



Press Note

ATLANTIA: TRANSPARENCY AND SUSTAINABLE GROWTH AT HEART OF THE NEW TARGETS FOR EMPLOYEES AND MANAGERS

The new remuneration policy was approved almost unanimously at the Annual General Meeting held to approve the 2020 financial statement.

Rome, 10 May 2021 - Atlantia announces the change of pace as part of its transformation process, by changing the rules of the incentive plan for the commitments of employees and management team.

Transparency, the creation of long-term value and the promotion of a **sustainable growth model** for shareholders and stakeholders are the strategic pillars on which the new remuneration policy is based, with the aim of supporting the business strategy whose key drivers are innovation and sustainability.

This means that, from now on, through this new remuneration policy the **creation of value** and the **sustainability performance** will be closely linked to each other: fighting climate change, fostering transparent dialogue with territories, communities and stakeholders, and promoting the centrality of people are the main goals that the management and employees will be encouraged to achieve each year, alongside financial performance metrics.

The new approach to remuneration was almost unanimously welcomed by shareholders at the recent Annual General Meeting ("AGM") held to approve the financial statements for 2020, **with 98.36% of shareholders voting in favour**. Meanwhile, **99.6% of shareholders voted in favour** of the new criteria for the long-term incentive plan, as a testament of strengthened trust between Atlantia and the stakeholders.

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More specifically, the incentive plans include both annual targets for the return on invested capital and other strategic and sustainability targets, and medium-term metrics (that are given greater weight than the short-term targets) designed to support the creation of lasting, sustainable value and similarly linked to the social and environmental (ESG) performance. In both cases, **a significant part of the remuneration is linked to the achievement of ESG targets**, confirming Atlantia's strong commitment to accelerating and multiplying the positive impact on the community and its stakeholders.

Another important aspect is the fact that a major portion of management incentives are tied to the achievement of long-term targets, with the aim of creating lasting, sustainable value.

Moreover, in order to reinforce the link with the employees, Atlantia looks ahead to give continuity to the free share scheme, in line with last year's initiative that enabled over 11,000 employees of the Italian subsidiaries of the Group to become shareholders. Here too, the aim is to create value by promoting a sense of shared commitment and responsibility, giving employees the opportunity to play a leading role in the radical renewal which is taking place.

The extraordinary session of the AGM also approved several amendments to the Articles of Association, **with over 99% of shareholders voting in favour** of the changes proposed by the Board of Directors. The amendments are designed to further raise Atlantia's corporate governance standards.

The Report on the Remuneration Policy for 2021 is available on the Company's website in the section <https://www.atlantia.it/en/corporate-governance/remuneration>

A summary of shareholder resolutions and the minutes of the AGM of 28 April are available on the Company's website in the section <https://www.atlantia.it/en/investors/meetings/meeting-28-april-2021>