



LETTER TO THE STAKEHOLDERS

With this document on sustainability prepared by the ENAV Group that we present here, we took the opportunity to systematise, for the first time, the attention that the company has always applied in considering the social and environmental consequences of its actions.

For ENAV, corporate social Responsibility encompasses caring for its employees, local communities, suppliers, the environment and its customers, but primarily it means guaranteeing flight safety.

The awareness and active participation in the daily management of this aspect is one of the fundamental prerequisites for the very existence of this company and of the people who work here.

Safety for us is synonymous with sustainability: we invest in safety, we produce safety and above all, we guarantee safety. But not only that.

ENAV is a strategic company for the Country, with great potential, made up of people and technologies of the highest level, which controls and manages nearly two million flights a year in Italian skies.

Our direct customers are the airlines, but indirectly our customers are all the passengers, the airports, the companies that manage the air transport supply chain and since one year ago, the number of stakeholders has been enriched with the presence of new private shareholders.

Our mission is also to guarantee a high-quality service and to contribute to the growth of national and European air transport, bringing efficiency and innovation within a national and international regulatory framework.

The programme for the creation of a “single European sky”, in which Italy participates, aims to increase the efficiency of the air traffic control system in terms of safety, capacity and cost-efficiency, with a consequent reduction in the environmental impact. This is a target to which all European service providers are called.

ENAV is recognised as a leading company at an international level, actively participating and guiding the main projects with high technological content and often anticipating the introduction of new operational concepts.

Even though the opening to the market has had an impact on many Group processes, what has not changed is our essence, which is our constant commitment to the core business. Safety is an essential prerequisite of our work, but the real challenge is to be able to combine it with an increasingly customer-oriented approach, one that modernises systems, creates value, and produces sustainable efficiency.

An approach that can guarantee airlines not only the possibility of flying safely but also of being able to do it using efficient routes that reduce travel times and permit less consumption. One kg less fuel also means 3 kg less CO₂ released into the environment.

For this reason, for the past 10 years the Company has been implementing the Flight Efficiency Plan (FEP), a plan that allows airlines to benefit, with increasingly efficient flight profiles, from direct routes with positive effects on costs, consumption and harmful emissions. Within this route efficiency plan, in December 2016, 5 years earlier than the term defined by the European regulation of the Single European Sky, ENAV implemented the Free Route Italy, a revolutionary project which made it possible for all aircraft flying over an altitude of 11,000 metres to cross Italian skies with a direct route without referring any longer to a pre-defined route network.

Thanks to the Free Route, in 2017, it was possible to generate an annual savings of about 30 million kg of fuel, equal to about 95 million kg of CO₂ that were not dispersed in the environment.

This is a decisive contribution towards the environment that must be added to the constant attention to the reduction in consumption, to the Green Procurement internal practices in purchases, to the development of technologies that are always more sustainable, and above all to the maximum attention that the company places on the professionalism of its human resources that constitute the engine of its business.

Being a traffic controller is not a job like any other: it requires great responsibility, the ability to manage stress and a strong team-working attitude. It is a job that is born from a great passion and for which only the best are chosen.

For these reasons, special attention is given to the development of skills through training, including on-the-job training, factors that play a decisive role in achieving objectives and in performing the delicate role that the company is called to play. Only in 2017, a total of 82,567 hours of training were carried out in the classroom and through the e-learning platform, and 159,562 hours of training on the job.

Our commitment is to continue to work on professionalization and on increasing productivity, enhancing our resources in the perspective of a growing sector that is increasingly sustainable.



CEO
Roberta Neri
[Handwritten signature]



Chairman
Roberto Scaramella
[Handwritten signature]



NOTE ON METHODOLOGY

The ENAV Group has prepared the Consolidated non-financial statement (hereinafter also referred to as “Statement”) in accordance with the provisions of Article 5, paragraph 3 (b) of Legislative Decree No. 254/2016 (hereinafter “Decree”). The document constitutes a separate report from the Report on Operations.

The Statement, prepared for the first year pursuant to Articles 3 and 4 of the Decree, in accordance with the Decree, contains information on the company’s impact on five thematic areas, namely the environment, personnel management, social impacts, human rights and the fight against corruption and bribery.

The vast reporting boundary as well the quality of the reporting reflect the principle of relevance (or “materiality”), the element envisaged by the reference legislation and which characterises the GRI standards. The GRI standards require to provide information based on the materiality analysis, which reveals the relevant and priority topics to “the extent necessary for an understanding of the company, its performance, its results and the impact produced” or which is able to substantially influence the assessments and decisions of stakeholders (see section “Relevant topics for the Group”).

In preparing the Statement, the company has adopted specific principles and methodologies provided by the most recent standards published in 2016 by the Global Reporting Initiatives (“GRI Standards - GRI-referenced option”), the independent authoritative body

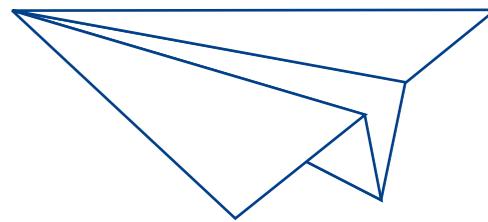
which provides models for non-financial reporting. In particular, the Statement refers to the GRI Sustainability Reporting Standards, published in 2016 by the GRI – Global Reporting Initiative as reported in the paragraph “GRI Standards used in this document” (pp. 162-165).

It should be noted that where the Group considered it unnecessary to adopt policies related to the areas referred to in Legislative Decree No. 254/2016, this is linked to the existence of effective corporate practices which do not require it to adopt specific policies on the above mentioned areas. For this reason it should be noted that the terms *Policy* refers to formalized documents, while the term “internal practices” applies to practices and praxes.

This document was approved by ENAV Board of Directors on March 12th, 2018.

The Legislative Decree No. 254/2016, provides that the Statement shall be subject to a limited assurance as established by the *International Standard on Assurance Engagements (ISAE 3000 Revised)* principle. The assurance was carried out by the company EY S.p.A.

The 2017 Consolidated disclosure of non-financial information is available on the Group’s web site (www.enav.it).



Scope of Reporting

The qualitative and quantitative information contained in the non-financial Statement refers to the performances of the ENAV Group's (hereinafter also referred to as "the Group") for the year ended on December 31st, 2017. Where available, the information included in the Statement was provided in comparison with the previous financial year.

Please note that, "the ENAV Group" refers the set of companies composed by the Parent company, ENAV S.p.A. and its subsidiaries, consolidated through the line-by-line method in the financial statements: Techno Sky S.r.l., ENAV Asia Pacific Sdn Bhd and ENAV North Atlantic LLC. Please note that the terms "ENAV" and "the Company" refer exclusively to the Parent Company ENAV S.p.A. Any limitations in the reporting scope are reported in the "Scope of identified material topics" table on page 12.

Relevant topics for the Group

On the basis of the provisions of the Decree and the principles defined by the GRI Standards, a materiality (significance) analysis of the non-financial topics of the ENAV Group has been carried out, which has allowed to identify all the aspects to report in the Statement.

The materiality analysis was conducted through three main steps: preliminary identification, evaluation and definition of the topics and, finally, their prioritisation.

The starting point of the materiality analysis were the instructions given by Legislative Decree No. 254/16, followed by the identification of potentially relevant issues on the basis of an analysis of the activities conducted by the ENAV Group, the characteristics of the sector, the approaches adopted by comparable national and international companies and the topics suggested by GRI for each economic sector. Subsequently, the topics preliminarily identified were discussed and evaluated by the top management during meetings, with the purpose of defining the most representative aspects related to the social and environmental impacts generated by the Group, as well as those topics that are able to influence the decisions of its stakeholders.

Finally, the topics identified were assessed by the same Departments based on a "priority scale" which reflected the relevance of the impact of the topic both for the Group and for its stakeholders. These topics

are represented in the following materiality matrix.

In addition to the aspects represented in the matrix, the Group considers the topic linked to "Effective Governance" as an essential prerequisite for carry out its business activities.

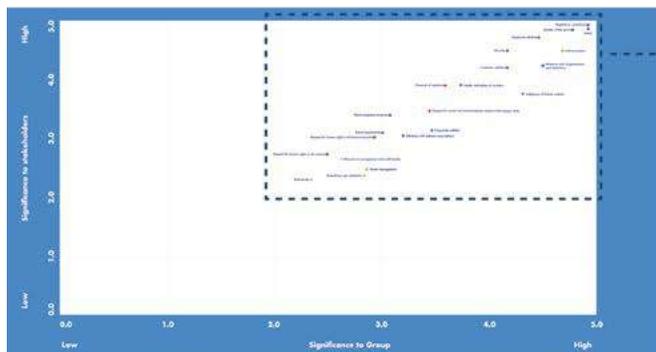
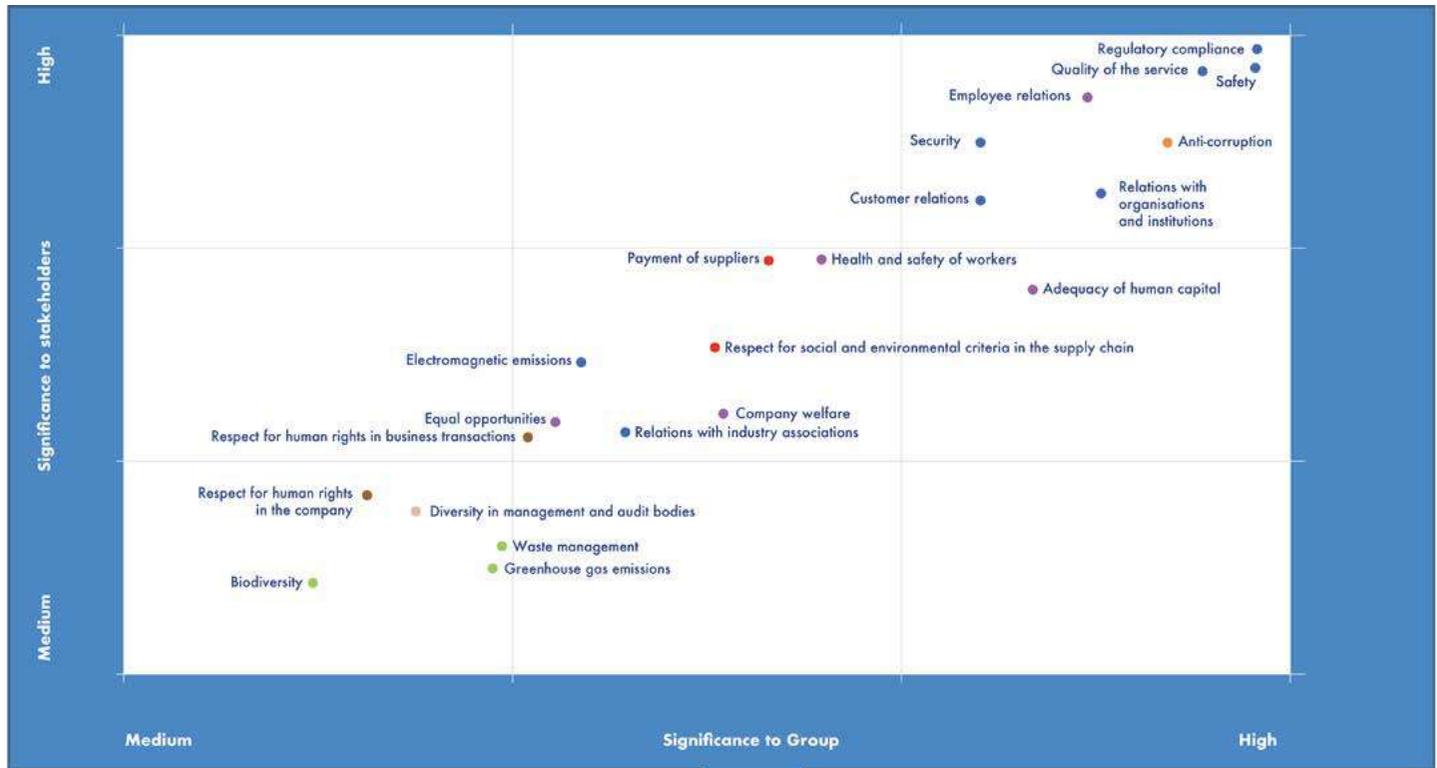
The results of the materiality analysis did not identify as "material" water consumption and polluting emissions.

The table below outlines the scope of each material topic, highlighting both the internal (Group Company) and external scope. To date, none of the topics reported in this document have a significant impact on entities external to the Group.

It should be noted that where the topic did not concern the whole Group, it was not considered relevant to the excluded company(ies) given the type of activity carried out and/or the relative geographical areas.

In addition, with reference to the topics linked to the personnel, the SICTA Consortium was also included in the 2016 scope (in particular, the relevant topics in which the SICTA Consortium is included for 2016 are "Employee relations", "Adequacy of human capital", "Equal opportunities", "Health and safety of workers"). The SICTA Consortium was placed in liquidation on March, 28th 2017.

Finally, for topics related to "Employee relations", "Health and safety of workers" and "Waste management", information related to ENAV Asia Pacific Sdn Bhd was not collected.



Effective Governance Material topic to be considered pivotal to the Sustainability Model

LEGEND

- Social
- Environment
- Personnel
- Supply chain
- Diversity
- Corruption
- Human rights

Figure 1 Material topics of the ENAV Group



TABLE: SCOPE OF IDENTIFIED MATERIAL TOPICS

Legislative Decree No. 254/2016 areas	Material topics identified	GRI Standards	Aspect scope
Social	Safety	Customer Health and Safety	ENAV S.p.A and Techno Sky
	Service quality	Approach to stakeholder engagement	Group
	Security	Customer Health and Safety	ENAV S.p.A and Techno Sky
	Relations with Organisations and Institutions	Membership of associations	Group
	Customer relations	Approach to stakeholder engagement	Group
	Payment of suppliers	Approach to stakeholder engagement	Group
	Respect for social and environmental criteria in the supply chain	Supplier Social Assessment Supplier Environmental Assessment	Group
	Electromagnetic emissions	Local Communities	ENAV S.p.A and Techno Sky
	Relations with industry associations	Membership of associations	Group
Regulatory compliance	Environmental Compliance Socioeconomic Compliance	Group	
Employment matters	Employee relations	Labor/Management Relations	Group
	Adequacy of human capital	Training and Education	Group
	Health and safety of workers	Occupational Health and Safety	Group
	Company welfare provisions	Employment	Group
	Equal opportunities	Diversity and Equal Opportunity	Group
	Diversity in management and audit bodies	Diversity and Equal Opportunity	ENAV S.p.A and Techno Sky
Anti-corruption active and passive	Anti-corruption	Anti-corruption	Group
Human rights	Respect for human rights in business transactions	Human Rights Assessment	ENAV S.p.A. and ENAV Asia Pacific Sdn Bhd
	Respect for human rights in the company	Human Rights Assessment Non-discrimination	Group
The environment	Waste Management	Effluents and Waste	Group
	Greenhouse gas emissions	Energy Emissions	Group
	Biodiversity	Biodiversity	ENAV S.p.A and Techno Sky

GRI Standards used in this document

The annex "GRI Standards used in this document" (pp. 162-165) lists the GRI Standards referred to in this Statement, as provided by the Standard GRI 101: Foundation, section 3.

