

FINCANTIERI PERFORMANCE 2022



ECONOMIC DATA

Group performance	2017	2018	2019	2020	2021	2022
Revenue and income (€ mln)	5,020	5,474	5,849	5,879	6,911	7,481
Duties and taxes (€ mln)	40	64	84	1	70	7
Profit/(loss) for the year (€ mln)	53	69	(148)	(245)	22	(324)
Distributed economic value for stakeholders (€ mln)	4,804	5,266	5,796	5,909	6,627	7,426

SOCIAL DATA

Workforce by geographical area	2017	2018	2019	2020	2021	2022
Italy	8,314	8,662	9,334	9,844	10,681	10,905
Other countries	11,231	10,612	10,489	10,306	10,093	9,887
TOTAL	19,545	19,274	19,823	20,150	20,774	20,792

Employees by category	2017	2018	2019	2020	2021	2022
Senior managers	356	377	390	396	436	452
Middle managers	1,105	1,165	1,274	1,129	1,139	1,227
White collar employees	6,637	6,949	7,608	8,284	9,163	9,297
Blue collar employees	11,447	10,783	10,551	10,341	10,036	9,816
TOTAL	19,545	19,274	19,823	20,150	20,774	20,792

Diversity and equal opportunity	2017	2018	2019	2020	2021	2022
Women on Board of Directors (%)	33%	33%	50%	50%	50%	40%
Senior managers women of the senior managers total (%)	6%	7%	7%	7%	7%	8%
Employees women (%)	11%	12%	13%	14%	14%	15%

Employees by age group	2017	2018	2019	2020	2021	2022
Employees ≤ 30 years (%)	13%	14%	14%	14%	13%	13%
Employees 31-49 years (%)	66%	59%	57%	56%	55%	54%
Employees ≥ 50 years (%)	21%	27%	29%	30%	32%	33%

Employees by type of contract	2017	2018	2019	2020	2021	2022
Permanent employees	18,057	17,810	18,539	18,899	19,659	19,745
Fixed-term employees	1,488	1,464	1,284	1,251	1,115	1,038
Full time employees	19,362	19,029	19,582	19,914	20,460	20,485
Part time employees	183	245	241	236	314	298
Non-guaranteed hours employees*	-	-	-	-	-	9
Employee hired	3,023	2,612	2,767	2,480	2,301	2,959
Employee turnover	2,535	2,799	2,307	2,319	2,424	2,843
Number of promotions**	-	696	1,038	1,015	986	1,520
Turnover rate (%)	13.0%	14.5%	11.6%	11.5%	11.7%	13.7%

*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	2017	2018	2019	2020	2021	2022
Average hours of training per capita	28.6	34.3	29.7	19.5	20.7	24.7
Average hours of training per capita - women	30.1	38.0	36.6	21.8	24.0	30.5
Training cost (€ mln)	-	4.1	4.8	2.8	5.1	9.2

Health and safety	2017	2018	2019	2020	2021	2022
Number of recordable work-related injuries	343	301	339	254	265	296
Rate of work-related injuries*	9.4	8.5	9.7	7.7	7.4	8.1
Severity index**	0.3	0.3	0.2	0.2	0.2	0.3
Rate of absenteeism***	3.6	3.6	3.7	4.5	4.3	5.5

* The rate of work-related injuries (LTIFR) was calculated as: (number of recordable work-related injuries with at least one day of absence/hours worked) *1,000,000.

** The severity index was calculated as: (number of days lost due to injury/hours worked) *1,000.

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

Research and innovation	2017	2018	2019	2020	2021	2022
Costs in research, innovation and development (€ mln)	113	122	134	144	155	158
Research projects	90	90	90	100	146	167

Shipyards certified	2017	2018	2019	2020	2021	2022
OHSAS 18001/ISO 45001 (%)	-	57%	65%	71%	68%	74%
ISO 9001 (%)	-	95%	96%	95%	90%	95%

Community	2017	2018	2019	2020	2021	2022
Funds allocated to the community (€ mln)	2.8	3.5	2.4	4.8	2.9	1.6

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	2017	2018	2019	2020	2021	2022
Total energy (GJ)	2,532,540	2,620,706	2,673,301	2,403,330	3,140,498	3,075,437
Heating fuels (GJ)	1,295,828	1,361,996	1,313,350	1,110,804	1,703,033	1,640,858
Transportation fuels (GJ)	-	-	75,625	84,358	99,453	96,172
Self-generated thermal energy (GJ)	35	587	3,766	82	-	1,733
Electricity (GJ)	1,236,676	1,258,122	1,280,560	1,208,086	1,338,011	1,336,637
from renewable sources (%)	7%	8%	40%	84%	82%	82%

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

Water	2017	2018	2019	2020	2021	2022
Total withdrawal of water (ML)	3,093	3,145	3,092	2,747	3,042	2,879
ground water (from underground aquifers) (ML)	1,314	1,075	842	831	909	891
municipal water (ML)	1,779	2,070	2,218	1,882	2,083	1,988
sea water (ML)	0	0	32	34	49	0

Waste	2017	2018	2019	2020	2021	2022
Total waste (t)	209,455	211,673	192,567	138,077	148,074	137,944
Hazardous (t)	20,971	18,921	20,766	19,038	26,941	16,796
Non-hazardous (t)	188,484	192,752	171,801	119,039	121,133	121,148

Corporate mobility	2017	2018	2019	2020	2021	2022
Total travel by plane, train and car (km)	-	58,392,503	67,609,980	21,773,259	29,894,029	52,661,876
Plane (km)	-	55,894,626	57,659,128	14,623,814	21,722,098	38,861,376
Train (km)	-	2,497,877	2,543,409	1,597,763	1,746,355	3,112,009
Car (km)	-	-	7,407,443	5,551,683	6,425,576	10,688,490

Greenhouse gas emissions	2017	2018	2019	2020	2021***	2022
Total emissions (tCO₂e)	204,271*	839,725	834,632	905,995	17,552,188	23,079,973
Scope 1 (tCO ₂ e)	95,574	99,817	96,610	82,931*	122,666	118,461
Scope 2 (tCO ₂ e) market-based	108,697	103,366	72,925	19,995	26,258	32,653
Scope 3 (tCO ₂ e)	-	636,542	665,098	803,069**	17,403,264	22,928,859

* 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.

Other emissions of polluting gases	2017	2018	2019	2020	2021	2022
NOx (t)	18.2	24.5	24.7	23.8	28.3	32.4
SOx (t)	0.13	0.74	0.06	0.04	0.04	0.7
VOC (t)*	575*	505*	595*	495*	787**	708**

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

**The data refer to the entire Fincantieri Group.

Shipyards certified	2017	2018	2019	2020	2021	2022
ISO 14001 (%)	-	57%	65%	71%	68%	79%

The data refer to the entire Fincantieri Group.