

# 2024



## ANNUAL REPORT

**A|S|F|i|N|A|G**

HAVE A SAFE TRIP, AUSTRIA!

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**ANNUAL  
REPORT  
2024**



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# FOREWORDS



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## Foreword by the Federal Minister Peter Hanke

A modern economy needs modern infrastructure. ASFINAG fulfils this role as a reliable infrastructure partner excellently, despite the many challenges. In recent years, a further social challenge – albeit an important one for the company – has emerged: to combine roads with the contemporary demands for sustainability in terms of climate protection. ASFINAG initiated this transformation a few years ago. With its vision of a sustainable and innovative mobility partner, it has set itself the goal of acting as a driving force for the mobility transition, and the decarbonisation of transport is a key lever in this. In addition to converting its own fleet to electric cars, ASFINAG is therefore focusing on expanding the network of charging stations on its high-ranking road network. Last year, two milestones were reached in this endeavour with the opening of the first rest area of the future in Roggendorf on the West motorway and a dedicated truck stop for HGVs on the A8 near Weibern.

With its own energy strategy, ASFINAG will be energy self-sufficient by 2030. A massive expansion of renewable energy plants is therefore required, particularly for operating the extensive safety facilities in the tunnel systems which need a lot of energy. This is something that the Group is forging ahead with. Last year, for example, the PV systems on the Trebesing enclosure in Carinthia and on the Pfänder tunnel in Vorarlberg were successfully put into operation.

As one of the most important clients for the construction industry, ASFINAG is also a driving force for sustainable construction practices. In particular, promoting sustainability criteria when awarding contracts has led to a substantial increase in the rate of recycling and circular economy in recent years, while also reducing CO<sub>2</sub> emissions. And since long-lasting motorways and expressways are the most sustainable, ASFINAG will continue to focus on extending the service life of its infrastructure in the future.

2024 was a demanding but very successful year for ASFINAG employees. All these tasks are accomplished thanks to a proven financing model that is exclusively funded by customers and is unparalleled in Europe. ASFINAG is funded exclusively from the tolls it collects. This is why the newly built toll stations at Arlberg and Gleinalm last year are just as important as the successful introduction of new digital toll products such as the one-day toll sticker.

ASFINAG is therefore not only one of the most valuable holdings, financially speaking, of the Republic of Austria, but it is also highly relevant to the wider society. These achievements are due above all to the company's 3,200 employees, to whom I would like to express my deep gratitude here.

A handwritten signature in black ink, appearing to read 'Hanke', is centered within a light gray rectangular box.

**Federal Minister Peter Hanke**



### **Foreword by Chairwoman of the Supervisory Board Mag.<sup>a</sup> Christa Geyer**

What makes a company like ASFINAG special? Economic stability, a European example of best practice in the infrastructure sector and an attractive employer – and all this despite the economic crisis. This is because, even in these economically challenging times, ASFINAG remained firmly on course, pursuing an ambitious investment programme and pressing ahead with its evolution from a pure infrastructure provider to a sustainable mobility partner. And that makes me, in my fifth year as Chairwoman of the Supervisory Board, particularly proud of this company, which is so important for the Republic.

One outwardly visible change was also successfully implemented last year: The change at board level from Josef Fiala to Herbert Kasser as Chief Financial Officer. A big step, but one that went smoothly thanks to everyone involved. This means that ASFINAG, together with Hartwig Hufnagl, who has been reappointed for a second term as the member of the Board of Management responsible for construction and operation, has two experienced infrastructure experts at its helm.

ASFINAG is responsible for more than 2,200 kilometres of motorways and expressways and thus fulfils its core tasks of operation, construction and toll collection to the highest standards. At the same time, however, it also acknowledges and assumes social and ecological responsibility. Sustainable energy generation using photovoltaics, water and wind continued to be successfully expanded, the existing range of e-charging infrastructure was enlarged and the integration with public transport was further advanced.

As a renowned and attractive employer, one of the priorities last year was diversity. Diversity and inclusiveness are not just something ASFINAG lives by, they are actively shaped. This is something that was plain to see already in the SheASFINAG women's network. Reason enough to take this initiative to the next level and turn 'she' into 'we'. That is why all events and activities for more diversity at ASFINAG have been running under the motto 'We@ASFINAG' since last year – because diversity concerns us all.

In this way, ASFINAG is developing from a pure infrastructure provider with the core tasks of construction, operation and tolling into a versatile and diverse mobility partner. The aim is to find a common denominator for future-proof infrastructure, sustainability and CO<sub>2</sub>-neutral mobility.

In the past year, ASFINAG has once again demonstrated that it takes its social and ecological responsibility seriously with regard to climate goals. This success is due above all to our motivated employees. I would like to express my sincere thanks for the commitment shown once again in 2024.



**Mag.<sup>a</sup> Christa Geyer, Chairwoman of the Supervisory Board**





## Foreword by the ASFINAG Board of Management

2024 was another economically challenging year due to the on-going recession. It is all the more pleasing that, for us at ASFINAG, it was nevertheless a year in which we were once again able to prove that, as a stable, sustainable and innovative mobility partner, we keep Austria's high-ranking road network running in a way that is second to none in Europe.

The fact that this year was economically successful despite various external challenges is due in no small part to the high level of commitment of our more than 3,000 employees. The scale of the commitment here can be seen, for example, in the major natural disasters of the past year: On the A9 Pyhrn motorway and the A2 Süd motorway, employees proved that they were able to reopen road sections that had to be closed in the interest of customers as quickly as possible. We would like to express our great appreciation for this here.

It is not without reason that ASFINAG is one of the best infrastructure operators in Europe – with investments of more than one billion euros per year, we are one of the most important drivers of the country's economic engine. The focus of our investments is on maintaining our high-ranking road network. The renovation of the tunnel chain between Golling and Werfen on the A10 Tauern motorway last year was a prime example of this. Completely overhauling Austria's oldest motorway tunnel as quickly as possible while allowing traffic to continue using it has been and remains a structural and communicative challenge that seemed virtually impossible in the eyes of many experts. Precise traffic data and forecasts, comprehensive cross-border communication measures and visionary construction site management based on partnership make this general overhaul a pioneering project for further major repair work.

We are also particularly proud of the opening of the newly built Donautal Bridge. The 300-metre-long suspension bridge has not only significantly reduced traffic in Linz, but is now considered by many Linz residents to be a new landmark for their city. In the narrowest of spaces in the Danube valley, a unique suspension bridge was built without any pillars, along with a tunnel system with a length of 3,200 metres.

A real milestone in tolling was the commissioning of our first “toll stations of the future” at Gleinalm and Arlberg last year. The widened lanes offer more services for our customers, the sustainable and architecturally successful construction makes our toll stations a worthy calling card for ASFINAG and thus for Austria, and provides modern workplaces for our employees.

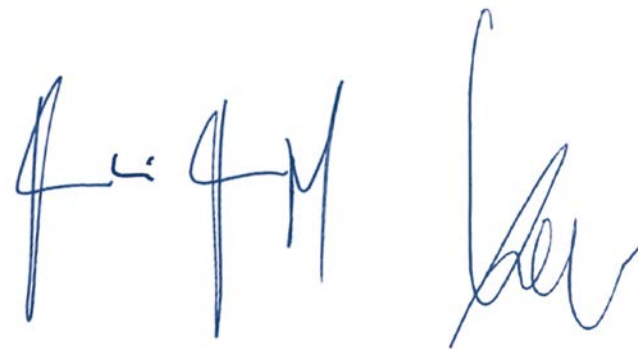
ASFINAG is a reliable partner for sustainable mobility in Austria – and we are acutely aware of our responsibility here. After all, transport is still one of the biggest drivers of CO<sub>2</sub> and greenhouse gases, which is why we are working on the mobility turnaround, for which we, as an operator of high-level road infrastructure, have significant leverage.

From the 2024 financial year onwards, new extensive reporting requirements do also apply in the area of sustainability – the Corporate Sustainability Reporting Directive, or CSRD for short. Our sustainability reporting is being fundamentally revised and expanded the CSRD being implemented for the first time. A project team set up specifically for this purpose has been working for over a year on collecting and processing ESG data and designing the report. With success: The result impressively demonstrates the comprehensive sustainability efforts of the entire ASFINAG as well as the strategic goals we have set for ourselves for the coming years. We would like to thank everyone involved for their commitment and for the successful first CSRD report.

For us at ASFINAG, the mobility transition is more than just replacing technologies; it is about redesigning the entire system. We are committed to decarbonisation and the responsible use of the motorway and expressway network. The construction of a bus stop directly on the A2 motorway near Gleisdorf shows that multimodality and the switch to public transport play a particularly important role in our sustainability efforts.

As the new management team, we are proud to be able to say that we define reliability, innovation and sustainability as the key competences of our company. Our goal for the future is to continue to work hard to provide our customers with a safe and efficient network, and to develop it further in an ecological and economical way in line with the overall Austrian mobility system.

We will continue to fulfil this responsibility together with more than 3,000 colleagues in 2025 with determination and conviction.



**Mag. Hartwig Hufnagl and DI Herbert Kasser,  
ASFINAG Board of Management**

# GOALS





# GOALS

**As a reliable, innovative and sustainable mobility partner, ASFINAG connects regions and people in the heart of Europe: To achieve this vision in an economically viable and sustainable way, we have been building on our strategic foundation since 2019. In the 2024 financial year, we set Group-wide priorities for employee development and worked tirelessly to press ahead with plans to install e-charging infrastructure on high-ranking road network. A Group-wide initiative for the use and implementation of AI applications has also been launched.**

We continued to develop our core business activities of ‘building, operating and collecting tolls for the network of the high-ranking road network’. This includes, for example, preparing a separate toll tariff for buses from 2025, processes to increase efficiency in operations, and the handling of numerous complex construction projects, such as the renewal of the Luegbrücke bridge on the Brenner motorway and the complete renovation of the Ofenauer and Hiefler tunnel network on the Tauern motorway.

We pursue our objectives both to be available as a strong mobility partner and also to make important contributions to the mobility transition and decarbonisation.

## Strategic objectives – implementing the mission in defined projects

Our annual programme of work is derived from our vision and set out in our strategic objectives. These allow the identification of priority measures and projects, the initiation of their implementation in the group, and the monitoring and identification of corresponding opportunities and risks.

This means that ASFINAG's mission is as follows: Together with our partners, we are ensuring mobility for generations to come. With forward-looking, sustainable and innovative solutions, we represent part of Austria's major shift in mobility.

- We invest in maintaining the network, constantly developing it both ecologically and economically with Austria's overall mobility system in mind.
- As a competent road operator, we offer our customers safe and efficient motorways and expressways.
- With our modern toll products and digital information services, we are a customer-oriented service provider.

*ASFINAG sets itself ambitious goals, and with them we support a sustainable transformation process in mobility together with our partners.*

### DI Marko Jandrisits

Head of the Group Management department, ASFINAG





# ECONOMIC EFFICIENCY





# ECONOMIC EFFICIENCY

**ASFINAG remains an important partner for the domestic economy. The basis for our successful work is the stable, purely user-funded revenue model. Revenues from truck and bus tolls as well as vignettes ensure our investments in the infrastructure of motorways and expressways. In this way, we are providing important impetus for the construction industry and the labour market in general, while also making a decisive contribution to the mobility transition. In times of difficult economic conditions, ASFINAG remains reliably on track – most recently with investments of EUR 1,519 million in 2024. At the same time, the Group generated a profit of EUR 734 million and increased its equity ratio to more than 47 percent.**

## **Stable revenues secure investment in infrastructure**

In a difficult economic environment and with the outlook for economic development remaining tense, ASFINAG performed well last year. A surplus of 734 million despite a decline in HGV traffic and an equity ratio of 47 percent are the essential basis for ASFINAG to continue investing in a modern, future-oriented section network. In 2024, EUR 1.5 billion were invested in the renewal and modernisation of Austria's motorways and expressways. The revenues from toll stickers, and HGV and bus tolls are the cornerstones of sustainable investment. The economic situation and the reaction of the markets are also a major challenge for ASFINAG, for example if the costs of energy and building materials continue to rise. The income from the truck toll is of immense importance for the modernisation and continued safe operation of the ageing motorway and expressway network. Thanks to ASFINAG's stable financing model, even unforeseeable challenges such as the storm damage last autumn were quickly managed.

Revenue from HGV and bus tolls (vehicles over 3.5 tonnes gross vehicle weight) as well as toll stickers and section tolls (vehicles under 3.5 tonnes gross vehicle weight) increased by a total of 0.4 percent compared to the previous year. Revenue from the HGV and bus tolls amounted to EUR 1.7 billion, and EUR 845 million from car tolls (EUR 609 million from the vignette, EUR 236 million from the section toll).

In 2024, ASFINAG invested EUR 1.5 billion in infrastructure and safety.

“

*Even in times of gloomy economic forecasts, ASFINAG is an important and, above all, reliable partner for the domestic economy.” The user-financed model ensures this through stable revenues from vignettes, HGV and bus tolls. The decline in HGV traffic is, however, an indicator of a weakening economy, and we are also confronted with rising prices for energy and materials, as are other businesses. Nevertheless, we guarantee that investments of EUR 1.5 billion in the modernisation of domestic motorways and expressways will drive the economic engine and secure jobs.*

”

**DI Herbert Kasser**

CEO, ASFINAG





## Slight increase in cars, downturn in HGV traffic

There was a slight increase of 1.6 percent in car traffic in 2024 compared to 2023. The busiest months in terms of traffic were again May, with increased holiday traffic due to the numerous school holidays, and September, at the end of the summer holidays. Thus, in 2024, travel and holiday traffic remained consistently high. Vienna's Südosttangente motorway remains the busiest road in Austria, with an average of 190,000 vehicles using it every day. HGV traffic showed a significant decline, with a decrease of 1.4 percent in 2024, following a decline in the previous year. There was a slight increase of 1.2 percent in total traffic. The significant drop in HGV traffic was particularly noticeable on the Danube and Tauern corridors and due to the closure of the Arlberg tunnel in the far west, while the southern corridor recorded an increase of 2.5 percent. In terms of kilometres driven, ASFINAG does not expect any increases in either HGV traffic or passenger cars in 2025 compared to the previous year.



## 20 years of GO toll: Cause to celebrate

In 2024, ASFINAG celebrated a very special anniversary: The mileage-based GO toll for motor vehicles over 3.5 tonnes has been in place for 20 years now. To calculate the exact toll, the GO-Box, a device mounted in the vehicle, communicates with the toll gantries using microwave technology. The costs depend on the number of axles, the kilometres travelled, the CO<sub>2</sub> emission category, the EURO emission class and whether the vehicle is a bus or coach. The general rule is the 'cleaner' your vehicle is, the cheaper the toll rate. Incidentally, when it was introduced in 2004, this technology was unique and the first comprehensive 'free-flow' toll system in the whole of Europe.

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JAHRE

GO

**EIN ERFOLGSMODELL  
FEIERT GEBURTSTAG!**

EIN PRODUKT DER ASFINAG

## The 1-day vignette fits perfectly into the range of digital toll collection offers

With the introduction of the 1-day vignette, which is available in purely digital form, ASFINAG has further expanded its toll portfolio in the interests of customers. The trend confirms the underlying idea – around a fifth of all short-term vignettes sold are 1-day vignettes. This means that the 10-day vignette is being supplemented in line with demand, as 20 percent of those have switched from it to the 1-day vignette. The 10-day vignette remains the most popular option in this segment. The key to the success of these products is that they are valid immediately, even when purchased online, which has further increased their appeal. In 2024, the 10-day and 1-day vignettes were the ideal travel companions for a holiday trip – whether for a short getaway or a classic week-long trip.

## Strategies for more sustainability in road construction

We initiated a series of workshops on the topic of ‘Sustainability in road construction’ with around 150 experts from both clients and contractors – in other words, a ‘360-degree’ representation of the Austrian construction industry from the fields of construction, technology, science, raw materials industry and planning offices. The working groups and series of lectures concluded with a panel discussion at the ASFINAG location in Vienna in June 2024, featuring ASFINAG board member Hartwig Hufnagl as well as CEOs and managing directors from Swietelsky AG, STRABAG, PORR Group and HABAU Group. The discussions also covered the climate risk analyses already carried out by ASFINAG in the context of a road infrastructure that is becoming increasingly vulnerable to extreme weather events, as mudslides in the previous year once again demonstrated.

At the same time, there are limits to the efforts to strengthen public transport and transfer freight transport to the railways. Private transport is currently on the increase again, and the corresponding desire for mobility is an irrefutable fact. The challenge is to reconcile this individual mobility with ecological goals and decarbonisation. ASFINAG has already taken important steps in this direction, in particular by clearly focusing on a holistic CO<sub>2</sub> analysis of the life cycle of a structure, from planning to recycling or circular economy, implementing a corresponding tool for calculating greenhouse gases, and using alternative building materials in road construction.



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*We are confronted with the enormous and increasing expense of maintaining the network. At the same time, ASFINAG has further developed an extensive catalogue of eco-social and thus qualitative award criteria for construction tenders in recent years. The key factor here is that this catalogue is updated in close consultation with the construction industry. In doing so, we ensure that the market is actually capable of satisfying the demands placed on having environmentally friendly planning and construction practices. There is also a need that both clients and contractors are on hand at all times to provide advice to policymakers and interest groups in the course of their work to develop the details of and how to implement the European Union's Green Deal.*  
”

**Mag. Hartwig Hufnagl**  
CEO, ASFINAG





## ASFINAG bonds a resounding success

2024 was once again an excellent year for ASFINAG on the capital markets. Last year saw us again demonstrating our good standing on international finance markets with a highly successful bond issue, and we are delighted at the confidence shown by investors in our economic performance. A ten-year bond with a fixed interest rate of 2.75 percent per year was issued to refinance loans that were due. Despite challenging circumstances and increased volatility on the financial markets, our order books were comfortably filled and it was possible to place the intended volume of EUR 900 million with optimum conditions.



*The highly successful bond placement in 2024 demonstrates once again that investor confidence in our economic stability remains high. Our bonds are in demand in Austria, throughout Europe and even as far as away as Asia – what better confirmation could that be of the fact that ASFINAG is on a very good economic track.*

### **Mag.<sup>a</sup> Gabriele Csoklich**

Head of the Financing  
Department, ASFINAG and  
Managing Director,  
European Toll Service GmbH





# SUSTAINABILITY





**Decarbonisation, greening, climate protection, CSRD reporting – sustainability at ASFINAG takes many different forms. The sustainability strategy focus on the four major fields of action affecting ASFINAG: decarbonisation – how can we help achieve the climate goals and move away from fossil energies and forms of propulsion towards renewable sources of energy? Climate protection – how can we best protect our environment against harmful emissions, in doing so also harnessing the considerable innovative potential of ASFINAG to implement pilot projects? Biodiversity – the spaces we have are of a high quality. They need to be preserved and cared for. And finally, the essential field of action for ASFINAG: the circular economy and conservation of resources.**

## **Four fields of action for sustainability**

The focus of our strategic work as regards sustainability is on addressing these fields of action with a forward-looking mindset. Within this structure, we also report regularly on our goals and progress made. We did this for the first time in the 2024 financial

year in accordance with the strict rules laid down by the CSRD. 2024 saw us once again make excellent progress, which can report on. Work on achieving net energy independence by 2030 has continued. We have been commissioning an ever-growing number of renewable sources of energy while at the same time reducing our energy consumption per section kilometre both by making savings and using more efficient technologies. ASFINAG's fleet of vehicles is right in the middle of its mobility transition, with the aim of not having any more combustion-engine cars in the fleet by 2026 being within reach.

Together with other large infrastructure operators and partners, we harness synergies to make progress in achieving sustainability. For instance, 2024 saw us working together to increase the amount of space for biodiversity and to connect habitats.

Sustainability has become a core aspect of ASFINAG's corporate thinking.

*As an operator of infrastructure and mobility partner, ASFINAG has both a considerable responsibility and substantial room for shaping and driving developments. We work together through a range of small and big contributions to shape Austria's mobility landscape in a sustainable way, in doing so helping efforts to meet the global climate targets.*

### **Simone Berg, MSc**

Head of the Group Management department, ASFINAG



## Less salt in the groundwater: New desalination facility on the S10

One of the most important tasks of ASFINAG is to ensure safety on its roads, particularly when temperatures drop below freezing. The most commonly used substance for gritting is salt (sodium chloride). Salt is generally used very sparingly, e.g. being dissolved in water, to ensure that as little salt as possible is washed into bodies of water along the road. Water running off the road is cleaned in facilities built to protect bodies of water. These facilities can remove pollutants but are unable to remove the sodium chloride themselves. This has now all been changed with the world's first desalination facility for road runoff water. The pilot project is located on the S10 Mühlviertler expressway in the Upper Austrian community of Kefermarkt. In the Galgenbach water protection system, salt removal is tested using various methods. The salt is not only removed from the wastewater, but also collected so that it can be reused as brine later. This results in significantly less gritting salt finding its way into the environment, and its reuse also has economic and sustainable advantages.



*We are very proud to be able to operate the world's first desalination plant for road runoff water. With projects like this, we are showing that we not only take sustainability seriously, but also actively promote and embody it.*

**DI<sup>in</sup> Dr.<sup>in</sup> Alexandra Medl, MSc**

Team Leader, Operational  
Environment Management,  
ASFINAG Service GmbH





## A smooth ride through a more sustainable Arlberg tunnel

The opening of the Arlberg tunnel at the end of 2024 marked the end of one of the largest tunnel construction sites in the country, and also restored the only road connection between Tyrol and Vorarlberg that is protected from the elements. Since 2005, ASFINAG has invested over EUR 300 million in the project – from a completely renovated carriageway to innovative safety technologies, new escape routes and drainage systems. The surface of the concrete carriageway is a particular highlight. By adding a light-coloured type of rock to the construction material used, we were able to significantly reduce the electricity required to light the tunnel and thus also set an example in terms of sustainability.



## Saving CO<sub>2</sub> with wood: A bridge shows how this is done

The right innovations at the right time help society to remain fit for the future. This is precisely why we at ASFINAG, together with the HASSLACHER Group, have decided to take an innovative step on the S37 Klagenfurter expressway. As part of the safety improvements to the section between St. Veit Süd and St. Veit Nord, several bridges also had to be rebuilt. One of these new flyovers was planned as a timber-concrete composite bridge. The composite component, which is made up of 15 individual laminated timber elements, is 21 metres long, almost four metres wide and one metre thick. With a total volume of 83 cubic metres, it stores around 70 tonnes of CO<sub>2</sub>. The bridge is therefore a flagship project for the use of wood as a building material. Finally, a network of sensors was spun over the entire wooden structure to monitor the wood moisture and climatic conditions.





## Sustainability is our goal

At ASFINAG, we are often confronted with the question of how motorways and nature conservation go together. As in all other areas of life, sustainability has found its way into our industry – and that's a good thing. We work daily to plan and build even more sustainably, thus doing our part for the greater good. A key aspect here is the recycling of building materials, in which we reuse materials that have already been used in construction. Much of the material that is removed and excavated will be reused on the site. That is precisely why our planning manuals prescribe the use of resource-saving, long-lasting technology and materials in all construction projects. This not only allows us to build as sustainably as possible, but also to avoid unnecessary journeys by HGVs that would deliver new building materials.



*“We work hard each and every day to show that road construction and environmental protection are not contradictions in terms.” That is why we also take specific measures, such as our sustainable planning and the recycling of building materials on site. In this way, we are part of the solution to a global problem.*”

**Mag.<sup>a</sup> DI<sup>in</sup> Brigitte Sladek**

Head of Environmental  
and Process Management,  
ASFINAG Bau Management  
GmbH



### Three new locations for e-pool vehicles

Sustainable mobility will play an increasingly important role in the coming years and decades. That is why ASFINAG has decided to lead by example and promote sustainable mobility through its internal mobility management. All employees have the opportunity to use e-pool vehicles free of charge at weekends. In November 2024, three more locations were added to the existing ones: the motorway depots in Lieserhofen (Carinthia) and St. Jakob (Tyrol) and the traffic management and monitoring centre in Inzersdorf.

### Green electricity for the Inzersdorf motorway depot

In 2024, ASFINAG took further important steps towards sustainable energy generation. An eight-metre-high wind turbine on the roof of the Inzersdorf motorway depot now provides green electricity. The innovative wind turbine feeds the energy it generates into the “Energie-Ring Ost”, a transport network for renewable electricity and a more powerful energy storage system. The project originated from an internal ASFINAG idea and was developed and implemented in collaboration with the German start-up Luv-Side as part of the “Verbund X Accelerator” programme.





## Even more green electricity for Austria's roads

By 2030, we at ASFINAG want to be energy self-sufficient. We aim to achieve this by reducing our energy needs by 20 percent and expanding our own power generation – primarily through the power of the sun. The best examples of this are the Pfänder Tunnel on the A14 Rheintal motorway, on both portals of which photovoltaic systems have been installed, and the Trebesing enclosure on the A10 Tauern motorway, on which one of ASFINAG's largest photovoltaic systems will be commissioned in November 2024. Here, around 2,300 panels produce almost one megawatt of electricity, which is fed directly into the enclosure and used in the tunnel. With both projects, we are setting an important example for the future and showing how well suited tunnel gantries are for the generation of green electricity. In addition to sustainable power generation, the enclosure offers other special features: a dedicated info point where visitors can follow the plant's performance data, and an agricultural green space around the plant that is home to a flock of sheep.





## Hand in hand for climate protection

The first Austro Tower Climate Protection Day took place on 5 November in cooperation with Austro Control. The focus was on the ASFINAG Sustainability Awards, which recognised projects in two categories. While the idea of covering concrete surfaces with moss won in the Green Future category, the project team responsible for the renovation of the Arlberg tunnel was delighted to receive the Best Practice award. Sustainability was the focus of this project, which was demonstrated by the recycling of building materials that were already in use on site. In this way, suitable concrete parts of the old Arlberg tunnel roadway could be mixed with the new sub-base and recycled.



## A forum for even more sustainability

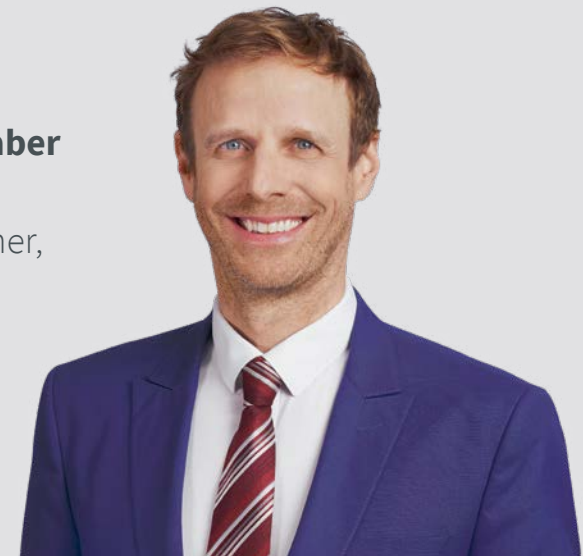
In 2020, we began developing our own climate and environmental protection programme, which was presented at the ASFINAG Climate Protection Days in autumn 2022. In 2024, it was time to evaluate the programme and update it – at our first ASFINAG Sustainability Forum. Experts from all ASFINAG companies met to thoroughly review the existing programme. A total of 80 goals and 200 measures were discussed and developed in the fields of climate change, environmental protection, biodiversity and ecosystems, and resource use and recycling management.



*We started looking at the issue of sustainability and how best to address it early on. Our first ASFINAG Sustainability Forum was the ideal setting to discuss the goals we have already set and the measures we have already taken, and to develop new ones.*

### DI Ulli Vielhaber

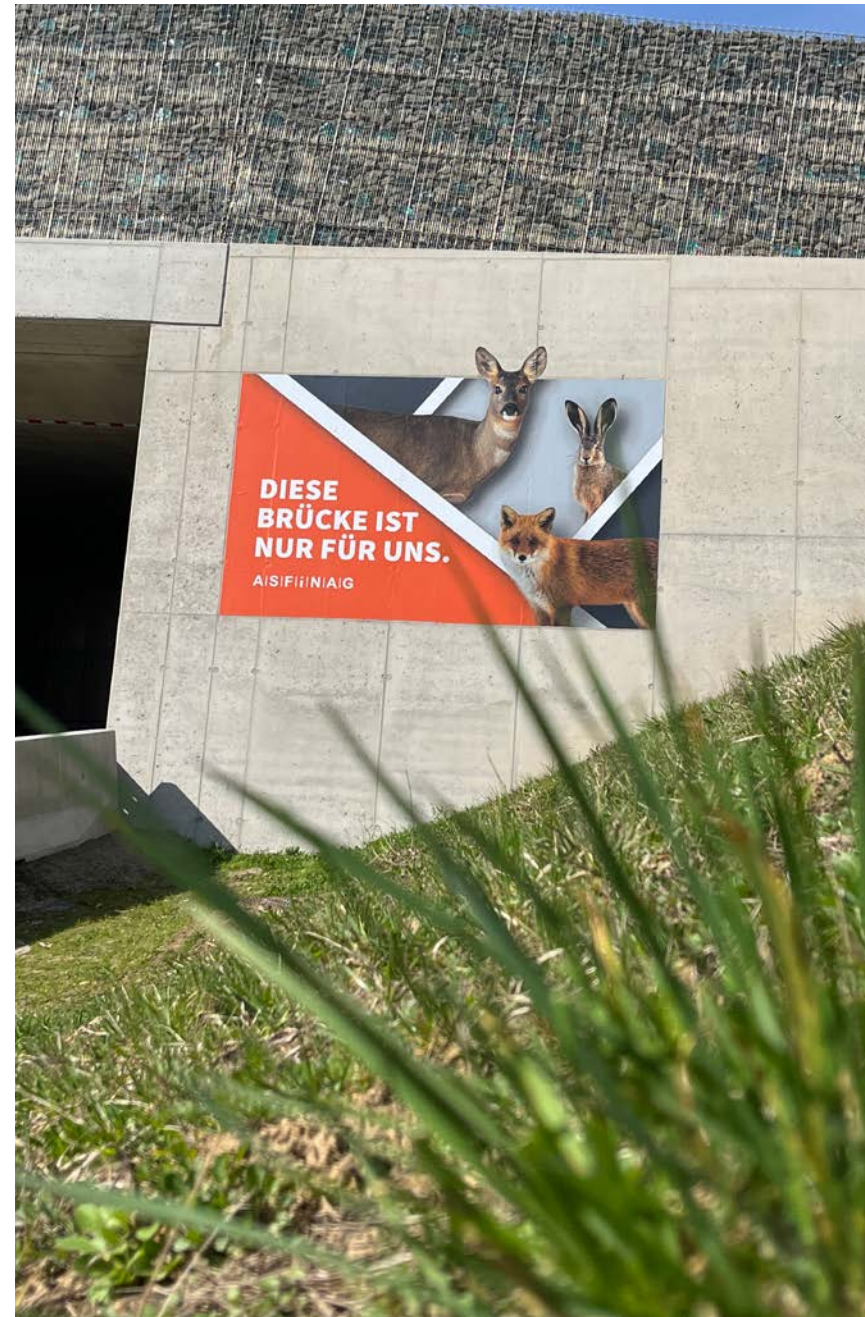
Sustainability  
Strategie Owner,  
ASFINAG





## Green bridges as protection and habitat

ASFINAG's most important mission is and remains the protection of all road users – and the statistics show how successful we are in this regard. Traffic on our roads is increasing, yet the number of serious accidents is steadily declining. We are pleased about this, as we invest around EUR 500 million in road traffic safety every year, which includes both people and animals. When animals move about, they have to overcome many obstacles. The greatest danger for them are roads, where they can also pose a risk to drivers. This is where our green crossings, also known as green bridges, come into play. They enable animals to cross busy roads safely. Green bridges also provide a habitat for species with a small radius of action, such as invertebrates and reptiles, which make an important contribution to the ecological balance and are in equal need of protection. In 2024, we launched the billboard series “This bridge is just for us” to make green bridges more visible to motorists, raising awareness of the crossing aids even more.









## A bench to get you mobile

One method of making private transport more sustainable is to increase the occupancy rate in vehicles. Carpooling concepts are the key to this. Together with Fluidtime and MobiLab 2.0, we are pursuing a very special vision: an ad-hoc car-sharing concept ('Mitfahrbankerl') along Austria's motorways and expressways – inspired by a system that is already successfully in use in France. The focus here is on strategically placed departure points and digital destination displays: Passengers can select their desired route at bus shelters, such as Park & Drive facilities, at the push of a button. Drivers see this information and can take the waiting passenger with them. The concept is to start in the pilot region around Linz, and integration into the car-sharing app Domino is also planned. In keeping with the motto "Smarter, not wider", we want to use the road network smarter and, above all, together.



# CUSTOMERS





# CUSTOMERS

**In 2024, we at ASFINAG have implemented many projects – projects designed to make our customers’ lives even better and safer. From our “service areas of the future” to record registrations for our digital section toll FLEX, community events and the re-appraisal of the history of the motorway in Austria: We see ourselves as a company that always has people’s well-being in mind and acts sustainably, transparently and responsibly. We intend to continue along the same lines in the years to come – and put our customers at the centre of everything we do.**

## **The future of resting begins now**

In March 2024, ASFINAG opened two “service areas of the future” on the A1 West motorway and the A8 Innkreis motorway. The new motorway service area in Roggendorf in Lower Austria is the most modern in the country, offering not only e-charging stations for cars and trucks, but also comfortable spaces for relaxation and a relaxed culinary experience. Sustainability is a particularly important element here – over 290 photovoltaic panels supply the infrastructure line with green electricity, and the flat roof construction made of local wood types has been completely greened. In Upper Austria, on the A8 motorway in the direction of Linz, near the municipality of Weibern, the most modern service area in Austria has been built, which is reserved for heavy goods traffic only. The 112 new parking spaces offer HGV drivers plenty of room to wait, along with the opportunity to charge electric HGVs and noise-reducing refrigeration units – using green electricity from a photovoltaic system. For the first time, we are also testing a parking system here to make the most efficient use possible of car parks for HGV drivers.



## Toll stations in new splendour

Last year, we were pleased to see the completion of reconstruction work at two toll stations at once. The first of these was the opening of the new Gleinalm toll station on the A9 Pyhrn motorway in September, which was overhauled after 46 years of operation. In addition to wider lanes to make passage easier, the design is eye-catching. Wood was used as a key building material, photovoltaic systems supply the site with green electricity, while heating and cooling are provided by an air source heat pump. The largest tunnel construction site in the country ended in November 2024 with the reopening of the Arlberg tunnel. A new toll plaza was built with a thoroughly sustainable design and state-of-the-art workplaces for our employees. Our next opening is already on the horizon – the renovation work in the Bosruck tunnel is scheduled for completion in summer 2026.





“  
*We are very pleased to be reopening our two toll stations and to be able to offer our employees perfect, modern workplaces. It is also nice to see how sustainably the planning and construction were carried out.*  
”

**Mag.<sup>a</sup> Claudia Eder, MBA**

Managing Director, ASFINAG Maut Service GmbH



## New record for FLEX

In 2024, ASFINAG reached a new milestone with the digital section toll FLEX: By the end of the year, customers had registered over 755,000 licence plates for this service. Since April, users have only paid for single trips with FLEX until the costs reach the price of the multi-trip ticket for the respective route. This means that all further trips on the same section are free of charge. In addition to the savings, the simple activation of FLEX is also a plus, which is done online at [shop.asfinag.at](https://shop.asfinag.at). The journeys are billed in exactly the same uncomplicated way – via the means of payment stored in the toll shop, such as a credit card.



*The achievement of over 755,000 'FLEX' licences shows that our innovation is rewarded with approval and trust. We are pleased that our customers are satisfied and will continue to work on making our toll processing as convenient as possible.*

### Stefan Zangerle

Head of the Toll Collection, Enforcement and Sales department, ASFINAG Maut Service GmbH





## Great success for the Suben sales outlet

The point of sale for GO and vignettes at the Suben border crossing is one of the busiest in the entire ASFINAG road network. When the sales outlet had to be closed in May 2024 following a tragic accident involving the previous operator, we made every effort to resume operations quickly. After examining a wide range of solutions, we decided to run the sales outlet ourselves for the first time. The site was reopened in mid-July. In addition to the toll sticker, the digital vignette, section toll tickets and Premium GO, the Slovenian e-vignette and, more recently, the Hungarian e-vignette have also been available in Suben.

## Full ASFINAG power in Zeltweg

In 2024, more than 250,000 visitors attended AirPower, the Austrian Armed Forces air show in Zeltweg. This time, our colleagues from Maut Service GmbH were also at the heart of the action, with a clear mission. The event was not only used to present our digital toll products, but also to sell them directly to the public and to point out the many advantages. After distributing more than 12,000 giveaways and information material, the team drew a positive balance with 7,344 FLEX+ new registrations – and is already looking forward to the next round.



### Alliance for working safely in hot weather.

The work at ASFINAG also involves working outdoors at high temperatures. Since these lead to considerable health problems, the onus is on us to take responsibility. For this reason, we launched an awareness campaign in June together with our social partners in the construction industry (the Bau-Holz trade union, the Bundesinnung Bau (Federal Construction Guild) and the Fachverband der Bauindustrie (Austrian Construction Industry Association)) to raise awareness of the existing protective measures and regulations that enable safe working even in extreme heat. The campaign also addressed the public, motorists and residents to create more understanding for construction delays: Adjusted working hours are – just like regular breaks – important measures during the hot summer months.





## Two InstaWalks on the A10 and S7

Last year, two of our exclusive and popular InstaWalks took place: along the A10 Tauern motorway tunnel construction site and the S7 Fürstenfelder expressway construction site. The aim of InstaWalks is to bring photography enthusiasts together and offer them unique insights on a photo safari. Thirty participants were able to see for themselves how the tunnel work on the A10 is progressing and literally descend into the tunnel tubes at Golling. On the S7, the project team brought two construction phases in front of the cameras, which provided an informative and, above all, photogenic cross-section of the project. The bascule bridge over the Lahnbach, the ongoing work at the Rudersdorf tunnel and our numerous ecological compensation areas, among other things, provided exciting photo opportunities.





## Double celebration at ASFINAG

ASFINAG was honoured to receive two awards at the renowned Fête d'excellence 2024 awards ceremony hosted by Top Service Österreich at Casino Baden. Year after year, the competition measures the customer orientation of companies of all sizes and from all sectors, honouring the country's most service-oriented and customer-friendly companies. This time, ASFINAG Maut Service GmbH had reason to celebrate after once again being awarded the Top Service Österreich quality seal. The GO Direkt team has been ranked among Austria's top five companies for the fourth time in a row: In direct competition with ÖBB, yuutel GmbH and NTS Netzwerk Telekom Service AG, it took fourth place in the Corporate Customers category for excellent customer service.

## The 'myth of the Reich motorway' is history

On 13 April, the documentary "Mythos Reichsautobahn – Hitlers gescheitertes Großprojekt" (The myth of the Reich motorway – Hitler's failed project) was broadcast for the first time on ORF III. Produced by Pammer Film and directed by Christian Hager, the film is based on the latest results of a research project commissioned by ASFINAG with which we want to fulfil our social responsibility. At the University of Vienna, the Austrian Society for Contemporary History is studying the construction of motorways in Austria between 1935 and 1950 and is analysing it scientifically. The main focus is on the world of work, employment policy and forced labour of foreign workers and prisoners of war during the Nazi era. The documentary shows how thousands of forced labourers and concentration camp prisoners were enslaved during the construction of the Reich's motorway – and how the project ultimately failed: By the end of the war, only 17 kilometres of motorway had been completed in Austria.



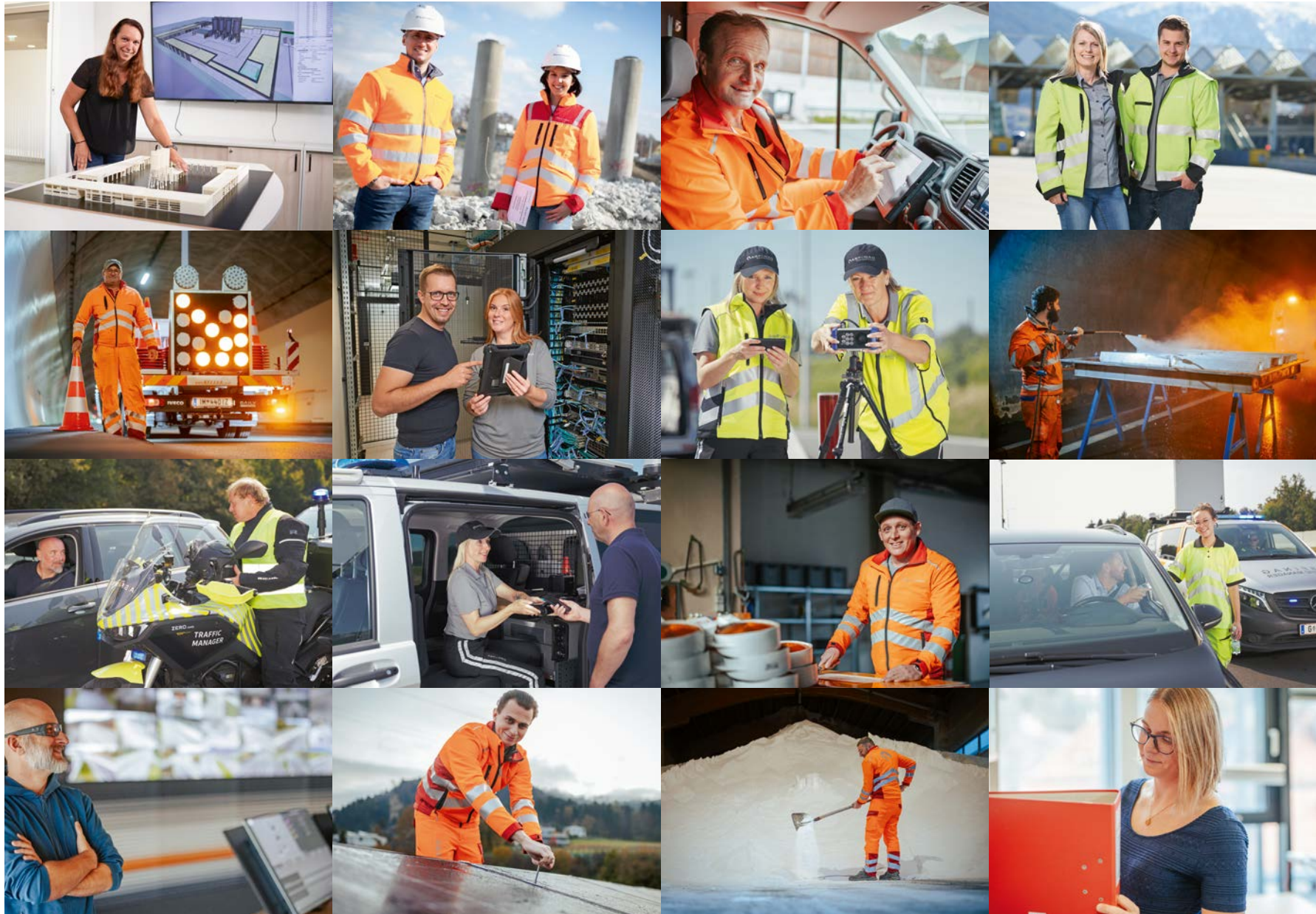
## ASFINAG insights during the Long Night of Research

On 24 May, the exhibition 'Inside ASFINAG' opened its doors for the first time in Seestadt Aspern, where visitors can take a look behind the scenes of our company. During the Long Night of Research, more than 250 interested people visited us and were able to learn a great deal about our approach to the topics of environment, energy and technology. A special attraction of the exhibition is its interactivity: Guests can walk through a tunnel, examine the traffic cameras and feel what our sustainable noise barriers feel like. There was also a miniature ASFINAG town with information about biodiversity, our energy strategy, our mobility concept and sustainable economic activity. The exhibition will also be accessible in the future by appointment and during the Long Night of Research.





# EMPLOYEES





# EMPLOYEES

2024 also showed how much we at ASFINAG can achieve when we work together and pull in the same direction. Our sincere thanks go to our employees, who are fully committed to our customers year after year. Whether clearing up after devastating storms, running Christmas fundraising campaigns or their daily efforts to make our road network even safer, they support modern workplaces, comprehensive opportunities for further training or health care programmes for all professional groups within the company.

## #we@ASFINAG

In 2024, we started the transformation from the pure women's initiative #SheASFINAG to #we@ASFINAG in order to take the next step towards more diversity and inclusion in our company. A steady increase in diversity and a strengthening of our culture of acceptance is our declared corporate goal. The keynote at the kick-off event in September was given by Ali Mahloldji, a builder of bridges between generations and a driving force for diversity, who provided inspiring ideas for more diversity. At ASFINAG, we know: Our differences define us and ultimately make us stronger and better.





*Diversity makes a significant contribution to employee satisfaction and thus to corporate success. With we@ASFINAG, we are sending a clear signal in favour of a diverse and inclusive corporate culture here at ASFINAG.*

**Mag. Hartwig Hufnagl and DI Herbert Kasser**  
Board of Management of ASFINAG

## We asked, you answered

In autumn 2023, we launched a large-scale employee survey at ASFINAG, in which 78 percent of the workforce participated. The results have already been translated into concrete measures. Even though satisfaction levels are generally high at our company, there is always room for improvement. That is why it is particularly important to us to continue to strengthen the sense of unity – through campaigns such as our we@ASFINAG initiative, as well as team-building events, workshops and departmental breakfasts. It is equally important to our employees to make it even easier to use pool cars or to offer management training on healthy leadership, which has a positive impact on the entire working environment.



“

*The 2023 employee survey revealed clear potential for improvement. We are now taking concrete steps to become an even better employer.*

”

**Dr.<sup>in</sup> Barbara Winkler-Penz**

Interim Head of Human  
Resources, ASFINAG





## Two great locations

Modern workplaces ensure contemporary working practices and greater productivity. On the one hand, the topping-out ceremony for the new location in Zirl in Tyrol was celebrated with many colleagues. A state-of-the-art working environment will be created here by summer 2025, with sustainability also high on the agenda: Resource conservation, minimal land use and a green roof area with a photo-voltaic system ensure environmental awareness at the new workplace. On the other hand, 2024 also saw a lot of hard work in Salzburg, an example of which being that the Alpenstraße office location of Maut Service GmbH now shines in new splendour: The rooms now have an ecological ventilation system, LED lights and fewer walls to make use of daylight and encourage meeting areas. Each workstation was also equipped with ergonomic equipment and the meeting room received technical upgrades. After a construction period of just nine weeks, the completion of the project was celebrated with a brunch with all employees.



## Spotlight on careers at ASFINAG

We know that ASFINAG would not be what it is without our employees – and we know that. To ensure that we can also attract the next generation of employees, we launched the Choose your Career employer branding campaign as early as 2023 to showcase the many jobs and career opportunities in our company. We implemented this campaign by borrowing from the world of gaming, which appeals directly to young people in particular.

We have launched a 360-degree campaign using billboards along the motorway and on salt silos, social media posts, cinema commercials, but also pop-up recruiting such as the use of a branded espresso mobile in front of universities or a trade fair stand at the Austrian eSports Festival.

The fact that we have struck a chord with this campaign is not only demonstrated by our recruiting figures, but also by several awards. At the iab webAD, for example, we won three gold and one silver award, while at the Media Award 2024 we were delighted to receive bronze in the Excellent Brand Content Integration category. The triple was then completed at the EFFIE Awards, where we won silver in the Brand Experience category and bronze in the Transformation category.









## ASFINAG goes KI

Artificial intelligence (AI) is growing in all areas of life – we at ASFINAG are proactively addressing the issue. To ensure that we as a company and our employees can work well with AI, several live AI4US events were held throughout the year, during which content on classical and generative AI was shared and basic skills were taught. In addition, our own chatbots, Agnes and Adam, offer support in all areas of working life. While Agnes provides company-wide information and answers, Adam is flexible and can be adapted to individual projects: It helps with writing texts as well as with document analyses and setting up further chatbots. This is further proof that we are a frontrunner in the development and implementation of new technologies.



“

*AI will continue to grow in importance in the coming years. That is why I am very proud that we at ASFINAG are at the forefront of actively integrating the advantages of productivity and innovative applications through artificial intelligence into our daily work.*

”

**Ing. Mag. Bernd Datler**

Managing Director, ASFINAG Maut Service GmbH





## Ready for action around the clock

Last year had many highlights, but was also characterised by challenges. Above all, this includes the many freak weather conditions that have made themselves felt through frequent changes, snowfalls, heavy rain and storms. Whether it was the heavy rainfall in Styria or the hundred-year flood in Vienna and Lower Austria, our colleagues were always the first on the scene and worked day and night to repair the damage. With their tireless efforts, they ensured that obstacles were removed as quickly as possible and that motorways and roads were reopened to traffic.



“

*What many of our employees achieved in the extreme weather conditions of the last year deserves our utmost respect. Without this commitment, it would not have been possible to reopen the roads to traffic so quickly. We would like to express our heartfelt thanks to everyone who helped.*

”

**Mag.<sup>a</sup> Dr.<sup>in</sup> Tamara Maria Christ**

Managing Director of ASFINAG Service GmbH





## A special anniversary for toll monitoring

Last year, we at ASFINAG celebrated a milestone birthday – 20 years of toll enforcement and thus the 20th anniversary of the Service and Control Centre (SKD). Reason enough to capture the success story in a book: 41 colleagues have presented, in 180 pages, the history of the toll enforcement officers and their development over more than two decades – supplemented by entertaining anecdotes from all those who were there at first hand. The publication also offers insights into the toll technology itself, as well as an overview of all toll enforcement agencies from west to east.



“  
*The basis for a functioning infrastructure is its employees. The colleagues in the toll monitoring team play an important role in this. It is about time to bring them into the spotlight for the 20th anniversary.*  
”

**Heimo Maier-Farkas, MSc**

Technical Managing Director, ASFINAG Service GmbH





## Focus on diversity and business

In June, we launched our Diversity Business Impact Programme, which focuses on personal and professional development, particularly with regard to promoting diversity in the company. With the programme, we were able to support 16 talented individuals in their development, increase their personal and social skills as well as their visibility, and strengthen their network individually. The programme was aimed at all ASFINAG employees: everyone was allowed to apply. In addition to a wide range of exciting content, such as masterclasses on internal strategic topics and workshops on personal development, there were also dedicated networking and coaching opportunities for all participants. The participants of the Diversity Business Impact Programme will also be strong ambassadors for our diversity goals in the future.



## Look after yourselves!

Health is the most important thing – and that also applies to the health of our employees. In recent years, we have placed an even greater focus on health and further professionalised our company's approach to health management. From screening for bowel cancer and diabetes to muscle checks and blood pressure measurements, we want to give our employees the opportunity to actively take care of their health. In addition, we organised two Health Days in Vienna last year, which covered health in all areas of everyday life – from healthy snacks to the correct sitting posture in front of the computer. We have also further developed our Notrufsäule counselling hotline and, with the Mavie health programme, ensured that a coach is available at all times to answer questions and help with problems of any kind. The fact that we received the seal of quality for Workplace Health Promotion in 2024 proves that the commitment of our health management team is also highly regarded outside ASFINAG.



## Even more childcare options

We know how challenging it can be to juggle everyday life, work and children. In 2024, our employees had several opportunities to take advantage of childcare options, as part of our efforts to optimally support the reconciliation of work and private life as an employer. In addition to support in July and August at the central location in Vienna (ZSW) and at the locations in Graz and St. Pölten, there was also a holiday camp in Carinthia in July. In addition, we launched our flexible childcare service at our headquarters in October with our Flying Nannies partner from the Children's Office of the University of Vienna. It can be booked with a lead time of two working days to provide relief in the event of short-term care requirements.



“

*The compatibility of career and family is important to us. That is why we support our employees in the best possible way with a range of care options. Our additional childcare service makes a valuable contribution to this and provides noticeable relief.*

”

**Mag.<sup>a</sup> Katja Mlecka, MSc**

Deputy Head of Human Resources, ASFINAG





## Climate protection pays off

Climate change concerns us all – and we at ASFINAG want our decisions to actively contribute to greater sustainability. Since January 2024, we have therefore been offering our employees the option of having the full cost of the Klimaticket Österreich reimbursed in the form of a monthly tax-free travel allowance. Colleagues who have already purchased a Wiener Linien annual ticket or a regional climate ticket are also included. Having these costs covered is further proof that, as an attractive employer, we also help our employees to travel more sustainably.



“

*It is important to do our part for climate protection and to give our employees the opportunity to do the same. By reimbursing the Klimaticket Österreich, we are encouraging the use of public transport, and this offer can and should be taken up outside of working hours as well.*

”

### **Martin Pretterhofer**

Chairperson of the Group  
Works Council, ASFINAG



## A look into the future

At the management kick-off in October, our 200 executives demonstrated particular foresight at Cobenzl in Vienna, above the city's rooftops. There were five different market stalls on site, each with a different focus – from the development of an ASFINAG manifesto to a clear commitment to providing services for our customers and ideas on how we can work even better and more efficiently in the future. Lego models were used to visualise the diversity of ASFINAG, and the participants discussed what the management style of the future might look like. At the end of the programme, all 200 participating executives agreed on one point: ASFINAG will continue to pursue its vision of developing from a pure infrastructure operator into a true mobility partner in the future.





## Our little Polli as a Christmas miracle

Christmas time also means spending time together – especially when it comes to a good cause. In order to actively support families in need, we decided last year to collect donations for the Ö3 Christmas Miracle campaign at 65 ASFINAG locations throughout Austria. Our fluffy little helper was the small soft toy version of our mascot ‘Polli’, which could be purchased for a donation. Four days before Christmas, ASFINAG CEO Hartwig Hufnagl was able to present the Ö3 team in Wiener Neustadt with a cheque for EUR 25,000, a particularly joyful event. We are delighted to have been part of this campaign and we would like to express our heartfelt thanks to all the donors who made this sum possible.









# ROAD TRAFFIC SAFETY



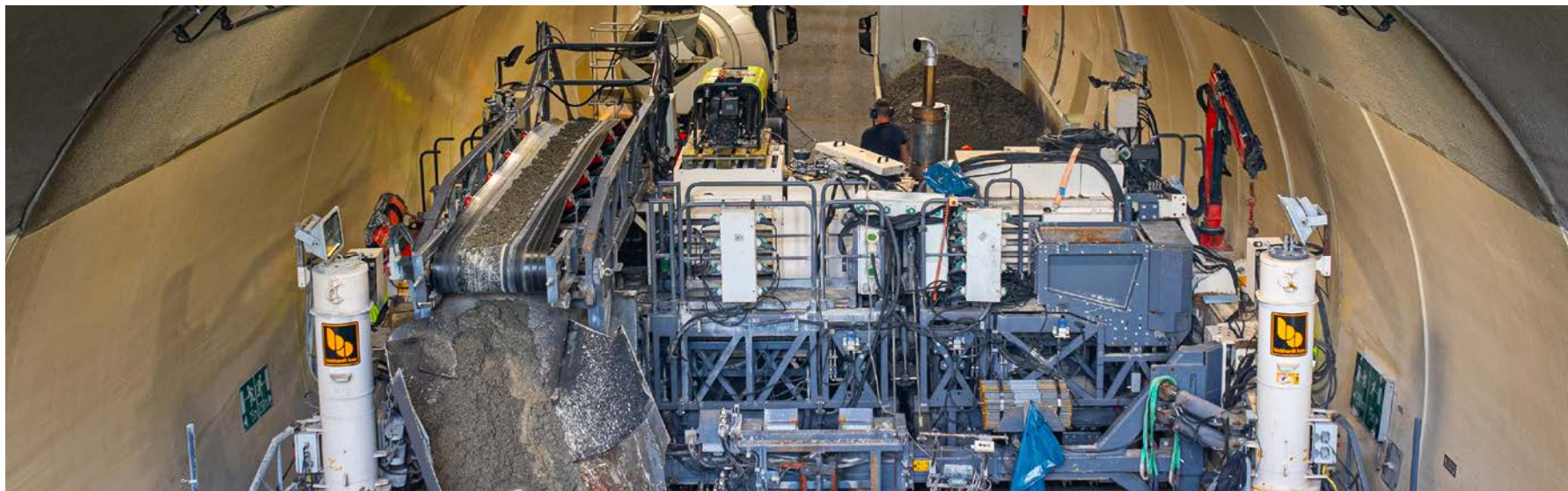


# ROAD TRAFFIC SAFETY

**We stand for uncompromising safety on our motorways and expressways. We observe three principles here. A modern infrastructure is the first step towards road traffic safety. We have driven this forward, for example, with extensive tunnel renovations, the installation of new checkpoints and the ongoing safety upgrade to motorways. In addition to technical requirements, information and awareness-raising for road traffic safety are also key. We were successful here with the Park & Write campaign and used our variable text displays in a way that was both charming and effective. Last but not least, our employees ensure the best possible safety on Austria's roads. On the one hand, we have expanded our expertise in the control of special transport and created a motorcycle squadron. On the other hand, we are delighted about the great recognition for the work of our employees in the context of the Ö3 traffic awards.**

## **Commemoration of the fire disaster in the Tauern tunnel and tunnel renovation on the A10**

25 years ago, on 29 May 1999, a devastating fire broke out in the Tauern motorway tunnel in Austria. On the occasion of the anniversary, we commemorated the victims together with those affected, emergency services and representatives of the state of Salzburg, as well as the neighbouring communities. The memorial service took place in the Flachau motorway chapel. Disasters like these remind us not to compromise on safety. Therefore, there is no alternative to general renovations, such as the current tunnel renewal on the A10 Tauern motorway near Salzburg. The Ofenau and Hiefler tunnels and the Werfen tunnel chain will be modernised by June 2025. In addition to a new extinguishing water supply and the construction of new company buildings, we are also expanding the cross-cuts to make connections between the tunnel tubes accessible for emergency services. The tunnels are to be given a new coating, video detection, radio and emergency call facilities, ventilation, countless new sensors, visibility measurement and new traffic control systems.





“

*It is our duty to do everything we can to ensure that such terrible events as those that occurred 25 years ago in the Tauern tunnel are never repeated. In recent years, we have therefore invested almost six billion euros in the safety of our 168 tunnels alone.*

”

**DI Andreas Fromm, MBA**

Managing Director, ASFINAG Bau Management GmbH



## **Arlberg tunnel sets new safety standards after mega construction site**

In November 2024, we were able to complete the renovation of the Arlberg tunnel on the S16 Arlberg expressway on time. After a good seven months of construction, Austria's longest road tunnel is setting new standards with modernised escape routes and innovative safety technologies. The work included renewing both the carriageway and the tunnel coating. Due to the renovation work, the most important transport link between Tyrol and Vorarlberg remained closed from mid-April to mid-November. A total of EUR 300 million was invested in this modernisation project. After four complete closures in the past ten years, the Arlberg tunnel is now not only safer than ever before, but the most recent renovation also meant the last scheduled closure of the tunnel for the foreseeable future.

## **Safety campaign on the Klagenfurt expressway well ahead of schedule**

The safety upgrade of the S37 Klagenfurt expressway is progressing faster than planned. The first section between St. Veit-Nord and St. Veit-Süd was opened to traffic in December 2024. The original completion date was summer 2025. The S37 was widened by five metres over a length of six kilometres. This creates enough space for separating the lanes, making head-on collisions a thing of the past. Six bridges had to be rebuilt as part of the stabilisation measures. In addition, two car parks, 5,000 square metres of noise barriers and a 1.65-hectare biotope were created as compensatory measures, along with breakdown bays and wildlife fences. Around EUR 62 million has been invested in improvements to the first section. The next step is to implement the safety measures along the 7.5-kilometre stretch from St. Veit-Süd to Maria Saal.





## Park & Write: The obvious solution to prevent distractions at the wheel

In the summer, we launched a campaign against the most common cause of accidents on the road: Distraction and inattentiveness. A survey conducted on our behalf showed that around 60 percent of all respondents also use their mobile phones while driving to make calls, read messages or even write. A risk that could easily be avoided. On average, there is a rest stop every nine kilometres on Austria's motorways and expressways. We therefore drew attention to this in newspaper advertisements, radio spots and online advertising, just in time for the summer holiday traffic. Posters and bridge banners were also used, along with variable text displays along the motorways. In addition, rest areas have been branded as special Park & Write service areas. With success: In a follow-up survey, 10 percent more respondents said they took a break during longer journeys. Significantly fewer respondents said they wanted to be able to access notifications on their mobile phones as quickly as possible while driving.



“

*With this campaign, we have delivered a clear message that has reached people: It is not worth risking your life for unnecessary glances at your mobile phone.*

”

**Mag.<sup>a</sup> Petra Mödlhammer-Prantner**

Head of Marketing and  
Communications, ASFINAG



## Friendly messages for a safe journey

The text displays along our motorways were used over the course of the year to draw attention to the need for drivers to adjust their speed and keep a safe distance, as well as to use the correct vehicle lighting. On Valentine's Day, for example, the message was “Love has no limit, speed does” or “Someone is waiting for you, arrive safely”. In autumn conditions, sayings such as ‘Fog! Are the lights on?’ (Nebel! Geht dir da kein Licht auf?) and ‘You’re BY FAR the best’ (Du bist MIT ABSTAND der Beste) highlighted the importance of the rear fog light and a safe distance from the vehicle in front. The aim of the campaign is to remind drivers of the importance of road traffic safety in a friendly and light-hearted way. Other classic safety aspects, such as distractions or fatigue, are also addressed using positively worded messages.





## Traffic control station opened in Wolfsbach

In November, another traffic control station entered service in Wolfsbach, Lower Austria. After a construction period of around 15 months, the station on the A1 West motorway in the direction of Vienna has now been equipped with the latest technology. Among other things, this includes a guidance system that directs HGV traffic onto and off the motorway. The control station also has equipment for determining vehicle height, several weighing machines, a brake tester, a speed measurement system and a fly roof for visual inspection. If necessary, the condition of the vehicles can also be examined in more detail in the Lower Austrian test centre. HGVs are involved in around 18 percent of accidents on Austria's motorways and expressways – often with particularly serious consequences. The inspection of heavy goods vehicles at 14 checkpoints throughout the country is making a significant contribution to preventing dangerous situations, accidents and human suffering.



## Drills for an emergency: Perfecting teamwork

To be prepared for any emergency, we not only enable emergency services to carry out realistic exercises on our motorways and expressways – we also actively participate in them. At the end of September, for example, a fire was simulated in the newly constructed tunnel on the A26 Linz motorway on the bridge ascents and descents on the banks of the Danube. We trained around 200 people from professional and volunteer fire brigades, the Red Cross, the Workers' Samaritan Federation, the police and authorities on how to respond to an emergency, from extinguishing fires to searching for and rescuing people. Another example of realistic preparation took place in October on the A4 East motorway. During an outdoor exercise at the traffic control station near Bruck an der Leitha, we practised with more than 250 emergency services how to deal with hazardous substances and how to clear traffic routes quickly in order to save lives in an emergency.



*We are always working to ensure the safety and well-being of road users. In an emergency, every second counts. That is why we are committed to regular training exercises, not only in tunnels but also on the open road.*

### Ulrike Stiefvater, BSc MA

Team Leader, Traffic  
and Tunnel Safety,  
ASFINAG Service GmbH





## Motorcycle fleet supports traffic managers

The mobile task force of traffic managers monitors traffic on motorways and expressways in urban areas. They recognise traffic congestion early on and are quickly on the scene should an accident occur. To be even faster and more flexible, a motorcycle fleet has been supporting the traffic managers in Vienna and Salzburg since July 2024. The three motorbikes (two of which are electrically powered) are equipped with a defibrillator, first-aid kit, folding cones, starter box and compressor. This means that the specially trained employees in the motorcycle fleet can provide first aid and assistance in the event of breakdowns. Your equipment meets the highest safety standards, starting with the airbag vest, and including a special Gore-Tex jacket that is particularly weather-resistant. A radio system is integrated into the helmet, which can be used for communication during the journey. If the pilot project proves a success, it will also be extended to the conurbations of Linz and Graz.



## Two Ö3 traffic awards for ASFINAG employees in Tyrol

A special mention was given to the ASFINAG team from Tyrol. Not only was the Plon motorway depot named 'Rescuer of the Year' at the Ö3 traffic award 2024, but our Tyrolean colleagues also came up with the 'traffic idea of the year': On the A12 Inntal motorway, red asphalt was used in the Simmering gallery to reduce energy consumption for lighting by 30 percent. The innovative road surface also increases the alertness and sense of security of road users. The Plon motorway depot, meanwhile, was recognised for its work on the A13 Brenner motorway on 23 February 2024. With 70 centimetres of fresh snow, numerous HGVs got stuck and blocked the main traffic route. The 30-strong team then spent almost 150 hours towing trucks. Together with the Austrian Federal Ministry of the Interior and the Federal Ministry for Climate Action, the radio station Ö3 presents the traffic award to people and organisations that make a special contribution to road traffic safety.

## New powers for the control of special transports

At the end of January 2024, a team of our toll enforcement officers carried out the first independent inspection of a special transport (SOTRA). The weight limit was promptly found to have been exceeded, which led to a report being filed and the temporary 'immobilisation' of the transport concerned. The control, which was carried out exclusively by ASFINAG colleagues, was nevertheless a successful premiere because, until now, weighing was only possible in cooperation with the police. Following an amendment to the Motor Vehicles Act (KFG) in 2023, specially trained colleagues are now authorised to carry out SOTRA inspections independently. This expansion of the powers of the toll enforcement officers ensures greater road traffic safety and helps us to better protect the operated infrastructure.





# MOBILITY MANAGEMENT





# MOBILITY MANAGEMENT

We at ASFINAG are responsible for keeping Austria's roads safe and modern. In addition to planning new projects, this includes particularly the maintenance and renovation of the existing road network. With the help of Group-wide construction site coordination, precise construction site management and extensive, smart measures to improve traffic flow, we are able to fulfil these tasks in the best possible way.

## Lueg Bridge – creating a bridge together

After more than 55 years of service, the bridge has reached the end of its useful life and needs to be replaced. To guarantee road traffic safety until the new bridge opens and to relieve the bridge statically, single-lane traffic in both directions will apply from 1 January 2025. Together with the state of Tyrol and the Ministry for Climate Action, ASFINAG has put together a package of measures for the Luegbrücke bridge on the A13 Brenner motorway. On days with heavy volumes of traffic, there will be the option of a “temporary two-lane section”, as well as a number of other measures, such as new road markings, an increased number of rolling motorway services and additional traffic cameras, to ensure that the Brenner motorway continues to operate safely.



## NEUERRICHTUNG LUEGBRÜCKE: Gemeinsam überbrücken.

Mehr Infos auf  
[asfinag.at/a13](https://asfinag.at/a13)

ASFINAG



“

*The package of measures enables us to react optimally to traffic jams and times of increased traffic on the Brenner motorway. This makes it possible to minimise the impact on the local population and on through traffic.*

”

**Ing. Stefan Siegele**

Managing Director, ASFINAG Alpenstraßen GmbH



## Green light on the Donautal Bridge

On 15 November 2024, the moment had come – the Donautal Bridge was officially opened to traffic with a celebratory act and now connects the city centre of Linz with the district of Pöstlingberg. The Donautal Bridge is the first completed section of the A26 Linz motorway – construction began in 2019. The next stage of construction, the centrepiece of the A26, will be implemented from 2026 to 2032 with the Freinberg tunnel and the Waldeggstraße underpass. Finally, the West Bridge, a new motorway bridge, will be built to connect to the A7 Mühlkreis motorway near the Bindermichl tunnel. The A26 is scheduled for completion by 2035 and will reduce traffic in the Linz city area by up to eight percent in the future.





## Opening celebrations for the S7

In March 2024, there was a happy buzz in the air when the first 15-kilometre section of the S7 Fürstenfelder expressway and the Rudersdorf tunnel, the first motorway tunnel in Burgenland, were opened. The celebrations were attended by leading figures from regional politics in Burgenland and Styria, representatives from business and emergency services, as well as residents from the surrounding communities. Once completed, which is scheduled for autumn 2025, the expressway will be 29 kilometres long and run from Riegersdorf in eastern Styria to Heiligenkreuz im Lafnitztal on the Hungarian border. In addition to the goal of relieving traffic in the city centres, the S7 is also a model project in terms of sustainable construction. We have invested almost EUR 200 million in compensatory measures and improved, secured or newly created 480 hectares of forest, meadow and water along the route. This is how the habitat of endangered animal and plant species is preserved for decades.



“

*For us, it is something very special that we have now been able to complete the first section of the S7. It is a major project that not only has the effect of relieving town centres, but also, thanks to our compensatory measures, serves as a flagship project in terms of environmental protection.*

”

**DI Alexander Walcher**

Managing Director, ASFINAG Bau Management GmbH





## The new A7 junction is now open

Right on schedule, ASFINAG was able to open the new Linz-Auhof junction on the A7 motorway to traffic on 6 September. The junction was designed as a so-called semi-junction, with connections to the country road network to and from Linz. A large proportion of the through traffic in the Dornach-Auhof district is now shifting to this new connection, and thus to the A7 Mühlkreis motorway. The district's educational and research institutions are also more accessible thanks to the junction. In addition, a solution for pedestrians and cyclists was implemented, in which a wide cycle and footpath was connected directly to the subordinate road network after crossing the motorway via an existing overpass.





## Close involvement at every stage of construction

Since the beginning of November 2023, work on the Freistadt Nord to Rainbach Nord section of the S10 Mühlviertler motorway has been in full swing. The seven-kilometre western bypass for Rainbach is scheduled for completion by mid-2027 and is designed to relieve traffic congestion while protecting residents and the environment. Currently, the tunnel drive near the village of Vierzehn is being completed, while pipes and cables in the ground have already been rerouted at Baulos 2 (northern portal of the Vierzehn tunnel to Rainbach Nord). Interested parties can experience the construction progress up close in our own S10 Infobox, which we opened at the Rainbach market square in December 2024. Here you can find out more about the planning, construction and operation of the S10 in the Nord section. The exhibition is open to visitors of all ages every day from 8 a.m. to 5 p.m. and is free of charge.





## Award for a special project

Since June, ASFINAG has been working together with the State of Styria, the Verkehrsverbund Steiermark transport association and the town of Gleisdorf to implement a pilot project that is unique in Austria: the first motorway bus stop in Austria. A stop for express buses that travel on the motorway is being built on both carriageways of the A2 Süd Autobahn motorway within walking distance of Gleisdorf railway station. The stop will open in 2027. But the idea has already won the VCÖ Mobility Award 2024 in the Public Transport and Micro-PT category – with the first prize. According to the jury, the project represents ‘a novelty in Austria with great potential for imitation’, from which commuters in urban areas in particular benefit and traffic jams are actively reduced.

## Public transport in focus

In November, the maintenance of the A12 Inntal motorway between Innsbruck and Zirl was completed. During the work, drivers had two slightly narrower lanes per direction available. We placed the greatest value on maintaining and promoting public transport and set up a dedicated bus lane for this purpose from July. During the two main construction phases from July to November, a separate lane for public buses ran between the Zirl-Ost and Innsbruck-Kranebitten junctions in the respective construction area. This is how we managed to prioritise bus transport even in traffic jams.



“  
*Avoiding traffic jams by bus makes switching to public transport even more attractive. During the works, it was especially important to us that all road users reach their destinations reliably, even on busy travel days.*  
”

**DI<sup>in</sup> Elisabeth Mair**

Regional Manager, ASFINAG  
Bau Management GmbH



**The latest technology and controlled lights keep things organised**

Since the beginning of 2023, ASFINAG has been modernising the Upper Austrian A9 Pyhrn motorway between Inzersdorf-Kirchdorf and Klaus an der Pyhrnbahn. The nine-kilometre section will be rehabilitated until 2025, including not only the entire road surface but also the Tretter, Ottsdorf, Kremsursprung and Hinterburg tunnels. For this reason, there were traffic jams and delays in the section along the construction site on the first summer travel weekends in 2024, which also spread to the B138 Pyhrn-pass road. This results in us implementing, from May onwards, a traffic information system that allowed us to provide road users with real-time information about the traffic situation around the construction sites. Traffic control lights were used on the national highway, which the police were able to use to temporarily stop traffic north and south of Inzersdorf-Kirchdorf, effectively preventing traffic overload.





## Two bridges and a new communication tool

With the renovation of the Steinbrückenbach bridge on the A10 Tauern motorway and the start of construction of a new bridge over the Mur river on the A2 Süd motorway, the focus in 2024 was on two projects in southern Austria. The work on the bridge saw a real first: In April, the supporting structure of the 600-metre-long Steinbrückenbach valley crossing was raised six metres into the air and serves as a scaffolding construction for the construction of the new bridge supporting structure. In December, the first of the two new bridges over the Mur near Graz, which has been under construction next to the existing bridge since February 2024, was opened to traffic in the direction of Vienna. The Mur Bridge project is accompanied by a new feature – our project atlas. It provides all the information about the project online, along with detailed insights into current and future phases of the project.



*Transparency and direct communication are particularly important to us when it comes to communicating construction sites. With our new project atlas, we not only provide weekly updates, but can also respond directly to questions about the project and provide extensive information.*

### Ing. Franz Fegelin

Head of the Bau Ost  
department, ASFINAG  
Bau Management GmbH



## Second breakthrough in the Karawanken tunnel celebrated

In March, we celebrated another milestone in the history of the Karawanken tunnel: the breakthrough of the second tunnel tube. The breakthrough of the 3.3-kilometre-long tunnel took place in the presence of Robert Golob, the Prime Minister of Slovenia, and Peter Kaiser, the Governor of Carinthia. The tunnel is scheduled for completion and opening to traffic by the end of 2025. The renovation of the old tunnel tubes will then begin. The entire Karawanken tunnel is expected to be completed by the end of 2028. The almost eight-kilometre-long tunnel connects Austria with Slovenia and is one of the five longest tunnels in the country.



## Quieter asphalt for the S1

After more than a year of construction, work on the S1 Wiener Außenring expressway between the Schwechat and Vösendorf motorway junctions was completed in August. The asphalt is a particular highlight: The carriageway was resurfaced with a noise-reducing blacktop layer in both directions. The special composition of this asphalt provides even better noise protection. It will definitely be needed, as the 16-kilometre-long stretch is located in a densely populated area and, with almost 77,000 vehicles per day, is one of the busiest sections of motorway in Vienna and the surrounding area.





# CORPORATE GOVERNANCE REPORT



# CORPORATE GOVERNANCE REPORT

## Corporate Governance Report Pursuant to the Federal Public Corporate Governance Codex

### Introduction

**The ASFINAG Group wants to boost the confidence of customers, employees and the general public through a transparent, prompt and detailed information policy. As a capital market oriented company, and due to high public interest, the ASFINAG Group bases the design and communication of its company management around international standards and best practice methods.**

**The ASFINAG Group pursues a corporate strategy as required for the benefit of the company, taking into consideration the strategy of the owner, the Republic of Austria, and the employees. The Board of Management reports regularly to the Supervisory Board concerning business development and submits to them specific business transactions for approval in accordance with the statutes and the law. The strategic orientation is carried out in close consultation with the Supervisory Board.**

### Federal Public Corporate Governance Codex (in short: “B-PCGK”)

At the end of October 2012, the Austrian Government approved the Federal Public Corporate Governance Codex (B-PCGK). The B-PCGK applies to companies whose direct or indirect majority shareholder is the Republic of Austria; it must therefore also be applied by the companies of the ASFINAG Group. The ASFINAG Group recognises the principles defined in the B-PCGK. Accordingly, the formal implementation of the B-PCGK was carried out in the ASFINAG Group for the first time in the financial year 2013 as mandatorily envisaged by the codex. Observance of this Codex is anchored in the set of rules of the ASFINAG Group, through which the implementation is ensured. In 2017, the Austrian Federal Government subjected the B-PCGK to a revision. This report follows the corresponding guidelines.

In accordance with sections 12 and 15 of the B-PCGK, all companies subject to the codex are to prepare their own corporate governance report and publish it on the internet. As seen in the organisational structure of the ASFINAG Group, Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft is at the top of the structure. Since it provides specific services as the Group holding company (e.g. financing, human resources, legal services) for the entire ASFINAG Group, Autobahnen- und Schnellstraßen Finanzierungs-Aktiengesellschaft decided for reasons of transparency, clarity and efficiency and in accordance with Section 15.1.4 of the B-PCGK to prepare and publish a joint corporate governance report for all companies. Verkehrsauskunft Österreich (VAO) GmbH listed below for the sake of completeness publishes its own report on its website. The ASFINAG Group is structured as follows, with ASFINAG (wholly owned by the Republic of Austria) holding 100% of the shares in ASFINAG Bau Management GmbH, ASFINAG Maut Service GmbH, ASFINAG Commercial Services GmbH and ASFINAG European Toll Service GmbH, 85% of the shares in ASFINAG Service GmbH, 51% in ASFINAG Alpenstraßen GmbH, and 26% in Verkehrsauskunft Österreich VAO GmbH:



# A|S|F|i|N|A|G

Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft



## Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft

### Board of Management

In the financial year 2024, the board of management consisted of two members, Mag. Hartwig Hufnagl, Dr. Josef Fiala and DI Herbert Kasser.

<b>Mag. Hartwig HUFNAGL</b>	<b>Dr. Josef FIALA</b>	<b>DI Herbert Kasser</b>
Year of birth 1976	Year of birth 1962	Year of birth 1964
Date of initial appointment: 01/02/2019	Date of initial appointment: 08/04/2019	Date of initial appointment: 01/06/2024
End of the current term of office: 31/01/2029	End of the current term of office: 31/05/2024	End of the current term of office: 31/05/2029



Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

**Mag. Hartwig HUFNAGL**

Member of the Board of Management and the Steering Committee of the Austrian Society for Construction Technology (öbv)

Member of the Federal Board of the Federation of Austrian Industries

President of Austrian Traffic Telematics Cluster (ATTC)

**Dr. Josef FIALA**

Executive Board Member of the European Association of Operators of Toll Road Infrastructures (ASECAP)

Member of the Board of Management of VÖWG (Austrian Association of the Public and Common Economy)

**DI Herbert KASSER**

Austrian Society for Traffic and Transport Science (ÖVG) / Vice President

European Association of Operators of Toll Road Infrastructures (ASECAP) / Executive Board Member

Austrian Association for Public and Social Economy (VÖWG) / Member of the Board of Management

Brenner Basistunnel BBT SE / Chairperson of the Supervisory Board

ÖBB-Holding AG / Member of Supervisory Board (2nd deputy)

ÖBB-Infrastruktur AG / Member of Supervisory Board (1st deputy)

These functions are approved by the Supervisory Board.

## FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the Board of Management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the Board of Management and a catalogue of the measures that require approval by the Supervisory Board or its working committee. This also includes significant business transactions of the most important subsidiary companies.

The areas of responsibility of the members of the Board of Management were last defined by the Supervisory Board as follows, irrespective of the overall responsibility of the Board of Management:

<b>Mag. Hartwig HUFNAGL</b>	<b>Dr. Josef FIALA DI Herbert KASSER</b>
ASFINAG Bau Management GmbH	ASFINAG Maut Service GmbH
ASFINAG service companies	ASFINAG Commercial Services GmbH
Marketing and Communication, Legal and Purchasing	ASFINAG European Toll Service GmbH
Compliance, Corporate Governance	International Collaborations and Investments
	Human Resources, Financing & Accounting, Group Controlling, Toll Rates and Facility Management/ZSW

There is no Chairperson of the board since the Board of Management consists of only two persons.



## REMUNERATION OF THE MANAGEMENT

The total remuneration of the Board of Management of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft consists of fixed and variable remuneration components, with the variable component being limited to a maximum annual percentage of the fixed salary. For each financial year, objectives are agreed on with the Steering Committee of the Supervisory Board at the beginning of the year, which include both the achievement of financial key performance indicators (result for the year, cost-efficiency objectives, etc.) as well as performance criteria that are not of a financial type (e.g. network planning, customer satisfaction, etc.). At the end of each financial year, the agreed values are compared to the actually achieved values, with a payout being made corresponding to the level of achievement.

The composition of the remuneration of management in the Group (managing directors and managerial staff) follows these principles.

The Board of Management and the management of the ASFINAG Group have pension fund agreements in accordance with the federal regulation on specimen contracts (Bundesvertragsschablonenverordnung), according to which the company pays ten percent of the fixed salary to a pension fund. No such agreements exist for the management of ASFINAG Commercial Services GmbH and ASFINAG European Toll Service GmbH.

<b>Name</b>	<b>Fixed remuneration 2024, gross</b>	<b>Variable remuneration for performance year 2024, gross</b>	<b>Benefits in kind, annual</b>
Mag. Hartwig HUFNAGL	EUR 322,143	EUR 62,165	EUR 174
Dr. Josef FIALA	EUR 118,694	EUR 23,750	EUR 4,873
DI Herbert Kasser	EUR 189,647		EUR 102

## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included. The variable remuneration components are contractually excluded for the calculation base according to the Salaried Employees Act.

## Supervisory Board

The foundation for the work of the Supervisory Board is primarily formed by the Stock Corporation Act (Aktiengesetz), the company's articles of incorporation, the rules of procedure for the Supervisory Board and the B-PCGK.

Five Supervisory Board meetings and two audit committee meetings were held in the period under review. All Supervisory Board members attended at least half of the Supervisory Board meetings during their respective term of office.

## MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft included the following members in the financial year 2024:

Name	Function	Date of initial appointment	End of the current term of office
Mag. <sup>a</sup> Christa GEYER, CPM, CSE Year of birth 1966	Chairperson Chairperson of the Audit Committee Chairperson of the Steering Committee	31/08/2020	AGM 2027
DI <sup>in</sup> Kathrin Renz, BA Year of birth 1987	Member Deputy Chairperson Deputy Chairperson of the Audit Committee Deputy Chairperson of the Steering Committee	24/05/2022 04/12/2023	21.08.2024
Mag. <sup>a</sup> Cornelia BREUSS, MA Year of birth 1976	Deputy Chairperson Deputy Chairperson of the Audit Committee Deputy Chairperson of the Steering Committee	24/09/2024 26/09/2024	AGM 2027
DI Wolfgang ANZENGRUBER Year of birth 1956	Member Member of the Audit Committee	24/05/2022	AGM 2027



<b>Name</b>	<b>Function</b>	<b>Date of initial appointment</b>	<b>End of the current term of office</b>
DI Dr. techn. Harald FREY Year of birth 1978	Member Member of the Audit Committee	31/08/2020	AGM 2027
Martha SCHULTZ Year of birth 1963	Member Member of the Audit Committee	02/03/2018	AGM 2027
Mag. <sup>a</sup> Ana SIMIC Year of birth 1977	Member Member of the Audit Committee	16/01/2024	AGM 2027
Martin PRETTERHOFER Year of birth 1977	Chairperson of the Group Representative Body Member of the Audit Committee	28/03/2023	Posting for indefinite period
DI <sup>in</sup> Gerlinde MATTANOVICH Year of birth 1964	Works Councillor Member of the Audit Committee	28/03/2023	Posting for indefinite period
DI Karl Christian PETZ Year of birth 1969	Chairperson of the Works Council of ASFINAG Member of the Audit Committee	09/04/2021	Posting for indefinite period

## REMUNERATION OF SUPERVISORY BOARD MEMBERS

Employees of the ASFINAG Group have no claim to remuneration and attendance fees. To the extent that members of the supervisory board are civil servants of the federal government, their remuneration must be transferred to the account of the Federal Ministry of Finance.

The Annual General Meeting (AGM) determines yearly the remuneration of the Supervisory Board members that it elects for the prior financial year.

The AGM adopted the following remuneration scheme without changes:

Function in the Supervisory Board	Remuneration p.a.	Attendance fee/meeting
Chairperson	EUR 16,000	EUR 700
Deputy	EUR 12,000	EUR 700
Member	EUR 8,000	EUR 700

Remuneration and attendance fees amounting to around EUR 98,200 were paid out to the Supervisory Board in the financial year 2024. Beyond this, no further remuneration is paid or benefits of any other kind granted to the members of the Supervisory Board. In accordance with the resolution of the Annual General Meeting (AGM), it is possible to claim and be reimbursed for travel and accommodation expenses per meeting as per expenses demonstrably accrued. There are no ongoing employment contracts or contracts for work and services between the company and the members of the Supervisory Board. They do not benefit from any discounted services that are not also available to customers.



## ASFINAG Bau Management GmbH

### Management

In the financial year 2024, the management consisted of two members, DI Alexander Walcher and DI Andreas Fromm, MBA.

#### DI Alexander WALCHER

Year of birth 1969

Date of initial appointment: 01/03/2008

End of the current term of office: 29/02/2028

#### DI Andreas FROMM, MBA

Year of birth 1976

Date of initial appointment: 01/03/2018

End of the current term of office: 29/02/2028

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

#### DI Alexander WALCHER

President of the Austrian National Committee of the World Road Association (PIARC)

Member of the Executive Committee of the World Road Organisation (PIARC)

Administrative Board at Austrian Association of Engineers and Architects (ÖIAV)

Extended member of the board of Vienna Airport Region NEW

These functions are approved by the Supervisory Board.

#### DI Andreas FROMM, MBA

Board of Management of Austrian Society for Construction Technology (OBV)

Member of the Board of Management of Austrian Research Association for Road – Rail – Transport (FSV)

## FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Supervisory Board or its working committee.

The areas of responsibility of the members of the management were last defined by the Supervisory Board as follows, irrespective of the overall responsibility of the management:

	<b>DI Andreas FROMM, MBA</b>	<b>DI Alexander WALCHER</b>
Departments	Construction E&M	Asset Management Project Development
Special responsibilities	Services Construction Management and Tendering	Human Resources Project Controlling
Corporate Services		Real Estate Acquisition Environment and Process Management

## REMUNERATION OF THE MANAGEMENT

The total remuneration of the management of ASFINAG Bau Management GmbH consists of fixed and variable remuneration components, with the variable component being limited to a maximum annual percentage of the fixed salary.

	<b>Fixed remuneration 2023, gross</b>	<b>Variable remuneration for performance year 2023, gross</b>	<b>Benefits in kind, annual</b>
DI Andreas FROMM, MBA	EUR 170,000	EUR 44,006	EUR 2,496
DI Alexander WALCHER	EUR 170,000	EUR 44,006	EUR 1,911



## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included.

## Supervisory Board

The foundation for the work of the Supervisory Board is primarily formed by the Limited Liability Companies Act (GmbH-Gesetz), the company's articles of association, the rules of procedure for the Supervisory Board and the B-PCGK.

Four Supervisory Board meetings were held in the period under review. All Supervisory Board members attended at least half of the Supervisory Board meetings during their respective term of office.

## MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board of ASFINAG Bau Management GmbH included the following members in the financial year 2024:

Name	Function	Date of initial appointment	End of the current term of office
Mag. Hartwig HUFNAGL Year of birth 1976	Chairperson Chairperson of the Steering Committee	01/02/2019	AGM 2029
Dr. Josef FIALA Year of birth 1962	Deputy Chairperson Deputy Chairperson of the Steering Committee	01/05/2019	31/05/2024
DI Herbert KASSER Year of birth 1964	Deputy Chairperson Deputy Chairperson of the Steering Committee	01/06/2024	AGM 2029

<b>Name</b>	<b>Function</b>	<b>Date of initial appointment</b>	<b>End of the current term of office</b>
Laura FARIELLO, MA Year of birth 1979	Member	09/10/2023	AGM 2028
DI <sup>in</sup> Mag. <sup>a</sup> Anna HUDITZ Year of birth 1980	Member	24/05/2023	AGM 2028
Mag. <sup>a</sup> Karin RATHKOLB Year of birth 1965	Member	24/05/2023	AGM 2028
Ing. Adolf ASTNER Year of birth 1962	Works Council	25/05/2022	31/01/2024
DI <sup>in</sup> Gerlinde MATTANOVICH Year of birth 1964	Chairperson of the Works Council	25/05/2022	Posting for indefinite period
Ing. Manuel SCHÖNHUBER Year of birth 1983	Works Council	14/02/2023	31/01/2024
Ing. <sup>in</sup> Patricia DRESCHER Year of birth 1994	Works Council	08/02/2024	Posting for indefinite period
Ing. <sup>in</sup> Elfriede MAYR Year of birth 1974	Works Council	08/02/2024	Posting for indefinite period



## REMUNERATION OF SUPERVISORY BOARD MEMBERS

Employees of the ASFINAG Group have no claim to remuneration and attendance fees. To the extent that members of the supervisory board are civil servants of the federal government, their remuneration must be transferred to the account of the Federal Ministry of Finance.

The Annual General Meeting (AGM) determines yearly the remuneration of the Supervisory Board members that it elects for the prior financial year.

The AGM adopted the following remuneration scheme without changes:

Function in the Supervisory Board	Remuneration p.a.	Attendance fee/meeting
Chairperson	EUR 2,250	EUR 150
Deputy	EUR 1,850	EUR 150
Member	EUR 1,500	EUR 150

Remuneration and attendance fees amounting to around EUR 5,250 were paid out to the Supervisory Board in the financial year 2024. Beyond this, no further remuneration is paid or benefits of any other kind granted to the members of the Supervisory Board. In accordance with the resolution of the Annual General Meeting (AGM), it is possible to claim and be reimbursed for travel and accommodation expenses per meeting as per expenses demonstrably accrued. There are no ongoing employment contracts or contracts for work and services between the company and the members of the Supervisory Board. They do not benefit from any discounted services that are not also available to customers.

ASFINAG Service GmbH

Management

In the financial year 2024, the management consisted of two members, Mag.<sup>a</sup> Dr.<sup>in</sup> Tamara Maria Christ and Heimo Maier-Farkas, MSc.

Mag. <sup>a</sup> Dr. <sup>in</sup> Tamara Maria CHRIST		Heimo MAIER-FARKAS, MSc	
Year of birth 1982		Year of birth 1967	
Date of initial appointment:	15.05.2022	Date of initial appointment:	01.12.2022
End of the current term of office:	14.05.2027	End of the current term of office:	30.11.2027

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

Heimo MAIER-FARKAS, MSc	
“Member of the Technical Committee Road Network Operations and ITS for Sustainability” in the PIARC (Permanent International Association of Road Congresses) since 2024. This activity is performed on a voluntary basis.	

This function is approved by the Supervisory Board.

FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Supervisory Board or its working committee.

The areas of responsibility of the members of the management were last defined by the Supervisory Board as follows, irrespective of the overall responsibility of the management:

	<b>Mag.<sup>a</sup> Dr.<sup>in</sup> Tamara Maria CHRIST</b>	<b>Heimo MAIER-FARKAS, MSc</b>
Departments	Operational Maintenance	Facility and Traffic Operations Service and Control Management Traffic and Network Management
Special responsibilities	Real estate management	Fleet Management
Corporate Services	Human Resources Worker Protection Controlling	

The Process, Project and Crisis Management department and the Compliance division will be managed jointly and responsibility shared by management as a whole.

## REMUNERATION OF THE MANAGEMENT

The total remuneration of the management of ASFINAG Service GmbH consists of fixed and variable remuneration components, with the variable component being limited to a maximum annual percentage of the fixed salary.

	<b>Fixed remuneration 2023, gross</b>	<b>Variable remuneration for performance year 2023, gross</b>	<b>Benefits in kind, annual</b>
Mag. <sup>a</sup> Dr. <sup>in</sup> Tamara Maria CHRIST	EUR 170 000	EUR 50 083	EUR 174
Heimo MAIER-FARKAS, MSc	EUR 170 000	EUR 50 083	EUR 174



## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included.

## Supervisory Board

The foundation for the work of the Supervisory Board is primarily formed by the Limited Liability Companies Act (GmbH-Gesetz), the company's articles of association, the rules of procedure for the Supervisory Board and the B-PCGK.

Four Supervisory Board meetings and two audit committee meetings were held in the period under review. All Supervisory Board members attended at least half of the Supervisory Board meetings during their respective term of office.

## MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board of ASFINAG Service GmbH included the following members in the financial year 2024:

Name	Function	Date of initial appointment	End of the current term of office
Mag. Hartwig HUFNAGL Year of birth 1976	Chairperson Chairperson of the Audit Committee Chairperson of the Personnel Committee	20/02/2019	AGM 2029
Dr. Josef FIALA Year of birth 1962	Deputy Chairperson Deputy Chairperson of the Audit Committee Deputy Chairperson of the Personnel Committee	13/06/2019	31.05.2024
DI Herbert KASSER Year of birth 1964	Deputy Chairperson Deputy Chairperson of the Audit Committee Deputy Chairperson of the Personnel Committee	01/06/2024	AGM 2029

<b>Name</b>	<b>Function</b>	<b>Date of initial appointment</b>	<b>End of the current term of office</b>
DI Wolfgang HECKENAST Year of birth 1977	2 <sup>nd</sup> Deputy Chairperson	10/06/2015	AGM 2025
Christoph BAYRHAMMER Year of birth 1994	Member	18/03/2020	AGM 2025
DI Volker BIDMON Year of birth 1966	Member	15/11/2023	AGM 2028
DI Josef DECKER Year of birth 1965	Member Member of the Audit Committee	18/02/2015	AGM 2025
Mag. Alexander FORSTER Year of birth 1993	Member	09/08/2022	AGM 2027
DI Franz SCHWAMMENHÖFER Year of birth 1967	Member	16/03/2012	AGM 2025
DI Andreas TROPPER Year of birth 1965	Member Member of the Audit Committee	20/02/2019	AGM 2029

<b>Name</b>	<b>Function</b>	<b>Date of initial appointment</b>	<b>End of the current term of office</b>
Günter ECK Year of birth 1975	1 <sup>st</sup> Deputy Chairperson of the Central Works Council Member of the Audit Committee	11/03/2010	Posting for indefinite period
Christian PIRIBAUER Year of birth 1965	Chairperson of the Central Works Council Member of the Audit Committee	10/02/2015	Posting for indefinite period
Martin PRETTERHOFER Year of birth 1977	Works Council	01/09/2016	Posting for indefinite period
Alexandra ADLBAUER Year of birth 1979	Works Council	20/03/2018	Posting for indefinite period
Johannes TRAUNER Year of birth 1961	Works Council	20/03/2018	12.06.2024
Markus SCHMUTZ Year of birth 1985	Works Council	01/08/2024	Posting for indefinite period



## REMUNERATION OF SUPERVISORY BOARD MEMBERS

Employees of the ASFINAG Group have no claim to remuneration and attendance fees. To the extent that members of the supervisory board are civil servants of the federal government, their remuneration must be transferred to the account of the Federal Ministry of Finance.

The Annual General Meeting (AGM) determines yearly the remuneration of the Supervisory Board members that it elects for the prior financial year.

The AGM adopted the following remuneration scheme without changes:

Function in the Supervisory Board	Remuneration p.a.	Attendance fee/meeting
Chairperson	EUR 2,250	EUR 170
Deputy	EUR 1,850	EUR 170
Member	EUR 1,500	EUR 170

Remuneration and attendance fees amounting to around EUR 17,300 were paid out to the Supervisory Board in the financial year 2024. Beyond this, no further remuneration is paid or benefits of any other kind granted to the members of the Supervisory Board. In accordance with the resolution of the Annual General Meeting (AGM), it is possible to claim and be reimbursed for travel and accommodation expenses per meeting as per expenses demonstrably accrued. There are no ongoing employment contracts or contracts for work and services between the company and the members of the Supervisory Board. They do not benefit from any discounted services that are not also available to customers.

## ASFINAG Alpenstraßen GmbH

### Management

In the financial year 2024, the management consisted of one member, Ing. Stefan Siegele.

#### **Ing. Stefan SIEGELE**

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Year of birth 1970

Date of initial appointment: 01/01/2017

End of the current term of office: 31/12/2026

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

#### **Ing. Stefan SIEGELE**

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Tyrol State General Manager of the Austrian Society for Traffic and Transport Science (ÖVG)

This function is approved by the Supervisory Board.

## FUNCTION AND ALLOCATION OF DUTIES

The rules of procedure contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Supervisory Board or its working committee.

## REMUNERATION OF THE MANAGEMENT

The total remuneration of the management of ASFINAG Alpenstraßen GmbH consists of fixed and variable remuneration components, whereby the variable component is limited to a maximum annual amount.

	<b>Fixed remuneration 2024, gross</b>	<b>Variable remuneration for performance year 2024, gross</b>	<b>Benefits in kind, annual</b>
Ing. Stefan SIEGELE	EUR 170,000	EUR 50,537	EUR 8,814

## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, the manager is entitled to the corresponding application of Section 23 AngG (Salaried Employees Act), with the periods of service in the ASFINAG Group being included.

### Supervisory Board

The foundation for the work of the Supervisory Board is primarily formed by the Limited Liability Companies Act (GmbH-Gesetz), the company's articles of association, the rules of procedure for the Supervisory Board and the B-PCGK.

Four Supervisory Board meetings were held in the period under review. All Supervisory Board members attended at least half of the Supervisory Board meetings during their respective term of office.



## MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board of ASFINAG Alpenstraßen GmbH included the following members in the financial year 2024:

Name	Function	Date of initial appointment	End of the current term of office
Mag. Hartwig HUFNAGL Year of birth 1976	Chairperson Chairperson of the Personnel Committee	14/03/2019	AGM 2029
DI Dr. Christian MOLZER Year of birth 1969	Deputy Chairperson Deputy Chairperson of the Personnel Committee	01/01/2022	AGM 2027
Dr. Josef FIALA Year of birth 1962	Member	12/06/2019	31/05/2024
DI Herbert KASSER Year of birth 1964	Member	01/06/2024	AGM 2029
Dr. Christian KONZETT Year of birth 1950	Member	22/03/2007	AGM 2027
Roman GRÜNERBL Year of birth 1966	Chairperson of the Works Council	27/11/2005	Posting for indefinite period
Manfred LADNER Year of birth 1984	Works Council	13/01/2020	Posting for indefinite period

## REMUNERATION OF SUPERVISORY BOARD MEMBERS

Employees of the ASFINAG Group have no claim to remuneration and attendance fees. To the extent that members of the supervisory board are civil servants of the federal government, their remuneration must be transferred to the account of the Federal Ministry of Finance.

The Annual General Meeting (AGM) determines yearly the remuneration of the Supervisory Board members that it elects for the prior financial year.

The AGM adopted the following remuneration scheme without changes:

Function in the Supervisory Board	Remuneration p.a.	Attendance fee/meeting
Chairperson	EUR 2,250	EUR 150
Deputy	EUR 1,850	EUR 150
Member	EUR 1,500	EUR 150

Remuneration and attendance fees amounting to around EUR 4,400 were paid out to the Supervisory Board in the financial year 2024. Beyond this, no further remuneration is paid or benefits of any other kind granted to the members of the Supervisory Board. In accordance with the resolution of the Annual General Meeting (AGM), it is possible to claim and be reimbursed for travel and accommodation expenses per meeting as per expenses demonstrably accrued. There are no ongoing employment contracts or contracts for work and services between the company and the members of the Supervisory Board. They do not benefit from any discounted services that are not also available to customers.

ASFINAG Maut Service GmbH

Management

In the financial year 2024, the management consisted of two members, Ing. Mag. Bernd Datler and Mag.<sup>a</sup> Claudia Eder, MBA.

Ing. Mag. Bernd DATLER		Mag. <sup>a</sup> Claudia EDER, MBA	
Year of birth 1973		Year of birth 1981	
Date of initial appointment:	17/11/2009	Date of initial appointment:	01/09/2021
End of the current term of office:	29/02/2028	End of the current term of office:	31/08/2026

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

Ing. Mag. Bernd DATLER	
Member of the Steering Committee of the Austrian Institute for Traffic Data Infrastructure (ÖVDAT)	
This function is approved by the Supervisory Board.	



## FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Supervisory Board or its working committee.

The areas of responsibility of the members of the management were last defined by the Supervisory Board as follows, irrespective of the overall responsibility of the management:

### **Mag.<sup>a</sup> Claudia EDER, MBA**

Toll Collection, Enforcement and Sales

Customer Management

Corporate Services:  
Human Resources  
Controlling

### **Ing. Mag. Bernd DATLER**

Service Management

Service Operations

Special responsibilities:  
Payment services  
ITS Services

## REMUNERATION OF THE MANAGEMENT

The total remuneration of the management of ASFINAG Maut Service GmbH consists of fixed and variable remuneration components, with the variable component being a maximum annual percentage of the fixed salary.

	<b>Fixed remuneration 2024, gross</b>	<b>Variable remuneration for performance year 2024, gross</b>	<b>Benefits in kind, annual</b>
Ing. Mag. Bernd DATLER	EUR 170,000	EUR 44,053	EUR 1,827
Mag. <sup>a</sup> Claudia EDER, MBA	EUR 170,000	EUR 44,053	EUR 2,039

## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included.

### Supervisory Board

The foundation for the work of the Supervisory Board is primarily formed by the Limited Liability Companies Act (GmbH-Gesetz), the company's articles of association, the rules of procedure for the Supervisory Board and the B-PCGK.

Four Supervisory Board meetings were held in the period under review. All Supervisory Board members attended at least half of the Supervisory Board meetings during their respective term of office.

## MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board of ASFINAG Maut Service GmbH included the following members in the financial year 2024:

Name	Function	Date of initial appointment	End of the current term of office
Dr. Josef FIALA Year of birth 1962	Chairperson Chairperson of the Personnel Committee	01/05/2019	31/05/2024
DI Herbert KASSER Year of birth 1964	Chairperson Chairperson of the Personnel Committee	01/06/2024	AGM 2029
Mag. Hartwig HUFNAGL Year of birth 1976	Deputy Chairperson Deputy Chairperson of the Personnel Committee	13/03/2018	AGM 2028
Mag. <sup>a</sup> Christa BOCK Year of birth 1972	Member	01/02/2017	AGM 2028
DI Rolf SINT, PMP Year of birth 1979	Member	30/11/2018	AGM 2028
Angelika STEINER, MSc, MIM Year of birth 1989	Member	24/05/2023	AGM 2028
Gerald SCHWARZENPOLLER, MSc Year of birth 1989	Member	13/09/2021	AGM 2026
Gabriele STRASSNIGG Year of birth 1962	Chairperson of the Works Council	01/09/2016	Posting for indefinite period
Klaus KONRATH Year of birth 1972	Works Councillor	06/02/2019	Posting for indefinite period



<b>Name</b>	<b>Function</b>	<b>Date of initial appointment</b>	<b>End of the current term of office</b>
Christine STAUBMANN Year of birth 1969	Works Councillor	01/02/2022	Posting for indefinite period

## REMUNERATION OF SUPERVISORY BOARD MEMBERS

Employees of the ASFINAG Group have no claim to remuneration and attendance fees. To the extent that members of the supervisory board are civil servants of the federal government, their remuneration must be transferred to the account of the Federal Ministry of Finance.

The Annual General Meeting (AGM) determines yearly the remuneration of the Supervisory Board members that it elects for the prior financial year.

The AGM adopted the following remuneration scheme without changes:

<b>Function in the Supervisory Board</b>	<b>Remuneration p.a.</b>	<b>Attendance fee/meeting</b>
Chairperson	EUR 2,250	EUR 150
Deputy	EUR 1,850	EUR 150
Member	EUR 1,500	EUR 150

Remuneration and attendance fees amounting to around EUR 8,100 were paid out to the Supervisory Board in the financial year 2024. Beyond this, no further remuneration is paid or benefits of any other kind granted to the members of the Supervisory Board. In accordance with the resolution of the Annual General Meeting (AGM), it is possible to claim and be reimbursed for travel and accommodation expenses per meeting as per expenses demonstrably accrued. There are no ongoing employment contracts or contracts for work and services between the company and the members of the Supervisory Board. They do not benefit from any discounted services that are not also available to customers.

ASFINAG Commercial Services GmbH

Management

In the financial year 2024, the management consisted of two members, DI (FH) René Moser, MBA and Dr. Anton Sieber, MBA.

Dr. Anton SIEBER, MBA		DI (FH) René MOSER, MBA	
Year of birth 1965		Year of birth 1979	
Date of initial appointment:	27/08/2009	Date of initial appointment:	01/10/2015
End of the current term of office:	indefinite	End of the current term of office:	indefinite

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

DI (FH) René MOSER, MBA	
Member of the Executive Board of the Conference of European Directors of Roads (CEDR)	
Member of the Board (Treasurer) of the Austrian Society for Traffic and Transport Science (ÖVG)	
Director of IBTTA (International Bridge, Tunnel and Turnpike Association) Board of Directors	
Chairperson of the Board of the Austrian Traffic Telematics Cluster (ATTCC)	

These functions are approved by the shareholder.

## FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Annual General Meeting.

The areas of responsibility of the management were defined by the Supervisory Board as follows, irrespective of the overall responsibility of the management:

### **DI (FH) René MOSER, MBA**

Corporate Affairs

Human Resources

Risk Management

Marketing/Communication

### **Dr. Anton SIEBER, MBA**

Business Unit “Consulting”

Business Unit “Operations”

Internal Organisation

Commercial Support/Controlling

Sales of Components

## REMUNERATION OF THE MANAGEMENT

The managers of ASFINAG Commercial Services GmbH exercise their management duties in addition to their main duties in Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft and do not receive any additional remuneration for the work as Managing Directors.

## CONCLUSION ENTITLEMENTS

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included.



## Supervisory Body

In the financial year 2024, the management comprised two members, Mag.<sup>a</sup> Gabriele Csoklich and Dr. Wolfgang Treitler, MBA.

## ASFINAG European Toll Service GmbH

### Management

In the 2024 financial year, the Management Board consisted of two members, Mag.<sup>a</sup> Gabriele Csoklich and Dr. Wolfgang Treitler, MBA.

#### **Mag.<sup>a</sup> Gabriele CSOKLICH**

#### **Dr. Wolfgang TREITLER, MBA**

Year of birth 1964

Year of birth 1977

Date of initial appointment: 12/03/2010

Date of initial appointment: 01/10/2018

End of the current term of office: indefinite

End of the current term of office: indefinite

Supervisory board mandates that are outside the Group, or comparable functions that go beyond the ones listed in this report:

None

## FUNCTION AND ALLOCATION OF DUTIES

The allocation of duties and cooperation of the management is regulated in the rules of procedure. Furthermore, they contain the information and reporting duties of the management and a catalogue of the measures that require approval by the Annual General Meeting.

The areas of responsibility of the management were defined as follows, irrespective of the overall responsibility of the management:

**Mag.<sup>a</sup> Gabriele CSOKLICH**

International Toll Sticker Settlement

Accounting and Controlling

**Dr. Wolfgang TREITLER, MBA**

International (electronic) Toll Settlement (e.g. EasyGo+)

## **REMUNERATION OF THE MANAGEMENT**

The managers of ASFINAG European Toll Service GmbH exercise their management duties in addition to their main duties in Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft and do not receive any additional remuneration for the work as Managing Directors.

## **CONCLUSION ENTITLEMENTS**

At the end of the employment relationship, members of the Board of Management are entitled to the corresponding application of section 23 of the Salaried Employees Act (AngG), with the periods of service in the ASFINAG Group being included.

### **Supervisory Body**

Due to the secondary role of the work of ASFINAG European Toll Service GmbH in relationship to the object of the ASFINAG Group, no supervisory body is installed.

### Gender Aspects/Diversity Concept pursuant to section 243c (2) 2a of the Austrian Business Code (UGB) in Management and the Supervisory Board

The ASFINAG Group ensures equal opportunity and equal treatment irrespective of ethnic origin, skin colour, age, gender, educational and professional background, religion, nationality, sexual orientation, social background and political views. In this context, as part of the “Diversity” project, ASFINAG is working on further developments. There are numerous initiatives for the advancement of women, particularly for management positions. In particular with regard to the proportion of women, reference is made to the Equal Treatment Act (Gleichbehandlungsgesetz) in the advertisements for Board of Management and management positions. Advertisements are open equally to women, men and non-binary people. ASFINAG endeavours to increase the proportion of women and therefore urges women to apply.

The following table shows the proportion of women in management and supervisory bodies, separated by company. Although special attention is paid to gender aspects, there is a high proportion of men due to historically grown structures and the very technology-oriented content and areas of activity in the respective companies.

The proportion of women in the supervisory body was calculated with regard to the shareholder representatives because the employee representatives are delegated by the Works Council, and the company and the owner had no influence over this delegation.

“

*Compliance and corporate governance have traditionally occupied a very important position at ASFINAG. Since the 2013 financial year, ASFINAG has published the annual Corporate Governance Report for the entire ASFINAG Group on the basis of the regulations in the Federal Public Corporate Governance Code. This also gives the general public access to the information policy in a transparent, timely and detailed way.*

”

#### Dr. Wolfgang Treitler, MBA

Head of the Legal and Purchasing Department of ASFINAG Holding and Managing Director of European Toll Services GmbH





	Proportion of women in management	Proportion of women in supervisory bodies	Proportion of women in the Audit Committee	Proportion of women in the Steering and Personnel Committee
	as per 31/12/2024	as per 31/12/2024	as per 31/12/2024	as per 31/12/2024
Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft	0 %	67 %	67 %	100 %
ASFINAG Bau Management GmbH	0 %	60 %	No Audit Committee	0 %
ASFINAG Service GmbH	50 %	0 %	0 %	0 %
ASFINAG Alpenstraßen GmbH	0 %	0 %	No Audit Committee	0 %
ASFINAG Maut Service GmbH	50 %	33 %	No Audit Committee	0 %
ASFINAG Commercial Services GmbH	0 %	No supervisory body	No Audit Committee	No Steering or Personnel Committee
ASFINAG European Toll Service GmbH	50 %	No supervisory body	No Audit Committee	No Steering or Personnel Committee

## **D&O Insurance**

D&O insurance exists for all members of the Board of Management and the Supervisory Board of the ASFINAG Group.

## **Deviations in the ASFINAG Group**

Section 7.6.3.1 (C rule): The Articles of Association should provide for a regular duty on the part of the management to inform the shareholder about the extent to which shareholder targets have been achieved along with the corporate strategy. There is no need, however, to make an amendment to ASFINAG's Articles of Association, as ASFINAG's governing bodies are required under Section 2(4) of ASFINAG's Articles of Association to "comply with the Public Corporate Governance Codex of the Federal Government (B-PCGK) in accordance with the resolution of the Austrian Federal Government of 30 October 2012 as amended [...]". To the same extent, the Board of Management of ASFINAG must observe the provisions of the B-PCGK in its management activities pursuant to section 7(4) of the Articles of Association of ASFINAG. Regular information is provided to the shareholder in accordance with Article 7.6.3.1.

Section 11.6.6 (C rule): Due to the organisational structure and for financial considerations, the members of the Board of Management of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft are also members of the Supervisory Board in the subsidiary companies, meaning that members of the supervisory boards are simultaneously members of the respective shareholders' meeting. This personal union is permissible under Austrian stock corporation law and is a recognized control instrument for corporations. The decision on the discharge and remuneration of the members of the supervisory boards of the subsidiary companies must be approved by the Supervisory Board of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft. This is anchored correspondingly in the rules of procedure for the administrative bodies of the ASFINAG Group.

Section 12 and Section 15: As already mentioned above, for reasons of the transparency, clarity and efficiency of its organisational structure and in accordance with Section 15.1.4 of the B-PCGK, Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft prepares a joint corporate governance report for all companies of the ASFINAG Group and publishes it on the ASFINAG website. The subsidiary companies of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft do not operate websites of their own.

## External Review

In accordance with Section 15.5, an external review of compliance with the provisions of the Codex was carried out by the commercial law firm Barnert Egermann Illigasch Rechtsanwälte GmbH in the financial year 2022. Full implementation and compliance with the requirements have been attested and there are no other deviations beyond the scope of this report. The next external review will be carried out in a timely fashion in the financial year 2027.

## Statement of Compliance of the Board of Management and Supervisory Board Concerning the B-PCGK

The Board of Management and Supervisory Board declare the following concerning the evaluation that was carried out:

“B-PCGK has been applied in the ASFINAG Group since the financial year 2013 and complied with according to the explanations given above, although the regulations of the Austrian Corporate Governance Codex were already voluntarily complied with in the years from 2011 to 2013. The deviations from the Codex regulations result primarily from the organisational structure of the ASFINAG Group and have been explained and justified accordingly. Application of the B-PCGK is very important to ASFINAG and constitutes a significant component with regard to boosting the confidence of the shareholder, business partners, employees and the general public in the company. As reported at the beginning, Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft decided to prepare a joint report for the entire Group due to the particular organisational structure. Consequently, this statement of compliance is also submitted by the Board of Management and Supervisory Board of Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft for all companies in the ASFINAG Group.”

The Board of Management and the Supervisory Board m.p.



# FINANCIAL REPORTING



## Condensed consolidated financial statements

The following is a condensed version of parts of the consolidated financial statements. This is not a publication that complies with legal requirements, which means that an audit opinion may not be attached.

The complete consolidated financial statements were audited by an auditor and an audit certificate was issued on 8 April 2025. This audit opinion contains, among other things,

- an unqualified audit certificate,
- a section on particularly important audit matters,
- additional disclosures pursuant to Article 10 of the EU Regulation.

The mandatory consolidated non-financial statement is included in the Group management report.

The statutory disclosure pursuant to section 277 of the Austrian Business Code (UGB) in the commercial register held at the Commercial Court of Vienna under FN 92191a and in the Wiener Zeitung had not yet been made at the time this annual report was published. The full annual financial statements and consolidated financial statements, together with the related management reports and auditor's reports and assurances, are also published in the annual financial report pursuant to section 124 of the Stock Market Act (BörseG) 2018.

**This report is available for download on the ASFINAG website at <https://www.asfinag.at/en/about-us/company/company-reports/>**



## Consolidated Balance Sheet – Assets

For the financial year ending 31 December 2024 (in EUR)

	31/12/2024	31/12/2023
<b>NON-CURRENT ASSETS</b>	<b>19,569,501,024.14</b>	<b>18,968,299,294.19</b>
Intangible assets	18,620,121,119.59	18,112,726,399.77
Tangible assets	787,111,075.10	690,859,885.58
investment property	14,377,265.05	14,870,695.92
Companies accounted for using the equity method	1,394,715.78	1,270,607.88
Other assets	74,698,139.15	75,793,341.68
Deferred tax assets	71,798,709.47	72,778,363.36
<b>CURRENT ASSETS</b>	<b>460,983,271.34</b>	<b>593,679,230.11</b>
Inventories	23,092,506.89	21,445,544.97
Trade receivables	246,908,440.95	252,176,226.42
Other assets	125,293,363.93	97,544,487.75
Cash and cash equivalents	65,688,959.57	222,512,970.97
<b>TOTAL ASSETS</b>	<b>20,030,484,295.48</b>	<b>19,561,978,524.30</b>



## Consolidated Balance Sheet – Equity + Liabilities

For the financial year ending 31 December 2024 (in EUR)

	31/12/2024	31/12/2023
<b>EQUITY</b>	<b>9,406,416,512.71</b>	<b>8,928,087,515.75</b>
Share capital	392,433,304.51	392,433,304.51
Capital reserves	69,915,790.07	69,915,790.07
Revenue reserves	6,318,012.97	6,318,012.97
Accumulated consolidated earnings	8,933,049,405.16	8,454,720,408.20
Equity held by the owners of the parent company	9,401,716,512.71	8,923,387,515.75
Non-controlling interests	4,700,000.00	4,700,000.00
<b>NON-CURRENT LIABILITIES</b>	<b>7,852,909,357.25</b>	<b>8,477,179,492.31</b>
Financial liabilities	7,663,715,200.68	8,291,352,856.24
Provisions for liabilities due to employees	40,376,403.00	39,751,859.00
Provisions	37,975,098.95	40,622,102.27
Trade payables	7,442,830.03	5,916,915.56
Contract liabilities	102,601,078.87	98,910,567.52
Other liabilities	798,745.72	625,191.72
<b>CURRENT LIABILITIES</b>	<b>2,771,158,425.52</b>	<b>2,156,711,516.24</b>
Financial liabilities	1,612,934,784.75	1,052,161,825.82
Trade payables	504,799,699.53	500,233,836.46
Contract liabilities	155,585,458.93	134,064,367.85
Other liabilities	112,558,555.18	99,579,740.33
Income tax liabilities	0.00	0.00
Provisions	385,279,927.13	370,671,745.78
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>20,030,484,295.48</b>	<b>19,561,978,524.30</b>

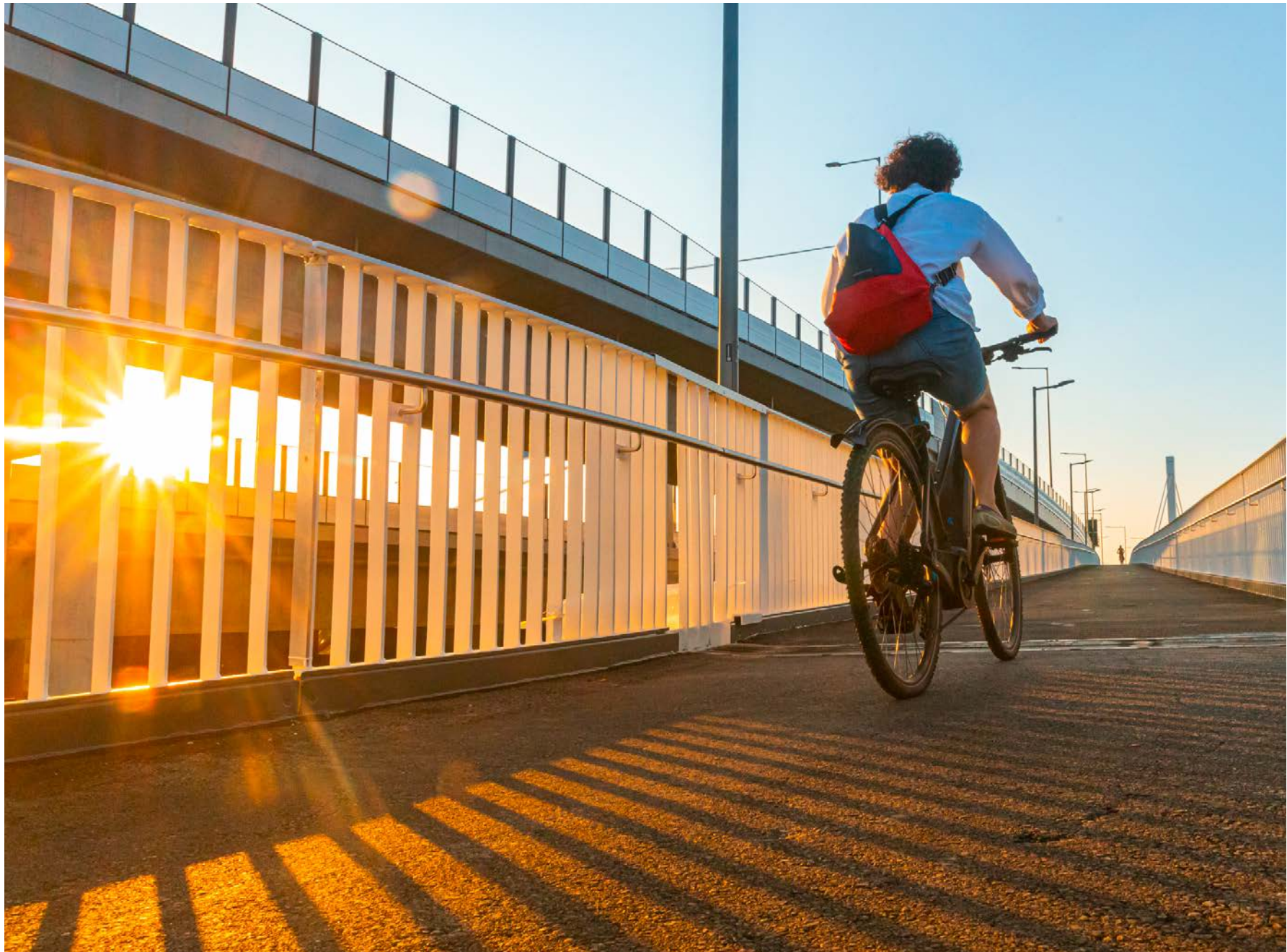
## Consolidated Income Statement

	2024	2023
<b>Revenues</b>	<b>3,103,139,001.23</b>	<b>3,091,175,000.84</b>
Other revenue	145,426,382.49	138,690,184.52
Own work capitalised	6,989,080.61	6,318,252.69
Cost of materials and purchased services	-1,468,265,972.09	-1,357,144,169.56
Personnel expenditure	-298,590,334.19	-266,772,228.35
Other expenses	-268,504,224.16	-237,269,550.36
<b>EARNINGS BEFORE INTEREST, TAXES, DEPRECIATION AND AMORTISATION (EBITDA)</b>	<b>1,220,193,933.89</b>	<b>1,374,997,489.78</b>
Write-downs, write-ups and impairments of intangible assets, tangible assets and investment property	-97,307,031.89	-88,511,662.13
<b>EARNINGS BEFORE INTEREST AND TAXES (EBIT)</b>	<b>1,122,886,902.00</b>	<b>1,286,485,827.65</b>
Financial result	-170,384,181.82	-175,519,147.42
Interest expenses	-194,700,816.45	-197,105,890.12
Other financial expenses	-5,837,197.15	-2,806,655.62
Interest income	24,359,331.29	21,650,186.40
Other financial income	5,986,018.91	2,932,749.96

Consolidated Income Statement		
	2024	2023
Earnings from companies accounted for using the equity method	-191,518.42	-189,538.04
<b>EARNINGS BEFORE TAXES (EBT)</b>	<b>952,502,720.18</b>	<b>1,110,966,680.23</b>
Taxes on income	-218,897,684.84	-266,839,517.28
<b>CONSOLIDATED PROFIT/LOSS</b>	<b>733,605,035.34</b>	<b>844,127,162.95</b>
<b>Of which:</b>		
Parent company owners	733,605,035.34	844,127,162.95
Non-controlling interests	0.00	0.00



Consolidated Statement of Comprehensive Income		
	2024	2023
<b>CONSOLIDATED PROFIT/LOSS</b>	<b>733,605,035.34</b>	<b>844,127,162.95</b>
Revaluation of defined benefit plans	-358,491.41	-1,138,536.72
Deferred taxes related to these items	82,453.03	261,863.45
<b>Other Earnings (after income taxes) not recycled to the income statement in subsequent periods</b>	<b>-276,038.38</b>	<b>-876,673.27</b>
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>733,328,996.96</b>	<b>843,250,489.68</b>
<b>Of which:</b>		
Parent company owners	733,328,996.96	843,250,489.68
Non-controlling interests	0.00	0.00



## Development of group equity for the 2024 financial year

(in EUR)

	Share capital	Capital reserves	Revenue reserves	Revaluation reserve for defined benefit plans
<b>As at 1 January 2023</b>	<b>392,433,304.51</b>	<b>69,915,790.07</b>	<b>6,318,012.97</b>	<b>-4,343,774.57</b>
Net result for the Group	0.00	0.00	0.00	0.00
Other comprehensive income	0.00	0.00	0.00	-876,673.27
<b>Total comprehensive income</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-876,673.27</b>
Dividend	0.00	0.00	0.00	0.00
<b>As at 31 December 2023</b>	<b>392,433,304.51</b>	<b>69,915,790.07</b>	<b>6,318,012.97</b>	<b>-5,220,447.84</b>
Net result for the Group	0.00	0.00	0.00	0.00
Other comprehensive income	0.00	0.00	0.00	-276,038.38
<b>Total comprehensive income</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-276,038.38</b>
Dividend	0.00	0.00	0.00	0.00
<b>As at 31 December 2024</b>	<b>392,433,304.51</b>	<b>69,915,790.07</b>	<b>6,318,012.97</b>	<b>-5,496,486.22</b>



Profit carried forward	Accumulated net result for the Group	Share of parent company owners	Non-controlling interests	Total equity
<b>7,850,813,693.09</b>	<b>7,846,469,918.52</b>	<b>8,315,137,026.07</b>	<b>4,700,000.00</b>	<b>8,319,837,026.07</b>
844,127,162.95	844,127,162.95	844,127,162.95	0.00	844,127,162.95
	-876,673.27	-876,673.27	0.00	-876,673.27
<b>844,127,162.95</b>	<b>843,250,489.68</b>	<b>843,250,489.68</b>	<b>0.00</b>	<b>843,250,489.68</b>
-235,000,000.00	-235,000,000.00	-235,000,000.00	0.00	-235,000,000.00
<b>8,459,940,856.04</b>	<b>8,454,720,408.20</b>	<b>8,923,387,515.75</b>	<b>4,700,000.00</b>	<b>8,928,087,515.75</b>
733,605,035.34	733,605,035.34	733,605,035.34	0.00	733,605,035.34
	-276,038.38	-276,038.38	0.00	-276,038.38
<b>733,605,035.34</b>	<b>733,328,996.96</b>	<b>733,328,996.96</b>	<b>0.00</b>	<b>733,328,996.96</b>
-255,000,000.00	-255,000,000.00	-255,000,000.00	0.00	-255,000,000.00
<b>8,938,545,891.38</b>	<b>8,933,049,405.16</b>	<b>9,401,716,512.71</b>	<b>4,700,000.00</b>	<b>9,406,416,512.71</b>

## Consolidated Statement of Cash Flows

For the financial year from 1 January to 31 December 2024 (in EUR)

	2024	2023
<b>Cash and cash equivalents as per 01.01.</b>	<b>222,512,970.97</b>	<b>101,954,136.45</b>
Cash flow from operating activities	1,046,065,214.26	1,128,295,373.94
Cash flow from investing activities	-670,424,904.85	-562,549,473.45
Cash flow from financing activities	-532,464,320.81	-445,187,065.97
<b>Cash and cash equivalents as per 31.12</b>	<b>65,688,959.57</b>	<b>222,512,970.97</b>

## Economic Situation

Assets	31/12/2024		31/12/2023		31/12/2022	
	EUR thousand	%	EUR thousand	%	EUR thousand	%
Non-current assets	19,569,501	97.70	18,968,299	96.97	18,397,075	97.43
Current assets	460,983	2.30	593,679	3.03	485,104	2.57
Non-current assets held for sale	0	0.00	0	0.00	0	0.00
<b>Assets</b>	<b>20,030,484</b>	<b>100.00</b>	<b>19,561,979</b>	<b>100.00</b>	<b>18,882,179</b>	<b>100.00</b>

The non-current assets are mainly dominated by intangible assets, which essentially consist of the usufructuary right (new constructions) to the primary road network. The usufructuary right grows with the acquisition and manufacturing costs for the infrastructure.

The value of the rights of usufruct increased by EUR 1,089 million in 2024 (2023: EUR 105 million) to EUR 17,163 million.

The advance payments for rights of usufruct are also shown in the intangible assets. These fell by a total of EUR 592 million in a year-on-year comparison to EUR 1,185 million in 2024.

Overall, the opening of major projects to traffic led to a shift towards rights of usufruct. Both items together changed by around EUR 497 million (2023: EUR 505 million).

Property, plant and equipment (EUR 787 million) mainly comprise toll and traffic management systems, as well as corporate network and IT infrastructure systems.

Current assets essentially include income from billing for toll stickers and receivables from HGV tolling with a remaining maturity of up to one year as well as liquid funds. Furthermore, inventories, valuation of the short-term derivatives and the receivables from Austrian and foreign tax authorities are also some of the items included here. The decline of around EUR 133 million compared to the previous year is mainly due to the lower bank balances.



## Economic Situation

Equity + liabilities	31/12/2024		31/12/2023		31/12/2022	
	EUR thousand	%	EUR thousand	%	EUR thousand	%
<i>Internally generated equity</i>	8,939,367	44.63	8,461,038	43.25	7,852,788	41.59
<i>Externally generated equity</i>	467,049	2.33	467,049	2.39	467,049	2.47
Equity	9,406,416	46.96	8,928,087	45.64	8,319,837	44.06
Non-current liabilities	7,852,909	39.20	8,477,179	43.33	9,454,644	50.07
Current liabilities	2,771,159	13.83	2,156,713	11.03	1,107,698	5.87
<b>Equity + liabilities</b>	<b>20,030,484</b>	<b>100.00</b>	<b>19,561,979</b>	<b>100.00</b>	<b>18,882,179</b>	<b>100.00</b>

Equity (including profit carryforward) increased by the net result for 2024, reduced by the distribution of a dividend of EUR 255 million and other comprehensive income (revaluation according to IAS 19).

The maturity profile of existing financial liabilities has shifted slightly in favour of current liabilities. This is due to the fact that repayments of EUR 950 million were made in 2024, while repayments of EUR 1,500 million are due in 2025 (in each case nominal values).

Overall, debt has fallen slightly compared to 2023 (down EUR 10 million or 0.1 percent). Taking into account the reduction in cash and cash equivalents (EUR -157 million), however, there is an increase in debt of around EUR 147 million compared to 2023.

## Economic Situation

Sales and Result	2024		2023		2022	
	EUR thousand	in % of revenue	EUR thousand	in % of revenue	EUR thousand	in % of revenue
Revenues	3,103,139		3,091,175		2,930,620	
Earnings before interest, taxes, depreciation and amortisation (EBITDA)	1,220,194	39.32	1,374,997	44.48	1,424,858	48.62
Write-ups and write-downs	-97,307		-88,512		-93,111	
Earnings before interest and tax (EBIT)	1,122,887	36.19	1,286,485	41.62	1,331,747	45.44
Financial result	-170,384		-175,519		-191,006	
Earnings before taxes (EBT)	952,503	30.69	1,110,966	35.94	1,140,741	38.92
<b>Net result for the period</b>	<b>733,605</b>	<b>23.64</b>	<b>844,127</b>	<b>27.31</b>	<b>850,509</b>	<b>29.02</b>
<b>Accumulated consolidated earnings</b>	<b>8,933,049</b>		<b>8,454,720</b>		<b>7,846,470</b>	

Toll revenues increased by a total of EUR 9 million (+0.4 percent) compared to 2023.

The cost of materials and other purchased services, which are recognised in profit or loss (i.e. excluding recharging of usufructuary rights), increased by around 14.6 percent compared with 2023 (+EUR 125 million).

Depreciation increased by around EUR 9 million compared to 2023.

The financial result improved by around EUR 5 million compared to 2023, which is due in particular to higher interest income from investments.

At EUR 953 million, earnings before taxes for 2024 were down EUR 158 million on the previous year (EUR 1,111 million). After deducting taxes, the annual result for 2024 is EUR 734 million, around EUR 111 million (-13.1 percent) lower than in 2023.

## Economic Situation

Breakdown of revenues	2024		2023		2022	
	EUR thousand	%	EUR thousand	%	EUR thousand	%
Revenue from special toll sections	235,797	7.24	237,981	7.35	226,138	7.37
Revenue from toll vignettes	609,133	18.71	574,215	17.74	539,896	17.60
Revenue from truck tolls	1,662,880	51.08	1,686,473	52.11	1,676,874	54.68
Revenue from letting/leasing	36,920	1.13	36,619	1.13	34,564	1.13
Revenue from enforcement	74,633	2.29	57,892	1.79	52,372	1.71
Other sales revenues	165	0.01	147	0.00	222	0.01
Revenue from recharging	483,611	14.85	497,847	15.38	400,554	13.06
<b>Revenues</b>	<b>3,103,139</b>	<b>95.32</b>	<b>3,091,175</b>	<b>95.52</b>	<b>2,930,620</b>	<b>95.56</b>
<b>Own work capitalised</b>	<b>6,989</b>	<b>0.21</b>	<b>6,318</b>	<b>0.20</b>	<b>4,909</b>	<b>0.16</b>
Income from the disposal of financial assets	7,207	0.22	2,964	0.09	2,516	0.08
Income from fines	114,391	3.51	107,165	3.31	105,094	3.43
Any other income	23,828	0.73	28,561	0.88	23,789	0.78
<b>Other income</b>	<b>145,426</b>	<b>4.47</b>	<b>138,690</b>	<b>4.29</b>	<b>131,399</b>	<b>4.28</b>
<b>Revenues and income</b>	<b>3,255,554</b>	<b>100.00</b>	<b>3,236,183</b>	<b>100.00</b>	<b>3,066,927</b>	<b>100.00</b>



Development in the toll sector varied depending on the category. While the toll revenues for motor vehicles with a maximum permissible total weight of more than 3.5 tonnes fell by 1.4 percent in 2024 compared to 2023, revenues from passenger car vignettes increased by 6.1 percent. A slight decrease of 0.9 percent compared to 2023 was recorded in route toll revenues.

Revenues from cost charging correspond to the expenses for building and expanding the route infrastructure. They have fallen by around EUR 14 million (-2.9 percent) compared to 2023.

Revenues from renting and leasing remained constant compared to 2023.

Revenues from enforcement activities showed a substantial year-on-year increase (+28.9 percent; 2023: +10.5 percent). This is due primarily to higher replacement toll shipments to other European countries. The EUCARIS system (European Car and Driving Licence System), which is being recognised by an increasing number of countries, allows participating countries to exchange data on vehicle owners.

Income from fines increased slightly compared to the previous year (+6.7 percent).

## Economic Situation

Breakdown of expenses	2024		2023		2022	
	EUR thousand	%	EUR thousand	%	EUR thousand	%
Cost of materials and purchased services	1,468,266	68.84	1,357,144	69.61	1,200,642	69.19
Personnel expenses	298,590	14.00	266,772	13.68	234,448	13.51
Other expenses	268,504	12.59	237,270	12.17	206,979	11.93
Appreciation, depreciation, amortisation and impairment	97,383	4.57	88,512	4.54	93,111	5.37
<b>Expenses</b>	<b>2,132,743</b>	<b>100.00</b>	<b>1,949,698</b>	<b>100.00</b>	<b>1,735,180</b>	<b>100.00</b>

At EUR 1,468 million, the cost of materials and purchased services was well above the level of the previous year (+EUR 111 million)

This includes (among other things) the cost of purchased services of EUR 1,548 million, which rose by around EUR 182 million compared to 2023, and the cost of materials (including changes in inventory), which increased by around EUR 10 million to EUR 59 million compared with 2023. Income from the capitalisation of purchased services for investments amounting to around EUR 148 million and income from the reversal of provisions for the cost of materials (EUR 7 million) were deducted. The change in the provision for future maintenance obligations (IFRIC 12) amounting to EUR 16 million is also included in this item.

Personnel expenses are above the previous year's level (+11.9 percent), due in particular to the increase in salaries under the collective bargaining agreement and the higher headcount.

Depreciation and amortisation decreased by around EUR 9 million compared with 2023.

## Economic Situation

Cash flow statement	2024 EUR thousand	2023 EUR thousand	2022 EUR thousand
Cash flow from operating activities	1,046,065	1,128,295	1,299,139
Cash flow from investing activities	-670,425	-562,549	-519,703
Cash flow from financing activities	-532,464	-445,187	-824,544
<b>Change in cash and cash equivalents</b>	<b>-156,824</b>	<b>120,559</b>	<b>-45,108</b>
Opening balance of cash and cash equivalents	222,513	101,954	147,062
<b>Closing balance of cash and cash equivalents</b>	<b>65,689</b>	<b>222,513</b>	<b>101,954</b>

Cash flow from operating activities in 2024 amounts to EUR 1,046 million and is therefore around EUR 82 million below the previous year's figure. This is due in particular to higher material costs. Cash flow from investing activities totalling around EUR 670 million is around EUR 108 million higher than in 2023. Overall, this will result in a positive cash flow before financing (free cash flow) of EUR 376 million for 2024.

Cash flow from financing activities (EUR -532 million), taking into account the opening balance of cash and cash equivalents, results in the closing balance of funds totalling around EUR 66 million.



## Economic Situation

Rentabilitäten		2024	2023	2022
Return on sales s.l. (%) =	$\frac{\text{Earnings before interest and tax (EBIT)}}{\text{Revenues}}$	36.19	41.62	45.44
Return on sales s.s. (%) =	$\frac{\text{Net result for the period}}{\text{Revenues}}$	23.64	27.31	29.02
Return on total capital (%) =	$\frac{\text{Earnings before interest and tax (EBIT)}}{\Phi \text{ total capital}}$	5.67	6.69	7.11
Return on equity (%) =	$\frac{\text{Net result for the period}}{\Phi \text{ equity}}$	8.00	9.79	10.64

Both the return on sales in the broader sense and the return on sales in the narrower sense deteriorated due to the decline in earnings (operating result and profit for the period) and the increase in sales revenue.

A similar picture can be seen for the return on capital. These were also lower due to the reduction in earnings (operating result and profit for the period) and the increase in average total equity and shareholders' equity.



## Schedule of Fixed Asset Transactions IFRS

Tangible assets	Land and buildings	Plant and equipment	Operating and office equipment
<b>Acquisition costs</b>			
As at 1 January 2024	360,286,708.97	756,439,984.92	43,211,590.59
Additions	30,555,388.25	37,069,820.85	5,727,037.12
Reclassifications	27,857,010.13	28,078,003.24	253,254.06
Disposals	-7,805,195.86	-10,322,599.17	-3,282,000.90
<b>As at 31 December 2024</b>	<b>410,893,911.49</b>	<b>811,265,209.84</b>	<b>45,909,880.87</b>
<b>Depreciation and impairments</b>			
As at 1 January 2024	176,190,994.76	433,644,591.66	27,987,758.22
Depreciation	11,048,365.37	42,538,953.04	6,555,610.18
Disposals	-7,258,625.22	-9,825,442.54	-3,243,498.90
Reclassification depreciation for wear and tear	-15,004.65	15,004.65	0.00
<b>As at 31 December 2024</b>	<b>179,965,730.26</b>	<b>466,373,106.81</b>	<b>31,299,869.50</b>
<b>Carrying amount as at 31 December 2024</b>	<b>230,928,181.23</b>	<b>344,892,103.03</b>	<b>14,610,011.37</b>



Vehicles and movable assets	Advance payments and construction in progress	Total
195,212,508.32	84,644,452.58	1,439,795,245.38
28,581,971.33	71,077,233.85	173,011,451.40
0.00	-55,013,331.10	1,174,936.33
-17,760,527.81	-314,891.33	-39,485,215.07
<b>206,033,951.84</b>	<b>100,393,464.00</b>	<b>1,574,496,418.04</b>
111,112,015.16	0.00	748,935,359.80
15,463,058.67	0.00	75,605,987.26
-16,828,437.46	0.00	-37,156,004.12
0.00	0.00	0.00
<b>109,746,636.37</b>	<b>0.00</b>	<b>787,385,342.94</b>
<b>96,287,315.47</b>	<b>100,393,464.00</b>	<b>787,111,075.10</b>

## Schedule of Fixed Asset Transactions IFRS

Intangible assets	Right of usufruct	Advance payment usufructuary rights
<b>Acquisition costs</b>		
As at 1 January 2024	16,074,065,685.07	1,870,008,443.97
Additions	169,128,301.29	328,706,804.44
Reclassifications	919,552,294.76	-919,640,403.66
Disposals	-490.78	0.00
<b>As at 31 December 2024</b>	<b>17,162,745,790.34</b>	<b>1,279,074,844.75</b>
<b>Amortisation</b>		
As at 1 January 2024	0.00	93,634,480.11
Depreciation	0.00	0.00
Impairment	0.00	836,030.52
Disposals	0.00	0.00
<b>As at 31 December 2024</b>	<b>0.00</b>	<b>94,470,510.63</b>
<b>Carrying amount as at 31 December 2024</b>	<b>17,162,745,790.34</b>	<b>1,184,604,334.12</b>

Rights and licenses	Advance payments intangible assets	Total
220,759,779.23	19,454,820.98	18,184,288,729.25
23,170,431.47	9,579,602.94	530,585,140.14
13,374,291.73	-14,549,228.06	-1,263,045.23
-171,649.68	-108,152.59	-280,293.05
<b>257,132,852.75</b>	<b>14,377,043.27</b>	<b>18,713,330,531.11</b>
130,959,986.76	0.00	224,594,466.87
20,940,769.57	0.00	20,940,769.57
0.00	0.00	836,030.52
-129,718.05	0.00	-129,718.05
<b>151,771,038.28</b>	<b>0.00</b>	<b>246,241,548.91</b>
<b>105,361,814.47</b>	<b>14,377,043.27</b>	<b>18,467,088,982.20</b>



## Schedule of Consolidation

Company	Registered office	Shareholding 2024	Shareholding 2023	Type of consolidation
<b>Autobahnen- und Schnellstraßen-Finanzierungs-Aktiengesellschaft</b>	<b>Vienna</b>	<b>-</b>	<b>-</b>	<b>Holding</b>
<b>ASFINAG Service GmbH</b>	<b>Ansfelden</b>	<b>85 %</b>	<b>85 %</b>	<b>FC</b>
<b>ASFINAG Alpenstraßen GmbH</b>	<b>Innsbruck</b>	<b>51 %</b>	<b>51 %</b>	<b>FC</b>
<b>ASFINAG Bau Management GmbH</b>	<b>Vienna</b>	<b>100 %</b>	<b>100 %</b>	<b>FC</b>
<b>ASFINAG Maut Service GmbH</b>	<b>Salzburg</b>	<b>100 %</b>	<b>100 %</b>	<b>FC</b>
<b>ASFINAG Commercial Services GmbH</b>	<b>Vienna</b>	<b>100 %</b>	<b>100 %</b>	<b>FC</b>
<b>ASFINAG European Toll Service GmbH</b>	<b>Vienna</b>	<b>100 %</b>	<b>100 %</b>	<b>FC</b>
<b>Verkehrsauskunft Österreich VAO GmbH</b>	<b>Vienna</b>	<b>27.37 %</b>	<b>26.0 %</b>	<b>EQ</b>

FC: Full consolidation  
EQ: Equity accounting

## Key Figures

Amounts in EUR million	2024	Delta in %	2023
<b>Toll revenues</b>	<b>2,508</b>	<b>0.4 %</b>	<b>2,498</b>
thereof toll revenue from cars	845	4.1 %	812
thereof toll revenues from special toll sections	236	-0.8 %	238
thereof revenues from toll stickers	609	6.1 %	574
number of toll stickers sold (in millions)	29.6	5.0 %	28.2
thereof toll revenue from HGV	1,663	-1.4 %	1,686
<b>Financial result (interest expense)</b>	<b>-170</b>	<b>-3.4 %</b>	<b>-176</b>
<b>Net result for the period</b>	<b>734</b>	<b>-13.0 %</b>	<b>844</b>
<b>Cash flow before financing activities (free cash flow)</b>	<b>376</b>	<b>-33.7 %</b>	<b>566</b>
<b>Balance sheet total</b>	<b>20,030</b>	<b>2.4 %</b>	<b>19,562</b>
<b>Equity</b>	<b>9,406</b>	<b>5.4 %</b>	<b>8,928</b>
<b>Equity ratio</b>	<b>47.0 %</b>	<b>2.9 %</b>	<b>45.6 %</b>
<b>Current and non-current liabilities</b>	<b>10,624</b>	<b>-0.1 %</b>	<b>10,634</b>

## Key Figures

Amounts in EUR million	2024	Delta in %	2023
<b>Construction programme</b>	<b>1,519</b>	<b>14.2 %</b>	<b>1,330</b>
thereof new construction	486	-2.6 %	499
thereof structural maintenance	874	22.0 %	717
<b>Notional debt amortisation period</b>	<b>12.7</b>	<b>13.4 %</b>	<b>11.2</b>
<b>Distance travelled for vehicles ≤ 3.5 t mpw in mill. vehicle km/year (m+e)</b>	<b>29,229</b>	<b>1.6 %</b>	<b>28,774</b>
<b>Distance travelled for vehicles &gt; 3.5 t mpw in mill. vehicle km/year (m+e)</b>	<b>3,822</b>	<b>-1.4 %</b>	<b>3,876</b>
<b>Total distance travelled in mill. vehicle km/year (m+e)</b>	<b>33,050</b>	<b>1.2 %</b>	<b>32,651</b>
<b>Existing road network in km</b>	<b>2,266</b>	<b>0.8 %</b>	<b>2,249</b>
<b>Headcount (incl. staff based in federal provinces) *)</b>	<b>3,275</b>	<b>2.8 %</b>	<b>3,186</b>
<b>Headcount (incl. staff based in federal provinces) FTE *)</b>	<b>3,090</b>	<b>2.4 %</b>	<b>3,019</b>

\*) Valid as of 31.12. this year



## **Imprint**

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