

ASTM GROUP, NEW UNION AGREEMENT FOR SINA EMPLOYEES: INCENTIVES LINKED TO ESG OBJECTIVES AND FOCUS ON SMART WORKING

Tortona, 29 March 2023 - The commitment of ASTM Group continues on the "people" and sustainability side: two new agreements have been announced for employees of the subsidiary SINA, which introduce forms of variable remuneration linked to ESG parameters and the revision of smart working policies. The latter are new rules that confirm that smart work is a structural, important organizational tool of the work activity and is no longer an emergency measure.

The agreements, which involve the 300 employees of SINA, a Group company specialized in the design of major works and among the Top 10 Italian engineering companies¹, demonstrate ASTM's critical attention to environmental issues and the will to create a working context in which the individual feels fully valued.

In particular, the first agreement is an initiative that provides for variable performance bonuses based on the achievement and maintenance of specific targets. The targets, in addition to economic performance, include for the first time ESG parameters such as the year-on-year reduction of CO2 emissions by 2.5% and the commitment of all employees during the term of the agreement to participate in training sessions regarding environmental and social sustainability.

In force until 2024, the agreement aims to promote the active collaboration of employees in achieving corporate objectives, including ESG objectives, and represents a further step in ASTM's path to promoting sustainable growth. The ASTM Group's commitment in this sense takes the form, among others, of the digital and ecological transition project of the A4 Turin-Milan motorway, which will make the section one of the most advanced road corridors in Italy and in Europe. SINA, the Group's engineering company, plays a central role in the initiative, effectively promoting the safer and more resilient mobility of the future.

The second union agreement focuses on smart working and provides for an initial experimental period of 6 months which can be extended for another two years, introducing the smart working model as an opportunity to empower the individual and improve employees' quality of life. Also significant is the importance given to the right to disconnect, which is essential for guaranteeing a correct work-life balance.

These agreements anticipate important innovations in company-employee relationships which will subsequently be extended to all the other companies of the ASTM Group.

ASTM Group is a world leader in the management of motorway networks and in the design and construction of major infrastructural works. Present in 15 countries and with over 17,000 employees and collaborators, the Group's activities are focused in three main areas: management of motorway infrastructures (concessions), design and construction of major works (EPC - Engineering, Procurement and Construction) and technology applied to transport mobility. In the area of concessions, the Group is the second largest private operator in the world in the management of motorway infrastructures with a network of approximately 6,200 km of network, of which over 1,400 km in Italy, 4,700 km in Brazil through the listed company EcoRodovias and 84 km in the United Kingdom through the subsidiary Road Link. ASTM Group reported the following results for 2022: Total Revenues: €3.3 billion, EBITDA: €1.2 billion and Net Income: €40 million.

¹ Ranking "Top 200 Engineering Firms", part of the "2022 Report on the Italian Architecture, Engineering and Construction Industry", published by Prof. Aldo Norsa.

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