



ENAV Signs Renewal of National Collective Labor Agreement

Rome, April 17, 2026 – ENAV, through ASSOCONTROL, the employers’ association representing ENAV and Techno Sky—a wholly owned subsidiary of the Group—and the Trade Union Organizations FILT-CGIL, FIT-CISL, UGL-TA, and FAST CONFSAL, have signed the renewal of the Specific Section of the National Collective Labor Agreement for the Air Transport Sector, relating to Air Traffic Management (ATM) Services, valid for the three-year period 2026–2028.

The renewal is in line with the Interconfederal Agreements, to which all Trade Union Organizations recognized within ENAV and Techno Sky adhere, and follows the important agreements signed in December 2025.

In a sector increasingly characterized by continuous technological development, the contract renewal—finalized just four months after its natural expiration—represents a strategic step that confirms the strength of the Group’s industrial relations model. It constitutes a key element in enhancing the Human Capital of ENAV and Techno Sky and strengthens the Group’s ability to support the growth of air transport in Italy.

The Chief Executive Officer, Pasqualino Monti, stated: *“This agreement represents an important achievement, the result of constructive and responsible dialogue with the trade unions. The renewal of the contract consolidates an industrial model based on safety, innovation, and the enhancement of people—essential elements for addressing the challenges of a rapidly evolving sector. The Company will continue to invest in skills development and the recruitment of new professionals, with the aim of ensuring the high standards of excellence that position ENAV as the best service provider in Europe in terms of service quality.”*