

PRESS RELEASE

CIVITANAVI SYSTEMS STRENGTHENS CORPORATE WELFARE POLICY AND CONTINUES WITH ITS GROWTH PATH

The Marche-based company has chosen to protect its employees with a group policy for serious illnesses provided by Intesa Sanpaolo

Pedaso (Fermo), January 24th 2023 - One of the leading international players in the field of research, design and production of high-tech navigation and inertial stabilization systems, Civitanavi Systems (EURONEXT MILAN: CNS.MI), confirms the importance of a corporate welfare system that promotes the wellbeing of its employees, for which it has signed a group policy with Intesa Sanpaolo to protect them from the economic costs that can occur as a result of serious illness.

In fact, the company's top management has decided to provide concrete support to all employees, distributed between the head office in Pedaso (Fermo) and the offices in Ardea (Rome) and Casoria (Naples), guaranteeing economic support to cover health expenses related to specialist visits and check-ups by taking advantage of the welfare solutions offered by Intesa Sanpaolo, which assures assistance when dealing with issues of particular need linked to the onset of serious illness and shares similar ethical and social values of doing business.

Civitanavi Systems, founded as a start-up in 2012, is a leading player in the design, development and production of inertial navigation and stabilization systems used in the aerospace and defense sectors in the space, land, aeronautical, naval and industrial, mining and oil & gas sectors. The Company supplies high accuracy systems designed and manufactured using methods, techniques and algorithms based on FOG (Fiber Optic Gyroscope) and MEMS (Micro Electro Mechanical Systems) technology, also integrated with satellite navigation devices.

Since February 2022, Civitanavi has been listed on the main market of the Italian Stock Exchange, Euronext Milan, and carries out its activities in its offices in Pedaso (FM), in Ardea (RM) and in Casoria (NA), counting on a workforce of 150 highly qualified employees.

Andrea Pizzarulli, Managing Director of Civitanavi Systems: *"People are at the heart of our development strategy and their well-being is a factor that, as a responsible company, we wish to support and promote. Civitanavi Systems is facing a challenge that involves us all, united to bring the expected results all together. Last year we listed on the Italian Stock Exchange in the Euronext Milan market. This achievement has allowed us to compete internationally and to attract both authoritative and high-profile partners such as Intesa San Paolo, as well as national and international talents who have enriched our team. Corporate welfare is therefore a strategic asset for a company like ours, which makes excellence its flagship, and which at the same time wishes to create a corporate environment based on the development and wellbeing of the people who work here, also understood as concrete support for themselves and their families".*

Alessandra Florio, Regional Director Emilia-Romagna and Marche of Intesa Sanpaolo: *"Corporate welfare can and must increasingly constitute an element of stimulus for the production system, contributing significantly to improving the corporate climate, the social role and competitiveness of our companies. The collaboration with a company of*

excellence such as Civitanavi Systems is particularly important for us because it takes place with an SME that is a successful example of a project with a high innovation content and once again testifies to our commitment to a growth of the economic fabric inspired by criteria of social sensitivity".

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 two other locations, in Ardea (RM) and in Casoria (NA), counting on a staff of 150 employees operating throughout Italy.

Intesa Sanpaolo is the largest banking group in Italy - a point of reference for families, businesses and the real economy - with a significant international presence. Intesa Sanpaolo's distinctive business model makes it a European leader in Wealth Management, Protection & Advisory and characterises its strong digital and fintech orientation. An efficient and resilient bank, it is the parent company of product factories in asset management and insurance. Intesa Sanpaolo's strong commitment to ESG foresees, by 2025, EUR 115 billion of impact financing, earmarked for the community and the green transition, and contributions of EUR 500 million to support people in need, positioning Intesa Sanpaolo as one of the world's leading banks in terms of social impact. Intesa Sanpaolo has made Net Zero commitments for its emissions by 2030 and by 2050 for its loan and investment portfolios, asset management and insurance business. A staunch supporter of Italian culture, it has developed a museum network, the Gallerie d'Italia, which houses the bank's artistic heritage and artistic projects of recognised value.

Information for the press

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