



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.