Appendix with sustainability data and GRI Index

2023

PEAB
THE NORDIC COMMUNITY BUILDER

About the Sustainability Report

Peab's Sustainability Report 2023 is integrated into the Annual Report and complemented by this GRI appendix. The Sustainability Report follows the financial year and comprises the period January 1 to December 31. This is Peab's thirteenth Sustainability Report and it is prepared with reference to the GRI Standards 2021.

The Sustainability Report is published annually and this year's Sustainability Report was published on April 4, 2024.

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 when the EU Corporate Sustainability Reporting Directive (CSRD) is implemented nationally. In 2023 we have continued with preparations for the coming CSRD legislation with, among other things, a so-called double materiality analysis to update our material sustainability aspects.

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 means that the Sustainability Report comprises the same companies as the Annual Report. No material changes in the organization or value chain have occurred during the year.

While waiting for the outcome of the double materiality analysis and that Peab will begin to report according to the coming CSRD legislation our material sustainability aspects remain the same. Peab's reporting is based on four strategic target areas that comprise a total of nine targets. Five of them relate to sustainability and are included in Peab's material sustainability aspects. In total Peab has identified 8 (8) material sustainability aspects in our operations. Read more here.

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 work

Peab works daily to improve everyday life for people where they live it in the Nordic region. We do this by building everything from homes, schools, retirement homes and hospitals to bridges, roads and other infrastructure in our communities.

For Peab sustainability entails running a business that takes responsibility for both its own impact and the impact of the entire value chain upstream and downstream, as well as working for the good community. Working sustainably is a strategic matter for us, completely integrated into our business model and operations. We make it clear that every employee should promote sustainable development in their role based on Peab's core values, business concept, mission, strategic targets and Code of Conduct.

We operate over a broad spectrum of community building which naturally has both positive and negative effects on the world around us. We provide our employees with secure employment and meaningful careers with development opportunities but at the same time 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. The industry is traditionally male dominated, which entails a lack of gender equality and diversity. Furthermore, there are risks for ethical transgressions in the complex value chains common for the community building sector. Therefore we have a responsibility to ensure that our suppliers follow 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, like concrete and steel, generate carbon emissions and other components are environmentally and health hazardous. We use the earth's finite resources and have to become better at working circularly and resource efficiently as well as caring about the impact we have on nature and fostering biodiversity. We put the same demands on our suppliers and their suppliers and have an ongoing dialogue with our customers to help them achieve their environmental and climate goals. Collaboration is a prerequisite for positive change and transition.

As a major local actor and Nordic employer it is important that through cooperation and dialogue we understand the needs and challenges society is facing, in particular those in our local communities. By comprehending this we can contribute to local development while reducing the negative impact of our business.

We want to take responsibility, either by contributing to a more climate-adapted use of material, healthy 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. This is a commitment that comes with obligations, which is why we have set up and monitor targets for these areas, along with the Group's financial targets.

Our material sustainability aspects are processed 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.

Locally produced community building

Our four business areas that collaborate locally are the basis for how we work with our material sustainability aspects, which gives us good control over the processing chain. Our employees should as far as possible use local resources in the form of our own employees, our own input goods and subcontractors. This, together with our integrated climate and environmental work and engagement in people and the community, forms the foundation of what we call locally produced community building.

Eight material sustainability aspects

Peab's material sustainability aspects form a unit in which the various parts affect each other. During the year in preparation for the new business plan for 2024-2026 and the EU Corporate Sustainability Reporting Directive (CSRD) we have worked to produce a double materiality assessment to update Peab's material sustainability aspects. We have analyzed the various sustainability aspects that make up the European Sustainability Reporting Standards (ESRS) and the effect they have – or can have – as well as the actual or potential financial consequences. We have evaluated the sustainability aspects from a risks and opportunities perspective, severity level and probability as well as impact – short, medium and long term. The material sustainability aspects emanate from both the areas where our business has a negative effect on people and the environment and where our business makes or can make a positive difference. In the analysis we have also considered the actual or potential impact on Peab's main value chains. Ongoing dialogues with representatives from our stakeholders contribute as well to the double materiality analysis. These stakeholder dialogues are held with customers, suppliers, shareholders/investors, non-governmental organizations and employees in various parts of our own organization. The stakeholder process has comprised meetings, interviews and different kinds of issues communicated to Peab by our stakeholders. Our assessment has also been based on studies, reports and relevant guidelines. We have determined threshold values based on all the contributions we have compiled and consider sustainability as-

pects higher than these threshold values to be material. Until we will report according to the CSRD law we will continue to have eight material sustainability aspects which will be reported within the GRI framework.

Our material sustainability aspects are categorized under the two strategic targets Best workplace and Leader in social responsibility and targets are set for them to ensure that they are integrated into our operations and governance.

Stakeholders guide us

Peab's material sustainability aspects and actions are based on the actual and potential impact of our business on people and the environment by both our own operations and throughout our value chains.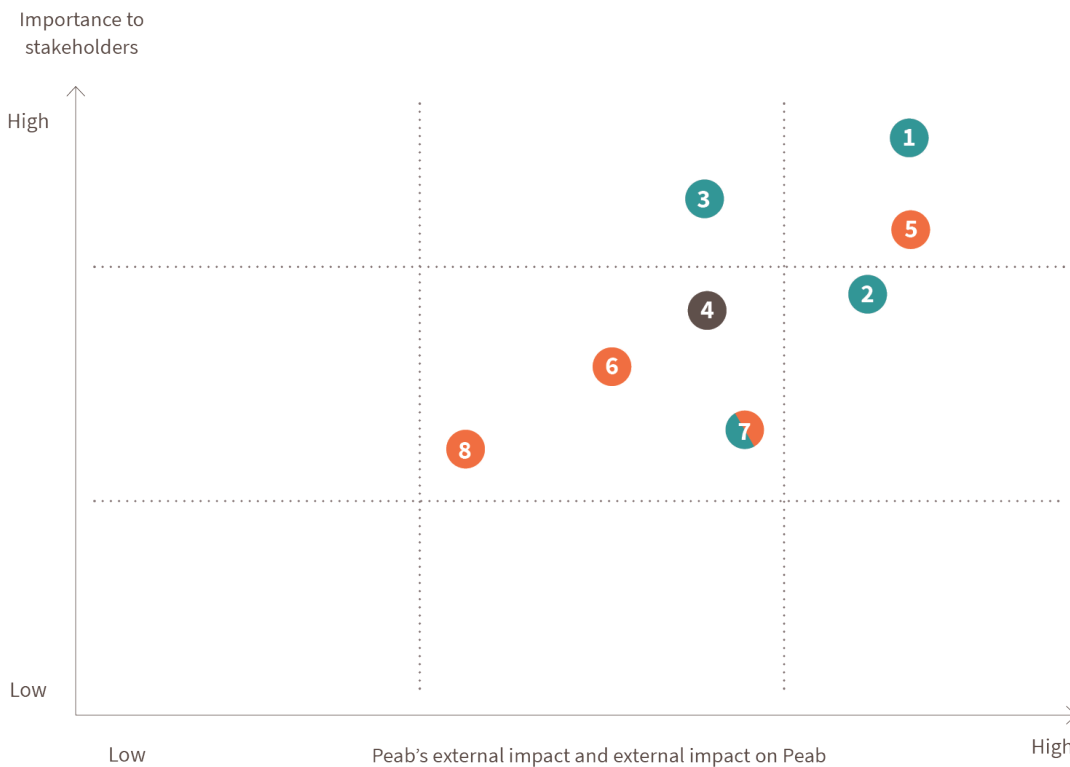 We have ongoing stakeholder dialogues with representatives from our stakeholder groups. This keeps us aware of the expectations and demands of our stakeholder groups and what issues are most important to them. These dialogues take place in both informal meetings with customers, suppliers, employees and other stakeholders and in more structured contexts such as supplier audits, meetings with politicians and other decision-makers, owner and investor dialogues and seminars at colleges. The accumulated result from these dialogues partly forms our materiality analysis and sustainability work priorities. In the dialogues – independent of which stakeholder group – we inform about the progress being made in our operations, provide good examples and initiatives but also point out the challenges. In this way we can create and maintain constructive and transparent conversations and promote collaboration that leads to actual development.

Our material sustainability 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

Read more about our take on sustainability priorities and how we govern these in the GRI appendix at peab.com.

Importance to stakeholders

High

Low

Low

Peab's external impact and external impact on Peab

High

Customer Satisfaction Index (CSI)

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

TARGET: >75

OUTCOME 2023: 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: <49

OUTCOME 2023: 48

eNPS

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

TARGET: >19

OUTCOME 2023: 26

Operating margin

The target is measured according to segment reporting.

TARGET: >6%

OUTCOME 2023: 3.2%[1]

Net debt/equity ratio

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

TARGET: 0.3-0.7

OUTCOME 2023: 0.6

Dividends

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

TARGET: >50%

OUTCOME 2023: 30%[2]

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 2023: -49%

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 2023: -9%

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 2023:
14.2% (SW)
18.8% (WCW)

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[1] 2.5% exclusive the effect of Mall of Scandinavia (MSEK 400). For more information see Other information and appropriation of profit page 89.

[2] Based on the number of outstanding shares.

Steering Peab's sustainability work

Peab steers sustainability work through identifying, assessing and managing risks and opportunities, working systematically with continual improvements and identified key activities and projects, and measuring progress through targets for the Group and targets specific for the business areas and subsidiaries within our material sustainability aspects.

In 2023 we introduced an overriding Sustainability Council to further supplement existing governance and promote target steering. Among other things, the Sustainability Council coordinates sustainability matters and ensures that Peab's executive management is informed regarding important consequences, risks and opportunities linked to sustainability work. The Sustainability Council is led by the CSO and COO. In addition, we have gathered together work on climate transition and the value chain in the business plan period 2024 to 2026 into two Group-wide development programs to further empower these important sustainability factors. As far as possible central regulations and management systems are steered on a local level, close to operations.

Peab's Board has given executive management the overriding responsibility for governing and monitoring of sustainable work in operations. Peab's four business area managers, who all report to the CEO, are responsible together with the COO, CSO and CCO for ensuring sustainability work is an integrated part of business. They have sustainability specialists on Group level and in the business areas as well the Sustainability Council to aid them. Executive management monitors sustainability work at every executive management meeting, reviews special events with a bearing on these issues and delves into a sustainability theme every meeting. Governance is based on the four strategic target areas with associated external and internal targets. Some of the targets are monitored quarterly by both the Board and executive management, while others are monitored every half-year or annually. Monitoring targets and their outcome enables executive management to steer operations and implement measures if necessary.

Central regulations and management systems for governing

Central regulations and management systems for governing in Peab comply with international conventions and national laws. Peab's fundamental, internal governing document, the Peab's Code of Conduct, is based on the UN Global Compact principles including the precautionary principle, UN's human rights and ILO's core conventions. It is reviewed and updated as needed annually. Peab signed Global Compact 2012 and the Annual and Sustainability Report is the Group's Communication on Progress, which is the annual report to Global Compact. As decided by Peab's President and CEO, the company will continue to follow Global Compact.

Peab follows UN's Guiding Principles on Business and Human Rights (UNGP) and OECD's Guidelines for Multinational Enterprises. We follow the methods prescribed by the OECD guidelines.

The Board of Directors has ultimate responsibility for ensuring that our Code of Conduct is followed and communicated. This responsibility is delegated to the CEO and then down the chain of command through management which is responsible for ensuring that the Code of Conduct along with associated guidelines and rules are complied with by the various functions and departments. In the end every employee is responsible for absorbing the information and following the Code of Conduct. The Group's purchasing function is responsible for monitoring that suppliers follow the as of 2023 special Suppliers Code of Conduct.

The Code of Conduct is complemented by four overriding policies; the Environmental Policy, Quality Policy, Information Security Policy and Work Environment Policy. These are then supplemented by a number of guidelines and supportive documents such as Guidelines Regarding whistleblowing, Sanctions, Corruption and Competition Law. All the policies compliance specific guidelines are taught in web-based courses that employees take at regular intervals. They are also communicated to customers and suppliers and are available on Peab's intranet and external websites. Last year all our employees took a required updated course in Peab's Code of Conduct.

Governing documents

Summary of the governing documents	
Code of Conduct	The Code of Conduct is our most important governing document 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 run 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	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 work as an obvious part of responsible community building and an integrated part of Peab's daily operations. We work long-lastingly to prevent negative environmental impact, reduce climate impact, resource consumption and negative impact on people and the environment. Through our development work, work methods and offerings, Peab stands for responsible business practices and works to influence the world around us to improve their environmental performance.
Quality Policy	The Quality Policy states that our deliveries to customers will be 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 security 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 rules 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	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	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	• 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	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	Board of Directors
Environmental Policy	Executive Management
Quality Policy	Executive Management
Information Security Policy	Executive Management
Work Environment Policy	Executive Management

Leader in social responsibility

As one of the largest Nordic community builders with an extensive local presence, we have an impact on our communities. What we do matters and therefore our responsibility for them is a given. 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. Naturally this responsibility also includes the environment and climate. We impact all these areas.

This is how we govern:

Peab's Code of Conduct applies to our employees and since 2023 we have a Suppliers Code of Conduct for 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, human trafficking 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 run 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.
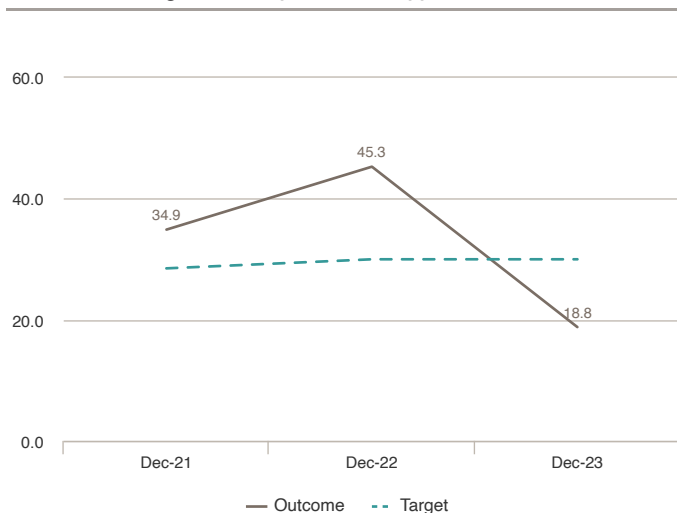
The Board of Directors and executive management annually monitor the targets for equal opportunity recruitment and reducing carbon dioxide intensity in our own operations – Scope 1 and 2 – by at least 60 percent (cf. 2015) and for input goods and purchased services – Scope 3 – by half (cf. 2015) by 2030.
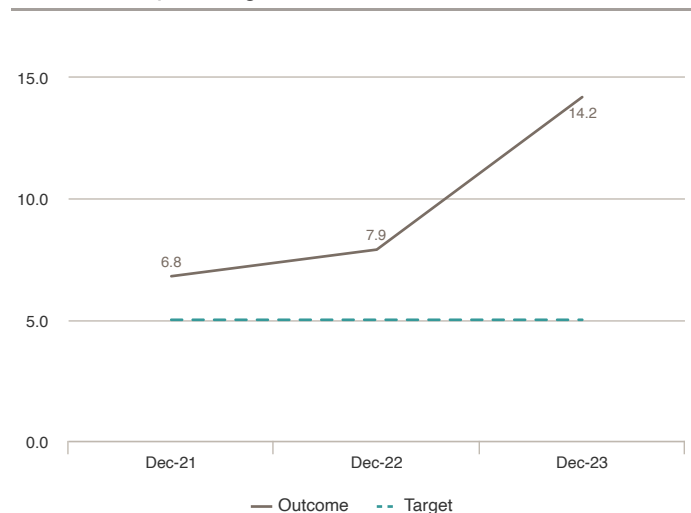
Equality, diversity and equal treatment

The construction and civil engineering industry, including Peab, plays a major role in making use 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 one of the largest Nordic community builders we want to be a forerunner in the industry in increasing 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 and we work strategically and long lastingly to increase equality, diversity and inclusion in the Peab Group. The COO organization is responsible for these issues. As these issues are relevant for our entire industry, we work to raise these matters in various industry contexts, and when meeting politicians and the media.

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

Equal opportunity recruitment

Peab's own disclosures

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

Production management and production support (WCW), %

- Outcome ---- Target

Production and processing (SW), %

- Outcome ---- Target

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 material sustainability aspects. At Peab we managed around 40,000 suppliers in 2023. 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 Suppliers Code of Conduct explicitly defines our expectations of our partners.

How we govern:

Respect for human rights and environmental consideration is a given 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 work with risk assessments and rectifying shortcomings in our own operations, and we quality ensure our supply chain to reduce the risk that human rights or the environment are not taken into consideration and promoted.

Peab's executive management is responsible for purchasing governance. 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, checking on and developing Peab's supplier partnerships. 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 shortcomings regarding human rights, working conditions, environment and business ethics. We also have a development program for the years 2024 –

2026 "Quality ensured and traceable value chain" that is one of the Group's two ongoing initiatives to further systemize requirements and monitor our different kinds of suppliers.

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 all our operations rest on an ethical approach, internal regulations, national legislation and that 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 head lawyer for Corporate Governance and Compliance, head of security and HR managers from all the business areas, meets 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 head lawyer, works with managing various cases of violations, education in ethics and anti-corruption, risk analyses and measures to counteract corruption as well as matters regarding governance and compliance. Compliance is not restricted to laws and ordinances but also includes our Code of Conduct, established working methods and the 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, harassment, mobbing, discrimination and health and safety standard violations. Anyone can make a report. Since 2023 Peab Group companies in Sweden with more than 50 employees have specific whistleblower contacts personnel can report to directly. The previous limit was 250 employees. 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. 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 approaches and applies ethics 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 by 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 in detail in its Guidelines for Whistleblowing and how personal data is handled in "How Peab processes personal data".

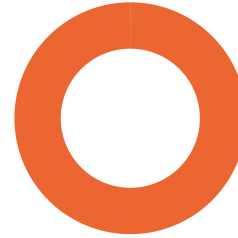# Communication and education concerning anti-corruption

GRI 205-2

Board of Directors and executive management

Informed about Anti-corruption Policy*

- Informed 2023, 100% (100%)
- Not informed 2023, 0% (0%)

Educated in anti-corruption

- Educated per 2023, 100% (92%)
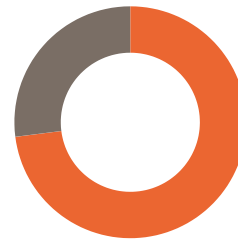- Not educated per 2023, 0% (8%)

All employees

Informed about Anti-corruption Policy*

- Informed 2023, 100% (100%)
- Not informed 2023, 0% (0%)

Education in anti-corruption

- Educated in 2023, 73% (12%)
- Not educated in 2023, 27% (88%)

*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 material 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 double materiality analysis. These are:

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

Environmental targets guide us

Taking responsibility for the environment is key to our business strategy and we measure success in the strategic target Leader in social responsibility. Peab has three long-term environmental targets that identify our focus areas and help us implement practical measures that improve to reduce our environmental and climate impact. 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 targets by 2030 are to reduce carbon dioxide intensity in our own operations – Scope 1 and 2 – by at least 60 percent (cf. 2015) and for input goods and purchased services – Scope 3 – by half (cf. 2015). Peab's second environmental target is to be completely resource efficient by 2040. Here we strive to optimize material use, reduce waste and promote biodiversity. This target thereby also contributes to lowering our climate impact. 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. This is a prerequisite to creating circular resource efficient flows.

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 encompassed by a framework of defined interfaces, measurements, evaluation methods and strategic improvement areas. The shared targets are broken down into sub-targets and realized in our various operations based on each business area's unique conditions and challenges.

In 2023 we established three new environmental councils: the climate council, the council for circularity and the council for biodiversity. There is also a previously created chemical council. The purpose of the environmental councils is to ensure a comprehensive perspective and efficient handling of issues common in a country and/or the Group, including optimized resource use in specialist areas.

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. In 2023 we further concretized our work in a new Group and activity-steered transition plan we call the Climate Road Map. It was adopted by executive management and is one of Peab's two development programs during the business plan period 2024 – 2026.
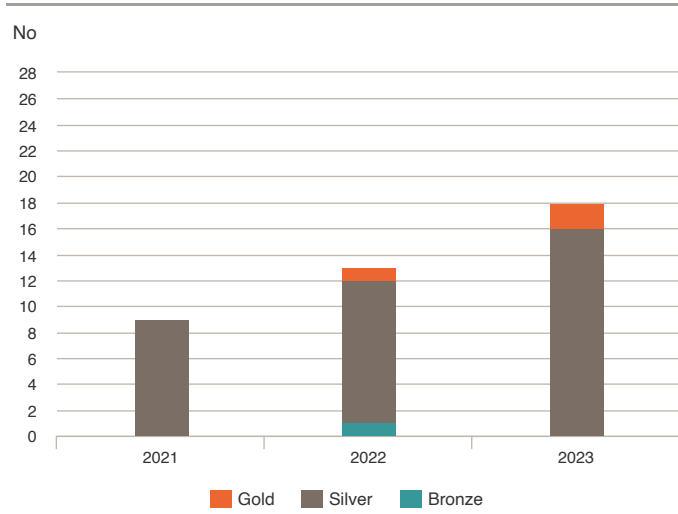
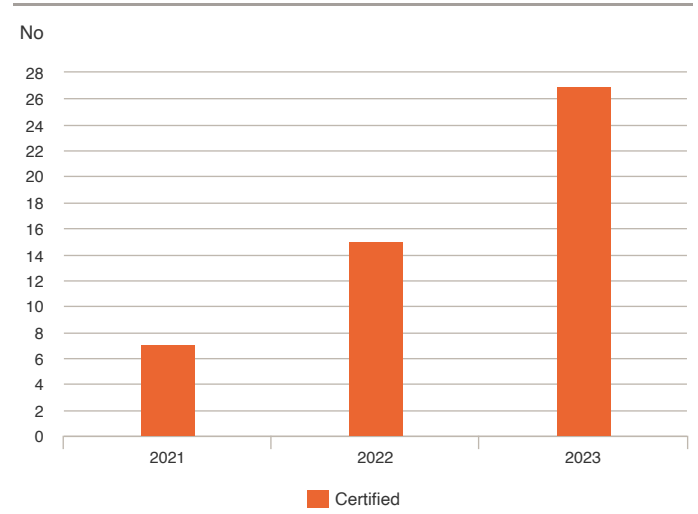# Environmental certification of buildings

GRI G4 CRE-8

The diagram shows the number of received certificates allocated per certification level. In the case of Miljöbyggnad and BREEAM the preliminary certification could be shown. Statistics include both our own developed projects where Peab is responsible for the certification and projects Peab builds for customers.

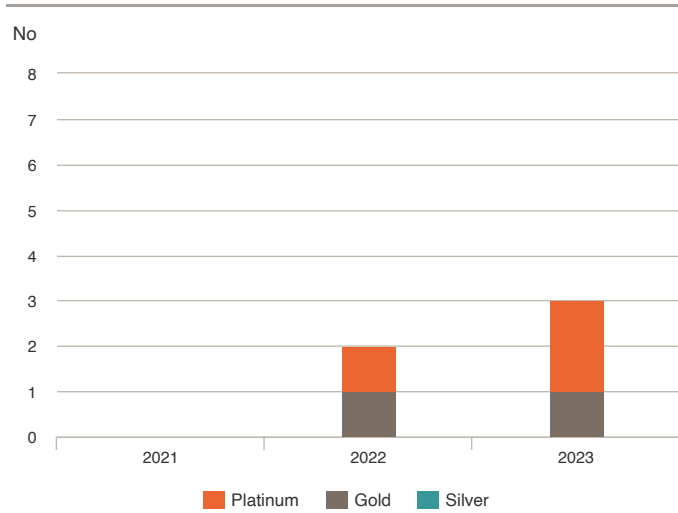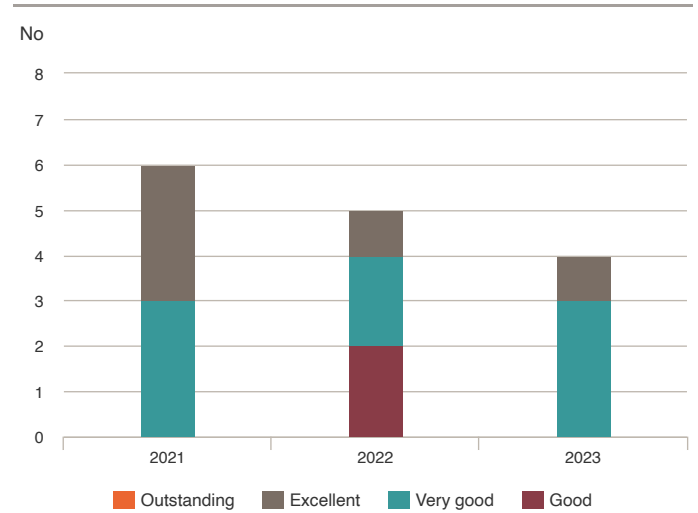The total number of certificates was 56 (35) during 2023.

Miljöbyggnad

No

Legend: Gold, Silver, Bronze
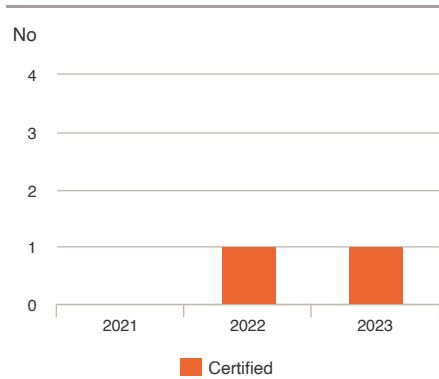
The Nordic Swan Ecolabel

No

Legend: Certified

LEED

No

Legend: Platinum, Gold, Silver

BREEAM

No

Legend: Outstanding, Excellent, Very good, Good

Well Building Standard

No

Legend: Certified

NollCO$_2$

No

Legend: Certified

Ceequal

No

Legend: Certified
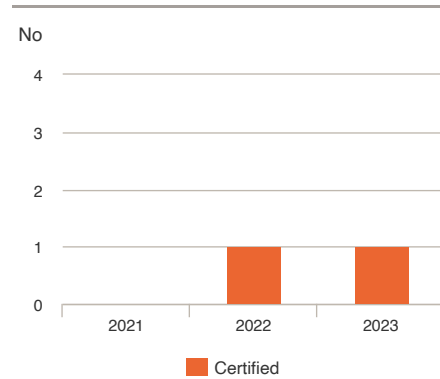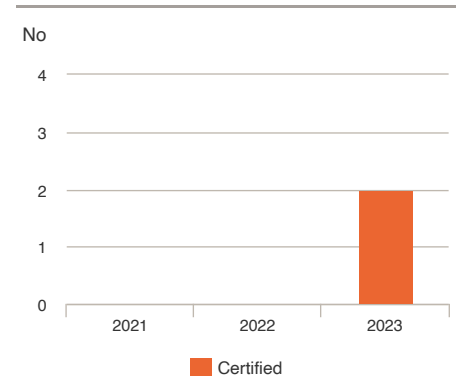
Energy consumption

GRI 302-1, GRI 302-3

During 2023 Peab 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. Peab has not used steam in 2023. Data from all fuel suppliers are included. The majority of the statistics is compiled based on electronic invoices. For suppliers that do not invoice electronically the data has been collected directly from these suppliers.

Supplier specific information on the products has primarily been used to calculate the energy from fuel. 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 and information from suppliers are applied. Standard factors used for making estimates are reviewed annually.

The use of of liquid fuel and gas decreased by 14 percent during 2023 compared to 2022 and the use of of renewable increased by 5 percent . The use of of electricity decreased by 3 percent while district heating and district cooling increased by 21 percent during 2023 compared to 2022. The use of renewable electricity, district heating and district cooling decreased by 1 percent. 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

Legend: Electricity, District heating, District cooling*, Non-renewable fuel, Renewable fuel
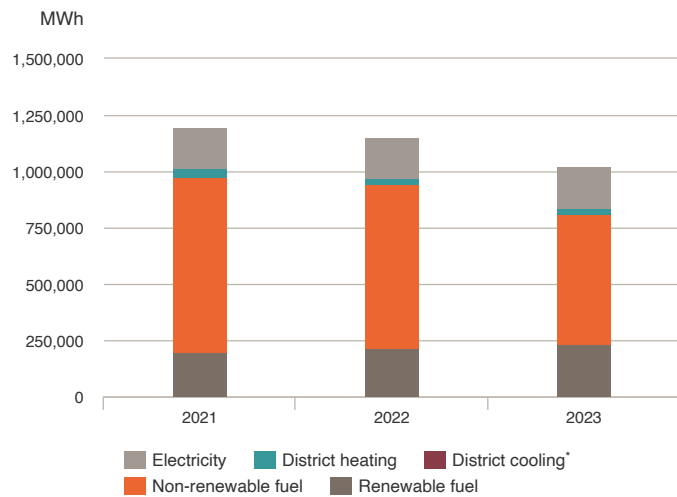
Percent renewable fuel of total fuel consumption, 2023
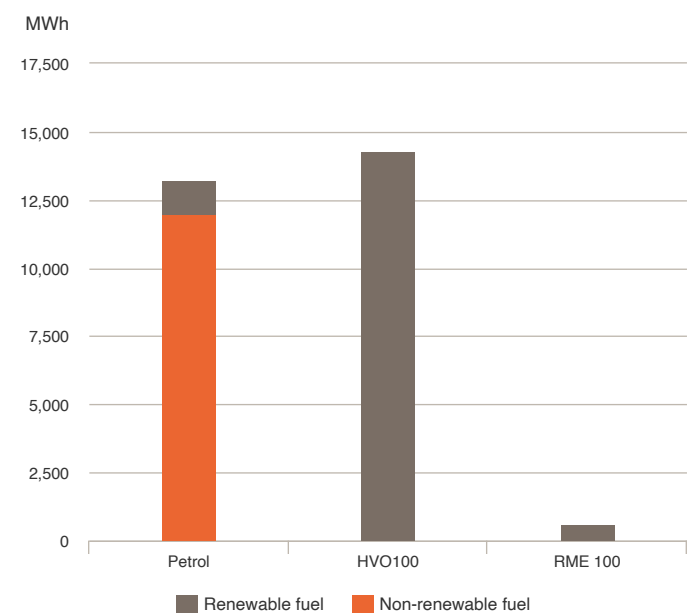

Non-renewable fuel, 71% (77%)   Renewable fuel, 29% (23%)
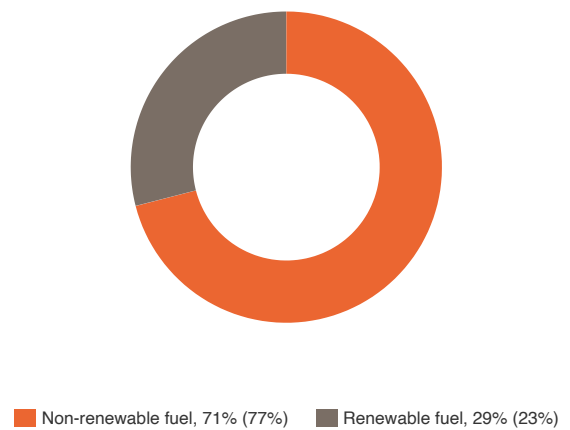
* Consumption of district cooling was a small portion of total energy consumption. In 2023 it was 110 MWh.

Primary fuel types 2023, MWh

Legend: Renewable fuel, Non-renewable fuel

Other fuel types 2023, MWh

Legend: Renewable fuel, Non-renewable fuel
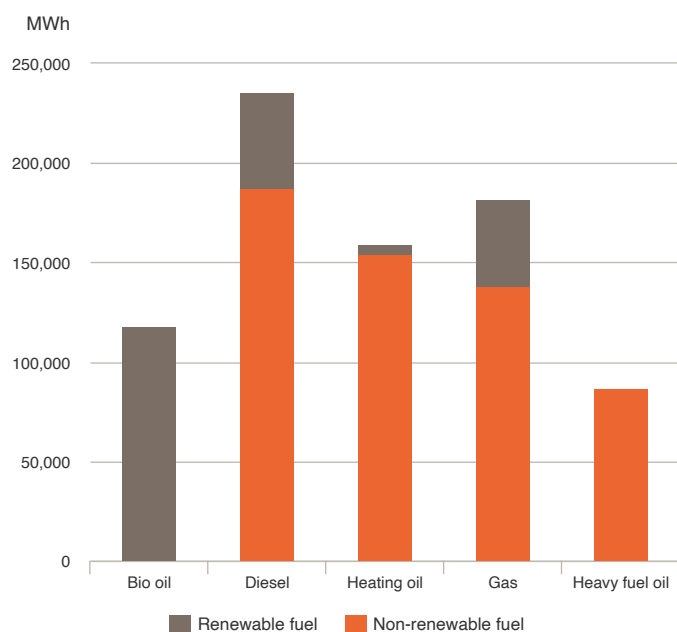
Energy intensity

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 percent to 2023 compared to 2015. The outcome for 2023 was a reduction of 26 percent.
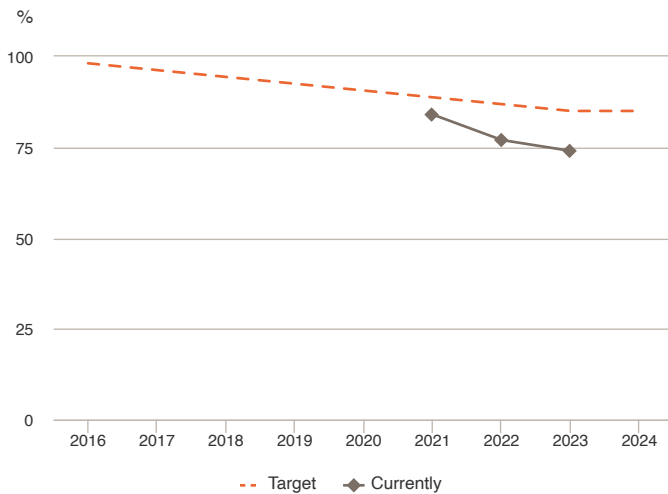
Greenhouse gas emissions

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

During 2023 Peab has continued to refine the compilation of data process. 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". Supplier-specific information has primarily been used to calculate CO_2e. If supplier-specific statistics 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. CO_2e in Scope 1 for 2023 have decreased by 20 percent compared to 2022. The decrease is primarily due to less consumption of fuel and an increase use of fossil free fuel in 2023.

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 11 % compared to 2022. This is primarily due to less consumption of electricity in 2023.

CO_2e according to the market-based method have primarily been calculated with emission factors from energy suppliers. In cases where emission factors from suppliers have not been available, factors from AIB – Residual mix (2021) 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 6 percent compared to 2022. This is primarily due to an increase in renewable electricity and less consumption of electricity in 2023.

Scope 3 (input goods and purchased services):

From 2021 the scope of the data measured and reported in Scope 3 has broadened. 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 (GHG), 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. CO_2e generated by purchased goods and services and upstream transportation and distribution have been calculated based on estimated quantities. In 2023, 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. CO_2e from these Scope 3 categories in 2023 have decreased compared to 2022. This is primarily due to an increase in the portion of ECO-products.

CO_2e from generated waste have been calculated with a tool developed by the waste industry that includes the climate footprint of waste transportation. CO_2e from generated waste increased by 29 percent in 2023 compared to 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.

CO_2e from business travel include train trips and flights booked through Peab's travel agents and CO_2e statistics are collected directly from the suppliers. CO_2e from flights were 1,004 tons while CO_2e from train trips were only 0.8 tons for 2023. CO_2e from business travel have decreased compared to 2022. In 2023 the number of business trips on airplanes decreased while the number of business trips on trains increased.

Ton CO_2e	2023	2022
Scope 1	**173,000**	**216,000**
Emissions	173,000	216,000
Scope 2 (market based)	**15,000**	**16,000**
Location based	6,000	7,000
Market based	15,000	16,000
Scope 3	**900,000**	**1,100,000**
Business travel (flights & train)	1,005	1,236
Waste management incl. waste transportation (excl excavated soil)	88,000	68,000
Input goods and purchased services	847,000	1,000,000
Total amount of emissions of greenhouse gases (market based)	**936,000**	**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 percent to 2030 compared to base year 2015. The outcome for 2023 was a reduction of 49 percent.

The target for Scope 3 is to reduce carbon dioxide intensity by 50 percent to 2030 compared to 2015. The outcome for 2023 was a reduction of 9 percent. 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)
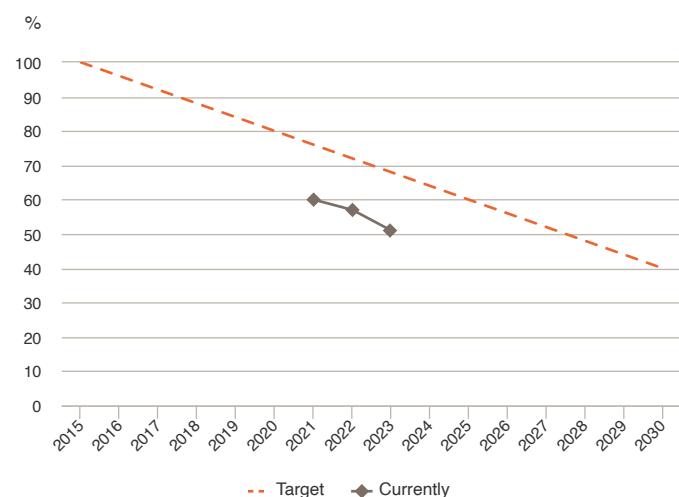
Carbon dioxide intensity, input goods and purchased services (Scope 3)
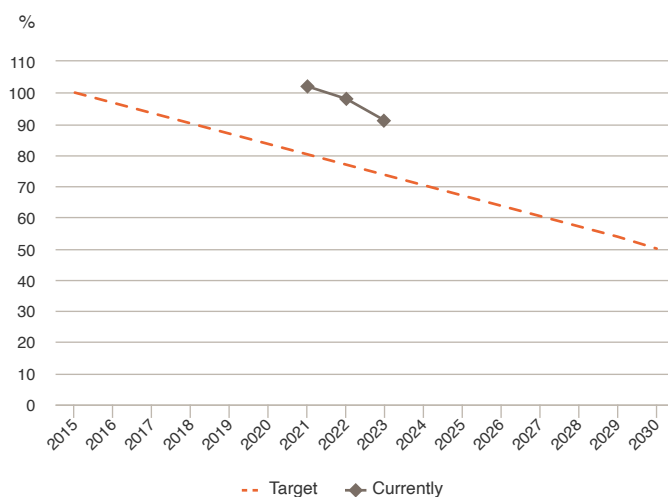
Waste

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, first and foremost, strive to minimize the amount of waste generated and secondly 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 ability to recycle the products after use.

We maintain close collaboration with the other actors in the value chain to achieve circular material flows. Environmental impact linked to waste arise not only within Peab's own operations but also in those of others such as suppliers, customers, waste contractors and other manufacturing companies. Peab can best control the extent of environmental impact in our own production but we can influence the environmental impact of other actors through dialogue, requirements and our range 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 receive for recycling while downstream flows describe material flows out of Peab, for example finished products to customers, components for reuse by another actor and waste sent to external waste contractors.

1. Virgin material

Peab has considerable operations in supplying raw material and 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.

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. We can instead use it as raw material in new products like ECO-Ballast (ECO-Mineral aggregates) that consists of 100 percent recycled material, which reduces the use of virgin material.

5. Material and products

Peab manufactures a 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 using torn up asphalt reclaimed asphalt pavement as a raw material in our asphalt production which lowers the amount of both bitumen and mineral aggregates needed. We also try to provide products and material with long lives and to enable reuse and recycling of them after end use. 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 products that can be dismantled, which enables future reuse of input 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 currently 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 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.
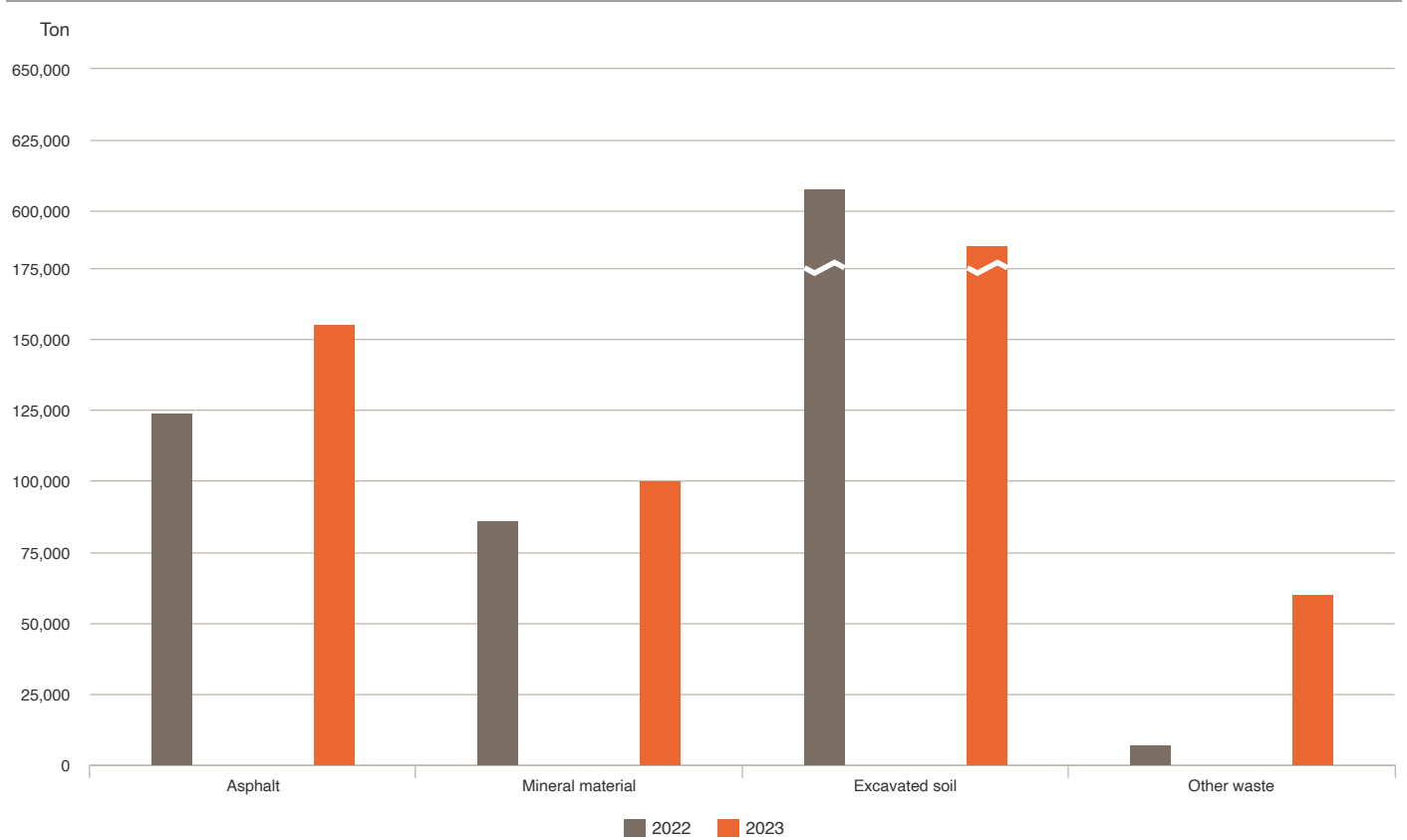
More examples of how we work with resource efficiency, preventing waste generation and increasing the portion of recycled waste can be found in the text section on the environment in the Annual and Sustainability Report.

Generated waste

During 2023 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.
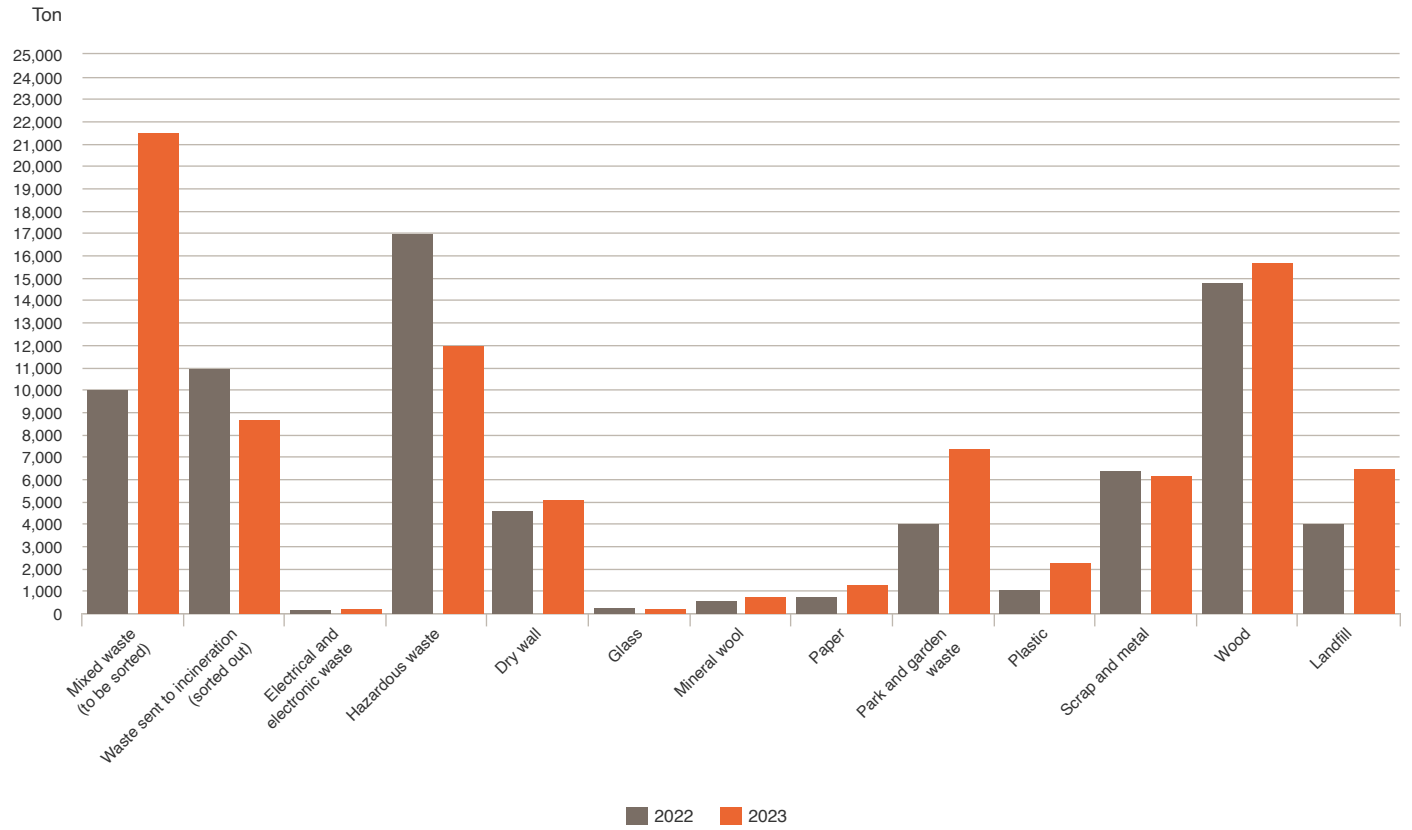
Compared to the revised data for 2022, the amount of waste in tones increased by 10 percent in 2023. Changes and variations in the amount of waste between the years are largely due to variations in the number of projects and the structure and the set up of the projects during the reporting year.

Waste year 2023, total for the Group was 991,000 (901,000) tons.
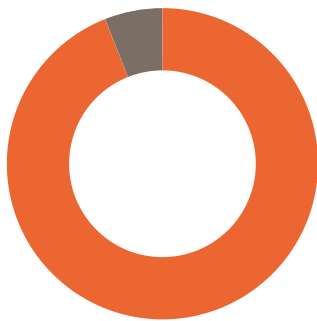
Generated waste per waste type

Generated waste per waste type

Ton

Categories (left to right): Mixed waste (to be sorted), Waste sent to incineration (sorted out), Electrical and electronic waste, Hazardous waste, Dry wall, Glass, Mineral wool, Paper, Park and garden waste, Plastic, Scrap and metal, Wood, Landfill
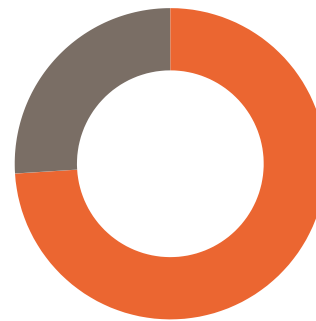
■ 2022   ■ 2023

Generated waste, non-hazardous and hazardous

■ Non-hazardous waste, 94% (97%)   ■ Hazardous waste, 6% (3%)

Treatment method for generated waste

■ Recycled, 74% (82%)   ■ Directed to disposal, 26% (18%)

Best workplace

Peab has around 14,000 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 attention and 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. This means 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. 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. Good dialogue and close collaboration around workplace and 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 Board of Directors and the executive management monitor the target for zero fatal accidents and a contracting trend in serious accidents quarterly and the target for eNPS (attractive employer) semi-annually.

At Peab continuous development in employees is a top priority. Every employee has the right to at least one formal annual goal and developmental dialogue 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 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 currently 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 97 (89) employees in Sweden, Norway, Finland and Denmark.

All Peab's some 14,000 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 work environment 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.
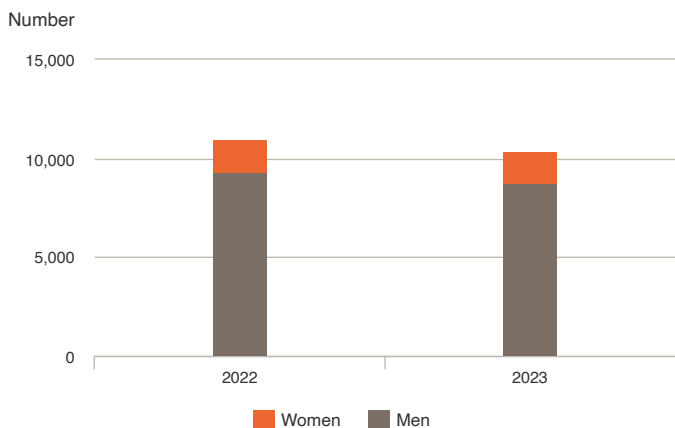
Information on employees/other workers

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 Head-count.
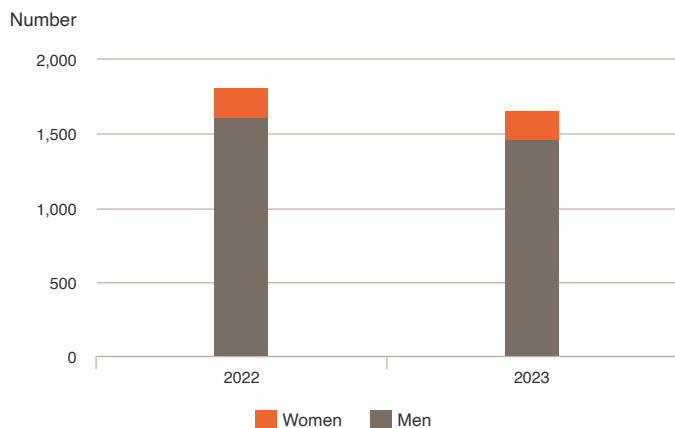
Number of employees per country and gender

The diagrams shows the number of employees as per December 31, 2023. At the end of 2023 Peab had 14, 107(15,040) employees, of which 15 percent (15) were women and 6,600 (6,955) were white-collar workers and 7,507 (8,085) were skilled workers. In both 2022 and 2023 Peab had 0 non-guaranteed hours employees. This applied to the entire Peab Group.
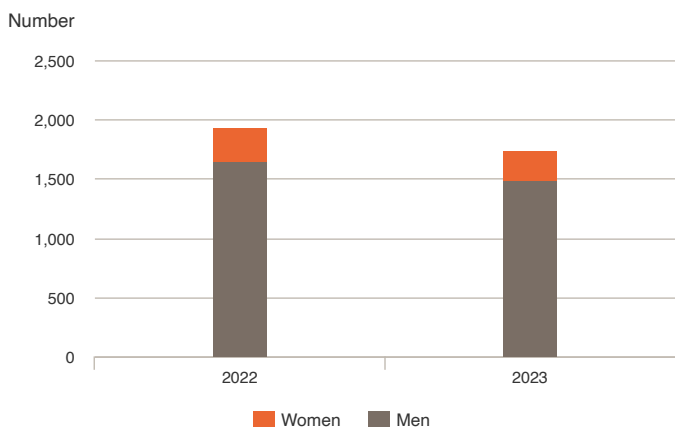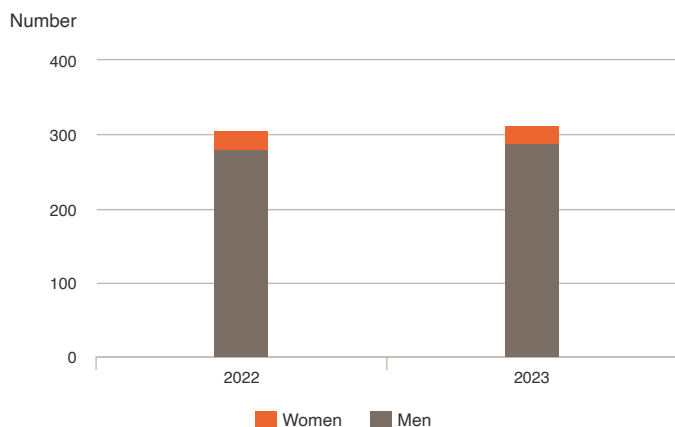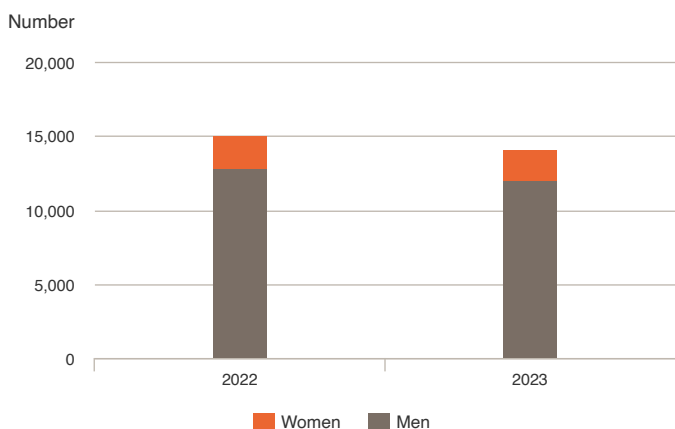
Sweden

Number

| | Women | Men |

Norway

Number

| | Women | Men |

Finland

Number

| | Women | Men |

Denmark

Number

| | Women | Men |

Total at Peab

Number

| | Women | Men |

Employment status for all employees

	Women		Men	
	2023	2022	2023	2022
Permanent employees	2,039	2,123	11,762	12,501
Sweden	1,601	1,649	8,662	9,129
Norway	172	182	1,364	1,474
Finland	242	267	1,467	1,617
Denmark	24	25	269	281
Project/temporary employees	50	75	256	341
Sweden	18	35	112	164
Norway	17	30	101	137
Finland	13	10	25	40
Denmark	2	–	18	–

Employment type of permanent employees

	Women		Men	
	2023	2022	2023	2022
Full-time employees	1,971	2,047	11,700	12,433
Sweden	1,555	1,601	8,625	9,093
Norway	160	174	1,355	1,464
Finland	240	261	1,451	1,598
Denmark	16	11	269	278
Part-time employees	68	76	62	68
Sweden	46	48	37	36
Norway	12	8	9	10
Finland	2	6	16	19
Denmark	8	14	0	3

Number of hours in education

GRI 404-1

Per employee by gender

Hours

Women ■ Men
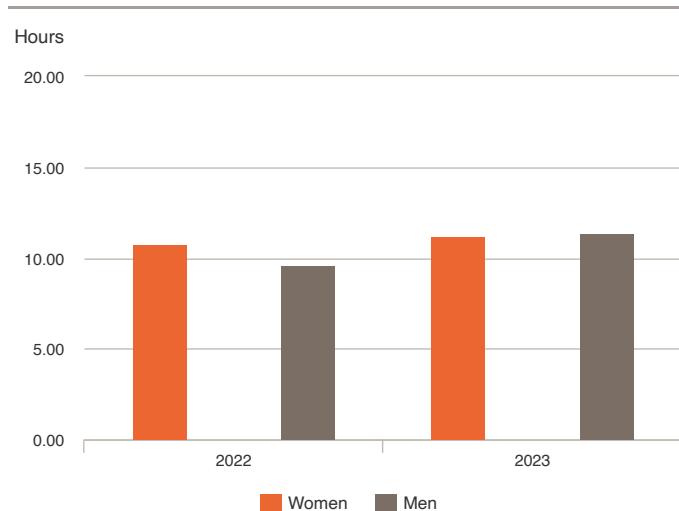
Per employee by employee category

Hours

■ White-collar worker in management ■ Other white-collar workers
■ Skilled workers
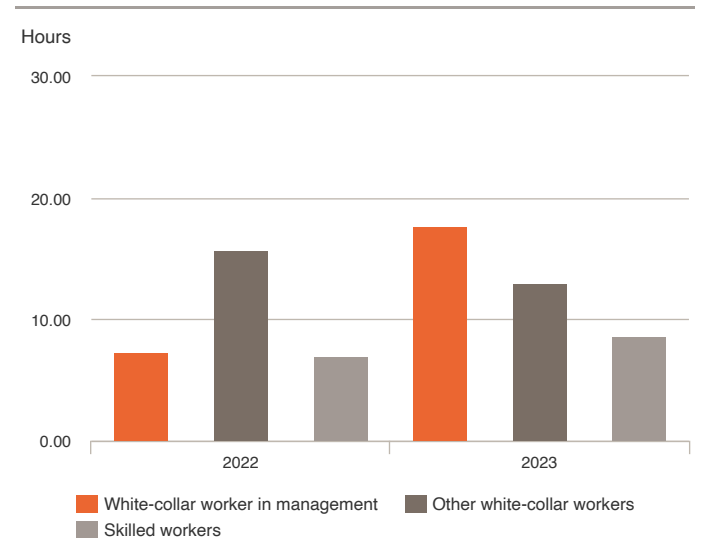
Diversity in the Board of Directors and executive management (gender and age)

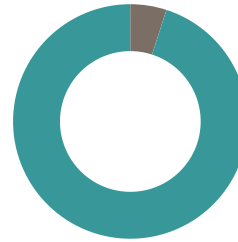GRI 405-1

Gender

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

Age

- ■ < 30 year, 0% (0%)
- ■ 30–50, 5% (5%)
- ■ > 50 year, 95% (95%)

Employees divided by employee category, gender and age

GRI 405-1

White-collar workers in management by gender

- ■ Women, 13% (13%)   ■ Men, 87% (87%)

Other white-collar workers by gender

- ■ Women 34% (34%)   ■ Men, 66% (66%)

Skilled workers by gender
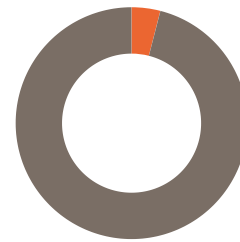
- ■ Women, 4% (4%)   ■ Men, 96% (96%)

White-collar workers in management by age
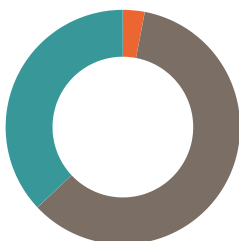
- ■ < 30 year, 3% (3%)
- ■ 30–50, 60% (57%)
- ■ > 50 year, 37% (40%)

Other white-collar workers by age

- ■ < 30 year, 10% (13%)
- ■ 30–50, 59% (56%)
- ■ > 50 year, 31% (31%)

Skilled workers by age

- ■ < 30 year, 21% (22%)
- ■ 30–50, 44% (43%)
- ■ > 50 year, 35% (35%)

Sick leave

Sick leave %	2023	2022
White-collar workers	2.6	2.9
Skilled workers	6.1	7.2
Total	**4.5**	**5.1**

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

Accident reporting

Number of serious accidents	2023	2022
Own employees	30	30
Subcontractors	18	19
Total	**48**	**49**

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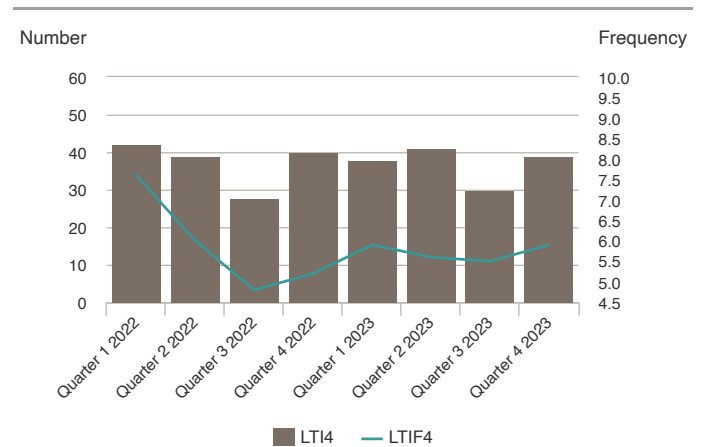
LTI4 refers to the number of workplace accidents with more than four days absence, excluding the day of injury and LTIF4 refers to workplace accidents according to the same definition per one million hours worked. LTI stands for Lost Time Injury. LTIF4 is calculated on rolling 12 months.

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 2023 with reference to the relevant 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

GRI STANDARD TITLE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
2-1 Organizational details	Content, cover of the report Peab in short, cover of the report			
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	Overview Peab´s business areas, pages 10-11 Business model, pages 12-13			
2-7 Employees	Best workplace, page 23 Best workplace, GRI pages 20-21 Summary sustainability data, page 60			
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 2023 since it is not possible to collect this information from Peab's HR system. Investigation on how to identify this type of data will begin in 2024 with the purpose of including this information in upcoming reports.
2-9 Governance structure and composition	Corporate governance report, pages 159-161 Board of Directors, page 166			
2-10 Nomination and selection of the highest governance body	Corporate governance report, page 160			
2-11 Chair of the highest governance body	Corporate governance report, page 161 Board of Directors, page 166			
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate governance report, pages 159-165 Our perspective on sustainable business, page 51 About the Sustainability Report, GRI page 4			
2-13 Delegation of responsibility for managing impacts	Corporate governance report, pages 164-165 Our perspective on sustainable business, page 51 About the Sustainability Report, GRI page 4			
2-14 Role of the highest governance body in sustainability reporting	Auditor's statement on the Corporate governance report, page 152			
2-15 Conflicts of interest	Corporate governance report, page 164			

GRI STANDARD TITLE		LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
2-16	Communication of critical concerns	Our perspective on sustainable business, page 51 Corporate governance report, page 165 Leader in social responsibility, GRI page 8			
2-17	Collective knowledge of the highest governance body	Corporate governance report, page 162 Board of Directors, page 166			
2-18	Evaluation of the performance of the highest governance body	Corporate governance report, page 162			
2-19	Remuneration policies	Note 9 Employees, personnel costs and remuneration to senior officers, page 118 Corporate governance report, page 163			
2-20	Process to determine remuneration	Corporate governance report, page 163 Note 9 Employees, personnel costs and remuneration to senior officers, pages 116-118			
2-21	Annual total compensation ratio	Note 9 Employees, personnel costs and remuneration to senior officers, pages 116-118	2-21	Information unavailable	Information about median annual total compensation for all employees is unavailable for 2023. 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 3-4			
2-23	Policy commitments	Our perspective on sustainable business, page 51 About the Sustainability Report, GRI pages 4-6			
2-24	Embedding policy commitments	Our perspective on sustainable business, page 51 About the Sustainability Report, GRI pages 4-6			
2-25	Processes to remediate negative impacts	Leader in social responsibility, pages 36-37 Our perspective on sustainable business, page 51 Leader in social responsibility, GRI page 8			
2-26	Mechanisms for seeking advice and raising concerns	Leader in social responsibility, pages 36-37 Our perspective on sustainable business, page 51 Leader in social responsibility, GRI page 8			
2-27	Compliance with laws and regulations	Leader in social responsibility, page 36			
2-28	Membership associations	Best workplace, page 27			
2-29	Approach to stakeholder engagement	Our perspective on sustainable business, pages 48-50			
2-30	Collective bargaining agreements	All employees (100%) are covered by collective bargaining agreements.			

GRI STANDARD TITLE		LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Our perspective on sustainable business, pages 48-50 About the Sustainability Report, GRI page 2			
3-2	List of material topics	Our perspective on sustainable business, pages 48-50 About the Sustainability Report, GRI page 2			
Anti-corruption					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility, page 36 Sustainability work, page 87 Corporate governance report, page 165 About the Sustainability Report, GRI pages 4-6 Leader in social responsibility, GRI page 8			
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	Leader in social responsibility, page 36 Leader in social responsibility, GRI pages 8-9 Summary sustainability data, page 60	205-2 a-e.	Information unavailable	IInformation about the number in boards, management and employees as well as breakdown by region is not available for 2023 since it is not possible to collect that information. Investigation on how to identify this type of data will begin in 2024 with the purpose of including this information in upcoming reports.
205-3	Confirmed incidents of corruption and actions taken	Leader in social responsibility, page 36 Summary sustainability data, page 60			
Anti-competitive behavior					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Comments from the CEO, page 3 Leader in social responsibility, page 36 Risks and risk management, page 85			
GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Leader in social responsibility, page 36			
Energy					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility, pages 41-43, 46 Risks and risk management, page 84 About the Sustainability Report, GRI pages 4-6 Leader in social responsibility, GRI page 12			
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	Summary sustainability data, page 60 Leader in social responsibility, GRI page 12			

GRI STANDARD TITLE		LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
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 41-42, 46
 About the Sustainability Report, GRI pages 4-6
 Leader in social responsibility, GRI pages 13-14 | | | |

GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Summary sustainability data, page 60 Leader in social responsibility, GRI page 14			
305-2	Energy indirect (Scope 2) GHG emissions	Summary sustainability data, page 60 Leader in social responsibility, GRI page 14			
305-3	Other indirect (Scope 3) GHG emissions	Summary sustainability data, page 60 Leader in social responsibility, GRI page 14			
305-4	GHG emissions intensity	Leader in social responsibility, page 46 Summary sustainability data, page 60 Leader in social responsibility, GRI page 14			

Waste

GRI 3: Material Topics 2021

| 3-3 | Management of material topics | Leader in social responsibility, pages 40, 44
 About the Sustainability Report, GRI pages 4-6
 Leader in social responsibility, GRI pages 15-16 | | | |

GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	Leader in social responsibility, pages 40, 44 Leader in social responsibility, GRI pages 15-16			
306-2	Management of significant waste-related impacts	Leader in social responsibility, pages 40, 44 Leader in social responsibility, GRI pages 15-16			
306-3	Waste generated	Summary sustainability data, page 60 Leader in social responsibility, GRI pages 17-18			

Employment

GRI 3: Material Topics 2021

| 3-3 | Management of material topics | Best workplace, pages 22-29
 Best workplace, GRI page 19
 About the Sustainability Report, GRI pages 4-6 | | | |

GRI STANDARD TITLE		LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
GRI 401: Employement 2016					
401-1	New employee hires and employee turnover	Summary sustainability data, page 60			

Occupational Health and Safety

GRI 3: Material Topics 2021					
3-3	Management of material topics	Best workplace, pages 27-28 Best workplace, 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 27-28 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-2	Hazard identification, risk assessment, and incident investigation	Best workplace, pages 27-28 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-3	Occupational health services	Best workplace, pages 27-28 Best workplace, 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 27-28 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-5	Worker training on occupational health and safety	Best workplace, pages 27-28 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-6	Promotion of worker health	Best workplace, pages 27-28 Best workplace, 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 27-28 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-6			
403-8	Workers covered by an occupational health and safety management system		403-8 a i-iii.	Information unavailable	Health and safety management system covers 100 percent of workers that are not employees that visit the worksites but information about the number of workers is not available for 2023 since it is not possible to collect that information from Peab's HR systems. Investigation on how to identify this type of data will begin in 2024 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 24-25 Best workplace, GRI page 19 About the Sustainability Report, GRI pages 4-5			
GRI 404: Training and Education 2016					
404-1	Average hours of training per year per employee	Summary sustainability data, page 60 Best workplace, GRI page 21			

Diversity and equal oppotunies

GRI 3: Material Topics 2021					
3-3	Management of material topics	Leader in social responsibility, page 35 Risks and risk management, page 83 Best workplace, page 23 Best workplace, GRI pages 20-22			

GRI STANDARD TITLE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	Best workplace, page 23 Summary sustainability data, page 60 Best workplace, GRI pages 20-22		

Sustainability certifications

GRI 3: Material Topics 2021

3-3	Management of material topics	Leader in social responsibility, pages 40-45 Leader in social responsibility, GRI page 10 About the Sustainability Report, GRI pages 4-5		

G4 CRE: Sustainability certifications

CRE8	Type and number of certifications, ranking and labeling for new construction, management, operation and renovation.	Summary sustainability data, page 60 Leader in social responsibility, GRI page 11		

Peab's own disclosures

GRI 3: Material Topics 2021

3-3	Management of material topics	Leader in social responsibility, pages 37-39 Risks and risk management, page 83 Corporate governance report, page 163 Leader in social responsibility, GRI page 10 About the Sustainability Report, GRI pages 4-6		

Youth education

	Annual number of students that graduate	Leader in social responsibility, page 39		

Peab Life

	Annual number of Peab Life projects	Leader in social responsibility, page 39		

Customer and supplier collaboration

	Result from Satisfied Customer Index (SCI)	Most satisfied customers, page 20 Summary sustainability data, page 60		

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 60		