



Press Release

GENERAL MANAGER, GIANCARLO GUENZI, TO LEAVE COMPANY

Rome, 28 April 2020 – The Company announces that, having noted Mr Guenzi's desire to leave the Company after having satisfied the related pension requirements, the Board of Directors has reached an agreement regarding termination of his employment.

The agreement implements the terms already agreed with Mr Guenzi when he was appointed General Manager on 17 September 2019.

The agreement provides for payment of an early retirement incentive of €1,080,000 gross, in addition to post-employment benefits, in return for agreed termination of employment, which will cease on 30 April 2020.

Mr Guenzi has accumulated the sum of €170,317 under the Annual MBO Plan for 2019 and €262,855 under the Annual/Three-year MBO Plan for 2017-2019.

Mr Guenzi will also be paid the sum of €100,000 as the final payment of an individual bonus for the period 1 January – 30 April 2020, and the sum of €50,000 as a one-off bonus. Both payments have been approved by the relevant corporate bodies.

In addition to his vested rights under long-term incentive plans, Mr Guenzi will retain the units awarded under the "2017 Phantom Share Grant" Plan – 1st and 2nd cycles, the "Phantom Share Option" Plan – 1st and 2nd cycles and the "Supplementary Incentive Plan 2017 - Phantom Share Options", in accordance with the respective terms and conditions.

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Based on the available information, Mr Guenzi holds 25,004 shares in Atlantia.

We wish to thank Mr Guenzi for his unceasing commitment in 26 years with the Company and wish him every success in the future.