



Sustainability Plan 2021 - 2024

Objective	KPI	Target	Year
Supplier evaluation against ESG criteria	Percentage of core suppliers involved in the assessment (against ESG criteria) of total ENAV core suppliers	Assessment launch date	2021 ✓
		75%	2022 ✓
		100%	2023
ESG Rating (As per the LTI 2023 plan)	Rating identification and Assessment (Gap analysis + Action Plan)	Assessment	2021 ✓
	Improvement of the ESG Rating	Rating S&P +30% vs 2021	2023
Increase in training delivered to ENAV Group employees on issues that include aspects related to Legislative Decree 231/2001 and the Code of Ethics, Anti-Bribery and Anti-Corruption, Fraud and Whistleblowing	Percentage of increase in hours of training delivered to employees compared to 2020 (baseline 2020 pari a 4 hours 50 minutes)	+5%	2021 ✓
		+6,5%	2022 ✓
		+7,5%	2023
Definition of a model for measuring the economic, social and environmental impacts generated by the Company's strategic sustainability initiatives	NEW Development of measurement model	Presentation date	2023

Objective	KPI	Target	Year
Monitoring of standards regarding health and safety in the workplace by means of retaining ISO 45001:2018 certification	Retention of ISO 45001 certification	Certificate renewal	2023
Anti-corruption management systems	Obtain ISO 37001 certification	Certificate obtained	2021 ✓
	NEW Retention of ISO 37001 certification	Certificate renewal	2023
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 ✓
Obtain EASI certification (Integrated Sustainability Corporate Ecosystem)	NEW Obtain certification	Certification date	2023
Feasibility assessment for the adoption of the ISO 56002 standard for the management of innovation processes in business	NEW Elaboration of feasibility study and cost/opportunity assessment	Assessment date	2023
Feasibility assessment for certification according to UNI/ PdR 125:2022 Reference Practice (Gender Equality Policies)	NEW Elaboration of feasibility study and cost/opportunity assessment	Assessment date	2023
Feasibility assessment for certification according to ISO 30415:2021 (Diversity & Inclusion)	NEW Elaboration of feasibility study and cost/opportunity assessment	Assessment date	2023

Objective	KPI	Target	Year
Advanced automation of major control towers by means of a new airport ATM platform (Electronic Strip / Radar presentation)	Testing of the system at each airport involved as per the yearly schedule	Testing date Linate	2021 ✓
		Testing date Treviso	2021 ✓
		Testing date Ciampino	2022 ✓
		Testing date Fiumicino	2023
		Testing date Olbia	2024
Approach sequence optimisation System (Arrival Manager – AMAN)	Testing of systems applied at Malpensa and Fiumicino airports	Testing date Fiumicino	2022 ✓
		Testing date Malpensa	2023
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 date	2023
“METAR AUTO” weather automation project (weather observation system with automatic messaging in the event of a contingency)	Testing of “METAR AUTO” automated weather systems at 23 designated airports	Testing date	2021 ✓

Objective	KPI	Target	Year
Integration of approaches (transfer of radar approaches from certain airports to their respective control centres of reference)	Testing and implementation of the following transfers: <ul style="list-style-type: none"> Verona to Milano ACC Trieste to Padova ACC Bari to Brindisi ACC Lamezia Terme to Roma ACC 	Testing date	2021 ✓
	Testing and entry into operation of the following transfer: <ul style="list-style-type: none"> Napoli to Roma ACC 		2022 ✓
	Testing and entry into operation of the following transfers: <ul style="list-style-type: none"> Torino to Milano ACC Venezia to Padova ACC Firenze to Roma ACC 		2023
	Testing and entry into operation of the following transfers: <ul style="list-style-type: none"> Genova to Milano ACC Bologna to Padova ACC Palermo to Roma ACC 		2024
Development of research and innovation activities related to the SDGs	NEW • Completion of 3 Enav Group research and innovation projects enabling the use of drones for environmental monitoring and civil infrastructure monitoring	Date of project closure report	2024
Research and development of artificial intelligence and machine learning algorithms, to be executed in High Performance Computing cloud environments, functional to the Group’s core and non-core activities and to sustainability issues	NEW • Number of algorithms developed on corporate business issues	Development of 4 algorithms	2024

Objective	KPI	Target	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
Convey the image of ENAV as a benchmark player in the industry in the fight against climate change and sustainable digital innovation	Number of followers on the LinkedIn (20,300 follower on ENAV LinkedIn in march 2021)	+10%	2021
Development of materiality analysis according to the «Double Materiality» concept	Identification of the new list of relevant topics	Approval date	2023
GHG Report processing	GHG Report publication	Publication date	2024
Further boost to external communication on sustainability topics	Making the short film on sustainability topics	Publication date	2024
Dissemination of sustainability topics to the younger generation through a «Generational Report»	Production of the «Generational Report»	Presentation date	2024
Integrated corporate performance reporting	Presentation of the Integrated Annual Report template to Top Management	Presentation date	2024

Objective	KPI	Target	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 organisational units	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. remote working)	Analysis presentation date	2022 ✓
Assessment on diversity management, gap analysis and action plan	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 ✓

Objective	KPI	Target	Year
Acquiring new talent with sensitivity to ESG issues	NEW Construction and validation of a new selection tool to support the assessment of the value framework on ESG issues during the talent acquisition process	Carrying out the initial selection using the new tool	2023
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 technical-operational roles	Launch of the outreach project	Launch date	2022 ✓
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 ✓

Objective	KPI	Target	Year
Achieve Group Carbon Neutrality (Scope 1 and Scope 2) by reducing emissions and the purchase of carbon credits for the proportion that cannot be reduced	Percentage of reduction of CO ₂ e emissions per year compared to the total emissions produced (38,816t – market based) and purchase of carbon credits	-23% CO ₂ e	2021 ✓
		-70% CO ₂ e (Scope 1 and 2) + Carbon Neutrality	2022 ✓
Abatement of electromagnetic energy transmitted by means of optimisation on navigation instruments	Percentage of NDB decommissioning	50%	2022 ✓
		NEW 90%	2024
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: 14.2t)	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 ✓
		45%	2022 ✓
		NEW 73%	2023
		NEW 80%	2024
CO ₂ emissions assessment: extension to Scope 3	Presentation of the assessment to top management	Presentation date	2021 ✓

Objective	KPI	Target	Year
Preparation of the Science Based Target	Obtained certification from SBTi	Certification date	2021 ✓
Implementation of energy efficiency projects	Authorisation, testing and entry into force: <ul style="list-style-type: none"> Tri-generation plant ACCROMA LED internal lighting system ACC Padova, ACC Roma and Headquarters Air conditioning system ACC Roma Radar photovoltaic plant MASSERIA (33 kW), photovoltaic plants in LAMPEDUSA (37 kW), GENOVA (17 kW), CATANIA (20 kW), NAPOLI (75 kW) 	100%	2022 ✓
	Authorisation, testing and entry into force: <ul style="list-style-type: none"> Prototype use of eco-fuels for emergency GE Photovoltaic plants ACADEMY Forlì, Brancasi, APT Brindisi Elimination of boiler Ciampino ACC 	100%	2023
	NEW Authorisation, testing and entry into force: <ul style="list-style-type: none"> Air conditioning system BT di Napoli Air conditioning system BT Bari Air conditioning system BT Malpensa Conversion of 40 emergency Ges to eco-fuels Photovoltaic plant Ustica Elimination boilers Bari e Malpensa 	100%	2024

Objective	KPI	Target	Year
Improve the Emissions Reporting Process Scope 3 — Capital Goods	NEW Implement the new calculation methodology for Scope 3 emissions - Capital Goods category	Date of implementation	2023
Defining a new approach to the circular economy	NEW Assessing the level of as-is circularity and drawing up an Action Plan	Presentation date	2023
Defining the impacts of Climate Change on ENAV's business	NEW Quantification and measurement of key business impacts	First measurement date	2023
Achievement of SBTi Scope 1 and 2 targets by 2030	NEW Definition of climate strategy to 2030 aimed at achieving SBTi Scope 1 and Scope 2 targets to 2030	Approval of strategy	2023
Reduction of Scope 3 emissions by 13.5% by 2030	NEW Definition of Sustainable Supply Chain strategy aimed at reducing Scope 3 emissions by 13.5% by 2030	Approval of strategy	2023