

Sustainability – an integrated agenda

Active environmental work and promotion of social responsibility add value; not just for stakeholders, but for our society and the planet as well.

OX2 was founded on the basis of the concept of actually developing sustainable and profitable large-scale energy solutions, with the final goal of creating a 100% sustainable planet. In other words, sustainability permeates all aspects of our enterprise. It is important for this work to be carried out sustainably throughout the entire value chain, and OX2 does its utmost every day to improve still further, both as an organisation and as human beings. OX2's sustainability work is based on three dimensions:

People - Planet - Profit

The interaction between these dimensions is what creates sustainable social development, and this will be required if we are to achieve the global goals in Agenda 2030. OX2 is doing its best to be a responsible and inclusive company, with a stringent safety culture and respect for people and the environment. We are using innovative business models and business ethics to implement green investments that will increase our production of renewable energy. In 2019, OX2's sustainability work has been surveyed in order to identify challenges and opportunities; and at the same time we have developed our work on the basis of the goals defined for the enterprise.

Sustainability year 2019

Throughout the year, OX2 has increased awareness, commitment and communication relating to sustainability work throughout the entire value chain, both internally and externally. Social and environmental aspects have been given a more prominent position on the agenda, both for the corporate management team and within projects. Emphasis has been placed on sustainability work within ongoing projects, which has included governance and reporting on issues such as local involvement, consideration for the environment, the work environment and environmental impact. One example of how OX2 is working with sustainability issues



in its projects can be viewed in our video documentary of the Valhalla project, which focuses on environmental considerations and local communication:

<https://www.youtube.com/watch?v=CoJOLTceBVO>

As the impact from OX2's operations is linked primarily with manufacturing, transport and construction work, the company has also spent the year working on clearer specification of requirements in the supply chain relating to matters such as felling of trees, respect for local communities and social responsibility.

OX2 is now affiliated to the UN Global Compact in order to provide a clear manifestation of the importance of working with collective global sustainability goals, as well as linking its operations more clearly to the interim goals of Agenda 2030 (see the description on page 28). As a result of OX2's sustainability profile, the company was invited to be part of the Swedish business delegation at the UN Climate Change Conference in Madrid. This sustainability work has reinforced OX2's prerequisite for continuing with its investments in renewable energy.



Information meeting for the general public at Löten Community Centre, Tönsen wind farm in Sweden. Photo: Joakim Lagercrantz

Priorities

OX2 has set ambitious goals as to how the company can contribute to a more sustainable planet. At the same time, priorities need to be made. The materiality analysis performed from both an external and an internal perspective has led to a number of priority areas: see below.

These priority areas form the basis for OX2's business planning. They influence the formulation of goals, as well as how they are to be fulfilled and reported. Pages 30–35 report on OX2's sustainability goals and follow-up within each area.



People

- Relations with the local community
- Health & safety
- Diversity & gender equality
- Non-discriminatory culture



Planet

- Renewable energy generation
- Environmental law
- Carbon footprint
- Onshore and offshore emissions



Profit

- Long-term profitability
- Influencing opinion
- Anti-corruption
- Sustainable supply chain

OX2 and Agenda 2030

Agenda 2030 highlights the UN's 17 global sustainable development goals with its 169 interim goals, which constitute an action plan for delivering progress on our global challenges relating to the environment, social aspects and economy. Besides providing a basis for strategy, accounting, analysis and goals, Agenda 2030 also defines an agenda of business opportunities for OX2. Fourteen of the 17 goals are of key or significant relevance to OX2. The company has chosen to focus more actively on goals 7 and 13, as these are most closely linked with OX2's core business.

7 Sustainable energy for all



By constantly increasing access to renewable energy, OX2 is promoting the transition towards a sustainable planet. The company's leading position is also driving the ongoing development of technology, funding solutions and forms of cooperation. This will lead to increased efficiency and reduced costs, which will pave the way for renewable energy even on markets where OX2 is not active. Up to now, OX2 has generated more than 2 GW of wind power in the Nordic region. 2019 was a record-breaking year in many ways. In the third and fourth quarters of 2019, OX2 built 14 wind farms in the Nordic region: this is equivalent to a further 1 GW of wind power, or 3 TWh of renewable energy. At the end of the year, OX2 had management contracts equivalent to 5.9 TWh.

13 Take action to combat climate change



Climate change is the biggest challenge of our age, and OX2 is helping to provide the solution by driving the switch to renewable energy, thereby reducing greenhouse gas emissions from fossil fuels. Additional production from ongoing construction in 2019, amounting to 3 TWh, is equivalent to the annual consumption of electricity in 600,000 households. This renewable production will save 1.8 million tonnes of carbon dioxide annually when it supersedes coal and gas power in our neighbouring countries or permits electrification of the transport sector and industry. These savings are equivalent to annual emissions from 1 million cars.

OX2 affiliated to UN Global Compact



Corporate responsibilities in respect of social conditions, human rights and the environment have a significant part to play. The UN Global Compact (UNGC) is an initiative that encourages companies to adopt responsible approaches in order to contribute to the development of

economies and societies in a more sustainable manner. OX2 has joined the initiative in 2019, which means that the company is working to promote the following ten principles with regard to human rights, the environment and corruption:

Human rights:

Principle 1: To support and respect international human rights within the sphere of corporate influence

Principle 2: To ensure that their own companies are not involved in human rights abuses

Labour law:

Principle 3: To maintain freedom of association and recognise the right to collective bargaining

Principle 4: To eliminate all forms of forced labour

Principle 5: To abolish child labour

Principle 6: To abolish discrimination in respect of recruitment and employment

Environment:

Principle 7: To support the precautionary principle in respect of environmental risks

Principle 8: To take the initiative to promote greater environmental awareness

Principle 9: To encourage development of eco-friendly technology

Corruption:

Principle 10: To work against all forms of corruption, including extortion and bribery

Goal	Relevance	Impact
 Goal 1. No poverty		By promoting decent and meaningful work in the supply chain and helping to bring about positive change in the local community, OX2 can make a contribution towards social protection and financial resources for men, women and children (SDG 1.2).
 Goal 2. No hunger		By replacing fossil fuels with renewable energy, global climate change will be slowed, which will help to maintain ecosystems and the quality of agricultural land for food production (SDG 2.4).
 Goal 3. Good health and well-being		OX2 is using preventive efforts such as mindfulness training and wellness allowances to promote physical and mental health and well-being for its employees (SDG 3.4).
 Goal 4. Good education for all		OX2 is safeguarding the supply of skills in the industry by means of involvement in the Swedish "Become a wind power technician" initiative, in order to ensure that relevant skills and professional expertise are available on a growing market (SDG 4.4).
 Goal 5. Gender equality		As OX2 is an expanding company that appoints personnel regularly, the company has a major opportunity to get involved in issues relating to gender equality. Making the workplace as equal and as inclusive as possible, and giving women equal opportunities for leadership, presents both a challenge and an opportunity for OX2 (SDG 5.1, 5.5).
 Goal 6. Clean water and sanitation for all		Provision of both air and water is being reduced as fossil fuels are being replaced with renewable energy. Taking a great deal of care with regard to operations in and near to water and handling chemicals responsibly during construction work is allowing OX2 to minimise its impact on waterways in areas in which renewable energy plants are established (SDG 6.3).
 Goal 7. Sustainable energy for all		OX2 is making a significant contribution to increasing the percentage of renewable energy on the markets in which the company is active, but it is also creating conditions on other markets by driving development and cost reductions (SDG 7.2).
 Goal 8. Decent working conditions and economic growth		OX2 is contributing to economic growth and productive employment and is playing an important part in the definition of clear requirements for decent working conditions throughout the value chain (SDG 8.5).
 Goal 9. Sustainable industry, innovation and infrastructure		The expansion of renewable energy is leading to reinforcement of regional and local power grids and roads, which is helping to enhance human well-being and local economic development and provide jobs (SDG 9.1).
 Goal 10. Reduced inequality		As the company grows – both in size and in geographical terms – there are opportunities to even out gender distribution mismatches and promote diversity in order to reinforce our workforce and ensure social inclusion (SDG 10.2).
 Goal 11. Sustainable towns and communities		Before establishing a project, extensive inventories of the project site are performed and both natural and cultural aspects are documented and highlighted so as to ensure that these areas are protected during ongoing design, engineering and construction. Assets that were previously unknown in areas have been identified on many occasions (SDG 11.4).
 Goal 12. Sustainable consumption and production		Wind is an infinite natural resource that produces no emissions, and it is used for large-scale energy production. After 6–8 months, a wind turbine produces the amount of energy that was required for its production and construction. OX2 has good opportunities to define requirements for its suppliers and encourage suppliers to introduce sustainable methods to the production process (SDG 12.2, 12.6).
 Goal 13. Climate action		Large-scale wind power is a significant, cost-effective climate action, and OX2 is one of the leading stakeholders in northern Europe. OX2 is working actively to create conditions to allow climate action to be integrated in policies, strategies and planning (SDG 13.2).
 Goal 14. Seas and marine resources		Both onshore and offshore pollution will be reduced by replacing fossil fuels with renewable energy. Taking a great deal of care and maintaining a cautious approach during construction and operation is allowing OX2 to prevent pollution at sea as a consequence of onshore operations (SDG 14.1).
 Goal 15. Ecosystems and biodiversity		Extensive inventories are performed as part of every project in order to identify protected species, and a great deal of care is taken when felling trees in order to protect natural habitats. There is a great deal of potential in taking action to promote biodiversity in connection with construction work, even though the climate benefit provided by renewable energy and the contributions this energy makes to combating climate change provide the biggest benefit for the continued survival of many species (SDG 15.5).
 Goal 16. Peaceful and inclusive communities		Being responsive and inclusive when making decisions on wind power is a prerequisite, and crucial to local acceptance. Democratic support for recipients of community funds is of major importance (SDG 16.7).
 Goal 17. Implementation and partnership		OX2 works with many different partners, all of which share a single goal: to expand renewable energy. Switching energy systems requires a systematic approach and involves everything from state land-owners and utility companies to contractors, suppliers and investors (SDG 17.17).

People



OX2 is primarily a knowledge-intensive organisation that is dependent on its ability to attract and retain skilled and committed personnel. As the company grows – both in size and in geographical terms – there are opportunities to even out gender distribution mismatches and promote diversity in order to reinforce our workforce. OX2 strives to maintain an inclusive corporate culture in which the skills, commitment and health of employees are managed and developed. During the year, OX2 has increased its focus on systematic work environment management by appointing a Health & Safety Manager commencing work on ISO45001 certification so as to ensure a stringent safety culture continues to be maintained for employees and suppliers alike.

OX2 and its suppliers are guests in the local communities where wind farms are established, and it is absolutely crucial to create open communication and show respect for the people who live and work in the local area. Local commitment creates trust and good conditions for both the operations and the local community. OX2 strives to help bring about positive development in the local area. This may involve local jobs, business sector development or financial grants through community funds or property tax, depending on the market and conditions in the area.

Photo: OX2/Christian Gustavsson



Christoffer Brandorf
Senior Transaction Director

What are you working on?

I'm responsible for our department when it comes to project management and transactions. My day-to-day work involves working closely with the projects and initiatives that we're involved in, and making sure that we're working with the right projects and have the right staffing levels for them. I also spend time on business development, working with both human resources and the business side of things.

How long have you worked for OX2?

I've been working at OX2 since March 2015.

What is the most enjoyable part of your job?

Having the opportunity to work with so many fantastic colleagues, helping to bring about the switch to green energy and working in a transaction-intensive environment.

What is it like working for OX2?

It's obvious that everyone at the company is committed and wants to do a good job. It's easy to feel at home in an environment like that, and to feel that you get things done together. OX2 is a really inclusive, non-hierarchical place to work, and it's constantly developing in a growing industry.



Katarzyna Suchcicka
Country Manager, Poland

What are you working on?

I'm responsible for the Polish market and continuous development of our portfolio of onshore wind power and large-scale solar power, from both long-term and short-term perspectives.

How long have you worked for OX2?

I started working for OX2 in April 2019.

What is the most enjoyable part of your job?

My staff are definitely the highlight of my work. Their passion, their curiosity, the fact that they focus on results – and, most of all, the fact that they're open to new ideas are the aspects that I appreciate the most.

What is it like working for OX2?

Working at OX2 is very much a five-star experience – it's more than just a job.

Relations with the local community

Results and key figures

In 2019, the strategic shift towards focusing on proprietary projects has raised awareness with regard to the importance of local involvement. Additional emphasis has been placed on communication and relations with the original population.

- Around a hundred local meetings have been organised for projects over the year.
- 28 complaints have been recorded and followed up within our projects, the vast majority of which related to construction work.
- In 2019, community funds worth SEK 2.2 million were distributed to 14 different wind farms in Sweden.
- OX2 has extended the opportunities for funding for local development on the Swedish market by also offering the Garantia model, which is a corporate lending service aimed at supporting local enterprise.

Goal

- To ensure local involvement and a local presence in projects
- To respect the local community and be visible, accessible, transparent and proactive in the dialogue where plants are established
- To assist with positive development of the community that will have a wind farm as a neighbour
- To ensure that contractors and suppliers engaged demonstrate social responsibility and show consideration for the local area
- To always provide feedback to people making complaints.

Health & safety

Results and key figures

In 2019, OX2 has focused extensively on following up non-conformance reporting in its projects, as well as clarifying supplier requirements in respect of responsible work environment and safety management.

- A Health & Safety Manager was appointed towards the end of the year in order to safeguard systematic work environment management.
- No serious accidents were reported in 2019.
- In the construction projects, 59 incidents and 23 minor accidents were reported during the year.
- Operations reported 32 incidents and 3 minor accidents during the year.
- The health index for 2019 shows a high level of work attendance, at 99.2 per cent (99.4% in 2018).

Goal

- No serious workplace accidents
- Increased awareness regarding the work environment and safety within the company and throughout the value chain.
- High levels of work attendance and little long-term sick leave
- Contractual requirements for contractors regarding responsible work environment and safety work.
- ISO45001 certification
- All full-time employees are to be offered mindfulness training

Diversity & gender equality

Results and key figures

We have seen a very high rate of recruitment in 2019 and 61 new employees were appointed during the year. This presents both challenges and opportunities.

- At the end of the period, the company had a total of 139 employees, 65 per cent of whom were men and 35 per cent women. The percentage of women is showing a marked increase on the 21 per cent employed in 2018.
- 35 per cent of senior positions within the company are held by women.
- An increasing percentage of company employees do not have the language of their country of employment as their native language.
- Parental pay has been introduced during the year.

Goal

- Gender equality between men and women in terms of employment and compensation, overall and in senior positions
- To promote diversity in recruitment
- To be an inclusive workplace

Non-discriminatory culture

Results and key figures

Most of the company's staff have been involved in efforts to clarify OX2's core values with a view to reinforcing the corporate culture.

- One instance of victimisation was reported during the year, and followed up by the manager concerned.
- A new code of conduct has been devised over the year.
- Equal Belonging has been identified as a leading key value within the scope of our internal valuation and culture project.

Goal

- No discrimination or harassment
- No human rights abuses
- To achieve Equal Belonging by including people with respect and curiosity

Planet



Consideration for valuable countryside at Valhalla wind farm (366 MW) in Sweden.
Photo: Joakim Lagercrantz

Climate change is the biggest challenge of our age, and OX2 is helping to provide the solution by driving the switch to renewable energy, thereby reducing greenhouse gas emissions from fossil fuels. However, building a wind farm is not a climate-neutral enterprise as it requires materials, manufacture, transport and – frequently – felling of trees, and each of these elements involves a carbon footprint. OX2 strives to continuously reduce its own direct and indirect carbon footprint by means of effective planning and demands made of subcontractors. By implementing the best projects, optimised on the basis of each project's specific conditions, the greatest benefit can be achieved in relation to the environmental impact. The intrusion is minimised through great consideration for the

environment and adaptation to nature at the facilities.

OX2's operations in various countries are subject to a variety of legislation relating to the environment, and in most instances environmental permits are required to build wind farms. Clear environmental conditions, self-monitoring and compliance review by the authorities are things that OX2 values highly, and our aim is to take even greater care than is demanded of us. OX2 has held ISO14001 certification since 2010, which guarantees a systematic approach to the environment and effective procedures in this regard, both generally within the company and particularly within the projects.

Renewable energy generation

Results and key figures

In 2019, OX2 has started focusing on proprietary projects: this will create a portfolio sustainable in the long term and offers major potential to increase renewable energy volumes.

- Funding was secured for six wind farms, equivalent to 490 MW, in 2019.
- Four wind farms of approximately 109 MW were completed and handed over to the purchasers on schedule.
- At the end of the year, OX2 had management contracts equivalent to 5.9 TWh.

Goal

- To increase the amount of renewable energy and create profitability with minimal environmental impact
- To implement the best projects, optimised on the basis of the specific criteria for each project, in order to create maximum benefits in relation to the impact required

Environmental law

Results and key figures

In 2019, the environmental management system has been transferred from the parent company, Peas Industries, to OX2, which has involved a substantial review of our systematic environmental management.

- Approved ISO14001 certification for 2019.
- High level of compliance with the law in projects.
- Great care has been taken when working in sensitive areas, and action has been taken to reduce impact.
- For construction projects, 21 environmental incidents and 9 minor accidents were reported during the year.
- Operations reported 1 environmental incident and 2 minor accidents during the year.

Goal

- Active and systematic environmental management
- To maintain ISO14001 certification
- Increased reporting of environmental non-conformances
- To guarantee the right skills and relevant training for employees working with environmental aspects
- To adopt the precautionary principle in respect of environmental risks

Carbon footprint

Results and key figures

The company's awareness of the carbon footprint of the work we do increased in 2019, and work is in progress on carbon dioxide calculations for various parts of the enterprise.

- OX2 is working actively to reduce its carbon footprint by means of careful road construction, giving great consideration to felling, well-planned logistics and the use of local materials.
- Unnecessarily extensive felling of trees was found to be taking place in one of our projects during the year: this led to a review and improvement of processes relating to felling.

Goal

- To ensure carbon dioxide calculations for the company and the entire value chain
- To work to actively reduce the direct and indirect carbon footprint
- To minimise felling of trees within projects
- To optimise logistics and materials handling
- To minimise adverse impact and increase positive impact on the environment by promoting biodiversity, for example

Onshore and offshore emissions

Results and key figures

As emissions from OX2 operations are largely linked with production, transport and construction work, most of the company's impact will be achieved by defining requirements of suppliers and following up such measures.

- No serious environmental emissions or spills occurred within projects in 2019. The minor spills that occurred were managed and cleared up in an environmentally sound manner.
- Self-monitoring and preventive work have worked well during both construction and operation, and the non-conformances noted have been remedied.

Goal

- To ensure that OX2's suppliers have the knowledge and expertise required to carry out their work with the greatest possible consideration for the environment.
- Effective self-monitoring
- To minimise oil spill

Profit



Cooperation in the supply chain during the construction of Orrberget wind farm (33 MW) in Sweden.
Photo: Joakim Lagercrantz

Since the company began, OX2 has believed that commercial forces can drive the switch to a sustainable society. Technological development with increased efficiency and drastically reduced costs has meant that renewable energy is now competing with fossil energy on purely economic grounds, and wind power is being constructed with absolutely no subsidies in both Sweden and Finland. OX2 is creating green investments by means of innovative business models and long-term relationships. By developing profitable wind power projects, OX2 is leading the transition towards a more sustainable future.

The prerequisites for success with switching to a renewable energy system involve technology and financing, but also the political and social will to bring about this change. This is why OX2 is working actively on issues relating to criteria, long-term approaches and clear rules on renewable energy and how climate goals can be achieved.

As in all activities involving the sale and financing of major projects, as well as long supply chains, there are always risks associated with corruption, substandard working conditions or other fraudulent behaviour. OX2 is constantly working hard to improve even more and become more sustainable by creating an open, learning culture and working actively with its code of conduct, for example.

Its many years of experience in generating wind power are a source of new business opportunities, not least within other forms of renewable energy. OX2's sustainability work is creating new business opportunities and is a prerequisite if we are to attract investors. This is because the market now realises that sustainable companies are able to manage risks and thereby maintain growth and profitability in the long term.

Long-term profitability

Results and key figures

This year is following the same patterns as 2018, with high growth and increased market shares. Investments in wind power are profitable; and the market understands and is following on.

- Net sales totalled SEK 4906 million
- Operating profit totalled SEK 371 million
- Increased renewable energy on the market by commissioning 109 MW of new wind power
- The number of employees increased by 60 per cent in 2019

Goal

- Increased amount of renewable energy on the market
- Increased sales
- Increased operating profit
- Growth, both economically and numerically

Influencing opinion

Results and key figures

OX2 gets involved in social debate, trade associations, partnerships and conferences in order to pave the way for renewable energy.

- OX2 is an active member of the Nätverket vindkraftens klimatnytta (Wind Power Climate Benefit Network) in Sweden.
- OX2 works together with national trade associations on important key issues.
- In Sweden, OX2 has played an active part in efforts by the Swedish Energy Agency and the Swedish Environmental Protection Agency to devise a national strategy for sustainable wind power expansion.
- OX2 is considering the system perspective and playing an active part with regard to issues relating how to safeguard a renewable electrical system.

Goal

- To create the prerequisites for a 100 per cent renewable energy system
- To clarify the long-term rules of the game
- Create understanding, insight and acceptance for the transition of the energy system
- To strengthen the legal position of wind power
- To communicate the company's sustainability work more clearly

Anti-corruption

Results and key figures

Most of the company's staff have been involved in efforts to clarify OX2's core values with a view to reinforcing the corporate culture.

- No issues regarding business ethics were reported during 2018.
- Extensive effort has gone into formulating by-laws and rules for recipients of community grants, in order to ensure a democratic process for distribution of the community fund.
- During the year, OX2 has updated and implemented a new code of conduct in order to clarify the company's commitment to business ethics, environmental considerations and social corporate responsibility in order to create long-term relations, both internally and with business partners, suppliers and other stakeholders.

Goal

- Zero tolerance towards all forms of corrupt business behaviour
- To counter all forms of corruption through OX2's supplier code (core values), defining this as a requirement in all supplier contracts and purchase criteria
- To ensure that the beneficiary of the community grant from a wind power plant is a well-organised, democratic association.

Sustainable supply chain

Results and key figures

OX2 is surveying the suppliers who have the greatest potential environmental impact, and working to constantly improve procedures for evaluation and follow-up in the supply chain.

- 39 suppliers underwent this survey in 2019, many of which were new suppliers compared with 2018. 62 per cent held environmental accreditation according to ISO 14001 (67% in 2018), which corresponds to 97 per cent of the procurement value.
- Extensive work has been done throughout the year on clarifying supplier requirements linked with people and the environment in contract documents.
- A selection of OX2 suppliers have been reviewed with regard to how they work with risks related to human rights.

Goal

- To promote decent working conditions in the supply chain through OX2's supplier code (core values), defining this as a requirement in all supplier contracts and purchase criteria
- To ensure that all major suppliers used in the construction phase hold ISO14001 certification.
- To create opportunities for the local workforce

The auditor's report concerning the mandatory sustainability report

To the Annual General Meeting of OX2 Group AB, corp. reg. no. 556675-7497

Task and division of responsibility

The Board of Directors is responsible for the sustainability report for 2018 on pages 26-41 and for ensuring that it is compiled in accordance with the Swedish Company Accounts Act.

The scope and approach of the audit

Our audit has been conducted in accordance with FAR's recommendation RevR 12 Auditors report on the mandatory sustainability report. This means that our audit of the sustainability report has a different approach and a significantly smaller scope than the approach and scope that an audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden has. We consider that this audit gives us a sufficient basis for our statement.

Statement

A sustainability report has been drawn up.

Stockholm, 16 April 2019

Deloitte AB



Jonas Ståhlberg

Authorised Public Accountant

Board of Directors and Auditors

The Board of Directors at OX2 consisted of four members in 2019. Deloitte was re-engaged as auditor.

The Board of Directors is the company's second-highest decision-making body after the shareholders' Annual General Meeting. The Board is responsible for the company's organisation and the management of the company's business, e.g. setting goals and strategy, establishing procedures and systems for following up goals, continuously assessing the company's financial situation and

evaluating the operational management. The Board of Directors at OX2 consisted of six board members in 2019, including the Chairman of the Board.

At the Annual General Meeting held on xx June 2019, Deloitte AB was re-elected, with Jonas Ståhlberg as the company's auditor for the period until the 2020 AGM.



Johan Ihrfelt
*Chairman of
the Board*

- Current position: CEO of Peas Industries AB.
- Other appointments: Board member of several companies within Peas Industries and member of the advisory board at a number of external companies.
- Education: MBA, Stockholm School of Economics and NYU, Stern School of Business in New York. He also studied law at the University of Stockholm.
- Born: 1967



Thomas von Otter
Board member

- Current position: Deputy CEO of Peas Industries AB.
- Other appointments: Board member of several other Peas Industries companies, as well as a number of external companies.
- Education: Studied economics at Stockholm University.
- Born: 1966



Anna-Karin Eliasson Celsing
Board member

- Other appointments: Chairman of the Board of SVT AB. Board member of Lannebo Fonder AB, Landshypotek Bank AB, Serneke AB, Volati AB and OX2 AB.
- Education: MBA, Stockholm School of Economics.
- Born: 1962



Niklas Midby
Board member

- Other appointments: Chairman of the Board of Sbanken ASA, Resscapital AB, stoEr AB and Credon AB and board member of Consiglio Capital AB and OX2 AB.
- Education: Stockholm School of Economics.
- Born: 1959