

FINCANTIERI, THE FRIULI VENEZIA GIULIA REGION AND THE TRADE UNIONS FOCUS ON WORK DEVELOPMENT

Active policy protocol signed for employment

Trieste, January 17, 2018 – Fincantieri signed a cooperation protocol with the autonomous Region of Friuli Venezia Giulia and the trade unions Cgil, Cisl and Uil, aimed at carrying out a series of initiatives to encourage job placement processes, stimulate local employment, especially youth employment, thus contributing to the social and economic development of the regional territory.

The signing has taken place today at Fincantieri's headquarter in Trieste between Giuseppe Bono, Chief Executive Officer of the shipbuilding group, Debora Serracchiani, President of the Friuli Venezia Giulia region, Loredana Panariti, Regional Labour Minister, and the secretaries of the three trade unions, Villiam Pezzetta (Cgil), Alberto Monticco (Cisl), and Giacinto Menis (Uil).

The company, the Region and the trade unions will work in close cooperation on matters of mutual interest in order to: **enhance information and communication activities** on employment initiatives and opportunities, both for workers and for the companies operating in the shipbuilding sector, particularly those at the Monfalcone yard; **increase employment opportunities and encourage entry processes into the job market**, especially for young people; identify the most effective and opportune ways to fulfil the requirements under the special laws in favor of **the most vulnerable workers**; **foster the best possible match between training needs and offer** and the development of vocational education and training careers consistent with the areas which are strongly connected to the production system; promote employment quality by offering a specific service to the local communities and taking into account the needs of the ever-changing labor market.

Specifically, the cooperation will call for, among other activities, the opening of a window of the Regional Employment Agency at the Monfalcone shipyard, the promotion of internships within the company and the subcontractors, as well as orientation initiatives. In order to ensure the effectiveness of the activities detailed in the protocol, a joint working group will also be set up. It will consist of no more than three representatives for each of the signatory parties and, when

deemed necessary, it will be open to other players of training organizations, schools, universities and technical-professional centers of the region.

Giuseppe Bono, CEO of Fincantieri, stated: *"This protocol is a fundamental step forward in the relationship between local authorities, trade associations and Fincantieri within the labour market. From now on we will have the opportunity to work closer in order to match the territory's employment demands with the company's requirements, which increasingly require specific professional skills, suited to the production environment and to an ultra-competitive market".* Bono added: *"The goal to which local institutions, the trade union and the company must aim at is a stable, regular and qualified occupation, meant as a growth factor of both the community and the territory, and this agreement provides the conditions for proceeding in this direction".*

Debora Serracchiani, President of the Friuli Venezia Giulia Region, commented: *"The protocol provides an accurate representation with which spirit the Region relates to the production base, the territory and the social actors. Concreteness and sharing goals of economic growth and social cohesion are the levers to pursue the development of the regional community. The fact that we succeeded to begin this path with Fincantieri, an absolute leader at international level and a key driver for the Region's economy, demonstrates once again how the Friuli Venezia Giulia Region is a serious and credible partner for the production industry, with whom to work with actively in a complete common purpose".*

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Fincantieri is one of the world's largest shipbuilding groups and number one by diversification and innovation. It is leader in cruise ship design and construction and a reference player in all high-tech shipbuilding industry's sectors, from naval to offshore vessels, from high-complexity special vessels and ferries to mega-yachts, ship repairs and conversions, systems and components production and after-sales services.

Headquartered in Trieste (Italy), the Group has built more than 7,000 vessels in over 230 years of maritime history. With more than 19,400 employees, of whom more than 8,200 in Italy, 20 shipyards in 4 continents, today Fincantieri is the leading Western shipbuilder. It has among its clients the major cruise operators, the Italian and the U.S. Navy, in addition to several foreign navies, and it is partner of some of the main European defense companies within supranational programmes.

www.fincantieri.com

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FINCANTIERI S.p.A. – Media Relations

Antonio Autorino

Tel. +39 040 3192473

Mob. +39 335 7859027

antonio.autorino@fincantieri.it

Laura Calzolari

Tel. +39 040 3192527

Mob. +39 334 6587922

laura.calzolari@fincantieri.it

Cristiano Musella

Tel. +39 040 3192225

Mob. +39 366 9254543

cristiano.musella@fincantieri.it

Micaela Longo

Tel. +39 040 3192247

Mob. +39 366 6856280

micaela.longo@fincantieri.it

FINCANTIERI S.p.A. – Investor Relations

Cristiano Pasanisi

Tel. +39 040 3192375

cristiano.pasanisi@fincantieri.it

Matteo David Masi

Tel. +39 040 3192334

MatteoDavid.Masi@fincantieri.it

Alberta Michelazzi

Tel. +39 040 3192497

alberta.michelazzi@fincantieri.it