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Nuovo Trasporto Viaggiatori

Sustainability Report

2019

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Nuovo Trasporto Viaggiatori

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Sustainability Report

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

the last 12 months have once again seen ITALO as a protagonist of excellence in the context of the national transport system. The investment plan made since 2012, culminating with the purchase of the 22 new EVO green trains, whose delivery and implementation will be completed early in 2020, has further strengthened the company's presence on High Speed lines, arriving in 2018 to move over seventeen million passengers. A single fil rouge has linked the various strategic elements of success: achieving the sustainability objectives defined in mid-2018.

The attention to the environment is for ITALO as well as an added value also a necessary condition to ensure a sustainable future and a fair development. Since the beginning, ITALO has focused on the value of sustainability, as one of the main drivers of the company: not by chance was the first railway company in the world to use Alstom AGV 575 trains, innovative trains in terms of environmental sustainability also, cutting-edge trains that produced a significant annual saving of energy as well as a remarkable reduction in CO2 emissions. ITALO's fleet is composed of trains built with 98% recyclable materials such as aluminum, steel, copper and glass, and designed for the highest speeds, combining technology, safety, energy saving and respect for the environment.

Our people are a lever of success. It is important to emphasize that 95% of ITALO personnel attended certified training courses within the company, thus

ensuring a high level of knowledge and competence among the staff. 2019 also began with the signing of the new contract with the trade union parties, which led to the expansion of welfare policies. Finally, a new recruitment campaign is in progress. It will end in 2021 with the entry of 500 new figures at all company levels.

Quality of service, with the centrality of the customer, respect and enhancement of the local communities represent the other two main elements of the sustainable development's policies of the corporate business. The commitment of these twelve months culminated with the participation of ITALO at the 2019 Sustainable Development Festival promoted by ASVIS last June, a commitment that will be increasingly important in the coming years, especially in light of the awareness in place regarding the so-called "climate change". About a third of CO2 emissions are emitted by the transport sector and it is for this reason that it is necessary to move towards more sustainable transport from an environmental point of view, while keeping in mind the element of cost-effectiveness. The achievement of this environmental, economic and also social efficiency is the primary objective that ITALO has set itself and for which it is working with commitment and determination.

Luca di Montezemolo
Chairman



ITALO RESULTS

Flavio Cattaneo Executive Vice Chairman

“With a profit of almost 93 million euros and revenues of over 570 million euros, ITALO is demonstrating how a responsible governance, together with the commitment to respect and protect the environment (a characteristic inherent in our DNA) and a growing attention towards sustainability, are the driving force for a constant and growing development of the company and of all those who interact with it: customers, employees and suppliers. ITALO has had to face many challenges from the first day, and the most important is undoubtedly the sustainability. The three synergic aspects that are part of it, environmental, social and economic, have always been combined together to arrive at a clear definition of progress and well-being. After the first report we started a process of inclusion of all the company areas on the theme of sustainability with the primary purpose of achieving lasting and growing success in social responsibility. Together we therefore drafted our sustainability plan for 2018/2019 which primarily focused on a governance model that integrated sustainability into the corporate mission. Three priority areas of intervention have emerged aiming at the well-being of people, with the improvement of health and safety, the reduction of environmental impacts and finally the social and economic development of the communities in which we operate.”

Gianbattista La Rocca Chief Executive Officer

“This year has been an important year: we reached 17 million passengers and an airline load factor, with positive and improved financial data compared to the previous ones. All this without ever losing sight of our policies for sustainable development, for which we always work with commitment and determination. Through integrated projects, we have saved energy, reducing 160,000 tons CO2 thanks to our green trains, saved paper and reduced water consumption by 5%. The investment in safety for our passengers, able-bodied travelers and even more if with reduced mobility, was high, and for our people, with an integrated system of health and safety at work. And it is precisely towards our people that we have directed our efforts in 2019, implementing expansionary policies, signing the company collective agreement and a merit-based performance award that enhances the most virtuous behaviors. A structured and selective recruitment process, which envisages new entries for the three-year period regarding more than 500 resources (250 only in 2019) and which puts the candidate at the center to attract the best. And when you become one of us there is a strong focus on internal growth and succession planning, combined with challenging training processes that guarantee the development of a strong corporate identity. In fact, staff turnover is very low, around 3 - 4%. Our commitment is to continue in this direction, and also for 2020 we aim to improve all the sustainability parameters. One for all: from January 2019 to today, over 50% of the resources assessed for career advancement are women.”



BALANCE SHEET DATA

BALANCE	2016	2017	2018
REVENUES (mln€)	364.4	454.9	571.6
EBITDA Adjusted (mln€)	95.0	155.7	212.0
BUSINESS PROFIT (mln€)	32.7	33.8	92.9
TRAVELERS (mln)	11.1	12.8	17.5

BALANCE SHEET DATA

ENERGY	CO2 EMISSIONS	PAPER	WATER
10% reduction in electricity consumption compared to the previous year (-650,000 kWh / year of energy per train)	Parallel reduction of CO2 emissions of over 160,000 tons	Savings of 36,600 kg of paper, equivalent to 62,220 kg of CO2	5% reduction in water consumption compared to the previous year

PERSONNEL

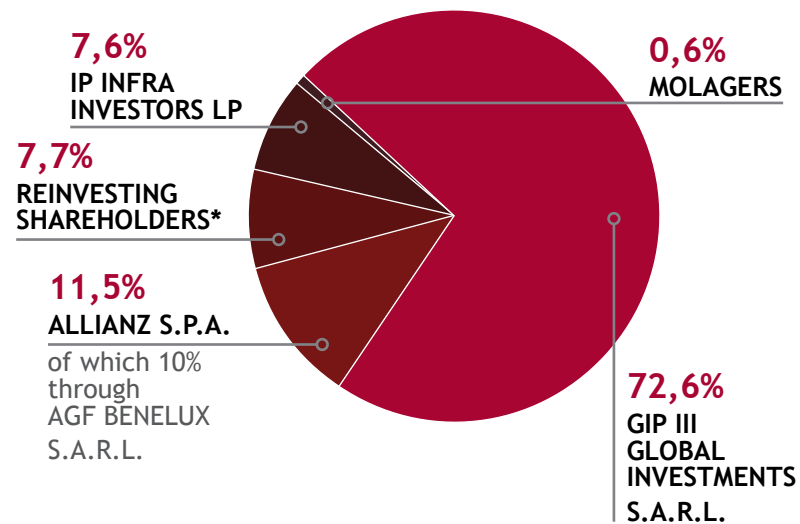
DATA	2019
TURNOVER	3-4 %
TRAINING COURSES PARTICIPATION	95%
MEN/WOMEN BALANCE	56/44
GRADUATES	more than 33%
ENGLISH SPEAKING	100% train and station staff



THE COMPANY

ITALO places increasing attention on the quality of service provided and customer satisfaction. Thanks to its fleet, it offers trips full of entertainment experiences and personalized services, in maximum comfort, and designed for the different needs of every type of traveler. On each train there are four travel environments: **Smart**, to offer great quality at competitive prices; **Prima**, dedicated to those seeking comfort together with a careful and attentive service; **Comfort**, a perfect mix between the first two; finally the **Club Executive** for the most demanding. **The company is highly innovative as it is the leading private Italian operator on the high-speed rail network.** From the first day it focused on innovative trains that contributed to the sustainability objectives that ITALO has always set for itself. From this point of view, it has become the first operator in the world to use the Alstom AGV 575 train, holder of the railway speed record, traveling up to 360 km/h. **ITALO's success is also due to the commitment it puts into optimally managing health&safety in the workplace and promoting the human and professional growth of its employees.** ITALO believes in training and prevention as essential tools for business success and, above all, to creating human and professional value in its employees. To enhance the role of the collaborators, as people, within the company, there is a welfare system made **to measure**, to facilitate the employees even outside the working world.

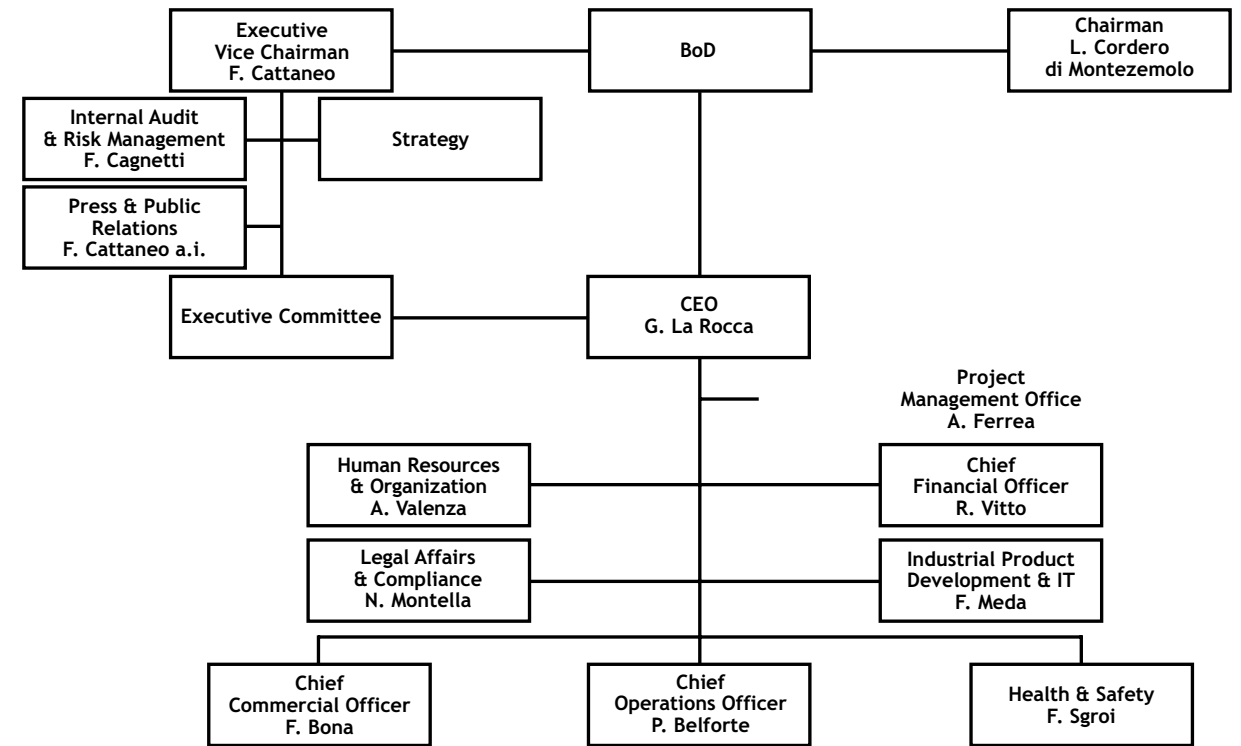
Shareholding structure



REINVESTING SHAREHOLDERS

- Luca Cordero di Montezemolo through **MCG HOLDINGS S.R.L.**
- Flavio Cattaneo through **PARTIND TRE S.R.L.**
- Giovanni Punzo through **MDP TRE S.R.L.**
- Isabella Seragnoli through **MAIS S.P.A.**
- Alberto Bombassei through **NUOVA FUORB S.R.L.**
- Peninsula Capital through **PII1 S.A.R.L.**

Organizational structure



BOARD MEMBER

- **Chairman**
Luca Cordero di Montezemolo
- **Executive Vice Chairman**
Flavio Cattaneo
- **Chief Executive Officer**
Gianbattista La Rocca
- **Board member**
Michael McGhee
Philip Iley
Andrew Gillespie-Smith
Scott Stanley
Christoph Holzer
Ines Gandini

THE COMPANY

Mission

The demand for mobility in our country is constantly growing and ITALO, thanks to its high quality services, intends to satisfy an ever larger part of it. Its mission is to **offer safe, reliable and technologically advanced services** to travelers on High Speed lines. This is not a static parameter, it provides a continuous improvement of the service to respond with ever greater quality and efficiency to the wishes of our travelers in full compliance with the company values.



Values

SAFETY

ITALO pursues the **safety of travelers, workers and rail traffic at 360°**: training of all personnel on safety precautions and procedures, trains with structural characteristics that guarantee optimal safety, presence on board of some trains of Polfer agents and equipment of an semi-automatic external defibrillator (AED) are some examples of the actions that the company has implemented.

HOSPITALITY

In order to pursue the company mission in the most effective way, ITALO has adopted, as a success factor, ensuring a quality service aimed at meeting the needs of travelers. For this reason, the company wants to build a trustworthy and collaborative relationship with travelers, lasting over time, opening the doors of one's home with heart and attention. For ITALO, **welcoming is a synonym of delivering a service aimed at a large public**, taking care of the different needs of each customer with great attention. For this reason, a lot of time is spent to innovate and constantly improve the offered service.

QUALITY

The pride of the on-board service is the **availability and courtesy of the staff**, always ready to meet the needs of travelers in a professional and careful manner, together with the cleanliness and efficiency of all environments. In all four environments available on board the train (Club Executive, Prima, Comfort, Smart) **excellence is total** with different levels of service.



SUSTAINABILITY

The work carried out in the first half of 2018 by ITALO, which led to the drafting of the I Sustainability Report, represented an important incentive to **implement a sustainability path that would increasingly involve the company**, continuing to create value for all the stakeholders: travelers, employees, partners and the local communities that, through the train, ITALO reaches and crosses every day. With a clear and constant focus on this goal, a confrontation was initiated as of July 2018 that led to the definition of concrete objectives through integrated projects aimed at pursuing a positive impact that affected the customers, through the service provided, the people, the environment, the community. To do this we started from the corporate governance and from the comparison with the managers of the various areas that led to the drafting of the **2018-19 Sustainability Plan**, including the objectives to be achieved in the current year, and which represents the basis for the drafting of this **II Sustainability Report**.

MARKET PRESENCE

With a fleet of 25 Alstom AGV trains and 22 (by the beginning of 2020) new Alstom EVO green trains,

ITALO is present daily on the national high-speed network with **98 daily trips** connecting **25 cities** and **30 stations**: Salerno, Naples, Naples Afragola, Rome Termini, Rome Tiburtina, Florence Santa Maria Novella, Bologna Centrale, Reggio Emilia AV Mediapadana, Milan Rogoredo, Milan Central, Turin Porta Nuova, Turin Porta Susa, Padua, Rovigo, Verona Porta Nuova, Rovereto, Trento, Bolzano, Venice Mestre, Venice Santa Lucia, Brescia, Bergamo, Ferrara, Vicenza, Desenzano, Peschiera and the new entries Udine, Pordenone, Conegliano and Treviso. From December 2015, ITALO has also made available to its travelers an innovative inter-modal rail-rubber transport system, called **ITALOBUS**. In this way ITALO brings high speed where it was not present: from the station of Reggio Emilia AV Mediapadana you can get to Parma, Cremona, Modena and Mantua; from Venice Mestre instead Longarone, Tai di Cadore, Valle di Cadore, Venas, Peaio, Vodo, Borca di Cadore, San Vito di Cadore and Cortina are reachable; from Salerno you can reach Picerno, Potenza, Ferrandina, Matera, Sala Consilina, Lauria, Frascineto (Castrovillari) and Cosenza and from the AV station of Afragola you can finally reach Caserta, Benevento, Pompeii, Herculaneum and Sorrento.



RESPONSIBLE GOVERNANCE

The SDG's for Italo

Among the many challenges with which ITALO has faced since day one, the most important and demanding is certainly the **environmental, economic and social sustainability**. The three aspects have always been considered in a synergistic and systemic relationship, combined in different measure to reach a definition of progress and well-being due to overcome the traditional measures of wealth and economic growth.

SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



From an in-depth discussion with the stakeholders and on the basis of in-depth discussions with the various areas involved, the importance of maintaining the same sustainability pillars identified for the drafting of the I Report, and more for the 2018-2019 edition, emerged specifically the following SDGs:



Unlike last year, it was decided to prepare the Report by dividing it into four areas of intervention (**People, Service, Environment, Community**) and defining which of the five SDG's have an impact on them.

Sustainability Plan

Following the drafting of the I Sustainability Report, from July 2018 ITALO started an inclusion process of the various company areas on sustainability. **The company's involvement at various levels has in fact been strategic for the full achievement of the objective.** Success in social responsibility can only be achieved if the organization is involved at the level of individual departments with full awareness. Without this kind of inclusion, sustainability efforts would stagnate and eventually they would be doomed to fail. In September 2018, therefore, a Sustainability Plan was drawn up focusing on the desired impact along the following guidelines:

- Promotion of a **governance model capable of integrating sustainability into the corporate mission** and promoting a responsible supply chain, respecting the well-being of stakeholders.
- Promotion of **people's well-being**, with particular attention to improve health&safety.
- **Reduction of environmental impacts.**
- Promotion of **social and economic development of communities.**

The following are the objectives set for 2018-19, which have been largely achieved:

GOVERNANCE

- Administration of Sustainability Assessment.
- II Sustainability Report.
- Selection of suppliers through new software that takes into account some environmental aspects (ISO 14001 possession, necessary authorizations, registration, etc.).
- Preparation of a business communication plan through which to inform employees about the company's performance.

WELFARE

- Implementation of the Welfare Plan with benefits extended to all personnel.
- Inclusion of greater time flexibility for Staff personnel.
- Renewal of the Contract with new pay parameters (fixed and variable).
- Establishment of mechanisms for involving employee representatives through committees on matters relating to safety at work, welfare and equal opportunities, and training and development.
- Training plan for all personnel focused both on technical skills and on human and managerial qualities.



RESPONSIBLE GOVERNANCE

REDUCTION OF ENVIRONMENTAL IMPACT

- Implementation of new separate collection methods.
- Annual environmental audit program to verify compliance with environmental standards and procedures in all ITALO locations.
- Use of energy-saving office equipment: led lights in ITALO headquarters and lounge.
- Incentives for employees to use public transport.
- Implementation of a plan for the recovery, re-use and recycling of products.
- Implementation of a “green” internal communication campaign.
- Reduction in electricity, paper and water consumption compared to 2018.

COMMUNITY SOCIAL AND ECONOMIC DEVELOPMENT

- Fund raising activities on specific community support initiatives.
- Agreements to support no-profit organizations at the local level.
- Integration by ITALO of charitable donations made by employees.
- Extension of agreements to support social commitment.
- Extension of agreements for culture promotion.

Ethical Code

ITALO has adopted a Code of Ethics that contains the ethical principles and values that must inspire the conduct and behavior of all the company’s stakeholders. The document also responds to the need for transparency that comes from the commitment to a sustainable business. Seven principles of ethics have been identified:

1. Legality

Compliance with the regulations in force in all coun-

tries where the company operates is an essential principle. ITALO will not initiate or continue any relationship with anyone who does not intend to comply with the above principle.

2. Integrity

The term integrity means the correctness, honesty and loyalty in internal and external relationships.

3. Transparency and professionalism

ITALO carries out its activity by committing itself to carry out the tasks and responsibilities assigned in a diligent manner and appropriate to the nature of the same.

4. Equality and non-discrimination

The company recognizes the equal dignity of all those involved in its activities and does not allow any form of discrimination.

5. Confidentiality

The information in ITALO’s possession is confidential,



in order to protect the physical and moral integrity of individuals, safeguarding their private life.

6. Enhancement of human resources

The skills and attitudes of the employees are valued by ITALO in view of their human professional growth, promoting the development of skills, the attitude to mutual collaboration and co-responsibility towards the company.

7. Environmental protection

The environment is recognized as a primary asset by ITALO which promotes its protection.

Assessment and work-related stress management

ITALO, in compliance with the obligations established by the current legislation, has carried out the assessment of the risks related to work-related stress (WRS) for its employees, applying the method for the assessment and management of the work-related stress risk INAIL.

In compliance with the provisions of the aforementioned methodology, a specific Working Group was formally established, in charge of the evaluation procedure. The Work Group has identified **10 Homogeneous Workers Groups (WHs)** divided between

the **Traveling Division** (train drivers, train managers and on-board personnel), the **Operations Division** (personnel present at the station, plant personnel and operational coordination structures) and **Personnel from Staff** (non-operational headquarters staff, managers, sales managers and drivers). For each WH, the so-called sentinel events were analyzed which, through the collection of objective data relating to the years 2015/2016/2017, allowed the detection of information concerning the presence and possible direct / indirect effects of work-related stress. All data relating to risk factors related to the content and context of the work were also collected, by filling in specific control checklists.

Although the aforementioned preliminary assessment phase gave an overall non-relevant risk as a final outcome, the **INAIL Indicator Instrument Questionnaire** was administered to a sample of workers representative of the homogeneous groups identified, in order to collect the workers’ perception of the potential factors of organizational risk. This investigation activity returned as a result a **substantial low risk** in relation to the **presence of perceived stress conditions**, subject to certain specific aspects having “medium risk”, managed by ITALO through a specific Improvement Plan showing the risk reduction measures adopted.





PEOPLE



The success of ITALO is based on its collaborators. For this reason the company continues every year an **increasing commitment in the optimal management of health and safety in the workplace**, while promoting the human and professional growth of its employees with friends of intervention ranging from welfare to training to participation in social activities.

Internal communication

In a society where communication plays an increasingly prominent and strategic role within companies and organizations, ITALO has designed a **new Internal Communication Model** in order to:

- promote and enhance moments of direct dialogue between ITALO people;
- guarantee timely and transparent information on company news and business.

The theoretical foundations on which the Company's Internal Communication Model is based have been built thanks to a careful analysis of the internal communication needs of the ITALO population. Human Resources, through interviews with Top Management, focus groups and online surveys, have given the opportunity to each Professional Family to express their own judgment and directly contribute to establishing the determining elements that must be part of ITALO's Internal Communication.

Thanks to the results obtained, a new communication model was born that involves the use of two communication channels: a **territorial channel** that provides for the organization of meetings on the territory (Executive Roadshow & Line Meet Up) on the ITALO network and has the goal of creating a direct line between management and collaborators, sharing institutional information, business prospects, innovative ideas, results and opinions; a second **digital channel** which, thanks to the support of new technologies, allows both the use of a video conferencing platform thanks to which top management can interface with the entire ITALO population, and the creation of a personalized monthly Newsletter with which to share all the latest news from the ITALO world.

Furthermore, ITALO's propensity to be continuously projected into the future has led to a profound internal technological restructuring. The Human Resources and Organization function constantly collaborates with the Information Technology unit to guarantee new smart work concepts and new digital tools that favor the activities of all employees. The entire company Intranet is currently being updated.

Welfare

Corporate welfare available to personnel has a significant value and aims to improve the quality of life and well-being of employees and their families.

iTALES, an innovative and constantly evolving project, includes four areas such as **Care, Culture, Engagement** and **Balance**. Thanks to this project, the employees have at their disposal a **Flexible Benefit system that allows them to take advantage of multiple beneficial goods and services** such as service expense reimbursements health care, school fees, purchase of shopping vouchers, petrol vouchers, gym passes, trips, booklet of cinema tickets and magazine and newspaper subscriptions. Health and accident prevention policies have also been stipulated in favor of the employee and his family members.

There are also different collaborations that directly involve the ITALO team, such as the one with **SUSAN G. KOMEN ITALIA**, which allowed all employees to perform breast, dermatological and thyroid screening for free. Another service started in the summer of 2019 in collaboration with **EUDAIMON** is 'Al Tuo Fianco': every employee can request support from the company through a tutor who will meet him at home or at work and with whom he can face his own need or the need for a family member looking for the best solution together. Last only in chronological order is the partnership with **LIFE BASED VALUE**, the tech company that develops and promotes innovative solutions for increasing human capital in the company thanks to the MAAM® proprietary training method. The formation of the MAAM® course will allow ITALO new mothers and new dads, and even those who are already parents, to follow a real Master's degree in which to develop new skills to be exploited also in the workplace.

Social activities

ITALO supported the PAINTED HOSPITALS project, supporting the **"DONATE IS LIFE" ASSOCIATION** with the Aquarium project at the Monaldi hospital in Naples. All ITALO employees spontaneously donated through their pay packet and the company then doubled the value of employee donations by paying the amount of the total amount collected to realize the dream of the little patients transforming the department into

an exciting underwater painting world by Silvio Irilli, artist and Founder of Ospedali Dipinti.

Employees in number

ITALO currently employs 1,220 people, composed of a workforce (including the people involved in the training processes for the new fleet of 22 EVO trains) as detailed in the table:

AREA	NUM. EMPLOYEES
GENERAL EMPLOYEES	1.220
TRAIN MANAGER	221
HOSTESS&STEWARD	236
STATION STAFF	125
MACHINERIES	242
STAFF	264
EMPLOYEES OPERATORS	71
ASSET MANAGEMENT	18
COORDINATION STAFF	43

Following the strategic choice of service excellence, customer focus and the continuous development and training of its employees, the workforce is almost entirely internal, with the exception of some services that have been outsourced (such as contact center, maintenance and cleaning for example) and this is one of the strengths that differentiates ITALO from its competitors.

As already indicated among the results achieved, some important data of interest are reported below by memo:

DATA	2019
TURNOVER	3-4%
TRAINING COURSES PARTICIPATION	95%
MEN/WOMEN BALANCE	56/44
GRADUATES	more than 33%
ENGLISH SPEAKING	100% train and station staff

Selection, management and development

Since its establishment, the major ITALO's shareholders and the Board of Directors have developed a clear **strategy for selecting and developing personnel with**

PEOPLE

the aim of structuring a strong sense of service culture and corporate belonging within the company.

First of all, the ITALO recruitment process is highly structured and selective, with particular attention to relational and linguistic skills. New recruits are selected with particular attention to **development potential**. The selection respects the criteria of technical competences, thoroughly tested during the interview by the line managers through practical tests. **An important aspect is represented by the motivational side and the actual potential of employment of the person**, analyzed also in the individual or group interview phase, through assessment centers built ad hoc for the position.

In 2018, the Human Resources function implement-

ed the use of **innovative techniques to attract the best candidates and screen candidates**, placing an important focus on people's needs, putting the candidate at the center of the process. The **selection processes are carried out partly online**, through the administration of tests, compilation of questionnaires and video interviews, aimed at assessing the minimum competences for accessing the candidacy. This modality allows both to speed up the process in terms of speed and to focus only on the best candidates. The focus remains on the **quality of the process**, through in-depth and structured individual interviews conducted together with the direct managers.

ITALO has chosen to put the candidate at the center, paying attention to the issue of career orientation through



the use of gamification techniques included in the application phase and continuing to be present in the area with Career and Talent Day, moments of meeting and discussion on work topics and professional aspirations. These innovative techniques present direct feedback in terms of the effectiveness of the selection process, which led to the **inclusion of a total of 250 employees in 2018**, both among the operating staff and staff. To date, the applications received via the Corporate website amount to almost 43,000, without considering the over 16,000 related only to operating positions. **In the three-year period 2019-2021, according to the recruitment plan, another 560 entries are planned.** These numbers underline how the company is in a phase of growth and consolidation of its workforce.

Once the staff has been recruited, a strong focus is placed on the **development of the internal career**, providing employees with clear opportunities for career advancement with an internal policy that favors internal growth, especially in the operational sphere (and not only) and which foresees recourse to external searches only when strictly necessary. The adoption of this policy contributes to the creation and development of a **strong corporate identity**.

ITALO takes a **pro-active approach to succession planning**. The Human Resources function manages this aspect, collaborating with all the company departments to identify the key resources in possession of motivation, potential and leadership capable of covering organizational positions gradually increasing. As an example, during 2019, 23 job postings were launched for internal staff, to which 254 resources have subscribed. In eight months, the potential assessment process has allowed for the identification of 55 resources in possession of the requirements to hold different positions, 38 in operational roles and 17 in staff roles, fostering a constantly evolving system of transition and professional growth. These trends are destined to be confirmed and further increased during 2020 and 2021, also and above all in relation to the plan to enter new trains and increase production capacity.

Training

All ITALO personnel are recipients of training courses organized by the company. In this regard, the highly specialized **internal Training School** on technical and

regulatory issues represents a flagship of the company. In parallel with the technical skills, during 2018 and in the first half of 2019, ITALO developed a strong focus on soft skills through the implementation of several **experiential training projects**. More in detail, ITALO has capitalized on the training investment implemented in 2018 through the realization, in the first half of 2019, of a new training intervention that used the sports metaphor, aimed at reinforcing the awareness of the value of its role within the entire organization. In this way a virtuous path inaugurated in 2018 was completed and a concerted activation of about 500 participants was carried out at a cognitive, emotional and physical level, preparing for continuous training (lifelong learning).

Alongside these initiatives, again in 2019, ITALO inaugurated an **individual and group coaching program** aimed at managerial figures, and will launch training initiatives for middle management and focused on managerial topics throughout the year.

Finally, the attention to the development of **linguistic skills** is always strong, with the provision of individual training courses on the business English (both in presence and on online platform).

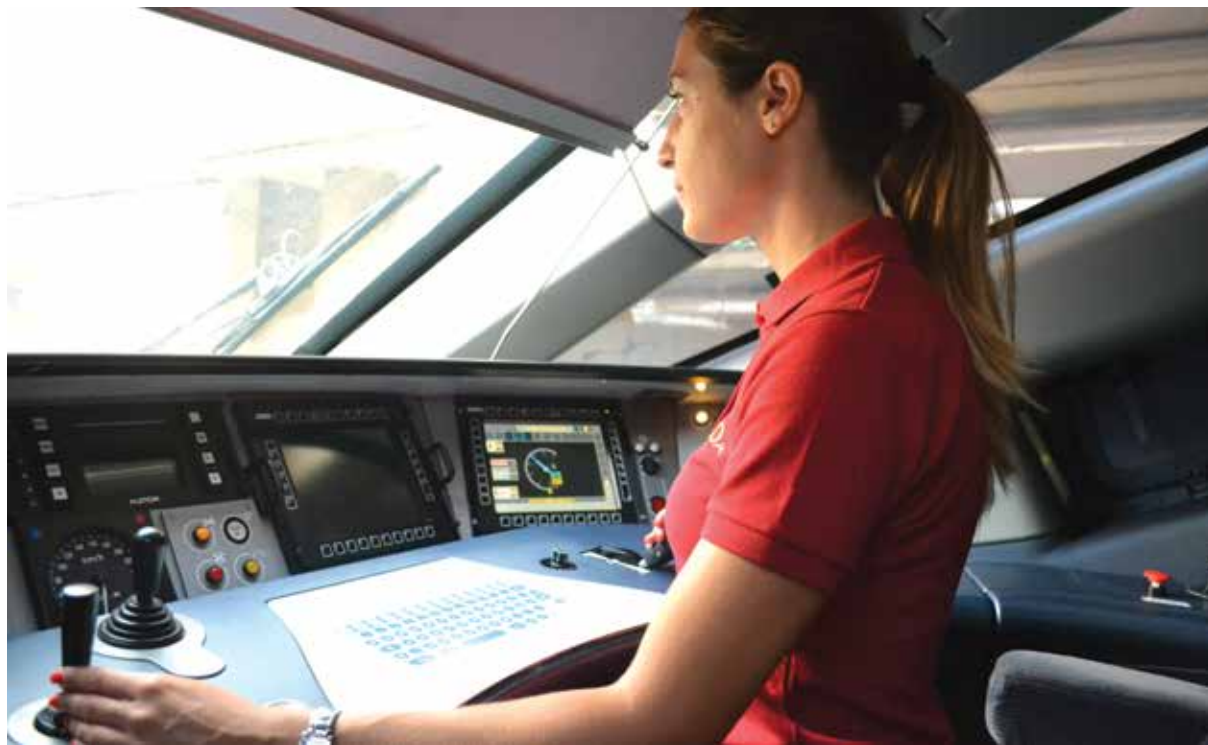
Diversity

ITALO recognizes equal dignity for all those involved in its activities, not admitting any form of discrimination and focusing in particular on the enhancement of female resources in every business area, including those technical areas historically most used to male resources such as the role of the driver.

Below is a summary table that shows that the female presence, in constant percentage growth, is almost equal:

AREA	Employees	Women	%Female
EMPLOYEES	1220	536	43,9%
TRAIN MANAGER	221	127	57,5%
HOSTESS&STEWARD	236	164	69,5%
STATION STAFF	125	98	78,4%
MACHINERIES	242	8	3,3%
STAFF	264	119	45,1%
ASSET PROTECTION STAFF	18	3	16,7%
EMPLOYEES OPERATION	71	0	-
COORDINATION STAFF	43	17	39,5%

PEOPLE



The women presence growth is represented not only within the workforce, in recruitment policies, but also in development policies. ITALO recognizes equal career opportunities for all employees. From January 2019, over 50% of the 55 resources assessed to have the potential to fill different roles are women. Speaking of diversity and equal opportunities, we cannot overlook the **importance of guaranteeing access to travel for people with disabilities and reduced mobility**. This issue concerns both the type of trains used and the service provided to those who have problems related to mobility. All ITALO trains are built in accordance with the Technical Specifications for interoperability of the rolling stock and in compliance

with the provisions of Regulation (EC) n. 1371/2007 and other regulations on the subject, concerning persons with reduced mobility in the conventional and high-speed trans-European railway system.

On board of ITALO, in the carriage 8 of the Smart environment on AGV trains and in the carriage 3 of the Prima environment on EVO trains, two seats are provided for wheelchair travelers. The seats are located near the toilet suitable for people with mobility disabilities, and near the Snack Area of carriage 7 on AGV and carriage 3 on EVO, where the vending machines are designed for maximum accessibility (also present in carriage 3 for AGV and 6 for EVO).

All the toilets on board of ITALO are also equipped

with signs for blind people outside, the pressure of an acoustic button indicates the state of free/occupied and, inside, the indications are also in Braille. In Braille it is also the numbering of the seats of the train, easily accessible as it is located on all the seats on the side of the corridor.

The passenger with disabilities and the passenger with reduced mobility can book the assistance services in the established time slots and according to the necessary advance notice established by the Station Managers, with respect to the scheduled departure time of the chosen train. In cases where the passenger is not self-sufficient, it is required that the same be accompanied by another adult passenger, so that the necessary assistance is provided.

Health and Security

ITALO recognizes the **strategic importance of railway traffic safety, workers' health and safety and environmental protection** as essential elements for the sustainable development of its activities.

In the complex railway scenario, in constant and radical evolution both from the technological and regulatory point of view, the implementation of a Safety Management System for railway traffic is a legal obligation that ITALO observes with the utmost attention and care with the aim to avoid train accidents. ITALO also voluntarily adopts an Integrated Occupational Health and Safety Management and Environmental Protection System whose implementation ensures that health and safety and environmental protection pol-

icies and objectives are always taken as a reference in the management of all processes of the Company. The aforementioned Management Systems guide the organizational structure in defining, internally, the responsibilities, procedures, processes and resources necessary to achieve the objectives described in the document "ITALO Integrated Policy on the safety of railway operation, on the safety of work and environmental protection", which was updated, as every year, on 2018 November 12th and was presented to all stakeholders at the end of the same month. It can be consulted online at the link <https://italospa.italotreno.it/static/upload/pol/politica-integrata-italo-12-11-2018.pdf>.

Starting from the trains used by ITALO, they are equipped with structural features that guarantee optimal safety. The protection of people on board, in the event of shocks, is ensured by the criteria for dimensioning the structure of the case and by the energy absorbers that fully comply with the requirements of the European regulations on passive safety. These characteristics, together with the assessment of the risks and the consequent controls related to all those activities that have an impact on safety, and to the compliance with the regulations in force on safety, allow to keep under control the performance in terms of safety.

In particular, the data recording and monitoring process makes it possible to identify and plan intervention actions. For example, after a steady decrease in work-related or ongoing accidents occurred in recent years, a trend reversal was recorded in 2018 as shown by the data shown in the following table.

ACCIDENTS CLASSIFIED SEPARATELY - IN THE WORKPLACE AND ON THE WAY TO/FROM WORK

Year	Accidents in the workplace	Incidence Index	Frequency Index	Severity Index	Accidents on the way to/from work
2013	27	25,31	14,88	0,14	29
2014	39	37,99	25,71	0,32	22
2015	28	30,14	22,60	0,42	14
2016	22	25,81	18,05	0,39	8
2017	16	15,79	13,08	0,25	14
2018	32	29,41	20,3	0,37	16

PEOPLE

Against this background the Health & Safety Department, in collaboration with the Operations Department, designed a **plan consisting of multiple corrective actions that was approved by the Chief Executive Officer. In the course of 2019 it is providing positive numerical feedback.**

The culture of safety, assisted by periodic audits and inspections that verify their effective application in everyday work, is guaranteed by systematic **training that aims to increase the level of awareness of the dangers and risks inherent in railway operations**, as well as to provide the tools necessary for **adequate accident prevention and emergency management**. ITALO internally trains its Operational Personnel and, in accordance with the provisions of the National Railway Safety Agency, issues and maintains qualifications for its personnel who perform safety duties. This represents a significant strength: in fact, ITALO instructors - recognized by the National Railway Safety Agency - transmit not only the theoretical and practical skills of the trade but also the corporate culture.

Regarding the technical aspect, the new **ITALO Training Center** has been active since last year, at platform 24 of the Roma Termini station, given as the flagship of the **high-tech pipeline Simulator**, which allows the conditions to be faithfully reproduced of degradation in which the driver is rarely found; each ITALO engineer, in addition to experimenting with the most complex scenarios during basic training, tests his skills at least once a year at the Simulator.

As part of the training course, ITALO has provided training modules for its collaborators also aimed at coping with emergencies, not only on board the train but also in everyday life. In addition to training on the use of AED defibrillators for the management of cardiac arrest victims, employees also took part in

the training course on anti-suffocation maneuvers and the training course of the Global Self-Defense Method. Both of these courses bring useful skills both in professional and personal life.

Industrial relations

Over time, ITALO has developed a model of industrial relations that search for constructive confrontation based on the recognition of roles and compliance with the distinct prerogatives, aimed at accompanying the various stages of growth of the Company in the context and in compliance with shared contractual arrangements.

On February 20, 2019, the renewal of the **company collective agreement applicable to ITALO's employees** with validity from April 1, 2019 to December 31, 2021 was signed. The new contract provides for the increase of contractual minimums, the inclusion of the professional salary and improvement of the variable salary with a view to rewarding those who work more and better. To this end, **many indemnities have been adjusted or improved relating to flexibility in terms of individual service and working time and service regimes**, the part relating to **incentive systems** supporting company productivity and efficiency has been improved by enhancing the contributions individuals and the achievement of profitability and result objectives.

Within the same, a new **Performance Award** is envisaged comprising company objectives, functional objectives and individual objectives, the disbursement of which is linked to the company's economic performance and which provides for the possibility of seeing an award increase of up to 120% over to a bonus presence for the most virtuous workers and the possibility of converting all or part of the Award into Welfare services.





CUSTOMERS



As an innovative company, ITALO has brought a new style in welcoming travelers in rail transport. At any time, from the decision to leave at the station and on board the train the traveler can contact the staff, explain their needs and obtain the appropriate solution.

The train

ITALO has invested in innovative and sustainable trains built with recyclable materials such as aluminum, steel, copper and glass. Designed for the highest speeds, these trains combine technology, safety, energy saving and respect for the environment. Suffice it to say that the Rome-Milan route involves a CO2 emission of up to 14kg if carried out with the ITALO train, a value that increases up to 66kg and 99kg if the car and the plane are used as transport respectively.

AGV TRAIN CHARACTERISTICS	
ACTION	IMPACT
Mass optimization of all components and trolley reduction	Savings of 15% of total mass compared to conventional trains
Optimized aerodynamics + Lower weight	Savings of 15% of total mass compared to conventional trains
Reduction of aerodynamic turbulence	At 360 km/h an AGV575 would express the same external and internal acoustic comfort as competing trains at a speed of 300 km/h
Reduction of environmental impact at the end of life	About 98% of the materials used for the construction of the train are recyclable

EVO TRAIN CHARACTERISTICS	
ACTION	IMPACT
Integration and / or absence of bulky and heavy components + optimization of space on board	Reduction of mass levels per passenger by 8% lower than previous models
Installation of noise absorbers on the wheels + presence of front fairings also in the underbody	10% reduction in noise compared to the most restrictive limits in force
Careful design of traction systems	Regeneration of electrical energy during braking which saves 9%

Quality of service

ITALO aims at providing a high quality service by focusing on the value of hospitality and guaranteeing its customers a comfortable and restful journey, avoiding the stress caused by car journeys, especially on medium and long distances and in high traffic areas. To obtain this result, it is of fundamental importance that every person who covers positions on board the train, or in any case in contact with customers, develops a strong awareness of his/her role and the best practices necessary for its realization within the organization, work with confidence towards your manager and the company.

Training in this sense, also in this area, is provided through the metaphor of sport. In preparing for a competition it is essential that an athlete trusts his staff, recognizing their skills and understanding that, following the coach's directions (followership), he can reinforce his perception of the role and consequently his own leadership. To all intents and purposes, manager and collaborators act as real teammates who, with their skills, participate in achieving the result, which in this case is the provision of a quality service. The style of hospitality that ITALO has developed represents the most direct way in which it transmits the culture and values that distinguish the company from any other competitor. Travel and hospitality go hand in hand: from the moment you enter the station, the ITALO staff dedicates itself to welcoming the customer and accompanies him at every moment of his experience.

Much attention is paid to managing the expectations, criticisms and emotions of the internal and external customer with whom we relate daily. It is one of the fundamental skills to reach the goal/goal set by the role of the staff in contact with the public. For this reason, training modules have been provided aimed at developing functional empathy towards the people with whom the staff must relate.

ITALO Club Lounges

Stewards and Station Hostesses constantly assist travelers by customizing the service according to their travel needs. Inside the stations there are ITALO Club Lounges, an ideal space to relax comfortably before departure or to work or read by connecting to Wi-Fi.

Protecting the docks, On Board Hostess and Steward are ready to welcome passengers on board by directing them to their respective carriages. Furthermore, in the Prima and Club Executive environments we welcome our travelers with a dedicated catering service with espresso and a selection of delicious bakery, pastry and beverage products.

INNOVATIVE SERVICES

In recent years, numerous initiatives have been introduced to maximize the use of innovative resources and technologies to improve sustainability practices, positively impacting the travel experience of passengers or the daily work of staff.

For example, most of the printed newspapers available on board have been replaced with digital copies available for all passengers, improving the entertainment service through the broader news offer and better supporting the sustainability policy by eliminating the card. Following this path, paper towels from the bathrooms were also removed, replacing them with efficient electric towels. The initiatives were led by the Energy Manager, in close collaboration with the operating team, the human resources team and the crew members, to optimize the new automated processes on tablets.

Thus 36,600 kg of paper were saved, equivalent to 62,220 kg of CO2, bringing paper consumption to 5% of initial consumption.





ENVIRONMENT



Starting from the Code of Ethics, of which it is one of the fundamental principles, the respect and protection of the environment represents for ITALO a priority commitment through the use of green trains and the definition of a policy of attention to the environment.

Management and consumption of resources

ITALO started operations with a modern and ecological fleet, investing in a train model made up of 98% recyclable materials, significantly lighter than the other models. This allowed ITALO to provide the same service using 15% less energy per passenger than the existing high-speed fleets. Important efforts have also been made to minimize noise pollution caused by trains, selecting a model with lower noise emissions than other high-speed fleets. The plate data, in terms of energy consumption, presented by Alstom experts during the design of the fleet, were subsequently confirmed and certified through the energy measurement system installed on some AGV575s. Since 2014, the AGV fleet has been admitted by the Ministry of Economic Development in collaboration with the Ministry of the Environment to a program aimed at encouraging energy efficiency which provides for the assignment of White Certificates (or Energy Efficiency Certificates) attesting the achievement of energy savings through the application of efficient technologies and systems. This recognition is in tune with ITALO passengers and speaks to potential new customers, in particular to the new generations that are more attentive to environmental issues. Encourages environmentally conscious passengers to select ITALO over their competitors because supporting ITALO is more sustainable and better for the environment.

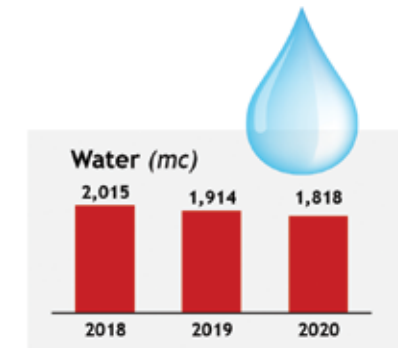
The purchase of AGV trains for the ITALO fleet has produced an annual saving of 650,000 kWh of energy per train, compared to the maximum competitor, in addition to producing a parallel reduction in CO2 emissions of over 160,000 tons. The policy adopted by ITALO in the selection of AGV trains was followed for the purchase of the EVO train fleet, which is currently the most sustainable product available on the market.

Also in this case ITALO started the procedure with the GSE (Energy Services Manager) for the admission of the EVOs to the energy saving incentive program benefiting the AGVs and at the end of 2018 the request for the first twelve EVO Pendulums was welcomed.

ECO-SUSTAINABLE INNOVATION

ITALO has always aimed to be the market leader in eco-sustainable innovation, a commitment that is also evident from the remarkable reduction in the amount of paper used on the services provided. Starting in 2015, a series of innovative on-board train measures have been developed to fully support our sustainability policy and maximize potential benefits, including a series of recycling initiatives and a reduction in the use of paper to reduce the energy impact, as well as having supplied the tablets to the on-board personnel, eliminating the obligation to use some paper documents necessary for the service.

From April 2019 the baskets of the undifferentiated were eliminated at the headquarters of ITALO in Rome in order to oblige everyone to consciously consume and carry out the separate collection of waste. Still in the headquarters, all the neon lamps have been replaced by the more efficient LED lamps. Programmable thermostats have also been installed for heating and cooling systems, but also energy-saving office equipment: such as Energy Star-certified printers and photocopiers, with automatic stand-by.



Below is a summary report of the savings achieved over the last two years.

ISO 14001: 2015 certification

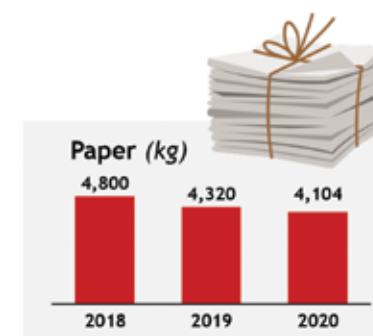
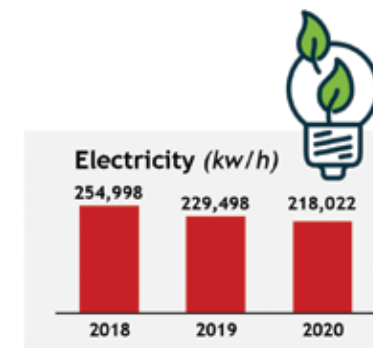
In May 2018, the evaluation process of Italo's Safety and Health at Work and Environmental Protection Management System was successfully completed for Italo with the requirements of the ISO 14001: 2015 standard.

The aforementioned certification attests Italo's voluntary and concrete commitment to adopt a system that allows to control and manage all the activities carried out, in order to minimize the impact of its processes on natural resources, contributing to conservation and to respect the environment.

In this way, through the continuous monitoring of trains, offices, ticket offices, lounges and train training facilities located throughout Italy, Italo guarantees environmental protection, emphasizing once again the commitment that has always distinguished it for research continuous improvement in the environmental field.

Suppliers

Since the beginning of its activity, ITALO has chosen to direct the purchasing process towards greater awareness also on issues related to social and environmental responsibility. The phases of the process of purchasing goods or services, from the time the need is detected to the issue of the purchase order, in terms of defining the activities of the actors and the related responsibilities are governed by a new official corporate procedure. In contractual terms, both ITALO and the chosen supplier clearly indicate the persons in charge of the activities related to Health and Safety at Work



ENVIRONMENT



and Environmental Protection and also designate the persons responsible as unique entitled to interact for the exchange of information and the related methods of communication.

In order to allow an adequate level of transparency of the procurement processes and to guarantee the maximum reliability of the significant supplies, ITALO has defined the internal selection and qualification process of the suppliers that is implemented through the ITALO e-procurement portal to which potential suppliers can be accredited after passing a specific registration and qualification process.

The online procedure allows, in addition to compliance with the transparency criteria, also the operations only with the subjects who carry out their activities in line with the desired health, safety and environmental standards.

As already indicated in the previous chapter, ITALO has carefully selected the supplier of the trains so that they were with the lowest possible environmental impact. The purchase of AGV trains for the ITALO fleet has produced an annual saving of 650,000 kWh of energy per train, compared to the maximum competitor, in addition to producing a parallel reduction in CO2 emissions of over 160,000 tons. This has led ITA-

LO to obtain for the AGV fleet the white certificates, issued by the GSE upon approval of the Ministry of Economic Development and the Ministry of the Environment, which attest to the achievement of energy savings, as well as allowing Italo to be recognized as a global leader in sustainable and sustainable transport. As already mentioned, the policy adopted by ITALO in the selection of AGV trains was followed for the purchase of the EVO train fleet, which is currently the most sustainable product available on the market.

Waste

ITALO has largely focused on its potential environmental impact, looking beyond pollution reduction, taking into consideration possible problems caused by inadequate waste management practices. Reducing landfill waste is a key objective. All personnel are regularly involved in the best practices to be adopted in carrying out their work. Regarding the waste produced on board the train, ecological islands have been identified within all the train training facilities and the ITALO personnel present on site check the correct management by the cleaning service providers. As regards the management of waste coming from maintenance in the warehouses, the responsibility is entrusted to Alstom under the supervision of ITALO personnel. Another initiative in this sector is the agreement reached with the suppliers of food and beverages that required to maximize the products to be packaged with recyclable materials: bottles and material for packaging food distributed through on-board train vending machines are produced with recyclable plastic, the plastic sticks to turn the tea and coffee have been replaced since 2017 with the wooden ones and the glasses with which the drinks are offered are in Tetrapak, a recyclable material in the special paper containers.

Since 2016, ITALO has established a special committee led by its Energy Manager to modernize waste disposal operations and to invest in a series of formalized procedures in the company protocol on health and safety to improve sustainability. In pursuing the achievement of high standards, ITALO developed its own waste management and recycling process, described in the Waste Management Operational Management document.

ITALO outsources waste management to suppliers, who are certified after a period of training and evaluation to be perfectly compliant with the regulations and standards developed by the EU in terms of environmental protection (ISO 14001 and EMAS).

The new waste management policy has led to a decrease in non-differentiated waste. Waste recycling was measured by daily reports and grew from an average of 60% to 89%, with peaks of 100% as in the case of Turin. This initiative was one of the main reasons why ITALO recently obtained OHSAS18001: 2007 certifications valid from October 30th 2017 and ISO14001: 2015 valid from May 20th 2018.



ITALO AND HUMANA PEOPLE TO PEOPLE ITALIA

In 2019 a new challenge started for ITALO in collaboration with the humanitarian organization HUMANA People to People Italy. In the month of May, ecoboxes, containers for used clothing collection, were placed in the headquarters of ITALO and in the staff corners in Naples, Rome and Milan with the aim of raising awareness among employees on the issues of recovery of used clothing and on the circular economy. **At the end of the campaign, 435 kg of used clothes were collected. More than 70% of the clothes donated to HUMANA will be used for re-use**, allowing them to dress other people in Italy and around the world. The clothes in

good condition will in fact be reused as such in Africa, thanks to the donations of summer clothes and in good condition, and in Europe, thanks to the presence of the solidarity stores of HUMANA.

About 25% will then be recycled to recover the fibers, as they are too worn, and only a small part (less than 5%) will be used for energy recovery.

For every Kg of used clothing collected, ITALO has provided a financial contribution to further support all the activities of HUMANA. A project with a great impact not only social but also environmental. Thanks to the collection of used clothes of ITALO employees, in fact, they have been calculated: **1566 kg of CO2 not emitted, 131 kg of unused pesticides, 261 kg of fertilizers not dispersed in the environment and 2,610,000 liters of water saved.**

This campaign has transformed a simple gesture of solidarity into a moment of confrontation and participation with all ITALO workers, directly involved in the themes of sustainable local development, green economy and social innovation. ITALO has always been convinced that the circular economy oriented to the regeneration of resources today cannot be just a choice, but a condition to guarantee a sustainable future, fairness in development and respect for the environment.

Integrated mobility

In order to expand its commitment to sustainability, ITALO has launched an inter-zonal project to connect the arrival stations of its trains with many locations not served by the railway infrastructure. **Italobus**, this is the name of the project, helps to inhibit the use of the private car by providing a single shift for more people, for the benefit of integrated and sustainable mobility.

The service, which is currently active starting from the AV stations of Reggio Emilia, Salerno, Naples Afragola, Venice Mestre and will be extended to other cities of the ITALO network in the coming months, is provided through the use of last-generation buses that employ low consumption engines.

ITALO's offer also includes the commercial agreement that the company has signed with Hertz for the rental of electric cars at very advantageous conditions for its customers and with MiMoto, for the rental of reduced-price electric scooters shared in the cities of Milan and Turin.



COMMUNITY



During 2018 and in the first part of 2019, ITALO continued and expanded its commitment to supporting the community participating at important initiatives promoted by local and national bodies, institutions and associations, both for the promotion of social activities and for the dissemination of initiatives cultural.

Promotion of social activities

ITALO in Fondazione Italia Sociale ITALO, starting from July 2019, joined the participants of the Fondazione Italia Sociale, bringing to 21 the number of important bodies of the profit and no-profit world to have accepted the mission of renewal and development promoted by the Foundation, which has established in May 2019, the Italian Philanthropic Fund, a tool to make philanthropy increasingly solid and strategic.

ITALO and Scuola di Politiche In the summer of 2019, ITALO collaborates with Scuola di Politiche, an institution established in 2015 with the aim of offering a training opportunity to talented young people. Thanks to this partnership, ITALO provides its employees with the opportunity to participate in courses organized by Scuola di Politiche, taking part in seminars, training events, summer schools and much more, as well as having the database of former students of the School to find young people. promises to be included in the world of work.

ITALO and ISS ITALO supported the Istituto Superiore di Sanità to combat gambling problems through the transmission of information videos in the ITALO Club lounges and devoting ample space to the phenomenon on the on-board magazine.

ITALO and Leidaa ITALO has supported the LEIDAA association, which has always been at the forefront of environmental protection, the recognition of animal rights and the fight against stray dogs with the sponsorship of the message of solidarity through its channels.

ITALO and Compagnia di Babbo Natale Onlus ITALO participated in the fundraising promoted by the non-profit organization "La Compagnia di Babbo Natale" with the purchase of the volumes "The story of Santa Claus" which, on the days of 24 and 25 December 2018, were given to

travelers in the Lounges of Florence Santa Maria Novella, Rome Termini and Milan Central.

ITALO and Telefono Azzurro ITALO has released the # abordoconil114 campaign launched by Telefono Azzurro whose main objective is to give voice to children and adolescents, offering them the opportunity to talk about themselves, to express their needs and their difficulties, also through the new communication channels without the need for adult mediation.

ITALO and AISM ITALO supports the AISM, the Italian Multiple Sclerosis Association dedicated to women with multiple sclerosis, and has actively participated in the fundraising with the purchase of the hydrangea and gardenia seedlings which, on 8 March 2019, gave to its travelers in the Lounge ITALO Club of Roma Termini, dedicating ample space to the AISM activities on the on-board magazine and on its official social channels.

ITALO and Fondazione Telethon In 2019 ITALO continues to support the "IO PER LEI" campaign, the initiative of Fondazione Telethon in collaboration with Uildm dedicated to all the "rare" mothers who daily fight with their children the difficulties of a rare genetic disease. All ITALO travelers can subscribe to a regular donation to guarantee the many researchers to carry out their projects and the numerous small patients to improve their future.

Promotion of cultural assets and activities

Ferrara in Jazz 2018 - 2019 Also for the 2018/2019 season ITALO offered its travelers the opportunity to attend a reduced price at the concerts scheduled at the concert festival Ferrara in Jazz. All holders of an ITALO ticket with Ferrara destination / departure were able to attend the 20[°] edition of Ferrara In Jazz concerts at the reduced price, inside the Torrione San Giovanni, home of the Jazz Club Ferrara, a splendid Renaissance bastion and jewel of the ancient Estense walls protected by UNESCO.

ITALO and the Egyptian Museum ITALO has strengthened its presence in the Piedmontese capital allow-

ing its travelers to visit the famous Egyptian Museum founded in Turin in 1824 at a discounted price thanks to the 2x1 offer with which all holders of an ITALO ticket, with destination / departure Turin can access the Museum in two for the price of a full-price entry.

Rides! Stories, Images, Games. Palazzo Roverella Rovigo ITALO has accompanied its travelers on a unique journey in which the theme of the carousel has also been addressed in a social key, relying on great photographers and great artists who have declined it in their works. Thanks to the partnership with Palazzo Roverella, all holders of an ITALO ticket with Rovigo destination/departure received a discount on the entrance ticket to the "Rides! Stories, Images, Games" exhibition.

Festival History Lessons ITALO accompanied its travelers to the event Lessons of History Festival in Naples from 25 to 28 April, an initiative that arrives in the Neapolitan after ten years of sold out in the great theaters of Italy.

10 years of the Dolomites Unesco heritage ITALO supported the celebrations for the tenth anniversary of the insertion of the Dolomites on the list of UNESCO World Heritage sites that from June 26, 2019 started in Cortina d'Ampezzo. Over 140 events throughout the summer between Veneto, Trentino-Alto Adige and Friuli Venezia Giulia.

Centrale Fies art work space | IPERNATURAL ITALO with its High Speed service, accompanied in Trento the art lovers on the occasion of IPERNATURAL, XXXIX edition of Drodesea, performing arts festival of Centrale Fies, from 19 to 27 July 2019. The festival has highlighted a variety of looks on performing arts.

Without Frontiers - Lunetta a Colori ITALO has supported Without Frontiers - Lunetta a Colori, a festival of contemporary art, urban redevelopment and cultural enhancement, which sees the participation of national and international artists from different European countries every year. The declared objective is to break down every frontier by combining the center with the suburbs through art and culture.

