

FINCANTIERI PERFORMANCE 2023



ECONOMIC DATA

Group performance	2018	2019	2020	2021	2022	2023
Revenue and income (€ mln)	5,474	5,849	5,879	6,911	7,481	7,651
Duties and taxes (€ mln)	64	84	1	70	7	3
Profit/(loss) for the year (€ mln)	69	(148)	(245)	22	(324)	(53)
Distributed economic value for stakeholders (€ mln)	5,266	5,796	5,909	6,627	7,426	7,439

SOCIAL DATA

Workforce by geographical area	2018	2019	2020	2021	2022	2023
Italy	8,662	9,334	9,844	10,681	10,905	11,112
Other countries	10,612	10,489	10,306	10,093	9,887	10,103
TOTAL	19,274	19,823	20,150	20,774	20,792	21,215

Employees by category	2018	2019	2020	2021	2022	2023
Senior managers	377	390	396	436	452	457
Middle managers	1,165	1,274	1,129	1,139	1,227	1,288
White collar employees	6,949	7,608	8,284	9,163	9,297	9,556
Blue collar employees	10,783	10,551	10,341	10,036	9,816	9,914
TOTAL	19,274	19,823	20,150	20,774	20,792	21,215

Diversity and equal opportunity	2018	2019	2020	2021	2022	2023
Women on Board of Directors (%)	33%	50%	50%	50%	40%	40%
Senior managers women of the senior managers total (%)	7%	7%	7%	7%	8%	9%
Employees women (%)	12%	13%	14%	14%	15%	15%

Employees by age group	2018	2019	2020	2021	2022	2023
Employees ≤ 30 years (%)	14%	14%	14%	13%	13%	14%
Employees 31-49 years (%)	59%	57%	56%	55%	54%	52%
Employees ≥ 50 years (%)	27%	29%	30%	32%	33%	34%

Employees by type of contract	2018	2019	2020	2021	2022	2023
Permanent employees	17,810	18,539	18,899	19,659	19,745	20,015
Fixed-term employees	1,464	1,284	1,251	1,115	1,038	1,197
Full time employees	19,029	19,582	19,914	20,460	20,485	20,912
Part time employees	245	241	236	314	298	300
Non-guaranteed hours employees*	-	-	-	-	9	3
Employee hired	2,612	2,767	2,480	2,301	2,959	3,038
Employee turnover	2,799	2,307	2,319	2,424	2,843	2,604
Number of promotions**	696	1,038	1,015	986	1,520	1,540
Turnover rate (%)	14.5%	11.6%	11.5%	11.7%	13.7%	12.3%

*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.

Training	2018	2019	2020	2021	2022	2023
Average hours of training per capita	34.3	29.7	19.5	20.7	24.7	37.2
Average hours of training per capita - women	38.0	36.6	21.8	24.0	30.5	36.4
Training cost (€ mln)	4.1	4.8	2.8	5.1	9.2	8.3

Health and safety	2018	2019	2020	2021	2022	2023
Number of recordable work-related injuries	301	339	254	265	296	245
Frequency rate (injury rate) (LTIFR)*	8.5	9.7	7.7	7.4	8.1	6.6
Severity index (LTSR)**	0.3	0.2	0.2	0.2	0.3	0.2
Rate of absenteeism***	3.6	3.7	4.5	4.3	5.5	4.7

* 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	2018	2019	2020	2021	2022	2023
Costs in research, innovation and development (€ mln)	122	134	144	155	158	152
Research projects	90	90	100	146	167	152

Shipyards certified	2018	2019	2020	2021	2022	2023
OHSAS 18001/ISO 45001 (%)	57%	65%	71%	68%	74%	89%
ISO 9001 (%)	95%	96%	95%	90%	95%	95%

Community	2018	2019	2020	2021	2022	2023
Funds allocated to the community (€ mln)	3.5	2.4	4.8	2.9	1.6	1.7

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

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ENVIRONMENTAL DATA

Energy	2018	2019	2020	2021*	2022	2023
Total energy (GJ)	2,620,706	2,673,301	2,403,330	3,140,498	3,075,437	3,029,650
Heating fuels (GJ)	1,361,996	1,313,350	1,110,804	1,703,033	1,640,858	1,608,890
Transportation fuels (GJ)	-	75,625	84,358	99,453	96,172	120,876
Self-generated thermal energy (GJ)	587	3,766	82	-	1,733	514
Electricity (GJ)	1,258,122	1,280,560	1,208,086	1,338,011	1,336,637	1,299,370
from renewable sources (%)	8%	40%	84%	82%	82%	85%

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

Water	2018	2019	2020	2021	2022	2023
Total withdrawal of water (ML)	3,145	3,092	2,747	3,042	2,879	2,917
ground water (from underground aquifers) (ML)	1,075	842	831	909	891	1,042
municipal water (ML)	2,070	2,218	1,882	2,083	1,988	1,875
sea water (ML)	0	32	34	49	0	0

Waste	2018	2019	2020	2021	2022	2023
Total waste (t)	211,673	192,567	138,077	148,074	137,944	140,829
Hazardous (t)	18,921	20,766	19,038	26,941	16,796	20,452
Non-hazardous (t)	192,752	171,801	119,039	121,133	121,148	120,378

Corporate mobility	2018	2019	2020	2021	2022	2023
Total travel by plane, train and car (km)	58,392,503	67,609,980	21,773,259	29,894,029	52,661,876	69,531,002
Plane (km)	55,894,626	57,659,128	14,623,814	21,722,098	38,861,376	53,087,320
Train (km)	2,497,877	2,543,409	1,597,763	1,746,355	3,112,009	5,361,632
Car (km)	-	7,407,443	5,551,683	6,425,576	10,688,490	11,082,050

Greenhouse gas emissions	2018	2019	2020	2021***	2022****	2023
Total emissions (tCO₂e)	839,725	834,632	905,995	17,552,188	23,248,481	22,520,895
Scope 1 (tCO ₂ e)	99,817	96,610	82,931*	122,666	118,461	118,984
Scope 2 (tCO ₂ e) market-based	103,366	72,925	19,995	26,258	32,653	25,975
Scope 3 (tCO ₂ e)	636,542	665,098	803,069**	17,403,264	23,097,367	22,375,935

* Scope 1 2020 data have been revised due to the revision of the acetylene emission factor.

** Scope 3 2020 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.

*** 2021 Scope 1 and 2 data have been reviewed following the inclusion on June 1st, 2021 of the subsidiary SOF S.p.A. 2021 Scope 3 data have been supplemented following the expansion of reporting perimeter in the upstream transport and distribution category, the improvement of the calculation of the purchase goods and services category and the inclusion of the categories of use of sold products and employees commuting occurred in 2022.

****Scope 3 data for 2022 have been revised as a result of the inclusion of category 12 ("End-of-life treatment of sold products") and the inclusion of data from the VARD group in category 1 (Cat. 1 Purchased goods and services); the contribution of transportation of electricity from renewable sources has been added to category 3.

Other emissions of polluting gases	2018	2019	2020	2021	2022	2023
NOx (t)	24.5	24.7	23.8	28.3	32.4	28.7
SOx (t)	0.74	0.06	0.04	0.04	0.7	0.9
VOC (t)*	505*	595*	495*	787**	708**	717

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

**The data refer to the entire Fincantieri Group.

Shipyards certified	2018	2019	2020	2021	2022	2023
ISO 14001 (%)	57%	65%	71%	68%	79%	89%

The data refer to the entire Fincantieri Group.