

FINCANTIERI LAUNCHES THE “RESPECT FOR FUTURE” PROJECT TO PROMOTE A CULTURE OF RESPECT

On the occasion of the International Day for the Elimination of Violence against Women, Fincantieri announces the launch of the “Respect For Future” project. The initiative represents a fundamental element of our Group and of our commitment to Diversity, Equity and Inclusion (DEI). The launch event was attended by about 1,500 employees.

“Respect For Future” commits Fincantieri to identifying, preventing and eradicating any form of violence, promoting equality, mutual respect, individual freedom and the condemnation of any form of oppression. Countering physical, psychological, and economic violence requires prevention in all its forms: listening, interventions, support networks and in many cases tools to offer an alternative life free from any type of oppression especially to women. This is the Fincantieri Group commitment.

Today, we announce the cooperation with *Differenza Donna*, the organization in charge of the Italian public utility number 1522, launched back in 2006 by the Presidency of the Council of Ministers - Department for Equal Opportunities. The goal is to fight gender-based violence, looking for effective solutions to take action and overcome the difficulties that women face.

Furthermore, Fincantieri wants to focus on prevention by implementing activities to improve the management of emotions. We strongly believe, in fact, that a timely intervention in the cycle of violence is essential to prevent and interrupt it.

Luciano Sale, Executive Vice President Human Resources and Real Estate, underlines the importance of this corporate commitment: *“We believe that the eradication of gender-based violence allows our production system to contribute more to society, as well as to make it grow better. This ambitious project has a twofold aim: preventing potentially violent situations and offering support to victims within the company”*.

Fincantieri has also joined *Generiamo cultura*, a project promoted by Federmeccanica, Assital, Fim-Cisl, Fiom-Cgil and Uilm, aimed at fighting gender-based violence and preventing harassment in the workplace.

“Respect For Future” falls within every DEI, our daily commitment to Diversity, Equity, Inclusion and the promotion of respect in the workplace. Goals of the project are supporting people with disabilities, promoting intergenerationality, advancing gender equality, enhancing cultural diversity, adopting a more inclusive language and fighting stereotypes and prejudices.

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Fincantieri is one of the world's largest shipbuilding groups, the only one active in all high-tech marine industry sectors. It is leader in the construction and transformation of cruise, naval and oil & gas and wind offshore vessels, as well as in the production of systems and component equipment, after-sales services and marine interiors solutions. Thanks to the expertise developed in the management of complex projects, the Group boasts first-class references in infrastructures, and is a reference player in digital technologies and cybersecurity, electronics and advanced systems.

With over 230 years of history and more than 7,000 ships built, Fincantieri maintains its know-how, expertise and management centres in Italy, here employing 10,000 workers and creating around 90,000 jobs, which double worldwide thanks to a production network of 18 shipyards operating in four continents and with almost 21,000 employees.

www.fincantieri.com

FINCANTIERI**Press Office**

Tel. +39 040 3192473

press.office@fincantieri.it**Investor Relations**

Tel. +39 040 3192111

investor.relations@fincantieri.it