

# 2021

Sustainability  
Report



 arteris



# About this report

GRI 102-46, 102-50, 102-51, 102-52, 102-54

In this report, we present the main information about Arteris' performance and management practices in the environmental, social, economic and governance aspects for the period from January 1 to December 31, 2021. The material topics, which are relevant to both the organization and its stakeholders from a sustainability perspective, guide the structure of the content you will see on the following pages.

The report is published annually and was prepared according to the core option of the Global Reporting Initiative (GRI) Standards, adopted by organizations throughout the world, which allow the comparison between sectors and companies and the monitoring of the company's own management of the topics over the years. This is Arteris' 4th publication prepared under this methodology.

## HOW THE CONTENT IS STRUCTURED

Material topics, determined based on a materiality process, are featured throughout this entire report. GRI indicators are pointed out in the document, in reference to the corresponding content (e.g. GRI 102-14).

The GRI Content Index at the end of the Report specifies the Standards used and provides answers or additional information, as well as links indicating where they can be found in the document. The Attachments contain detailed and more voluminous information on certain indicators.

The GRI indicators reported herein are presented in the MasImpact system and Enablon management software standard, already adopted by Arteris for periodic reporting to one of its shareholders, Abertis. This format more accurately reflects management of sustainability indicators, with data assessed by an External Audit to ensure even greater transparency and credibility to the document. The report also presents own indicators and highlights the improvement in the management of sustainability issues, based on the Strategic Sustainability Plan and on Arteris' ESG Agenda, prepared in line with the strategy of its shareholders, Abertis and Brookfield. Learn more in the Sustainability chapter.





# Statement from the CEO

GRI 102-14

One of the milestones at Arteris in the year 2021 was the clear definition of our ESG Agenda as well as the kick-off of several initiatives and consolidation of others that were already in our routine. This meant the formalization of our strategic agenda focused on the main environmental, social, and governance issues related to our business and our stakeholders. We have kept road safety and occupational safety as a priority, and we have strengthened the actions linked to eco-efficiency. Diversity and inclusion are also key topics in this agenda. We already have a significant presence of women in the company, but we are committed to increasing equity in the organization, not only in gender issues, but in a wide range of characteristics that, added together, create value for society and for Arteris.

We continue to invest in Brazilian infrastructure, with advances in projects such as Florianópolis Road Outline and the duplication of ViaPaulista. According to ANTT data, Arteris was the concession group that carried out the most CAPEX in federal highways from 2010 to 2021, showing our differentiated and essential contribution to the development of the country's road infrastructure.

In the people management area, we started the deployment of our private pension plan that will certainly allow us to attract and retain our talents and improve the employees' quality of life. And in the field of integrity, one of Arteris' great pillars, a major source of pride for all of us is achieving the Pro-Ethics Seal and ISO 37.001 certification for all our concessions and the holding company.

In 2022, we will continue to support Brazil's development with investments to transform the highways we manage, promoting important road corridors in the country. I congratulate the entire team that, with a sparkle in their eyes and driven by a huge sense of responsibility, commitment, and purpose, knew how to navigate the uncertainties that came with Covid-19 and that, even in a challenging scenario, managed to maintain our service provision, ensuring safer highways for users.

**Sérgio Garcia, CEO of Arteris**



## In 2021

Eco-efficiency, diversity and inclusion, integrity, and investments in road safety and occupational safety stand out on the ESG Agenda.

**“**Achieving the Pro- Ethic Label and the ISO 37.001 certification is a source of pride for all of us.

**Sérgio Garcia** – CEO of Arteris



Watch the full statement







# Sustainability Message

GRI 102-14

Sustainability has always been a relevant pillar for Arteris. In 2021, we expanded our activities in this area by restructuring our strategic sustainability planning and implementing the ESG Agenda, which defined objectives, indicators, and targets that are now monitored by an executive committee made up of shareholders and the organization's senior management.

This restructuring reinforces the pillars that have always guided our work, with an emphasis on cybersecurity, good governance, road safety, and occupational safety, and now with a deeper focus on other relevant topics, such as carbon footprint reduction, energy efficiency, circular economy, and diversity and inclusion.

I highlight our team's performance in 2021, with a lot of resilience. Even during the most critical moments of the pandemic, we kept all the services provided by our Toll Roads running. There were 795,000 users assisted, which translates into one service every 40 seconds in our seven Toll Roads.

The company is continuing its work to ensure the best travel experience, in a continuous effort to promote maximum safety on the highways. Valuing life permeates all of Arteris' actions and continues to be our most substantial pillar.

**Giane Zimmer, Executive Director of Institutional Relations and Sustainability**

*“The ESG Agenda defined objectives, indicators, and targets that are now monitored by an executive committee made up of shareholders and the organization's senior management.”*

**Giane Zimmer**, executive director of Institutional Relations and Sustainability





# About Arteris

GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-10



Company specialized in **highway administration.**



**3,200 km of roads**  
in 5 states: São Paulo, Minas Gerais, Rio de Janeiro, Santa Catarina and Paraná.



## 5 federal concessions:

Fernão Dias, Régis Bittencourt, Litoral Sul, Planalto Sul and Fluminense.



## 2 state concessions:

Intervias and ViaPaulista.



## Controllers:

Abertis Infraestructuras S.A., a global benchmark in highway management; and Brookfield Motorways Holdings SRL, a global company that invests in high-quality and long-term assets.



Headquarters in **São Paulo and Ribeirão Preto.**



1. Litoral Sul  
0800 725 1771  
BR-116/PR · BR-376/PR · BR-101/SC

2. Planalto Sul  
0800 6420 116  
BR-116

3. Régis Bittencourt  
0800 7090 116  
BR-116

4. Fernão Dias  
0800 283 0381  
BR-381

5. Fluminense  
0800 282 0101  
BR-101 RJ/NORTE

6. Intervias  
0800 707 1414  
SP 147 · SPI-054/147 · SPI-165/330 · SP 191 · SP 215 · SP 330 · SP 352

7. ViaPaulista  
0800 001 1255  
SP-255 · SP-318 · SP-249 · SP-328 · SP-281 · SP-334 · SP-304 · SP-345 · SP-257 · SP-330



Learn more about our performance



# Arteris highlights



**3,200 km**

managed in 7 concessions distributed across 5 states.



**1,552 monitoring**

cameras distributed along all roads.



**8.1**

was the score achieved in the Satisfaction Survey with Users of Arteris highways.



**50%**

of the Executive Board made up of women in 2021.



**72 operational**

service bases and user service in the 7 concessions.



**4,425 employees,**

46% of which are women.



**BRL 1.4 billion**

in added value generation.



**8.7%**

Adjusted Ebitda growth compared to 2020, totaling BRL 1.9 billion.



**794,000+**

services provided



**ISO 37.001**

Arteris is certified, in 2022, in the Anti-Bribery Management System Standard.



**BRL 1.8 billion**

invested in improvement, maintenance, and expansion works, up 30.4% compared to 2020.



**BRL 2 billion**

reached with the 10th issuance of Arteris debentures to support investments in Litoral Sul for the Florianópolis Road Outline.



S&P  
**AAA rating**



Arteris Régis Bittencourt



# Arteris highlights



## Pro- Ethics Label:

Arteris headquarters and the 7 concessions achieve this seal of approval for practices in Integrity and Relationships of Trust.



## 651 lives saved

in accidents avoided with vehicles that entered the escape areas between 2011 and 2021.



## 30,860 participants in 299 actions

of the Viva Programs in the 7 Arteris concessions.



## 76 hours

of training per employee on average.



## 10,000+ people

assisted in the online psychology appointment program, including employees and their dependents.



## BRL 5.3 million

invested in Social Responsibility projects via own and subsidized resources.



## Winner in the innovation category

of the 8th Sustainability Award of the Spanish/Brazilian Chamber of Commerce, with the project for the use of recycled pavement in the Fernão Dias reconstructions.



## 335,795 students, 19,471 teachers,

711 schools and 160 cities served under the Projects School and Viva Environment in the last 20 years.



## 100% of vendor

bid processes conducted under social and/or environmental clauses, considering processes with public notices.



## More than 2 million

native seedlings planted, the equivalent to 1,200 hectares of reforested areas and 1,200 soccer fields, since the company started its activities.



## I-REC

Arteris becomes 100% consumer of sources of clean electricity with the purchase of Renewable Energy Certificates



## 205

is the total number of wildlife crossings in the 7 concessions, promoting biodiversity conservation



## 177% increase

in own solar energy consumption compared to 2020, with the beginning of consumption by the 2nd Arteris Fluminense toll plaza.



# Business model

GRI 102-2, 102-7

Our highways are operated in accordance with concession agreements signed with the State Government of São Paulo and the Federal Government, under the regulation and supervision of the São Paulo State Transportation Agency (Artesp), at the state level, and the National Land Transport Agency (ANTT), at the federal level.

Under the concession regime, we are responsible for the restoration, reconstruction, expansion, modernization, monitoring, improvement, maintenance, conservation, and operation of the stretches of the highway system under our management, as well as for providing service to the users of these highways.

In addition to fulfilling contractual obligations related to the concessions, we also plan perennial and sustainable measures to add value to the territories where we operate. Our functional organization model allows us to leverage initiatives of operational excellence and efficiency, with agility and simplification to face business challenges and take advantage of opportunities focused on continuing the company's trajectory as a protagonist in the infrastructure sector.

## LIFE ON THE MOVE

In April 2021, we launched the new brand positioning and followed up on a series of initiatives guided by a communication roadmap, with the objective of strengthening the Arteris' recognition as an organization that is revitalizing itself and preparing for new business challenges.

The new positioning is in synergy with the renewal of the company's mission, vision, and values. The motto of our narrative, in the most varied forms of communication, adopted the tagline "Life on the move", which represents the purpose of Arteris. Learn about the brand repositioning initiatives with the internal public in the **Trust and respect** chapter.



Upgrading of the identity of the toll roads' physical structure, already foreseeing the application of the new identity in the renovations.



Structuring of the internal and external communication channel platform.



Revitalization of the website (in progress) with a focus on user service.



# Mission, vision and values

GRI 102-16



## MISSION

To create the best paths to preserve life on the move, connecting people and streamlining cargo transportation by investing in infrastructure, efficiency and safety to bring development to Brazil and society as a whole.



## VISION

Build our future on solid foundations: support from strong shareholders, ethics, transparency, and a team motivated to ensure excellence in everything we do.

Conduct our activities in a safe and sustainable manner and generate shared value to guarantee prosperity for our company, employees, shareholders and the communities where we operate.

Work hard to be recognized as experts in road management and projects in Brazil.



## VALUES

**Integrity:** We act with ethics, integrity and transparency, keeping our promises, following the rules and best practices of business conduct. We believe our actions have the power to influence employees, communities and society in general.

**Collaborative attitude:** We believe no one achieves anything alone. Therefore, we value collaboration between people and teams, promoting networking and the diversity of ideas that strengthens our partnerships. That is our way of being and accelerating our collective achievements.

**Constant learning:** We value everyone's growth and development through continuous learning, sharing knowledge and improving from mistakes and successes. We encourage autonomy with responsibility and experimenting new ideas as a path towards innovation and evolution as individuals and as an organization.

**Efficiency for results:** We seek efficiency through rigorous care for our resources, excellence in project management and the performance of our operations and supporting areas. Hence, we believe that the fruits we reap add value to the company, our shareholders, road users and the communities where we operate.

**Relationships of trust:** We foster trust in all of our relationships, because we believe that transparency, respecting and caring for people are the foundation of the company's long-term success.

**Appreciation for life:** For us, respect for life is a non-negotiable value that fuels our drive to ensure our roads are safe, as well as our constant pursuit for the well-being of employees, users, customers, communities and society as a whole.







# Corporate governance

GRI 102-18, 102-22, 102-23, 102-24, 102-25, 103-1, 103-2

## BEST PRACTICES

We adopt the highest standards of corporate governance at the company, following practices, models and principles established by the Brazilian Institute of Corporate Governance (IBGC). Since 2019, we have been strengthening our governance processes by revising the bylaws, structuring approval authorities, and aligning internal documents, bringing together guidelines and accountability on the **Investor Relations** website. The years 2020 and 2021 were periods of consolidation in the use of the portal.

This consolidation helps promote transparency in business practices, enhancing the control over information and mitigating corporate risks, ultimately improving operational performance and facilitating the promotion of organizational goals, accountability and the internal communication process, key elements to ensure the fulfillment of the company's objectives.

## GOVERNANCE MANUAL



In 2021, we structured the Corporate Governance Manual, which gathers all governance practices adopted by Arteris. The document was posted to the company's knowledge base, on the intranet, and provides information about what corporate governance is, approval management, the documents that govern the governance of the Group's companies, and approval authorities, among others. The launch was disclosed to the internal public in an Arteris Play live broadcast.

Brookfield

abertis

PARTICIPES EN BRASIL

AYLESBURY

82.3%

17.7%

arteris

## SHAREHOLDING COMPOSITION

Arteris was incorporated as a limited liability company. In April 2005, the transformation of the limited liability company into a joint stock company was approved, and in July 2005, the company's shares started being traded on the B3 (at the time, still called BM&FBOVESPA – S.A. – Bolsa de Valores Mercadorias e Futuros). In 2012, the company underwent a change in shareholder control, ceasing to have its shares traded on the stock exchange as of June 2016.

As it has debt issued in the Brazilian capital market, Arteris is registered with the Brazilian Securities and Exchange Commission (CVM) in category B. Thus, the company values the organization of its Corporate Governance in order to ensure best practices in collective decisions and transparency for shareholders' investments.



## DELEGATION OF AUTHORITY AND ACCOUNTABILITY

GRI 102-19, 102-20, 103-3

The Board of Directors is responsible for electing and dismissing Arteris' executive officers, and its duties are defined in the Bylaws. The CEO is responsible for coordinating and guiding the activities of other officers within their respective areas of expertise.

The Executive Board has to submit work and investment plans, new expansion programs, budget and accountability through the Management Report to the Board of Directors annually. The Executive Board accounts are also submitted to the Board of Directors, as well as the balance sheet and financial statements duly audited, as required by applicable legislation, and, on a quarterly basis, the results of the company's operations for analysis.

The Board of Institutional Relations and Sustainability is responsible for coordinating the sustainability strategy.

### CONFLICTS OF INTEREST

Arteris' Bylaws disallow the election of board members with positions in companies that may be considered competitors of the company or which represent conflicting interests with the company, except if otherwise dismissed in the General Shareholders' Meeting. Situations of conflict between Arteris and shareholder companies are addressed by the Board of Directors. The guidelines regarding conflict of interests between other employees and the company are described in the **Arteris Code of Conduct**.



## GOVERNANCE STRUCTURE OF ARTERIS AND ITS SUBSIDIARIES

The General Shareholders' Meeting is the company's highest level of governance. Next is the Board of Directors, whose chairman is elected by the majority of board member votes. The chairman of the Board may not be the CEO or a top executive of the company and vice versa. The structure presented here refers to April 2022.

The composition of senior management by gender can be found in the **Trust and Respect** chapter.

<b>Arteris Shareholders' Meeting</b>	<p><b>Frequency of meetings:</b> Meetings are held regularly once a year and whenever called extraordinarily.</p> <p>They are chaired by a representative of the shareholders chosen by those present, who appoints a secretary to assist.</p>
<b>Shareholders' Meeting of the toll roads</b>	<p><b>Frequency of meetings:</b> Meetings are held regularly once a year and whenever summoned extraordinarily.</p>
<b>Arteris Board of Directors</b>	<p><b>Frequency of meetings:</b> Meetings are held every two months or whenever called by the CEO or by the majority of its members.</p> <p><b>Number of members:</b> It is composed of at least five and no more than nine full members, appointed by the Arteris General Shareholders' Meeting.</p> <p><b>Term:</b> Two years, eligible for reelection.</p> <p>Advised by the following committees: Technical Committee, Audit and Compliance Committee, Mergers and Acquisitions Committee, Human Resources Committee, Finance Committee, and Sustainability Committee, the latter implemented in 2022.</p>
<b>Board of Directors of the toll roads</b>	<p><b>Next is the Board of Directors, whose chairman is elected by the majority of board member votes. The chairman of the Board may not be the CEO or a top executive of the company and vice versa.</b> There is no predefined frequency, being held when there is a need to deliberate on an issue that falls under its competence.</p> <p><b>Number of members:</b> It consists of three members appointed by the General Shareholders' Meeting of each of them.</p> <p><b>Term:</b> Two years, eligible for reelection.</p>
<b>Executive Board</b>	<p><b>Frequency of meetings:</b> Meetings are held weekly or as needed.</p> <p><b>Number of members:</b> Consists of the CEO and six other executive directors.</p> <p><b>Term:</b> One year, eligible for reelection.</p>
<b>Audit Committee</b>	<p><b>Frequency of meetings:</b> Meetings are held quarterly or as needed.</p> <p><b>Number of members:</b> Consists of three full members and three alternates, and does not operate under permanent regime. Its establishment and attributions abide by Brazilian Law No. 6.404/76.</p> <p><b>Term:</b> One year, eligible for reelection.</p>





# Changes to the Executive Board

GRI 405-1

In April 2021, executive Sérgio Garcia took over as CEO of Arteris, replacing Andre Dorf. At Arteris since 2018, Sérgio Garcia has previously served as CEO of federal concessions and Executive Director of Operations before holding his current position. He takes over the position with a focus on continuing the service-oriented work and preparing the company for growth opportunities.

Other changes were consolidated in the Executive Board in 2021. Executive Simone Borsato took over as the new executive director of the Finance and Investor Relations area. Simone is the third woman to join the current Arteris executive staff, alongside Flávia Tâmega (Legal and Compliance) and Giane Zimmer (Institutional Relations and Sustainability).

The Executive Director for People and Organizations is now Roberto Paolini. André Giavina Bianchi took over as Arteris' Operations Director as part of a succession process. At Arteris Group, he had already held the positions of superintendent director at Litoral Sul and operations director at Autovias and ViaPaulista.

In 2022, the position of Executive Director of Engineering and Deployment, previously held an interim basis by CEO Sérgio Garcia, was taken over by Flávio Dutra Doehler. Check the resumes of all the executives [here](#).

By December 2021, Arteris' Executive Board was composed of **50% women**, reflecting a significant portion of women in the company's leadership.



# Information Security and personal data protection

We are committed to the privacy and protection of the personal data of our employees, users, and third parties. To honor this commitment and achieve full compliance with Law no. 13.709/2018 (Brazilian General Data Protection Law – LGPD), we have been mobilizing since 2019 and in 2021, we launched the Arteris Personal Data Protection Program.

The Program, guided by the **Personal Data Governance Policy** and valid for all Arteris companies, includes processes, internal rules, tools and training initiatives for employees and third parties, communication and awareness.

With the Personal Data Protection Program, we also launched the structure that supports this topic: an employee in charge of personal data, who is supported by a multidisciplinary team called the Privacy Team. This structure has a Privacy Committee, which deliberates on the most sensitive issues related to the topic. The governance of Personal Data also has an exclusive communication channel: **LGPD@arteris.com.br**.

*It features guidelines on the processing of personal data referring to individuals and expresses the importance of adopting the best practices at Arteris, outlining the responsibilities and limits of action of the company and each person related to it, in relation to the protection of personal data.*

In 2021, four editions of the Arteris Play live broadcast on topics related to Personal Data Protection were held, in addition to several internal communications broadcast throughout the year.

## ARTERIS PERSONAL DATA PROTECTION PROGRAM



### SOME INTERNAL RULES

- Personal Data Governance Policy
- Information and Cyber Security Standard
- Booklet on Personal Data Protection
- Privacy Notice to Employees
- Procedure for Managing Requests on Rights of the Data Subject
- Arteris Consent Collection Procedure
- Procedure for RIPD preparation
- Privacy Committee Internal Regulations
- Incident Management Standard
- Information Classification Standard
- Remote Access Standard



### GOVERNANCE

- Personal Data Protection Officer
- Privacy Committee: advisory to the Executive Board
- Multidisciplinary Privacy Team
- Exclusive communication channel: [lgpd@arteris.com.br](mailto:lgpd@arteris.com.br)



### ENGAGEMENT

- Training
- Communications
- Awareness







### CYBERSECURITY

Alongside the protection of personal data, Arteris maintains a commitment to cybersecurity, which became part of our ESG Agenda, considering the concept in its most comprehensive form, in protecting the confidentiality, integrity and availability of information in cyberspace.

The "Information Security Standard" in force until then was updated in 2021 and now also includes cybersecurity guidelines, with the term even being included in the name. The version currently in effect – "Information and Cybersecurity Standard" – is a support tool for Arteris' Information Security System (SGSI) to ensure the company's compliance with current legislation and business requirements.

It expresses mechanisms for incident prevention, detection, response, and investigation; cyberspace protection against attacks, malicious actions, and unintentional actions that may compromise the environment's security; presents planning for emergencies and crises and a business continuity plan; training and employee awareness, among other requirements.

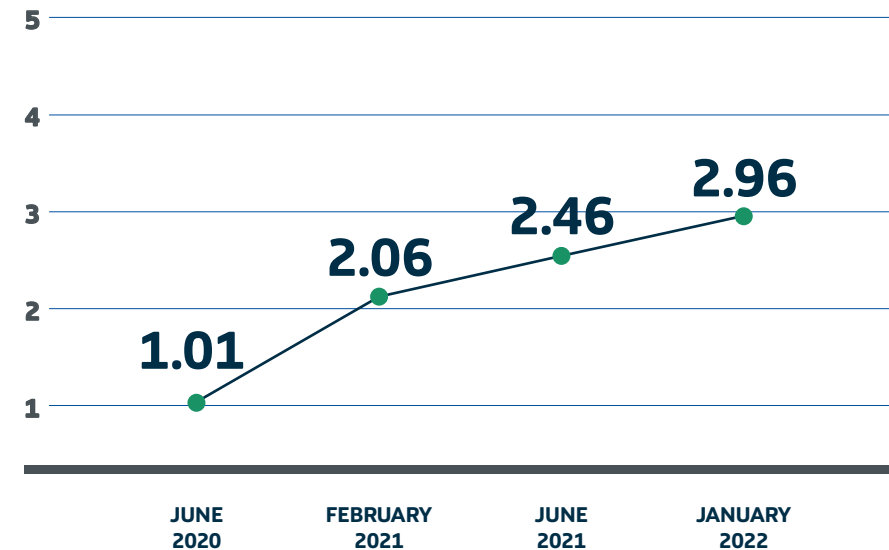
Arteris has been working with state-of-the-art technologies, business partners and the main Technology and Information Security vendors to increase maturity and improve its processes.

### Critical controls

The company's level of maturity regarding vulnerability detection is measured based on the Internet Security Center's (CIS) critical security controls, which ranks each control on a scale of 1 to 5, from the lowest to the highest level of maturity. Our indicator, which was 1.01 in June 2020, rose to 2.96 in January 2022.

Currently, there are other projects and initiatives underway that intend to further increase our CIS control levels.

### CIS EVOLUTION (MATURITY OF CRITICAL CONTROLS IN THE INTERNET SECURITY CENTER)





# Risk management

GRI 102-30

We follow market techniques and best practices, in line with what our shareholders adopt, for risk management at Arteris. We evaluate the main factors that generate uncertainty in the achievement of business objectives on an annual basis, by means of a methodology inspired by ISO 31.000 and the method of the Committee of Sponsoring Organizations (COSO), a non-profit entity aimed at improving financial reports by means of ethics, effectiveness of internal controls, and corporate governance.

By understanding the scenarios and estimating probabilities, the most critical risks are prioritized in order to determine mitigation measures.

## INTERNAL CONTROLS

A joint review of processes and controls seeks to ensure the design and proper operation of controls that mitigate operational, financial, compliance and informational risks at Arteris.

To continuously monitor the effectiveness of the group's internal control system, we perform independent Internal and External Audit reviews, complemented by special audits of Quality, Environment, Occupational Health and Safety, and the Anti-bribery and Anti-corruption System. The results are assessed by multiple technical groups and executive committees, and recommendations are followed until the effective resolution of vulnerabilities identified.







# Sustainability

Arteris Fluminense Toll Plaza





# Sustainability



## Creation of Arteris' ESG Agenda

aligned with the culture and agenda of our shareholders, the basis of the company's strategic planning.



## Three strategic axes

make up this Agenda: Eco-efficiency; Safety and Quality; and Good governance, transparency and accountability.



We voluntarily renew our commitment to a

## 50% reduction

in road traffic fatalities with the UN Decade of Action for Road Safety.



## Adhesion to On the Right Track Program,

through the **Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways**, strengthens our commitment to public initiatives.



## Materiality

GRI 102-40, 102-42, 102-43, 102-44, 102-46, 102-47, 102-48, 102-49

Material topics are those that reflect the significant economic, environmental, social and governance impacts of an organization; or that substantially influence stakeholder assessments or decisions.

The review of Arteris' materiality, at the end of 2020, was the kickoff for structuring our strategic sustainability plan. The process defined the material topics – which also guide the content of this Sustainability Report – and identified their relevance from consultation and quantitative and qualitative analyses, through surveys and interviews with stakeholders.

### DESCRIPTION OF THE PROCESS



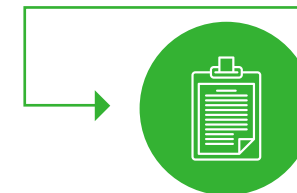
#### SEARCH FOR SECONDARY SOURCES

- Media search
- Revision of internal and external documents
- Industry benchmarking



#### INTERNAL INTERVIEWS

- Consultation with 15 representatives of key areas



#### EXTERNAL INTERVIEWS

- Consultation with 6 representatives of stakeholder groups (investors, associations, public companies, government agencies and public authorities)



#### ONLINE SEARCH

- 717 interactions of the internal audience
- 45 interactions of the external audience (representatives of stakeholder groups: public administration bodies, customers, suppliers, press, regulatory agencies, financial institutions, NGOs, among others)



#### PRIORITIZATION OF TOPICS

- Based on inquiries and searches, the context of sustainability was mapped and the initial list of topics was identified and prioritized.



#### VALIDATION OF THE FINAL LIST OF TOPICS

- Validated by the Executive Board of Institutional Relations and Sustainability and the CEO of Arteris.



# Material topics and SDGs

By making their assets available to create shared value, private sector organizations, such as Arteris, assume an important role in meeting the Sustainable Development Goals (SDGs).

Each of Arteris' material topics is related to one or more of the SDGs, guiding our actions to help fulfill this great global agenda, the 2030 Agenda.

MATERIAL TOPICS	ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE	RELATED SDGS	RELATED GLOBAL COMPACT PRINCIPLES
 Road safety and occupational safety			✓		 	<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> </ol>
 Ethics and integrity				✓		<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> <li>10. Work against corruption in all its forms, including extortion and bribery</li> </ol>
 Quality of services	✓	✓	✓			<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> </ol>
 Management of environmental impacts		✓			   	<ol style="list-style-type: none"> <li>7. Support a precautionary approach to environmental challenges</li> <li>8. Undertake initiatives to promote greater environmental responsibility</li> <li>9. Encourage the development and diffusion of environmentally friendly technologies</li> </ol>
 Innovation	✓	✓				<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> <li>9. Encourage the development and diffusion of environmentally friendly technologies</li> </ol>
 People management			✓		 	<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> <li>3. Support freedom of association and recognize the right to collective bargaining.</li> <li>6. The elimination of discrimination in respect of employment and occupation</li> </ol>
 Social Responsibility and Community Engagement			✓		    	<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> <li>8. Undertake initiatives to promote greater environmental responsibility</li> </ol>
 Value generation	✓					<ol style="list-style-type: none"> <li>10. Work against corruption in all its forms, including extortion and bribery</li> </ol>
 Governance				✓		<ol style="list-style-type: none"> <li>2. Ensure the company is not complicit in human rights abuses</li> </ol>
 Vendor engagement	✓	✓	✓	✓		<ol style="list-style-type: none"> <li>1. Respect the protection of internationally proclaimed human rights</li> <li>2. Ensure the company is not complicit in human rights abuses</li> <li>3. Support freedom of association and recognize the right to collective bargaining.</li> <li>4. Eliminate discrimination in respect of employment and occupation</li> <li>5. Effectively abolish child labor</li> <li>6. The elimination of discrimination in respect of employment and occupation</li> <li>8. Undertake initiatives to promote greater environmental responsibility</li> <li>10. Work against corruption in all its forms, including extortion and bribery</li> </ol>

# The evolution of ESG aspects in our strategy

The company's strategic decisions take into consideration sustainability aspects and are directly related to the appreciation and preservation of life and the socioeconomic development of the regions where we operate. We analyze the actual and potential impacts of our activities and promote management focused on generating shared value. These are aspects that make up our essence.

In 2021, the guidelines for this action were strengthened with the restructuring of the 2021-2025 strategic sustainability planning and the creation of Arteris' ESG (Environmental, Social and Governance) Agenda, aligned with the culture and the already consolidated robust agenda of our shareholders, becoming the foundation for the company's strategic planning.

The creation of a statutory ESG Committee, with representatives from Arteris' senior management and shareholders, reinforces the governance of the issue.

Our strategic sustainability plan, structured under material topics, is in line with the UN Sustainable Development Goals (SDGs) and in synergy with the company's strategic guidelines and brand positioning.





# Our ESG Agenda

The basis of the company's strategic plan, the ESG Agenda is structured on the specification of key performance indicators (KPIs), initiatives, and targets, divided into degrees of maturity, and organized into three major strategic axes (see image below).

The challenge for 2022 will be to specify the targets for all KPIs, through technical studies and pilot projects. Today, however, the company already has robust targets in some very important KPIs such as Road and Occupational Safety, specified in the **Safety** chapter.



- Reduce the **carbon footprint**
- Increase **efficiency energy** and consumption energy from **renewable sources**
- Innovate based on the **economy** value chain loop



- Ensure and promote **road safety**
- Ensure **occupational health and safety**
- Ensure **cybersecurity**
- Ensure **diversity, equity and inclusion**



- Implement the process for **human rights**
- Improve the assessment of **ESG criteria in the supply chain**
- Certify the **Management System Environmental** according to **ISO 14001**
- Increase the **sustainability culture**



<sup>1</sup>The concept of the term represents more than its literal meaning – responsibility –, but a good practice in responsibility through accountability.



## Public and institutional commitments

GRI 102-12

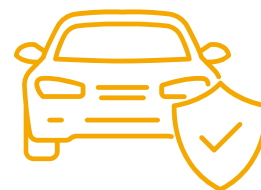
The maturing of the ESG aspects at Arteris reflects our commitment to public initiatives such as the **Global Compact**, consolidating our strategy in line with the Sustainable Development Goals (SDGs) proposed by the United Nations (UN); and the **Decade of Action for Road Safety**, also of the UN, which foresees a 50% reduction in road traffic fatalities in 10 years – a goal surpassed in 2020 by Arteris and voluntarily renewed for the next decade. We are also associated with **Instituto Ethos** and signatories to the **Business Pact for Integrity and Against Corruption**, an initiative of this institute that brings together organizations in the quest to eradicate bribery and corruption.

In 2021, our commitments were strengthened by joining the **On the Right Track Program**, through the signing of the **Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways**, coordinated by Childhood Brasil, an institution that seeks to influence public policies, working together with the private sector to drive civil society to look into the issue of sexual violence against children and adolescents.

We participated in training courses given by the institution, forming multipliers of the topic in the company. On this front, we promote awareness actions with employees through the live broadcasts chan-

nels, and with the external public through messages on highway billboards, social networks, and inclusion of the topic in social projects such as the **Estrada Viva Program** and the Street Soccer Project.

In early 2022, we also joined the **Green Logistics Program Brazil (PLVB)**, an initiative of the Brazilian Institute for Sustainable Transportation, which brings together carriers, logistics operators, and shippers to promote efficiency and sustainability in logistics.



We voluntarily renewed our commitment to

**reduce road traffic fatalities by 50%**

in 10 years, after exceeding the target in 2020.



Learn more about the **On the Right Track Program**





# Financial performance

*Arteris Intervias Toll Plaza*





## Financial performance



Toll revenue totaled **BRL 2.9 billion**, up 10.2% compared to 2020.



**BRL 1.4 billion** was the Distribution of Value Added, in consolidated terms, in 2021.



Investments in improvement, maintenance, and expansion works totaled **BRL 1.8 billion**, a 30.4% growth compared to 2020.



Works conducted on **ViaPaulista and Litoral Sul** are among the main initiatives on this front.

## Results and investments reflect the focus on value creation

GRI 102-7, 201-1, 201-4, 103-1, 103-2

The last two years have been challenging due to the Covid-19 pandemic and its repercussions across all spheres. Therefore, maintaining a structured growth strategy, with investments in our asset portfolio and an opportunity-based perspective, has been fundamental for the sustainability of Arteris' business, which has, in the robustness and expertise of its shareholders, an important support for adversities.

With the resumption of economic activities and travel in 2021, after a period marked by social isolation policies, traffic on the toll roads under our concession grew by 9.9% compared to 2020, excluding Centrovias, reaching the flow of 671.8 million vehicles. Following this evolution, the toll revenue increased by 10.2%, totaling BRL 2.9 billion.



Toll traffic recorded **growth of 9.9%** over 2020, excluding Centrovias, closed in June 2020, totaling 671.8 million equivalent vehicles.



Heavy vehicles showed greater resilience during the pandemic and have continuously contributed to the growth of traffic on the highways under our concession, located on important flow routes.

## FINANCIAL PERFORMANCE

The Group's operating income, represented by Ebitda, totaled BRL 1.6 billion in 2021, up 16.9% compared to 2020, which was BRL 1.4 billion. Adjusted EBITDA, which excludes the effect of the maintenance provision, as well as the provision for assets impairment, since both have no cash effect, recorded a growth of 8.7%, totaling BRL 1.9 billion, compared to BRL 1.7 billion in 2020. The variations in both Ebitda and Adjusted Ebitda are due to the recovery of traffic on the highways and the readjustment of tariffs.



We recorded a consolidated net loss for the period of BRL 158.6 million, compared to the net loss of BRL 48.2 million recorded in 2020. The increase in toll revenues, reflecting the resilience of good traffic performance and tariff adjustments, was not enough to offset the adverse effect of macroeconomic indicators on debt indexation, which resulted in higher financial charges compared to the previous period. Another effect that negatively impacted profitability was the recording of the provision for adjustment to the recoverable value of the Fluminense toll road concession's intangible assets, in the amount of BRL 18.4 million, after taxes.



We liquidated the 10th issuance of Arteris Litoral Sul debentures, which reached

**BRL 2 billion**, supporting the investments in Florianópolis Road Outline and the balance of the capital structure, making it possible to lengthen the term of indebtedness and reduce costs.

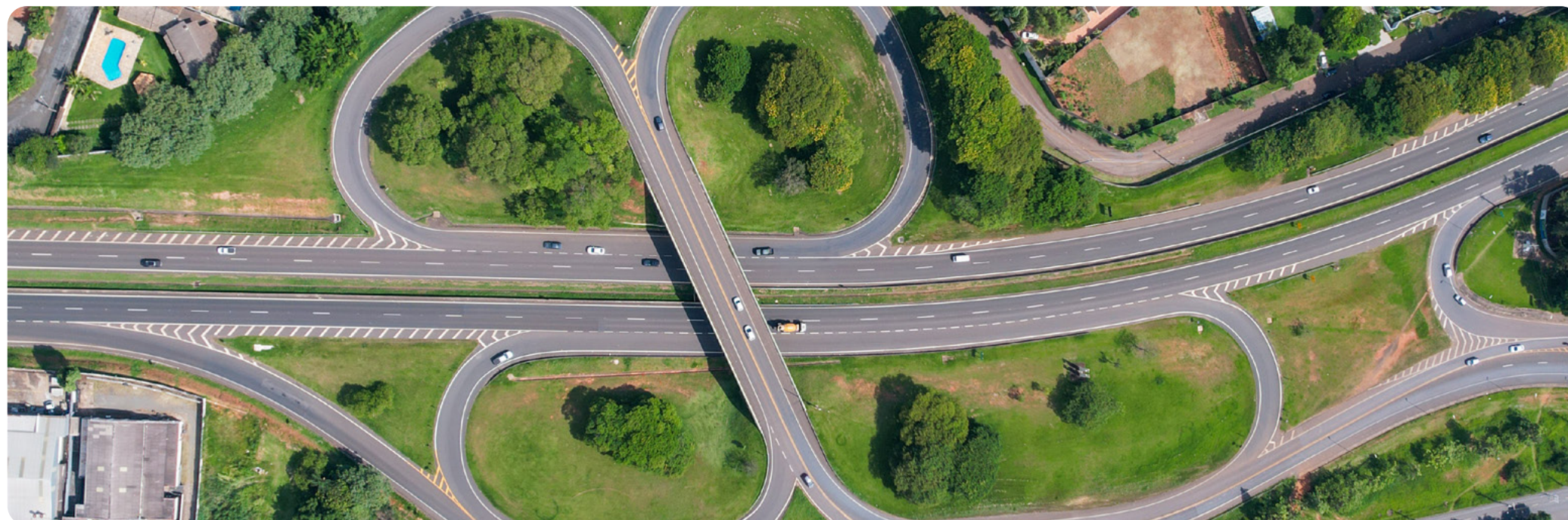
## INVESTMENTS

Even though the financial results have challenged us, we maintained effective cost and expense control and high adherence to the company's investment plan. We continued with our planned investments in road infrastructure, reinforcing our role of connecting people and making cargo transport more dynamic, with investments totaling BRL 1.8 billion in our seven concessions, an amount 30.4% higher than the amount invested in 2020, reinforcing the shareholders' confidence in Arteris. Highlights among the projects include progress in the construction of Florianópolis Road Outline, the largest highway infrastructure project underway in the country, contemplating a length of 50 km and four double tunnels.

## PROJECT FINANCING

We have access to long-term resources granted by the Brazilian Development Bank (BNDES) to finance the investment programs in our toll road concessions. These long-term financing lines ensure the funds needed to implement the main contractual works, and are granted simultaneously to the physical execution of works.

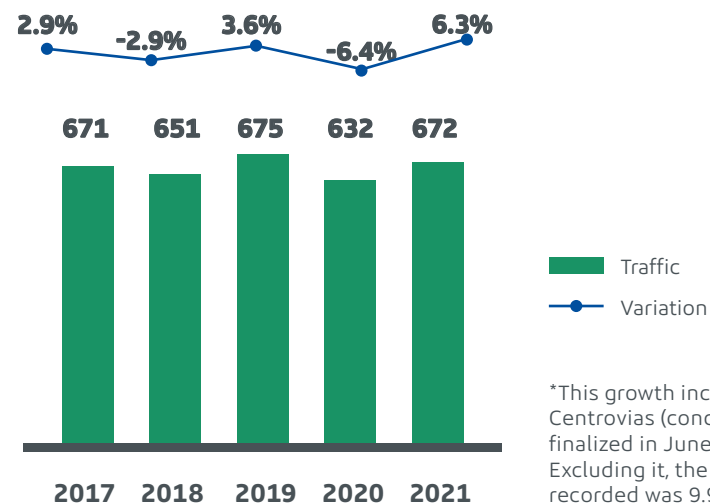
On December 31, 2020, four subsidiaries had financing lines: ViaPaulista, Planalto Sul, Fluminense and Fernão Dias. To date, the BNDES has provided an amount of BRL 6.5 billion referring to the credit lines, leaving a balance of BRL 2.8 billion to be used.





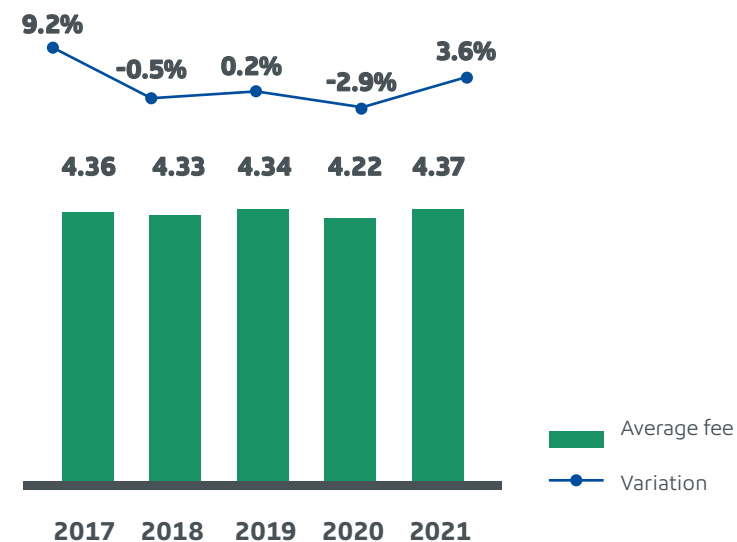
# Key indicators

TRAFFIC (MM EQUIVALENT VEHICLES)

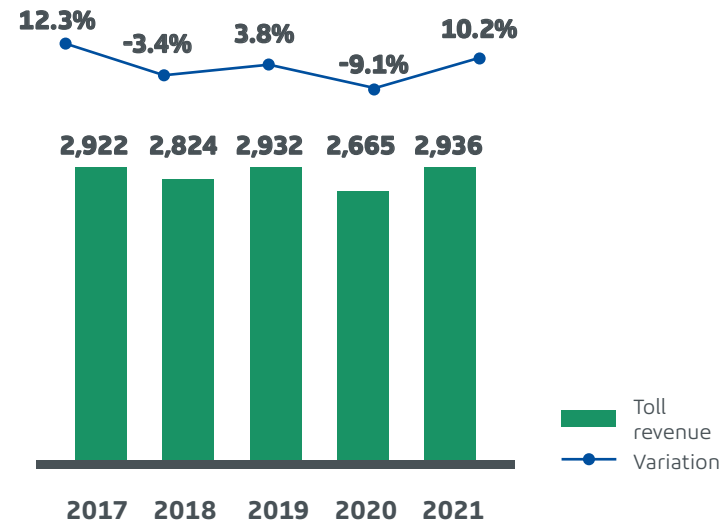


\*This growth includes Centrovias (concession finalized in June/2020). Excluding it, the growth recorded was 9.9%.

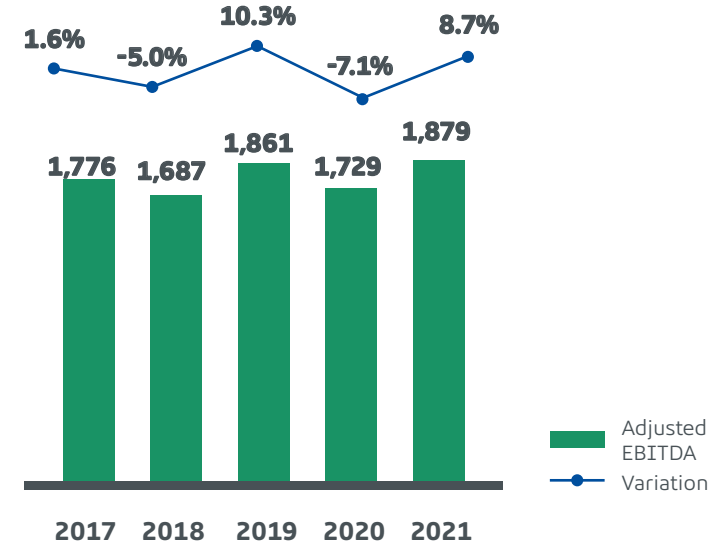
AVERAGE FEE (BRL)



TOLL REVENUE (BRL MM)

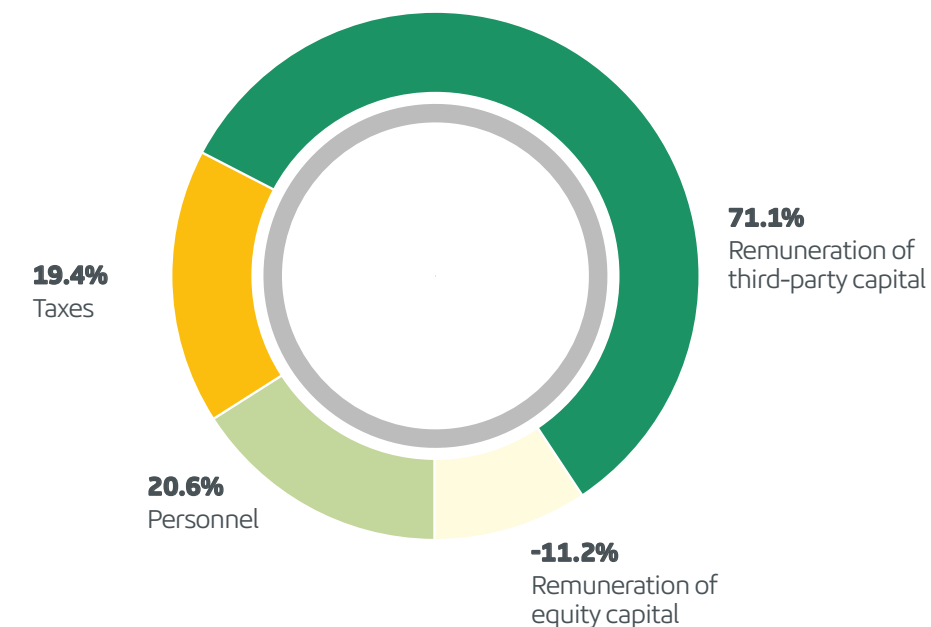


ADJUSTED EBITDA (BRL MM)



## VALUE ADDED DISTRIBUTION

In consolidated terms, the generation of value added was BRL 1.4 billion in 2021. This amount is the result of revenues from the provision of services (BRL 4.7 billion), less costs related to concession and construction, materials and consumer goods, third-party services and depreciation and amortization (BRL 3.4 billion), plus dividends, capitalized interest and other financial income (BRL 52.9 million).



Access the full Financial Statements in the **Results Center**.



**||** *The feeling is one of relief, of being able to be with your family the next day – even though you have been through such a delicate situation. I am very grateful to the Arteris team, which helped me, providing all the support and attention during immediate care.*

**Maurício Silva Cajado**, driver who used the escape area.



# Safety







## Safety



### More than 30,000

people participated in the Viva awareness programs for humanization in traffic.



### 733 reports

in the "Positivo?" tool created in 2021 to record the observation of behavioral deviations related to safety, demonstrating the engagement of employees with the appreciating life, one of our values.



### 3.08

was the frequency rate of accidents with leave in 2021, which featured a 26% reduction compared to 2020.



### More than 550 actions

in Engineering, Operations and Education were conducted in 2021, focusing on reducing road accidents and related fatalities.

## Management guided by the appreciation for life

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

Arteris' management of the concessions is directed towards the offer of increasingly safer highways for users and employees, as advocated by one of the company's organizational values, which is appreciating life.

The quest to reduce fatalities drives us to act with agility and responsibility, leading initiatives and debates that lead to joint and structured actions alongside other industry players, consolidating Arteris as an agent of transformation for increasingly safer traffic conditions.

Between the years 2010 and 2020, our actions focused on road safety resulted in a 51% reduction in the number of fatalities in road accidents on Arteris toll concessions, exceeding the 50% target set by the UN Decade of Action for Road Safety, a commitment voluntarily renewed in 2021 for another 10 years for the reduction of the same index: 50% by 2030.

### WHAT SUPPORTS MANAGEMENT

The foundation of road safety management at Arteris is the Accident Reduction Plan (PRA), which encompasses instruments for planning and controlling actions, focused on reducing fatalities and aligned with the UN goal. The Strategic Group for Reducing Road Accidents (GERAR), a committee that brings together professionals from different areas to discuss solutions in a holistic way, is responsible for managing the PRA. It coordinates the consolidation, information analysis, and proposal of integrated actions resulting from the discussions that are part of each toll road concession's PRA.



The main indicator for road safety management is the number of fatalities in highway accidents. The pursuit of the "zero" index is our priority, with results that are reflected in the contribution of the value we deliver to society.



The Accident Reduction Plan (PRA in portuguese) is based on three pillars:



**Engineering**

Infrastructure works and projects, which include implementing sound alarms, speed bumps, barriers, lighting, speed displays, duplicate lanes, walkways, improved pavement adherence, reinforced signage, emergency escape areas, worksite monitoring in flood areas, closing and improving accesses, among others.



**Operations**

Approaches to users, including special operations during holidays and peak traffic periods; support to agencies in enforcement actions (in partnership with the Federal Highway Police and the Military Police), monitoring of roadside events, organization of drills and guidance for pedestrians, among others.



**Education**

Social and Educational Projects: School Project, Viva the Environment, Viva Programs – awareness campaigns for humanization of traffic focusing on the neighboring communities and users.

Internal campaigns to raise awareness of leaders and employees. One of the initiatives is the "Best Practices" project, which encourages the adoption and sharing of innovation actions and best practices among our employees.

# Road safety numbers at Arteris in 2021

In 2021, there was a variation of -6% in the fatality rate as a function of through traffic on Arteris' highways ("IF3")\*. The biggest reductions were in accidents and fatalities involving pedestrians and cyclists (-3% and -9%, respectively), in addition to the reduction of fatalities in head-on collisions (-25%).

As shown in the table below, despite the increase in accidents and fatalities, Arteris reached the target for the IF3 indicator, which correlates fatalities to absolute vehicle traffic, with a 6% reduction compared to 2020.

	2020	2021
<b>Accident figures</b>	<b>27,534</b>	<b>29,985</b>
<b>Number of Fatalities</b>	<b>492</b>	<b>503</b>
<b>IF3*</b>	<b>2.66</b>	<b>2.50</b>

\*The IF3 index is calculated as follows:

$$IF3 = \frac{(\text{no. of fatalities}) \times 10^8}{\text{weighted average traffic}}$$



Wake Up Driver Program



# Escape areas save lives

The escape areas implemented at two of our toll road concessions have proven to be important allies in mitigating and preventing accidents with high potential risk. These devices built alongside the highways, especially in downhill areas, help runaway vehicles brake.

The structure, focused on heavy vehicles, is planned with an access lane directed to a box filled with cinasite (expanded clay) and the logic is similar to that applied in the gravel boxes at race tracks, using friction to stop the vehicle. The mechanism preserves the drivers' physical condition and minimizes possible damage to the vehicle.

**“***I was already familiar with the Escape Area, but we never expect to need to use it. It's a very difficult situation, but I had the right attitude to understand that the right decision was to make use of the area and stop safely. The feeling is one of relief, of being able to be with your family the next day – even though you have been through such a delicate situation. I am very grateful to the Arteris team, which helped me, providing all the support and attention during immediate care.***”**

**Maurício Silva Cajado**, 34, driver who used the escape area at km 671.7 of BR-376/PR on the night of December 31, 2021.

**435**

is the number of times vehicles entered the escape areas, considering the three devices in operation at Arteris: two on Litoral Sul and one on Régis Bittencourt, from the first installation in 2011 until December 2021.

**651**

lives were saved in accidents avoided with vehicles that entered these emergency escape areas from the first installation in 2011 until December 2021.



Watch the video of a truck entering one of the Litoral Sul escape areas

## ESCAPE AREAS AT ARTERIS

### Litoral Sul, BR 376, km 671.7 in Guaratuba-PR

Arteris' first escape area, built in 2011 on a stretch of the Serra do Mar that has an altitude drop of approximately 710 meters, with daily traffic of 7,000 heavy vehicles.

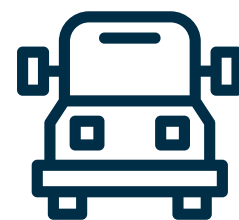
### Litoral Sul, BR 376, km 667.3 in Guaratuba-PR

Installed in November 2019, it features an automated rolling gantry, with the capacity to move up to 70 tons, assisting in the removal of vehicles.

### Régis Bittencourt, BR 116, km 353, in Miracatu-SP

Built in August 2018 on the Serra do Cafezal, on a stretch where the average traffic volume is 21,400 vehicles.

Escape Area km 667.3 of Arteris Litoral Sul, in Guaratuba (PR)





# Construction improves fluidity and road safety

In a region with heavy traffic and sensitive to accidents, between the Santa Catarina municipalities of Biguaçu and Palhoça, we will deliver, in December 2021, a 15-kilometer stretch in the northbound direction of the third lane of BR 101 (Litoral Sul). In January 2022, just over a month after the complete delivery of the project, we recorded a 55% drop in the number of accidents and a 43% decrease in the number of injuries. In the same period last year, three deaths from accidents had been recorded at the site.

Also on BR 101, in the municipality of Camboriú, Arteris Litoral Sul inaugurated the Bridge over the Camboriú River - North frontage road, 426 meters long and 10.3 wide, with two lanes and a shared sidewalk for pedestrians and cyclists. The structure enables the connection between two important regions of the city (Barra and Centro districts) by means of the frontage road, without the need for traffic on the main highway. This provides segmentation between local and long-distance traffic, lending improvements to fluidity and road safety.



In January 2022, a little over a month after the complete delivery of the work on the third lane of BR 101 (Litoral Sul), we recorded a

**55% drop**  
in the number of accidents and  
**43% drop in the**  
**number of injuries.**

Camboriú River  
Bridge on Arteris  
Litoral Sul





Third Lane on Arteris Litoral Sul

## OTHER ACTIONS THAT STOOD OUT IN THE YEAR

### Régis Bittencourt

- Treatment of critical points, reinforcement of signaling and interventions on the pavement at km 503 South of BR116/SP, resulting in an 85% reduction in accidents and 78% in fatalities;
- Pavement intervention at km 26 North of BR116/SP, resulting in a 47% reduction in accidents and 50% drop in fatalities.

### Fluminense

- Reinforcement in the horizontal and vertical signs with the implementation of delineators, LED road studs, metallic fenders, speed displays, inclusion of Speed Reduction Encouragement Lines (LERVs) and painting of barriers at km 215 to 218 North and South of BR101/RJ, with a 35% reduction in accidents and 86% reduction in fatalities;
- Deployment of reflective film on the metal fender posts along the entire length of the curve radius with foggy spots and high accident rates, reducing fatalities by 50% at night;
- Decrease in accidents involving animals on the road as a consequence of the implemented fauna crossings. See further details in the **Trust and Respect** chapter.

### ViaPaulista

- Positioning of Speed Meter Display (DMV) to encourage drivers to reduce their speeds on the SP-330 with an 87% reduction in fatalities;
- Revitalization of the pavement, signaling, drainage, and shoulder on SP-257, with a 100% reduction in fatalities.

### Planalto Sul

- Correcting the level return route after the construction of a viaduct on BR116/PR km 117 North, with a 44% reduction in accidents and 57% reduction in injured victims.

### Intervias

- Positioning of mobile electronic speed bumps at critical sites for accidents, on SP-215 km 73.200 West, with a 100% drop in accidents.

### Fernão Dias

- Improvements to the pavement, vertical and horizontal signaling on BR-381/MG – 516 to 519 North, with a 20% reduction in accidents and 17% decrease in injured victims.

## FIREFLY PROJECT

From the insect that emits light comes the name of the road signaling project implemented in December 2021 by Litoral Sul on BR-376-PR, on the downgrade of Serra do Mar. It is a traffic light system to alert in case of interrupted traffic ahead, with eleven traffic lights at posts monitoring the highway, between Tijucas do Sul (km 659) and Guaratuba (km 668).

The devices, monitored by the Operational Control Center in São José dos Pinhais, will only be activated in case of a blockage on the highway, with traffic interruption due to an accident or any other reason. The results of the initiative will be monitored and there is the possibility that we will expand the system to other stretches under management.



Learn more about the Firefly Project





**299 actions**  
of the Viva Programs  
in 2021 reached  
**30,860**  
**participants**  
in all Arteris concessions.

## VIVA PROGRAMS



Serra Segura

### TRUCK DRIVERS

- Acorda Motorista
- Serra Segura
- Rodo Seguro
- Estrada Viva



Acorda Motorista

Raising awareness about the risks of driving in extreme conditions (sleep and tiredness, among others) and vehicle conservation and maintenance, as well as offering health services (exams and vaccination, for example).



Rodo Seguro



Estrada Viva



Viva Motociclista

### MOTORCYCLISTS

- Viva Motociclista

Preventive and educational actions focused on reducing accidents with motorcyclists.



Viva Ciclista

### CYCLISTS

- Viva Ciclista

Educational actions, especially in the sections with the highest accident rates.



Tõ de cinto, tõ seguro

### PASSENGERS

- Tõ de cinto, tõ seguro

Guidance for passengers of buses or passenger vehicles on the use of seat belts.



Viva Seguro

### COMPANIES

- Viva Seguro

Awareness actions on conduct in traffic. The toll road concessions also act in lectures during Internal Accident Prevention Weeks (Sipats) in the companies.



Viva Pedestre

### PEDESTRIANS

- Viva Pedestre

Preventive focus to avoid run-over.

# Continued focus on awareness

Human behavior is considered to be the main risk factor for the occurrence of highway traffic accidents and one that continuously challenges us to act in prevention. This is the main focus of the Viva Programs, with actions scheduled according to the vulnerabilities of each user group.

## ESTRADA VIVA

In 2021, we launched the Estrada Viva (Living Road) program, an itinerant truck that aims to encourage healthy habits, safe driving, and good behavior in traffic among truck drivers.

The participants received orientation on road safety from the toll roads' teams and had free health services available, such as blood pressure, Body Mass Index (BMI), and heart rate checks, rapid tests for Sexually Transmitted Diseases (STDs) and blood

sugar, medical orientation, vaccination, including against Covid-19, nutritionist and psychologist telemedicine appointments, provision of condoms, vision tests, and haircuts.

This public also received access to the contents of the "On the Right Track" Program, to which Arteris became a signatory in 2021 and which aims to confront and prevent sexual exploitation of children and adolescents on Brazilian highways (learn more in **Public Commitments**).

More than 4,000 people benefited from the two editions of Estrada Viva, which included 38 events in 19 municipalities.

More information at [www.estradaviva.com.br](http://www.estradaviva.com.br) and the Instagram profile [@estradavivaoficial](https://www.instagram.com/estradavivaoficial).



# Our perspective on occupational health and safety

GRI 403-1, 403-4, 403-5, 403-7, 403-8, 103-2, 103-3

Our commitment to safety begins with the company's senior management ensuring that the Integrated Management System runs smoothly. Aligned with the good practices of our shareholders, it promotes the culture of accident and health damage prevention, through the identification of risk situations, awareness initiatives, implementation of protection devices, safe work procedures, training, and control actions.

The Occupational Safety area is responsible for defining and implementing safety instructions and procedures, equipment and devices to control occupational risks for our employees and service providers, in compliance with applicable laws and the company's Safety Policy. All employees are jointly responsible for Workplace Safety and are represented in the Internal Commissions for Accident Prevention (Cipa) at each toll road concession. Employees are encouraged to offer suggestions and share good practices and are recognized for such efforts.

The commitment of the leadership is demonstrated in the meeting agendas of all areas and in the meetings of the Executive Board and the Board of Directors. Directors and managers make field visits to check and guide compliance with the rules using the **Safe Work Observation**, a visit script, followed by a technical evaluation that is part of the Executive Board's goals.

## ENSURING SAFE WORK BEFORE CONSTRUCTION BEGINS

Two other management tools are applied before services and construction to ensure safe conditions during the work. **Daily Work Safety Planning (PDST)** is a mandatory pre-work meeting of the construction and service teams in order to identify the risks of the job site and ensure the presence of protective barriers to prevent accidents (physical barriers and safety instructions). **The Project Safety Plan (PSP)** integrates project planning to assess safety-related needs and ensure that all pre-work arrangements are made.

## SAFE PATH PROGRAM (CAMINHO SEGURO)

Management is only effective when everyone is engaged. Therefore, we invest in the training, raising awareness and generation of skills of direct and indirect employees on the topic of Safety. The Safe Path Program is the main aggregator of initiatives on this front. Under the motto "Attitudes save lives", it includes initiatives that reinforce everyone's responsibility with safety by means of videos, safety alerts, leadership engagement actions, distribution of printed materials, live broadcasts and webseries available at the Arteris Development University (UAD), among other communication and engagement actions.



**PROTECTION ELEMENTS FOR USERS AND WORKERS**

In addition to the tools that act directly on the behavior of direct and indirect employees, user safety is also an essential condition on all work fronts. This is achieved through the implementation of signaling elements such as high-visibility signs, cones, traffic aligners, night lighting, among other elements arranged prior to and along the work areas.

Another solution, called chicane, consists of implementing an additional needle of cones positioned in the lane before the service front, for the purpose of increasing the attention state of users, causing them to reduce speed during traffic near the lane intervention site. Similarly, the allocation of mobile Speed Reduction Incentive Lines (SLERs) next to interventions signs raises the level of user attention to works ahead.



# What stood out in 2021



**SAFETY MINUTE**

Every meeting at Arteris begins with the Safety Minute, a time to pass on tips, guidelines, and even reflections on lessons learned from accidents that have occurred. In 2021, 72 editions of the Safety Minute were held throughout the company.



**POSITIVO?**

A tool for recording the observations of safety-related behavioral deviations, without the need to identify who is being observed, only the observer. 733 observations were recorded in 2021.



**SAFE PATH MONTH**

Promoted in August, with safety challenges and a healthy competition between the units.



**SAFE PATH TOTEMS**

Installed at toll plazas and operational bases with QR codes to access the content of the Golden Rules of Safety and Practical Guides, among other content.



**SAFE-SAFE**

Replica of the Japanese Yoshi Yoshi technique, which consists of pointing at something and checking if it is "okay", for the accomplishment of a simple task, such as crossing the street. At Arteris, we have adapted it to the word "safe", said twice, in which the worker, before crossing a road, looks and points one way and then the other, and only crosses when both sides allow for safe crossing, since being run over represents a high risk of work accidents. "Pointing and talking to yourself," according to studies, ensures attention to the task at hand.



**REMOTE GUARDIAN**

Implemented in ViaPaulista, this function is performed by a specialist who works continuously in monitoring the work teams, using cameras installed along the highway, evaluating the measures present to contain the risks, by cross-referencing information from the work schedules of all the service fronts, with the analysis of images from the Operational Control Center.

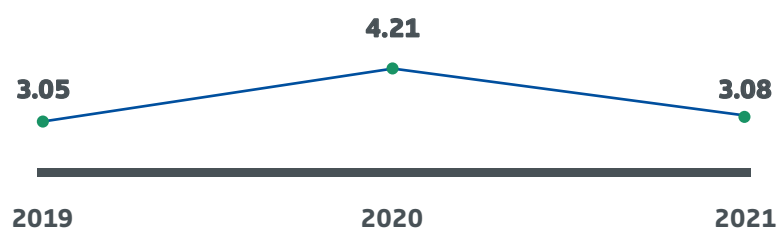




# Occupational health and safety indicators

Arteris showed improvement in its total lost time accident frequency rate (LTAFR), with a reduction of 26% compared to 2021, exceeding the target set for the year of 3.88.

**TOTAL LOST TIME ACCIDENT FREQUENCY RATE (LTAFR)**



## INDEXES RELATED TO COVID-19

Since 2020, Arteris has been closely monitoring the evolution of Covid-19 among its own employees, working to prevent an upsurge in the contamination rate.

	MEN		WOMEN		TOTAL	
	2020	2021	2020	2021	2020	2021
<b>Suspected cases</b>	124	429	127	484	251	913
<b>Confirmed cases</b>	90	235	69	280	159	515
<b>Days lost</b>	2,128	4,907	1,855	6,354	3,983	11,261


	MEN			WOMEN			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Own employees</b>									
<b>Number of work-related accidents with leave</b>	12	27	27	16	6	10	28	33	37
<b>Number of serious work-related accidents<sup>1</sup></b>	0	1	0	0	0	1	0	1	1
<b>Hours worked per year</b>	4,225,493	4,210,785	4,362,770	3,878,916	3,770,331	3,569,539	8,104,409	7,981,116	7,932,309
<b>Days lost</b>	224	241	190	135	23	160	359	264	350
<b>LTAFR</b>	2.84	6.41	6.19	4.12	1.59	2.80	3.45	4.13	4.66
<b>SR</b>	53.01	57.23	43.55	34.8	6.1	44.82	44.29	33.08	44.12

	MEN			WOMEN			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Third-party employees</b>									
<b>Number of work-related accidents with leave</b>	59	85	47	2	0	4	61	85	51
<b>Number of serious work-related accidents<sup>1</sup></b>	1	1	5	0	1	0	1	2	5
<b>Hours worked per year</b>	20,042,473	19,059,755	19,644,328	1,054,867	1,003,145	1,033,912	21,097,340	20,062,900	20,678,240
<b>Days lost</b>	642	922	661	62	0	118	704	922	779
<b>LTAFR</b>	2.94	4.46	2.39	1.9	0	3.87	2.89	4.24	2.47
<b>SR</b>	32.03	48.37	33.65	58.78	0	114.13	33.37	45.96	37.67

	MEN			WOMEN			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Total</b>									
<b>Number of work-related accidents with leave</b>	71	112	74	18	6	14	89	118	88
<b>Number of serious work-related accidents<sup>1</sup></b>	1	2	5	0	1	1	1	3	6
<b>Hours worked per year</b>	24,267,966	23,270,540	24,007,098	4,933,783	4,773,476	4,603,451	29,201,749	28,044,016	28,610,549
<b>Days lost</b>	866	1,163	851	197	23	278	1,063	1,186	1,129
<b>LTAFR</b>	2.93	4.81	3.08	3.65	1.26	3.04	3.05	4.21	3.08
<b>SR</b>	35.68	49.98	35.45	39.93	4.82	60.39	36.4	42.29	39.46

<sup>1</sup>Accidents with permanent disabling injury or fatality.  
LTAFR: Lost Time Accident Frequency Rate  
SR: Severity Rate





*“I am very proud and satisfied to have been part of the management team for this project, which was highly complex from an operational standpoint. It was necessary to communicate each stage of the work and act to minimize local impact to the greatest extent possible, in a region with a daily flow of more than 100,000 vehicles. That led us to adopt some strategies – such as working during the night. A mobilization that worked. We delivered the project ahead of schedule, significantly contributing to improve road safety and traffic fluidity, reducing travel time.”*

**Orlei Baierle Junior**, Deployment Coordinator for Arteris Litoral Sul, who worked on the construction of the third lane of BR 101, between Biguaçu and Palhoça, in Santa Catarina.



# Expertise in highways





## Expertise in highways



### BIM Methodology,

which provides information for the entire investment cycle in the company, is applied by the construction management teams and will be extended to asset management in 2022.



### 300,000+

technology devices and components on the highways are monitored by the NOC, contributing to proactive response in order to minimize the impacts on operations.



### Major projects

Expertise applied to the works of the Florianópolis Road Outline and the duplication of ViaPaulista, to improve mobility and safety.



### Artificial intelligence:

we produced a pilot project using CCTV cameras for monitoring, scattered along the highway in 2021.

For Arteris, **Expertise in highways** means employing knowledge and intelligence at all stages of projects and operations to provide modern and efficient infrastructure safely.

## Efficiency in planning and building safer and smarter roads

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

The planning and execution of major road infrastructure works must consider regulatory issues, safety, environmental impacts, community relationship management, socio-economic development aspects, vendor management, in addition to structural technical aspects.

The expertise and intelligence applied to the entire engineering project development cycle is what allows Arteris to stand out, from design to operation, considering the assessment of risks and impacts in each project.

With investments focused on the efficiency and modernization of road infrastructure, we hope to help boost Brazil's social and economic development. Value creation lies in not only meeting all the concession agreement requirements, but

also leaving behind a legacy for society, delivering safer and smarter roads.

### ROBUST TOOLS

Arteris' main projects, in alignment with the strategic guidelines and short-term priorities – which are the pillars to generate the results expected by the company for the coming years – are monitored through tools such as the Arteris Portfolio Management (APM) platform, a certified solution, widely used in the market and customized for Arteris; and Data Warehouse, a highway operation data management tool that generates information about operations and safety, among other data. We use the Building Information Modeling (BIM) methodology, a unique database associated with a 3D digital model that provides relevant

information for the entire investment cycle.

The tool has been implemented in waves at the company since 2018. The first of these, completed in 2020, focused on the use of the methodology in the project development phase. In 2021, we expanded the requirements so that it could be applied by the construction management teams, already providing training, which will continue in 2022, when we will also start the third wave of BIM implementation for asset management.

### OPERATIONAL EFFICIENCY GAINS

The use of synergy among the toll roads is part of our strategy to obtain gains in operational efficiency, safety, and quality of the services provided.

In Ribeirão Preto (SP), our Solutions Center features a centralized structure that manages processes related to the internal provision of services.

In São José dos Pinhais (PR), where the Collection Control Center (CCA) is located, we are integrating the Operational Control Center (CCO). This structure integrates the Southern Region, which adds up to more than 11,000 kilometers of highways.



# Duplication works on ViaPaulista

The past year was full of hard work for the teams involved in the duplication works of ViaPaulista, which continue at an accelerated pace. The investments total BRL 1.4 billion and encompass a total of 275 kilometers of duplication, of which 230 km are located on SP-255, 31 km on SP-318, and 14.25 km on SP-249, where 10 km have already been completed and another 52 have active construction fronts.

The duplication will result in better traffic flow in the region, contributing to the mobility of more than 1 million inhabitants in this logistics corridor that connects the northeast and southwest regions of the state of São Paulo. But the delivery of shared value for the territory has an even greater reach, with the estimated generation of 2,000 direct and indirect jobs and the increase in the transfer of ISS to 19 cities along the stretch that will be duplicated.

A Social Communication Program was also implemented as a measure to meet the environmental licensing requirements.

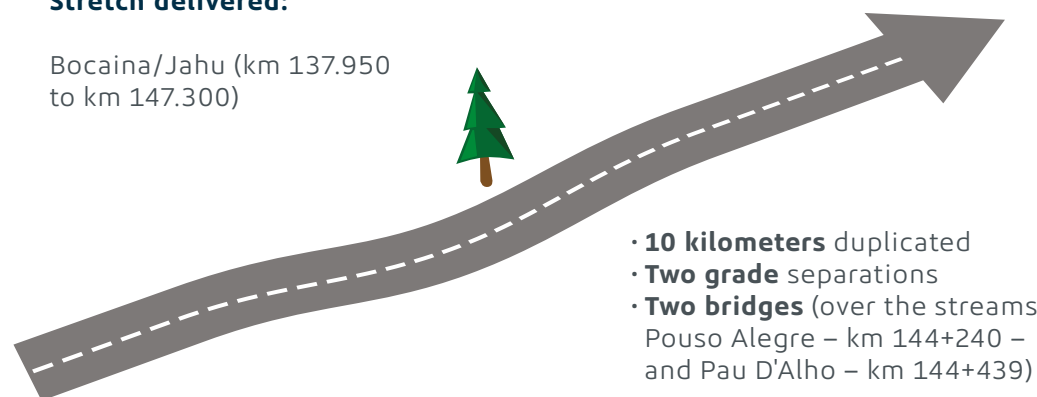


Watch the video about the works here.

## STRETCHES UNDERWAY

### Stretch delivered:

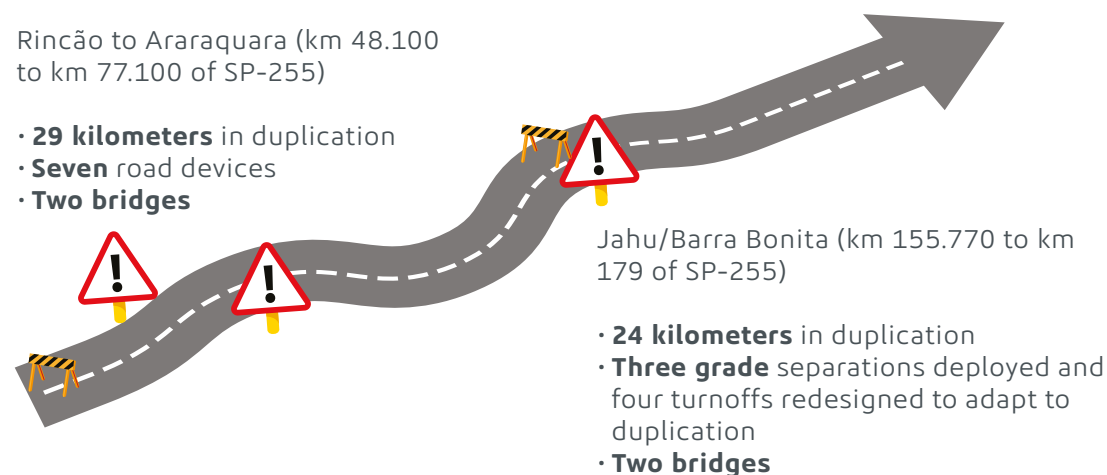
Bocaina/Jahu (km 137.950 to km 147.300)



### Works underway:

Rincão to Araraquara (km 48.100 to km 77.100 of SP-255)

- **29 kilometers** in duplication
- **Seven** road devices
- **Two bridges**



## HAZARDOUS PRODUCT CONTAINMENT BOXES

As an integral action in our emergency response and risk management plan, we implemented seven containment boxes for hazardous products along ViaPaulista in 2021, since the highway is located in a public water supply area. The equipment reduces the probability of impact on water courses that supply the city of Jahu, in the event of accidents involving trucks carrying hazardous products.



# Florianopolis Road Outline

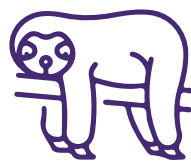
Considered the largest road infrastructure project underway in Brazil, the Florianópolis Road Outline is being built to divert long-distance traffic from the BR-101 highway in the Florianópolis metropolitan region. In all, it will be 50 km long, with four double tunnels and art forms such as bridges, viaducts, and intersections. The total investment in the project is BRL 3.7 billion by 2023.

By crossing four municipalities, the Florianópolis Road Outline will divert drivers from the main axis of the BR-101 highway in the region that provides access to the capital city of Florianópolis, contributing to improve mobility in the region. The highway will have an operational speed of 100km/h and is being built without steep slopes or inclines, with gentle curves,

avoiding the need for speed reductions and thus ensuring the characteristic of an express lane.

Progress on the venture in 2021 was continuous, culminating in 2022 with the complete advance of the excavation front of the South lane of Tunnel 4, from one end to the other, adding to what had already been achieved for the North lane. That makes this tunnel the first in the Florianópolis Road Outline to finish excavations in both lanes, along 821 meters.

The site we developed especially for this project provides information about the status of all stages and aerial images of the works in progress, among other information. Go to [www.contornodeflorianopolis.com.br](http://www.contornodeflorianopolis.com.br).



**1,393 animals** were rescued in 2021.



**12 archaeological sites** were recorded during the implementation of Road Outline, of which seven were classified as pre-colonial and five as historical.

## ENVIRONMENTAL PROGRAMS

The complexity of a venture such as Florianópolis Road Outline has led us to actively apply our expertise in managing large construction projects, where it is necessary to balance social and environmental initiatives with the mitigation and compensation of social and environmental impacts. Since the beginning of construction, 20 environmental programs and subprograms have been in execution for this purpose.

The Fauna Displacement and Rescue Program is one of them, with the objective of reducing and avoiding any kind of impact to the animals that live in the vicinity of the project and in the nearby forest fragments. Flora Rescue, on the other hand, consists mainly in collecting plant material, transplanting and propagating it in nurseries, with the purpose of safeguarding the genetic heritage represented by the local flora, making it possible to perpetuate species under the conditions imposed by the venture.

The Program for Monitoring, Archaeological Salvage, and Heritage Education, authorized and licensed by the Institute of National Historical and Artistic Heritage (IPHAN), adds information that contributes to the evolution of knowledge about the human occupation process in the greater Florianópolis region.

In compliance with the environmental compensation provided by the National System of Protected Areas (SNUC), Florianópolis Road Outline finalized the transfer of BRL 9 million, which is destined for the preservation and maintenance of environmental parks.

Along with the environmental initiatives we have developed, in 2022 we reopened visits to the Road Outline construction sites for the community and interest groups.

*Breakthrough (excavation of the tunnel between one entrance and the other) of the south lane in tunnel 01 at the Florianópolis Road Outline construction site*



# Innovation and technology in road operations

GRI 103-1

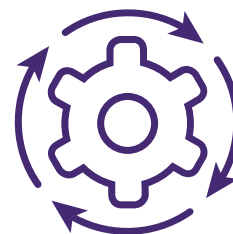
We are constantly attentive to new technologies and innovation applied to projects that can contribute to optimize internal processes, reduce environmental impacts, improve the infrastructure and road monitoring, in favor of reducing accidents and fatalities, and improve the service for users' needs.

At Arteris, 2021 was the year the Network Operations Center (NOC) was consolidated, a structure installed in Ribeirão Preto (SP) and dedicated to monitoring more than 300,000 components and technology devices on the highways – from internet links to servers, toll plaza elements, fiber optics, among others. We were pioneers in the industry when adopting this smart system model, which represents an additional layer of availability assurance for the company's technology systems.

## ARTIFICIAL INTELLIGENCE AT THE SERVICE OF SECURITY

Artificial intelligence can be an important ally for road safety. Through this technology, it is possible to identify patterns and program alert messages to the center when there are risk situations on the highways.

In 2021, we elaborated a pilot project to monitor the CCTV cameras that are spread along the highways using artificial intelligence. With 1,552 cameras along Arteris' seven toll road concessions, the help of technology to assist the CCO controllers is of fundamental importance to allow effective monitoring and, more than that, to identify risk patterns that notify the CCO for preventive action in the imminence of accidents.



**14,700+ tickets**

opened at the NOC, allowing the fast activation of the teams for preventive or corrective equipment maintenance.



**300,000+**

technology components monitored, contributing to proactive action in minimizing impacts on operations.

## FIBER OPTICS

In the Firefly Project, a traffic light system alerts users in case of interrupted traffic ahead, and the device is only activated in case of a blockage on the highway. It is triggered from the CCO in São José dos Pinhais, by means of a smart transportation system, which is interconnected via fiber optics along the entire stretch. Thus, whenever the operators observe stopped traffic, the traffic lights will be activated to warn users. Learn more at [Firefly Project](#).







*“If it weren't for the competent professionals, I would have had to deliver the baby in the car. I was cared for very well.”*

**Jeane Aparecidan**, resident of Mandirituba, rescued by the Arteris Planalto Sul pre-hospital care team, which delivered Theo on March 7, 2021.



# Quality in services







## Quality in services



**90+ ambulances and 200 paramedics** are available to assist Arteris users.



**282,000+** mechanical assistance services were provided in 2021 to the users of our seven toll road concessions.



### Ombudsman on the Move

took the service structure on an itinerant basis to strategic points on ViaPaulista and Intervias.



### 65% more interactions

were recorded on our Twitter channels compared to 2020.

## Shared value in service provision

GRI 102-2, 103-1, 103-2

In the 3,200 kilometers of roads we manage, we want to provide the best possible experience to our users, knowing what each journey on the roads means in people's lives and in cargo transportation. This means that we spare no efforts to offer a quality service, with safety, comfort, and technology, going beyond the contractual obligations.

Managing a business such as that of highways, in which around 80,000 assistance services were provided to users in 2021 alone – total assistance across Arteris' seven toll road concessions –, is a challenge that demands constant investments in the maintenance of infrastructure composed of pre-hospital medical assistance, assistance to vehicles with mechanical problems, operational fleet, operational service and user service bases, in addition to the Intelligent Transportation System (ITS), comprising around 5,000 pieces of equipment such as variable message boards, radars, radios and more than 1,500 monitoring cameras.



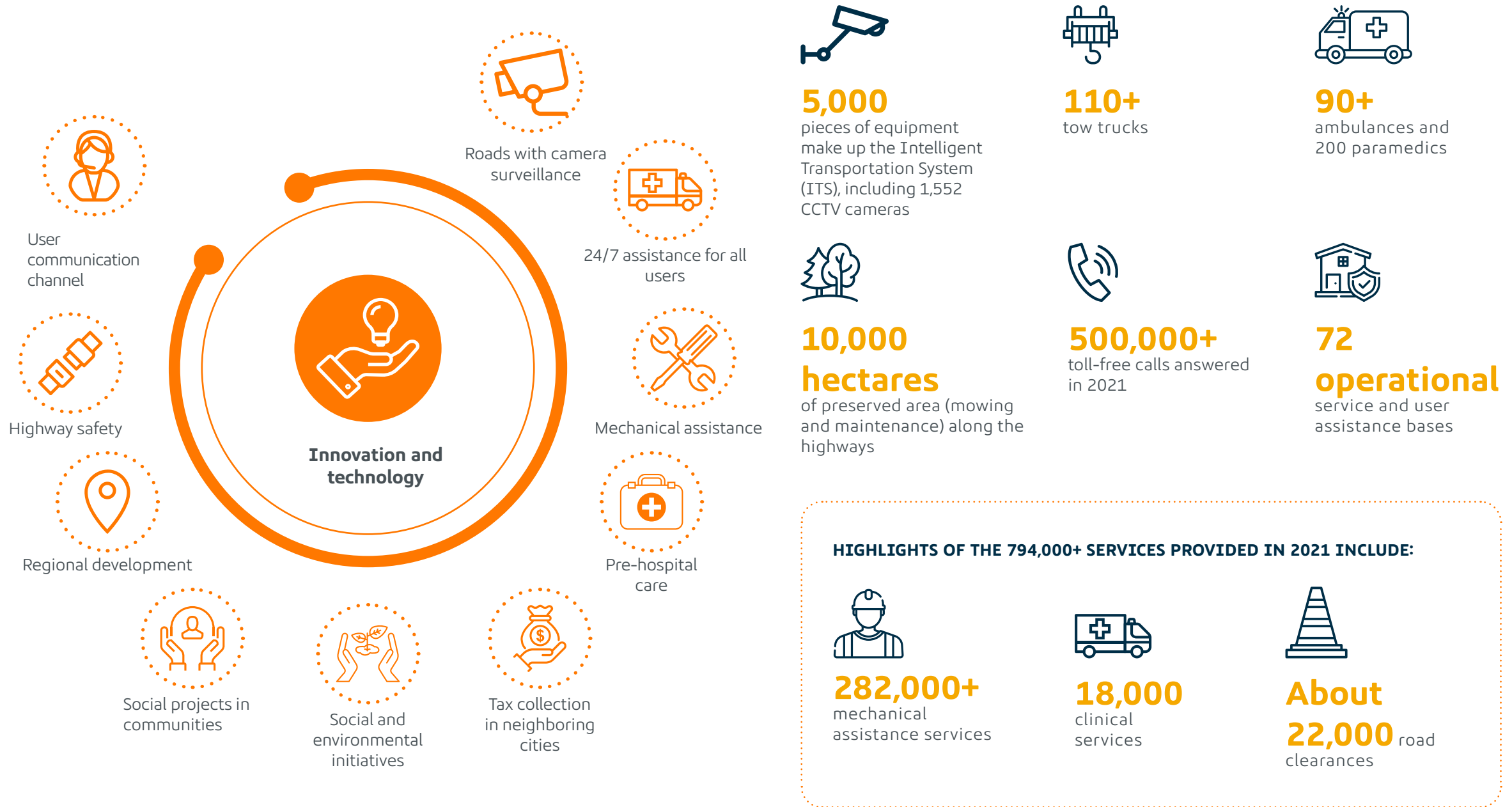


# Benefits of a highway concession

## WHAT OUR CONCESSIONS OFFER

With a close eye on innovation and new technologies, we apply a culture of best practices and sharing of experiences with a focus on continuously improving how we the needs of users on our highways. Along the seven toll road concessions managed by Arteris, we have 72 operational service and user assistance bases available.

Light and heavy tow trucks service users and clear lanes, and ambulances with paramedics provide urgent care: traffic inspection vehicles circulate 24/7, monitoring road conditions, all equipped with personal protective equipment and hand sanitizer. Firefighting and animal seizure vehicles are also operating on the highways.







Rest Area for Truckers on Arteris ViaPaulista

### REST AREAS EXCLUSIVELY FOR TRUCKERS

With an investment of approximately BRL 5.9 million, Arteris ViaPaulista built the first Trucker Rest Area (ADC) at km 136 of Rodovia Comandante João Ribeiro de Barros (SP-255), toward Jahu (southbound), in Bocaina.

The space includes a 192m<sup>2</sup> structure, 16,000 square meters of yard, 76 parking spaces, rest-rooms, a break room with television, a meal space, work table, and wi-fi (rest, leisure, and IT), a baby changing room, changing rooms for women, men, and people with special needs, and a laundry room. The ADC was inaugurated on May 31, 2022.

In August 2021, we began construction of the second rest area on ViaPaulista, located at km 311.600 of SP-255, northbound, in Taquarituba.

### A LITTLE HELP WITH THE BIRTH OF THEO



On Sunday morning, March 7, 2021, the Arteris Planalto Sul pre-hospital care team had a different and rewarding day. The distress call came to help Jeane Aparecida, a pregnant woman from Mandirituba, who was in labor on her way to Hospital do Trabalhador.

The team assisted Jeane at Base 01, located in Fazenda Rio Grande (km 134 of BR-116, in Paraná) and, when they realized that the situation had evolved, they delivered little Theo, who was then taken to the hospital together with Jeane and her husband. "If it weren't for the competent professionals, I would have had to deliver the baby in the car. I was very well cared for," thanked Jeane.

By 2021, Arteris had delivered 109 babies across all of its highways.

### REBIDDING OF FLUMINENSE

There were several developments in 2021 in the administrative process involving the request to join the Autopista Fluminense rebidding process, which was made in 2020. After the technical and legal feasibility was certified by the National Land Transport Agency (ANTT), and the Ministry of Infrastructure declared the request compatible with public policy, the Council of the Investment Partnership Program of the Presidency of the Republic (CPPI) issued a favorable opinion on the convenience and opportunity for the rebidding.

It is scheduled for 2022, according to a presidential decree and, during the negotiations, all the services to users of BR-101/RJ will continue to be provided and conducted normally, reinforcing our commitment to the operation of the concessions under our management, as well as the service to users.



# Engagement and relationship with stakeholders

GRI 102-40, 102-41, 102-42, 102-43, 102-44

The management of our relationship with **external** stakeholders, employees, regulatory and inspection agencies, governments, and neighboring communities prioritizes transparency, dialogue, and respect, which is directly reflected in the collaboration to mitigate risks and solve problems.

Mapping audiences and deciding on the strategy to be adopted are the result of work supported by all areas – particularly operational areas – to identify specific demands in each region.

## SOCIETY REPRESENTED

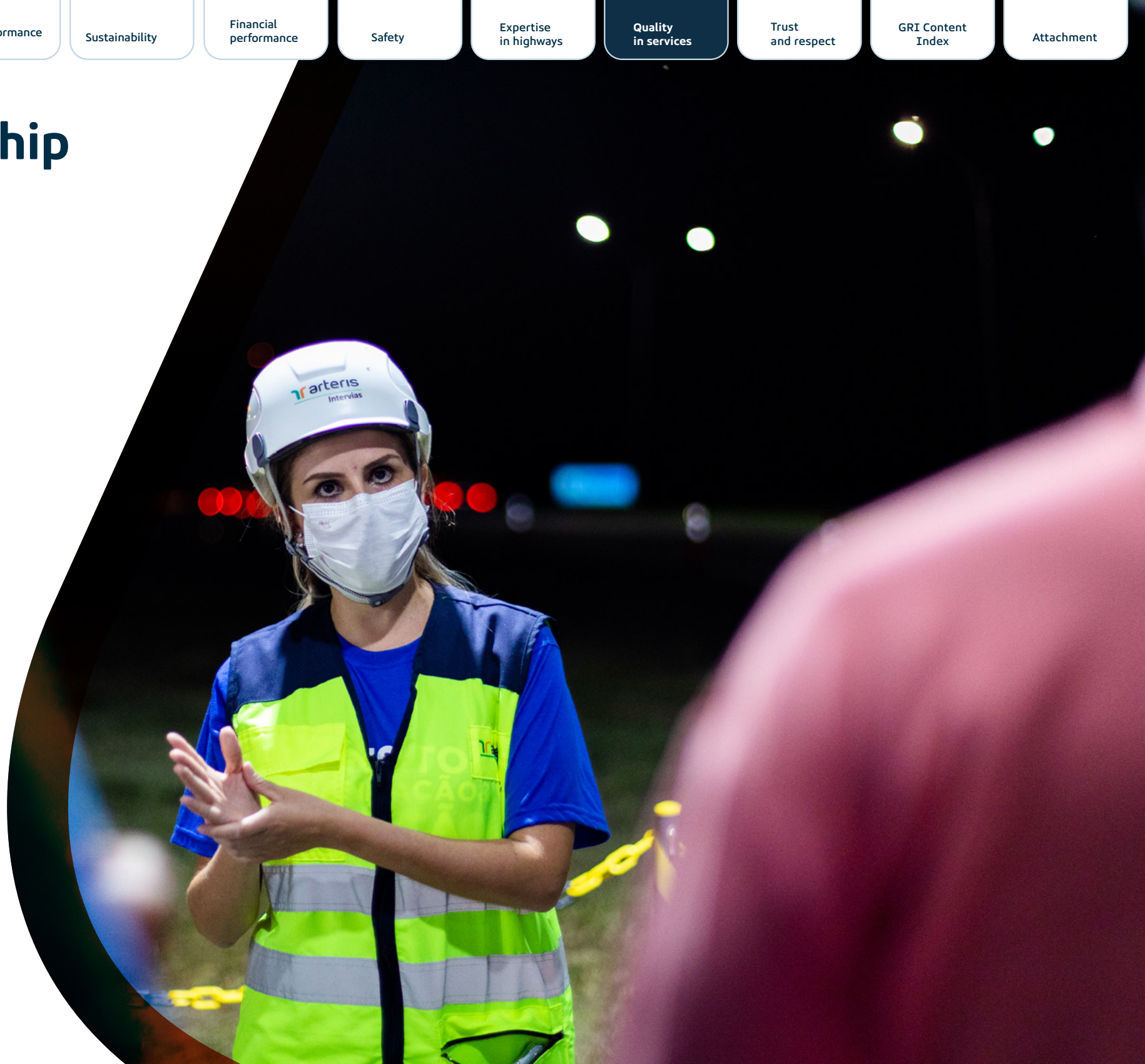
GRI 102-13

An example of collaborative work is the Accident Reduction Plan (PRA), which involves stakeholder consultation, and may result in projects to improve traffic conditions, as well as awareness and traffic education actions.

The Joint Working Groups (GPT) also bring together representatives from different sectors of society and regulatory agencies to discuss issues related to federal concessions.

Membership in councils and associations is another form of engagement on topics of interest to the company and its stakeholders.

*Road users (drivers, cyclists, motorcyclists, pedestrians, and passengers).*







## Our relationship with users

We promote user relationship initiatives through several communication and interaction channels. In addition to the Ombudsman, website, and the 24-hour Customer Service toll-free hotline – which represents the contact channel preferred by users – we maintain profiles of the toll road concessions on Twitter and channels on social networks – Facebook, Instagram, YouTube, and LinkedIn – through which we interact with various stakeholder groups.

### OMBUDSMAN

The purpose of the Arteris Ombudsman is to represent the user, acting in the defense of their interests and rights, based on the promotion of fairness and intermediation with the concessions. With autonomy and independence to route solutions to the questions presented, all issues are sent for analysis to the area responsible for the service that is the object of the manifestation and answered within the deadlines practiced and limited by the legislation.

We periodically send reports to the regulatory agencies and we internally monitor and manage the data generated, for the purpose of improving service provision.

#### • Ombudsman on the Move

With the aim of bringing the Ombudsman closer to the users, we created the "Ombudsman on the Move", taking the service structure on an itinerant basis to strategic points along stretches of ViaPaulista and Intervias, in order to facilitate access for all to clarify doubts or even for processes underway. Three editions were held at each toll road concession. The intention is to extend the action to other concessions.

### MORE CONTENT AND INTERACTION ON TWITTER

Our Twitter channels registered expressive evolution in 2021: 65% more interactions than in 2020, which represents a volume of almost 14,000 interactions, 50% of which were answered (many do not require a response, as they are one-off entries or acknowledgements).

This evolution is the result of a communication strategy that involved, in addition to the usual updates on traffic situations at each toll road concession, campaigns aimed at the different audiences with topics related to the environment, tourism information, adoption of animals rescued in the easement areas (read about the MeAdota Campaign in the **Trust and Respect** chapter), safety and sustainability tips, and curiosities about the concessions.

### USER SATISFACTION CONFIRMED

In order to assess the satisfaction on services provided by Arteris' toll road concessions, we conducted a survey with 1,402 users by means of individual consultation with drivers at Arteris' service stations, with positive results, especially in the items "service provided by employees at the toll plazas" (score 9.3 on a scale of 0 to 10) and "cleanliness of the roads" (score 9.0).

In the overall result, in the average among all the concessions for all the services provided, the score was 8.1, considered excellent.

In 2021, the Ombudsman channel received 47,286 manifestations, up 17% compared to 2020, including suggestions, reimbursements, compliments, reports, complaints and requests. All of them were answered.





*“When we talk about preservation of life, about sustainability, awareness is key in achieving strong results. And we, at C.E.I. Uarde Abrahão de Campos Toledo, feel very proud to help forge this path”.*

**Juceni Victório**, pedagogical coordinator of the Uarde Abrahão de Campos Toledo Children's Education Center, Cordeirópolis (SP), winner of an honorable mention from the School Project and Viva the Environment Program for the third consecutive year.



# Trust and respect







## Trust and respect



**337,000+ hours**

of dedicated employee training in 2021, the equivalent of 76 hours per employee on average, well above the market average of 15 hours/year.



**80+**

humanitarian aid actions and campaigns promoted with the engagement of more than 200 volunteer employees in 2021.



**1,200 hectares**

of reforested areas with more than 2 million native seedlings planted since the beginning of our activities.



**71% reduction**

in material consumption achieved by using Reclaimed Asphalt Pavement (RAP) in maintenance projects in 2021.

For Arteris, **Trust and respect** means working in a sustainable, ethical, honest and transparent manner, believing in long-term relationships based on respect and commitment to our employees, vendors, the environment, the communities and society as a whole.

## Engagement is a key factor for people management

GRI 102-8, 405-1, 103-1, 103-2

At Arteris, people management focuses on developing initiatives and programs that support the company's strategy, prioritizing aspects such as employee development and well-being, attracting and retaining talent, diversity, equity and inclusion.

Considering the employee's journey in the company in three major moments – entry (onboarding), life cycle (training, development, benefits, salary projection) and closure (recognition) –, we understand that our great challenge is to promote engagement, in order to create and maintain the bond between the employee and the company, which implies understanding their desires, aspirations and motivations.

### ORGANIZATIONAL CULTURE

The engagement of the employees with the organizational culture, based on the review of Arteris' mission, vision and values aligned to the current business challenges, followed a robust schedule of actions in 2021, which involved the realization of live broadcasts (Arteris Play), the implementation of a platform of communication channels and recognition actions such as the Values Award. Directors as guardians of the company's values and dialogues that connect, with managers as spokespersons and disseminators of the culture, showed that the involvement of leadership greatly contributed to strengthening the culture.

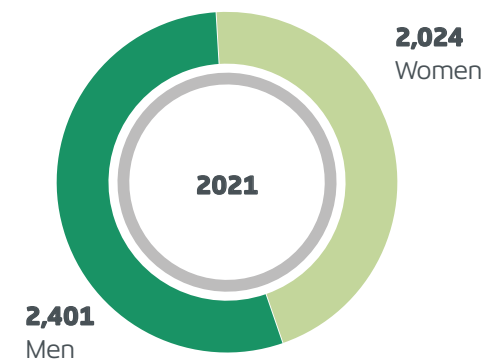
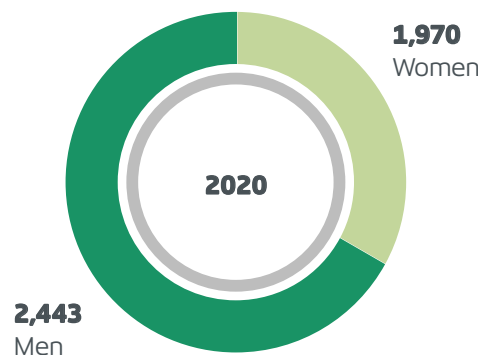
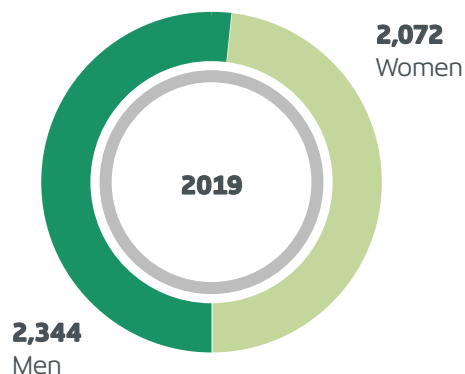
Within this agenda, our internal communication channels were reorganized into a platform – Conexão Arteris – with a new visual identity, fundamentally contributing to the dissemination and engagement of employees in the organizational culture. We created our corporate social network, Conecta, available to all employees, including a mobile format to ensure comprehensive access, considering that a large part of our employees work in the field. The new channel also fulfills the function of a collaborative network, allowing interaction between people. In the first week after its launch, Conecta registered 50 posts in a single day.



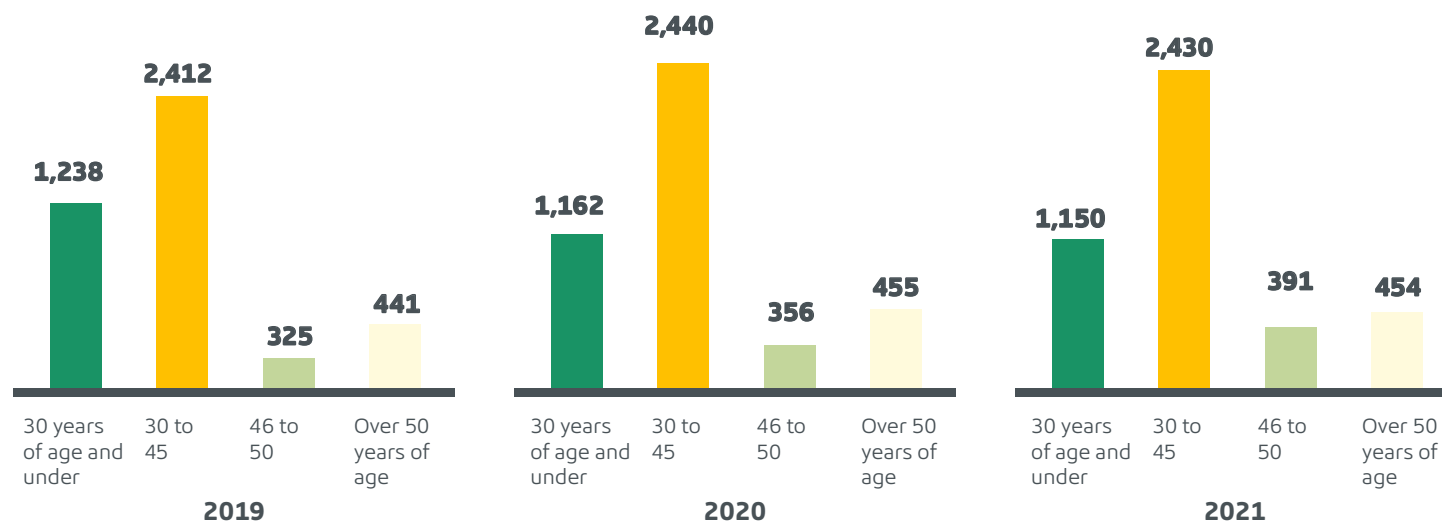
# Profile of our workforce

GRI 102-8

At the end of 2021, Arteris had 4,425 employees – 54% men and 46% women. Of this total, 3.6% were people with disabilities (PcDs) and 114 young apprentices and 41 in-terns were added to the total employee staff.



## EMPLOYEES BY AGE



## EMPLOYEES BY POSITION AND GENDER

	Women in executive management positions	Women in operational board, superintendence and management positions	Women in other positions	Men in executive management positions	Men in operational board, superintendence and management positions	Men in other positions
2021	3	23	1,998	3	77	2,321
2020	2	21	1,947	3	78	2,362
2019	3	21	2,048	3	77	2,264

The data for 2019 and 2020 have been altered from the previous report due to changes in the classification of positions.

Data sorted by toll road concession are provided in the **Attachments**.



# Diversity, equity and inclusion on the ESG agenda

At Arteris, we value diversity among the teams and offer development opportunities to all professionals, regardless of race, beliefs, gender and age. We do not tolerate discrimination of any kind, with guidelines expressed in documents such as the Code of Conduct and the Positive Environment Management Standard.

Although we track commonly used diversity indicators, such as the participation of women in leadership positions (see below), we turned our attention to diversity, equity and inclusion aspects in a more structured way in 2021, in order to integrate them into our ESG Agenda. We have already established the agenda at the company by means of awareness lectures for leaders and other initiatives to raise awareness, and we have mobilized ourselves to format targets and indicators with the expectation that we can make effective progress on the issue.



Of the 9 new hires in leadership positions in 2021,

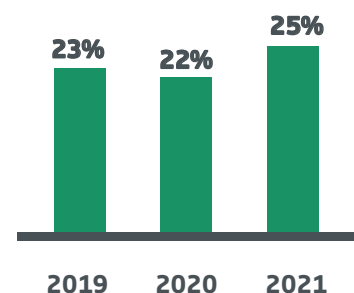
**4 were women, representing 44%.**

## COMPOSITION OF SENIOR MANAGEMENT BY GENDER

GRI 405-1

	2019		2020		2021	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
<b>Arteris Board of Directors</b>	9	0	9	0	9	0
<b>Executive Board</b>	4	3	3	3	3	3
<b>Audit Committee (Full Members and Alternates)</b>	2	1	5	1	5	1
<b>Technical Committee</b>	13	2	12	1	11	2
<b>Mergers &amp; Acquisitions Committee</b>	10	1	12	1	10	2
<b>Financial Committee</b>	8	0	11	2	10	3
<b>Audit and Compliance Committee</b>	5	3	5	5	5	5
<b>Human Resources Committee</b>	6	0	7	0	7	0

### PERCENTAGE OF WOMEN IN LEADERSHIP POSITIONS<sup>1</sup>



<sup>1</sup>Index encompasses senior leadership (CEO and executive directors) and other leadership positions (chief operating officers, superintendents, and managers)

### GAME-BASED INTEGRATION PROGRAM

Building on the successful experience of online training, we also implemented our Integration Program in this format in 2021, through the Arteris Development University (UAD), our learning platform.

In addition to optimizing costs, we understand that this training model for new employees standardizes the experience, makes learning more flexible, improves knowledge retention – especially through the use of interactive tools, exercises, and game challenges –, facilitates access to information, and increases productivity.

#### • How it works

We invited the employees on a virtual journey along more than 3,200 km of highways managed by Arteris, showing our expertise in managing Brazil's highways. This trip is composed of stops at our culture, mission, vision and values, our business, topics such as integrity, safety, and information about each area of the company that, in total, add up to 12 stops with 40 content items.

We used this opportunity to encourage protagonism in the learning of each

new employee and, since the program's launch, we have already reached almost 100,000 hours of learning.

On their first day at the company, employees already receive access to the training, with the commitment to complete it within 15 days, at their own pace. All new professionals have a sponsor – employees appointed to welcome the new team members. For operational employees, an On-Site Workplace Safety Integration session is also held.

# New hires and turnover rate

GRI 401-1

In 2021, Arteris made 1,228 new hires and 1,216 dismissals. The turnover rate, measured by the number of new hires and dismissals in relation to the average number of employees, was 28% in the period.

## TURNOVER BY GENDER AND POSITION

Turnover by gender	MEN			WOMEN		
	2019	2020	2021	2019	2020	2021
Hiring	578	737	683	579	429	545
Involuntary dismissals	608	494	482	477	436	307
Voluntary dismissals	105	142	243	150	97	184
Total employees at the end of the period	2,344	2,443	2,401	2,072	1,970	2,024
Turnover rate (%)	28%	28%	29%	29%	24%	26%

Turnover by position	EXECUTIVE DIRECTOR			DIRECTORS, SUPERINTENDENTS, MANAGERS			OTHER EMPLOYEES			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Hiring	4	0	3	30	17	16	1,123	1,149	1,209	1,157	1,166	1,228
Involuntary dismissals	4	0	0	46	15	18	1,035	915	771	1,085	930	789
Voluntary dismissals	0	1	2	2	6	6	253	232	419	255	239	427
Total employees at the end of the period	7	5	6	97	99	99	4,312	4,309	4,320	4,416	4,413	4,425
Turnover rate (%)	57%	10%	42%	40%	19%	20%	28%	27%	28%	28%	26%	28%

## NEW HIRES BY AGE AND GENDER

New hires for an indefinite period	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
30 years of age and under	209	272	195	208	230	296
30 to 45	294	267	424	195	345	221
46 to 50	38	19	70	15	60	17
Over 50 years of age	37	21	48	11	48	11
TOTAL	578	579	737	429	683	545





## Recognizing attitudes aligned to the values

The Values Award, promoted since 2017 in the company, values and recognizes employees who put the values and behaviors of our culture into practice. The nomination is made by the employees themselves, who recognize, in their colleagues, attitudes that adhere to the Arteris culture and present behaviors associated with the company's values.

After the nominations submitted in an online form, they are ranked based on the most highly nominated for each Arteris value. The third phase is to define the professionals who represent the values, according to the guidelines of the Values Award Committee, which considers the ranking of the most voted, the professional history, and the colleagues' justifications in the nominations. In the final phase, the recognized employees are announced in Arteris Play, through a live broadcast with Arteris' CEO.

In the 2021 edition, nominations were made for the values "Continuous learning" and "Efficiency for results". The announcement and awards for this edition will take place in 2022.

### ADVANCES ON THE COMPENSATION AND BENEFITS FRONTS

GRI 102-8, 401-1, 405-1

Attention to the care and engagement of employees implies offering a compensation and benefits package that is appropriate to the activities and deliveries of the professionals and in line with the market. Therefore, we regularly benchmark ourselves against market practices.

In 2021, we recorded advances in these pillars, with the approval of a Private Pension Plan, reaffirming our long-term commitment to society. The plan, implemented in 2022, has a modern and flexible configuration compared to what is practiced by other companies.

We also renewed the medical assistance and implemented the Pharmacy benefit, with discounts at partner drugstore chains and payroll discounts, using the same card as the food and transportation benefits.



**18 employees**

recognized and 1,982 participants in the 2021 Valores Award.

# Viva Bem Program

The program has the purpose of constantly seeking the well-being, balance, and quality of life of our employees. In 2021, we continued the initiatives that contemplate Integral Health, in the dimensions of family, finance, physical, social, and mental health.

Several topics were covered, such as Mindfulness, Productive Minimalism, Ergonomics, Nutrition, and Financial Planning, as well as others focused on awareness, such as Purple Day – Epilepsy Awareness, Fight Against Cancer, and Anxiety and Panic Syndrome.

## MENTAL HEALTH CARE

With a closer look at mental health, we implemented the Conexa Saúde platform, offering psychotherapy sessions to employees. The benefit, besides meeting the new demands driven by the Covid-19 pandemic, promotes assistance to employees who deal with sensitive situations inherent to certain functions in the company, such as accident assistance, for example.



**+ 10,000 lives**

assisted in the online psychology appointment program, including employees and their dependents

# Performance Management

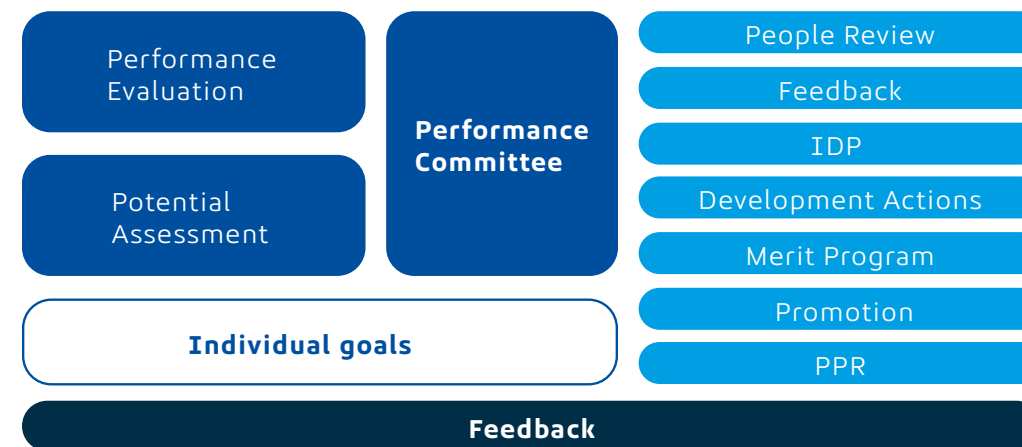
GRI 404-2

For Arteris, business success stems from each employee's continuous improvement. The purpose of the company's performance management is to sustain Arteris' growth, evaluating the employee's performance and potential, in alignment with our values, supporting the People Review (one of the stages of performance management, related to succession), the merit program, promotions, development actions and the engagement of our employees. The entire program is based on the feedback culture.

This action front drives the development, succession mapping, and retention of talents in the company. In 2021, we revised the program to apply a new format starting in 2022. The People Review was updated for key leadership positions, with challenges to expand to other levels in 2022.

## PROFIT SHARING PROGRAM

Our Profit Sharing Program (PPR) covers all employees under a CLT contract and lasts for one year. Each employee has individual goals contracted in agreement with the manager and aligned with Arteris' strategy. The corporate goals are defined by senior management and validated by the shareholders, and are always linked to business results.





# Continuous learning and development

GRI 404-1

We believe in continuous learning. The strategy of the Arteris Development University (UAD) is to promote educational actions that enable the achievement of organizational strategies through a process of continuous learning and development.

Our knowledge management structure is composed of four corporate schools: Essential, with content on transversal topics for all employees; Leadership, aimed at managers; Operations, with the largest amount of content available; and Business, with content on specific topics.

### Our pillars include:

**Update:** repertoires with employee topics of interest.

**Autonomy:** journeys and formats with engagement, no pressure.

**Collaboration:** learning and sharing communities.

In 2021, we continued with editions of Arteris Play and Arteris Pause, two live broadcast channels with varied and important topics, the first being for the dissemination of knowledge in the company in times of remote work and learning, and the second with awareness, self-knowledge, and well-being.

## TOTAL AND AVERAGE TRAINING PER EMPLOYEE, BY POSITION AND GENDER

	DIRECTORS			SUPERINTENDENTS, MANAGERS AND COORDINATORS, SUPERVISORS AND LEADERS			ANALYSTS AND OTHERS			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Training hours (men)</b>	315	600	615	8,343	8,211	10,743	50,445	65,524	198,584	59,103	74,335	209,942
<b>Training hours (women)</b>	113	152	93	2,514	3,921	3,177	42,434	41,888	129,429	45,061	45,961	127,699
<b>Training hours (total)</b>	<b>428</b>	<b>752</b>	<b>708</b>	<b>10,857</b>	<b>12,132</b>	<b>13,920</b>	<b>92,879</b>	<b>107,412</b>	<b>323,013</b>	<b>104,164</b>	<b>120,296</b>	<b>337,641</b>

	DIRECTORS			SUPERINTENDENTS, MANAGERS AND COORDINATORS, SUPERVISORS AND LEADERS			ANALYSTS AND OTHERS			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Average hours (men)</b>	26.3	46.2	55.9	32.3	35.1	162.8	19.8	23.6	85.5	21.0	24.6	87.5
<b>Average hours (women)</b>	28.3	38.0	18.6	33.5	48.4	144.4	16.4	17.0	62.3	16.9	18.1	63.1
<b>Average hours – total</b>	<b>26.8</b>	<b>44.2</b>	<b>44.3</b>	<b>32.6</b>	<b>38.5</b>	<b>158.2</b>	<b>18.1</b>	<b>20.5</b>	<b>74.8</b>	<b>19.0</b>	<b>21.6</b>	<b>76.3</b>

### FIGURES FOR THE ARTERIS DEVELOPMENT UNIVERSITY (UAD) IN 2021



**48 Arteris Play** with 14,784 participants

**38 Arteris Pause** with 4,662 participants

**24** leaders in the Mentoring program

**17** leaders in the Executive Coaching program

**65** external courses

**337,641** was the total training hours

**76.3** hours of training per employee on average (market average 15 hours/year)

# Integrity is at the heart of our operations

"We believe our actions have the power to influence employees, communities and society in general." This statement, expressed in our organizational values, is based on the premise that ethical, honest and transparent behavior are a *sine qua non* condition for business practices and the relationship with our stakeholders.

Our performance is based on policies, anti-corruption due diligence processes, training, a reporting channel, and other compliance mechanisms. The Integrity Program is the main platform for managing the topic, gathering measures to prevent, minimize or quickly detect risks of non-compliance, such as the violation of laws and guidelines expressed in Arteris' **Anti-corruption Policy** and **Code of Conduct**.

## RECOGNIZED GOOD PRACTICES

Our actions guided by ethical principles were crowned with the **Pro Ethics Label** in 2021, an initiative

of Instituto Ethos and the Office of the Comptroller General (CGU), which encourages the voluntary adoption of integrity measures by companies through public recognition of those committed to implementing measures to prevent, detect, and remedy acts of corruption and fraud.

For Arteris, the Seal endorses the practice of our organizational values of Integrity and Relationships of Trust in our daily activities. For this recognition, we submitted our Integrity Program to a strict evaluation of aspects such as the senior management's commitment to the topic, company policies and procedures, reporting channels, risk analysis, transparency, and social responsibility, among others.

Also in 2021, our executive director, Flávia Mattioli Tâmega, was ranked among the **most admired Legal Executives** in the 14th edition of Análise Editorial's yearbook, and is also a finalist in the ranking of the most admired Compliance executives. The executive played an important

role in the evolution of strategic topics at Arteris and was also responsible for structuring the Compliance area and developing the Integrity Program. The yearbook voting included more than 550 executives and resulted in 52 elected. Check out the full list [here](#).

The presentation of the pilot project used in expropriations for the construction of Florianópolis Road Outline at the opening of the Forum of the VI Award on **Best Management Practices of Legal Departments**, organized by InteliJur, was also an important recognition of our practices. This is a successful case of cooperation between Arteris and several parties involved, which was fundamental for the successful process. The possibility of sharing the project in the forum, held online in November 2021, is a way to contribute to the good legal practices of future ventures in the country.

*The compliance governance system comprises an internal committee that meets monthly, in addition to the Audit and Compliance Committee that includes the participation of shareholder representatives, with monitoring through indicators and metrics.*

EMPRESA  
**PRÓ  
ÉTICA**  
2020-2021



## ARTERIS ISO 37.001 CERTIFIED FOR THE ANTI-BRIBERY MANAGEMENT SYSTEM

During 2021, Arteris improved controls and records in its Anti-Bribery Management System. In alignment with its shareholders, the company invested in revisions and adjustments to processes and documents. Governance policies, standards and procedures were reviewed and several standards were created – Arteris' Anti-bribery Management System Standard, Goal Management, Internal Audit Procedure and Access Management Procedure, among others –, in addition to an action monitoring and control system.

With this, in May 2022, Arteris was certified in **ISO 37001** for the Anti-Bribery Management System, the only certification that internationally recognizes a Compliance program and is adopted in several countries as a benchmark for major organizations.

*International Organization for Standardization standard that specifies requirements and provides guidance for implementing an Anti-Bribery Management System*





# Actions of the Integrity Program in 2021

GRI 102-16, 102-17

**Integrity Week:** fostered reflections and debates about the challenges companies face in transforming the work environment into a more positive place. More than 900 employees were impacted by the program, which addressed topics such as diversity and inclusion, new trends in compliance, and prevention of harassment and discrimination in the workplace.

**Integrity Agents:** ongoing activities of focal points at each toll road concession, responsible for disseminating integrity-related topics and forwarding compliance issues. In 2021, they contributed to the dissemination of the flow of the reporting channel, reinforcing the topic of prevention of moral harassment, sexual harassment, and discrimination.

**Compliance risk management:** one of the pillars of the Integrity Program, which gathers guidelines on the responsibilities regarding the process of identifying, mapping and handling risks of this nature. In 2021, we promoted a new round of compliance risk review, with the support of a consulting firm, with the subsequent construction of action plans to mitigate the identified risks.

## INTEGRITY WEEK:



**900+** employees participated in Integrity Week



**4 live broadcasts,** 3 of them on the topic of Positive Environment

## AGENTS OF INTEGRITY PROGRAM:



Moral harassment, sexual harassment, discrimination and use of the Reporting Channel were topics cascaded by the **Integrity Agents**

Arteris Intervias Toll Plaza





# Complaints channel

GRI 102-16, 102-17, 205-1, 205-2

Arteris' Reporting Channel is open to employees, customers and vendors, for reporting suspected violations of the Code of Conduct, internal standards and policies and legislation. Reports can be made anonymously or identified. Members of the Compliance Committee and Internal Audit receive a report, with investigations carried out by Internal Audit or Human Resources, which may involve other areas of the company, confidentially, depending on the issue.

**WHAT TO REPORT?**  
Violations of rules of the Code of Conduct, laws or bylaws of Arteris (e.g. policies and standards).

Interpersonal relationship and other conduct issues. Example: moral and sexual harassment, discrimination, etc.

HR with support from Compliance

**COMPLIANCE COMMITTEE**  
Presidency  
Legal and Compliance Area  
Human Resources Area  
Internal Audit Superintendence

**CHECK OUT HOW OUR REPORTING CHANNEL WORKS**

How to access the channel:  
**Email:** arteris@canalconfidencial.com.br  
**Phone:** 0800 721-0741  
**Website:** www.canalconfidencial.com.br/arteris

**Anonymous or identified reports**  
**1st Screening**  
Independent company receives and sends to Compliance

**2nd Screening**  
Compliance receives the report and assigns investigation (if within the scope of the channel)

**Outcome of the investigation:**  
Compliance Committee assesses and recommends disciplinary action(s) and/or control/preventive action(s), if applicable

The entire history of evaluation and conclusion of reports is registered in the Channel, with access restricted to Compliance and the Compliance Committee.

**ATTENTION!**  
Always return to the channel with your report protocol number, regardless of whether the report was anonymous or not, to check if there are any requests for further information

Fraud, Corruption  
Misuse of assets and other unlawful actions

Internal and/or external auditing

**NON-RETALIATION**  
The company does not tolerate any retaliation against any person reporting events in good faith.



# Evolution of the social governance model

GRI 203-1, 203-2, 413-1, 413-2, 103-1, 103-2

Obtaining and maintaining the social operating license, engagement and maintaining the relationship with communities and public authorities are the focus of the actions coordinated by the area of social responsibility in the company, which also contributes to the involvement and engagement of employees with the social theme in the company.

In 2021, we updated our social governance model, promoting greater adherence to the current scenario and impacts, with a clearer definition of the topics and causes we support, culminating in the update of the Sponsorship and Donation Standard and specific procedures.

Based on this, we internally dedicated ourselves to a social and environmental mapping to better understand the reality and the existing relationship between the company and the neighboring municipalities, including the stakeholder groups with which we relate in this territory, in order to structure a solid positive agenda and an even more targeted social performance.

## SOCIAL RESPONSIBILITY PROGRAMS

Following our social responsibility strategy, we developed our own programs and support, through sponsorships and donations, initiatives that impact our stakeholders, especially the surrounding communities. Viva Programs, School Project, Viva the Environment, and the Volunteer Program are among the projects developed by Arteris. Learn more about the Viva Programs in the **Safety chapter**.

Partnerships with public agencies such as city halls, municipal secretaries, federal and state highway police, and other public and private organizations that work to raise awareness on safety and citizenship among highway users and civil society are part of our social action agenda, with specific, integrated actions.

## TOPICS AND CAUSES THAT WE SUPPORT

						
<p><b>EDUCATION AND CITIZENSHIP</b></p>	<p><b>SAFETY AND PROTECTION OF LIFE</b></p>	<p><b>INNOVATION</b></p>	<p><b>ENVIRONMENT</b></p>			
						
<p>Educate to humanize traffic</p>	<p>Promote initiatives for the protection and appreciation of life</p>	<p>Innovate to leverage technologies in highway operations</p>	<p>Raise awareness about environmental impacts and the promotion of biodiversity</p>			
						



In 2021, we invested about **BRL 5.3 million** in Social Responsibility projects via incentive and own funds.



# School Project and Viva the Environment: social transformation through education

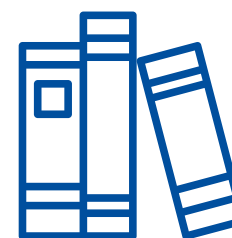
In alignment with Arteris' commitment to valuing life and with our social responsibility strategy, we believe that educational programs are the main path to social transformation.

In this context, and within the school universe, the educators' role is fundamental, as they are the great promoters of dialogues that take place in the classroom and generate impacts in the school community and beyond.

The Arteris Education program relies on the School Project "Educate to Humanize Traffic" and Viva the Environment "Learn, Protect and Live", which aim to boost the educators' journey by offering qualified training and pedagogical assistance, in addition to innovative teaching materials connected to the curriculum. They promote a teaching and learning process by stimulating new ways of thinking, living, and feeling, thus forming citizens who are agents of transformation and representing new attitudes and awareness for citizenship.

As such, educators are supported in their mission to consolidate new forms, functions, and, most importantly, emotions that reach the hearts and minds of students, their families, and the entire school community, while being encouraged to be even more innovative and disruptive in the teaching process.

Since its beginning 20 years ago until Dec/21, the School and Viva the Environment Projects have already assisted:



**335,795 students,**  
19,471 teachers from 711 schools in  
160 cities



[Learn More](#)

*"It is a great joy to be part of Arteris' projects, and the success is the result of such well-developed teamwork. Teachers, students, management team, education department, families, employees, all engaged in the pursuit of a healthier relationship with the environment, being protagonists of a better, more promising, more sustainable and more conscious future in traffic."*

**Jucieni Victório**, pedagogical coordinator of the Uarde Abrahão de Campos Toledo Children's Education Center, Cordeirópolis (SP), winner of an honorable mention from the School Project and Viva the Environment Program for the third consecutive year.



## DONATIONS AND SPONSORSHIPS

Aware that the support for social projects that are relevant to the communities, by means of donations and sponsorships, is fundamental as a contribution to a better society, considering the local realities and cultural identities, we direct our social investments to support them with our own resources or via tax incentive laws, following our social governance.

To see the supported projects and request donations and sponsorships, please access:

**Arteris Sponsorship.**

### BRAZILIAN WINS THE ABERTIS CHAIR AWARD

After winning the Abertis Chair Award Brazil, Brazilian Renato Arbex, PhD from Escola Politécnica da USP, won the 10th international edition of the award, in the "Transportation Infrastructure Management and Transportation Engineering" category. The award was shared with Chilean Ignacio Tiznado, PhD from the Pontificia Universidad Católica de Chile. Renato's thesis – "Design of Optimized Structural Networks for Urban Public Bus Transportation" – innovatively addresses solutions for this mode of transportation.

The Abertis Chair Award Brazil has been promoted since 2016 and aims to develop and foster

activities related to studies and research on private sector participation in economic and social growth derived from infrastructure management. In addition to the aforementioned category, projects in the "Transportation Engineering and Road Safety" category are also awarded.

The Transport Infrastructure Management Chair was created in 2003 in Spain by the Abertis Foundation to enhance research, development, and innovation. In Brazil, the Abertis Chair is based at the University of São Paulo, at São Paulo University (USP).



[Learn More](#)



*Partnership between Arteris, Fundação Barça FC, Abertis Foundation and Instituto Futebol de Rua for the inclusion of more than 180 children in Guarulhos/SP*





### VOLUNTEER PROGRAM

We encourage volunteering among our employees as a tool for social impact and engagement with the communities in our areas of operation, and this is also an initiative that provides personal development for the employees involved, since a volunteer action addresses skills such as leadership, communication and problem solving, and teamwork.

In 2021, we revisited our Volunteer Program with the creation of a specific management procedure and the restructuring of the Internal Volunteer Committees (CIVs) which, according to the governance structure, are responsible for the annual management of actions, which includes periodic meetings for planning, execution, and presentation of the initiatives carried out.

Throughout 2021, more than BRL 64,000 were invested in actions planned by the CIVs, including campaigns for the donation of blankets, wheelchairs, non-perishable food, clothes, toys, flip-flops, hygiene products, hair strands, blood donation, and awareness lectures on breast cancer prevention, among others.

- **Lacre Amigo**

The Arteris Lacre Amigo Program is one of the volunteer initiatives that converts the donation of beverage can tabs into wheelchairs, which are donated to partner institutions. In 2021, we promoted, in Ribeirão Preto, for the first time after the social isolation period, the sixth edition of "**Junta e Vai - a Corrida do Lacre Amigo**", reaching 1,086 participants, including 62 children and 18 disabled.



**About 60 employees** are distributed across 8 Internal Volunteer Committees (CIVs), one at each toll road concession and one at the headquarters in São Paulo



**200+ volunteer employees** were involved in more than 80 humanitarian aid actions and campaigns



**6,300+ kg** of tabs were collected in the Lacre Amigo Program



**70+** wheelchairs donated to 40 institutions with the Lacre Amigo initiative



# Vendor engagement

GRI 102-9, 204-1, 308-1, 414-1, 414-2, 103-1, 103-2

Vendor engagement is a material topic on our ESG Agenda. It covers the vendor management and relationship processes in order to ensure best ESG practices in the procurement, evaluation, monitoring and development processes.

The relationship with current and potential vendors in the company advocates open dialogue, isonomic, ethical, and transparent treatment. Likewise, we only keep partners in our supply chain who formally commit to the guidelines expressed in Arteris' Code of Conduct and Environmental Policy. Among the rules for hiring are the prohibition of child and slave labor and full compliance with labor legislation. Additionally, all vendors, prior to being hired, are submitted to an anti-corruption and conflict of interest due diligence process.

## VENDOR PROFILE

GRI 102-9, 204-1

In 2021, we established commercial agreements with **2,016 vendors**. Of these, 158 are considered strategic (i.e. partners that provide essential products and services for the company's activities or whose contracting represents large volumes in purchases are considered strategic).

*Manufacturers of inputs for operations, office material vendors, technology service providers, construction companies, paving and road maintenance companies, engineering offices, legal offices, and consulting firms, with the largest volume coming from the construction industry.*



Of the total volume in value of purchases made by the company, **89.1% were from local companies** (in the states where Arteris has operations).



**84% of total purchases** were made from strategic vendors.



**100% of the bidding processes** held in the year included social and/or environmental clauses (considering processes with public notices).







### ENHANCED MANAGEMENT

In 2021, we began a process to improve our management on this topic, seeking alignment with best practices and greater adherence to ESG aspects. We reviewed all processes and procedures related to purchasing and supplies, in order to make improvements to controls and the development of strategic suppliers. Integrity and compliance aspects, for example, which are already checked in the company, will now be integrated into a more robust management system.

We continued the deployment of the ARIBA/SAP e-sourcing tool, whose bidding module was consolidated in 2021, providing more information security and data robustness, in addition to the integration with SAP, improving the traceability and agility of the process.

### SHARED GOOD PRACTICE

The Vendor Environmental Quality Assessment is already a practice applied by Arteris Litoral Sul since 2015. Through it, we evaluate environmental aspects, seeking compliance with all monitored points, guiding suppliers, in a proactive and collaborative way, on the deviations found, in order to contribute to their development. The process results in the vendor's Environmental Quality Index (IQMA).

In 2021, we will extend the assessment to vendor for all Arteris toll road concessions, seeking to ensure environmental compliance throughout the supply chain.

### ENGINEERING SUPPLIER DEVELOPMENT

With the purpose of contributing to the development of the supply chain for engineering projects, we structured a pilot project for performance review with criteria that take into account product quality, punctuality, safety, and expectations management, among other aspects, and that culminates in the awarding of prizes to those with the top scores. Innovation is an extra criterion that earned a bonus in the evaluation.

The first cycle of the program ended in 2021, with the participation of 18 vendors from 32 agreements, with the three highest scoring vendors being awarded. We believe that this practice, in addition to strengthening the relationship with our partners, also fosters the feedback culture, contributes to improvements in our internal processes, and generates a history of project suppliers' performance with an impact on future hiring, minimizing risks for the company.

We are on our way to implementing a platform to solidify vendor management, in order to increase our contribution to the creation of shared value throughout the chain and to the mitigation of business risks.



# Balancing development and environmental conservation

GRI 304-1, 304-3, 304-4, 307-1, 103-1, 103-2

Promoting the management of the environmental impacts of our investments and operations – a topic that is part of the ESG Agenda – implies analyzing the associated risks, complying with regulatory and contractual requirements, environmental licensing and the respective conditions. More than this, it means promoting the conservation of biodiversity and the management of the use of natural resources – energy, water, waste, atmospheric emissions – in the search for innovations that make projects and processes more efficient.

We have been making efforts on all these fronts, focusing on the balance between development and environmental conservation. Among the potential impacts of our operations is the suppression of native vegetation and the impact on wildlife, with direct effects on biodiversity and climate change, and the volume of waste generated by construction sites, users, and neighboring communities.

Based on the principle that sustainable business growth is only possible when there is a commitment to preserve the local ecosystem, environmental compliance initiatives focus on the sustainability of the territory.

## HOW WE MANAGE THE TOPIC

We promote management under an Environmental Management System (SGA) based on ISO 14001: 2015 and its requirements, following internal guidelines of the "Golden Rules of Environmental Protection" and "Environmental Guidelines" linked to vendor agreements. Recently, the SGA was submitted to audits, attesting to the safety of our processes and procedures, adherence to environmental legislation, and efficiency in risk mitigation.



**1,000+**  
**environmental**  
indicators are managed



**500+ licenses**  
obtained ensure the best  
environmental practices in  
our roll road concessions

## HOW WE DO IT IN PRACTICE



• **All road projects** are planned together with the environmental area.



• We promote the **environmental supervision and management of works, services, and operations** from standardized processes, in line with corporate guidelines and with transparency and compliance practices.



• We maintain initiatives that represent **biodiversity conservation solutions** beyond the compensatory planting of plant species required for the concessions. One of them is the maintenance of **ecological corridors** that allow the interconnection of isolated forest fragments in the landscape, expanding the wildlife living area. When this is not possible, we build fauna passages and, in some cases, erect fences to direct animals towards safe passage.



• **Planting of native seedlings** through ecological restoration techniques is done as environmental compensation for the works or interventions performed. They are planned to maximize the positive effects in relation to ecosystem services, such as, prioritizing the selection of areas along river banks (Permanent Preservation Areas - APPs), extending the wildlife living area and ecological corridors.





## PLANTING OF NATIVE SEEDLINGS

The planting of native forest seedlings allows the reestablishment of the ecosystem's balance in the interface areas of the highway, bringing fertility to the soil, regulating the environment's temperature, producing fruits that serve as food for fauna species, besides connecting the forests by means of ecological corridors.

By December 2021, we will have already planted **more than 2 million native seedlings**, the equivalent of 1,200 hectares of reforested areas, which corresponds to 1,200 soccer fields.



## ENVIRONMENTAL PROGRAMS ON FLORIANÓPOLIS ROAD OUTLINE

In ventures such as Florianópolis Road Outline, we developed social and environmental initiatives to mitigate or compensate the impacts on the environment and the inhabitants of the municipalities covered by the works. Since the start of the construction work, 20 environmental programs and subprograms have been underway with this purpose, including the Fauna Displacement and Rescue Program, the Flora Rescue Program, and the Monitoring, Archaeological Salvage, and Heritage Education Program. Learn more at [Florianópolis Road Outline](#).







### TYPICAL BIODIVERSITY REPRESENTATIVE

On a Friday morning in October 2021, one of the cameras of our CCTV circuit, at km 115 of BR-116/PR, in Curitiba, caught an illustrious visitor: a parrot (scientific name *amazona aestiva*) that stared at the camera several times seemingly inspecting the stretch. The species is typical of the interior of South America, with predominance in Brazil.

[Click here to watch the video.](#)

### PARTNERSHIP WITH ECOLOGICAL PARK

Through the concession companies Intervias and ViaPaulista we have signed a partnership with the São Carlos Ecological Park "Dr. Antônio Teixeira Vianna", to receive, rehabilitate, and study the anatomy of wild animals captured along the highways and at the construction sites managed by the concession companies. Spanning 72 hectares, the Ecological Park has a difference from other fauna conservation institutions, specializing in the preservation and management of South America's wild fauna, with more emphasis on endangered species.

### PROMOTING A SAFE ANIMAL CROSSING ENVIRONMENT

During the year 2021, we identified a series of displacements of golden lion tamarins in the devices that make up the Fauna Crossing Complex installed along 72 kilometers of the BR-101/RJ highway by Arteris Fluminense.

The first devices of the Fauna Crossing Complex were implemented in 2018 and, over time, two factors have contributed to their use: the animals are learning how to make use of the structures and, with the growth of native vegetation that has been replanted, a greater sense of security is created for the crossings.

The implementation of the devices was based on mappings that identified the most environmentally sensitive locations, with the approval of the National Land Transport Agency (ANTT), local environmental agencies, the Brazilian Institute for the Environment and Renewable Natural Resources (Ibama), and the Chico Mendes Institute for Biodiversity Conservation (ICMbio).

In total, about BRL 50 million have already been invested in the Complex, which today has 17 underpasses, 10 overhead structures, nine crossings under bridges, more than 30 km of fences for conducting fauna and a vegetated viaduct, the largest device available at the site and which has been in operation since August 2020.



Today Arteris has **205 fauna crossings** in all its concessions.

[Learn More](#)



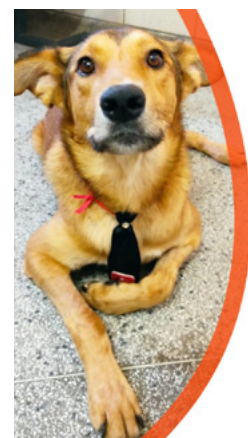
# Biodiversity figures

GRI 304-1, 304-3, 304-4

	2020	2021
<b>Km of highway affecting a protected area*</b>	636	517
<b>Affected surface of the area protected by its activity (m<sup>2</sup>)**</b>	42,770,900	35,525,030
<b>Number of seedlings planted</b>	111,267	158,361
<b>Number of species included in the IUCN Red List and in the national conservation lists whose habitats are located in areas affected by operations according to the species' level of extinction risk</b>	336	356

\*Only Conservation Units of the National System of Protected Areas (SNUC) are considered. Permanent Preservation Areas (APPs), Springs Protection Areas, and a Special Protection Areas are not considered. The reduction is mainly due to the end of Centrovias' concession in 2020, which is considered in the 2020 data.

\*\*Considering the overlapping surface of the easement strip in intersection with the Conservation Units. The reduction is mainly due to the end of Centrovias' concession in 2020, which is considered in the 2020 data.



#MeAdota

arteris  
Fernão Dias

## #MEADOTA

Even though the abandonment of animals on the highway is characterized as mistreatment, the practice is recurrent on some stretches that we manage. We rescue dogs and cats and send them for health evaluation at partner veterinary clinics, where they receive medical care necessary for their recovery.

For the purpose of finding new homes for domestic animals rescued on our highways, we launched the #MeAdota

campaign in 2021, in which we make dogs and cats available for adoption by users and employees. We broadcast the campaigns mainly on the concessions' Twitter accounts and on the company's internal communication channels.

Today we have already held the #MeAdota campaign on all our federal highways and on Intervias, with plans to expand it to ViaPaulista in 2022.





# Commitment to the use of natural resources

GRI 302-1, 302-2, 302-4, 302-5, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5, 103-1, 103-2

The structuring of initiatives, indicators, and targets related to natural resource use management has gained space on our ESG Agenda. In the pursuit of decarbonization, a priority of this agenda in line with our shareholders, we have invested in studies and pilot projects to reduce atmospheric emissions arising from our operations, also focusing on energy efficiency and circular economy.

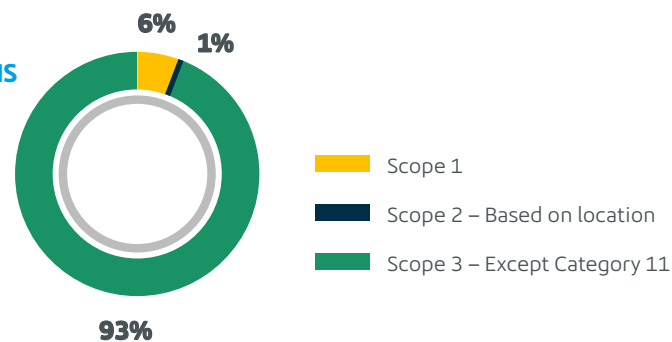
We currently integrate the carbon emissions inventory of Abertis, one of our shareholders, prepared under the GHG Protocol and ISO 14064:1-2012 methodology, and which is being refined year after year.

Seeking to better reflect the risks and opportunities in the face of climate change, the inventory had its calculation methodology readjusted and some

classification criteria modified, such as the transfer of emissions from fuel consumption by subcontractors from scope 1 to scope 3, and the addition of the emissions category for losses with energy distribution and transportation (FERA) to scope 3.

Thus, Arteris' total emissions in 2021 amounted to 325,210 tons of CO<sub>2</sub> equivalent, of which 7% correspond to scopes 1 and 2 and 93% correspond to scope 3. Emissions generated by the use of highways by users, classified in category 11 of scope 3, and which totaled 4.7 million tons of CO<sub>2</sub>, must be added to these emissions, but were not considered in the table and graphs represented here, as they distort the inventory analysis.

TOTAL EMISSIONS - 2021



## EVOLUTION OF GREENHOUSE GAS EMISSIONS BY SCOPE AND SOURCE (tCO<sub>2</sub> EQUIVALENT)

		2019	2020	2021
Scope 1	Fixed sources	4,450	10,146	547
	Mobile sources (own fleet)	21,342	25,557	17,710
	Refrigerant Gases	46	86	259
<b>Total Scope 1 (tCO<sub>2</sub>e)</b>		<b>25,838</b>	<b>35,789</b>	<b>18,517</b>
Scope 2	Electric power (based on location)	4,351	2,856	3,941
	<b>Total Scope 2 (tCO<sub>2</sub>e)</b>	<b>4,351</b>	<b>2,856</b>	<b>3,941</b>
Scope 3	Purchase of goods and services	184,903	418,803	282,151
	FERA (Energy distribution and transportation)	-	-	1,582
	Waste Generation	5,711	11,627	8,314
	Corporate travel	6,336	17,727	10,705
<b>Total Scope 3 (tCO<sub>2</sub>e)</b>		<b>196,950</b>	<b>448,156</b>	<b>302,752</b>
<b>Total Fossil Emissions (tCO<sub>2</sub>e)</b>		<b>227,139</b>	<b>486,802</b>	<b>325,210</b>
<b>Biogenic Co<sub>2</sub> Emissions* (tCO<sub>2</sub>e)</b>		-	-	1,462

\*biogenic emissions will only be accounted for separately from fossil emissions in 2021.

Total 2021 emissions, excluding emissions from road use by users, decreased by 33% compared to the previous year, primarily due to the methodological changes described above, as well as changes in material consumption, the most significant source of the inventory, included in the category of goods and services purchases.





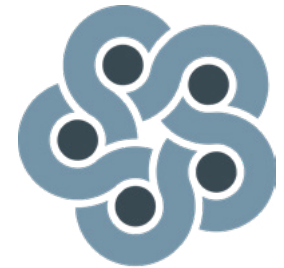
# I-REC: traceable renewable energy

In Brazil, the consumption of electricity, both in the conventional and free energy markets, is connected to the grid of the National Energy System (SIN). Thus, even knowing that about 83% of the Brazilian electricity matrix comes from renewable sources, it is not possible to prove the consumption of these sources, since there is no traceability.

To this end, the International REC Standard (I-REC) was created, a global system for tracking

the environmental attributes of energy, through which electricity consumers can prove the source of renewable energy.

In the quest to reduce emissions from electricity, Arteris purchased I-REC renewable energy certificates corresponding to 100% of its 2021 electricity consumption. Thus, Scope 2 CO<sub>2</sub> equivalent emissions, which accounted for 3,941 tons, were reduced to zero, decreasing total CO<sub>2</sub> equivalent emissions to 321,269.



**I-REC**  
STANDARD

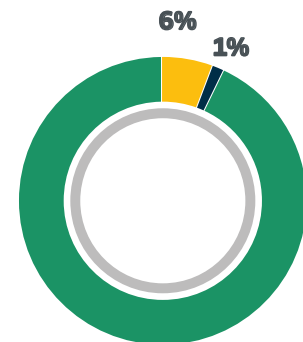
The I-RECs were acquired with the REC Brazil Certification, a program that encourages the Brazilian renewable energy generation market to develop robust sustainability strategies, meeting specific requirements such as the power generator's commitment to at least five of the 17 SDGs (Sustainable Development Goals).

## COMPARISON OF TOTAL CO<sub>2</sub> EQUIVALENT EMISSIONS WITH AND WITHOUT I-REC

GRI 305-1, 305-2, 305-3, 305-5

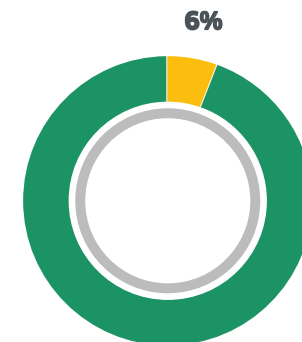
Scope 1 (t)	Scope 2 (t)	Scope 3 (t)	Scope 4 (t)
18,517	3,941	302,752	<b>325,210</b>

Scope 1 (t)	Scope 2 (t)	Scope 3 (t)	Scope 4 (t)
18,517	-	302,752	<b>321,269</b>



**93%**  
CO<sub>2</sub> emissions without I-REC acquisition

Reduction of 3,941 tons of CO<sub>2</sub>



**94%**  
CO<sub>2</sub> emissions with I-REC acquisition

■ Scope 1 | 
 ■ Scope 2 – Based on location | 
 ■ Scope 3 – Except Category 11



# Emissions management and energy efficiency

GRI 305-5

Emissions management with a focus on energy efficiency is also part of our ESG Agenda, with several projects and studies in progress at the toll roads.

The break from the conventional lamp technology model to the use of LED bulbs in highway lighting, toll plazas and operational bases of the concessions is a reality since 2019 at the Fernão Dias concession. In addition to the benefits in the reduction of electricity consumption and costs, the measure brings positive impacts in the reduction of waste generation for disposal. The sustainable technology is already contemplated in the conception of new projects and in November 2021, Arteris started to replace 11,710 conven-

tional light bulbs with LED in five of the group's toll road concessions: Planalto Sul, Régis Bittencourt, Litoral Sul, Intervias and ViaPaulista.

## SOLAR ENERGY

Since 2018, we have been promoting self-generation of energy with photovoltaic panels at the Arteris Fluminense toll plazas. Currently, these structures are present in two of the toll road concession's plazas, each with an average monthly generation capacity of 29,579 kWh. In 2021, solar power generation began at Toll Plaza 2, contributing with an increase of 177% in the consumption of this energy source, compared to 2020.

## FREE ENERGY MARKET

Through the Free Energy Market, consumers have the freedom to negotiate the purchase of electricity directly from Power Generators, without any intermediation from the Distributor. The measure allows for cost reduction and the use of energy from renewable sources.

At Arteris, we migrated some toll plazas and tunnels of the Litoral Sul and Régis Bittencourt concessions to the Free Market Consumer category (500 KW) with **100% of consumption coming from renewable sources**. As the total electricity market experienced shortages in 2021, the electricity consumption of this market, which started in June 2021 and totaled about 1,700 MWh, brought us cost savings higher than projected, reaching BRL 442,000 in the year, and avoiding the emission of 300 tons of CO<sub>2</sub>.

## SOLAR POWER GENERATION, CO<sub>2</sub> EMISSIONS AVOIDED AND COST SAVINGS

GRI 302-4, 305-5

	2018	2019	2020	2021	TOTAL
<b>Toll Plaza 1 (MWh)</b>	94	123	97	74	388 MWh
<b>Toll Plaza 2 (start of operation in 2021) (MWh)</b>	-	-	-	194	194 MWh
<b>Total (MWh)</b>	<b>94</b>	<b>123</b>	<b>97</b>	<b>269</b>	<b>583 MWh</b>
<b>Cost savings (BRL)</b>	112,778	161,851	113,893	200,000	BRL 588,522
<b>CO<sub>2</sub> emissions avoided (t)</b>	<b>7.0</b>	<b>9.2</b>	<b>6.0</b>	<b>34.0</b>	<b>56.2 t CO<sub>2</sub></b>

\*Corrections were made to the figures reported in the 2020 Sustainability Report



## ELECTRICITY CONSUMPTION FROM WITHIN THE ORGANIZATION – DIRECT (MWh)

SOURCE	2020	2021
<b>Total consumption (MWh)</b>	33,138	32,110
<b>Consumption from renewable sources (Free Energy Market and own solar energy) (MWh)</b>	97	2,050
<b>Consumption from own renewable sources (MWh)</b>	97	269

## ENERGY CONSUMPTION FROM FIXED SOURCES (EXCEPT VEHICLE FLEET) – DIRECT AND INDIRECT

GRI 302-1

SOURCE	DIRECT CONSUMPTION		INDIRECT CONSUMPTION		TOTAL CONSUMPTION	
	2020	2021	2020	2021	2020	2021
<b>Diesel oil (liters)</b>	1,553,968	173,622	2,850,383	5,065,383	<b>4,404,353</b>	<b>5,239,005</b>
<b>Butane (MWh)</b>	4	-	-	-	<b>4</b>	<b>-</b>
<b>LPG (MWh)</b>	-	39	-	-	<b>-</b>	<b>39</b>

## ENERGY CONSUMPTION FROM MOBILE SOURCES (VEHICLE FLEET) – DIRECT AND INDIRECT

GRI 302-1, 302-2

SOURCE	DIRECT CONSUMPTION		INDIRECT CONSUMPTION		TOTAL CONSUMPTION	
	2020	2021	2020	2021	2020	2021
<b>Diesel oil (liters)</b>	3,123,040	3,910,399	4,756,996	6,148,925	<b>7,879,636</b>	<b>10,059,324</b>
<b>Gasoline (liters)</b>	1,488,993	2,518,709	1,566	648,226	<b>1,490,559</b>	<b>3,166,935</b>
<b>Natural gas (m<sup>3</sup>)</b>	-	1,243,581	-	-	<b>-</b>	<b>1,243,581</b>
<b>Ethanol (liters)</b>	2,032,942	1,003,536	-	35,302	<b>2,032,942</b>	<b>1,038,838</b>



# Waste management

The control of waste generation and disposal are aspects that challenge waste management at Arteris – a topic that is part of our Environmental Management System – and for which we are improving the processes. The vendors' commitment to the topic, especially in the construction sites, is a key factor to guarantee efficiency in the management of the related environmental impacts.

Therefore, we demand legal documentation from all suppliers that allows the traceability of the waste from its generation to their final disposal. In 2021, we took a step forward in improving the standardization in relation to waste classification, which will allow advances in our indicators related to these aspects. Recycling and reuse initiatives have already been successfully conducted by our concessions.

## SUSTAINABLE PAVEMENT SOLUTIONS

Conservation and maintenance initiatives have resulted in environmental, financial, and safety gains through the use of recycled materials, such as RAP (Reclaimed Asphalt Pavement). In 2021, we completed the maintenance project for 5.4 kilometers of lanes using this type of pavement, mostly in the municipality of São Sebastião da Bela Vista, in Minas Gerais.

Recycling asphalt pavement consists of reusing materials from the pavement itself, such as remaining aggregates and binders, to build a new structure. The solution developed by Arteris uses 76% RAP, obtained by milling the pavement and adding stone powder, cement and asphalt emulsion. The entire machining process is done in its own mobile plant, which can be moved along the stretches, representing significant gains in operational efficiency.

The main benefits are the reduction in waste generation, as the project obtained 43,600 tons of recycled asphalt, and in the consumption of new materials, with a reduction of 21,800 tons (71% less compared to the conventional solution).

The use of recycled asphalt also presents other positive results, such as the reduction of CO2 emissions; increased safety, due to the shorter time of exposure of employees and users on the stretch under construction, since the recovery with RAP can be done seven times faster than the conventional method; as well as performance and life span equal to that of pavement rebuilt in a conventional way.



The project to use recycled pavement in the reconstructions of Fernão Dias won the **8th Sustainability Award** of the Spanish/ Brazilian Chamber of Commerce, in the innovation category in 2022.



RAP Production Plant at Arteris Fernão Dias





### REVERSE LOGISTICS FOR UNIFORMS



As a way of encouraging the adoption of circular economy principles, we deployed reverse logistics for the uniforms used by our employees, turning them into raw material for the production of new items or products, reducing the need for final waste disposal, in addition to contributing to mitigate the fugitive emission of CO<sub>2</sub> in the production chain of our uniforms.

The collection of the uniforms is the responsibility of the vendor, who issues an environmental destination certificate for the decharacterized and decontaminated pieces.



**2,600+ kg** of uniforms collected avoided the dumping of 9.5 m<sup>3</sup> of waste in landfills.

### EVOLUTION OF OFFICE PAPER CONSUMPTION

The Covid-19 pandemic, which has led some employees to work from home, contributed to the reduction of paper consumption in offices in the years 2020 and 2021.

With the resumption of office work on a hybrid basis, the goal of reducing office paper consumption by 25% by 2024 was included in Arteris' ESG Agenda, starting with a 15% reduction in 2020 (compared to 2019, since consumption in the following two years was atypical).

### ECOENEL PROJECT

This project involves Arteris Fluminense as a partner in local energy toll road EcoEnel's sustainability program, which collects recyclable waste from customers and passes it on to recyclers, ensuring the correct disposal of the materials, with a discount on the electricity bill for Arteris.

From 2018 to December 2021, **367 tons** of metal, paper, electronics, and plastics sent to the program's partners for recycling were turned into a **BRL 127,000** bonus on the energy bill.



### EVOLUTION OF CORPORATE AIR TRAVEL (KM FLOWN)

As with paper consumption, air travel has also been impacted due to the pandemic in 2020 and 2021. With the resumption of activities, a goal of a 20% reduction in air travel compared to 2019 was included in our ESG Agenda.



## TOTAL WEIGHT OF NON-HAZARDOUS WASTE, BROKEN DOWN BY TYPE AND DISPOSAL METHOD (KG)

GRI 306-3, 306-4, 306-5

	NON-HAZARDOUS WASTE GENERATED		WASTE RECOVERED, REUSED AND/OR RECYCLED		WASTE SENT TO LANDFILL		WASTE SUBJECTED TO OTHER TREATMENTS	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>Toner</b>	5,2	-	-	-	5.2	-	-	-
<b>Paper and cardboard packaging</b>	7,660.00	13,069,000.00	7,660.00	13,069,000.00	-	-	-	-
<b>Plastic packaging</b>	26,098.00	20,789.50	22,196.00	20,655.50	3,902.00	67.00	-	67.00
<b>Tires and rubber debris</b>	1,074,674.00	592,893.50	1,012,538.00	592,893.50	41,230.00	-	20,906.00	-
<b>Alkaline batteries</b>	172.8	-	-	-	172.8	-	-	-
<b>Mix of concrete and bricks*</b>	-	132,920.00	-	44,500.00	-	18,950.00	-	69,470.00
<b>Timber from construction works</b>	445,978.30	796,135.00	302,895.30	334,201.00	3,183.00	17.00	139,900.00	461,917.00
<b>Mixed metals (scrap)</b>	674	78,482.00	674	78,482.00	-	-	-	0.00
<b>Construction and demolition debris</b>	464,365,437.60	40,813,362.40	461,875,112.50	36,413,728.40	2,482,258.10	4,065,634.00	8,067.00	334,000.00
<b>Paper (including confidential, tickets and card)</b>	60,024.57	403,902.40	51,740.91	48,267.00	8,283.66	355,635.40	-	-
<b>Glass</b>	866.8	8,355.00	703.8	14.00	163	8,341.00	-	-
<b>Electronic equipment</b>	400.06	870	400.06	870	-	-	-	-
<b>Wood</b>	128,471.00	2,027,988.10	48,750.00	5,250.00	79,721.00	2,022,738.10	-	-
<b>Plastic</b>	156,153.05	512,616.20	148,863.65	33,423.80	7,289.40	479,192.40	-	-
<b>Scraps (air conditioning and fire extinguishers)</b>	271,306.38	451,227.40	262,949.48	451,227.40	5,356.90	-	3,000.00	-
<b>Gardening debris</b>	1,503,330.11	421,170.00	53,730.00	11,060.00	1,449,600.11	410,110.00	-	-
<b>Household waste</b>	4,325,974.03	5,485,356.80	374,680.00	17,020.90	3,951,294.03	5,468,203.50	-	132.40
<b>Biological sewage sludge (septic tanks)</b>	3,246,490.00	4,972,082.60	453,870.00	452,737.60	647,171.00	-	2,145,449.00	4,519,345.00
<b>Others</b>	490,139.80	25,395,495.30	125,798.00	7,767,214.80	19,325.30	4,310,373.70	345,016.50	13,317,906.80
<b>Total</b>	<b>476,103,855.7</b>	<b>95,182,646.2</b>	<b>464,742,561.7</b>	<b>59,340,545.9</b>	<b>8,698,955.5</b>	<b>17,139,262.1</b>	<b>2,662,338.5</b>	<b>18,702,838.2</b>

\*The reduction in non-hazardous waste in 2021 is due to discontinuing the reporting of excavation soil waste from construction sites in the demolition and construction waste category, as it distorts the results analysis.



## TOTAL WEIGHT OF HAZARDOUS WASTE, BROKEN DOWN BY TYPE AND DISPOSAL METHOD (KG)

	HAZARDOUS WASTE GENERATED		WASTE RECOVERED, REUSED AND/OR RECYCLED		WASTE SENT TO LANDFILL		WASTE SUBJECTED TO OTHER TREATMENTS	
	2020	2021	2020	2021	2020	2021	2020	2021
Paints, varnishes and adhesives	2,095.0	9,760.0	660.0	-	-	-	1,435.0	9,760.0
Tonic*	-	110.0	-	-	-	110.0	-	-
Resin*	-	500.0	-	-	-	500.0	-	-
Used oil	43,027.7	-	41,720.9	-	1,300.0	-	6.9	-
Used oil	64,695.0	62,826.8	-	7,646.8	47,955.0	-	16,740.0	55,180.0
Contaminated metal and plastic packaging	52,380.5	73,630.0	9,114.0	-	21,490.0	-	21,776.5	73,630.0
Oil filter*	-	60.7	-	60.0	--	-	-	0.7
Contaminated absorbents and cloths	444.9	11,114.1	-	-	424.9	9,907.1	20.0	1,207.0
Electronic equipment	574.0	17.5	-	-	574.0	-	-	17.5
Calcium chloride*	-	920.0	-	-	-	-	-	920.0
Lead batteries*	-	16,210.0	-	10.0	-	-	-	16,200.0
Oil-contaminated earth	69,490.0	43,825.0	40,200.0	-	21,770.0	20,855.0	7,520.0	22,970.0
Asbestos-containing construction matting*	-	22,180.0	-	-	-	22,180.0	-	-
Moist common sludge*	-	9,810.0	-	-	-	-	-	9,810.0
Dirty solvents*	-	0.5	-	-	-	0.5	-	-
Fluorescents lamps and bulbs	246.0	150.1	202.7	-	43.3	13.6	-	136.5
Paints and resins	167.0	6,483.8	-	-	167.0	6,483.8	-	-
Batteries and accumulators	302.0	231.8	-	-	302.0	231.8	-	-
WEEE	1,209.5	610.7	874.0	36.0	335.5	574.7	-	-
Others	285,175.4	34,502.2	123.0	-	263,767.8	26,379.5	21,284.5	8,122.7
<b>Total</b>	<b>519,826.7</b>	<b>292,943.1</b>	<b>92,894.6</b>	<b>7,752.8</b>	<b>358,149.2</b>	<b>87,235.9</b>	<b>68,782.9</b>	<b>197,954.4</b>

\*The reduction in non-hazardous waste in 2021 is due to discontinuing the reporting of excavation soil waste from construction sites in the demolition and construction waste category, as it distorts the results analysis.



# Water management

Rational use of water is the focus of the company's management of this resource. We maintain initiatives on this front, such as rainwater harvesting, mainly at the federal concessions, for reuse in road washing and cleaning the toll plazas. We identified good practices in cistern systems already applied on Litoral Sul and promoted studies to expand the practice to other roads. Another action front to ensure rational use are the educational campaigns with our employees.

## WATER CONSUMPTION BY SOURCE AND TYPE OF WATER – DIRECT CONSUMPTION (LITERS)

GRI 303-5

	DRINKING WATER		OTHER TYPE OF WATER		TOTAL	
	2020	2021	2020	2021	2020	2021
<b>Well water</b>	86,024,843	70,233,112	1,192,000	-	87,216,843	70,233,112
<b>Rainwater</b>	890,260	903,290	4,431,000	3,498,841	5,321,260	4,402,131
<b>Water from utility company</b>	3,115,469	17,555,935	-	-	3,115,469	17,555,935
<b>Others</b>	-	736,000	-	-	-	-
<b>Total</b>	<b>90,030,572</b>	<b>89,428,337</b>	<b>1,192,000</b>	<b>3,498,841</b>	<b>91,222,572</b>	<b>92,927,178</b>



# GRI content index

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Organization Profile</b>			
102-1: Name of the organization	Our performance		No
102-2: Activities, brands, products, and services	Our performance Business model Shared value in service provision		No
102-3: Location of organization headquarters	Our performance		No
102-4: Location of operations	Our performance		No
102-5: Ownership and legal form	Our performance		No
102-6: Markets served	Our performance		No
102-7: Scale of the organization	Our performance Business model Results and investments reflect the focus on value creation		No
102-8: Information on employees and other workers	Arteris highlights Engagement is a key factor for people management Profile of our workforce Attachments		No
102-9: Supply chain	Vendor engagement		No
102-10: Significant changes to the organization and/or its supply chain	Our performance		No
102-11: Precautionary principle or approach			No
102-12: External initiatives	Public and institutional commitments		No
102-13: Membership of associations	Society represented Membership in councils and associations		No
<b>Strategy</b>			
102-14: Statement from senior decision-maker	Statement from the CEO Sustainability Message		No
<b>Ethics and integrity</b>			
102-16: Values, principles, standards and norms of behavior	Mission, Vision, Values Actions of the Integrity Program in 2021 Reporting channel		No
102-17: Mechanisms for advice and concerns about ethics	Integrity Program Actions in 2021 Reporting Channel		No



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102-18: Governance structure	Corporate governance		No
102-19 Delegating authority	Corporate governance		No
102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate governance		No
102-22 Composition of the highest governance body and its committees	Corporate governance		No
102-23 Chair of the highest governance body	Corporate governance		No
102-24 Nominating and selecting the highest governance body	Corporate governance		No
102-25 Conflicts of interest	Corporate governance		No
102-30 Effectiveness of risk management processes	Cybersecurity Risk Management		No
102-36 Process for determining remuneration		The global or individual amount of remuneration for company managers is established by the General Shareholders' Meeting. If established globally, the Board of Directors is responsible for distributing funds individually.	No
<b>Stakeholder engagement</b>			
102-40: List of stakeholder groups	Materiality Engagement and relationship with stakeholders		No
102-41: Collective bargaining agreements	Engagement and relationship with stakeholders		No
102-42: Identifying and selecting stakeholders	Materiality Engagement and relationship with stakeholders		No
102-43: Approach to stakeholder engagement	Materiality Engagement and relationship with stakeholders		No
102-44: Key topics and concerns raised	Materiality Engagement and relationship with stakeholders		No

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Reporting practices</b>			
102-45: Entities included in the consolidated financial statements		Investor Relations website	No
102-46: Process for defining the content of the report and limitations regarding material topics	About this report Material topics vs. impact limits Materiality		No
102-47: List of material topics	Materiality		No
102-48: Restatements of information	Materiality		No
102-49: Changes in scope and limitations	There were no changes in the period.		No
102-50: Period covered by the report	About this report		No
102-51: Date of most recent previous report	About this report		No
102-52: Reporting cycle	About this report		No
102-53: Contact point for questions regarding the report	institucional@arteris.com.br		No
102-54: Statements on preparing the report in accordance with the GRI Standards	About this report		No
102-55: GRI content index	GRI content index		No



GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Governance</b>			
103-1: Explanation of the material topic and its limitation	Corporate Governance Material topics vs. impact limits		No
103-2: The management approach and its components	Corporate Governance		No
103-3: Evaluation of the management approach			No
<b>Material topic: Quality of services</b>			
103-1: Explanation of the material topic and its limitation	Shared value in service provision Material topics vs. impact limits		No
103-2: The management approach and its components	Shared value in service provision		No
103-3: Evaluation of the management approach	User satisfaction confirmed		No
<b>Material topic: Innovation</b>			
103-1: Explanation of the material topic and its limitation	Innovation and technology in highway operations Material topics vs. impact limits		No
103-2: The management approach and its components	Innovation and technology in highway operations		No
103-3: Evaluation of the management approach			No
102-42: Identifying and selecting stakeholders	Materiality Engagement and relationship with stakeholders		No
102-43: Approach to stakeholder engagement	Materiality Engagement and relationship with stakeholders		No
102-44: Key topics and concerns raised	Materiality Engagement and relationship with stakeholders		No

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Value generation</b>			
103-1: Explanation of the material topic and its limitation	Results and investments reflect the focus on value creation Material topics vs. impact limits		No
103-2: The management approach and its components	Results and investments reflect the focus on value creation		No
103-3: Evaluation of the management approach			No
201-1: Direct economic value generated and distributed	Results and investments reflect the focus on value creation		No
203-1: Infrastructure investments and services supported	Results and investments reflect the focus on value creation Duplication works on ViaPaulista Florianópolis Road Outline Evolution of the social governance model		No
203-2 Significant indirect economic impacts	Results and investments reflect the focus on value creation Duplication works on ViaPaulista Florianópolis Road Outline Evolution of the social governance model		No
<b>Material topic: Vendor engagement</b>			
103-1: Explanation of the material topic and its limitation	Engagement with suppliers Material topics vs. impact limits		No
103-2: The management approach and its components	Vendor engagement		No
103-3: Evaluation of the management approach			No
204-1: Proportion of spending on local suppliers	Vendor engagement		No
308-1 New suppliers that were screened using environmental criteria	Vendor engagement		No
414-1: New suppliers that were screened using social criteria	Vendor engagement		No
414-2: Negative social impacts in the supply chain and actions taken	Vendor engagement		No



GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Ethics and integrity</b>			
103-1: Explanation of the material topic and its limitation	Integrity is at the heart of our operations Material topics vs. impact limits		No
103-2: The management approach and its components	Integrity is at the heart of our operations		No
103-3: Evaluation of the management approach	Integrity is at the heart of our operations		No
205-1: Operations assessed for risks related to corruption	Integrity Program Actions in 2021 Reporting Channel		No
205-2: Communication and training about anti-corruption policies and procedures	Integrity Program Actions in 2021 Reporting Channel		No
205-3: Confirmed incidents of corruption and actions taken		There were no confirmed cases of corruption in 2021.	No
419-1: Non-compliance with laws and regulations in the social and economic area		There were no fines or non-monetary sanctions related to laws and regulations in the socioeconomic area in 2021.	No
<b>Material topic: Management of environmental impacts</b>			
103-1: Explanation of the material topic and its limitation	Balancing development and environmental conservation Commitment to the use of natural resources Material topics vs. impact limits		No
103-2: The management approach and its components	Balancing development and environmental conservation Commitment to the use of natural resources		No
103-3: Evaluation of the management approach			No

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Management of environmental impacts</b>			
302-1: Energy consumption within the organization	Energy consumption of fixed sources (except vehicle fleet) – direct and indirect Energy consumption of mobile sources (vehicle fleet) – direct and indirect		No
302-2: Energy consumption outside of the organization	Energy consumption from mobile sources (vehicle fleet) – direct and indirect		No
302-4 Reduction of energy consumption	Solar power generation, CO <sub>2</sub> emissions avoided and cost savings		No
"302-5 Reductions in energy requirements of products and services"	Solar power generation, CO <sub>2</sub> emissions avoided and cost savings		No
303-5 Water consumption	Water consumption by source and type of water – direct consumption (liters)		No
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity index outside protected areas	Biodiversity figures		No
304-3: Protected or restored habitats	Biodiversity figures		No
304-4: Total number of species included in the IUCN red list and the national conservation list with habitats located in areas affected by the organization's operations	Biodiversity figures		No
305-1: Direct emissions (Scope 1) of greenhouse gases (GHG)	Comparison of total CO <sub>2</sub> equivalent emissions with and without I-REC Evolution of greenhouse gas emissions by scope and source (tCO <sub>2</sub> equivalent)		
305-2: Direct emissions (Scope 1) of greenhouse gases (GHG)	Comparison of total CO <sub>2</sub> equivalent emissions with and without I-REC Evolution of greenhouse gas emissions by scope and source (tCO <sub>2</sub> equivalent)		



GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Management of environmental impacts</b>			
305-3: Other indirect emissions (Scope 3) of greenhouse gases (GHG)	Comparison of total CO <sub>2</sub> equivalent emissions with and without I-REC Evolution of greenhouse gas emissions by scope and source (tCO <sub>2</sub> equivalent)		
305-5: Reduction of greenhouse gas emissions	Comparison of total CO <sub>2</sub> equivalent emissions with and without I-REC Emissions management and energy efficiency		
306-1 Waste generation and significant waste-related impacts	Waste management		No
306-2: 2 Management of significant waste-related impacts	Waste management		No
306-3 Waste generated	Total weight of non-hazardous waste, broken down by type and disposal method (kg)		No
306-4 Waste not destined for final disposal	Total weight of non-hazardous waste, broken down by type and disposal method (kg)		No
306-5 Waste destined for final disposal	Total weight of non-hazardous waste, broken down by type and disposal method (kg)		No
307-1: Non-compliance with environmental laws and regulations		There were no significant fines or non-monetary sanctions related to environmental laws and regulations in 2021.	No
<b>Material topic: People management</b>			
103-1: Explanation of the material topic and its limitation	Engagement is a key factor for people management Material topics vs. impact limits		No
103-2: The management approach and its components	Engagement is a key factor for people management		No
103-3: Evaluation of the management approach			No
401-1: New employee hires and employee turnover	New hires and turnover rate		No
404-1: Average hours of training per year per employee	Total and average training per employee, by position and gender		No
404-2: Programs for upgrading employee skills and career transition assistance programs	Performance management Continuous learning and development		No
405-1: Diversity in governance bodies and among employees	Changes to the Executive Board Composition of senior management by gender Employees by gender Employees by age Employees by position and gender		No

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>SPECIFIC CONTENT</b>			
<b>Material topic: Road safety and occupational safety</b>			
103-1: Explanation of the material topic and its limitation	Management guided by the appreciation for life Efficiency in planning and building safer and smarter roads Material topics vs. impact limits		No
103-2: The management approach and its components	Management guided by the appreciation for life Our perspective on occupational health and safety Efficiency in planning and building safer and smarter roads		No
103-3: Evaluation of the management approach	Management guided by the appreciation for life Our perspective on occupational health and safety Efficiency in planning and building safer and smarter roads		No
403-1: 1 Occupational health and safety management system	Our perspective on occupational health and safety		No
403-4: Participation of workers, consultation and communication to workers regarding health and safety at work	Our perspective on occupational health and safety		No
403-5: Worker training on occupational health and safety	Our perspective on occupational health and safety		No
403-7: Prevention and mitigation of health and safety impacts directly linked to business relationships	Our perspective on occupational health and safety		No
403-8: Workers covered by an occupational health and safety management system	Our perspective on occupational health and safety		No
403-9: Work-related injuries	Occupational health and safety indicators		No
416-1: Assessment of the health and safety impacts of product and service categories on customers	Management guided by the appreciation for life Efficiency in planning and building safer and smarter roads		No
<b>Material topic: Community engagement and Social responsibility</b>			
103-1: Explanation of the material topic and its limitation	Evolution of the social governance model Material topics vs. impact limits		No
103-2: The management approach and its components	Evolution of the social governance model		No
103-3: Evaluation of the management approach			No
413-1: Operations with local community engagement, impact assessments, and development programs	Evolution of the social governance model		No
413-2: Operations with significant actual and potential negative impacts on local communities	Evolution of the social governance model		No



# Attachments

## CORRELATION OF MATERIAL TOPICS VS. SDG TARGETS VS. PRINCIPLES OF THE GLOBAL COMPACT

MATERIAL TOPIC	# SDG	SDG	GLOBAL COMPACT PRINCIPLE
1 Road safety and occupational safety	3	<b>3.6</b> By 2020, halve the number of global deaths and injuries from road traffic accidents	<b>1.</b> Respect the protection of internationally proclaimed human rights <b>2.</b> Ensure the company is not complicit in human rights abuses
	8	<b>8.8</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	
2 Ethics and integrity	16	<b>16.5</b> Substantially reduce corruption and bribery in all its forms	<b>1.</b> Respect the protection of internationally proclaimed human rights <b>2.</b> Ensure the company is not complicit in human rights abuses <b>10.</b> Work against corruption in all its forms, including extortion and bribery
	16	<b>16.6</b> Develop effective, accountable and transparent institutions at all levels	
	16	<b>16.10</b> Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	
		<b>16.b</b> Promote and enforce non-discriminatory laws and policies for sustainable development	
3 Quality of Services	9	<b>9.1</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	<b>1.</b> Respect the protection of internationally proclaimed human rights <b>2.</b> Ensure the company is not complicit in human rights abuses
4 Management of environmental impacts	6	<b>6.3</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and increasing recycling and safe reuse globally.	<b>7.</b> Support a precautionary approach to environmental challenges <b>8.</b> Undertake initiatives to promote greater environmental responsibility <b>9.</b> Encourage the development and diffusion of environmentally friendly technologies
	6	<b>6.6</b> By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	
	12	<b>12.2</b> By 2030, achieve sustainable management and efficient use of natural resources	
	12	<b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	
	13	<b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	
	15	<b>15.1</b> By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	

# Attachments

## CORRELATION OF MATERIAL TOPICS VS. SDG TARGETS VS. PRINCIPLES OF THE GLOBAL COMPACT

MATERIAL TOPIC	# SDG	SDG	GLOBAL COMPACT PRINCIPLE
5 Innovation	9	<b>9.1</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	<ul style="list-style-type: none"> <li><b>1.</b> Respect the protection of internationally proclaimed human rights</li> <li><b>2.</b> Ensure the company is not complicit in human rights abuses</li> <li><b>9.</b> Encourage the development and diffusion of environmentally friendly technologies</li> </ul>
	5	<b>5.1</b> End all forms of discrimination against all women and girls everywhere	<ul style="list-style-type: none"> <li><b>1.</b> Respect the protection of internationally proclaimed human rights</li> <li><b>2.</b> Ensure the company is not complicit in human rights abuses</li> <li><b>3.</b> Support freedom of association and recognize the right to collective bargaining.</li> <li><b>6.</b> Eliminate discrimination in respect of employment and occupation</li> </ul>
6 People management	5	<b>5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	
	8	<b>8.8</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	
7 Social responsibility and Community engagement	3	<b>3.6</b> By 2030, halve the number of global deaths and injuries from road traffic accidents.	<ul style="list-style-type: none"> <li><b>1.</b> Respect the protection of internationally proclaimed human rights</li> <li><b>2.</b> Ensure the company is not complicit in human rights abuses</li> <li><b>8.</b> Undertake initiatives to promote greater environmental responsibility</li> </ul>
	4	<b>4.7</b> By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	
	5	<b>5.2</b> Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	
	16	<ul style="list-style-type: none"> <li><b>16.2</b> End abuse, exploitation, trafficking and all forms of violence against and torture of children.</li> <li><b>16.7</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels.</li> </ul>	
	17	<b>17.17</b> Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	
8 Value Generation	9	<b>9.1</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	<b>10.</b> Work against corruption in all its forms, including extortion and bribery



# Attachments

## CORRELATION OF MATERIAL TOPICS VS. SDG TARGETS VS. PRINCIPLES OF THE GLOBAL COMPACT

MATERIAL TOPICS	# SDG	SDG TARGET SDG (DIRECTLY RELATED TO THE TOPIC)	GLOBAL COMPACT PRINCIPLE
9 Governance	16	<b>16.5</b> Substantially reduce corruption and bribery in all their forms.	<b>2.</b> Ensure the company is not complicit in human rights abuses
	16	<b>16.6</b> Develop effective, accountable and transparent institutions at all levels.	
10 Vendor engagement	8	<p><b>8.7</b> Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and end child labor in all its forms by 2025</p> <p><b>8.8</b> Protect labor rights and promote safe and secure work environments for all workers, including migrant workers, in particular migrant women, and people in precarious jobs</p>	<p><b>1.</b> Respect the protection of internationally proclaimed human rights</p> <p><b>2.</b> Ensure the company is not complicit in human rights abuses</p> <p><b>3.</b> Support freedom of association and recognize the right to collective bargaining.</p> <p><b>4.</b> Eliminate discrimination in respect of employment and occupation</p> <p><b>5.</b> Effectively abolish child labor</p> <p><b>6.</b> The elimination of discrimination in respect of employment and occupation</p> <p><b>8.</b> Undertake initiatives to promote greater environmental responsibility</p> <p><b>10.</b> Work against corruption in all its forms, including extortion and bribery</p>

## MATERIAL TOPICS VS. IMPACT LIMITS

GRI 102-46

MATERIAL TOPICS	EXAMPLES OF POTENTIAL IMPACTS	ORIGIN OF THE IMPACT*
Road safety and occupational safety	Accidents, fatality	Internal and external
Ethics and integrity	Financial deviations, reputation, tickets	Internal and external
Quality of services	Customer satisfaction, road maintenance	Internal and external
Management of environmental impacts	Vegetation suppression, soil contamination, change in the tracing of tributaries	Internal and external
Innovation	Process optimization, operational efficiency	Internal and external
People management	Internal engagement, attraction and retention, reduction of social inequalities	Internal
Social responsibility and Community engagement	Socio-environmental development, employee engagement, image improvement	Internal and external
Value generation	New business, profitability	Internal
Governance	Transparency, operational performance, information control	Internal
Vendor engagement	Risk mitigation, quality of services, proper working conditions	Internal and external

\*Internal: related impacts originate within the organization; External: related impacts originate in other stakeholders, external to the organization.

## MEMBERSHIP IN COUNCILS AND ASSOCIATIONS

GRI 102-13

Arteris Brasil	Brazilian Association of Toll Road Concessions (ABCR) Brazilian Association of Infrastructure and Basic Industries (ABDIB) Associação Brasileira de Comunicação Empresarial (Aberje) [Brazilian Association of Business Communication (Aberje)] Spanish Chamber of Commerce Global Reporting Initiative (GRI) Business Leaders Group (LIDE) Global Compact Brazil
Intervias	Brazilian Association of Toll Road Concessions (ABCR) Brazilian Association of Technical Standards (ABNT) Porto Ferreira State Park Council
Via Paulista	Brazilian Association of Toll Road Concessions (ABCR) Vassununga State Park Council
Fluminense	Brazilian Association of Toll Road Concessions (ABCR) Firjan Business Council on the Environment Rebio União Advisory Committee Poço das Antas Advisory Committee Silva Jardim Environmental Council
Fernão Dias	Brazilian Association of Toll Road Concessions (ABCR)
Régis Bittencourt	Brazilian Association of Toll Road Concessions (ABCR)
Litoral Sul	Brazilian Association of Toll Road Concessions (ABCR) Federation of Industries of the State of Santa Catarina (FIESC) Federation of Cargo and Logistics Transport Companies of the State of Santa Catarina (FETRANCESC) Joint Work Group (GPT)
Planalto Sul	Brazilian Association of Toll Road Concessions (ABCR) Mafra Tourism Council (CONTUR) Tourism Council of Serra Catarinense (CONSERRA) Federation of Cargo and Logistics Transport Companies of the State of Santa Catarina (FETRANCESC)



## EMPLOYEES BY GENDER

GRI 102-8, 405-1

	MEN			WOMEN			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Arteris Brasil</b>	174	187	210	213	227	250	387	414	460
<b>Autovias*</b>	1	-	-	3	-	-	4	-	-
<b>Centrovias**</b>	93	5	1	159	1	-	252	6	1
<b>Vianorte***</b>	-	-	-	-	1	2	-	1	2
<b>Intervias</b>	197	204	197	243	256	263	440	460	460
<b>Planalto Sul</b>	146	194	174	144	131	120	290	325	294
<b>Fluminense</b>	276	268	267	138	135	133	414	403	400
<b>Fernão Dias</b>	364	358	401	331	344	350	695	702	751
<b>Régis Bittencourt</b>	218	290	267	266	252	258	484	542	525
<b>Litoral Sul</b>	287	400	428	285	313	327	572	713	755
<b>Latina</b>	304	155	79	14	11	1	318	166	80
<b>ViaPaulista</b>	284	382	377	276	299	320	560	681	697
<b>Total</b>	<b>2,344</b>	<b>2,443</b>	<b>2,401</b>	<b>2,072</b>	<b>1,970</b>	<b>2,024</b>	<b>4,416</b>	<b>4,413</b>	<b>4,425</b>

Note: Arteris does not count employees by region, but by toll road concession /Data from 12/31/2021.

\*\*Autovias: concession ended in July/2019.

\*\*Centrovias: concession ended in June/2020.

\*\*\*Vianorte: reintegration of employee due to court decision, in 2020. Concession closed in 2018.

## EMPLOYEES BY AGE

GRI 102-8, 405-1

	30 YEARS OF AGE AND UNDER			30 TO 45			46 TO 50			OVER 50 YEARS OF AGE		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Arteris Brasil</b>	115	108	107	211	238	271	20	27	37	41	41	45
<b>Autovias*</b>	-	-	-	3	-	-	-	-	-	1	-	-
<b>Centrovias**</b>	55	-	-	149	1	-	21	-	-	27	5	1
<b>Intervias</b>	72	80	88	234	230	221	57	66	70	77	84	81
<b>Vianorte***</b>	-	-	-	-	-	1	-	-	-	-	1	1
<b>Planalto Sul</b>	125	116	98	134	158	140	16	30	31	15	21	25
<b>Fluminense</b>	118	102	91	243	243	251	23	26	28	30	32	30
<b>Fernão Dias</b>	179	151	143	408	433	477	50	53	63	58	65	68
<b>Régis Bittencourt</b>	108	120	146	319	342	285	32	48	56	25	32	38
<b>Litoral Sul</b>	251	271	251	260	359	399	28	36	49	33	47	56
<b>Latina</b>	31	10	-	147	58	13	40	18	8	100	80	59
<b>ViaPaulista</b>	184	204	226	304	378	372	38	52	49	34	47	50
<b>Total</b>	<b>1,238</b>	<b>1,162</b>	<b>1,150</b>	<b>2,412</b>	<b>2,440</b>	<b>2,430</b>	<b>325</b>	<b>356</b>	<b>391</b>	<b>441</b>	<b>455</b>	<b>454</b>

Note: Arteris does not count employees by region, but by toll road concession /Data from 12/31/2021.

\*\*Autovias: concession ended in July/2019.

\*\*Centrovias: concession ended in June/2020.

\*\*\*Vianorte: reintegration of employee due to court decision, in 2020. Concession closed in 2018.



## EMPLOYEES BY POSITION AND GENDER

GRI 102-8, 405-1

	WOMEN IN EXECUTIVE MANAGEMENT POSITIONS			WOMEN IN OPERATIONAL BOARD, SUPERINTENDENCE AND MANAGEMENT POSITIONS			WOMEN IN OTHER POSITIONS			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Arteris Brasil</b>	3	2	3	13	13	15	197	212	232	213	227	250
<b>Autovias*</b>	-	-	-	-	-	-	3	-	-	3	-	-
<b>Centrovias**</b>	-	-	-	-	-	-	159	1	-	159	1	-
<b>Intervias</b>	-	-	-	2	2	2	241	254	261	243	256	263
<b>Vianorte***</b>	-	-	-	-	-	-	-	1	2	-	1	2
<b>Planalto Sul</b>	-	-	-	1	1	-	143	130	120	144	131	120
<b>Fluminense</b>	-	-	-	1	1	1	137	134	132	138	135	133
<b>Fernão Dias</b>	GRI 302-1, 302-2, 302-4, 302-5, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5, 103-1, 103-2			1	2	2	330	342	348	331	344	350
				1	1	-	265	251	258	266	252	258
				1	-	1	284	313	326	285	313	327
				-	-	-	14	11	1	14	11	1
<b>Régis Bittencourt</b>	-	-	-	1	1	2	275	298	318	276	299	320
<b>Litoral Sul</b>	-	-	-	<b>21</b>	<b>21</b>	<b>23</b>	<b>2,048</b>	<b>1,947</b>	<b>1,998</b>	<b>2,072</b>	<b>1,970</b>	<b>2,024</b>
<b>Latina</b>	-	-	-									
<b>ViaPaulista</b>	-	-	-									
<b>Total</b>	<b>3</b>	<b>2</b>	<b>3</b>									

## EMPLOYEES BY POSITION AND GENDER

GRI 102-8, 405-1

	MEN IN EXECUTIVE MANAGEMENT POSITIONS			MEN IN OPERATIONAL BOARD, SUPERINTENDENCE AND MANAGEMENT POSITIONS			MEN IN OTHER POSITIONS			TOTAL		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Arteris Brasil	3	3	3	37	41	44	134	143	163	174	187	210
Autovias*	-	-	-	-	-	-	1	-	-	1	-	-
Centrovias**	-	-	-	1	1	1	92	4	-	93	5	1
Intervias	-	-	-	6	6	5	191	198	192	197	204	197
Vianorte***	-	-	-	-	-	-	-	-	-	-	-	-
Planalto Sul	-	-	-	-	-	-	146	194	174	146	194	174
Fluminense	-	-	-	5	4	3	271	264	264	276	268	267
Fernão Dias	-	-	-	6	5	5	358	353	396	364	358	401
Régis Bittencourt	-	-	-	5	3	-	213	287	267	218	290	267
Litoral Sul	-	-	-	4	6	11	283	394	417	287	400	428
Latina	-	-	-	3	3	-	301	152	79	304	155	79
ViaPaulista	-	-	-	10	9	8	274	373	369	284	382	377
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>77</b>	<b>78</b>	<b>77</b>	<b>2,264</b>	<b>2,362</b>	<b>2,321</b>	<b>2,344</b>	<b>2,443</b>	<b>2,401</b>

Note: Arteris does not count employees by region, but by toll road concession /Data from 12/31/2021.

\*\*Autovias: concession ended in July/2019.

\*\*Centrovias: concession ended in June/2020.

\*\*\*Vianorte: reintegration of employee due to court decision, in 2020. Concession closed in 2018.



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