



Autostrada Eksploatacja 2021

Travellers – Employees – Nature

Poznań, 2022

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Dear Sir/Madam,

The importance of non-financial data (ESG) and their reporting has been recently increasing, also among financial market institutions. The progress of respective EU regulations, followed by growing expectations of lenders and investors, have become a fact because they allow for a better estimation of risk levels. We are proud that our company has published information about its non-financial results for 14 years!

The planned introduction of the EU sustainability reporting standard and the expected mandatory reporting for companies such as Autostrada Eksploatacja will entail additional work. However, such reporting will base on defining more specific and concrete indicators and adjusting the reporting system, rather than building a management approach from the scratch. Our management approach has long taken non-financial issues into account. First of all, for years we have been focusing our attention on broadly understood safety, to reduce environmental and social risk level. We are constantly looking for new, even more effective solutions that will contribute to increasing the safety of employees, travelers and residents of local communities.

The good news is that these solutions work well in practice. This is even more important in view of gradually increasing road traffic volume resulting in increased potential threats.

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

For many years now, Autostrada Eksploatacja (AESA) has been invariably responsible for the operation and maintenance of the 255.6 km section of the Świecko - Konin A2 motorway, including:

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

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

2021 in numbers - operating activities of Autostrada Eksploatacja

• Distance traveled by patrols and maintenance services:	2 777 465 km
• Number of interventions:	10 455
• Number of winter maintenance actions:	289
• Replacement or repair of barriers:	9 844 lm
• Items removed from the lanes:	2 822 pcs.
• Vehicle breakdown protection:	7 158
• Number of vehicles involved in collisions:	1 014
• Number of emergency calls:	2 551 (38 h 31m)
• Number of calls to 61 8383 110 / 180	54 543 (423 h 41 m)
• Sent sms messages	1240

In 2021 we succeeded in implementing a number of tasks together with the Concessionaires (Autostrada Wielkopolska SA and Autostrada Wielkopolska II SA), the most important tasks included:

- replacement of pavement in the Września, Rzepin and Torzym interchanges
- purchase of additional crash cushions (AESA has 15 in total),
- installation of AED defibrillators on Rest and Service Areas (MOP)
- joint media campaign "Every minute counts for us"
- broadcasts on Radio Zachód promoting the rules of safe use of the motorway,
- driving course on the motorway run by the Concessionaires.

Shareholders

The ownership structure of the company has not changed for years. At the end of 2021 the structure was as follows:

- 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 and power system, electric installations and road lighting),
- 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
- Public Relations.

The majority of 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

The Quality Policy binding in the company follows the Quality Management System based on the ISO 9001: 2015 standard.

In accordance with the quality management system based on ISO 9001: 2015, AESA strives to provide the highest level of service to all users of the managed motorway section, and focuses on ensuring high standard of safety of travelers, employees and subcontractors' employees. The essence of the system consists in continuous improvement of the applicable management processes and ensuring full understanding of the implemented approach among employees. Building and consolidating the awareness is essential to ensuring safety in daily operations.

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.

Reporting and key areas of responsibility

The areas considered as important were determined during the workshop conducted with the participation of key managers a few years ago. As no material changes occurred in the company's operations during that time that would result in changing key aspects of corporate social responsibility, such areas are still valid.

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 currently not subject to the obligation to publish statements on non-financial information, and the preparation of the report is entirely voluntary.

Workplace

Employment structure

At the end of 2021, 580 people worked at Autostrada Eksploatacja, and the employment level is similar to the previous year. As the staff rotation was low, the employment structure remained stable. The percentage of employed women has not materially changed. At the end of the year women constituted 53% of the employees. At the same time 45% of managerial positions were held by ladies.

The employment in AESA is based on transparent and comprehensible principles. As has been the rule for years, employees have provided 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 no night work and reduced work on Sundays, already 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.

The year 2021 was the second year of operating in the special conditions of pandemic restrictions. The solutions developed at the beginning of the pandemic helped to survive this difficult time. AESA was awarded for the solutions with the "Safe Company" certificate. During the inspection carried out by the Sanepid, Polish sanitary and epidemiological institution, no irregularities were revealed with regard to the epidemic solutions implemented in the company. Suffice it to mention that in addition to standard procedures or communication, AESA offered its employees the possibility of free testing already in 2020. The company promoted vaccinations and rewarded responsible attitudes - as a result, nearly 90% of the team were vaccinated.

Salaries and social package

As the majority of the company employees come from small, local communities, the company business indirectly strengthens such local economies. Every year local communities receive millions of zlotys of remuneration, and a large part of related taxes (PIT) flow to the budgets of communes where AESA employees live. For years, the average level of remuneration in the company has exceeded the regional average. In the last year the average remuneration at AESA was PLN 7364, compared to PLN 5889,84 national average, thus 25% higher.

Apart from the basic salary and awards, the remuneration received by the employees also includes allowances in the amount determined in a way more favorable than 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 are also given 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 also receive a bonus.

Extra-salary benefits:

- private medical care financed by the employer (with the option to purchase a medical package for the employee's family members)
- Employee Pension Program (EPP)
- MultiSport cards,
- co-financing of crèche and kindergarten fees for single parents,
- financial assistance for employees in difficult life situation,
- co-financing summer and winter holidays for the children,
- life and accident insurance for employees (in 2021 the amount of life insurance was increased),
- accident insurance for the employees' children, including studying children over 18 years' old

While due to the epidemic situation, in 2020 noticeably fewer children of employees went to holiday camps, the epidemic situation in the summer 2021 allowed most parents to depart on holiday, and therefore to use the funds from the Company Social Benefit Fund (ZFŚS). In 2021, traditionally and like in previous years, the employees' children were granted 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 also receive professional 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. In 2021 the number of children participating in the program doubled from 3 to 6.

Ethics and counteracting mobbing

The Code of Ethics, binding in AESA for years, 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 2021 no potential mobbing or other non-ethical behavior was reported and recorded.

Regardless of the code adopted many years ago, the company has prepared for launching all necessary solutions related to the implementing the so-called the Whistleblower Protection Directive¹. Their entry into force is scheduled for 2022.

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 mandatory limitations. Apart from technical solutions, understanding of risks, compliance with procedures and combatting the routine by the employees contribute to increasing the level of safety. The situation improves due to higher awareness of the drivers. Autostrada Eksploatacja has promoted sensibility and awareness of both employees and drivers.

In 2021, more crash cushions integrated with boards with a sign warning drivers about approaching a dangerous place (U27) were purchased. The maintenance teams are currently equipped with 15 of such crash cushions in total. In 2021, they practically helped to protect the lives and health of the company's employees.

In 2021, there occurred 9 incidents involving the AESA services performing work on the A2 section managed by AESA. Owing to the protections used, no one suffered due to such incidents.

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

As many as 94.3% of the interviewed employees agree with the statement that the company places great emphasis on OHS standards, and 93.8% agree that technical solutions and developed work procedures ensure the safety of employees. Despite the high-risk nature of work on the road, as many as 84.2% of employees declare to feel comfortable and safe (OHS) when performing their official duties.

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. Such meetings were the opportunity 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. Although in 2021 it was not decided to organize traditional meetings, in the case of Operation and Maintenance Centers (OMC) alternative meetings with management were arranged. Meetings took place in small groups in

¹ Directive (EU) 2019/1937 of the European Parliament and of the Council on the protection of persons reporting breaches of the European Union law

an open space or in large halls with good air circulation. In 2022 meetings with employees in the traditional form are planned.

The employee satisfaction survey is carried out in a 2-year cycle in the form of traditional surveys on paper. The last survey was carried out in 2021 by way of online surveys or paper surveys put into special boxes.

Safe travel

Flexibility and development

The number of passenger cars or the volume of transported goods have been growing with the economic development, which has taken a remarkably fast pace, after slowing down due to the pandemic. As a result, traffic is also increasing, especially in sensitive points.

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 Central Control Room react immediately to such signals. The Central Control Room also cooperates with the Emergency Notification Centre (ENC) serving the national emergency number 112. Therefore the information about the threat not reported to the Central Control Room, but reported to the national emergency number will also reach the operating staff and enable taking appropriate actions. The activities of CCR are also supported by a special helpline intended for people traveling on the Świecko – Konin A2 concession section. By calling 0 800 022 242, you can obtain information not only about the rates on the motorway, but also about the current traffic situation.

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 on variable message boards displayed in the Yanosik and Waze mobile applications, and the variable message boards placed on the Poznań Bypass.

Difficult weather conditions

The Central Control Room 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.

The Central Control Rooms 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 latter case, instead 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 takes place, the scale of damage is greater due to higher speed.

In 2021, 778 collisions, 54 accidents and 33 fires were observed. 5 people were killed, and 77 were injured. The key ratios for motorway management slightly deteriorated: the number of people killed per 1 billion kilometers driven (1.99), the number of casualties per 1 billion kilometers driven (30.67), and the number of accidents per 1 billion kilometers driven (21.51).

Critical situations

The infrastructure of the A2 motorway Konin - Świecko concession section 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 2021 no major failures or accidents were observed that would result in serious environmental pollution.

Satisfaction of travelers

As a standard, travellers' satisfaction surveys are carried out in two-year cycles. Unfortunately, the pandemic and the resulting restrictions disturbed the cycle. The survey which should have been conducted at the beginning of July 2020, was suspended, although it was performed outside (on parking sites and at the moment of collecting toll). The survey was finally conducted in autumn 2021 when the threat to respondents and interviewers was periodically reduced. What is more, the survey was limited to outside areas (parking sites). The survey traditionally performed by cash collectors in Toll Plazas (TP) was not initiated.

Interviewers asked 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.

2021 Satisfaction survey

Following the completion of the upgrading works carried out still in 2019, in 2021 there was an increase in the positive assessments of factors such as the condition and quality of the pavement (97.3% positive assessments), route maintenance (98.7% positive assessments) or route marking (98.6% of positive evaluations) to unprecedented high levels.

At the same time, while in 2019 there was a certain improvement in the assessment of the safe behavior of other drivers, yet with a simultaneous decrease in the assessment of road maintenance in terms of safety, in 2021 unfortunately the opposite phenomenon was observed. There was a very clear deterioration in the assessment of the behavior of other drivers, with a simultaneous strengthening of the assessment of road maintenance in terms of safety (95.2% positive opinions). This can again be associated with the completion of works which were still being carried out two years ago. Unfortunately, along with the improvement of traffic flow, the bravado of some drivers has increased as well, and their behavior is assessed by other road users as dangerous and threatening their own safety.

The assessment of the availability of parking lots decreased, with a simultaneous increase in the percentage of drivers who declare using them. However, the repairs and modernizations carried out at the same time translated into the drivers' assessment. There was an improvement in the assessment of the technical condition, aesthetics and cleanliness of parking lots (94.7% positive ratings), with a simultaneous significant increase in the assessment of parking toilets, their technical condition and equipment (93.1% positive assessments) as well as aesthetics and cleanliness (88.7% positive assessments).

Significantly better assessment, after the 2019 drop down, was given to the service at toll plazas: service time (93.3% of positive assessments) and courtesy of toll collectors (97.8% of positive assessments).

Complaints

Complaint procedures, which are part of a comprehensive quality management plan, guarantee reliable and timely processing of customer complaints. The average response time was 3 days. About 35% of 132 complaints submitted in 2021 were considered as justified.

Natural environment

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 2021 1.94 tons of waste were produced, compared to 2.657 tons a year earlier. All waste are collected by companies holding the required permits, and waste disposal is properly documented. The year to year decline was observed for a few consecutive years.

In total, in 2021 Autostrada Eksploatacja generated 47.514 tons of waste, compared 50.2 tons a year earlier, and to 87.3 tons two years earlier (in the so-called facility). The total weight of waste generated outside the facility (e.g. office waste, waste of road machinery repair, waste left behind by travelers and dumped by third parties) was 50.379 tons, compared to 42.7 tons². Such waste was 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 worth

² 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 taking municipal waste into account, including grass from mowing, the volume of reported waste decreased noticeably.

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.

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.

The use of server virtualization reduced the energy consumption in the server infrastructure by about 240 MWh per year. This is quite a lot, as it corresponds to around 150 households. During the extension of the bypass, the number of new servers was also limited.

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, of typically neighbor relations' nature.</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 2021, as in previous years, two complementary satisfaction surveys of drivers driving A2 were carried out: the first at Toll Plazas (7th wave), the second, in-depth survey on parking lots (Rest and Service Areas) (6th wave). The implementation of the survey planned for 2020 was prevented by COVID-19 pandemic.</p>
employees	<p>It was assumed that once every 2 years an employee satisfaction survey shall be carried out. The 6th 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 originally planned for 2020. Due to the epidemic risk the survey was postponed to 2021.</p> <p>Meetings with employees (twice a year) will be held, continuing the many years' tradition, to submit the employees' ideas or notify problems related to everyday work. However, the meetings were discontinued in 2020 until the epidemic situation stabilizes. In 2021 they were partly implemented in smaller groups in open space outside or in large volume premises. 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	2021
Length of the operated route	254	254	254
Employment (full time jobs)	571	584	580
Total assets (mPLN)	177.2	175.9	194.0
Equity (mPLN)	90.0	86.5	97.8

Table 3: Economic effect

		2019	2020	
Directly generated economic value		194 807 187.47	197 557 950.40	221 908 803.90
a) Revenues		197 557 950.40	194 807 187.47	221 908 803.90
Divided economic value		239 249 825.25	248 936 974.78	268 706 779.56
b) operating costs	45 906 882.38	44 041 324.47	44 041 324.47	53 834 167.20
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	48 818 669.63 14 040 438.2
d) payments to investors	Any payments made to the entities ensuring capital to the organization	68 245 596.80	73 523 9 75.81	74 105 811.16
e) payment to the state	Gross tax	68 066 743,65	70 203 996,85	77 724 863.77
f) Investments in community	Voluntary contribution and investing funds in the community in a broad sense (including donations)	579 830	279 256.65	182 829.6
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	-46 797 975.66

Table 4: Employment structure as at the year end

wiek	2019			2020			2021		
	women	men	total	women	men	total	women	men	total
As per type of contract									
Employment contract for indefinite term	270	252	522	272	256	528	279	260	539
Employment contract for definite term	26	19	45	37	15	52	23	12	35
Employment contract for trial period	2	1	3	0	3	3	5	0	5
Civil law contract	0	1	1	0	1	1	0	1	1
As per region									
Lubuskie province	78	96	174	87	96	183	87	95	182
Wielkopolskie province	219	177	396	221	179	400	219	178	397
Mazowieckie province	1	0	1	1	0	1	1	0	1
As per position									
Managerial positions	28	40	68	33	40	73	33	40	73
Non-managerial positions	270	233	503	276	235	511	274	233	507
As per age									
30 and less	21	19	40	29	22	51	23	17	40
31-50	221	184	405	221	181	402	219	181	400
51 and more	56	70	126	59	72	131	65	75	140
Total	298	273	571	309	275	584	307	273	580

	2019				2020				2021			
	Lubuskie province	Wielkopolskie province	Mazowieckie province	Total	Lubuskie province	Wielkopolskie province	Mazowieckie province	Total	Lubuskie province	Wielkopolskie province	Mazowieckie province	Total
Employment contract for indefinite term	150	371	1	522	155	372	1	528	169	369	1	539
Employment contract for definite term	21	24	0	45	26	26	0	52	17	18	0	35
Employment contract for trial period	3	0	0	3	2	1	0	3	2	3	0	5
Civil law contract	0	1	0	1	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			2021		
	women	men	total	women	men	total	women	men	total
As per region									
Lubuskie province	12	13	25	16	11	27		2	11
Wielkopolskie province	5	6	11	11	7	18	11	6	17
As per age									
30 and less	5	4	9	12	7	19	7	2	9
31-50	11	13	24	14	11	25	9	6	15
51 and more	1	2	3	1	0	1	4	0	4
Total	17	19	36	27	18	45	20	8	28
<i>Recruitment ratio (%)*</i>	5,7%	6,9%	6,3%	8,7%	6,5%	7,7%	6,5%	2,9%	4,8%

* 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			2021		
	women	men	total	women	men	total	women	men	total
As per region									
Lubuskie province	10	12	22	6	10	16	9	4	13
Wielkopolskie province	7	8	15	8	5	13	15	8	23
As per age									
30 and less	4	3	7	3	2	5	6	3	9
31-50	10	12	22	8	8	16	11	2	13
51 and more	3	5	8	3	5	8	7	7	14
Total	17	20	37	14	15	29	24	12	36

Table 7: Employee rotation during the year

	2019	2020	2021
Employee rotation (upon the employee initiative)	4.91	2.24	3.8
Employee rotation (total)	6.48	5.2	5.87

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

	2019	2020	2021
Number of employees on extended parental leaves in a given year, including:	11	13	16
<i>women</i>	11	12	15
<i>men</i>	0	1	1

	2019	2020	2021
Number of employees on maternity/paternity leaves in a given year, including:	18	16	14
<i>women</i>	17	16	14
<i>men</i>	1	0	0
Number of employees who used paternity leaves in a given year	6	16	9

Table 9: Remuneration

	2020	2021	2021/2020
Average remuneration in Poland	5411.45 ³	5889.84 ⁴	8.8%
Average remuneration in Autostrada Eksploatacja	7070.24	7364.84	4.2%

Table 10: Accidents at work and occupational diseases

	2019	2020	2021
Accident frequency rate	18	22,29	18
Accident severity rate	32.40	28.15	27.45
Number of accidents at work	10	13	13
Number of fatal accidents at work	0	0	0
Number of occupational diseases stated	0	0	0

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

	2019	2020	2021
Number of training hours per employee in a year	11.5	3.5	8.5

Table 12: Salt consumption

	UoM	2019	2020	2021
Salt consumption	ton	3 827.5	1 885.3	9 596.7
Salt consumption per 1 km of the motorway	ton/km	15.1	7.4	37.8

³ Announcement of the President of the Central Statistical Office of January 21, 2021 on the average monthly salary in the enterprise sector in 2020.

⁴ Announcement of the President of the Central Statistical Office of January 21, 2022 on the average monthly salary in the enterprise sector in 2021

Table 13: Road accidents

	2019	2020	2021
I segment (Nowy Tomyśl – Konin)			
Accidents per 1 billion of km driven	27.35	18.61	20.67
Injured per 1 billion of km driven	33.56	25.5	25.99
Killed per 1 billion of km driven	6.84	2.07	1.77
II segment (Świecko - Nowy Tomyśl)			
Accidents per 1 billion of km driven	23.34	16.47	23.23
Injured per 1 billion of km driven	24.57	32.93	40.34
Killed per 1 billion of km driven	6.14	1.5	2.44
Total A2 concession section			
Accidents per 1 billion of km driven	26	17.93	21.51
Injured per 1 billion of km driven	30.54	27.84	30.67
Killed per 1 billion of km driven	6.6	1.89	1.99

Table 14: Waste

Recycled materials	2019	2020	2021
Plastic packaging [T]	2.7	2.3	2.1
Paper and carton board packaging [T]	5.0	4.6	2.8
Metal packaging [T]	0.2	0.0	0.0
Glass packaging [T]	2.7	1,3	1.2

Table 15: Demand of energy as per generation source, estimations of CO₂ emissions

	2019	2020 ⁵	2021	2021/2020
Electricity (purchased)	35 128 (9 757,8 MWh)	33 001 (9 166,9 MWh)	33 180 (9 216,5 kWh)	0.5%
Diesel oil	24 059 (554,6 t)	22 905 (528 t)	26 187 (604 t)	14.3%
Petrol	439 (9,8 t)	492 (11 t)	488 (10,9 t)	-0,8%
Methane-rich natural gas	2 466 (68,5 dam ³)	2 362 (65,6 dam ³)	2 627 (72,964 dam ³)	11.2%
Propane-butane gas	965 (20,9 t)	905 (19,6 t)	997 (22 t)	10.2%
Total	63 056	59 664	63 478	6.4%

⁵ 2020 gas consumption corrected.

Table 16: Estimated CO2 emissions (scope 1 and 2)

	Estimated CO ₂ emissions (in tons) ⁶			
	2019	2020	2021	%
Electricity (purchased)	7 728	6 591	6 433	-2.4%
Diesel oil	1 647	1 568	1 792	14.3%
Petrol	29	32	32	-0.8%
Methane-rich natural gas	138	133	147	11.2%
Propane-butane gas	61	58	63	10.2%
Total	9 604	8 381	8 469	1.0%

	UoM	2019	2020	2021
Total energy consumption	GJ	63 056	59 664	63 478
Effectiveness related to the total Energy consumption (per 1 km)	GJ/km	248.25	234.90	249.91
Total CO ₂ emissions	ton	9 743	8 381	8 469
Effectiveness related to the CO ₂ emissions (per 1 km)	ton/km	38.36	33.00	33.34

Table 17: Water consumption

	UoM	2019	2020	2021
Water consumption	thousand m ³	126,4	100,7	101.7
Relative water consumption (reference to the scale of activity. i.e. to the length of the operated motorway)	m ³ /km	498	396	400

⁶ For emissions from direct combustion of fuels (Scope 1), the source of the conversion factors has been changed: from the "2012 GHG emissions from purchased electricity (version 4.2)" tool to UK Government GHG Conversion Factors for Company Reporting (version 2.0 of 2021). The new conversion rates were applied to the 2019-2020 values.

The calculation of emissions from electricity consumption (Scope 2) was estimated based on the statistics published for the previous year by KOBIZE ("CO₂, SO₂, NO_x, CO and total dust emission indicators for electricity", KOBIZE, December 2021)



Kontakt:

Renata Rychlewska
Dyrektor PR i Compliance

Tel.: + 48 61 83 83 100
Fax: +48 61 83 83 109
e-mail: r.rychlewska@aes.pl

Autostrada Eksploatacja SA
ul. Głogowska 431,
60-004 Poznań