FINCANTIERI PERFORMANCE 2021



ECONOMIC DATA					
Group perfromance	2017	2018	2019	2020	2021
Revenue and income (€ mln)	5,020	5,474	5,849	5,879	6,911
Duties and taxes (€ mln)	40	64	84	1	70
Profit/(loss) for the year (€ mln)	53	69	(148)	(245)	22
Distribuited economic value for stakeholders (€ mln)	4,804	5,266	5,796	5,909	6,627
SOCIAL DATA				•	
Workforce by geographical area	2017	2018	2019	2020	2021
Italy	8,314	8,662	9,334	9,844	10,681
Other countries	11,231	10,612	10,489	10,306	10,093
TOTAL	19,545	19,274	19,823	20,150	20,774
Employees by category	2017	2018	2019	2020	2021
Senior managers	356	377	390	396	436
Middle managers	1,105	1,165	1,274	1,129	1,139
White collar employees	6,637	6,949	7,608	8,284	9,163
Blue collar employees	11,447	10,783	10,551	10,341	
TOTAL	19,545	19,274	19,823	20,150	10,036 20,774
TOTAL	19,545	19,214	19,023	20,130	20,774
Diversity and equal opportunity	2017	2018	2019	2020	2021
Women on Board of Directors (%)	33%	33%	50%	50%	50%
Senior managers women of the senior managers total (%)	6%	7%	7%	7%	7%
Employees women (%)	11%	12%	13%	14%	14%
Employees by age group	2017	2018	2019	2020	2021
Employees ≤ 30 years (%)	13%	14%	14%	14%	13%
Employees 31-49 years (%)	66%	59%	57%	56%	55%
Employees ≥ 50 years (%)	21%	27%	29%	30%	32%
Employees 2 oo years (70)	2170	21 70	2370	3070	0270
Employees by type of contract	2017	2018	2019	2020	2021
Employees by type of contract	2017	2010	2013	LULU	ZUZ I
Permanent employees	18,057	17,810	18,539	18,899	19,659
Permanent employees Fixed-term employees Full time employees	18,057	17,810	18,539	18,899	19,659
Permanent employees Fixed-term employees	18,057 1,488	17,810 1,464	18,539 1,284	18,899 1,251	19,659 1,115
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired	18,057 1,488 19,362 183 3,023	17,810 1,464 19,029 245 2,612	18,539 1,284 19,582 241 2,767	18,899 1,251 19,914 236 2,480	19,659 1,115 20,460 314 2,301
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover	18,057 1,488 19,362 183	17,810 1,464 19,029 245 2,612 2,799	18,539 1,284 19,582 241 2,767 2,307	18,899 1,251 19,914 236 2,480 2,319	19,659 1,115 20,460 314 2,301 2,424
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions*	18,057 1,488 19,362 183 3,023 2,535	17,810 1,464 19,029 245 2,612 2,799 696	18,539 1,284 19,582 241 2,767 2,307 1,038	18,899 1,251 19,914 236 2,480 2,319 1,015	19,659 1,115 20,460 314 2,301 2,424 986
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%)	18,057 1,488 19,362 183 3,023	17,810 1,464 19,029 245 2,612 2,799	18,539 1,284 19,582 241 2,767 2,307	18,899 1,251 19,914 236 2,480 2,319	19,659 1,115 20,460 314 2,301 2,424
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions*	18,057 1,488 19,362 183 3,023 2,535	17,810 1,464 19,029 245 2,612 2,799 696	18,539 1,284 19,582 241 2,767 2,307 1,038	18,899 1,251 19,914 236 2,480 2,319 1,015	19,659 1,115 20,460 314 2,301 2,424 986
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group.	18,057 1,488 19,362 183 3,023 2,535 - 13.0%	17,810 1,464 19,029 245 2,612 2,799 696 14.5%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5%	19,659 1,115 20,460 314 2,301 2,424 986 11.7%
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group.	18,057 1,488 19,362 183 3,023 2,535 - 13.0%	17,810 1,464 19,029 245 2,612 2,799 696 14.5%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5%	19,659 1,115 20,460 314 2,301 2,424 986 11.7%
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita	18,057 1,488 19,362 183 3,023 2,535 - 13.0%	17,810 1,464 19,029 245 2,612 2,799 696 14.5%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5%	19,659 1,115 20,460 314 2,301 2,424 986 11.7%
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group.	18,057 1,488 19,362 183 3,023 2,535 - 13.0%	17,810 1,464 19,029 245 2,612 2,799 696 14.5%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5%	19,659 1,115 20,460 314 2,301 2,424 986 11.7%
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Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate	18,057 1,488 19,362 183 3,023 2,535 - 13.0% 2017 28.6 30.1 - 2017 383 10.5	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate Severity index	18,057 1,488 19,362 183 3,023 2,535 13.0% 2017 28.6 30.1 2017 383 10.5 0.3	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2
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Permanent employees Fixed-term employees Full time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) **2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. **Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) **Health and safety Number of injuries Injury rate Severity index Rate of absenteeism **Research and innovation Costs in research, innovation and development (€ mln) Research projects **Shipyards certified**	18,057 1,488 19,362 183 3,023 2,535 - 13.0% 2017 28.6 30.1 - 2017 383 10.5 0.3 3.6	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3 3.6 2018 122 90	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2 3.7 2019 134 90	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2 4.5 2020 144 100	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2 4.3 2021 155 146
Permanent employees Fixed-term employees Full time employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate Severity index Rate of absenteeism Research and innovation Costs in research, innovation and development (€ mln) Research projects Shipyards certified OHSAS 18001/ISO 45001 (%)	18,057 1,488 19,362 183 3,023 2,535 - 13.0% 2017 28.6 30.1 - 2017 383 10.5 0.3 3.6	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3 3.6 2018 122 90	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2 3.7 2019 134 90	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2 4.5 2020 144 100	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2 4.3 2021 155 146
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Permanent employees Fixed-term employees Part time employees Part time employees Employee hired Employee turnover Rumber of promotions* Turnover rate (%) **2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate Severity index Rate of absenteeism Research and innovation Costs in research, innovation and development (€ mln) Research projects Shipyards certified OHSAS 18001/ISO 45001 (%) ISO 9001 (%)	18,057 1,488 19,362 183 3,023 2,535 - 13.0% 2017 28.6 30.1 - 2017 383 10.5 0.3 3.6 2017 113 90 2017	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3 3.6 2018 122 90 2018 57% 95%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2 3.7 2019 134 90 2019 65% 96%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2 4.5 2020 144 100 2020 71% 95%	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2 4.3 2021 155 146 2021 68% 90%
Permanent employees Fixed-term employees Part time employees Employee hired Employee turnover Number of promotions* Turnover rate (%) *2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate Severity index Rate of absenteeism Research and innovation Costs in research, innovation and development (€ mln) Research projects Shipyards certified OHSAS 18001/ISO 45001 (%) ISO 9001 (%) Community	18,057 1,488 19,362 183 3,023 2,535 13.0% 2017 28.6 30.1 2017 383 10.5 0.3 3.6 2017 113 90 2017	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3 3.6 2018 122 90 2018 57% 95%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2 3.7 2019 134 90 2019 65% 96%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2 4.5 2020 144 100 2020 71% 95%	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2 4.3 2021 155 146 2021 68% 90%
Permanent employees Fixed-term employees Part time employees Part time employees Employee hired Employee turnover Rumber of promotions* Turnover rate (%) **2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group. Training Average hours of training per capita Average hours of training per capita - women Training cost (€ mln) Health and safety Number of injuries Injury rate Severity index Rate of absenteeism Research and innovation Costs in research, innovation and development (€ mln) Research projects Shipyards certified OHSAS 18001/ISO 45001 (%) ISO 9001 (%)	18,057 1,488 19,362 183 3,023 2,535 - 13.0% 2017 28.6 30.1 - 2017 383 10.5 0.3 3.6 2017 113 90 2017	17,810 1,464 19,029 245 2,612 2,799 696 14.5% 2018 34.3 38.0 4.1 2018 366 10.3 0.3 3.6 2018 122 90 2018 57% 95%	18,539 1,284 19,582 241 2,767 2,307 1,038 11.6% 2019 29.7 36.6 4.8 2019 383 10.9 0.2 3.7 2019 134 90 2019 65% 96%	18,899 1,251 19,914 236 2,480 2,319 1,015 11.5% 2020 19.5 21.8 2.8 2020 297 9.0 0.2 4.5 2020 144 100 2020 71% 95%	19,659 1,115 20,460 314 2,301 2,424 986 11.7% 2021 20.7 24.0 5.1 2021 315 8.8 0.2 4.3 2021 155 146 2021 68% 90%

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68%

2021

Energy	2017	2018	2019	2020	2021
Total energy (GJ)	2,532,540	2,620,706	2,673,301	2,403,330	3,016,20
Heating fuels (GJ)	1,295,828	1,361,996	1,313,350	1,110,804	1,593,64
Transportation fuels (GJ)	-	-	75,625	84,358	99,45
Self-generated thermal energy (GJ)	35	587	3,766	82	-
Electricity (GJ)	1,236,676	1,258,122	1,280,560	1,208,086	1,323,10
from renewable sources (%)	7%	8%	40%	84%	84
Water	2017	2018	2019	2020	2021
Total withdrawal of water (ML)	3,093	3,145	3,092	2,747	3,04
ground water (from underground aquifers) (ML)	1,314	1,075	842	831	90
municipal water (ML)	1,779	2,070	2,218	1,882	2,08
sea water (ML)	0	0	32	34	
Waste	2017	2018	2019	2020	2021
Total waste (t)	209,455	211,673	192,567	138,077	148,07
Hazardous (t)	20,971	18,921	20,766	19,038	26,94
Non-hazardous (t)	188,484	192,752	171,801	119,039	121,13
Corporate mobility	2017	2018	2019	2020	2021
Total travel by plane, train and car (km)	-	58,392,503	67,609,980	21,773,259	29,894,02
Plane (km)	-	55,894,626	57,659,128	14,623,814	21,722,09
					4 740 0
Train (km)	-	2,497,877	2,543,409	1,597,763	1,746,35
	-	2,497,877	2,543,409 7,407,443	1,597,763 5,551,683	
Train (km) Car (km)	2017	2,497,877 -			
Train (km) Car (km) Greenhouse gas emissions	2017 204,271*	-	7,407,443	5,551,683	6,425,57 2021
Train (km) Car (km) Greenhouse gas emissions	204,271*	- 2018 839,725	7,407,443 2019 834,632	5,551,683 2020 905,995	6,425,57 2021 1,249,58
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e)	204,271* 95,574	- 2018 839,725 99,817	7,407,443 2019 834,632 96,610	5,551,683 2020 905,995 82,931**	6,425,57 2021 1,249,58 116,63
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e) Scope 1 (tCO ₂ e) Scope 2 (tCO ₂ e) market-based	204,271*	- 2018 839,725 99,817 103,366	7,407,443 2019 834,632 96,610 72,925	5,551,683 2020 905,995 82,931** 19,995	6,425,57 2021 1,249,58 116,63 24,35
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e) Scope 1 (tCO ₂ e)	204,271* 95,574 108,697	- 2018 839,725 99,817 103,366 636,542	7,407,443 2019 834,632 96,610 72,925 665,098	5,551,683 2020 905,995 82,931** 19,995 803,069***	6,425,57 2021 1,249,58 116,63 24,35 1,108,58
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e) Scope 1 (tCO ₂ e) Scope 2 (tCO ₂ e) market-based Scope 3 (tCO ₂ e) * Data 2017 not included the Scope 3 emissions. ** Scope 1 2020 data have been revised due to the revision of the acetylene emission factor. *** 2020 Scope 3 data have been revised following the expansion of the VARD group's ferrous category and the integration of the new GHG Protocol category coefficients for technical gases (carbon dioxide, argon, nitrogen and oxygen) as well as for paints and waste.	204,271* 95,574 108,697	- 2018 839,725 99,817 103,366 636,542	7,407,443 2019 834,632 96,610 72,925 665,098	5,551,683 2020 905,995 82,931** 19,995 803,069***	6,425,57 2021 1,249,58 116,63 24,35 1,108,58
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e) Scope 1 (tCO ₂ e) Scope 2 (tCO ₂ e) market-based Scope 3 (tCO ₂ e) * Data 2017 not included the Scope 3 emissions. ** Scope 1 2020 data have been revised due to the revision of the acetylene emission factor. *** 2020 Scope 3 data have been revised following the expansion of the VARD group's ferrous category and the integration of the new GHG Protocol category coefficients for technical gases (carbon dioxide, argon, nitrogen and oxygen) as well as for paints and waste. Other emissions of polluting gases	204,271* 95,574 108,697 - rories reported (Investr	- 2018 839,725 99,817 103,366 636,542	7,407,443 2019 834,632 96,610 72,925 665,098 Energy Activities) and	5,551,683 2020 905,995 82,931** 19,995 803,069*** the updating of the en	6,425,57 2021 1,249,58 116,63 24,35 1,108,58 nission
Train (km) Car (km) Greenhouse gas emissions Total emissions (tCO ₂ e) Scope 1 (tCO ₂ e) Scope 2 (tCO ₂ e) market-based Scope 3 (tCO ₂ e) * Data 2017 not included the Scope 3 emissions. ** Scope 1 2020 data have been revised due to the revision of the acetylene emission factor. *** 2020 Scope 3 data have been revised following the expansion of the reporting of the VARD group's ferrous category and the integration of the new GHG Protocol category.	204,271* 95,574 108,697 - nories reported (Investr	- 2018 839,725 99,817 103,366 636,542 ments and Fuel and	7,407,443 2019 834,632 96,610 72,925 665,098 Energy Activities) and	5,551,683 2020 905,995 82,931** 19,995 803,069*** the updating of the en	1,249,58 116,63 24,35 1,108,58 nission

57%

2018

65%

2019

71%

The data refer to the entire Fincantieri Group.

Shipyards certified ISO 14001 (%)

*Data refer to Italy and Fincantieri Marine Group in the USA.