

- STRATEGY AND GOVERNANCE**
 - Diversity policy – composition of boards
 - Quantitative ESG KPIs for management
 - Analysis and measurement of social impacts
- POLICIES**
 - Sustainable supply chain
- TECHNOLOGICAL INNOVATION**
 - Development of plan with ESG perspective
- REPORTING AND COMMUNICATION**
 - Development of new channels of communication
- CORPORATE CULTURE AND DEDICATED PROJECTS**
 - Sustainability Committee
 - Diversity and personnel inclusion
 - Flexible working
 - Welfare: conversion of performance bonuses
- CLIMATE CHANGE**
 - Plastic free
 - Electric vehicles
 - Carbon neutrality (2022)

NEW OBJECTIVES FOR 2020

ENAV PERFORMANCE IN 2019

THE 6 PILLARS OF THE 2018-2020 SUSTAINABILITY PLAN


142 thousand kg less CO₂
 produced thanks to the generation of renewable energy


167 million of kg less CO₂
 produced due to the Free Route project


About €110 million
 of investment in infrastructure out of €116.3 million in total investment


About 108,550
 hours of continuation training and operational unit training


More than 92,300
 hours of technical operational training


100% of employees
 on permanent contract

THE PATH OF VALUE CREATION

MATERIALITY MATRIX

NEW POLICIES

- Environmental
- Human rights
- Diversity & Inclusion

PEOPLE ENGAGEMENT

- Dedicated website
- Sustainability Ambassadors
- Dedicated social media channel
- Dedicated videos
- New logo

SPECIFIC, MEASUREABLE COMMITMENTS

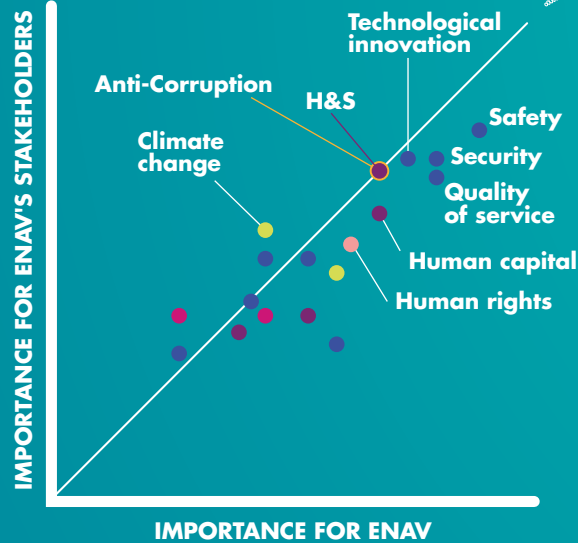
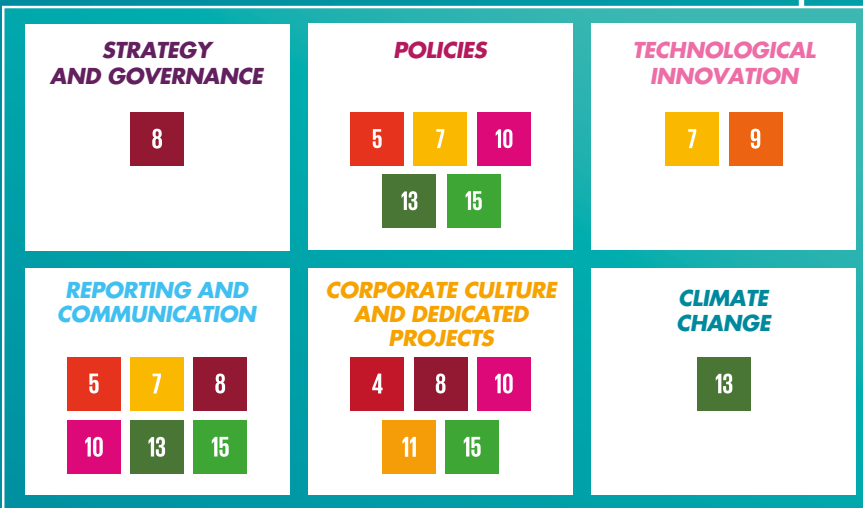
- Three-Year Sustainability Plan
- ESG KPIs in CEO and Management MBO Plans

REFERENCE STANDARDS

- RobecoSAM Assessment model
- Core GRI Sustainability Report

NEW PROCESSES

- Corporate giving
- Integrated ERP System for reporting
- Stakeholder Engagement
- Integration of Sustainability in Business Plan
- Non-financial risks integrated into ERM



THE 17 OBJECTIVES FOR SUSTAINABLE DEVELOPMENT

