

FINCANTIERI: EMPLOYEE ENGAGEMENT GROWING CONTINUOUSLY FROM 2022, EXCEEDING SUSTAINABILITY PLAN TARGETS

Survey results showed strong participation and a sense of belonging to the Group, along with growing confidence in the company's future

Fincantieri, a global leader in high-complexity shipbuilding, presents the results of the 2024 Employee Engagement Survey, the third on a global scale, confirming the positive trend observed in recent years with a significant increase in all key indicators and an unprecedented level of participation. The engagement rate reached 78%, with over 17,500 employees involved and strong participation from the Group's shipyards, marking an increase of more than 9 percentage points compared to 2022.

The survey results, carried out by Mercer, a global leader in Human Capital consulting with over 400 client companies in Italy and 30,000 worldwide, show, for the second year in a row, improvements across all 11 dimensions analysed (including "ethics, culture, and values," "safety," and "diversity, equity, and inclusion"), with 9 of them in line with or above the manufacturing industry average.

The most significant figures reflecting the strong sense of belonging, pride, and dedication among Fincantieri employees is the engagement level, which reached 84%, showing an increase 6 percentage points increase compared to 2022. This achievement allowed Fincantieri to surpass the target set in its Sustainability Plan two years ahead of schedule. Driving this growth were parameters such as the perception of work as meaningful and motivating, the recognition of the importance of one's contribution (11 percentage points above the industry average), the strengthening of the Group's identity, and the sense of belonging. In fact, 79% of respondents stated they are proud to be part of Fincantieri and to contribute to its global excellence.

Another key and consistently growing indicator, is the confidence in the efficiency of the top management, with a 11 pp increase compared to 2022, showing significant improvement across all geographies and exceeding the industry average by 4 pp. This result is linked not only to the strong business performance but also to a growing sense of trust in the company's future (increased by 6pp compared to 2022) and a greater clarity on goals and strategy (increased by 6pp compared to 2022).

Luciano Sale, Executive Vice President Human Resources and Real Estate, stated: *"The overview emerging from the company climate survey confirms the importance of a culture based on people's participation, skill enhancement, and shared goals. The continuous improvement of the indicators encourages us to keep moving in this direction, promoting an inclusive, welcoming, innovative, and sustainably growth-oriented work environment, confident that the Group's success is also driven by talent and motivation."*

Fincantieri is one of the world's leading shipbuilding companies, the only one active in all areas of high-tech shipbuilding. It is a leader in the construction and transformation of cruise, military and offshore vessels in the oil & gas and wind power sectors, as well as in the production of systems and components, after-sales services

and ship-furnishing solutions. Thanks to the skills it has developed in the management of complex challenges, the Group has completed a number of world-class infrastructure projects and is a leading player in digital technology, cybersecurity, electronics and advanced systems. With over 230 years of history and more than 7,000 ships built, Fincantieri maintains its know-how and management centers in Italy, where it employs 11,000 workers and creates around 90,000 jobs, doubling the employment figure worldwide thanks to a production network of 18 shipyards operating worldwide employing more than 22,000 direct workers.

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