



Press Release

ATLANTIA: FREE SHARE SCHEME FOR OVER 12,000 WORKERS EMPLOYED BY GROUP'S ITALIAN COMPANIES

- **The initiative, designed to strengthen the bond between the Company and its staff in a period of major difficulty for the country, will be submitted for approval by shareholders at the upcoming Annual General Meeting**
- **The Chairman and Chief Executive Officer have cut their fixed pay for 2020 by 25% from May until the end of the year. The money saved, together with the funds raised as a result of the appeal launched by management, will be spent on food vouchers for the people of Genoa and initiatives providing support for the families of the Group's employees**
- **No short- and long-term management incentive plans will be launched in 2020**

Rome, 24 April 2020 - Today's meeting of the Board of Directors of Atlantia SpA has approved a free share scheme for the over 12,000 workers employed by the Group's Italian companies: in addition to the holding company's personnel, the beneficiaries will include the permanent employees of Autostrade per l'Italia, Aeroporti di Roma, Telepass and their respective subsidiaries, in addition to those of other Group companies.

Each employee will receive 75 shares in Atlantia, worth approximately €1,000 based on the current share price. The scheme will involve up to 975,000 shares, equal to 12% of the treasury shares currently held by the Company. The scheme will be submitted for approval by the Annual General Meeting of shareholders to be held on 29 May and the shares will be granted to employees by the end of this year. The shares will be deposited free of charge in a securities

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escrow account for a period of three years, at the end of which the employee will have full title to the shares.

This is a major free employee share scheme, aimed at further strengthening the bond between the Atlantia Group and its Italian workforce, during a period of major difficulty for the entire country. The scheme will significantly broaden the shareholder base, extending share ownership to all the Group's Italian employees, with the goal of encouraging and incentivising them to play their part in the Group's response to the challenges that await us.

During today's meeting, the Chairman, Fabio Cerchiai, and the Chief Executive Officer, Carlo Bertazzo, informed the Board of their decision to cut their fixed pay for 2020 by 25% between May and the end of the year, contributing the money saved to the fundraising appeal launched by the Group's management. The cash raised will be handed over to the fund set up by the Municipality of Genoa in order to increase the number of food vouchers available for members of the Genoese community in difficulty due to the Covid-19 pandemic. A share of the funds raised will also be used to support initiatives for the families of the Atlantia Group's employees in Italy, such as childcare vouchers for parents returning to work at the end of the Covid-19 emergency.

Finally, in view of the serious economic difficulties faced by the country, which are having a significant impact on the levels of traffic using the infrastructure managed by the various Group companies, we have decided that no short- and long-term management incentive plans are to be launched in 2020.