1 + 2)



Carbon dioxide intensity, input goods and purchased services (Scope 3)



Waste

GRI 306-1, GRI 306-2, GRI 306-3

Material and waste flows as well as waste prevention measures

Environmental impact related to waste is primarily linked to the depletion of natural resources. When material is not reused, greenhouse gas emissions occur and other pollutants are generated by transportation and incineration of waste. The use of land for waste storage and landfills, poses risks for leakage of hazardous substances to land and water. We work to reduce the environmental impact of waste based on waste hierarchy. This means that we, in first hand, strive to minimize the amount of waste generated, and in second hand, steer the waste created to reuse or material recycling. We also strive to reduce hazardous waste and increase the use of recycled material in the products we manufacture and use along with the possibility to recycle the products after use.

We maintain close collaboration with the other actors in the value chain to achieve circular material flows. Environmental impacts linked to waste arise not only within Peab's own operations, but also within other actors, such as suppliers, customers, waste contractors and other manufacturing companies. Peab has the greatest opportunity to control the extent of the environmental impact in its own production, but we can also influence the environmental impact of other actors through dialogue, setting demands and through our offer of products and services. The figure below provides an overview of Peab's material and waste flows.

The upstream flows describe material flows into Peab, for example material deliveries from suppliers and surplus material from other actors we received for recycling,, while downstream flows describe material flows out of Peab, for example finalized products to customers, components to reuse by another actor and waste sent to external waste contractors.

1. Virgin material

Peab has considerable operations in supplying raw material providing society with essential construction material such as mineral aggregates and gravel used, for example, in building railroads and manufacturing concrete. We strive to increase the use of circular material but we also use gravel and rock from our own quarries.

In our projects, we try to reduce the need for construction material and soil for filling by, for instance, optimizing designs and in-situ treatment of contaminated soil that render the pollutants harmless onsite.

2. Input goods

We use input goods in our production in the form of chemical products, materials and goods from a large number of suppliers. The input goods usually come with packaging that creates a significant amount of waste.

In order to reduce the environmental impact of input goods, we strive for optimized construction that diminishes the need for materials and streamlined working methods that minimize waste and surplus or damaged material. We look for products and packaging with more recycled material and that are in of themselves recyclable. Examples of products that can contain recycled material are plasterboard, glass wool and stone wool. We also strive for increased use of return packaging such as pallets.

3. Byproducts

We use byproducts from other actor's operations as raw material in our own production.

We work continually to increase the amount of byproducts as raw material, thereby contributing to reducing the amount of material that becomes waste. An example of this is the slag from manufacturing steel that we use in our own production. We use it to make Merit, a binder that can replace cement in concrete. We also use it in ECO-Ballast (ECO-Mineral aggregates) that consists of at least 50 percent of recycled material, which reduces the use of virgin material.

4. Surplus material

Peab runs its own recycling operations, where we work to increase recycling and reuse of waste and residue material from construction and civil engineering projects as well as industrial processes, for both internal and external customers. Through efficient recycling of surplus excavated soil, in part through C & D Recycling Wash Plants, the amount of surplus excavated soil from excavation and infrastructure projects that becomes landfill can be reduced by up to 80 percent and we can instead use it as raw material in new products like ECO-Ballast (ECO-Mineral aggregates). We also use reclaimed asphalt pavement as a raw material in our asphalt production which lowers the amount of both bitumen and mineral aggregates needed.

5. Material and products

Peab manufactures number of different materials and products for our customers – everything from mineral aggregates, asphalt and concrete to finished bridges, schools and hospitals. Packaging is minimum for this kind of product.

We strive for all our products to contain more recycled material. An example is our ECO-Ballast (ECO-Mineral aggregates), which is made up of at least 50 percent recycled raw material and we use recycled material in the manufacture of concrete and asphalt such as slag-based binder and recycled mineral aggregates. We also try to use products and material with long lives and to enable reuse and recycling of them at the end of their lives. For example, we are phasing out environmentally and health hazardous products that contain substances we do not want in the circular flow. We also need to work further on dismantling, which will enable future reuse of included components.

6. Retrieval and waste returns

Despite preventative measures, production still generates some material waste and leftover material.

First and foremost, we try to return this material to the supplier by retrieving leftover, undamaged products that can be resold or return material waste that can go back into the supplier's production as raw material. Examples of material waste that can be returned to suppliers for recycling are glass wool, stone wool and plasterboard.

7. Reuse

If leftover material and products cannot be returned to the supplier, we strive to reuse it in other ways. This might be leftover material and products, temporary material only needed during the production phase or products that have been dismantled in connection with renovation or demolition.

We can use some of it in our own operations. An example of systematic reuse is our project Varvsstaden, a former shipyard now being transformed into a new city borough in the middle of Malmö. Here we have developed "The Material Bank", a database that contains information about all the material onsite while displaying the environmental gains of reusing and retrieving it. We want to make leftover material and products we cannot use in our operations available to other actors and have therefore signed partnering contracts with several external reuse actors.

8. Waste

The waste that is generated in our operations, despite all the above efforts, is sorted and handled by professional waste management companies. They can have other options for reuse and recycling of the material. If not, the waste is sent to incineration, usually with energy recovery, or as a last resort to landfill. There are instances where material and products are not fit for reuse and recycling, for example, hazardous waste derived from demolition or soil remediation. This is also handled by professional waste management companies for treatment and/or disposal.

Peab ensures safe and secure waste management by checking that waste management companies have the proper permits for their operations before contracts are signed. A follow-up of managed waste amounts is conducted at least once a year on Group level, through a compilation containing waste type, if the waste is hazardous or not and what kind of recycling or disposal method has been used by waste management companies.

More examples of how we work with resource efficiency, preventing waste generation and increasing the portion of recycled waste can be found in the text section on the environment in the Annual and Sustainability Report.

Generated waste

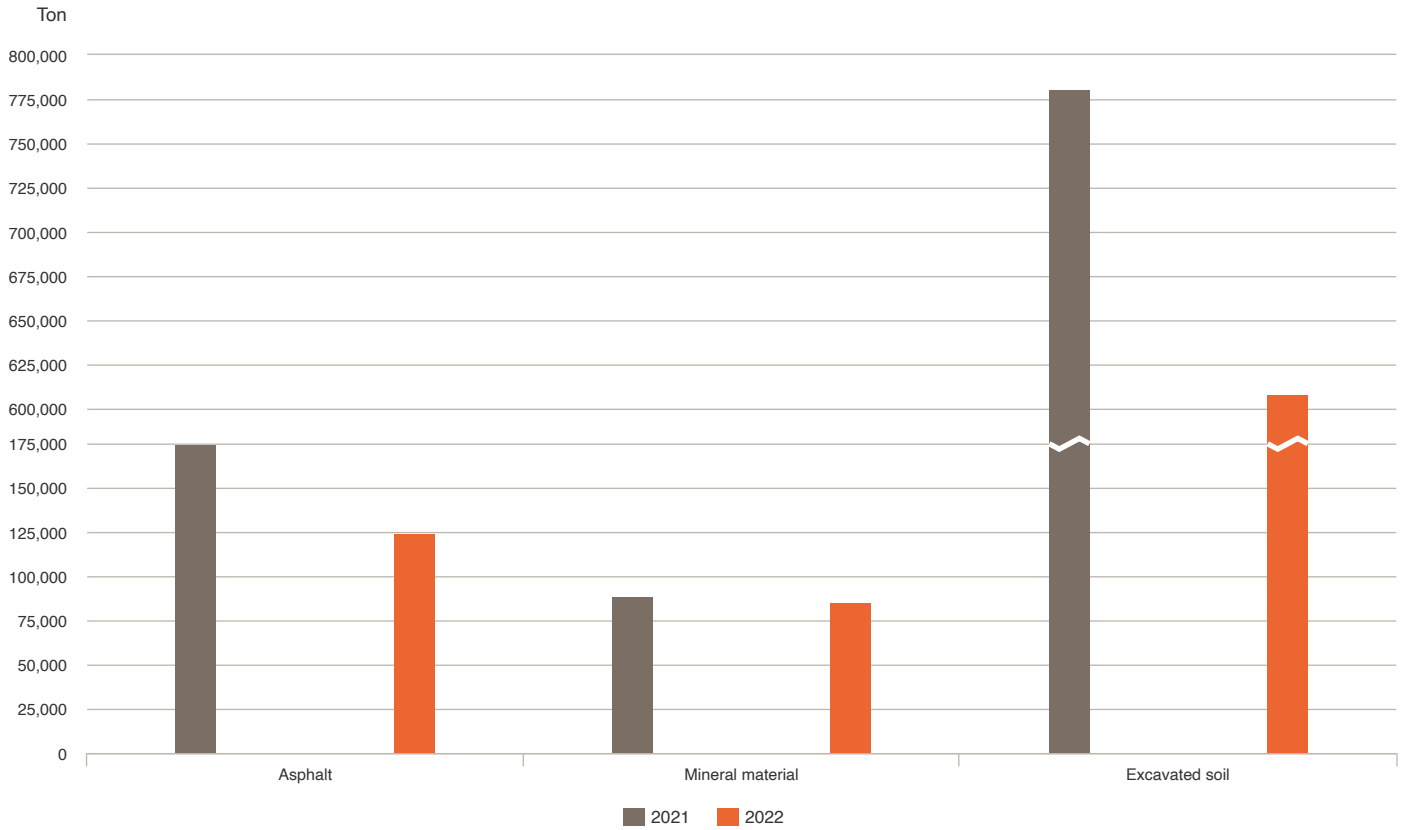
During 2022, Peab has continued to refine the compilation process for waste data and ensure good compilation of data, including increased standardization of waste type categories and treatment methods. The reported data include all of the major suppliers that together represent over 90 percent of the purchased volumes of waste management services.

During the quality review of the 2022 data, certain deficiencies regarding the tones of waste reported for 2021 were discovered and significant errors have been adjusted in this year's report. This refers to an error of the tons of waste reported, total of 397,000 tons. The error is due to incorrect information reported by the suppliers in 2021. Variations regarding waste generated per waste type, as well as treatment methods have therefore been corrected in this year's report.

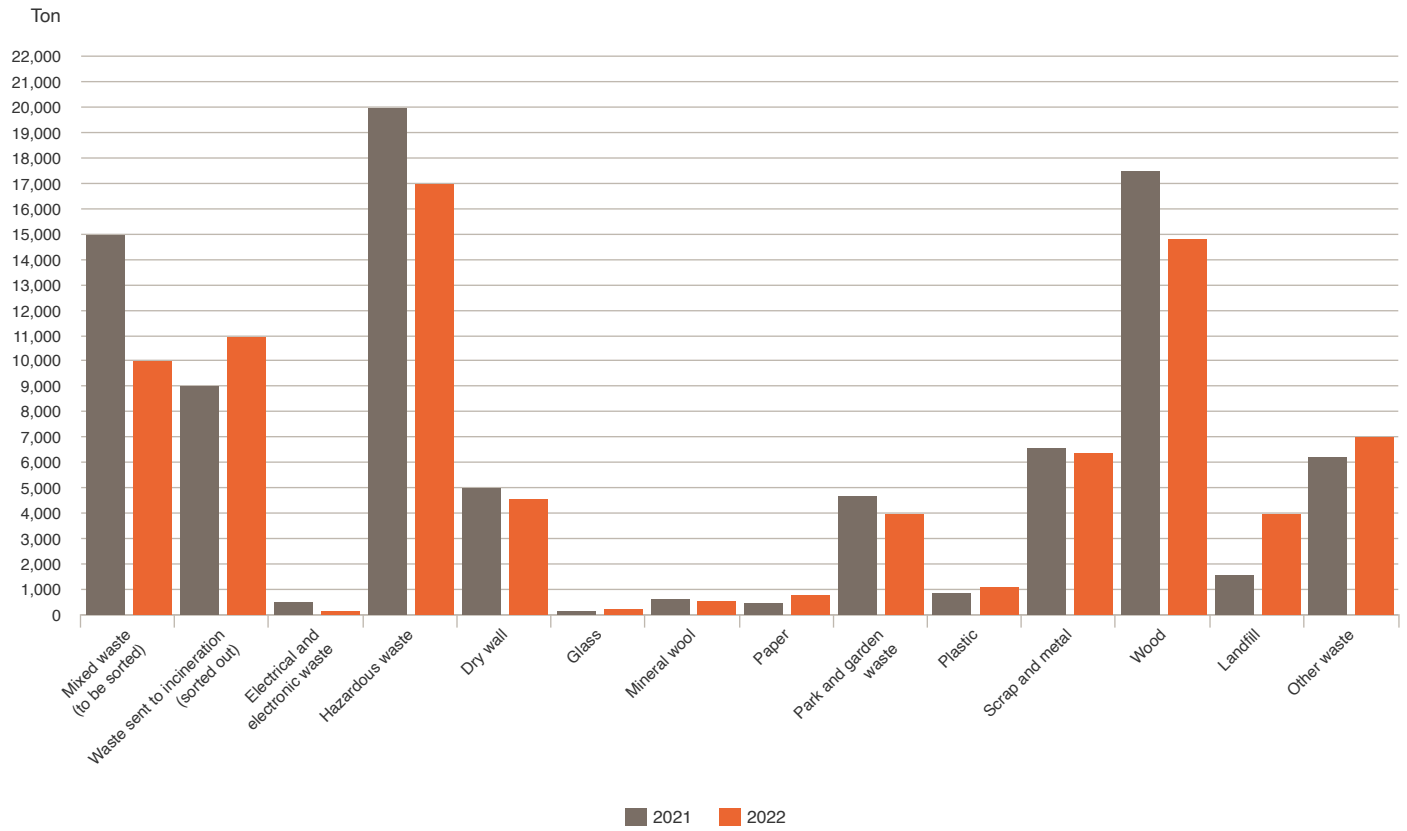
Compared to the revised data for 2021, the amount of waste in tones decreased by 21 % in 2022. Changes and variations in the amount of waste between the years are largely due to variations in the number of projects and the structure and the set up of the projects during the reporting year.

Waste year 2022, total for the Group was 901,000 (1,130,000) tons.

Generated waste per waste type



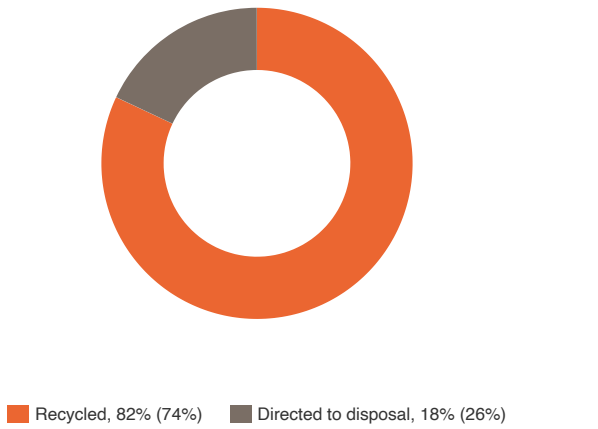
Generated waste per waste type



Waste previously reported as return packaging in 2021 has been reclassified to the waste category wood, and waste previously reported was sludge in 2021 has been reclassified as hazardous waste, minimal material, and other waste. Peab's ambition is to categorize waste according to the industry standard (ÅVI/BEAst ver. 2022 05 27), with the additional fraction other waste. This is an ongoing process and not all our suppliers follow the industry standard completely. Peab works to successively improve reporting of waste through continuous dialogue with suppliers aiming at improving and refining processes.

Generated waste, non-hazardous and hazardous

Treatment method for generated waste



Best workplace

Peab has around 15,000 employees and hires a substantial number of contractors every year. We have a responsibility to each and every one of them to offer fair working conditions as well as safe and inclusive workplaces. Good career opportunities are top priorities. This is the primary impact of our business regarding people at our workplaces. In addition to this we contribute with job opportunities by being a major employer in the Nordic area.

The frequency of injuries in the construction and civil engineering industry is high. Therefore, it is essential that we continuously pay focus on preventing injuries and developing procedures that help us advance towards our vision regarding zero accidents. At the same time our industry is traditionally male dominated. We work actively to increase, above all, the number of women but also other underrepresented groups through, for example, education. This is especially important among our skilled workers where the portion of women is particularly low. To achieve this we influence and collaborate with the educational system. We are convinced that more diversity in our organization creates better workplaces and a more successful business.

Since we work together with a large number of suppliers and subcontractors, particularly on worksites, these issues naturally affect them as well, dialogue and close collaboration regarding the above mentioned work environment matters is crucial. This involves making demands and regularly monitoring deliveries and working methods.

How we govern:

Peab's Code of Conduct regulates several aspects that refer to our employees and includes important areas concerning human rights such as the right to organize and prohibition of child labor, forced labor and discrimination. Governance is supported by several collaborating systems for HR, health and safety and others.

The strategic work linked to our material aspects in the target Best workplace is conducted on both Group and business area levels, together with the relevant expertise on every level of our organization responsible for turning strategy into reality. Our priorities are the same in all the four countries we operate in, albeit with consideration to national legal differences. Peab's managers always have the ultimate responsibility and are, in turn, supported by specialists. In addition, we are certified according to a number of ISO standards.

The Boad of Directors and the executive management review the target for zero fatal accidents and a contracting trend in serious accidents quarterly and the target for eNPS (attractive employer) annually.

At Peab continuous development in employees is a top priority. Every employee has the right to at least one formal annual goal and development review with their supervisor. In addition to these formal discussions important employee development is taking place all the time in the everyday dialogue between supervisor and employee. Everyone who works at Peab should take an active part in their own development plan which is supported through the Group's career map and system support.

Work environment and safety culture

Since the frequency of injuries in the construction and civil engineering industry is high, a safe work environment for our employees and subcontractors is fundamental to our business. Every employee, hired personnel and anyone else at Peab's workplaces should be able to work under safe and secure conditions, despite the fact that there are risks involved in the work we do.

Our work related to the work environment is systematic and several parts of Peab's operations are certified according to ISO 45 001. In order to prevent accidents and incidents at our workplaces we develop quality ensured and systematized working methods as well as continuously educate employees and partners. We hold scheduled safety inspections at our construction sites and implement remedies for identified shortcomings.

Peab has a well-defined system that specifies supervisors' roles concerning the work environment to ensure that it is sufficient and that nothing is missed. They have around 150 work environment specialists to support them on both business area level and Group level. We emphasize collaboration and our safety representatives play an important part in work environment work. There are around 1,000 safety representatives in our organization but we always encourage more employees to take on this role.

Work environment work is integrated with the Group's work against discrimination and victimization.

In the event of a serious accident Peab's crisis organization is activated, which is made up of 92 (116) employees in Sweden, Norway, Finland and Denmark.

All Peab's some 15,000 employees (100 percent) are covered by a health and management system which is supported by several tools. This also applies to everyone else who is present at Peab's workplaces. For example visitors and subcontractors, that we have a coordinated responsibility for.

Employee health program

Peab has contracted company healthcare in the countries where we have employees. We regularly carry out a number of activities primarily focused on preventive measures and identifying health risks at an early stage. All employees at Peab are offered health controls on a continual basis. In 2020 we began using a new model in Sweden, HealthCheck, where employees first answer questions about their experienced health, lifestyle and work environment from which a health profile is generated. Based on this result employees are given an individual program that can include a physical examination or help to quit smoking or sleep better. There are also Group programs based on collective results such as training, stress or conflict management. Through our optional group insurance we also offer all employees the opportunity to sign up for health and/or accident insurance.

All Peab employees have access to Peab's range of benefits which includes contributions to activities that help keep employees healthy and other subventions. Peab Leisure is part of Peab's benefit package intended to help employees thrive and feel good. Our starting point is the desires of the individual and their active involvement. Peab Leisure is also active in 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 depending on living conditions and interests.

Information on employees/other workers

GRI 2-7

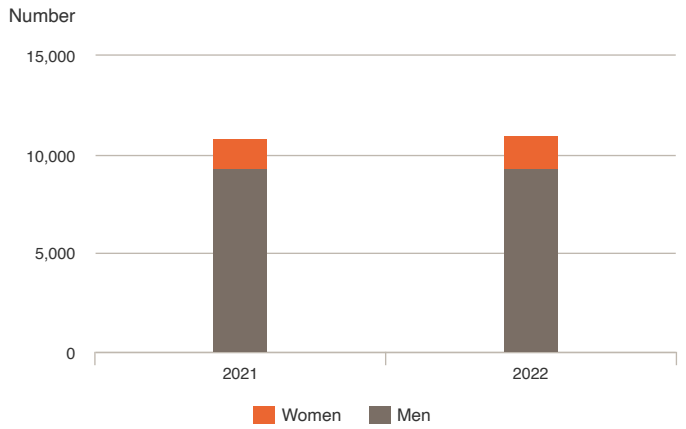
Data has been retrieved from the HR systems in Sweden, Norway, Finland and Denmark and compiled thereafter.

Employee data in this chapter is presented in Headcount.

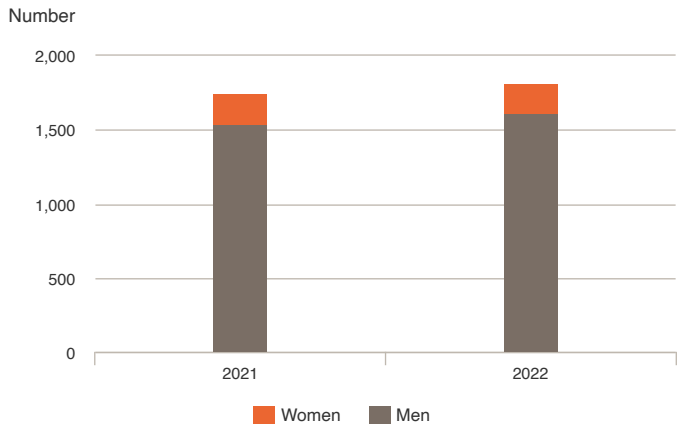
Number of employees per country and gender

The diagrams shows the number of employees as per December 31, 2022. At the end of 2022 Peab had 15,040 (14,895) employees, of which 15 percent (14) were women and 6,955 (6,879) were white-collar workers and 8,085 (8,016) were skilled workers. At the end of 2022, Peab had 0 non-guaranteed hours employees. This applied to the entire Peab Group.

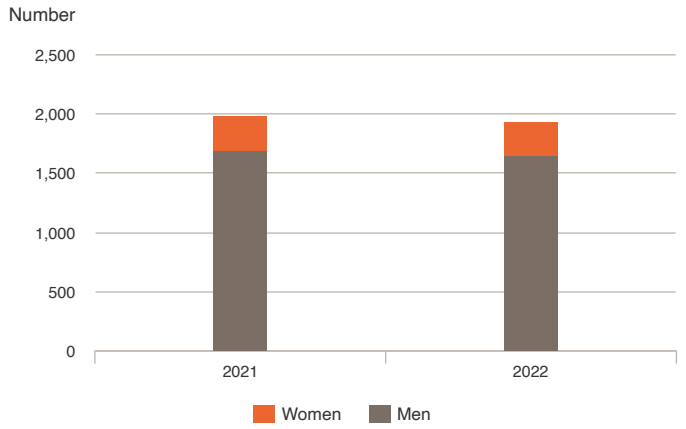
Sweden



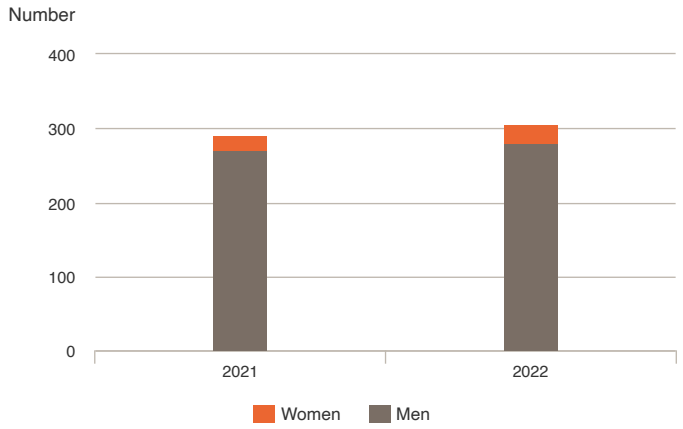
Norway



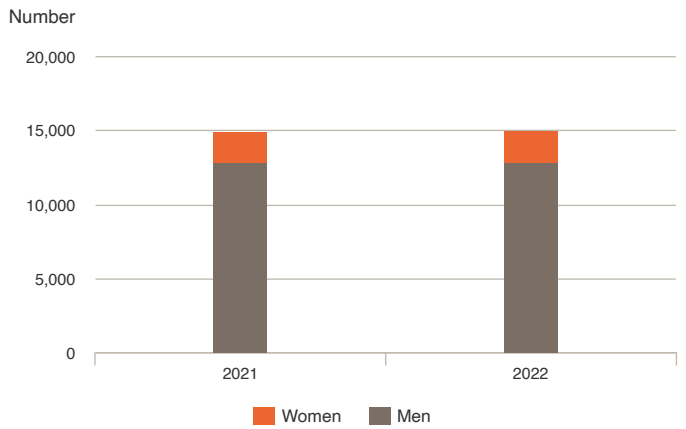
Finland



Denmark



Total at Peab



Employment status for all employees

	Women		Men	
	2022	2021	2022	2021
Permanent employees	2,123	2,040	12,501	12,730
Sweden	1,649		9,129	
Norway	182		1,474	
Finland	267		1,617	
Denmark	25		281	
Project/temporary employees	75	45	341	486
Sweden	35		164	
Norway	30		137	
Finland	10		40	
Denmark	–		–	

Type of employment for all employees per region is reported for the first time in 2022, with GRI Standards 2021. Therefore there is no data for the comparable year 2021.

Employment type of permanent employees

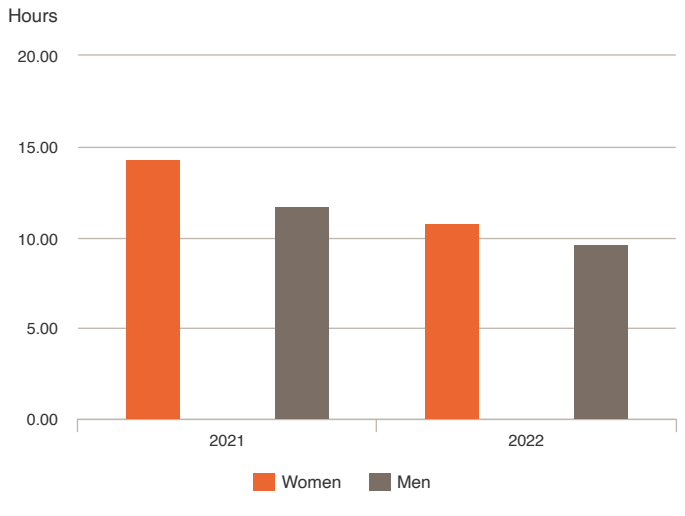
	Women		Men	
	2022	2021	2022	2021
Full-time employees	2,047	1,958	12,433	12,380
Sweden	1,601		9,093	
Norway	174		1,464	
Finland	261		1,598	
Denmark	11		278	
Part-time employees	76	82	68	61
Sweden	48		36	
Norway	8		10	
Finland	6		19	
Denmark	14		3	

Type of employment for all employees per region is reported for the first time in 2022, with GRI Standards 2021. Therefore there is no data for the comparable year 2021.

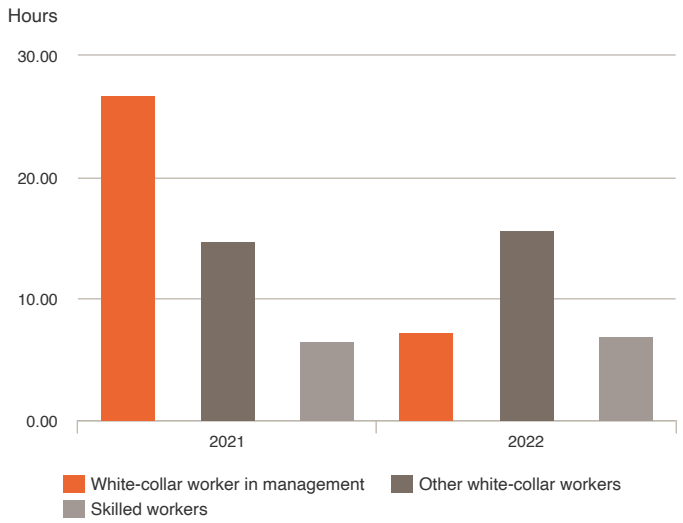
Number of training hours

GRI 404-1

Per employee by gender



Per employee by employee category



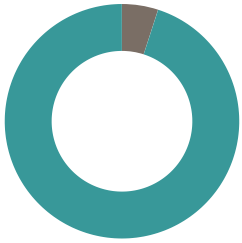
Diversity in the Board of Directors and executive management (gender and age)

GRI 405-1

Gender

Women, 38% (38%)
Men, 62% (62%)

Age



< 30 år, 0% (0%)
30–50, 5% (10%)
> 50 år, 95% (90%)

Employees divided by employee category, gender and age

GRI 405-1

White-collar workers in management by gender

Women, 13% (11%) Men, 87% (89%)

Other white-collar workers by gender

Women 34% (33%) Men, 66% (67%)

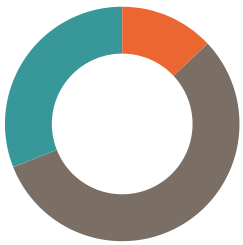
Skilled workers by gender

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

White-collar workers in management by age

< 30 år, 3% (3%)
30–50, 57% (60%)
> 50 år, 40% (37%)

Other white-collar workers by age



< 30 år, 13% (14%)
30–50, 56% (57%)
> 50 år, 31% (29%)

Skilled workers by age

< 30 år, 22% (23%)
30–50, 43% (43%)
> 50 år, 35% (34%)

Sick leave

Sick leave %

	2022	2021
White-collar workers	2.9	2.1
Skilled workers	7.2	5.0
Total	**5.1**	**3.7**

Data have been collected from our HR systems in Sweden, Norway, Finland and Denmark and totaled afterwards.

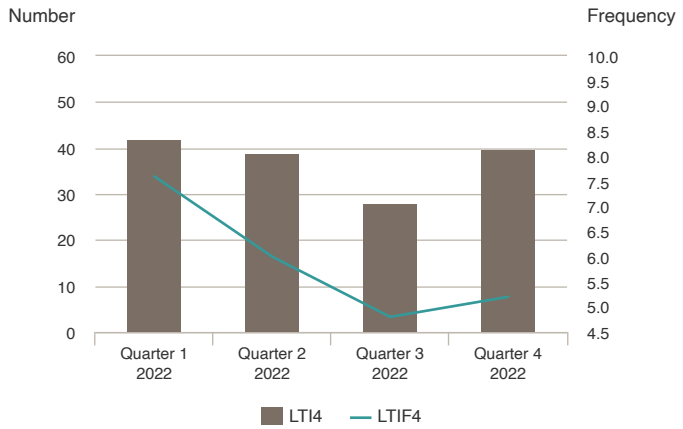
Accident reporting

Number of serious accidents

	2022	2021
Own employees	30	10
Subcontractors	19	18
Total	**49**	**28**

Serious accidents
Peab defines a serious accident (category 4) as a workplace accident that results in serious personal injury. Serious accidents can be injuries such as bone fractures, effusive bleeding or severe nerve, muscle or tendon damage, injuries to inner organs or second or third degree burns.

LTI4 and LTIF4



LTI4 refers to the number of workplace accidents with more than four days absence, excluding the day of injury and LTIF4 refers to workplace accidents according to the same definition per one million hours worked. LTI stands for Lost Time Injury. LTIF4 is calculated on rolling 12 months.

GRI content index

Statement of use– Peab has reported the information cited in this GRI content index for the period 1 January to 31 December with reference to the GRI Standards.

GRI 1 used – GRI 1: Foundation 2021

			OMISSION		
GRI STANDARD TITLE		LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
Generel disclosures					
GRI 2: General Disclosures 2021					
2-1	Organizational details	Content, page 1 Overview Peab's business areas, pages 10-11			
2-2	Entities included in the organization's sustainability reporting	About the Sustainability Report, GRI page 1			
2-3	Reporting period, frequency and contact point	About the Sustainability Report, GRI page 1			
2-4	Restatements of information	About the Sustainability Report, GRI page 1			
2-5	External assurance	About the Sustainability Report, GRI page 1			
2-6	Activities, value chain and other business relationships	Business model, pages 9-13			
2-7	Employees	Best workplace, page 21, GRI pages 20-21 Summary sustainability data, page 56			
2-8	Workers who are not employees		2-8	Information unavailable	Information about workers who are not employees and whose work is controlled by Peab is not available for 2022 since it is not possible to collect that information from Peabs HR-system. Investgation on how to identify this type of data will begin in 2023 with the purpose of including this information in upcoming reports.
2-9	Governance structure and composition	Corporate governance report, pages 157-162			
2-10	Nomination and selection of the highest governance body	Corporate governance report, pages 157-159			
2-11	Chair of the highest governance body	Corporate governance report, page 159, 162			
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance report, page 161 Our take on sustainable business, page 49 About the Sustainability Report, GRI page 4			
2-13	Delegation of responsibility for managing impacts	Our take on sustainable business, page 49 About the Sustainability Report, GRI page 4			
2-14	Role of the highest governance body in sustainability reporting	Board and CEO assurance, page 152			
2-15	Conflicts of interest	Corporate governance report, pages 157-162			
2-16	Communication of critical concerns	Our take on sustainable business, page 49 Corporate governance report, page 161 Leader in social responsibility, GRI page 8 About the Sustainability Report, GRI page 4			
2-17	Collective knowledge of the highest governance body	Corporate governance report, page 159			
2-18	Evaluation of the performance of the highest governance body	Corporate governance report, page 159			

			OMISSION		
GRI STANDARD	TITLE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
2-19	Remuneration policies	Note 9 Employees, personnel costs and remuneration to senior officers, page 116 Corporate governance report, page 160			
2-20	Process to determine remuneration	Corporate governance statement, page 160 Note 9 Employees, personnel costs and remuneration to senior officers, pages 114-116			
2-21	Annual total compensation ratio	Note 9 Employees, personnel costs and remuneration to senior officers, pages 114-116	2-21	Information unavailable	Information about median annual total compensation for all employees is unavailable for 2022. Investigation on how to collect this type of data will begin with the purpose of reporting this information once it is a legal requirement.
2-22	Statement on sustainable development strategy	Comments from the CEO, pages 2-4			
2-23	Policy commitments	Our take on sustainable business, page 49 Corporate governance report, page 161 About the Sustainability Report, GRI pages 4-6			
2-24	Embedding policy commitments	Corporate governance report, page 161 Our take on sustainable business, page 49 About the Sustainability Report, GRI pages 4-6			
2-25	Processes to remediate negative impacts	Our take in sustainable business, page 49 Leader in social responsibility, GRI page 8 About the Sustainability Report,GRI page 4-6			
2-26	Mechanisms for seeking advice and raising concerns	Our take on sustainable business, page 49 Leader in social responsibility, GRI page 8 About the Sustainability Report, GRI pages 4-6			
2-27	Compliance with laws and regulations	Our take on sustainable business, page 49			
2-28	Membership associations	Engagement through collaboration, pages 58-59			
2-29	Approach to stakeholder engagement	Our take on sustainable business, pages 46-48			
2-30	Collective bargaining agreements	All employees are covered by collective bargaining agreements.			
Material topics					
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Our take on sustainable business, pages 46-47			
3-2	List of material topics	Our take on sustainable business, pages 46-47			
Anti-corruption					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility, pages 34-36 GRI page 8			
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	Leader in social responsibility, page 34 GRI pages 8-9	205-2 a-e.	Information unavailable	Information about members of governance body members and employees as well as breakdown by region is not available for 2022 since it is not possible to collect that information from any of Peabs systems. Investgation on how to identify this type of data will begin in 2023 with the purpose of including this information in upcoming reports.

			OMISSION		
GRI STANDARD	TITLE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
205-3	Confirmed incidents of corruption and actions taken	Leader in social responsibility, page 34 Summary sustainability data, page 56			
Anti-competitive behavior					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility pages 34-35 GRI page 8			
GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Leader in social responsibility pages 34-35 GRI page 8			
Energy					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility pages 38-40, 44 GRI page 9 About the Sustainability Report, GRI pages 4-6			
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	Summary sustainability data, page 56 Leader in social responsibility GRI page 12			
302-3	Energy intensity	Summary sustainability data, page 56 Leader in social responsibility, GRI page 13			
Emissions					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility, pages 38-44 GRI page 10 Governing documents, GRI pages 4-6			
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	Summary sustainability data, page 56 Leader in social responsibility GRI pages 13-14			
305-2	Energy indirect (Scope 2) GHG emissions	Summary sustainability data, page 56 Leader in social responsibility GRI pages 13-14			
305-3	Other indirect (Scope 3) GHG emissions	Summary sustainability data, page 56 Leader in social responsibility, GRI pages 13-14			
305-4	GHG emissions intensity	Summary sustainability data, page 56 Leader in social responsibility page 44, GRI pages 13-14			

GRI STANDARD	TITLE	LOCATION	OMISSION: REQUIREMENTS OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
Waste					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility pages 38-44 GRI pages 10, 15-16 About the Sustainability Report, GRI pages 4-6			
GRI 306: Waste 2020					
306-1	Waste generation and significant waste-related impacts	Summary sustainability data, page 56 Leader in social responsibility GRI pages 15-18			
306-2	Management of significant waste-related impacts	Summary sustainability data, page 56 Leader in social responsibility GRI pages 15-18			
306-3	Waste generated	Summary sustainability data, page 56 Leader in social responsibility GRI pages 17-18			
Employment					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Best workplace, pages 23, 33, GRI page 19			
GRI 401: Employement 2016					
401-1	New employee hires and employee turnover	Summary sustainability data, page 56			
Occupational Health and Safety					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
GRI 403: Occupational Health and Safety 2018					
403-1	Occupational health and safety management system	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-2	Hazard identification, risk assessment, and incident investigation	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-3	Occupational health services	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-4	Worker participation, consultation, and communication on occupational health and safety	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-5	Worker training on occupational health and safety	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-6	Promotion of worker health	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Best workplace, pages 24-26, GRI page 19 About the Sustainability Report, GRI pages 4-6			

			OMISSION		
GRI STANDARD	TITLE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
403-8	Workers covered by an occupational health and safety management system		403-8 a i-iii.	Information unavailable	Health and safety management system cover 100 percent of workers that are not employees that visit the worksites but information about the number of workers is not available for 2022 since it is not possible to collect that information from Peabs HR-system. Investgation on how to identify this type of data will begin in 2023 with the purpose of including this information in upcoming reports.

Training and education

GRI 3: Material Topics 2021		
3-3	Management of material topics	Best workplace, pages 21-26, GRI page 19
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Summary sustainability data, page 56 Best workplace, GRI page 21

Diversity and equal oppotunities

GRI 3: Material Topics 2021		
3-3	Management of material topics	Leader in social responsibility page 33 Best workplace, pages 21-26, GRI page 19
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Leader in social responsibility page 33 Best workplace, page 21, GRI pages 20-22

Sustainability certifications

GRI 3: Material Topics 2021		
3-3	Management of material topics	Leader in social responsibility page 43 GRI page 10
G4 CRE: Sustainability certifications		
CRE8	Type and number of certifications, ranking and labeling for new construction, management, operation and renovation.	Summary sustainability data, page 56 Leader in social responsibility GRI page 11

Peab's own disclosures

GRI 3: Material Topics 2021		
3-3	Management of material topics	Most satisfied customers, page 18 Leader in social responsibility, pages 34-37, GRI page 7 Best workplace, GRI page 19 About the Sustainability Report GRI pages 3-5
Youth education		
	Annual number of students that graduate	Leader in social responsibility page 37
Peab Life		
	Annual number of Peab Life projects	Leader in social responsibility page 37
Customer and supplier collaboration		
	Result from Satisfied Customer Index (SCI)	Most satisfied customers, page 18 Summary sustainability data, page 56
Responsibility in the supply chain		
	Secure procurement: proportion (%) procurements carried out with approved suppliers, covered by a written agreement and digitally traceable.	Summary sustainability data, page 56