

FINCANTIERI SUCCESSFULLY LAUNCHES ITS FIRST EMPLOYEE SHARE OWNERSHIP PLAN

The first Employee Share Ownership Plan launched by Fincantieri has concluded successfully, marking a significant level of engagement from employees in Italy, Norway, and the United States. This initiative, approved at the latest Shareholders' Meeting, aligns with the company's goal to strengthen employee loyalty to the Group, allowing staff to take an active role in achieving the objectives outlined in the Strategic Plan 2023-2027 and contributing to sustainable value creation. Through this program, Fincantieri offers employees the opportunity to invest in company shares voluntarily and on favorable terms, encouraging an active stake in the Group's growth.

The plan saw an overall participation rate of 22% across employees in the involved countries. In Italy, participation was particularly strong, with a 97% adherence rate among managers and 69% among middle managers, demonstrating the widespread support for this highly innovative tool within Fincantieri in its first wave. This success is notable when compared to similar recent initiatives in related sectors.

As an additional incentive, participants in the plan will receive free shares by Fincantieri in 2025, symbolizing the joint commitment towards responsible and long-lasting growth that creates value for all stakeholders.

Luciano Sale, Director of Human Resources and Real Estate at Fincantieri, stated, "Our people are the cornerstone of Fincantieri's future. The substantial participation, particularly among management, in this share ownership plan confirms our employees' alignment with and trust in the company's direction and their eagerness to be an integral part of the results that await us. This commitment highlights the shared nature of our values of sustainable growth and innovation."

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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 over 11,000 workers and creating around 90,000 jobs, which double worldwide thanks to a production network of 18 shipyards operating worldwide and with over 22,000 employees.

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