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ROADS TO SUSTAINABLE MOBILITY

SUSTAINABILITY REPORT 2021

Consolidated non-financial report according to § 267a UGB
of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft

CONTENTS

PDF version of the online report: www.nachhaltigkeit-asfinag.at

FOREWORD

As a sustainable mobility partner of the Austrians, we make this possible by maintaining the existing road network and by providing the best possible traffic management – for less congestion and optimum availability

We move Austria

This movement begins with ourselves. We are developing further – from the leading motorway operator in the heart of Europe to the essential mobility partner and provider. New strategies, changed perspectives and every single employee make us a company that makes a significant contribution towards climate reversal. Restructuring such as the electrification of our fleet, the expansion of green crossings or the consolidation of the Vienna sites are just a few examples of our measures. Mobility is a key aspect of climate reversal. It poses our employees, but also our customers, with the question: How can we accompany everyone safely, more comfortably and more sustainably on their journeys?

2021 was full of challenges and profound changes. The reorientation of many construction projects was the focus. Nevertheless, we managed to implement ongoing projects in the areas of safety, service and security of the business location. We were able to successfully complete some projects, such as the general overhaul of the Kaisermühlen intersection, the renovation between the St. Pölten and St. Pölten Nord intersections or the construction of the Bludenz-Bürs junction. Despite the difficult conditions caused by the pandemic, it was possible to achieve extremely positive results.

We are now moving on issues that will be important building blocks for our common future: energy strategy, biodiversity or accessibility. We have anchored these topics as fields of action in our core strategy "Sustainability, Ecological Management and Climate Protection". Another central focus this year is taxonomy. We inform about our sustainable investments and explain how we want to tackle this issue in the future.

What we do today decides what the world of tomorrow looks like. In 2022, we intend to tackle the problem of developing mobility on Austria's roads in a sustainable and safe manner. 2022 will be both an opportunity and a challenge, and that is our motivation.

Mag. Hartwig Hufnagl and Dr Josef Fiala
ASFINAG Board of Directors

GRI: 102-14

NON-FINANCIAL REPORTING

This report is the consolidated non-financial report of the Autobahnnen- und Schnellstraßen-Finanzungs-Aktiengesellschaft for the year 2021 according to § 267a UGB and was prepared in accordance with GRI standards: core option.

Information on reporting limits and changes

ASFINAG is owned by the Republic of Austria and has its headquarters in Vienna. Austria and the European Union (EU) are considered to be the local market in terms of the specification required by the global reporting initiative.

ASFINAG published its first assessment of its social responsibility in 2005. Annual reporting has been carried out since 2010, most recently on 2020.

In the previous year, there were no relevant changes in the company compared to 2021 with regard to the size and number of operating sites, ownership structure and ownership or the supply and value chain.

In order to promote group-wide collaboration, to create clear responsibilities and tasks and to make ASFINAG fit for the future, the ASFINAG strategy incorporates nine core strategies and eight system and area strategies, including the core strategy of sustainability, greening and climate protection. The goals and measures of the strategies relevant for sustainability management have been implemented in the report since 2020. Furthermore, the reporting has been expanded to include the focus of the EU Taxonomy Regulation.

Adjusted calculations are noted in the corresponding data. If data does not include the entire enterprise, this is also indicated. Generally, we report all data exclusively on a consolidated basis. There is no breakdown by our more than 60 business locations in Austria. In the sense of materiality, we also carry out a breakdown by employee categories only where this brings additional knowledge or is requested by stakeholders. Corresponding deviations are indicated in the GRI index according to the GRI standard.

Due to legal conditions, the editorial for the first version of the report was completed on time. In order to inform all stakeholders about developments as soon as possible, a sustainability update will be available online during the year. Detailed information on financial key figures and corporate governance can be found in the management report and in the corporate governance report of the annual report.

The consolidated non-financial report is subject to an independent audit with limited certainty by Deloitte Audit Wirtschaftsprüfungs GmbH. For detailed information on the external audit, see the audit report in the report annex.

ISS ESG analyses and evaluates all sustainability management, including reporting. No evaluation was carried out in 2021. In 2020, ASFINAG was rated C+ in the ISS ESG Corporate Rating, making it the only motorway operator worldwide to achieve prime status for the fourth time in a row. The next evaluation is expected in spring 2022.

In addition, ASFINAG was again distinguished as Leitbetrieb Austria [Austria's leading company] for the 2020/21 financial year. Leitbetriebe Austria is an independent, cross-sector business network that distinguishes exemplary companies. Sustainable corporate success, innovation and social responsibility are the top priorities for certification.

GRI: 102-03, 102-05, 102-06, 102-10, 102-12, 102-45, 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56, 204-1

NACHHALTIGKEITS-MANAGEMENT

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OBJECTIVES AND STRATEGIES

Our main topics
Advanced impact management
Contributions towards sustainable development

01

ASFINAG

OUR MAIN TOPICS

The issues that are essential to ASFINAG's core business are constantly being reviewed. In 2019, the main topics were identified and prioritised again in the context of internal workshops and an online survey of the relevant stakeholders.

Development of the materiality matrix

In 2019, the main economic, ecological and social topics were identified and prioritised again in a multi-stage process involving internal and external stakeholders. The methodology used meets the requirements of the GRI standards and the legal requirements (§ 267a UGB [Austrian Commercial Code]). In this respect, it was also ensured that all the non-financial concerns mentioned therein were taken into account.

In a workshop with the core sustainability team, the main impacts, opportunities and risks of ASFINAG's business activities and the upstream and downstream value chain were assessed and prioritised (see x-axis of the materiality matrix). Impacts are defined as current or foreseeable positive or negative effects, risks and opportunities are described as potential events that may affect non-financial concerns.

The core sustainability team is composed of experts from a wide range of areas of responsibility, who, thanks to their operational area of activity and in some cases intensive stakeholder contact, have a holistic overview of the core topics of ASFINAG. External perspectives were incorporated in this step through external advice and the consideration of sustainability standards and ratings.

The 21 topics derived from the workshop were weighted by relevant stakeholders as part of a comprehensive online survey and the company's performance in these topics was evaluated (see y-axis of the materiality matrix). About 620 persons participated in the survey among the requested stakeholders – employees, users of motorways and expressways, freight and passenger transport companies, business partners, residents, emergency and rescue services, NGOs, the media, research and education institutions, as well as actors from politics and authorities.

The results of the survey were analysed in a further workshop together with the Group management and their significance for the long-term business success of ASFINAG was evaluated (shown in the materiality matrix by the bubble size).

The identified sustainability topics are divided into 5 fields of action, which are also reflected in the structure of this report: society, employees, transport, environment and supply chain. For all topics, information on their governance and the performance of ASFINAG will be published, whereby the individual topics were adjusted again in comparison to the previous year's report due to their relevance in the scope of the reporting.

Gesellschaft

1. Wirtschaftsstandort Österreich S. 35
2. Compliance und Anti-Korruption S. 36
3. Datenschutz S. 36
4. Barrierefreiheit S. 40

Mitarbeitende

5. Attraktive Arbeitgeberin S. 43
6. Gesundheit und Sicherheit S. 49
7. Mitarbeiter-entwicklung S. 53
8. Diversity Management S. 57

Verkehr

9. Verkehrs-behinderungen S. 63
10. Verkehrssicherheit S. 67

Umwelt

11. Ressourcen-verbrauch S. 73
12. Abfallaufkommen S. 73
13. Abwasser-aufkommen S. 73
14. Energieverbrauch und Emissionen der ASFINAG S. 78
15. Verkehrs-emissionen S. 84
16. Artenvielfalt S. 87
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18. Lärm S. 92

Lieferkette

19. Wertschöpfungs-effekte in der Lieferkette S. 97
20. Soziale Standards bei Lieferanten S. 97
21. Umweltstandards bei Lieferanten S. 97

In 2020, the topics were evaluated with regard to the national energy and climate plan and the government programme of the Austrian Federal Government and taken into account in the development of the core strategy of sustainability, greening and climate protection.

The assignment of sustainability topics to the individual chapters and the NaDiVeG concerns can be found in the "Assignment of the essential topics" section in the annex of the report.

Our fields of activity

The materiality of the topics illustrated results from the mutual effect between the topics and our core business as well as the interests of our stakeholders:

- **Company**
  As one of the largest infrastructure providers in Austria, ASFINAG is an important factor for Austria as a business location and provides impetus for economic growth and employment. In the interests of responsible corporate governance, we operate in accordance with the legal provisions. In order to ensure compliance, we operate Group-wide compliance management. For this purpose, we collect key figures on the *construction programme* or on the *training participants ethics/integrity and anti-corruption*.

- **Employees**
  We support our employees in their professional and personal development and well-being through comprehensive measures in the areas of education, health & safety, career support and diversity management. In addition to key figures such as *turnover rate*, *accident rate*, *further training hours* or *women's quotas*, we also regularly record *employee satisfaction*.

- **Traffic**
  Car traffic is unfortunately always associated with accidents despite many safety measures and technological developments. We collect and analyse accident figures and implement measures to reduce the risk of accidents. As traffic volume increases, so does the potential for congestion and accidents. We use numerous instruments to measure and manage traffic flows and their complex effects. Major key figures are *accident figures*, *mileage* and *traffic units*.

- **Environment**
  We know that road transport also has negative environmental effects and try to reduce and prevent them. With regard to decarbonisation, the focus of our operations is on energy efficiency and renewable energies. We also support the conversion to alternative drive systems by continuously expanding the infrastructure for e-mobility on our section network and our own operating locations. In addition, we are constantly striving for improvements in resource consumption & waste generation, noise, biodiversity and building culture (landscape design). We measure our progress with, among other things, *energy consumption*, *greenhouse gas emissions* in operation and through transport, the *recycling rate* and work with *noise*, *compensatory areas* and *tree register*.

- **Supply Chain**
  In recent years, we have been taking increasing steps to introduce principles and standards of sustainability into the supply chain. Social and environmental criteria shall be taken into account in determining the best bidders for all major procurement procedures in the construction sector. We measure this progress with key figures such as the *percentage of approved suppliers* or *accidents at work in the supply chain.*

In the "Fields of action & key figures" section, you will find detailed information about the current developments in our sustainability topics.

Our sustainability programme

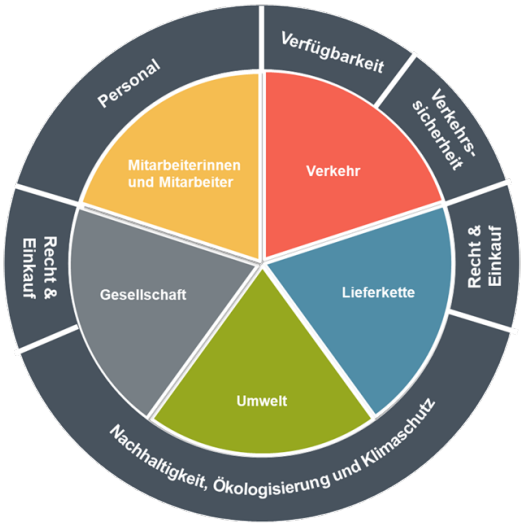
In 2020, as part of the "ASFINAG Update", the strategic orientation in the core business areas was defined by the development of nine core strategies. These enable an integrative, time-based and resource-observing coordination, priority ranking and consolidation in the planning and implementation of measures throughout the Group. The basic principles of all sub-strategies are therefore:

- the identification and resolution of conflicting objectives;
- the structure, control and transparency based on key figures
- the budgetary control of strategic activities; and
- the setting of priorities based on fields of action and strategic guidelines.

The following core strategies are defined and system and area strategies are developed.

Core strategies

These include some of the relevant sustainability topics from the materiality analysis. The following figure shows the linkage of the fields of action on sustainability with the relevant strategies, as well as the corresponding main objectives per sub-strategy.



GRI: 102-15, 102-21, 102-29, 102-31, 102-42, 102-43, 102-44, 102-46, 102-47, 103-1, 103-2, 103-3

ADVANCED IMPACT MANAGEMENT

Our impact management system is constantly being further developed and supplemented by further significant impacts and risks. To optimise the effects of our core business, we have several concepts and instruments at our disposal.

Impact and risk management

Our high-level road network contributes to the economic and social development of our country and is indispensable for the international movement of people and goods. This enables our motorway network to grow companies, produce products and create jobs. At the same time, however, car traffic is one of the largest emitters of greenhouse gases, causes noise, leads to accidents and to traffic deaths. We cannot bring about or prevent all the positive and negative effects immediately. But we know that we as contributors bear some responsibility and try to fulfil this responsibility in the best possible way.

To this end, it is necessary to identify, assess and derive the material impact and risks on non-financial concerns. In 2019, an in-depth impact and risk analysis was carried out to enable even more targeted control and reporting in the future. In a workshop with the core sustainability team, the effects and risks on non-financial concerns were recorded along the entire value chain, i.e. in addition to effects and risks from one's own business activities, also those from business relationships or products or services.

The table below provides an overview of ASFINAG's topics and their impact and risks on non-financial matters. For the respective impacts and risks, the corresponding measures, concepts and due diligence processes (including page information in this report) for their handling are also listed.

Effects, risks and handling

Topics	Effects pos. (+), neg. (-)	Risks	Measures, concepts and due diligence processes
Economic situation in Austria	• Ensuring international freight and passenger transport (+) • Location upgrades using efficient connection of conurbations and transit routes (+)		• Construction programme • Innovation partnerships & open innovation challenges
Compliance and anti-corruption		• Cases of corruption	• Anti-corruption system • Anti-corruption officer • Compliance management and policies • Training on ethics/integrity, anti-corruption and GDPR • Electronic whistleblower system • Checking the supply chain • Bidder declaration
Data protection		• Loss of customer data	• Information security management system
Accessibility	• Accessibility on the ASFINAG network (+)		• Barrier-free latching systems • Use of emergency call pillars for the deaf • Accessible ASFINAG Website
Attractive employer	• Employment and income effects (+)		• Performance-based compensation systems • Attractive social benefits • Working from home model • Sabbatical and parental leave models

			• Attractive employer project
Health and safety		• Industrial accidents at work • Employee burden due to noise, exhaust and difficult working conditions • Mental effects	• Quality Management System • Training on worker protection and health • Health promotion programs
Staff development	• Promoting employee skills (+)		• Training and education • Management, early career and apprenticeship programmes • Employee dialogues
Diversity and equal opportunities	• Equal opportunities and inclusion (+)	• Discrimination against employees	• Diversity concept • Staff management guide • Miscellaneous training • Ombudsman office
Road network availability		• Lack of availability/traffic jams	• Construction and extension of Park&Ride systems • Traffic control & use of traffic managers • Real-time traffic information road (EVIS) • Network status report and conservation strategy • Extension and optimisation of the section network • ASFINAG Target Network 2030+ • Network and information systems • Internal control system for information security • Detecting increasing danger points from rock falls and floods • Construction site management
Road traffic safety		• Road accidents	• Traffic safety programme • Accident analysis and safety management • Road and tunnel finishing • Use of traffic managers • Consciousness-raising measures • Construction of service stations • Detecting increasing danger points from rock falls and floods
Preservation of resources	• Resource consumption (-)		• Efficiency measures in the use of dispersants • Environmental criteria for tendering
Waste management	• Waste generation (-)		• Recycling of construction waste • Waste collection and disposal along the network
Waste water management	• Waste water volume (-)		• Use of domestic water for street cleaning • Demand-based tunnel washing • Suction tankers with water recycling plant • Waste water treatment
Energy and emissions in operation	• Energy consumption in operation (-) • Emissions in operation (-)		• Accelerating the production of own energy and converting to renewable energy • Energy efficiency measures (building renovation, LED lighting, etc.) • Expansion of charging stations at operating locations • Fleet conversion to alternative drive systems • Video conferencing instead of business travel
Traffic emissions	• Traffic emissions (-)		• Expansion of charging stations on the route network • Park&Ride facilities

			• Lorry and bus fares
Biodiversity		• Loss of biodiversity	• Differential area register • Wildlife watching and green crossings • Wildlife warning equipment • Site-oriented flower meadows • Tree register and woodland management plan • Extensive care surfaces • Appointment of a forester and a green space manager • Training on green area management and handling of neophytes
Building culture	• Influencing the landscape (-)		• Design initiative • Architectural competitions • Noise abatement schemes • Cultural guidelines
Noise abatement	• Traffic noise (-)		• Noise barriers and dams • Speed limits • Renovation of road surfaces • Noise register
Value added effects in the supply chain	• Employment and income effects in the supply chain (+) • Promoting innovation in the supply chain (+)		• Innovation partnerships & open innovation challenges • Best-bidder principle for construction tenders • Checking the supply chain
Social standards at suppliers		• Accidents at work on construction	• Quality Management System • Safety and health plan for construction projects • Occupational safety as a criterion in determining the best bidder • Checking the supply chain
Environmental standards for suppliers	• Development of air and soil pollutants through construction (-) • Waste water at construction (-)		• Environmental criteria for tendering • Checking the supply chain

Some of these risks may also have a retroactive effect on the company and are therefore covered by the risk management system of ASFINAG (ARIMAS). Detailed information on ASFINAG's risk management can be found in the management report.

In addition, ASFINAG deals with strategic topics that may have a potential influence on ASFINAG's business development in the future. These are possible future effects that cannot be assessed financially at this stage. These are topics and challenges such as connected and automated transport, e-mobility and alternative drives or decarbonisation in construction. The central question is: "How can we move people and goods faster, safer and with less resource consumption on our roads – and what can ASFINAG best contribute to this?"

In the course of the workshop with the core sustainability team, possible opportunities for non-financial concerns were also identified and evaluated and appropriate measures and concepts were derived. Opportunities identified include the promotion of multimodality, the use of ASFINAG's position as an important client to promote sustainability and innovation in the supply chain, and equal opportunities and inclusion in ASFINAG.

Risks related to climate change, such as physical risks from natural disasters and extreme weather events, are of increasing relevance: flooding, mudslides, avalanches or rock falls can cause damage to the ASFINAG network. Since 2015 we have been intensively dealing with the consequences of the

increasing number of rock falls and floods. These activities are carried out in close coordination with the state-run train operator ÖBB and by means of targeted collaborations (e.g. Joanneum Research). During the past year, danger areas were assessed and numerous preventive measures were initiated or already implemented. Furthermore, we network internationally on the topic of climate change and protection against natural hazards in the Conference of European Directors of Roads (CEDR) and the World Road Association (PIARC).

In the context of interdepartmental workshops, potential climate risks and opportunities for ASFINAG were identified and risk categories were structured using the TCFD (Task Force on Climate-related Financial Disclosures). In a qualitative initial assessment, the following risks and opportunities were considered relevant for the period up to 2030.
The next step is to deepen the analysis of potential climate risks and opportunities and extend it to a longer period of consideration, and to assess the effectiveness of the strategies and measures already planned.

Categories	ASFINAG Climate Risks and Opportunities
Physical (chronic)	A weather-related extended construction season (e.g. due to the reduction of frost days) can lead to cost savings as well as changes in the network availability due to shorter lead times of construction projects.
	Increasing average temperatures can lead to increasing energy costs for ASFINAG office and operating premises due to an increased cooling demand and, if necessary, an additional investment requirement for technical infrastructure adjustments.
Physical (acute)	Increasing extreme weather events and extreme summer heat can cause more damage to the infrastructure, which can lead to costs for renovations and an increased need for investment (e.g. due to the shortened service life of components).
Regulatory	Price fluctuations in the procurement of components and building materials, e.g. due to rising CO_2 prices or a limited availability of imported goods, can lead to rising procurement costs and thus additional costs in operation and construction.
	A CO_2-dependent adjustment of the toll models can lead to a potential decrease in demand on the ASFINAG network and a decrease in sales. A drop in demand increases the availability of the ASFINAG network and could therefore also be assessed as an opportunity.
Market	Stricter ecological award criteria may lead to a limited choice of potential contractors and higher market prices. In order to meet an increased demand for renewable energy and to ensure demand-oriented availability, additional investment costs for the expansion of renewable energy can arise on the ASFINAG grid.
	The development of alternative forms of mobility of the company can lead to a reduction in the performance of vehicles and toll revenue or a redistribution of revenue.
Technology	New drive technologies and the associated need for e-charging infrastructure for our customers, as well as the conversion of the ASFINAG internal fleet, require additional investments in infrastructure development in the ASFINAG network. In addition, there could be increased maintenance costs of the infrastructure (such as charging stations).
	The uncertainty about which future technologies and drive forms will prevail on the market represents a risk for stranded assets in infrastructure expansion due to possible misinvestments in wrong technologies.

Our main tools

Substantial extensions of the road network will be made exclusively on the basis of a "strategic review". Economic, environmental and social impacts are recorded and assessed. Important foundations for the maintenance of the network, in particular its availability and safety, are the annual network status report, our regulatory framework, conservation strategy and the Austrian road safety programme.

In addition to the strategic assessment, including environmental impact assessments in the event of network changes, we also compile regular energy balances and audits in the environmental sector, as well as noise and tree registers. Other standardised instruments include traffic accident and accident site analyses as well as ongoing evaluations of stakeholder feedback and surveys.

In 2017, we expanded these tools with a change in our project management: Since then, new projects have been evaluated in a total of 10 areas as part of the planning process, with regard to the assumed effects. Financial aspects such as additional revenue or cost savings are weighted at 20%. The remaining 80% relates to effects measured by non-financial measures, namely: Traffic safety, plant safety, availability, customer satisfaction, employees, customer information, public interest & environment, process & operational optimisation and innovation. In response to the COVID-19 pandemic, a crisis unit was set up immediately at the start of the first lockdown in March to determine the risk for employees together with the occupational medicine department and to set appropriate measures to protect against infection, such as working from home or working alone.

In addition, a risk management system must be applied in a number of ASFINAG processes in a binding manner:

- Risk analyses as a fixed component of construction projects (including environmental impact assessments)
- Risks to implementation of new and large-scale projects (economic assessment such as strategic environmental assessment)
- Road safety risk considerations under the road safety programme
- Risk considerations regarding availability, e.g. in the context of our conservation strategy for the stock or our site management
- Regulatory compliance (administrative criminal proceedings)
- Binding regulations and processes to prevent corruption
- Crisis prevention

In 2021, two additional risk managers were appointed to the BMG to monitor the mandatory application.

GRI: 102-11, 102-15, 102-21, 102-29, 102-43, 102-44, 103-1, 103-2, 103-3, 416-1

CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT

In September 2015, the United Nations member states agreed on 17 Sustainable Development Goals to be achieved by 2030. Austria also committed itself to implementing these Sustainable Development Goals (SDGs). This is not just about politics. Everyone is called upon to participate. As the leading infrastructure company in Austria, we are therefore committed to several goals.

The focus is on the issues that concern our core business, such as reducing road accidents and contributing to economic growth. But gender equality, energy efficiency, renewable energy and the fight against climate change are also important to us!

How we are contributing to the achievement of the Sustainable Development Goals (SDGs) can be found in the individual chapters of this report. In the Fields of action & key figures section in the respective

chapters you will find a table with the relevant SDGs and sub-targets in relation to this field of action, as well as the description of our contribution.

In total, we are committed to 12 goals, which are highlighted in colour below:

GRI: 102-12, 102-16, 102-43

STRUCTURE AND PROCESSES

Organisation of sustainability management

02

ORGANISATION OF SUSTAINABILITY MANAGEMENT

Sustainability management is set up as a management system and is recorded in the organisation manual. In order to achieve the most seamless possible integration with existing processes in the sense of an integrated approach, further improvements are currently planned.

Company structure

ASFINAG consists of a holding company with six operating companies and one shareholding: The subsidiaries ASFINAG Alpenstraßen GmbH and ASFINAG Service GmbH are responsible for the operation, ASFINAG Bau Management GmbH for new construction and structural preservation and ASFINAG Maut Service GmbH for the toll and the entire IT landscape of the Group. In addition, ASFINAG Commercial Services GmbH offers consulting in the core competencies of ASFINAG. The portfolio is rounded off by ASFINAG European Toll Service GmbH, which covers the area of international toll billing. The Austrian Traffic Information Service is an information service run by several organisations, in which ASFINAG is also involved.

Organisational structure

For more details on the organisational structure, see the usiness and corporate governance report.

Structure of sustainability management

The holding company is responsible for the strategic orientation of the company, supports the companies in the implementation of the overall strategy in the respective area of responsibility and ensures uniform processing across all companies for selected topics.

In order to promote this group-wide collaboration, the Group management department was newly developed within ASFINAG Holding. The implementation of the strategic concepts can thus be monitored and ensured.

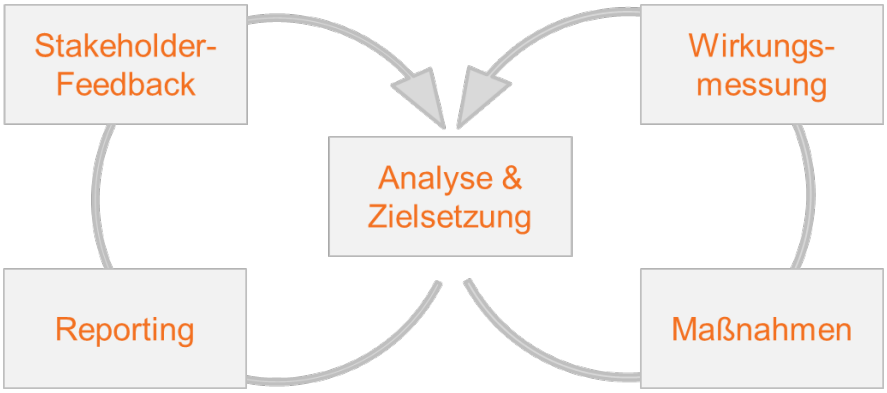
The central responsibility for sustainability management lies with the Board. Strategic goals are developed by the Group management and decided with the management in the monthly management meetings. The strategy owner is responsible for the ongoing planning and implementation of Group management and is supported by a core team with members from all areas and companies. Core team

meetings are usually held once a month. The annual sustainability or non-financial report is reviewed by the Supervisory Board.

Organigram sustainability management

Responsibilities and processes are defined for the ongoing sustainability management and reporting, which are also continuously optimised and further developed. The current process is as follows:

Sustainability management processes



Two process cycles are characteristic: We plan our actions on the basis of regular impact measurements and stakeholder feedback, including control by the Supervisory Board.

Other management systems

ASFINAG's quality management is certified according to ISO 9001 and IT services according to ISO/IEC 20000. In addition, the following systems are set up:

Management systems from the organisation manual of ASFINAG:

- Occupational safety and health management system
- Controlling and reporting
- Ethics & compliance
- Learning culture in ASFINAG
- Internal Control System (ICS)
- IT service management system
- Crisis management
- Management review
- Sustainability management
- Quality and process management
- Risk management
- Environmental and waste management
- Internal settlements and explanatory notes to the Signature Directive

In 2019, voluntary pre-audits were carried out at selected sites for the implementation of a management system according to ISO 45001 for safety and health at work (SGA-MS), with the result that all legal obligations in the protection of workers are met and the company's internal requirements are largely met.

Other areas of activity with mandatory regulatory systems:

- Construction sites
- Complaints
- Compliance
- Diversity
- Customers
- Suppliers
- HR
- Risk
- Safety
- Stakeholders
- Environment
- Allocation/awarding

These are governed by the following instruments:

- 188 processes
- 38 planning guides
- 393 work instructions
- 32 directives
- 21 manuals
- 26 guides
- 326 templates

Goals to 2022

In 2016, we developed a roadmap for the further development of our sustainability management. This sets out concrete steps and objectives that we intend to achieve in the coming years in order to contribute to sustainability even more effectively:

Objectives	Status
• We want to involve all employees. Because sustainability is not just a management task, but should be embodied by everyone!	✓
• Adequate internal structures and resources must be created for this.	✓
• In order to develop and implement sustainable mobility solutions, we want to involve our stakeholders more.	✓
• Due to the growing importance of the non-financial key figures, we want to set up sustainability controlling and pursue an integrated management approach.	

In the past year, we have once again made important progress in sustainability management and have made a significant step towards achieving our goals from the roadmap.

As part of the restructurings of the Group management department at ASFINAG Holding, nine core strategies and eight system and division strategies were developed in the course of 2020 and further implemented in the ASFINAG strategy in 2021. In the course of several workshops with the core sustainability team, six fields of action including targets and measures up to 2030 have been defined for the core strategy of sustainability, greening and climate protection, the ongoing planning and implementation of which is responsible for the Owner Sustainability strategy. For each field of action, a core team of experts has been put together, who work together to achieve the objectives and implement the measures. In addition, ASFINAG participates in numerous research projects and strengthens collaboration with important stakeholders at national and international level in order to meet the challenges of the desired CO_2 neutrality.

We have not yet been able to achieve our goal of introducing integrated sustainability controlling and management. As part of the implementation of core and area strategies, we are also working on solutions for integrated sustainability controlling and management for controlling and monitoring progress. For the monitoring, separate key figures lists have been created for each field of activity, which can be checked and processed by the respective core team. Current core team meetings evaluate the progress of each target.

GRI: 102-01, 102-02, 102-04, 102-11, 102-16, 102-18, 102-19, 102-20, 102-21, 102-26, 102-27, 102-30, 102-31, 102-32, 102-33, 102-43, 103-1, 103-2, 103-3

STAKEHOLDERS

Stakeholder involvement

03

STAKEHOLDER INVOLVEMENT

We are convinced that we can only achieve our goals through partnership with others. For this reason, the overarching stakeholder management was also anchored as a separate field of action in the core strategy of international affairs and collaboration.

Key stakeholders

Numerous and very different stakeholders are involved in the construction and maintenance of motorways and expressways as well as the ongoing measures for the availability and safety of this Austrian-wide infrastructure. Without them, this task could not be accomplished. These include blue light organisations as well as automobile clubs, authorities and stakeholders. In addition, many people are affected by our activity and have a right to be heard. We take each of these concerns seriously and strive for an open dialogue and fair solutions in the event of conflicting expectations.

The relevance of the individual stakeholders is regularly evaluated, most recently in 2019 for the survey in the context of the materiality analysis. In a workshop with the core sustainability team, the existing stakeholder map was checked for timeliness and the relevance was again prioritised according to the dimensions "Impact of ASFINAG on the stakeholders" and "Influence of the stakeholders on ASFINAG".

In 2016, a comprehensive analysis of our stakeholder relationships was conducted as part of an internal workshop with selected management and relevant departments. The Stakeholder Map was presented to the Board and the management and approved by them. Therefore, reference is made below to the results of the 2016 analysis. This includes exclusively the external stakeholder relations of ASFINAG. A total of around 90 external organisations were covered, 18 of which are considered "key stakeholders":

Relations with external stakeholders are cultivated on a thematic and event-specific basis at all levels. The following table provides an overview of our contacts with key stakeholders:

Stakeholders	Contacts
BMK	Annual General Meeting, ongoing meetings and votes

BMI	Jour fixe (approx. 3 x annually)
BMF	Jour fixe (2-monthly), equity controlling
BMLRT	Topic and event-specific votes
Supervisory Board	Supervisory Board meetings (5 regular meetings per year), Executive Committee meetings/Presidium meetings, Audit Committee
Police	Topic and event specific votes
Rescue	
Fire services	
Passenger car drivers	Annual survey (CSI), contacts via ASFINAG Service Center (incl. chat and chatbot), social media, toll booths and sales offices
Lorry and bus drivers	Annual survey (CSI), contacts via ASFINAG Service Center (incl. chat and chatbot), social media, toll booths and sales offices
Freight and passenger transport undertaking	Annual survey (CSI), specialist councils, direct customer visits, trade fairs and events as well as contacts via ASFINAG Service Center (incl. chat and chatbot), social media and sales offices
Chamber of economics	Specialist Advisory Councils, subject-specific events (e.g. country-specific trade association meetings)
Automobile clubs	Thematic and event-specific votes, specialist councils and Collaboration regarding traffic information Austria
Points of sale	Direct visits
Media	Traffic editors and current press contacts
Suppliers	Regular coordination with the Federal Procurement Company, regular exchange with suppliers by the responsible body, checking of new suppliers (not in 2020)
Authorities	Regular meetings and votes in the context of administrative procedures
Governors	Discussion of network development activities with the involvement of the responsible state councils and building directors
District governing teams	Regular meetings and ASFINAG authority portal

In addition, representatives of the aforementioned stakeholder groups are regularly informed about tolls and other topics of ASFINAG via newsletter.

To understand the expectations of our stakeholders and measure their satisfaction, we conduct regular surveys:

	Typical cycle	Last survey
Customers	Annual (not 2018)	2021
Employees	every 3 years (not 2019)	2020

Customer satisfaction

ASFINAG conducts regular customer interviews with car, lorry and bus drivers as well as with freight and passenger transport companies. Measures are derived from the findings and subsequently implemented. If necessary, in-depth market research projects will be carried out to develop solutions together with the customers. The aim is to take even better account of customers' expectations and to ensure continuous improvement of the services.

As in previous years, online interviews and telephone interviews were used in the group of drivers in the course of the customer satisfaction study 2021. Lorry and bus drivers were interviewed in person at service stations.

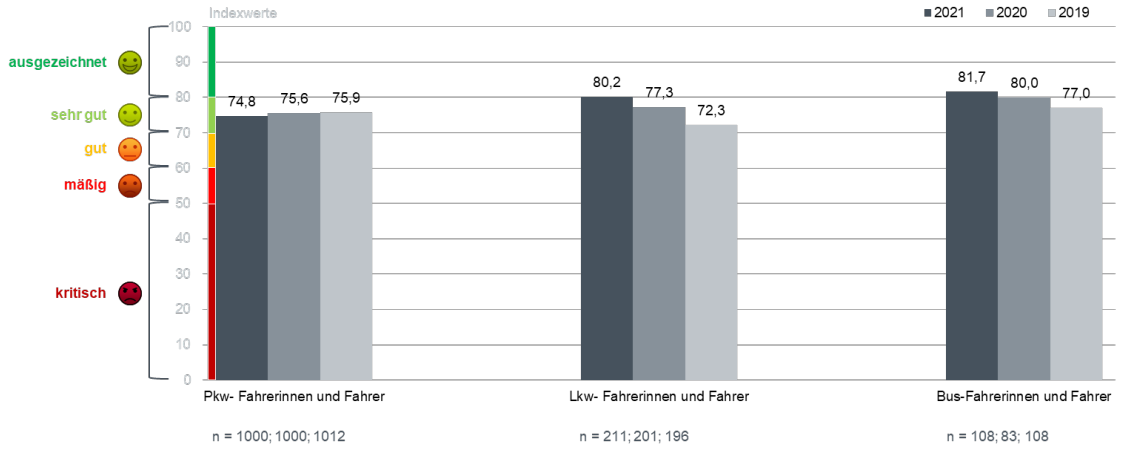
The "**Customer Satisfaction Index**" (CSI) has been collected for about 15 years. This key figure is used to measure the overall impression of the customers of ASFINAG and to compare it over the years. The CSI is calculated from the indicators "image of ASFINAG at the beginning and at the end of the survey", "overall satisfaction with ASFINAG at the beginning and at the end of the survey" and "satisfaction with the motorways/expressways in general".

Customer satisfaction is measured by the "**Customer Orientation Index**" (COI). The COI is composed of several performance indices, which are based on previous focal points (congestion, construction sites, service stations, traffic information, etc.) and new topics of the ASFINAG strategy. The COI can be used to measure satisfaction with ASFINAG's strategic priorities and their influence on overall satisfaction.

ASFINAG's reputation was added as a new index value in 2020. It measures the detailed image of ASFINAG in all its facets. The following aspects are covered: emotional address, CSR & sustainability, products & services, workplace environment and corporate performance.

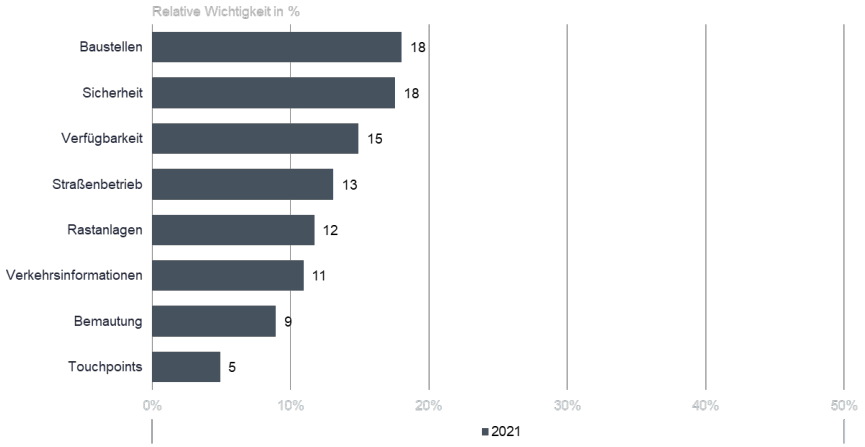
Customer Survey Results
In 2021, the CSI is in a very good or excellent range for all target groups (index values between 74.0 and 82.0). Lorry and bus companies achieve the highest values. While the results for drivers remain constant, the B2B groups have improved compared to 2020 and 2019

Development of CSI in the last 3 years:



The COI is in the very good range for drivers (72.0%). It is interesting that the values of lorry and bus drivers are already higher than those of drivers (78.2% and 80.6% respectively). The main drivers for the COI are construction sites, safety, availability and road operation. At the level of the performance indices (PI), the greatest potential for improvement is from a customer perspective in the case of toll charging (company), construction sites and availability. On the other hand, road operation and safety perform very well to excellent and thus form the strengths of ASFINAG.

ASFINAG's activity is organised according to the strength of the influence on the Customer Orientation Index (motorists):



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With regard to the new index value Reputation, ASFINAG 2021 achieved a good, but still optimisable result at 66.0. One image strength of ASFINAG is its corporate performance (76.8): ASFINAG is seen as a successful company and this value has increased somewhat in the last year. The CSR & Sustainability index, on the other hand, has the greatest potential for improvement with a value of (65.8) and is at a similar level to last year.

The good values for CSI and COI are a confirmation of the service-oriented price of ASFINAG. At the same time, they are also an incentive in the further development of the company with a focus on the needs of customers. Intelligent traffic control and tailor-made, on-point traffic information are the key to meeting the growing challenges of tomorrow's mobility.

Service and co-design

The employees of the ASFINAG Service Center come from different cultures and answer customer enquiries in 7 languages: German, English, Italian, Hungarian, Czech, Croatian and Polish. They are available 24 hours a day, 365 days a year, and answer questions about winter service, road safety, car and lorry tolls, construction sites and much more. Your training is specified in the ASC customer professional programme. Since 2016, there has been an additional knowledge digression on special topics such as sustainability, handling of social media, data protection, etc.

Each request is processed and answered according to the work instructions. If necessary, the topics will be passed on to the respective responsible persons in the company, who will answer the enquirers directly. All incoming requests and notes are summarised to a consolidated overview, which is regularly dealt with by the management. This gives customers a direct link to the management. Customer-related questions and suggestions are incorporated into the further development of ASFINAG, its road network and its daily work together with the results of the customer survey.

In 2018, our digitalisation offensive also started in the ASFINAG Service Center: Simple processes are increasingly being automated. By 2022, a digital service center is to be created from the ASFINAG Service Center. A new work surface should offer the employees of the customer service a "360° customer view" and thus better possibilities to react quickly to customer requests.

MSG government contacts

In the course of complaint management for substitute toll claims and complaints concerning GO toll, vignette and road toll, the MSG authority contacts work together with the district administration authorities and administrative courts as well as the financial and criminal police: They inform the authorities about current issues of toll systems, are a member of the "Administrative Penalties Coordination Team" official working group, provide an online platform with the authority portal and answer enquiries with comments.

Memberships and supported initiatives

The uniform premises defined in 2019 for all memberships and representations were further developed in 2021 and recorded in the International Affairs and Collaboration core strategy in the "National and international collaborations, memberships & policy work" field of action. These include a commitment to collaboration with partners, stakeholders and active policy work, a clear strategy reference, a mutual exchange of information and know-how as well as an efficient use of resources. ASFINAG has a total of around 50 memberships, some of which have a sustainability-relevant focus. Below is an excerpt of the sustainability-related memberships:

- ASECAP (Association of European Motorway Operators) – collaboration on, inter alia, road safety and intelligent transport systems
- ATTC (Austrian Traffic Telematics Cluster) – collaboration on intelligent transport systems, multimodality and sustainability
- BRV (Austrian Building Materials Recycling Association)
- CEDR (Conference of European Directors of Roads) – collaboration on environmental protection
- GSV (Austrian Road and Transport Society)
- IBTTA (International Bridge, Tunnel and Turnpike Association) – collaboration among others in the IBTTA Foundation with the focus on research, training and non-profit activities
- ÖAL (Austrian Working Ring for Noise Control)
- ÖBV (Austrian Civil Engineering Association)
- ÖGG (Austrian Society for Geomechanics)
- ÖVG (Austrian Civil Engineering Association) – collaboration on intelligent transport systems and multimodality
- ÖWAV (Austrian Water and Waste Management Association)
- PIARC (World Road Association) – collaboration on environmental protection/innovation
- respACT (Austrian Business Council for Sustainable Development)
- VÖSI (Association of Austrian Security Experts)

In addition to the aforementioned memberships, ASFINAG is also active in the following national and international standardisation bodies and is a partner in the following initiatives:

- ASI (Austrian Standards Institute) – active participation in the development and revision of standards. ASI is also the Austrian member of CEN (European Committee for Standardisation), ISO (International Organisation for Standardisation) and ETSI (European Telecommunications Standards Institute) and thus also represents an important link for ASFINAG in the field of international standardisation activities.
- FSV (Research Association Road – Rail – Transport) – policy work for technically optimised, safe and sustainable transport infrastructure installations
- Diversity charter
- "Every square metre counts" – initiative of the Nature Conservation Union, the Ministry of the Environment, the Chamber of Agriculture and the Federal Forests
- Initiative for Transport Infrastructure Research – with BMK, ÖBB Infrastruktur AG, the federal states and FFG (Austrian Research Promotion Agency)
- CEOs 4 Future – Association for the Promotion of the Transformation of Economy and Society

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Development of the core strategy for international affairs and collaboration	• Decision on specific stakeholder activities within the framework of the core strategy International Affairs and collaboration	2021	◒
Satisfaction with construction sites as the most important driver for customer orientation	• Measurement of the influence of company or day building sites on satisfaction/dissatisfaction • Optimisation of the building site information and signage on-site	2021	○
Enhanced communication on road safety measures	• ASFINAG Traffic Safety Programme as Focus of Public Relations • Follow-up of the monitoring of the impact of communication actions	2021	○
Increased use of digital touch points	• Use of the website • Using the ASFINAG "Unterwegs" app	2021	○
Digitalisation of the ASFINAG Service Center	• Implementation of the "Digital Service Center 2022" programme	2022	◒
Implementation of the "Central Workplace" project	• Implementation of the "Central Workplace" project with a 360° view of relevant data for the employees in the Service Center	2022	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDG	Objective	Our contribution
 **Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build strong, accountable and inclusive institutions at all levels**	16.7: Ensure that decision-making at all levels is demand-driven, inclusive, participatory and representative	An open stakeholder dialogue is also part of ASFINAG's understanding of sustainability. In order to know the needs and expectations of our stakeholders and to measure their satisfaction, we conduct regular surveys. Furthermore, we are convinced that we can only achieve our goals through partnership with others. Our stakeholder relationships are maintained on a thematic and event-specific basis at all levels in the form of various exchange formats

GRI: 102-12, 102-13, 102-21, 102-33, 102-40, 102-42, 102-43, 102-44, 103-1, 103-2, 103-3, 203-1, 413-1

HANDLUNGSFELDER UND KENNZAHLEN

A|S|F|i|N|A|G

COMPANY

Economic situation in Austria
Ethics & compliance
Accessibility

04

ECONOMIC SITUATION IN AUSTRIA

ASFINAG is one of the largest infrastructure providers in Austria and is one of the leading motorway operators in Europe. The company generates revenue from vignette and lorry tolls and invests around one billion euros per year in the motorway and expressway network. This makes ASFINAG an important factor for Austria as a business location and provides impetus for the economy and employment.

The core competence of ASFINAG is the planning, construction, operation, maintenance and maintenance of an efficient, demand-oriented motorway and expressway network. According to the company vision, ASFINAG aims to be a reliable, innovative and sustainable mobility partner that helps shape the mobility transition in a forward-looking and cross-regional way.

Particular emphasis is placed on maximum availability, optimum traffic control and traffic information, traffic safety, use or development of technological innovations and optimum preparation and co-design of future topics such as autonomous driving or multimodality. All these activities actively consider and implement sustainability issues, such as CO_2 reduction, noise abatement, biodiversity or resource conservation.

Although the COVID-19 pandemic was still a dominant issue in 2021, the economic recovery started noticeably in the second quarter. This is reflected in significantly higher growth rates than in 2020. In Austria, GDP grew according to the forecast (source: WIFO/Statistics Austria) by 4.1% in 2021, after a decline of -6.7% in 2020.

This positive development is also reflected in the increased mileage and thus higher toll revenues of ASFINAG both in the passenger car and in the lorry sector.

The increase in the mileage of vehicles > 3.5 t MPW (freight traffic) for the full year 2021 was +8.8% compared to 2020, the passenger car mileage increased by around 11%.

In the construction sector, the COVID-19 crisis in 2021 did not have any significant impact, neither did the construction stoppages nor restrictions due to short-time work or measures ordered by the authorities.

As part of a reflection on the future design of the ASFINAG construction programme, 2021 was marked by intensive coordination with the owner, the Federal Ministry for Climate Protection, Environment, Energy, Mobility, Innovation and Technology. The result of this evaluation of the largest planned new construction projects will be taken into account in the planning of the following years, but had no impact on the construction activity in 2021.

Ongoing active management of construction activities, broad-based activities to reduce costs and increase efficiency, as well as a stable revenue situation, continue to be the cornerstones for a solid financial basis for meeting the medium to long-term challenges of ASFINAG.

ASFINAG's debt is in line with profitability and is financially viable in the long term.

More information on the distribution of value added in 2021 can be found in the annual report.

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Build resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation**	9.1: Building a high-quality, reliable, sustainable and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	ASFINAG aims to promote the sustainable expansion of the motorway and expressway network in accordance with the Federal Motorway Act, in order to ensure the maintenance of a stable traffic flow and to ensure the mobility desired by society and the economy. In addition to the structural measures, ASFINAG also promotes multimodal concepts or automated driving.
 **Making cities and settlements inclusive, safe, resilient and sustainable**	11.2: Provide access to safe, affordable, accessible and sustainable transport systems for all by 2030 and improve road safety, in particular through the development of public transport, with particular emphasis on the needs of people in vulnerable situations, women, children, people with disabilities and the elderly	ASFINAG invests more than one billion euros annually in the expansion of the high-ranking motorway and expressway network to increase road safety, in particular through the expansion of tunnel facilities, expansions and renovations of the existing network as well as the construction of service stations and lorry parking spaces. In addition, we promote environmentally friendly mobility by extending our e-charging stations to service stations and building Park&Ride systems.

GRI: 103-1, 103-2, 103-3, 201-1, 203-1, 203-2

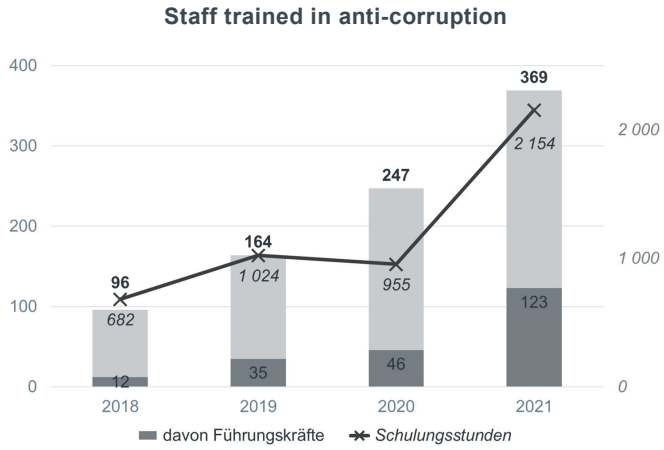
ETHICS & COMPLIANCE

ASFINAG has comprehensive compliance management. This consists of a compliance system and a compliance organisation. On the basis of a Group-wide mandatory compliance directive, compliance risks are identified and measures for prevention, assurance and control are specified. The compliance directive regulates the following Group-wide compliance topics:

- Anti-corruption
- Labour law
- Operational environmental management
- Corporate governance
- Data protection and information security
- Issuer compliance (including insider dealing)
- Lobbying
- Media transparency
- Tax law (including validity of financial information)
- Procurement & competition law (incl. antitrust & law against unfair competition)
- Economic Owners Register Act

As part of the compliance organisation, the Group companies implement and continuously develop the compliance management together with a Group-wide compliance group and a Group-wide compliance officer. The compliance officer is only subject to technical instructions to the Board and direct reporting.

The most important preventive compliance tools include risk analysis, specifications, processes, training and controls. In 2021, a total of 369 people (123 of them managers) were trained in ethics/integrity and protection against corruption.



Prevention of corruption

The analysis of all our locations and business areas revealed that the possibility of corruption risks lies in the areas of contracting and processing of orders. Our anti-corruption system is therefore based on three pillars:

- **Prevention:** Measures to avoid economic crime. For example, through anti-corruption officers, training courses, FAQs with concrete case studies in the intranet, organisational measures and standardisation through the procurement process, as well as regular review of the existing control systems.
- **Identification:** Detect economic criminal acts and/or attempts at an early stage – for example by trusts who receive information from employees or external persons and forward it to the company management. In addition, there is an electronic whistleblower system that is easily accessible via both the internet and the intranet.

- **Tracking:** Illuminate criminal economic actions. For example, there are standardised processes and procedures ("investigation group") to examine specific suspected cases

All employees are informed about our anti-corruption system. In addition, we conduct training according to the risk assessment. All business partners – with the exception of small contracts – are also informed about our anti-corruption system within the framework of the tender documents and contracts and must sign a corresponding bidding declaration in their tender. Further information on our business partner relationships can be found in the Supply chain chapter.

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Respect for human rights

In the context of the risk analysis, all locations and business areas were also checked with regard to their risk potential regarding human rights violations. The service and control service of the Maut Service Gesellschaft (MSG) is entitled to stop vehicles. All employees in this area are therefore trained in respect of human rights.

All toll enforcement officers (MAOs) are trained in the course of the basic training course in the Security Academy within the scope of administration/constitution, operational training, conflict management and communication in the topic of human rights. In 2021, there were around 103 toll enforcement officers, 3 regional lines and one line of the Technical Inspectorate (TUK) throughout Austria, which underwent the training. In addition, there are concrete rules of conduct for the control activities of the toll enforcement officers in practise in internal specifications.

Data protection and information security

Data protection and information security are important concerns for ASFINAG. Against this backdrop, specific and group-wide binding guidelines and guidelines exist.

The data protection directive of the ASFINAG Group contains the rules necessary on the basis of the GDPR and Austrian data protection law for the processing and transfer of personal data, for compliance with data protection obligations and for safeguarding the rights of data subjects. Furthermore, the Directive specifies the internal data protection organisation and the data protection system. The core of the data protection organisation are non-instructive data protection officers in all ASFINAG Group companies who advise, support and monitor the compliance of the specialist departments with data protection regulations.

The content and organisational guidelines on information security are contained in the Group-wide mandatory Information Security Directive. This Directive establishes the Information Security Management System (ISMS) and lays down rules for the internal information security organisation and for ensuring information security in various areas such as staff security, value management, access control, access control and operational security.

Transparency in lobbying and media

ASFINAG does not make any donations or donations to political parties, politicians or party-related organisations. Payments to public entities are reported in the annual report. The basis for the work of corporate lobbyists is the lobbying code of conduct. All responsible persons are entered in the lobbying register.

In the context of public assessment procedures of laws or regulations, ASFINAG regularly issues opinions. These opinions are usually forwarded to the relevant ministry and to the Austrian Parliament and are published on the Parliament's website (www.parlament.gv.at) under "Evaluation procedures and opinions". The positions represented by ASFINAG correspond to the legal tasks and areas of activity of ASFINAG.

ASFINAG is audited by the Court of Auditors. This also applies to media transparency and thus payments for advertising orders and media collaborations in periodic electronic media and printing works, as well as promotions to media owners. These areas are therefore also regulated in the Compliance Directive.

No violations

In 2021, ASFINAG had no significant cases of non-compliance or proceedings concerning:

- Laws and regulations on society and the economy
- Discrimination
- human rights violations
- Corruption
- Antitrust/competition law or monopoly formation
- Data protection
- Environmental penalties

Contact points

Several contact points have been set up to provide information on possible economic crimes. Each ASFINAG company has a trained trustee whose contact details are available on the intranet. They record suspicious transactions and forward them to the responsible management. If you want to report a suspicion of economic crime, you can contact your own external trustee. The contact details can be found on the ASFINAG website.

In addition, since 2017, the ASFINAG Group has made available an electronic whistleblower system on the internet and intranet, via which anonymous information can be reported 24 hours a day.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
No significant non-compliance cases or proceedings for related violations	• Ongoing compliance management including risk analysis, specifications, processes, training and controls • Anti-corruption system • Electronic whistleblower system • Checking the supply chain	Annually	●
Introduction of a Compliance Code of Conduct for the ASFINAG Group	• Development and publication of the compliance code of conduct	2021	●
Implementation of a compliance communication campaign	• Implementation of the three previous phases: Code of conduct, environmental protection and award and competition	2021	●
Implementation of a compliance communication campaign	• Implementation of further phases with a focus on data protection and anti-corruption	2022	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Ensure sustainable consumption and production patterns**	12.7: Promote sustainable practices in public procurement, in accordance with national policies and priorities	ASFINAG takes comprehensive measures to prevent corruption and bribery in the supply chain. As part of the bidding or integrity declaration, suppliers are obliged to take the necessary measures to prevent economic crime (e.g. restrictive agreements, corruption).
 **Peace, justice and strong institutions**	16.5: Significantly reduce corruption and bribery in all its forms	ASFINAG is committed to the prevention of any kind of economic criminal acts or any form of corrupt behaviour. Under the umbrella of the compliance organisation, a transparent, clearly structured anti-corruption system consists of the three pillars: prevention, identification and prosecution of economic crimes. The key aspects are, among other things, the training of employees, the appointment of an anti-corruption officer, a mandatory bidding declaration in the procurement process and the electronic whistleblowing system for internal and external persons

GRI: 102-16, 102-17, 102-33, 102-34, 103-1, 103-2, 103-3, 205-1, 205-2, 205-3, 307-1, 406-1, 410-1, 412-1, 412-2, 415-1, 418-1

ACCESSIBILITY

We ensure that our customers reach their destination without restrictions by removing barriers along our motorways and expressways. All newly built systems are accessible and existing systems are gradually being made barrier-free. However, not only along the route, but also on our website, we want to provide all customers with barrier-free access.

Building accessibility

We carry out regular evaluations of our section network with regard to possible barriers for our customers. Our main priorities are:

- Comprehensive wheelchair-accessible services
- More accessible toilet facilities throughout the high-level road network
- Announcement and identification of accessible toilet facilities on signs along the motorways and expressways
- Emergency call with intercom system in the accessible WC facilities
- Automated door opening systems in every disabled WC
- Emergency telephone for the deaf via SMS at our emergency phones

All measures are implemented in close coordination with a specially commissioned service provider who carries out quality assurance in accordance with the Disability Equality Act.

Last year, we further specified the requirements for the planning and construction of barrier-free services and integrated them into the Parking & Services technical planning manual. In order to achieve our goal of maximum accessibility on our motorways and expressways, the topic was also integrated into the core strategy of sustainability, greening and climate protection. To this end, concrete targets and measures have been defined by 2030. In addition to the structural adaptations along our network, we want to sensitise our employees to the topic of accessibility in the form of training courses.

Service stations

Currently, 48 service stations and 45 rest places are accessible without barriers. All accessible parking spaces can be accessed via the accessibility filter function on the website at https://www.asfinag.at/verkehrssicherheit/rasten/rastanlagensuche/.

In addition, all (> 6,000) emergency phones are equipped with a QR code in order to allow additional contact with the regionally responsible traffic management centres. This also allows the deaf to use this infrastructure.

New website level AA

Since 2017, the ASFINAG website corresponds to the second highest web accessibility level AA. Where possible and appropriate, the "two senses principle" is used: This means that acoustic information is displayed visually at the same time and vice versa.

Accessibility ombudsman

Michael Polach from the Service Center is the accessibility ombudsman of ASFINAG:

Tel.: +43 50108 12884
E-mail: michael.polach@asfinag.at

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Expansion of barrier-free services	• Structural adaptation of car parks and service stations	2022	◒
Awareness-raising on accessibility	• Development of a training concept for employees	annual	◌

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDG	Objective	Our contribution
 **Making cities and settlements inclusive, safe, resilient and sustainable**	11.2: Provide access to safe, affordable, accessible and sustainable transport systems for all by 2030 and improve road safety, in particular through the development of public transport, with particular emphasis on the needs of people in vulnerable situations, women, children, people with disabilities and the elderly	ASFINAG pursues the goal of making all services accessible for people with disabilities as far as possible without any other help. Our main focuses here include comprehensive wheelchair-accessible service stations, barrier-free toilet facilities throughout the high-level road network, emergency calls with intercom in the barrier-free toilet facilities, automated door opening systems in every disabled toilet and emergency calls for the deaf via SMS at our emergency phones

GRI: 103-1, 103-2, 103-3, 203-1

EMPLOYEES

Attractive employer
Health and safety of our employees
Employee development
Diversity and equal opportunities

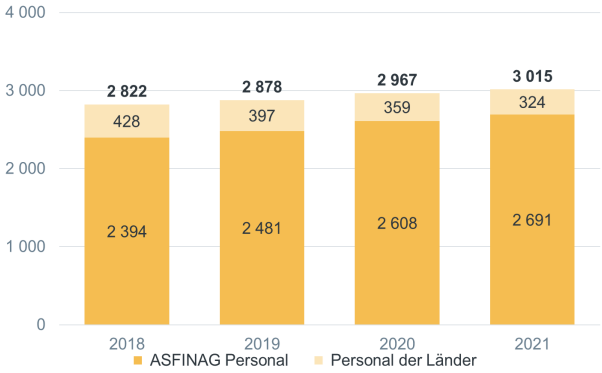
ATTRACTIVE EMPLOYER

As of 31 December 2021, we employed 3,015 people, an increase of 1.6% compared to 2020. Our employees value ASFINAG as an employer, as shown by our low turnover rate of 2.5% in 2021. We offer a range of company services, such as health promotion and apprenticeship programs, a wide range of training courses or gender equality programs.

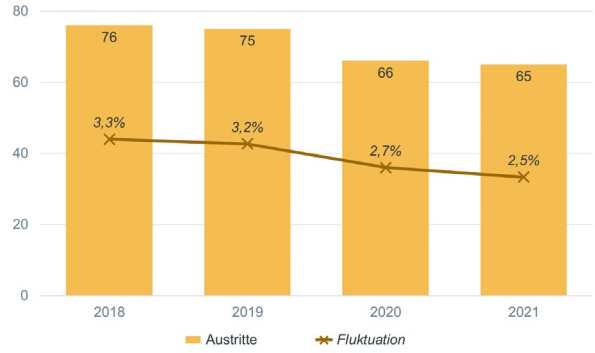
Stable employment

The fluctuation rate fell from 2.7% in 2020 to 2.5% in 2021, remaining at a consistently low level. Performance-based compensation systems, attractive social benefits and the possibility of developing further within the company – both within its own companies and across companies – minimise the risk of fluctuations.

Employment development
(Values as at 31.12.)



Departures[1] and fluctuation
ASFINAG staff



The turnover relates to directly employed permanent staff and apprentices, which means 2,581 persons or 85% of the employees on an annual average. As of 31 December 2021, ASFINAG employs 2,691 directly employed employees, and a further 324 persons from the former national road service were employed in 2021 as "employees with a licence agreement" at ASFINAG. Basically, we rely on our own labour. Exceptions are the coverage of work peaks, e.g. during winter service and toll points during holidays. As of 31.12.2021, 60 people were temporarily employed by us, of whom 16 were women.

	2018	2019	2020	2021
Neues ASFINAG-Personal	**187**	**198**	**218**	**174**
Frauen	55	62	67	62
Männer	132	136	151	112
Teilzeitpersonal per 31.12.	**350**	**351**	**373**	**405**
Frauen	289	287	297	324
Männer	61	64	76	81
Befristetes Personal per 31.12.	**59**	**53**	**55**	**60**
Frauen	15	12	8	16
Männer	44	41	47	44
Lehrlinge per 31.12.	**21**	**30**	**37**	**32**
Frauen	10	16	20	17
Männer	11	14	17	15

Company services

From 3,015 headcounts as of 31.12.2021, 3,007 are subject to a collective agreement (2020: 2,959), which corresponds to a share of 99.7%. All our company services are available to all employees, regardless of whether they are employed full-time, part-time or on a temporary basis. We also ensure that all information and communication deadlines are met and implement projects with far-reaching implications for the organisation in coordination with the employee representation. Jour fixes for the ongoing collaboration between management and works councils take place on a quarterly basis at Group level, in some cases monthly for individual companies.

According to the "Operating agreement dated 04.02.1998 on the accession to the APK pension fund", ASFINAG makes an annual contribution of EUR 500 to a pension fund for all permanent employees. This does not apply to minor employees. For part-time workers, the amount is reduced in line with the lower standard working time. Since 1.1.2014, a performance commitment is granted for leasing employees after the end of the fourth year for the further duration of the transfer on the basis of the company pension law § 2Z1 (BPG).

ASFINAG offers collective accident insurance for all employees subject to the General Social Insurance Act (ASVG). All accidents at work and on the way (during working hours and on the direct way to and from the workplace) are considered to be insured. There is an option to extend the bonus to leisure-related accidents.

Safeguarding the future is an offer by ASFINAG to employees to use part of the gross salary for their own pension. The legal basis is § 3 (1) 15a EStG (Income Tax Act).

In addition to legal requirements, many other services are defined in the ASFINAG-owned collective agreement (extract):

- One week extra leave from the age of 50
- Family support for every physical, adopted or nurtured child
- Burial cost contribution in case of death of spouse, partner or child
- Payment of the basic salary for the calendar month of death to legal heirs in case of death of workers
- Household allowance in case of claim to the single-earner deduction or the single-parent deduction, and monthly child allowance for each child for which it is established that he is entitled to the family allowance
- Increased travel expenses for domestic travel, compared to the statutory daily allowance
- Extended re-use period (according to § 18 BAG) for apprentices in the amount of 2 months and payment of a one-time premium for apprentices who complete their apprenticeship award with excellent or good success
- Extended protection against dismissal for at least ten years of continuous company membership.
- Assumption of the excess for Aktiv healthcare (formerly Kur) or a rehab stay of up to EUR 300 per year

The following additional benefits are defined in an internal company social agreement:

- Food allowance and fresh fruit available for employees at ASFINAG locations
- All employees of ASFINAG can take advantage of various vaccinations (tick protection, flu, hepatitis A and B, etc.) as part of the company medical care
- Organisation of business, sports and cultural excursions, as well as for sports and cultural events by the works council (including one day off from work per year to participate) as well as support for health and hardship cases
- Additional allowance for renting accommodation for private leisure
- Possibility to participate in various sports events such as ASFINAG-internal ski races, Vienna business run (incl. team tent and food), annual ASFINAG football tournament

In the collective agreement for 2022, additional points were agreed:

- In the future, the anniversary allowance for parental part-time will be calculated on the basis of the amount of employment before parental part-time.

- Students who complete a compulsory internship at ASFINAG will in future be subject to the collective agreement.
- The funeral fee will be extended to "Star children"

Attractive employer project

ASFINAG is to be increasingly positioned as an attractive employer in the external labour market and among all employees. Economic changes as well as the increasing digitalisation bring with them new job profiles and requirements, employees change their demands on the employer, technological developments and the demographic development make themselves noticeable on the labour market in a shortage of skilled workers and young talents, meaning it takes longer and longer to fill positions.

To meet these requirements, ASFINAG launched the "Attractive employer" project in 2019. This project aims to redesign and further develop ASFINAG's entire image as an attractive employer. Various work packages have been defined for this purpose, covering the following topics:

- Internal and external communication and image maintenance (e.g.: collaborations with university marketing, presence in company and specialist networks, etc.)
- Recruiting process and its instruments from advertisement to (pre-)onboarding
- Employment and career models and all opportunities for further training
- Mobility management (internal bills of exchange)
- Separation management

In 2021, numerous activities were carried out for the "Attractive employer" project:

Revising the recruitment process to improve practicability and efficiency
The recruitment process and the tools for staff selection have been fundamentally revised. The aim is to ensure faster and more professional selection of candidates in the company.

The following measures have been implemented:

- Joint revision and redefinition of the recruiting process with the recruiters of the companies and mapping of the process in SAP Success Factors
- Create basics and minimum set for cross-company application handling (incl. corresponding templates for advertisements)
- Tender and award of a framework agreement for staff consultants for the search of management positions as well as for searches in the areas of construction and IT
- Practical revision of the interview guide together with the companies
- Establishment of the ASFINAG Recruiting Community and implementation of the monthly exchange platform Recruiting
- New ways in recruiting:
  - Conception and implementation of an online campaign to advertise IT positions of ASFINAG Maut Service GmbH
  - Conception and implementation of a folder for the application of vacant positions as seasonal and holiday toll collectors and at ASFINAG Maut Service GmbH

The new recruiting process is technically implemented with the introduction of SAP Success Factors. The application was successfully rolled out in 2021 and enables a significant step in the digitalisation of the recruiting process.

New external appearance
As part of the professionalisation of the external employer's presence, the motto was "ASFINAG. Different than you think." ASFINAG's external appearance on the labour market is completely new, contemporary and modern. This includes a completely new career website. The centrepiece of the career website are the three job worlds of construction, operation and IT. These offer interested applicants in-depth insights into the daily working world of ASFINAG in the form of videos, profiles and stories. Almost 50 ASFINAG jobstars are now acting as employer brand ambassadors for ASFINAG.
In addition, the introduction of SAP Success Factors enables a modern technical integration of the ASFINAG job exchange into market-relevant job portals.

Measuring and collaboration
The collaborations started in 2020 were largely successfully continued in 2021. According to the defined target groups in strategic recruiting, these are, for example, the following collaborations:

- ASFINAG becomes a training partner for the dual studies of computer science at the Technical University of Vienna
- Collaboration with the graduate class of the HTL Bautechnikum Camillo Sitte, Vienna on the topic of building and sustainability (12-week internship by two students at the end of 2020)
- TU Talents Internship Civil Engineers (TU Wien)

The "Work&Study" concept, which was launched as a pilot project in 2020, was converted into regular operation in 2021 and also anchored in the staff planning for 2022.

As many job fairs were cancelled in 2021 due to COVID-19, the participation focused on the following three fairs:

- TU Online Day in spring 2021
- TU Day in autumn 2021 in Vienna
- Career & Competence in autumn 2021 in Innsbruck

For 2022, a comprehensive exhibition and collaboration concept has been developed together with the companies.

Employee satisfaction

The survey of employees carried out in autumn 2020 and their associated results form the basis for the further development of employee satisfaction at ASFINAG.
Following the completion of the employee survey results presentations in all organisational units at the end of February 2021, a structured measure derivation process was carried out in the Group in the course of the year bottom-up.
The teams derived the corresponding measures from the available results. In addition to the implementation of individual measures in the teams during the year, specific thematic priorities were defined within the individual companies. Each company defined four key areas of action, which were merged at group level in the next step.
The content of the exhibition covered the following main topics:

- Increase inter-departmental communication
- Strengthen the corporate culture with a sense of unity and constructive criticism

- Focus on work-life balance

The result of these discussions was, among other things, the implementation of a new, modern company-wide operating agreement on working from home to optimise the compatibility of work and family. Concrete implementation concepts for Group-wide measures will also be developed from the two other thematic priorities, which will be implemented in 2022.
The review of the evaluation of mental stress was implemented as a parallel process in close coordination with the protection of workers. In specially accompanied focus groups across all organisational units, a measure was defined to reduce the mental strain in the work environment.

The survey of the satisfaction of our employees takes place every three to four years. Accordingly, the next employee survey will take place in 2023 or 2024.

Corporate culture & leadership

As 2021 was also dominated by the provisions and regulations for combating the COVID-19 pandemic, a continuation of the original roll-out concept with the strong focus on face-to-face interactions was not feasible. Due to the two-year break, it was decided not to pursue the concept in its original form.
In essence, the further strengthening of the corporate culture will be integrated into the concepts from the measures for the employee survey.

In 2021, there was also a strong shift in collaboration to digital and virtual bases. The resulting requirements and challenges for employees and managers were a major focus in the monitoring of the entire organisation. There were a number of additional offers in the form of consultations, training courses and information events on topics such as self-organisation, collaboration and virtual collaboration. In the course of the executive training, the "virtual leadership" topic was also increasingly referred to.
At the same time, a "Netikette Online Meetings" was conceived, which contains tips and tricks for digital work as well as for self-organisation in virtual collaboration.

Our sustainability programme mme

Objectives	measures taken	Target horizon	Target status
Attractive employer project	• Revision and roll-out of the new recruiting process • Roll-out of the new employer presence • Professionalistion of the internal and external employer presence	2021	●
Continuation of the Attractive employer project	• Roll-out onboarding NEW • Implementation of trade fairs and collaboration for the relevant target groups • Further expansion of ASFINAG Job Worlds • Continuation of the success story of ASFINAG Jobstars and production of further videos	2021	◒
Employee satisfaction	• Communication of results • Derivation of company-related and group-wide measures	2021	◒
Development of the future corporate culture	• Transfer of the corporate culture target image to the entire organisation • Re-design of the communication concept for anchoring the corporate culture • Integration into the concepts from the employee survey measures	2021 2022	⊗ ◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	.5. Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value by 2030 8.6. Significantly reduce by 2020 the proportion of young people without employment who are not in education or training 8.8. Protecting labour rights and promoting safe working environments for all workers, including migrant workers, in particular women migrant workers, and those in precarious employment	ASFINAG undertakes, inter alia, to respect human rights, to guarantee decent working conditions and safe working environments, to pay appropriate remuneration, to respect freedom of association and the right to collective bargaining. Overall, around 99.7% of all ASFINAG employees are subject to a collective agreement.

 **Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build strong, accountable and inclusive institutions at all levels**	16.7: Ensure that decision-making at all levels is demand-driven, inclusive, participatory and representative	The ASFINAG Works Council represents the interests of the employees and promotes the economic, social, health and cultural interests of the employees in the company. In addition, the works council has various supervisory powers and participation rights (e.g. access to wage and salary data, employment and employee protection, etc.). In addition, a disability trustee and an ombudsperson were designated for equal treatment and diversity

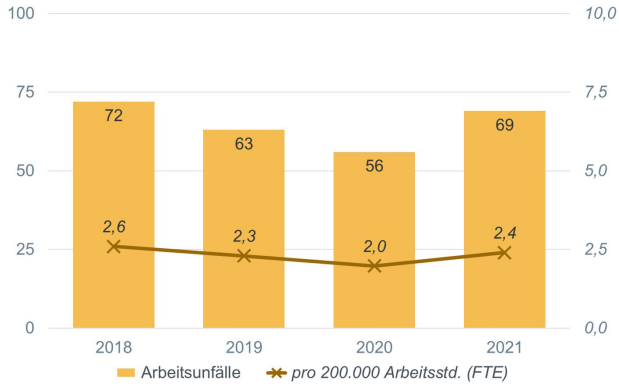
GRI: 102-07, 102-08, 102-38, 102-39, 102-41, 103-1, 103-2, 103-3, 201-3, 401-1, 401-2, 401-3, 402

HEALTH AND SAFETY OF OUR EMPLOYEES

ASFINAG is certified according to the quality management system ISO 9001 and also guarantees healthy and safe workplaces according to this standard. The training and the offer for health care and occupational safety are correspondingly extensive.

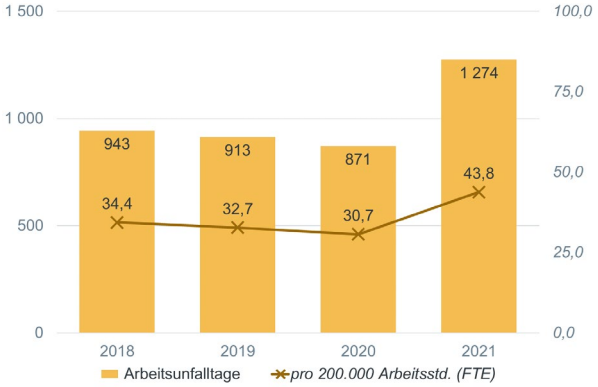
In 2021, there were 69 accidents at work. In 2020, there were 56. The average number of accidents at work increased over the same period from 2.0 to 2.4 per 200,000 working hours. The number of days lost due to accidents at work increased from 871 to 1,274, the average number of days lost due to accidents at work increased from 30.7 to 43.8 per 200,000 working hours.

Industrial accidents[1]



[1] *The number of accidents at work includes accidents at work and accidents at work of employees with a licence agreement.*

Industrial accident days[1]



[1] *The values for 2018 have been revised retroactively due to a change in the calculation method. According to the new calculation method, the days of accidents at work are assigned to the year in which they occur, irrespective of the year in which the accident occurred. Since the days of accidents at work are now recorded on an accruals basis, a retroactive change in the accident statistics is no longer necessary.*

- 247 of the accident-related downtime in 2021 are due to accidents in 2020, which led to additional lost working days in 2021. 28 days lost days are even caused in a (single) accident in 2019 (due to the necessary nail removal after the operation of a bone fracture).
- 178 days of downtime were caused by road accidents – one of them from 29.12.2020, which still appears with 124 lost working days in Statistics 2021.
- 1 accident with 55 days of downtime occurred at the football tournament, injuries at company sports events also being attributable to work accidents.
- When working under traffic, 12 accidents occurred due to a third party fault of other road users. This resulted in a total of 140 lost working days. In all cases, the probable cause of the accident is "distraction in traffic".
- Two employees were seriously injured during the course of the section control in one of these third-party accidents.
- In order to reduce the number of accidents caused by third parties while working under traffic, a corresponding information campaign was implemented across the Group.
- All accidents were evaluated immediately and the affected employees were looked after and advised accordingly.
- Security specialists have provided numerous on-site training and instruction.
- Road accidents and accidents at work with less than 3 lost working days are also included in this statistic.

- Only minor injuries, which require only first-aid measures and do not result in downtime, are not counted as work accidents.
- The days of an accident at work shall be deemed to be set working days which have failed from the day following the accident.

Within the 69 accidents in 2021, 12 accidents are classified as severe (over 23 days lost*):

- 1 accident at start of the power saw (chord tear) (127 days lost)
- 3 accidents with external causes when working under traffic (total 106 days lost)
- 4 Accidents due to slips or falls (total 160 days lost)
- 1 accident when lifting a manhole cover (32 days lost)
- 1 accident when felling a tree (downtime 63 days)
- 1 accident at the in-house football tournament (downtime 55 days)
- 1 accident (downtime 25 days)

**According to the GRI standard, accidents at work with over six months of lost working days are classified as serious. At ASFINAG, accidents at work are already classified as serious internally if they lead to over 23 days lost.*

The quality management process "Ensure employee protection" was revised and updated in 2021. The training programme on health and safety and the necessary instructions were continued in 2021. The focus was on continuous improvement and prevention.

Ensure worker protection

Response to the COVID-19 pandemic

An official crisis unit was set up when the first lockdown began in March 2020. Together with the external contractor for the agendas of occupational medicine, the risk for the employees was evaluated and appropriate measures were put in place to protect against infection. The most important measures were the measures of working from home or solo work as well as the formation of fixed teams and avoidance of further contacts. Appropriate protective equipment (protective masks, disinfectants and disinfectants) was also purchased throughout the Group. In addition, a group-wide test concept with the possibility to perform regular self-tests was implemented. If required, external tests or the execution of tests by external specialists on-site were also used. The employees were trained in a timely manner and were instructed on the necessary measures to protect them from infection with COVID-19. The existing e-learning platform was also used to implement the necessary instructions quickly. All measures were presented in site-based prevention concepts and were continuously adapted to the changing situation.

Since then, the Employee Protection team has been closely involved in advising employees and executives as well as in Group-internal contact tracing. As of 15.12.2021, there are just under 1,300 employees who have been accompanied by the crisis unit due to illness or contact person regulation and have been equipped with special prevention measures if necessary – many of them now several times.

Evaluation of health and safety risks

We evaluate all jobs and activities with regard to their risk of accident in accordance with the requirements of the "Ensure worker protection" process. The results are presented in a risk matrix. It shows which employees can be exposed to special safety and health hazards and contains the necessary measures to reduce risks. Suppliers are also included in this system. Across the different areas of activity at ASFINAG, the following areas of risk can be identified, which entail a high risk of serious injuries or chronic diseases: e.g. hazards due to flowing traffic, in the course of security work

and first aid services, fire events, hazards due to work in the exhaust air duct, forestry work, driving on containers (work in narrow and poorly ventilated rooms).

All contents, procedures and responsibilities of the employee protection are presented in the "Ensure employee protection" process. An essential goal of this process is to present the very extensive safety-related specifications from various laws, standards, guidelines and standards as simply as possible and adapted to the respective needs. This applies to all aspects of worker protection, such as prevention, evaluation, accidents at work, training, fire protection, first aid, health promotion, working materials and work equipment.

In the past year, work under traffic was evaluated extensively, e.g. setting of cones or setting up day-to-day construction sites. When setting guide cones, the processes currently used in the Group were evaluated in terms of safety and it was determined that the system was successively changed to the variants "lorry with front-mounted work basket" and "machine for setting guide cones". For this purpose, a work basket that is very well suited for this activity was developed by employees of the company's maintenance department. In order to make the installation of day-to-day construction sites even safer, the "one-sided" construction site installation with corresponding advance warning devices (e.g. overhead version) is used.

Psychological stress evaluation
The overarching goal is to reduce the mental strain on the employees. In the period from October to November 2020, the "Evaluation of the psychological strain" was updated according to § 4 ASchG. All employees were asked 45 questions in writing. This results in all four dimensions (work item and activities, work organisation, work environment and organisational climate).

The further processing and derivation of measures for further improvement of the job situation is carried out by the employee protection team together with the managers.
In a first step, personal (one-on-one) conversations with the respective manager take place. The evaluation results are discussed here. In a second step, the employees themselves are involved in order to develop concrete measures. In a focus group workshop, the "affected persons" themselves draw up proposals for measures in their own area of influence. These workshops will also be accompanied by a member of the employee protection team. The suggestions of the employees are then available to the manager to define and implement concrete measures. Documentation and monitoring are also accompanied by the employee protection team.

For this purpose, corresponding votes have already been held with many managers (86 out of a total of 140) in which the situation in the respective organisational unit was discussed on the basis of the evaluation result.

Due to their workshop format, the implementation of the focus groups with the required the participants to be physically present was highly dependent on the COVID-19 location and the associated possibilities for meetings.

Regular control and continuous improvement
During the regular safety inspections of all locations by the internal safety specialists and fire protection officers accompanied by occupational medicine, the process-compliant implementation of the safety standards on-site is checked. Particular attention is paid to prevention to prevent accidents and occupational diseases. The focus is on advising employees. Together with the managers on-site and the local safety trusts and fire protection guards, necessary improvement measures are defined and

documented in a measure sheet with photo documentation and instructions for implementation. For each inspection, a report on the implementation of the safety-relevant topics is prepared and stored in the safety and health protection documents. Compliance with the necessary prevention times at the individual sites was ensured in 2021 despite the renewed COVID-19 restrictions.

An essential goal for the protection of employees is to provide the best possible support for the employees on-site. This is ensured above all by numerous personal training and instruction measures. These are adapted to the requirements of the respective profession. In particular, practical examples and information on specific work accidents and critical work processes are to be used to raise the security awareness of employees. All accidents at work are evaluated weekly by the employee protection team and measures for future prevention are derived. The accidents and possible improvement measures for future avoidance are also regularly discussed by the managers with the employees concerned. In the intranet or by e-mail, employees receive regular updates on the occupational safety topics or information on critical incidents. The accident statistics are updated quarterly. Necessary examinations according to the regulation on health surveillance at work (VGÜ) are carried out by occupational medicine. Violations of health and safety regulations are checked and documented by the internal control system. In 2021, there were no serious infringements with legal consequences for the service.

Health promotion programs

A comprehensive programme for occupational health promotion is also offered by the occupational health and safety department. The preservation and promotion of health are based on an increasing interlocking of worker protection, occupational medicine and health promotion. In this way, individual topics are gradually transformed into a living and integrated health management system.

In March 2020, in response to the COVID-19 pandemic, an "emergency call box" was set up as an offer for the employees. This enables our employees and their relatives to use an external consulting network in order to get through this exceptional period with professional support if necessary. This offer was used intensively by the employees and is now being continued in a greatly expanded form as a Group-wide EAP (Employee Assistance Programme) system. Managers, employees and their families are invited to discuss the issues of incrimination anonymously and free of charge with the experts of the EAP Institute and to receive support there. The consultations are completely anonymous, strictly confidential and the "emergency phone" is free of charge for ASFINAG employees and their relatives.

Due to the COVID-19 pandemic, individual health promotion activities had to be reduced in 2021. Unfortunately, the healthcare mobile could not be used in 2021. In this mobile diagnostic station, employees can, among other things, have measurements taken of their abdominal and back muscles, lung function, body composition or balance ability and get advice on this. In order to be able to offer the employees the best possible support for their health and fitness concerns (especially in lockdowns and on working from home), a "virtual" health mobile was implemented instead. The sports and movement coaches, which are otherwise active in the health mobile, were available to the employees online free of charge for consultation dates on all health issues.

Preventative offers continued to be used. They cover a broad spectrum, such as skin cancer prevention, arteriographies or spinal column measurements – always adapted to the stresses and needs of the respective employees. In 2021, the focus was on "eye health in PC workplaces". Eye checks were offered and made use of intensively. The checks were supplemented by "eye yoga" units.

Another focus was on flu vaccinations and the provision of the necessary vaccine doses.

Over the next few years, we will focus on the reintegration of long-term sick workers and the prevention of addiction, as well as on the continuation of prevention. In preparation for this, a detailed implementation concept for the installation of an operational reintegration management was developed.

Health management arrangements

The existing social agreement governs the voluntary granting of social benefits by the employer and includes several free health services: ticks, flu and tetanus vaccinations as well as vaccinations against hepatitis A and B for employees of the section service, toll enforcement officers and for the registered first responders. For every employee there is also a collective accident insurance, which covers occupational accidents as well as the risk of road accidents. With a voluntary additional payment, employees can extend this insurance coverage to leisure accidents.

Safety & health information

All topics relating to the protection of workers are covered by the "Protection of workers" section on the intranet. It covers all requirements and procedures for the protection of workers and health, provides an overview of current hazards as well as preventive measures and contains all topics relating to the protection of workers for each location as presented in the safety and health documents.

For all employees we offer training courses on worker protection and personal health. We offer tailor-made training courses for various professional groups such as craftsmen, operating engineers and operators. A separate module of the "Compliance" training category educates managers, staff bodies, location managers or employees with a special function in employee protection. In addition, we offer health lectures to all employees during working hours with special tips for their workplace.

Through the successive implementation and use of electronic instruction contents via SAP, safety-relevant information (user-friendly and legally secure) is documented and forwarded to employees. The use of electronic instruction has proven particularly useful for instructions with uniform contents (e.g. office workstations, ergonomics, fire protection, behaviour on the motorway). Specific instructions – especially in the crafts sector or with very complex and regionally differing content – are still given on a case-by-case basis and on-site in a personal form by the responsible security specialists or managers.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
No fatal work accidents	• Quality Management System • "Ensure worker protection" process including risk evaluation, safety inspections • Training on worker protection and health	annual	●
Accidental lost working days below 1,000 days	• Quality Management System • "Ensure worker protection" process including risk evaluation, safety inspections • Training on worker protection and health	2021	○
No occupational diseases	• (occupational) health promotion programs	annual	●

	• (occupational group-specific) training on worker protection and health		
Continuation of preventative offers	• New edition of the successful prevention project for diabetes prevention	2021	●
Reintegration of long-term workers	• Structure and policy development for reintegration and drug prevention activities	annual	◒
Introduction of the EAP system	• Group-wide introduction of the EAP system for employees and their families	2021	●

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDG	Objective	Our contribution
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.8: Protect labour rights and promote safe working environments for all workers, including migrant workers, in particular women migrant workers, and those in precarious employment	ASFINAG ensures a healthy and safe working environment through extensive workplace evaluations including safety inspections, comprehensive training and awareness-raising measures as well as the offer for health care. We aim to minimise the number of accidents at work, days out of work and the physical and psychological strain. In addition, all suppliers are taken into account in the "Ensure employee protection" quality management process. Since 2012, the increase in occupational safety has been assessed using various quality criteria, including the presence of safety trusts or safety walks, as well as the number of first responders on construction sites and the time of deployment of safety professionals

GRI: 103-1, 103-2, 103-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9

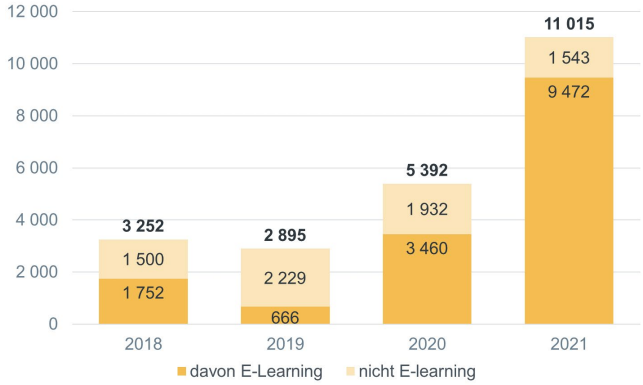
EMPLOYEE DEVELOPMENT

The priorities started in 2019 and 2020 were continued in 2021. The courses for managers, delegates, junior staff and project management were continued. In addition, the seminar portfolio has been expanded in the areas of digitalisation, anti-discrimination and women's promotion as well as strengthening social skills.
Already during the creation of the training formats, care was taken that these can be held as flexibly as possible both face-to-face and online, or this was designed from the outset for online. Due to COVID-19, part of the training courses had to be postponed until next year in 2021.

Strengthened education and training

In 2021, there were a total of 11,015 participants in a large number of training and continuing education programs. The rapid increase in the number of participants can be explained in particular by the expansion of the offer of e-learning in 2021 due to COVID -19. E-learnings were also offered on internal topics such as COVID-19, data protection, information security, physical access protection, etc. In 2021, various training programs on the topics of project management, compliance and also training courses for executives started.

Education and training[1]
(participation number)



[1] *Multiple counts are possible if employees have taken part in several training courses*

The average number of training hours per employee (HC) in the past year was 13.2. For managers or executive management, the average number of training hours was 41.7 or 25.8.

	2018	2019	2020	2021
Ø Ausbildungsstunden gesamt	13,1	14,5	8,7	13,2
Ø Ausbildungsstunden Frauen	13,4	15,1	9,4	14,4
Ø Ausbildungsstunden Männer	13,0	14,3	8,5	12,7
Ø Ausbildungsstunden Führungskräfte	28,3	32,6	32,7	41,9
Ø Ausbildungsstunden Executive Management	15,6	19,4	25,4	26,9

The Group-wide training programme was characterised by three influences in 2021:

- First, care has already been taken to ensure that the new training formats can be held flexibly both face-to-face and online or that they were designed for online from the outset. This proved to be very good towards the end of 2021, when the 4th lockdown necessitated another rescheduling. Here it was relatively easy to change the voting modules of the managers or alternates to an online format. Even the still open training and further training for all employees could be held almost without further shifts.
- Second, the training content was supplemented to better address the challenges in the virtual world. These included for instance
  Train the virtual trainer: Microsoft teams for trainers, skills and tools for online training, online visualisations
  Focus on digitalisation: Self-management digital, virtual collaboration, visualisation in online meetings
- Thirdly, some of the formats that were planned for 2020 took place only in 2021, as they were repeatedly moved earlier – because of the preference to offer them as a presentation format – (e.g. Lego Serious Play, preparing complex information effectively).

This resulted in a mix of different training courses, which were either new to the ASFINAG Group in terms of subject matter or format as well as old ones.

The expansion of the diversity portfolio and in particular the promotion of women should also be emphasised:

- Anti-discrimination & promoting women (NEW): Image work and self-PR, easy empowerment training, anti-discrimination

For 2022, an evaluation of the training courses and seminars was carried out and the following priorities were set on the basis of this evaluation:

Mindfulness & health
COVID-19 has certainly given rise to a greater need among many to be able to deal better with their own resources. For this reason, both existing formats (e.g. "Paths to Balance") and new formats (e.g. "Mental Strength in the Digital World") have been continued for 2022.

Communication & interaction
Here, "classical" topics such as "argumentation technique" are also found, but also a focus in relation to the common interaction (conflict management)

Method box
In order to provide our employees with a better skill set, especially in digital everyday life, the focus was once again placed on digitalisation. Some examples are the efficient design of online meetings, the handling of Microsoft teams as well as differences in the digital effect versus face-to-face effect.

Train the trainer
In 2022, special attention will also be paid to our trainers within the company. With various workshop series, we want to strengthen the competencies of online training (e.g. train the virtual trainer, etc.).

The range of training courses on anti-discrimination and the promotion of women was well received in 2021 and will be continued and expanded in 2022.
The 2022 training portfolio will also be supplemented by e-learnings. This ensures broad access to general topics, such as "time management", which is always in demand.

Leadership development – "Drive the Engine"

In 2019, the largest training initiative for managers to date was launched. Under the title "Drive the Engine", approximately 200 executives undergo an executive training course. The site specifications and the mandatory modules were completed in 2020; the selection modules and the accompanying coaching are still running until mid-2022. Here too, the programme has been supplemented in particular by formats which are intended to help to cover the new challenges as well (remote leadership, hybrid meetings, etc.).

In 2020, the course for delegates started under the title "Co-Drive the Engine". The course comprised about 120 people and was successfully completed by the end of 2021. Only a joint final event will be postponed to 2022 due to COVID-19.

Junior programme – "See the Engine"

In 2019, the "See the Engine" programme was conceived, which was also launched in 2020. The company offers talents the opportunity to apply for three development motorways: leadership, expert and project management. Out of 51 applications, a total of 12 people were selected to complete a programme for 1.5 years, which prepares them for a specific career path. The programme was launched in October with a virtual kick-off. The accompanying project work and mentoring also started in 2020. The associated training courses took place both face-to-face and online due to COVID. Due to the 4th lockdown, however, the last two dates have been postponed and thus the closing date will not be until 2022.

Project management courses – "Opal, Rubin, Smaragd, Sapphire"

In 2021, the project management courses started in 2019 were continued. The new programs are designed for four different target groups:

- Opal – employees who support projects
- Rubin – employees who require comprehensive project management training
- Smaragd & Saphir – employees with many years of project management experience who want to get to know more complex and modern project management topics

In order to take the respective society-specific topics into consideration, the training courses are supplemented by a "social day". However, due to COVID-19, it was decided to postpone the Social Day, which focuses on networking and best practices, until 2022. The courses themselves took place as planned, but if necessary they were switched to online. This also resulted in the decision to keep the courses in the hybrid system as a mix of face-to-face events and online training.

As an innovation, IPMA initial certifications are also offered and are planned for 2022 for the first time.

Apprentice management

ASFINAG aims to keep the number of apprentices in the company at around 1% of the workforce. In 2021, nine apprentices were recruited. As of 31 December 2021, the company has 32 apprentices in eight different apprenticeships, including one female apprentice for the Electrical Engineering – Operating Technology technical apprenticeship and two female apprentices in the technical apprenticeship Construction Technical Assistance.

The following activities were implemented in 2021:

- Further development of advanced training for apprentices, specialist apprentices and HR staff serving them. The following training courses have been added to the training portfolio: workshop on the prevention of addiction, writing workshop as well as the legal basis for the apprenticeship.
- New external appearance for apprentices as part of the redesign of the entire career website
- Communicating the concept of sustainability to the apprentices. Workshops and excursions were held to find out which sustainability activities are set at ASFINAG.

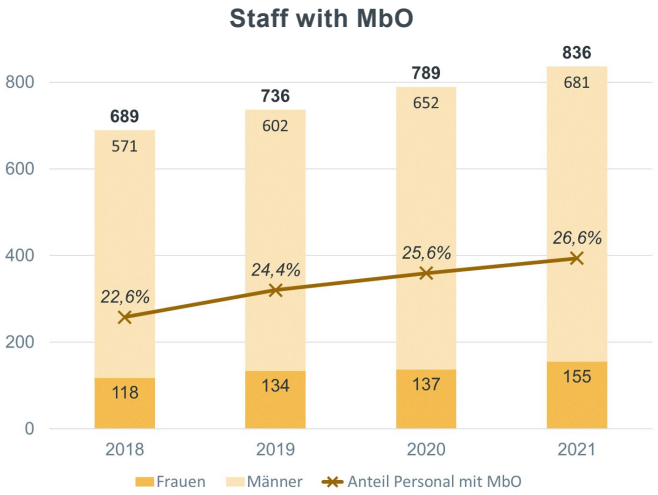
- Participation of apprentices at ASFINAG's innovation challenge. The apprentices were invited to an innovation workshop and the "Young Professionals" category was added to the innovation award

The following measures are planned for 2022:

- Further expansion of advanced education: business etiquette, business planning game, information security, telephone workshop
- Resumption of apprentice summer days, which had to be cancelled due to pandemic in 2020 and 2021
- ASFINAG electrical engineering apprentices are to be trained in the ÖBB training workshops in 2022. For this purpose, a collaboration agreement was concluded with ÖBB-Infrastruktur AG. This enables the ASFINAG apprentices to be trained in the ÖBB training workshops on individual modules that cannot be provided to the apprentices (such as turning, milling or welding), or which cannot be provided to them sufficiently by us.
- The introduction of the teaching mechatronics profession, which was originally also planned for 2022, will not be pursued for the time being because the framework conditions for the training cannot currently be fulfilled.

Joint annual planning

Employee discussions are held annually with the entire staff. These take place individually, only in exceptional cases group discussions are possible in the craftsman area. In addition, with more than a quarter of the workforce, we make personal target agreements that are also relevant to salary (MbO – Management by Objectives). In recent years, the number of people involved has been steadily increasing and sustainability-related goals have been included



The objectives in the MbOs are essentially based on the group- and company-specific strategic priorities, which are defined at the beginning of the year together with the top management. In 2021, the strategic focus of the Group was on the following 4 topics:

- Attractive employer with focus on diversity
- Digitalisation
- Mobility concept (internal focus on implementing sustainable mobility behaviour)
- Mobility Master Plan 2030

In addition, core strategies were defined in individual areas of the company, which covered, among other things, priorities such as sustainability, greening and climate protection as well as transport safety or biodiversity. Derived from the strategic specifications, individual target agreements were made with the employees – cascaded by management level.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Apprentice management	• Apprentice share of about 1% of the total workforce • Further development of advanced training for apprentices, specialist apprentices and HR staff serving them. • Revision of the external appearance for apprentices • Participation of apprentices in the innovation challenge • Mediation of the sustainability activities of ASFINAG	2021	●
Training programs	• Conduct of uncompleted training courses and training formats from 2020 for managers and employees • Increased migration to online training • Implementation of new training priorities such as Train the virtual Trainer, Digitalisation, Anti-Discrimination & Women's Promotion • Continuation of executive development programs and project management programs	2021	●

Apprentice management	• Further expansion of advanced education • Resumption of apprentice summer days • Training of ASFINAG electrical engineering apprentices in the ÖBB training workshops	2022	◒
Training programs	• Continuation of flexible design of training courses for implementation as face-to-face/hybrid/online – events • Focus on: Mindfulness & health Communication & interaction Method box Train the trainer • Continue or complete executive programs and project management training • Certification of project management courses • Continuation and extension of the training programme for anti-discrimination & women promotion	2022	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

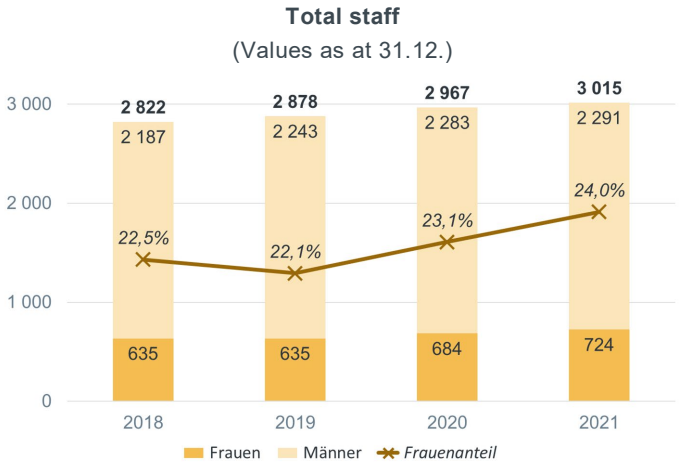
SDGs	Objectives	Our contribution
 **Ensure inclusive, equal and high-quality education and promote opportunities for lifelong learning for all**	4.4: By 2030, significantly increase the number of young people and adults with the appropriate qualifications, including professional and professional qualifications, for employment, decent work and entrepreneurship	ASFINAG strives to keep the proportion of apprentices in the workforce. In 2021, various measures were promoted, such as the further development of apprenticeships, the taking over of apprentices from inter-company apprenticeships and the improvement of the external appearance for apprentices
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.5: Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value by 2030 8.6. Significantly reduce by 2020 the proportion of young people without employment who are not in education or training	ASFINAG focuses on the personal and professional development of all its employees. We offer numerous target-group-oriented training programs for all employees, development programs for managers and junior staff, training and further training for apprentices and their specialist apprentices as well as HR staff who are in charge.

DIVERSITY AND EQUAL OPPORTUNITIES

GRI: 103-1, 103-2, 103-3, 404-1, 404-2, 404-3

In 2021, the Diversity Concept continued existing measures to promote women and employees with disabilities, such as the Cross Mentoring Programme, as well as new initiatives such as: the women's initiative #sheasfinag. The measures to reconcile work and family life were optimised and the proportion of women could be increased further in 2021.

In 2021, the proportion of women in the total workforce increased compared to previous years. As at 31.12.2021, the total was 24.0% (2020: 23.1%).
The proportion of women in management positions has also increased. As at 31.12.2021, it was 20.6% (2020: 19.2%). The proportion of women in executive management remains the same at 12.5% (1 out of 8 employees). We want to continue to increase or increase once more all female proportions over the coming years.

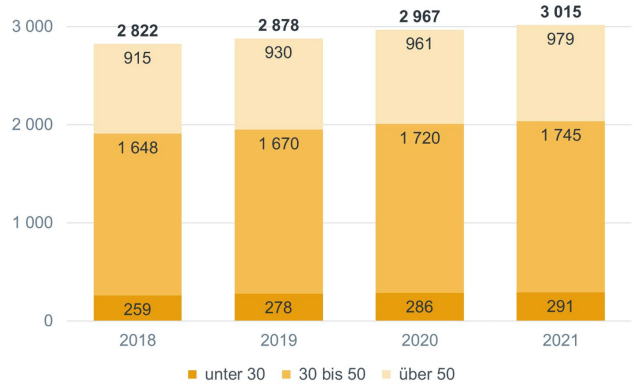


The average annual remuneration for women is about 14% lower than that for men. The calculation method corresponds to that of the income report, which is to be drawn up for the works council every two years in accordance with § 6a of the Federal Equal Treatment Act. The average annual compensation includes gross salaries, special payments, functional allowances, overtime (including lump sums), variable salaries (MbO, Other bonuses), allowances, any call and attendance and in-kind remuneration, extrapolated to full-time employment all year round.

	2018	2019	2020	2021
Personal in Führungspositionen per 31.12.	**208**	**201**	**193**	**189**
unter 30	3	0	0	0
30 bis 50	129	122	111	103
über 50	77	79	82	86
Frauen	37	39	37	39
Männer	171	162	156	150
Frauenanteil in Führungspositionen	*17,8%*	*19,4%*	*19,2%*	*20,6%*
Personal im Executive Management per 31.12.	**9**	**8**	**8**	**8**
unter 30	0	0	0	0
30 bis 50	5	5	4	4
über 50	4	3	4	4
Frauen	2	1	1	1
Männer	7	7	7	7
Frauenanteil im Executive Management	*22,2%*	*12,5%*	*12,5%*	*12,5%*

In 2021, the highest annual remuneration compared to the average of all employees was in a ratio of 6.6:1.

The age distribution of employees is stable compared to the previous year and shows a similar distribution of employees under 30 years of age (9.7% compared to 9.6% in the previous year and in relation to the total workforce), between 30 and 50 years of age (57.9% compared to 58.0%) and one of over 50 years of age (32.5% compared to 32.4%).



As part of the implementation of the diversity concept, which began in 2017, we also carried out measures in several areas in 2021:

Promoting gender equality

In September 2016, ASFINAG signed the Diversity Charter. We are also committed to the UN's Women's Empowerment Principles. Under the motto "Equality Means Business", they demand greater equality between men and women.

Gender equality was the focus of diversity in 2021. The aim was to increase the proportion of women and to achieve equality between men and women.
For 2021, the following targets were therefore agreed and included for the first time in the management's annual target agreements:

- at management level 2 or at management levels 3-4, the proportion of women increases from 23.7% to 25.0% in the overall group as at 30 September.
- At least 2/3 female managers in case of re-appointments.

Fortunately, the target for increasing the proportion of women was exceeded in 2021 – fortunately, the targets for the replacement rates were also largely achieved.

For 2022, the objectives were defined as follows:

- Increase in the proportion of women from 25.3% (target 2021) to 26.5% as of 30 September. The management positions at management levels 1+2 and 3+4 will be filled with at least 60% female managers in 2022.

With the involvement of employees and female executives from all company divisions, a women's support concept was developed, which was approved by the top management and serves to derive women's support measures for the next years. In order to anchor the topic even more strongly, a chimney evening on the topic of women's advancement took place, to which all managers of levels 1 and 2 as well as Supervisory Board Chairman Mag.[a] Christa Geyer and the diversity commissioner of the ÖBB Group Dr.[in] Traude Kogoj were invited.
Furthermore, the offer on the ASFINAG coaching platform was extended by a specific women's career coaching.

In 2021, the fourth round of the Cross Mentoring programme was launched. The aim of this cross-company programme (ÖBB, Wiener Stadtwerke, ASFINAG) is to support young women in their career development. The Cross Mentoring programme won the Minerva Award in the "SHEsuccess" category in 2021.

In 2021, the women's initiative #sheasfinag was launched by female executives from the operating units. All 700 ASFINAG employees are invited to exchange ideas, network and participate. The network idea and the exchange among each other (both professionally and personally) should be the main focus.
A mix of online events, on-site regulars' tables and a once-a-year face-to-face event (with live streaming) should give all women the opportunity to exchange ideas and further strengthen the female ASFINAG network.
Before the COVID-19 situation again led to massive restrictions, two regional regular tables as well as a very well attended live event with our Chairman of the Supervisory Board Fr. Mag.a Christa Geyer were held.
The first steps have also been taken in the area of international networking. In addition to participating in a round table on Diversity and a resulting working group within the PIARC (World Road Association),

ASFINAG also participated in the IBTTA Diversity Task Force. In addition, a virtual network meeting was realised with the managers of the women's network of the German federal government's Die Autobahn GmbH, where there was an intensive exchange on ongoing and planned projects.

In 2022, the "Guide to Gender Equality Language" is to be revised in order to adequately address non-binary gender identities. This is accompanied by appropriate training courses.

Work-life balance

The assumption of reproductive work and the accompanying part-time work are still predominantly female. All measures that increase the reconciliation of work and private life therefore also promote gender equality. This also enables men to become more involved in family life.

In principle, all employees with collective agreements are entitled to parental leave. Only the Board, the management and temporary employment or traineeships are excluded.

In 2021, a total of 96 people took advantage of the existing careers models (parental, paternal and educational). In 2020, there were also 96 people. At 35% in 2021, the proportion of men increased slightly again (2020: 34%).

	2018	2019	2020	2021
Personal mit Anspruch auf Elternzeit	**2 777**	**2 834**	**2 926**	**2 973**
Frauen	629	658	678	718
Männer	2 148	2 176	2 248	2 255
Elternkarenz	**66**	**71**	**76**	**69**
Frauen	52	48	59	54
Männer	14	23	17	15
Personal nach Elternzeit zurück am Arbeitsplatz	**30**	**31**	**35**	**34**
Frauen	20	14	21	22
Männer	10	17	14	12
Personal 12 Monate nach Elternzeit beschäftigt	**33**	**30**	**29**	**34**
Frauen	19	20	13	21
Männer	14	10	16	13
Väterfrühkarenz	**20**	**10**	**11**	**17**
Bildungskarenz	**3**	**5**	**9**	**10**
Frauen	1	3	4	8
Männer	2	2	5	2

Parental leave management

We strive for the highest possible return rate after parental leave, which is why we have a parental leave management portal in use. It contains all important information, be it templates and guides or checklists and tools, which are very important and necessary for your own career.

In 2020, parental leave management at ASFINAG was evaluated and revised. The process has been reviewed and partially simplified, and the associated guidelines and process descriptions have been adapted. The parental leave management platform was replaced by a current product and relaunched. The processes of educational and nursing careers were formulated and also incorporated into the new careers portal. In 2021, a section with information on family hospice was added.

In 2021, the "Work and Family Audit" was launched. The aim is to position ourselves as a family-friendly employer and to be awarded the state quality seal within the scope of the certification process. Family-friendly measures will be defined, planned and implemented in 2022 and in the following years.

In order to enable people in part-time employment to participate fully in the further training portfolio, the planning of the seminar will focus on offering the training courses also in a half-day online version. This is to ensure that all employees are given the same opportunity for further training.

Working from home

The introduction of working from home at ASFINAG in 2018 was an important milestone for the further development of a modern working environment. Especially in relation to an improved agreement of work and individual life phases, a first relief for the employees could already be achieved here.

In 2020, the existing regulation on working from home was evaluated and an extended operating agreement on working from home was concluded. Working from home was now possible for broader groups of employees and the weekly possible duration was extended from one to two days.
In November 2021, a new operating agreement for working from home came into force. Numerous suggestions from the employee survey from 2020 were incorporated into this redesign. The experience gained since 2018 has also made it possible to incorporate the lessons learnt into a modern new regulation for more flexible working.

The basic objective of the new operating agreement on working from home was above all a significant increase in the degree of flexibility of working from home uptake. Employees can consume up to 50% of the monthly working days of working from home – the coordination is carried out individually with the respective manager. In addition, other groups of employees were included in the regulation on working from home and, in addition to a monthly cost replacement, other benefits were also linked to working from home.

As at 31.12.2021, more than 1,000 employees have concluded a regular agreement on working from home. This is remarkable in that the utilisation cannot be applied, in particular for employee groups in the company area, because of the activity to be carried out. This means that about 2/3 of all employees with office jobs already regularly work from home.

Since 2021 was also still marked by a severe pandemic, taking into account the recommendations of the German government in connection with the fight against COVID-19, there were also repeated phases of extended working from home for all employees outside the company area throughout the year.

Sabbatical
The operating agreement for Sabbaticals, which has been in force since 2019, is in principle very well used by the employees. However, due to COVID-19, the demand for sabbaticals by employees also declined significantly after 2020 in 2021, since a sabbatical is often associated with travel and/or further education intentions as a personal time-out. Nevertheless, 13 employees took advantage of sabbatical agreements in 2021, and a further 5 employees are in preparation for a potential break in 2022.

Anti-discrimination and protection of vulnerable groups

Appointment of an equal treatment and diversity ombudsman
Equal treatment and diversity should be far more than just keywords at ASFINAG. The principle of equal treatment is enshrined in the Act on Equal Treatment. This means that no one should be disadvantaged on the basis of gender, age, ethnicity, religion or belief, sexual orientation or disability in the company. In this sense, anti-discrimination has been actively promoted at ASFINAG for some time.

We are expressly committed to compliance with the Equal Treatment Act and in 2019, therefore, we expanded the compliance management with the appointment of an Equal Treatment and Diversity Ombudsman to include this topic. The tasks consist in particular of receiving information on possible violations of the requirement of equal treatment at the workplace and then (generally sed) forwarding this information to the respective responsible boards or management.

No cases of discrimination
For allegations of discrimination or bullying, there is a uniformly structured approach to mediation and conflict moderation as well as for complete documentation and evaluation. The HR Management Guide, the reference book for all managers, also deals with this topic and makes managers more aware. In

2021, a training programme on anti-discrimination was established. In 2021, as in previous years, no cases of discrimination were reported.

Declaration #positiveworking

In 2020, the declaration #positiveworking was signed. ASFINAG is committed to non-discriminatory treatment of HIV-positive people in the workplace. In the case of discrimination, we intervene and promote an open and respectful collaboration.

Favouring disabled employees at ASFINAG

As of 31.12.2021, we employed 78 people with handicaps. This also includes the handicapped persons from the group of the country's assigned employees.

ASFINAG has also set itself the goal of increasing the understanding around the topic "Handling people with disabilities". In 2018, an overall concept was first developed and the first group-wide training on this topic was carried out. There are two training sessions to build this up. The aim is to get to know the legal framework better and to achieve on the other hand a sensitisation to the "living with a disability" topic. The training continued in 2022. In 2022, the training portfolio is to be adapted. It is planned to offer experience-oriented workshops with deaf guides, which will introduce them into their everyday world in order to raise the awareness of the employees in this respect.

With "myAbility.jobs", a recruiting platform specialising in the placement of people with disabilities, a collaboration was pilot in order to advertise suitable jobs also via this platform. Two positions were advertised exclusively on this platform and were also filled.

Since 2018, all employees with disabilities (irrespective of whether they are entitled to preferential treatment under the Disabled Persons Employment Act) receive three additional days of leave if they have a disability of 40% or more, four additional days of leave if they have a disability of 50% or more, and one additional week of leave if they have a disability of 60% or more. This arrangement was agreed with the social partners and enshrined in the collective agreement.

Accompanying the overall topic, the staff brochure "Signposts around the topic of disability", which was already prepared in 2018, was reviewed, revised and republished for 2020. The brochure contains general information on disability for all employees as well as information on services, contacts and possible support for employees with disabilities. The brochure was sent to all employees with disabilities and is available at all ASFINAG locations.

Age and generation management

Lifetime and age-appropriate working

The demographic consultation, which was launched in 2018, a 100%-funded advisory offer from the Ministry of Labour, Social Affairs and Consumer Protection and the European Social Fund, was completed in 2020. Two resulting projects will continue to be pursued:

- Attractive employer as an overall HR issue (see section "Attractive employer")
- Working according to the phase of life and age as a cross-sectional topic, which is still current at ASFINAG and is constantly gaining in importance. Initial models of procedures have proved

to be of limited practicability. Therefore, the entire 2022 issue will be reconsidered, involving different business areas and the works council.

Partial retirement
In principle, there is the possibility for employees to reduce their working hours (to 40% to 60% of the previous normal working hours) in order to create a smooth transition to retirement.

Partial pension
The partial pension (§ 27a Unemployment Insurance Act) is not a pension benefit, but a part-time pension benefit model. The purpose of the partial pension is not to prematurely withdraw from working life, but to continue working until retirement as part of a reduced obligation to work.

Part-time reintegration
Employees who have been physically or mentally ill for a prolonged period of time should be given the opportunity to gradually return to the work process in the form of part-time employment.

Reporting system

The HR quarterly reporting for Executive Management contains a separate block on the topic of diversity. This report contains the following analyses:

- Gender analysis (overall proportion of women and in management positions)
- Analysis of part-time workers
- Age analysis
- Disability (favouring disabled employees)
- Gender analysis employees working from home and on sabbatical

A gender pay gap report is produced once a year. This contains a comparison of the average gross annual income of women and men or their difference broken down by ASFINAG function groups. It is also made available to the Executive Management.
Every two years, according to Section 6a of the Federal Equal Treatment Act, an income report is prepared which represents the average annual gross earnings of women and men per employment group and salary level. This report was reproduced on a regular basis in 2021 (with the data from 2020).

An expansion of the diversity reporting system is planned for 2022.

Training and communication

The diversity-specific training range was expanded in 2021:

- In order to strengthen women at ASFINAG in their roles and in their self-image, women-specific training courses were introduced.
- In 2021, a training course on anti-discrimination was held for the first time.

In 2022, the specific training portfolio is to be further expanded:

- E-learnings are planned on the topics of unconscious bias and inclusion
- There will be webinars and training on gender and equality

- Women-specific training will be maintained and further developed
- There will be experience-oriented awareness-raising workshops on hearing impairment

To make diversity at ASFINAG more visible, a series of articles was launched in the staff newspaper, the intranet and the ASFINAG blog. The 2021 thematic priorities were paternity leave, disabled people and people of ethnic minorities. The series of articles will be continued in 2022.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Increase in the proportion of women in the total workforce	• Initiative to promote female apprentices in technical professions • Preparation of an ASFINAG guideline for the general increase of the proportion of women in the company • Evaluation of ASFINAG's employer branding on the target group of women with the general aim of increasing the proportion of women • Set diversity objectives in the annual target agreements of the management	2021	●
Promoting gender equity	• Continuation of the cross-mentoring programme in collaboration with the Wiener Stadtwerke and the ÖBB • Development of a women's support concept • Launching of women's networking initiative #sheasfinag • Expansion of the diversity-specific training portfolio	2021	●
Promoting work-life balance	• Start of the "Work and family" audit • Consideration of employees working part-time in seminar planning • New operating agreement on working from home with higher share of working from home and increased flexibility	2021	●
No cases of discrimination	• Development of the training programme on anti-discrimination & women's promotion	2021	●
Increase in employment rates for disabled employees	• Disability management training	2021	●
Increase in the proportion of women in the total workforce	• Expansion of diversity objectives in the management's annual target agreements	2022	◒
Promoting gender equity	• Revision of the guidance document on gender-sensitive language • Expansion of diversity-specific training	2022	◒
Age and generation management	• Reorientation of the "Lifetime and age-appropriate working" topic	2022	○
Reporting system	• Expansion of diversity reporting	2022	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Achieve gender equality and empower all women and girls to self-determine**	5.1: End all forms of discrimination against women and girls everywhere 5.5: Ensure the full and effective participation of women and their equal opportunities in leadership at all levels of decision-making in political, economic and public life	One of ASFINAG's main areas of diversity is the promotion of women. To this end, we are constantly working on increasing the proportion of women. The diversity report and the gender pay gap report provide management with a good basis for controlling the increase in the proportion of women and the adjustment of the annual gross income of women and men. We support women, for example, through the Cross Mentoring Programme, which supports young women in their career development, through the women's networking initiative #sheasfinag or the initiative to promote female apprentices in technical occupations. The measures to reconcile work and family life are constantly being optimised.
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.5: Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value by 2030	ASFINAG has also set itself the goal of increasing the understanding around the topic "Handling people with disabilities". We offer various training courses to raise awareness of the issue of life with disabilities. In addition, within the scope of our age and generation management, we offer various services for our employees, such as part-time retirement or part-time reintegration.

GRI: 102-38, 102-39, 103-1, 103-2, 103-3, 405-1, 405-2, 406-1

TRAFFIC

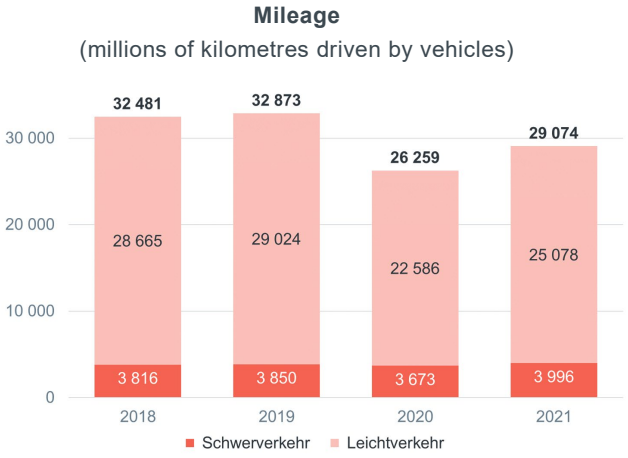
Availability of our road network
Safe roads

06

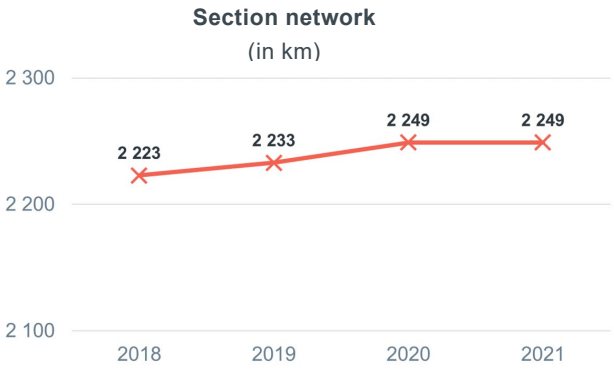
AVAILABILITY OF OUR ROAD NETWORK

A large part of Austria's mileage is driven on ASFINAG's motorways and expressways. This leads to dense traffic with a virtually unchanged road network. The challenges in 2021 were to ensure mobility in passenger and freight transport despite the restrictions imposed by COVID-19. In addition, the owner evaluated expansion projects (new construction lines and capacity expansion projects which are not yet under construction). In this context, changes in the availability strategy resulted

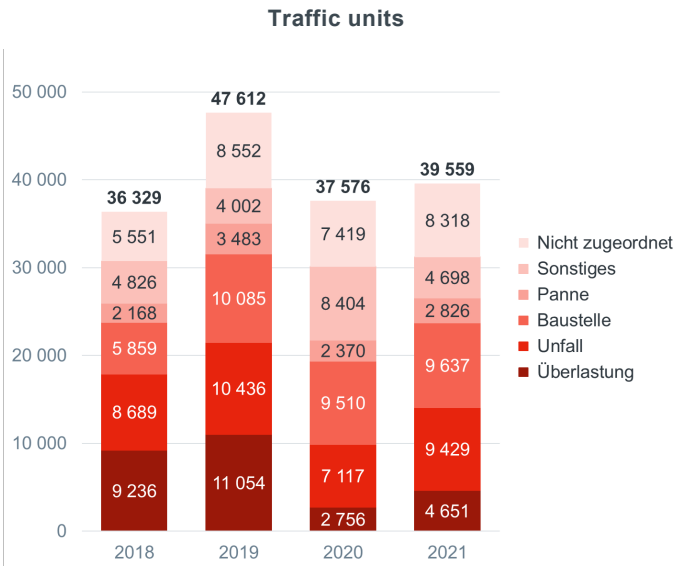
In 2021, COVID-19 and the resulting restrictions significantly affected traffic volume. Even though the declines in traffic development were no longer on the scale of the 1st year of COVID, there were substantial declines due to the numerous lockdowns compared to a normal year without a pandemic. There were differences in the severity of occupational and commuter traffic, as well as in transit traffic. Compared to 2020, traffic figures have risen again. In total, light traffic (vehicles < 3.5 tons and motorcycles) increased by 11% in 2021. HGV traffic (buses and lorries > 3.5t) increased by almost 9% compared to the previous year. Overall (heavy and light traffic), our roads covered over 29 billion kilometres driven by vehicles last year, which is about 11.6% less than in 2019 but 10.7% more than in 2020. The length of the section network remained the same as in 2020 and at 31.12.2021 was 2,249 km.



Despite the challenge posed by COVID-19, the construction sites were able to be completed as planned. In 2021, important construction projects for the extension of the network were also continued, such as the A 26 Linzer Autobahn and the S 7 Fürstenfelder Schnellstraße. General renovations were also continued, such as the A 2 Süd motorway GE Graz West – Lieboch, the A 4 Ost motorway 3-lane extension Fischamend to Bruck a. d. Leitha West and the A 23 GE motorway St. Marx as well as the A 9 GE "thruster bridges" started. In addition, the safety extension of the S 31 from Mattersburg to Weppersdorf was completed.



Traffic control



The situation around COVID-19 also had a significant influence on the traffic congestion in 2021. In general, the extent of traffic units has also decreased compared to 2019, partly due to the lower traffic volume. Compared to 2020, however, it has risen slightly again. However, very differentiated images are shown in relation to the causes. In fact, there was no traffic at the beginning of the year in winter tourism and even on Easter holidays there was only limited traffic. As a result, in addition to congestion, the number of accidents and their impact at the beginning of the year were lower. In the summer, however, there was very heavy traffic on all routes, especially on the corridors heading south. Travel routes continued to accumulate more in early autumn than before. In combination with the classic congestion in the conurbations after the summer, we have to talk about a high-pressure autumn just above the 2019 level. In the case of the damming units due to construction sites, a slight increase or an approximately constant trend is observed, especially in the conurbations (large construction sites in Vienna).

In general, our aim is to prevent the increase in traffic jams caused by construction sites or accidents. In 2016, we developed suitable instruments for this purpose:

- Heavy traffic: A stretch of road is considered to have heavy traffic if the average speed is 30 km/h or less.
- Traffic unit: one traffic unit is a distance of one kilometre that is congested for one hour.

Core strategy availability and building programme of the future

According to the Federal Motorway Act, ensuring the "lightness and free-flow of traffic" on motorways and expressways is one of ASFINAG's core tasks. The core availability strategy defines measures for maintaining a "stable traffic flow" on the motorway and expressway network. The existing network capacities cannot cope with the increasing mobility needs in passenger and freight transport in sections. For this reason, route sections with unstable traffic flows are continuously identified, a contemporary and comprehensive network development programme for these sections is created and coordinated with the owners and stakeholders.

In 2021, the BMK evaluated all expansion projects not yet under construction. This included new construction sections according to the annex in the BStG and capacity extensions such as lane extensions. For further decisions regarding the implementation of planned capacity expansion projects, the results of the evaluation show that the traffic forecast of Austria VMÖ2040, prepared by BMK, ÖBB and ASFINAG, must be finalized. Accordingly, individual projects are shifted backwards in time. Overloads are to be expected here.

At the same time, it will be examined whether project objectives for capacity expansions cannot also be achieved with alternative measures in accordance with the principles of the BMK's Mobility Master Plan 2030.

Focus on network and information security

The Austrian Network and Information System Security Act (NISG) entered into force on 28 December 2018. This law implements the European Directive on measures to ensure a high common level of security of network and information systems (NIS Directive). In Austria, the national operators of essential services are affected, which as such are obliged by means of a notification to implement extensive measures to increase information security. According to the law, essential services are those tasks which are of essential importance, in particular for the maintenance of public life, and whose availability depends on network and information systems.

The operation of ASFINAG's network and information systems, which are required for controlling and monitoring the traffic on the section network managed by ASFINAG, is subject to the NISG. In doing so, we must demonstrate that our network and information systems are sufficiently protected against "cyber crises" in order to ensure the fail-safe operation of our systems (e.g. in relation to traffic control systems, tunnel operation, etc.).

In addition to the NISG, ASFINAG has committed itself to establishing a group-wide internal control system (IKS) for information security for all information processing facilities. In this case, a risk-adequate protection is pursued taking into account the state of the art. First guidelines (information security guideline, Group information security guideline, information security for users) were already adopted in 2018.

In 2019, a major focus was on conducting a comprehensive risk analysis and deriving and prioritizing necessary measures. Based on this, an access concept and measures for object protection were developed and implemented. In 2020, a number of objects were already equipped with object and access protection using MSG/AACM (ASFINAG Access Control Management). In 2021, further objects were equipped. In addition, the survey of non-NIS-relevant objects, which was started in autumn 2020, was continued in order to equip these in future with property and access protection.

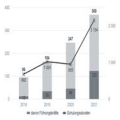
In addition, numerous planning manuals have been revised to ensure that information security is broadly anchored in future projects. An e-learning module for information security was also introduced.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
No increase in traffic units	• Ensuring mobility in line with the principles of the 2030 Mobility Master Plan • Increase of vehicle occupancy by rolling out a car sharing app and further development of change-over points (Park&Ride systems) • Continue the implementation of EVIS (real-time traffic information road)	Annually	◒
No increase in accident-related traffic units	• Strengthen event management by: ○ Introduction of traffic manager in Salzburg ○ Strengthen collaboration and involve all available forces in the event management process	Annually	●

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Build resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation**	9.1: Building a high-quality, reliable, sustainable and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	ASFINAG strives to promote the sustainable expansion of the motorway and expressway network in accordance with the Federal Motorway Act or the requirements of the owner, in order to ensure the maintenance of a stable traffic flow in a climate-friendly manner and to ensure the mobility desired by society and business. In addition to the structural measures, ASFINAG also promotes multimodal concepts, increasing the occupancy rate, speeding up road-bound public transport or automated driving. In order to make the ASFINAG network resistant to natural hazards, we are intensively dealing with the consequences of the increasing number of rock falls and floods. These activities are carried out in close coordination with the ÖBB and by means of targeted collaboration through the assessment of danger areas and the initiation of numerous preventive measures.
 **Making cities and settlements inclusive,**	11.2: Provide access to safe, affordable, accessible and sustainable transport systems for all by 2030 and improve road safety, in particular through the development of public transport, with particular emphasis on the needs of people in	In particular, ASFINAG promotes multimodality and interconnection with public transport as alternatives to capacity expansion in the form of new road construction or lane loading. In order to facilitate the transfer to public transport, we are continually

safe, resilient and sustainable	vulnerable situations, women, children, people with disabilities and the elderly	expanding the parking spaces in Park&Ride systems. These also promote the formation of car sharing. Large-scale construction sites are examining ways to shift traffic from road to rail, including to avoid congestion.

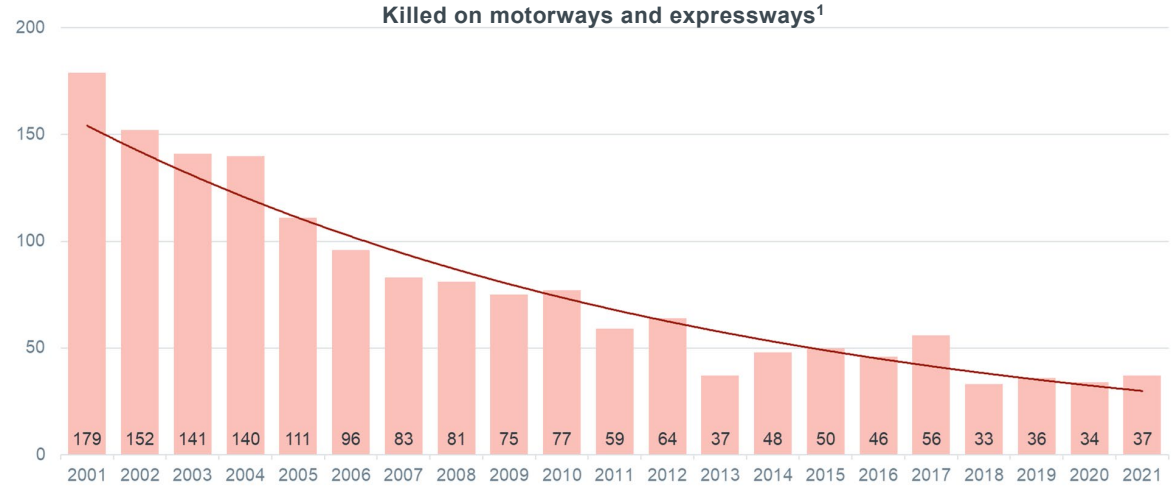
GRI: 203-1, 203-2

SAFE ROADS

Austria's motorways and expressways should continue to be among the safest in Europe! We are working on this consistently. This is a growing challenge due to the constantly changing framework conditions, the increasing traffic density and technical developments.

In the pandemic year 2021, a total of 37 (preliminary value) persons died on Austrian motorways and expressways. The fatality rate (number of persons killed in relation to 1 million motor vehicle kilometres) remained almost unchanged in comparison to the two previous years at 0.001. Distraction, carelessness, fatigue and inappropriate speed, often in combination, were once again the main causes.

Killed on motorways and expressways[1]

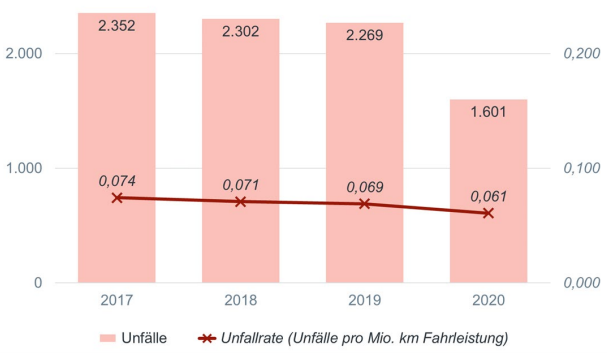


[1] *Number of deaths: 2020 are preliminary values and are still subject to a quality control in several steps, final values are published in the accident statistics 2020 of the Kuratorium für Verkehrssicherheit (KFV)*

Source Statistics Austria, BMI

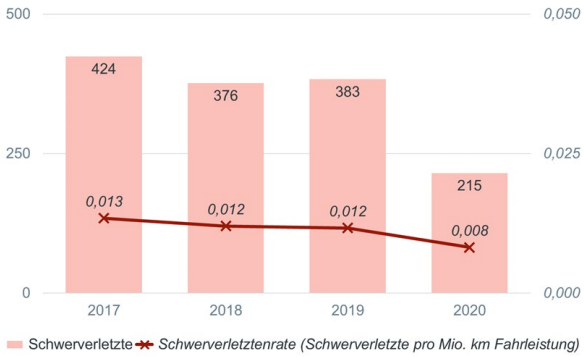
Further accident figures for 2021 are not yet available. Compared to previous years, the number of accidents decreased significantly in 2020. These are due to the reduced traffic capacity due to the pandemic. The number of accidents involving seriously injured persons also declined sharply in 2020. All the information in this report concerns only accidents with personal injury on our network.

Accidents[1]



[1] *Accidents involving personal injury*

Seriously injured[1]



[1] *Degree of injury is determined by police assessment based on generally valid description*

Road safety measures

To further improve road safety, we carry out regular analyses. On the one hand, they show that we are at a very high level of safety in Austria and that most accidents are statistically random and therefore not sufficiently predictable. On the other hand, they point to potential hazards that we are specifically combating. Currently, our focus is on maintaining and expanding existing roads and tunnels, such as:

- S 31 Burgenland expressway safety extension Forchtenstein – Sieggraben
- A 4 east motorway Fischamend – Bruck
- A 10 Tauern motorway general renewal Ofenauer – Helper tunnel and tunnel chain Werfen
- A 11 Karawanken motorway 2nd Karawanken tunnel length
- A 23 Südsttangente Wien General renovation Hochstraße St. Marx and Kaisermühlen intersections

We also focus on continuous improvement in event management through training, exercises and optimisation of processes, as well as on awareness-raising measures. ASFINAG also relies on the support of the executive authorities in carrying out checks to improve road safety. The road system is constantly evolving and ASFINAG strives to promote the opportunities arising from the interconnection between the vehicle and the infrastructure. In addition, ASFINAG initiates a major road safety initiative every year to raise awareness. In 2021, the focus was on motorcycle safety and occupational safety.

Core strategy on road safety

In 2019, the core strategy on road safety was drawn up, and the 2030 road safety programme is embedded in it. With the programme, ASFINAG aims to develop motorways and expressways into a safe system that can compensate for minor human errors by providing suitable infrastructure. This system requires not only ASFINAG, but also the forces, the vehicle manufacturers and the drivers. In concrete terms, this means that accidents should as far as possible not lead to fatalities or serious injuries, that the infrastructure must be designed in such a way that it compensates for small driving errors and thereby prevents fatal or serious injuries.

The road safety programme comprises 13 fields of action and eight topics with the overall aim of recording zero deaths and serious injuries. The guiding principle is therefore:

We want the safest roads in Europe for our customers and therefore make our motorways and expressways a "safe system" in the long term

Transport systems differ by region and type – it is therefore necessary to adapt the strategies to local conditions and needs, i.e. to develop a positive traffic safety culture with system-wide measures. We call this proactive approach the "systemic safety approach of ASFINAG" – because road safety is teamwork!

The fields of action

The road safety programme covers the following fields of action:

- SICHERHEITSSTANDARDS IM BESTEHENDEN NETZ
- ERWEITERUNG UND VERBESSERUNG DES NETZES
- VERKEHRSMANAGEMENT UND TELEMATIK
- TUNNELSICHERHEIT
- BAUSTELLEN
- NEBELUNFÄLLE
- GEISTERFAHRER
- LKW SICHERHEIT
- MOTORRAD SICHERHEIT
- KOMMUNIKATION & BEWUSSTSEINSBILDUNG
- KONTROLLE
- FORSCHUNG & ENTWICKLUNG
- SICHERHEIT IM EIGENEN KONZERN

Because the road system encompasses more than just infrastructure, the new road safety programme has also identified eight thematic areas which have a significant impact on road safety beyond infrastructure. These include event management, driving ability and driving behaviour, vehicle equipment, but also control and generally prohibitions and precepts.

The new programme up to 2030 is to be understood as a process that is evaluated annually and continuously adapted and expanded. More information on the programme is available at: http://verkehrssicherheit.asfinag.at/.

Clear and transparent objectives

Our security work must be measurable. For the years up to 2030, we have therefore set ourselves ambitious targets for the reduction of road deaths, serious injuries and accidents. In addition, we want to achieve a whole series of specific sub-objectives and key figures that represent safety-relevant ASFINAG activities.

Building on the main and sub-goals, there are a total of 15 sub-goals and key figures as a control aid, which reflect the quality of safety work in the numerous specialist areas of ASFINAG and its collaboration partners. These were assigned to the system components infrastructure, vehicle and traffic behaviour and grouped according to the mechanisms for preventing accidents or those for reducing accident severity. The main objective is for less than one person to be killed per one billion kilometres driven on ASFINAG's road network. The main measures adopted are as follows:

- Ongoing evaluation and development of further improvements
- Implementation of measures in the context of implementation projects
- Preservation of achievements and implementation in the fields of action

Accident analysis and safety management

Tested safety

Every year, independent safety inspectors check about 220 km of motorways and expressways for possible weaknesses. These checks, the Road Safety Inspections (RSI), enable ASFINAG to react in a preventive manner. For example, the accident circumstances and conspicuities, the nature of the control devices (markings, guide rails), the signs and other structural devices and fuses are examined. Each existing section of the route is checked at least every ten years, while new sections are checked within the first three years. ASFINAG has commissioned these RSI reviews since 2004. Since 2011, there has been a legal obligation to do so.

Accident severity remains constant

The accident cost rate shows how severe the accidents were in a defined section. It is a standard value in Austria and is also customary internationally. The costs of all road accidents at an accident site are related to the average annual traffic. However, the national definitions of the accidents counted vary, which makes cross-border comparability difficult.

With the 2016 price level, the values for our current calculations were also adjusted, i.e. the assumed accident costs for killed, seriously injured and slightly injured persons were increased (by about 10-13%). These always relate to the costs including human suffering. In 2020, the average accident cost rate of 0.010 (compared to 2020: 0.011) was kept stable at a very good level.

This constant value means that we do not have any major weaknesses on our network. Accident cost calculations are a first step in safety analysis. This results in rankings and priorities for in-depth traffic safety investigations, which in turn result in improvement measures.

Unfallkosten in Österreich insgesamt und durchschnittliche Unfallkosten eines Kostenträgers bzw. einer Schadensart						
		Einheit	Preisstand 2016	Preisstand 2011	Preisstand 2004	Preisstand 1993
Unfallkosten insgesamt	mit menschlichem Leid	Mio. EUR	9.701	10.088	10.158	
	ohne menschliches Leid	*Mio. EUR*	*5.203*	*5.278*	*5.184*	*3.818*
Unfallkosten pro Getötetem	mit menschlichem Leid	EUR	3.316.309	3.016.194	2.461.345	
	ohne menschliches Leid	*EUR*	*1.390.800*	*1.401.085*	*1.287.004*	*805.233*
Unfallkosten pro Schwer-verletztem	mit menschlichem Leid	EUR	429.517	381.480	291.275	
	ohne menschliches Leid	*EUR*	*87.097*	*80.166*	*55.925*	*43.605*
Unfallkosten pro Leicht-verletztem	mit menschlichem Leid	EUR	30.575	26.894	20.896	
	ohne menschliches Leid	*EUR*	*4.235*	*3.716*	2.792	3.695
Sachschadenskosten pro Unfall		*EUR*	5.481	5.245	4.075	

Quelle: UKR2007, UKR2012, eigene Berechnungen — Herry Consult 2017

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
<1 billion killed driven km until 2030	• Driving the Safe System philosophy within the framework of the 2030 road safety programme • Implementation of the ASFINAG Road Safety Programme 2030	2030	◒ (1.3)
< 10 accidents involving persons killed or seriously injured /billion driven km from 2020	• Implementation of the ASFINAG Road Safety Programme 2030	Annually	● (9.3)
< 70 accidents with personal injury /billion km driven (accident rate) from 2020	• Implementation of the ASFINAG Road Safety Programme 2030	Annually	● (61)

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Ensure a healthy life for all people of all ages and promote their well-being**	3.6: Halving the number of deaths and injuries caused by road accidents worldwide by 2020	In the last ten years, the number of people killed on Austrian motorways and expressways has been reduced by almost half. In order to further increase traffic safety, ASFINAG has defined clear objectives and areas of action with the ASFINAG Traffic Safety Programme and has developed the traffic safety work in a transparent and structured manner according to the philosophy of the Safe System Approach. We want the safest roads in Europe for our customers and therefore make our motorways and expressways a "safe system" in the long term. The ASFINAG Traffic Safety Programme controls and ensures the achievement of the ambitious goals.

GRI: 103-1, 103-2, 103-3, 413-2, 416-1

ENVIRONMENT

Preservation of resources
Energy and emissions in operation
Traffic emissions
Biodiversity
Landscape
Noise abatement

07

PRESERVATION OF RESOURCES

For the responsible use of resources, we identified – in addition to energy – four areas that are essential for us: recycling in construction, use of materials, waste management and water and waste water management in operation.

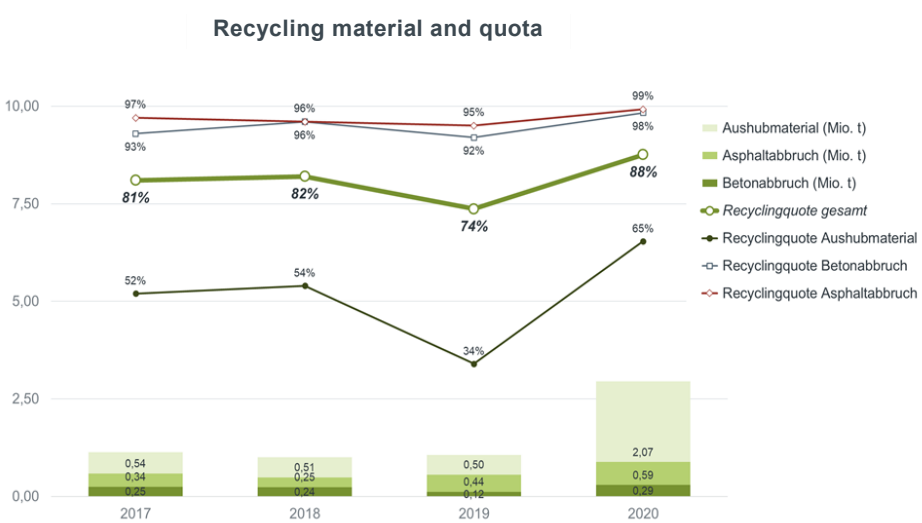
Recycling of construction waste

In all construction projects, our planning manuals prescribe the use of resource-saving, durable technology and materials, and we strive for the highest possible recycling rate.

All ASFINAG construction projects are taken into account for the ongoing evaluation of the recycling rates. The final figures will only be available in the course of 2022 and will be published as part of the Sustainability Update. The figures published in the sustainability report therefore refer to the previous year.

The average recycling rate for all demolition and excavation materials produced in 2020 was increased by 14 percentage points and now stood at around 88%. The previously very high recycling rate of excavated material of more than 95% in 2015, after a constant recycling rate of just over 50% between 2017 and 2018, fell further to about 34% in 2019. In 2020, however, this figure was slightly doubled again to 65%. Since the prerequisite for the utilisation of excavating materials is not always met, excavating material cannot always be used in accordance with the waste regulations. Since the project structure of ASFINAG is very heterogeneous – from new construction projects to technical renovations of existing bridge and tunnel structures – annual, in some cases very considerable, fluctuations occur in the type and extent of excavation and demolition materials and the associated technical possibilities for recycling these materials

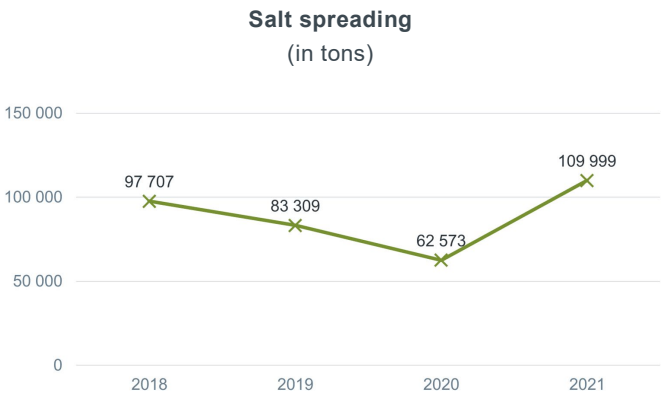
Concrete and asphalt breakdowns were brought into the recycling circuit to an extent of approximately 98% and 99%, respectively, almost completely. The Recycling Building Materials Ordinance, introduced in 2015, has led to a significant increase in recycling rates for concrete and asphalt waste in recent years.



Overall, this means that we are exceeding the 70% utilisation rate of our material (concrete and asphalt), as required by the EU.

Salt spreading

In the ongoing operation of our section network, salt spreading is a dominant resource factor. This material consumption is naturally dependent on the weather or the severity of the winter. Regardless of this, we strive for continuous efficiency improvements.



In 2021, our salt consumption increased by 76% compared to the previous year. The changes in the consumption curve clearly show that the weather conditions have the greatest influence on salt consumption. In 2021, most of the winter months were marked by severe winter conditions. The measures already taken to optimise salt consumption could thus only contribute to damping.

Work continued to improve the efficiency of winter services: In 2021, additional gritters were purchased, which means that the final extension is achieved to the greatest extent possible. Up to 100% sodium chloride (NaCl) brine can be applied with the automatic gritter. The advantage of the NaCl brine is the more efficient use of the thawing agent, since the dwell time and duration of action of wet salt on the road is higher than for dry salt. In the course of 2021, an additional two motorway depots were equipped with NaCl brine mixing plants. The mixture of brine on-site saves transport resources. The final expansion of the brine mixing systems is expected to be achieved in 2022.

The optimisation of clearing routes with the help of logistics software was continued in 2021 to reduce potential empty runs.

After all roads have been thermographically driven on, the sections are now to be measured in terms of their grip in various weather conditions at two test depots. The results of the surveys are intended to improve the digital scattering recommendation. The digital scattering recommendation will be integrated into the Weather 2.0 test system during the summer of 2022. In the test system, the highly complex calculation model is to be checked and improved. The test operation is planned for winter 2022/23.

With the winter of 2020/21, the salt-diesel logistics (SDL) has gone live. SDL optimises the delivery of salt and brine to the outer warehouses. In 2020, all silos, salt storage halls, brine storage tanks and diesel tanks were equipped with sensors. The data of the sensors is transmitted to an IT interface and processed. The salt manager orders the salt centrally from the supplier. This ensures that salt is always delivered to the place where it is needed. In addition, unnecessary journeys to full silos are prevented, since up to now the storage quantities could only be determined in a complicated manner and not at all in full use of the winter service.

In 2021, the digital delivery note for salt deliveries was planned as an extension. With this IT tool, no paper delivery notes are printed out and it is easy to determine before unloading whether the salt is delivered to the correct silo. Background transactions are automated. After initial discussions with the salt cutters, it became clear that the cutters are not yet technically capable of implementing the envisaged project. The project was therefore postponed until 2022. A test operation is planned for winter 2022/23. Instead, however, the ordering process was automated. Orders are generated directly from the inventory programme and are now automatically fed into the salt supplier's ordering and delivery process.

Waste management

The operation of our routes causes ASFINAG-own waste such as road waste, shrub, tree and green cuttings. Other waste is generated by road users who throw away their waste either in the bins provided at car parks and service stations, but unfortunately also by the side of the road. In 2021, 7,862 tons of waste were disposed of at our car parks and service stations as well as through our regular collections by the side of the roads, an increase of 2% compared to 2020.

No waste separation is carried out at car parks and service stations. In the years 2008 to 2012, a pilot project for the separation of waste was carried out together with the ARA (Altstoff Recycling Austria) at some rest and parking areas. This came to the conclusion that separation is not appropriate, since the waste arising for recycling was heavily contaminated and there were also a great deal of waste that had been thrown into the wrong section. Despite separate collection, the waste was finally returned to the residual waste. All residual waste from this area is collected, sorted and recycled according to the state of the art by licensed waste disposal specialists according to a strict procurement procedure.

At motorway depots, the waste is completely separated. In order to ensure sustainable waste management, all waste storage facilities were submitted for approval under the Waste Management Act (WFD) and have now been approved, with a few exceptions.

Tree cuttings are mainly burned at ASFINAG-owned or external wood chip combustion plants for heat generation.
An ASFINAG road gully essentially consists of a dust-sand mixture with a biogenic portion of the accompanying greenery. The waste cannot be recycled because of the high proportion of fine material and the biogenic proportion and is therefore dumped in accordance with the Landfill Ordinance.

Separate collection of hollow bodies
In 2021, the separate collection of hollow body packaging (PET bottles, cans) was attempted at three service stations. At the beginning of May 2021, the separate collection of hollow bodies (plastic bottles and cans) by means of crushing containers was started at the service stations of Viehdorf, Orning and Kesselhof. At the service station (RPL) of Viehdorf, a crushing container for residual waste was placed next to the hollow body container and all decentralised collecting containers (1,100 litre container) were withdrawn.

After three months, the various usable materials were manually sorted on a sorting line. The remainder of the sorting corresponds to residual waste. Each site was sorted separately. The weight of each sorting fraction for each site was determined.

Fraktion	RPL Ordning		RPL Kesselhoff		RPL Viehdorf	
	kg	%	kg	%	kg	%
PET natur	27,5	40%	27,0	43%	86,0	23%
PET grün	6,5	9%	6,0	10%	22,5	6%
PET blau	15,5	23%	13,5	21%	108,5	29%
Dosen	11,0	26%	10,0	16%	46,5	12%
Sortierrest	8,0	12%	6,5	10%	116,5	31%
Gesamt	**68,5**	**100%**	**63,0**	**100%**	**380,0**	**100%**

The sorting results show that the quality is very good, especially at the Ordning and Kesselhof RPLs. The Viehdorf RPL shows a significantly increased sorting residue.

Compared to the total amount of waste collected at the service stations, the proportion of usable materials is disappointingly low. At the Viehdorf service station, the proportion in the crushing container is higher, since the waste could only be disposed of at the crushing containers. On the other hand, the proportion of the sorting residue is substantially higher. If these quantities are deducted, a recoverable proportion of 3.1% remains.

Fraktion	RPL Ordning		RPL Kesselhoff		RPL Viehdorf	
	kg	%	kg	%	kg	%
Gesamt Hohlkörper	68,5	0,7%	63,0	0,4%	380,0	4,4%
Gesamt Restmüll	9.302,0	99,3%	17.127,0	99,6%	8.194,0	95,6%
Gesamt	**9.370,5**	**100%**	**17.190,0**	**100%**	**8.574,0**	**100%**

The material that is sorted out is of good quality and could be recycled. However, from an ecological point of view, a separate collection of hollow bodies at service stations with crushing containers is not appropriate.
Due to the very low weight, no substantial quantities are collected in relation to the residual waste. In the three months of the test period, a total of 380.50 kg of usable material with a total of 34,754.00 kg of residual waste were found in the crushing containers. Expected to the total residual waste volume of approximately 6,000 tons per year, only 65.7 tons of usable materials would be collected.

The expense, for container production, the additional transport during collection, the sorting expense, the renewed transport to a recycler and the utilisation itself, are disproportionate to the ecological benefit. It is also much more efficient to dispose the waste collected at service stations directly in combustion plants as a substitute fuel for power or steam generation – even if it is processed beforehand via a splitting plant.

From an economic point of view, the crushing container solution is more expensive, since the crushing containers must be installed in addition to the decentralised residual waste containers. In addition, a crushing container is not sufficient for the extended parking spaces if the collection volume is to be increased.

A central crushing container collection point for residual waste and hollow bodies has not proved effective. Parking space users are not willing to take the paths to the containers. The waste is deposited all over the car park, which in windy conditions leads to pronounced littering, also of the neighbouring areas. Staff of the cleaning service had to collect the waste manually several times a day and bring it to the crushing containers. In addition, more than one crushing container is uneconomical, since then the savings in transports due to the crushing container rentals are no longer covered economically and ecologically.

Further trials
Extension of the experiment to a decentralised collection of hollow bodies, with a central hollow body pressure container:
240 litre garbage cans equipped with gravity locks, with yellow lid and bottle-throwing opening, are placed at a service station next to the residual garbage containers. Sacks are inserted into the containers. The cleaner swaps the full bags for empty ones. The sacks filled with empty bottles are introduced into the former crushing container for residual waste, since it has an opening in which sacks can be introduced.

This measure can counteract the wide paths. The collected hollow bodies must be substantially higher. It is necessary to check whether the quality can be maintained.

If this procedure is successful, instead of the 240 litre containers, Big Belly can be installed, with level measurement or suchlike, thereby allowing a volume reduction. The residual waste is to be collected (odour, liquids, etc.) using normal containers.

Water and wastewater management

In addition to the connection to public water supplies, ASFINAG has water rights for 34 drinking water supply systems, in addition to its own water supply systems. Due to the large number of extraction points and their spatial distribution, we do not have consolidated data on our water consumption. For 2018, the target was set to collect ASFINAG's total water consumption, with the result that centralised automated recording is currently technically and economically unreasonable. In many tunnel installations, ASFINAG's own local water supply systems also exist without water metres. The implementation of the "Water Resources of ASFINAG" project was set for 2022.
We identified the water supply of our car parks and service stations as well as the road and tunnel cleaning as essential consumption factors and are therefore constantly working on water savings or the reduction of the drinking water content in these two areas – for cleaning the roads with the sweeper we use mostly industrial water. Since 2016, we have been using only service providers whose suction tankers have a water recycling plant for flushing the sewers and cleaning the oil separators. We are also

gradually converting our own fleet to water recycling vehicles, where appropriate. In 2017, the planned demand-oriented tunnel cleaning was successfully implemented in most of Austria. We want to optimise both water and energy consumption. For cleaning, the current contamination of the tunnel is decisive, not a predetermined schedule. It also influences the lighting level and the energy required for it, and thus road safety.

ASFINAG operates nearly 1,000 water protection and oil separation plants. Every year, plants are added which increase the protection of groundwater and surface water. These plants are used to clean the waste water from the road, except for chloride. Water protection systems generally consist of two parts of the system. The first part of the plant is the settling basin for retaining the sediments and floating light liquids (fuels, oils, etc.). The second plant part consists of a filter basin. In this basin, the dissolved substances and residual sediments are filtered. The systems have shut-off valves, allowing substances which are hazardous to water to be retained in the system in the event of an accident. The residues from the settling basins are processed in chemical-physical installations in such a way that the liquid fraction can be introduced into the public channel or into the pre-flood. The solids content is prepared for dumping.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Reduction in the consumption of broadcasting agents	• Increasing the use of salt brine • Further expansion of the NaCl brine mixing plants and purchase of gritters • Preventive measures • Training of employees • Optimisation of the tire smoothness and roadway temperature model • Digital gritting recommendation test	Annually	◒
Optimisation of delivery logistics	• Implementation of Salt Diesel Logistics SDL Tools	2020	●
Optimisation of delivery logistics	• Development of the digital delivery note for salt deliveries •		○

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Ensure the availability and sustainable management of water and sanitation for all**	6.3. Improve water quality by 2030 by reducing pollution, stopping the introduction and minimising the release of hazardous chemicals and substances, halving the proportion of untreated wastewater and significantly increasing global reprocessing and safe reuse	ASFINAG strives to continuously reduce water consumption and to save water, especially in the case of the essential consumption factors of car parks and service stations as well as road and tunnel cleaning. For cleaning the streets we use mostly industrial water. Tunnel systems are cleaned only as required. We only use service providers whose suction tank vehicles have a water recycling system. We are also gradually converting our own fleet to water recycling vehicles. We are also pushing ahead with the further development of water protection systems for road waste water, particularly in sensitive areas, for the protection of groundwater and surface water.
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.4: Gradually improve global resource efficiency in consumption and production by 2030 and strive to decouple economic growth and environmental degradation, in line with the 10-year framework for sustainable consumption and production, with developed countries taking the lead	ASFINAG is implementing measures in several areas to reduce the consumption of resources in the supply chain and in its own operations, in particular with regard to the use of construction materials, broadcasting materials and water. In all construction projects, our planning manuals prescribe the use of resource-saving, durable technology and materials. During the ongoing operation of our section network, we are continuously working on reducing the use of the salt. The conversion to brine spreading reduces the use of salt and protects the ground and surface water.
 **Build resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation**	9.4: By 2030, modernise infrastructure and retrofit industries to make them sustainable, using more efficient resources and making greater use of clean and environmentally sound technologies and industrial processes, with all countries taking action according to their respective capacities	We strive for the highest possible recycling rate for excavated materials as well as asphalt and concrete demolition. With a recycling rate of 82% (as of 2019), we have already created a good basis to further advance sustainability aspects in construction. In the future, the increased self-use of recycled building materials will be examined in ASFINAG projects. In the case of the use of spreading agents, operational processes for optimising salt deliveries and brine transport and avoiding empty journeys are increasingly being digitalized.

 **Ensure sustainable consumption and production patterns**	12.2: Achieve sustainable management and efficient use of natural resources by 2030 12.4: Achieve an environmentally sound management of chemicals and all waste by 2020, throughout its life cycle in accordance with agreed international frameworks and significantly reduce their release into air, water and soil in order to minimise their adverse effects on human health and the environment 12.5: Significantly reduce waste by 2030 through prevention, reduction, recycling and reuse	ASFINAG is continuously implementing measures for the efficient use of resources and the recycling of construction waste, as already described above.

GRI: 103-1, 103-2, 103-3, 301-1, 303-1, 306-2

ENERGY AND EMISSIONS IN OPERATION

One of the most important resources for the operation of motorways and expressways is energy. Increasing traffic volumes, additional road and tunnel installations and new safety regulations are leading to an ever increasing demand. Our focus is therefore on energy efficiency, the switch to renewable energy and the optimisation of our energy management system.

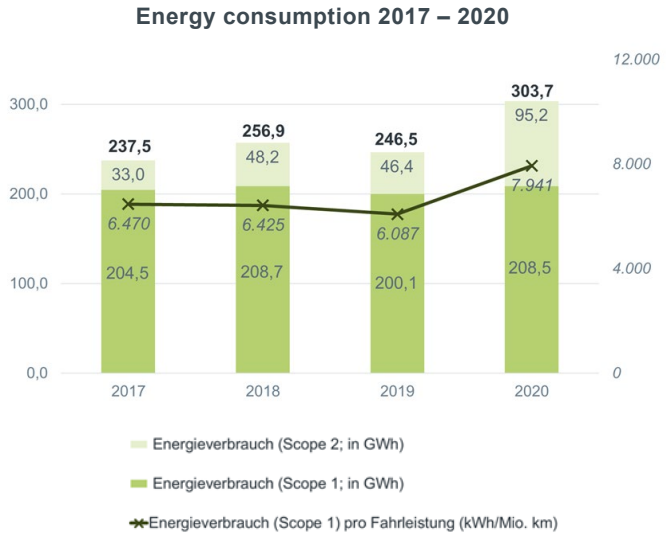
For the ongoing evaluation, we compile an annual energy balance. The emission and energy performance indicators for 2021 will only be available in the course of 2022 and will be published as part of the Sustainability Update. The current figures therefore refer to the year 2020.

In previous years, this balance was based on market-based emissions (emissions of purchased electricity according to certificate) and only the emissions of purchased electricity were calculated. This year, for the first time, the location-based accounting approach (actual emissions of electricity that are physically obtained via the power grid) required by the GHG Protocol was introduced. This approach incorporates emissions from "electricity input". The significant increase in greenhouse gas emissions is explained by the improvement in accounting methodology. The results for 2020 remain comparable to the results for the previous year.

ASFINAG's buildings, vehicles and tunnel operation are taken into account in the accounting. From 2020 onwards, the energy consumption and the corresponding emissions of the free-field systems, such as lighting, service stations and traffic control systems (VBAs), will also be used.

The energy requirement and the emissions are determined as Scope 1 and Scope 2. Scope 1 stands for all ASFINAG locations and includes, for example, the fleet and stationary combustion. Scope 2 takes into account "the rest of the world", in particular the electricity demand and district heating, or the emissions that result from energy production.

In the 2019 calendar year, our energy consumption (Scope 1) reduced slightly by 4.1% to 200.1 GWh compared to 2018. The primary energy consumption (incl. Scope 2) also decreased by 4.1% to 246.5 GWh. According to the new accounting approach for the calendar year 2020, the energy consumption (Scope 1) was 208.5 GWh. The primary energy consumption (including Scope 2) amounted to around 303.7 GWh.



Despite the increase in traffic, energy consumption per kilometre was reduced from 6,425 kWh/million km in 2018 to 6,087 kWh/million km in 2019. Although energy consumption has decreased, there is a significantly increased energy consumption per kilometre of 7,940 kWh/million km in the 2020 calendar year, which can be explained

by the greatly reduced mileage in this year due to the pandemic and the improvement in the balancing method.

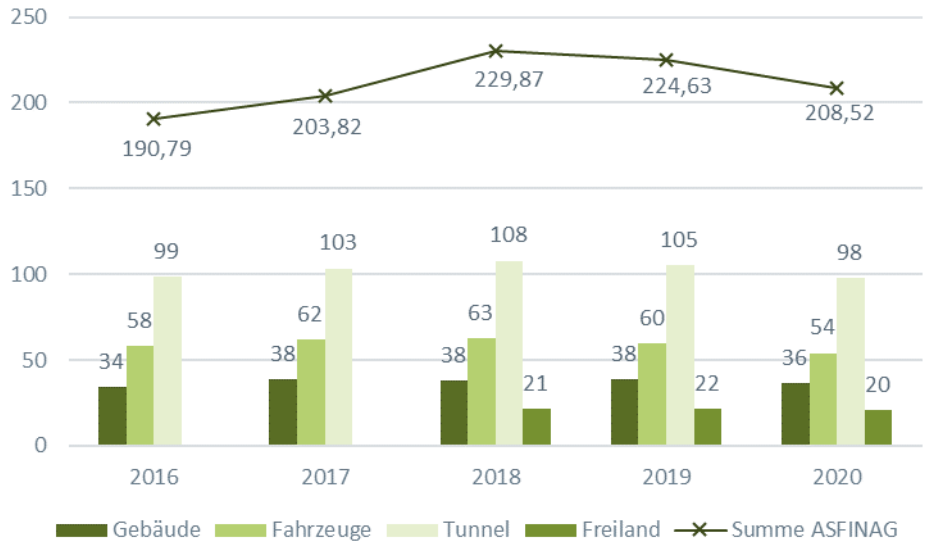
Energy consumption 2020 in GWh by source

	standortbasiert		marktbasiert	
	Endenergie (Scope 1)*	**Primärenergie (inkl. Scope 2)**	**Endenergie (Scope 1)**	**Primärenergie (inkl. Scope 2)**
Erneuerbare Energie	**97,3**	**148,9**	**145,5**	**227,4**
Brenn- und Kraftstoffe	12,5	13,4	12,5	13,4
Wärmeenergie	2,0	1,8	2,0	1,8
Strom (zugekauft)	82,0	133,7	130,2	212,2
Strom (selbst erzeugt)	0,8	0,0	0,8	0,0
Nicht erneuerbare Energie	**111,2**	**154,8**	**63,0**	**76,3**
Brenn- und Kraftstoffe	63,0	76,3	63,0	76,3
Wärmeenergie	0,0	0,0	0,0	0,0
Strom (zugekauft)	48,2	78,5	0,0	0,0
Strom (selbst erzeugt)	0,0	0,0	0,0	0,0
Energieverbrauch gesamt	**208,5**	**303,7**	**208,5**	**303,7**
Anteil erneuerbare Energie	**47%**	**49%**	**70%**	**75%**

**According to GRI Standard 302-1*

In recent years, the share of renewable energy has been around 65% (final energy) and 57% (primary energy). The values of recent years are comparable to the market-based accounting method. The site-based method uses the average values of the Austrian electricity mix for the purchased electricity. For this reason, in 2020 the share of renewable energies was 47% (final energy) and 49% (primary energy).

Final energy according to ASFINAG areas in GWh/a

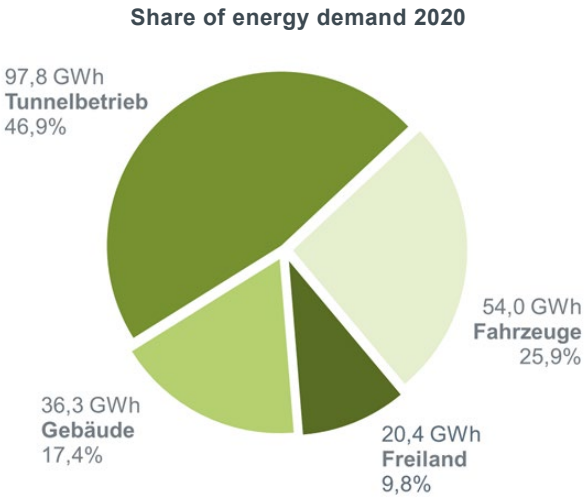


Overall, the final energy consumption of ASFINAG amounted to 208.52 GWh in 2020. Around half of the consumption was generated during tunnel operation. Significantly increasing requirements for improved safety devices and official requirements for lighting in tunnel installations lead to a higher energy

demand. Our measures to increase energy efficiency led to a reduction in the power consumption of the tunnel in 2020.

Focus: tunnel safety

The biggest energy consumers are our tunnel installations. In recent years, the Road Tunnel Safety Act has led to the rebuilding and renovation of numerous installations and, in accordance with the new safety regulations, to the provision of better lighting and more efficient ventilation, as well as improved operational and safety equipment. This led to a significantly higher energy demand.



Thanks to comprehensive efficiency measures, the energy demand for tunnel lighting was further reduced in 2020 despite increasing requirements, and the LED retrofit solutions already tested in 2019 were further implemented in tunnel installations. In this optimisation solution, the "interior" of the tunnel lights is changed from conventional lighting means to LEDs, thus achieving energy savings of up to 30%. Nine tunnel installations (Großliedltunnel, Übelskogel tunnel, Gräberntunnel, Trettnig, Reittunnel, Katschberg tunnel, Amber tunnel, Tunnel Vösendorf, Mixnitz tunnel) with a total of 27.8 tube kilometres were converted from conventional lighting means to LED lighting in the transit and/or entry area. The biggest single project was the conversion of the transit lighting in the Katschberg tunnel on the A 10 with around 1,100 lights. In addition, the lighting changes of the last few years have been continued in the free field area on the A 23 and A 2 at the Vösendorf, Kaisermühlen and St. Marx intersections, and a total of around 1,300 LED lights have been replaced. In addition, various service stations (e.g. Inzersdorf, Herzogenburg) have been switched to LED lighting. In 2021, a method was developed to construct the entrance lighting in the tunnel installations in a modular manner using LEDs, which will bring a further saving of approximately 10% per tunnel.

High share of renewable energy

To minimise negative environmental influences, we consistently rely on renewable energy sources: Since 2016, ASFINAG has been purchasing only more electricity from renewable energy. In addition, we are forcing our own energy production. The installation and operation of photovoltaic systems was transferred from the pilot stage to regular operation in 2018. The tunnel portals and roof surfaces on the ASFINAG sites are well suited for building photovoltaic systems and using the electricity generated on-site directly where it is consumed. By the end of 2019, 11 plants with a total output of 650 kWp were already in operation. In 2020, the expansion continued and 5 other plants with an additional total output of 440 kWp were commissioned. These were PV plants in the Flachau, Klagenfurt, Knittelfeld, Lieserhofen and Villach motorway depots.

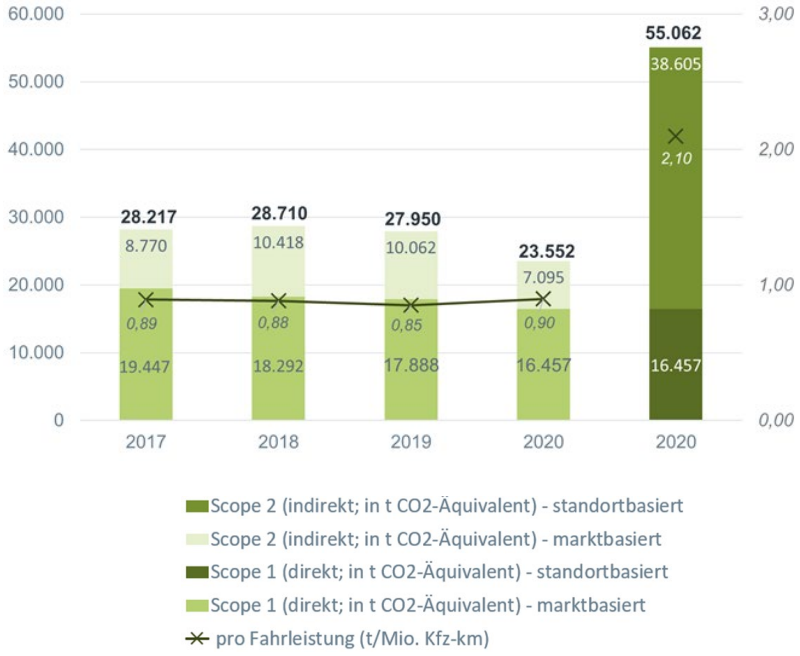
It is the declared goal of ASFINAG to generate its own energy where 100% of the generated energy is also consumed. As of 2 December 2021, we have a total of 20 PV systems in operation with 1.7 MWp. A further 15 units with 6.3 MWp are planned. A total of 100 MWp is planned by 2030. It is also planned to build large photovoltaic plants with up to 1 megawatt peak (MWp).

In addition to the PV plants mentioned above, the construction of a small hydroelectric power plant at the Karawanken tunnel is also planned. In 2020, the project of the small hydroelectric power plant at the Gonderbach to supply the Flirscher tunnel on the Arlberg expressway with electricity from hydropower was already realised. This means that a further 140 kWp is available for generating our own power.

Greenhouse gas emissions in operation

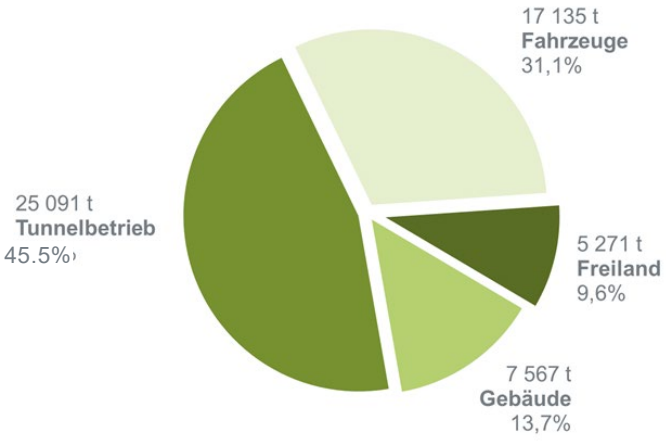
In total, ASFINAG's greenhouse gas emissions in the 2020 calendar year were 55,063 tons of CO_2-eq using the site-based method. or 23,550 t CO_2-eq. using the market-based method. Since we have been sourcing our electricity from renewable energies since 2016, no emissions for electricity are calculated using the market-based method. However, the actual physically related current has higher emissions due to the current mix. This is reflected in the results of the calculation methods. The impact of this change in accounting methodology is clearly evident from the increase in emissions in 2020 compared to previous years.

Greenhouse gas emissions in operation 2017-2020 (market-based) and 2020 (site-based)



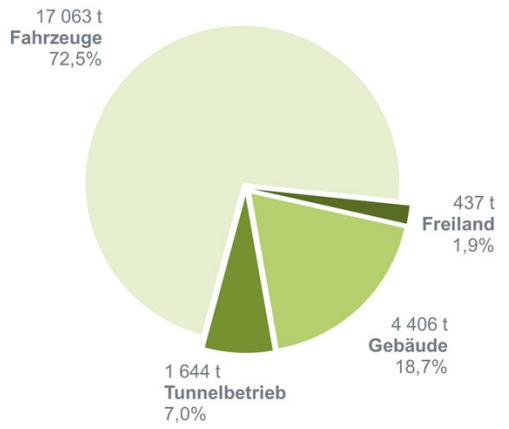
Due to the high energy demand, the tunnel installations contribute about 45.6% to our greenhouse gas emissions. Since 2012, the market-based approach has allowed greenhouse gas emissions from tunnelling installations – despite the construction of additional tunnels and more efficient technical equipment – to reach around 2,100 tons of CO_2-eq, from 20,200 tons. in 2019. After applying the site-based approach, tunnel operation in 2020 caused 25,100 tons of CO_2-eq.

Proportions of greenhouse gas emissions in operation 2020 (site-based)



The buildings owned by ASFINAG, such as motorway depots or offices, are also being continually thermally renovated, and old heating systems are being replaced by energy-efficient heating systems. In addition, modern and efficient buildings are being built on the one hand, and old buildings are being shut down on the other. In total, emissions from the building sector amounted to 7,600 tons of CO_2-eq in 2020. Of this, 6,200 tons are allocated to the motorway maintenance facilities and 1,400 tons to the office locations.

Proportions of greenhouse gas emissions in operation 2020 (market-based)



In the 2020 calendar year, the greenhouse gas emissions of the vehicles were 17,100 tons of CO_2-eq. In total, our fleet covered 34.7 million km in 2020, 1.54 million km of which was covered by our 148 electric vehicles.

In our free-field plants, the total electricity consumption is 5,270 tons of CO_2-eq. . 2,200 tons of this are CO_2-eq. from street lighting, 1,030 tons in service stations (lighting and other power supplies) and 540 tons of CO_2-eq. from traffic control systems. The remaining emissions have been generated at other open-field installations such as traffic control or parking spaces.

In 2020, CO_2 accounted for 91.1% of greenhouse gas emissions (mainly from fossil fuel combustion), CH_4accounted for 5.2% (mainly from losses in natural gas extraction and transport) and N_2O 3.7% (mainly from vehicles and biodiesel production).

Conversion to alternative drive systems

In 2020, we were able to commission 20% of our 500 official cars and pool cars – that is, about 100 vehicles – with electric drive. Further car orders were stopped as part of our mobility concept. For the charging of the employees' e-vehicles, our operating locations are equipped with the necessary charging infrastructure. At our 52 locations, we have 33 combined 50 kW AC and 83 22 kW AC charging columns in operation. There is currently no supply of electric vehicles for our heavy lorries used in winter service.

Future possibilities for the use of hydrogen drive in heavy lorries are also being examined. To this end, a project was launched in collaboration with AEE INTEC (Institute for Sustainable Technologies), the Hochschule für Technik Rapperswil, the IET (Institute of Energy Technology) and Frank Energy GmbH to design a hydrogen filling station at the Autobahnmeisterei (ABM) Inzersdorf. The study was completed in November 2019. However, a pilot project for the construction of a hydrogen filling station at the ABM Inzersdorf is not planned for the time being due to the currently high efficiency losses and lack of economic efficiency.

Fewer business trips

In order to reduce the environmental impact of business trips, we have been pushing for video conferences for several

	2018	2019	2020	2021
Videokonferenzen	6 524	6 378	9 801	12 471
Teilnehmer ASFINAG	5 181	5 067	6 658	8 256
Teilnehmer Externe	1 343	1 311	3 143	4 215

years – and with complete success: In 2020, 9,801 video conferences were held. As a result of the COVID19 pandemic, the number of video conferences held continued to increase in the 2021 calendar year, reaching 12,471 participants. The increase in participation in 2021 compared to 2020 is also attributable to the change of products to MS teams. In 2017, work began connecting the telephone systems to the video conference function in order to allow simultaneous ringing on the PC and smartphone. Participation in video conferences for external partners in ongoing conferences was also facilitated.

Improved energy management

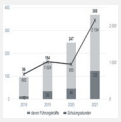
In order to meet the increasing demands on energy management in the best possible way, the introduction of the management system according to ISO 50001 is planned for 2021, the introduction of which was postponed again due to the ASFINAG update and the resulting organisational changes. The introduction of energy management is anchored in the 2022 targets and is currently in the department of sustainability as a presentation of the energy strategy and will be reviewed by the Board in the first quarter or the next steps will be released.

Our objectives and actions

Objectives	measures taken	Target horizon	Target status
Establishment of an energy management system	• Start with the introduction of the energy management system according to ISO 50001	2022	◒
Increase in own energy production from renewable energies (wind, water, PV, geothermal energy)	• Follow-up on innovative energy storage measures (e.g. high temperature storage)	2023	◒
Minimise energy consumption	• Facade repair • LED lighting • Reduced heating and air conditioning utilisation	annual	●
Increase in the share of alternative drives in the ASFINAG fleet	• Conversion of the fleet to 20% company cars and pool vehicles with electric drive	2020	●

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Ensure access to affordable, reliable, sustainable and modern energy for all**	7.2: Significantly increase the share of renewable energy in the global energy mix by 2030 7.3: Double the global rate of increase in energy efficiency by 2030 7.a: Strengthen international collaboration by 2030 to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and clean fossil fuel technologies, and to promote investment in energy infrastructure and clean energy technologies	ASFINAG strives to consistently implement the use of renewable energy sources. On the one hand, electricity from renewable energy is used, and on the other hand, we are constantly expanding our own energy production by building photovoltaic systems. ASFINAG is working on a continuous increase in energy efficiency with comprehensive measures. As a result, for example, the energy requirement for the lighting in the tunnel could be reduced despite increasing demands in recent years. To explore future possibilities and technologies, ASFINAG is forcing collaboration with international research institutions as well as cross-border collaboration.
 **Build resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation**	9.4: By 2030, modernise infrastructure and retrofit industries to make them sustainable, using more efficient resources and making greater use of clean and environmentally sound technologies and industrial processes, with all countries taking action according to their respective capacities	The provision of the required infrastructure for environmentally friendly (drive) technologies on the ASFINAG network is an essential field of development. This includes both charging options for e-vehicles for employees at the company's locations and the consideration of possible alternative drive technologies and the required infrastructure in research, development and innovation.
 **Take immediate action to combat climate change and its impact**	13.1: Strengthen resilience and adaptability to climate-related hazards and natural disasters in all countries 13.2: Integrate climate action into national policies, strategies and plans	In order to strengthen the resilience and adaptability of ASFINAG, the process for integrating climate risks was started in 2020. ASFINAG regularly contacts representatives from politics and administration to engage proactively in the design of strategies and measures for climate protection.

GRI: 102-12, 103-1, 103-2, 103-3, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, 305-5, 305-7

TRAFFIC EMISSIONS

On the way to a Co2-neutral$_2$-neutral motorway, we are continuously expanding the e-mobility infrastructure. By the end of 2021, 31 service stations had already been equipped with ultra-fast charging stations for electric cars. The new lorry and bus toll tariffs, which have been in force since 2020 to promote low-emission mobility, create incentives to invest in new, modern and clean mobility.

According to the key figures compiled by the Federal Environment Agency, greenhouse gas emissions from individual traffic on motorways and expressways fell by 18.8% in 2020 to around 6.9 million tons. The key figures for 2021 are not yet available. This reduction in greenhouse gas emissions in 2020 is mainly due to the pandemic-related drop in mileage – particularly for vehicles < 3.5 t. Due to the COVID-19 pandemic and the bus fares that have been in force since 2020, there was also a significant drop in the mileage of buses (and coaches).

GHG emissions on motorways and expressways

		2017[2]	2018[2]	2019[2]	2020[2]
KFZ < 3,5 t	Fahrleistung (mio km)	28 145	28 810	29 160	22 863
	THG (g/km) [1]	183,74	181,84	181,04	177,96
	THG (t)	5 166 619	5 238 810	5 318 154	4 113 496
KFZ > 3,5 t	Fahrleistung (mio km)	3 460	3 655	3 679	3 611
	THG (g/km)	758,77	747,44	744,54	755,65
	THG (t)	2 644 237	2 750 636	2 758 484	2 736 894
Bus	Fahrleistung (mio km)	156	162	170	62
	THG (g/km; Reisebus)	638,48	633,33	629,31	624,95
	THG (t)	99 722	102 639	106 757	38 474
Gesamt	THG (t)	7 910 578	8 112 192	8 183 395	6 888 864

[1] *Calculation: 90% passenger car, 10% lorry < 3.5 t*

[2] *The Federal Environment Agency calculates Austria's GHG emissions annually in accordance with international reporting requirements. Ongoing method improvements or new data sources may lead to changes in the entire timeline from 1990 onwards. For details, see the respective reports: http://www.umweltbundesamt.at/emiberichte.*

Promoting low-emission mobility

In order to promote low-emission mobility, new lorry and bus toll tariffs and tariffs for heavy motorhomes have been in force since 2020. Vehicles over 3.5 tons of maximum permissible total weight (MPW) with electric or hydrogen fuel cell drive (E/H2) are included in a new tariff group (E/H2) and toll tariffs are significantly reduced. This will provide incentives to encourage investment in new, modern and clean mobility. EURO emission class VI vehicles will continue to receive a tariff bonus. However, the external costs of air pollution have also been fully charged to EURO VI vehicles since 2020.

Expansion of charging stations

The infrastructure for e-mobility is also being continuously expanded on our motorways and expressways. As an important step towards the CO_2-neutral motorway, 11 ultra-fast charging stations (the output of these charging stations is 350 kW) are currently in operation along our section network. This corresponds on average to an ultra-fast charging station every 200 km. This allows full charging in around 15 minutes. At the end of 2021, 31 service stations were equipped with charging stations (a total of 186 charging points of different charging power levels) for electric vehicles. This already provides a good coverage of our road network: On average, electric charging stations are already available every 72 kilometres along the motorways and expressways.

E-charging stations on the Austrian motorway and expressway network

The charging stations are equipped with all common plug types (CHAdeMO, CCS and type 2) and are connected to an open e-roaming platform. All national and also international customers will thus have easy access to the charging stations. This makes long-distance electric driving easy and convenient.
ASFINAG and its service station partners have set themselves the goal that by the year 2025, possibilities for charging electric vehicles should be created at all relevant service stations and thus on average all 40 km charging stations with at least 4 charging points will be available to customers. Although in 2021 it was observed that some new sites, which were already planned for implementation, could not be implemented in time due to difficulties in the supply chain as well as delays in the general installation process (e.g. due to missing products, pending official approvals, still unclear framework conditions, etc.) – mostly triggered by COVID-19 – the target horizon 2025 still seems to be realistic.

Other Park&Ride facilities

In order to promote the formation of car sharing and to reduce the occupancy of cars on our network, there are currently 39 Park&Ride systems with around 2,100 parking spaces. In 2021, junctions A 1 Ybbs/Wieselburg (36 spaces), S 4 Wr. Neustadt Ost (56 spaces), A 4 Bruck West (60 spaces), S 5 Tulln (74 spaces), S 3 Hollabrunn Mitte (13 spaces) and S 3 Guntersdorf (10 spaces) built(/added). Up to 10 additional facilities or extensions are planned by 2023. As an innovative renewal, all parking spaces are digitally recorded and free parking spaces can be displayed via the ASFINAG app link.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Gradual expansion of the electric charging stations on the grid as required	• Construction of additional electric charging stations at service stations.	annual	◒
Expansion of Park&Ride systems	• Expansion of the existing Park&Ride systems and demand-oriented planning of additional facilities	annual	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDGs	Objectives	Our contribution
 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.4: Gradually improve global resource efficiency in consumption and production by 2030 and strive to decouple economic growth and environmental degradation, in line with the 10-year framework for sustainable consumption and production, with developed countries taking the lead	With the further expansion of the e-charging stations along our network, we provide our customers with the infrastructure for e-mobility. In order to facilitate the transfer to public transport, we are continually expanding the parking spaces in Park&Ride facilities. These also promote the formation of car sharing. In addition, our toll tariff systems provide incentives to invest in alternative, clean mobility.
 **Build resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation**	9.4: By 2030, modernise infrastructure and retrofit industries to make them sustainable, using more efficient resources and making greater use of clean and environmentally sound technologies and industrial processes, with all countries taking action according to their respective capacities	By the end of 2021, 31 service stations were already equipped with charging stations for electric cars on the ASFINAG network. The output of the charging stations is up to 350 kW. This enables ultra-fast charging in about 15 minutes.
 **Making cities and settlements inclusive,**	11.2: Provide access to safe, affordable, accessible and sustainable transport systems for all by 2030 and improve road safety, in particular through the development of public transport, with particular emphasis on the needs of people in	ASFINAG promotes sustainable mobility, in particular through the expansion of electric charging stations on the network, through the construction of Park&Ride systems and thus the linking up with public transport and the relocation of traffic

safe, resilient and sustainable	vulnerable situations, women, children, people with disabilities and the elderly	from road to rail in order to avoid congestion.
 **Take immediate action to combat climate change and its impact**	13.1: Strengthen resilience and adaptability to climate-related hazards and natural disasters in all countries 13.2: Integrate climate action into national policies, strategies and plans	In order to strengthen the resilience and adaptability of ASFINAG, the process for integrating climate risks was started in 2020. Natural disasters and extreme weather events, such as floods, marshes, avalanches or rock falls, can damage the ASFINAG network. Since 2015, we have been intensively dealing with the consequences, including through targeted collaboration with ÖBB or Joanneum Research. In recent years, danger areas have been assessed and numerous preventive measures have been initiated and/or already implemented. Furthermore, we network internationally for the protection against natural hazards in the Conference of European Directors of Roads (CEDR) and the World Road Association (PIARC).

GRI: 102-12, 103-1, 103-2, 103-3, 203-1, 305-3, 305-4, 305-5, 413-2

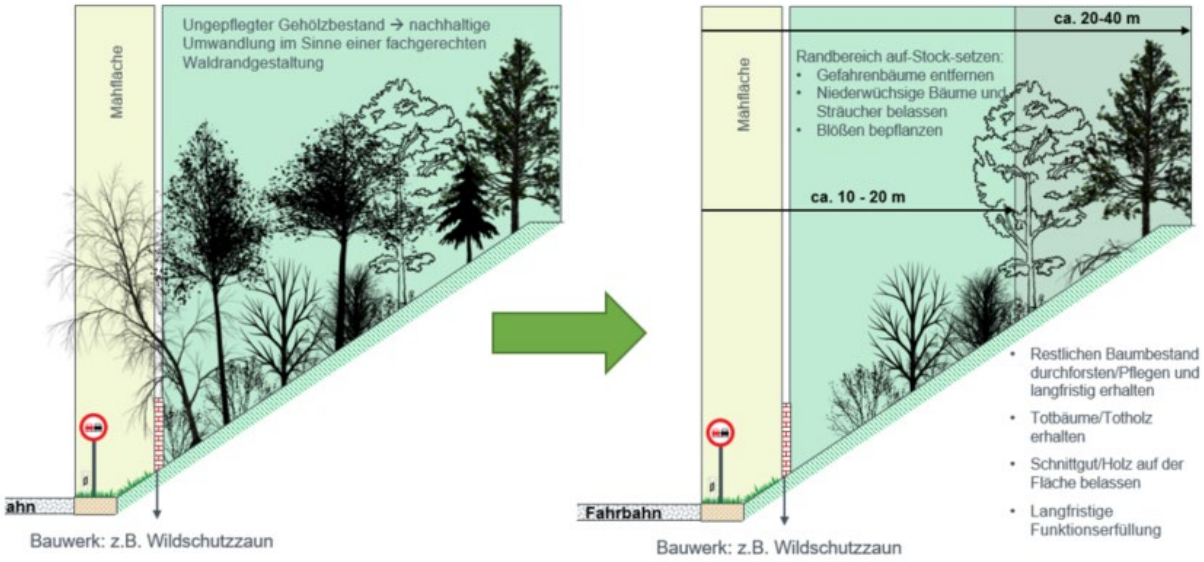
BIODIVERSITY

Roads interfere with the habitats of animals and plants. We therefore ensure the further interlinking of these areas, for example through green crossings, and promote green areas managed in a natural way. These measures are necessary to preserve biodiversity and to appropriately integrate our roads into the landscape.

Our motorways and expressways are directly connected by 33 km² of grassland areas and a further 20 km² of other green areas such as ecological compensation areas. The share of ecological compensation areas will be further increased and will be set up to compensate for new road construction and to preserve the protected native fauna and flora. In 2017, the creation of the compensation area register was started, which is continuously maintained.

From spring 2020 onwards, the implementation of the R&D project "STRAUCH – Road-accompanying timber surfaces care-extensive and sustainable" was started at three test sites. The aim of the project is the conversion of care-intensive woodland areas into extensive conservation areas (shrubland areas) and the associated medium to long-term reduction of woodland conservation costs. At the same time, a targeted selection of low-growth shrub species and the production of permanent fouling is intended to increase road safety and, in the case of any maintenance measures, to optimise section availability. By maintaining permanent vegetation, the ecological functions (buffer and retention function, interlinking of habitats, etc.) of the woodland areas are to be improved and maintained permanently.

In 2020, following the concept of the STRAUCH project, two areas were implemented in Lower Austria (ABM Warth), one area in Styria (ABM Unterwald) and one area in Salzburg (ABM St. Michael). In 2021, additional areas in Styria were processed by ABM Guggenbach (Gratkorn) and ABM Unterwald according to this concept. The conversion and maintenance of further shrub areas is planned for 2022.



In 2020, ASFINAG also organised the Space4Mobility hackathon together with the BMK, the Austro Control, the ÖBB and viadonau. The term hackathon is composed of the words "hack"/"hacking" and "marathon". The goal of a hackathon is to work together to find solutions to specific problems. This hackathon is aimed at innovative, passionate and entrepreneurial students as well as early-stage start-ups who want to demonstrate their expertise in a first prototype. The project initiated by ASFINAG consisted in developing concrete solutions and software products for different tasks based on earth observation data (Copernicus satellite data – Sentinel 1 and 2), for example for:

- the recognition and automated evaluation of changes in the woodland by use,
- automated detection of neophytes (harmful invasive plant species),
- the detection of the state of ecological balancing areas on our network; and
- the acquisition of a new data set for the mowing surfaces of ASFINAG, based on daily satellite images.

In autumn 2021, ASFINAG, in collaboration with the IÖB, launched the Holz-Challange – the wooden offensive for Austria's motorways. In the course of this innovative project, companies and individuals are invited to register projects and ideas for new applications for wood as a construction material in the area of motorways and expressways. With the challenge, ASFINAG is in the market research phase and is looking for companies that have innovative and new applications for wood in the form of products and solutions that are as specific as possible in the portfolio. ASFINAG is already using wood as a building material in the following areas:

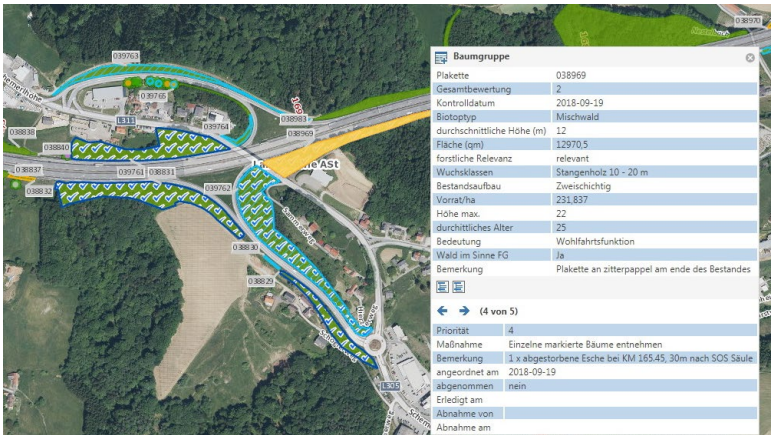
- Timber sound barriers along motorways
- Timber used partly in building construction
- External facade of WC systems at service stations made of wood
- Pilot project on wooden road signs
- Salt silos made of wood
- Company-internal hogged wood heating systems
- Wooden carports for employee parking spaces

From February 2017 to December 2018, ASFINAG carried out the project "Tree control, first registration, tree register production". The main content of this project was:

- Complete recording (in writing, digitally and cartographically) of all wood stocks, individual trees, areas, afforestation areas and shrubland areas, including data collection such as tree species, height, age, state of health, etc.
- Control of road safety of all road safety-relevant trees, individual trees and forests and preparation of proposed measures
- Recording of inventory data and preparation of a defined forest facility or treatment concept (woodland management plan)
- Incorporation of the recorded data into the IT system "tree register"

Since spring 2019, the annual tree inspection has been carried out. As of 1 December 2021, approximately 5,000 hectares of woodland (including shrubland areas, tree groups, forest, etc.) and approximately 21,000 individual trees are owned by ASFINAG. This makes us one of Austria's biggest forest owners. In the course of the recurring tree inspection, measures are continuously awarded to ensure road safety, to maintain section availability (key word: windthrow, snow pressure and stock stability) and to maintain individual trees and traffic-accompanying woodland stocks. Since the beginning of the first recording, about 14,000 measures for the maintenance of trees and road safety have been implemented.

Tree register



All this recorded data is available in the tree register for ASFINAG employees. The tree register serves not only as an information and planning instrument for the implementation of measures, but also as proof of the road safety obligation of the road operator. In addition, the tree register serves as a management tool in order to contribute in the long term to the development and maintenance of a healthy, traffic-safe and functional tree population.

The aim of the development of woodland on traffic routes is to establish a permanent and traffic-safe stock of site-appropriate trees and shrubs. Stocks and green areas fulfil a variety of important functions and positively influence the ecological balance. In their natural function, they serve as a habitat for animals and plants, fulfil buffer and retention functions (e.g. dust and pollutant filtering), transport and

structural functions (visual and lateral wind protection) as well as landscape-ecological (networking of habitats) and architectural functions.

Motorways are also important propagation corridors for neophytes. These "new plants", which were originally not predominant in our latitudes but were introduced by the action of man, endanger the native flora and fauna. ASFINAG takes a careful and sustainable approach to this development: Since 2015, ASFINAG has voluntarily refrained from using glyphosate in particular or herbicides in general. For this reason, employees remove unwanted plants primarily by hand. The plant material is then transferred to authorised disposal companies. ASFINAG adapts the mowing cycles as well as possible to the flowering times of this plant in order to avoid further spreading.

Due to the ever-increasing demands, a training cycle was started in 2018 for the motorway maintenance companies and their employees in connection with green space management in general and the handling of neophytes in particular, in order to raise awareness of these topics. The aim of the training courses is to further optimise the operational processes in order to make an important contribution to the preservation of biodiversity. In 2021, training courses for employees from all regions were carried out on this topic. The training is ongoing. In addition, the colleagues in the construction department were made aware of the topic in an online training course. The neophytes are continuously analysed for their development and propagation. This makes it possible to use the resources more efficiently in the course of green area maintenance.

In 2018, a single monitoring project was carried out on 18 selected green crossings in Lower Austria, Burgenland, Styria, Upper Austria and Carinthia. During planning, the green crossings are dimensioned in such a way that they are used by regionally important target species. These are always large mammals with a large radius of action such as red deer, roe deer, wild boar or chamois. In the research project, we also looked at whether the functionality is also available for species with a small radius of action such as invertebrates (locusts, daymoths, running beetles, etc.) and reptiles (fence lizard, hornotter, etc.). The results can be found in the research report "Monitoring on green crossings in 2018", available here. Individual measures will be implemented in the coming year.

As part of the initiative for transport infrastructure research in collaboration with the Federal Ministry of Transport, Innovation and Technology, ÖBB Infrastruktur AG and ASFINAG, a three-year project to improve control of wildlife behaviour was launched in 2017. The development, testing and monitoring of optical and acoustic wildlife warning devices at junctions, ramps and service reverses where there is no end of the wildlife protection fence shall prevent possible collisions with vehicles. In 2019, the warning devices were rolled out/assembled at six different test sites. The wildlife monitoring of the devices and test sites in the VIF project "WiConNET-Wildlife Control Networks" started in autumn 2021 and is expected to continue until at least the end of 2022 in order to obtain meaningful insights into the function and operation of the warning devices.

Our sustainability programme

Objectives	measures taken	Target horizon	Target status

Promoting biodiversity on the ASFINAG network	• Implementation project STRAUCH • Continuation of the "Nature links" collaboration	2020	●
Raising awareness of conservation	• Constructive training of the motorway depots and their employees	2020	●
Monitoring of the stock of woodland and green areas	• Continuation of the recurring tree control • Continuation of the compensation area register • Participation in the BMK Space4Mobility hackathon	2020	●
Improving the control of wildlife behaviour	• Monitoring of optical and acoustic wildlife warning devices as part of the VIF project "WiConNET-Wildlife Control Networks"	2020	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

SDG	Objectives	Our contribution
 **Protect, restore and promote the sustainable use of land ecosystems, manage forests sustainably, combat desertification, end and reverse land degradation and end the loss of biodiversity**	15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and freshwater ecosystems and their services, in particular forests, wetlands, mountains and arid areas, in accordance with the obligations under international agreements 15.5: Take urgent and significant measures to reduce the degradation of natural habitats, halt the loss of biodiversity and protect endangered species and prevent their extinction by 2020	ASFINAG is convinced that safely developed motorways and expressways must not contradict the protection of species and therefore ensure the interlinking of the habitats of animals and plants, for example through green crossings. We promote green areas managed in a natural way to compensate for the new road construction and to preserve the protected native fauna and flora. ASFINAG is involved in numerous measures such as the recurrent tree control or the sustainable control of neophytes and supports numerous projects and initiatives such as the wildlife observation project, the initiative "Nature combines: Every square metre counts" or the project "STRAUCH – Road-accompanying timber areas care extensive and sustainable".

GRI: 103-1, 103-2, 103-3, 304-2, 304-3, 413-2

BUILDING CULTURE

As the constructor and operator of motorways, ASFINAG not only fulfils transport policy and traffic engineering requirements, but also bears structural responsibility. ASFINAG has therefore set itself the goal of improving the appearance of the local motorways and expressways in terms of architectural quality and integration into the landscape.

A few years ago, we set ourselves the ambitious goal of improving the appearance of motorways and expressways and their integration into the landscape. In 2010, a design initiative was launched at ASFINAG. The instruments and processes developed since then have ensured that noise abatement walls, tunnel portals, bridges, open spaces and high-rise buildings in our network fit as harmoniously as possible into the landscape.

This is perceived positively by our customers, neighbours and also by experts. In the past, ASFINAG has implemented over 70 projects with a particular focus on architectural design. On average, about 3-4 architecture competitions were and continue to be held annually. Prizes and awards (several times Best Architects Design Award, European Concrete Award 2018) are a visible proof of our commitment and our responsibility for more building culture. As a customer-funded company, we are also concerned with the aspect of cost-effectiveness. Aesthetics must not contradict functionality, traffic safety and economy – this is our premise when dealing with architectural design issues

Landscape-related design of noise abatement structures

Since noise abatement walls often intervene massively in the landscape structure, we pay special attention to their design. The introduction of special regulations for the "design of noise abatement" has shown quality improvements over the years throughout the entire inventory network. Here, basic requirements for landscape-friendly noise abatement measures have been defined. In addition to the objectives for future design, structural and operational requirements and aspects of road safety, for example, play an important role.

Buildings which have special interactions with landscape types in their function and effect must be designed in such a way that a local landscape reference can be produced. In particular, the specific nature of the site and the change between urban and rural areas must be taken into account when designing noise barriers. A concrete and detailed design manual for the construction implementation is not to be predetermined. Here we leave the architects room for creative ideas.

Cultural guidelines

The Federal Government also acknowledges its responsibility for Austrian building culture and published the new building culture guidelines in 2017. This includes, for example, the increased use of architectural competitions, the implementation of design advisory boards, the consideration of the principles of accessibility and the economical and high-quality development of areas. ASFINAG is committed to these guidelines and derives its responsibility for the architectural design of the landscape from them. With our design initiative, we already anchored these requirements in our instruments a few years ago.
The future objective is now a continuation of the positive development so far. At the end of 2019, the Bau Management Company (BMG) appointed an "expert for building culture" and in 2020, an initial evaluation and critical examination of the planning and execution of design projects took place. A dedicated "Task Force" on building culture has studied all the instruments and identified optimisation potentials with a stronger focus on sustainability aspects. In 2021, these regulations were developed

and are available as a basis for discussion for the next implementation steps. Furthermore, on the basis of our newly revised tender documents, another important architectural competition for the "resting place of the future" was conducted and successfully concluded in 2021.

Pilot project "renewable" woodland and road signs

Saving carbon dioxide (CO_2) is the order of the day. ASFINAG relies on the innovative power of its own employees. At the annual company innovation day last year, the idea was introduced to manufacture traffic signs along the motorways from wood instead of aluminium.

In Styria on the A 2 at the Hainersdorf service station near Bad Blumau and in Tyrol on the A 12 at Imst, the conventional signs and traffic signs made of aluminium have been replaced. In the future, wooden signs will point the way. The shield itself is made of bamboo, the stands are made of Accoya, which is a pine wood treated with vinegar. They are guaranteed to last for 25 or even 50 years. In the pilot test, it is now tested whether these shields withstand heat as well as cold and snow without damage.

With this project, ASFINAG has shown that it is also possible to meet a standard with wood and bamboo designed for metal. In a next step, ASFINAG tries to use local timber for sustainable traffic signs. ASFINAG is in close contact with representatives from research and industry. The current standard regulation currently only allows sustainable material from abroad.

In addition, this project was the starting signal for further use of wood alternatives (e.g. wood gantry) as well as for the IÖB Challenge "Wood offensive for Austria's motorways".

Our objectives and actions

Objectives	measures taken	Target horizon	Target status
Determination of the status quo in relation to the instruments of building culture;	• Establishment of a construction culture task force • Evaluation of internal rules and instruments • Ongoing dialogue and coordination with external stakeholders	2020	●
	• Participation in the 2nd networking meeting of the judges (arch+ing) • Participation in the "Building Europe Conference"	2021	●
Improving the aesthetic appeal of motorways and expressways,	• Concept for the reorientation of the architectural initiative 2010	2020	●
Development of organisational framework conditions for the implementation of the cultural objectives,	• Conception of sustainable building culture management, inter alia for standardising project processes	2020	●
Use of architectural competitions in projects of cultural importance,	• 2 pilot projects for the application of new competition rules	2021	●
Development of instruments and bodies for quality assurance	• Creation and coordination of an internal set of rules • Creation and coordination of an internal reporting tool • Nomination and establishment of an advisory board for building culture	2022	○

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

GRI: 203-1

NOISE ABATEMENT

Road transport unfortunately also causes noise pollution. Based on the five-yearly strategic EU environmental noise mapping, an environmental noise action plan was developed in 2018. The recalculation of the environmental noise maps was already worked on in 2021, the results or the new environmental noise action plan will be available in 2022

The aim of the Environmental Noise Action Plan is to adequately prevent or counteract the harmful effects of environmental noise on human health and undue nuisance. The Austrian action plan is based on the European Directive for the assessment and control of environmental noise.

Information to the public is of particular importance when drawing up noise action plans. The partial action plans of the relevant authorities in Austria can therefore be accessed together with the associated strategic environmental noise maps and further information on noise abatement at www.lärminfo.at.

The partial action plan for the entire Austrian motorway and expressway network is being developed by the Federal Ministry for Climate Protection, Environment, Energy, Mobility, Innovation and Technology (BMK) together with ASFINAG. The design will be made available to the public for a period of six weeks on the BMK's website www.lärminfo.at. Within the six-week period for implementation, it is possible to comment in writing on the draft environmental noise action plan. After the BMK and ASFINAG have discussed the comments in detail, the aspects contained therein are taken into account in the final version of the environmental noise action plan.

The available figures for people affected by environmental noise in the area of motorways and expressways refer to 2017. The total exposure according to the strategic environmental noise mapping was lower in 2017 than in 2012. This applies to areas with particularly high (≥ 70 dBA at night and ≥ 75 dBA at day) and low stresses (45-49 dBA at night and 55-59 dBA at day). Noise in the areas in between increased compared to 2012. This is shown by the calculations both at 1.5 m and at 4 m height. The figures are updated in 2022 in line with the five-year cycle.

The increase is due to the influx of people into noisy urban areas (especially urban areas), the expansion of the motorway and expressway network and the increase in traffic.

People exposed to environmental noise

Bei Nacht in 1,5 m Höhe

	2007	2012	2017	
45-49 dB_A	492.726	461.837	432.935	↘
50-54 dB_A	189.173	141.527	152.794	↗
55-59 dB_A	36.191	20.031	23.621	↗
60-64 dB_A	4.129	2.947	3.406	↗
65-69 dB_A	948	113	114	↗
≥ 70 dBA	17	11	9	↘
Gesamt	**723.184**	**626.466**	**612.879**	↘

Bei Nacht in 4 m Höhe

	2007*	2012	2017	
45-49 dB_A	455.653	538.455	511.411	↘
50-54 dB_A	187.462	192.670	196.709	↗
55-59 dB_A	52.163	29.956	35.690	↗
60-64 dB_A	17.164	4.217	4.856	↗
65-69 dB_A	866	336	343	↗
≥ 70 dB_A	21	15	9	↘
Gesamt	**713.329**	**765.649**	**749.018**	↘

** 2007 exklusive Wien*

Bei Tag in 1,5 m Höhe[1]

	2007	2012	2017	
55-59 dB_A	392.126	371.067	353.836	↘
60-64 dB_A	124.600	89.474	97.724	↗
65-69 dB_A	18.502	10.554	10.965	↗
70-74 dB_A	2.040	1.687	2.157	↗
≥ 75 dB_A	680	47	34	↘
Gesamt	**537.948**	**472.829**	**464.716**	↘

Bei Tag in 4 m Höhe[1]

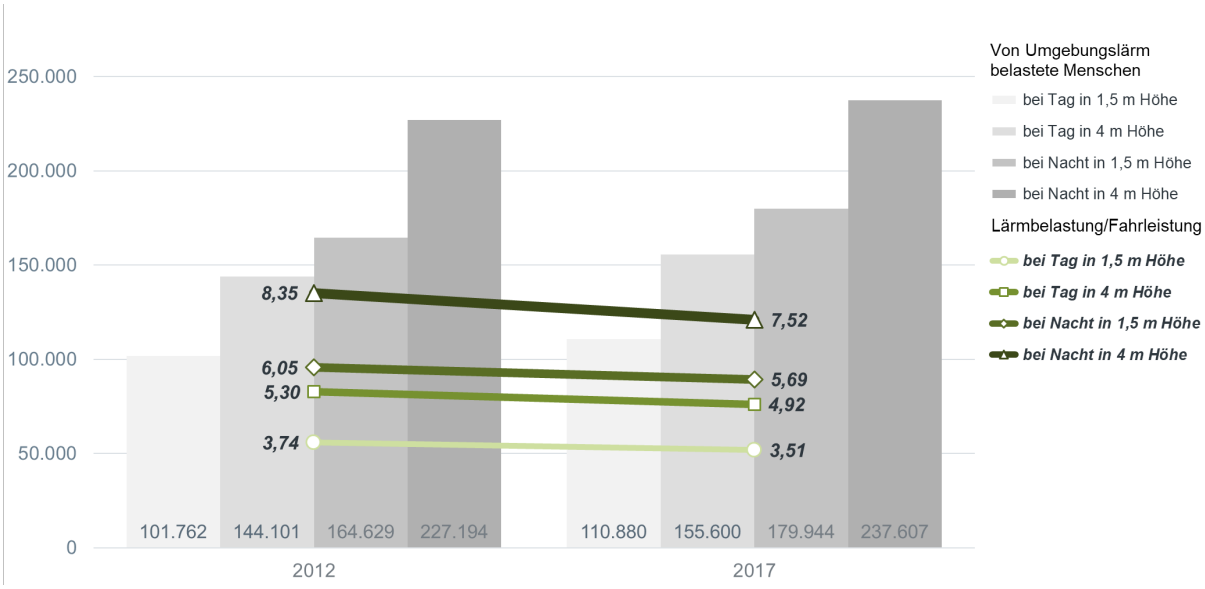
	2007*	2012	2017	
55-59 dB_A	401.014	448.421	421.978	↘
60-64 dB_A	140.027	124.419	135.171	↗
65-69 dB_A	37.638	16.890	17.453	↗
70-74 dB_A	11.954	2.721	2.926	↗
≥ 75 dB_A	368	71	50	↘
Gesamt	**591.001**	**592.522**	**577.578**	↘

** 2007 exklusive Wien*

[1]Designation "day" refers to the day-evening-night noise index L_{den} and represents the general load over the whole day (24h).

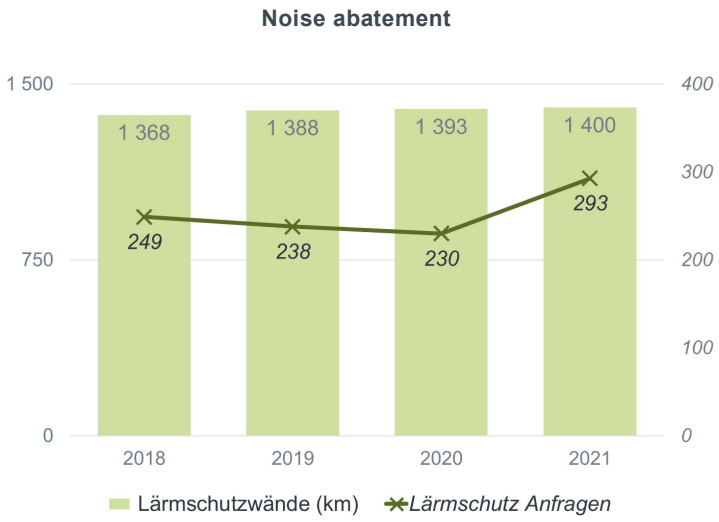
Relative to the mileage, it was possible to achieve a reduction in noise pollution due to comprehensive noise abatement measures – by around 9% compared to 2012.

Noise pollution in relation to road performance



With regard to the legal basis for implementing noise abatement measures, a distinction is made in principle between existing and new lines. In the case of existing routes, ASFINAG is subject to the provisions of the service instruction "Noise abatement on existing federal roads (motorways and expressways)" of the BMK. According to this service instruction, there are two types of noise abatement, namely "active" noise abatement such as walls, dams or walls and "passive" noise abatement such as noise abatement doors and windows. This will ensure that the same standards are applied throughout Austria for the retrospective construction of noise abatement. ASFINAG is subject to the requirements of the Environmental Impact Assessment (EIA) procedure for new construction projects.

At the end of 2021, noise abatement measures with a total length of around 1,400 km were available along the Austrian motorways and expressways, representing an increase of 0.5% compared to 2020 and an area of around 4.7 million m^2 (included in the fruit enjoyment right of intangible assets). This is the area with noise impact: A noise abatement wall standing on an embankment or a dam has, for example, a substantially higher effective area than the pure structural area of the noise abatement wall.



Noise abatement enquiries increased in 2021 compared to the previous year. The enquiries are collected centrally. From there, they are forwarded to the responsible processing person.

In 2017, ASFINAG produced noise maps in the form of the ASFINAG noise register. On the basis of the register, numerous road sections were identified where noise abatement measures are to be implemented. In addition to the construction of further noise abatement walls and dams, the following steps will be taken in the coming years:

- Promotion of sound insulation fans, noise abatement windows and doors
- Support for noise abatement measures close to residential buildings
- Renewal of road surfaces (e.g. low noise)
- Renovation of existing noise barriers

In total, an average of EUR 20 to 30 million per year will be earmarked for noise abatement on the existing motorway and expressway network in Austria in the coming years.

In addition, current noise abatement development and research projects will be continued:

- Photovoltaic on noise abatement walls
- Determining a conversion factor for the two common noise measurement methods

The following figure shows the experimental arrangement of seven photovoltaic systems on noise abatement walls in the area of the S1 junction Laxenburger Straße. These are subjected there to a long-term test with respect to usability and energy production.

Our sustainability programme me

Objectives	measures taken	Target horizon	Target status
Reduction of numbers of people exposed to environmental noise	• Rebuild the environmental noise maps • Evaluation of noise hotspots on the ASFINAG network • Accelerating noise abatement development and research projects (e.g. photovoltaic systems on noise abatement walls)	2022	◒

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

GRI: 203-1, 413-1, 413-2

SUPPLY CHAIN

Responsibility for purchasing and contracting

RESPONSIBILITY FOR PURCHASING AND CONTRACTING

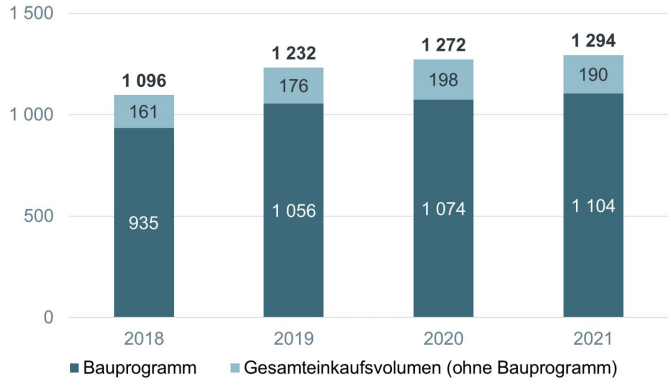
In recent years, ASFINAG has taken several steps to introduce sustainability principles into the supply chain. For all tenders for construction contracts over one million euros, the best bidder principle is applied. In addition to economic criteria, quality and sustainability criteria are also taken into account when identifying the best bidders.

Employment and added value in the supply chain

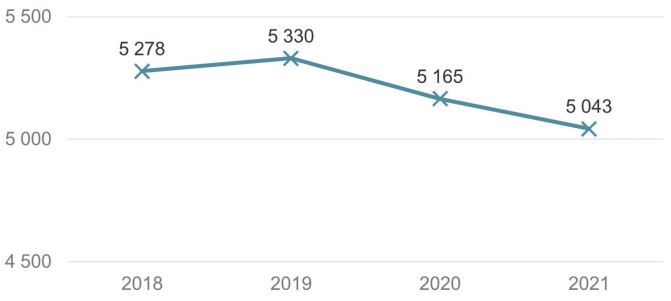
ASFINAG recorded a total purchase volume (with a construction programme) of more than EUR 1.2 billion in 2021. Around 85% of this is in the construction programme (EUR 1.1 billion). The construction programme is composed of new construction, conservation and other elements. ASFINAG procures a total of over 5,000 suppliers annually.

Standardised services such as office equipment, telecommunications, cleaning services, printer services or IT hardware are purchased via the Federal Procurement Company (BBG) in accordance with the naBe action plan for sustainable procurement. According to the Federal Public Procurement Act, construction contracts are put out to tender nationally or EU-wide in a transparent procurement procedure, depending on the value limit. ASFINAG uses the Provia procurement platform for the electronic processing of construction contracts.

Total purchase volume (with construction programme)
(in EUR million)



No. of suppliers



In addition, innovation in the supply chain was further strengthened in 2021. Two innovation workshops for procurement took place within ASFINAG. One workshop was held with the strategy-owners, the other with all ASFINAG companies, including apprentices. The result of the workshops are numerous ideas and thought-provoking impulses across the company. Furthermore, there was another ASFINAG Open Innovation Challenge. This time the focus was on "Wood offensive for Austria's motorways". New ideas and insights on the use of wood along our road network were collected.

Best bidder principle with sustainability criteria

Since 2015, ASFINAG has been relying on the best-bidder principle for all construction tenders over one million euros. A catalogue of criteria with a total of 31 main criteria and 34 sub-criteria relating to economic, quality and sustainability aspects is available when determining the best bidder. For example, companies can earn more points by demonstrating higher occupational safety, reducing the

environmental impact during construction or employing more specialists. The project managers decide which criteria are appropriate for the respective building project and which are applied. In 2021, mandatory eco-social criteria in the construction sector were included, depending on the project type and size.

If appropriate criteria are included in the invitation to tender and are offered by the suppliers (contractors of construction, service and delivery services), compliance with these criteria is monitored continuously and documented accordingly. Failure to fulfil a quality criterion is linked to a penalty. The height of the bonuses is fixed with 1.5 times the allocation advantage.

All suppliers must additionally sign a bidding declaration from an order amount of EUR 20,000.

Social standards for suppliers

Suppliers are analysed with regard to social criteria, such as ensuring safety at work on construction sites, the existence of a construction site pass for all construction workers, employment of older workers, apprentices or skilled workers, etc.

One of ASFINAG's main concerns is the safety of suppliers. These are included in the ASFINAG occupational safety system. This applies, for example, to construction sites on the motorway or also to winter services. Since 2016, the improvement of occupational safety has been supported by quality criteria. Potential suppliers are tested for the presence of toolbox meetings, safety walks and safety trusts, as well as for the number of first responders on construction sites and the time of deployment of safety specialists. If bidders increase the occupational safety in their offer by means of defined measures, this is taken into account accordingly in the determination of the best bidder.

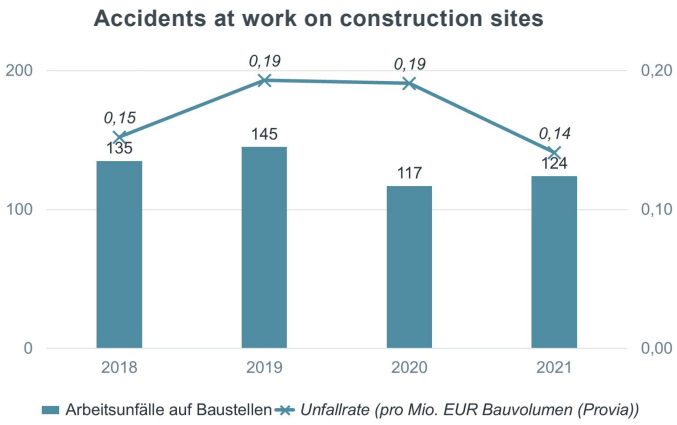
In 2021, the focus was on the further development of ecologically sustainable criteria and criteria for increasing efficiency through digitalisation. For this purpose, the criteria concerned were evaluated. Essentially, the award criterion "Increasing efficiency through digitalisation" and the criterion "Technical equipment of the devices" were revised, whereby the revision was adapted to market developments in order to be able to continue to ensure an incentive in competition.

Furthermore, in 2021, the development of a calculation tool for the evaluation of the eco-balance of road concrete was started. In the future, the CO_2 balance should also be assessed for road surface concrete – as is already done for asphalt – within the framework of the best bidder determination.

As planned in the course of the 2020 evaluation, since 2021 the "Training of security trustee management level" criterion has been specified with the definition of the manager and the function description.

According to the Construction Coordination Act or the Employee Protection Act, a safety and health plan is also drawn up for each construction project. This document identifies the hazards specific to the building site and defines the necessary measures for accident prevention. For the monitoring of compliance, we mainly employ external testing bodies with appropriate training. Furthermore, all employees – those of ASFINAG and those of suppliers – are instructed before working on or directly next to traffic areas in operation in accordance with the ASFINAG form "Behaviour on motorways and expressways".

In 2021, there was a slight increase in accidents at work on construction sites. Nevertheless, the accident rate has fallen to 0.14. This is mainly due to the nature of the construction projects. Particularly large road and tunnel construction projects, such as the construction of the second tunnel tube in the Karawanken tunnel, the S7 Fürstenfelder expressway or the A26 Ast.Donau Süd – Ast.Donau Nord, have the result that, analogously to the associated higher number of working hours, there is unfortunately also an increase in accidents.



Unfortunately, there was a fatal accident at work in 2021. We deeply regret this incident and will continue to intensify our efforts to ensure the highest possible level of employee safety. The cause of this accident has been thoroughly investigated and appropriate measures taken. In particular, we have focused on raising the awareness of staff about possible sources of danger and communicating clearly that safety and security measures must be respected.

Concrete preventive measures were immediately derived for all accidents in order to avoid further accidents.

Environmental standards for suppliers

The set of criteria also includes a number of criteria to promote environmental protection and reduce the use of resources in the supply chain. Suppliers will be assessed for measures to reduce environmental pollution during the construction phase. Criteria include, for example, the technical equipment of the construction equipment or the measures for reducing the transport mileage. In addition, during the procurement process, the measures taken by suppliers to promote CO_2 neutrality in steel production and the addition of expanded asphalt to reduce the use of primary building materials are reviewed.

Since 2020, existing certifications of suppliers, e.g. according to ÖNÖRM EN ISO 14001 or according to EMAS (environmental management system), can be taken into account in the determination of the best bidder.

In addition, in 2021 the criterion "ecological balance asphalt" was included in the standardised catalogue of criteria. The assessment is made by determining the greenhouse gas potential (global warming potential) by declaring the CO_2 equivalent (kg CO_2e) in the course of asphalt production, including transport to the construction site. In the future, the evaluation should be extended to other building materials and thus more attention should be directed to sustainable production of our building materials. In order to protect our environment, but also to avoid wastage of natural resources, the use of recycled materials, as already provided for in the production of asphalt, will continue to be expanded in the future. The criterion originally foreseen for 2021, ‘Eco-balance sheet for concrete steel’, could not be included in the standard, as it is currently not possible to ensure a fair and transparent valuation system due to the available data bases. The implementation of the criterion is therefore postponed until a later date.

Checking the supply chain

The BVergG provides that the award of services may only be made to suitable (authorised, efficient and reliable) companies at a reasonable price. Therefore, in the context of the tender examination, the tenders eligible for the contract must always be examined in detail in relation to these circumstances. The individual examination steps are carried out anew in each award procedure, irrespective of whether the tenderers or their subcontractors have recently been examined in another procedure.

Specifically, this concerns in particular the examination of whether a company has the legally required "suitability". On the one hand, the company must be able to actually provide the service offered. On the other hand, it will examine whether the company or its bodies have not been convicted by a criminal court or have not committed any violations in the area of employment of foreigners, protection of workers or wage and social dumping. For the examination of the suitability requirements, the main recourse is made to the contractor's register Austria (ANKÖ) – www.ankoe.at.

If a company does not have the required suitability in the procurement procedure, it will be eliminated from the procedure in accordance with the requirements of the Federal Public Procurement Act. In 2021, however, no such violations were identified in the area of criminal convictions or other serious violations in the areas of employment of foreigners, protection of workers or wage and social dumping, which would have led to companies being eliminated.

The prices offered are examined in accordance with the provisions of the Federal Public Procurement Act with regard to their price adequacy and market conformity as well as compliance with the underlying KV wages. Offers which have implausible total prices or unit prices are eliminated. The same applies if the offer is based on average wages which do not correspond to the currently applicable collective agreement. The aim is to ensure proper remuneration and to prevent undue price dumping in public tenders.

The internal processes of ASFINAG stipulate that all contractors must sign a bidder or integrity declaration as soon as the bid is submitted. The commitments include, inter alia:

- Compliance with all labour and social legislation
- No employment of illegally employed foreign workers (including by subcontractors)
- Exchange or replacement of a subcontractor only after prior notification and approval by ASFINAG
- organisational measures to prevent economic crime (e.g.
- agreements restricting fair competition, corruption)
- Control options for ASFINAG through interrogations with authorities (e.g. at the Centre of Competence for wage and social dumping Fight or the Central Coordination Office for the Control of Illegal Employment of Foreigners)

The commitments also include core labour standards of the International Labour Organisation (ILO), such as Conventions 29 (Forced Labour, 1930), 87 (Freedom of Association and Protection of the Right to organise, 1948), 98 (Right to organise and collective bargaining, 1949), 100 (Equality of pay, 1951), 105 (Abolition of forced labour, 1957), 111 (Discrimination; Employment and occupation, 1958), 138 (minimum age, 1973) and 182 (prohibition and immediate measures to eliminate the worst forms of child labour, 1999).

In accordance with legal procurement regulations and required Austria and Europe-wide tenders, all our suppliers are considered "local" (Austria and the EU).

Our sustainability programme

Objectives	measures taken	Target horizon	Target status
Providing further incentives to increase occupational safety	• Evaluation of further optimisation potentials with external (e.g. AUVA) and internal experts • Re-introduction of the "Participation in Security Coordination Meetings" criterion • Adaptation of the "Training of security trustees management level" criterion (introduction planned for 2021)	2020	●
Increasing digitalisation in construction	• Evaluation of existing systems • Development of award criteria for assessing digitalisation in tree setting	2020	●
Mandatory consideration of sustainability criteria in procurement	• Development of further sustainability criteria • Evaluation of feedback rounds in individual product groups on the tender documents (in particular with regard to the catalogue of criteria) • Review of suppliers for compliance with sustainability criteria • Further development of product group stickers in relation to the core strategy of sustainability, greening and climate protection (completed) • Integrating the catalogue of criteria and the "Sustainable procurement" guide into the procurement process and thus ensuring its application in the Group (completed)	2025	◒
Recording of the "Asphalt LCA" criterion	• Preparation of the necessary provisions for this criterion • Coordination with representatives of the interest grouping	2021	●
Recording of the "Eco-balance of concrete steel" criterion	• Development and implementation in the form of pilot projects	2021	⊗
Forcing further reduction of pollutant emissions	• Prior condition assessment for construction projects to prepare a resource plan for anticipatory planning for recycling • Research and use of eco-concrete • Establishment of regional lots (lot scheme)	Annually	●

● Achieved/implemented ◒ In progress ○ Pending/postponed ⊗ Discontinued ◌ New

Our contribution to the SDGs and goals

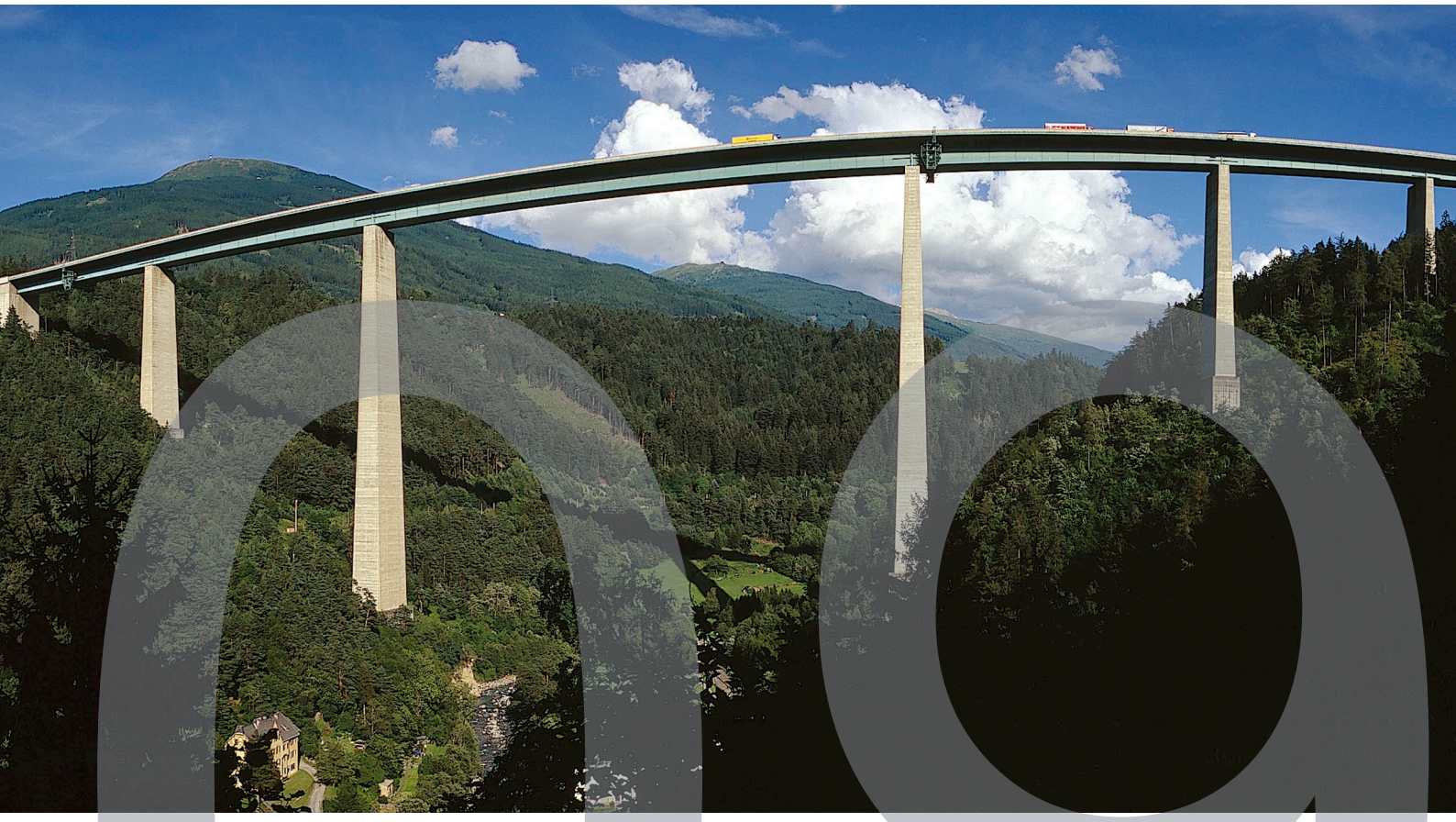
SDGs	Objectives	Our contribution

 **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**	8.4: Gradually improve global resource efficiency in consumption and production by 2030 and strive to decouple economic growth and environmental degradation, in line with the 10-year framework for sustainable consumption and production, with developed countries taking the lead 8.8: Protecting labour rights and promoting safe working environments for all workers, including migrant workers, in particular women migrant workers, and those in precarious employment	ASFINAG is taking several steps to introduce sustainability principles into the supply chain. Social and environmental criteria shall be taken into account in determining the best bidders for all major procurement procedures in the construction sector. All suppliers must additionally sign a bidder or integrity declaration from an order total of EUR 20,000. This includes, among other things, the obligation to comply with all labour and social legislation. These include essential core labour standards of the International Labour Organisation.
 **Ensure sustainable consumption and production patterns**	12.2: Achieve sustainable management and efficient use of natural resources by 2030 12.7: Promote sustainable practices in public procurement, in accordance with national policies and priorities	As part of the best bidder assessment, suppliers are examined with regard to various environmental criteria, including the existence of measures to reduce transport mileage, to promote CO_2 neutrality in steel production or to reduce the use of primary building materials. In this way, ASFINAG also promotes innovation in the supply chain.
 **Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build strong, accountable and inclusive institutions at all levels**	16.5: Significantly reduce corruption and bribery in all its forms	ASFINAG takes comprehensive measures to prevent corruption and bribery in the supply chain. As part of the bidding or integrity declaration, suppliers are obliged to define organisational measures to prevent economic crime. With the inclusion of the quality criteria "Certification according to ÖN ISO 19600" (compliance management system) and "Certification according to DIN ISO 37001" (management systems for the fight against corruption) in the criteria catalogue, we can in future also qualitatively assess companies with appropriate systems for the prevention of corruption and bribery. This creates an incentive for our suppliers to implement these systems.

GRI: 102-09, 102-10, 103-1, 103-2, 103-3, 203-1, 203-2, 204-1, 308-1, 403-2, 412-3, 414

EU TAXONOMY

The EU Taxonomy



09

EU TAXONOMY

Background on EU taxonomy

Regulation (EU) 2020/852 (‘EU Taxonomy’) entered into force on 12 July 2020 and applies to non-financial reports published after 31.12.2021. It aims to steer investment flows towards a sustainability transformation in the sense of the European Green Deal by defining technical sustainability criteria for economic activities and thus measuring and reporting the proportion of sustainable sales, investments and operating expenditure. This is a significant regulatory step towards transparency in the area of sustainability.

The delegated acts on EU taxonomy define these technical criteria for an ecologically sustainable economic activity in detail in relation to the environmental objectives set out in the regulation. The following six environmental objectives are set out in the regulation:

1. Climate protection
2. Adapt to climate change
3. Protect water and marine resources
4. Transition to a circular economy
5. Prevent/control pollution
6. Protect of biodiversity and ecosystems

According to the regulation, economic activity is considered to be environmentally sustainable if it makes a significant contribution to at least one of the environmental objectives and does not adversely affect any other environmental objective ("do no significant harm", DNSH). In addition, economic activity must be carried out in compliance with certain minimum social protection requirements. These minimum protection requirements are based on the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Economic and Human Rights, including the Declaration on Fundamental Principles and Rights at Work by the International Labour Organisation (ILO), the ILO's eight core labour standards and the International Charter on Human Rights.

Whether a substantial contribution to one of the environmental objectives is made or whether there is no negative impact on the environmental objectives is to be determined on the basis of the technical criteria specified in detail by the EU Commission. In order for economic activity to be considered sustainable, all these criteria must be met.

At this stage, the technical criteria are in place to make a substantial contribution to the first two environmental objectives of climate change mitigation and adaptation. The technical criteria for the substantial contribution to the remaining environmental targets are currently still in the design stage and are expected to be published in 2022.

In addition, the EU Commission is entrusted with extending taxonomy to social concerns and good governance in the future. A publication of the EU Commission for the extended taxonomy is also expected from 2022.

According to Article 8 of the EU Taxonomy Regulation, non-financial companies shall disclose in their non-financial report the share of revenues from products and services or the share of capital and operating expenditures

related to assets or processes, respectively, associated with environmentally sustainable economic activities accordingly. The following criteria shall be considered as a condition for the disclosure of such investments and must be fully met:

- Services or products from taxonomy-compliant economic activities were acquired
- The individual measure leads to a reduction of greenhouse gases or to decarbonisation
- The implementation and operationalisation of the measures takes place within 18 months

The decisive factor for determining the taxonomy capacity is the precise description of the economic activities and their applicability to ASFINAG's business model.

Analysis and evaluation of the EU taxonomy capability (annex indication in accordance with Annex I)

At the end of 2021, ASFINAG analysed its own economic activities in order to compare them with ecologically sustainable economic activities in accordance with the delegated act on climate taxonomy. In the course of several workshops, the assessment of the own taxonomy ability was carried out in two phases:

- Phase 1: Limitation of economic activities defined in the taxonomy and matching with the activities of ASFINAG
- Phase 2: Assessment of the limited activities based on the detailed description of economic activities and NACE codes and the requirements of the technical evaluation criteria

In order to limit economic activities (phase 1), a long list of potential activities was drawn up in an initial analysis. These activities were compared with the actual facts of ASFINAG on the basis of the description and the technical assessment criteria of the EU taxonomy. For further evaluation, only those economic activities were included which correspond to the wording of the taxonomy (phase 2). Subsequently, experts from ASFINAG analysed the limited economic activities.

The scope of the economic activities listed within the EU taxonomy is focused on CO_2-intensive sectors and thus there is also special potential for savings.

The core activity of ASFINAG is the planning, construction and operation of motorways and expressways, while independent sales are generated by the tolling. It should be emphasized here that the EU taxonomy in the area of infrastructure in the environmental objective of climate protection restricts the economic activities to low-carbon infrastructure and does not cover the entire sector completely. These include, for example, the "infrastructure for low-carbon road and public transport", "rail transport infrastructure" and "infrastructure for personal mobility, cycling logistics".

This restriction of the infrastructure sector means that the economic activities carried out by ASFINAG under the climate protection objective are not covered by the EU taxonomy and that for the core activity of ASFINAG no turnover or operating costs and only limited capital expenditure under the EU taxonomy can be reported.

Note: Within the framework of the environmental objective of adaptation to climate change, a statement of taxonomic turnover is only provided for in the case of so-called "enabling activities". Economic activity "6.15. Road transport and public transport infrastructure" is not classified as an enabling activity.

Economic activities that are not covered by the EU taxonomy are to be understood as "not taxonomic" in ASFINAG's understanding and do not yet give any information as to whether the activity is fundamentally sustainable or not. Nevertheless, ASFINAG has an important lever by taking the toll to influence the number of different vehicle classes and types on the roads by pricing and thus has an important ecological control effect. Since 2020, new tolls have been applied to vehicles over 3.5 tons of maximum permissible gross vehicle weight: Toll tariffs for this vehicle category with electric or hydrogen fuel cell drive have been significantly reduced. Vehicles in emission category VI also receive a tariff bonus (see chapter Transport emissions, p. 99).

The focus of ASFINAG's sustainability strategy is on the sustainable exercise of its own core activity. ASFINAG is implementing a series of measures to reduce greenhouse gas emissions during the operation of the motorway and road network. In accordance with the delegated act to Article 8 of the EU Taxonomy Regulation, the investments and expenditures of these activities may be disclosed under certain conditions as individual taxonomic measures.

In order to be able to identify investments as "green" for individual measures, investments made must be taxonomic. This means that purchased products or services must also be manufactured in accordance with the delegated act to Art. 8. taxonomy-compliant. In the following, taxonomic investments are shown under CapEx. The exact determination of individual measures in accordance with taxonomy is currently still unclear and ASFINAG expects further clarification from the EU Commission in 2022 in order to be able to carry out an assessment of taxonomy compliance for 2022.

Initiatives for decarbonisation of the target activity "infrastructure for road and public transport" (taxonomic)

In the following section, the measures of ASFINAG, which bring about energy savings and emission reductions and which were assessed as being taxonomic for the reporting year 2021, are given by way of example. Investment costs for these measures are summarised under CapEx in the table below.

Renewable energy
In order to achieve energy self-sufficiency on the balance sheet and to minimise negative environmental influences, ASFINAG pushes its own energy production from renewable energy technologies, in particular from photovoltaics ("4.1 power generation using photovoltaic technology") and from hydropower ("4.5 power generation from hydropower"). Installations are mainly erected where the electricity generated can be directly consumed. As a result, the energy demand is covered with clean energy and emissions can be reduced.

The EU taxonomy defines activity 4.1 as follows: ‘Construction or operation of power generating modules generating electricity using photovoltaic technology.’

ASFINAG has set itself the goal of constructing large photovoltaic plants with a total production volume of 100 MWp in order to enable balance sheet self-sufficiency in the company (see chapter Energy and emissions in operation, p. 92).

In 2021, photovoltaic plants of 2,407 kWp were built and further plants with a total of 5,285 kWp are in the planning stage.

In addition to the PV plants, projects for the expansion of small hydroelectric power plants are planned and implemented. According to the EU Taxonomy, activity 4.5 includes the ‘construction or operation of power generating modules generating electricity from hydropower’.

At the end of 2020, the power plant at Gonderbach went into operation to supply the Flirscher Tunnel and was taken over by ASFINAG in December 2020. The power plant has a generation capacity of about 130 kWh, with the tunnel consuming about 40 to 50 kW. The excess electricity is fed into the TINETZ (Tyrolean grids). The Semmering power plant, which is still being implemented, will be similar to the Flirsch project and the plant is expected to be commissioned in spring 2023. Another power plant in Karawanken is currently being planned.

Vehicle fleet and furniture
Economic activity "3.3. manufacture of low-carbon transport technologies" describes the "manufacture, repair, maintenance, retrofitting, re-use and upgrading of low-carbon vehicles, rail vehicles and ships". This economic activity refers to all those vehicles as taxonomy-compliant, which are responsible for as few emissions as possible, right down to zero emissions.

With the use of electric cars and a lorry, ASFINAG has already acquired taxonomy-relevant output from economic activity 3.3. Therefore, in the reporting year 2021, the investments for these vehicles are listed as taxonomic.

Initiatives for decarbonisation of the target activity "road and public transport infrastructure" (not taxonomic)

In the following section, ASFINAG's measures to bring about energy savings and emission reductions and which can be assessed in the future along the taxonomy are listed by way of example, but have not yet been taken into account as being taxonomic for the reporting year 2021.

Low-carbon mobility infrastructure
According to the initial analysis, ASFINAG's activities are considered as "6.14 rail transport infrastructure" and "6.15 infrastructure for low-carbon road transport and public transport". For 2021, no suitable projects for these economic activities are known which correspond to the limitations of the description.

The Commission defines the economic activity ‘6.14 Rail transport infrastructure’ as ‘the construction, modernisation, operation and maintenance of rail and underground railway lines, bridges and tunnels, stations, terminals, service facilities and safety and traffic management systems, including architects' services, engineering services, technical drawing services, building inspection, surveying and mapping services, etc., and physical, chemical and other analytical tests of all types of materials and products’.

ASFINAG, in collaboration with ÖBB, is planning the construction of Park&Ride facilities, which are intended to serve the transfer of passengers to public transport. In the future, street advertisements will be erected announcing the status of the Park&Ride facilities (e.g. departure time of the next train, number of free parking spaces). These facilities act as a transfer point for multimodal transport (see chapter Transport emissions, p. 99).

In the past, ASFINAG also supported the construction of Park&Ride systems, so that by the end of 2020 a total of over 3,000 parking spaces along Austrian motorways and expressways were available. The construction of the Park&Ride systems is intended to support car sharing and to increase the occupancy

of cars on the ASFINAG network and thus to reduce greenhouse gas emissions (see chapter Transport emissions, p. 99).

The wording of the economic activity on the rail infrastructure does not allow for an exact allocation at present, since it is unclear whether multimodal transport and the associated infrastructure are covered in the description in the sense of ASFINAG.

Economic activity 6.15 (as defined in Annex I – Climate Action) 'Low-CO_2 road and public transport infrastructure' includes 'the construction, modernisation, maintenance and operation of infrastructure necessary for the operation of zero-emission road transport without CO_2 emissions, and of transshipment infrastructure and infrastructure necessary for the operation of local transport'.

As ASFINAG currently makes the roads available for all vehicle categories and types, the proportion of roads used only by low-carbon vehicles cannot be identified separately and therefore the infrastructure activity for low-carbon road and public transport cannot be applied to ASFINAG. However, in 2020, ASFINAG already had 30 service stations with charging stations for electric vehicles and this will be expanded continuously. From 2023, the construction and commissioning of the "service stations of the future" are planned to further promote low-carbon mobility. These service stations have electric charging stations for supplying electric or hybrid vehicles. Plans for the construction of hydrogen filling stations at the ASFINAG network in Salzburg are also being drawn up (see chapter Transport Emissions, p. 99).

ASFINAG is also committed to reducing emissions from traffic by reducing congestion caused by construction sites and accidents. In addition, regular studies of the order of magnitude for the liquefaction of traffic and the reduction of congestion are implemented, which contribute to an indirect reduction of CO_2 emissions.

Adapting road and public transport infrastructure to climate change

Economic activity 6.15 (as defined in Annex II – Climate adaptation) "Road and public transport infrastructure" includes "construction, modernisation, maintenance and operation of motorways, roads, roads, other roads and paths for vehicles and pedestrians, ground works on roads, roads, motorways, bridges or tunnels, and construction of taxiways [...]". The aim of this economic activity is to increase climate resilience by establishing adaptation measures to climatic changes in the entire automotive infrastructure and goes beyond the previously mentioned low-carbon infrastructure.

As part of regulatory requirements, ASFINAG protects the motorway and road infrastructure against natural hazards and environmental damage through numerous measures based on historical data and evaluations. In the context of the environmental objective, a forward-looking analysis based on IPCC-based climate scenarios is a prerequisite for identifying initiatives along the taxonomy for climate adaptation. ASFINAG is considering a cost-benefit analysis in the next reporting year 2022 in order to carry out a taxonomy-compatible assessment for the main route networks.

However, ASFINAG is not able to report any sales here, since 6.16 of Annex II is not classified as enabling economic activity. Furthermore, no CapEx can be reported for the reporting year, since no investment costs in the sense of economic activity were executed.

Information and communication

ASFINAG is currently developing a mobile phone application that displays the possibility of passenger car sharing and thus leads to a reduction in individual traffic. The app is to be freely accessible and offered free of charge. Investments currently amount to around €3 million.

The actual emission reductions depend on the individual behaviour of the road participants. However, an exact life cycle analysis is necessary for classification under the taxonomy, which cannot be collected.

Market-oriented research
In order to ensure a sustainable exercise of core activity and to minimise negative influences on climate and the environment, ASFINAG develops numerous projects, including a focus on the decarbonisation of transport.

On various sections of the A+S network, it is tested whether speed harmonizations or optimised ceiling design contribute to energy savings and thus to a reduction of CO_2 in traffic. By using noise abatement walls as a support for PV systems, a reduction in emissions during operation is also to be promoted.

Construction and real estate
The building stock of ASFINAG (office buildings and motorway depots) is subject to regular checks in order to carry out an early renovation or complete renovation. ASFINAG thus guarantees a long-lasting and sustainable service life of the objects.

In order to achieve sustainable financial management and conserve resources, investments in renovation work are carried out proactively. The early work can thus avoid complete and resource-intensive reconstructions. Selected individual measures, such as the renovation of facades or complete thermal renovations, also lead to an increase in the energy efficiency of the buildings operated.

Forestry
Activity 1.4 is described in the EU taxonomy as "forest management activities with the aim of maintaining one or more habitats or one or more species. Conserving forestry does not entail any change in the land use category and takes place on land that meets the definition of 'forest' under national law [...]".

As traffic routes interfere with the habitats of animals and plants, ecological areas are created and managed to compensate for the new road construction and to preserve the native flora and fauna (see chapter Biodiversity, p. 103).

The active management of green and woodland areas has a positive effect on the ecological balance. They not only serve as a natural habitat for animals and plants, but also serve for dust and pollutant filtering and offer visibility and sidewind protection for the users of the ASFINAG infrastructure.

Assessment of taxonomy-relevant financial ratios

Accounting and valuation methods
The performance indicators listed are based on the definition of Annex I of the Delegated Act to Art. 8. Due to the uncovered economic activities and the first publication of the EU taxonomy report, there is no additional contextual information.

Turnover
The share of a taxonomic turnover is generated by products and services that are consistent with taxonomic economic activities (numerators), which are divided by the total net turnover (denominator), which is based on the consolidated net turnover in accordance with [IAS 1.82 (a)]. For more information, see the ASFINAG annual report 2021, financial reporting.

With reference to the metre, it was not possible to identify any taxonomic economic activities relevant to turnover and thus no taxonomic sales were identified.

CapEx

In addition to investments in assets necessary for the provision of own turnover-related economic activities (CapEx of categories (a) and (b) as defined in Annex I to the delegated act to Article 8), investments in products or services from taxonomic economic activities and the implementation of individual measures enabling the target activities to become low-carbon or lead to a reduction of greenhouse gases are also considered as taxonomic capital expenditure (CapEx of category (c) as defined in Annex I to the delegated act to Article 8).

Starting from the inputs of the investment statement, these investments were identified or, where this was not possible due to the level of detail, supplemented by evaluations at project cost level and the individual measures described above, if they can be assigned to economic activities of the EU taxonomy, cumulatively combined as taxonomic investment expenditure. In addition, they were reported, as was their share in relation to total investments.

Moreover, as ASFINAG has not identified any turnover-related taxonomic economic activities, no other capital expenditure of the CapEx category (a) and (b) is classified as taxonomic. All other capital expenditure which does not constitute the acquisition of output or the implementation of individual measures as per the CapEx category (c) is classified as non-taxonomic.

The denominator of the total investments according to the EU taxonomy corresponds to the total receipts to tangible and intangible assets according to the investment statement, including activated rights of use in accordance with IFRS 16.

OpEx

Since no turnover-related taxonomic economic activities have been identified and the total amount of the taxonomic operating expenditure of category (c) as Annex I of the Delegated Act to Article 8 is negligible, the operating expenditure is classified as entirely non-taxonomic. OpEx was not determined because of the negligibility.

Disaggregation

Since no taxonomic economic activities have been identified, this information is not applicable.

	Proportion of taxonomic economic activities (%)	Proportion of non-taxonomic economic activities (%)
Turnover	0.00%	100.00%
CapEx	9.43%	90.57%
OpEx	0.00%	100.00%

The goal of ASFINAG is to operate and manage the infrastructure in a particularly environmentally friendly manner. Therefore, in the following year, further possibilities will be considered to bring the sustainability initiatives of ASFINAG into line with the requirements of the EU taxonomy.

KPIS INDEX

Company						
Ethics & compliance	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Business sites with corruption risk assessment	%	205-01	100.00%	100.00%	100.00%	100.00%
Staff informed about anti-corruption	%	205-02	100.00%	100.00%	100.00%	100.00%
Staff trained in anti-corruption	Number	205-02	96.00	164.00	247.00	369.00
Leaders informed about anti-corruption	%	205-02	100.00%	100.00%	100.00%	100.00%
Leaders trained in anti-corruption	Number	205-02	12.00	35.00	46.00	123.00
Executive Management informed about anti-corruption	%	205-02	100.00%	100.00%	100.00%	100.00%
Executive Management trained in anti-corruption	Number	205-02	9.00	8.00	8.00	8.00
Business partners informed about anti-corruption	%	205-02	100.00%	100.00%	100.00%	100.00%
Cases of corruption	Number	205-03	0.00	0.00	0.00	0.00
Major non-compliance or procedure cases	Number	205-03	n/a	n/a	n/a	0.00
Dismissals/warnings for corruption	Number	205-03	0.00	0.00	0.00	0.00
Business relations terminated due to corruption	Number	205-03	0.00	0.00	0.00	0.00
Action against ASFINAG for corruption	Number	205-03	0.00	0.00	0.00	0.00
Security staff with human rights training	%	412-02	100.00%	100.00%	100.00%	100.00%
Human rights examination sites	%	412-01	100.00%	100.00%	100.00%	100.00%
Hours of human rights policy training	Number	412-02	682.00	1,024.00	955.00	2,154.00
No. of participants	Number	412-02	96.00	164.00	247.00	369.00
of which managers	Number	412-02	12.00	35.00	46.00	123.00
Number of toll control bodies as at 31.12.	Number	-	n/a	n/a	n/a	103.00
Toll control bodies with training	%	-	n/a	n/a	n/a	100.00%
Number of service stations	Number	-	n/a	n/a	n/a	254.00
Barrier-free service stations	Number	-	n/a	n/a	n/a	93.00
Hours of accessibility training	h	-	n/a	n/a	n/a	15.00
Employees						
Attractive employer	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Total staff as at 31.12.	Headcount	102-07	2,822.00	2,878.00	2,967.00	3,015.00
ASFINAG staff	Headcount	102-07	2,394.00	2,481.00	2,608.00	2,691.00
Country staff	Headcount	102-08	428.00	397.00	359.00	324.00
Part-time staff as at 31.12.	Headcount	102-08	350.00	351.00	373.00	405.00
Women	Headcount	102-08	289.00	287.00	297.00	324.00
Men	Headcount	102-08	61.00	64.00	76.00	81.00

Temporary staff at 31.12.	Headcount	102-08	59.00	53.00	55.00	60.00
Women	Headcount	102-08	15.00	12.00	8.00	16.00
Men	Headcount	102-08	44.00	41.00	47.00	44.00
Average Full Time Equivalent (FTE)	FTE	102-07	2,704.46	2,746.89	2,795.65	2,865.99
Women	FTE	102-07	535.81	571.50	582.72	619.39
Men	FTE	102-07	2,168.65	2,175.39	2,212.92	2,246.60
Target working hours	h	102-07	5,490,053.80	5,576,186.70	5,675,162.73	5,817,960.00
Average Headcount (HC)	Headcount	102-07	2,838.08	2,885.00	2,934.10	3,019.56
ASFINAG staff withdrawals	Headcount	401-01	76.00	75.00	66.00	65.00
Women	Headcount	401-01	15.00	31.00	24.00	22.00
Men	Headcount	401-01	61.00	44.00	42.00	43.00
below 30	Headcount	401-01	12.00	19.00	12.00	13.00
30-50	Headcount	401-01	62.00	45.00	44.00	45.00
over 50	Headcount	401-01	2.00	11.00	10.00	7.00
Fluctuation rate	%	401-01	2.69%	2.61%	2.22%	2.16%
New ASFINAG staff	Headcount	401-01	187.00	198.00	218.00	174.00
Women	Headcount	401-01	55.00	62.00	67.00	62.00
Men	Headcount	401-01	132.00	136.00	151.00	112.00
below 30	Headcount	401-01	74.00	85.00	75.00	66.00
30-50	Headcount	401-01	94.00	101.00	128.00	98.00
over 50	Headcount	401-01	19.00	12.00	15.00	10.00
Staff with collective agreement as at 31.12.	Headcount	401-02	2,811.00	2,867.00	2,959.00	3,007.00
Apprentices as at 31.12.	Headcount	-	21.00	30.00	37.00	32.00
Share of apprentices in total workforce	%	-	0.74%	1.04%	1.25%	1.06%
Maximum annual compensation ratio: Median		-	7.06	6.85	6.60	6.60
Health and safety of our employees	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Accidents at work	Number	403-09	72.00	63.00	58.00	69.00
Accidents at work per 200,000 working hours (FTE)	Number	403-09	2.66	2.29	2.07	2.40
Work accident days	Number	403-09	943.00	913.00	871.00	1274.00
Accident days per 200,000 working hours (FTE)	Number	403-09	34.40	32.70	30.70	43.80
Work accident days per employee (HC)	Number	403-09	0.33	0.32	0.29	0.42
Work accident hours (incl. consequential illness)	Number	403-09	5,935.80	7,121.40	6,793.80	9,937.00
Major accidents (over 23 lost working days)	Number	-	11.00	8.00	8.00	10.00
Major accident rate	%	-	15%	13%	14%	14%

Fatal accidents	Number	403-09	0.00	1.00	0.00	0.00
Fatal accident rate	%	403-09	0%	2%	0%	0%
Sickness days	Days	-	29,429.26	29,333.26	24,983.05	27,613.99
Sickness hours	h	-	229,548.23	228,799.43	194,867.79	215,389.00
Employee development	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Total participations education and training	Number	-	3,252.00	2,895.00	4,006.00	11,015.00
of which E-Learning	Number	-	1,752.00	666.00	3,460.00	9,472.00
Total hours of training	h	404-01	37,222.75	41,893.37	25,577.75	39,715.00
Women	h	404-01	8,618.75	10,326.37	6,533.25	10,723.00
Men	h	404-01	28,604.00	31,567.00	19,044.50	28,992.00
Average Total hours of training	h per FTE	404-01	13.10	14.50	8.70	13.20
Average Women's education	h per FTE	404-01	13.40	15.10	9.40	14.40
Average Training hours for men	h per FTE	404-01	13.00	14.30	8.50	12.70
Training hours management positions	h	404-01	5,871.25	6,603.62	6,271.50	7,873.50
Average Training hours management positions	h	404-01	28.30	32.60	32.70	41.90
Training hours Executive Management	h	404-01	140.00	162.00	203.00	206.00
Average Executive management training	h	404-01	15.60	19.40	25.40	26.90
Staff with MAG	Headcount	-	2,822.00	2,878.00	2,967.00	3,015.00
Women	Headcount	-	635.00	635.00	684.00	724.00
Men	Headcount	-	2,187.00	2,243.00	2,283.00	2,291.00
Proportion of staff with MAG	%	404-03	100.00%	100.00%	100.00%	100.00%
Staff with MbO	Headcount	-	689.00	736.00	789.00	836.00
Women	Headcount	-	118.00	134.00	137.00	155.00
Men	Headcount	-	571.00	602.00	652.00	681.00
Proportion of staff with MbO	%	-	24%	26%	27%	28%
Managers with MAG	Headcount	404-03	208.00	201.00	193.00	189.00
Women	Headcount	404-03	37.00	39.00	37.00	39.00
Men	Headcount	404-03	171.00	162.00	156.00	150.00
Managers with MbO	Headcount	-	192.00	187.00	178.00	176.00
Women	Headcount	-	34.00	36.00	33.00	35.00
Men	Headcount	-	158.00	151.00	145.00	141.00
Diversity and equal opportunities	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Total staff as at 31.12.	Headcount	405-01	2,822.00	2,878.00	2,967.00	3,015.00
Women	Headcount	405-01	635.00	635.00	684.00	724.00

Men	Headcount	405-01	2,187.00	2,243.00	2,283.00	2,291.00
below 30	Headcount	405-01	259.00	278.00	286.00	291.00
30-50	Headcount	405-01	1,648.00	1,670.00	1,720.00	1,745.00
over 50	Headcount	405-01	915.00	930.00	961.00	979.00
Total women's share	%	405-01	23%	22%	23%	24%
Staff in management positions as at 31.12.	Headcount	405-01	208.00	201.00	193.00	189.00
Women	Headcount	405-01	37.00	39.00	37.00	39.00
Men	Headcount	405-01	171.00	162.00	156.00	150.00
below 30	Headcount	405-01	3.00	0.00	0.00	0.00
30-50	Headcount	405-01	129.00	122.00	111.00	103.00
over 50	Headcount	405-01	77.00	79.00	82.00	86.00
Proportion of women in management positions	%	405-01	18%	19%	19%	21%
Executive Management staff as at 31.12.	Headcount	405-01	9.00	8.00	8.00	8.00
Women	Headcount	405-01	2.00	1.00	1.00	1.00
Men	Headcount	405-01	7.00	7.00	7.00	7.00
below 30	Headcount	405-01	0.00	0.00	0.00	0.00
30-50	Headcount	405-01	5.00	5.00	4.00	4.00
over 50	Headcount	405-01	4.00	3.00	4.00	4.00
Share of women in Executive Management	%	405-01	22%	13%	13%	13%
Favoured disabled employees	Headcount	405-01	79.00	77.00	83.00	78.00
Share of disabled employees in total workforce	%	405-01	3%	3%	3%	3%
Cases of discrimination	Number	406-01	0.00	0.00	0.00	0.00
Ratio of annual remuneration to women:men		405-02	0.85	0.86	0.87	0.86
Average Annual compensation for women	EUR	405-02	48,409.56	49,898.75	52,217.52	51,144.00
Average Annual compensation men	EUR	405-02	56,747.07	58,242.93	60,265.78	59,669.00
Ratio of annual remuneration to women:men (employee positions)		405-02	n/a	n/a	n/a	0.86
Average Annual compensation for women (employee positions)	EUR	405-02	n/a	n/a	n/a	51,144.00
Average Annual compensation for men (employee positions)	EUR	405-02	n/a	n/a	n/a	59,669.00
Ratio of annual remuneration to women:men (management positions)		405-02	n/a	n/a	n/a	0.93
Average Annual compensation for women (management positions)	EUR	405-02	n/a	n/a	n/a	88,210.98
Average Annual compensation for men (management positions)	EUR	405-02	n/a	n/a	n/a	94 696.84
Ratio of annual remuneration to women:men (Executive Management)		405-02	n/a	n/a	n/a	1.03
Average Annual compensation for women (Executive Management)	EUR	405-02	n/a	n/a	n/a	204 697.06
Average Annual compensation for men (Executive Management)	EUR	405-02	n/a	n/a	n/a	199 447.79

Staff entitled to parental leave	Headcount	401-03	2,777.00	2,834.00	2,926.00	2,973.00
Women	Headcount	401-03	629.00	658.00	678.00	718.00
Men	Headcount	401-03	2,148.00	2,176.00	2,248.00	2,255.00
Parental leave	Headcount	401-03	66.00	71.00	76.00	69.00
Women	Headcount	401-03	52.00	48.00	59.00	54.00
Men	Headcount	401-03	14.00	23.00	17.00	15.00
Staff back to work after parental leave	Headcount	401-03	30.00	31.00	35.00	34.00
Women	Headcount	401-03	20.00	14.00	21.00	22.00
Men	Headcount	401-03	10.00	17.00	14.00	12.00
Staff employed 12 months after parental leave	Headcount	401-03	33.00	30.00	29.00	34.00
Women	Headcount	401-03	19.00	20.00	13.00	21.00
Men	Headcount	401-03	14.00	10.00	16.00	13.00
Early paternity leave	Headcount	401-03	20.00	10.00	11.00	17.00
Educational skills	Headcount	-	3.00	5.00	9.00	10.00
Women	Headcount	-	1.00	3.00	4.00	8.00
Men	Headcount	-	2.00	2.00	5.00	2.00
Traffic						
Availability of our road network	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Section network	km	-	2,223.00	2,233.00	2,249.00	2,249.00
Mileage	millions of kilometres driven by vehicles	203-01	32,481.40	32,873.38	26,259.11	29,074.30
Heavy traffic	millions of kilometres driven by vehicles	203-01	3,816.40	3,849.84	3,673.37	3,995.90
Light traffic	millions of kilometres driven by vehicles	203-01	28,665.00	29,023.54	22,585.74	25,078.40
Traffic units	1km distance for 1h traffic	203-01	36,329.00	47,612.00	37,576.00	39,559.00
Overload	1km distance for 1h traffic	203-01	9,236.00	11,054.00	2,756.00	4,651.00
Accident	1km distance for 1h traffic	203-01	8,689.00	10,436.00	7,117.00	9,429.00
Construction site	1km distance for 1h traffic	203-01	5,859.00	10,085.00	9,510.00	9,637.00
Breakdown	1km distance for 1h traffic	203-01	2,168.00	3,483.00	2,370.00	2,826.00
Miscellaneous	1km distance for 1h traffic	203-01	4,826.00	4,002.00	8,404.00	4,698.00

Not assigned	1km distance for 1h traffic	203-01	5,551.00	8,552.00	7,419.00	8,318.00
Safe roads	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Accidents	Number	416-01	2,302.00	2,269.00	1,601.00	Key figures to follow in the update
Accident rate	per million km driven	416-01	0.071	0.069	0.061	Key figures to follow in the update
Severely injured	Number	416-01	376.00	383.00	215.00	Key figures to follow in the update
Serious injury rate	per million km driven	416-01	0.012	0.012	0.008	Key figures to follow in the update
Traffic fatalities (provisional 2021)	Number	416-01	33.00	35.00	34.00	37.00
Rate of fatalities (provisional 2021)	per million km driven	416-01	0.001	0.001	0.001	0.001
Environment						
Preservation of resources	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Total waste generation	d	306-03	n/a	n/a	n/a	Key figures to follow in the update
Hazardous waste	d	306-03	n/a	n/a	n/a	Key figures to follow in the update
Non-hazardous waste	d	306-03	n/a	n/a	n/a	Key figures to follow in the update
Total demolition material	million t	306-03	1.45	2.09	4.06	Key figures to follow in the update
Total excavated material	million t	306-03	0.94	1.49	3.17	Key figures to follow in the update
Total concrete demolition	million t	306-03	0.25	0.13	0.30	Key figures to follow in the update
Total asphalt demolition	million t	306-03	0.26	0.47	0.59	Key figures to follow in the update
Total of demolition material recycled	million t	306-04	1.00	1.06	2.95	Key figures to follow in the update
of which hazardous waste	%	306-04	n/a	n/a	n/a	Key figures to follow in the update
of which non-hazardous waste	%	306-04	n/a	n/a	n/a	Key figures to follow in the update
Excavated material recycled	million t	306-04	0.51	0.50	2.07	Key figures to follow in the update
Concrete demolition recycled	million t	306-04	0.24	0.12	0.29	Key figures to follow in the update
Asphalt demolition recycled	million t	306-04	0.25	0.44	0.59	Key figures to follow in the update
Total recycling rate	%	306-04	69%	51%	73%	Key figures to follow in the update
of which hazardous waste	%	306-04	n/a	n/a	n/a	Key figures to follow in the update

of which non-hazardous waste	%	306-04	n/a	n/a	n/a	Key figures to follow in the update
Recycling rate excavated material	%	306-04	54%	34%	65%	Key figures to follow in the update
Recycling rate of concrete demolition	%	306-04	96%	92%	98%	Key figures to follow in the update
Recycling rate of asphalt demolition	%	306-04	96%	94%	99%	Key figures to follow in the update
Waste from car parks and service stations	d	306-03	8,763.00	8,688.00	7,704.00	7,862.09
Waste/mileage	kg/million km	306-03	0.27	0.26	0.29	0.27
Salt spreading	d	301-01	97,707.00	83,309.00	62,573.00	109,999.00
means of dispersion per kilometre of road and roadway	t/km	301-01	8.10	6.88	5.14	9.01
Energy and emissions in operation	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Final energy consumption (Scope 1) (market-based)	GWh	-	208.71	200.09	209.70	Key figures to follow in the update
Renewable energy	GWh	-	137.55	130.44	146.70	Key figures to follow in the update
Fuels	GWh	-	13.35	12.59	12.50	Key figures to follow in the update
Thermal energy	GWh	-	2.60	2.28	2.00	Key figures to follow in the update
Power (purchased)	GWh	-	121.26	115.23	130.20	Key figures to follow in the update
Current (self-generated)	GWh	-	0.34	0.34	2.00	Key figures to follow in the update
Non-renewable energy	GWh	-	71.16	69.65	63.00	Key figures to follow in the update
Fuels	GWh	-	70.42	68.73	63.00	Key figures to follow in the update
Thermal energy	GWh	-	0.73	0.91	0.00	Key figures to follow in the update
Power (purchased)	GWh	-	0.01	0.01	0.00	Key figures to follow in the update
Current (self-generated)	GWh	-	0.00	0.00	0.00	Key figures to follow in the update
Share of renewable energies	%	-	66%	65%	70%	Key figures to follow in the update
Energy consumption (Scope 1)/mileage	kWh/million km	302-03	6,425.52	6,086.69	7,985.80	Key figures to follow in the update
Energy consumption change (Scope 1)	FY	302-04	15,156.00	-31,032.00	34,596.00*	Key figures to follow in the update
Energy consumption outside ASFINAG (Scope 2) (market-based)	GWh	302-02	48.20	46.36	95.20	Key figures to follow in the update
Primary energy consumption (incl. Scope 2) (market-based)	GWh	-	256.91	246.45	303.70	Key figures to follow in the update

Renewable energy	GWh	-	149.04	141.48	227.40	Key figures to follow in the update
Fuels	GWh	-	16.84	15.85	13.40	Key figures to follow in the update
Thermal energy	GWh	-	3.74	3.30	1.80	Key figures to follow in the update
Power (purchased)	GWh	-	128.10	121.97	212.20	Key figures to follow in the update
Current (self-generated)	GWh	-	0.36	0.36	0.00	Key figures to follow in the update
Non-renewable energy	GWh	-	107.87	104.97	76.30	Key figures to follow in the update
Fuels	GWh	-	97.90	95.10	76.30	Key figures to follow in the update
Thermal energy	GWh	-	1.30	1.54	0.00	Key figures to follow in the update
Power (purchased)	GWh	-	8.60	8.26	0.00	Key figures to follow in the update
Current (self-generated)	GWh	-	0.07	0.07	0.00	Key figures to follow in the update
Share of renewable energies	%	-	58%	57%	75%	Key figures to follow in the update
Energy consumption (incl. Scope 2)/mileage	kWh/million km	302-03	7,909.45	7,496.95	11,565.51	Key figures to follow in the update
Change in energy consumption (incl. Scope 2)	FY	302-04	69,768.00	-37,656.00	206,100.00*	Key figures to follow in the update
Primary energy consumption/section kilometre	GWh/km	302-03	0.02	0.02	0.02	Key figures to follow in the update
Final energy consumption (Scope 1) (site-based)	GWh	302-01	n/a	n/a	208.50	Key figures to follow in the update
Renewable energy	GWh	302-01	n/a	n/a	97.30	Key figures to follow in the update
Fuels	GWh	302-01	n/a	n/a	12.50	Key figures to follow in the update
Thermal energy	GWh	302-01	n/a	n/a	2.00	Key figures to follow in the update
Power (purchased)	GWh	302-01	n/a	n/a	82.00	Key figures to follow in the update
Current (self-generated)	GWh	302-01	n/a	n/a	0.80	Key figures to follow in the update
Non-renewable energy	GWh	302-01	n/a	n/a	111.20	Key figures to follow in the update
Fuels	GWh	302-01	n/a	n/a	63.00	Key figures to follow in the update
Thermal energy	GWh	302-01	n/a	n/a	0.00	Key figures to follow in the update

Power (purchased)	GWh	302-01	n/a	n/a	48.20	Key figures to follow in the update
Current (self-generated)	GWh	302-01	n/a	n/a	0.00	Key figures to follow in the update
Share of renewable energies	%	302-01	n/a	n/a	47%	Key figures to follow in the update
Energy consumption (Scope 1)/mileage	kWh/million km	302-03	n/a	n/a	262 264.15	Key figures to follow in the update
Change in energy consumption (incl. Scope 2)	%	302-04	n/a	n/a	n/a	Key figures to follow in the update
Energy consumption change (incl. Scope 2)/mileage	%	302-04	n/a	n/a	n/a	Key figures to follow in the update
Primary energy consumption (incl. Scope 2) (site-based)	GWh	-	n/a	n/a	303.70	Key figures to follow in the update
Renewable energy	GWh	-	n/a	n/a	148.90	Key figures to follow in the update
Fuels	GWh	-	n/a	n/a	13.40	Key figures to follow in the update
Thermal energy	GWh	-	n/a	n/a	1.80	Key figures to follow in the update
Power (purchased)	GWh	-	n/a	n/a	133.70	Key figures to follow in the update
Current (self-generated)	GWh	-	n/a	n/a	0.00	Key figures to follow in the update
Non-renewable energy	GWh	-	n/a	n/a	154.80	Key figures to follow in the update
Fuels	GWh	-	n/a	n/a	76.30	Key figures to follow in the update
Thermal energy	GWh	-	n/a	n/a	0.00	Key figures to follow in the update
Power (purchased)	GWh	-	n/a	n/a	78.50	Key figures to follow in the update
Current (self-generated)	GWh	-	n/a	n/a	0.00	Key figures to follow in the update
Share of renewable energies	%	-	n/a	n/a	49%	Key figures to follow in the update
Energy consumption (incl. Scope 2)/mileage	kWh/million km	302-03	n/a	n/a	382 012.58	Key figures to follow in the update
Change in energy consumption (incl. Scope 2)	%	302-04	n/a	n/a	n/a	Key figures to follow in the update
Energy consumption change (incl. Scope 2)/mileage	%	302-04	n/a	n/a	n/a	Key figures to follow in the update
Primary energy consumption/section kilometre	GWh/km	302-03	n/a	n/a	0.02	Key figures to follow in the update
Energy demand (Scope 1)	MWh	302-01	208 466.00	199 700.00	208 500.00	Key figures to follow in the update

Building	MWh	302-01	37,799.00	38,500.00	36,300.00	Key figures to follow in the update
Vehicles	MWh	302-01	62,773.00	59,500.00	54,000.00	Key figures to follow in the update
Tunnels	MWh	302-01	107,894.00	101,700.00	97,800.00	Key figures to follow in the update
Open land	MWh	302-01	n/a	n/a	20,400.00	Key figures to follow in the update
Change in energy demand (Scope 1)	%	302-04	14,225.33	-31,557.60	31,680.00	Key figures to follow in the update
Own renewable energy production	MWh	302-04	n/a	n/a	n/a	Key figures to follow in the update
GHG emissions in operation (market-based)	t CO_2 equivalent	305-1&2	28,709.00	27,950.00	23,552.00	Key figures to follow in the update
direct	t CO_2 equivalent	305-01	18,292.00	17,888.00	16,457.00	Key figures to follow in the update
indirect	t CO_2 equivalent	305-02	10,417.00	10,062.00	7,095.00	Key figures to follow in the update
GHG emissions during operation (site-based)	t CO_2 equivalent	305-1&2	n/a	n/a	55,062.00	Key figures to follow in the update
direct	t CO_2 equivalent	305-01	n/a	n/a	16,457.00	Key figures to follow in the update
indirect	t CO_2 equivalent	305-02	n/a	n/a	38,605.00	Key figures to follow in the update
GHG emissions operation/mileage (market-based)	t CO_2/million automobile km	305-04	0.88	0.85	0.90	Key figures to follow in the update
GHG emissions direct/mileage	t CO_2/million automobile km	305-04	0.56	0.54	0.63	Key figures to follow in the update
GHG emissions indirect/mileage	t CO_2/million automobile km	305-04	0.32	0.31	0.27	Key figures to follow in the update
GHG emissions operation/mileage (site-based)	t CO_2/million automobile km	305-04	n/a	n/a	2.10	Key figures to follow in the update
GHG emissions direct/mileage	t CO_2/million automobile km	305-04	n/a	n/a	0.63	Key figures to follow in the update
GHG emissions indirect/mileage	t CO_2/million automobile km	305-04	n/a	n/a	1.47	Key figures to follow in the update
GHG emissions operation/building (market-based)	t CO_2 equivalent	305-02	4,160.00	4,700.00	4,406.00	Key figures to follow in the update
GHG emissions operation/tunnel (market-based)	t CO_2 equivalent	305-02	2,150.00	2,100.00	1,644.00	Key figures to follow in the update
GHG emissions operation/vehicles (market-based)	t CO_2 equivalent	305-01	22,400.00	21,150.00	17,063.00	Key figures to follow in the update

GHG emissions operation/open land (market-based)	t CO_2 equivalent	305-01	n/a	n/a	437.00	Key figures to follow in the update
GHG emissions operation/building (site-based)	t CO_2 equivalent	305-02	n/a	n/a	7,567.00	Key figures to follow in the update
GHG emissions operation/tunnel (site-based)	t CO_2 equivalent	305-02	n/a	n/a	25,091.00	Key figures to follow in the update
GHG emissions operation/vehicles (site-based)	t CO_2 equivalent	305-01	n/a	n/a	17,135.00	Key figures to follow in the update
GHG emissions operation/open land (site-based)	t CO_2 equivalent	305-01	n/a	n/a	5,271.00	Key figures to follow in the update
Alternative drives in the ASFINAG car fleet	%	-	n/a	n/a	n/a	19%
Mileage of the ASFINAG car	automobile km	-	n/a	n/a	n/a	4,625,693,00
Internal electric charging stations	Number	-	n/a	n/a	n/a	116.00
E charging points internally simultaneously (DC)	Number	-	n/a	n/a	n/a	33.00
E charging points internally simultaneously (AC)	Number	-	n/a	n/a	n/a	83.00
E-charging stations on the A+S network	Number	-	n/a	n/a	n/a	31.00
Park&Ride facilities	Number	-	n/a	n/a	n/a	67.00
Video calls	Number	-	6,524.00	6,378.00	9,801.00	12,471.00
Participants ASFINAG	Number	-	5,181.00	5,067.00	6,658.00	8,256.00
External participant	Number	-	1,343.00	1,311.00	3,143.00	4,215.00
Traffic emissions	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Motor vehicles < 3.5 t mileage	millions of kilometres driven by vehicles	305-03	28,810	29,160	22,863	25,078
Motor vehicles < 3.5 t GHG	t CO_2 equivalent	305-04	5 238 810	5,318,154	4,113,496	Key figures to follow in the update
Motor vehicles < 3.5 t GHG/mileage	g/kilometres driven by vehicles	305-03	181.84	181.04	177.96	Key figures to follow in the update
Motor vehicles > 3.5 t mileage	millions of kilometres driven by vehicles	305-03	3,655	3,679	3,611	3,995.90
Motor vehicles > 3.5 t GHG	t CO_2 equivalent	305-04	2,750,636	2,758,484	2,736,894	Key figures to follow in the update
Motor vehicles > 3.5 t GHG/mileage	g/kilometres driven by vehicles	305-03	747.44	744.54	755.65	Key figures to follow in the update
Bus mileage	millions of kilometres driven by vehicles	305-03	162	170	62	Key figures to follow in the update
Bus GHG	t CO_2 equivalent	305-04	633.33	629.31	624.95	Key figures to follow in the update
Bus GHG/mileage	g/kilometres driven by vehicles	305-03	102,639	106,757	38,474	Key figures to follow in the update
Total GHG due to car traffic	t CO_2 equivalent	305-03	8 112 192	8 183 395	6 888 864	Key figures to follow in the update

Technical checks on lorries	Number	-	n/a	n/a	n/a	Key figures to follow in the update
Biodiversity	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Stock of woodland and green areas	ha	304-03	n/a	n/a	n/a	5,000.00
Flowering surfaces	m²	304-03	n/a	n/a	n/a	250,000.00
Green crossings	Number	304-03	n/a	n/a	n/a	57.00
Bee sites	Number	304-03	n/a	n/a	n/a	55.00
Awareness raising for species protection and biodiversity	h	-	n/a	n/a	n/a	300.00
Building culture	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Architectural competitions for projects of cultural importance	Number	-	n/a	n/a	n/a	2

Noise abatement	Unit	GRI	2018	2019	2020	2021
People exposed to environmental noise (at 4m height during the day)	Number	413-02	577 578.00	n/a	577 578.00	574 602.00
55-59 dbA	Number	413-02	421 978.00	n/a	421 978.00	421 978.00
>= 60 dbA	Number	413-02	155,600.00	n/a	155,600.00	152,624.007 800
60-64 dbA	Number	413-02	135 171.00	n/a	135 171.00	135 171.00
65-69 dbA	Number	413-02	17,453.00	n/a	17,453.00	17,453.00
70-74 dbA	Number	413-02	2,926.00	n/a	2,926.00	2,926.00
>= 75 dbA	Number	413-02	50.00	n/a	50.00	50.00
Noise pollution/driving performance at day 4 m high		413-02	17.78	n/a	22.00	19.76
People exposed to environmental noise (during the night at 4 m height)	Number	413-02	749 018.00	n/a	749 018.00	749 018.00
45-49 dbA	Number	413-02	511 411.00	n/a	511 411.00	511 411.00
>= 50 dbA	Number	413-02	237 607.00	n/a	237 607.00	237 607.00
50-54 dbA	Number	413-02	196,709.00	n/a	196,709.00	196,709.00
55-59 dbA	Number	413-02	35,690.00	n/a	35,690.00	35,690.00
60-64 dbA	Number	413-02	4,856.00	n/a	4,856.00	4,856.00
65-69 dbA	Number	413-02	343.00	n/a	343.00	343.00
>= 70 dbA	Number	413-02	9.00	n/a	9.00	9.00
Noise pollution/driving performance at night at 4m height		413-02	23.06	n/a	28.52	25.76
People exposed to environmental noise (at 1.5m height during the day)	Number	413-02	464 717.00	n/a	464 719.00	464 719.00
55-59 dbA	Number	413-02	353 837.00	n/a	353 839.00	353 839.00
>= 60 dbA	Number	413-02	110,880.00	n/a	110,880.00	110,880.00
60-64 dbA	Number	413-02	97,724.00	n/a	97,724.00	97,724.00
65-69 dbA	Number	413-02	10,965.00	n/a	10,965.00	10,965.00
70-74 dbA	Number	413-02	2,157.00	n/a	2,157.00	2,157.00
>= 75 dbA	Number	413-02	34.00	n/a	34.00	34.00
Noise pollution/driving performance during day at 1.5m height		413-02	14.31	n/a	17.70	15.98
People exposed to ambient noise (at night at 1.5m height)	Number	413-02	612 880.00	n/a	612 882.00	612 882.00
45-49 dbA	Number	413-02	432 936.00	n/a	432 938.00	432 938.00
>= 50 dbA	Number	413-02	179,944.00	n/a	179,944.00	179,944.00
50-54 dbA	Number	413-02	152,794.00	n/a	152,794.00	152,794.00
55-59 dbA	Number	413-02	23,621.00	n/a	23,621.00	23,621.00
60-64 dbA	Number	413-02	3,406.00	n/a	3,406.00	3,406.00
65-69 dbA	Number	413-02	114.00	n/a	114.00	114.00
>= 70 dbA	Number	413-02	9.00	n/a	9.00	9.00

Noise pollution/driving performance at night at 1.5m height		413-02	18.87	n/a	23.34	21.08
Noise abatement walls	km	413-02	1,368.00	n/a	1,393.00	1,400.00
Noise abatement walls	million m²	413-02	4.51	n/a	4.66	4.70
Noise abatement enquiries	Number	413-02	249.00	n/a	230.00	293.00
Supply chain						
Responsibility for purchasing and contracting	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Total purchase volume (with construction programme)	EUR million	102-09	1,096.42	1,231.66	1,272.41	1,273.47
Total purchase volume (excluding construction programme)	EUR million	-	161.00	176.00	198.00	190.00
Construction programme	EUR million	-	935.42	1,055.66	1,074.41	1,103.95
New building	EUR million	-	372.08	505.77	498.77	419.14
Maintenance	EUR million	-	472.09	493.66	526.61	623.45
other	EUR million	-	91.26	56.24	49.03	61.36
Construction volume (Provia)	EUR million	203-01	887.00	751.00	613.00	880.00
Total number of suppliers	Number	102-09	5,278.00	5,330.00	5,165.00	5,043.00
Number of new suppliers	Number	308-01	100.00	191.00	206.00	238.00
New suppliers with "environmental inspection"	Number	308-01	n/a	n/a	n/a	n/a
New suppliers with "social check"	%	414-01	100.00%	100.00%	100.00%	100.00%
Proportion of tested new suppliers	%		100.00%	100.00%	100.00%	100.00%
Occupational safety on construction sites	**Unit**	**GRI**	**2018**	**2019**	**2020**	**2021**
Industrial accidents in the supply chain	Number	403-09	135.00	145.00	117.00	124.00
Accident rate in the supply chain	per million EUR Bauv.	403-09	0.84	0.82	0.59	0.65
Fatal accidents at work in the supply chain	Number	403-09	0.00	1.00	0.00	1.00

Gross changes in key figures are due to the improvement in the accounting policy.

[1] The current figures for people affected by environmental noise in the area of motorways and expressways as well as noise pollution/driving performance are presented in the chapter "Noise abatement" with comparative data from 2012.

GRI INDEX

GRI information		Page	Declarations and omissions
GRI 102: General information 2016			
1. Organisational profile			
102-01	Name of the organisation	P. 19, 161	
102-02	Activities, brands, products and services	P. 19, 33	
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102-06	Markets served	P. 4	
102-07	Organisation size	P. 42, annual report	
102-08	Information about staff and other employees	P. 42	
102-09	Supply chain	P. 116	
102-10	Significant changes in the organisation and its supply chain	P. 4, 116	
102-11	Precautionary approach or principle	P. 12-16, 20-21	
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102-13	Membership in associations	P. 28-30	
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102-14	Executive statement	P. 3	
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3. Ethics and integrity			
102-16	Values, guidelines, standards and codes of conduct	P. 17, 19-22, 35-37	
102-17	Procedure for ethical advice and concerns	P. 35-36	

4. Corporate governance			
102-18	Governance structure	P. 19-20	
102-19	Power-issuing body	P. 19-20	
102-20	Leadership responsibility for economic, environmental and social issues	P. 19-20	
102-21	Stakeholder involvement in economic, environmental and social issues	P. 8, 15-20, 24-28	
102-22	Composition of the highest governance body and its committees	Corporate governance report	
102-23	Board of the highest supervisory body	Corporate governance report	
102-24	Nomination and selection process for the highest governance body	Corporate governance report	
102-25	Conflicts of interest	Corporate governance report	
102-26	The role of the supreme control body in determining tasks, values and strategies	P. 19-20	
102-27	General knowledge of the highest supervisory body	P. 19-20	
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102-29	Determination and management of economic, environmental and social impacts	P. 8-11, 12-16	
102-30	Effectiveness of the risk management process	P. 20	
102-31	Audit of economic, environmental and social issues	P. 10, 19-21	
102-32	The role of the highest monitoring body in the sustainability reporting	P. 19-20	
102-33	Communication of critical concerns	P. 19-20, 25, 28, 35-36	

102-34	Type and total number of critical concerns	P. 37	*Due to different dialogue processes and multi-layered feedback systems (complaints, environmental compatibility, etc.), a total number is currently not specified.*
102-35	Remuneration policy	Corporate governance report	
102-36	Procedure for determining remuneration	Corporate governance report	
102-37	Stakeholder participation in remuneration	Corporate governance report	
102-38	Ratio of total annual remuneration	P. 62	
102-39	Ratio of the percentage increase in the total annual remuneration	P. 62	
5. Stakeholder engagement			
102-40	List of stakeholder groups	P. 25-26	
102-41	Collective bargaining	P. 42	
102-42	Identify and select stakeholders	P. 8, 24	
102-43	Approach to stakeholder engagement	P. 8, 15, 17, 21-22, 24-28	
102-44	Key issues and concerns	P. 8-11, 12, 16, 24-30	
6. Approach to reporting			
102-45	Entities mentioned in the consolidated financial statements	P. 4, annual report	
102-46	Determination of the content of the report and delineation of topics	P. 4, 8-11	
102-47	List of material topics	P. 8-11	
102-48	Reformulation of information	P. 4	
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102-52	Reporting cycle	P. 4	
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GRI 201: Economic performance 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 33, annual report	
201-1	Directly generated and distributed economic value	P. 33, annual report	
201-3	Obligations under defined benefit and other pension plans	P. 42-44	
201-4	Financial support from the public sector	n/a	
GRI 203: Indirect economic impact 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 12-14, 26-28, 33, 39, 99-100, 116-119	
203-1	Infrastructure investments and services supported	P. 33, 39, 74, 103-107, 108-109, 111-114, 116	
203-2	Substantial indirect economic effects	P. 33, 72-74, 116	
GRI 204: Procurement practices 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 12-14, 16, 20-21, 35-37, 116-120	
204-1	Proportion of expenditure on local suppliers	P. 4, 116	
GRI 205: Fight against corruption in 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-12, 35-37	
205-1	Business locations that have been audited for risks of corruption	P. 35-36	

205-2	Information and training on anti-corruption strategies and measures	P. 35-37, 132	*In 2021, training courses and information for the Board and Supervisory Board of ASFINAG took place*
205-3	Confirmed corruption incidents and measures taken	P. 37, 132	*In 2021, the company had no dismissals or warnings from employees in connection with corruption incidents. Confirmed events in which contracts with counterparties have been terminated or not renewed due to corruption-related infringements are not known.*
GRI 301: Materials 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-13, 84-90	
301-1	Materials used by weight or volume	P. 84-90, 137-138	
GRI 302: Energy 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 13, 14, 92-101	
302-1	Energy consumption within the organisation	P. 92-101, 138-141	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*
302-3	Energy intensity	P. 92, 138-140	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*
302-4	Reduction of energy consumption	P. 92-95, 138-141	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*
GRI 305: Emissions 2016			

103-1 103-2 103-3	Management Approach Details	P. 9-10, 13, 14, 92-101	
305-1	Direct GHG emissions (Scope 1)	P. 95, 141-142	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.* *Conversion factors according to the Federal Environment Agency.*
305-2	Indirect energy-related GHG emissions (Scope 2)	P. 95, 141-142	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.* *Conversion factors according to the Federal Environment Agency.*
305-3	Other indirect GHG emissions (Scope 3)	P. 99, 142	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.* *Conversion factors according to the Federal Environment Agency.*
305-4	Intensity of GHG emissions	P. 95-96, 99-100, 141	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*
305-5	Reduction of GHG emissions	P. 95-96, 99, 100, 141-142	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	P. 96	*Detailed data will be available in the energy balance during the following year and will be published in autumn 2022.*

GRI 303: Water and wastewater 2018

103-1 103-2	Management Approach Details	P. 9, 10-13, 89-90	

103-3			
303-1	Water as a shared resource	P. 89-90	
303-2	Dealing with the effects of water recirculation	P. 89-90	
303-3	Removal of water	P. 89-90	*Due to the large number of sampling points and their spatial distribution, the water data was not collected in 2021, as this is not currently technically and economically appropriate (e.g. merging of on-site drinking water balance sheets).* *In addition, consumption cannot be influenced in some cases (e.g. local substitute water supplies provided by ASFINAG)*
GRI 304: Biodiversity 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-14, 103-107	
304-2	Significant impact of activities, products and services on biodiversity	P. 103-107	
304-3	Protected or renatured habitats	P. 103-107	*No data is available on normatively protected areas in direct interaction with ASFINAG areas.* *Data collection on areas protected by a nature conservation certificate.*
304-4	Species on the Red List of the World Conservation Union (IUCN) and on national lists ...	n/a	*Project-related surveys are required by law. Total area coverage is not meaningful.*
GRI 306: Waste 2020			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 13, 84, 86-89	
306-1	Waste generated and significant waste-related effects	P. 84, 86-89	
306-2	Management of significant waste-related impacts	P. 84, 86-89	

306-3	Waste generated	P. 86-88, 137-138	*Waste disposal at ASFINAG sites: Separation takes place according to legal requirements.* *Waste disposal on our network: Disposal is carried out by authorised waste disposal companies (after professional advice).*
306-4	Waste diverted from disposal	P. 84, 86-88, 137-138	*Final data is available in the course of the following year and will be published in autumn 2021.*
GRI 307: Environmental compliance 2016 **GRI 419: Socio-economic compliance 2016**			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-12, 35-37	
307-1	Non-compliance with environmental legislation and regulations	P. 37	
419-1	Non-compliance with laws and regulations in the social and economic sphere	P. 37	
GRI 308: Environmental assessment of suppliers 2016 **GRI 414: Social evaluation of suppliers 2016**			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-14, 116-120	
308-1	New suppliers screened against environmental criteria.	P. 116-120, 144	
414-1	New suppliers evaluated against social criteria	P. 116-120, 144	
GRI 401: Employment 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 13, 42-45, 64-65	
401-1	Newly hired employees and employee turnover	P. 42, 132-133	*Reduced breakdown available*
401-2	Business services fulfilled only by full-time employees but not temporary employees ...	P. 42-44, 64-65	

401-3	Parental leave	P. 64-65, 136	
GRI 402: Employee-employer ratio 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 42-44, 46	
402-1	Minimum notification period for operational changes	P. 42-44, 46	*Employees are immediately informed about significant operational changes.*
GRI 403: Health and safety at work 2018			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 13, 49-54, 116-117	
403-1	Occupational health and safety management system	P. 21, 49-54, 116-117	
403-2	Hazard identification, risk assessment and incident investigation	P.49-52, 116-117	
403-3	Occupational health services	P. 52-54, 116-117	
403-4	Employee participation, consultation and communication on occupational health and safety	P. 50-52, 53-54	
403-5	Employee training on occupational safety and health protection	P. 50, 53-54	
403-6	Promotion of employee health	P. 51-53	
403-7	Prevent and minimise the impact on occupational safety and health directly related to business relationships	P. 116-117	
403-8	Employees covered by an occupational health and safety management system	P. 49-54, 116	
403-9	Work-related injuries	P. 49-117, 133-134, 144	*Presentation of the hours worked due to the complexity of employment relationships within ASFINAG or missing information from non-employees is not currently possible.*
GRI 404: Education and training 2016			

103-1 103-2 103-3	Management Approach Details	P. 9, 10-13, 56-60	
404-1	Average hours of education and training per year per employee	P. 56, 134	
404-2	Programs to improve employee skills and provide transition assistance	P. 56-59	
404-3	Percentage of employees who have a regular assessment of their performance and ...	P. 60, 134	
GRI 405: Diversity and equal opportunities 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-13, 62-68	
405-1	Diversity in governing bodies and employees	P. 62, 132-135	*Reduced breakdown of control bodies available.*
405-2	Ratio of the basic salary and remuneration of women to the basic salary and remuneration ...	P. 62, 135	*Reduced breakdown available*
GRI 406: Equal treatment 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-13, 66-67	
406-1	Incidents of discrimination and remedies taken	P. 37, 66-67, 135	
GRI 410: Security practices 2016 **GRI 412: Human rights audit 2016**			
103-1 103-2 103-3	Management Approach Details	P. 9, 10-14, 35-37	
410-1	Security staff trained in human rights policies and procedures	P. 35, 132	*ASFINAG does not use any security services. However, the service and control service of MSG is trained in respect of the respect of human rights.*
412-1	Business locations where a human rights audit ...	P. 35-36, 132	
412-2	Training provided to employees on human rights policies and procedures	P. 35-36, 132	

412-3	Significant investment agreements and contracts containing human rights clauses ...	P. 116-117	
GRI 413: Local communities 2016			
103-1 103-2 103-3	Management Approach Details	P. 9-10, 12	
413-1	Business locations involving local communities, impact assessments ...	P. 25-29, 33, 37, 110-112	
413-2	Business activities with significant actual or potential negative effects ...	P. 77-80, 99, 103-107, 110-112, 136-137, 142, 143-144	
GRI 415: Political influence in 2016			
103-1 103-2 103-3	Management Approach Details	P. 37	
415-1	Party donations	P. 37	
GRI 416: Customer health and safety 2016			
103-1 103-2 103-3	Management Approach Details	P. 9, 19-13, 77-81	
416-1	Assessment of the impact of different categories of products and services ...	P. 13, 78-81, 136-137, 143-144	
GRI 418: Protection of customer data 2016			
103-1 103-2 103-3	Management Approach Details	P. 12, 36, 74	
418-1	Substantiated complaints related to breaches in the protection and loss of customer data	P. 36-37	

GRI: 102-55

ASSIGNMENT OF ESSENTIAL TOPICS

Key topics	Chapter allocation	Concerns according to § 267a UGB
Company		
1. Economic situation in Austria	Economic situation in Austria	• Social matters
2. Compliance and anti-corruption 3. Data protection	Ethics & compliance	• Environmental considerations • Employees' interests • Social matters • Respect for human rights • Fight against corruption and bribery
4. Accessibility	Accessibility	• Social matters
Employees		
5. Attractive employer	Attractive employer	• Employees' interests
6. Health and safety	Health and safety of our employees	
7. Staff development	Employee development	
8. Diversity management	Diversity and equal opportunities	
Traffic		
9. Obstruction of traffic	Availability of our road network	• Social matters
10. Road traffic safety	Safe roads	
Environment		
11. Resource consumption 12. Waste generation 13. Waste volume	Preservation of resources	• Environmental considerations
14. Energy consumption and emissions of ASFINAG	Energy and emissions in operation	

15. Traffic emissions	Traffic emissions	• Environmental considerations
16. Biodiversity	Biodiversity	
17. Influencing the landscape	Building culture	
18. Noise	Noise abatement	
Supply chain		
19. Value added effects in the supply chain 20. Social standards at suppliers 21. Environmental standards for suppliers	Responsibility for purchasing and contracting	• Employees' interests • Social matters • Environmental considerations • Fight against corruption and bribery • Respect for human rights

REPORT ON THE INDEPENDENT AUDIT OF NON-FINANCIAL REPORTING

The report on the independent review of non-financial reporting is set out in the annex to this sustainability report.

STATEMENT BY THE BOARD

This consolidated non-financial report for 2021 was adopted on 8 April 2022 and released for publication.

Vienna, 8 April 2022

Dr Josef Fiala

Mag. Hartwig Hufnagl

LEGAL NOTICE

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GRI: 102-01, 102-03, 102-53

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