



Press release

ATLANTIA JOINS GLOBAL INDEX OF LEADING COMPANIES FOR GENDER EQUALITY

- ✓ The holding company has been included in Bloomberg's Gender-Equality Index (GEI), which brings together companies from around the world who are most committed to fostering transparent practices and a fair and inclusive working environment
- ✓ 45% of the holding company's personnel are women and 42% of senior management roles are held by women

Rome, 26 January 2022. Atlantia SpA has taken another step forward in its Sustainability journey, particularly on Diversity, Equality & Inclusion. The Company is included for the first time in Bloomberg's recently updated Gender-Equality Index.

The index measures corporate performance on gender equality matters, and the quality and transparency of their public reporting, based on scores awarded across five pillars: female leadership and internal talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and pro-women brand.

The index, whose update was announced today, includes 418 major global companies, judged to be the most committed to transparent practices and to creating a fair working environment. The companies operate in 45 different countries and regions, in over 10 different sectors, and have a total market value of over US\$15 trillion.

To be admitted to the Gender-Equality Index, companies must provide the most transparent disclosures possible on women in the workplace, in their supply chains and in the communities in which they operate.

45% of Atlantia SpA's workforce is already made up of women, whilst 42% of senior management roles are held by women. 40% of the members of the Company's Board of Directors are women. This performance ranks the holding company among the leading largest Italian and European listed companies in terms the number of women in key management roles.

"Atlantia's inclusion in the Gender-Equality Index," said the Company's responsible for Employer Branding, Capability Acquisition & Development, Diversity, Equality & Inclusion, **Maria Sole Aliotta**, "marks an important step in the Company's current renewal and transformation process. We strongly believe that effective implementation of our equality and inclusion policies will drive the creation of shared value for the Company and our workers, shareholders and, more generally, all our stakeholders. The union agreements reached a few weeks ago, introducing fair and transparent approaches to remuneration and welfare, and designed to encourage our employees to embrace corporate volunteering and active citizenship initiatives, are in keeping with this approach. We consider these results a starting point, not a finish line: the D&I strategies approved by our Board of Directors in recent months have set extremely challenging goals, which we are committed to meeting, because we believe that this is essential to our way of doing business and operating in the market." concluded the Atlantia SpA's manager.

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Atlantia was recently added to the MIB ESG Index, which includes the 40 most sustainable listed companies in Italy, and to the Euronext 120 Eurozone index, which selects the 120 most sustainable companies in the Eurozone. Our place in the FTSE4Good, a global index used by market operators to create and assess responsible investment funds, has also been reconfirmed. Last September, the international rating agency, MSCI ESG Ratings (which specialises in rating the sustainability performances of approximately 2,800 companies), upgraded Atlantia's rating to BBB.

For further information, visit the Sustainability section of Atlantia's website:

<https://www.atlantia.com/en/sustainability>