



Poznań, 2023



# **Autostrada Eksploatacja 2022**

**Travellers – Employees – Nature**

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Dear Sir/Madam,

The planned implementation of the EU reporting standard in the field of sustainable development and the extension of the reporting obligation in the coming years to include further enterprises, such as Autostrada Eksploatacja, operating in Poland, will involve additional work for companies, but will allow the environment, including financial market institutions, to better understand the full picture of the activities of enterprises and the risks to which they are exposed. Our management approach has been taking non-financial issues into account for a long time, and we have been publishing non-financial reports using GRI indicators for 15 years. Our attention is focused on broadly understood safety, i.e. on reducing the level of environmental and social risk. We are constantly looking for new, even more effective solutions that will contribute to increasing the safety of both employees and travellers, as well as residents of local communities. We believe that most rational approach in business involves such strong focus on managing non-financial issues stemming from identifying individual aspects of risk related to business activity and a specific business model, reflecting on how these risks may change in the future and whether and how they can be eliminated, limited or compensated.

Therefore, regardless of whether a given risk is related to the natural environment or OSH, we analyse every incident that could lead to an adverse event. We are looking for solutions that could prevent a similar event from happening again in the future. It is a never-ending process of learning and improving both technical and process solutions used. Therefore, from our point of view, managing non-financial aspects (ESG) has a lot in common with quality management and compliance management.

In practice, the measure of the quality of the applied solutions is the absence of alarming incidents, and in particular events that would result in costs, whether economic or environmental and social. To put it jokingly, in our business, no news usually mean good news.

At work, we focus on ensuring the effectiveness of the solutions used, to allow for keeping various aspects of risk at a low, acceptable level. This is the only way, the more so that the volume of road traffic, and thus the potential threats, will gradually increase in the coming years.

You are welcome to read our report

Best regards

Krzysztof Bernatowicz  
President of the Management Board

Jan Jancewicz  
Vice-President of the Management Board

## About company

### The nature of business

For many years now, Autostrada Eksploatacja (AESA) has been 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.

#### 2022 in numbers - operating activities of Autostrada Eksploatacja

• Distance travelled by patrols and maintenance services:	2 724 493km
• Number of interventions:	10 973
• Number of winter maintenance actions:	183
• Replacement or repair of barriers:	8 247 lm
• Items removed from the lanes:	1 940 pcs.
• Vehicle breakdown protection:	7 980
• Number of vehicles involved in collisions:	1 014
• Number of emergency calls:	2 953 (45 h 54m)
• Number of calls to 61 8383 110 / 180	56 910 (446 h 27 m)
• Sent SMS messages	1900

In 2022, like in the previous years, we succeeded in implementing a number of tasks together with the Concessionaires (Autostrada Wielkopolska SA and Autostrada Wielkopolska II SA), we promoted the rules of safe use of the motorway in mass media (broadcasts on Radio Zachód). Moreover, upon the demand of AESA, the Concessionaires decided to:

- change the way of traffic organization (SOR) at the Poznań-Zachód interchange,
- replace the pavement on part of the Nowy Tomyśl and Buk sections and at these interchanges.
- introduce markings informing about congestion in the Świecko interchange area
- carry out an analysis of the causes of events in the area of the Świecko interchange (intersection with DK29) initiating the process of approvals for the accelerated reconstruction of the interchange
- set "stop wrong direction" signs at exits from Rest and Service Areas (MOP),
- implement technical solutions aimed at calming traffic on the access road to the Rogoziniec Rest and Service Area,
- introduce changes to the control of traffic lights at the Poznań Luboń interchange - develop design documentation and obtain required approvals (the changes were implemented in January 2023),
- raise the fence on a 5 km section of the motorway (from km 246 to km 251).

To increase the safety of travellers, thick-layer markings of edge lines were also implemented and road markings were renewed in the entire remaining scope, and a ban on overtaking for trucks was set on the section from the Rzepin interchange to the Świecko interchange.

In addition to the works related to the renewal of pavements and road markings required due to natural wear and tear, specific actions were taken up as a result of previous observations, including the analysis of various types of events. All actions were aimed at improving the safety and comfort of motorway users.

### **Social involvement in 2022**

In 2022, like most businesses and individuals, we focused our efforts on helping war-torn Ukraine and its citizens. We established cooperation with non-governmental organizations that prepared transports with humanitarian aid.

- we made donations for the purchase of tactical first aid kits for Ukrainian soldiers fighting on the front to the Pomogę bo mogę (I will help because I can) Association, which promotes knowledge in the field of first aid on a daily basis,
- we donated a Volkswagen Crafter to the Iustus Foundation to transport humanitarian aid to the Ukrainian territory.

Our employees volunteered to pack first aid kits and prepare other gifts which were transported by an employee in a car to a warehouse located near the Ukrainian border.

Traditionally, we also responded to the current needs of our immediate surroundings. We have provided support to e.g. the Niebieska Dłoń (Blue Hand) Foundation in Poznań, donating funds for the purchase of speed measuring equipment for police officers from the Wielkopolska province. We also provided support to kindergartens and schools operating in the areas crossed by the motorway. In total, we donated over PLN 250,000 in 2022.

## **Shareholders**

The ownership structure of the company has not changed for years. At the end of 2022 the structure was as follows:

- Egis Road Operation SAS (42.94%),
- KI One SA (42.75%),
- A-WAY Infrastrukturprojektentwicklungs-und-betriebs GmbH (9.54%),
- Radwan Inwestments S.à r.l. (4.74%)
- Autostrada Wielkopolska SA (1 share).

## **Organisational structure**

The organisational units that report directly to the Management Board are as follows:

- toll collection,
- operation, managing, among other, the Operation and Maintenance Centres 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
- Compliance

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 implemented Quality Policy basing on the Quality Management System in compliance with the ISO 9001: 2015 standard is publically available at <https://www.aesa.pl/firma/polityka-jakosci/> and in all locations of the Company.

In accordance with the Quality Management System 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 travellers, 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 uses the 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. No material changes occurred in the company's business model, or in the external environment operations during that time that would result in changing key aspects of impacting corporate social responsibility. Internal organizational analyses performed do not suggest any material changes in this scope in the years to come.

Social or environmental aspect	Importance
<b>relationship with employees</b> - safety (OHS), employment conditions, the process of dialogue with a team	high
<b>safety of motorway users</b> – the degree of their satisfaction with safety and comfort of traveling on the road	high
<b>potentially adverse impact on the natural environment</b> - 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 2021 GRI Standards approach and indicators (“with reference”).

The report was not subject to additional verification by an independent external entity. 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 2022, the company employed 575 people, and the employment level was similar to the previous year. The employment structure is stable, although a slight increase in employee rotation was observed. The percentage of employed women has not materially changed. At the end of the year women constituted almost 53% of the employees. At the same time 44% of managerial positions were held by ladies.

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 proposed a special allowance for work on Sundays and holidays to the employees. Such allowance is not required by law, but constitutes the employer's voluntary commitment towards the employees.

### 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 7865.89, and was 7% higher than in the preceding year. The average remuneration in AESA was by 18.2% higher compared to the national average.

Apart from the basic salary and awards, the remuneration received by the employees also includes allowances in the amount determined in a way more favourable than provided for in the Labour 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 Labour 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 possibility 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

**The Academy of School Talents for employees' children**

The Academy of School Talents (AST) is a free of charge educational program for children of employees from Autostrada Eksploatacja, the CIECH Group, Autostrada Wielkopolska and Kulczyk Investments. 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 may also account on professional help and expert support in choosing the best educational path.

The AST program 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, binding in AESA for years, also plays the role of anti-discrimination and anti-corruption policy counteracting possible anti-market behaviour. 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 2022 no potential mobbing or other non-ethical behaviour was reported and recorded.

In March 2022 the Management Board of AESA set up the Compliance Department which was joined with the PR Department to form PR and Compliance Department. The company has prepared for adopted all necessary solutions related to the implementing the so-called the Whistleblower Protection Directive<sup>1</sup>. The solutions are waiting to be announced in the Company once appropriate legislative changes in the national law are adopted in Poland.

## Safety at work

The nature of work on the motorway involves a high risk: a significant part of the work is performed in the immediate vicinity of moving vehicles, and unfortunately drivers do not always comply with the mandatory limitations, contributing to increasing the already considerable risk.

The increase in the real level of safety, apart from technical solutions, requires a good understanding by employees of the types of risks that are associated with specific activities. It is crucial to follow procedures and counteract the routine. Autostrada Eksploatacja makes both employees and drivers more sensitive and aware of possible risks resulting from both routine and lack of concentration on the road. In search of improving technical and organizational solutions for safety, after crash cushions were used to secure works in 2022, we decided to introduce speed limits at the so-called fast-paced works.

The results of employee satisfaction surveys show positive effects of overall company activities in OHS field as perceived by the team. In the last satisfaction survey wave in 2021 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) 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 centres and toll plazas. Such meetings were the opportunity to exchange opinions, directly report problems and clarify doubts about the workplace and work conditions. 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 in to forms still in view of epidemic threat, i.e. surveys could be filled in online or on paper surveys put into specially prepared boxes.

## Safe travel

### Daily order in the route

Employees of the operating department regularly patrol the motorway both at day and at 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.

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

At the same time, the motorway services count on the vigilance of travellers 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 and 24/24 A2 infoline. Therefore the information about the threat not reported to the Central Control Room, but reported to the national emergency number or Infoline will also reach the operating staff and enable taking appropriate actions. The activities of Central Control Room are also supported by Infoline intended for people traveling on the Świecko – Konin A2 concession section, providing the travellers with information not only about the toll rates on the motorway, but also about the motorway infrastructure and the current traffic situation.

Drivers traveling on the Świecko-Konin section of the A2 motorway under concession are informed about traffic difficulties on an ongoing basis on messages displayed in the Yanosik and Waze mobile applications, and the variable message boards located on the Poznań Bypass.

### **Difficult weather conditions**

The employees of the Central Control Room have customized weather forecasts available which allow for observing weather changes on maps and using the predictions concerning future situations such as impending rainfall. As a result, prepare for the weather conditions in advance.

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. Unfortunately, due to speeds higher than average, the consequences of accidents are more severe and the scale of damage larger.

In 2022, 737 collisions, 48 accidents and 29 fires were observed in the 255.6 km section of Autostrada Wielkopolska. 7 people were killed, and 50 were injured. The third year in a row the ratio of the number of people killed per 1 billion kilometres driven slightly deteriorated (in the years 2020, 2021 and 2022 the ratios amounted to 1.89, 1.99 and 2.65 respectively. At the same time the following ratios per 1 billion kilometres driven improved in 2022 compared to 2021: the number of persons hurt (dropped down from 30.67 in 2021 to 18.94 in 2022) and the number of accidents (dropped down from 21.51 in 2021 to 18.18 in 2022).

### **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 2022 no major failures or accidents were observed that would result in serious environmental pollution.

### Satisfaction of travellers

As a standard, travellers' satisfaction surveys are carried out every year. The last survey was performed in August 2022.

Interviewers asked travellers 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, behaviour of other drivers, availability of petrol stations, technical condition of parking lots and toilets.

#### Traveller satisfaction survey in 2022

Travel speed remains the most important factor that determines the choice of our motorway (approx. 79% of respondents). The importance of comfort has also been growing (from 20% in 2021 to 26% in 2022). On the other hand, the safety factor has not changed significantly and is an important criterion for about 10% of travellers only.

In 2022, upgrading works were performed on the commercial section of A2. The works had an adverse impact on the results of surveys regarding the fulfilment of drivers' expectations related to driving on the motorway. Consequently, that period brought a decrease in the percentage of people who positively assessed the smoothness of traffic, 80% in 2022 compared to approximately 90% of drivers. Nevertheless, this is still a good result; despite the thorough upgrading, as many as 80% of respondents assess traffic flow as good or very good. Importantly, the upgrading works did not significantly affect the assessment of aspects such as safety or travel comfort which remained at a stable level of over 90%.

The inconvenience of the road extension was also reflected in other results, not necessarily directly related to the performed works, such as the perception of the condition and quality of the surface (decrease of positive ratings from 97.3% in 2021 to 93.3% in 2022), route maintenance (change from 98.7% to 94.9%, respectively), or route marking (change from 98.6% to 94.3%).

Other results that are not related to the assessment of AESA's work and have noticeably gone down include the perception of other drivers' behaviour in terms of safety. Another year in a row deterioration was noticed (decrease in positive ratings from 63.4% to 57.1%). At the same time, the assessment of road maintenance in terms of safety remains at a high stable level (95.2% in 2021 and 93.8% in 2022), which in turn derives from the quality of maintenance services.

As for the other results, the perception of the availability of service stations remains at a very good level (81.9% of positive opinions in 2021 vs. 84.6% in 2022). After years of decline, the level of parking accessibility ratings has stabilized with positive assessment of nearly 90% of respondents for another year in a row. Unfortunately, a slight decrease was observed in the assessment of their technical condition, aesthetics and cleanliness (from 94.7% in 2021 to 91.1% in 2022), with a significant decrease in the assessment of the technical condition and equipment of toilets (from 93.1% to 85.2%) and toilet aesthetics and cleanliness (from 88.7% to 81.0%). The level of assessment of Toll Plazas (TP) has stabilized: service time is positively assessed by 92.3% of respondents, and courtesy of cashiers and cashiers by as much as 98.2%.

## 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 1.79 days. About 26% of 208 complaints submitted in 2022 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 Centres, Rest and Service Areas and Toll Plazas.

The company produces waste classified as hazardous, mainly engine and gear oils, lead batteries, oil filters, etc.

The volumes of generated waste were presented in the tables of the end of the report.

## Impact on biodiversity

The Nowy Tomyśl - Konin section runs mainly through agricultural area. Only one stretch borders the Nadwarciański Landscape Park, and another stretch near Poznań runs a few kilometres 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 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 Centres, Toll Plazas, Rest and Service Areas and mechanical workshops.

Autostrada Eksploatacja replaced less efficient sodium luminaires with more ecological LED lighting. Drivers traveling on the sections between Jordanów and Poznań and between Września and Konin are already experiencing the benefits of the new lighting system. This exchange also has measurable financial and environmental benefits.

The use of server virtualization reduced the energy consumption in the server infrastructure by about 240 MWh per year.

## **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	Regular contacts depending on needs and expectations, of typically neighbour relations' nature.
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.
travellers / end customers	In 2022, as in previous years, two complementary satisfaction surveys of drivers driving A2 were carried out: the first at Toll Plazas (8 <sup>th</sup> wave), the second, in-depth survey on parking lots (Rest and Service Areas) (7 <sup>th</sup> wave).
employees	<p>It was assumed that once every 2 years an employee satisfaction survey shall be carried out. The last employee satisfaction survey which the purpose of monitoring the level of satisfaction with the relationships in the company, salaries, OSH, was carried out in 2021. The next one is planned for 2023.</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. 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**

	2020	2021	2021
Length of the operated route	255	255	255
Employment (full time jobs)	584	580	575
Total assets (mPLN)	175.9	194.0	218.5
Equity (mPLN)	86.5	97.8	108.4

**Table 3: Economic effect [201-1]**

		2020	2021	2022
Directly generated economic value		197 557 950.40	221 908 803.90	251 496 842.81
a) Revenues	Revenues from net sales, revenues from financial investments, revenues from assets	197 557 950.40	221 908 803.90	251 496 842.81
Divided economic value		248 936 974.78	268 706 779.56	293 727 029.86
b) operating costs	Payments to suppliers, non-strategic investments, fees and payments on account of mediation	44 041 324.47	53 834 167.20	57 518 018.00
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)	47 032 232.93	48 818 669.63	52 674 028.62
		13 856 188.07	14 040 438.20	15 001 630.85
d) payments to investors	Any payments made to the entities ensuring capital to the organization	73 523 975.81	74 105 811.16	85 725 178.79
e) payment to the state	Gross tax	70 203 996.85	77 724 863.77	82 418 379.20
f) Investments in community	Voluntary contribution and investing funds in the community in a broad sense (including donations)	279 256.65	182 829.6	389 794.40
Retained economic value (computed as the generated economic value minus divided economic value)	Investments, payments from capital etc.	-51 379 024.38	-46 797 975.66	-42 230 187.05



**Table 4: Employment structure as at the year end [2-7,2-8]**

Age	2020			2021			2022		
	women	men	total	women	men	total	women	men	total
As per type of contract									
Employment contract for indefinite term	272	256	528	279	260	539	276	252	528
Employment contract for definite term	37	15	52	23	12	35	17	17	34
Employment contract for trial period	0	3	3	5	0	5	5	3	8
Contract for replacement	12	1	13	7	4	11	4	1	5
As per region									
Lubuskie province	87	96	183	87	95	182	89	95	184
Wielkopolskie province	221	179	400	219	178	397	212	178	390
Mazowieckie province	1	0	1	1	0	1	1	0	1
As per position									
Managerial positions	33	40	73	33	40	73	33	42	75
Non-managerial positions	276	235	511	274	233	507	269	231	500
As per age									
30 and less	29	22	51	23	17	40	24	21	45
31-50	221	181	402	219	181	400	207	175	382
51 and more	59	72	131	65	75	140	71	77	148
<b>Total</b>	<b>309</b>	<b>275</b>	<b>584</b>	<b>307</b>	<b>273</b>	<b>580</b>	<b>302</b>	<b>273</b>	<b>575</b>
<i>Persons cooperating based on civil law contract, self-employment etc.</i>	0	1	1	0	1	1	0	1	1

	2020				2021				2022			
	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	155	372	1	528	169	369	1	539	158	369	1	528
Employment contract for definite term	26	26	0	52	17	18	0	35	15	19	0	34
Employment contract for trial period	2	1	0	3	2	3	0	5	7	1	0	8
Civil law contract	0	1	0	1	0	1	0	1	0	1	0	1

**Table 5: Disabled persons**

	2020			2021			2022		
	women	men	total	women	men	total	women	men	total
Number of persons holding disability certificate	2	0	2	2	1	3	1	3	4

**Table 6: Structure of newly recruited employees as per sex, region and age during the year [401-1]**

	2020			2021			2022		
	women	men	total	women	men	total	women	men	total
Number of employees holding the disability certificate	2	0	2	2	1	3	1	3	4

**Table 6: Structure of newly recruited employees as per sex, region and age during the year [401-1]**

age	2020			2021			2022		
	women	men	total	women	men	total	women	men	total
As per region									
Lubuskie province	16	11	27		2	11	13	10	23
Wielkopolskie province	11	7	18	11	6	17	12	12	24
As per age									
30 and less	12	7	19	7	2	9	13	10	23
31-50	14	11	25	9	6	15	11	10	21
51 and more	1	0	1	4	0	4	1	2	3
<b>Total</b>	<b>27</b>	<b>18</b>	<b>45</b>	<b>20</b>	<b>8</b>	<b>28</b>	<b>25</b>	<b>22</b>	<b>47</b>
<i>Recruitment ratio (%)*</i>	8.7%	6.5%	7.7%	6.5%	2.9%	4.8%	4.4%	3.8%	8.2%

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

**Table 7: Structure of departures of employees as per sex, region and age during the year [401-1]**

age	2020			2021			2022		
	women	men	total	women	men	total	women	men	total
As per region									
Lubuskie province	6	10	16	9	4	13	14	8	22
Wielkopolskie province	8	5	13	15	8	23	16	13	29
As per age									
30 and less	3	2	5	6	3	9	12	4	16
31-50	8	8	16	11	2	13	14	8	22
51 and more	3	5	8	7	7	14	4	9	13
<b>Total</b>	<b>14</b>	<b>15</b>	<b>29</b>	<b>24</b>	<b>12</b>	<b>36</b>	<b>30</b>	<b>21</b>	<b>51</b>

**Table 8: Employee rotation during the year**

	2020	2021	2022
Employee rotation (upon the employee initiative)	2.24	3.8	6.21
Employee rotation (total)	5.2	5.87	8.87



**Table 9: Extended parental leaves, maternity and paternity leaves during the year [401-3]**

	2020	2021	2022
Number of employees on extended parental leaves in a given year, including:	13	16	9
<i>women</i>	12	15	8
<i>men</i>	1	1	1
	2019	2020	2021
Number of employees on maternity/paternity leaves in a given year, including:	16	14	11
<i>women</i>	16	14	11
<i>men</i>	0	0	0
Number of employees who used paternity leaves in a given year	16	9	9

	2022		
	Women	Men	Sum
Number of employees who <u>used</u> maternity/paternity/parental/extended leave in a given year	18	10	28
Number of employees who returned from maternity/paternity/parental/extended leave in a given year after having used such leave	5	10	15
Number of employees who after returning from maternity/paternity/parental/extended leave are still employed despite the expiration of 12 months from their return to work (refers to persons who were on such leaves in 2021)	11	1	12

**Table 10: Remuneration**

	2020	2021	2022	2021/2020
Average remuneration in Poland	5411.45 <sup>2</sup>	5889.84 <sup>3</sup>	6653.67 <sup>4</sup>	13.0%
Average remuneration in Autostrada Eksploatacja	7070.24	7364.84	7865.89	6.8%

**Table 11: Accidents at work and occupational diseases during the year [403-9]**

	2020	2021	2022
Accident frequency rate	22.29	18	55.40
Accident severity rate	28.15	27.45	0
Number of accidents at work	13	13	10
Number of fatal accidents at work	0	0	0
Number of occupational diseases stated	0	0	0

<sup>3</sup> Announcement of the President of the Central Statistical Office of 21 January 2021 on the average monthly remuneration in the enterprise sector in 2020

<sup>3</sup> Announcement of the President of the Central Statistical Office of 21 January 2022 on the average monthly remuneration in the enterprise sector in 2021

<sup>4</sup> Announcement of the President of the Central Statistical Office of 20 January 2023 on the average monthly remuneration in the enterprise sector in 2022

**Table 12: Accidents at work and occupational diseases [403-9]**

	2022
<b>Employees</b>	
Total number of accident (casualties), including:	10
causing temporary inability to work	10
severe	0
fatal	0
collective	0
Number of days lost	554
Frequency rate of total casualties in accidents (per 1000 employed)	55.40
Frequency rate of casualties in severe and fatal accidents (per 1000 employed)	
Number of hours worked	
Rate: number of fatal accidents /number of hours worked	0
Rate: total number of accidents/ number of hours worked	0
Rate: number of severe accidents/ number of hours worked	0
<b>Employees of subcontractors working under the AESA supervision</b>	
Total number of accidents (casualties), including:	0
causing temporary inability to work	0
severe	0
fatal	0
collective	0
Number of days lost	0
Frequency rate of total casualties in accidents (per 1000 employed)	0
Frequency rate of casualties in severe and fatal accidents (per 1000 employed)	0
Number of hours worked	0
Rate: number of fatal accidents /number of hours worked	0
Rate: total number of accidents/ number of hours worked	0
Rate: number of severe accidents/ number of hours worked	0

**Table 13: Number of confirmed occupational diseases [403-10a]**

	2022
Number of confirmed occupational diseases	0

**Table 14: Number of employees exposed to factors harmful to health and factors related to arduous work (in persons at the end of successive periods) [403-10b]**

	2022
Employees exposed to factors harmful to health and factors related to arduous work	297

**Table 15: Average number of training hours per employee during the year [404-1]**

	2020	2021	2022
Number of training hours per employee in a year	12.6	6.5	9.5

**Table 16: Salt consumption [301-1]**

	UoM	2020	2021	2022
Salt consumption	ton	1 885.3	9 596.7	3 343.0
Salt consumption per 1 km of the motorway	ton/km	7.4	37.8	13.1

**Table 17: Road accidents**

	2020	2021	2022
I segment (Nowy Tomyśl – Konin)			
Accidents per 1 billion of km driven	18.61	20.67	21.72
Injured per 1 billion of km driven	25.5	25.99	22.29
Killed per 1 billion of km driven	2.07	1.77	2.86
II segment (Świecko - Nowy Tomyśl)			
Accidents per 1 billion of km driven	16.47	23.23	11.22
Injured per 1 billion of km driven	32.93	40.34	12.34
Killed per 1 billion of km driven	1.5	2.44	2.24
Total A2 concession section			
Accidents per 1 billion of km driven	17.93	21.51	18.18
Injured per 1 billion of km driven	27.84	30.67	18.94
Killed per 1 billion of km driven	1.89	1.99	2.65

**Table 18a: Waste generated (in the installation, i.e. by AESA) [t] [306-3]**

Recycled materials	2020	2021	2022
Total mass of waste, including:	50.2	47.5	37.9
• Plastic and metal packaging [T]	1.6	2.4	2.6
• Paper and carton board packaging [T]	0.4	2.7	4.5
• Glass packaging (T)	1.3	1.4	1.9
• Other not hazardous packaging	44.2	39.1	28.8
• Hazardous packaging	2.7	1.9	2.0

**Table 18b: Waste generated (in the installation, i.e. by AESA) [t] [306-3]**

(e.g. office waste, road machinery repair waste, waste left by travellers and dropped off by third parties)

Recycled materials	2020	2021	2022
Total mass of waste, including:	42.7	50.4	81.2
• Plastic and metal packaging [T]	2.3	2.1	2.2
• Paper and carton board packaging [T]	4.6	2.8	3.2
• Glass packaging (T)	1.3	1.2	1.1

**Table 19: Demand of energy as per generation source [302-1]**

	2020 <sup>5</sup>	2021	2022	2022/2021
Electricity (purchased)	33 001 (9 166.9 MWh)	33 180 (9 216.5 MWh)	29 108 (8 085.7 MWh)	-12.3%
Diesel oil	22 905 (528 t)	26 187 (604 t)	22 970 (530 t)	-12.3%
Petrol	492 (11 t)	488 (10.9 t)	506 (11.3 t)	3.6%
Methane-rich natural gas	2 362 (65.6 dam <sup>3</sup> )	2 627 (73.0 dam <sup>3</sup> )	2 563 (71.2 dam <sup>3</sup> )	-2.4%
Propane-butane gas	905 (19.6 t)	997 (22 t)	891 (19 t)	-10.6%
Total	59 664	63 478	56 038	-11.7%

**Table 20: ECO2 equivalent emissions (Scope 1 and 2), energy efficiency and carbon intensity estimates [302-3, 305-1, 305-2, 305-4]**

	Estimated CO <sub>2</sub> emissions (in tons)			
	2020	2021	2022	%
Electricity (purchased)	7 666.59	7 758.71	6 806.73	-12.3%
Diesel oil	1 601.37	1 830.83	1 605.92	-12.3%
Petrol	31.93	31.67	32.80	3.6%
Methane-rich natural gas	132.23	147.08	143.52	-2.4%
Propane-butane gas	57.61	63.49	56.73	-10.6%
Total	9 489.73	9 831.78	8 645.70	-12.1%

	UoM	2020	2021	2022
Total energy consumption	GJ	59 664	63 478	56 038
Effectiveness related to the total energy consumption (per 1 km)	GJ/km	235	250	221
Total CO <sub>2</sub> emissions	ton	9 489.73	9 831.78	8 645.70
Effectiveness related to the CO <sub>2</sub> emissions (per 1 km)	ton/km	37.36	38.71	34.04

**Comment:** in the current report, the method of calculating carbon footprint has been modified, i.e. the previously used emission indexes published by the Central Statistical Office (GUS) have been abandoned, and the use of this source was limited to the calorific value of fuels and total energy consumption in GJ only. The currently used benchmarks for directly burned fossil fuels (Scope 1) are taken from the UK Government GHG Conversion Factors for Company Reporting (2022, version 2.0) and refer to eCO<sub>2</sub> equivalent, instead of CO<sub>2</sub>. The calculation of the carbon footprint is based on their consumption in physical units (mass and volume). At the same time, the emissivity of Scope 2 is invariably calculated based on the data on the emissivity of electricity for end users published annually by KOBiZE in subsequent years (the most recently published 2021 indicators were adopted for 2022). However, unlike the previously published reports, this report takes into account not only CO<sub>2</sub>, but also nitrogen oxide emissions generated during energy production, and the GWP conversion factor from the Fifth Assessment Report (AR5) (*GHG Protocol*) was used to calculate the e CO<sub>2</sub> equivalent. Due to the change in the methodology, re-estimations

<sup>5</sup> 2022 gas consumption was corrected.

were made for historical data, i.e. for the period 2020-2021, and the increase in the reported carbon footprint results primarily from taking into account the carbon footprint of various greenhouse gases, which is expressed in eCO<sub>2</sub>, equivalent, not just CO<sub>2</sub>.  
Note: data on emissivity of electricity published by KOBiZE include energy losses in the network, i.e. an element that should formally be disclosed as a Scope 3 carbon footprint according to the GHG Protocol.

**Table 21: Water consumption [303-5]**

	UoM	2020	2021	2022
Water consumption	thousand m <sup>3</sup>	100.7	101.7	110.4
Relative water consumption (reference to the scale of activity. i.e. to the length of the operated motorway)	m <sup>3</sup> /km	396	400	434





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