# FINCANTIERI FUTURE ON BOARD Investor Presentation

www.fincantieri.com

FINCANTIERI

# Agenda

1. Fincantieri Group

2. Business and markets overview

- 3. The Underwater ecosystem and Fincantieri's positioning
- 4. Concluding remarks

Shipyards

# A leading global Group with widespread international presence

 Leading player in Shipbuilding with a strong competitive positioning thanks to technology, innovation, and best-inclass execution

 Growth led by organic diversification, global production capacity and wide client base

Norway

Romania USA

Vietnam

Brazil

€ 57.7 bn total backlog<sup>2</sup>

€ 8.1 bn revenues and other income1



18 shipyards in 3 continents



**+23,500 employees** 53% in Italy<sup>3</sup>



. FY24 revenues

3. Value as of June 30, 2025

Italy

<sup>2.</sup> Value as of June 30, 2025. Total backlog is the sum of backlog and soft backlog. Within the Italian Defense area, the soft backlog also reflects the programs included in the Defense Multi-Year Plan (Documento Programmatico Pluriennale - DPP); Fincantieri refers to this document in its financial reporting to ensure full transparency on the expected impact of these programs on future order intake and revenues

Fincantieri Group

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# Shipbuilding is back as a geopolitical priority guaranteeing security and sovereignty

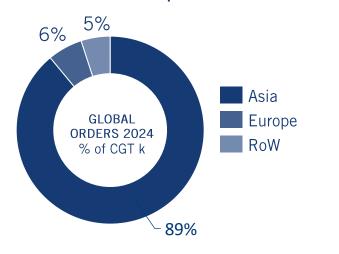
SHIPBUILDING MOVED FROM WEST TO FAST...

... RECENTLY ACQUIRING STRATEGIC & GEOPOLITICAL RELEVANCE AGAIN...

... STARTING A GLOBAL RACE ON DEFENSE CAPABILITIES

Western world abandoned shipbuilding, in favor of services and tech

Production moved East to China, South Korea and Japan



Maritime economy re-emerged as a key factor for geopolitical relevance

US revitalizing shipbuilding to **regain** maritime dominance

India positioning as alternative to China



Middle East and Southeast Asia developing local maritime production capabilities to gain independence

Fincantieri and thyssenkrupp Marine Systems partner for Philippines submarines project Strategical delaws in pagent for utility and all the best the Philippin Royal Solid Strategical Royal Conference and the Solid Royal Conference a

Fincantieri: contract signed for the supply of two PPAs to Indonesia

Be state is with 135 filling acro and confirms the Go must count states in the Debases market

Fincantieri anticipated these trends, emerging as the largest shipbuilder outside Asia and global leader in complex vessels

Note: CGT = Compensated Gross Tons

# Europe's largest shipbuilder with a vision to provide a comprehensive service proposition for the life-cycle of green and digital ships

#### Shipbuilding

#### Cruise

- > 40% global market share
- Diversified client base and complete segment coverage

#### Defense

- Sole supplier to the Italian Navy
- Main partner for the US Navy
- Partner of choice of leading navies worldwide

#### Offshore

- Prime mover in Offshore Wind SOVs
- > 30% market share for orderbook for CSOVs and SOVs<sup>1</sup>
- Historical leadership in O&G OSVs<sup>2</sup>

#### Underwater

- Consolidated competences in conventional Underwater technologies (submarines, effectors, sonars)
- Extensive expertise across domains, from surface to seabed, from hardware to software, applying a holistic approach with fully fledged capabilities across the value chain

#### Infrastructure

- Infrastructure capabilities in sectors adjacent to shipbuilding
- EPC<sup>3</sup> contractor with extensive experience in the complex infrastructure construction industry

#### DIGITAL ENABLING TECHNOLOGIES

Digital integration to turn into a Digital Design Authority with Artificial Intelligence and Data Analytics competences

#### MARINE SYSTEMS AND COMPONENTS

Leader in the green transition toward Net Zero emissions thanks to a consolidated know-how and a continuous R&D

<sup>1.</sup> CSOV: Construction Service Operations Vessel; SOV: Service Operation Vessel

OSV: Offshore Service Vessel

<sup>3.</sup> EPC contractor: Engineering Procurement Construction contractor

## Fincantieri has unique competitive strengths to meet customer needs



- Scale and cross-fertilization of competencies enabling the digital and zero-emissions ship
- Cruise: > 40% market share serving all leading cruise players globally
- Naval: strategic partner of the Italian Navy and US Navy, referenced leadership in frigates, established exporter
- Offshore & Specialized Vessels: leadership through VARD for vessels supporting the growth of the renewable energy industry
- Underwater: strong legacy submarines expertise, leading role as technological aggregator in the underwater domain



- End-to-end design authority to deliver the digital and green ship
- Complete ship outfitting including new propulsion systems and automation and data management platforms
- 360° offering: "cradle to grave", "stern to bow" and "onboard-ashore"

Global production to address geopolitical macrotrends

18 Shipyards in 3 continents



- Capability to address geopolitical demand with a global know-how & local capabilities
- Global production network in 3 continents leveraging on end-to-end supply chain
- Meeting client needs to manage complexity, technical support and cost efficiencies

# Consistently exceeding targets thanks to ongoing operational, financial and strategic transformation

#### Strategic transformation initiatives

Innovation, digitalization, and energy transition solutions with benefits on margin

Focusing on a new 5-year Strategic Plan with challenging KPIs and targets

Consistent deleveraging path coupled with a solid and sustainable financing structure

Solid commercial pipeline upholding a significant backlog and strong order intake

Underwater domain opportunity driven by geopolitical evolution and increasing demand for advanced technologies

Return to **profitability** in the **Infrastructure** business in 2024 and in Vard in 2023

#### Exceeding all 2024 guidance targets

	FY 2024 Guidance	FY 2024	
Revenues	> € 8 bn <b>⊘</b>	€ 8.1 bn	
EBITDA margin	~ 6 %	6.3 % (+110 bps)	
Net Debt/EBITDA	4.5-5.0x <sup>1</sup>	3.3x <sup>2</sup>	
Net Profit	One year ahead of target	27 mln	

# 2025 Guidance (including new Underwater segment)

Revenues ~ € 9 bn

EBITDA margin > 7 %

Net Debt/EBITDA 2.7-3.0x<sup>3</sup>

Net Income Net Profit

. Leverage ratio (Net Debi/EBITDA) including the effect of Improved from "In line with FY 2024"

<sup>1.</sup> Improved from 2024 guidance of 6.0-7.0x (Strategic Plan 2023-2027), further revised in FY23 between 5.5-6.5x, in 1H24 between 4.5-5.5x and in 9M24 between 4.5-5.0x 2. Leverage ratio (Net Debt/EBITDA) including the effect of a loan to shipowner reclassified to current and excluding rights issue effect

# Track record of profitable growth, enabling faster deleveraging

	Actual				Guidance	Business Plan
	FY 2019 <sup>1</sup>	FY 2022	FY 2023	FY 2024	FY 2025 incl. UW Segment	FY 2027
Revenues (€)	5.8 bn	7.4 bn	7.7 bn	8.1 bn	~ 9 bn	~ 9.8 bn
EBITDA margin	5.5%	3.0%²	5.2%	6.3%	> 7.0%	~ 8.0%
Net Debt/EBITDA	5.5x	11.5x <sup>2</sup>	5.7x	3.3x <sup>3</sup>	2.7-3.0x <sup>4</sup>	2.5-3.5x
	Contribution of Remazel and WASS to the Group (not included in 2027 Business Plan figures) <sup>5</sup>			Revenues Remazel (€) Revenues WASS (€) EBITDA % Remazel EBITDA % WASS	0.14 bn 0.28 bn ~ 13.0% ~ 21.0%	

- Cruise revenues expected at approximately € 4 billion in 2027, with further growth primarily driven by Defense and Offshore
- Higher margins sustaining net profit and significant deleveraging
- FY 2025 Guidance includes the new Underwater segment
- FY 2027 Business Plan, underlying the guidance provided to the financial community, refers to Fincantieri stand-alone and does not incorporate the effects of the WASS and Remazel acquisitions

<sup>1.</sup> FY 2019 figures are exposed for the sole purpose of a pre-COVID performance benchmark

<sup>2.</sup> As the result of a one-off strategic project review

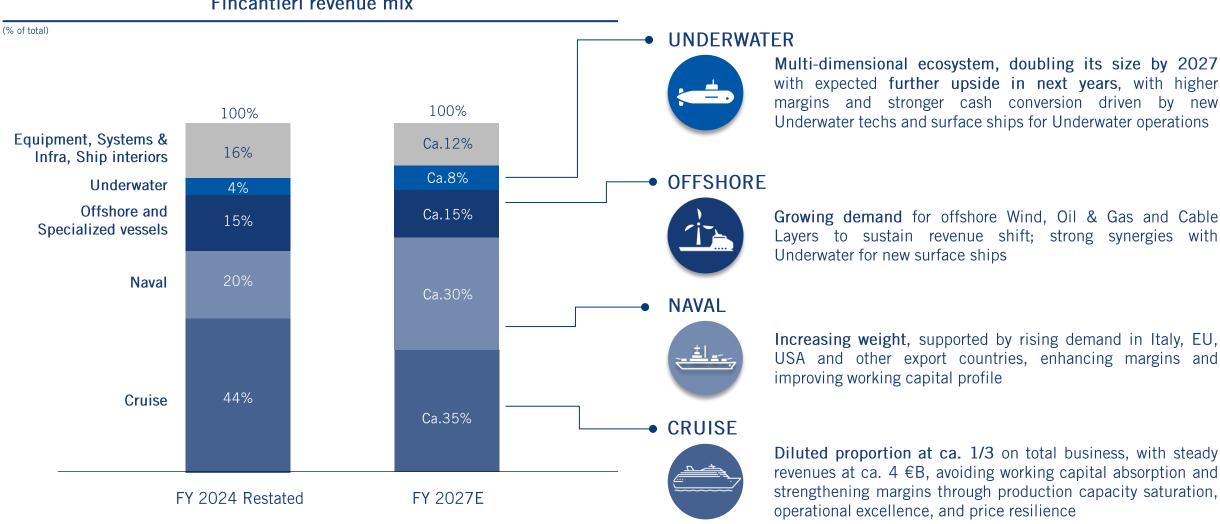
<sup>3.</sup> Leverage ratio (Net Debt/EBITDA) including the effect of a loan to shipowner reclassified to current and excluding rights issue effect

<sup>4.</sup> Improved from "In line with FY 2024"

<sup>5. 2027</sup> figures estimates based on the financial information available on the acquisitions (Remazel and WASS), as deemed consistent by Fincantieri at time of Prospectus

# Fincantieri is evolving its business mix to support growth and profitability

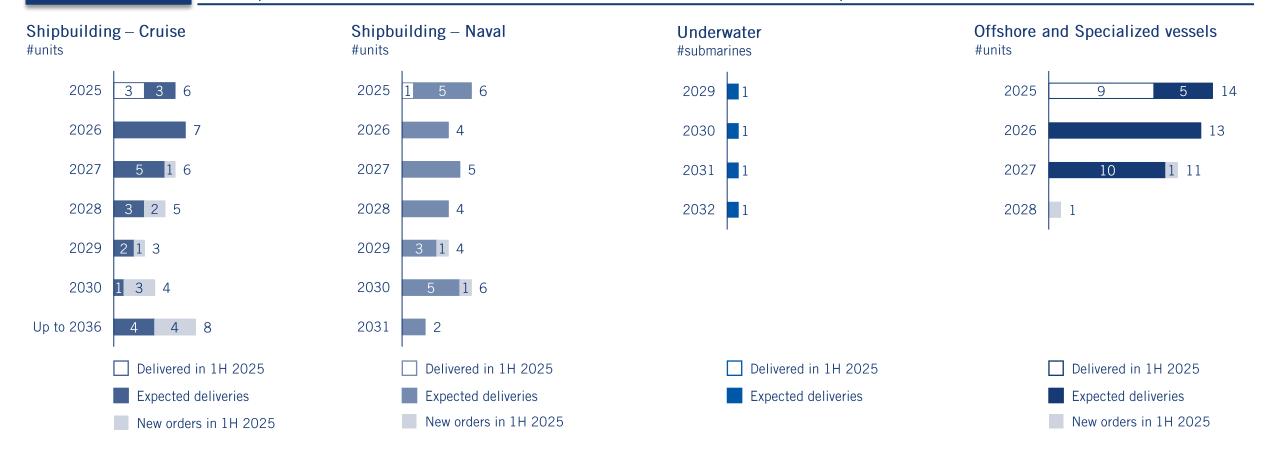
#### Fincantieri revenue mix



# Profound order book with visibility up to 2036

Backlog

Total backlog<sup>1</sup> of € 57.7 bn, equal to 7.1x FY 2024 revenues<sup>2</sup> Soft backlog<sup>3</sup> at € 15.8 bn, further supporting the commercial pipeline 13 ships delivered (3 Cruise, 1 Naval, 9 Offshore) with 100 units in portfolio



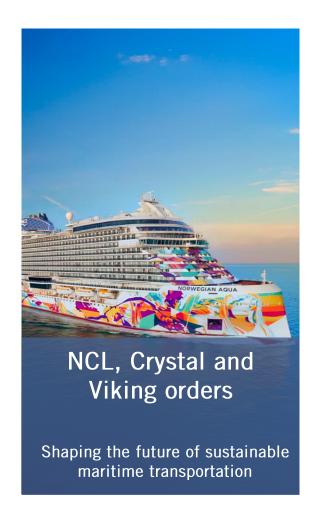
Figures as of June 30, 2025

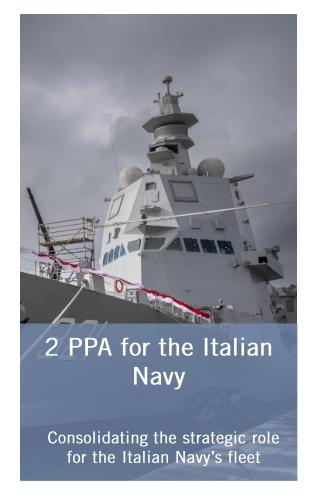
<sup>1.</sup> Total backlog is the sum of backlog and soft backlog

<sup>2.</sup> Backlog coverage calculated as total backlog / 2024 revenues

<sup>3.</sup> Soft backlog includes the value of existing contract options and letters of intent as well as of contracts at an advanced stage of negotiation, which are not yet reflected in the order backlog. Within the Italian Defense area, the soft backlog also reflects the programs included in the Defense Multi-Year Plan (Documento Programmatico Pluriennale - DPP); Fincantieri refers to this document in its financial reporting to ensure full transparency on the expected impact of these programs on future order intake and revenues

# Strong commercial pipeline of ~ € 23 bn across all segments









## Overview of the Cruise business line

Fincantieri offers a comprehensive portfolio of cruise ships...

#### **Products**

#### Luxury / Niche



Cruise ships designed for exclusive cruises

#### Upper Premium



Cruise ships dedicated to upscale destination-oriented cruises

#### Premium



Dedicated to a wide range of cruise routes with higher onboard standards

#### Contemporary



Largest cruise ships for mainstream cruises

#### Target market / positioning

 Global leader in cruise market, most diversified client portfolio

#### Shipyards<sup>1</sup>

Italy

Monfalcone Marghera

Sestri Ponente Ancona

Romania

Tulcea Braila

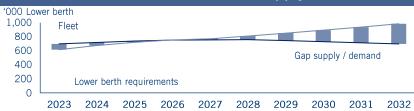
...and is supported by a market recovery resulting in record year 2024 and an anticipated further growth by 2032 (+ 4.3% yearly passenger growth rate)

#### Cruise passengers



Yearly passenger growth rate of c. 4.3% until 2032, reaching c. 39.7 mln passengers by 2027 and c.48.5 mln by 2032<sup>2</sup>

#### Evolution of the lower berth supply and demand<sup>3</sup>



- Average age of tier-1 cruise fleet stands between 11 and 15 years
- Gap between supply and demand of vessels expected starting from 2027, with a revamp of new orders and negotiations from 2024 already observed, affecting both the luxury and mainstream market

#### Focus on Business Plan

Improve earnings quality

Focus on sustainability

Enhance cash flow visibility through order stocking

Steadying working capital

Revenues stabilisation at approx. € 4 bn

In addition to the shippards dedicated to cruise shipbuilding activities, Fincantieri also uses other production sites for support activities related to cruise shipbuilding (e.g. Castellammare di Stabia, Palermo)

Cruise Lines International Association, 2024: Fincantieri analysis by 2032 Fincantieri analysis

# On Cruise, Fincantieri set up a sustainable business model for self-financing

#### FINANCIAL SUSTAINABILITY & INCREASED MARGINS

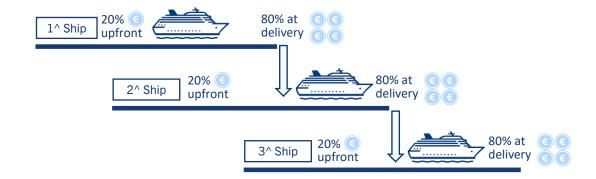
Stabilization of production volumes: Steady revenues stabilizing working capital and ensuring cash generation

High backlog visibility, aiming for shipyards at full capacity: Allowing more favorable negotiations of terms with suppliers and improved margin through lower unitary fixed costs

**Demand exceeding supply:** Higher pricing resilience and increased economies of scale

#### FINCANTIERI'S SELF-FINANCING PRODUCTION CYCLE

Stable volumes, with working capital fully financed by revenues and no cash absorption



#### STRATEGIC SLOT ALLOCATION OF CRUISE ORDER BOOK

36 ships in order book with staggered deliveries up to 2036



## Overview of the Defense business line

#### Fincantieri manufactures high-end naval solutions for Tier 1 customers...

# ...unlocking opportunities in new markets with significant demand

#### **Products**

#### Frigates



Multi-mission vessels with antisurface and antisubmarine warfare

Corvettes



Vessels for coastal defense, sea patrol, search and rescue

Patrol Vessels



Littoral missions, sea patrol, search and rescue, antipollution and fishery control

Destroyers



Other ships defense in multi-threat environments

Aircraft Carriers



Air operations, air power projection, and dual use operations for disaster relief

#### Global client portfolio



#### **Italian Navy**

- Fincantieri is the strategic partner of the Italian Navy with more than 50 deliveries since 1990
- Given the current geopolitical scenario and Italy's strategic role of the Mediterranean Sea, whereby it is a key member of NATO, potential demand from the Italian Navy is expected to grow in the next few years

#### **United States**

The Constellation frigates program for the US Navy

#### Middle-East & Asia

 Contracts awarded in Indonesia, Saudi Arabia, UAE and Qatar

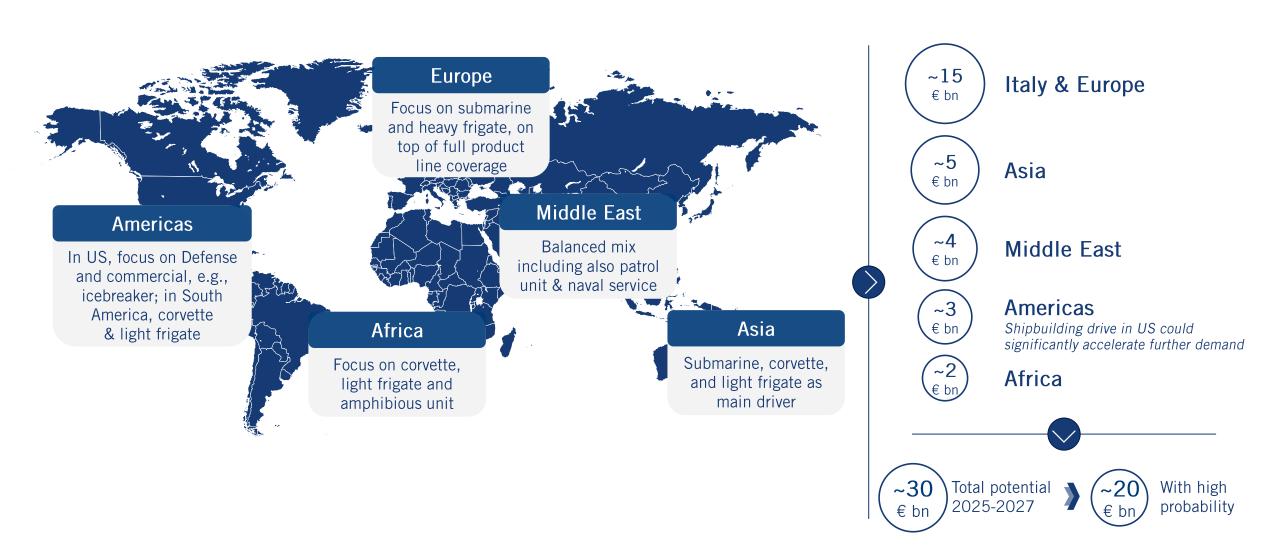
#### **Shipyards**

#### Italy

Riva Trigoso Muggiano United States

Marinette Green Bay Sturgeon Bay<sup>1</sup>

# Ca. €20 billion of high-probability commercial opportunities identified



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Business and markets overview FINCANTIER

## Overview of Offshore and Specialized Vessels business line

Market leader in SOVs/CSOVs and diversification in cable layers, OPVs, robotic and energy construction vessels, OSV<sup>1</sup> Innovation capability with dual-fuel, hybrid vessels

#### Products<sup>2</sup>

#### Growing opportunity driven by increasing energy demand

#### Energy



CSOV/SOV: offshore wind commissioning/support vessels

Cable/pipe-laying Vessels: high-precision cable/pipe positioning. underwater heavy-duty ploughs

ECV/OECV: tailored to support a wide range of subsea operations, including IMR, infrastructure construction and installation

AHTS: anchoring and moving drilling and offshore production

**PSV**: transport vessels serving offshore rigs and platforms

Robotic Vessels: multi-purpose units allowing for onshore remote control, light crewed or uncrewed operations

#### Defense and other



OPV: offshore patrol vessels for naval and security operations in all weather and sea conditions

Customized vessels: including research vessels and icebreakers designed for ferry systems, navies and cruise lines

Fishery: high-tech and environmentally friendly vessels for fishery and aquaculture

- Offshore Wind Demand: total installed capacity expected to rise from ~81.5 GW to 367.8 GW by 2035 (CAGR 10,8%) worldwide<sup>3</sup>
- Orderbook: as of June 30, 2025, the fleet of SOVs and CSOVs consists of 62 units. worldwide order backlog amounts to 53 units, excluding vessels from Chinese owners, with Fincantieri accounting for approximately 1/3 of the market<sup>4</sup>
- Multipurpose Supply Vessels: demand for multi-purpose vessels (ECV/OECV) suitable for working on both wind and oil & gas projects and subsea environment. Fincantieri successfully signed orders for 10 vessels out of 34 (conversions included) between 2024 and 1Q 2025<sup>5</sup>
- Sustainability: governmental support to green transition, simplification of authorization process for new wind park, inflation slowdown suggests accelerating investments from 2028, doubling the average GW installed per year
- Technological Progress: reflecting demand to manage costs and secure emissions targets, VARD's offering includes systems using alternative fuels and automation
- Shipyards: Norway (Brattvaag, Søviknes, Langsten), Brazil (Promar), Vietnam (Vũng Tàu), and Romania (Tulcea, Brăila)













































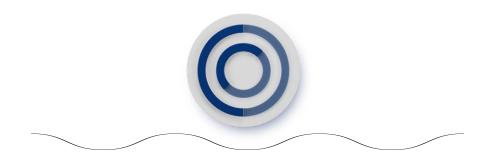




- AHTS = Anchor Handling Tug Supply; PSV = Platform Supply Vessels; OECV = Ocean Energy Construction Vessels; SOV = Service Operation Vessel; CSOV = Commissioning Service Operation Vessel; IMR= Inspection, Maintenance and Repair 4C Offshore Market Overview Q2 2025, 16/06/2025
- nore Service Vessels Database as at end June 2025; Fincantieri analysis
- VARD's client is Windward Offshore, a joint venture consortium currently under establishment and led by ASSC's offshore arm SeaRenergy Group in Germany

# On UW, Fincantieri is leveraging its unique expertise to expand on new opportunities

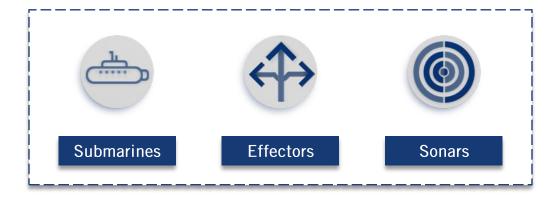




# Consolidated competences in conventional Underwater technologies



# Expansion into the broader Underwater ecosystem





Combining conventional products with innovative technologies, extending applications beyond defense into dual-use and commercial domains

# Fincantieri can lead the maritime industry transformation and address new challenges across domains

Bringing the history, the assets and the vision to lead the evolution



Proving expertise across domains, covering the full-spectrum – from surface to seabed, from hardware to software



Applying a holistic approach with fully fledged capabilities across the value chain



# A coexistence of dual-use applications is inherent in Underwater dimension



Defense



**Dual-use** 



Commercial

Protecting national security through underwater dominance

Protection of critical infrastructure both defense and commercial

Supporting private operators in underwater environments

Mine warfare

Surveillance

Construction | Repair | Maintenance

Submarine warfare

Patrolling

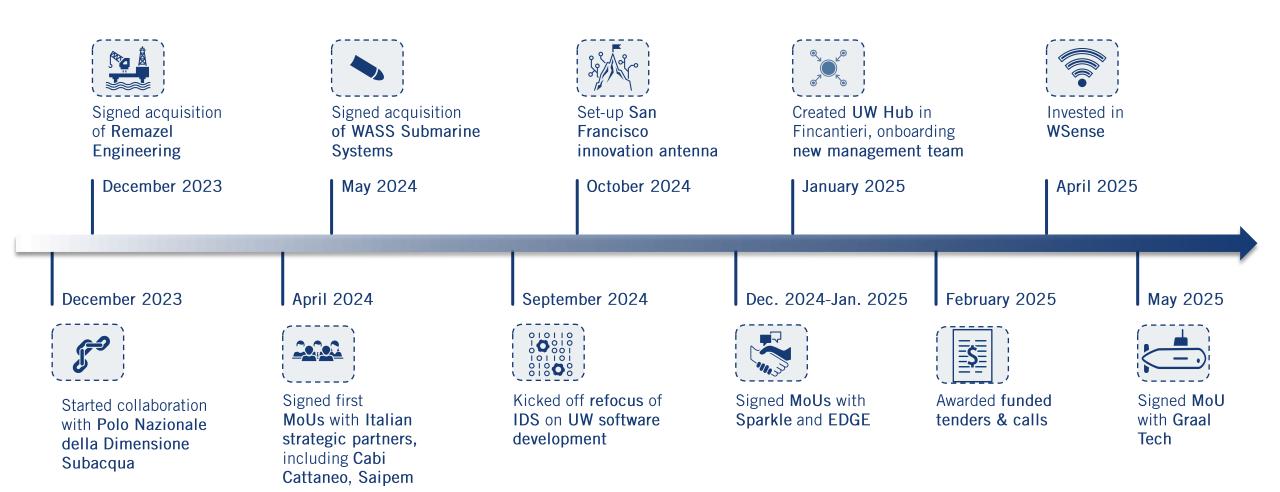
Deep sea mining

Seabed warfare

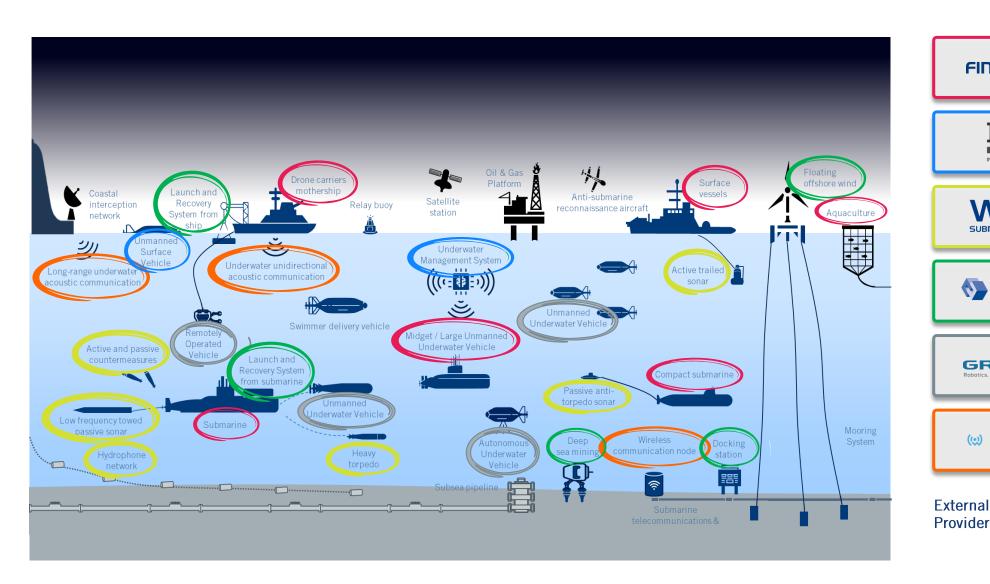
Monitoring

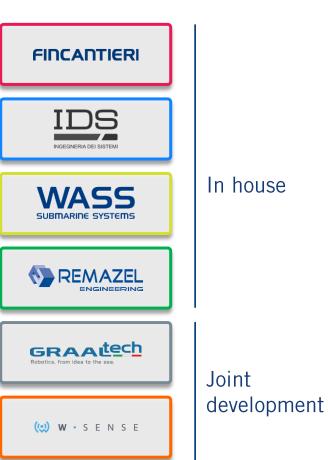
Aquaculture

# Our journey started back in time...



## ...enabling the full control of the entire ecosystem...





Non-core techs

Outsourcing

Command

New

## ...delivering a product portfolio able to address market needs

Asymmetric, unmanned Wide modular Multidomain **Dual-use** & hybrid warfare ecosystems solutions technologies Versatile platforms (NFS, S800) with advanced Partnership with integration of unmanned systems, new large autonomous Vessels **FINCANTIERI** Graal Tech for small vehicles (LDAUV) to enter new use cases, and drone **Submarines** unmanned vehicles carrier mothership for both defense and commercial & Drones U212 NFS LDAUV S800 Mothership operations Light & very New sonars & Effectors lightweight countermeasures **functionalities** torpedoes to respond to for dual-use Mine hunting **Black Black Scorpion** evolving threats needs Shield sonar Control Integrated modular and layered solution, with Unmanned Surface Vehicle (USV) acting as surface communication gateway and Underwater Management System (UMS) for UW techs management **UMS USV** hardware New advanced handling systems to deploy unmanned vehicles and protect critical infrastructure, REMAZEL strengthening integration with sensor providers and software developers LARS Cable protection

The Underwater ecosystem and Fincantieri's positioning

# UW revenues at ca. 820 € mln in 2027, with margins approaching 19%

CAGR '25-27 2025 2026 2027 Revenues (€ mln) ~ 660 ~ 720 ~ 820 11.3% **EBITDA** (€ mln) ~ 115 ~ 130 ~ 152 14.9% **EBITDA Margin (%)** 18.0% 17.4% 18.5%

UW already contributing to 1Q 2025 backlog for 2.8 bn euro

Underwater financial dynamics accretive to Fincantieri's profitability and value creation

#### **OPERATIONAL & TECHNOLOGICAL EDGE**

Cutting-edge capabilities enabling rapid and scalable production unlocking further potential upside from cross-fertilization and synergies within the Group

#### HIGHLY CASH GENERATIVE BUSINESS MODEL

High turnover, positive working capital generation and low capex intensity, driving operational and capital allocation efficiency

#### UNLOCKING EXTRA VALUE CREATION AT A PREMIUM

High double-digit margin profile with strong revenue growth outlook, driven by strategic positioning in defense, commercial and dual-use

# CONCLUDING REMARKS

# Fincantieri represents a uniquely positioned investment story with strong top line and profitability growth over the plan period

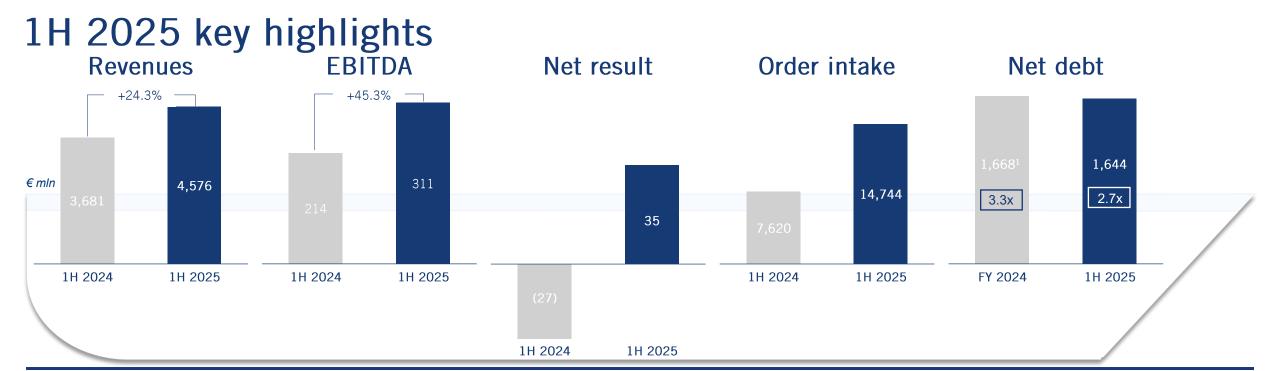
- Global leader in shipbuilding with vertical integration across the sectors, focused on innovation and digitalization to drive outperformance
  - Leveraging attractive long-term growth across all its business lines with profound backlog visibility up to 2036 and 100 ships in portfolio

# **FINCANTIERI**

Key investment highlights

- 3
- Delivering growth, improved margin and cash flows through different product mix and higher quality of earnings
- 4 Full focus on deleveraging, well ahead of business plan
- Leader in growing underwater domain and technological integrator unlocking implicit upside in the existing business and validating the new products roadmap
- Experienced management team committed to delivering business plan targets

# Appendix



Significant revenue growth, up 24.3% YoY, reaching € 4,576 mln

Strong increase in EBITDA, up 45.3%, with margins growing to 6.8%

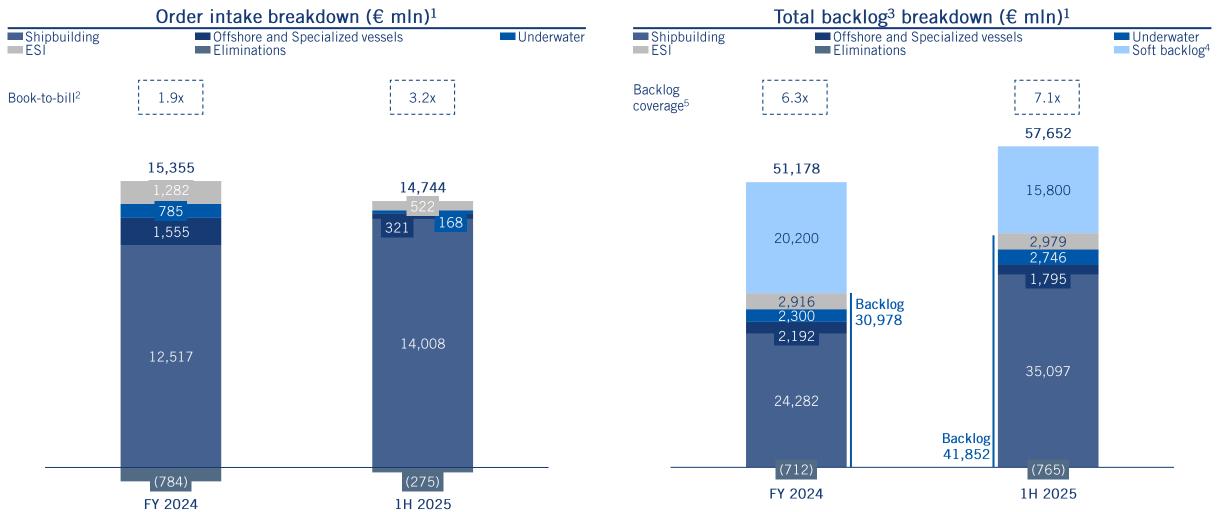
Net profit of € 35 mln, persistent return to profitability from year end 2024

Significant order intake at € 14.7 bn, mainly driven by Cruise, and representing 96% of total orders secured in 2024 (€ 15.4 bn)

Net debt at € 1.64 bn, significantly improving vs 1H 2024 (€ 2.42 bn) and marginally better than FY 2024 (€ 1.67 bn excluding rights issue)<sup>1</sup>

2025 guidance affirmed for revenues and EBITDA margin, guidance on Net debt / EBITDA improved to 2.7-3.0x

# Record-high order intake in FY24 and new record backlog in 1H25



5. Backlog coverage calculated as total backlog / 2024 revenues

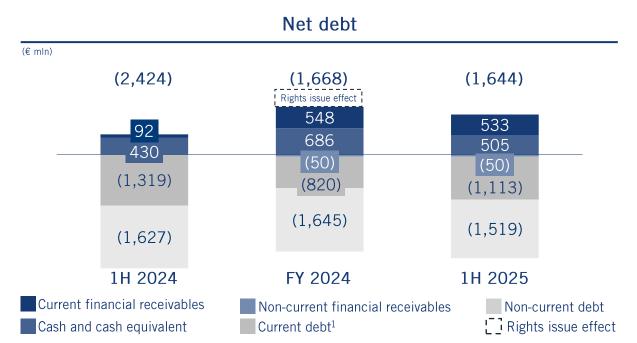
<sup>1.</sup> The figures as of December 31, 2024 have been restated following the redefinition of the operating segments

<sup>.</sup> Book-to-bill calculated as order intake / reporting period revenues

<sup>.</sup> Total backlog is the sum of backlog and soft backlog

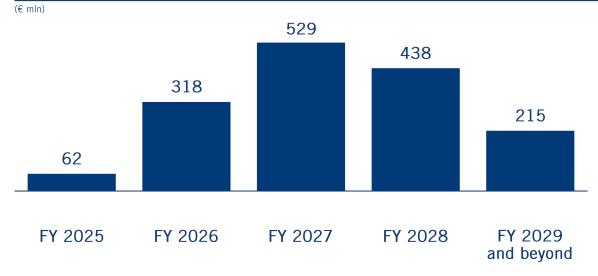
<sup>4.</sup> Soft backlog includes the value of existing contract options and letters of intent as well as of contracts at an advanced stage of negotiation, which are not yet reflected in the order backlog. Within the Italian Defense area, the soft backlog also reflects the programs included in the Defense Multi-Year Plan (Documento Programmatico Pluriennale - DPP); Fincantieri refers to this document in its financial reporting to ensure full transparency on the expected impact of these programs on future order intake and revenues

## Deleveraging path accelerating



- Net debt at € 1,644 mln in 1H 2025, significantly improving vs 1H 2024 (€ 2,424 mln) and marginally better than FY 2024 (€ 1,668 mln excluding rights issue)<sup>2</sup>
- Net debt / EBITDA Last Twelve Months at 2.7x

#### Long term debt maturity profile (as of June 30, 2025)



#### Group's total debt structure

- Well distributed debt maturity profile, with no significant long term debt maturities until 2027
- Capital structure with no covenants
- Hedge ratio with a ~ 85% fixed rate or hedged by derivatives
- ~ 23% ECA guaranteed (of which 22% SACE), ~ 48% ESG linked
- Senior unsecured Schuldschein placement for € 395 mln completed on July 25, extending maturity profile and lowering average interest rate

<sup>1.</sup> Current debt includes also the portion of MLT debt to be repaid within the following 12 months

Current debt includes also the portion of MET debt to be repaid within the following 12 months
 FY 2024 Net debt at € 1,281 mln including the temporary effect of the rights issue completed in July 2024 to finance the acquisition of WASS

# Key strategic developments

#### Underwater

## Digital Ecosystem

### Industrial Sustainability

Strategic role as **Technological Integrator** in the Underwater domain

Fincantieri Ingenium, JV to enhance the offering of digital services and systems

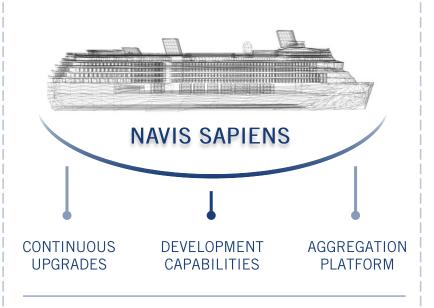
CircularYard, NewCo to develop an innovative integrated waste management system











Vessel Design Authority



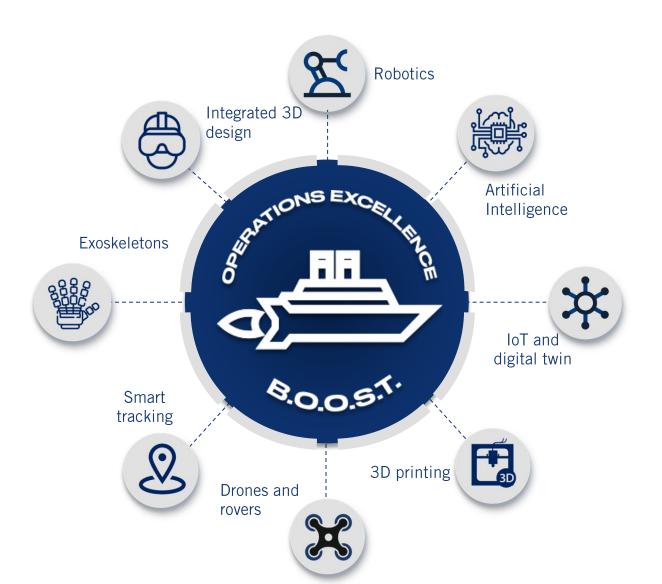
Digital Vessel Design Authority



Port Digital Ecosystem Pivot



# Technologies as enablers to consolidate Fincantieri's expertise



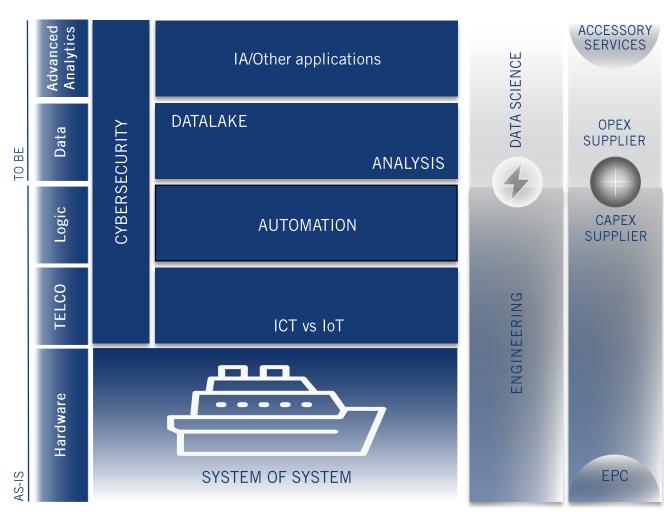
- Onstant focus on innovative solutions
- Integration of the Group's know-how with the expertise of cutting-edge partners
- Industrialization and scalability

Fincantieri integrates advanced technologies and specialized know-how to stimulate growth, innovate production processes and continuously optimize efficiency

# FDE: a new business model to offer a complete set of digital services to shipowners

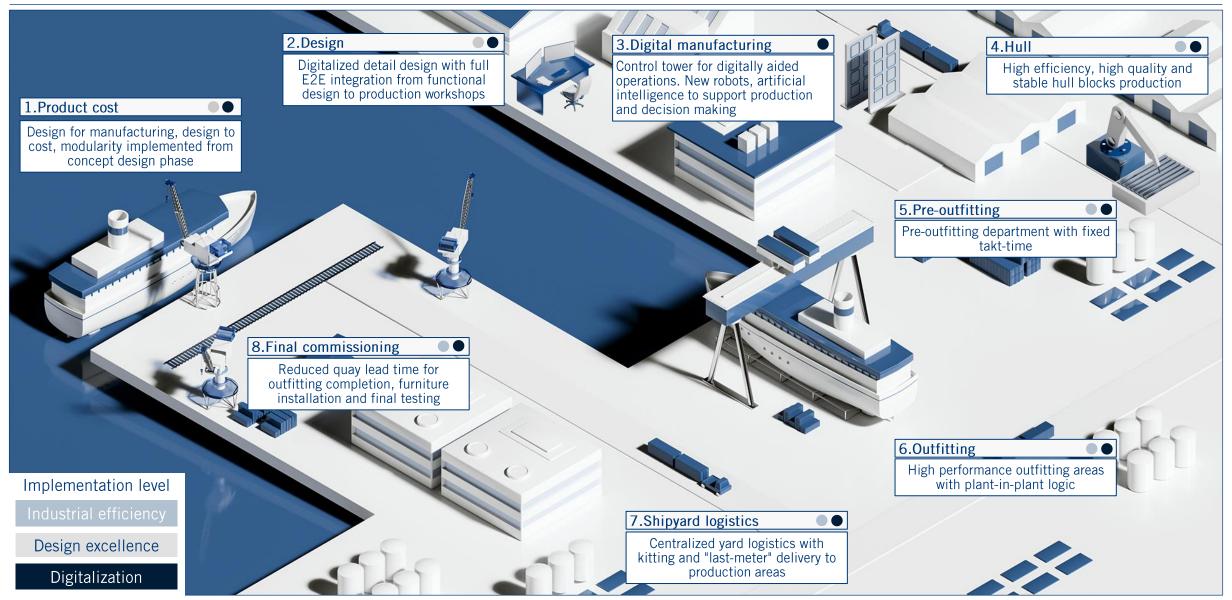
#### Fincantieri Digital Ecosystem

- Combining technological and digital expertise for data collection and decision making
- Meeting shipowners needs: increasing operational efficiency to reduce overall lifecycle costs
- Leveraging artificial intelligence applications and cybersecurity on board and onshore to target new business segments



The goal is to evolve the business model from Capex to Opex, offering a complete service to end clients

# Digitalization of shipyards: the shipyard of the future



## Recent energy transition roadmap milestones

#### IPCEI Hy2Tech – Wave 2 the Future Project





**Dual Fuel** (Methanol)



~150 **GRT** 







Fuel Cell (Solid Oxide)



~60 **GRT** 





Fuel Cell (Proton Exchange Membrane)



~60 **GRT** 

Alternative Fuels (H2, NH3, etc.)





**Dual Fuel** (Liquified Natural Gas)



200+ **GRT** 



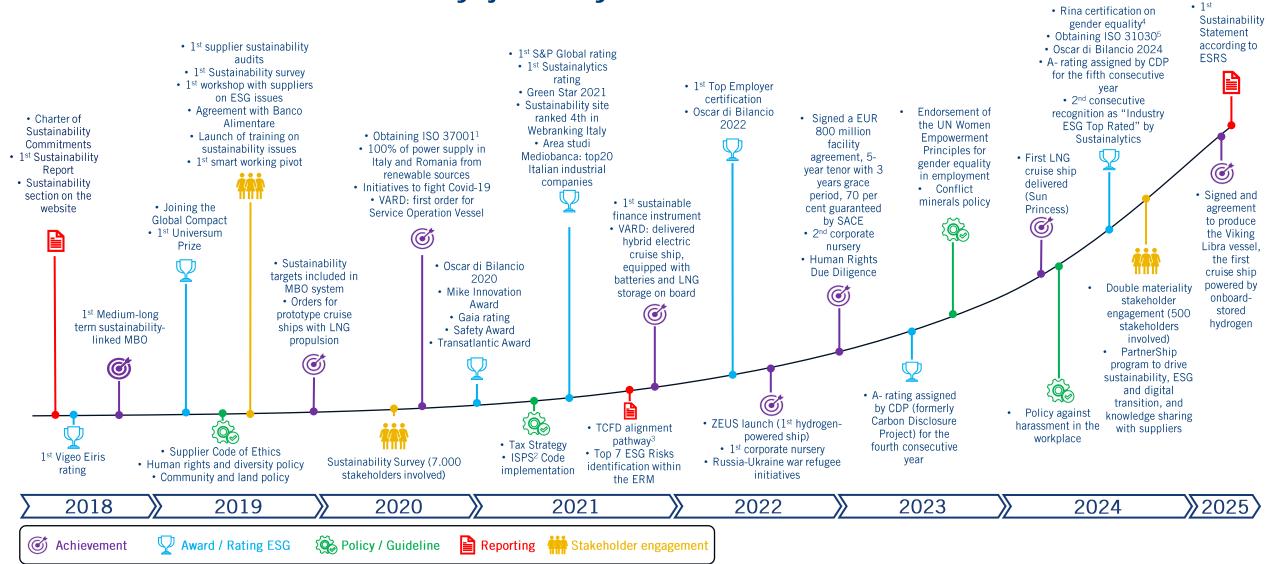




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Appendix

# Fincantieri's sustainability journey



- 1. Certification that helps prevent, detect, and manage situations of corruption by the organization, its staff, and its business partners
- 2. International Ship and Port Facility Security, a set of standards to improve the security of ships and port facilities
- 3. Task Force on Climate-related Financial Disclosures, formed in 2015 to develop a framework for companies on financial reporting of climate change-related risks
- 4. UNI/PdR 125:2022 certification, which provides organizations with the guidelines needed to implement, assess, and improve gender equality management systems within Fincantieri S.p.A.
- . Certification which provides organizations with the guidance needed to manage and participate in organizational travel for Fincantieri S.p.A.