

TERNIENERGIA: trade union agreements signed for the management of redundancies in the EPC photovoltaic sector

TerniEnergia, a smart company listed on the Italian Stock Exchange's electronic share market (MTA) and part of the **Italeaf** Group, announces that today has been signed the agreements with the national and local secretariats of the trade unions Filctem Cgil and Flaei Cisl and with those of Ugl Chimici-Energia for the management of the overstaffed workers at the end of the procedure of extraordinary redundancy fund, active until October 2, 2019 for 50 employees at the headquarters in Nera Montoro (TR), mainly employed in the EPC photovoltaic sector, in functions related to logistics, warehousing and administration.

The trade union agreements allow TerniEnergia to take a significant step in the direction of industrial turnaround, based on the focus of the core business on the most value-added activities of smart energy and digital transformation in the areas of transport and mobility, environmental industry and smart cities. The social safety nets was activated on October 3, 2018, to facilitate a one-year employment recovery plan, which provided for a partial reabsorption of some workers in other Group activities or in other external companies, with a consequent significant reduction in the number of staff employed at the Nera Montoro site and a reduction in fixed costs.

The social safety nets mentioned above were activated on October 3, 2018, to facilitate a one-year employment recovery plan for the same 50 employees, which provided for a partial reabsorption of some workers in other activities of the Group or the same company.

Following the implementation of this programme, TerniEnergia has agreed with the trade unions a redundancy management plan, with the proposal to employees of three alternative solutions:

- Resignation incentivised with the disbursement of a gross sum of 25 thousand Euro one-off;
- Access to redeployment in the world of work, also through the support of the System of occupational solidarity in the energy sector and management of any redundancies remaining at the end of the safety nets;
- Payment of benefits to staff who become eligible for early retirement or old-age pension within one year of hiring.

As a result of the voluntary resignation of a total of 11 workers, the total number of redundant employees and receivers of the collective redundancy measure, amounts to a total of 8 units.

The measures provided for in the trade union agreement, which concludes a process of restructuring the workforce at the headquarters in Nera Montoro (TR) started in 2017 following the withdrawal of the collective redundancy procedure, allow TerniEnergia considerable savings and a rationalization of fixed costs, even in the presence of a socially responsible management of corporate repositioning following the crisis in the EPC photovoltaic sector.

This press release is also available on the Company's website: www.ternienergia.com.

Press Release

Terni – 19 June 2019



TERNIENERGIA (TER. MI), established in September 2005 and part of the Italeaf Group, is the first Italian global technological enabler, committed to bringing energy solutions and efficient recovery of integrated and sustainable resources to the world. Organized into two strategic business lines (Assets and Smart solutions and services), with about 300 employees and a geographical presence worldwide, with operative and commercial offices, TerniEnergia develops innovative solutions, products and services based on digital and industrial technologies for the energy supply chain, grids, smart mobility, industrial automation and the recovery of marginal resources.

TerniEnergia, also through its subsidiaries (Softeco Sismat, Greenled Industry, GreenAsm, Purify, Wisave, Ant Energy), pursues the objectives of increasing energy production from renewable sources, saving energy and reducing emissions and actively participates in the energy revolution of distributed power generation and smart grids, with innovative digital solutions.

TerniEnergia is the ideal partner for large utilities, distribution operators and network operators, energy producers, public administrations, industrial customers and investors who intend to realize large projects for the production of renewable energy, modern systems and plants with high energy efficiency, solutions for the management and maintenance of infrastructure and electrical installations.

TerniEnergia has completed its transformation from a leader in the international photovoltaic market into a smart energy company and technological enabler for the sustainable use of resources through a complete commercial offer of solutions, the development and supply of digital technologies and the creation of "intelligent" services and solutions aimed at public and private customers in emerging sectors. TerniEnergia is listed on the MTA of Borsa Italiana.

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