



 arteris

Sustainability
Report

2022

Statement from the CEO

While a major achievement for Arteris in 2021 was the clear definition of our ESG Agenda, we took remarkable strides throughout 2022 in meeting the targets of our three major strategic axis: Eco-efficiency, Safety and Quality, and Governance, transparency, and accountability.

With a focus on operational efficiency, care for people and the environment, we have prioritized both occupational and road safety. In addition, we strengthened actions related to sustainability. Our year was also marked by the delivery of major investments. In total, BRL 2.1 billion were allocated to the maintenance, expansion and modernization of our roads. We finished the south bridge over the Camboriú River, in the Litoral Sul toll road concession, reducing accidents along the stretch by 50%. We consolidated more investments in Contorno de Betim and started work on additional lanes, both in Fernão Dias. We also made progress on the Contorno de Florianópolis project and the duplication of SP-255 on ViaPaulista, besides opening two Rest Areas for Truckers on this same road.

I would like to extend my congratulations to all those who, with their commitment and resilience, contributed to Arteris' success in 2022. In 2023, we continue to work with enthusiasm and determination so that the organization can continue to grow responsibly and sustainably. My appreciation also goes to the investors, partners, and vendors who put their faith in the business and enabled us to progress.

Sérgio Garcia,
CEO of Arteris.

“With a focus on operational efficiency, care for people and the environment, we have prioritized both occupational and road safety, in addition to strengthening sustainability initiatives.”

Sérgio Garcia – CEO of Arteris



Watch the full message and the progress on the ESG Agenda.

Sustainability Message

Reduce the carbon footprint, increase renewable energy consumption, innovate based on circular economy in the value chain. These were the key objectives outlined by Arteris in our sustainability strategy. The pursuit of decarbonization was a priority in the ESG Agenda, which advanced in studies and pilot projects to reduce atmospheric emissions, in line with our decarbonization plan developed from the assessment of greenhouse gas emissions from our operations.

In 2022, we deployed 10,000 LED bulbs in five toll road concessions. We kicked off the implementation of solar panels at the Solutions Center and Arteris ViaPaulista. We were certified as a consumer of 100% renewable electricity through the purchase of I-RECs. In addition, as a pilot project, we purchased two electric cars for our fleet. We guaranteed the recycling and reuse of 85% of our waste. We also invested in implementing procedures and initiatives to conserve biodiversity, such as wildlife passages, compensatory planting, deterrence, and animal rescue during operations and construction.

We have made progress on other fronts as well, such as cybersecurity, good governance, road safety and occupational safety. I congratulate our team's performance in 2022 for not only their continuous effort to ensure the best travel experience for users, but also for their dedication to making the goals of the ESG Agenda a reality. The collective efforts of all reinforce the pillar that has always guided our work: operational efficiency coupled with the creation of shared value.

Giane Zimmer, Executive Director of Institutional Relations and Sustainability.



Watch the full message and the progress on the ESG Agenda.



“The pursuit of decarbonization was a priority in the ESG Agenda, which advanced in studies and pilot projects to reduce atmospheric emissions.”

Giane Zimmer – Executive Director of Institutional Relations and Sustainability

About Arteris



Where does the toll money go?

The amounts collected from tolls on the roads under Arteris' concession are reverted into services, benefits and improvements for our users. The investments are distributed across 4 fronts:



Operation



Conservation and Maintenance



Infrastructure improvements



Social and environmental projects

For more details on each action front, [click here](#).



Our performance

GRI 2-1c, 2-1d, 2-6a, 2-6b



Company specialized **in road management**



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



5 federal concessions: Fernão Dias, Fluminense, Régis Bittencourt, Litoral Sul and Planalto Sul.



2 state concessions: Intervias and ViaPaulista.



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



Want to learn more about Arteris?

Click here and watch how we work to connect people and invigorate cargo transportation between some of the most influential economic hubs in the country.

Business model

Through concession agreements signed with the Federal Government and the State Government of São Paulo, we are responsible for restoring, rebuilding, expanding, modernizing, monitoring, improving, maintaining, preserving, and operating the stretches of the highway system under our concession, as well as providing service to highway users.

Our activities are regulated and monitored by the São Paulo State Transportation Agency (ARTESP) at the state level, and the National Land Transportation Agency (ANTT) at the federal level.



Shortening distances and connecting people

In 2022, we launched the brand's new website and followed up with a series of initiatives to strengthen our services to users with transparency and integrity, honoring the concession agreements signed. In our most varied forms of communication, we consolidated the brand positioning created in 2021: "Construct the safest paths to connect lives and foster development for all of society."

We plan perennial and sustainable measures in order to generate value for the territory where we operate, continuously seeking to offer quality service and safety to users.



Trevão Ribeirão Preto.



Corporate governance

We know that maintaining solid Corporate Governance is the key to ensuring transparency for shareholders and the application of best practices in collective decisions. In addition to the legal provisions applicable to the sector in which we operate, the Arteris Bylaws is the document that governs the company's management and outlines the duties of each entity.

Our governance structure

GRI 2-1a, 2-1b, 2-9, 2-10, 2-11, COP G12

Arteris S.A. is a Brazilian company, legally classified as a joint-stock corporation. In all, 82.3% of its shares are held by Partícipes en Brasil S.A. Partícipes en Brasil has shares divided into 51% owned by Abertis Infraestructuras S.A. and 49% held by Brookfield Motorways Holdings SRL. Learn more at: **Profile** and **shareholding structure** on the Investor Relations website: ri.arteris.com.br.

Our governance structure

GRI 2-1a, 2-1b, 2-9, 2-10, 2-11, COP G12

Body	Description	Meeting frequency
<p>Arteris S.A. Shareholders' Meeting</p>	<p>The company's highest level of governance.</p> <p>It is chaired by a representative of the shareholders chosen by those present, who appoints a secretary to assist.</p>	<p>Ordinarily once a year and whenever summoned extraordinarily.</p>
<p>Arteris S.A. Board of Directors</p> <p>Composition: at least 5 and nor more than 9 full members, appointed by the General Shareholders' Meeting.</p> <p>Term: 2 years, eligible for reelection.</p>	<p>Responsible for establishing the company's guidelines in pursuit of its strategic objectives, approving key plans and goals, and monitoring the business performance of the company and its executives.</p> <p>Its chairman is elected by the majority of board member votes. The chairman of the Board may not be the CEO or a top executive of the company and vice versa.</p> <p>Advised by the following committees: Technical Committee, Audit and Compliance Committee, Mergers and Acquisitions Committee, Human Resources Committee, Finance Committee, and ESG Committee, the latter implemented in 2022.</p>	<p>Every two months or whenever called by the chairman or by the majority of its members.</p>
<p>Executive Board of Arteris S.A.</p> <p>Composition: Chief Executive Officer and 6 other executive directors.</p> <p>Term: 1 year, eligible for reelection.</p>	<p>The following are submitted to the Board of Directors annually: the work and investment plans, new expansion programs, budget and accountability through the Management Report; in addition to the Executive Board accounts, balance sheet and financial statements duly audited as required by applicable legislation. Quarterly, it must present the results of the company's operations.</p> <p>The CEO is responsible for coordinating and guiding the activities of other officers within their respective areas of expertise.</p>	<p>Weekly or whenever necessary.</p>
<p>Audit Committee of Arteris S.A.</p> <p>Composition: 3 full members and 3 alternates, elected by the General Shareholders' Meeting.</p> <p>Term: 1 year, eligible for reelection.</p>	<p>Responsible for the supervision of the financial statements and the company's management report.</p>	<p>With no permanent operation, it meets quarterly or whenever necessary.</p>



Body	Description	Meeting frequency
<p>Shareholders' Meeting of the Toll Road Concessions</p>	<p>The highest level of governance of the toll road concessions, it defines the competencies of the other management bodies.</p>	<p>Ordinarily once a year and whenever summoned extraordinarily.</p>
<p>Board of Directors of the Toll Road Concessions</p> <p>3 members appointed by the General Shareholders' Meeting of each of them.</p>	<p>Responsible for setting the general direction of the company's business in the toll road concessions, electing and dismissing the toll road concession directors and outlining their duties, and supervising the management of the Directors, among other functions.</p>	<p>On demand for deliberation on topics within its competence.</p>

Conflicts of interest

(GRI 2-15)

According to the Bylaws, candidates who hold positions in organizations that are competitors of Arteris or that represent conflicting interests with the company cannot be elected as board members, unless waived by the General Shareholders' Meeting. The Board of Directors is the body responsible for managing conflict situations between Arteris and shareholder companies.

Stronger project management

Previously held by interim CEO Sérgio Garcia, in 2022 the Engineering and Deployment Executive Board was taken over by Flávio Dutra Doehler, who brought more than 35 years of experience as an engineer and administrator, with a distinguished record of coordinating large hydroelectric power plants and transmission projects.

The executive came with the intention of strengthening the matrix model of projects, in addition to a series of changes that promote more autonomy to managers, resulting in more agility in decision making, such as the creation of a new Planning Superintendence.



Learn more at:
Code of Conduct
Arteris – Bylaws 2019

Structure of the Executive Board

Female representation in leadership: by December 2022, the Arteris Executive Board was made up of


43% women



CEO*
Sérgio Garcia

Click here and take a closer look at the female directors who make all the difference in our leadership.

Executive Board

Check out the resumes of all executives **here**.

*In addition to the Executive Board, the following are directly linked to the Chief Executive Officer:
– Technology and Transformation Director: **Luiz Eduardo Ritzmann**
– Internal Audit Superintendent **Breno Magalhães Galvão**

Best Road of Brazil

The Cândido Portinari Highway (SP-334), under the Arteris ViaPaulista toll road concession, was ranked the best highway in the country by the National Transportation Confederation. The 25th CNT Highway Survey, conducted jointly with Sest/Senat, shows that the stretch that connects the cities of Ribeirão Preto and Franca has **pavement, signaling, geometry, and general condition considered as "Great"**. In 2022 alone, we invested more than BRL 6 million in the Cândido Portinari Highway, in pavement improvements, horizontal/vertical signaling, and recovery of devices, in addition to routine conservation services and road safety initiatives.



Awards and recognition in 2022



Rodovias + Brasil: We won the Rodovias + Brasil Award in the Social Actions in Toll Road Concessions category, with the Escola Project.



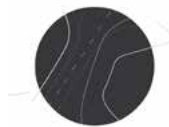
Firjan Award: We received the Firjan Award in the Biodiversity and Ecosystem Services category, with the project "Sustainable Highways: mitigation measures for wildlife being run over on BR-101/RJ North".



Spanish Chamber of Sustainability Award: In this award, Arteris was recognized in the innovation category, with a project for pavement recovery using reclaimed asphalt pavement (RAP).



Jatobá Award: Arteris was highlighted in the Jatobá award for the "Arteris: every life matters" case, in the category Press/Media Relations.



Prêmio Concessionária do Ano
7ª Edição

Toll Road Concession of the Year Award: Arteris Via Paulista stood out in the Toll Road Concession of the Year award, from the São Paulo State Transportation Agency (ARTESP), in different categories, including:



2nd place in Road Safety



3rd place in Sustainability



3rd place in User Choice



Best Roads in Brazil Awards: Arteris took 2nd place in the Melhores Rodovias do Brasil Award – Scientific Contribution, in the Engineering and Operations category, for the project "Analysis of truck weights obtained by weigh-in-motion systems".



Pro-Ethics Seal: In 2021, all seven of our toll road concessions plus the Arteris headquarters received the Pro-Ethics Seal: An initiative of the Ethos Institute and the Office of the Comptroller General (CGU) that fosters the voluntary adoption of integrity practices by companies. The seal is valid until the end of 2023.

2023



Most relevant in the sector: According to a survey published by O Estado de São Paulo newspaper, Arteris is one of the most relevant brands in the mobility sector.



Will Women in Leadership Award We were recognized in the Transportation and Logistics/Infrastructure category, held by Editora Globo in partnership with the NGO Will (Women in Leadership in Latin America) with support from the Ipsos Institute.

Financial performance



Financial performance

Investments that generate value

GRI 203-1, 203-2

In 2022, approximately BRL 2.1 billion was allocated to improvement, maintenance, and expansion projects in federal and state toll road concessions, with a focus on the works conducted on Contorno Florianópolis (Litoral Sul), the largest highway project currently underway in Brazil, and the duplication of ViaPaulista.

Access to the capital market is a relevant source of funds for Arteris, which stands out as a large issuer of debt securities, with expressive funding in 2022.

Performance in cost management is also an indicator of our value creation, since the cost variation percentages from one year to the next have been lower than inflation. We have a positive mix of traffic, characterized by the diversity of economic sectors and growth paths, and we are present in five of the six states with the highest Brazilian GDPs. These factors, when taken together, allow us to continue investing in the quest to provide the best service to the user and to seek the most adequate profitability for the company.

Negotiations of the bond issued by Arteris Litoral Sul yielded a prominent position in a survey produced by the *Quantum Finance* consulting firm, which points it out as second among the most negotiated debentures in 2022. There were 9,555 registered trades of the bond in the period considered by the survey: from the beginning of the year until August 16, 2022.

Investments in improvement, maintenance and expansion works totaled **BRL 2.1 billion in 2022.**



Debentures – In March 2022, the 11th issuance of simple debentures of Arteris Holding was concluded, in the amount of BRL 1 billion, with a term of five years and cost of CDI + 1.65% p.a. In September, Arteris Fernão Dias made its 9th debenture issuance, also in the amount of BRL 1 billion, with final maturity in 2031 and the cost of the Consumer Price Index at 6.39% p.a. This last debenture, rated AAA by S&P, has semi-annual interest, no grace period, and amortization starting in 2026. The funds from this new debt were used to pre-pay the current financing lines of the toll road concession and will also be used to finance investments in maintenance and expansion on the highway, such as the construction of almost 50 km of third lanes between Mairiporã, Atibaia and Bragança, in São Paulo.



Assessed profitability

GRI 2-6d

The year 2022 was marked by progress on solutions for some issues that impact the profitability of our assets. One of them was the qualification, by the National Land Transportation Agency (ANTT), of the Arteris Fluminense stretch for re-bidding, which represents the important conclusion of a plea from Arteris due to the inadequate profitability of the referred toll road concession for the company and for risks not previously anticipated in the agreement. The re-bidding is foreseen in Law 13.448, which allows for the amicable return of the toll road concession, with compensation to the concessionaire for investments made and not yet amortized.

The process foresees conditions for the provision of services and investments during the transition period until the return of Fluminense (foreseen for the year 2024) and will be conducted by Arteris with commitment and transparency, with records of the financial effects in the financial statements disclosed to the market.

Intervias agreement may be extended until 2039

In order to eliminate regulatory discussions with our state toll road concessions that had been ongoing for several years, we signed a preliminary agreement with the State Government of São Paulo in September 2022, bringing to a close long-standing and contentious legal and administrative disputes.

When the negotiation is finalized, Arteris Intervias' agreement is expected to be extended until the year 2039. This is one of the main Arteris toll road concessions in terms of profitability and cash generation.

Reinforcing our commitment to the infrastructure of the State of São Paulo and of Brazil, with the extension of the concession term, we will continue investing in Intervias, especially in special pavement conservation and in the acquisition of vehicles, equipment and systems linked to the operation of the toll road concession.

Since the concession began in 2000, Intervias has yielded BRL 734 million in Service Tax (ISS) for the neighboring municipalities and invested BRL 4.9 billion in different stretches of road to ensure greater traffic flow and safety for users. Works already delivered include 63.3 km of duplication, 117.2 km of new lanes, 11 footbridges, 35 bridges and viaducts, and several lighting points. In 2022, 931 sodium and metal vapor lamps were replaced by LED lamps.



We signed the addendum for the **amicable return of Arteris Fluminense.**



We signed a preliminary agreement to **extend the Arteris Intervias concession until 2039.**



In 2022, Arteris Holding and Arteris Fernão Dias issued debentures in the amount of **BRL 1 billion each.**

Arteris Régis Bittencourt

Economic recovery is reflected as an increase in traffic.

GRI 201-1

In 2022, the economic recovery movement, especially in the service sector, and the return of on-site activities after two years of pandemic, which already started in 2021, was consolidated with an increase of 2.4% in traffic on the highways managed by Arteris compared to the previous year, totaling 687.8 million equivalent vehicles*. The increase in the flow, mainly of light vehicles, together with the increase in tariffs, was reflected in a 9.5% increase in toll revenue.

The costs and expenses that have a cash effect, that is, excluding the costs of construction services, depreciation and amortization, provision for maintenance of highways and provision for reduction of the recoverable value of assets, registered BRL 908 million, a growth of 6.7% compared to the previous year, when it totaled BRL 850 million. If we disregard the effect of the cost of remuneration of the financial assets subject to indemnity, which was reclassified from financial expenses to operating costs, the increase would have been even lower, at 5.03%, and below the inflation rate for the period.

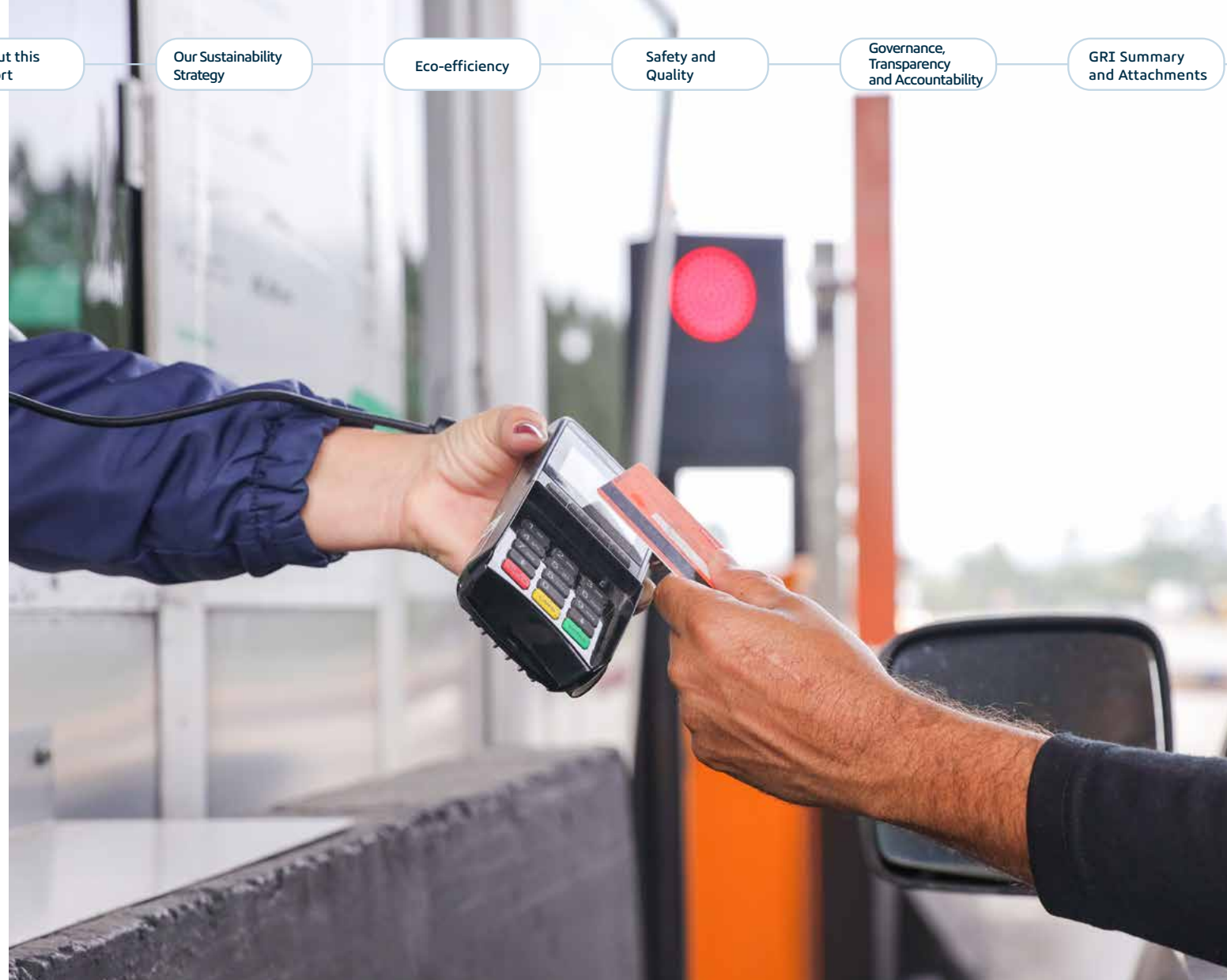
This observed growth is mainly due to contractual readjustments linked to inflation, and to the increase in fuel and electricity prices, partially offset by cost reduction initiatives, since Arteris is always seeking efficiency in the management of its resources.

Operating results

EBITDA, which represents the Group's operating result, totaled BRL 598 million in 2022, down 62.8% compared to 2021 when it was BRL 1.608 billion. Adjusted EBITDA, which excludes the effect of the maintenance provision, as well as the provision for impairment, since both have no cash effect, recorded a growth of 17.1%, totaling BRL 2.2 billion, compared to BRL 1,879 billion in 2021.

**Equivalent vehicles is the measure calculated from the sum between light and heavy vehicles.*

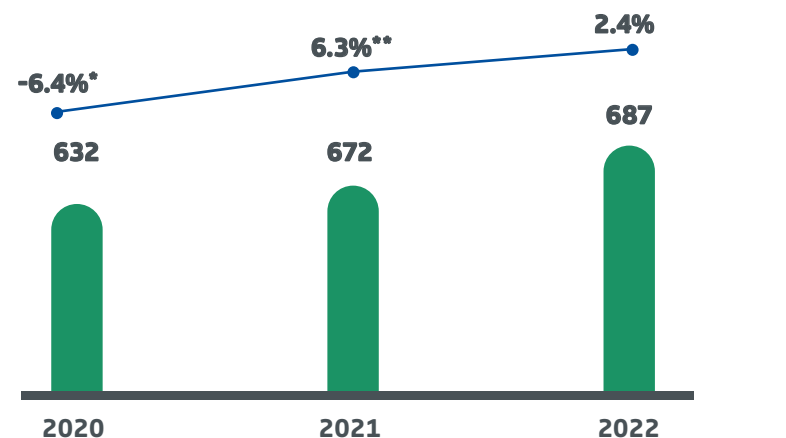
Toll revenue showed **growth of 9.5%** compared to 2021, reflecting the recovery of traffic in the face of the relaxation of isolation measures and rate adjustments.



The growth in Adjusted EBITDA is due to the recovery in traffic on the roads and the readjustment of tariffs, in addition to the initiatives for efficiency in the management of the company's costs.

Key indicators

Traffic (MM equivalent vehicles)

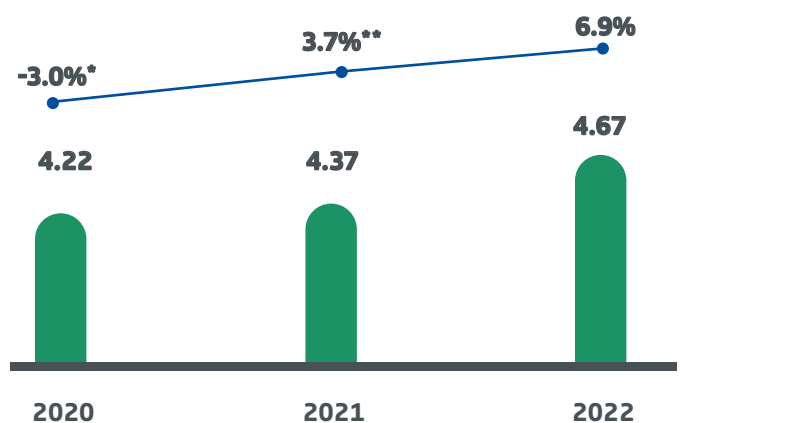


■ Traffic
● Variation

*Drop caused by the pandemic and closure of Centrovias in June/2020. When disregarding these events, the drop was 1.3%.

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

Average tariff (BRL)

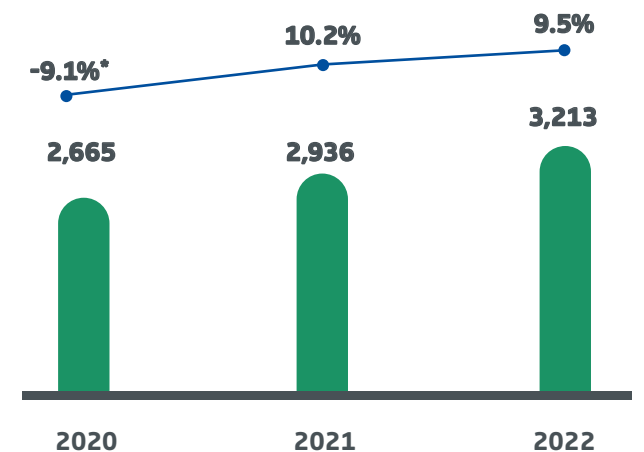


■ Average fee
● Variation

*Drop caused by the closure of Centrovias in June/2020. When disregarded, there was growth of 2.1%.

**This growth includes Centrovias (concession finalized in June/2020). When disregarded, the recorded growth was 7.0%.

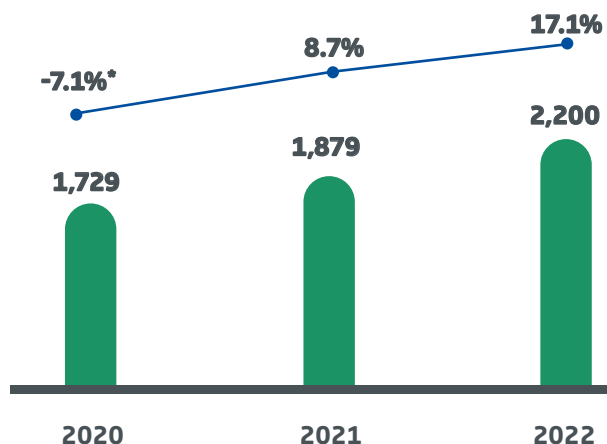
Toll revenue (BRL MM)



■ Toll revenue
● Variation

*The drop considers the closure of Centrovias in June 2020. When disregarded, there was growth of 0.1%.

Adjusted EBITDA (BRL MM)



■ Adjusted EBITDA
● Variation

*The drop considers the closure of Centrovias in June 2020. When disregarding these events, the drop was 0.2%.



Value added distribution

In consolidated terms, Arteris generated value added of 853.9 million in 2022. This amount is the result of revenues from the provision of services (BRL 5.5 billion), less costs related to the concession and construction, materials and consumer goods, third-party services and depreciation and amortization (BRL 3.9 billion), plus dividends, capitalized interest and other financial income (BRL 291.8 million). See a detailed breakdown of the value added in the **Financial Statements**.

Arteris Régis Bittencourt

About this report

GRI 2-3, 2-5, 2-14, COP G13, G14

The report, with an annual publication cycle, covers the period from January 1, 2022 to December 31, 2022 and refers to Arteris S.A. and the highways (state and federal) under its concession.

Produced according to the **GRI Standards**, the Report is organized into two parts and GRI indicators are inserted throughout the document, in reference to the corresponding content (e.g., GRI 2-14). The GRI Content Index at the end specifies the standards used and provides answers or additional information, as well as links indicating where they can be found in the document. The Attachments contain detailed information on certain indicators.

Global Reporting Initiative Standards adopted by organizations worldwide, which allow comparisons among sectors and companies and the monitoring of the company's own management of the topics over the years.

The publication is organized into two parts:

1

The first concentrates the more descriptive and institutional information about the company, its financial performance, and the priority focuses of sustainability management.

2

The second is organized under the strategic axes of Arteris' ESG Agenda, which contains the material topics, distributed across the following chapters:



ESG Agenda



Eco-efficiency



Safety and Quality



Governance, Transparency and Accountability

Questions and information about this document can be sent by email to: institucional@arteris.com.br

Materiality

GRI 2-2, 2-14, 3-1, 3-2, COP G1, G7, E2, HR1, HR3

Arteris' material topics are defined by the aspects that can substantially influence and impact the assessments and decisions of our stakeholders and guide the content of this report. Correlated to economic, environmental, social, and governance impacts, a materiality process was used to define these topics, considering the engagement of prioritized groups, through surveys and interviews with stakeholders, in addition to quantitative and qualitative analyses. The result of the process was validated by the company's Executive Board.

Process of defining materiality













Material topics vs. SDGs

Each of our material topics relates to one or more of the Sustainable Development Goals (SDGs) that make up the United Nations (UN) 2030 Agenda. In all, there are 11 SDGs addressed by the material topics. For this correlation, sustainability aspects, analysis of the actual and potential impacts of our activities, and the promotion of management oriented to generating shared value were taken into consideration.

See the table that correlates the material topics with the SDGs and the Global Compact principles to the side.



Material topics	SDG	SDG target (directly related to the topic)	Correlated Global Compact Principles	
 Road safety and work safety	3	Good health and well-being 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents		
	8	Decent Work and Economic Growth 8.8 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	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses	
	11	Sustainable Cities and Communities 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons		
 Ethics and integrity	16	Peace, Justice and Strong Institutions 16.1 Significantly reduce all forms of violence and related death rates everywhere 16.5 Substantially reduce corruption and bribery in all their forms 16.b Promote and enforce non-discriminatory laws and policies for sustainable development	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	Industry, Innovation and Infrastructure 9.1 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.	1. Respect the protection of internationally proclaimed human rights 2. Ensure the company is not complicit in human rights abuses
		11	Sustainable Cities and Communities 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	
 Management of environmental impacts	12	Responsible Consumption and Production 12.2 By 2030, achieve sustainable management and efficient use of natural resources 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse		
	13	Climate action 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	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	
	15	Life on Land 15.1 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. 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species		
 Innovation	9	Industry, Innovation and Infrastructure 9.1 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.	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	

Material topics	SDG	SDG target (directly related to the topic)	Global Compact Commitment
 People management	5	Gender Equality 5.1 End all forms of discrimination against all women and girls everywhere 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	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
	8	Decent Work and Economic Growth 8.8 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	
	10	Reduced inequality 10.2 Empower and promote social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic condition or other status by 2030	
 Social Responsibility and Community Engagement	3	Health and well-being 3.6 By 2030, halve the number of global deaths and injuries from road traffic accidents.	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
	16	Peace, Justice and Strong Institutions 16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	
	17	Partnerships for the goals 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	
 Value generation	9	Industry, Innovation and Infrastructure 9.1 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.	10. Work against corruption in all its forms, including extortion and bribery
 Corporate	16	Peace, Justice and Strong Institutions 16.6 Develop effective, accountable and transparent institutions at all levels. Expand the transparency, accountability and effectiveness of institutions at all levels.	2. Ensure the company is not complicit in human rights abuses
 Supplier engagement	8	Decent Work and Economic Growth 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and end child labor in all its forms by 2025 8.8 Protect labor rights and promote safe and secure work environments for all workers, including migrant workers, in particular migrant women, and people in precarious jobs.	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
	16	Peace, Justice and Strong Institutions 16.5 Substantially reduce corruption and bribery in all their forms	

Our Sustainability Strategy



Yes, we
have
a plan!

ESG Agenda

GRI 2-12, 2-13, 3-3, COP G1, G4, G5, G7

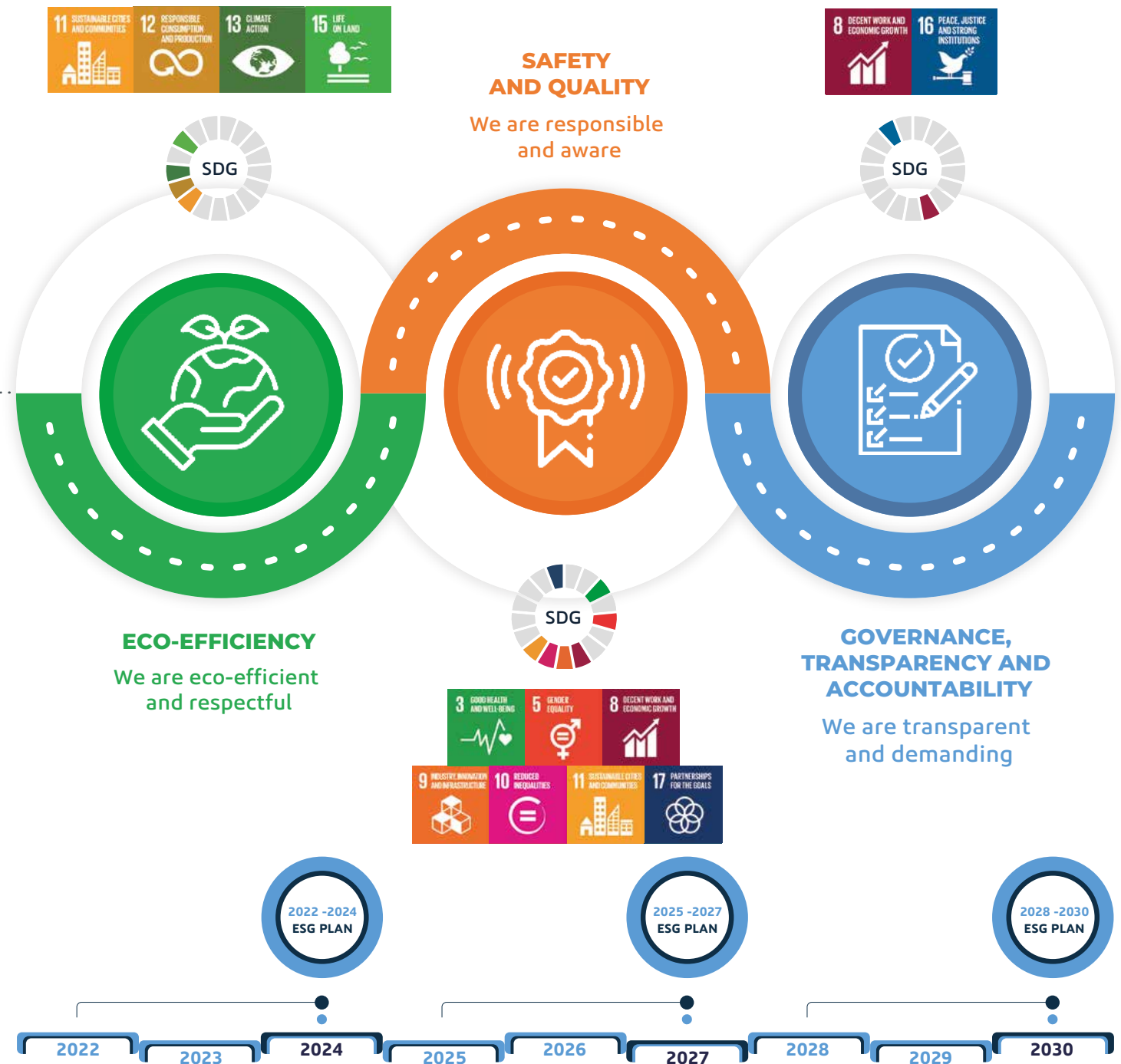
Sustainability is one of Arteris' strategic guidelines that underpins the company's decision-making, considering the analysis of relevant and potential environmental, social and governance impacts of our operations, which unfold in our ESG (Environmental, Social and Governance) Agenda. In line with our shareholders' agenda, Arteris' ESG Agenda aggregates

indicators, initiatives, and targets, some already established and others in development, divided into **three strategic axes**, which guide the promotion of management focused on creating shared value. The evolution of the initiatives is monitored periodically by the ESG Committee (see Sustainability Governance).

The creation of the ESG Agenda formalizes Arteris' commitment with the best governance references and the international sustainability agenda, such as the Global Reporting Initiative (GRI), European Taxonomy and the UN Sustainable Development Goals.

Yes, we have a plan!

Under the slogan "Yes, we have a plan", our journey towards the goals and targets of the ESG Agenda follows three-year planning, allowing us to track the actions to be implemented and the respective budget.




Status of the ESG Agenda

Important advances in the ESG Agenda were recorded in 2022, with the deployment of initiatives that materialize the path to an operation that increasingly contributes to sustainable development.



Our ESG Agenda in 5 minutes

A video that highlights the history of our ESG Agenda in just a few minutes? We have one! [Click here](#) to watch the main events of 2022 at Arteris, as well as stay on top of our expectations for 2023.

Strategic axis	Strategic objectives	2024 Targets	2022 Results	Key Advances in 2022
 <p>ECO-EFFICIENCY We are eco-efficient and respectful</p>	We reduce the carbon footprint of our organization and our activities.	Reduce scope 1 and 2 emissions (target under construction)	Reduction of 0.5% from 2021 to 2022	<ul style="list-style-type: none"> Deployment of 10,000 LED bulbs in 5 toll road concessions. Second year with the acquisition of I-REC+REC Brasil renewable energy certificates, corresponding to 100% of own electricity consumption in 2022. Initial deployment of solar panels at the Solutions Center and ViaPaulista, in addition to those already installed on Fluminense.
	We increase the energy efficiency and energy consumption from renewable sources.	100% of own electricity consumed from renewable sources	100% own renewable electricity	<ul style="list-style-type: none"> Free Market consumption of energy from renewable sources in some toll plazas and tunnels of the Litoral Sul and Regis Bittencourt. Test of a CNG-powered light winch, in addition to the use of the fuel in 9 of the 11 vehicles in the Litoral Sul fleet. Purchase of two electric cars for the fleet for use in 2023. Elaboration of the Decarbonization Plan.
	We innovate based on the circular economy of our value chain.	Reduce scope 3 emissions (target under construction)	Reduction of 14% from 2021 to 2022 (disregarding emissions from the use of roads by users)	<ul style="list-style-type: none"> Studies on the use of reclaimed asphalt pavement (RAP), aiming to analyze the technical feasibility and CO₂ emissions. 67% reduction in office paper consumption, based on 2019, exceeding the 15% target. Studies of opportunities to enhance waste and water management. Installation of 17 bio septic tanks and renovation of 9, for ecological treatment of sanitary effluent.
We actively promote and ensure the conservation of biodiversity	70% of waste recycled or reused	85% of waste has been recycled or reused	220 wildlife crossings	54% reduction in employee airplane miles traveled, based on 2019, exceeding the 20% target.
	Targets under construction	2.2 million native seedlings planted since the start of operations		Execution of procedures and initiatives to conserve biodiversity, such as wildlife passages, compensatory planting, deterrence, and animal rescue during operations and construction.

Strategic axis	Strategic objectives	2024 Targets	2022 Results	Key Advances in 2022
 <p>SAFETY AND QUALITY We are responsible and aware</p>	We guarantee and promote road safety	Reduce traffic fatalities by 20%, in alignment with the UN Decade of Action for Road Safety 2021-2030	Increase of 4% in fatalities compared to 2020 Reduction of 7% in traffic-weighted fatality rate (IF3) compared to 2020	In addition to engineering and operational initiatives, 548 actions of the Viva Programs were conducted with 58,098 people, to raise awareness among road users about the importance of humanizing traffic, twice as many as in 2021. Despite the rise in fatalities, the decrease in IF3 was mainly attributed to the 12% increase in the number of vehicles per kilometer between the years. The company has implemented a sectorial task force to reverse the increase in fatalities. The strategy considers the external behavioral factors that directly influence the results of the targets.
	We promote occupational health and safety	Reduce occupational accident rates (target under construction)	Reduction of 16% in the rate of accidents resulting in leave for both direct and indirect employees 3 fatalities among indirect employees	Implementation of the Operational Safety and Control Center (CCSO), aimed at the prevention of occupational accidents and intensification of the actions of the Caminho Seguro Program, the main occupational safety campaign focused on employees and third parties with a schedule of communication and engagement actions throughout the year.
	We ensure diversity, equity and inclusion	>30% women in executive and management positions >50% women in new hires for executive and management positions	28% of leadership roles held by women 17% women in new leadership hires	Consolidation of the Diversity and Inclusion Program: conducting the Census with 80% participation, establishing the pillars of action and forming focus groups centered around gender, race, LGBTI+, Persons with Disabilities (PWDs) and generation.
	We guarantee cybersecurity	Incorporate 100% of the toll road concessions in the Cybersecurity Policy	100% of the toll road concessions incorporated in the Cybersecurity Policy	Increase in the CIS index of cybersecurity maturity and continuity of internal training on the subject to ensure the implementation of the company's data protection policy.

Strategic axis	Strategic objectives	2024 Targets	2022 Results	Key Advances in 2022	
 <p>GOVERNANCE, TRANSPARENCY AND ACCOUNTABILITY We are transparent and demanding</p>	We develop an organizational culture based on principles of ethics and sustainability	Train more than 70% of leadership on sustainability	Training began in 2023	Leadership involvement in the execution and knowledge of the initiatives, KPIs and targets of Arteris' ESG Agenda. Consolidation of the ESG Committee with the participation of shareholders, the CEO and executive board.	
	We reject all forms of corruption	Implement variable leadership compensation tied to ESG metrics.	100% of critical suppliers on ESG criteria	Part of the corporate targets tied to ESG metrics 100% of critical suppliers evaluated on ESG criteria	In 2022, the ESG Agenda became part of the executives' and the company's goals. Evaluation of all critical suppliers against sustainability criteria by implementing the Go Supply system.
	We achieve excellence in good governance	Evaluate and audit 100% of critical suppliers on ESG criteria	Certify 66% of the toll road concessions on ISO 14.001 Environmental Management System	Certifications initiated in 2023	Maintenance of the Environmental Management System aligned to the ISO standard, internal training of auditors, and preparation for ISO 14.001 certification as of 2023.
		Incorporate human rights due diligence in 100% of toll road concessions		<i>Due diligence</i> began in 2023	Development of an action plan for incorporating human rights due diligence at Arteris.

Sustainability governance

GRI 2-12, 2-13, 2-17, 2-18, 2-19, COP G11

All pillars of the sustainability strategy support and leverage the **Arteris Mission and Values**. The Board of Institutional Relations and Sustainability is responsible for coordinating this strategy. A statutory ESG Committee, comprised of representatives from the company's senior leadership and shareholders, which reports directly to the Board of Directors, as well as the inclusion of ESG targets in the performance assessment of executives, demonstrates the strength of Arteris' governance of this issue.



Recognition of the Na Mão Certa Program

Institutional commitments

GRI 2-23, COP G2, G3, G7, HR2, L1, E1

We are signatories to institutional commitments, in addition to creating and supporting programs in collaboration with various organizations, which bolsters our efforts towards generating shared value.



GLOBAL COMPACT

We consolidated our strategy in line with the UN's Sustainable Development Goals (SDGs).



DECADE OF ACTION FOR ROAD SAFETY

It foresees a 50% reduction in traffic fatalities in 10 years (2021-2030) – a target surpassed between 2011 and 2020 by Arteris and voluntarily renewed for the next decade.



ETHOS INSTITUTE

We are affiliated with the institute, a Civil Society Organization of Public Interest (Oscip) whose mission is to mobilize, raise awareness, and assist companies in managing their businesses in a socially responsible manner, making them partners in building a fair and sustainable society.



BUSINESS PACT FOR INTEGRITY AND AGAINST CORRUPTION

An initiative of the Ethos Institute that brings together organizations in the pursuit of eliminating bribery and corruption.



NA MÃO CERTA PROGRAM

We are supporters of the program, by signing the Business Pact Against Sexual Exploitation of Children and Adolescents on Brazilian Highways, coordinated by Childhood Brasil.



LOGÍSTICA VERDE BRASIL PROGRAM (PLVB)

We also participating in the initiative of the Brazilian Institute for Sustainable Transportation, which brings together carriers, logistics operators, and shippers to promote efficiency and sustainability in logistics.

Eco-efficiency

We are eco-efficient and respectful



How is the carbon footprint **related to Arteris' performance?**

The carbon footprint, which represents the total amount of greenhouse gases (GHG) emitted from human economic and daily activities, is a way to quantify the impact of both individual and corporate consumption. At Arteris, we have several initiatives to reduce emissions from our operations, focusing on the compound that contributes most to global warming, the carbon dioxide (CO₂).

Management of atmospheric emissions is a priority

GRI 305-1, 305-2, 305-3, 305-3, 305-6, 305-7

The "Eco-efficiency" strategic axis of our ESG Agenda aggregates indicators, initiatives and targets associated with the management of the use of natural resources and the impacts caused to the environment. The pursuit of decarbonization is a priority in this agenda, which advanced in 2022 with studies and pilot projects to reduce atmospheric emissions, with a focus on energy efficiency and a circular economy.

We have integrated the carbon emissions inventory of Abertis, one of our shareholders, which was produced using the GHG Protocol and ISO 14064:1-2012 methodology. In 2022, Arteris' total emissions amounted to 278,354 tons of CO₂ equivalent, of which 7% correspond to scopes 1 and 2, and 93% correspond to scope 3. The emissions generated by highway users, classified in category 11 of scope

3, must also be added. These emissions totaled 5.2 million tons of CO₂, but were not included in the table and charts presented below, as they are indirect emissions and would distort the analysis of the inventory.

Changes in material consumption, included in the category of purchase of goods and services, is one of the factors that resulted in the reduction of emissions, compared to 2021. This index is subject to annual fluctuations, as it is linked to the variable profile of works and maintenance activities for highways established in an agreement with regulatory bodies. Another factor that contributed to the reduction of emissions in 2022 was the review of data measurement related to corporate travel by car, listed under the category of travel and business in Scope 3.

13% was the rate of reduction in total emissions in 2022 compared to 2021, not including emissions from highway use by users.

Greenhouse gas (GHG) emissions by scope in tCO₂e (tons of carbon dioxide equivalent)

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

		2020	2021	2022
Scope 1	Fixed sources	10,146	547	534
	Mobile sources (own fleet)	25,557	17,710	17,760
	Refrigerant Gases	86	259	134
Total Scope 1 (tCO₂e)		35,789	18,517	18,429
Scope 2*	Electric power (market-based)	2,856	0	0
Total Scope 2 (tCO₂e)		2,856	0	0
Scope 3	Purchase of goods and services	418,803	282,151	247,993
	Emissions associated with energy and fuels	-	1,582	5,808
	Transportation and distribution (upstream)	-	-	271
	Waste from the operation and works	11,627	8,314	4,230
	Business trips	17,727	10,705	1,623
Total Scope 3 (tCO₂e)		448,156	302,752	259,926
Total fossil emissions (tCO₂e)		486,802	321,269	278,354
Out of scope	Scope 1	N/A	1,462	1,505
	Scope 3	N/A	0	312
Total biogenic emissions (tCO₂e)**		N/A	1,462	1,817

*With the acquisition of I-RECs, scope 2 CO₂ equivalent emissions remain at zero. Location-based electricity emissions reported in 2021 have been revised to 2022 in line with the SBTi, adjusting the inventory for market-based emissions. See more in Decarbonization Plan.

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

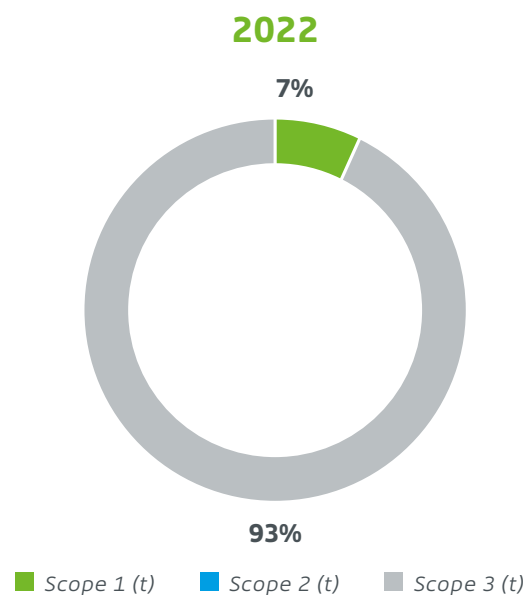
Decarbonization plan

GRI 305-5

With decarbonization as one of the primary goals of our ESG Agenda, in 2022 we partnered with a climate change consulting firm to conduct a comprehensive assessment of our activities' greenhouse gas emissions.

With the results in hand, we established a decarbonization plan for Arteris. The Marginal Abatement Cost Curve (MACC) was used to define the initiatives, which practically evaluates the feasibility of actions by correlating investments, costs, and potentials for mitigating greenhouse gas emissions. The analysis of each project is summarized on the following page. In the case of pilot projects, in addition to emission reduction, operational efficiency factors will be analyzed.

The decarbonization plan was based on the Science Based Targets Initiative (SBTi), an initiative whose methodology guides companies to set emission reduction targets that are informed by climate science and sustainable economic development.



Total emissions:

278,354 (tCO₂e)



Solar panels at the Arteris ViaPaulista toll plaza

Scopes 1 and 2 in focus

GRI 305-5

While most of the company's emissions are concentrated in scope 3, we have prioritized scope 1 and 2 emissions to initiate key projects on six action fronts (see table below). Studies already underway related to Scope 3 will indicate long-term directions for the management of emissions associated with the consumption of goods and services, presenting a challenge for Arteris and the entire highway infrastructure industry. In addition to the emission reduction, the operational efficiency factors of each project are being analyzed.

	Project	Analysis/status
Scope 1	Replacement of gasoline by ethanol in fleet vehicles.	Potential for significant reduction in emissions, despite cost variations due to differences in fuel prices between states. This became effective in 2023 for all cars on Arteris toll road concessions in the state of São Paulo.
	Implementation of a device to supply diesel and natural gas to the fleet's heavy vehicles.	Despite not having significant emission reduction potential, the real gain of the investment (calculated by NPV – Net Present Value) is advantageous. The device will be installed in 11 heavy-duty vehicles, according to access to natural gas supply.
	Replacement of light winches with light electric winches.	Negative NPV after analysis, with performance uncertainties, which led us to institute the pilot project of operating a light electric winch, with results to be evaluated during 2023 and 2024.
	Replacement of part of the light vehicle fleet by electric vehicles.	Negative NPV after analysis. Ongoing studies of the performance of the two electric cars acquired at ViaPaulista.

	Project	Analysis/status
Scope 2	Acquisition of renewable energy certificates (I-RECs)*.	Already studied in 2021, they have a high emission reduction potential and affordable cost. Acquisition of I-RECs corresponding to 100% of Arteris' own electricity consumption in 2021 and 2022, reducing the emission of CO ₂ from this source to zero. The plan contemplates the replacement of I-REC purchases by own solar energy consumption in the long term, in order to maintain scope 2 at zero emissions.
	Generation of own solar energy.	In addition to the solar panels already in operation since 2018 in some toll plazas at Arteris Fluminense, the implementation of solar panels began at Arteris ViaPaulista and at the Solutions Center in 2022, including toll plazas, user service bases and public lighting. In 2023, the implementation will begin in two other toll road concessions.

*The I-RECs (acronym for International REC Standard) were acquired with the REC Brazil seal, a program that encourages the Brazilian renewable energy generation market to develop robust sustainability strategies, meeting specific requirements such as the power generator's commitment to at least five of the 17 Sustainable Development Goals (SDGs). The International REC Standard is a global system for tracking the environmental attributes of energy, through which electricity consumers can prove the source of renewable energy.



Contorno de Florianópolis in Arteris Litoral Sul

Energy efficiency and clean energy

LED: LED bulbs represent an environmentally friendly technology that helps reduce the emission of CO₂ as a consequence of reducing electricity consumption. Continuing the project that began in 2021, we completed the implementation of 10,000 LED bulbs in toll plazas, user service bases and in part of the operation of five Arteris toll road concessions in 2022. The project can guarantee savings of 6.5 million KWh per year beginning in 2023. [Click here](#) to learn more about our challenge to replace 10,000 LED bulbs.

Solar energy: Initiatives in this pillar also involve the use of solar energy. At ViaPaulista, since 2019, we have adopted the use of Intelligent Transport Systems (ITS) powered by solar energy. Currently, there are almost 750 pieces of equipment in the toll road concession, which include the SOS Wi-Fi system, CCTV monitoring, traffic sensors (SAT) and fixed radars.

In 2022, we expanded the implementation of solar panels, which were previously only in two toll plazas of Arteris Fluminense, to serve all consumer units of Arteris ViaPaulista and the Solutions Center in Ribeirão Preto. Together they account for about 14% of the company's electricity consumption. The expectation is to generate 4.3 million KWh per year, reducing emissions by about 560 tCO₂e.

Free energy market: The migration of some toll plazas and tunnels from the Litoral Sul and Régis Bittencourt toll road concessions to the Free Energy Market in 2021 is another initiative that contributes to the consumption of clean energy. Through this modality, consumers have the freedom to negotiate the purchase of electricity directly from the Power Generators, without the need for a Distributor, allowing for the use of renewable energy sources and cost savings. Between 2021 and 2022, we consumed around 6 million KWh from 100% renewable sources, reducing the emission of 460 tCO₂e and with cost savings of BRL 1 million (about 25% lower than the consumption costs of the conventional market).

Data on energy consumption

Energy consumption from direct and indirect fixed sources (except vehicle fleet)

GRI 302-1, COP E9

Source	Direct consumption			Indirect consumption			Total consumption		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Diesel oil (liters)	666,881*	173,622*	201,912	2,850,385*	5,065,383*	6,152,665	3,517,266*	5,239,005*	6,354,577
Butane (MWh)	4*	-	-	-	-	-	4*	-	-
Other LPG (MWh)	-	-	-	-	-	-	-	-	-

*Values corrected according to active companies in 2022 for analysis on a comparable basis.

Energy consumption of mobile sources of the vehicle fleet

GRI 302-2

Source	Direct consumption			Indirect consumption			Total consumption		
	2020*	2021*	2022	2020	2021	2022	2020	2021	2022
Diesel oil (liters)	2,742,567	3,910,218	4,318,527	3,884,510	6,148,925	9,800,472	6,627,077	10,059,143	14,118,999
Gasoline (liters)	1,434,866	2,502,805	2,642,016	1,566	648,226	1,359,593	1,436,432	3,161,031	4,001,609
Natural gas (m ³)	47,920	106,289	105,072	-	-	-	47,920	106,289	105,072
Ethanol (liters)	2,006,891	979,867	1,032,757	-	35,302	109,854	2,006,891	1,015,169	1,142,611

*Values corrected according to active companies in 2022 for analyses on a comparable basis.

Direct and indirect electricity consumption

GRI 302-1, COP E9

Source	Direct consumption			Indirect consumption			Total consumption		
	2020*	2021*	2022	2020*	2021*	2022	2020*	2021*	2022
Total consumption (MWh)	27,080	31,070	32,619	-	-	4,540	27,080	31,070	37,159
Consumption from renewable sources (MWh)**	97	30,801	32,340	-	-	14	97	30,801	32,354
Consumption from own renewable sources (MWh)	97	269	279	-	-	-	97	269	279

*Values corrected according to active companies in 2022 for analysis on a comparable basis.

** The value of renewable sources in 2021 has been corrected as Arteris acquired I-RECs for 2021 energy consumption.

Solar power generation, Free Market, CO₂ emissions avoided

GRI 302-4, 302-5

	Energy Consumption (MWh)		Reductions of tCO ₂ e of projects	
	2022	Accrued 2018-2022	2022	Accrued 2018-2022
Solar Energy - 2 Toll Plazas (since 2018)	279	767	12	68
Free Market - 2 Toll road concessions (since 2021)	4,437	6,216	188	460
Purchase of I-REC (since 2021)	32,340	64,182	1,378	5,319
Total	32,619	64,949	1,389	5,387

*The totals do not include the free market because it is already accounted for in the purchase of I-RECs, since, although free market consumption is 100% renewable, it cannot be tracked.

Improved waste management

GRI 306-1, 306-2

The control of waste generation and disposal are aspects that challenge waste management at Arteris and for which we strive to improve processes. The topic is part of the company's Environmental Management System and is among the strategic objectives of our ESG Agenda.

The vendors' commitment to the topic, especially in the construction sites, is a key factor to guarantee efficiency in the management of the related environmental impacts. Therefore, we demand legal documentation from all suppliers that allows the traceability of the waste from its generation to their final disposal.

In 2022, we conducted an in-depth study of the company's waste management. The analysis, conducted in partnership with an external consulting firm, concluded that Arteris' management of both hazardous and non-hazardous waste is in compliance with Brazilian environmental regulations. However, the most precise diagnosis of waste generation and disposal, resulting from this study, highlighted opportunities for improvement in the processes for the main types of waste generated.

Our waste management complies with Brazilian environmental legislation.

Main categories of waste generated by the company

1

CONSTRUCTION AND DEMOLITION WASTE (ASPHALT WASTE)

98% of what was generated in 2022 was reused, recovered or recycled through donations to neighboring municipalities or reintroduced in our pavement reconstruction and maintenance activities.

View the text entitled Recover and reuse: sustainable solutions for pavement, in this chapter.



2

SEPTIC TANK SLUDGE

All material generated in 2022 was sent for proper treatment and disposal in accordance with relevant legislation. The company is expanding a project to implement bio septic tanks, which will help reduce sludge production.

See text Natural solution for treatment of sanitary effluents, in this chapter.



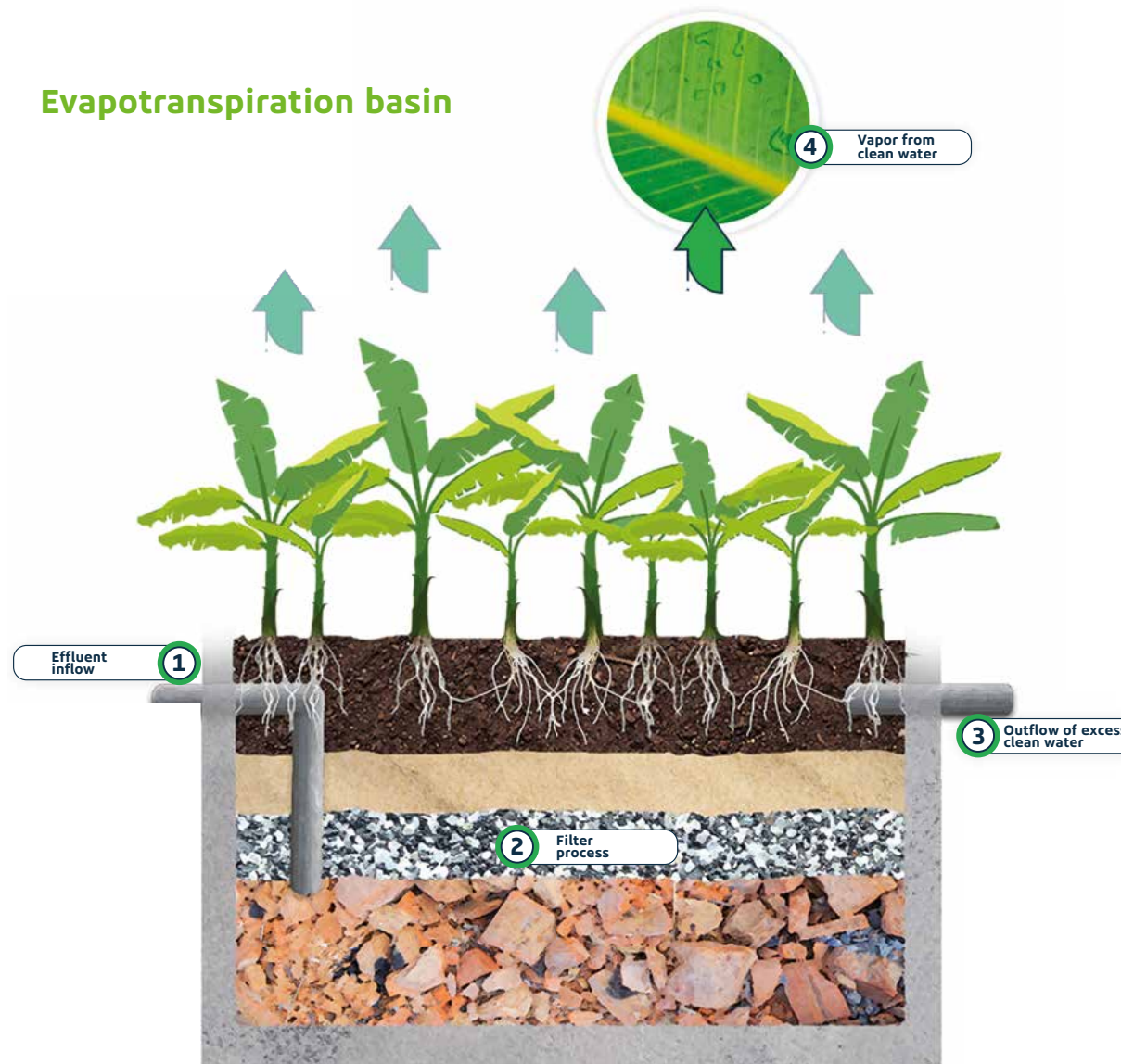
Natural solution for treatment of sanitary effluents

Already in use at Litoral Sul and Fluminense, in 2022, we expanded the use of bio septic tanks to all toll road concessions for the ecological treatment of sanitary waste. These structures are composed of an Evapotranspiration Basin, popularly known as the "banana pit", or a Biological Effluent Treatment Station (BioETE® system) and Filter Garden.

The Evapotranspiration Basin is a closed effluent treatment system, water used for flushing conventional toilets. The technology is able to treat sewage without generating effluent emissions instead of conventional treatment through septic tanks. With it, human waste is transformed into nutrients for plants and the water evaporates completely, leaving it clean.

The BioETE® is a micro domestic sewage treatment plant, in which the effluent is treated using biotechnology in physico-chemical and biological processes. The Filter Garden is a system for treatment and final disposal of sewage by subsurface infiltration into the soil and evapotranspiration of plants, which have the ability to remove pollutants from soil and water, consuming the nutrients as a biofertilizer. The high evapotranspiration rate of these plants also contributes to reducing the volume of water in the soil, i.e. part of the effluent is infiltrated and part is consumed by the plants.

Evapotranspiration basin



[See a video here](#) of an Arteris employee explaining the operation of the Evapotranspiration Basin



17 bio septic tanks Deployed in 2022.



9 bio septic tanks restored in 2022.

Waste by type and disposal method

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

We seek continuous improvement in the management of hazardous and non-hazardous waste in all processes: generation, storage, collection, transportation and final disposal, always in compliance with current legislation.

In 2022, the percentage of reuse of non-hazardous waste was **85%**, reinforcing Arteris' commitment to fulfill one of the targets of the ESG Agenda, to maintain the reuse of waste **above 70%**.

Non-hazardous waste, broken down by type and disposal method (kg)

Type of waste	Total non-hazardous waste generated			Waste recovered, reused and/or recycled			Waste sent to landfill			Waste subjected to other treatments		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Construction and demolition debris	464,362,542	286,147,782	79,675,307	461,875,113	279,228,268	78,258,542	2,479,362	6,585,514	1,407,292	8,067	334,000	9,473
Biological sewage sludge (septic tanks)	3,246,490	4,972,083	7,511,840	453,870	452,738	-	647,171	-	12,885	2,145,449	4,519,345	7,498,954
Gardening debris	1,498,951	421,170	2,930,575	53,730	11,060	7,390	1,445,221	410,110	2,920,842	-	-	2,343
Household waste	4,325,974	5,485,357	2,237,821	374,680	17,021	330	3,951,294	5,468,204	2,152,910	-	132	84,581
Others	2,491,984	43,490,674	1,542,584	1,837,306	22,445,999	1,228,702	145,855	7,195,315	204,182	508,823	13,849,361	109,701
Total	475,925,941	340,517,066	93,898,128	464,594,699	302,155,086	79,494,963	8,668,903	19,659,142	6,698,112	2,662,339	18,702,838	7,705,053
Representativeness by type of disposal (%)				98%	89%	85%	2%	6%	7%	1%	5%	8%

Hazardous waste, broken down by type and disposal method (kg)

Type of waste	Total hazardous waste generated			Waste recovered, reused and/or recycled			Waste sent to landfill			Waste subjected to other treatments		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Moist common sludge	-	9,810	397,650	-	-	-	-	-	-	-	9,810	397,650
Contaminated metal and plastic packaging	52,381	73,630	89,688	9,114	-	-	21,490	-	6,443	21,777	73,630	83,245
Oil-contaminated earth	69,490	43,825	57,507	40,200	-	521	21,770	20,855	54,885	7,520	22,970	2,101
Contaminated absorbents and cloths	445	11,114	47,179	-	-	-	425	9,907	31,446	20	1,207	15,733
Used oil	69,413	62,827	80,128	41,721	7,647	53,368	10,945	-	-	16,747	55,180	26,760
Others	289,760	91,737	94,863	1,860	106	17,269	265,209	56,474	55,954	22,691	35,157	21,640
Total	481,488	292,943	767,016	92,895	7,753	71,158	319,839	87,236	148,728	68,754	197,954	547,129
Representativeness by type of disposal (%)				19%	3%	9%	66%	30%	19%	14%	68%	71%

In 2022, we changed the way we report the types of waste (hazardous and non-hazardous) disposed of, in line with the process of continuous improvement and enhancement in traceability and waste management. As a result, not all types of waste can be compared with those of previous periods, as they follow different bases.

The complete tables can be found in the **Attachment**.

Recover and reuse: sustainable solution for pavement

From the pavement recovery project on Fernão Dias using RAP (Reclaimed Asphalt Pavement), completed in 2021 with successful results, we developed, in 2022, two studies with linked pilot projects: the first, related to the use of RAP in the upper layers of the pavement on Fernão Dias, and the second, to the expansion of the use of RAP in the pavement reconstruction of Litoral Sul. The studies, unprecedented in the country, were developed by the Arteris Technological Development Center in partnership with the Paving Technology Laboratory of the University of São Paulo (USP). Both aimed to analyze the technical feasibility and impacts regarding CO₂ emissions from the use of RAP in both situations.



[Click here](#) to watch a video that shows how, in practice, three km were recovered on BR 116 (PR), on Litoral Sul, with the use of RAP.

The studies

1st

Laboratory study in which the incorporation of 10% RAP in the hot mix for filling the upper pavement layer was evaluated, including execution in a 300-meter test segment on Fernão Dias.

- **Technical conclusions:** The data obtained in the laboratory showed similar performance of the mixture with RAP to that of the conventional mixture regarding permanent deformation. However, the fatigue of the recycled material was a point of attention to be monitored in the field, due to the increased stiffness of the mixture caused by the presence of an aged binder portion from the RAP.
- **Environmental conclusions:** the benefits provided by the inclusion of RAP are a reduction in the consumption of virgin materials, reduction of energy consumption in the mixing process, reduction of waste generation and consequent reduction of CO₂.
- **Next steps:** in 2023, Arteris will invest in a targeted complementary study to increase the use of RAP by up to 30% in asphalt mixing.

2nd

Study conducted with the reconstruction of three kilometers of a lane on Litoral Sul using 70% RAP in the cold mix, used for the base and sub-base layers of the pavement.

- **Environmental conclusions:** the use of RAP allowed the pavement sub-base layer to be reduced by 20 cm, when compared to the structure composed of dry macadam and simple graded gravel, reducing the total amount of virgin material used and increasing the reuse of waste. However, the alternative structure with RAP requires increased cement and asphalt binder in the mixture which, even used in reduced proportion, showed an increase CO₂ emissions.
- **Technical conclusions:** pavement that has asphalt material in its composition generally presents higher mechanical strength when compared to granulated pavements, that is, to reach a more detailed conclusion, it is necessary to consider the durability of this type of pavement structure.
- **Next steps:** in 2023, Arteris will conduct a new study with practical application, including analysis of the life cycle of the "cradle to grave" pavement, for the purpose of evaluating the actual positive impact of solutions with the use of recycled asphalt.



Arteris Regis Bittencourt

Conscious water consumption

GRI 303-5

The majority of water for human consumption and operational demands in Arteris' toll road concessions is withdrawn from artesian wells. Because we understand the importance of conscious consumption in our operations, we conduct several actions to promote better management of this resource.

Impact management

Water consumption is monitored by tracking consumption bills from water supply companies, water meters and the amount of water purchased in gallons.

All water withdrawn by Arteris is licensed and meets legal and contractual requirements, with periodic monitoring of flow, potability and quality. In order to protect water bodies in strategic locations, containment boxes for hazardous products are implemented in order to avoid possible contamination.

In 2022, no water was withdrawn from areas of water stress.

Our initiatives to contribute to reducing consumption

- Automatic taps, which save up to 70% compared to conventional ones
- Toilets with dual flushing options (3 and 6 liters), which generate water savings of up to 50%
- Consumption control
- Rainwater reuse
- Use of water coming from the air conditioner
- Conscious consumption in building cleaning
- Semi-annual cleaning of storage sites (water tanks)
- Analysis and monitoring of rivers during construction

Direct water consumption (liters)

	Drinking water			Other type of water			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Well water	75,273,413	70,233,112	17,959,000	1,192,000	-	57,116,070	76,465,413	70,233,112	75,075,070
Rainwater	890,260	903,290	-	4,431,000	3,498,841	654,680	5,321,260	4,402,131	654,680
Water from utility company	2,999,469	17,555,715	-	-	-	23,390,000	2,999,469	17,555,715	23,390,000
Others	-	736,000	149,492	-	-	2,457,398	-	736,000	2,606,890
Total	79,163,142	89,428,117	18,108,492	5,623,000	3,498,841	83,618,148	84,786,142	92,926,958	101,726,640

Indirect water consumption (liters)

	Drinking water			Other type of water			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Well water	178,204,100	720,000	30,000	-	-	2,584,177	178,204,100	720,000	2,614,177
Rainwater	-	-	-	-	1,526,440	546,000	-	1,526,440	546,000
Water from utility company	3,346,218	13,280,982	500	-	-	14,218,218	3,346,218	13,280,982	14,218,718
Others	42,979,079	80,004,947	809,719	-	27,320	73,367,017	42,979,079	80,032,267	74,176,736
Total	224,529,397	94,005,929	840,219	-	1,553,760	90,715,412	224,529,397	95,559,689	91,555,631

The variation in potable and non-potable water consumption in 2022 is due to the reclassification of the types of water consumed in operations, which was revised in the year, as well as improved data collection from vendors in the period.



Effluent management

GRI 303-4

Arteris structures have effluent collection systems for proper treatment, complying with legislation and helping to avoid contamination of the soil and water bodies around our operations.

When our structures are not located near the municipal sanitation companies, we have our own treatment systems, through regulated and compliant septic

tanks. The final treatment of this effluent is done through collection and disposal to Effluent Treatment Plants (ETPs) by companies that are properly licensed.

We also have bio septic tanks for the disposal of sanitary effluents, a project that is currently being expanded in the company (**see Natural solution for the treatment of sanitary effluents**).

Water reuse on Contorno de Florianópolis

One of the environmental strategies applied to the works for Contorno de Florianópolis is the management of water resources, since water consumption for the execution of construction methods, such as underground excavation for the four double tunnels of the work, is high.

This is due to the cooling system for electro-hydraulic equipment, with an average consumption of 15 m³/h of water, depending on the particularities of the rock mass and the drilling speed. In Tunnel 4, the first of the Contorno to be fully drilled, the estimated water consumption by the drilling system

was 18,200 cubic meters, in addition to the natural loss of water by infiltration, of about 5% of the total volume used.

As a sustainable solution for the process, all of the venture's tunnels have facilities for reusing water that, after passing through the cooling system of the excavation equipment, is directed to a treatment system. The surplus water, once treated, is discharged into the nearest water body, duly licensed, according to Conama regulation no. 430/2011.

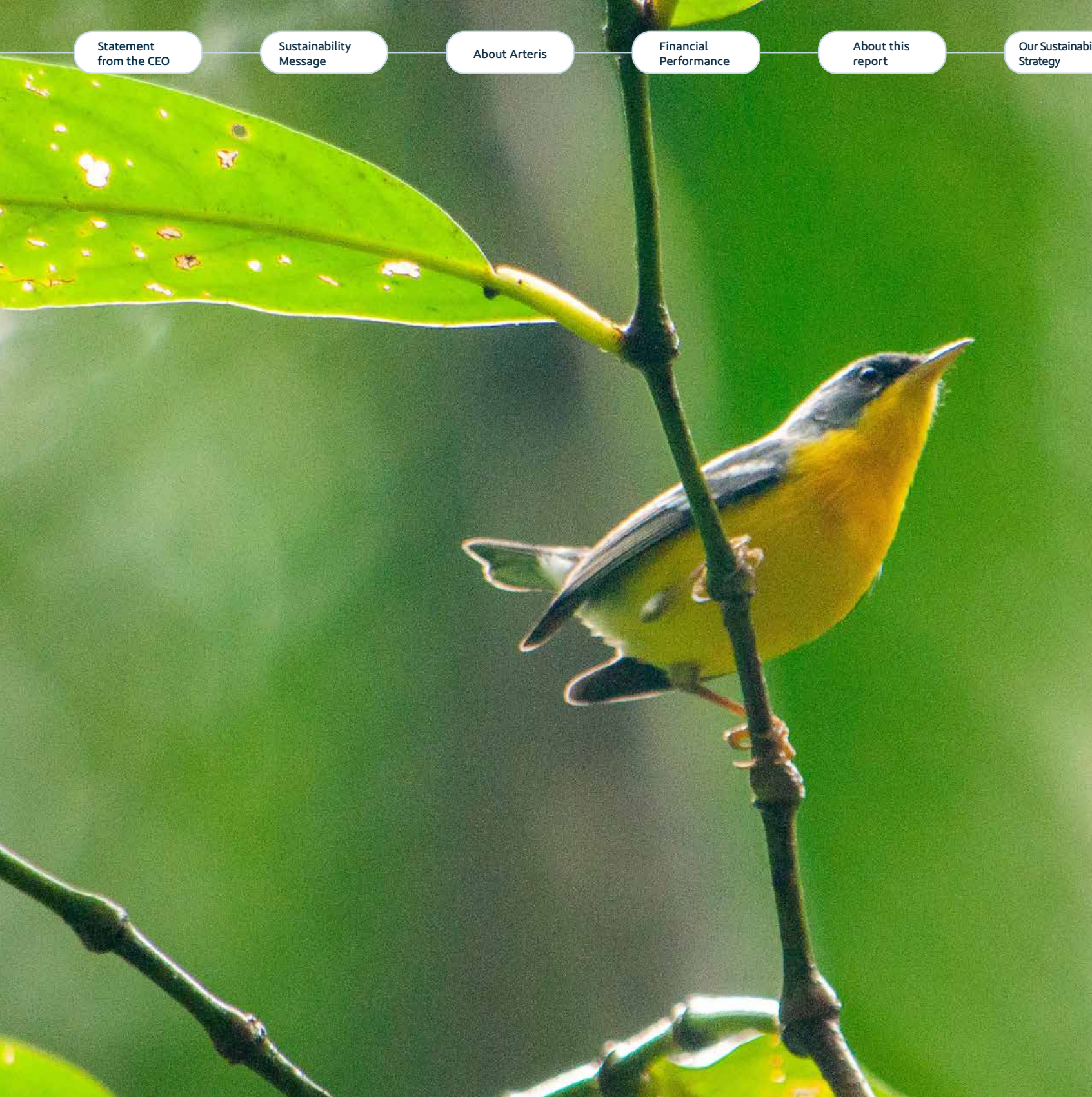


Effluent discharge (liters)

Type of water Release site	Drinking water			Other type of water			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Surface water	7,921,150	11,121,400	-	2,330,000	19,404,230	-	10,251,150	30,525,630	-
Groundwater	20,365,750	22,266,240	17,150	-	-	63,068,150	20,365,750	22,266,240	63,085,300
Seawater	-	-	-	-	-	-	-	-	-
Third party	-	5,768,800	-	-	15,523,000	18,636,960	-	21,291,800	18,636,960
Total	28,286,900	39,156,440	17,150	2,330,000	34,927,230	81,705,110	30,616,900	74,083,670	81,722,260



The variation in potable and non-potable water discharge is due to the reclassification of water types consumed in operations, which was revised in 2022. In addition, there was an improvement in the collection of data from vendors in the period.



What happens to animals during **major work by Arteris?**

The planning that precedes all road projects, done together with Arteris' environmental area and the approving agencies, includes surveys, monitoring, rescue actions, and fauna deterrence. We can thus offer conditions for the animals to be able to move freely during the works. The maintenance of ecological corridors and wildlife passages during operations facilitates the transit and protection of these animals.

Protection of life in its broadest concept

GRI 304-2

The suppression of native vegetation and its effects on wildlife are environmental impacts of the works and highway operation mapped by Arteris, with direct effects on biodiversity and climate change.

For us, promoting a balance between development and environmental conservation goes beyond compliance with regulatory, contractual and legal requirements. It means adding the conservation of biodiversity to environmental compliance, combined with the sustainable use of natural resources.

But what does that mean? It means that, in addition to the mandatory compensatory planting of plant species for the toll road concessions, we create conditions to increase the wildlife habitat (see the Biodiversity figures table in this chapter). Wildlife crossings, ecological corridor infrastructures that connect forest fragments in the landscape, reduce geographical isolation and provide protection for wildlife, in addition to increasing road safety for users.

The **Arteris Fluminense Fauna Crossing Complex**, for example, is an initiative that stands out along the 72 kilometers of BR-101/RJ, having been awarded by Firjan in 2022 (see more in Other awards and recognition in 2022). The region is one of the primary habitats of the golden lion tamarin, and our cameras have captured footage of groups with up to five individuals in the same image. We also observed the presence of a maned sloth, a rare animal, which is listed in the Red Book of Endangered Brazilian Fauna as a vulnerable species.

We currently have **220 wildlife crossings** throughout all the toll road concessions (see Quantity per Toll Road Concession in the Attachment).

Fauna Crossing Complex at Arteris Fluminense

Along 72 km on BR-101/RJ



17
Underpasses



10
Aerial structures



9
crossings under bridges



1
planted overpass



More than
30 km
of fences for conducting fauna

Biodiversity figures

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

	2020	2021	2022
Km of highway affecting a protected area*	636	517	562
Affected surface in an area protected by its activity (m²)**	42,770,900	35,525,030	36,617,430
Number of seedlings planted	111,267	158,361	161,803
Number of species included in the IUCN Red List and in the national conservation lists whose habitats are located in areas affected by operations according to the species' level of extinction risk	336	356	331

*Only Conservation Units of the National System of Protected Areas (SNUC) are considered. Permanent Preservation Areas (APPs), Springs Protection Areas, and a Special Protection Areas are not considered.

**Considering the overlapping surface of the easement strip in intersection with the Conservation Units.

Management of environmental impacts

(GRI 2-23, 2-24, COP G2, G3, G7, E1)



Internal guidelines and those linked to agreements with our vendors, in addition to applicable legislation, guide the management of environmental impacts at Arteris. With the Environmental Management System (EMS), based on the ISO 14001: 2015 standard, we have been structuring ourselves since 2021 in order to conduct specific audits for the certification of three concessionaires, to be carried out in 2023. Our ESG Agenda goal is to have 100% of toll road concessions certified by 2030.

Each person's role

The role of each institution in the context of actions related to the protection of fauna during road work was the topic of the virtual workshop "Environmental Licensing – Road Ecology with a Focus on Fauna Protection", which ViaPaulista promoted virtually in September 2022. The forum brought together environmental professionals and representatives of public agencies from different spheres of operation, and deepened reflections on the participatory context of the various institutions involved in the environmental licensing process.

Fauna protection also deserves attention in communication actions with users, since this public has a direct relationship with the risks of running over animals. Our strategy in this area is to spread awareness, through the toll road concessions' social media networks, of information regarding the existence and types of wildlife crossings, their goals in terms of safety and contribution to biodiversity conservation. Our employees are also engaged, through weekly environmental dialogues, focused on specific topics of fauna and biodiversity.

"In addition to meeting a requirement set forth in the environmental license to install the SP-255 duplication, the workshop exceeded expectations. It was well organized, bringing together skilled professionals from environmental consulting firms, public institutions, representatives of the academic field and the São Paulo State Environmental Company (Cetesb) itself. It was a pleasure to participate."

Juliana Moreno Pino, Cetesb biologist and one of the workshop speakers.

"The workshop was an excellent opportunity to integrate environmental stakeholders into the road operation and promote a high-level debate on the best solutions adopted to reduce the impacts on fauna generated by highways."

Thales Andrés Carra, Cetesb manager and guest speaker at the workshop.



Compensatory planting at Arteris Intervias

Planting of native seedlings

Using ecological restoration techniques, we plant native seedlings as environmental compensation for the works or interventions carried out. We plan this type of action in order to maximize the positive effects in relation to ecosystem services, such as prioritizing the selection of areas on river banks (Permanent Preservation Areas – APPs) when possible, expanding the living area of wildlife and ecological corridors. See data in the Attachment.

In 2022, we planted **161,803 native seedlings,**



totaling **2.2 million** since the beginning of our operations, the equivalent of about 1,300 hectares or more than 1,300 football fields.

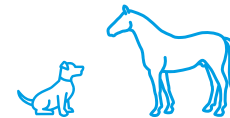
Our restoration strategy for the Contorno de Florianópolis

In Santa Catarina, we promoted the restoration of 166 hectares of the Maciambu lowlands, an area located in the coastal portion of the Serra do Tabuleiro State Park, the largest Full Protection Conservation Unit in the state. Our strategy was to promote the removal of invasive exotic species – which prevent the development of native species – in order to recover the biological integrity of the area, and to conduct the planting of native species of the sandbar.

The area where the restoration was conducted is four times larger than that established as an environmental compensation measure for the Contorno de Florianópolis and is already showing progress. Currently, there are almost 6,000 live seedlings developing in the area, some of them in the fruiting and dispersal stage.

Click here to learn more about the Viva Restinga project.

In the highway operations



1,196 animals rescued during highway operations

Over **BRL 2 million** invested in treatments

109 adopted animals, among dogs and horses

Every rescue matters

In September 2022, our team from the **Wildlife Deterrence and Rescue Program of the construction of the Contorno Viário de Florianópolis** rescued 1,974 animals. They included a vinaceous-breasted parrot at the construction site of the Contorno Viário de Florianópolis. The animal, considered endangered by the International Union for Conservation of Nature (IUCN), was weak and sent for rehabilitation at the Santa Catarina Wild Animal Screening Center (CETAS/SC) in Florianópolis, to later be reintroduced into the wild.



In Planalto Sul, in the region of Fazenda Rio Grande (PR), we rescued Marley, a 10-year-old Labrador that had run away and was injured, which we then referred to a specialized partner clinic. The story had a happy ending. Through social networks, the owner Janaína was located and the reunion was recorded on video. **Check it out here.**

But animal rescue situations like Marley's don't always have such a happy ending – at least temporarily. After we rescue and provide treatment at partner clinics when necessary, animals are put up for adoption when owners are not located, and publicized on the Twitter profiles of our toll road concessions through the #AdoptMe campaign, developed in all our concessions. See detailed campaign data in the Attachment.

As part of the Basic Environmental Plan (PBA) of the Contorno Viário de Florianópolis, the Program is focused on the welfare of fauna, with the objective of capturing, transporting and relocating animals and ensuring their survival during activities, providing medical-veterinary care when necessary.

Safety and quality

We are responsible and aware



How does Arteris contribute to ensuring my traffic safety?

With measures aimed at valuing life, our highways have more than **4,200** kilometers of safety barriers, of which **2,059** kilometers are rigid barriers and **2,157** are metal fenders (guardrails). In addition, there are **194 kilometers of anti-glare screens**, used to protect pedestrians, cyclists and motorists.



Relentless pursuit of road safety

GRI 416-1

Every year, the search for improvement in accident and fatality rates leads us to reinforce the offer of increasingly safer highways to users and employees, as advocated by one of Arteris' organizational values, which is the appreciation of life.

As a signatory of the UN's Decade of Action for Road Safety (2021-2030) to reduce highway fatalities by 50%, we closely monitor the road safety indicators of our concessions, prioritizing initiatives at critical points.

This chapter highlights how we operate with a focus on prevention.



Arteris Fernão Dias

Strategic Group for the Reduction of Highway Accidents

GRI 304-2

In 2022, we sought to deepen the analysis of highway accident data by taking a more "individualized" look at the traffic profile and occurrences in each toll road concession, in order to increase the effectiveness of actions. This work reflects the maturation of the Strategic Group for Highway Accident Reduction (GERAR), responsible for managing the Accident Reduction Plan (PRA), whose actions are conducted across three fronts (see below).



- **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.



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



- **Education** – Social and Educational Projects: Escola Project, Viva Meio Ambiente, Viva Programs, awareness campaigns for humanization of traffic focusing on the neighboring communities and users. Internal campaigns for the awareness of leadership and employees, one of the initiatives being the "Best Practices" project, which encourages the adoption and sharing of innovation actions and best practices among our employees.

Investments that already make the difference

Some of the works delivered in 2022 reinforce that our investments in road safety have contributed to the reduction of occurrences. The **south bridge over the Camboriú River**, in the Litoral Sul toll road concession, is one of them. Measuring 172.7 meters long and 10.4 meters wide, the bridge brought benefits to mobility and consolidated access to the region's Event Center. The work segmented local long-distance traffic, bringing more fluidity and road safety to the region, which has a strong national tourist appeal.

In six months of analysis, starting in June 2022, a **reduction of more than 50% of accidents** was observed on the section of the bridge over the Camboriú River.



Camboriú River Bridge on Arteris Litoral Sul



Contorno de Betim on Arteris Fernão Dias

Contorno de Betim

Another important milestone was the consolidation of further investments in Contorno de Betim, on Fernão Dias. In July 2022, we finalized the four segments of frontage roads in the Contorno region, between km 1+500 and km 3+500, on the lanes towards Belo Horizonte (MG) and São Paulo (SP).

With an investment of BRL 4.8 million, this work aimed to improve and expand the capacity of existing roads to facilitate traffic, divide the flow of vehicles and provide greater mobility in local traffic. The work was executed in a needle shape, with entrances and exits to the highway.

Also on **Arteris Fernão Dias**, we will invest BRL 301 million to build 47 kilometers of additional lanes. The new lanes will be built in six discontinuous segments between km 22 and 66, stretches that pass through the São Paulo municipalities of Bragança Paulista, Atibaia and Mairiporã.

The works are expected to be completed by November 2024. In order to anticipate the benefits of mobility and safety to users, the segments will be released gradually.



Duplication of Serra do Cafezal completes five years

In June 2022, five years have passed since the delivery of the Serra do Cafezal duplication project, including 30.5 km of new lanes and four new tunnels. Among the improvements, wildlife crossings were implemented for the safe crossing of wild animals. The road also gained an escape area, a device that allows safe stopping for vehicles that have lost braking capacity (learn more below).

Recovery and monitoring of slopes and embankments

In 2022, we invested BRL 41 million in the recovery and maintenance of existing embankments and containment structures along Fernão Dias. Whenever slope structures show signs of loss of stability, actions are required to restore, reinforce and help maintain or re-establish their original stability. The objective was to ensure the safety of users in a preventive way, to avoid erosions and landslides on the road.

The slopes are constantly monitored by the toll road concessions. The technical teams in charge act preventively by monitoring the status of the slopes. Technical evaluations are contracted externally once a year, also meeting contractual criteria. See the number of structures monitored to the side (slopes, embankments), by toll road concession.



Litoral Sul: 1,947	Planalto Sul: 2,483	Intervias: 30
Fernão Dias: 3,711	Régis Bittencourt: 1,729	
Fluminense: 1,356	ViaPaulista: 639	

Numbers that matter

Accident rates*



81%
fewer head-on collisions, more common on single lanes.



38%
fewer rear-end collisions.



48%
fewer side collisions.



45%
less animals being run over.

*Comparison made between the last four years prior to duplication (2014 to 2017) and the first four after delivery (2018 to 2021).

The work



39
bridges and viaducts – 7,000 meters long.



More than
150,000 m³
of concrete.



2 million m³
of earth works.



12
fauna crossings monitored.



236
hectares of environmental compensation for 51 hectares suppressed during the entire work.

Escape areas: every life matters

On October 8, 2022, the entry of a bus into the **escape area** at km 667.3 of Litoral Sul, in Guaratuba (PR) was decisive in saving the life of driver Emerson Moreira and 50 university students.

In this event, the driver of the bus with the 50 students, noticing that the vehicle would not stop, entered the escape area to assist in braking. The driver reported that the vehicle was experiencing brake problems, which forced him to make use of the device. With this, we count **800 lives saved** by the escape areas installed by Arteris in the toll road concessions from 2011 to 2022.

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



Learn more here



Escape Area on
Arteris Régis Bittencourt



Escape areas on Arteris Litoral Sul

Three escape areas in operation

Our highways have a total of three escape areas. In 2011, on BR 376, Arteris Litoral Sul, km 671.7 in Guaratuba was the first of our roads to receive an escape area, on a stretch of the Serra do Mar that has an altitude drop of approximately 710 meters, with daily traffic of 7,000 heavy vehicles. Also on BR 376, at km 667.3, in 2019, an automated rolling gantry was installed at the implemented escape area, with the capacity to move up to 70 tons, assisting in the removal of vehicles.

Régis Bittencourt, BR 116, km 353, in Miracatu (SP), also received the device, built in August 2018, in the Serra do Cafezal, in a stretch where the average volume of daily traffic exceeds 29,000 vehicles.



547

was the number of times vehicles entered the escape areas, considering the three devices in operation at Arteris.



800 lives

were saved in accidents avoided with vehicles that entered these emergency escape areas from the first installation in 2011 until December 2022.

Improving response to major incidents

When responding to large-scale incidents, time is of the essence. Aware of this fact, we installed containers at the operational bases of Engenheiro Coelho and Pirassununga, on Intervias, to centralize various types of cones, beacons, markers, flags and support materials that are used by traffic inspection teams during emergencies that require major interference on the road.

All operational vehicles are equipped with sets of cones, in a sufficient number to attend to more frequent cases in the highway routine. However, when the occurrence involves

several vehicles or requires large flow deviations, it is necessary to expand and reinforce the signaling area. **“It is in these situations that containers act as a differentiator in emergency response preparedness”, observes Arteris Intervias Operations manager Fernando da Luz.**

These structures, located at strategic points along the stretch, speed up the access of employees to the materials needed for signaling, reducing the travel time of the teams and, consequently, the time to attend to the occurrences.

Where they are located

The container of the Engenheiro Coelho base, which is located at km 89 of SP-147, serves as a support point for emergencies occurring on highways SP-147, SP-191 and SP-352, in addition to SPs 054/147 and 165/330, and the southern stretch of the Anhanguera highway (SP-330).

The structure of the Pirassununga base, located at km 210.500 of SP-330, is in the implementation phase and will support the occurrences recorded further north on the Anhanguera highway and the SP-215 highway.

The 2022 road safety figures

GRI 416-1

In 2022, there was a 2% increase in fatalities on Arteris highways due to the increase in passing traffic. Of the total, there was a 17% reduction involving heavy vehicles and a 6% reduction involving pedestrians. We had a 3% reduction in accidents involving cars, trucks, motorcycles, pedestrians and cyclists.

As shown in the following table, despite the increase in fatalities, Arteris reduced the IF3 indicator, which correlates fatalities to absolute vehicle traffic, compared to 2021.

	2020	2021	2022
Accident figures	27,534	29,985	29,145
Number of fatalities	492	503	512
IF3*	2.66	2.50	2.47

*The IF3 index is calculated as follows:

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



Raising awareness for transformation

Motorcyclists without helmets. Pedestrians and cyclists traveling on the highway during the night. People without seat belts in cars, trucks and buses. These are some of the main behaviors that cause fatalities in traffic accidents and continuously challenge us to act in prevention.

For Arteris, dialogue and awareness are the best path. Therefore, we have the **VIVA Programs**: preventive and educational actions on safety and humanization in traffic, customized for each group of users and neighbors.



In 2022, we conducted **548 actions** on 10 different fronts, through the VIVA Programs



In all, the program reached **58,098 people**, the double of 2021



The action "Tô de cinto, tô seguro" had the highest audience reach, **benefiting 17,270 users.**



Acorda motorista, Serra Segura and Rodo Seguro – Truckers

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



Viva Pedestre

Implementation of actions that contribute to the reduction of pedestrian accidents.



Viva Motociclista

Preventive and educational actions to reduce accidents with motorcyclists.



Tô de cinto, tô seguro – Passenger

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



Viva Ciclista

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



Viva Seguro – Companies

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

Occupational safety: integrations that make the difference

GRI 403-1, 403-7

Analysts from Arteris' Operational Safety and Control Center (CCSO) work continuously to monitor work fronts in the field, through cameras installed along the highways, assessing measures to contain risks related to conservation, maintenance and construction activities. Acting quickly and effectively when a risk related to occupational safety is identified can make a difference for those who work and those who use the road. This is the concept of the CCSO, which we inaugurated in 2022 as a pioneer in the industry, across all toll road concessions.

Installed as a pilot project on Arteris ViaPaulista in July 2021, the official start of the integrated operation of the CCSO for the Litoral Sul, Planalto Sul and Arteris Régis Bittencourt toll road concessions, located in São José dos Pinhais (PR), was in October 2022. The innovation has already shown why it's here. On ViaPaulista, which concentrates about 120 daily schedules in 720 km of extension, the CCSO has already conducted more than 2,000 interactions with employees in the field, and 10% of the actions identified as non-compliant were corrected quickly and effectively. Intervias, Fernão Dias and Fluminense also inaugurated their CCSO structure at the end of 2022, completing the coverage of all toll road concessions.

"I've been working at the company for one year and three months. I started as a temporary employee and today I am part of the fixed staff of the Operational Safety and Control Center (CCSO) for Litoral Sul. Being involved in this project means working directly with the prioritization of user service without leaving anyone's safety aside, including that of employees. We're always on the move,"

Alex Johann Luchtenberg,
CCSO operator.



Click here to watch the inauguration video for the CCSO in October 2022.

Operational Safety and Control Center of the Southern Region

Remote operation

The work in the CCSO is done by the Remote Guardian, a safety analyst who verifies the risks of the actions to be conducted at the determined sites, based on the schedule of activities, obtained by the daily registration of actions, and whether there are preventive measures for these risks provided for in the Daily Occupational Safety Planning (PDST).

In case of measures and/or corrections (signaling, flag positioning, physical barrier protection and PPE use, for example), the guardian contacts the field leaders by phone to provide the necessary guidance. The structure also allows for all assistance vehicles and teams to be called on the highways – for accident response, breakdowns and mechanical issues, vehicle removal, traffic inspection, and pre-hospital assistance.

The cameras are interconnected to the Arteris Operational Management System – connecting several other devices, such as electronic message boards, weather sensors, vehicle GPS, ombudsman, toll-free service, image recording, radio communication system and speed control system.

In addition to instant intervention on the work fronts, the CCSO has also made it possible to improve the preparation of important safety documents, such as the PDST, and optimized routine processes, such as the location of the barrier truck and signage adjustments.

A CCSO in every corner

Today, all of our toll road concessions can rely on a CCSO. Below is an example of how the area is equipped in the Southern Region:



The Center is equipped with **18** monitors measuring **70** inches and six monitors measuring **80** inches. Together, they form a screen with 38 square meters of projection with images from the cameras.



The cameras monitor the **1,171** kilometers of the highway concessions: BR-116/SP, BR-116/PR, BR-116/SC, BR-376/PR, BR-101/SC.



In all, **202** new cameras were included in this restructuring for the new control center, for a current total of **742** cameras in operation.



Approximately **90%** of the stretch is covered.



Control of the toll road concessions' operational activities



Operation **24h** per day.

Raising awareness for preventive operation in work safety

GRI 403-2, 403-4, 403-5, 403-7, 416-1

Identify risk situations, implement procedures for safe work, promote awareness initiatives, seek new protective devices, conduct training and control actions. This defines the occupational safety experience at Arteris. In 2022, we operated with a greater focus on critical factors to reduce accidents due to invasion in the work area. The actions conducted on this front include the implementation of barriers, limitation of night work, revision of the signaling model and – as always – reinforcement in training.

The **Caminho Seguro Program** is the main platform to reinforce everyone's responsibility with safety by means of videos, safety alerts, leadership engagement actions, distribution of printed materials, live broadcasts and webseries available at the Arteris Development University (UAD), among other communication and engagement actions.

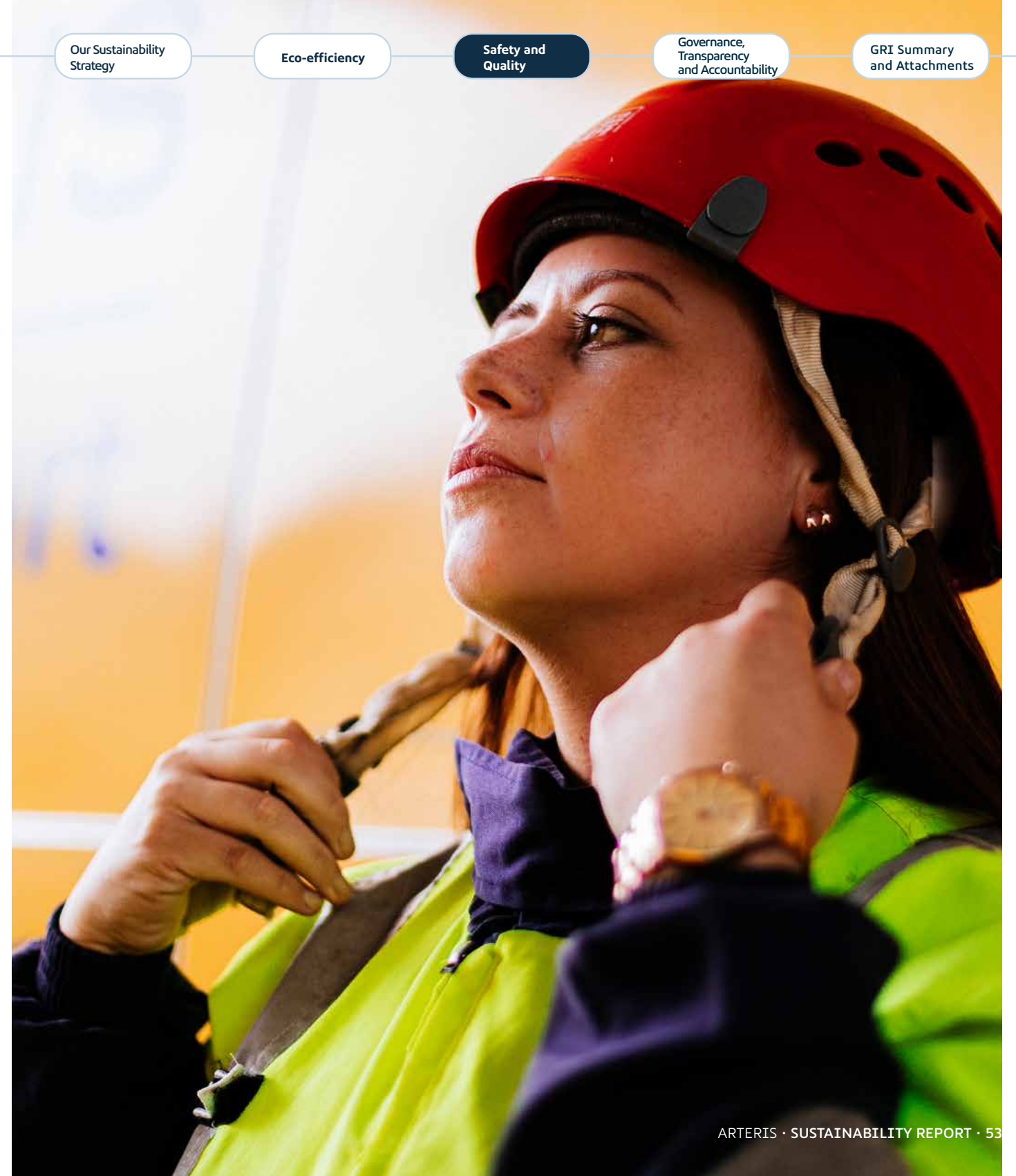
Learn more about our initiatives by watching the **Caminho Seguro Program** videos on our YouTube channel.



Learn more

“There are complex barriers, such as high voltage isolation, and simple barriers, which depend only on us, such as always remembering to wear a seat belt, which is a law and a golden rule at Arteris,”

Nadera Oliveira,
operational truck driver on Régis Bittencourt.



2022 Highlights



Safety Passport

Employees were invited to share their participation in the Caminho Seguro Program with the entire Arteris team. The action was digital and worked like a game. As the employee fulfilled the proposed challenges, his passport was stamped and he advanced to the next phase.



Safety Minute

Safety is a serious matter at Arteris. And that is exactly why the company does not miss the opportunity to talk about the topic, driving dialogue and awareness. In workshops and live broadcasts, for example, events that bring together a significant number of participants, the company always holds a "Safety Minute". In practice, in a few minutes employees receive tips, recommendations and get the chance to talk about the topic.



More than 120,000 hours of training focused on occupational safety.



Reinforcement and the presence of safety teams in the field.



13 barrier vehicles and 94 speed displays purchased to prevent collision by vehicles entering our service fronts.



Electronic safety inspection **at all toll road concessions.**



Over 2,700 direct and indirect employees participated in the Stop & Go mobilization at the end of the year.



#MeuMovimento (#MyMovement)

The #MeuMovimento campaign was created for the purpose of highlighting the safe behaviors of our employees and users. Internally, employees were invited to post a video on Conecta, Arteris' corporate social network, and share with their colleagues their safe movement in everyday work.



Smart Trimming

The Roçada Inteligente project consists of mapping our areas with satellite photos to ensure that employees perform assertive planning before conducting the activity. With the practice, we obtained gains in productivity and safety, reducing the exposure of employees on the highway.



Caminho Seguro Month

Promoted in August, with safety challenges and a healthy competition between the units. It was the month with the highest engagement rate on Conecta: 98.7%.



Thematic months

In April, May and June we conducted thematic campaigns focusing on topics such as safe crossing, falls and slips, safe driving, drowsiness and night work.

Occupational health and safety indicators

GRI 403-8, 403-9, COP L10, L11

At the end of 2022, the Lost Time Accident Frequency Rate (LTAFR), considering direct and indirect employees at Arteris, was 2.6, 16% lower than in 2021.

*In 2022, the methodology for calculating the severity rate was changed, following the NBR 14.280 standard. The main change was the consideration of days charged and days carried. As a result, there was an increase in days in the comparison between the years 2020 and 2021.

Own employees	Men			Women			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Number of work-related accidents with leave	27	27	30	6	10	7	33	37	37
Number of high-consequence work-related accidents*	1	-	3	-	1	-	1	1	3
Hours worked per year	4,210,785	4,362,770	3,980,781	3,770,331	3,569,539	3,525,831	7,981,116	7,932,309	7,506,611
Days lost	241	190	19,184	23	160	38	264	350	19,222
LTAFR	6.41	6.19	7.54	1.59	2.80	1.99	4.13	4.66	4.93
SR	57.23	43.55	4,819.16	6.1	44.82	10.78	33.08	44.12	2,560.68
Third-party employees	Men			Women			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Number of work-related accidents with leave	85	47	48	-	4	7	85	51	55
Number of high-consequence work-related accidents*	1	5	3	1	-	-	2	5	3
Hours worked per year	19,059,755	19,644,328	26,640,234	1,003,145	1,033,912	1,402,118	20,062,900	20,678,240	28,042,352
Days lost	922	661	18,800	-	118	75	922	779	18,875
LTAFR	4.46	2.39	1.80	-	3.87	4.99	4.24	2.47	1.96
SR	48.37	33.65	705.70	-	114.13	53.49	45.96	37.67	673.09
Total	Men			Women			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Number of work-related accidents with leave	112	74	78	6	14	14	118	88	92
Number of high-consequence work-related accidents*	2	5	6	1	1	-	3	6	6
Hours worked per year	23,270,540	24,007,098	30,621,015	4,773,476	4,603,451	4,927,948	28,044,016	28,610,549	35,548,963
Days lost	1,163	851	37,984	23	278	113	1,186	1,129	38,097
LTAFR	4.81	3.08	2.55	1.26	3.04	2.84	4.21	3.08	2.59
SR	49.98	35.45	1,240.46	4.82	60.39	22.93	42.29	39.46	1,071.68

Social responsibility

It's really good to grow together

GRI 2-29, 413-1, 413-2

The commitment to contribute to an increasingly better and equal society is part of our essence and our social responsibility strategy. In practice, we develop our own programs and support, with donations and incentivized sponsorships, relevant actions, projects and social programs, focused on the causes of **education, appreciation of life, awareness and humanization in traffic, innovation and protection of the environment**. All these actions take place alone or in partnerships with public agencies such as city halls, municipal secretaries, federal and state highway police and other public and private organizations.

Among the selection criteria for projects to be supported are compliance with the requirements of our Social Responsibility and Community Engagement Strategy, contribution to the priority Sustainable Development Goals (SDGs) and alignment with sustainability aspects that are directly related to the appreciation and preservation of life and the generation of shared value for the communities

of the municipalities and regions close to the highway concessions managed by Arteris.

At Arteris, social investment actions take place in a transparent manner and management on the subject is guided by *due diligence* and compliance principles and processes, in addition to guidelines expressed in the Anti-Corruption Policy and the Code of Conduct. In a continuous manner, we internally dedicated ourselves to a social radar to better understand the reality and the existing relationship between the company and the neighboring municipalities, including the stakeholder groups with which we relate in this territory, in order to structure the planning of a solid positive agenda and an even more targeted social performance. We have a structured process for stakeholder management, through a management system of letters, standards, procedures and website.

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



Our themes and causes



Education and Citizenship

Educate to humanize traffic



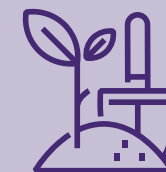
Safety and Protection of Life

Promote initiatives for the protection and appreciation of life



Innovation

Innovate to leverage technologies in highway operations



Environment

Raise awareness about environmental impacts and the promotion of biodiversity

Private Social Investment in 2022

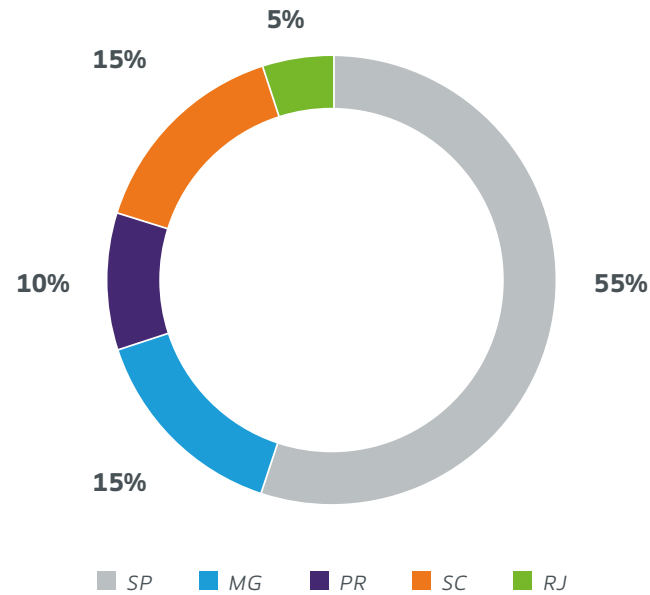
The social programs and projects of 2022 total BRL 5.6 million.

Results of Social Performance in 2022

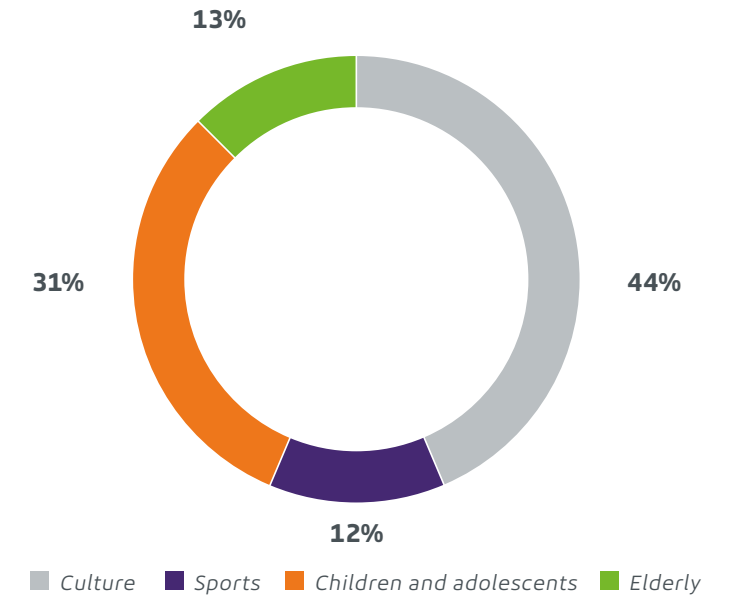
Own and incentivized resources	BRL 5.6 million
Projects that received funds through incentive laws	20
Projects executed by incentive laws*	16
Projects executed with own resources	19
Number of direct beneficiaries	449,600

*Projects executed in 2022, but funded between 2020 and 2022.

Project distribution conducted through incentive laws



Project distribution conducted through incentive laws



Students participating in the Escola Project

Sponsorships and donations

In 2022, of the projects supported through Incentive Laws, we can highlight two: Viva Comunidade and Futebol de Rua.

VIVA COMUNIDADE

The Viva Comunidade project is an itinerant initiative sponsored by Arteris, which reinforces its commitment to sustainability through cultural actions, such as storytelling, educational games, as well as health services provided to the residents of the participating cities. The 2022 season of the project featured activities in 12 cities in the states of Santa Catarina, São Paulo and Rio de Janeiro, promoting more than 17,000 services in the areas of culture and leisure, education, citizenship and health. The event was aligned with four of the UN's 17 SDGs: 3. Health and Well-Being; 5. Gender Equality; 16. Peace, Justice and Effective Institutions and 17. Partnerships for the goals. The action was encouraged by the National Culture Support Program (Pronac).



Futebol de Rua pela Educação

Executed by the Futebol de Rua Institute (FdR), the Futebol de Rua pela Educação Project has centers sponsored by Arteris in Guarulhos/SP, Palhoça/SC and São José/SC. The project aims to transform the sport into a tool for human development through an exclusive pedagogical methodology involving sports and cultural practices together with playful and cultural activities that foster citizenship, including transversal training topics such as Gender, Confronting Racism, Human Rights, Technology, Environment and Humanization in Traffic. In this sense, students develop their activities with protagonism and creativity.

One characteristic is that, on the fields, Fair Play is the golden rule and the students, in addition to being players, are also responsible for refereeing the matches where the dribble is worth more than the goal. In 2022, the sponsored centers served ten classes, benefiting 277 students, 101 of which were girls, with 21 sports festivals and 12 cultural activities. This project is committed to the following SDGs: 3. Health and Wellness / 4. Quality education / 5. Gender equality / 10. Reducing inequalities / 11. Sustainable cities and communities / 16. Peace, justice and effective institutions.



Partnership with UNICEF

Geração que Move Program: In 2022, the 2nd edition of the Program was designed through the strategic partnership between UNICEF, Arteris and the Abertis Foundation. With a focus on solutions for urban mobility, safe return to schools and access to opportunities. In this edition, 91 adolescents and young people were trained in 12 conceptual and mobilization workshops, as well as 10 campaigns launched under the desire to change the reality of their surroundings. To learn more, [click here](#).

#AgendaCidadeUNICEF: the initiative proposes an integrated multisectoral set of strategies (education, adolescent mental health, child protection and inclusion for quality work) in several states of the country. Through a partnership with the Abertis Foundation and Arteris, the initiative prioritizes creating trajectories of opportunities for children and adolescents in São Paulo and Rio de Janeiro most affected by poverty, exclusion and violence in urban centers on a daily basis. In 2022, 300 adolescents and young people were trained in the topics of urban mobility, empowerment of girls and promotion of opportunities. A total of 10,000 people were engaged in activism campaigns on these fronts, resulting in a total of 200,000 people impacted.

To learn more, visit: <https://www.unicef.org/brazil/agendacidadeunicef>

Escola Project and Viva Meio Ambiente: safety and environmental education on the same page

Since 2001, the Escola Project and Viva Meio Ambiente programs have fostered traffic education and contributed to environmental awareness through the training and engagement of players in the public education network - Secretaries of Education. The program's characteristics include consistency in the work, a broad reach, playful resources, attractive material, innovative learning, cross-cutting treatment of the topic and encouraging creativity and the involvement of several educators and students, from different age groups and school grades, including Youth and Adult Education (EJA) and APAE.

In 2022, we adopted a hybrid model for the program because we understand that, in addition to greater reach, the new modality allows educators to assume the role of co-creators, being responsible for developing customized pedagogical content, based on their needs and potential, as well as the materials offered by Arteris.

It is educational innovation and social transformation walking hand-in-hand. The programs promote some of the most important skills for students today: engagement, critical thinking, creativity, communication and collaboration.



Plex (Plural Experiences of Education) hybrid model: methodology created especially for Arteris, to develop teachers' digital, cognitive, creative and behavioral fluency.

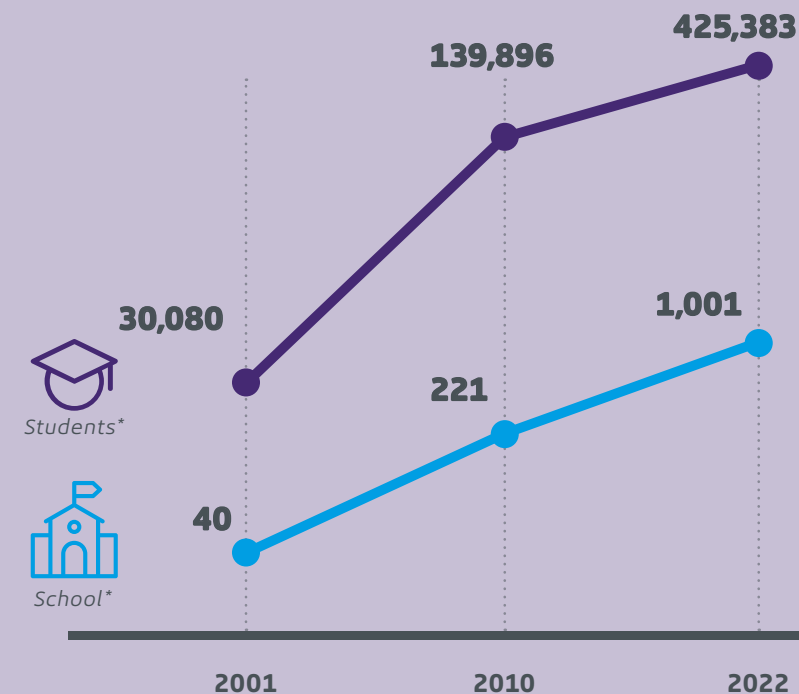


more than 70 of the most modern technological experiences of pedagogical innovation provided.



62% of teachers said the hybrid model increased their motivation in the classroom.

Evolution of the Escola Project and Viva Meio Ambiente (Accumulated)



*Data accumulated since the beginning of the project in 2001.

From 2001 to 2022, there were:

more than 25,000 teachers directly benefitted

over 425,000 students indirectly benefitted

1001 schools of municipal and state public networks served

162 cities of five Brazilian states reached

Zé Quest Magazine – Diversity and inclusion

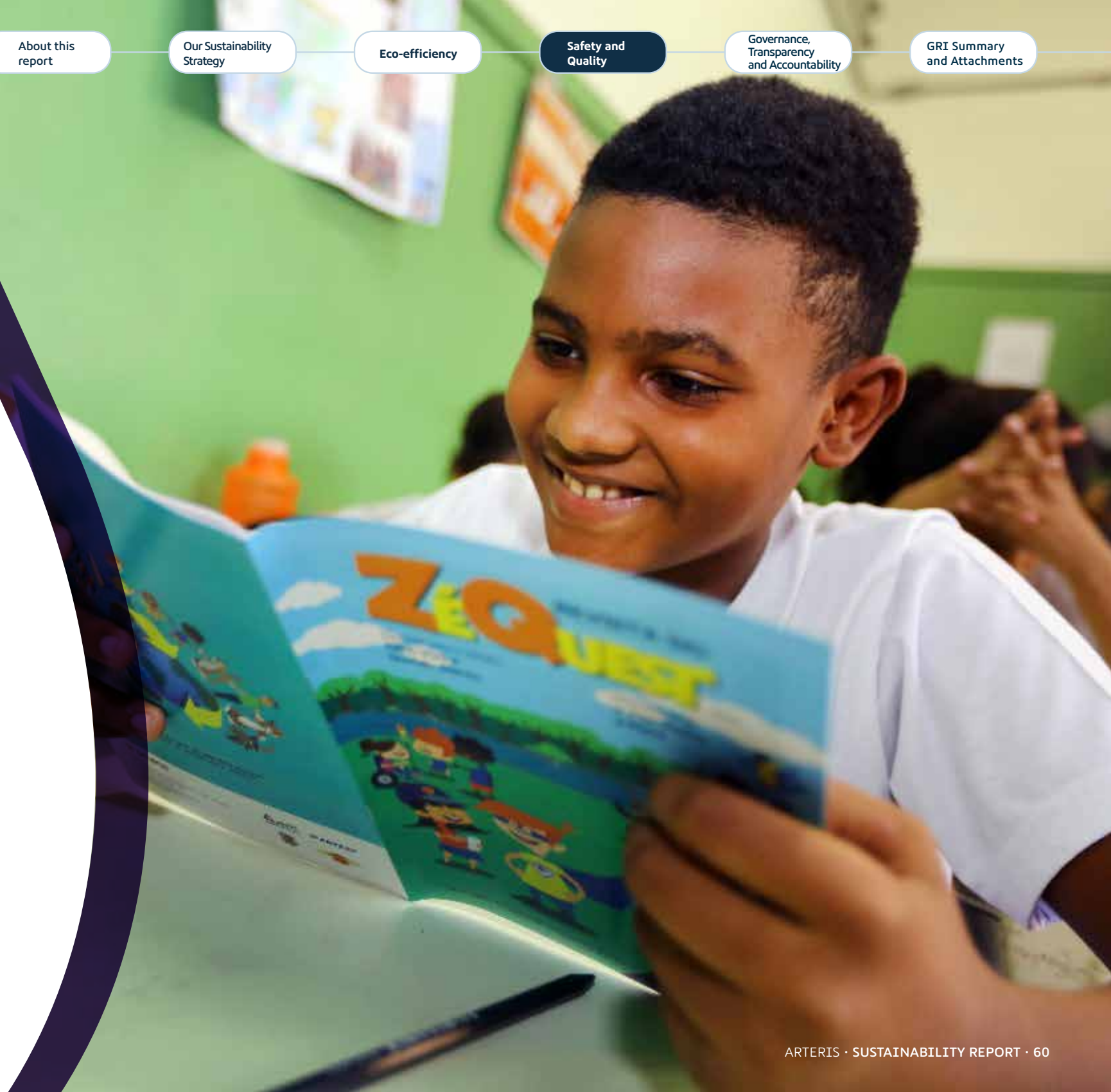
The materials provided by Arteris to serve Early Childhood Education, Elementary School and High School of the institutions participating in the Escola Project and Viva Meio Ambiente include the magazine Zé Quest: the mascot and his gang are always looking for new adventures and help children to better understand the concepts of education, traffic safety and environmental preservation, in addition to encouraging the practice of citizenship.

Following the diversity and inclusion guidelines of our company's Social Responsibility strategy, Zé Quest Magazine has an annual version in Braille and, supporting the democratization of reading, is distributed to 100% of the schools accompanied by the Escola Project and Viva Meio Ambiente that have students with some degree of visual impairment.

Beyond the classroom

In July 2022, the content of the Escola Project and Viva Meio Ambiente began to be made available at the Arteris University of Development for our employees and their families. Games, podcasts, animations, video clips and online courses were inserted into the platform with the aim of providing interactive, sensory and emotional moments to be experienced among families. Through the pedagogical menu, each activity indicates the school level recommended to carry out the task, the average time and guidelines on how to use it. By December 2022, more than 4,800 employees had already accessed the project's training track.

The actions that go beyond the school environment and the direct and indirect audiences are differentials of the Escola Project and Viva Meio Ambiente. Several mobilization and engagement activities are carried out in partnerships between Arteris and other companies and organizations, in addition to the State Highway Police, Federal Highway Police, National Land Transportation Agency (ANTT), and the São Paulo State Transportation Regulatory Agency (ARTESP), among other stakeholders, in addition to the involvement of Municipal Education Departments and Regional Education Boards, with which Protocols of Intent are signed. A series of events such as marches, theaters, tree planting, and the distribution of leaflets, reflective stickers and safety items, are presented to the local community, including drivers, cyclists, motorcyclists, passengers and pedestrians.





Volunteering is about making a difference

Engaged in positively impacting the communities in our areas of operation, throughout 2022, the Internal Volunteer Committees (CIVs) conducted 81 activities, such as blood donation campaigns, blankets and clothes, non-perishable food, toys and locks of hair. Educational activities and lectures on various topics and recreational activities were also promoted in homes for the elderly and in institutions benefiting children and adolescents.

The CIVs also conducted the Lacre Amigo Program, in partnership with the Instituto Encurtando Caminhos, converting a total of 5,400 kg of aluminum seals collected from beverage cans into a donation of 60 wheelchairs to 32 partner institutions.

Doing good campaign

Another part of our volunteer agenda was the Doing Good Campaign. In view of the heavy rains that hit the northern coast of the state of São Paulo in February 2023, Arteris, together with other toll road concessions, started campaigns to collect donations for the flood victims.

In this chain of good, Arteris provided 33 locations for the collection of donations including non-perishable food, mineral water, cleaning material, personal hygiene items and clothing to help homeless families who, in some cases, have lost everything. A total of 8,284 items were collected. The entire amount was sent to the Social Fund of São Paulo. Arteris also worked on the reopening of the Rio-Santos stretch with employees and machinery, supporting the removal of approximately 4,000 cubic meters of earth that covered the highway after the heavy rains during the Carnival period.



In 2022, we developed **81 initiatives and campaigns** for humanitarian aid with the engagement of more than 350 volunteer employees, representing 8% of Arteris employees.



A total of **78 employees** are distributed across 8 Internal Volunteer Committees (CIVs), one at each toll road concession and one at the headquarters in São Paulo.

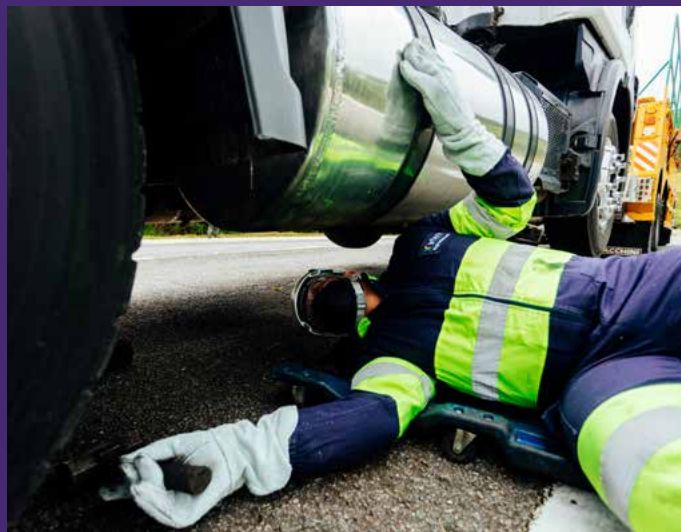


In all, **more than 4,000** people benefited.

Quality in services



Learn more at: [Arteris Site – Services available at each toll road concession](#)



Beyond tolls and contractual obligations

GRI 416-1

When traveling on a toll road, drivers have a wide range of services so that their journey can be safe, comfortable and technological. Along the seven toll road concessions managed by Arteris, we have 72 operational service and public assistance bases available. Everything that may be needed in the event of an occurrence is provided for: light and heavy winches are used in case of road clearance; ambulances with paramedics provide emergency care; and traffic inspection vehicles circulate 24 hours a day, monitoring road conditions.



5,500 pieces of equipment make up the Intelligent Transportation System (ITS), including 1,533 CFTV cameras.



90 ambulances and 200 paramedics.



11,700 hectares of preserved area (mowing and maintenance) along the highways



More than 550,000 calls answered on the toll-free hotline



72 operational service and user assistance bases.

Assistance provided in 2022 that stand out:



More than 310,000 mechanical rescue services.



44,000 clinical care services.



About 20,000 road clearances.



Rest Area for Truckers (ADC) on Arteris ViaPaulista



Check out the story of a violinist truck driver at our rest area

Rest areas for truckers

In 2022, Arteris delivered its first two Rest Areas for Truckers, both on Rodovia Comandante João Ribeiro de Barros (SP-255 – Arteris ViaPaulista), at km 136, in Bocaina, and km 311.6, in Taquarituba. The first measures 16,000 and the second 18,000 square meters, and the facilities include ample parking, a changing room with female and male showers and restrooms, as well as for those with disabilities, in addition to a lounge with a TV, diaper changing room, laundry, a space for meals and wi-fi. The works were executed under the management of Artesp and included an investment of BRL 6 million each.

New stopping points are coming

In January 2023, we began construction of yet another Rest Area. This time, on Litoral Sul at km 220 of BR-101. The structure measures 39,000 square meters.

Check out the video of the project on Youtube.

"This place is sensational. We have a hot shower, a cafeteria, we can have dinner, watch TV in a large room with air conditioning, something every driver loves. When we arrived here, we were very happy with the reception, in addition to the safety and medical support, which helps us control our blood pressure and, in some cases, diabetes. I just want to say thanks, I really feel at home."

Carlos, trucker from Ribeirão Preto."

Contactless cards: tolls paid by debit

To offer more safety and convenience to drivers, in 2022 we started to offer the payment of the toll fare by debit using contactless cards on all highways managed by Arteris. The new system is operating in the manual booths of the toll road concessions' toll plazas.

The innovation allows payment only by contactless debit cards and devices such as smartphones and smartwatches enabled with proximity Near Field Communication (NFC) technology.

Teams from the toll road concessions guide users on the new mode of payment in toll plazas. In addition, all manual booths received stickers to inform the start of the system's operation.

The path forward? Innovation

The driver gets in the car and, before leaving, checks the app to see how the traffic is and what is the best route to reach his destination. On the way, to enjoy the trip, he listens to a playlist with songs chosen by his virtual player. When traveling on one of the Arteris highways, when faced with any risk, the event is quickly detected and the operational control service is called.

The user may not have even realized it, but all this is possible because of artificial intelligence. Also called AI, it reproduces human intelligence in computers, identifies risks and patterns, and programs alerts to the Operational Safety and Control Center (CCSO) when there are unusual situations on the highways, in addition to counting and

categorizing the vehicles that pass through our toll road concessions.

In practice, the cameras along the Arteris concessions are responsible for generating the images evaluated in real time by the AI that, when identifying risk patterns, notify the CCSO for a preventive action. The software, which creates and recreates its algorithms, sensing variables and making decisions, has been trained for two months and is already in testing.

The help of technology to assist CCSO controllers is fundamental to allow effective monitoring, rapid action that is reflected in greater user satisfaction, as well as allowing us in the future to reduce the presence

of operational vehicles for inspection on the track. And to reach this conclusion, we rely on the studies developed through the Technological Development Resource (RDT).

The RDT aims to foster research and development in the road industry, aiming at the continuous improvement of federal highway concessions. To use the resource, it is initially necessary to approve the project with the National Land Transportation Agency (ANTT), and then develop the research. See below for studies underway in 2022.



Reduction of deaths in traffic accidents

The project focuses on assessing the quality of horizontal signage on Arteris Fernão Dias. For this, the research makes a bibliographic review considering the materials already used, advanced techniques of characterization of materials, international experiences of experimental sections and the application of statistical models in retroreflectivity data obtained in the field.

Free Flow Toll

Free Flow replaces conventional toll plazas and allows travel without stopping or slowing down to pass through gates. The system would work through gates with technology that identifies, classifies vehicles and charges the fare electronically according to the amount of kilometers traveled and the type and number of axles.

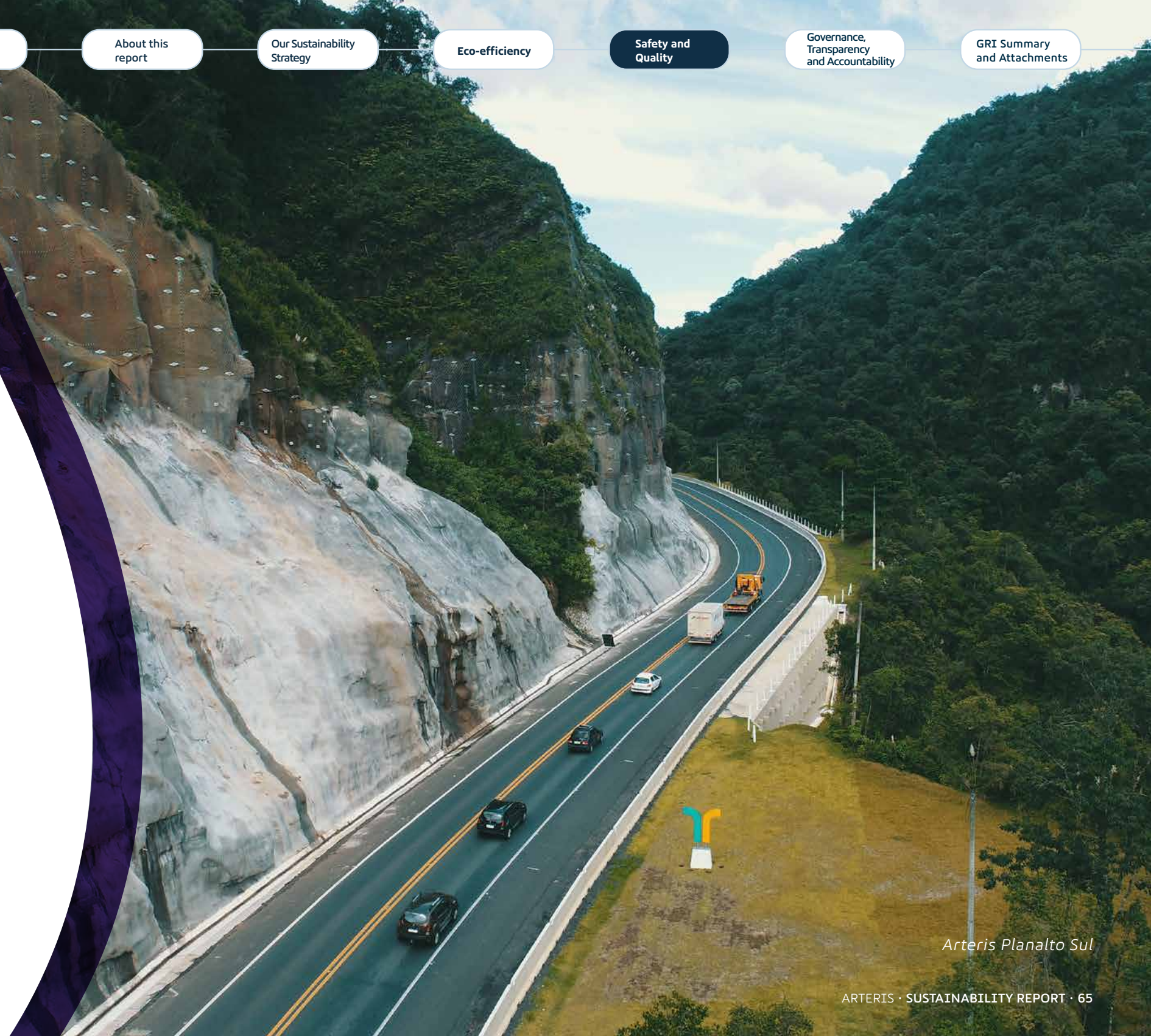
The project, which is under study, seeks to analyze the technical feasibility of implementing this toll system in Brazilian toll road concessions, in addition to identifying the impacts of implementing the system on users.

Computer vision technology on BR-116

The main objective of the research is the analysis and application of artificial intelligence technologies in CCTV camera images. The idea is to analyze the technical feasibility of using the technology as a replacement for traditional counters (SAT).

Containment structure safety

The focus of the research was to establish evaluation parameters for decision-making regarding the need for maintenance interventions in containment structures, with emphasis on non-destructive technologies. To that end, the study analyzed the main factors that lead to the degradation of stabilization structures; mapped containment structures on BR-376 and BR-101, on Arteris Litoral Sul; and proposed new analysis guidelines.





CCSO Southern Region

Cybersecurity: constant evolution

Ensuring the protection of confidentiality, integrity and availability of information in the digital space must be a process of constant evolution in companies, given the speed with which cyber attacks improve. It is an aspect that is part of our ESG Agenda and the **Arteris Personal Data Protection Program**.

The topic is governed by the "Information and Cybersecurity Policy", a support tool for our Information Security System (SGSI) to ensure the company's compliance with current legislation and business requirements. Mechanisms for accident prevention, detection, response and investigation, emergency planning and awareness are some of the guidelines of the Policy so that the company can continuously evolve in its ability to protect itself from possible cyber attacks.

In 2022, we recorded significant advances in the cybersecurity maturity level. Adopting the CIS Framework, with the implementation of processes and tools, Arteris was the company that evolved the most in the Abertis Group maturity level. The index is based on the critical controls of the Center for Internet Security (hence the acronym CIS), which ranks each control on a scale of 1 to 5, with "5" being the highest level of maturity. Our indicator, which was 2.96 in January 2022, rose to 3.57 in December 2022, even exceeding the level considered "ideal" for the year 2022, which was 3.

DIGITAL PROTECTION FUNDAMENTALS

- **Zero Trust:** Concept applied in the Technological Infrastructure and means that no unknown device can access it.
- **MFA (Multi Factor Authentication):** A second layer of protection used for a user to access any technological resource.
- **PAM (Personal Authentication Manager):** Concept used through a specific technological tool that allows certain users to obtain super access privileges, in a fully controlled and traceable manner.
- **EDR (Endpoint Detection and Response):** Allows constant monitoring of endpoints, servers and hosts, looking for any behavior that may be malicious, generating alerts for the security team to act and neutralize the threat.

Valid for all Arteris companies, it covers processes, internal standards, training and communication tools and initiatives, aggregating the commitment to data protection and cybersecurity.

People management

At Arteris, we value people with management focused on a collaborative attitude, diversity in its broadest concept, equity and inclusion, continuous learning that leads to the growth and development of all, autonomy as a path to innovation, attraction and retention of talent, with the safety and well-being of employees as priorities.

Employee profile

(GRI 2-7, 2-8)

In 2022, there was no significant variation in Arteris' workforce, which ended the period with 4,381 employees, a 1% reduction compared to 2021, largely due to the closure of the activities of the subsidiary Latina Manutenção in 2022. Of this total, 48.2% corresponded to people between 31 and 45 years of age and 3% were people with disabilities (PWDs), indicators that also remained almost constant in relation to the previous period. The total number of employees included 117 young apprentices and 47 interns.

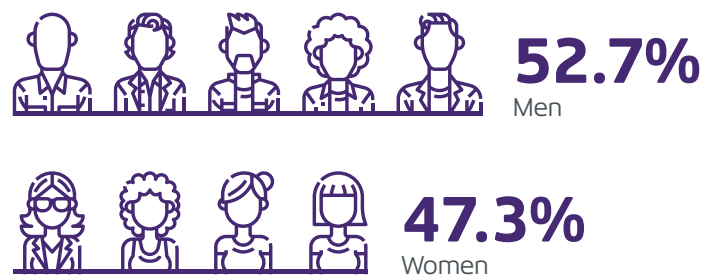
Indicators representing aspects of diversity, such as those related to gender, have evolved: 2.4% more women in the total workforce and, in leadership positions, 3 percentage points higher than in 2021.

In 2022, **637 women** and 558 men were hired, underscoring Arteris' efforts to increase the female presence in its operations.

Employees by position and gender

GRI 2-7, COP L8

Women by position	2020	2021	2022	Men by position	2020	2021	2022
Executive Board	2	3	3	Executive Board	3	3	4
Operational Board, Superintendence and Management	21	23	26	Operational Board, Superintendence and Management	78	77	72
Other positions	1,947	1,998	2,044	Other positions	2,362	2,321	2,232
TOTAL	1,970	2,024	2,073	TOTAL	2,443	2,401	2,308



Percentage of women in leadership positions

GRI 405-1, COP L8

	2020	2021	2022
	22%	25%	28%

Employees by age in 2022

GRI 2-7

30 years of age and under	30 to 45	46 to 50	Over 50 years of age
1,281	2,269	405	426

Composition of senior management by gender

GRI 405-1, COP G12

At the end of 2022, Arteris had the following distribution in its governance structure:

	Men			Women		
	2020	2021	2022	2020	2021	2022
Arteris Board of Directors	9	9	8	-	-	-
Executive Board	3	3	4	3	3	3
Audit Committee (Full Members and Alternates)	5	5	5	1	1	1
Technical Committee	12	11	9	1	2	3
Mergers & Acquisitions Committee	12	10	9	1	2	3
Financial Committee	11	10	10	2	3	4
Audit and Compliance Committee	5	5	5	5	5	3
Human Resources Committee	7	7	6	-	-	-
Sustainability Committee	-	5	3	-	4	6

New hires and turnover rate

GRI 401-1

In 2022, Arteris carried out 1,195 hires and 1,234 dismissals. The turnover rate remained the same as in 2021: 28%. The movements mainly occurred due to employees opting for changes in their professional career and personal life, in which many moved to other cities and/or countries. It is also noted that the hiring rate of women up to 30 years old was higher by 8% compared to 2021.

	Men			Women			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Hiring	737	683	558	429	545	637	1,166	1,228	1,195
Dismissals (involuntary)	494	482	406	431	304	305	925	786	711
Resignations (voluntary)	142	243	242	97	184	281	239	427	523
Total employees as of 12/31/2022	2,443	2,401	2,308	1,970	2,024	2,073	4,413	4,425	4,381
Turnover rate (%)	30%	28%	26%	22%	27%	29%	26%	28%	28%

New hires by age and gender

GRI 405-1, COP G12

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
30 years of age and under	195	208	230	296	217	350
30 to 45	424	195	345	221	268	256
46 to 50	70	15	60	17	45	17
Over 50	48	11	48	11	28	14
Total	737	429	683	545	558	637

Turnover by position

	Executive Board			Directors, Superintendents, Managers			Other employees		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Hiring	-	3	1	17	16	5	1,149	1,209	1,189
Dismissals (involuntary)	-	-	-	15	18	12	915	771	699
Resignations (voluntary)	1	2	-	6	6	3	232	419	520
Total employees as of 12/31/2022	5	6	7	99	99	98	4,309	4,320	4,276
Turnover rate (%)	-	50%	7%	17%	16%	10%	27%	28%	28%

Experiencing the ESG aspects

As we execute our sustainability strategy, we begin to experience the ESG Agenda "in house". With it, we make commitments to our direct and indirect employees to promote a safe, healthy, collaborative and motivating work environment. Results of the climate survey applied in 2022 show that the internal public's perception of the application of these aspects in the company is positive: ESG was the criterion with the highest score, with an index of 93.7, only one point below the average score obtained by the companies with the best practices.

Maintaining a positive working environment involves several aspects, starting with the physical environment. With the resumption of on-site work, we revitalized the headquarters in São Paulo to welcome employees, many of them for the first time in person, since they were hired during the period of isolation and remote work.

Believing in the role of the leader as a driver of a positive environment, engagement for the organizational culture and commitment to the company's strategy, our leaders maintain the practice of face-to-face contact with the teams in the field, so that the feeling of security and harmony are perennial. Active listening is practiced, with our teams of people always present at the operational bases.

Strengthened organizational culture

Engagement for the organizational culture aligned with the current business challenges has been consolidated over the years at Arteris. Initiatives of interactions with employees, such as the Parody Contest, recognition for the practice of values, such as the **Values Award**, perceptions extracted in formal and informal forums between leaders and subordinates, and interactions on our internal communication platform, corroborate this statement.

Conecta, Arteris' corporate social network, registered exponential growth in access, having reached 91% of the public at the end of December, showing that our focus on digital communication was assertive. We understand that the channel, which is the main means of communication in the company, democratizes access to information and generates interaction. Factors that certainly contribute to engagement. After the cycle of dissemination, understanding and recognition of organizational values, the next step is to reinforce and consolidate the expected behaviors in the company.



Yellow May Initiative at Arteris Fluminense

We achieved a score of 87 in the Climate Survey *Eu Movimento a Arteris*, with 70% of the company participating, earning Arteris the FEEEx Certification - Organizational Climate, from FIA Employee Experience, an initiative that recognizes companies that invest in a pleasant, harmonious and productive work environment.



Educational and creative interactions

Parodies that symbolize our values, that demonstrate what it is like to work at Arteris, that reinforce our safety procedures and, of course, that are creative. These were the categories for our 2022 Parody Contest. To participate, employees had to send a video on Conecta, following the competition rules.

And the proposal worked: we received 59 videos and 825 people participated in voting on the materials to help define the winners. The winner in the "Best Parody" category received BRL 200 in a prepaid card for each member of the team. The winners of the other categories won a prepaid card in the amount of BRL 100 also for each member of the team and all participants received a plush **Arteiro**, the Arteris mascot parrot.

Everyone participated in some way, including Arteris CEO Sergio Garcia. **Check out the parody he recorded for the employees here.**



Leadership on the Move

In 2022, we gathered more than 100 Arteris leaders to reflect on the company's strategic planning and commitments. The meeting was an important moment of integration, bonding and looking to the future. One of the highlights of the event was the Diversity and Inclusion panel with the participation of the leadership of the pillars we operate.

For an increasingly diverse, fair and inclusive environment

GRI 405-1, COP G12

Diversity, equity and inclusion are still aspects that challenge companies. A survey by the IDados consulting firm, based on data from the Brazilian Institute of Geography and Statistics (IBGE), showed that women receive about 20% less than men in Brazil. The data also showed that white workers earn 40.2% more per hour worked than blacks. Fortunately, corporations have mobilized positively to change this scenario. At Arteris, the topic is part of the ESG Agenda and has been evolving.

In 2022, we launched the Diversity and Inclusion Program with five pillars of action – Gender, Race, PWD, LGBTI+ and Generations – and a governance system in which each of the pillars has an executive director as sponsor, a leader as representative of the pillar and employees as participants. The group's objective was to foster reflections, build an action plan, and set goals such as expanding the external hiring of vacancies for management levels among women, already established for the Gender pillar.

"Do you feel comfortable being you at Arteris?" Yes. That was the answer from 92% of the participants in the diversity and inclusion census conducted by Arteris among its employees, to draw a profile in the aspects of race, color, sexual orientation, gender identity and types of disability. In addition to the positive result, it is important to note that the census included the participation of 80% of our employees.

For the advancement of gender equity

In pursuit of an increasingly fair and equal society, in 2023 Arteris joined Movimento Mulher 360, an independent non-profit organization that seeks to promote gender equity and increase the participation of women in the corporate environment, communities and value chains.

Movimento Mulher 360 has more than 100 member companies that actively work to enable the understanding of the challenges for the progression of women's careers and design best practices to overcome them, in addition to systematizing and disseminating this collectively built intelligence to influence the advancement of the topic in society.

Our diversity pillars

Also in 2022...



We partnered with recruitment and selection companies specialized in specific niches.



We promoted 15 lectures and webinar broadcasts on awareness in the company.



We developed the Diversity and Inclusion Standard, with guidelines, procedures and orientation on the subject.



We developed the Inclusive Communication Guide, released in 2023.



Mentoring for part of the executive board



In 2023...



We were recognized at the 2022/2023 **Will Women in Leadership Award**.

(see more Recognition).



We joined the Empresa Cidadã program, aimed at extending the duration of maternity leave by 60 days and paternity leave by 15 days. With it, fathers will be entitled to 20 days of leave, and mothers to 180 days, in addition to the full permanence of the meal and food allowances.

Remuneration and benefits

Companies play an active role in promoting equal opportunities among their employees, whose indicators represent a factor in retaining qualified professionals. The ratio between the salary and remuneration received by women and men is one of these indicators that, at Arteris, has been the focus of attention to achieve equity.

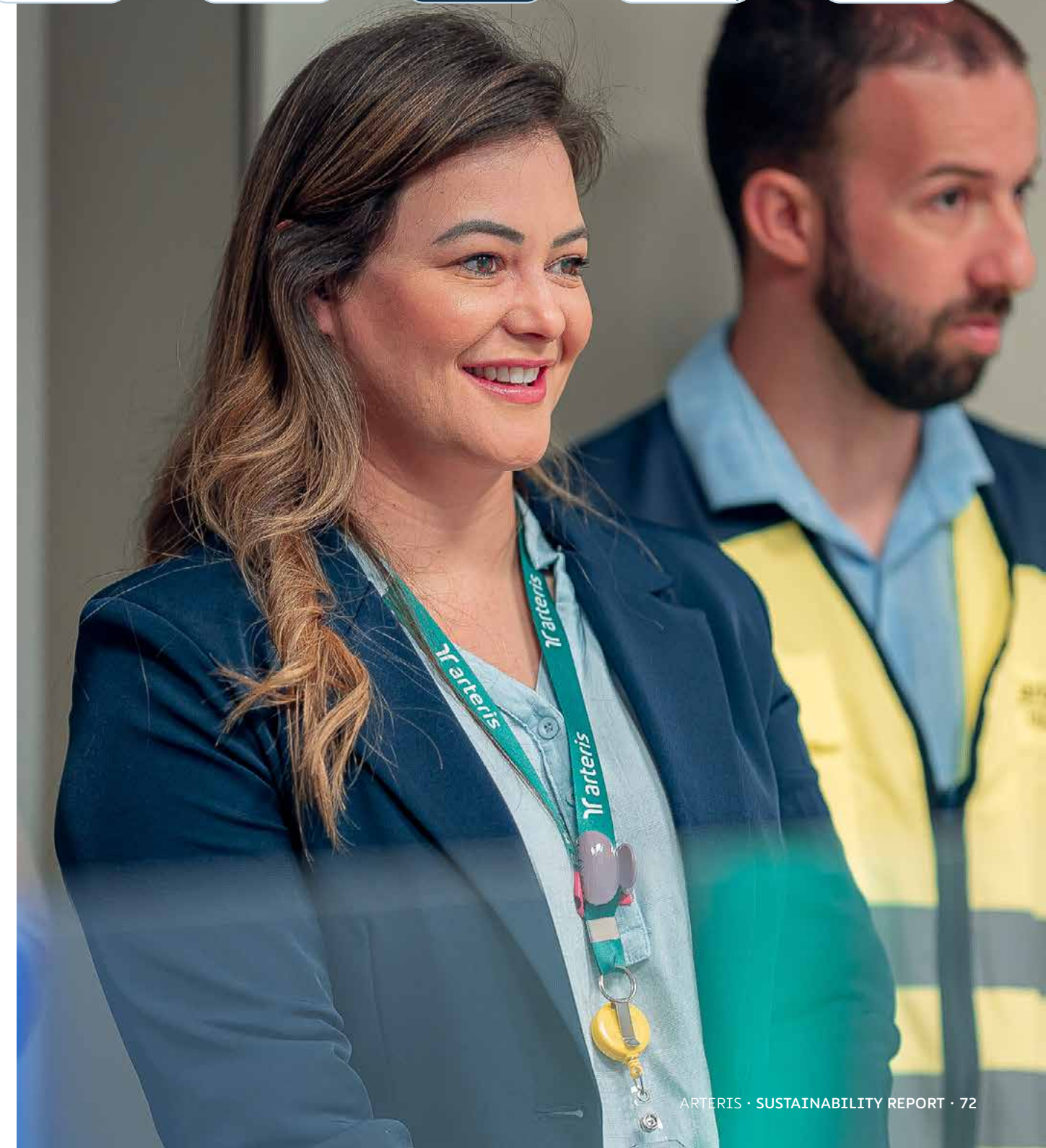
Among the clusters in which we grouped our employees, the average salary of women on the Executive Board is 6% higher than that of men, while the average salary of women in the other clusters is lower than that of men. The Tactical Leadership cluster is predominantly composed of men (61%) who are concentrated in positions with higher weights and, consequently, higher salary ranges. On the other hand, there has been a visible increase over the years in the proportion of women in leadership positions in the company (see employee profile indicators).

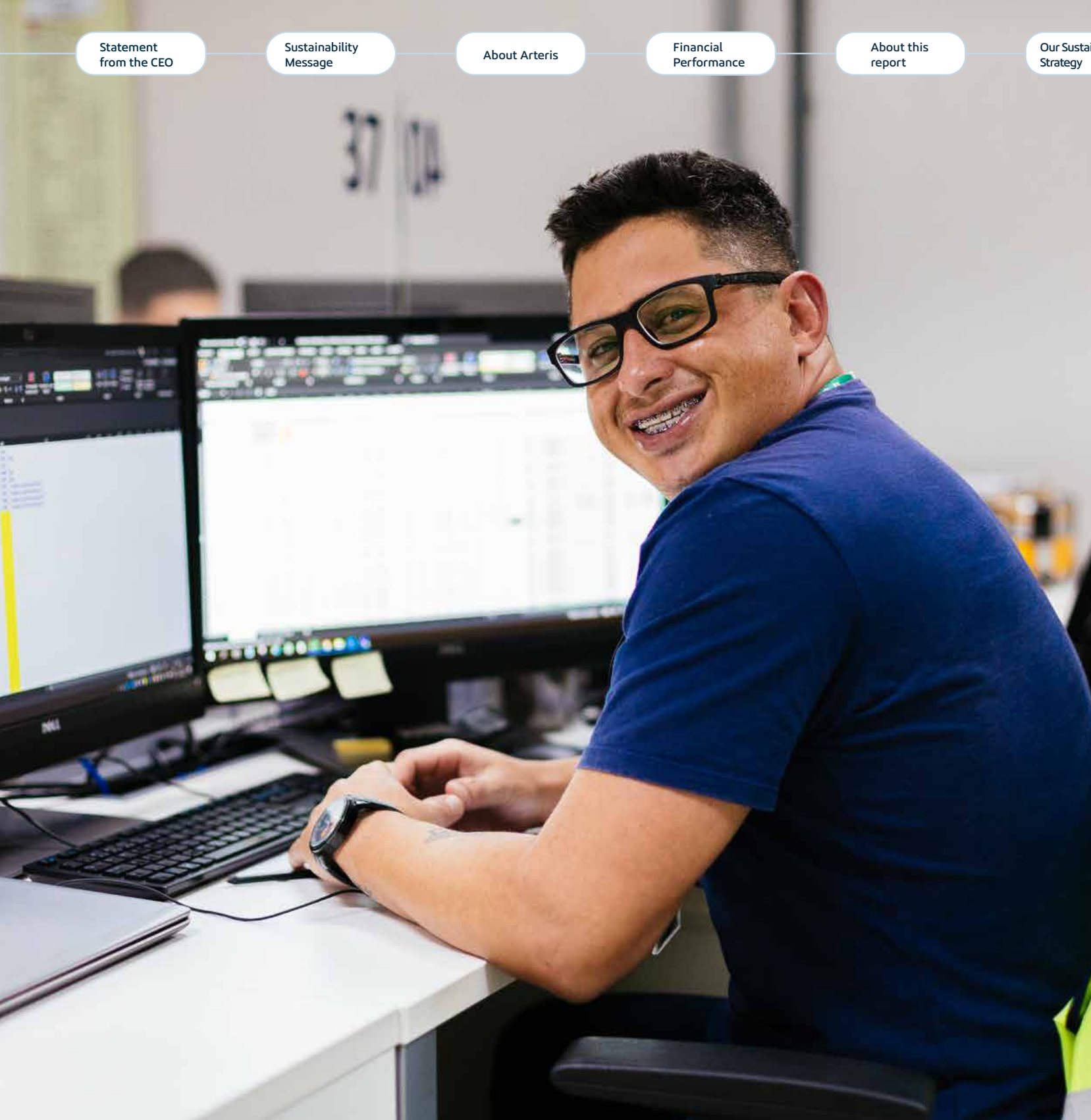
Arteris has been mobilizing and increasingly seeking to attract internal and external candidates for leadership positions and positions in the strategic Operations and Engineering teams. As a consequence of these actions, there has been an annual increase in this proportion of women. In addition, as a result of the 2022 Merit Program, there has been a greater concentration of recognition of female than male staff, with a focus on reducing the pay gap. Of the employees eligible for the merit program, proportionally more women received recognition than men: of the eligible women, 49% received recognition and 39% of the men.

Gender Pay Gap

GRI 405-2

Gender Pay Gap (Average Female Salary Mass / Average Male Salary Mass)	
Cluster	%
Executive Board (CEO and Executive Directors)	6%
Board of Directors and Superintendents (Directors and Superintendents)	-13%
Strategic Leadership (Managers and Advisors)	-13%
Tactical Leadership (Coordinators, Specialists, Supervisors, Leaders and Engineers III)	-29%
Professional (Analysts, Lawyers, Auditors, Secretaries, Technicians, Engineers I and II)	-5%
Operational (Auxiliaries, Assistants, Housekeeping, Receptionist, Driver, Operators)	-13%





Benefits package

GRI 401-2

Another important retention factor is the quality of benefits offered to full-time employees. That is why we regularly benchmark ourselves against market practices in order to offer our employees benefits that are appropriate to their activities and in line with the market. The benefits received by full-time employees include: medical assistance, meal allowance, transportation allowance, parking, private pension, childcare assistance, life insurance, insurance club, dental assistance and Gympass, the last three of which are paid by the employee under conditions negotiated by the company.

Private pension: as of 2022, our employees will have a Private Pension Plan, with a modern and flexible configuration compared to what is practiced in the market. Arteris is responsible for 100% of each employee's contribution and the contribution period is calculated from the employee's admission and not in relation to the year of creation of the program.



Integral health

Employee health at Arteris is managed by the internal medical team. Occupational physicians are responsible for monitoring compliance with the legislation on the matter and for monitoring employees. More closely, we monitor the health of employees on sick leave, pregnant women and those with specific demands. We also have the support of contracted companies, the Viva Bem Program, Saúde em Dia and the Cuidando de Perto Program.

Through Viva Bem, for example, we seek to offer employees initiatives focused on well-being, balance and quality of life. Since 2021, the program has been targeting initiatives that contemplate Integral Health, in the dimensions of family, finance, physical, social, and mental health. Saúde em Dia, on the other hand, monitors employees with chronic diseases and the Cuidando de Perto Program provides free psychotherapy sessions to all employees.

Arteris allows different types of absences upon presentation of medical certificates, including to attend consultations and exams, holds events focused on health and well-being and seeks to publicize the benefits offered in its communication channels.

Capacity-building, education and training

GRI 404-1

For Arteris, promoting educational actions to develop organizational strategies through a continuous development and learning process is a priority. We have four corporate schools within the Arteris Development University (UAD): Essential, with content on transversal topics for all employees; Leadership, aimed at managers; Operations, with the largest amount of content available; and Business, with content on specific topics about our business.

Training solutions include on-site, online, in company, open courses, participation in conventions, among others.

A total of 306,000 hours of training were offered in 2022, 89% of which were taken by analysts and operational teams. The average achieved was 70 hours of training per employee, a result higher than that observed in the market.



Performance Management

GRI 404-2, 404-3

Performance management at Arteris directs employee development, succession mapping and talent retention, which are key to sustaining the company's growth. On this front, we promote performance and potential assessment, always aligned with our values, and develop actions such as the People Review, merit program, promotions, development and engagement actions, with the constant practice of the feedback culture.

In 2022, we expanded the performance review to 100% of our employees, including apprentices and interns.

Total and average training per employee, by position and gender

	Executive Directors			Chief Operating Officers, Superintendents and Managers			Other Positions			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Training hours (men)	600	615	90	8,211	10,743	2,203	65,524	198,584	167,285	74,335	209,942	169,578
Training hours (women)	152	93	25	3,921	3,177	941	41,888	124,429	135,784	45,961	127,699	136,750
Training hours – total	752	708	115	12,132	13,920	3,144	107,412	323,013	303,069	120,296	337,641	306,328
	Executive Directors			Chief Operating Officers, Superintendents and Managers			Other Positions			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Average training hours (men)	46	56	23	35	163	31	24	86	75	25	88	73
Average training hours (women)	38	19	8	48	144	36	17	62	66	18	63	66
Average training hours – total	44	44	16	39	158	32	21	75	71	22	76	70

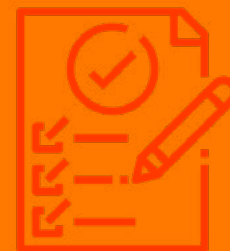
A difference can be observed in the 2022 data, mainly due to a change in job classification.

What does Arteris do if there is a major incident **that could disrupt all operations?**

We have a contingency plan for several mapped risks, in order to ensure a basic level of continuity of operations in the face of events that may lead to their interruption, until the establishment of normality, always bearing in mind the physical integrity of people and our assets.

Governance, Transparency and **Accountability**

We are transparent and demanding



Responsibility and transparency

Following practices, models and principles of the Brazilian Institute of Corporate Governance (IBGC), we are strongly focused on good practices in accountability. Decisions at Arteris are made in line with the company's long-term objectives, preserving the direction of our shareholders. Transparency is a *sine qua non* condition for the practice of our business and accountability to the market, society, our employees and our shareholders.

In 2022, the ISO 37.001 certification of the Anti-Bribery Management System ratified the effectiveness of management and management processes of the company's anti-bribery system, considering the risk map, mitigation and control measures related to corruption, recurring sensitive points in the area of the interface between public and private agents. Achievements such as this and the Pro-Ethics Seal reaffirm the proactive measures taken against any action that is not based on the principles of integrity and transparency.

We also won the Best Infrastructure Legal Department at the "Finance and Law Summit Awards" - Filasa 2022, an award organized by Leaders League Brazil.



Learn more at:
[Awards and certifications on the Arteris website](#)



Delivery of the Pro-Ethics Seal at Régis Bittencourt



Governance is everyone's business

In addition to the established forums of the company's governance bodies described in Our governance structure and the Investor Relations website, we maintain a dedicated communication portal with our shareholders. The Atlas Governance platform, consolidated in the corporate world, is the tool used to record committee minutes, calls and any type of demand that shareholders need to be aware of, whether in the financial, Human Resources, Sustainability or any other area of the Company. Information is also exchanged there, aiming at transparency and alignment with shareholders.

In 2022, we reinforced awareness of the use of the tool among employees who interact with corporate governance bodies so that the portal increasingly consolidates itself as a channel for exchanging information with our shareholders.

We also maintain the Arteris Corporate Governance Guidelines on Conecta, our intranet, with information for the internal public on concepts, flows and levels, among other items.

Hand in hand with investors

Our investors can better understand the history and profile of the Arteris Group by accessing our Business Model and Strategies and our annual reports. In addition to viewing financial and corporate governance information for the entire Group, we have created the **Investor Relations Website**. Navigation is easy, fast and affordable.

Risk management and internal controls

GRI 2-12, 2-13, COP G1, G4, G5, G7

Other governance mechanisms at Arteris are risk management and internal controls, for which we adopt good market practices, in line with our shareholders. The factors that generate uncertainty in achieving business objectives are assessed annually and, based on an understanding of the scenarios and probabilities, we prioritize the most critical risks to guide mitigation measures.

The effectiveness of the internal controls is continuously monitored, with independent reviews by Internal Audit and External Audit, as well as special audits of various areas. The results are evaluated in technical groups and executive committees, whose recommendations are monitored until the identified vulnerable points are resolved.

From an ESG perspective

In 2022, we promoted the association of all assessed risks with the respective ESG dimension. The risks assessed are related to:



Macroeconomic impacts:

changes in interest, inflation and exchange rates and the implications for access to credit and finance.



Geopolitical impacts:

possible impacts arising from the Russia-Ukraine crisis, significant changes in the political landscape after the elections, regulatory changes, impact on global input and energy prices and others in the supply chain.



Social impacts:

derived from economic uncertainty, inflation and social erosion post-pandemic.



Impacts of new regulations and risks:

focus on sustainability and commitments made from the ESG Agenda, with special attention to the risks of climate change, health and safety, information security, good governance, compliance, transparency and equality.

Business Continuity Plan

What if there is a major incident that could disrupt operations? Through the Business Continuity Plan (BCP) we have established mitigation and contingency actions for mapped risks in order to ensure a basic level of continuity of operations in the face of occurrences that lead to the disruption of the administrative routine, until normality is established, always focusing on the physical integrity of people, the assets of the toll road concessions and the image of the company.

Built on procedures and practices established by several critical areas of the business (highway management and collection), the plan provides guidelines for the resumption of critical processes – partially or totally – in order to ensure business sustainability and fulfill Arteris' legal and contractual obligations. As complementary material, the Crisis Management and Communication Manual was developed in 2022 to better guide the organization and

employees on the Business Continuity Plan.

This tool was crucial for the company in 2020, with the decree of the Covid-19 pandemic in Brazil. After a week of BCP activation, the entire team of non-core areas of Arteris, which usually worked in person, started working remotely.

HOW DOES IT WORK?

The BCP provides for a multidisciplinary crisis committee and contains guidelines on which situations should be triggered; activation flow; communication plan to the various stakeholders, among others. Decisions on what actions to take in the event of a crisis are made by the toll road concessions, based on their contingency plans, which consider particularities of their operations and locations. (GRI 2-29)

A certified journey of integrity

GRI 2-23a, COP G2, G3, G7

Ethics, integrity and transparency are principles that guide the conduct of all our activities, based on anti-corruption policies, due diligence processes, training, whistleblowing channel and other compliance mechanisms, in line with the main references and national and international legislation related to the subject. And these practices have a public endorsement: the Pro-Ethics Seal, delivered in 2021 by the Office of the Comptroller General (CGU) to all Arteris companies, Arteris being the only company in the highway concession sector to receive this recognition. In 2022, we were also certified by ISO 37001 – Anti-Bribery Management Systems. We were then re-certified in 2023.

Sealed commitment

GRI 2-25, 2-26, 205-1 COP G6, G8, G9

Maintaining recognition for ethical conduct is Arteris' commitment to society. "What we have achieved strengthens us and must not be lost", reinforces the executive director of Legal and Compliance at Arteris, Flávia Tâmega. Initiatives to prevent, minimize or promptly detect acts of corruption, fraud and other misconduct make up the Arteris Integrity Program, which is based on five pillars:





Evolution of the company's Integrity

GRI 205-1, 205-2

In 2022, we promoted several initiatives of the Integrity Program, mainly focused on greater employee engagement. Check out some of them below:

- **Training on the management of the Positive Environment:**

all leaders of the Arteris Group were instructed on how to maintain the positive environment, reinforcement on the use of the reporting channel, and on the prevention of moral harassment, sexual harassment and discrimination.

- **2nd edition of the Integrity Agents Program:**

with a continuous action to disseminate topics related to integrity, the program currently has two representatives per company. In its 2nd edition, the members received initial training and an action plan valid until the end of 2023.

- **Integrity Week 2022:**

fostered reflections on dilemmas regarding 5 (five) topics chosen by the employees themselves.

- **Compliance on the move:**

visits were made to our toll plazas to talk about integrity. The compliance team initiated the action with a focus on the reporting channel and aims to address other business-sensitive issues in 2023.

- **Vendors:**

in addition to training on integrity, in 2022 we strengthened our commitment to vendors on what we expect in relation to corruption prevention, sharing the drawings of employees' children and reinforcing the reporting channel, accessible to them as well.

Family engagement:

"How to prevent corruption". This was the topic of the contest we held to engage employees' children in the issue of ethics and integrity. To participate, the children sent, on our internal communication channel Arteris Conecta, drawings about how they see the prevention of corruption with the hashtags #ConcursoComoPrevenirACorrupcao and #TodoMundoNoCaminhoCerto.

And the result could not be more inspiring: in all, the company received **35** entries and awarded **3** drawings.

Reporting channel

GRI 2-16

Through the Arteris Reporting Channel, available by email, phone or website, any person, whether employee, customer or vendor, can report suspected violations of the Code of Conduct, internal rules and policies, and legislation. The channel enables anonymous or identified contact, both fully secure.

Members of the Compliance Committee oversee the outcome of internal investigations into reports received via the channel, and all reports are analyzed and addressed, if applicable.



Learn more at: **Arteris Code of Conduct.**

WHAT TO REPORT?

Failure to comply with rules of the Code of Conduct, legislation or Arteris' internal rules (e.g. policies and standards).

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



HR with support from Compliance

COMPLIANCE COMMITTEE

CEO
Legal and Compliance Area
Human Resources Area
Internal Audit Superintendence

CHECK OUT HOW OUR REPORTING CHANNEL WORKS



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



Anonymous or identified reports

1st Screening
Independent company receives and sends to Compliance

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

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

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

ATTENTION!

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



Fraud, Corruption
Misuse of assets and other unlawful actions

Internal and/or external auditing

NON-RETALIATION

The company does not tolerate any retaliation or reprisal against anyone reporting events in good faith.

Expertise in works

The changes promoted in the Engineering and Deployment Executive Board towards the strengthening of the matrix project model have improved engineering management in the company, supported by a robust database with relevant information for the entire investment cycle of a project.

The year 2022 was the year in which we intensified training in the methodology and the development of the team in the management of contracts with a more sustainable perspective, which expands the assessment of risks and impacts and, consequently, generates more assertive planning.

The ventures and their benefits

GRI 203-1

Highway concession agreements provide for the execution of various infrastructure works that contribute to road safety, increase vehicle flow and reduce environmental impacts, such as the construction of bridges, additional lanes, pedestrian walkways, fauna crossings, among others.

The duplication of SP-255, on ViaPaulista, the implementation of the Contorno de Florianópolis and the construction of third lanes on Rodovia Fernão Dias, three of the main works that are currently underway at Arteris, are examples of how the application of expertise in major works reverts to benefits for society.



Work on the Contorno de Florianópolis in Arteris Litoral Sul

What are the main aspects to be considered in major works?



Regulatory issues



Highway safety



Workplace safety



Environmental impacts



Community relationship management



Aspects of socioeconomic development



Vendor management



Structural technical aspects



Duplication of Arteris ViaPaulista

Duplication of ViaPaulista

The work

- Investment of more than BRL 2.7 billion.
- 275 km of duplication on three highways: SP-255, SP-318 and SP-249.

Status in 2022

- Delivered stretch of 10 km located between Bocaina and Jahu (km 137.95 to km 147.30), with two gradient devices (access at km 138 and return at km 142) and two bridges (over the Pau D'Alho and Pouso Alegre streams, in Jahu).



Watch the video here with the first images of the stretch already released for use

Benefits

- 2,000 jobs generated.
- More than 1 million people benefited.
- 70% reduction in the average number of accidents with injuries, 45% reduction in the average number of accidents with serious victims and zero fatalities in the first stretch delivered*.
- With the project complete, the region will have a modernized road network, forming a new logistics corridor between the northern part of the state of São Paulo, in Franca, and the border with Paraná.

*Survey of the first 173 days of use of the highway, as of March 2022, compared to the period when the stretch was managed as a single lane (January 2018 to February 2022).

Contorno de Florianópolis

- Considered the largest road infrastructure project underway in Brazil.
- A 50 km dual carriageway express corridor with four double tunnels, six interchange accesses, seven bridges and more than 20 level crossings, as well as special engineering works.
- Investment of BRL 3.7 billion by 2023.

Deliveries in 2022

- Four bridges, seven level crossings, a complete interchange and 18 km of paving completed.
- Work is underway on the four double tunnels, as well as drainage services, earthworks, construction of special artwork, viaducts and interchanges.

Benefits

- Contribute to improving the mobility of the region by crossing four municipalities and avoiding the main stretch of BR-101 in the region that gives access to the capital city of Florianópolis.
- With an operating speed of 100km/h and built so as not to have steep slopes or inclines, only with gentle curves, it avoids the need for speed reductions, ensuring the characteristic of an express corridor.



Visit the Contorno de Florianópolis website.



Contorno de Florianópolis in Arteris Litoral Sul

Targeted focus on impacts on the value chain

GRI 308-1, 308-2, 414-1, 414-2

Ensuring best practices of ESG aspects in vendor sourcing, evaluation, monitoring and development processes is a commitment expressed in our sustainability strategy. Arteris vendors undergo anti-corruption due diligence and are evaluated on environmental, social and governance criteria

Under the umbrella of the P2P project, in 2022, we continued to review processes and procedures related to procurement in the company, in order to standardize contracting across all toll road concessions, improving management and control of the process.

One of the highlights of the project was the implementation of GoSupply, a supplier management system used by Abertis, one of our shareholders, with similar rules for all Abertis Group companies, adding the particularities of each region.

GoSupply is a tool that allows you to gather the main vendor information – financial, reputational, compliance, among others – generating a reliable database to ensure that every purchase made in the company is from qualified and approved suppliers, and that they can also be evaluated against ESG criteria.

The gains from increasingly focused management of value chain impacts are imminent. The categorization of vendors, for example, shows us which purchasing processes will require more effort in risk assessment, such as critical or strategic vendors. Thus, GoSupply is an important vendor risk analysis tool.

The next step, in 2023, includes auditing 100% of critical vendors, about 28 in total, regarding the management of environmental, social and governance issues relevant to Arteris, and engaging them on the topic.



Arteris Régis Bittencourt

A magnifying glass on human rights

In 2022, we already started assessing critical vendors on ESG aspects. This type of assessment can represent the tangible differentiator for the decision to choose a vendor, with transparency and speed. Although we have already considered human rights criteria in the evaluations, we will deepen this analysis in 2023 by hiring an assessment to verify points of improvement in the human rights arena.

Who are our vendors?

GRI 2-6b, GRI 204-1

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



In 2022,
97% of purchases
were made from
local vendors

Attachments



ECO-EFFICIENCY CHAPTER

Natural solution for treatment of sanitary effluents

Total bio septic tanks		
Toll Road Concession	Until 2021	2022
Fernão Dias	-	8
Intervias	-	2
ViaPaulista	-	2
Fluminense	6	1
Regis Bittencourt	-	4
Planalto Sul	-	-
Litoral Sul	9	-
Total	15	17

In 2022, we changed the way we report the types of waste (hazardous and non-hazardous) disposed of, in line with the process of continuous improvement and enhancement in traceability and waste management. As a result, not all types of waste can be compared with those of previous periods, as they follow different bases.

Total weight of non-hazardous waste, broken down by type and disposal method (kg)

Type of waste	Total non-hazardous waste generated			Waste recovered, reused and/or recycled			Waste sent to landfill			Waste subjected to other treatment		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Construction and demolition debris	464,362,542	286,147,782	79,675,307	461,875,113	279,228,268	78,258,542	2,482,258	6,585,514	1,407,292	8,067	334,000	9,473
Biological sewage sludge (septic tanks)	3,246,490	4,972,083	7,511,840	453,870	452,738	-	647,171	-	12,885	2,145,449	4,519,345	7,498,954
Gardening debris	1,498,951	421,170	2,930,575	53,730	11,060	7,390	1,449,600	410,110	2,920,842	-	-	2,343
Household waste	4,325,974	5,485,357	2,237,821	374,680	17,021	330	3,951,294	5,468,204	2,152,910	-	132	84,581
Tires and rubber debris	1,020,554	592,894	355,074	958,418	592,894	355,074	41,230	-	-	20,906	-	-
Scraps (air conditioning and fire extinguishers)	267,344	451,227	290,936	262,949	451,227	290,937	5,357	-	-	3,000	-	-
Others	445,147	25,395,495	202,113	80,805	7,767,215	88,049	19,325	4,310,374	71,294	345,017	13,317,907	42,770
Wood	76,551	2,027,988	183,087	-	5,250	114,638	76,551	2,022,738	4,000	-	-	64,449
Mix of concrete and bricks	-	132,920	153,701	-	44,500	110,500	-	18,950	43,201	-	69,470	-
Plastic	150,167	512,616	118,116	148,864	33,424	62,942	1,303	479,192	53,429	-	-	1,745
Paper (including confidential, tickets and card)	53,699	403,902	97,460	51,741	48,267	71,564	1,958	355,635	25,204	-	-	692
Mixed metals (scrap)	674	78,482	74,137	674	78,482	73,979	-	-	159	-	-	-
Timber from construction works	442,808	796,135	50,790	302,895	334,201	46,790	13	17	4,000	139,900	461,917	-
Plastic packaging	26,098	20,790	9,136	22,196	20,656	7,442	3,902	67	1,694	-	67	-
Paper and cardboard packaging	7,660	13,069,000	5,141	7,660	13,069,000	4,063	-	-	1,078	-	-	-
Electronic equipment	400	870	2,697	400	870	2,697	-	-	-	-	-	-
Alkaline batteries	173	-	123	-	-	-	173	-	123	-	-	-
Expired drugs	-	-	45	-	-	-	-	-	-	-	-	45
Glass	704	8,355	28	704	14	28	-	8,341	-	-	-	-
Toner	5	-	-	-	-	-	5	-	-	-	-	-
Total	475,925,941	340,517,066	93,898,128	464,594,699	302,155,086	79,494,963.33	8,668,903	19,659,142.10	6,698,111.78	2,662,338.50	18,702,838.20	7,705,052.61
	Representativeness by type of disposal (%)			98%	89%	85%	2%	6%	7%	1%	5%	8%

Total weight of hazardous waste, broken down by type and disposal method (kg)

Type of waste	Total hazardous waste generated			Waste recovered, reused and/or recycled			Waste sent to landfill			Waste subjected to other treatments		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Moist common sludge	-	9,810	397,650	-	-	-	-	-	-	-	9,810	397,650
Contaminated metal and plastic packaging	52,381	73,630	89,688	9,114	-	-	21,490	-	6,443	21,777	73,630	83,245
Oil-contaminated earth	69,490	43,825	57,507	40,200	-	521	21,770	20,855	54,885	7,520	22,970	2,101
Contaminated absorbents and cloths	445	11,114	47,179	-	-	-	425	9,907	31,446	20	1,207	15,733
Used oil	69,413	62,827	80,128	41,721	7,647	53,368	10,945	-	-	16,747	55,180	26,760
Lead batteries	-	16,210	13,733	-	10	13,733	-	-	-	-	16,200	-
Non-chlorinated emulsions	-	-	5,473	-	-	-	-	-	-	-	-	5,473
Fluorescents lamps and bulbs	246	150	3,672	203	-	3,410	43	14	1	-	137	261
Paints and resins	167	6,484	1,610	-	-	-	167	6,484	1,610	-	-	-
Discarded electrical and electronic equipment	1,210	611	976	874	36	-	336	575	976	-	-	-
Paints, varnishes and adhesives	2,095	9,760	732	660	-	-	-	-	-	1,435	9,760	732
Batteries and accumulators	302	232	525	-	-	-	302	232	525	-	-	-
Toner	20	110	420	-	-	-	20	110	420	-	-	-
Oil filter	-	61	126	-	61	126	-	-	-	-	1	-
Nickel-cadmium batteries	-	-	60	-	-	-	-	-	-	-	-	60
Drainage mud	-	-	36	-	-	-	-	-	-	-	-	36
Resin	-	500	-	-	-	-	-	500	-	-	-	-
Electronic equipment	574	18	-	-	-	-	574	-	-	-	18	-
Calcium chloride	-	920	-	-	-	-	-	-	-	-	920	-
Asbestos-containing construction matting	-	22,180	-	-	-	-	-	22,180	-	-	-	-
Dirty solvents	-	1	-	-	-	-	-	1	-	-	-	-
Others	285,146	34,502	67,501	123	-	-	263,768	26,380	52,423	21,256	8,123	15,078
Total	481,488	292,943	767,016	92,895	7,753	71,158	319,839	87,236	148,728	68,754	197,954	547,129
Representativeness by type of disposal (%)				19%	3%	9%	66%	30%	19%	14%	68%	71%

In 2022, we changed the way we report the types of waste (hazardous and non-hazardous) disposed of, in line with the process of continuous improvement and enhancement in traceability and waste management. As a result, not all types of waste can be compared with those of previous periods, as they follow different bases.

PROTECTION OF LIFE IN ITS BROADEST CONCEPT

Number of fauna crossings

Toll Road Concession	2022
Fernão Dias	55
Intervias	14
ViaPaulista	26
Fluminense	37
Regis Bittencourt	38
Planalto Sul	15
Litoral Sul	35
Total	220

Planting of native seedlings

	2022		Until 2022 (cumulative)	
	Seedlings Planted	Hectares Planted	Seedlings Planted	Hectares Planted
Active				
Litoral Sul – Contorno de Florianópolis	2,759	-	23,371	46
Litoral Sul – Operation	-	-	6,750	28
Planalto Sul	-	-	155,708	107
Régis Bittencourt	93,400	58	477,926	234
Fluminense	9,672	7	192,424	103
Fernão Dias	39,255	20	247,092	167
ViaPaulista	7,198	4	50,379	9
Intervias	3,980	2	337,224	202
Inactive				
ViaNorte	-	-	133,904	80
CentroVias	5,539	3	298,697	179
AutoVias	-	-	286,702	172
Total	161,803	95	2,210,177	1,327

EVERY RESCUE MATTERS

#MeAdota 2022

Rescued animals

Toll Road Concession	2022
Fernão Dias	283
Intervias	88
ViaPaulista	280
Fluminense	33
Regis Bittencourt	235
Planalto Sul	66
Litoral Sul	211
TOTAL	1,196

EVERY RESCUE MATTERS

#MeAdota 2022

Total invested in treatments

Toll Road Concession	2022
Fernão Dias	358,784
Intervias	234,728
ViaPaulista	84,430
Fluminense	211,251
Regis Bittencourt	638,328
Planalto Sul	226,455
Litoral Sul	373,846
TOTAL	2,127,823

EVERY RESCUE MATTERS

#MeAdota 2022

Adopted animals

Toll Road Concession	2022
Fernão Dias	-
Intervias	11
ViaPaulista	13
Fluminense	4
Regis Bittencourt	22
Planalto Sul	11
Litoral Sul	48
TOTAL	109

SAFETY AND QUALITY CHAPTER

People Management

Employee profile

Workforce between men and women

GRI 2-7

Employees by gender	Men			Women			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Headquarters (São Paulo, Ribeirão Preto and Brasília)	187	210	212	227	250	260	414	460	472
Intervias	204	197	188	256	263	274	460	460	462
ViaPaulista	382	377	368	299	320	321	681	697	689
Fernão Dias	358	401	410	344	350	364	702	751	774
Fluminense	268	267	255	135	133	136	403	400	391
Régis Bittencourt	290	267	270	252	258	245	542	525	515
Planalto Sul	194	174	185	131	120	118	325	294	303
Litoral Sul	400	428	419	313	327	355	713	755	774
Latina	155	79	-	11	1	-	166	80	-
Centrovias, Vianorte and Autovias (concessions not active in 2022)	5	1	1	2	2	-	8	5	1
TOTAL	2,443	2,401	2,308	1,970	2,024	2,073	4,413	4,425	4,381

Employees by age

GRI 2-7

Employees by age	30 years of age and under			30 to 45			46 to 50			Over 50 years of age		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Headquarters (São Paulo, Ribeirão Preto and Brasília)	108	107	132	238	271	257	27	37	38	41	45	45
Intervias	80	88	90	230	221	209	66	70	76	84	81	87
ViaPaulista	204	226	236	378	372	344	52	49	50	47	50	59
Fernão Dias	151	143	178	433	477	454	53	63	70	65	68	72
Fluminense	102	91	99	243	251	231	26	28	31	32	30	30
Régis Bittencourt	120	146	158	342	285	253	48	56	55	32	38	49
Planalto Sul	116	98	101	158	140	144	30	31	33	21	25	25
Litoral Sul	271	251	287	359	399	377	36	49	52	47	56	58
Latina	10	-	-	58	13	-	18	8	-	80	59	-
Centrovias, Vianorte and Autovias (concessions not active in 2022)	-	-	-	1	1	-	-	-	-	6	2	1
Total	1,162	1,150	1,281	2,440	2,430	2,269	356	391	405	455	454	426

Employees by position and gender

GRI 2-7

Women by position	Executive Management			Operational Board, Superintendence and Management			Other positions			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Headquarters (São Paulo, Ribeirão Preto and Brasília)	2	3	3	13	15	17	212	232	240	227	250	260
Intervias	-	-	-	2	2	1	254	261	273	256	263	274
ViaPaulista	-	-	-	1	2	3	298	318	318	299	320	321
Fernão Dias	-	-	-	2	2	1	342	348	363	344	350	364
Fluminense	-	-	-	1	1	1	134	132	135	135	133	136
Régis Bittencourt	-	-	-	1	-	-	251	258	245	252	258	245
Planalto Sul	-	-	-	1	-	-	130	120	118	131	120	118
Litoral Sul	-	-	-	-	1	3	313	326	352	313	327	355
Latina	-	-	-	-	-	-	11	1	-	11	1	-
Centrovias, Vianorte and Autovias (concessions not active in 2022)	-	-	-	-	-	-	2	2	-	2	2	-
Total	2	3	3	21	23	26	1,947	1,998	2,044	1,970	2,024	2,073

Men by position	Executive Management			Operational Board, Superintendence and Management			Other positions			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Headquarters (São Paulo, Ribeirão Preto and Brasília)	3	3	4	41	44	37	143	163	171	187	210	212
Intervias	-	-	-	6	5	5	198	192	183	204	197	188
ViaPaulista	-	-	-	9	8	8	373	369	360	382	377	368
Fernão Dias	-	-	-	5	5	7	353	396	403	358	401	410
Fluminense	-	-	-	4	3	2	264	264	253	268	267	255
Régis Bittencourt	-	-	-	3	-	-	287	267	270	290	267	270
Planalto Sul	-	-	-	-	-	-	194	174	185	194	174	185
Litoral Sul	-	-	-	6	11	12	394	417	407	400	428	419
Latina	-	-	-	3	-	-	152	79	-	155	79	-
Centrovias, Vianorte and Autovias (concessions not active in 2022)	-	-	-	1	1	1	4	-	-	5	1	1
Total	3	3	4	78	77	72	2,362	2,321	2,232	2,443	2,401	2,308

GRI Content Index

The organization and its reporting practices		
GRI 2: General disclosures 2021	2-1 Organizational details	5, 6, 8
	2-2 Entities included in the sustainability reporting	16, 17
	2-3 Reporting period, frequency and contact point	16
	2-4 Restatements of information	In 2022, we changed the way we report the types of waste (hazardous and non-hazardous) disposed of, in line with the process of continuous improvement and enhancement in traceability and waste management. As a result, not all types of waste can be compared with those of previous periods, as they follow different bases.
	2-5 External assurance	16 Only the financial statements were audited externally (https://ri.arteris.com.br/listresultados.aspx?idCanal=TjSAu+vk22bzyI6FL2P4yQ==)
Activities and workers		
GRI 2: General disclosures 2021	2-6 Activities, value chain and business relationships	5, 6, 8, 22, 83
	2-7 Employees	67-74
	2-8 Workers who are not employees	Arteris has its own and third-party employees in its operations, an audience included in the management of Occupational Health and Safety indicators (p. 55). The percentage of third parties in relation to the total workforce is not available.
Corporate		
GRI 2: General disclosures 2021	2-9 Governance structure and composition	8, 9
	2-10 Nominating and selecting the highest governance body	7, 8, 9 https://ri.arteris.com.br/Default.aspx
	2-11 Chair of the highest governance body	8
	2-12 Role of the highest governance body in overseeing the management of impacts*	8, 21, 24
	2-13 Delegation of responsibility for managing impacts	21, 24, 77, 78
	2-14 Role of the highest governance body in sustainability reporting*	16, 17, 24
	2-15 Conflicts of interest*	9
	2-16 Communication of critical concerns*	All stakeholders can file complaints through the Reporting Channel (p.80) or contact the Directorate directly in case of critical situations.
	2-17 Collective knowledge of highest governance body	24 Arteris' governance bodies are made up of professionals with vast collective knowledge of market and segment practices, legislation and culture. Such collective knowledge is shared with the teams and integrates the company culture. The CVs of the governance members are available at: https://ri.arteris.com.br/show.aspx?idCanal=rVVRPtC-f4zOxhM2QMkhzCA==

Corporate

2-18 Evaluation of the performance of the highest governance body

24

2-19 Remuneration policies

24, 72, 73

2-20 Process to determine remuneration

Suggestion: The remuneration of all CENIBRA professionals – including governance members – follows the best market practices and considers aspects such as education, experience, track record, in addition to the level defined for each position.

2-21 Annual total compensation ratio

72

2-22 Information on the sustainable development strategy*

2, 3, 20-24

2-23 Commitments

24

2-24 Embedding policy commitments

The ESG Agenda brings together the company's commitments and is widely shared with the internal public, being practiced on a daily basis by employees. Progress on commitments and targets can be tracked through the status of the ESG Agenda (22, 23)

2-25 Processes to remediate negative impacts

20-24

2-26 Mechanisms for seeking advice and raising concerns*

The Reporting Channel (p. 80) has a procedure and flow that involve all areas in the search for information and referrals.

2-27 Compliance with laws and regulations*

We strictly follow the Brazilian Legislation and all environmental, social and competition regulations.

Stakeholder engagement

6-29 Approach to stakeholder engagement*

56

The management of the relationship with external stakeholders, employees, regulatory and inspection agencies, governments, and neighboring communities prioritizes transparency, dialogue, and respect, which is directly reflected in the collaboration to mitigate risks and solve problems. All engagement actions are guided by these pillars.

2-30 Collective bargaining agreements

All employees are covered by collective bargaining agreements.

GRI 2: General disclosures 2021

GRI 2: General disclosures 2021

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics*	17-19
	3-2 List of material topics*	17-19
	3-3 Management of material topics	18-19, 21
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Dec/15
	201-2 Financial implications and other risks and opportunities due to climate change	26-29, 39
	201-3 Defined benefit plan obligations and other retirement plans	72, 73
	201-4 Financial assistance received from government	14
GRI 202: Economic performance	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The lowest wage practiced in the company is higher than the national minimum wage
	202-2 Proportion of senior management hired from the local community in major operating units	Indicator under construction. Monitoring started in 2023.
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported*	12, 45, 46, 81, 82
	203-2 Significant indirect economic impacts	12, 45, 46, 81, 82
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	83
GRI 205: Anti corruption		18, 19, 23, 24, 56, 76, 78, 79, 90
	205-1 Operations assessed for risks related to corruption*	Arteris, in line with the Anti-Corruption Law No. 12.846/13 and the best practices of Corporate Governance, keeps the risks related to corruption mapped and monitored, in adherence to the rules, non-compliance conduct, corruption, bribery and fraud. Mapping and monitoring involves 100% of all operations
	205-2 Communication and training about anti-corruption policies and procedures*	76,78,79
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption in 2022.
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, the company did not file any lawsuit arising from unfair competition, trust or monopoly practices.

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics*	17-19
	3-2 List of material topics*	17-19
	3-3 Management of material topics	18-19, 21
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Dec/15
	201-2 Financial implications and other risks and opportunities due to climate change	26-29, 39
	201-3 Defined benefit plan obligations and other retirement plans	72, 73
	201-4 Financial assistance received from government	14
GRI 202: Economic performance	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	72
	202-2 Proportion of senior management hired from the local community in major operating units	
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported	12, 45, 46, 81, 82
	203-2 Significant indirect economic impacts	12, 45, 46, 81, 82
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	83
GRI 205: Anti corruption		"18, 19, 23, 24, 56, 76, 78, 79, 90
	205-1 Operations assessed for risks related to corruption*	Arteris, in line with the Anti-Corruption Law No. 12.846/13 and the best practices of Corporate Governance, keeps the risks related to corruption mapped and monitored, in adherence to the rules, non-compliance conduct, corruption, bribery and fraud. Mapping and monitoring involves 100% of all operations"
	205-2 Communication and training about anti-corruption policies and procedures*	76,78,79
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption in 2022.
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, the company did not file any lawsuit arising from unfair competition, trust or monopoly practices.

Material Topics

GRI 207: Tax	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	Arteris monitors the concerns of its stakeholders in the relationship forums it maintains with each group and also via the Ethics Channel.
	207-4 Country-by-country reporting	18-19, 21
GRI 302: Energy	302-1 Energy consumption within the organization*	26, 30
	302-2 Energy consumption outside of the organization*	26, 30
	GRI 302-3 Energy intensity*	
	302-4 Reduction of energy consumption	26, 30
	302-5 Reductions in energy requirements of products and services	26, 30
GRI 303: Water	303-4 Water discharge	37
	303-5 Water consumption	26, 35
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40
	304-2 Nature of direct and indirect impacts on biodiversity	39, 44
	304-3 Habitats protected or restored	40
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations*	40
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	26, 27
	305-2 Direct (Scope 2) GHG emissions	26, 27
	305-3 Other indirect (Scope 3) GHG emissions	26, 27
	305-5 Reduction of GHG emissions	26, 27

Material Topics

GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	26, 31
	306-2 Management of significant waste-related impacts	26, 31
	306-3 Waste generated	26, 33
	306-4 Waste diverted from disposal	26, 33
	306-5 Waste directed to disposal*	26, 33
GRI 307: Compliance	307-1 Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	There were none.
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	83
	308-2 Negative environmental impacts in the supply chain and actions taken	83
GRI 401: Employment	401-1 New employee hires and employee turnover	68
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, broken down by major operational units of the organization	73
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	51
	403-2 Hazard identification, risk assessment, and incident investigation	51, 53
	403-3 Occupational health services	Employee health is managed by the medical team, following the profile of employees, activities, aiming to minimize the risks associated with work.
	403-4 Worker participation, consultation, and communication on occupational health and safety	53
	403-5 Worker training on occupational health and safety	53
	403-6 Promotion of worker health	73
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51, 53
	403-8 Workers covered by an occupational health and safety management system	55
	403-9 Work-related injuries*	55
	403-10 Work-related ill health	
GRI 404: Training and education	404-1 Average hours of training per year per employee	74
	404-2 Programs for upgrading employee skills and transition assistance programs	74
	404-3 Percentage of employees receiving regular performance and career development reviews	74

Material Topics

GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	67, 68, 71, 72
	405-2 Ratio of basic salary and remuneration of women to men	72
GRI 408: Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor*	There were none.
GRI 409: Forced or compulsory labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were none.
GRI 412: Human rights assessment	412-1 Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments	All agreements signed include clauses related to human rights, such as non-discrimination, whether by origin, race, sex, color, age, creed and any other forms, as long as there is no impediment or risk to physical integrity in the performance of tasks.
	412-2 Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations of the organization, including percentage of employees trained	The topic of Human Rights is an integral part of internal training, such as integration and the Code of Conduct.
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs*	56
	413-2 Operations with significant actual and potential negative impacts on local communities*	56
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria*	83
	414-2 Negative social impacts in the supply chain and actions taken*	83
GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	43, 49, 53, 62

Membership in councils and associations

GRI 2-28

Toll Road Concession	Association	Toll Road Concession	Association	
Headquarters	Brazilian Association of Toll Road Concessions (ABCR)	Régis Bittencourt	Brazilian Association of Toll Road Concessions (ABCR)	
	Brazilian Association of Infrastructure and Basic Industries (ABDIB)	Litoral Sul	Brazilian Association of Toll Road Concessions (ABCR)	
	Brazilian Association of Technical Standards (ABNT)		Western Route Association	
	Brazilian Human Resources Association (ABRH)		Federation of Industries of the State of Santa Catarina (FIESC)	
	APE Brazil Invest Forum		Parliamentary Front of Santa Catarina	
	Spanish Chamber of Commerce		Joint Work Group (GPT)	
	Brazilian Institute of Finance Executives of São Paulo (IBEF)		Engineering Institute of Paraná	
	Global Reporting Initiative (GRI)		Brazilian Association of Toll Road Concessions (ABCR)	
	GRI Infra Club Latam		New Hope Residents Association - CEM	
	Brazilian Association of Toll Road Concessions (ABCR)		Association of Municipalities of the Contested Region (AMURC)	
Brazilian Association of Technical Standards (ABNT)	Trade and Logisticians Association			
ViaPaulista	Porto Ferreira State Park	Planalto Sul	Brazilian Association of Toll Road Concessions (ABCR)	
	Brazilian Association of Toll Road Concessions (ABCR)		Association of Municipalities of the Contested Region (AMURC)	
	Brazilian Association of Technical Standards (ABNT)		Trade and Logisticians Association	
Vassununga State Park Council	Fluminense		Brazilian Association of Toll Road Concessions (ABCR)	
Brazilian Association of Toll Road Concessions (ABCR)			Associação Comercial do Rio de Janeiro (ACRJ)	
Associação Comercial do Rio de Janeiro (ACRJ)			Industry Federation of the State of Rio de Janeiro (FIRJAN)	
Industry Federation of the State of Rio de Janeiro (FIRJAN)			Comissão Tripartite de Rodovia Concedida da Autopista Fluminense (CTRC - AFL)	
Comissão Tripartite de Rodovia Concedida da Autopista Fluminense (CTRC - AFL)			Golden-Lion Tamarin Monkey Integrated Center Advisory Council	
Golden-Lion Tamarin Monkey Integrated Center Advisory Council			Fernão Dias	Brazilian Association of Toll Road Concessions (ABCR)
Brazilian Association of Toll Road Concessions (ABCR)				

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