

FINCANTIERI PERFORMANCE 2021



ECONOMIC DATA

Group performance	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
Distributed 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	10,036
TOTAL	19,545	19,274	19,823	20,150	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 by type of contract	2017	2018	2019	2020	2021
Permanent employees	18,057	17,810	18,539	18,899	19,659
Fixed-term employees	1,488	1,464	1,284	1,251	1,115
Full time employees	19,362	19,029	19,582	19,914	20,460
Part time employees	183	245	241	236	314
Employee hired	3,023	2,612	2,767	2,480	2,301
Employee turnover	2,535	2,799	2,307	2,319	2,424
Number of promotions*	-	696	1,038	1,015	986
Turnover rate (%)	13.0%	14.5%	11.6%	11.5%	11.7%

*2018 data refer to Fincantieri S.p.A. e Fincantieri Marine Group.

Training	2017	2018	2019	2020	2021
Average hours of training per capita	28.6	34.3	29.7	19.5	20.7
Average hours of training per capita - women	30.1	38.0	36.6	21.8	24.0
Training cost (€ mln)	-	4.1	4.8	2.8	5.1

Health and safety	2017	2018	2019	2020	2021
Number of injuries	383	366	383	297	315
Injury rate	10.5	10.3	10.9	9.0	8.8
Severity index	0.3	0.3	0.2	0.2	0.2
Rate of absenteeism	3.6	3.6	3.7	4.5	4.3

Research and innovation	2017	2018	2019	2020	2021
Costs in research, innovation and development (€ mln)	113	122	134	144	155
Research projects	90	90	90	100	146

Shipyards certified	2017	2018	2019	2020	2021
OHSAS 18001/ISO 45001 (%)	-	57%	65%	71%	68%
ISO 9001 (%)	-	95%	96%	95%	90%

Community	2017	2018	2019	2020	2021
Funds allocated to the community (€ mln)	2.8	3.5	2.4	4.8	2.9

From 2019, a new method of reporting was developed in order to bring it closer to the London Benchmarking Group (LBG) model.

ENVIRONMENTAL DATA

Energy	2017	2018	2019	2020	2021
Total energy (GJ)	2,532,540	2,620,706	2,673,301	2,403,330	3,016,200
Heating fuels (GJ)	1,295,828	1,361,996	1,313,350	1,110,804	1,593,643
Transportation fuels (GJ)	-	-	75,625	84,358	99,453
Self-generated thermal energy (GJ)	35	587	3,766	82	-
Electricity (GJ)	1,236,676	1,258,122	1,280,560	1,208,086	1,323,104
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	3,042
ground water (from underground aquifers) (ML)	1,314	1,075	842	831	909
municipal water (ML)	1,779	2,070	2,218	1,882	2,083
sea water (ML)	0	0	32	34	49

Waste	2017	2018	2019	2020	2021
Total waste (t)	209,455	211,673	192,567	138,077	148,074
Hazardous (t)	20,971	18,921	20,766	19,038	26,941
Non-hazardous (t)	188,484	192,752	171,801	119,039	121,133

Corporate mobility	2017	2018	2019	2020	2021
Total travel by plane, train and car (km)	-	58,392,503	67,609,980	21,773,259	29,894,029
Plane (km)	-	55,894,626	57,659,128	14,623,814	21,722,098
Train (km)	-	2,497,877	2,543,409	1,597,763	1,746,355
Car (km)	-	-	7,407,443	5,551,683	6,425,576

Greenhouse gas emissions	2017	2018	2019	2020	2021
Total emissions (tCO ₂ e)	204,271*	839,725	834,632	905,995	1,249,584
Scope 1 (tCO ₂ e)	95,574	99,817	96,610	82,931**	116,638
Scope 2 (tCO ₂ e) market-based	108,697	103,366	72,925	19,995	24,357
Scope 3 (tCO ₂ e)	-	636,542	665,098	803,069***	1,108,589

* 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 categories reported (Investments and Fuel and Energy Activities) and the updating of the emission coefficients for technical gases (carbon dioxide, argon, nitrogen and oxygen) as well as for paints and waste.

Other emissions of polluting gases	2017	2018	2019	2020	2021
NOx (t)	18.2	24.5	24.7	23.8	28.3
SOx (t)	0.13	0.74	0.06	0.04	0.04
VOC (t)*	575	505	595	495	546

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

Shipyards certified	2017	2018	2019	2020	2021
ISO 14001 (%)	-	57%	65%	71%	68%

The data refer to the entire Fincantieri Group.