



Press Release

## ATLANTIA'S BOARD APPROVES NEW DIVERSITY, EQUALITY, AND INCLUSION GUIDELINES

*The Holding Company has adopted a specific organisational unit, mechanisms for active participation and tools for monitoring the application of the new policy*

**Milan, 4 August 2021.** Today's meeting of Atlantia's Board of Directors, chaired by Fabio Cerchiai, has approved the Holding Company's new "Diversity, Equality and Inclusion Guidelines" (the "DE&I Guidelines"). The document formally commits the Company, through a series of objective, periodically measurable criteria, to facilitating and promoting a culture of diversity as one of the cornerstones of its business model. The aim is to guarantee each employee equal conditions and opportunities, regardless of age, sex/gender and gender identity, sexual orientation, political opinion, ethnicity/culture, religion, or physical and economic condition.

The Guidelines are based on the founding principles of the Global Compact, to which Atlantia adheres, on the core constitutional value of gender equality through equality of opportunity, on EU legislation on safeguarding dignity in the workplace, on the UN's Agenda 2030 for sustainable development and, finally, on the Company's own Code of Ethics.

To effectively deliver on and monitor the commitments given, alongside the new Guidelines, Atlantia has created a specific organisational unit, mechanisms for active participation and tools to monitor and continuously improve the policy. These include:

- Definition of "Goals and metrics": our DE&I goals will be defined alongside performance metrics – Key Human Indicators (KHIs) – designed to put people at the heart of the broad sustainability agenda the Company is pursuing.
- Establishment of a Steering Committee, consisting of senior executives from the Group and external experts, to meet periodically to monitor trends, projects and metrics designed to measure achievement of the DE&I goals. For this purpose, organisational wellbeing surveys are to be conducted in order to gauge opinion among Atlantia's personnel on their working conditions and on a sustainable work-life balance.
- Promotion of a DE&I Culture: to develop and disseminate a DE&I culture that can be integrated into all our business processes, including selection, training, performance and development planning, organisation, remuneration, people care and corporate welfare initiatives.

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The Guidelines also aim to encourage collaboration with academic institutions, with the intention of developing new individual performance and assessment tools designed to facilitate personal and career development. This will lead to the creation of a permanent Observatory on these issues, designed to support equality and protect the freedom, dignity and rights of the Company's people.

*"Our aim is to actively promote a culture of diversity within the Company, making it one of the cornerstones of our business model,"* said Maria Sole Aliotta, Head of Employer Branding, Capability Acquisition & Development, Diversity & Inclusion at Atlantia. *"Teams made up of people with different ages, genders and backgrounds,"* she continued, *"perform better and are able to speed up innovation processes. Our commitment to promoting diversity above all involves the Holding Company, where women make up 45% of the workforce, the management team boasts a range of different backgrounds, and there is a group of young, talented people whose careers are progressing rapidly. However, our commitment also extends to the active involvement of our subsidiaries in this virtuous process,"* concluded Aliotta.