



PRESS RELEASE

ENAV: INFORMATION REGARDING THE TERMINATION OF PASQUALINO MONTI'S APPOINTMENT AS CHIEF EXECUTIVE OFFICER

Rome, 12 May 2026 – Please be informed that, as of today, the Chief Executive Officer of ENAV S.p.A. (“ENAV” or the “Company”), Mr. Pasqualino Monti, in light of the imminent termination of his office as director of the Company due to the non-renewal of his mandate, has tendered his resignation as Director and Chief Executive Officer of ENAV. It should be recalled that Mr. Pasqualino Monti, executive and non-independent director, was appointed by the Shareholders’ Meeting held on 28 April 2023 as part of the majority slate submitted by the Ministry of Economy and Finance. The Company specifies that, as of today’s date, the Chief Executive Officer holds 78,000 ENAV shares acquired personally. Without prejudice to the provisions of the Remuneration Policy, no non-compete obligation is envisaged following the termination of the relationship and, therefore, no compensation shall be due in this respect. Pursuant to the contingency plan adopted by ENAV, following the termination of Mr. Pasqualino Monti’s office as Chief Executive Officer of ENAV, in order to ensure the regular continuity of the Company’s management, Chairwoman lawyer Alessandra Bruni will assume the powers for the management of the Company, with the same prerogatives and limitations previously granted to the Chief Executive Officer, until the Shareholders’ Meeting of 14 May 2026, which has already been convened also for the renewal of the corporate bodies. No indemnities or additional benefits are envisaged for such managerial assignment beyond the remuneration due to lawyer Bruni in her capacity as Chairwoman of the Board of Directors and member of the Sustainability Committee. The Company thanks the Chief Executive Officer for his work and contribution.

INTEGRATION OF 18 MAY 2026

Following the resignation of Mr. Pasqualino Monti from the position of Director and Chief Executive Officer of ENAV S.p.A. due to the non-renewal of his mandate upon expiry, it is specified that Mr. Pasqualino Monti, in accordance with the provisions set out, starting from financial year 2023, in the first section of the Report on the Remuneration Policy and Compensation Paid duly approved by the Shareholders’ Meeting, will exclusively retain the rights connected to his participation in the short-term and long-term incentive plans adopted by the Company (all subject to malus and claw-back clauses) already granted to him, in accordance with the provisions of the respective Regulations.

Such amounts will be paid on a pro rata temporis basis – where the relevant conditions are met depending on the level of achievement of the envisaged objectives – in compliance with the specific rules governing each plan.

It is reiterated that no post-termination non-compete obligation is envisaged and, therefore, no consideration shall be due in this respect.

Finally, it is recalled that the granting of the aforementioned economic treatment to Mr. Pasqualino Monti, being in compliance with the remuneration policy approved by the Shareholders' Meeting, qualifies as a related-party transaction of lesser significance exempt pursuant to Article 13, paragraph 3, letter b) of Consob Regulation no. 17221/2010 and Article 9, paragraph 2, letter b) of the "Procedure governing related-party transactions" adopted by ENAV.