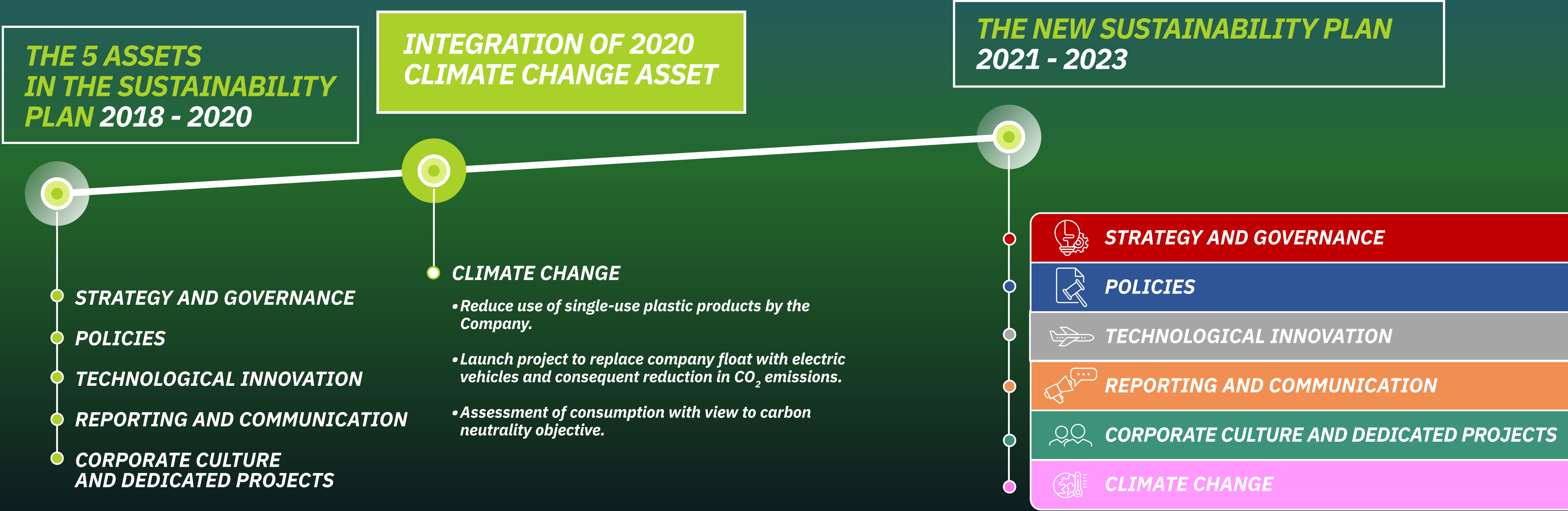




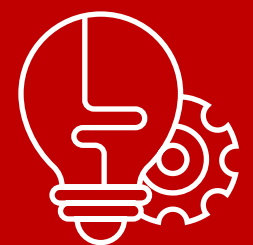
# SUSTAINABILITY PLAN 2021 - 2023

# From the 2018-2020 Sustainability Plan to the New 2021-2023 Plan





# 2021-2023 Sustainability Plan Development Model



## STRATEGY AND GOVERNANCE

The **Strategy and Governance asset** includes a set of actions aimed at having an impact on the corporate **Strategies** and on the **Company's Regulatory and Management System** to form part of Sustainability.



## POLICIES

The **Policies assets** includes a set of actions aimed at adopting a series of **Policies** aimed at dealing with specific topics within ESG.



## TECHNOLOGICAL INNOVATION

The **Technological Innovation asset** includes a set of projects aimed at achieving some of the ENAV Group's strategic objectives, by means of technological innovation.



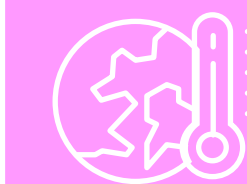
## REPORTING AND COMMUNICATIONS

The **Reporting and Communication asset** includes a series of actions aimed at strengthening the nonfinancial **reporting process**, and **internal and external communications** of the principles that guide the ENAV Sustainability Strategy.



## CORPORATE CULTURE AND DEDICATED PROJECTS

The **Corporate culture and dedicated projects asset** includes a set of actions aimed at disseminating a **culture** – both individual and corporate – within the organisation, focusing on the principles of Sustainability.



## CLIMATE CHANGE

The **Climate Change asset** includes a set of actions aimed at combating climate change.

# Sustainable Balanced Scorecard

The **2021-2023 Sustainability Plan** includes articularly challenging objectives, in some cases also requiring the activation of new processes and new skills.

Therefore, in order to have a dashboard and a KPI system to enable proper monitoring of the achievement of targets, the Plan has been structured in-house using the **Sustainable Balanced Scorecard** model.

Goals, KPIs and targets of the 2021-2023 sustainability Plan are listed below, whereas the articulation according to the SBSC model is employed for internal use to check the evolution of the projects.



# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

## STRATEGIES AND GOVERNANCE



Objective	KPI	Targets	Year
Supplier evaluation against ESG criteria.	Percentage of core suppliers evaluated (against ESG criteria) of total ENAV core suppliers.	Platform launch date	2021
		75%	2022
		100%	2023
To define a strategy for initiatives “for social purposes and in particular for corporate volunteering”, evaluating for each year the SDGs on which to take action.	Presentation of strategy and definition of the SDGs to invest in every year.	Presentation date	2021
To ensure constant stakeholder engagement and attention.	Number of contacts made with the stakeholders.	At least 3 meetings per year with each individual stakeholder	2021
ESG Rating (as per the 2023 LTI Plan).	Rating identification Assessment on rating (Gap Analysis + Action Plan)	Assessment	2021
	Rating ESG.	ESG Rating	2023
Increase in training delivered to ENAV Group employees on issues that include aspects related to Legislative Decree 231/01 and Code of Ethics, Anti-Bribery and Anti-Corruption, Fraud and Whistleblowing.	Percentage of increase in hours of training delivered to employees compared to 2020 (hours delivered by Internal Audit in 2020 = 4 hours 50 minutes).	+5%	2021
		+6,5%	2022
		+7,5%	2023

# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

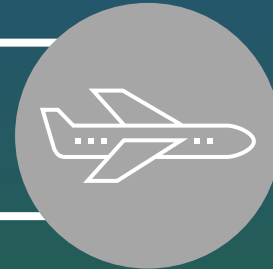
## POLITICIES



Objective	KPI	Targets	Year
Monitoring of standards regarding health and safety in the workplace by means of retaining ISO 45001:2018 certification.	Retention of ISO 45001:2018 certification.	Certificate acquisition	2021
Anti-corruption management systems (indicator as per the short-term incentive policy and MBO 2021 for AD and DIRS).	ISO 37001 certification.	Certificate acquisition	2021
Publication of the media policy.	Publication of the policy on the company intranet.	Publication date	2021
Drafting of the regulations on harassment and abuse in the workplace.	Publication of the regulations on the company intranet.	Publication date	2021

# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

## TECHNOLOGICAL INNOVATION



Objective	KPI	Targets	Year
<small>Testing dates</small> Advanced automation of major control towers by means of a new airport ATM platform (Electronic strip).	Testing of the system at each airport involved as per the yearly schedule.	Testing dates	2023
Approach sequence optimisation system (Arrival Manager – AMAN).	Testing of systems applied at Malpensa and Fiumicino airports.	Testing dates	2022
TOC-HAL: remotisation project of diagnosis on remote site equipment to enable the centralisation of control and the optimisation of maintenance interventions.	Testing of systems on all 10 islands as planned.	Testing dates	2023
Implementation of the weather automation project (replacement of current weather observation stations at major airports with weather stations equipped with automated sensors).	Testing of systems in the weather stations at the 23 airports as planned.	Testing dates	2023
Integration of approaches (transfer of approaches, APP, from certain airports to their respective control centres of reference).	Testing Transfers of Verona to Milan, Trieste to Padua, Bari to Brindisi, Lamezia Terme to Rome.	Testing dates	2021



# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

## REPORTING AND COMMUNICATIONS



Objective	KPI	Targets	Year
Internal Communication Plan on the development of sustainability culture.	Number of internal communications projects to be launched over the year.	3	2021
	% growth in entries on Follow me (1,051,578 visits in December 2020).	+20%	2021
To convey the image of ENAV as an benchmark player in the industry in the fight against climate change (zero impact) and sustainable digital innovation.	Number of followers on the LinkedIn social network (20,300 followers on ENAV LinkedIn in March 2021).	+10%	2021



# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

## CULTURE AND DEDICATED PROJECTS



Objective	KPI	Targets	Year
Definition of the ENAV “Purpose”.	Publication of the purpose.	Presentation date	2021
To develop initiatives aimed at promoting the inclusion of all employees, regardless of age, gender, ethnicity, religion, sexual orientation and people living with disabilities.	Number of people involved in the pilot project to improve the position of people living with disabilities.	20	2021
To develop further the culture of Sustainability by means of increased engagement in the in-country Group structures.	Engagement in focus on in-country staff.	At least 3 focus groups	2021
	Number of in-country ambassadors identified.	10	2021
Improving the quality of life of employees by means of targeted welfare initiatives.	Development of platform to convert performance bonus into welfare instruments.	Presentation date	2021
	Measurement of the work-life balance satisfaction index, including by means of new working arrangements (e.g. smart working).	TBD	2021
Bringing women closer to the core business professions, with specific reference to air traffic control and maintenance activities, by means of raising women’s awareness of operational roles.	Launch of the outreach project.	Launch date	2022

# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

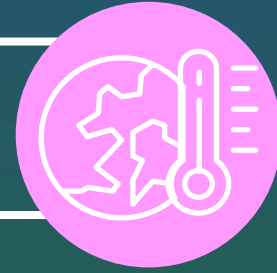
## CULTURE AND DEDICATED PROJECTS



Objective	KPI	Targets	Year
In external selections, the proportion of women in operational roles must be at least 25% (comply or explain).	Minimum participation of the female population.	25%	2021
In internal assessments aimed at filling new operational positions, the proportion of women must be at least 20% (comply or explain).	Minimum participation of the female population.	20%	2021
In internal assessments aimed at filling new corporate positions, the proportion of women must be at least 50% (comply or explain).	Minimum participation of the female population.	50%	2021
Assessment on diversity management, gap analysis and action plan (Indicator as per the short-term incentive policy and MBO 2021 for AD and DIRS).	Preparation of assessment, gap analysis and action plan.	Work presentation	2021
Operational training (objectives that fall within the two ESG Sustainability Linked Term Loans, taken out in October 2020).	Hours of operational training (73,000 hours in 2019).	78.000	2021
		82.000	2022

# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

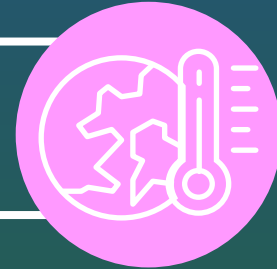
## CLIMATE CHANGE



Objective	KPI	Targets	Year
Achievement of Group Carbon Neutrality by reducing emissions and the purchase of carbon credits for the proportion that cannot be reduced. (As per the LTI plan for the 2020-2022 cycle).	Percentage of reduction of CO <sub>2</sub> emissions per year compared to the total emissions produced in 2019 (38,952 t – market-based) and purchase of carbon credits.	-23% CO <sub>2</sub>	2021
		-80% CO <sub>2</sub> emission + Carbon Neutrality 20%	2022
Abatement of electromagnetic energy transmitted by means of optimisation on navigation instruments.	Percentage of NDB decommissioning.	50%	2023
Further development of the “Plastic-Free” project aimed at gradual reduction in single-use plastics at all company offices.	Tons of single-use plastics reduced at sites (total ENAV consumption in 2019: 14.2 t).	1,5 t	2021
Further development of the project to replace the company car fleet with electric/hybrid/plug-in vehicles.	Percentage of company car fleet replaced with electric/hybrid/plug-in vehicles.	31%	2021
CO <sub>2</sub> emissions assessment: extension to scope 3 (Indicator as per the short-term incentive policy and MBO 2021 for AD and DIRS).	Presentation of the assessment to top management.	Presentation date	2021

# SUSTAINABILITY PLAN – QUANTITATIVE TARGETS

## CLIMATE CHANGE



Objective	KPI	Targets	Year
Preparation of the Science-based Target (Indicator as per the short-term incentive policy and MBO 2021 for AD and DIRS).	Obtention of SBTi certification.	Presentation date	2021
Implementation of energy efficiency projects.	Start-up of activities (regular certificate of execution of the DL or internal report on system commissioning) <ul style="list-style-type: none"> <li>• Installation of tri-generation plant, ROME ACC.</li> <li>• LED internal lighting system – Padua ACC, Rome ACC and Headquarters.</li> <li>• Air conditioning system - Rome ACC.</li> <li>• Radar photovoltaic plant – MASSERIA 33 kW, Photovoltaic Plants in LAMPEDUSA 37 kW, GENOA 17 kW, CATANIA 20 kW, NAPLES 75 kW.</li> </ul>	100%	2022
	Start-up of activities (regular certificate of execution of the DL or internal report on system commissioning) <ul style="list-style-type: none"> <li>• Air conditioning system - Naples BT.</li> <li>• Photovoltaic plant – Forlì ACADEMY.</li> <li>• Photovoltaic plant – Brancasi.</li> </ul>	100%	2023