

# Attachments



The attachment will present complete non-financial data for the Holding Company Group and for Budimex SA.

[GRI 302-1]  
[GRI 302-3]  
[GRI 302-4]

## Environmental data

The Budimex Group's Environmental Data Summary

	Unit	Budimex Group
		2021
<b>Spent fuels in buildings and installations</b>		
Light fuel oil	MWh	6,759.9
Coal dust	MWh	71,499.9
Mains natural gas	MWh	1,774.5
LPG	MWh	5,923.4
Propane-butane	MWh	102.0
Propane	MWh	1,353.6
Total fuels consumed in buildings and installations	MWh	87,413.3
<b>Fuels used in own vehicle transport</b>		
Petrol	MWh	13,998.6
Diesel	MWh	47,100.7
LPG	MWh	2,233.3
CNG	MWh	1,144.4
Total fuels consumed in transport by own vehicles	MWh	64,477.1
<b>Used fuels for the machinery park</b>		
Petrol	MWh	2,679.8
Diesel	MWh	85,613.8
LPG	MWh	0.0
Propane	MWh	2.9
Propane-butane	MWh	10.5
Total fuels consumed in transport by own vehicles	MWh	88,307.0
<b>Energy generated</b>		
Electricity generated from RES	MWh	62.1

Purchased energy		
Electricity	MWh	23,814.1
Thermal energy	MWh	10,789.3
<b>Total energy consumption</b>	<b>MWh</b>	<b>274,800.9</b>

	Unit	Budimex Group		
		2020	2021	y/y change
Renewable energy for PLN 1 million revenue	MWh/1 mln PLN	0.6	0.9	55.9%
Energy from non-renewable sources for PLN 1 million of revenue	MWh/1 mln PLN	35.1	33.8	-3.5%
<b>Energy from all sources for 1 million PLN of revenue</b>	<b>MWh/1 mln PLN</b>	<b>274,890.4</b>	<b>274,800.9</b>	<b>0.0%</b>

[GRI 305-1]  
[GRI 305-2]  
[GRI 305-4]  
[GRI 305-5]  
[GRI 305-7]  
[TCFD]

### Greenhouse gas emissions

	Unit	Budimex Group
		2021
<b>Scope 1</b>		
Emissions from fuel use in buildings and installations	Mg CO <sub>2</sub> e	28,342.7
Emissions from fuel use in transport	Mg CO <sub>2</sub> e	16,672.8
Emissions from fuel consumption in the machinery fleet	Mg CO <sub>2</sub> e	23,345.5
Total GHG Scope 1 emissions	Mg CO <sub>2</sub> e	68,361
<b>Scope 2 location-based</b>		
Emissions resulting from the purchase of electricity	Mg CO <sub>2</sub> e	21,648.2
Emissions resulting from the purchase of thermal energy	Mg CO <sub>2</sub> e	3,883.8
Total GHG Scope 2 location-based emissions	Mg CO <sub>2</sub> e	25,532.1
<b>Scope 2 market-based</b>		
Total GHG Scope 2 market-based emissions	Mg CO <sub>2</sub> e	16,030.1
<b>Scope 1+2 location-based</b>		
Total GHG Scope 1+2 location-based emissions	Mg CO <sub>2</sub> e	93,893.0
Scope 1+2 location-based issues per PLN 1 million of revenue	Mg CO <sub>2</sub> e/PLN million	11.9
<b>Scope 1+2 market-base</b>		
Total GHG Scope 1+2 market-based emissions	Mg CO <sub>2</sub> e	84391.1
Scope issues 1+2 market-based for £1m revenue	Mg CO <sub>2</sub> e/PLN million	11.2

## Detailed information on employment in 2021

### Employees on open-ended contracts in 2021

number of people	Budimex Group		
	K	M	K+M
<b>Senior staff, including:</b>	<b>31</b>	<b>147</b>	<b>178</b>
aged 51 and over	8	25	33
31-50 years old	23	122	145
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>233</b>	<b>995</b>	<b>1 228</b>
aged 51 and over	14	91	105
31-50 years old	192	814	1 006
under 30 years of age	27	90	117
<b>Other employees, including:</b>	<b>869</b>	<b>2 289</b>	<b>3 158</b>
aged 51 and over	57	687	744
31-50 years old	541	1 258	1 799
under 30 years of age	271	344	615
<b>Employees at all levels of the structure</b>	<b>1 133</b>	<b>3 431</b>	<b>4 564</b>
aged 51 and over	79	774	853
31-50 years old	756	2 194	2 950
under 30 years of age	298	434	732
<b>Total for all levels of the structure</b>	<b>1 133</b>	<b>3 431</b>	<b>4 564</b>

### Employees on fixed-term contracts in 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>3</b>	<b>16</b>	<b>19</b>
aged 51 and over	1	4	5
31-50 years old	2	12	14
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>13</b>	<b>121</b>	<b>134</b>
aged 51 and over	1	20	21
31-50 years old	11	91	102
under 30 years of age	1	10	11
<b>Other employees, including:</b>	<b>299</b>	<b>1 923</b>	<b>2 222</b>
aged 51 and over	14	449	463
31-50 years old	84	947	1 031

under 30 years of age	201	527	728
<b>Employees at all levels of the structure</b>	<b>315</b>	<b>2 060</b>	<b>2 375</b>
aged 51 and over	16	473	489

number of people	Budimex Group		
	W	M	W+M
31-50 years old	97	1 050	1 147
under 30 years of age	202	534	736
<b>Total for all levels of the structure</b>	<b>315</b>	<b>2 060</b>	<b>2 375</b>

#### Employees on fixed-term and open-ended contracts in 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>34</b>	<b>163</b>	<b>197</b>
aged 51 and over	9	29	38
31-50 years old	25	134	159
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>246</b>	<b>1 116</b>	<b>1 362</b>
aged 51 and over	15	111	126
31-50 years old	203	905	1 108
under 30 years of age	28	100	128
<b>Other employees, including:</b>	<b>1 168</b>	<b>4 212</b>	<b>5 380</b>
aged 51 and over	71	1 136	1 207
31-50 years old	625	2 205	2 830
under 30 years of age	472	871	1 343
<b>Employees of all levels of the structure</b>	<b>1 448</b>	<b>5 491</b>	<b>6 939</b>
aged 51 and over	95	1 276	1 371
31-50 years old	853	3 244	4 097
under 30 years of age	500	971	1 471
<b>Total for all levels of the structure</b>	<b>1 448</b>	<b>5 491</b>	<b>6 939</b>

#### Employees with disabilities in 2021

	Budimex Group		
	W	M	W+M
Number of disabled employees at the end of the financial year	9	22	31
Amount of contributions paid to PFRON (PLN)	8,960,413		

### Employees newly recruited during the year on a non-specified term in 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>1</b>	<b>13</b>	<b>14</b>
aged 51 and over	0	2	2
31-50 years old	1	10	11
under 30 years of age	0	1	1
<b>Mid-level staff, including:</b>	<b>10</b>	<b>25</b>	<b>35</b>
aged 51 and over	2	6	8
31-50 years old	8	16	24
under 30 years of age	0	3	3
<b>Pozostali pracownicy, w tym:</b>	<b>7</b>	<b>26</b>	<b>33</b>
aged 51 and over	2	7	9
31-50 years old	3	14	17
under 30 years of age	2	5	7
<b>Employees at all levels of the structure</b>	<b>18</b>	<b>64</b>	<b>82</b>
aged 51 and over	4	15	19
31-50 years old	12	40	52
under 30 years of age	2	9	11
<b>Total for all levels of the structure</b>	<b>18</b>	<b>64</b>	<b>82</b>

### Employees newly recruited during the year for a fixed term in 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>2</b>	<b>8</b>	<b>10</b>
aged 51 and over	1	1	2
31-50 years old	1	7	8
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>69</b>	<b>244</b>	<b>313</b>
aged 51 and over	18	21	39
31-50 years old	36	150	186
under 30 years of age	15	73	88
<b>Other employees, including:</b>	<b>258</b>	<b>1,529</b>	<b>1,787</b>
aged 51 and over	7	298	305
31-50 years old	48	764	812
under 30 years of age	203	467	670

<b>Employees at all levels of the structure</b>	<b>329</b>	<b>1,781</b>	<b>2,110</b>
aged 51 and over	26	320	346
31-50 years old	85	921	1 006
under 30 years of age	218	540	758
<b>Total for all levels of the structure</b>	<b>329</b>	<b>1,781</b>	<b>2,110</b>

#### Employees with open-ended contracts who left during 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>6</b>	<b>16</b>	<b>22</b>
aged 51 and over	2	6	8
31-50 years old	4	10	14
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>94</b>	<b>297</b>	<b>391</b>
aged 51 and over	10	45	55
31-50 years old	70	226	296
under 30 years of age	14	26	40
<b>Other employees, including:</b>	<b>68</b>	<b>399</b>	<b>467</b>
aged 51 and over	6	148	154
31-50 years old	42	176	218
under 30 years of age	20	75	95
<b>Employees at all levels of the structure</b>	<b>168</b>	<b>712</b>	<b>880</b>
aged 51 and over	18	199	217
31-50 years old	116	412	528
under 30 years of age	34	101	135
<b>Total for all levels of the structure</b>	<b>168</b>	<b>712</b>	<b>880</b>

#### Fixed-term employees who left during 2021

number of people	Budimex Group		
	W	M	W+M
<b>Senior staff, including:</b>	<b>0</b>	<b>4</b>	<b>4</b>
aged 51 and over	0	1	1
31-50 years old	0	3	3
under 30 years of age	0	0	0
<b>Mid-level staff, including:</b>	<b>27</b>	<b>107</b>	<b>134</b>
aged 51 and over	3	21	24

31-50 years old	15	63	78
under 30 years of age	9	23	32
<b>Other employees, including:</b>	<b>107</b>	<b>1389</b>	<b>1496</b>
aged 51 and over	7	329	336
31-50 years old	35	721	756
under 30 years of age	65	339	404
<b>Employees at all levels of the structure</b>	<b>134</b>	<b>1500</b>	<b>1634</b>
aged 51 and over	10	351	361
31-50 years old	50	787	837
under 30 years of age	74	362	436
Total for all levels of the structure	134	1500	1634

[GRI 401-3] Information on maternity and paternity leave

	Budimex Group								
	2020			2021			y/y change		
	W	M	W+M	W	M	W+M	W	M	W+M
Percentage of those who, in a given year, left work less than 12 months after the end of parental, maternity or parental leave	n/a	n/a	n/a	14,4%	0,0	14,2%	n/a	n/a	n/a
Number of persons who ended parental, maternity or parental leave during the year	111	2	113	99	1	100	-10.8%	-50.0%	-11.5%
Number of persons who started parental, maternity or parental leave during the year	98	1	99	94	0	94	-4.1%	-100.0%	-5.1%