



2020  
Sustainability  
Report

 arteris

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ViaPaulista: junction between Anhanguera Highway and Cândido Portinari Highway

# PRESENTATION

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

This report gathers the main information on Arteris’s performance and management practices in economic, social, environmental and governance aspects between January 1 and December 31, 2020. The content is sorted based on material topics within the subject of sustainability, which is relevant both to the organization and its *stakeholders*.

This annually published report is drafted under the Core option of the [GRI Standards](#).

This is the third report published by Arteris under this methodology.

*Global Reporting Initiative (GRI) Standards adopted by organizations worldwide, which allow comparisons among sectors and companies and the monitoring of sustainability management at the company over the years.*

## CONTENTS

Material subjects, determined based on a materiality process (see **Materiality**), are featured throughout this entire report. To facilitate their identification, they are represented by icons at the beginning of each chapter.

GRI indicators are indicated throughout the document, always referencing the corresponding content (e.g. GRI 102-14). The GRI Content Summary, at the end of the Report, specifies the Standards used and provides answers or additional information, as well as links to specific document excerpts and information on the respective answers.

The GRI indicators reported herein are presented in the MasImpact system and Enablon management software standard, already adopted by Arteris for periodic reporting to Abertis, one of its shareholders. This format more accurately reflects the company’s management of sustainability indicators, with data audited by an External Audit to ensure even greater transparency and credibility to the information reported.

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# STATEMENT FROM THE PRESIDENCY

GRI 102-14

The year 2020 was marked by unprecedented social and economic impacts. The novel coronavirus pandemic triggered instability and insecurity across the globe, deeply shifting our habits in terms of consumption, work, service provision, and many others.

The first three months of the year showed positive prospects for the Brazilian highway concession sector, as it grew compared to 2019. However, traffic behavior in the following months reflects mobility restriction measures imposed by different states and municipalities.

Throughout the first half of the year, we also faced the challenge of adapting to the pandemic, which required quickly deploying new safety measures in our offices, bases and toll booths, while also placing nearly one thousand employees working from their homes, all to ensure the company's financial liquidity. In the social field, we contributed with approximately BRL 7 million to support hospitals, truck drivers and communities that were heavily impacted by the pandemic.

In addition, we were among the companies that most invested in transportation infrastructure in Brazil in 2020, totaling BRL 1.4 billion invested to improve and maintain our highways, which helped significantly reduce the number of fatal accidents in the concessions under our management: 51% reduction in traffic fatalities in 2020 compared to 2010, exceeding the target set by the UN.

Expectations for 2021 are grounded in vaccination roll-out campaigns and better control over the pandemic in order for Brazil to resume its activities and start growing once again. The upturn in traffic seen in the second half of 2020 gives more stability to the sector, which allows us to advance in the debate on still pending rebalancing, as well as review opportunities for development and new bids in 2021.

I took over Arteris's Presidency in April 2021 to carry on the important work of the previous management, focusing on delivering excellent service to our users, as well as investments and services that guarantee the preservation of life and flow of traffic.

On behalf of the entire team, I'd like to thank Andre Dorf, who led us at such an important time of organizational realignment to make the company more dynamic, agile, efficient and assertive. A work crowned by important results in terms of operational efficiency, road safety and organizational project management, many of which are detailed in this Sustainability Report.

**Sérgio Garcia, CEO of Arteris**



Watch  
the full statement



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# OUR COMMITMENT

Interview with Giane Zimmer, Executive Director of Institutional Relations and Sustainability.

## What are the main ESG challenges for the road concession sector?

Brazil's primary transport modal is road transportation. This leads to massive traffic in Brazilian highways, and we know that one of the most challenging issues for the sector relates to safety. Road accident statistics portray a sad reality. We're constantly challenged to make roads safer, either through road education – which begins with educating children at schools –, as well as investing in road maintenance and infrastructure.

In addition, roads run through many different communities in cities with extremely low development indexes, which leads many families to live roadside due to easy access, for survival purposes. Going through all of these geographical and socioeconomic issues is a real challenge. We must think holistically, which means considering the need to take care of the surrounding areas, promoting a health and safe environment that makes sense for people.

The pandemic made the socioeconomic calling of the infrastructure sector even more evident, especially because the sector ensures the transportation of essential goods to society. And it plays a key role in economic recovery and job creation after the pandemic, which leads us to invest always focusing on socioeconomic development.

## What is Arteris's role in this scenario and how does the company address

## these challenges?

We are one of the players in this scenario and we play a key role in adding value to the territory where we operate. Our strategic decisions are guided by sustainability aspects, and one of the main guiding values of our work is the appreciation of life, which is one of the company's core values. Be it in initiatives to promote our team's safety, actions to promote road safety by investing in devices, infrastructure and maintenance, or even in awareness-raising programs. Another important work front in this sense is the School Project (*Projeto Escola*), which promotes a culture of safety through education.

We must act focused on generating positive socioeconomic impacts for this territory, in addition to taking environmental preservation into account. And we must never lose sight that values like ethics and integrity must always prevail in our relationship with stakeholders.

## How have ESG aspects evolved at the company?

We have in our shareholders an important framework of guidelines to ensure our work is oriented towards ESG aspects. Arteris is known for its ethical conduct, and that is the result of an intense effort to consolidate a robust and well-built governance structure at the company.

Since 2020, we have faced the challenge of maintaining our sustainable activities amidst an extreme health crisis. And I believe that

we strengthened our social role in our efforts to help maintain essential services in the country and promote actions that effectively make a difference for road users, truck drivers, communities and our employees, among other stakeholders. It was a huge learning process that tested our ability to take action and effectively generate shared value.

In 2020, we began the process of updating the sustainability strategic plan of Arteris, consulting *stakeholders* and outlining an array of material topics for the company. Voluntary commitments, such as the Global Compact in 2020, and the Business Compact against Sexual Exploitation of Children and Adolescents in Brazilian Roads (*Na Mão Certa*) in 2021, reinforce how we've progressed in terms of focusing on sustainable development.

## What ESG legacy does Arteris want to leave for the industry?

By investing and applying expertise in projects to enhance road infrastructure, we contribute to the socioeconomic development of the regions where we operate. When we consider that concessions have a limited lifespan, we must take into account the legacy we will leave behind for society and the history of the industry.

This approach guides our work. We work to ensure ethics and transparency across all relationships and become increasingly known for our excellence in road management.

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# OUR PERFORMANCE

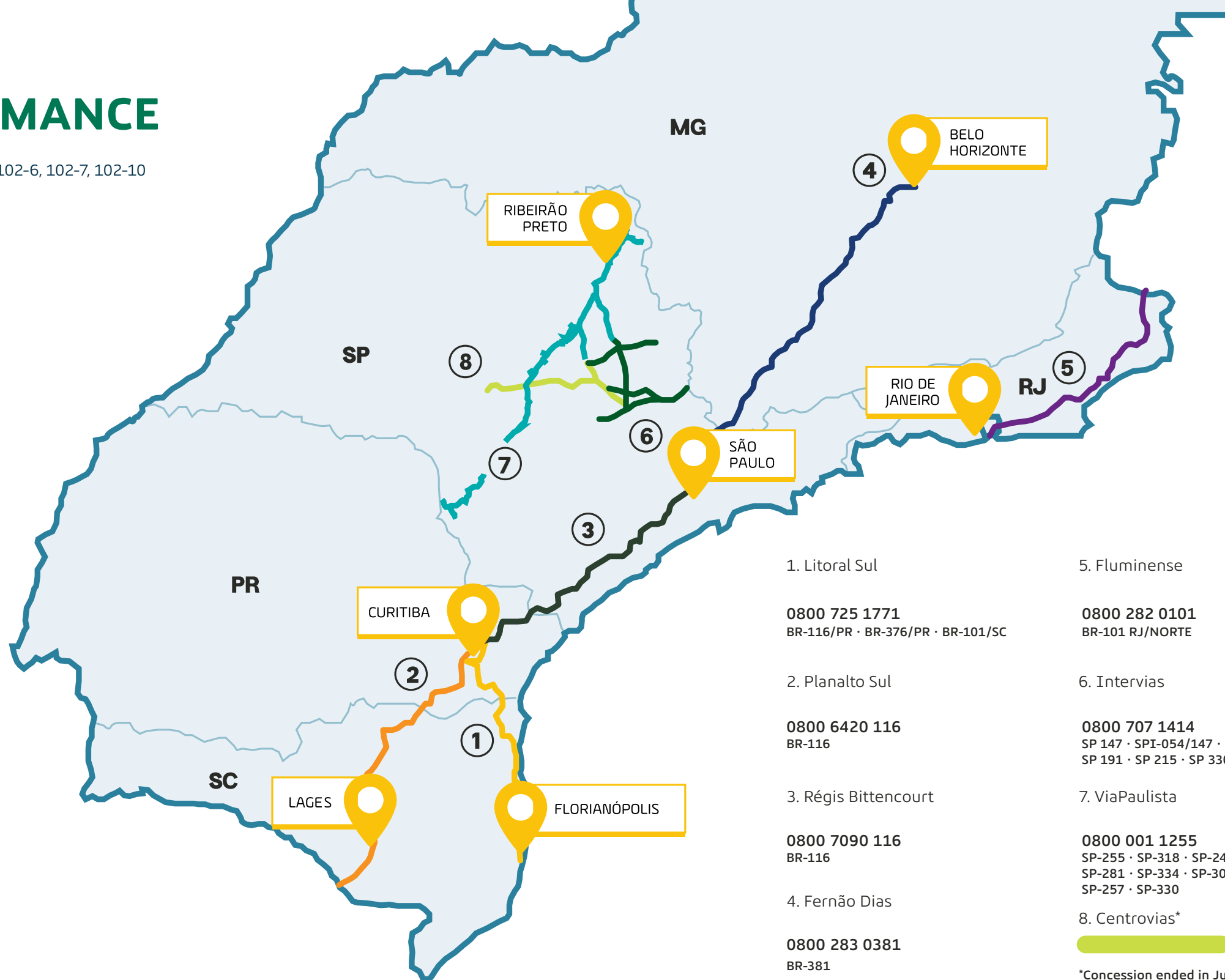
GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-10

Arteris specializes in road management, currently responsible for managing approximately 3,200 kilometers of highways in the Brazilian states of São Paulo, Minas Gerais, Rio de Janeiro, Santa Catarina and Paraná, major economic and industrial hubs of the country. With head offices in the cities of São Paulo and Ribeirão Preto, the company operates five federal toll road concessions – Fernão Dias, Régis Bittencourt, Litoral Sul, Planalto Sul and Fluminense – and two state toll road concessions: Intervias and ViaPaulista. Until June 2020, Centrovias was also part of the concessions operated by Arteris.

Arteris S.A. is controlled by Abertis Infraestructuras S.A., a global benchmark in road management, operating in 14 countries across Europe, America and Asia; and Brookfield Motorways Holdings SRL, a global company that invests in high quality and long-lasting assets.



Check out each toll road concession's website for more information on the highways. Access via the menu: <https://www.arteris.com.br/rodovias/>



\*Concession ended in June 2020.

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# MISSION, VISION, VALUES

GRI 102-16



## MISSION

To offer 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

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

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

We 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 constantly 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 search for the well-being of employees, road users, communities and society as a whole.



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# BUSINESS MODEL

GRI 102-2, 102-7

Under the concession regime, Arteris is responsible for restoring, rebuilding, expanding, modernizing, monitoring, improving, maintaining, preserving and operating sections of the road system under its management, in addition to serving the users of these roads (learn more about our services in the **Service quality** chapter).

**In addition to fulfilling contractual obligations related to the concessions, Arteris also plans perennial and sustainable measures to add value to the territories where it operates.**

Arteris has adopted the functional organizational model since 2019, which supports the company's growth platform. This model allows leveraging initiatives of operational excellence and efficiency, promoting agility and simplifying actions to face business challenges and take advantage of opportunities to maintain the company's trajectory as a protagonist in the Brazilian infrastructure sector.

*Arteris's highways are operated under concession agreements entered into with the Brazilian Federal Government and the São Paulo State Government. Activities are regulated and supervised by the São Paulo State Transport Agency (ARTESP), in the state scope, and the National Land Transport Agency (ANTT), in the federal scope.*

## LIFE ON THE MOVE

In 2020, Arteris conducted brand repositioning studies to updated the company's identity based on current business challenges and its contribution to society, in line with its renewed mission, vision and values. The new brand platform will guide communications with all audiences. The company's narrative across different forms of communication now features the *tagline* "Life on the move" as its new motto, reflecting the company's purpose.



LEARN MORE



Arteris Intervias toll plaza

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# CORPORATE GOVERNANCE

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

Arteris adopts the highest standards of corporate governance and follows practices, models and principles established by the Brazilian Institute of Corporate Governance (IBGC). The consolidation of such governance practices in the company 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, rendering of accounts and the internal communication process, which are key elements to ensure the organization's objectives.

The Board of Directors is the highest governance body of the company, with a chairman elected by the majority of board member votes. The chairman of the Board may not be the CEO or top executive of the company and vice versa.

 [LEARN MORE](#)

## ARTERIS GOVERNANCE BODIES

<p><b>General Shareholders' Meeting</b></p>	<p><b>Frequency of meetings:</b> Meetings are held regularly once a year or whenever summoned extraordinarily.</p> <p>It is chaired by a representative of the shareholders chosen by those present, who appoints a secretary to assist him.</p>
<p><b>Board of Directors</b></p>	<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> Consists of at least five and at most nine full members, appointed by the General Shareholders' Meeting.</p> <p><b>Term:</b> two years, eligible for reelection.</p> <p><b>Advised by the following committees:</b> Technical Committee, Audit and Compliance Committee, Mergers and Acquisitions Committee, Human Resources Committee and Financial Committee.</p>
<p><b>Senior Executive Board</b></p>	<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>
<p><b>Audit Committee</b></p>	<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> 1 (one) year, eligible for reelection.</p>

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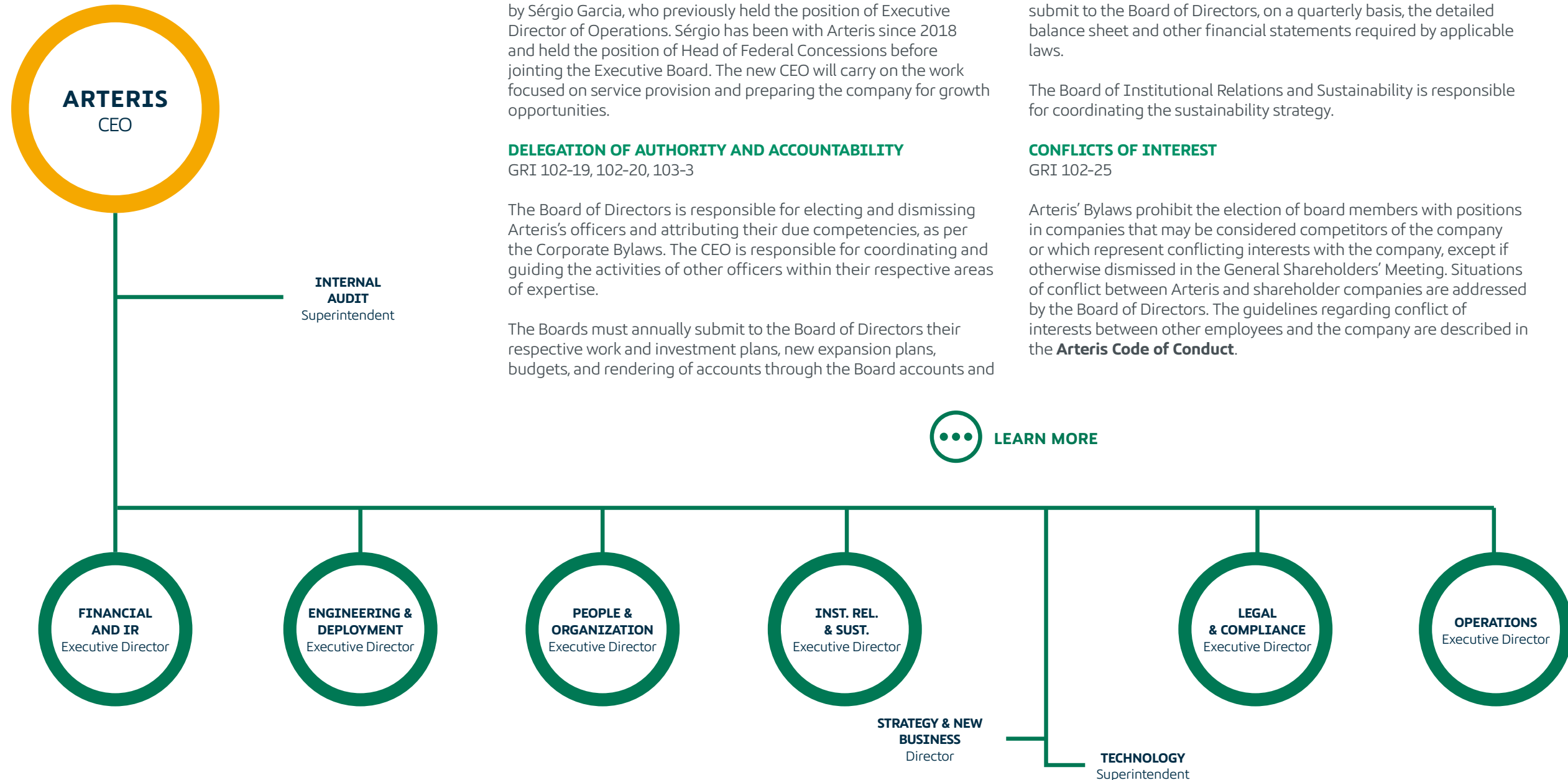
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# CHANGE IN ARTERIS PRESIDENCY



On April 12, 2021, Andre Dorf left the Presidency of Arteris, replaced by Sérgio Garcia, who previously held the position of Executive Director of Operations. Sérgio has been with Arteris since 2018 and held the position of Head of Federal Concessions before joining the Executive Board. The new CEO will carry on the work focused on service provision and preparing the company for growth opportunities.

## DELEGATION OF AUTHORITY AND ACCOUNTABILITY

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

The Board of Directors is responsible for electing and dismissing Arteris's officers and attributing their due competencies, as per the Corporate Bylaws. The CEO is responsible for coordinating and guiding the activities of other officers within their respective areas of expertise.

The Boards must annually submit to the Board of Directors their respective work and investment plans, new expansion plans, budgets, and rendering of accounts through the Board accounts and

Management Report, duly audited. Furthermore, the Boards must also submit to the Board of Directors, on a quarterly basis, the detailed balance sheet and other financial statements required by applicable laws.

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

## CONFLICTS OF INTEREST

GRI 102-25

Arteris' Bylaws prohibit 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**.

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# RISK MANAGEMENT

Risk management at Arteris follows techniques and good practices adopted by the market and by shareholders as well. Based on a methodology inspired by COSO and ISO 31000, the company annually evaluates the main factors that lead to uncertainty in achieving its objectives. By understanding scenarios and estimating impacts and probabilities, the most critical risks are prioritized in order to determine mitigation measures.

## ASSURANCE SYSTEMS GRI 102-30

Several control and process revision activities jointly attempt to ensure the design and proper operation of controls that mitigate operational, financial, compliance and informational risks within the company.

Independent revisions of the Internal Audit and External Audit are supplemented by special audits of Quality, Environment, Occupational Health & Safety, in order to continuously monitor the efficacy of the group's internal controls system.

The results of such revisions are assessed by multiple technical groups and executive committees, and recommendations are followed until the effective resolution of vulnerabilities identified.

*Method of The Committee of Sponsoring Organizations, a non-profit organization dedicated to improving financial reporting through ethics, effectiveness of internal controls and Corporate Governance.*

Arteris Litoral Sul: Km 205 da BR-101, in São José, in the access to Florianópolis (SC)

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# REPORT



Voluntary adhesion to **public commitments** reinforces the commitment to sustainability.



**10** material topics reflect the vision on how Arteris generates shared value.



Strategy aligned to the **SDGs** guides actions to contribute wo the UN 2030 Agenda.

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# GENERATION OF SHARED VALUE

The appreciation and preservation of life and socioeconomic development in regions where Arteris operates are the main drivers of its commitment towards sustainability, guiding all of the company's decisions and activities.

Analyzing the real and potential impacts of its activities and promoting management driven by shared value generation is at the heart of the company's operations.

By enabling logistics flow with safety and fluidity to users, and also respecting the environment, the highway becomes a channel of connection and promotion of economic development, ultimately adding value to society.

Alongside investments in works and maintenance, partnerships in oversight campaigns, actions targeting employee safety, and the constant effort to deliver services that make a difference in people's lives, traffic safety education is one of the pillars supporting this social commitment.

Learn more in the **Safety** and **Trust and respect** chapters.

## PRIORITIES ALIGNED TO THE STRATEGY

The company's management model, reflected in the new mission, vision and values, guides Arteris' sustainability strategic plan, which began in 2020 and was still ongoing upon completion of this report.

The plan will set out the company's ESG (environmental, social and governance) priorities for the next few years.

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# PUBLIC COMMITMENTS

GRI 102-12

Actions focused on sustainable development are bolstered by the voluntary commitment to public initiatives, such as the Global Compact, to which Arteris subscribed in 2020 to consolidate its strategy in line with the Sustainable Development Goals (SDGs) proposed by the United Nations (see more on Material topics and SDGs).

**In 2020, Arteris voluntarily joined the Global Compact, reinforcing its sustainability management approach aligned to the UN's Sustainable Development Goals.**

In 2011, the company joined the Decade of Action for Road Safety, also from the UN, to reduce road fatalities by 50% by 2020. The company's results exceeded the target in 2015, and in 2020 the consolidated results of toll road concessions reached a total reduction rate of 51% (see more in the "Safety" chapter).

Arteris is also a signatory to the Business Pact for Integrity and Against Corruption, an initiative of the Ethos Institute that brings together organizations in the quest to eradicate bribery and corruption. In 2021, the company joined the *Na Mão Certa* program of the Childhood Brasil NGO, whose main goal is to promote joint efforts to eliminate the sexual exploitation of children and adolescents in Brazilian highways.



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# MATERIALITY

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

The structuring process of the strategic sustainability plan began by revising the material topics of Arteris. The definition of topics within the materiality matrix and which also guide the content of this report was based on a process that identified the relevance of topics through qualitative and quantitative analyses and consultations, including interviews and surveys with stakeholders.

The drivers of the materiality revision included the improvement of management to ensure the continuity of the business and the vision on how the company generates value, in addition to the opportunity of promoting greater transparency in the strategy development process and performance reporting, allowing broader and better communication of material topics.

*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.*



# DESCRIPTION OF THE PROCESS



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# MATERIAL TOPICS AND SDGS

GRI 102-44, 102-47 and 102-49

Private sector organizations play an important role in reaching the Sustainable Development Goals (SDGs) by making their assets available to generate shared value. By integrating the SDGs into its operation, Arteris promotes corporate citizenship and takes on a strategic positioning increasingly necessary to achieve business sustainability. Each material topic of Arteris may be associated to one or more SDGs, guiding the company's actions to help fulfill this great global agenda.



LEARN MORE

See the target details for each SDG and the correlation with the Global Compact Principles in the **Attachment**.

MATERIAL TOPICS	ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE	SDG	GLOBAL COMPACT
Road safety and occupational safety					3 SAÚDE E BEM-ESTAR, 8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses
Ethics and integrity					16 PAZ JUSTIÇA E INSTITUIÇÕES EFICAZES	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses 10. Work against corruption in all its forms, including extortion and bribery
Quality of services					9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses
Management of environmental impacts					6 ÁGUA POTÁVEL E SANEAMENTO, 12 CONSUMO E PRODUÇÃO RESPONSÁVEIS, 13 AÇÃO CONTRA A MUDANÇA GLOBAL, 15 VIDA TERRESTRE	7. Support a precautionary approach to environmental challenges 8. Undertake initiatives to promote greater environmental responsibility 9. Encourage the development and diffusion of environmentally friendly technologies
Innovation					9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses 9. Encourage the development and diffusion of environmentally friendly technologies
People management					5 IGUALDADE DE GÊNERO, 8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses 3. Support freedom of association and recognize the right to collective bargaining. 6. The elimination of discrimination in respect of employment and occupation
Social Responsibility and Community Engagement					3 SAÚDE E BEM-ESTAR, 4 EDUCAÇÃO DE QUALIDADE, 5 IGUALDADE DE GÊNERO, 16 PAZ JUSTIÇA E INSTITUIÇÕES EFICAZES, 17 PARCERIAS MEIOS DE IMPLEMENTAÇÃO	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses 8. Undertake initiatives to promote greater environmental responsibility
Value generation					9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA	10. Work against corruption in all its forms, including extortion and bribery
Governance					16 PAZ JUSTIÇA E INSTITUIÇÕES EFICAZES	2. Ensure the company is not complicit in human rights abuses
Vendor engagement					8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses 3. Support freedom of association and recognize the right to collective bargaining. 4. Eliminate discrimination in respect of employment and occupation 5. Effectively abolish child labor 6. The elimination of discrimination in respect of employment and occupation 8. Undertake initiatives to promote greater environmental responsibility 10. Work against corruption in all its forms, including extortion and bribery

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Material topics



# SAFETY



**51%**

reduction in fatalities between 2010 and 2020, exceeding the target of the UN Decade of Action for Road Safety.



More than

**12,000**

hours of training on behavioral practices.



More than

**500**

actions across all road safety pillars performed



More than

**200**

lives saved in accidents avoided in emergency escape areas between 2019 and 2020.



**32,260**

participants of the Live Programs in 2020.

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# CASE

## IN 10 YEARS, REDUCTION OF 51% IN DEATHS FROM ROAD ACCIDENTS

Safety is a top priority at Arteris. In 2011, the company voluntarily committed to a public agenda that already promoted the appreciation of life as one of its underlying premises, the 2011-2020 Decade of Action for Road Safety, under the goal of reducing deaths in road accidents by 50%. The initiative by the United Nations (UN) brings together governments, private and non-governmental organizations around the world committed to taking action to prevent road accidents and avoid fatalities. At the time, statistics portrayed a sad reality: 1.3 million people died every year in road accidents around the world, ranking it the ninth main cause of death worldwide.

The initiative is aligned to the Sustainable Development Goals (SDGs), which Arteris endorses. Among the targets of the SDG 3 is reducing global deaths by road accident in half by 2020.

### MANAGEMENT AND GOVERNANCE

The achievement of this target, which the company reached as early as 2015, is the result of actions that are part of an

Accident Reduction Plan (PRA) in each toll road concession, which is overseen and coordinated by a multidisciplinary committee, the Strategic Group for the Reduction of Road Accidents (GERAR).

Throughout these 10 years, Arteris has conducted studies to enhance road management, including behavioral studies, observation, traffic analyses, accident mapping and investment in new technologies.

### INFRASTRUCTURE INVESTMENTS

Totalling more than BRL 23 billion between 2008 (three years before the Decade of Action for Road Safety) and 2020, investments are applied across all stages of ventures – development, construction and operation –, whether in occasional and routine actions, such as pothole covering, mowing and signage improvements, campaigns, or even structural actions in major work sites. Among the main initiatives that contributed to these results in the period are duplications, third lanes, surveillance

devices, walkways, signage improvements, and implementation of emergency escape areas. The total number of accidents across all toll road concessions dropped from 33,539 in 2010 to 20,123 in 2020, representing a 23.9% reduction.

These initiatives would not have been successful without the support from awareness actions, a fundamental pillar of road safety at Arteris, such as the Arteris Educational Programs targeting different road users, as well as the partnership with the Federal Highway Police and Military Highway Police. **Learn more about the Arteris Educational Programs here.**

The UN target was exceeded, but the outrage in the face of fatalities drives road safety management at the company to constantly improve to lower this indicator by at least another 50% in the next 10 years, in line with the renewed commitment of the second decade established by the UN.

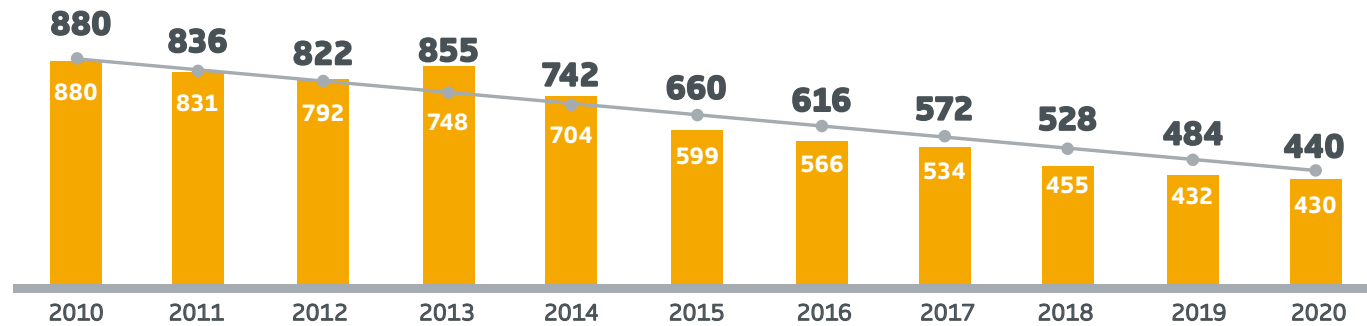


**The Arteris consolidated fatality reduction index from 2010 to late 2020 across all toll road concessions managed by the company was 51%.**

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# CASE IN 10 YEARS, REDUCTION OF 51% IN DEATHS FROM ROAD ACCIDENTS

FATALITY VARIATION 2010 X 2020 - ALL TOLL ROAD CONCESSIONS



Caption:  
■ Real  
—●— Goal



2010 – 2020  
Reduction of

**51.1%**

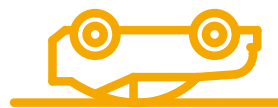
## MAIN REDUCTIONS IN FATALITIES



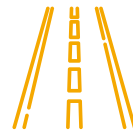
Accidents involving pedestrians  
**-57%**



Head-on collision  
**-59%**



Rollover/tipping  
**-50%**



Veering off-road  
**-94%**



Side/crosscollision  
**-52%**



Accidents involving cyclists  
**-76%**

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# FOR AN INCREASINGLY SAFER TRAFFIC

GRI 103-1

With the appreciation of life as one of its core values, concession management at Arteris focuses on offering roads that are increasingly safer for users and employees. The main indicator for road safety management is the number of fatalities in highway accidents. Therefore, the constant search for zero-index in this sense is our priority, and our results significantly impact how much value the company generates for society.

The outrage with each single fatality fuels our efforts to become more and more efficient and responsible in rolling out initiatives and debates that lead to joint and structured actions alongside other industry players, consolidating Arteris as an agent of transformation promoting increasingly safer traffic conditions.

## ROAD SAFETY MANAGEMENT

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

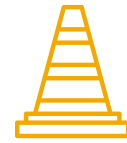
Road safety governance at Arteris is supported by the Strategic Group for the Reduction of Road Accidents (GERAR), a committee that gathers professionals from different areas to discuss solutions under a holistic approach. The actions arising from discussions are part of the Accident Reduction Plan (PRA) of each toll road concession.

The PRA is one of the main instruments for planning and controlling actions focused on reducing fatalities at Arteris. It includes support for surveillance in partnership with agencies such as the Federal Highway Police and the Military Police, as well as initiatives in the Engineering, Operational and Educational fronts.

The voluntary commitment to external initiatives reinforces the company's commitment towards the appreciation for life, such as the Decade of Action for Road Safety, of the United Nations (UN), to reduce traffic fatalities by 50% by 2020. (See **In 10 years, reduction of 51% in deaths from road accidents**).

Arteris encourages the adoption and sharing of innovative actions and best practices among its employees, and is planning to create a platform to centralize all of this information.

Read the **Trust and respect** chapter to learn more about the Covid-19 actions implemented in 2020 to guarantee the health and safety of all of our road users.



## More than 500

actions across all road safety pillars were performed by Arteris's toll road concessions in 2020.



## More than 1,100

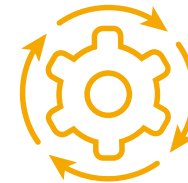
cameras installed to support the Operations area in road surveillance, subsidizing user service, accident and fatality prevention actions. We are planning to install new cameras in 2021.

### ARTERIS ROAD SAFETY 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 with users, including special operations in holidays and periods of peak traffic; support to agencies in surveillance actions; monitoring road-side events, organizing simulations and guidelines to pedestrians, among others.



#### EDUCATION

Awareness campaigns: **School Project** and **Live Programs**, working with surrounding communities and professional drivers.

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# EMERGENCY ESCAPE AREAS

Arteris uses innovation and technology applied to infrastructure works to mitigate and prevent accidents with high risk potential. Resources such as emergency escape areas in the Litoral Sul and Régis Bittencourt highways are important allies in this front.

These are devices built on the sides of the highways, especially in downhill areas, that help runaway vehicles brake. The structure is planned with an access lane directed to a box with a depth of up to 1.1 meters, filled with expanded clay pellets, similar to that used in potted plants.

The logic is similar to that applied to gravel boxes on motor racing tracks and reduces the vehicles speed to zero, preserving the physical integrity of drivers and mitigating potential material damages.

More than 200 lives have already been saved in accidents avoided with vehicles that entered the emergency escape areas between 2019 and 2020, considering the three devices currently in operation under concessions managed by Arteris: two in Litoral Sul and one in Régis Bittencourt. Since 2011, when the first emergency escape area was installed, until December 2020, a total of 544 lives have been saved.

(Learn more in the **Expertise in highways** chapter).

## Litoral Sul, BR 376, km 671,7 in Guaratuba-PR, Serra do Mar:

First emergency escape area of Arteris, built in 2011. This 19-km-long section of Serra do Mar, approximately 30 minutes away from Curitiba, has an altitude drop of approximately 710 meters between the beginning and end of the mountain, which requires driver expertise in engine brake use and proper vehicle conditions. A total of 7,000 heavy vehicles pass through this section every day.

## Régis Bittencourt, BR 116, km 353, in Miracatu (SP):

Built in August 2018. In this section of Serra do Cafezal, the average daily traffic volume is 21,400 vehicles.

## Litoral Sul, BR 376, km 667,3 of BR-376, in Guaratuba-PR:

Installed in November 2019. This device has a special technological feature: an automated rolling gantry, which can move up to 70 tons, assisting in vehicle removal operations. This device alone registered 56 vehicle entries between 2019 and 2020, whose accidents avoided saved 125 lives.



# 544 lives

saved in accidents avoided with vehicles that entered the emergency escape areas since the first installation in 2011 until late 2020



Emergency escape area in km 667.3 of BR-376, in Guaratuba (PR)

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# THE HUMAN FACTOR IS A CONSTANT CHALLENGE

Considering human behavior as the main risk factor for road accidents in highways, constantly challenging preventive management, Arteris hosts awareness-raising actions through the Live Programs, based on the vulnerabilities of each group of users.



## 32,260

participants involved in **310 actions** of the Live Programs in 2020.



Simulation occurred in Arteris Litoral Sul

### LIVE PROGRAMS

#### TRUCK DRIVERS

- Acorda Motorista
- Serra Segura
- Saúde na Boleia
- Rodo Seguro



Awareness of the risks of driving under extreme conditions (sleep and tiredness, among others) and vehicle preservation/maintenance, in addition to offering health services (e.g. medical exams and vaccination).

#### MOTORCYCLISTS

- Viva Motociclista



Preventive and educational actions focused on reducing accidents with motorcyclists.

#### CYCLISTS

- Viva Ciclista



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

#### PASSENGERS

- Tô de cinto, tô seguro



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

#### 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.

#### PEDESTRIANS

- Viva Pedestre



Preventive focus to avoid run-over.



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# OCCUPATIONAL HEALTH & SAFETY MANAGEMENT

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

Arteris's commitment to security starts inside the company. The company relies on a set of consolidated tools ([see table below](#)) focusing on continuously improving working conditions to promote a culture of safety among its employees and contractors, with complete commitment from senior leadership.

An Integrated Management System, aligned to best practices of shareholders, promotes a culture of prevention of accidents and injuries by identifying risks, raising awareness, training and implementing control actions.

The Occupational Safety area is responsible for defining and implementing safety instructions and procedures, equipment and devices to control risks in work environments for all employees and service providers, in accordance with applicable laws and the company's Safety Policy.

The company also promotes a culture of internally sharing good practices and suggestions. All employees are represented in the Internal Accident Prevention Commissions (CIPAs) at each toll road concession.

**The safety topic is included on the agenda of Executive Board and Board of Directors meetings, highlighting the importance of the matter for the company's top management.**



## DAILY WORK SAFETY PLANNING (PDST)

Part of the pre-work meeting of service and work teams, designed to identify potential risks at the worksite and propose safety barriers to prevent accidents.



## SAFE WORK NOTE (OTS)

It works as a roadmap for visits of managers and directors to areas – and is part of the Board's targets.



## PROJECT SAFETY PLAN (PSP)

It integrates planning before kicking off projects to assess needs related to safety and ensure all pre-work arrangements are made.



## COMPLETE HEALTH WEEK

To promote employee health incentives, Arteris hosted the Complete Health Week between 30/11 to 4/12/2020. The programming, applied to the entire company via Arteris Play, featured lectures on subjects such as quality of life, emotional health in times of Covid-19, diversity and inclusion, among many others.

The chapter **Trust and respect** details the actions held in 2020 to ensure the health and safety of our employees and service providers during the Covid-19 pandemic.



## TRAINING AND AWARENESS-RAISING

Training, awareness-raising and development of competencies of direct and indirect employees to ensure effective safety management. It involves the annual hosting of the Internal Work Accident Prevention Week (SIPAT); training actions covering a range of different subjects related to safety, induction of new hires and contractors, critical tasks (risk prevention in specific activities) and regulating standards; and the recently created Safe Path Program, which raises awareness on each person's responsibility regarding safety through videos, safety dialogs, leadership engagement and distribution of graphic materials (more details below).

**30,911**

hours of training dedicated to occupational health & safety for direct employees of Arteris in 2020

**1,635**

safety inspections performed in the period.

**417**

Project Safety Plans and 186 Safe Work Inspections performed in the year.

**96%**

was the Risk Reduction index (IRR), an internal indicator that gauges compliance with the company's main safety guidelines, exceeding the 90% target.

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# SAFE PATH PROGRAM (CAMINHO SEGURO)

GRI 103-3, 403-7

Reinforcing the use of existing safety management tools, with an even greater focus on awareness and focus on risk factors within the workplace, Arteris launched the **Safe Path Program** in 2020. Under the motto “Attitudes save lives”, the initiative raises awareness on each person’s responsibility towards safety, featuring videos, safety dialogs, leadership engagement, and distribution of graphic materials among collection, traffic, conservation, pavement, and work teams.

Amidst social distancing restrictions imposed by the Covid-19 pandemic, the program used online platforms in most of its actions: screening general and specific videos and animations (targeting groups of employees, based on their respective roles), live streams and webseries available at Universidade Arteris de Desenvolvimento (UAD), as well as posts, posters and other communication materials. Face-to-face meetings between leaders and operational teams, following all health protocols, reinforced the key underlying messages of the program.

Testimonials and practical examples in all forms of communication strongly mobilized leadership and different teams throughout the year, in a logistics structure that involved adapting shift regimes to ensure the content reached the entire staff.

### The Safe Path Program involved:

More than  
**12,000**  
hours of training on behavioral practices;

More than  
**2,000**  
on-site meetings with operational teams;

 **LEARN MORE**

**18**  
online releases, including animations, videos and lives

### APPROVED INITIATIVE

A survey applied to the company’s employees to assess actions promoted by the Safe Path Program revealed the success of the initiative: 97.6% of respondents stated they were aware of the Safe Path Program; 71% stated they participated in some action (online or face-to-face); 40% received information three to 10 times, and another 40% received information more than 10 times regarding subjects related to the program. The most used channels to receive information were videos (54%) and direct communication from managers (28%).



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# GOOD PRACTICES

Everyone's responsibility in preventing work accidents is an express commitment set out in the Safety Policy of Arteris, which encourages adopting and internally sharing good practices in this sense. Most of them are simple actions that can have a positive impact on ensuring safety at work. Check out some of these best practices:



## Papa Cone Truck:

Solution to automate the assembly and disassembly of reversible roads, bicycle lanes, closing lanes for events, accidents and construction works, avoiding operator exposure and mitigating the risk of accidents.

## Safety devices:

- installation of railings and alarms in toll booths to avoid falling in the trapdoors that lead to the underground tunnels of the toll plazas.
- Installation of remote drive gates on federal highways, reducing the risk of run-over.



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# OCCUPATIONAL HEALTH AND SAFETY NUMBERS

GRI 403-9

The company is constantly seeking a zero-accident rating, with the appreciation of life as one of its organizational values. Despite our efforts, however, 2020 was a challenging year in terms of operational safety. There was an increase in the rate of accidents with work leave, which reached 4.21 (up 38% compared to 2019). The severity rate was 16% higher than the previous period, reaching 42.29 in 2020. Both indexes cover dedicated employees and outsourced parties.

By applying all lessons learned to ensure continuous improvement, Arteris works tirelessly to implement new safety management tools, actions and initiatives to ensure increasingly safe operations.

## OWN EMPLOYEES

	2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of work accidents	21	28	49	35	10	45
Number of work-related accidents with leave	11	16	27	25	5	30
Number of high-consequence work-related accidents*	0	0	0	1	0	1
Hours worked per year	4,225,493	3,878,916	8,104,409	4,210,785	3,770,331	7,981,115
Days lost	220	135	355	174	21	195
LTAFR	2.60	4.12	3.33	5.94	1.33	3.76
SR	52.06	34.80	43.80	41.32	5.57	24.43

## TOTAL

	2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of work accidents	134	36	170	204	16	220
Number of work-related accidents with leave	71	18	89	112	6	118
Number of high-consequence work-related accidents*	1	0	1	2	1	3
Hours worked per year	24,267,966	4,933,783	29,201,749	23,270,540	4,773,476	28,044,015
Days lost	866	197	1,063	1,163	23	1,186
LTAFR	2.93	3.65	3.05	4.81	1.26	4.21
SR	35.68	39.93	36.40	49.98	4.82	42.29

\*Accidents with permanent disabling injury or fatality.  
LTAFR: Lost Time Accidents Frequency Rate  
SR: Severity Rate

## CONTRACTORS

	2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of work accidents	113	8	121	169	6	175
Number of work-related accidents with leave	60	2	62	87	1	88
Number of high-consequence work-related accidents*	1	0	1	1	1	2
Hours worked per year	20,042,473	1,054,867	21,097,340	19,059,755	1,003,145	20,062,900
Days lost	646	62	708	989	2	991
LTAFR	2.99	1.90	2.94	4.56	1.00	4.39
SR	32.23	58.78	33.56	51.89	1.99	49.39

## INDEXES RELATED TO COVID-19\*

Since 2020, Arteris has been closely monitoring the evolution of Covid-19 among employees, working to prevent an upsurge in the contamination rate. Learn more about the details of the company's actions in this front in Alliances, collaboration and efficiency in the fight against Covid-19.

	DIRECT EMPLOYEES			INDIRECT EMPLOYEES		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Suspected cases	124	127	251	674	69	743
Confirmed cases	90	69	159	231	39	270
Days lost	2,128	1,855	3,983	7,952	1,029	8,981

\*Data from 31/12/2020



Material topics



# EXPERTISE IN HIGHWAYS

## FLORIANÓPOLIS OUTLINE



Investment of

# BRL 3.7 billion

in the Florianópolis Outline by 2023.



Efficiency in management with **synergy** between toll road concessions, based on the unification of structures in the *Sul* Regional.



## NOC

In the highway concession industry, Arteris is a pioneer in the creation of the *Network Operations Center intelligent system model*.



## BRL 1.4 billion

invested in maintenance works and renovations in 2020.

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# CASE EXPERTISE IN MANAGING MAJOR WORKS



Tunnel construction in the Florianópolis Outline

There are several factors that impact the planning and execution of major road infrastructure projects. There are issues related to regulatory and safety aspects, environmental impacts, community relationship management, socioeconomic development aspects, vendor management, as well as structural technical aspects, complex process, and whose success relies on managerial and technical expertise.

The 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. The Florianópolis Road Outline is a good example of a complex venture, involving multiple social and environmental initiatives with the mitigation of impacts, and interfacing with residents in nearby municipalities. The future highway will be an express corridor of 50 kilometers with double lanes, six accesses per cloverleaf, four double tunnels, seven bridges and more than 20 slope passages.

**The Florianópolis Outline is a highly relevant project to leverage Brazilian economy, generating jobs and business opportunities, regarded as the most valuable road project underway in Southern Brazil.**

In 2020, the company celebrated the project's approval in the 14 kilometers of the Southern section of the Outline by the Brazilian National Land Transport Agency (ANTT), added to the other 34.5 kilometers that were already underway in 2020, playing a key economic role for the state of Santa Catarina, creating 3,200 jobs at the peak of works and enabling additional collection of Service Taxes (ISS) for local municipalities. The ANTT's approval is the result of a joint effort between the regulatory agency, governments, local entities and Arteris, according to the ethical precepts that guide our relationship with stakeholders.

## NEW SECTION

The 14-km section of the Southern Section required modifications to ensure a solution of least social and environmental impact, requiring the construction of three double tunnels.

The project for this new section was developed by Arteris and validated by infrastructure experts from federal public administration: National Land Transport Agency (ANTT), National Department of Transport Infrastructure (DNIT), Planning and Logistics Company (EPL) and Transport and Logistics Laboratory of the Federal University of Santa Catarina (UFSC).



Learn more at:  
<https://www.contorno-deflorianopolis.com.br/>



Investment of  
**BRL 3.7**  
 billion by 2023



Creation of  
**3,200**  
 direct jobs at the peak of construction works



**4.5** million m<sup>3</sup>  
 in earthworks activities performed by 2020



**550,000**  
 m<sup>3</sup> of rock excavation performed by 2020



**14** social and environmental initiatives have been carried out to mitigate or compensate for impacts on the environment and to the residents of the municipalities within the construction area

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# USE OF SYNERGIES AND OPERATIONAL GAINS

Focused on seeking synergy between toll road concessions, Arteris approved in 2019 the creation of Regional Sul, which consists in the unification of all 3 (three) Administrative head offices, including CCO and CCA in the municipality of São José dos Pinhais. Together, they represent more than 1,100 kilometers of highways. This measure is part of the company's strategy to boost operational efficiency, safety and quality of services rendered.

Similarly to the Solution Center in Ribeirão Preto (SP), which centralizes processes related to internal service provision, this integration process allows the toll road concessions to focus on their end activities (i.e. highway operations, user service and investments).

The Regional Sul is strategically located: it was implemented in Portal do Porto, located in the metropolitan region of Curitiba, at KM 93 + 180 Sul of BR 116 – PR, near the cloverleaf intersecting with BR 116 and BR 277. The head office now has a more modern layout, following in the footsteps of major corporations, incorporating improvements to meet the needs of the teams.

The highlight of Regional Sul is the unification of the CCO (Operations Control Center), which is currently under deployment. Operational gains include more efficient communication between concessions and their users, uniform decision-making, sharing resources in major events or accidents, in addition to enabling a systemic overview of highways and synergy with Police forces and other authorities.



# INNOVATION AND TECHNOLOGY

GRI 103-1

The focus on innovation and new technologies in projects and initiatives helps optimize internal processes and can potentially mitigate significant environmental impacts, improve the infrastructure and surveillance of highways, ultimately reducing accidents and fatalities, and better meet the needs of road users.

A dedicated surveillance structure of technological equipment started operating in December 2019 at the Company: the Network Operations Center (NOC). Arteris is the first in the industry to adopt this smart system model. Located in Ribeirão Preto (SP), the Center monitors more than 300,000 technological devices and components in highways. It is an additional layer to ensure the availability of the company's technological systems, allowing the quick detection and correction of eventual issues, in addition to gains in operational efficiency.

Some practical examples of the NOC's contribution to operations include the constant verification of energy available, based on a health check of batteries and fuel levels in generators within a Datacenter, and monitoring technology tools (computers, telephony, Internet, etc.) supporting road user service activities via the Call Center and Ombudsman.

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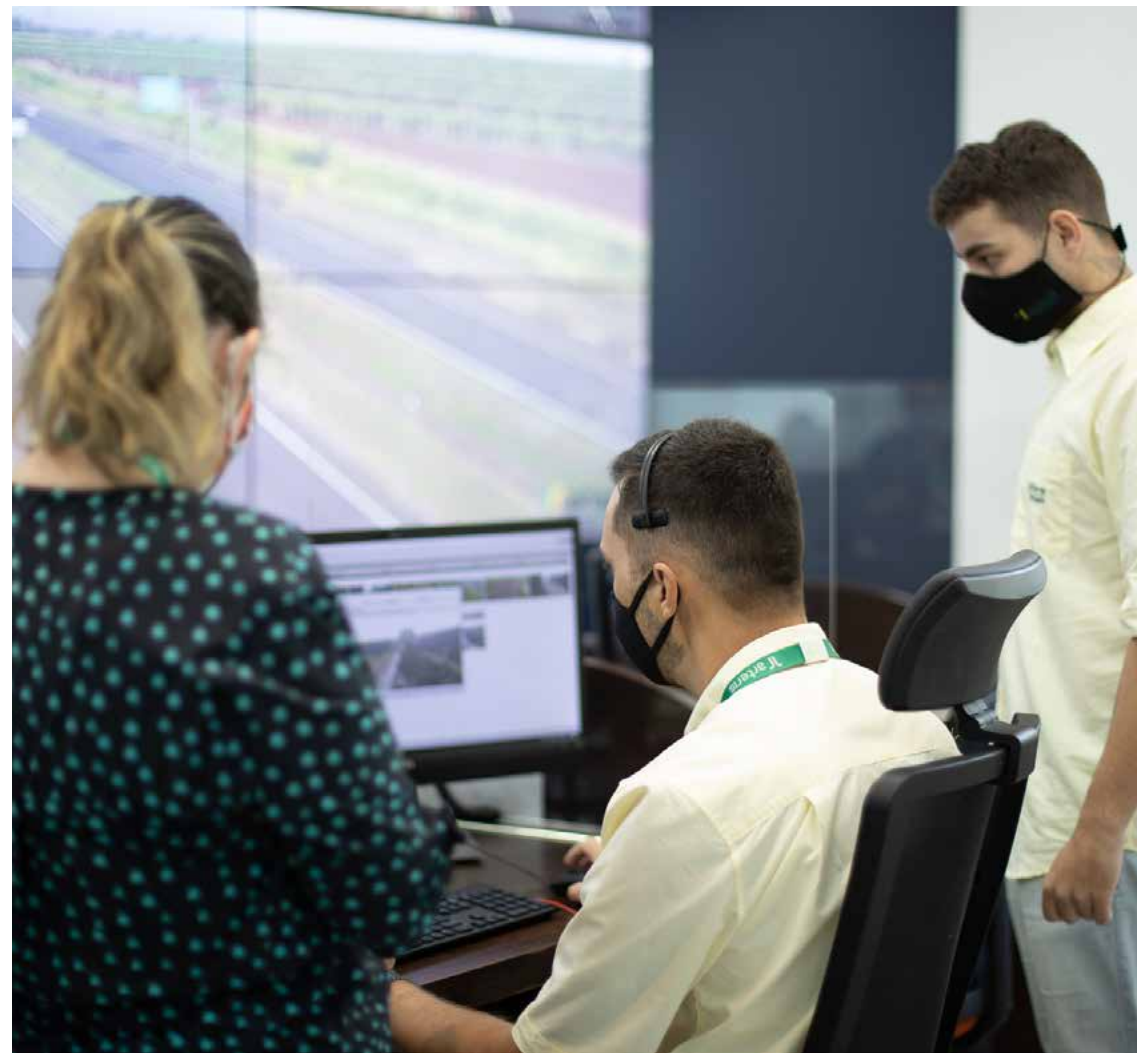
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# DUPLICATION OF VIAPAULISTA (SP-255)

Duplication works of ViaPaulista (SP-255) in Bocaina (SP) began in December 2020. The project will cover approximately 9.4 kilometers, starting from Km 137,950 of SP-255 - Comandante João Ribeiro de Barros Highway. The duplication will cover the North lane, between Kms 137+950 and 143+440, and the South lane, between Kms 143+440 and 147+300, also including the construction of two devices: one in Km 138+000, in Bocaina, and another in Km 142+530, in Jahu. Investments amount to more than BRL 50 million, with an estimated generation of 200 direct and indirect jobs.

The duplication project, which is expected to be completed in 24 months, will contribute to the region's development, promoting improvements in infrastructure and safety of the highway, which is an important access point to Southern Brazil, through which a diverse range of industrial and agricultural products flow.

This is the first step to the duplication of 275 kilometers of the Rodovia dos Calçados, which is expected to begin in 2021/2022 five other sections of SP-255. A total investment of BRL 1.4 billion and generation of more than two thousand direct and indirect jobs. The project also includes the implementation of 47 new devices, bridges, bike paths, walkways, shoulders, additional lines, two truck resting areas (km 136 and km 311) and two general inspection posts (km 182.35 and km 183.65).

## THE LEGACY OF CENTROVIAS

By investing and applying expertise in projects to enhance road infrastructure, we contribute to the regional socioeconomic development. This boost becomes a legacy for the region and the history of the industry, reinforcing the importance of the highway concession business.

The concession term of Centrovias, in the countryside of the São Paulo state, ended in June 2020. Managed by Arteris for 22 years, the highway stretches across 218.2 kilometers connecting the Washington Luís Highway, from Cordeirópolis to São Carlos, and SP-225, from Itirapina to Bauru. Major

investments were made throughout this period, particularly the duplication of 137 kilometers of the SP-225, benefitting the cities of Coopersucar, Jaú, Pederneiras and Bauru, as well as the construction of 15 walkways.

Centrovias is part of the first stage of concession bids in São Paulo and plays a key role in the development of the highway concession market. The latest surveys of the National Transport Confederation (CNT) ranked the highways managed by the company among the top five in Brazil.

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# VALUE GENERATION

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

## GROWTH AND PROFITABILITY

The generation and distribution of economic value showcase how the company generates wealth for stakeholders. Arteris plays a key role by investing in the improvement, expansion, preservation and operation of highways.

The company adopts a business model with an expansion-based strategy through new concession bids, incorporation of sections from other concessions, generation of value for existing assets, financial performance, profitability, attractiveness to the financial market, and especially business continuity.

Accounts are rendered to stakeholders in a transparent manner, through the **Management Report**, duly audited, and the detailed balance sheet, among other financial statements required by applicable laws.

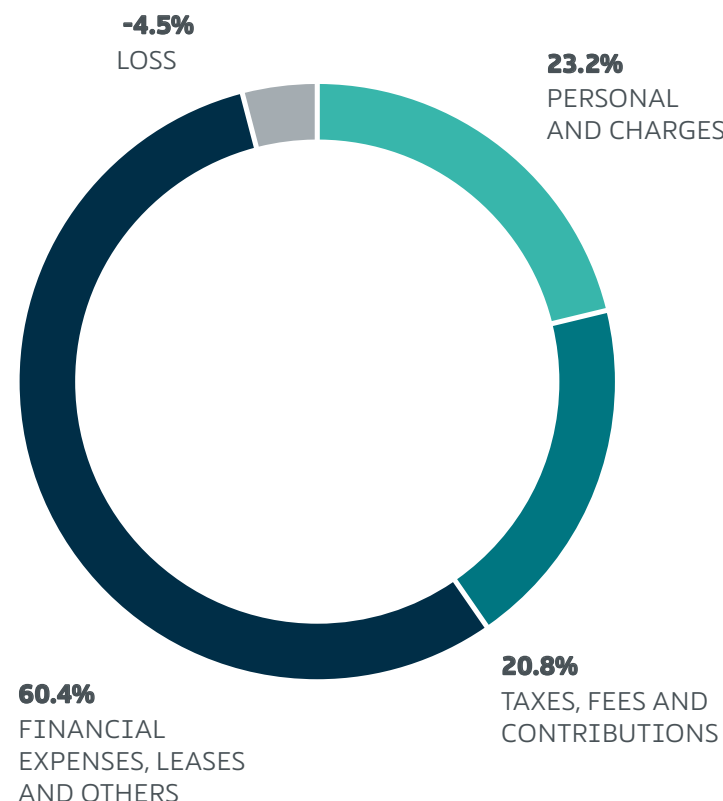
**In consolidated terms, Arteris generated a consolidated value added of BRL 1.1 billion.**

### ADDED VALUE GENERATED

GRI 201-1, 203-1

Revenues from service provisions (BRL 4.1 billion), minus costs related to concession and construction, materials and consumer goods, third-party services, and depreciation and amortization (BRL 2.1 billion), plus dividends, capitalized interest and other financial revenues (BRL 54.8 million), minus depreciations and amortizations (BRL 951.9 million).

## DISTRIBUTED ADDED VALUE



<sup>1</sup> EBITDA: a measure of operational performance given by Earnings before Interest, Taxes, Depreciation and Amortization. EBITDA is not a measure used in accounting practices and also does not represent cash flow for the periods presented, and thus should not be considered as an alternative to cash flow for indicating liquidity. EBITDA has no standardized meaning and, therefore, cannot be compared to that of other companies.

<sup>2</sup> Considering adjustments relating to reversals of the allowance for road maintenance (Accounting Pronouncement ICPC 01). The company believes that adjusted EBITDA is the best representation of its operating cash generation, since the provision for maintenance is a significant item that has no cash effect on the income statement for the year.

## RESULTS INDICATE RESILIENCE

Despite all of the adversity of the global pandemic, Arteris ended 2020 with investments of BRL 1.4 billion in maintenance and improvement works. Out of this total, 68.7% were made in federal toll road concessions. The period was also marked by Arteris's active engagement both in the capital market, in conventional and infrastructure securities, and in loans and financing, totaling BRL 2.5 billion, preserving the company's credit profile and liquidity.

Mobility restriction measures imposed by different states and municipalities reduced overall traffic in concessions managed by the company, especially in the second quarter. The highest impact was seen in April, with a drop of 27.2% in traffic volume (equivalent axes). Traffic volume dropped 14.8% and 13.7% in May and June, respectively.

After a recovery in the second half of the year, especially in the flow of heavy vehicles, Arteris ended the year with a 1.3% drop in annual toll traffic, compared to 2019 (in comparable bases, excluding the effects of the end of the Centrovias concession agreement in June 2020).

The management of costs and expenses reflected the scenario of lower traffic and revenues. Arteris had a 17.8% reduction in manageable costs and expenses. The adjusted EBITDA for the year totaled BRL 1.73 billion, down 7.1% compared to 2019.

	EBITDA (IN THOUSANDS OF BRAZILIAN REAIS)					
	4Q20	4Q19	VAR % 4Q20/4Q19	2020	2019	VAR % 4Q20/4Q19
Net Operating Revenue	1,012,791	1,044,433	-3.0%	3,863,618	3,863,498	-6.2%
Costs and expenses (excl. deprec. and amortization)	-615,224	-618,129	-0.5%	-2,250,603	-2,364,952	-4.8%
<b>EBITDA<sup>1</sup></b>	<b>397,567</b>	<b>426,304</b>	<b>-6.7%</b>	<b>1,375,015</b>	<b>1,498,546</b>	<b>-8.2%</b>
EBITDA Margin*	59.7%	59.0%	0.8 p.p.	55.4%	54.5%	0.9 p.p.
(+) Provision for road maintenance	62,034	46,301	34.0%	354,091	362,890	-2.4%
<b>Adjusted EBITDA<sup>2</sup></b>	<b>459,601</b>	<b>472,605</b>	<b>-2.8%</b>	<b>1,729,106</b>	<b>1,861,436</b>	<b>-7.1%</b>
Adjusted EBITDA Margin*	69.0%	65.4%	3.7 p.p.	69.6%	67.7%	1.9 p.p.

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# FINANCIAL RESULT

The negative net financial result of BRL 482.3 million by the end of 2020 represents a 15.8% reduction over 2019, when a negative result of BRL 572.5 million was recorded. This result stems from a combination of factors, especially the 79.6% increase in financial revenues, generated mainly from the result of exchange swap contracts, and the 14.8% reduction in financial expenses, arising from the reduction in financial charges, especially due to the constant optimization of financial liabilities.

## PROJECT FINANCING

Arteris has access and long-term funds granted by the Brazilian National Development Bank (BNDES) and the capital market. To finance investment programs of its subsidiaries. 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, five subsidiaries had financing lines: ViaPaulista, Planalto Sul, Fluminense, Fernão Dias, and Litoral Sul.

**By December 31, 2020, the BNDES had already disbursed BRL 3.5 billion in credit liens, with an outstanding balance of BRL 3 billion.**

## REBIDDING OF FLUMINENSE

In May 2020, Arteris filed at the National Transport Agency (ANTT) a rebidding petition for the section of BR-101/Norte-RJ, managed by Arteris Fluminense. Instrument established by

Law No. 13.448/2017, the rebidding is regarded as the optimal solution to ensure the continuity of service provision to users, considering the economic unfeasibility of the concession agreement due to the sudden drop in traffic in recent years, as well as macro and socioeconomic issues.

Despite the adverse scenario, Arteris Fluminense invested more than BRL 3 billion in works to make BR-101 a more modern and safer highway, which was reflected in the main road safety indicators. The concessionaire exceeded the UN's Decade of Action for Road Safety target two years in advance (see more **In 10 years, reduction of 51% in deaths from road accidents**). Negotiations with the granting authority, which were still underway upon completion of this report, aim to ensure the continuity of all services provided to BR-101 users.

## CAPITAL MARKET:



On September 15, 2020, Arteris carried out the 9<sup>th</sup> issuance of Debentures totaling BRL 1.454 billion, divided in 2 series: the first with a cost of IPCA+4.83% and due on September 15, 2027, and the second with a cost of CDI+2.50% and due on September 15, 2025.



On April 22, 2020, Intervias carried out the 2<sup>nd</sup> issuance of commercial promissory notes, in single series, totaling BRL 200 million at a cost of CDI+3.50% and due on April 19, 2021.

## OTHER FINANCING:



On March 27, 2020, Arteris made a 4131 loan totaling USD 50 million, equivalent to BRL 256 million at a cost of CDI+2.20% and due on March 29, 2021.



On September 25, 2020, a 4131 loan was made totaling USD 50 million, equivalent to BRL 278 million at a cost of CDI+1.80% and due on September 25, 2021.

Arteris's Complete Annual Financial Statements are available at [this link](#).



Material topics



# QUALITY IN SERVICES

## INFORMATION AND COMMUNICATION



Twitter accounts already feature more than

**85,000**

followers with more than 1 million impressions.



More than

**1,100**

cameras monitor traffic in real time and 67 service bases provide support to users.



Arteris has more than

**90**

ambulances and 200 paramedics for emergency care on the highways.

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# CASE MORE EFFICIENCY IN TOW TRUCK MANAGEMENT AND MAINTENANCE

GRI 102-10

The operation of tow trucks in highways is one of the services offered to road users, ensuring service and transportation for broken or malfunctioning vehicles to a safe location. The focus of this work is to support users and ensure optimal traffic flow.

For a company that manages more than 3,200 kilometers of highways across five states, such as Arteris, maintaining the service quality standard is crucial to ensure user satisfaction, but it is also a huge challenge.

In a project focused on unifying the operational standard and cost economy, Arteris renewed its tow truck fleet in a partnership with Ouro Verde – a Brookfield Group company – and incorporated

300 tow truck operators to its staff, some from companies who already provided services to Arteris and others hired directly from the market.

A total of 177 new vehicles joined the fleet, boosting service efficiency and lane clearance after incidents. On average, toll road concessions managed by Arteris handle more than 2,500 calls pr day (including tow trucks, inspection vehicles, ambulances, water trucks and cattle transportation). The new fleet streamlines performance, handling and offers cutting-edge technology in heavy-duty vehicles.

**Among the benefits of this partnership are the greater efficiency in managing and maintaining tow trucks, which ultimately translates into better user service and safety.**

## ALIGNMENT FOR THE ENTIRE TEAM

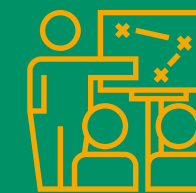
The company used the Arteris Development University to create the Tow Truck Operator School, which integrates the platform's "Operation" pillar. All professionals joining Arteris were trained and undergo refresher courses at the UAD, developed internally by the company to promote traffic safety concepts and allow employees to familiarize themselves with the company's service standards.



Lease of

**177**

new vehicles with smart controls, making customer service even faster and more efficient.



Offering of more than

**3.5**

thousand hours of training at Arteris Towing Operator School



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# PROVISION OF SERVICES AS ADDED VALUE

GRI 103-2

Fully aware of what each journey in highways means to the lives of people and cargo transportation, Arteris constantly strives to deliver the best experience possible, offering quality service with absolute safety and technology.

Beyond standard contractual obligations, this implies ensuring services are rendered through infrastructure, efficient emergency care and service in toll plazas, directly impacting lives saved, customer satisfaction, prevention of legal liabilities and cost of operations.

## WHAT A HIGHWAY CONCESSION OFFERS

GRI 102-2

The investments made by Arteris to maintain and conserve highways are fundamental to improve traffic conditions and offer comfort and safety to the people who travel on them. With a close eye on innovation and new technologies, the companies relies on a culture of best practices and sharing experiences focused on the continuous improvement of services to user needs.

Across all seven toll road concessions managed by Arteris, more than 1,100 cameras monitor traffic in real time, and 67 service bases provide support to users. Light and heavy tow trucks service users and clear lanes, ambulances with paramedics provide urgent care: traffic inspection vehicles circulate 24/7, monitoring road conditions, all equipped with personal protective equipment and hand sanitizer. Animal apprehension and firefighting vehicles are also available.

Asphalting, signpost maintenance and roadside vegetation management activities are some examples of crucial maintenance and preservation services, among many others.

## BENEFITS OF A HIGHWAY CONCESSION



User communication channel



Highway safety



Regional development



Social projects in communities



Social and environmental initiatives



Tax collection in neighboring cities



Roads with camera surveillance



24/7 assistance for all users



Mechanical assistance



Pre-hospital care



Innovation and technology

**1,700l**  
km of asphalted lane

**100,000**  
signposts

**2,500**  
calls per day

**10,000l**  
hectares of preserved area (mowing and maintenance) around the highways

**67**  
service bases

More than  
**100** tow trucks

More than  
**90** ambulances and 200 paramedics

More than  
**1,100** real-time traffic surveillance cameras

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# STAKEHOLDER RELATIONSHIP AND ENGAGEMENT

GRI 102-40, 102-41, 102-42, 102-43, 102-44, 103-1, 103-2

Arteris believes it is crucial to strengthen the relationship with the following stakeholders: road users (motorcyclists, cyclists, pedestrians and passengers), regulatory and supervisory agencies, governments and roadside communities. The management of such relationships prioritizes transparency, dialog and respect, directly reflected in the cooperation to solve problems and mitigate risks.

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

## COLLABORATION AND REPRESENTATIVENESS GRI 102-13

The creation of the Accident Mitigation Plan (PRA) is an example of collaborative effort, since the document is based on consulting stakeholders, potentially leading to the creation of engineering projects to improve traffic conditions, as well as traffic education and awareness initiatives.

Another example is the Joint Working Groups (GPT), which

bring together representatives from different sectors of society and regulatory bodies to discuss issues related to federal concessions. Participation in associations and councils is also a way of promoting engagement on topics of interest to Arteris and its stakeholders.

## MORE ACCESSIBLE COMMUNICATION IN THE LEGAL AREA

The trend towards adopting Law 4.0 practices has led Arteris to apply innovation and technology to its legal proceedings. One of the initiatives in 2020 was the implementation of a QR Code in procedural defenses, leading to an explanatory video about the company's activities and services provided by the concessions. The goal is to promote a better understanding from the context of the company's performance and the industry itself.

Following a market trend sparked by new generations of judges, procedural documents (instruments used by the parties to interact in legal proceedings) now also have a more summarized language and visual resources, such as charts, infographics and illustrations.



## RELATIONSHIP WITH THE RECOGNIZED PRESS

The press also represents an important stakeholder group for Arteris. Maintaining a transparent relationship with this audience is crucial to build reputation, brand consolidation and dissemination of company values.

Efforts in this front were recognized with the 2020 award as "Companies That Best Communicate with Journalists", under the category "Logistics and Transport", granted by the *Negócios da Comunicação* magazine and the Communication Studies Center (CECOM). The award selects and promotes brands that value transparency and preservation of democracy through good press communication efforts.

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# RELATIONSHIP WITH USERS

Arteris invests in user interaction and communication channels. In addition to the User Service toll-free 24/7 phone number, Ombudsman and website, the company also has a Twitter profile and channels in social media through which it interacts with different groups of stakeholders, such as Facebook, YouTube and LinkedIn.

The Ombudsman represents users, preserving their best interests and rights, based on the promotion of justice and intermediation with toll road concessions, ensuring quality service in matters of legitimacy, legality, transparency and ethics.

With autonomy and independence to provide solutions to issues presented, all manifestations received by the Ombudsman are reviewed by the Arteris area in charge of the respective service and answered to users within applicable deadlines established by law. Arteris periodically submits reports to regulatory agencies, and internally monitors and manages all data generated, in order to improve services rendered.

Click [here](#) to check out Ombudsman contact information for each toll road concession.

**In 2020, the Ombudsman channel received 40,534 manifestations, up 1.8% compared to 2019, including suggestions, reimbursements, compliments, reports, complaints and requests. All of them were answered.**

## GREATER INTERACTION VIA TWITTER

Twitter has become one of the main channels of interaction between Arteris and its users. The agility in sharing information has made this social media the preferred channel to get traffic information.

The company already has more than 85,000 followers in the accounts of the federal highways Litoral Sul, Fernão Dias, Régis Bittencourt, Fluminense, and Planalto Sul, and has already exceeded the milestone of one million impressions. In 2020, the company also started interacting with users at nighttime, ensuring 24/7 coverage for real-time highway information.

In the period, Arteris also implemented the channel in state highways. Intervias already has an active profile and tests have already begun for ViaPaulista, both in the countryside of São Paulo state. The strategy also prevents overwhelming the teams handling other service channels, such as the toll-free number and Ombudsman, who are free to focus on emergency services.

Institutional profiles of each Arteris toll road concession:

- @Arteris\_oficial
- @Arteris\_VP
- @Arteris\_IV
- @Arteris\_ALS
- @Arteris\_ARB
- @Arteris\_AFD
- @Arteris\_AFL
- @Arteris\_APS

## NEW SAUS IN VIAPAULISTA

Arteris offers User Service (SAU) in all highways under its concession. These are buildings with parking lots, water, restrooms, diaper-changing facilities and totems that allow users to communicate directly with the Operations Control Center (CCO) to request information, ask for mechanical and hospital assistance, among others.

The company built 9 new SAUs in 2020, totaling 17 new units along with the 8 other SAUs implemented in 2018. In addition to infrastructure, all facilities offer to users Wi-Fi and remote service with specific technology, ensuring superior safety and efficiency.

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# TRUST AND RESPECT

## Material topics



Launch of the new **Code of Conduct** reinforcing compliance mechanisms and bolstering corporate governance.



More than **320,000** students and **18,000** teachers benefited across **19 years** of activities of the School Project.



**24** environmental themes are part of the Arteris Training Content Development Program.

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# CASE ALLIANCES, COLLABORATION AND EFFICIENCY TO FACE COVID-19

Operating a highway is an essential service. In addition to saving lives, a well-operating highway ensures good traffic flow for logistics operations, which is crucial for the country's economy, especially amidst a scenario of crisis like the one currently caused by the Covid-19 pandemic.

Since the outbreak of the pandemic, Arteris has invested in initiatives to ensure the uninterrupted operation of highways, as well as the safety of users and employees. Managed by an internal committee created especially for the crisis situation, the company put into practice one of its organizational value – the appreciation for life –, quickly implementing actions to ensure the safety of its employees, vendors and partners, in addition to investing approximately **BRL 7 million to support truck drivers, hospitals and communities.**

## EMPLOYEES AND SERVICE PROVIDERS

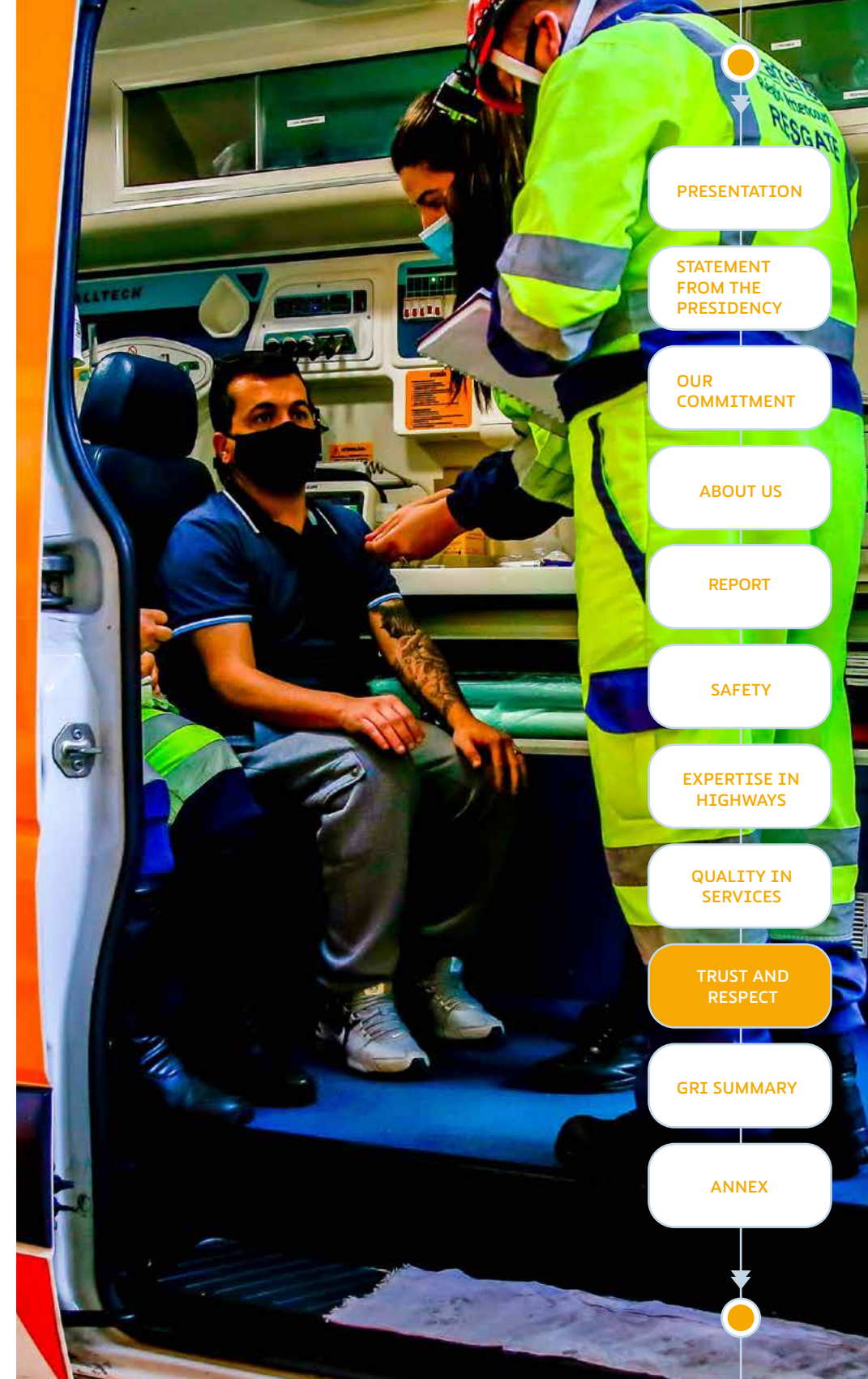
- Distribution of masks and hand sanitizer, provision of sanitizing materials for workstations and common areas, implementing protective barriers and promoting minimum social distancing whenever possible.
- Immediate withdrawal of employees in the risk group and adoption of home-office work regime for approximately 900 employees.
- Creation of a daily on-site employee health check mechanism, and promotion of safety dialogs at the beginning of work shifts, focusing on Covid-19.
- Logistics of delivery of assets to employees to improve their comfort and convenience in carrying out work-related activities

remotely, such as office chairs, desktop and laptops.

- Creation of Arteris Play, a weekly interactive program of livestreams on topics related to Covid-19, based on the latest communication trends. Special editions called "Arteris Pause" feature subjects dedicated to improving health and knowledge of the most appropriate prevention mechanisms, underlining the golden rules: constant hand sanitization, social distancing, daily verification of symptoms and use of masks.

**Available at the Arteris Development University, Arteris Play became a knowledge and communication platform for a range of different corporate subjects, such as matters related to integrity and compliance, for example.**

- Changes to health plans, offering a network with greater capillarity, and partnership with medical agreements for remote support to questions related to symptoms and procedures in case of suspected Covid-19 infection.
- On-site activities were not formally resumed, but rather only voluntarily, with the establishment of some protocols, such as maximum occupation of 20% of capacity of office areas; adaptation of the administrative and operational layout, featuring acrylic barriers, distance markings and mandatory mask use signs; and reinforcement of communication through an e-book featuring hygiene and behavioral tips for those who chose to come back to work during the pandemic. The assessment to resume on-site work has been carried out systematically through the Covid Management Committee, considering each specific situation.



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## CASE

# ALLIANCES, COLLABORATION AND EFFICIENCY TO FACE COVID-19

### SUPPORT FOR TRUCKERS

• Adaptation of Arteris weighing stations for use by truck drivers, considering the first phase of the pandemic, when gas stations and restaurants were closed, totaling more than 1,400 stations.

### Infrastructure for meals, resting, restrooms and pre-hospital care.

- Provision of a website to check the list of service stations in Arteris highways throughout Brazil ([www.arteris.com.br/caminhoneiro](http://www.arteris.com.br/caminhoneiro)).
- Support for flu vaccination to 4,500 truck drivers, held in partnership with the SEST/SENAT system.
- Donation of 70,000 masks, 40,000 pairs of gloves and 2,000 liters of hand sanitizer to 60,000 truck drivers.
- Distribution of 5,300 electronic toll payment tags.

### COMMUNITIES

• *Viva Comunidade* Social Project, hiring six seamstresses from the municipality of Palhoça (SC), generating income and raising total donations of 8,000 masks and 130 basic food baskets.

• Donation of medical materials and equipment to 13 public hospitals in the states of São Paulo, Paraná, Minas Gerais, and Santa Catarina.

### The initiative is part of private social investment supported by social subcredit (BNDES) linked to the financing of the Régis Bittencourt and Fernão Dias highway concessions.

- Partnership with the United Nations Children's Fund (UNICEF) to distribute food and hygiene kits, pandemic awareness and communication actions. **The initiative benefitted approximately 7,000 underprivileged families in Rio de Janeiro and São Paulo.**
- Organization of Arteris Volunteer Committees to support entities located in municipalities through which the highways cross, with donations of food, hygiene products, shoes, clothes and masks. **A total of 14 entities were benefitted by the initiative.**

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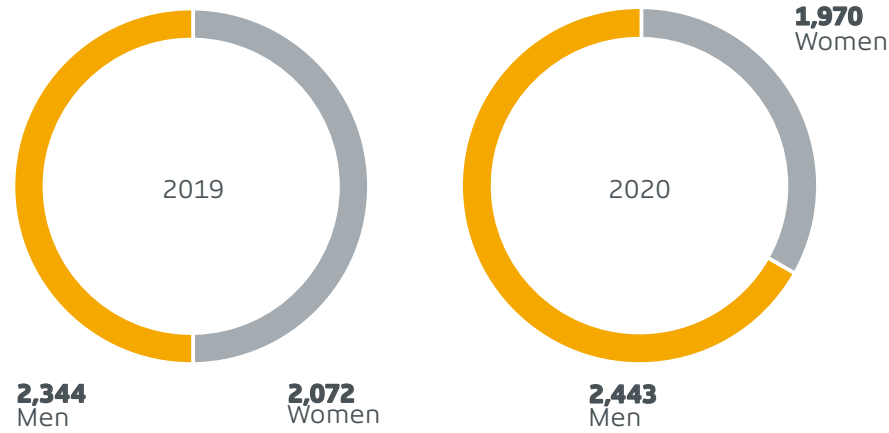
# PEOPLE MANAGEMENT

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

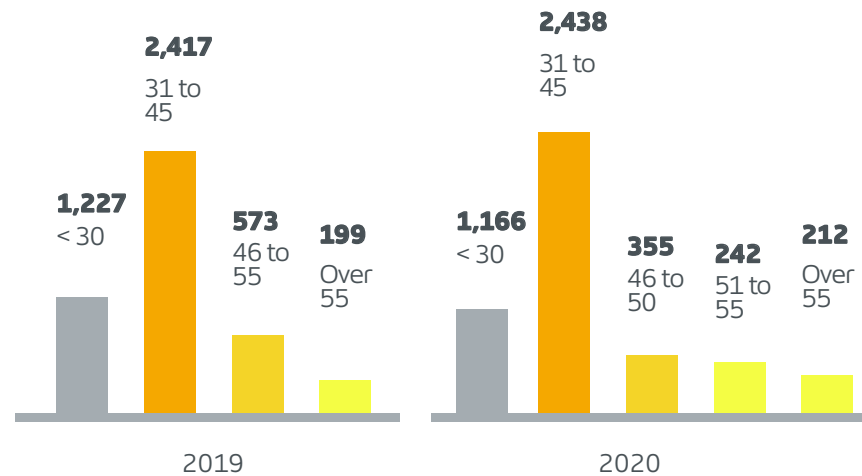
Building the future on solid foundations, supported by the vision of Arteris, requires having a motivated team to ensure absolute excellence across all services rendered. At Arteris, people management focuses on developing initiatives and programs that support this strategy, prioritizing aspects such as employee development and well-being, attracting and retaining talent, diversity and inclusion.

By the end of 2020, Arteris had 4,413 employees – 2,443 men and 1,970 women. Out of this total, 3.3% were people with disabilities (PwDs) in December 2020, and there were 102 young apprentices among the total staff. The company encourages diversity among its staff and offers development opportunities to all professionals, regardless of race, belief, gender and age. We also do not tolerate any kind of discrimination, as per the guidelines set out in the Code of Ethics and the Positive Environment Management Standard.

## EMPLOYEES BY GENDER\*

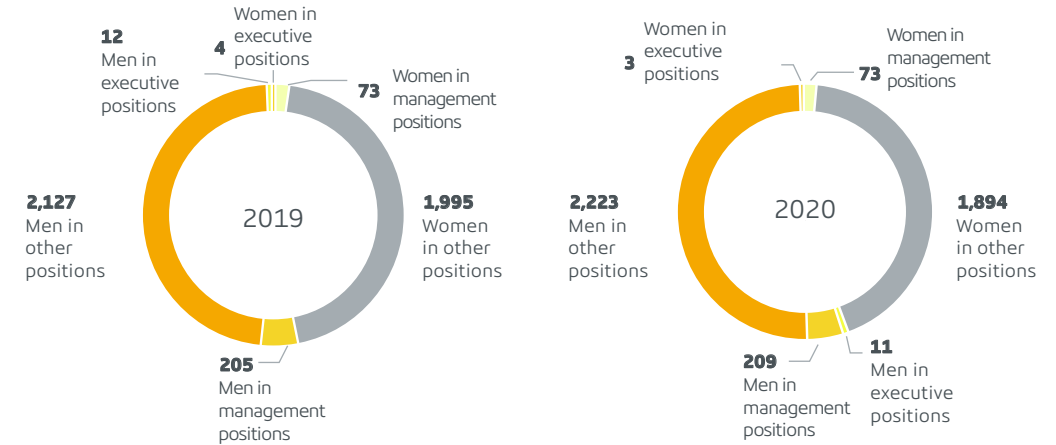


## EMPLOYEES BY AGE\*



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

## EMPLOYEES BY POSITION AND GENDER\*



## COMPOSITION OF SENIOR MANAGEMENT BY GENDER

	2019		2020	
	Men	Women	Men	Women
Arteris Board of Directors	9	0	9	0
Executive Board	4	3	3	2
Audit Committee (Full Members and Alternates)	5	1	5	1
Technical Committee	13	2	12	1
Mergers & Acquisitions Committee	10	1	12	1
Financial Committee	8	0	11	2
Audit and Compliance Committee	5	3	5	5
Human Resources Committee	6	0	7	0

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# 100% DIGITAL RECRUITMENT

The deployment of a digital recruitment and selection platform, in 2020, represented a major step for human resources processes, especially in the year in which most activities were done remotely due to the Covid-19 pandemic. There were more than a thousand new hires under this new format across all toll road concessions managed by Arteris.

This is yet another effort to centralize activities at the company in order to boost operational excellence and optimization. Recruitment and selection processes, which are standardized for all of the Group's companies, strengthen the role of the Business Partner in local HR structures, who can act as internal consultants assisting areas in a more efficient and assertive manner.

With this tool, the entire process can be carried out remotely, as early as the selection process. Candidates and new hires can upload documents and fill out forms, and HR can oversee the entire cycle internally. The team dedicated to the new platform works remotely across three states of Arteris operations – São Paulo, Paraná and Minas Gerais –, responsible for serving the entire company.

## NEW HIRES AND TURNOVER RATE GRI 401-1

In 2020, Arteris recorded 1,089 new hires and 1,086 layoffs. The turnover rate – measured by the number of new hires and layoffs in relation to the average number of workers – was 24.4% in the period, 4 percentage points higher compared to 2019.

There were two events in the year that impacted the indicators: the two truck service internalization strategy, which incorporated 300 two truck operators to Arteris's dedicated staff, and the demobilization of teams associated to the Centrovias concession agreement, which ended in June 2020.

Learn more about the tow truck service strategy in the chapter **Quality in services**.



Click [here](#) to check out the platform where job openings are posted:



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# NEW HIRES AND TURNOVER RATE

GRI 401-1

## NEW HIRES BY AGE RANGE, GENDER AND CONTRACT TYPE

2019	INDEFINITE EMPLOYMENT CONTRACT		TEMPORARY	
	Men	Women	Men	Women
< 30	244	302	59	141
30 to 45	278	337	39	80
46 to 50	37	29	6	9
51 to 55	29	24	3	1
56 to 60	19	9	5	2
Over 60 years of age	10	1	0	0
<b>Total</b>	<b>617</b>	<b>702</b>	<b>112</b>	<b>233</b>

2020	INDEFINITE EMPLOYMENT CONTRACT		TEMPORARY	
	Men	Women	Men	Women
< 30	184	205	216	84
30 to 45	389	178	124	83
46 to 50	67	14	9	9
51 to 55	30	7	5	11
56 to 60	12	2	1	2
Over 60 years of age	1	0	0	0
<b>Total</b>	<b>683</b>	<b>406</b>	<b>355</b>	<b>189</b>

## TURNOVER

2019	TOTALS BY POSITION			TOTAL BY GENDER		
	Director	Superintendents, Managers and Coordinators	Other employees	Men	Women	Total
Admissions	3	19	819	413	428	841
Layoffs	10	62	961	550	483	1,033
Voluntary resignations	1	6	252	107	152	259
Retirement	0	0	0	0	0	0
Total number of employees on 31/12/2019	15	300	4,101	2,344	2,072	4,416
<b>Turnover rate (%)</b>	<b>43.33%</b>	<b>13.50%</b>	<b>21.70%</b>	<b>20.54%</b>	<b>21.98%</b>	<b>21.22%</b>

2020	TOTALS BY POSITION			TOTAL BY GENDER		
	Director	Superintendents, Managers and Coordinators	Other employees	Men	Women	Total
Admissions	1	17	1,071	683	406	1,089
Layoffs	3	43	1,040	581	505	1,086
Voluntary resignations	1	16	230	145	102	247
Retirement	0	0	0	0	0	0
Total number of employees on 31/12/2020	14	217	4,182	2,443	1,970	4,413
<b>Turnover rate (%)</b>	<b>14.29%</b>	<b>13.82%</b>	<b>25.24%</b>	<b>25.87%</b>	<b>23.12%</b>	<b>24.64%</b>

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# ARTERIS GROWTH CYCLE: JOURNEY TO THE FUTURE

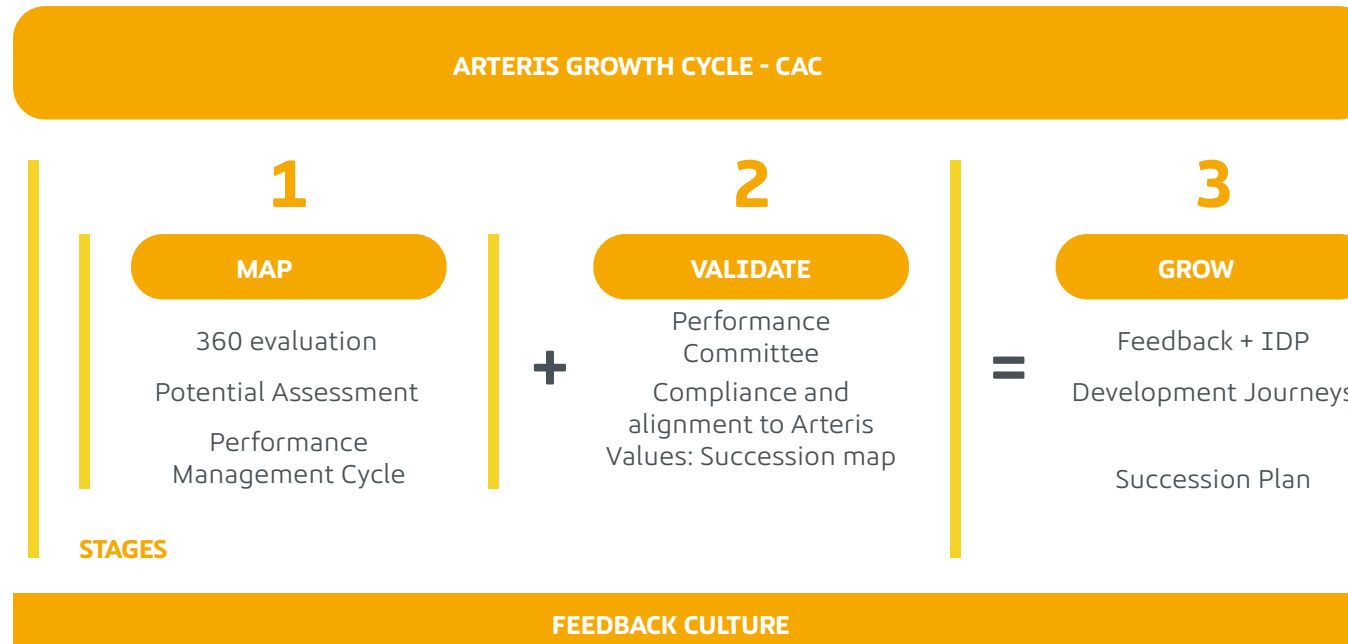
GRI 103-1, 103-2, 404-2

People management focused on employee development promotes the creation of more efficient business solutions and generates a competitive edge. For Arteris, business success stems from each employee's continuous improvement.

The Arteris Growth Cycle (CAC) was implemented in 2020 – an important tool to support the company's growth strategy. Consisting of three major stages covering consolidated people management tools, the cycle allows assessing the performance and potential of each employee, as well as compliance and alignment with critical business competencies and organizational values.

The CAC enables the development, succession mapping and retention of talents. All stages are supported by the feedback culture.

**The Arteris Growth Cycle provides an overview of each employee's journey at the company, focusing on growth and development.**



**269**

employees participated in the first two CAC stages in 2020



**280**

managers participated in the Performance Committees, which are part of stage 2



Promotion of a feedback culture to leverage all stages of the Cycle

## PROFIT SHARING PROGRAM GRI 404-3

The Arteris profit sharing program (PSP) applies to all employees formally hired under the Brazilian labor code (CLT) and has a one-year duration. Each employee has specific/individual targets established along with the manager and aligned to the company's strategy. These targets are added to safety culture and financial targets. The latter two, which are corporate targets, are defined by Arteris and linked to the company's results.

**100% of Arteris employees underwent performance assessment in 2019 and 2020.**

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# ARTERIS DEVELOPMENT UNIVERSITY

GRI 103-2, 404-1

Arteris Development University (UAD) is the company's knowledge management platform. It is structured to promote the development of educational actions to develop organizational strategies through a continuous development and learning process. The University consists of four schools: Essential, covering content from different subjects and available to all employees; Leadership, available to managers; Operations, with the largest volume of content available; and Business, featuring specific content.

The platform was revamped in 2020 with new features, as well as a streamlined and more dynamic layout. This was an important tool to implement employee motivation and engagement initiatives during the Covid-19 pandemic: Arteris Play and Arteris Pause, featuring livestreams with varied content (learn more in the "Trust and respect" chapter).

## LEGAL KNOWLEDGE TRACK

Based on a project originally designed to train young attorneys at the company, the Arteris Development University kicked off the Legal Knowledge Pillar in 2020, covering a wide range of legal topics for employees in the company's legal area. Course facilitators are Arteris employees. Among the contents available are subjects such as arbitration, tax reform, concession agreements, expropriations and the General Data Protection Act (LGPD).



**499**

training courses and **300 supplementary materials** available at the UAD library



**120,000**

hours of training held in the platform in 2020



**27**

Average of **27** hours of training per employee – above the Brazilian average of 18 hours per employee\*

\*Data from the Brazilian Training and Development Association (ABTD)

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

2019	Training hours (men)	Training hours (women)	Training hours (total)	Average hours (men)	Average hours (women)	Average hours (total)
Directors	315	113	<b>428</b>	26.3	28.3	<b>26.8</b>
Superintendents, Managers and Coordinators, Supervisors and Leaders	8,343	2,514	<b>10,857</b>	32.3	33.5	<b>32.6</b>
Analysts and lower	50,445	42,434	<b>92,879</b>	19.8	16.4	<b>18.1</b>
<b>Total</b>	<b>59,103</b>	<b>45,061</b>	<b>104,164</b>	<b>21.0</b>	<b>16.9</b>	<b>19.0</b>

2020	Training hours (men)	Training hours (women)	Training hours (total)	Average hours (men)	Average hours (women)	Average hours (total)
Directors	600	152	<b>752</b>	46.2	30.0	<b>44.2</b>
Superintendents, Managers and Coordinators, Supervisors and Leaders	8,211	3,921	<b>12,132</b>	35.1	48.4	<b>38.5</b>
Analysts and lower	65,524	41,888	<b>107,412</b>	23.6	17.0	<b>20.5</b>
<b>Total</b>	<b>74,335</b>	<b>45,961</b>	<b>120,296</b>	<b>24.6</b>	<b>18.1</b>	<b>21.6</b>

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# ENGAGEMENT SURVEY

102-43, 102-44

The assessment of the workplace prosperity and engagement index is an Arteris practice, measured by its annual survey "Your Word has Value". In 2020, the survey was held through participation in the ranking "Best in People Management" of *Valor Carreira*.

Arteris reached 91% engagement and 80% prosperity, compared to the average among companies in the same category. Compared to the top 35 companies in the general ranking, the indexes were down 4 and 8 percentage points, respectively.

The five strengths indicated (i.e. positive aspects that stood out the most) were "manager respect", "sense of belonging", "social responsibility", "culture of integrity" and "balance between personal and professional life". The indexes indicating opportunities for improvement refer to "the better I perform, the more I'll be rewarded", "here, decisions are made without unjustified delays", "I feel I'm compensated fairly for the work I do", "I feel comfortable speaking my mind without any fear of bad consequences", and "senior leadership encourages employees to report news to different hierarchical levels, even if they are bad news".



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# INTEGRITY AS VALUE

GRI 102-16, 103-1, 103-2, 205-1

Arteris' business practices and its relationship with stakeholders are based on an approach guided by ethics, integrity and transparency, steered by its policies, due diligence, anti-corruption processes, training, reporting channel and other compliance mechanisms. Operating under this approach means to cultivate and preserve long-term relationships built on trust and respect.

The main platform to manage this approach is the Integrity Program, which gathers measures to prevent, minimize or quickly detect conformity risks, such as violations of laws and guidelines laid out in documents such as the Anti-Corruption Policy and the [Code of Ethical Conduct](#).

*The updated document was relaunched in 2020 with a simpler and clearer language, incorporating the guidelines and rules established in recent years by the company, such as protection of personal data, sustainability, behavior on social media, donations and sponsorships, among other topics.*

At the company, compliance is addressed through a robust governance system, consisting of an internal compliance committee that meets on a monthly basis, as well as the Compliance and Audit Committee, which meets every two months, gathering representatives of shareholders, monitoring indicators and metrics.



Learn more about Arteris's policies and guidelines here

## PUBLIC COMMITMENT

Arteris is a signatory of the Business Pact for Integrity and against Corruption, an initiative of the Ethos Institute that gathers organizations seeking to eradicate bribery and corruption, which has the target to adhere to the National Registry of Companies Committed to Ethics and Integrity (Pro-Ethics Business Seal) by 2021, also led by the Ethos Institute, in partnership with the Brazilian Government Accountability Office (CGU).





# THE INTEGRITY PROGRAM IN 2020

GRI 102-17, 103-2, 205-1, 205-2



## NEW CODE OF CONDUCT:

launched in a webinar attended by the CEO of Arteris at the time, André Dorf, and an intense communication campaign in internal channels. The statement of conformity, in which employees undertake to abide by the guidelines of the Code, was made digitally via the Arteris Development University. By December 2020, nearly 100% of employees had filled out the statement. A mandatory training on the new Code was also made available in the online platform and completed by 93% of employees. Upon conclusion of this report, all employees had completed the training.



## INTEGRITY WEEK:

for the third consecutive year, the event held under the Arteris Play livestream format highlighted the main topics of the new Code of Conduct. Each livestream lasted for 30 minutes and featured an expert and approximately 250 employees. The topics covered were: data protection, social media and behavior, electoral donations and anti-corruption, and positive environment.

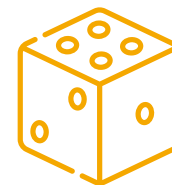
## AGENTS OF INTEGRITY:

as focal points in each toll road concession, responsible for promoting subjects related to integrity and forwarding compliance issues, the agents of integrity were trained in the Code of Conduct to educate each toll road concession's managers, in order to cascade knowledge down to the teams.



## COMPLIANCE RISK MANAGEMENT:

the Compliance Risk Management Procedure is one of the pillars of the Integrity program, gathering guidelines on the responsibilities regarding the process of identifying, mapping and dealing with risks of this nature. In 2020, Arteris started revising the mapping of these compliance risks, assisted by a consulting firm, through a collaborative process that involved interviews with key personnel in each area.



## INTEGRITY GAME:

launched in 2019, in a playful approach on the subject, in 2020 the game got a new online format because of social distancing measures, now available in the Arteris Development University. More than 4,000 employees performed the game's activities as part of training efforts on this particular subject.

## LGPD COMPLIANCE

In force since September 2020, the General Data Protection Act (LGPD – Brazilian Law No. 13.709/2018) requires companies to adapt to ensure the monitoring of exposed personal data, in order to prevent data from leaking and ensure they are used in accordance with the privacy protection rules and guidelines established by the new law. In 2019, Arteris assembled a work group to address this issue, which is supported by a consulting firm as of 2020.

The work of the consulting firm and this work group involved diagnosing and mapping personal data processing flows at the company, followed by the establishment of an action plan to develop policies, standards, training initiatives and contract revisions, in order for Arteris to launch its Personal Data Protection Program.

In March 2021, upon completion of this report, the Arteris Personal Data Protection Program was launched internally, establishing mandatory training courses for employees and third parties on the General Data Protection Act (LGPD), in addition to making corporate documents available on the intranet. An email address was also created specifically to receive doubts and questions on the matter (lgpd@arteris.com.br).

The Privacy and Cookies Policy and the Terms and Conditions of Use were also implemented in Arteris's website and can be accessed [here](#).



# ARTERIS WHISTLEBLOWER CHANNEL

GRI 102-17

Since 2014, Arteris's employees, customers and vendors have access to the Whistleblower Channel for reports and complaints on violations of the Code of Ethical Conduct and internal rules and policies. The channel allows anonymous or identified reports.

Members of the Internal Audit and Compliance Committee receive a report, whereas Audit is one of those responsible for investigations, with the possibility of confidentially involving other areas of Arteris, as appropriate, or third-party service providers.

A total of 248 reports were received in 2020, 32% less than in 2019, which is considered to be on average for the sector. The company believes this indicates a sense of stability in the channel.

On the International Anti-Corruption Day, 09/12/2020, Arteris reinforced the promotion of the instrument, hosting a livestream with an expert discussing the relationship between corruption and human rights, and also exploring this subject in internal communications, releasing an infographic illustrating the flow of the channel.

On this date, Arteris also issued a communication on the anti-corruption subject to its related

third-parties, underlining the importance of this topic and reinforcing the need for the entire chain to maintain the same commitment against corruption. In this communication, Arteris also promoted its Whistleblower Channel once again.

## INTEGRITY ACROSS THE VALUE CHAIN

Fully aware that business sustainability relies on the ethical conduct and integrity of its partners, Arteris also promotes these subjects among its vendors, encouraging best governance practices across the entire chain.

In 2020, the company promoted communication actions to all active third parties, detailing its Anti-Corruption Policy and Code of Conduct, in addition to encouraging the use of its Whistleblower Channel.

Based on the company's contracting flow, all vendors must undergo online training on the corporate Anti-Corruption Policy and Code of Conduct. In addition, the company intends to systematize initiatives to support the implementation of integrity programs among its strategic vendors, potentially establishing a requirement of actions focused on this subject as a contracting criterion in the future.

**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 WHISTLEBLOWER 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**



**1ª Screening**  
Independent company receives and sends to Compliance

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




**Outcome of the investigation:**  
Compliance Committee reviews and recommends disciplinary actions and/or control/preventive actions, as 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 audit

**NON-RETALIATION**

The company does not tolerate any retaliation against any person reporting events in good faith.

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# SOCIAL RESPONSIBILITY

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

The coordinated action of social responsibility contributes to obtaining and maintaining the social license to operate, promotes engagement and improves relationships with communities and public authorities, also contributing to the involvement and engagement of employees with the company.

Under its social responsibility strategy, Arteris develops exclusive programs (e.g. Arteris School Project, Live Environment, Live Programs and the Volunteering Program) and supports, through sponsorships and donations, several social projects and initiatives across a wide range of audiences, particularly the so-called roadside communities, neighboring our operations. In 2020, Social Responsibility programs represented a total investment of BRL 12,693,496, including projects, donations and sponsorships in the period.

Partnerships with city halls, municipal departments, federal and state highway police departments, and other organizations working to raise awareness

regarding safety and citizenship for road users and civil society. These are all part of the company's social engagement initiative, through multiple specific and integrated actions focused on these topics.

## ESCOLA AND VIVA MEIO AMBIENTE PROJECTS

With education as the main path to social transformation, Arteris develops two educational programs to put into practice its commitment towards appreciating life: The Arteris School Project, under the motto "Educate to Humanize Traffic", and Live Environment, "Learn, protect and live".

The programs assume that young people are the protagonists of social change and are aligned with the four pillars of Education for the 21st Century, proposed by Unesco: learning to know; learning to do; learning to live together and learning to be. They cover several activities involving educators, students, their families and the school community. In 2020, the School Project

and Live Environment, including the platform and hybrid education program, totaled investments in the order of BRL 1,203,063.

## DIGITAL ENVIRONMENT

Amidst a scenario of cyclical changes in learning processes, even before the Covid-19 pandemic, Arteris structured a digital platform for programs in a virtual environment, featuring online learning and hybrid learning resources. The official launch of the Virtual School Project – Plex Methodology was postponed to 2022. However, a prototyping process was held with some educators to qualify the virtual teaching materials and educational resources. With the help of educators, during this phase of adaptation to the digital environment, virtual meetings were held.

In the Education Program, besides these two main fronts (School Project and Live Environment), Arteris also hosts the Live Programs, targeting specific audiences. Learn more in the **Safety** chapter.

In **19** years of operation, the School Project and Live Environment have directly impacted

# 320,218

students and trained more than 18,000 teachers in **676 schools** in municipal and state public schools.

## EVOLUTION OF THE SCHOOL PROJECT

YEAR	NUMBER OF SCHOOLS	NUMBER OF STUDENTS	NUMBER OF TEACHERS	NUMBER OF MUNICIPALITIES
2018	630	302,822	17,276	150
2019	664	315,395	18,231	156
2020	676	320,218	18,484	159



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# DONATIONS AND SPONSORSHIPS

Donations and sponsorships to relevant social projects for communities surrounding the regions where the company operates are also part of Arteris's social responsibility strategy, realizing that this support is essential for the local socioeconomic development.

The guidelines and responsibilities related to the donation and sponsorship process are established in the Arteris Donations and Sponsorships Standard, raising funds either from the company itself or through tax incentive laws.

**In line with best compliance and corporate governance practices, donations and sponsorships are approved based on a specific internal flow, including due diligence processes for all proponents.**

[Learn more about the projects sponsored by Arteris here.](#)

## VOLUNTEERING

Arteris encourages volunteering as a social welfare and development tool in the region where volunteer activities are performed, reinforcing the company's positioning as a socially responsible company.

Through structured Internal Committees and specific operating guidelines, social projects are carried out with external audiences, in addition to representing opportunities of engaging with stakeholders, they also engage volunteer employees, from identifying opportunities to effectively executing activities.

The Arteris Friendly Seal program is one of the initiatives featuring volunteers. The initiative establishes that, for every 140 2-liter PET bottles filled with seals, a wheelchair is donated to a partner institution.

In 2020, the company held the virtual challenge "Junta e Vai – a Corrida do Lacre Amigo" to support this cause in times of pandemic, in addition to encouraging the practice of physical activity by hosting a race event. Participants acquired a kit and, in the period between 23/10 and 8/11, they chose between one of the racing modalities, registering their performance through an app. Seal collection points were released in order for participants to make their donations.

Other volunteering activities in 2020 focused on combating Covid-19, such as donating cleaning materials, food and masks. [Learn more](#) about Arteris's initiatives to combat Covid.



Arteris invested **BRL 10.37 million** in donations and sponsorships in 2020, benefitting **45 institutions**



**1,037** people attended the "Junta e vai" race



**90 kg** of seals were collected in the action



**77** wheelchairs donated to more than 40 institutions with the Lacre Amigo initiative



In total, **72** institutions benefited through volunteering actions



[Learn more about the projects sponsored by Arteris](#)



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# SUPPLY CHAIN SUSTAINABILITY

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

Vendor development is crucial to maintain quality services. By contracting local vendors, Arteris contributes to the socioeconomic development of the region, in addition to reducing operational costs.

The construction sector, which concentrates most of Arteris's vendors – faces systemic challenges in terms of human rights and labor practices. Therefore, by considering social criteria, as well as environmental, when selecting its vendors, the company helps add shared value throughout the entire chain, in addition to mitigating business risks.

## VENDOR PROFILE

GRI 102-9, 204-1

In 2020, Arteris signed business contracts with 3,684 companies, among manufacturers of inputs for operations, suppliers of office materials, Technology services, assorted service suppliers, construction companies, paving and road maintenance companies, engineering firms, legal and consulting firms, with the highest volume in the construction industry. Out of this total, 8% 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).

**Of the total purchase volume with vendors, 45,3% were made from local companies (in cities where Arteris operates).**

## MANAGEMENT OF SUPPLIERS

GRI 103-2, 308-2, 414-2

Arteris has a robust vendor management process with consolidated guidelines and instruments focused on the relationship and open dialog with these partners. Every contracted vendor must formally commit to the guidelines set out in the Code of Conduct and Environmental Policy of the company.

Among the rules for hiring are the prohibition of child and slave labor and the full compliance with labor legislation. Suppliers whose activities make up the company's risk map are additionally subject to an anti-corruption and conflict of interest due diligence process. Contracts with strategic suppliers are preceded by registration and approval that involve the verification of aspects such as child labor, human rights and environmental management practices.



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**Deployment of ARIBA/SAP:** new *e-sourcing* tool replacing the ISOCO/ Clever portal, with superior information security and data robustness, in addition to enabling integration with SAP and enhancing process traceability and efficiency. Deployment completed in July/2020



Revision and evaluation of **policies and procedures** of Arteris.



**22** strategic vendors identified with high risk of exposure to sustainability aspects in 2020



Out of **513** Procurement and Supplies sourcing processes,, **500** considered **environmental, social and governance aspects** in their evaluation. The other 13 were carried out by Latina, an Arteris company with a separate supplies area.



# COMMITMENT TO ENVIRONMENTAL COMPLIANCE AND PRESERVATION

GRI 103-1, 103-2, 307-1

Considering that highway operations have a **potential impact** on the environment, Arteris’s environmental management is premised upon mitigating and minimizing these impacts. The company operates in accordance with all regulatory and contractual requirements related to its activity.

Focused on balancing development and environmental preservation, highway projects are planned jointly with the environmental area.

**In addition to an extensive array of tools to support management of this subject, the company also hosts initiatives that represent biodiversity preservation solutions beyond offsetting plantation of plant species required in concession agreements.**

Some of the initiatives in this sense include maintaining eco-corridors with technological solutions that minimize tree cutting and do not impact the natural route of local fauna. When this is not possible, fauna passages are built and, in some cases, fences are

erected to direct animals towards safe passage.

Arteris’s environmental management results detailed in this document relate only to 2020m since data were assessed solely for the period, which does not justify the comparison with previous periods of the same basis.

Regarding climate change management, Arteris is part of Abertis’s carbon emissions inventory. This chapter describes some of the actions promoted by Arteris that contribute to reducing greenhouse gas (GHG) emissions, such as those related to the preservation of biodiversity, waste management and energy efficiency.

### WILDLIFE PASSAGES AND FENCES

Arteris implemented/adapted 226 wildlife passages, totaling 9.5 km in length, in addition to inserting 146 km of wildlife direction fences in the Atlantic Forest and Cerrado biomes (consolidated data until 2020 and performed in the states of Santa Catarina, Paraná, São Paulo, Minas Gerais and Rio de Janeiro).

*impacts primarily by suppressing native vegetation – which directly affects biodiversity and climate change – and the volume of waste generated by works, users and roadside communities.*

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# MANAGEMENT OF ENVIRONMENTAL IMPACTS

GRI 103-1, 103-2

Considering the real and potential impacts of its operation, Arteris's environmental management is built around an Environmental Management System (EMS) based on the ISO 14001: 2015 standard and its requirements. EMS document audits were conducted in 2020, mostly remotely due to social distancing measures in place as of March, with 100% of objectives achieved. The EMS internal audit cycle will continue in 2021.

With a keen focus on standardizing processes and procedures, the company is based on internal guidelines such as the "Golden Rules of Environmental Protection", **consolidated management tools and practices** to ensure environmental compliance and promote continuous improvement initiatives.

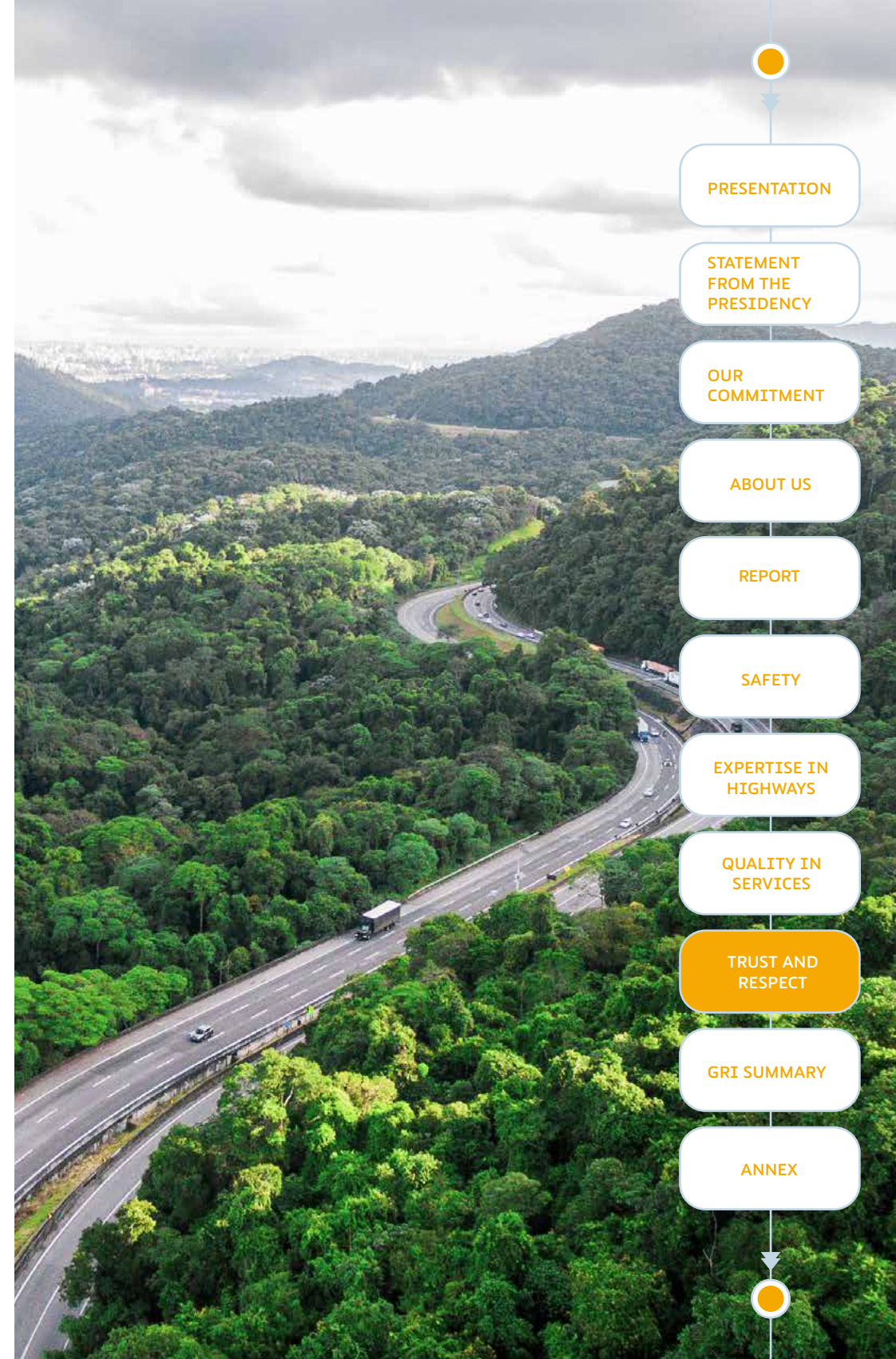
*Among management practices and tools are standardized processes associated to the environmental supervision of works, services and operations, in accordance with corporate guidelines, as well as transparency and compliance practices, in addition to online platforms to manage environmental routines and to manage legal requirements and socioenvironmental risks.*

# STANDARDIZATION OF KNOWLEDGE

To ensure the dissemination of knowledge and application of best practices consistently across all toll road concessions, Arteris created the "Training Content Development Plan" in 2020, after defining 24 environmental themes related to the company's operation works and their main real and potential impacts.

Materials were created for each theme to subsidize training activities in a standardized manner for all teams. A total of 16 themes were listed in the period, based on the policies and guidelines of the Arteris Development University (UAD), targeting internal and outsourced workers. Among the themes are internal procedures, vegetation suppression, wildlife management, emergency action plan, Golden Rules and environmental guidelines for contracts. Other training courses will be developed in 2021.

The Environment area also worked to standardize the induction process to ensure a consistent induction of new employees, especially in operational areas, across all toll road concessions. The content is based on best practices applied to the Group's companies.



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Viva Restinga Project

# FOREST RECOVERY

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. The main biomes in the company's operating area are the Atlantic Forest and the *Cerrado*. Native seedlings are planted as environmental compensation for the works carried out with an ecological restoration bias (i.e. they follow aspects that result in biodiversity gains).

## CONSERVATION OF BIODIVERSITY

The implementation of the first planted overpass for the safe passage of wildlife in federal highways of the country, in the municipality of Silva Jardim (RJ) in BR-101 RJ/Norte, managed by Arteris Fluminense, is an example of application of innovation at the company and the practice of one of its organizational values: the appreciation of life. The structure started being built in 2018 and was concluded in 2020.

Planted with seedlings of native Atlantic Forest trees, the structure connects the Poço das Antas Biological Reserve – one of the main habitats of the golden lion tamarin, an endangered species endemic to the region – to the Igarapé farm. Therefore, it forms ecological corridors connecting isolated forest segments, enabling genetic flow between wildlife populations.

**Seedling planting: 87,000 seedlings were planted across 71 municipalities (consolidated data until 2020 across the states of Santa Catarina, Paraná, São Paulo, Minas Gerais and Rio de Janeiro).**

## BIODIVERSITY FIGURES

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

	2020
Km of highway affecting a protected area	747
Affected surface in an area protected by its activity (m2)	30,246,378
Seedling planting	87,000
Number of species included in the UCN 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	336

## LEARN MORE



## VIVA RESTINGA

Another example of a conservation initiative is on "Viva Restinga" – Baixada do Maciambu Restoration Project, coordinated by Arteris Litoral Sul, in Palhoça (SC), an important part of the ecosystem of the largest conservation unit in Santa Catarina, the Serra do Tabuleiro State Park (PEST).

The project consists of the implementation of actions aimed at controlling invasive species in the region's plant life, which prevent the development of native species and also interfere in the life cycle of the Atlantic Forest wildlife. It entails land preparation, production and planting of native seedlings.





# WATER MANAGEMENT

GRI 103-1, 103-2, 303-5

Arteris has initiatives focusing on the conscious consumption of water at works, operations and buildings. All processes follow the required permits and abide by all local laws.

Some toll road concessions of Arteris (Regis Bittencourt, Fernão Dias, Via Paulista and Planalto Sul) reuse rainwater, storing it in cisterns for later use in operational activities, such as firefighting and cleaning. This practice reduces the consumption of water from other sources.

## WATER CONSUMPTION BY SOURCE AND BY TYPE OF WATER, IN 2020

TYPE OF WATER	DIRECT CONSUMPTION (LITERS)	
	DRINKING WATER	OTHER TYPE OF WATER
Well water	86,024,843	1,192,000
Rainwater	890,260	4,431,000
Water from utility company	3,115,469	-
Others	-	-
<b>Total</b>	<b>90,030,572</b>	<b>1,192,000</b>

# WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Waste generation and disposal subjects integrate the Arteris Environmental Management System. The commitment of vendors with this subject, especially at work sites, is crucial for the company's environmental impact management. Therefore, the company monitors the entire process and requires all vendors to provide legal documentation to allow due traceability of waste products, from generation to final disposal.

## WASTE GENERATE SAVINGS IN ENERGY BILLS

Since 2017, Arteris Fluminense has been part of the partnership network of the EcoEnel sustainability program, of the local power utility company, which collects recyclable waste from clients and passes it on to recyclers, who then ensure the proper disposal of such materials.

In the last four years, more than 307.9 tons of recyclable waste were generated at the toll road concession. Out of this total, metals, papers, electronics and plastics were sent to the program's partners for recycling and transformed into BRL 100,000 in power bill credit.

The process of sustainable management of recycled materials must be rigorous in order to comply with environmental laws, as per the National Solid Waste Policy (Brazilian Law No. 12.305/2010). The disposal of such solid waste generated and their recycling in concession highways is a challenge for the environmental areas of the Arteris group, increasingly requiring the involvement of different sectors of society. At Fluminense, this work extends across 322 kilometers of BR-101 RJ/Norte, across 13 municipalities, between Niterói, in the metropolitan region, and the RJ/ES border, in Campos dos Goytacazes, in Northern Rio.

**Out of the total assigned to the EcoEnel program, more than 90% were scraps and non-reusable fenders in storage.**

## RECYCLED ASPHALT AT FERNÃO DIAS

In the constant search for innovations that contribute to sustainability, safety and economy, Arteris Fernão Dias kicked off the pavement maintenance project using recycled asphalt, RAP (Recycled Asphalt Pavement), made from material from asphalt floor milling.

The main environmental benefit is waste reduction. Users gain with superior road quality and fast maintenance work, since sections of up to 50 meters can be recovered in a single day (otherwise taking up to 7 days in the conventional method). Recycled asphalt still has the same performance and service life as a conventionally reconstructed pavement.

The entire milling process is done by the concessionaire itself, through its own mobile plant, which can be moved along road sections. The project was implemented in a pilot phase between May and October 2020, covering approximately 1,356 sqm in the Minas Gerais section of BR-381, between Brumadinho and Santo Antônio do Amparo. Planning for 2021 includes the performance of 10 kilometers of road.



# WASTE MONITORING

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

## TOTAL WEIGHT OF NON-HAZARDOUS WASTE, BROKEN DOWN BY TYPE AND DISPOSAL METHOD (KG) IN 2020

2020	NON-HAZARDOUS WASTE GENERATED	WASTE RECOVERED, REUSED AND/OR RECYCLED	WASTE SENT TO LANDFILL	WASTE SUBJECTED TO OTHER TREATMENTS
Toner	5.20	0.00	5.20	0.00
Paper and cardboard packaging	7,660.00	7,660.00	0.00	0.00
Plastic packaging	26,098.00	22,196.00	3,902.00	0.00
Tires and rubber debris	1,074,674.00	1,012,538.00	41,230.00	20,906.00
Alkaline batteries	172.80	0.00	172.80	0.00
Timber from construction works	445,978.30	302,895.30	3,183.00	139,900.00
Mixed metals (scrap)	674.00	674.00	0.00	0.00
Construction and demolition debris	464,365,437.60	461,875,112.50	2,482,258.10	8,067.00
Paper (including confidential, tickets and card)	60,024.57	51,740.91	8,283.66	0.00
Glass	866.80	703.80	163.00	0.00
Electronic equipment	400.06	400.06	0.00	0.00
Lumber from construction works	128,471.00	48,750.00	79,721.00	0.00
Plastic	156,153.05	148,863.65	7,289.40	0.00
Scraps (air conditioning and fire extinguishers)	271,306.38	262,949.48	5,356.90	3,000.00
Gardening debris	1,503,330.11	53,730.00	1,449,600.11	0.00
Household waste	4,325,974.03	374,680.00	3,951,294.03	0.00
Biological sewage sludge (septic tanks)	3,246,490.00	453,870.00	647,171.00	2,145,449.00
Others	490,139.80	125,798.00	19,325.30	345,016.50
<b>Total</b>	<b>476,103,855.70</b>	<b>464,742,561.70</b>	<b>8,698,955.50</b>	<b>2,662,338.50</b>

## TOTAL WEIGHT OF HAZARDOUS WASTE, BROKEN DOWN BY TYPE AND DISPOSAL METHOD (KG) IN 2020

2020	HAZARDOUS WASTE GENERATED	WASTE RECOVERED, REUSED AND/OR RECYCLED	WASTE SENT TO LANDFILL	WASTE SUBJECTED TO OTHER TREATMENTS
Paints, varnishes and adhesives	2,095.0	660.0	0.0	1,435.0
Used oil	43,027.7	41,720.9	1,300.0	6.9
Used oil	64,695.0	0.0	47,955.0	16,740.0
Contaminated metal and plastic packaging	52,380.5	9,114.0	21,490.0	21,776.5
Contaminated absorbents and cloths	444.9	0.0	424.9	20.0
Electronic equipment	574.0	0.0	574.0	0.0
Oil-contaminated earth	69,490.0	40,200.0	21,770.0	7,520.0
Fluorescents lamps and bulbs	246.0	202.7	43.3	0.0
Paints and resins	167.0	0.0	167.0	0.0
Batteries and accumulators	302.0	0.0	302.0	0.0
WEEE	1,209.5	874.0	335.5	0.0
Others	285,175.4	123.0	263,767.8	21,284.5
<b>Total</b>	<b>519,826.7</b>	<b>92,894.6</b>	<b>358,149.2</b>	<b>68,782.9</b>

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TRUST AND RESPECT

GRI SUMMARY

ANNEX



# ENERGY EFFICIENCY

GRI 302-1, 302-2, 302-4, 302-5

Arteris has energy efficiency initiatives in place in some of its highways, such as the photovoltaic panel energy self-generation project in toll plazas at the Fluminense highway since 2018. 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. One of them was inaugurated in late 2020 and the efficiency results will be felt throughout 2021.

## SUSTAINABLE INITIATIVES

Arteris is also migrating two toll road concessions to the **Free Energy Market**, which will allow reducing costs and reinforce the commitment to the use of energy from renewable sources. The toll road concessions Litoral Sul and Régis Bittencourt fall under the category of Free Market Consumer

(500 KW) and, upon completion of the bid in 2020, consumer units should be migrated in the second half of 2021.

*A form of commercialization in which consumers have the freedom to negotiate the purchase of electricity directly from Power Generators, without the any intermediation from the Distributor.*

Another initiative on this front is the completion of the project to replace more than 12,000 conventional LED lighting fixtures in roads, toll plazas and operational bases of Autopista Fernão Dias, adding up to 100% of operations with this technology. All new lighting projects already adopt the use of LED as a premise.

## PHOTOVOLTAIC ENERGY PRODUCTION IN FLUMINENSE (TOLL PLAZA 1)

GRI 302-4

YEAR	ANNUAL GENERATION (KW)	ANNUAL SAVINGS (BRL)
2018*	109,429	112,778
2019	130,440	161,851
2020**	96,669	113,893
<b>Accumulated</b>	<b>320,489</b>	<b>388,522</b>

\*In 2018, results are considered as of March, since the station started operating in February.

\*\*In 2020, the inverter of conversion of the sun into energy malfunctioned, which justifies the reduction compared to 2019.

## ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN 2020

GRI 302-1

FUEL	CONSUMPTION
Diesel oil (liters)	666,880.90
Butane (kWh)	3,918.40
Electricity (kWh)	26,917,471.56
Energy from own renewable sources (kWh)	96,669

**Out of the more than 2,000 CCTV cameras installed in Arteris highways for traffic surveillance, collection system and other equipment of the smart transport system (ITS), about half of them use microgeneration of energy, with solar panels installed on the same pole as the camera.**

**All Wi-Fi spots installed at Via Paulista also operate via solar microgeneration.**

## ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION (VEHICLE FLEET) IN 2020

GRI 302-2

FUEL	CONSUMPTION
Diesel oil (liters)	2,877,464.48
Gasoline (liters)	1,488,794.44
Natural gas (m³)	47,920.13
Ethanol (liters)	2,128,897.29



# SUMMARY OF GRI CONTENT

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 What a highway concession offers		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 Value generation		No
102-8: Information on employees and other workers	People management		No
102-9: Supply chain	Supply chain sustainability		No
102-10: Significant changes in the organization and/or supply chain	Our performance More efficiency in tow truck management and maintenance		No
102-11: Precautionary principle or approach			No
102-12: External initiatives	Public commitments		No
102-13: Membership of associations	Attachment – Membership in councils and associations		No
<b>Strategy</b>			
102-14: Statement from senior decision-maker	Statement from the Presidency		No
<b>Ethics and integrity</b>			
102-16: Values, principles, standards and norms of behavior	Mission, Vision, Values Integrity as a value		No
102-17: Mechanisms for advice and concerns about ethics	The Integrity Program in 2020 Arteris reporting channel		No



# SUMMARY OF GRI CONTENT

GENERAL CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Governance</b>			
102-18: Governance structure	Corporate governance		No
102-19 Delegating authority	Delegation of authority and accountability		No
102-20 Executive-level responsibility for economic, environmental, and social topics	Delegation of authority and accountability		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	Conflicts of Interest		No
102-30 Effectiveness of risk management processes	Assurance systems		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 Stakeholder relationship and engagement		No
102-41: Collective bargaining agreements	Stakeholder relationship and engagement		No
102-42: Identifying and selecting stakeholders	Materiality Stakeholder relationship and engagement		No
102-43: Approach to stakeholder engagement	Materiality Stakeholder relationship and engagement Engagement survey		No
102-44: Key topics and concerns raised	Materiality Material topics and SDG Stakeholder relationship and engagement Engagement survey		No



# SUMMARY OF GRI CONTENT

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	Presentation Materiality		No
102-47: List of material topics	Material topics and SDG		No
102-48: Restatements of information	Materiality		No
102-49: Changes in scope and limitations	Material topics and SDG		No
102-50: Period covered by the report	Presentation		No
102-51: Date of most recent previous report	Presentation		No
102-52: Reporting cycle	Presentation		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	Presentation		No
102-55: Summary of GRI content	Summary of GRI content		No

SPECIFIC CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Material topic: Governance</b>			
103-1: Explanation of the material topic and its limitation	Corporate governance Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Corporate governance		No
103-3: Evaluation of the management approach	Delegation of authority and accountability		No



# SUMMARY OF GRI CONTENT

SPECIFIC CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Material topic: Quality of services</b>			
103-1: Explanation of the material topic and its limitation	Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Provision of services as added value		No
103-3: Evaluation of the management approach			No
<b>Material topic: Innovation</b>			
103-1: Explanation of the material topic and its limitation	Innovation and technology Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Innovation and technology		No
103-3: Evaluation of the management approach			No
<b>Material topic: Value generation</b>			
103-1: Explanation of the material topic and its limitation	Value generation Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Value generation		No
103-3: Evaluation of the management approach			No
201-1: Direct economic value generated and distributed	Value generation Added value generated		No
203-1: Infrastructure investments and services supported	Added value generated Social responsibility		No
203-2 Significant indirect economic impacts	Social responsibility		No
<b>Material topic: Vendor engagement</b>			
103-1: Explanation of the material topic and its limitation	Sustainability in the supply chain Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Sustainability in the supply chain Vendor management		No
103-3: Evaluation of the management approach			No
204-1: Proportion of spending on local suppliers	Vendor profile		No
308-1 New suppliers that were screened using environmental criteria	Supply chain sustainability		No
414-1: New suppliers that were screened using social criteria	Supply chain sustainability		No
414-2: Negative social impacts in the supply chain and actions taken	Management of suppliers		No



# SUMMARY OF GRI CONTENT

SPECIFIC CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Material topic: Ethics and integrity</b>			
103-1: Explanation of the material topic and its limitation	Integrity as a value Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Integrity as a value The Integrity Program in 2020		No
103-3: Evaluation of the management approach			No
205-1: Operations assessed for risks related to corruption	Integrity as a value The Integrity Program in 2020		No
205-2: Communication and training about anti-corruption policies and procedures	The Integrity Program in 2020		No
205-3: Confirmed incidents of corruption and actions taken		There were no confirmed cases of corruption in 2020.	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 2020.	No
<b>Material topic: Management of environmental impacts</b>			
103-1: Explanation of the material topic and its limitation	Commitment to environmental compliance and preservation Water management Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Commitment to environmental compliance and preservation Water management		No
103-3: Evaluation of the management approach			No
302-1: Energy consumption within the organization	Energy Efficiency		No
302-2: Energy consumption outside of the organization	Energy Efficiency		No
302-4 Reduction of energy consumption	Energy Efficiency		No
"302-5 Reductions in energy requirements of products and services"	Energy Efficiency		No
303-5 Water consumption	Water management		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: Habitats protected or restored	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





# SUMMARY OF GRI CONTENT

SPECIFIC CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Material topic: Management of environmental impacts</b>			
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	Waste management Waste monitoring		No
306-4 Waste not destined for final disposal	Waste management Waste monitoring		No
306-5 Waste destined for final disposal	Waste management Waste monitoring		No
307-1: Non-compliance with environmental laws and regulations	Commitment to environmental compliance and preservation	There were no significant fines or non-monetary sanctions related to environmental laws and regulations in 2020.	No
<b>Material topic: People management</b>			
103-1: Explanation of the material topic and its limitation	People management Arteris Growth Cycle: journey to the future Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	People management Arteris Growth Cycle: journey to the future Arteris Development University		No
103-3: Evaluation of the management approach			No
401-1: New employee hires and employee turnover	New hires and turnover rate		No
401-3: Parental leave		In 2020, 97 employees took maternity and paternity leaves, of whom 81 were women and 16 were men, with 87% return and retention rates.	No
404-1: Average hours of training per year per employee	New hires and turnover rate Arteris Development University		No
404-2: Programs for upgrading employee skills and career transition assistance programs	Arteris Growth Cycle: journey to the future		No
405-1: Diversity in governance bodies and among employees	People management Attachment – Employees by gender, Employees by age, Employees by position and gender		No



# SUMMARY OF GRI CONTENT

SPECIFIC CONTENT	PAGE AND/OR LINK	COMMENTS OR REASON FOR OMISSION	ASSURANCE
<b>Material topic: Road safety and occupational safety</b>			
103-1: Explanation of the material topic and its limitation	For a safer traffic Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Occupational health and safety management Road safety management		No
103-3: Evaluation of the management approach	Safe Path Program Road safety management		No
403-1: 1 Occupational health and safety management system	Occupational health and safety management		No
403-4: Participation of workers, consultation and communication to workers regarding health and safety at work	Occupational health and safety management		No
403-5: Worker training on occupational health and safety	Occupational health and safety management		No
403-7: Prevention and mitigation of health and safety impacts directly linked to business relationships	Safe Path Program ( <i>Caminho Seguro</i> )		No
403-8: Workers covered by an occupational health and safety management system	Occupational health and safety management		No
403-9: Work-related injuries	Occupational health and safety numbers		No
416-1: Assessment of the health and safety impacts of product and service categories on customers	Road safety management		No
<b>Material topic: Social responsibility and Community engagement</b>			
103-1: Explanation of the material topic and its limitation	Stakeholder relationship and engagement Social responsibility Attachment – Material topics and limits of impacts		No
103-2: The management approach and its components	Stakeholder relationship and engagement Social responsibility		No
103-3: Evaluation of the management approach			No
413-1: Operations with local community engagement, impact assessments, and development programs	Social responsibility		No
413-2 Operations with significant actual and potential negative impacts on local communities	Social responsibility		No



# ANNEX

## CORRELATION OF MATERIAL TOPICS WITH SDG TARGETS AND PRINCIPLES OF THE GLOBAL COMPACT

MATERIAL TOPICS	# SDG	SDG TARGET SDG (DIRECTLY RELATED TO THE TOPIC)	GLOBAL COMPACT PRINCIPLE
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	
Ethics and integrity	16	<b>16.5</b> Substantially reduce corruption and bribery in all their 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	
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
	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.	
	6	<b>6.6</b> By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	
Management of environmental impacts	12	<b>12.2</b> By 2030, achieve sustainable management and efficient use of natural resources	<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
	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.	



# ANNEX

## CORRELATION OF MATERIAL TOPICS WITH SDG TARGETS AND PRINCIPLES OF THE GLOBAL COMPACT – CONTINUED

MATERIAL TOPICS	# SDG	SDG TARGET SDG (DIRECTLY RELATED TO THE TOPIC)	GLOBAL COMPACT PRINCIPLE
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.	<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>9.</b> Encourage the development and diffusion of environmentally friendly technologies
People management	5	<b>5.1</b> End all forms of discrimination against all women and girls everywhere	<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>3.</b> Support freedom of association and recognize the right to collective bargaining. <b>6.</b> The elimination of discrimination in respect of employment and occupation
	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	
Social responsibility and Community engagement	3	<b>3.6</b> By 2030, 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 <b>8.</b> Undertake initiatives to promote greater environmental responsibility
	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	<b>16.2</b> End abuse, exploitation, trafficking and all forms of violence against and torture of children. <b>16.7</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels.	
	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.	
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



# ANNEX

## CORRELATION OF MATERIAL TOPICS WITH SDG TARGETS AND PRINCIPLES OF THE GLOBAL COMPACT – CONTINUED

MATERIAL TOPICS	# SDG	SDG TARGET SDG (DIRECTLY RELATED TO THE TOPIC)	GLOBAL COMPACT PRINCIPLE
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.	
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 by 2025 end child labor in all its forms</p> <p><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.</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>



# ANNEX

## MATERIAL TOPICS AND LIMITS OF IMPACTS\*

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
Community engagement and Social responsibility	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) Global Compact Brazil
Intervias	Brazilian Association of Toll Road Concessions (ABCR) Porto Ferreira State Park
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 Firjan Council on Public Safety Joint Work Group (GPT)
Fernão Dias	Brazilian Association of Toll Road Concessions (ABCR)
Régis Bittencourt	Brazilian Association of Toll Road Concessions (ABCR) Associação Comercial Industrial de Registro-SP (ACIAR) [Registro-SP Industrial Trade Association]
Litoral Sul	Brazilian Association of Toll Road Concessions (ABCR) Joint Work Group (GPT) Federation of Industries of the State of Santa Catarina (FIESC) Federation of Cargo and Logistics Transport Companies of the State of Santa Catarina (FETRANCESC)
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)



# ANNEX

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

## EMPLOYEES BY GENDER

	2019			2020		
	Men	Women	Total	Men	Women	Total
Arteris Brasil	174	213	<b>387</b>	187	227	<b>414</b>
Intervias	197	243	<b>440</b>	204	256	<b>460</b>
Planalto Sul	146	144	<b>290</b>	194	131	<b>325</b>
Fluminense	276	138	<b>414</b>	268	135	<b>403</b>
Fernão Dias	364	331	<b>695</b>	358	344	<b>702</b>
Régis Bittencourt	218	266	<b>484</b>	290	252	<b>542</b>
Litoral Sul	287	285	<b>572</b>	400	313	<b>713</b>
Latina	304	14	<b>318</b>	155	11	<b>166</b>
Via Paulista	284	276	<b>560</b>	382	299	<b>681</b>
Autovias*	1	3	<b>4</b>	0	0	<b>0</b>
Centrovias**	93	159	<b>252</b>	5	1	<b>6</b>
Vianorte****	0	0	<b>0</b>	0	1	<b>1</b>
<b>TOTAL</b>	<b>2,344</b>	<b>2,072</b>	<b>4,416</b>	<b>2,443</b>	<b>1,970</b>	<b>4,413</b>

Note: Arteris does not count employees by region, but rather by toll road concession/Data from 31/12/2020.

\*Autovias: concession ended in July/2019

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

\*\*\*Vianorte: readmittance of employee due to court order, concession ended in 2018

## EMPLOYEES BY AGE

	2019				2020				
	< 30	31 to 45	46 to 55	Over 55 years of age	< 30	31 to 45	46 to 50	51 to 55	Over 55 years of age
Arteris Brasil	114	212	41	20	108	239	26	23	18
Intervias	71	233	108	28	80	230	66	49	35
Planalto Sul	124	135	24	7	117	158	29	11	10
Fluminense	118	242	41	13	104	241	26	17	15
Fernão Dias	176	411	90	18	151	433	53	42	23
Régis Bittencourt	107	319	46	12	121	341	49	19	12
Litoral Sul	248	263	49	12	271	359	36	29	18
Latina	31	146	78	63	10	58	18	23	57
Via Paulista	183	305	59	13	204	378	52	27	20
Autovias*	0	3	0	1	0	0	0	0	0
Centrovias**	55	148	37	12	0	1	0	2	3
Vianorte****	0	0	0	0	0	0	0	0	1
<b>TOTAL</b>	<b>1,227</b>	<b>2,417</b>	<b>573</b>	<b>199</b>	<b>1,166</b>	<b>2,438</b>	<b>355</b>	<b>242</b>	<b>212</b>

\*In 2020, Arteris started considering the 46-50 and 51-55 age groups as two distinct categories, unlike in 2019

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

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

\*\*\*\*Vianorte: Readmittance of employee due to court order, concession ended in 2018



# ANNEX

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

## EMPLOYEES BY POSITION AND GENDER

	2019							2020						
	Women in executive positions	Women in management positions	Women in other positions	Men in executive positions	Men in management positions	Men in other positions	Total number of employees	Women in executive positions	Women in management positions	Women in other positions	Men in executive positions	Men in management positions	Men in other positions	Total number of employees
Arteris Brasil	4	22	187	7	53	114	387	2	32	193	7	61	119	414
Intervias	-	7	236	1	18	178	440	0	8	248	1	17	186	460
Planalto Sul	-	11	133	-	-	146	290	0	3	128	0	7	187	325
Fluminense	-	6	132	1	22	253	414	0	4	131	1	20	247	403
Fernão Dias	-	2	329	1	26	337	695	1	2	341	0	26	332	702
Régis Bittencourt	-	8	258	1	17	200	484	0	5	247	1	10	279	542
Litoral Sul	-	7	278	-	23	264	572	0	6	307	0	29	371	713
Latina	-	1	13	-	10	294	318	0	1	10	0	9	146	166
Via Paulista	-	8	268	1	29	254	560	0	12	287	1	27	354	681
Autovias*	-	-	3	-	-	1	4	0	0	0	0	0	0	0
Centrovias**	-	1	158	-	7	86	252	0	0	1	0	3	2	6
Vianorte***	0	0	0	0	0	0	0	0	0	1	0	0	0	1
<b>TOTAL</b>	<b>4</b>	<b>73</b>	<b>1,995</b>	<b>12</b>	<b>205</b>	<b>2,127</b>	<b>4,416</b>	<b>3</b>	<b>73</b>	<b>1,894</b>	<b>11</b>	<b>209</b>	<b>2,223</b>	<b>4,413</b>

\*Autovias: concession ended in July/2019

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

\*\*\*Vianorte: Readmittance of employee due to court order, concession ended in 2018

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