



Press Release

ATLANTIA: AGREEMENT BETWEEN COMPANY AND UNIONS MEANS EMPLOYEES WILL HAVE 10 DAYS ON FULL PAY TO VOLUNTEER FOR NON-PROFIT ORGANISATIONS

This is the first “active citizenship” initiative of this type and importance to be promoted by an Italian company. The agreement was signed by Atlantia SpA and will be submitted to the Group’s companies, so that they may assess its possible adoption.

Rome, Monday, 11 October 2021. Atlantia’s employees looking to volunteer their services to non-profit organisations may, in addition to the opportunities offered by the law and existing collective labour agreements, take 10 days leave on full pay to work for charitable, welfare, social, religious, artistic, cultural, sports and environmental associations and organisations.

By allowing employees to make a real contribution, the agreement signed today by the Company and all the main unions in the sector (Filt-Cgil, Fit-Cisl, Uiltrasporti, Sla-Cisal, Ugl Viabilità) creates a permanent opportunity to bring Atlantia closer to civil society and the communities it serves and in which it operates. The programme is also to be submitted to the Group’s companies, so that they may assess its possible adoption.

The initiative also provides an occasion for the Group’s organisations to espouse the sensibilities and attitudes typical of the non-profit world – the so-called third sector – which have become increasingly valuable and important, as well as of greater social importance: tenacity and concreteness, identity and diversity, openness and inclusion, relationship and solidarity, closeness and reciprocity, individuality and community.

The paid leave, available for up to a total of 10 days in a calendar year, may be used in one go or divided up (in terms of either days or working hours), and can be obtained by simply submitting a description of the charitable initiative in which the employee wishes to take part.

The agreement marks a concrete response to the wishes expressed by Atlantia's employees to dedicate greater resources to fulfilling the Company's social mission, through a value-based offer that matches their sensibilities (and, in particular, those of young people who have recently joined the organization). One in every three of Atlantia's employees is under 30 years of age.

The agreement is another innovative step on the road embarked on by the Group in 2020, with the aim of reshaping our identity and the relationship between the organisation and its employees. This process has already led to 10,840 Italian staff becoming shareholders in Atlantia SpA after participating in the Company's free share scheme.

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