

FIRST SECOND-LEVEL COMPLEMENTARY CONTRACT LAUNCHED BY EXPRIVIA

Numerous measures including introduction of the “performance bonus” and a better work-life balance for employees

3 January 2019. Performance bonus, flexible working hours, continuous training. This year sees the launch of the agreement on the second-level complementary contract, signed in November by **Exprivia S.p.A.**, **Exprivia|Italtel** group companies and trade union representatives.

Affecting all 1,700 direct employees of the company, the agreement was acceptable to 90% of the company workforce as expressed through a referendum.

The measures have a three-year validity, expected to end on 31 December 2020, and envisage:

- a Performance Bonus, subject to certain company profit level indicators being reached, for a per capita amount of up to EUR 800 per year - potentially increasing for years after the first - that the employee can choose to convert into welfare services and/or company shares;
- improvements to the current business travel allowance;
- increased flexibility in the times for starting and finishing work and a longer lunch break, allowing professional commitments to be balanced with personal needs. This measure is in addition to the smart working initiative already in operation.

Lastly, the agreement envisages the setup of trade union coordination for contact with company management to discuss issues relating to professional training, HR enhancement and equal opportunities, welfare, smart working, health, safety and the environment.

Domenico Favuzzi, Exprivia Chairman and CEO, said: *“ICT sector companies depend heavily on the quality and commitment of their human resources and their ability to adapt to the strong transformation in progress. The complementary contract just signed represents the initial step in better sharing of company objectives with all our employees. The key element of the contract signed is without doubt the Performance Bonus, a measure that involves the entire company workforce in achieving the company objectives in the business plan presented last July. With everyone’s commitment, in fact, facing the challenges we have now will be more stimulating and gratifying. In addition, we aim to create a working environment that is not only dynamic, but also more serene, where everyone can feel more stimulated to grow as an adult and professionally.”*



PRESS RELEASE

Gianfranco Minervini, Exprivia Industrial Relations Manager, said: *“We are pleased with the successful conclusion reached in the steps taken with trade union representatives and the strong support from the company. The satisfaction was confirmed by the vast majority of votes in favour of the agreement expressed by employees in the referendum. It is our first complementary agreement that strengthens the climate of trust in which we intend to continue our dialogue with workers and their representatives and, as a result, make the Exprivia working experience more stimulating.”*



PRESS RELEASE

EXPRIVIA|ITALTEL

Exprivia è un gruppo internazionale specializzato in Information and Communication Technology in grado di indirizzare i driver di cambiamento del business dei propri clienti grazie alle tecnologie digitali. Forte di un know-how e un'esperienza maturati in oltre 30 anni di presenza costante sul mercato, Exprivia dispone di un team di esperti specializzati nei diversi ambiti tecnologici e di dominio, dal Capital Market, Credit & Risk Management all'IT Governance, dal BPO all'IT Security, dai Big Data al Cloud, dall'IoT al Mobile, sino al mondo SAP.

Quotata in Borsa Italiana dal 2000 al segmento STAR MTA (XPR), Exprivia affianca i propri clienti nei settori Banking&Finance, Telco&Media, Energy&Utilities, Aerospace&Defence, Manufacturing&Distribution, Healthcare e Public Sector.

Nel 2017 Exprivia ha acquisito la quota azionaria di controllo di **Italtel**, storica società italiana che oggi opera nel mercato ICT con un forte focus nei mercati Telco & Media, Enterprises e Public Sector. L'offerta Italtel comprende soluzioni per reti, data center, collaborazione aziendale, sicurezza digitale, internet delle cose. Le soluzioni si compongono di prodotti propri e di terzi, servizi di ingegneria e consulenza.

Oggi il gruppo costituito da Exprivia e Italtel conta circa 3.400 professionisti distribuiti in circa 20 paesi nel mondo.

Exprivia è soggetta alla direzione e coordinamento di Abaco Innovazione S.p.A.

www.exprivia.it

www.italtel.com

Contatti

Exprivia SpA

Investor Relations

Gianni Sebastiano

gianni.sebastiano@exprivia.it

T. + 39 0803382070 - F. +39 0803382077

Italtel SpA

Media relations

Laura Borlenghi

Laura.borlenghi@italtel.com

T. + 0243885275 – Cell. + 39 335 7694240

Ufficio Stampa

Sec Mediterranea

T. +39 080/5289670

Teresa Marmo

marmo@segrp.com - Cell. +39 335/6718211

Gianluigi Conese

conese@segrp.com - Cell. +39 335/7846403

Sec and Partners

T. +39 06/3222712

Martina Trecca

trecca@segrp.com – Cell.333 9611304

Andrea Lijoi

lijoi@segrp.com - Cell. +39 329/2605000

