

Assodire

Slate of candidates for the office of Director
of ENAV S.p.A.

May 2020

Who we are..

- ✓ Assodire was founded in January 2020 by initiative of Fondazione ENPAM, Inarcassa and Cassa Forense, three of the largest “*Casse di Previdenza*”, *i.e.* the Italian Privatized Schemes of Liberal Professions under the Legislative Decree n. 509/1994
- ✓ As at today, its members serve more than 800.000 professionals (Lawyers, Doctors and Dentists, Engineers and Architects) and manage asset of more than 50 billion euros
- ✓ Assodire intends to be in the next future the representative association of the Italian social security investors, the pension scheme industry and of all of the domestic long-term return investors in general



Mission

- ✓ Assodire's members have significant interests in several Italian listed companies with a long term approach.
- ✓ The main purpose is to foster and promote proactive engagement with investee companies, as well as exercising voting rights attached to shares.
- ✓ Engagement should be on matters such as:
 - i. environmental and social concerns;
 - ii. corporate governance issues such as board composition and the election of independent directors, together with executive remuneration;
 - iii. compliance, culture and ethics;
 - iv. performance and capital structure.
- ✓ Assodire is actually focused in setting up its engagement policy, principles and stewardship code.



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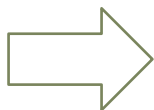
- ✓ Despite adverse circumstances, we decided to file a slate of candidates for the office of Director of ENAV S.p.A., the Italian air navigation service provider, in view of the renewal of the Board of Directors due to expiry of its term put on the agenda at the ordinary Shareholders' Meeting convened for May 21st, 2020.
- ✓ Assodire promotes the diffusion of an adequate corporate governance culture and practices.
- ✓ In particular, it believes that diversification in terms of gender, age, training and professional experience are crucial for the future Board.
- ✓ In accordance with the best practices and international standards, as well as for the sake of transparency, in the preparation of the slate of candidates for ENAV's BoD, we involved an international advisor such as Korn Ferry (<https://www.kornferry.com/>).
- ✓ The advisor's activities consisted in the evaluation and recruitment of the professionals to be candidate to the Board.
- ✓ The candidates (a short bio of which is the subject of the next slide) meet all the requirements of professionalism and independence required by the applicab and regulations.



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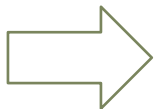
- ✓ The Slate (at disposal on the Company's website at the address www.enav.it in the section "Governance -Shareholders' Meeting 2020") comprises of 3 candidates

1. Giorgio Meo



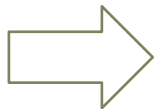
Giorgio is full professor of commercial law at Luiss Guido Carli University. During his 30 years experience, he has acted as chairman, deputy chairman, director, liquidator and international auditor at various joint stock companies of national relevance.

2. Laura Rovizzi



Laura has more than 20 years' experience in Strategy, Public and Regulatory affairs for national and international ICT, companies, national and regional authorities and highly regulated Industry (TLC; Banking, Energy and Transport) players. She has a strong background in strategic planning and multimedia marketing gained while working for some major Italian wireline and wireless operators and start-ups.

3. Camilla Cionini Visani



Camilla has a strong analytical and financial background developed in over 11 years of corporate finance and investment banks in London. Long standing in Boards non-executive roles in the corporate and financial sectors. Actively involved in governance and shareholders' value creation themes. During 15 year experience in established Italian organizations (SACE, CDP and Confindustria) widened export finance skills, added a deep knowledge of international and institutional relations, developed a wide and high profile network and lobbying capabilities.

