



Autostrada Eksploatacja 2020

Travellers – Employees – Nature

Poznań, 2021

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Dear Sir/Madam,

Once again, we are presenting you with a report summarizing the activities of Autostrada Eksploatacja in social and environmental terms. We summarize the most important events, but also the results in financial and non-financial terms. We present what is important for the safety of travelers, employees and the environment, and everything that allows you to make your daily activities even safer.

Day by day, night by night, we make sure that driving in the concession section of the motorway is safe, comfortable and fast. We strive not only to ensure that travelers reach their destination, but also to make the traffic flow of about 20,000 vehicles a day harmoniously interact and coexist with the local biosphere and was not burdensome for the life of the local community. However, 2020 was special in this respect. Particular for all entrepreneurs, but above all for all people: employees, travelers, people from our further or closer environment. The COVID-19 pandemic caused the Polish economy to freeze in mid-March 2020. At the same time the traffic on the motorway also froze for a short while. We all focused on organizing work in such a way as to reduce the risk of SARS-CoV-2 virus transmission, while ensuring the stable operation of all business processes. At the same time, as members of the community we live in, we joined the activities aimed at supporting counteracting the effects of the pandemic. Especially the initial period when the SARS-CoV-2 virus took the entire world by surprise was the time of general social solidarity. The solidarity put together people and companies committed to providing medics with basic means of protection.

Just as consistency is the key to our success in ensuring broadly understood security, it is the key to overcoming COVID-19 the very moment of submission of this report. For us, it is consistency in following procedures and processes, consistency in analyzing deviations from them, consistency in looking for improvements that would help make them even more perfect – a tedious activity which however brings tangible results. Similarly, tedious, long-lasting, but consistent activities related to disinfection, masks and, finally, long-awaited vaccinations, allow for a gradual return to normal life. At this point, we are extremely grateful to our employees who took the restrictions very seriously all the time, enabling us to avoid infections on a larger scale. We are grateful to them for taking the vaccine issue very seriously.

You are welcome to read our report

Best regards

Krzysztof Bernatowicz

President of the Management Board

Jan Jancewicz

Vice-President of the Management

About company

The nature of business

The scope and nature of Autostrada Eksploatacja's operations have not changed for years. The company has been invariably responsible for the operation and maintenance of the 255 km section of the Świecko - Konin A2 motorway, including:

- toll collection (operating toll plazas and performing toll collection),
- maintenance works (regular patrolling of the highway, snow clearing, interventions in case of threats and securing road incidents, etc.).

The company also ensures the maintenance of green areas and motorway infrastructure. It also carries out environmental monitoring in the scope agreed upon with the Concessionaire.

2020 in numbers - operating activities of Autostrada Eksploatacja

• Distance traveled by patrols and maintenance services:	2,992,924 km
• Number of interventions:	8,741
• Number of winter maintenance actions:	220
• Replacement or repair of barriers:	8 221 m
• Items removed from the lanes:	2,822 pcs.
• Vehicle breakdown protection:	6,164
• Number of vehicles involved in collisions:	1,018
• Number of emergency calls:	2,193
• Number of SMS messages sent:	1,400

In 2020, despite the ongoing pandemic, we managed to implement a number of important activities together with the Concessionaires (Autostrada Wielkopolska SA and Autostrada Wielkopolska II SA). The most important activities on the part of the Concessionaires included:

- expansion of the Poznań Motorway Bypass,
- launch of the Variable Content Signs system on the section Gołuski TP- Nagraadowice TP,
- test of thick-layer marking (at the Modła interchange),
- introduction of new road protection systems at the Komorniki, Luboń and Krzesiny interchanges.

Autostrada Wielkopolska as the concessionaire renewed the road markings in the Świecko –Września section. The companies were also involved in the preparation of a series of media information related to safety, and more precisely the information regarding the most common causes of road accidents, advice on how to plan a trip on the motorway, and finally tips on how to drive in winter.

In 2020 Autostrada Eksploatacja purchased 5 more U27 boards with warning signs integrated with a crash cushion, to provide additional protection to employees during operational works, and 4 4x4 drive vehicles for work in green areas (allowing for example to move in the green belt along the motorway fence).

Shareholders

The ownership structure of the company has not changed for years and was as follows at the end of 2020:

- Egis Road Operation (42.94%),
- KI One SA (42.75%),
- A-WAY Infrastrukturprojektentwicklungs-und-betriebs GmbH (9.54%),
- Radwan Investments GmbH (4.74%)
- Autostrada Wielkopolska SA (1 share).

Organisational structure

The most important organisational units that report directly to the Management Board are the following divisions:

- toll collection,
- operation, managing, among other, the Operation and Maintenance Centers and analyses the impact of the motorway operation on the natural environment,
- technical, ensuring efficient operation of Fixed Operating Equipment (electric, electronic, telecommunications),
- financial
- human resources whose employees are not only responsible for the recruitment of employees and salaries, but also for proper selection of on-the-job training
- IT and Telecommunications
- quality and internal control
- PR, whose employees are also responsible for protecting personal data.

For many years, key managerial positions have been held by the same people, not only allowing for the accumulation of competences, but also making every day work predictable and stable.

Quality policy

Since 2018, the company has been implementing the Quality Policy, the foundation of which is the implemented Quality Management System based on the ISO 9001: 2015 standard, the expectations of concessionaires and motorway users, as well as related contractual obligations.

In accordance with the logic of the quality management system based on ISO 9001: 2015, we strive not only to provide the highest level of service to all users of the motorway section managed by us, including to ensure a high standard of safety of travelers, employees and subcontractors' employees, but also to continuously improve the applicable management processes. We strive to ensure full understanding of the approach to quality management among employees, as well as building and consolidating awareness of its role in ensuring safety in daily operations.

In order to support the fulfillment of commitments, we have defined goals and plans for their implementation. We undertake to monitor the adopted plan and update the goals so as to ensure their consistency with our Quality Policy and the adopted operational strategy.

Supply chain

The company has an Open Nexus Purchasing Platform, which is a collection of modern electronic tools supporting the implementation of commercial processes, and making purchasing processes transparent and effective.

The supply chain of Autostrada Eksploatacja consists mainly of suppliers of:

- utilities and fuels (including electricity, natural gas, diesel and gasoline),
- road salt,
- specialist services.

Presence in the local community

The year 2020 marked by the COVID-19 pandemic was an exceptional year for the economy and entrepreneurs, as well as for the community and society. However, it was also a year of great solidarity, when, especially at the beginning of the pandemic, companies, associations or simply private persons volunteered to help medics by sewing masks or providing doctors with meals. It was a time of unprecedented involvement of business, which supported the purchase of personal protective equipment, disinfectants or highly specialized equipment needed in diagnostics and directly saving lives.

Autostrada Eksploatacja also contributed to the assistance at the local level. The company provided the Provincial Hospital in Poznań with a modern ultrasound scanner worth approximately PLN 100,000, earmarked for COVID-19 patients. Moreover, personal protective equipment, disposable surgical masks and protective gloves were delivered to hospitals in Nowy Tomyśl and Słupca.

Together with Autostrada Wielkopolska, Autostrada Eksploatacja carried out the "Let us take care of each other" information campaign on the motorway, for the purpose of increasing the sense of safety of travelers by communicating the sanitary regime implemented by Autostrada Eksploatacja (hand disinfection, gloves, disinfection of payment terminals by our employees), as well as encouraging similar behavior of A2 drivers (give the payment card through a handkerchief, disinfect your hands after receiving it, etc.). As part of the "Let us take care of each other" campaign, Autostrada Eksploatacja employees handed out 30,000 containers with hand sanitizer to drivers in A2.

Regardless of the actions addressed to local communities and the community of drivers traveling across A2, Autostrada Eksploatacja decided to support its employee's children. Due to SARS-Cov-2 virus infections diagnosed in Poland, in mid-March children had to switch from full-time education to remote learning in a few days. Unfortunately, some families did not have sufficient number of computers available, or not at all. As many as 208 laptops were provided by the Company to the employees to ensure continuous education for their children.

Reporting and key areas of responsibility

The areas considered as important were determined based on the results of a workshop conducted with the participation of key managers a few years ago. However, no changes occurred in the company's operations at that time that would result in changing key aspects of corporate social responsibility.

Social or environmental aspect	Importance
relationship with employees - safety (OHS), employment conditions, the process of dialogue with a team	high
safety of motorway users – the degree of their satisfaction with safety and comfort of traveling on the road	high
potentially adverse impact on the natural environment - with particular emphasis on issues related to contamination risk in emergency situations and waste management policy, as well as the environmental impact of fuel and energy consumption	high

The report was prepared using the GRI Standards approach and indicators, but in order to remain concise, some formal requirements, and thus the "in accordance" reporting option, were departed from.

The report was not subject to additional verification by an independent external entity. However, it was elaborated by an external company that supervised the reliability of the information presented therein. At the same time, Autostrada Eksploatacja is not subject to the obligation to publish statements on non-financial information, and the publication of the report is entirely voluntary.

Workplace

Employment structure

Despite the economic recession in the aftermath of the COVID-19 pandemic, Autostrada Eksploatacja not only did not decide to dismiss employees, but even slightly increased the employment. At the end of 2020, 584 people worked at Autostrada Eksploatacja, compared to the end of 2019, when the company employed 571 people. However, such increase was indirectly related to the spreading SARS-CoV-2 virus. Being aware of the need to ensure the continuity of the motorway's operation, with the simultaneous risk of sudden absences among employees (SARS-CoV-2 infection, home quarantine, etc.), the managers decided to employ a few additional employees, thus creating a specific safety buffer. These people remained with the company despite the retreating pandemic. As there were no real significant changes in the number of employees and the staff rotation was low, the employment structure remained stable. As a result, the share of employed women did not change and amounted to 52%. Notably, the percentage of managerial positions held by women increased from 41% to over 45%.

The company offers clear employment conditions. Employees provide work under an employment contract for indefinite term. However, the practice consist in recruiting for a trial contract, followed by an annual contract, which then is transformed into employment contract for indefinite term. Considering the fact that, for example, retail chains compete for toll collection employees, offering advantages such as the lack of night shift and reduced work on Sundays, in 2019 the company decided to provide employees with a special allowance for work on Sundays and holidays. Such allowance is not required by law, but constitutes the employer's voluntary commitment towards the employees.

Of course, the pandemic had the greatest impact on the organization of work in the last year. The first lockdown in the spring of 2020 caused a large drop in traffic on the motorway. As a result, the standard staffing of some positions (e.g. cashiers at Toll Plazas) turned out to be redundant. In order not to expose employees to an unnecessary risk of infection, in the case of some positions,

employees were offered paid home duty. Employees in some other positions were fully paid for downtime. The beginning of the pandemic also meant a change in the work organization, so as to limit the contact of employees who finished and started a shift (on-call duty).

In cooperation with the Sanitary and Epidemiological Station in Słupca and the St. Wojciech Wielkopolskie Medical Centre in Poznań, an information brochure for employees was prepared entitled: "Safety basics in connection with an increased risk of infection with the SARS-COV-2 virus that causes COVID -19 disease". The brochure supplemented the training passed by all employees. (video available online). Procedures aimed at reducing the risks were implemented in cooperation with the same hospital. At the end of November 2020, St. Wojciech Wielkopolskie Medical Centre in Poznań carried out an audit to check the correct implementation of the procedures. Auditors examined the compliance of actions taken by AESA with the requirements of epidemic procedures. As a result the "Safe Company" certificate was awarded to the company. Moreover, at the beginning of the pandemic all employees passed an "Anti-COVID" training, which explained COVID-19, the disease symptoms, methods of reducing the risk of virus transmission, use of personal protective equipment effectively and steps to be taken when infection is diagnosed in a family etc.

The new situation involving key social distancing also brought about changes in internal communication, and electronic mail accounts were set up for all employees, including those who do not use electronic communication in their work. Unlike in the previous years, documents such as PIT-11 declarations or pay slips in 2020 were emailed to employees. All other important information and communications including those related to the epidemic situation in the Company, were provided in the same way.

From the point of view of limiting the transmission of SARS-CoV-2 virus among employees and their relatives, the decision to finance commercial tests for the presence of the pathogen in employees who probably had or could have had contact with an infected co-worker was of great practical importance. Additionally, in order to make it easier to survive this difficult period, psychotherapeutic support was provided to employees.

Due to sanitary restrictions, much less training took place in 2020. Most training sessions were canceled, and only online and obligatory training sessions were held. The latter included training required to maintain the validity of those authorizations (e.g. for traffic management) which were not extended for the duration of the pandemic.

Salaries and social package

Every year, local communities receive millions of zlotys of remuneration, and a large part of related taxes (PIT) contribute to the commune budgets where AESA employees live. For years, the average level of remuneration in the company has been higher than the average in the region. In the last year, and more precisely in December 2020, the average remuneration at AESA was PLN 5,938, compared to PLN 5,243 and PLN 5,206 in the Wielkopolskie and Lubuskie provinces, by 17% and 18% higher, respectively. At the same time the remuneration was at the level of the national average.

In addition to the standard remuneration and awards, the employees receive allowances in the amount determined using the method which is more favorable than the one directly provided for in the Labor Code. For example, the employees obtain the allowance of 20% of their personal rate for night work, and not of the minimum rate as defined by law. Similarly, the 20% allowance for on-call time is also calculated based on their personal rate, while no allowance at all is stipulated in the Labor Code for such purpose.

Certainly, an employee on duty called to work (e.g. in case of failure of a system or the Fixed Operating Equipment device or heavy snowfall) receives an overtime rate. Employees also receive a lump sum to refund the cost of additional commuting. Employees with zero absenteeism also receive a bonus. People who were not absent even a single day of work in a given month receive a special allowance. Employees who have shifts on Sundays and public holidays also receive a bonus.

Non-wage benefits:

- for many years all employees of Autostrada Eksploatacja have been covered by medical care,
- an agreement with a company providing medical services enabled employees to optionally purchase medical packages for families, and oncological package for employees,
- at the beginning of 2009, the Employee Pension Program was launched covering all willing employees,
- employees can use the MultiSport card,
- single parents receive financial assistance to finance crèches and kindergarten fees,
- people who find themselves in a difficult life situation can count on financial help from the employer,
- the company co-finances summer and winter holidays for the children of employees and the employees,
- from September 2020, Autostrada Eksploatacja pays for accident insurance for children of employees aged 0-18, as well as older ones, in the case of school children and students up to the age of 26.

Unfortunately, due to the epidemic situation, noticeably fewer children of employees went to camps in 2020, and thus some of the funds from the Company Social Benefit Fund (ZFŚS) were not used during the holiday season. However, this pool was used to increase the value of benefits granted to children at Christmas by as much as 100%. Similarly, the pandemic thwarted plans for traditional, annual Christmas Eve meetings for employees, and the funds thus saved were used to increase Christmas benefits.

The Academy of School Talents for employees' children

The Academy of School Talents is a free of charge support program for children of employees from the CIECH Group, Autostrada Wielkopolska and Autostrada Eksploatacja. Program participants receive support in developing their talents and skills from graduates of the world's best universities, who prepare them to study at the most prestigious Polish and foreign universities.

Program participants receive professional help in developing their talents and skills as well as expert support in choosing the best educational path. The Academy of School Talents started in 2018 as a pilot project for children of employees of the CIECH Group. Its originator is Sebastian Kulczyk, and the partner is the Nativated Foundation, which promotes and supports the education of Poles at the best universities in the world.

Ethics and counteracting mobbing

The Code of Ethics in force at AESA also plays the role of anti-discrimination and anti-corruption policy counteracting possible anti-market behavior. The Code provides procedures for reporting violations and irregularities.

Moreover, anti-mobbing policy in force at Autostrada Eksploatacja aims to protect employees against all forms of psychological violence, such as mobbing. The anti-mobbing committee including two

employer's representatives and three employees' representatives decides whether or not mobbing actually happened.

In 2020, no reports of potential mobbing or other unethical behavior were registered.

Safety at work

Due to its nature, work on the motorway is burdened with a high risk: a significant part of the work is performed in the immediate vicinity of moving vehicles, and drivers do not always comply with the limitations imposed in connection with the works carried out. Apart from technical solutions, understanding of risks, compliance with procedures and combatting the routine by the employees contribute to increasing the level of safety. On the other hand, the situation improves due to higher awareness of the drivers. Therefore, for many years, Autostrada Eksploatacja has promoted sensibility and awareness of employees and used social campaigns such as "Self-reflection behind the steering wheel" to influence drivers' behavior.

At the same time year by year investments were made in specific technical solutions that help to protect the lives and health of employees. In 2020 next 5 boards with a warning sign, integrated with a crash bag, were purchased to warn drivers about approaching a dangerous place (U27). Such shock-absorbing protection allowed for limiting the effects of road incidents several times and saving people working behind them.

In 2020, there occurred 13 incidents involving the services performing work on A2, in a few incidents people were injured. At the end of March 2020, the TIR hit the Autostrada Eksploatacja vehicle securing the works carried out in the left lane. One person was injured as a result of the incident, which was probably caused by an incorrectly performed avoidance maneuver. Next, in mid-May 2020, the driver of a passenger car, after driving off the road, hit a maintenance service tractor mowing the grass. One person was injured as a result of the incident which was probably caused by speed that was not adapted to driving conditions. At the beginning of June, the truck driver crashed into the Autostrada Eksploatacja vehicle securing the work on the right lane. One person was injured in the incident. The probable cause was not keeping a safe distance between the vehicles. At the end of August 2020, a police car securing the passage of a bank convoy hit a crash cushion. As a result of the incident, two people were injured.

As a standard upon a road incident occurs, meetings with psychologists are organized for employees who participated in the incident. In addition to individual psychological assistance for incident participants, group meetings of employees of a given Operation and Maintenance Centre (OMC) are arranged for with the psychologist. Unfortunately, the practical possibilities of organizing such meetings were limited in 2020 due to the pandemic.

The results of satisfaction surveys show positive effects of overall company activities in OHS field as perceived by the team.

Dialogue with employees

As every year, at the close of winter and next summer season, the company's management held meeting with employees of individual centers and toll plazas to exchange opinions, directly report problems and expectations and clarify doubts about the workplace and work conditions. In 2020 the meetings were suspended due to the pandemic and will be resumed when the epidemic situation stabilizes.

As for the employee satisfaction survey, it is carried out in a 2-year cycle in the form of traditional surveys on paper. The last survey was carried out in 2018, the next one was planned in the second half of 2020. Due to the pandemic, the surveys were decided to be postponed to 2021.

20th anniversary overshadowed by the pandemic

The 20th anniversary of Autostrada Eksploatacja was supposed to be an additional occasion to get together. Unfortunately, the pandemic made it impossible to celebrate this jubilee. As the team could not meet, a jubilee insert was prepared in the Via AESA bulletin presenting the history of the company and the memories of people who worked in the Company from the day of its foundation and built Autostrada Eksploatacja from the very beginning.

Safe travel

Flexibility and development

The COVID-19 pandemic caused but a temporary drop in traffic. The number of passenger cars or the volume of transported goods are growing as the economy develops. As a result, traffic is also increasing, especially in sensitive points such as the Poznań Bypass, which is a key part of the A2 motorway section under concession. The Bypass extension to include an additional lane was extremely important for thousands of drivers not only of the Poznań agglomeration, but also for people traveling in transit traffic.

COVID-19 and travelers

In addition to the measures resulting from stricter epidemic requirements due to the pandemic, Autostrada Eksploatacja implemented its own additional solutions that allow for reducing SARS-CoV-2 virus transmission risk. These solutions include installing external bank terminals on the motorway to avoid using cashier services, and thus eliminate contact between the cashier and the driver. In order to ensure greater safety to drivers, as part of pro-social activities, Autostrada Eksploatacja employees provided drivers with small containers of hand disinfectant. The total of 30,000 were distributed!

Daily order in the route

Employees of the operating department regularly patrol the motorway day and night, responding to noticed irregularities and potential threats. Motorway patrols inspect every place in the motorway every 2 hours during the day and every 4 hours at night. They also monitor the technical condition of the infrastructure and the broadly understood order in parking lots. Security issues are coordinated by a security specialist.

At the same time, the motorway services count on the vigilance of travelers and are grateful for notifications of threats from their direct witnesses. The employees of the Operation and Maintenance Centre react immediately to such signals. The Operation and Maintenance Centre also cooperates with the Emergency Notification Centre (ENC) serving the national emergency number 112. Therefore the information about the threat not reported to the Operation and Maintenance Centre, but reported to the national emergency number will also be received by the operating staff and enable taking appropriate actions.

AESA employees not only receive signals from drivers, but also strive to provide effective messages about current difficulties or threats. Drivers traveling on the Świecko-Konin section of the A2

motorway under concession are informed about traffic difficulties on an ongoing basis in messages displayed in the Yanosik and Waze mobile applications.

Do you know that...

In 2020 motorway patrols of Autostrada Eksploatacja travelled as many as 2 992 924 km.

Difficult weather conditions

The Operation and Maintenance Centre has weather forecasts available, addressing its needs and allowing for anticipating phenomena such as impending rainfall. As a result, the maintenance services can prepare in advance for the weather conditions.

At the same time, the Operation and Maintenance Centers are equipped with modern devices that allow for maintaining the traffic flow even in very adverse conditions, such as heavy snowfall, ice or very low temperatures. In the case of the latter, in place of sodium chloride (road salt), calcium chloride is used to effectively prevent icing in a situation where traditional road salt is no longer effective.

Accidents

Properly designed, collision-free and at least two-lane motorways are relatively safe, despite much higher speeds developed on motorways compared to other roads. Fewer traffic incidents occur on the motorways, but unfortunately if an accident occurs, the scale of damage is greater due to higher speed.

In 2020, 603 collisions and 38 accidents were observed. A year earlier 823 collisions and 38 accidents were reported. 4 people died in 2020, as compared to 16 people in 2019, which was the most tragic year in the statistics. The number of injured people also dropped down from 74 to 59. The number of people killed / billion kilometers driven, a ratio crucial for motorway management, also decreased significantly, from 6.6 in 2019 to 1.89 in 2020

Critical situations

The infrastructure of the concession section of the A2 Konin - Świecko motorway was designed to guarantee the limitation of the consequences of serious accidents. Rest and Service Areas are equipped with a system that allows for environmentally safe parking of a leaking tanker. The motorway drainage system was designed to reduce the release of hazardous substances into the environment. The employees of Autostrada Eksploatacja are prepared to help emergency services in securing the place of accident and limiting negative effects in a critical situation.

In 2020 no major failures or accidents were observed that would result in serious environmental pollution.

Satisfaction of travelers

Traveler satisfaction surveys are carried out in two-year cycles. The last study was conducted in the first half of July 2018. The next one was planned for the beginning of July 2020, but due to the pandemic, it was suspended and will be implemented in 2021 in a stable epidemic situation when the survey process will not pose any threats either to interviewers or to respondents.

As standard, Autostrada Eksploatacja asks drivers who pay toll at Toll Plazas to assess:

- general satisfaction with traveling on the motorway and willingness to recommend the motorway to other drivers,

- satisfaction with road maintenance,
- service at Toll Plazas,
- maintenance of Rest and Service Areas,
- the level of tolls.

At the same time, in parking lots located at Rest and Service Areas, interviewers have more time to ask travelers not only for an overall assessment of the comfort of traveling on the motorway, but also of the quality of the road pavement, safety, signage and marking, behavior of other drivers, availability of petrol stations, technical condition of parking lots and toilets.

Complaints

Complaint procedures, which are part of a comprehensive quality management plan, guarantee reliable and timely processing of customer complaints. 100% of complaints are answered within a period not exceeding 14 days. Out of 72 complaints submitted in 2020, about 45% were considered as justified.

Natural surroundings

The management and maintenance of the motorway involves eliminating irregularities of various types affecting the natural environment. Those include responding to any signals and incidents that may pose a threat to the environment, including notifying and assisting rescue services.

The nature of the motorway impact on the environment has been constant for years, and the key elements thereof are:

- potential threat to soil and groundwater related to the leakage of petroleum substances from vehicles moving on the motorway and their penetration into water and soil as well as potential incidents of disaster nature (accident involving a vehicle transporting dangerous goods),
- waste generated on the motorway,
- defragmentation of ecosystems by crossing animal migration paths and limiting plant communities,
- consumption of fuels, water, anti-slipperiness and energy as a result of exploitation (mass balance),
- noise and exhaust fumes emitted by vehicles moving on the motorway.

Waste management

There are containers for selective waste collection (paper, glass, metal and plastic) in the Operation and Maintenance Centers, Rest and Service Areas and Toll Plazas.

The company produces waste classified as hazardous, mainly engine and gear oils, lead batteries, oil filters, etc. In 2020 2.657 tons of waste were produced, compared to 3.24 tons a year earlier. All waste are collected by companies holding the required permits, and waste disposal is properly documented.

In total, Autostrada Eksploatacja itself generated 50.2 tons of waste in 2020, compared to 87.3 tons a year earlier (in the so-called installation). The total weight of waste generated outside the installation (e.g. office waste, waste of road machinery repair, waste left behind by travelers and dumped by third parties) was 42.7 tons¹, disposed of or reused.

Impact on biodiversity

The Nowy Tomyśl - Konin section runs mainly through agricultural areas, not through protected areas or areas considered to be of particular natural value. Only one stretch borders the Nadwarciański Landscape Park, and another stretch near Poznań runs a few kilometers away from the Wielkopolski National Park. In case of the Świecko - Nowy Tomyśl section, however, the situation is quite different, as over 80% of the section crosses valuable forest land, including several Natura 2000 areas.

The meridional system of watercourses nourishing particularly rich biological life and the latitudinal arrangement of the motorway made it impossible to avoid passing through protected areas. It is

¹ The BDO (national database on waste) electronic system introduced an obligation to circulate municipal waste cards by waste collection companies. As a result, since 2020 AESA, having no access to their systems, has not had data on municipal waste, including bio waste. As a result, after including municipal waste, including grass from mowing, the volume of reported waste decreased noticeably.

worth emphasizing, however, that the motorway designers tried to make these sections as short as possible. At the same time, in cooperation with environmentalists the Concessionaire prepared the solution in the form of animal crossings and amphibian culverts, so as to provide wildlife with the possibility of relatively undisturbed migration from one side of the route to the other. Particularly interesting solutions were used to enable the migration of bats.

However, recently the approach has changed dramatically. Due to the African swine fever (ASF) epidemic, AESA was asked to help reduce game migration by partitioning existing culverts. Lower migration helps reduce virus transmission. These activities, implemented already in 2020 and initiated slightly earlier, increase the chance of limiting the spread of the disease, and the motorway itself is to become a physical barrier preventing the spread.

Fuel and energy consumption

The main source of direct carbon dioxide emissions are both patrol vehicles and the vehicles used in maintenance work. Emissions are also produced by small gas boilers generating heat.

Indirect emissions are related to the demand for electricity which is necessary to provide lighting for motorway sections and interchanges. In addition, electricity is consumed in Operation and Maintenance Centers, Toll Plazas, Rest and Service Areas and mechanical workshops.

The Poznań Bypass, upgraded and put into service in 2019, was equipped by Autostrada Wielkopolska (the Concessionary) with modern and energy-saving LED lighting. More effective light sources and changes in the regulations concerning the degree of lighting on the motorway (the required amount of light) result in both financial and environmental savings.

Water and sewage

Water and waste management in the motorway is two dimensional and involves storm water drainage and sanitary facilities' operation.

The system of separators and water reservoirs protects ecosystems adjacent to the motorway against any penetration of petroleum substances washed away by rain from the road pavement.

When it comes to water used for sanitary purposes, toilets use water from local water supply networks. Only in Bolewice water is taken from a deep well, and the company pays appropriate environmental fees. In other locations water from public waterworks is used. 100% of household waste generated in the Rest and Service Areas are treated.

Noise and air quality

The system of noise barriers built by the Concessionaire plays a key role in counteracting the increased noise generated by motorway vehicles. Greenery plantings which are natural sound-absorbing barriers supporting the operation of noise barriers indirectly protect against excessive noise. The role of Autostrada Eksploatacja employees is to monitor the condition of devices and care for greenery.

Supplementary tables

Table 1: Key stakeholders and forms of dialogue

stakeholder group	Frequency and forms of contacts
administration and local communities	<p>Regular contacts depending on needs and expectations, having the character of typically neighbor relations</p> <p>With some units, e.g. the Land Survey and Road School in Poznań, contacts developed into a partnership that has been formalized in the form of a cooperation agreement.</p>
suppliers and subcontractors.	Ongoing, direct contacts, mainly at the operational level.
strategic investors	Ongoing, direct contacts of the company's authorities.
Concessionaire (Autostrada Wielkopolska / Autostrada Wielkopolska II)	Current direct contacts of the company's authorities and employees.
travelers / end customers	<p>In 2018, as in previous years, two complementary satisfaction surveys of drivers driving A2 were carried out: the first at Toll Plazas (6th wave), the second, in-depth survey on parking lots (Rest and Service Areas) (5th wave). The next one was planned in 2020. (the surveys concerned: comfort and safety of travel, but also evaluation of individual elements of its infrastructure, e.g. signage, petrol stations, parking lots, toilets, tolls).</p>
employees	<p>It was assumed that once every 2 years an employee satisfaction survey shall be carried out. The 5th employee satisfaction survey which the purpose of monitoring the level of satisfaction with the relationships in the company, salaries, OSH, was carried out in 2018. The next one was planned for 2020. Due to the epidemic risk the survey was postponed to 2021.</p> <p>Meetings with employees (twice a year) continuing for many years serve to submit the employees' ideas or notify problems related to everyday work. However, the meetings were discontinued in 2020 until the epidemic situation stabilizes. There also is an anti-mobbing committee with the majority is held by employees' representatives.</p> <p>Regular contacts depending on needs and expectations, developed cooperation procedures and periodic common exercises in case of emergency, monthly meetings of emergency services.</p>

Table 2: Basic values describing the scale of company activity

	2019	2020
Length of the operated route	255	254
Employment (full time jobs)	571	584
Total assets (mPLN)	177.2	175.9
Equity (mPLN)	90.0	86.5

Table 3: Economic effect

		2019	2020
Directly generated economic value		194 807 187.47	197 557 950.40
a) Revenues		197 557 950.40	194 807 187.47
Divided economic value		239 249 825.25	248 936 974.78
b) operating costs	45 906 882.38	44 041 324.47	44 041 324.47
c) employee remuneration and benefits	Total expenses on account of employee benefits (current payments, without future liabilities) (remuneration is presented in the first line, social security is presented in the second line)	43 959 634,12 12 491 138.3	47 032 232,93 13 856 188.07
d) payments to investors	Any payments made to the entities ensuring capital to the organization	68 245 596.80	73 523 9 75.81
e) payment to the state	Gross tax	68 066 743,65	70 203 996,85
f) Investments in community	Voluntary contribution and investing funds in the community in a broad sense (including donations)	579 830	279 256.65
Retained economic value (computed as the generated economic value minus divided economic value)	Investments, payments from capital etc.	-44 442 637.78	-51 379 024.38

Table 4: Employment structure as at the year end

Age	2019			2020		
	women	men	total	women	men	total
As per the employment contract						
Employment contract for indefinite term	270	252	522	272	256	528
Employment contract for definite term	26	19	45	37	15	52
Employment contract for trial period	2	1	3	0	3	3
Civil law contract	0	1	1	0	1	1
As per region						
Lubuskie province	78	96	174	87	96	183
Wielkopolskie province	219	177	396	221	179	400
Mazowieckie province	1	0	1	1	0	1
As per position						
Managerial positions	28	40	68	33	40	73
Non-managerial positions	270	233	503	276	235	511
As per age						
30 and less	21	19	40	29	22	51
31-50	221	184	405	221	181	402
51 and more	56	70	126	59	72	131
Total	298	273	571	309	275	584

	2019				2020			
	Lubuskie province	Wielkopolskie province	Mazowiecki province	Total	Lubuskie province	Wielkopolskie province	Mazowiecki province	Total
Employment contract for indefinite term	150	371	1	522	155	372	1	528
Employment contract for definite term	21	24	0	45	26	26	0	52
Employment contract for trial period	3	0	0	3	2	1	0	3
Civil law contract	0	1	0	1	0	1	0	1

Table 5: Structure of newly recruited employees as per sex, region and during the year

age	2019			2020		
	women	men	total	women	men	total
As per region						
Lubuskie province	12	13	25	16	11	27
Wielkopolskie province	5	6	11	11	7	18
As per age						
30 and less	5	4	9	12	7	19
31-50	11	13	24	14	11	25
51 and more	1	2	3	1	0	1
Total	17	19	36	27	18	45
<i>Recruitment ratio (%)*</i>	5.70%	6.90%	6.30%	8.7%	6.5%	7.7%

* calculated as the number of new employees divided by the average number of employees during the year x 100, expressed in%.

Table 6: Structure of employee departures as per sex, region and age during the year

age	2019			2020		
	women	men	total	women	men	total
As per region						
Lubuskie province	10	12	22	6	10	16
Wielkopolskie province	7	8	15	8	5	13
Mazowieckie province	0	0	0	0	0	0
As per age						
30 and less	4	3	7	3	2	5
31-50	10	12	22	8	8	16
51 and more	3	5	8	3	5	8
Total	17	20	37	14	15	29

Table 7: Employee rotation during the year

	2019	2020
Employee rotation (upon the employee initiative)	4.91	2.24
Employee rotation (total)	6.48	5.2

Table 8: Extended parental leaves, maternity and paternity leaves during the year

	2019	2020
Number of employees on extended parental leaves in a given year, including:	11	13
<i>women</i>	11	12
<i>men</i>	0	1

	2019	2020
Number of employees on maternity/paternity leaves in a given year, including:	18	16
<i>women</i>	17	16
<i>men</i>	1	0
Number of employees who used paternity leaves in a given year	6	16

Table 9: Remuneration

	2019	2020	2020/2019
Average remuneration in the country (December)	5604 ²	5973 ³	106.6%
Average remuneration in the Wielkopolskie province (December)	4972 ⁴	5206 ⁵	104.7%
Average remuneration in the Lubuskie province (December)	4827 ⁶	5243 ⁷	108.6%
Average remuneration in Autostrada Eksploatacja (December)	5806	5 938	102.3%

² Communiqué of the President of the Central Statistical Office of 21 January 2020 regarding the average monthly salary in the enterprise sector without payment of awards from profit in December 2019

³ Communiqué of the President of the Central Statistical Office of 21 January 2021 regarding the average monthly salary in the enterprise sector without payment of awards from profit in December 2020

⁴ Communiqué on the socio-economic situation of the Wielkopolskie province - December 2019, dated 30 January 2020

⁵ Communiqué on the socio-economic situation of the Wielkopolskie province - December 2020, dated 01.02.2021

⁶ Communiqué on the socio-economic situation of the Lubuskie province - December 2019, dated 29 January 2020

⁷ Communiqué on the socio-economic situation of the Lubuskie province in December 2020, dated 01.02.2021

Table 10: Accidents at work and occupational diseases

	2019	2020
Accident frequency rate	18	22,29
Accident severity rate	32.40	28.15
Number of accidents at work	10	13
Number of fatal accidents at work	0	0
Number of occupational diseases stated	0	0

Table 11: Average number of training hours per employee during the year

	2019	2020
Number of training hours per employee in a year	11.5	3.5

Table 11: Salt consumption

	UoM	2018/2019	2019/2020
Salt consumption	ton	1 166.4	8 151.4
Salt consumption per 1 km of the motorway	ton/km	4.6	32.0

Table 12: Road accidents

	2019	2020
I segment (Nowy Tomyśl – Konin)		
Accidents per 1 billion of km driven	27.35	18.61
Injured per 1 billion of km driven	33.56	25.5
Killed per 1 billion of km driven	6.84	2.07
II segment (Świecko - Nowy Tomyśl)		
Accidents per 1 billion of km driven	23.34	16.47
Injured per 1 billion of km driven	24.57	32.93
Killed per 1 billion of km driven	6.14	1.5
Total A2 concession section		
Accidents per 1 billion of km driven	26	17.93
Injured per 1 billion of km driven	30.54	27.84
Killed per 1 billion of km driven	6.6	1.89

Table 13: Waste

Recycled materials	2019	2020
Plastic packaging [T]	2.7	2.3
Paper and carton board packaging [T]	5.0	4.6
Metal packaging [T]	0.2	0.0
Glass packaging [T]	2,7	1,3

Table 14: Demand of energy as per generation source, estimations of CO₂ emissions

	Energy consumption (in GJ)		Approximate CO ₂ emissions (in tons) ⁸		
	2019	2020	2019	2020	%
Electricity (purchased)	35 128 (9 757.8 MWh)	33 001 (9 166.9 MWh)	7728	6591	-14.7%
Diesel oil	24 059 (554.6 t)	22 905 (528 t)	1783	1697	-4.8%
Petrol	439 (9.8 t)	492 (11 t)	32	36	12.2%
Methane-rich natural gas	2 466 (68.5 dam ³)	4 968 (138 dam ³)	138	279	101.5%
Propane-butane gas	965 (20.9 t)	905 (19.6 t)	61	57	-6.2%
Total	63 056	62 270	9743	8661	-11.1%

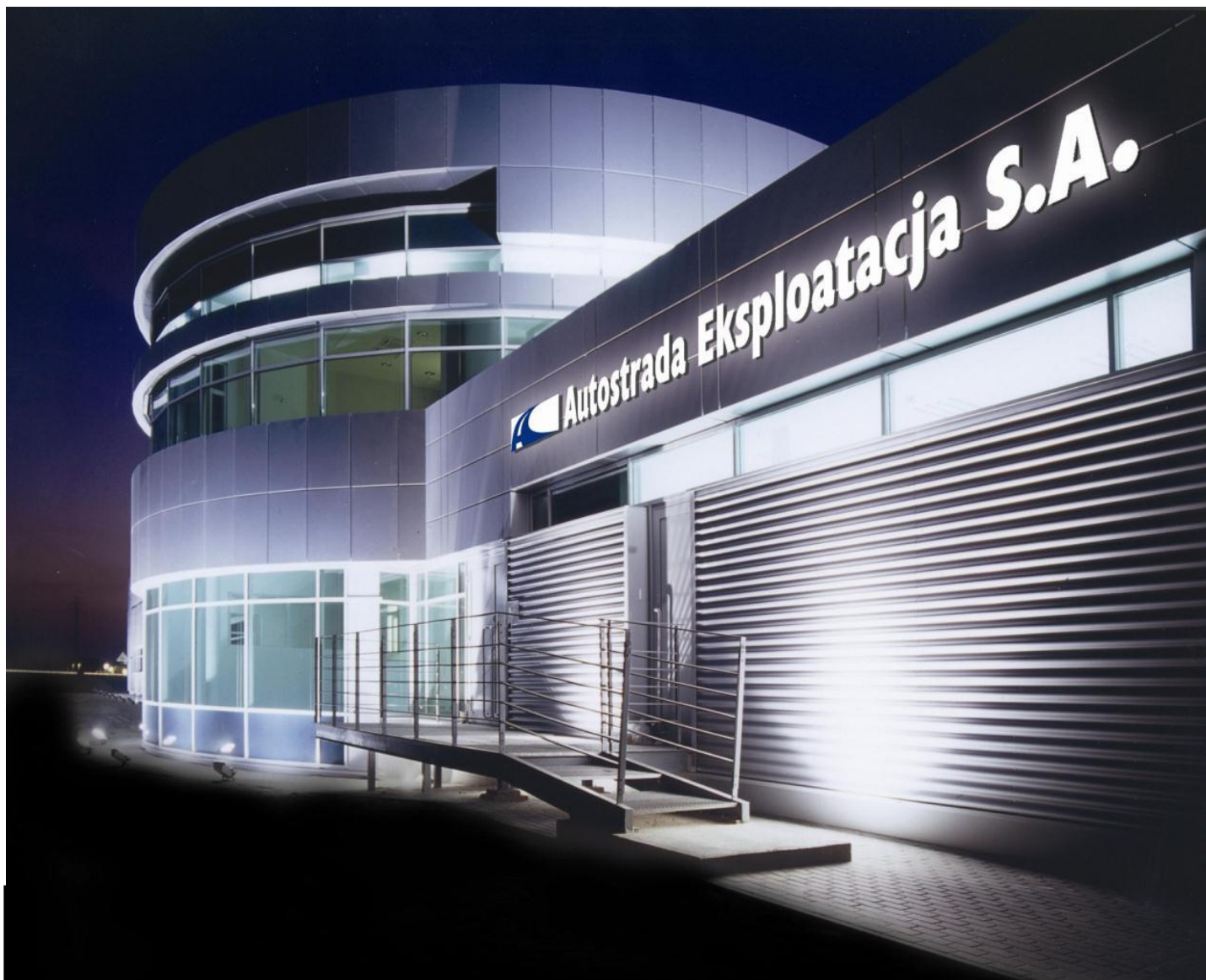
Table 15: Estimated CO₂ emissions

	UoM	2019	2020
Total energy consumption	GJ	63 056	62 270
Effectiveness related to the total Energy consumption (per 1 km)	GJ/km	248.25	245.16
Total CO ₂ emissions	tony	9 743	8 661
Effectiveness related to the CO ₂ emissions (per 1 km)	ton/km	38.36	34.10

Table 16: Water consumption

	UoM	2019	2020
Water consumption	thousand m ³	126,4	100,7
Relative water consumption (reference to the scale of activity. i.e. to the length of the operated motorway)	m ³ /km	498	396

⁸ In the current report, the method of calculating CO₂ emissions was changed, departing from the constants for Poland included in the "2012 GHG emissions from purchased electricity (version 4.2)" tool in favor of current statistics published by KOBiZE ("Emission factors of CO₂, SO₂, NO_x, CO and total dust for electricity", KOBiZE, December 2019).



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