Warsaw, 19 May 2023



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| #report #ESG #CSR #recommended**Budimex publishes the Integrated Report for the year 2022****Fewer accidents, substantial growth of waste re-use on construction sites, and reduction of the wage gap and disproportion between women and men in job positions – these are the conclusions drawn from a part of social indices included under ESG reporting, achieved by Budimex over past years – according to the 2022 non-financial report of the Budimex Group.** The next edition of the report, which includes environmental and social activities, as well as the basic principles of sustainable management, has been presented by Budimex. Over 80 indices based on GRI standards mark the Group’s involvement in shaping better life conditions for the current and future generations.Financial and non-financial aspects of the Group’s functioning were presented in the “Dla Ludzi. Dla lepszego życia” [For People. For better life] report, along with its approach to environmental matters, social environment, Employees, Clients, and Partners. - *People are always at the heart of our business. It is with people and for people that we implement investments and projects entrusted to us – ones that support mobility, improve access to education and culture establishments, and impact safety and energy transition in Poland. The feeling of responsibility and awareness of the impact we have are our motivation to present our activities in a detailed and transparent way, continuously expanding the scope of this analysis* – **said the Director of the Management Board of Budimex SA, Artur Popko.**This year’s report includes three main areas outside of the scope of our objectives: **climate changes and natural environment, employees’ matters**, and **social matters**. The report was also a chance to summarize the implementation of goals included in the **CSR Strategy of the Budimex Group for 2021-2023** and the goals of Agenda 2030. In the last year, the Company joined the **Partnership for Sustainable Development Goals**, undertaking to achieve 9 goals for global development.– *In 2022 we maintained the expected level of goal implementation in the scope indicated in the CSR Strategy. We have started implementation or introduced specific actions to improve standards or increase our involvement in each of these areas – especially in the area of due diligence, ethics, and OHS –* **emphasized the Director of the Management Board of Budimex SA, Artur Popko.** *– In Budimex, social impact and concern for ecology are equal to employee’s interests and responsible business management. This is one of the reasons for starting the training project last year that is concerning the significance of Compliance in the functioning of our Group. A broader view on CSR also foreshadows the 2023-2026 ESG Strategy developed by us – aimed to grow and expand areas of social commitment of Budimex* – **added the CEO, Artur Popko.****Climate changes and natural environment**In 2022 Budimex Group expanded its ecological activities by actively participating in the process of the national energy transition. Its portfolio included, among others, Magnolia Energy, responsible for the construction project of a wind farm. Overall, the company invested **PLN 32.3 million** in this RES segment last year. Implemented solutions in the scope of efficient energy use and the current policy of rationalisation of energy consumption have been a factor in the **decrease in fuel use in Group’s buildings and installations by 16.1 percent, compared to the previous year.** *– Acting for the development of zero-emission economy and transport, for the neutralization of environmental impact of the construction industry and for the clean air is one of the main and long-term goals of the Group. In the last year, we almost doubled (215 percent y/y) the percentage of RES energy we produce. At the same time, we pay close attention to the processing and reusing of construction materials and waste. We have an ambitious goal of introducing principles of circular economy in Budimex –* **said the CEO, Artur Popko.**In 2022 Budimex SA recirculated **45.3 percent of used waste other than hazardous waste**. In addition, 28.3 percent was handed over for recycling outside of the Company. **Employees’ matters**As a construction company, Budimex aims at maintenance and continuous improvement of OHS standards. In the last year, the company recorded a **decrease in accident severity rate, from 0.32 in 2021 to 0.17**. In the last 3 years, the company has decreased the total **number of accidents at work among its employees – from 134 (2020) to 86.** Budimex actively promotes engineering jobs among women. It continuously strives to increase their proportional participation in managerial positions and to assure equal opportunities within the framework of organization. In 2022 the wage gap within the Group **was adjusted to a level of 1,9 percent.** For comparison, the corresponding index in the European Union is equal to 13% (data from 2021). **Women amounted to 38% of managers and supervisors in 2022 – this is an increase of 19 percentage points compared to 2020.**– *We want Budimex to be not only a safe but also an attractive, diverse, and fair place to work. In addition to the regularly held “Safety Week” [Tydzień Bezpieczeństwa], we organise a number of additional training sessions, such as first aid, as well as development projects – “Contract Manager’s Academy” or “A Success Set in Stone” [Murowany Sukces], i.e., the managerial programme addressed to women* – **explained the Member of the Management Board and the Director of HR Management Department, Anna Karyś-Sosińska.** – By being a responsible employer, we mean supporting our employees across different dimensions, not only the professional one. *In 2022 we introduced a psychologist on-call duty. We have also hosted over 30 webinars and courses on mental health* – **added the Director, Anna Karyś-Sosińska.** **Social matters**Creating a positive atmosphere regarding ongoing investments is an inherent element of Budimex activities. In addition to the advantages resulting from the development of buildings and infrastructure, the Group answers to the real, ongoing needs of the local communities. 2022 saw the continuation of the main projects – “Hello ICE. Budimex Dzieciom” [Hello ICE. Budimex for Kids], “Strefa Rodzica” [Parent's Zone] and “Dom z Serca” [Home Straight from the Heart]. Budimex has also actively participated **in providing material and financial help for Ukraine, which amounted to over PLN 3 million.** – The power of our involvement in social activities comes from joining top-down activities with bottom-up support granted by our Employees and their initiatives. *In the last year, in the face of war in Ukraine, we delivered seven projects submitted within the framework of a “Volunteer Grant”, donating PLN 136 thousand for this cause. In this way, we could not only broaden the scope of aid but also deliver it directly to the specific persons and families affected by the consequences of conflict* – **said the Director, Anna Karyś-Sosińska.****-** The integrated report for the year 2022 was developed on the internal reporting model of the Budimex Group, based on GRI Standards’ indices in the updated version from the November 2021. The scope of the document also incorporates good TCFD practices (Task-force for Climate-related Disclosure). The report also underwent a non-obligatory verification of an independent auditor – Deloitte Advisory Sp. z o.o. sp. k.Full version of the Report is available at: <https://raportroczny.budimex.pl/2022/> | Contact: Michał Wrzosek – Spokesmanphone (22) 62 36 164, 512 478 522, michal.wrzosek@budimex.pl[www.media.budimex.pl](http://www.media.budimex.pl) |