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Societa' : CIVITANAVI SYSTEMS

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Oggetto : Civitanavi Systems approves its
sustainability report for the year 2022, the
first for the company

<i>Testo del comunicato</i>

Vedi allegato.

PRESS RELEASE

CIVITANAVI SYSTEMS APPROVES ITS SUSTAINABILITY REPORT FOR THE YEAR 2022, THE FIRST FOR THE COMPANY

Pedaso (FM), June 28th 2023 - **Civitanavi Systems S.p.A.**, (EURONEXT - CNS), a company active in the design, development and production of inertial navigation and stabilisation systems (the '**Company**' or '**CNS**') announces that the Board of Directors, on June 27th 2023, approved the Sustainability Report 2022, the company's first ESG-related reporting document, which was prepared on a voluntary basis and was not subject to limited review by an independent auditing firm.

Andrea Pizzarulli, Managing Director of Civitanavi Systems, announced *"With the publication of our first Sustainability Report, we have put on paper Civitanavi Systems' environmental, social and governance objectives. Among the key principles that guide our activities are transparency, integrity, and respect towards all our stakeholders. We have a special bond with our people, and it is to them that we wish to guarantee well-being through continuous training, health support and safety at work, because thanks to these factors we ensure Civitanavi's success and the high quality and innovative standards of our products. In order to reduce our environmental impact, we are transitioning the supply of electricity to renewable sources and the installation of photovoltaic panels in our plants. To be a high-tech company, our commitment requires us to put a responsible and value-creating approach for all stakeholders of our company at the centre of our growth strategy according to ESG principles."*

Civitanavi Systems' commitment to sustainability is realised with the publication of the company's first Sustainability Report, voluntarily prepared through the process of *Accountability* of Key ESG Impacts. The report identifies **9 measurable goals** that refer to the United Nations 2030 Agenda and the SDGs - Sustainable Development Goals, defined around **12 material themes**, which are grouped according to the ESG (**Environmental, Social, Governance**) classification of the EU Directive 2022/2464 (CSRD).

In 2022, the most relevant milestones achieved in each area were:

ENVIRONMENTAL

The focus on environmental issues, particularly in relation to climate change, has led Civitanavi Systems to convert its energy profile to **supply electricity from renewable sources** and to build a photovoltaic plant by the end of 2024. In 2022, agreements were signed with **Guarantee of Origin (GO)**, for the purchase of electricity from renewable sources, certifying the origin of the sources used to produce renewable energy and therefore registering an increase in the incidence of **renewable sources** to **50%** of the **total energy consumed**.

SOCIAL

Civitanavi's commitment to human resources is expressed through a plan for the professional and training development of its people. In fact, in 2022, an average of 32.9 hours of training have been provided for each individual employee, creating a corporate welfare system that promotes the wellbeing

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of employees and contributes to a suitable insertion in the world of work for the new generations. Among the measures adopted in favour of its employees, in addition to having introduced organisational solutions to reconcile work and lifetimes, the company has taken out a **collective health insurance policy** with the aim of providing concrete economic support for specialist visits and check-ups to all its employees, so to guarantee assistance in dealing with moments of particular need.

Civitanavi Systems demonstrates its commitment to creating a dynamic environment that fosters equal opportunities, diversity and inclusion for all its employees. In fact, by the end of 2022, **36%** of managerial roles are held by **women** and **37.2%** of the workforce is made up of **people under the age of 30**.

Civitanavi also achieved the **ISO 9001:2015**, **EN 9100:2018**, **ISO 45001:2018** and **ISO/IEC 27001:2013** certifications to ensure a high standard of quality and security levels suitable for the long life of its services and products offered. The standard allows for an integral approach to information security in all relevant areas: from digital documents to paper documents, to hardware equipment (computers and networks).

GOVERNANCE AND ECONOMIC VALUE CREATION

In accordance with the Corporate Governance Code, Civitanavi has established a Remuneration and Appointments Committee and a Control and Risk Committee, and has adopted Model 231, a set of principles and operating rules that govern Civitanavi's internal operations. An integral part of this model is the Code of Ethics, which defines the general ethical values and principles to which the Company conforms. The Company is managed by a Board of Directors of which **28.57%** are **women**.

Civitanavi confirmed its positive economic trend, rising from EUR 25.1 million in Total Revenues as of December 31st, 2021, to EUR 34.4 million as of December 31st 2022, a growth in terms of Total Revenues of 37%. The **economic value distributed** amounted to **75%** and was allocated to suppliers as well as local employees. An important element in the ESG strategy is the technological innovation of its products and services, to which about **5% of total revenues** were directed, with the intention of generating economic development and a positive environmental and social impact for the community in the area, and to expand, in the long term, the number of innovative and research projects with schools, universities and national and international research centres.

The Sustainability Report 2022 is available in the Investors / Financial Documents of the Company website <https://www.civitanavi.com/investors/documenti-finanziari/>

The press release is available in the Investors section of the Company website www.civitanavi.com/investors/comunicati-stampa/

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Civitanavi Systems, born as a start-up in 2012, is one of the main players in the design, development and production of inertial navigation and stabilization systems used in the aerospace and defense sectors in space, terrestrial, aeronautical, naval and industrial, mining and oil & gas. The Company vertically provides high accuracy systems, designed and manufactured with methods, techniques and algorithms based on FOG (Fiber Optic Gyroscope) and MEMS (Micro Electro Mechanical Systems) technology, also integrated with devices for satellite navigation. Today it carries out its activities in Pedaso (FM) and in other locations, in Ardea (RM), in Casoria (NA) and in Turin (TO), counting on a staff of around 160 employees operating throughout Italy.

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