

# FINCANTIERI 2024 PERFORMANCE



## ECONOMIC DATA

Group performance	2020	2021	2022	2023	2024
Revenue and income (€ mln)	5,879	6,911	7,481	7,651	8,128
Duties and taxes (€ mln)	1	70	7	3	26
Profit/(loss) for the year (€ mln)	(245)	22	(324)	(53)	27
Trade Associations	2	2	2	3	3

## SOCIAL DATA

Workforce by geographical area	2020	2021	2022	2023	2024
Italy	9,844	10,681	10,905	11,112	11,897
Other countries	10,306	10,093	9,887	10,103	10,691
<b>TOTAL</b>	<b>20,150</b>	<b>20,774</b>	<b>20,792</b>	<b>21,215</b>	<b>22,588</b>

Employees by category	2020	2021	2022	2023	2024
Senior managers	396	436	452	457	498
Middle managers	1,129	1,139	1,227	1,288	1,39
White collar employees	8,284	9,165	9,297	9,556	10,316
Blue collar employees	10,341	10,036	9,816	9,914	10,384
<b>TOTAL</b>	<b>20,150</b>	<b>20,774</b>	<b>20,792</b>	<b>21,215</b>	<b>22,588</b>

Diversity and equal opportunity	2020	2021	2022	2023	2024
Women on Board of Directors (%)	50%	50%	40%	40%	40%
Senior managers women of the senior managers total (%)	7%	7%	8%	9%	11%
Employees women (%)	14%	14%	15%	15%	15%

Employees by age group	2020	2021	2022	2023	2024
Employees ≤ 30 years (%)	14%	13%	13%	14%	15%
Employees 31-49 years (%)	56%	55%	54%	52%	49%
Employees ≥ 50 years (%)	30%	32%	33%	34%	35%

Employees by type of contract	2020	2021	2022	2023	2024
Permanent employees	18,899	19,659	19,745	20,015	20,985
Fixed-term employees	1,251	1,115	1,038	1,197	1,601
Full time employees	19,914	20,46	20,485	20,912	22,27
Part time employees	236	314	298	300	316
Non-guaranteed hours employees*	-	-	9	3	2
Employee hired	2,48	2,301	2,959	3,038	3,914
Employee turnover	2,319	2,424	2,843	2,604	2,684
Number of promotions**	1,015	986	1,52	1,54	1,403
Turnover rate (%)	11.5%	11.7%	13.7%	12.3%	11.9%
Voluntary employee turnover rate (%)***	/	/	6.1%	5.7%	4.8%

\*The figure for employees with non-guaranteed hours is reported from 2022, as required by the 2021 GRI Standards.

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

\*\*\* The data has been reported starting from the 2022 reporting year.

Training	2020	2021	2022	2023	2024
Average training hours per capita	20	21	25	37	27
Average training hours per capita - women	22	24	31	36	26
Amount spent for training (€ mln)	2,8	5,1	9,2	8,3	7,7

Health and safety	2020	2021	2022	2023	2024
Number of recordable work-related injuries	254	265	296	245	209
Frequency rate (injury rate) (LTIFR)*	7,7	7,4	8,1	6,6	5,2
Severity index (LTSR)**	0,2	0,2	0,3	0,2	0,2
Rate of absenteeism***	4,5	4,3	5,5	4,7	3,8

\* The frequency rate (injury rate) was calculated as: (number of injuries at work/hours worked) \* 1,000,000 and was evaluated as the Lost Time Index Frequency Rate (LTIFR), i.e. considering the sum of injuries at work with at least one lost working day.

\*\* The severity index was calculated as: (number of days lost due to injury/hours worked) \* 1,000, and was evaluated as the Lost Time Severity Rate (LTSR), i.e. taking into account the number of days of absence due to injury, starting from the first day after the injury.

\*\*\* The rate of absenteeism was calculated as: (number of days of absence due to injury and/or illness/workable days) \*100.

Research and innovation	2020	2021	2022	2023	2024
Costs in research, innovation and development (€ mln)	144	155	158	152	157
Research projects	100	146	167	152	153

Shipyards certified	2020	2021	2022	2023	2024
OHSAS 18001/ISO 45001 (%)	71%	68%	74%	89%	89%
ISO 9001 (%)	95%	90%	95%	95%	95%

Community	2020	2021	2022	2023	2024
Funds allocated to the community (€ mln)	4,8	2,9	1,6	1,7	1,8

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	2020	2021*	2022	2023	2024
Total energy (GJ)	2,403,330	3,140,498	3,075,437	3,029,650	3,141,778
Heating fuels (GJ)	1,110,804	1,703,033	1,640,858	1,608,890	1,720,554
Transportation fuels (GJ)	84,358	99,453	96,172	120,876	110,901
Self-generated thermal energy (GJ)	82	0	1732.83	514	68
Electricity (GJ)	1,208,086	1,338,011	1,336,673	1,299,370	1,310,256
from renewable sources (%)	84%	82%	82%	85%	90%

\*The data for 2021 have been updated following the inclusion of SOF S.p.A. on June 1st, 2021.

Water	2020	2021	2022	2023	2024
Total withdrawal of water (ML)	2,747	3,042	2,879	2,917	2,902
Ground water (from underground aquifers) (ML)	831	909	891	1042	949,707
Municipal water (ML)	1,882	2,083	1,988	1,875	1,952
Sea water (ML)	34	49	0	0	0

Waste	2020	2021	2022	2023	2024
Total waste (t)	138,077	148,074	137,944	140,829	148,617
Hazardous (t)	19,038	26,941	16,796	20,452	21,482
Non-hazardous (t)	119,039	121,133	121,148	120,378	127,135

Corporate mobility	2020	2021	2022	2023	2024
Total travel by plane, train and car (km)	21,773,259	29,894,029	52,661,876	69,531,002	81,110,078
Plane (km)	14,623,814	21,722,098	38,861,376	53,087,320	66,219,763
Train (km)	1,597,763	1,746,355	3,112,009	5,361,632	3,881,921
Car (km)	5,551,683	6,425,576	10,688,490	11,082,050	11,008,394

Greenhouse gas emissions	2020	2021***	2022****	2023	2024
Total emissions (tCO <sub>2</sub> e)	905,995	17,552,188	23,248,481	22,520,895	16,865,976
Scope 1 (tCO <sub>2</sub> e)	82,931*	122,666	118,461	118,984	126,453
Scope 2 (tCO <sub>2</sub> e) market-based	19,995	26,258	32,653	25,975	19,012
Scope 3 (tCO <sub>2</sub> e)	803,069**	17,403,264	23,097,367	22,375,935	16,720,510****

\* The 2020 Scope 1 data have been revised following the update of the emission factor for acetylene.

\*\* The 2020 Scope 3 data have been revised due to the expanded reporting of the ferrous category of the VARD Group and the inclusion of new GHG Protocol categories (Investments and Fuel- and Energy-Related Activities), as well as the update of emission factors for technical gases (carbon dioxide, argon, nitrogen, and oxygen), paints, and waste.

\*\*\* The 2021 Scope 1 and 2 data have been revised following the inclusion of SOF S.p.A. as of 1 June 2021. Scope 3 data have been updated as a result of expanded reporting in the Upstream Transportation and Distribution category, improvements in the calculation of the Purchased Goods and Services category, and the expansion of reporting in the Use of Sold Products and Employee Commuting categories, implemented in 2022.

\*\*\*\* The 2022 Scope 3 data have been revised following the inclusion of Category 12 ("End-of-Life Treatment of Sold Products") and the addition of VARD Group data in Category 1 (Purchased Goods and Services); the contribution of electricity transmission from renewable sources has been added to Category 3.

\*\*\*\*\* The 2024 Scope 3 data include emissions from Category 15 ("Investments"). The calculation is based on Fincantieri's capital expenditures, applying the average spend-based method in accordance with GHG Protocol guidelines.

Other emissions of polluting gases	2020	2021	2022	2023	2024
NOx (t)	23.8	28.3	32.4	28.7	31.3
SOx (t)	0.04	0.04	0.7	0.9	1.3
VOC (t)*	495*	787	708	717	833

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

\*\*The data refer to the entire Fincantieri Group.

Shipyards certified	2020	2021	2022	2023	2024
ISO 14001 (%)	71%	68%	79%	89%	89%

The data refer to the entire Fincantieri Group.