

# Our sustainable growth roadmap

Driver	Strategic guidelines	Commitments	Interim target to 2023*	2021 performance	Ambition to 2030
<p><b>Planet</b></p>	<p>We support the transition of the mobility sector towards a low-carbon economy, via an aware, concrete and farsighted approach.</p> <p>We conserve the planet by using fewer of its resources in a better way, and seeking technical, technological, managerial and organisational solutions aimed at safeguarding natural capital.</p>	<p>Achieve zero direct greenhouse gas emissions (GHG Scope 1 and 2) by 2040, via a science-based approach to keep global warming below 1.5°C (Science Based Target Initiative protocol, to which the Company subscribes).</p> <p>Engage the value chain - upstream and downstream - in order to cut indirect GHG emissions (Scope 3).</p> <p>Encourage circularity - give materials a second life, by promoting reduced use, recycling and reuse.</p> <p>Encourage responsible use of the natural resources that serve our processes and activities. Manage our businesses responsibly, in line with the best environmental management standards.</p> <p>Minimise land consumption and undertake appropriate actions to preserve and re-establish ecosystems where infrastructure is present, in order to protect biodiversity which is a key social and economic development factor in the local areas we operate in.</p>	<p>-20% direct GHG emissions (Scope 1 and 2) 30% of electricity used from renewable sources.</p> <p>Waste sent for reuse, recycling and recovery: 90% for the airport segment 70% for the motorway segment &gt;75% of activities (revenue) covered by certified environmental management systems ((ISO 14001)</p> <p>Biodiversity - offset the use of additional land for the development of existing infrastructure by renaturalising an equivalent amount of land in order to guarantee zero impact on biodiversity.</p>	<p>-24% CO<sub>2</sub> emissions (Scope 1 and 2) compared with 2019 32% of total electricity consumption from renewable sources</p> <p>Approximately 90% of the waste produced in our airport hubs and 65% of motorway waste sent for reuse, recycling and recovery. Overall recycling rate of 65.3% 32% of revenue certified by ISO 14001 standard In 2021, no infrastructure expansion works were started</p>	<p>-50% direct GHG emissions (Scope 1 and 2) 77% of electricity used from renewable sources -22% indirect GHG emissions (Scope 3) at the main hotspots across the value chain (materials used for motorway sector - CO<sub>2</sub>/km travelled; airport accessibility - CO<sub>2</sub>/pax)</p>
<p><b>People</b></p>	<p>We actively promote the diversity and growth of our human capital, by guaranteeing equal opportunities for everyone, and investing in development for the long-term employability of our people.</p> <p>We contribute to the social and economic development of the local areas and communities we operate in, with a view to promoting the sharing of value with our stakeholders.</p>	<p>Guarantee equal access and participation to women in workplaces at all levels of the organisation, as well as equal pay for women.</p> <p>Guarantee dignified, safe, non-discriminatory, fair and inclusive working conditions for everyone - including young people and the disabled - and equal pay for equal work. Protect fundamental freedoms and respect for human rights.</p> <p>Invest in high-quality, fair and inclusive training, applying a lifelong learning approach with a view to keeping professional skills up to date and thereby guarantee long-term employability. Promote the spread of a sustainable development culture at all levels of the Company.</p> <p>Look after people's wellbeing, by guaranteeing access to quality healthcare services, protecting against financial risks, and helping to inform, train and raise awareness about safety issues throughout the value chain, including suppliers, users, communities and the younger generation.</p> <p>Create favourable conditions for dignified work and economic growth throughout the value chain. Design infrastructure that enables safe, accessible and sustainable transport systems for everyone.</p>	<p>30% of senior and middle management positions, including board members and statutory auditors appointed by Atlantia in the administrative and supervisory bodies of investee companies, held by women</p> <p>&gt;70% of activities (revenue) covered by due diligence regarding respect for human rights (at least once every three years)</p> <p>&gt;70% of senior management trained on sustainability issues</p> <p>&gt;30% of employees involved in projects/initiatives regarding the Sustainable Development Goals</p> <p>&lt;14 injuries per 1,000,000 employee hours worked (direct workforce).</p> <p>Improved corporate reputation among the public, surveyed by an independent third party (RepTrak)</p>	<p>29% of senior and middle management, and 45% of board members and statutory auditors appointed by Atlantia in the administrative and supervisory bodies of investee companies, in positions held by women</p> <p>Over 40,000 hours of training on sustainability issues provided to around 6,000 employees</p> <p>Around 100 employees involved in projects and activities regarding the United Nations Sustainable Development Goals. Social distancing caused by the pandemic affected progress made on this objective</p> <p>12 injuries per 1,000,000 employee hours worked</p> <p>Corporate reputation up 4.9 points (April-December 2021), which ranks the Company among the best performers (RepTrak survey)</p>	<p>Accelerate gender equality, especially among managerial and professional leadership positions</p> <p>Guarantee equal pay at all levels of the organisation; equal pay for work of equal value</p> <p>Promote active citizenship on behalf of the communities we operate in, by supporting giving back activities by employees, including paid work</p> <p>Continue to improve occupational safety levels by taking us up to best in class levels (injuries and deaths)</p>
<p><b>Prosperity</b></p>	<p>We manage our businesses with a governance system based on ethics, integrity and transparency in order to ensure that our organisation is effective, responsible and inclusive at all levels.</p>	<p>Act transparently, by guaranteeing public access to information that is relevant for our stakeholders.</p> <p>Promote sustainable success, by integrating sustainability, environmental and social - as well as economic - aspects into our business processes.</p> <p>Act ethically throughout the value chain, with a zero tolerance approach to behaviours that do not comply with our Code of Ethics and our good governance policies, such as the anti-corruption policy, the diversity, equality and inclusion policy, and the stakeholder engagement policy.</p> <p>Guarantee protection of the data we process and deal with in our activities, taking a proactive approach to risk mitigation and appropriate protection systems.</p>	<p>100% of the companies in our portfolio:</p> <ul style="list-style-type: none"> <li>publish a sustainability report available to their stakeholders</li> <li>adopt senior management incentive schemes linked to ESG performance, as well as to financial and operational performance</li> <li>check core suppliers via ESG audits (at least once every three years)</li> <li>adopt a cyber security policy</li> </ul>	<p>Sustainability report published by subsidiaries accounting for 85% of revenue</p> <p>Long-term sustainability plan adopted by subsidiaries accounting for &gt;90% of revenue</p> <p>ESG criteria in managerial incentive schemes adopted by subsidiaries accounting for &gt;95% of revenue</p> <p>11% of core suppliers active in 2021 audited on ESG aspects, and 22% assessed on ESG aspects</p> <p>89% of consolidated revenue covered by a cybersecurity strategy</p> <p>24% of consolidated revenue covered by adoption of a cybersecurity policy</p> <p>82% of consolidated revenue covered by business continuity, contingency plan and incident response programmes.</p>	<p>Share created value with employees, by promoting the adoption of mechanisms to share profits and financial returns</p>

\* Updated following the deconsolidation of the Autostrade per l'Italia group