



ENAV S.p.A.
ORDINARY SHAREHOLDERS' MEETING OF 14 May 2026
ON A SINGLE CALL

Report of the Board of Directors on the proposals concerning the items on the agenda of the Shareholders' Meeting

Item 3 "Report on Remuneration Policy and Remuneration Paid. Binding resolution pursuant to Article 123-ter(3-bis) of Legislative Decree 58/1998"

Dear Shareholders,

the Report on remuneration policy and remuneration paid (the "Remuneration Report") drawn up pursuant to Article 123-ter of Legislative Decree 58 of 24 February 1998 and Article 84-quater of the Issuers' Regulation adopted by Consob with Resolution 11971/1999, was approved by the Board of Directors, acting on a proposal of the Remuneration Committee, on 30 March 2026 and made available to the public in the form and manner required by law. Therefore, reference is made to that document in this Report.

Pursuant to Article 123-ter (3-bis and 3-ter) of Legislative Decree 58 of 24 February 1998, this Shareholders' Meeting is called upon to take a binding vote on the first section of the Remuneration Report containing, pursuant to paragraph 3 of the aforementioned Article 123-ter, the description of the Company's policy regarding the remuneration of the members of the Board of Directors, managers with strategic responsibilities and, without prejudice to the provisions of Article 2402 of the Italian Civil Code, the members of the Board of Statutory Auditors, as well as of the procedures used for the adoption and implementation of the policy itself.

Dear Shareholders,

In view of the foregoing, we submit for your approval the following proposed resolution:

"The Shareholders' Meeting of ENAV S.p.A.,

- *having examined the report on remuneration policy and remuneration paid prepared by the Board of Directors pursuant to Article 123-ter of Legislative Decree 58 of 24 February 1998 and of Article 84-quater of the Issuers Regulation adopted by Consob with Resolution 11971/1999;*
- *having examined and discussed in particular the first section of this Report, which contains, pursuant to paragraph 3 of the afore mentioned Article 123-ter, the discussion of the Company’s policy on the remuneration of the members of the Board of Directors, managers with strategic responsibilities and, without prejudice to the provisions of Article 2402 of the Italian Civil Code, the members of the Board of Auditors, as well as of the procedures used for the adoption and implementation of the policy itself;*
- *having considered that the above remuneration policy has been prepared in accordance with the provisions of law and the recommendations of the Corporate Governance Code for listed companies, which the Company has adopted;*
- *having considered that the resolution on the first section of the report on remuneration policy and remuneration paid is binding in accordance with Article 123-ter (3-bis and 3-ter) of Legislative Decree 58 of 24 February 1998;*

resolves

to approve the first section of the report on remuneration policy and remuneration paid pursuant to and for the purposes of Article 123-ter (3-bis and 3-ter) of Legislative Decree 58 of 24 February 1998.”

Chair of the Board of Directors
Attorney Alessandra Bruni