



Press Release

February 3, 2021

Revised targets for Peab

In order to promote continued value creation Peab's executive management and Board have today adopted revised targets; everything from our mission, business concept and strategic targets to internal and external financial and non-financial targets. As of 2021 Peab will externally report the performance of the business by monitoring nine targets, of which three are financial. Peab will in greater detail present the revised targets at an online Capital Market Day February 10, 2021.

On April 1, 2020 Peab acquired YIT's Nordic paving and mineral aggregates operations. The acquisition strengthens Peab's Nordic presence and increases the importance of business area Industry in the Group. On December 11, 2020 Peab distributed and listed the subsidiary Annehem Fastigheter on Nasdaq Stockholm.

Through these strategic transactions Peab has more clearly become a community builder that, through four collaborating business areas and local presence, is active throughout the Nordic region. Our business model provides us with unique opportunities to, with our own resources and control over the entire value chain, meet our customers' needs and the expectations of the world around us.

In order to further promote value creation Peab's Board and executive management has today adopted revised targets; everything from our mission, business concept and strategic target areas to internal and external financial and non-financial targets.

Both the internal and external financial and non-financial targets are categorized under the previous strategic targets; Most satisfied customers in the industry, Best workplace in the industry and Most profitable company in the industry as well as the new, fourth strategic target, Leader in social responsibility in the industry. We consider the external targets particularly important and they are a subset of our internal targets and action plans.

Revised mission: We improve everyday life where it's lived.

Revised business concept: Peab is the Nordic Community Builder with a local presence. Focusing on our own resources and local partners we develop, do the groundwork and build everyday life where it's lived.

Peab's external targets as of 2021:

Most satisfied customers in the industry:

SCI > 75

Best workplace in the industry:

eNPS > Benchmark

Serious accidents: Zero vision for serious accidents through a continuously contracting trend



Most profitable company in the industry:

Operating margin > 6 %
Net debt/equity ratio 0.3 – 0.7
Dividend > 50 % of profit for the year

Leader in social responsibility in the industry:

Carbon dioxide intensity, own production: 60 % reduction by 2030
Carbon dioxide intensity, input goods and purchased services: 50 % reduction by 2030
Equal opportunity recruitment: Number of women recruited should always exceed the education market

“We look forward to the next phase of Peab’s development with confidence and engagement. Today Peab is a major Nordic community builder with more than 15,000 employees in an organization with local roots. This together with our updated targets provides us with a unique platform we can further develop the company on and create value for both society and customers as well as shareholders,” says Jesper Göransson, President and CEO of Peab.

Jesper Göransson and CFO Niclas Winkvist will in greater detail present Peab’s business, including the revised and new targets, at an online Capital Market Day Wednesday February 10, 2021 at 09:00. To participate please go to:
<https://financialhearings.com/event/13084>.

For further information, please contact:

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Peab AB discloses the information provided herein pursuant to the EU Market Abuse Regulation. The information was submitted, through the contact persons above, for publication on February 3, 2021 at 6:20 p.m. CET.

Peab is a leading Nordic construction and civil engineering company with about 16,000 employees and SEK 58 billion in net sales. The Group has strategically placed offices in Sweden, Norway, Finland and Denmark. Company headquarters are in Förslöv on Bjäre Peninsula in southern Sweden. The Peab share is listed on Nasdaq Stockholm.