

## FINCANTIERI RECEIVES GENDER PARITY CERTIFICATION FROM RINA

*The Group is the first shipbuilding company in Italy to achieve it*

Fincantieri is the first shipbuilding company in Italy to obtain the Gender Parity Certification UNI/PdR 125:2022 from RINA, proof of the Group's commitment to labor equity and inclusion within the company.

The Gender Parity Certification was awarded following an evaluation process based on 33 parameters concerning aspects such as the corporate culture and strategy, women's growth and inclusion opportunities, equal pay, and initiatives safeguarding parenthood and work-life balance.

Fincantieri firmly believes that gender diversity is a fundamental value for the success of the Group and society. This is evidenced, for example, by the achievement in 2023 of a 34% - well above the target of 25% - female presence in the "Talent" acceleration program for young, high-potential resources embarking on a path of professional development and representing the leadership of the future.

*"This certification is an important recognition of our commitment to gender parity. An inclusive and diversity-sensitive work environment is fundamental to the Group's growth according to the guidelines of our 2023-2027 Sustainability Plan. The additional verification audits, planned for the next few years, will be an incentive for us to further promote the participation of our employees: this is not an end point, but an important milestone that encourages us to continue working in the right direction",* said Executive Vice President Human Resources and Real Estate **Luciano Sale**.

**Paolo Moretti**, CEO of RINA Services, said: *"The Gender Parity Certification represents the start of a path of improvement for companies both in terms of performance and reputation. Not coincidentally, several studies by Bocconi University and McKinsey & Company confirm improved performance for the most inclusive companies. The certification awarded to Fincantieri is a concrete demonstration of the development of policies related to Diversity, Equity and Inclusion that has resulted in the creation of an inclusive and equal climate also through continuous attention and training. Like any certification path, it is not a point of arrival but a starting point for constant improvement, for the benefit of people: the main resource of every organization."*

There are numerous initiatives related to Diversity, Equity and Inclusion (DEI) in which Fincantieri has long been engaged. These include: a policy on Respect for Human Rights and Diversity, a procedure on Gender Parity, work-life balance measures, a pathway to ensure a zero gender pay gap, programs to support parenting, training and awareness raising on bias and stereotypes, inclusive language and leadership. Last but not least, the Respect For Future project, launched on the occasion of the International Day for the Elimination of Violence Against Women, and the signing of the UN Women's Empowerment Principles (WEPPs).

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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](http://www.fincantieri.com)

**FINCANTIERI**

**Press Office**

Tel. +39 040 3192473

[press.office@fincantieri.it](mailto:press.office@fincantieri.it)

**Investor Relations**

Tel. +39 040 3192111

[investor.relations@fincantieri.it](mailto:investor.relations@fincantieri.it)