GENDER EQUALITY PLAN
of Autostrade per l'Italia

2023-2025

Index

Autostrade per l'Italia's commitment and Gender Equality Plan

Autostrade per l'Italia Group, in line with best practice on the subject and as a proof of its commitments under the Agenda 2030 in relation to its own people, is constantly committed to:

- Adopting policies to ensure gender equality and recognise diversity, treating all people with dignity and respect;
- Acting responsibly and ethically, by fostering inclusion during the professional life inside or outside the workplace and in all other events and programmes promoted by the company;
- Supporting and advocating for gender equality and inclusion through continuous training programmes to improve knowledge and foster cultural evolution of the organisation, inclusive organisational **practices** and stakeholder relations.

In recent years the Group has taken a leap forward to ensure an increasingly central role for its people, adopting measures and tools aimed at ensuring respect for equal opportunities and valuing diversity.

More specifically, the Group has defined a set of new tools, also in line with the Dialogue for Company Value process, for the periodic measurement, monitoring and reporting of performance in relation to set targets, so as to be able to identify any gaps to be bridged.

As part of this continuous improvement journey, Autostrade per l'Italia Group has defined the GENDER EQUALITY PLAN with the ambition of setting concrete priorities and objectives (based on a thorough assessment of the *status quo*) and specific measures that will be implemented to improve gender equality within the Group.

Autostrade per l'Italia's tools for equal opportunities

Over the last two years, Autostrade per l'Italia has adopted specific methods and tools to measure, monitor and report progress towards diversity, equity and inclusion goals. These include:
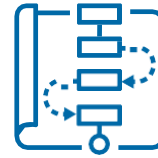
Drafting and dissemination of a
Anti-harassment decalogue.

Update of
in-scope procedures and guidelines.

Integration of the **principles of diversity, equity & inclusion in the Code of Ethics, Ethical Rules** and in some **corporate** Group-wide **procedures**

Inclusion of the Group **Equality and Inclusion Policy** in the **Integrated Management System.**

Definition of a set of measurable and reportable KPIs for monitoring actions and identifying potential GAPs.

Creation of a dashboard connected with the main management software, allowing the monitoring of relevant KPIs.
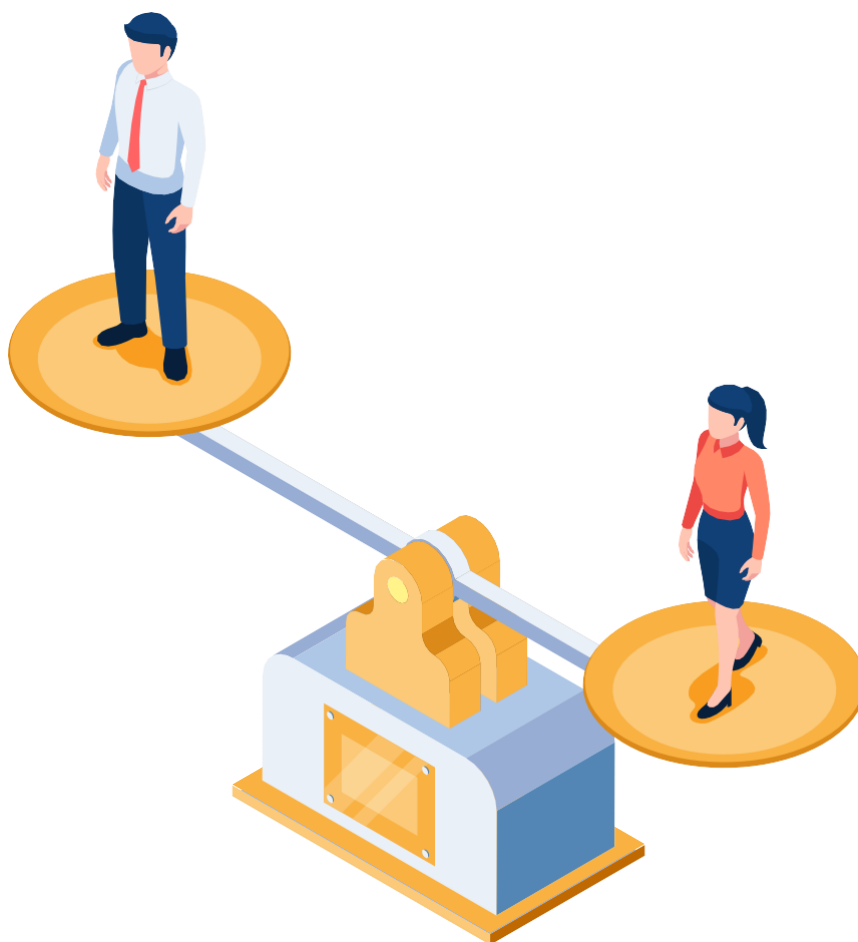
- Acquisition of **ISO 30415 certification for Human Capital Management - Diversity and Inclusion**
- Acquisition of **UNI 125:2022 certification - gender** equality

Drafting of the first
Gender Equality Plan
(year 2023, related to 2022)

Development of the first
Gender Budgeting
(year 2023, related to 2022)

Autostrade per l'Italia's GENDER EQUALITY PLAN

The legal and institutional framework of the Gender Equality Plan

The **Gender Equality** Plan (GEP) is based on the guidelines of the **Europe**an Institute for Gender Equality **(EIGE)**, a policy document based on the principle of equal democracy and responding to the demands of the European Commission's Directorate-General for Research and Innovation.

It is defined as a **set of commitments and actions** that aim to promote gender equality within an organisation through structural change. This means that it must be conceived organisation-wide and benefit women and men in their diversity. A GEP is a systematic and strategic instrument that sets concrete priorities and objectives (based on a thorough assessment of the _status quo_) and specific measures that will be implemented to improve gender equality within organisations.

Five are the minimum areas indicated by the European Commission, for each of which one or more objectives **are to be** identified and connected to actions for their pursuit.

Each action/measure contained in the GEP must be coupled with direct and indirect targets and involve persons in charge of the implementation of the specific action/measure. Lastly, useful KPIs are to be identified to monitor the effects of the actions/measures on the achievement of the targets.

The objectives of the GEP are framed in the broader context of the strategic and operational objectives of the organisation, with the aim of including the gender mainstreaming in all its processes.

Brief note on methodology

Autostrade per l'Italia drew up its first Gender Equality Plan in 2023 (related to 2022), adopting the EIGE guidelines. In 2024, the Company will publish the document supplemented with additional monitoring KPIs ascribable to 2023.

The GEP is conceived as a strategic and dynamic tool for the entire company workforce, a set of specific actions and measures designed to promote gender equality within Autostrade. In line with its dynamic and strategic nature, the Gender Equality Plan is reviewed annually to monitor progress towards the objectives set and/or to update them.

The results achieved are duly reported annually in Autostrade per l'Italia's Sustainability Report and Gender Budgeting.
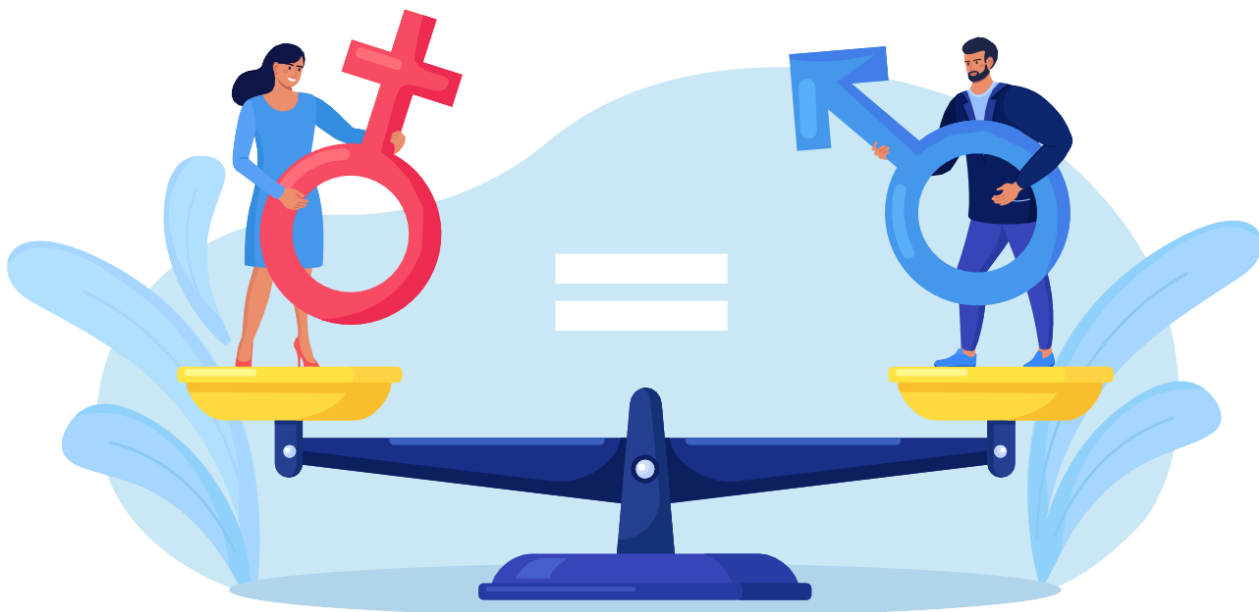
The areas of the Gender Equality Plan

The Plan consists of 6 areas enshrining goals linked to one or more SDGs of the UN 2030 Agenda, which ASPI wishes to help promote and achieve. Each goal is coupled with one or more action lines to be implemented, i.e. one or more specific measures identified as strategies to achieve each stated goal.

Each measure is designed to achieve direct and indirect targets: the former relate to Autostrade alone, while the latter can also go beyond the company workforce.

Persons in Charge have been identified for each action: persons holding senior roles or managerial positions in ASPI's organisational chart, responsible for decision-making regarding the strategy adopted through each measure, as well as persons in charge of drafting the measure defined and monitoring its actual implementation.

Each action produces outputs, i.e. tangible results stemming from the implementation of each stated measure, and outcomes, i.e. the measurable results of the policies adopted as a rationale for each measure. Deadlines and KPIs have been defined for achieving each objective in order to monitor the progress of their achievement within the timeline set.

The infographic below shows the 6 macro-areas covered by the GEP:

ASPI's 6 GEP areas

AGENDA 2030

AREA 1
Work-life balance and organisational culture

AREA 2
Gender balance in managerial positions and in the decision-making bodies

AREA 3
Gender equality in recruitment and career advancement

AREA 4
Gender mainstreaming in training and skill enhancement

AREA 5
Gender mainstreaming in business processes and activities

AREA 6
Combating gender-based violence and discrimination, including sexual harassment

Area 1 - Work-life balance and organisational culture

Work-life balance and organisational culture	Objective	Promote agile working to enable a work-life balance
	Sustainable Development Goal (SDG) of the United Nations	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Action 1	Individual contract for agile working with the right to disconnect for four hours
	Direct target	Staff qualified for agile working
	Indirect target	Employees' families
	Responsibility	DHCO
	Output	Strengthening of work-life balance-oriented welfare measures
	Outcome	Working time flexibility
	Timeline	Annual review of employee performance who have used agile working
	Key Performance Indicator (KPI)	Number of employees who used agile working

Work-life balance and organisational culture	Objective	Support for (new) parents
	Sustainable Development Goal (SDG) of the United Nations	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Action 2	Employer's supplement (+20%) to INPS (National Social Security Institute) allowance for compulsory maternity leave
	Direct target	New mothers
	Indirect target	Families
	Responsibility	Human Capital & Organisation Department
	Output	Economic incentives and an increase in the number of services supporting parenting
	Outcome	Parenting support
	Timeline	Annual review of the compulsory maternity trend
	Key Performance Indicator (KPI)	Number of maternity leave applications
	Related GRI indicators	GRI 401-3

Work-life balance and organisational culture	Objective	Support for (new) parents
	Sustainable Development Goal (SDG) of the United Nations **8** LAVORO DIGNITOSO E CRESCITA ECONOMICA	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Action 3	Employer's supplement (3 months) to INPS allowance for optional parental leave
	Direct target	Parents
	Indirect target	Families
	Responsibility	Human Capital & Organisation Department
	Output	Economic incentives and increasing the number of services supporting parenting
	Outcome	Parenting support
	Timeline	Annual review of the optional parental leave trend
	Key Performance Indicator (KPI)	Parental Leave Utilisation Rate: percentage of employees taking optional parental vs total eligible employees.
	Related GRI indicators	GRI 401-3

Work-life balance and organisational culture	

Objective	Support for (new) parents
Sustainable Development Goal (SDG) of the United Nations	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Action 4	Summer Camp: access and employer contribution up to 70%
Direct target	Parents with children aged between 8 and 18
Indirect target	Families
Responsibility	Human Capital & Organisation Department
Output	Economic incentives and higher number of services supporting parenting
Outcome	Parenting support
Timeline	Annual review of trends in the number of summer camp participants
Key Performance Indicator (KPI)	Number of summer camp participants
Related GRI indicators	GRI 401-3

Area 2 - Gender balance in managerial positions and in the decision-making bodies

Gender balance in managerial positions and in the decision-making bodies		
	Objective	Gender balance in managerial positions
	Sustainable Development Goal (SDG) of the United Nations	SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 1	Inclusion of equal opportunities objectives in the variable incentive systems of the Top

Management: increase % of women holding managerial positions by 2026 by ensuring equal gender representation in the workforce. |
	Direct target	Managers
	Indirect target	Female company workforce
	Responsibility	Human Capital & Organisation Department
	Output	Increase % of women holding managerial positions
	Outcome	Greater balance of gender equality in managerial positions
	Timeline	Annual review of the % increase of women holding managerial positions in the 2024-2026 three-year period
	Key Performance Indicator (KPI)	Increase % of women holding managerial positions vs total managerial positions in ASPI
	Related GRI indicators	· GRI 401-1
· GRI 405-1
· GRI 405-2

Gender balance in managerial positions and in the decision-making bodies	Objective	Gender balance in managerial positions
	Sustainable Development Goal (SDG) of the United Nations	SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 2	Implementation of fair and transparent succession policies
	Direct target	First reporting line managers
	Indirect target	Company female workforce holding managerial positions
	Responsibility	Human Capital & Organisation Department
	Output	Presence of women in succession tables of 15% or more
	Outcome	Greater gender equality in managerial positions
	Timeline	2024-2026
	Key Performance Indicator (KPI)	% presence of women in succession tables for N-1 level
	Related GRI indicators	• GRI 401-1 • GRI 405-1 • GRI 405-2

Gender balance in managerial positions and in the decision-making bodies	Objective	Gender balance in managerial positions
	Sustainable Development Goal (SDG) of the United Nations	SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 3	Monitoring pay equity at all corporate levels
	Direct target	Entire company workforce
	Indirect target	Entire company workforce
	Responsibility	DHCO
	Output	Gender-neutral remuneration policies
	Outcome	Zero pay gap at all corporate levels
	Timeline	2024-2026
	Key Performance Indicator (KPI)	Gender pay monitoring
	Related GRI indicators	· GRI 401-1 · GRI 405-1 · GRI 405-2

Area 3 - Gender equality in recruitment and career advancement

Gender equality in recruitment and career advancement	Objective	Attract and foster the development of female talent
	Sustainable Development Goal (SDG) of the United Nations	• SDG 5: Achieve gender equality and empowerment of all women and girls • SDG 4: Ensure inclusive and equal quality education and promote lifelong learning opportunities for all
	Action 1	Gender-neutral corporate recruitment policies
	Direct target	New hires
	Indirect target	Company workforce
	Responsibility	DHCO
	Output	More women employed
	Outcome	Increasing the number of women through short selection list with at least 33% women
	Timeline	2024-2026
	Key Performance Indicator (KPI)	Percentage of female hires vs total hires
	Related GRI indicators	• GRI 401-1 • GRI 405-1 • GRI 405-2

Gender equality in recruitment and career advancement	Objective	Attract and foster the development of female talent
	Sustainable Development Goal (SDG) of the United Nations 	SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 2	Implementation of development and promotion programmes
	Direct target	ASPI's female employees
	Indirect target	Corporate levels involving both genders
	Responsibility	Human Capital & Organisation Department
	Output	Number of promotions for women
	Outcome	Improving stability and gender equality
	Timeline	Annual
	Key Performance Indicator (KPI)	Ratio of promotions for women vs total promotions
	Related GRI indicators	• GRI 401-1 • GRI 405-1 • GRI 405-2

Area 4 - Gender mainstreaming in training and skill enhancement

Gender mainstreaming in training and skill enhancement	Objective	Promote and contribute to training oriented towards eradicating gender stereotypes in different areas including: access to different professional careers; training for new professionals and enhancement of personal backgrounds/skills in the professional field; overcoming gender diversity bias
	Sustainable Development Goal (SDG) of the United Nations	• SDG 4: Ensure inclusive and equal quality education and promote lifelong learning opportunities for all • SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 1	Establishment of Employee Volunteer Resource Groups (ERGs) on gender equality aimed at raising awareness and disseminating an inclusive corporate culture
	Direct target	Employees registered with the group
	Indirect target	Entire company workforce
	Responsibility	Human Capital & Oraganisation Department
	Output	Creation of ambassadors committed to gender equality issues
	Outcome	Dissemination of a corporate culture oriented towards breaking diversity barriers
	Timeline	Annual
	Key Performance Indicator (KPI)	Number of members in ERG groups
	Related GRI indicators	GRI 404-1

Gender mainstreaming in training and skill enhancement	Objective	Promote and contribute to training oriented towards eradicating gender stereotypes in different areas including: access to different professional careers; training for new professionals and enhancement of personal backgrounds/skills in the professional field; overcoming gender diversity bias
	Sustainable Development Goal (SDG) of the United Nations 5 PARITÀ DI GENERE	SDG 5: Achieve gender equality and empowerment of all women and girls
	Action 2	Increase the number of women in professional development programmes
	Direct target	ASPI's female employees
	Indirect target	Entire company workforce
	Responsibility	Human Capital & Organisation Department
	Output	Larger number of women participating in the LED programme
	Outcome	Enhancing managerial and leadership skills
	Timeline	Annual
	Key Performance Indicator (KPI)	Percentage of women participating in the LED development programme vs total participants
	Related GRI indicators	GRI 404-1

Autostrade per l'Italia's GENDER EQUALITY PLAN

Gender mainstreaming in training and skill enhancement

Objective	Increase the participation of women in Higher Education Masters Courses by promoting gender equality and women's access to advanced professional development opportunities
Sustainable Development Goal (SDG) of the United Nations	• SDG 4: Ensure inclusive and equal quality education and promote lifelong learning opportunities for all • SDG 5: Achieve gender equality and empowerment of all women and girls
Action 3	Implement strategies to increase the percentage of women participating in Higher Education Masters Courses
Direct target	ASPI's female employees
Indirect target	Entire company workforce
Responsibility	Human Capital & Organisation Department
Output	Number of women enrolled in Master's degree courses
Outcome	Increasing female representation in leadership and advanced professional roles
Timeline	Annual
Key Performance Indicator (KPI)	Percentage of women enrolled in Master's degree high training courses vs total enrolment
Related GRI indicators	GRI 404-1

Area 5 - Gender mainstreaming in business processes and activities

Gender mainstreaming in business processes and activities	Objective	Gender mainstreaming in business processes and activities
	Sustainable Development Goal (SDG) of the United Nations	SDG 10: Reduce inequalities within and between countries
	Action 1	Include a changing table in the men's toilets in the Service Areas as a requirement for future tenders
	Direct target	Fathers and sons
	Indirect target	Service area customers
	Responsibility	Service Areas Directorate
	Output	Toilet retrofitting
	Outcome	The actions implemented will be measured by the Quality Monitoring Body
	Timeline	Tenders 2024-2026
	Key Performance Indicator (KPI)	Monitoring the Compliance with the Tender Requirement for the increase in services in baby rooms
	Related GRI indicators	• GRI 413-1 • GRI 414-2

Gender mainstreaming in business processes and activities	Objective	Gender mainstreaming in business processes and activities
	Sustainable Development Goal (SDG) of the United Nations	SDG 10: Reduce inequalities within and between countries
	10 RIDURRE LE DISUGUAGLIANZE	
	Action 2	Creation or renovation of children's playgrounds in dedicated Service Areas as a requirement for future tenders
	Direct target	Children
	Indirect target	Service area customers
	Responsibility	Service Areas Directorate
	Output	Retrofitting of relaxation areas and playgrounds for children
	Outcome	The actions implemented will be measured by the Quality Monitoring Body
	Timeline	Tenders 2024-2026
	Key Performance Indicator (KPI)	Monitoring the Compliance with the Tender Requirement for 'leisure area'
	Related GRI indicators	· GRI 413-1 · GRI 414-2

Gender mainstreaming in business processes and activities	Objective	Gender mainstreaming in business processes and activities
	Sustainable Development Goal (SDG) of the United Nations **10 RIDURRE LE DISUGUAGLIANZE**	SDG 10: Reduce inequalities within and between countries
	Action 3	Integration of equality principles in ESG criteria for private service contracts
	Direct target	Suppliers
	Indirect target	Community
	Responsibility	Purchasing Department
	Output	ESG Criteria
	Outcome	The actions implemented will be measured by the Quality Monitoring Body
	Timeline	Tenders from 2022
	Key Performance Indicator (KPI)	Number of appointments with OEPV (most economically advantageous tender) containing application of ESG criteria
	Related GRI indicators	• GRI 413-1 • GRI 414-2

Area 6 - Combating gender-based violence and discrimination, including sexual harassment

Combating gender-based violence and discrimination, including sexual harassment	Objective	Prevent and combat discrimination and gender-based violence within the organisation
	Sustainable Development Goal (SDG) of the United Nations	• SDG 4: Ensure inclusive and equal quality education and promote lifelong learning opportunities for all • SDG 5: Achieve gender equality and empowerment of all women and girls • SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	Action 1	Drafting of an anti-harassment decalogue and strengthening of anti-harassment-oriented actions in the code of ethics
	Direct target	Entire company workforce
	Indirect target	Community in which the organisation operates
	Responsibility	Ethics office and Human Capital & Organisation Department
	Output	Lower number of alerts
	Outcome	Prevention and reduction of discrimination and violence
	Timeline	Annual review of the trend in the number of reports
	Key Performance Indicator (KPI)	Number of reports of potential cases of harassment or gender discrimination
	Related GRI indicators	GRI 406-1

Objective	Prevent and combat discrimination and gender-based violence within the organisation
Sustainable Development Goal (SDG) of the United Nations	• SDG 4: Ensure inclusive and equal quality education and promote lifelong learning opportunities for all • SDG 5: Achieve gender equality and empowerment of all women and girls • SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Action 2	Training for all onboarders and for the company workforce on the reporting procedure
Direct target	Entire company workforce
Indirect target	Community in which the organisation operates
Responsibility	Human Capital & Organisation Department
Output	Inclusion of a teaching module dedicated to the anti-harassment decalogue and reporting procedure in the training of onboarders
Outcome	Improving corporate culture
Timeline	Annual review of the trend in the number of training hours provided
Key Performance Indicator (KPI)	Training hours provided

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