



PRESS RELEASE

ENAV ESG DAY 2025 – INNOVATION PUTS PEOPLE AT THE CORE

Training, talent and new opportunities in Southern Italy for sustainable and inclusive growth

Rome, 19 November 2025 – The 2025 ESG Day of ENAV SpA, the Italian Air Navigation Service Provider, was held today at the Foreign Press Association. The event, dedicated to the role of sustainability and ESG principles in the world of finance and business, brought together representatives from institutions and the financial sector, investors, sustainability experts and ENAV Group stakeholders to discuss the evolution of the European regulatory framework and the new challenges for companies and markets.

The event was opened by Alessandra Bruni, Chairman of ENAV, who highlighted the importance of this historical phase, marked by regulatory adjustments but also by new strategic opportunities:

“In a phase like this, caught between regulations still being defined, changing economic priorities and a public debate demanding concrete results, a clear difference emerges between those who view sustainability as a formal requirement and those who integrate it as a structural element of their industrial strategy. Sustainability is an integral part of the ENAV Group and represents our way of creating value.”

The programme of ENAV’s ESG Day included a discussion between Stefano Lucchini, Chief Institutional Affairs and External Communication Officer of Intesa Sanpaolo and co-author of the book “Ritrovare l’umano – ESG+H”, and the CEO of the ENAV Group, Pasqualino Monti. The conversation drew inspiration from the centrality of the “H”, standing for Health, Human and Happiness—three essential dimensions for redefining sustainability in more human and inclusive terms.

Pasqualino Monti focused on the central role of people in ENAV Group’s growth path and in the future vision of the Company. The CEO recalled the important hiring plan of more than 400 air traffic controllers over the coming years and the strategic project ENAV is developing in Southern Italy, aimed at creating new professional opportunities for young people and strengthening the Group’s presence in southern regions:

“As a highly specialised service company, people are our true asset. We have launched a major hiring plan, with a focus on generational turnover and attracting new talent, because innovation and growth stem from professionalisation and continuous training. In our sector, technology is a support to humans, not a replacement. When properly governed, innovation does not replace jobs—it evolves them.”

ENAV’s project specifically includes agreements with leading universities in Southern Italy, such as Palermo and Naples. ENAV is contributing to the development of highly specialised training programmes aligned with its operational and technological needs. Thanks to this project, the first young professionals have already been hired and will be able to work without having to relocate. The goal is clear: to offer young people in the South tangible professional opportunities without forcing them to leave their homeland, while enhancing local excellence.

During the event, the contribution of Patrizia Celia, Head of Large Caps, Investment Vehicles & Sustainable Finance Partnership at Borsa Italiana, introduced the main topics of the round table “ESG Impacts in the New Scenario”, which featured Nadia Giuliani of INARCASSA, Concetta Testa of Cassa Depositi e Prestiti and Davide Tassi of ENAV. The speakers explored the changes introduced by the new European context and the need for companies to adopt integrated ESG strategies focused on the value chain, highlighting that—despite the postponement of the entry into force of certain regulations such as the CSRD—sustainability continues to be a competitive factor, strengthened by a sustainable finance market that in 2025 is expected to reach an estimated value of 13.4 trillion dollars.