



FINCANTIERI

SURFING THE WAVE OF A SUSTAINABLE FUTURE

COMMITMENTS AND OBJECTIVES
OF THE FINCANTIERI GROUP

1. Fincantieri

The profile of Italian excellence

Fincantieri Group is one of the world's largest shipbuilding groups and number one in terms of diversification and innovation. We are a global multinational company and the only operators capable of building all types of highly complex vessels from cruise ships to mega-yachts, from naval

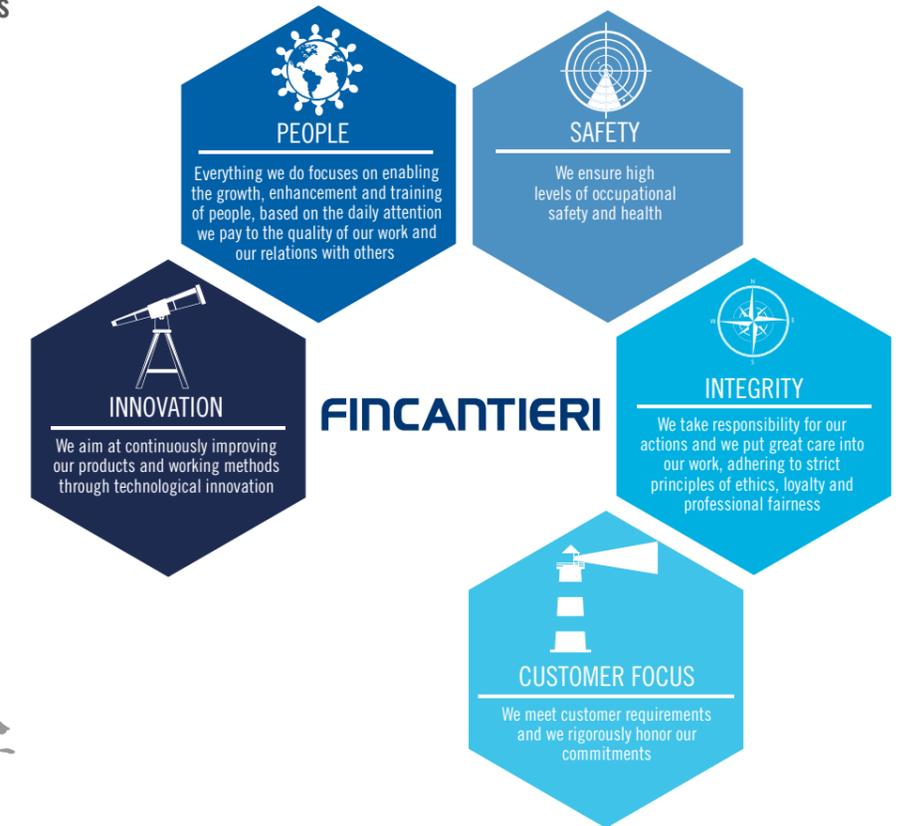
vessels to high-tech offshore vessels. We are the leader in cruise ship design and construction and a reference player in all high-tech shipbuilding industry sectors. We work to create an increasingly technological and sustainable future, focusing on innovation and respect for people and the environment.



Our mission

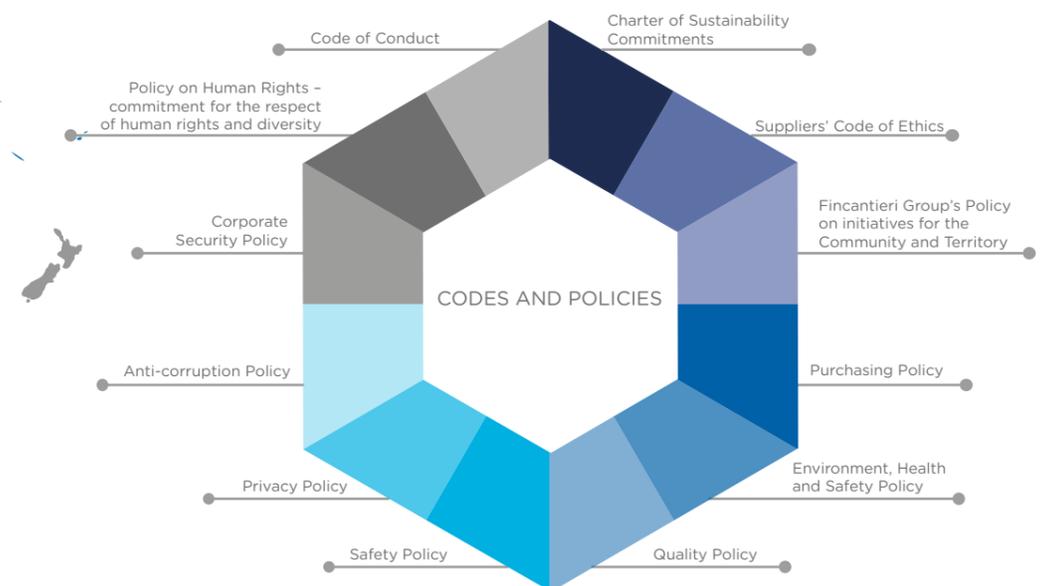
Technological development and continuous improvement are the goals that we have set for ourselves, and we are determined to pursue them. Our every action, project, initiative or decision is based on strict observance of the law, labour protection and protection of the environment, safeguarding the interests of our shareholders, employees, clients, trade and financial partners, local communities and groups, creating value for every stakeholder.

Our values



Our codes and our policies

We believe that success can be long lasting only with responsible, ethical business management; the Group's actions are performed with integrity, honesty and dedication and based on mutual trust, so that growth is also guided by the principle of shared values.



SHIPYARDS AND DOCKS

EUROPE

ITALY
Trieste
Monfalcone
Marghera
Sestri Ponente
Genoa
Riva Trigoso - Muggiano
Ancona
Castellammare di Stabia
Palermo

NORWAY

Aukra
Brattvaag
Brevik
Langsten
Søviknes

ROMANIA

Braila
Tulcea

ASIA

VIETNAM
Vung Tau

AMERICAS

USA
Marinette
Sturgeon Bay
Green Bay

BRAZIL
Suape

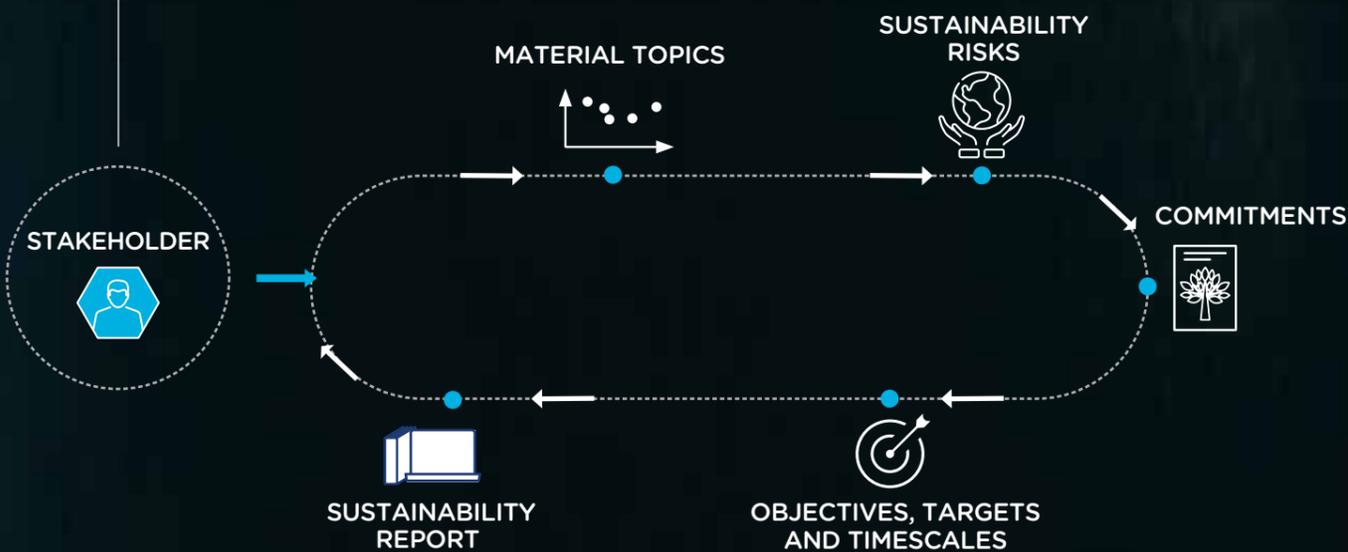


Our strengths



2. Our sustainability path

We have decided to structure our sustainability path by adopting an integrated strategy that is capable of combining business growth and financial stability with social and environmental sustainability, creating value in the long term. This is why the important (material) topics for the Group have been integrated into its business strategy and why the Fincantieri Group's Sustainability Plan has been implemented.



Our sustainability commitments

Demonstrating our commitments for each material topic, and in order to achieve a healthy, resilient, sustainable society, where people can advance and prosper, we have defined our

Charter of Sustainability Commitments. In this way we intend to contribute to the achievement of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda.



Our idea of sustainable and responsible development involves:

- A more widespread dissemination of the sustainability culture;
- Promoting a responsible supply chain;
- Employee involvement;
- Constantly improving health and safety in the workplace;
- Support for technological innovation;
- Maintaining customer satisfaction and trust levels;
- Continuous dialogue with and support for local communities;
- Reducing environmental impacts;
- The fight against climate change.

3. Our people

We employ 19,823 people, over 9,300 of which in Italy, where we activate over 54,000 labour units in the industrial sector, and if we add the effect generated by household consumption then employment exceeds 86,000.

We strive for the growth, enhancement and training of people, based on the daily attention we pay to the quality of our work and our relations with others.

In 2019, we invested over 4.8 million euros to meet training needs, with 29.7 average hours of training per capita.

All our companies operate with due regard to diversity and equal opportunities and do not permit any kind of discrimination, from personnel selection and throughout the entire employment relationship. People are actively involved in their own career development paths, from the perspective of responsibility, defining career goals and awareness of training needs.

Safety at work, workers' health, the maintenance and improvement of work environments have always been our main drivers and the foundation of our policies, in a vision that considers safety a strategic and development factor for the Company.



In 2019 we joined the United Nations Global Compact, the most wide-ranging business sustainability initiative in the world.



We received the Most Attractive Employer Italy award from Universum for the Industrial Engineering & Manufacturing sector.

Over 580,000 hours of training

87% Employees trained

Almost 20,000 employees

53% Other countries

47% Italy

94% Permanent employees

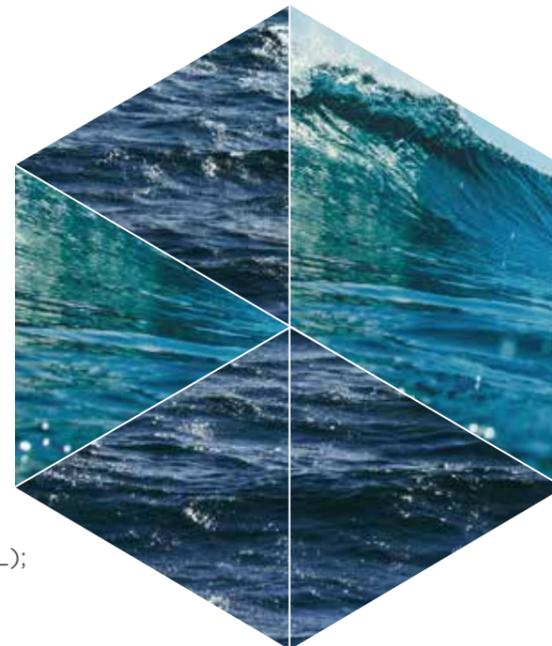
13% Women



4. Our ever greener ships

From design to disposal, every single phase of our ships' life cycle is designed to minimize environmental impact. This is why we adopt solutions that:

- 01 → **REDUCE** the environmental footprint of the material introduced in the production unit for construction;
- 02 → **LIMIT** air emissions, in accordance with the International Convention for the Prevention of Pollution from Ships (MARPOL);
- 03 → **CONTAIN** the production of waste, particularly waste that has greater environmental impact;
- 04 → **REDUCE** energy consumption;
- 05 → **MANAGE** the treatment of ballast water by pre-filtering plankton and then using ultraviolet light to sterilize it.



We have embraced the objectives of the International Maritime Organization (IMO), summarized in the slogan

SAFE, SECURE AND EFFICIENT TRANSPORT ON CLEAN OCEANS

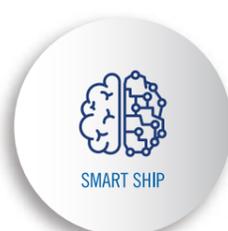
5. The 5 pillars for designing the future

Our strategy is based on five fundamental pillars on which we have based our Research and Innovation process. These objectives are needed so we can advance towards a horizon where technology, digitization and the environment can be effectively combined.



GREEN SHIP

Eco-sustainability and Energy Efficiency of ships



SMART SHIP

The Digitization of ships



AUTONOMOUS SHIP

The Automation of ships



SMART YARDS

Development of facilities and processes more efficient, safe and sustainable



SMART OFFSHORE INFRASTRUCTURE

Introduction of innovative solutions supporting the Blue Economy

6. Our supply chain

We promote a responsible and sustainable supply chain based on longlasting relationships founded on integrity, transparency and respect. We periodically schedule monitoring activities at our suppliers through different types of audit visits. As the importance of the inspection visit is also recognised for sustainability, we also decided to carry out audits on human rights aspects, environment, health and safety.

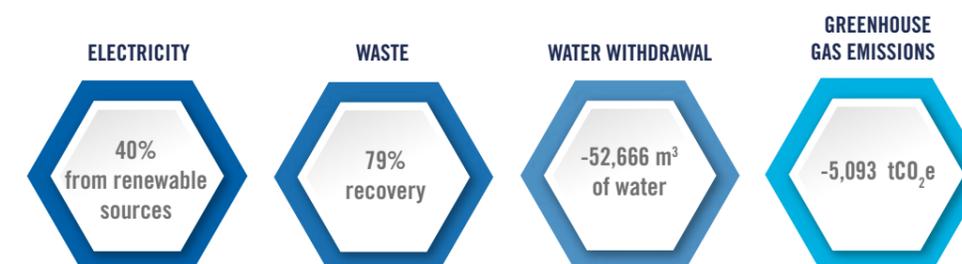


7. Our responsibility for the environment

We want to play an active role towards a more sustainable economy and society. We are committed to monitoring and reducing our direct impacts and contributing to limiting global warming with our greener ships, a responsible supply chain and by engaging in dialogue and collaboration with agencies and institutions.

That is why we have made some specific commitments to:

1. Assess the risks and environmental impact of our activities and manage the environmental aspects using the principles of precaution and prevention;
2. Promote the use of the best available technologies and the use of products with a lower environmental impact;
3. Implement improvement plans aimed at containing and reducing our emissions to air, water and soil, the continuous efficiency of our energy performance including through the use of energy from renewable sources, and the minimization and proper management of waste;
4. Safeguard the natural value and biodiversity of the territories affected by the presence of our sites by implementing appropriate environmental measures and protections;
5. Design and develop eco-sustainable products.





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