

## FINCANTIERI IS TOP EMPLOYER ITALY FOR THE FOURTH CONSECUTIVE YEAR

Fincantieri, a global leader in high-complexity shipbuilding, has been recognized as a **Top Employer** Italy for the fourth consecutive year. This prestigious certification acknowledges the company's excellence in human resources policies and strategies, as well as their implementation to enhance employee well-being, improve the work environment, and contribute to the development of the labor market. The certification, awarded by the Top Employers Institute, is granted to companies meeting the rigorous standards of the **HR Best Practices Survey**.

This achievement reaffirms Fincantieri's continuous improvement, with a 5-percentage point increase in its score compared to 2024 and a 16 pp increase since its first certification in 2022. Several evaluation areas outperformed the industry average, particularly **Diversity, Equity & Inclusion (+14 pp)**, **Leadership (+11 pp)**, **People Strategy (+10 pp)**, **Employer Branding (+9 pp)**, **Purpose & Values (+7 pp)**, and **Employee Listening (+6 pp)**.

A cornerstone of Fincantieri's growth path is its **Fincantieri everyDEI** program, which strengthens the Group's commitment to promoting the values of diversity, equity, and inclusion. Through initiatives spanning listening, training, awareness campaigns, the development of inclusive leadership, and the creation of opportunities that encourage engagement and the recognition of every individual, **Fincantieri everyDEI** addresses social challenges while serving as a strategic pillar for building a cohesive, equitable, and future-focused workplace.

**Luciano Sale, Executive Vice President Human Resources and Real Estate**, stated: *"This recognition is a tangible confirmation to the Group's ongoing commitment to creating a positive impact on society by fostering an inclusive and welcoming work environment. Fincantieri continuously invests in the growth, recognition, and well-being of its people, aiming for sustainable long-term development."*

The **Top Employers Institute** is a global authority in HR strategy, with a certification program recognized in over 125 countries. In 2025, the organization certified more than 2,400 companies, including 151 key players in Italy, positively impacting the lives of over 13 million people.

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*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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