

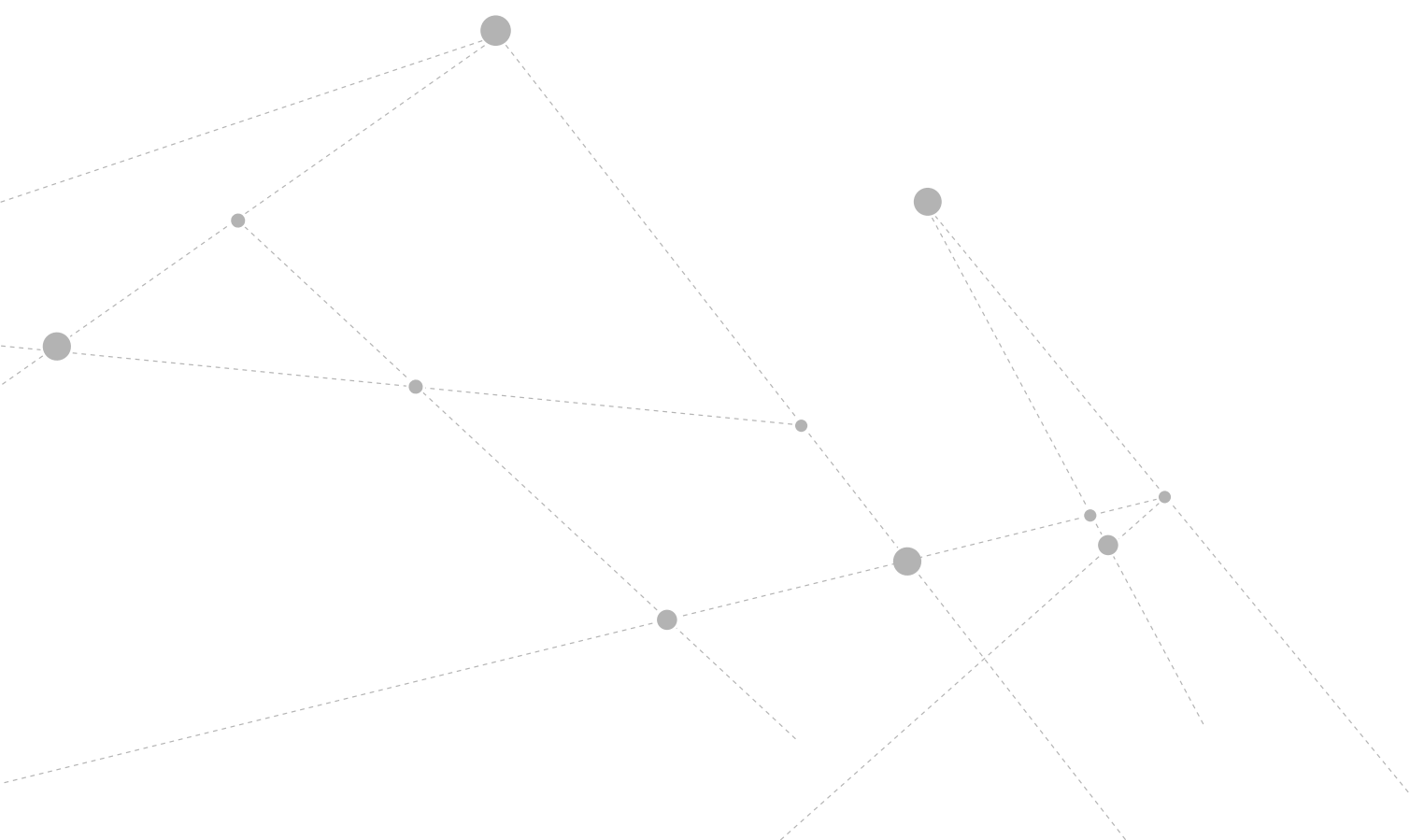


FINCANTIERI GROUP: THE CHARTER OF SUSTAINABILITY COMMITMENTS

FINCANTIERI

C ONTENTS

INTRODUCTION	3
OUR MISSION	4
OUR VALUES	4
OUR PRINCIPLES	5
OUR COMMITMENTS	6
COMMUNICATION AND UPDATE	10



INTRODUCTION

Value is created through responsible management of growth that is and will be increasingly sustainable and inclusive, to the advantage of companies, citizens and the community.

A company is sustainable when it generates value with the future and not just the present in mind, namely when it also generates value for those who come after us. To do this, we work so that every person in the Group understands the significance and value of being sustainable and reflects in their everyday work the fundamental principles of social responsibility, undertaking and contributing to satisfying the stakeholder expectations, creating a virtuous cycle that generates synergy and shared, proactive commitment.

*For the Fincantieri Group, sustainability is not just an **opportunity** but a duty and a real mission to represent a **model of excellence** in the world.*

Fincantieri is one of the world's leading shipbuilders and this position comes with the responsibility to act in a sustainable manner. In fact, it is in our interest to combine competitiveness with environmental sustainability and social responsibility. This is why we are continuing on our path to **sustainable success** with the adoption of an **integrated strategy** that is capable of combining business growth and financial stability with social and environmental sustainability, creating value in the long term for everyone involved in our business.

Our Charter of Commitments aims to provide an overview of Fincantieri's commitments on environmental, social and governance issues. It is addressed to all stakeholders and presents the Group's mission, values and principles that shape Fincantieri's sustainable and responsible development. It is a central element of our integrated sustainability strategy because it is an expression of the commitments that guide the Group's actions regarding relevant sustainability issues, which are set out in the Group's Sustainability Plan in qualitative and quantitative goals that can be measured over time and are reported annually in the Sustainability Report.

The Charter is part of the set of policies and guidelines that support us in our business, alongside the Code of Conduct and other guidance documents on specific issues.

OUR MISSION

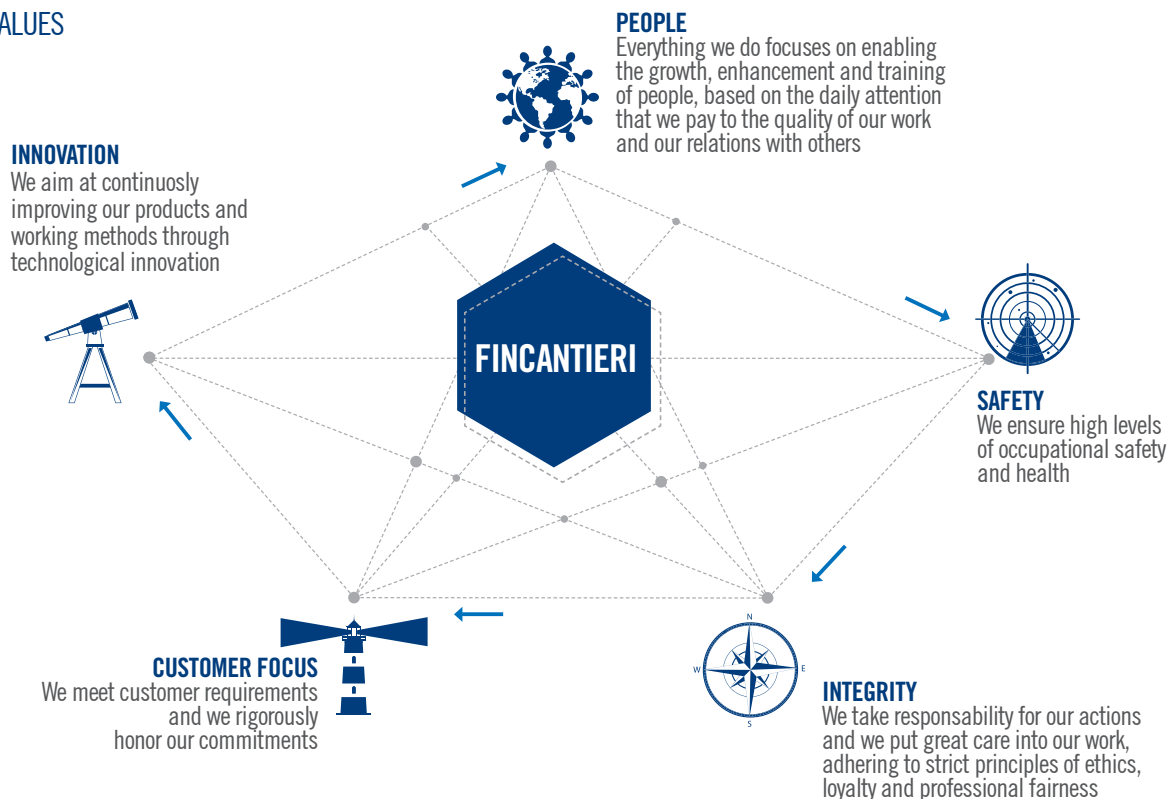
Technological development and continuous improvement are the goals that we have set for ourselves, and we are determined to pursue them.

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

The values are fundamental guidelines, cornerstones of the business, shared and adopted by all who work in the Group, in individual, corporate and team actions.

VALUES



OUR PRINCIPLES

Our principles are contained in the Code of Conduct, which provides that all of the Group's activities are performed observing the laws, international conventions and in strict respect for human rights as sanctioned by the Universal Declaration by the United Nations.

We respect the Ten Principles of the United Nations **Global Compact** and we work within a framework of fair competition with honesty, integrity, decency and good faith, with respect for the legitimate interests of our stakeholders, shareholders, employees, customers, commercial and financial partners, civil society and the local communities in areas in which we are present with our business.

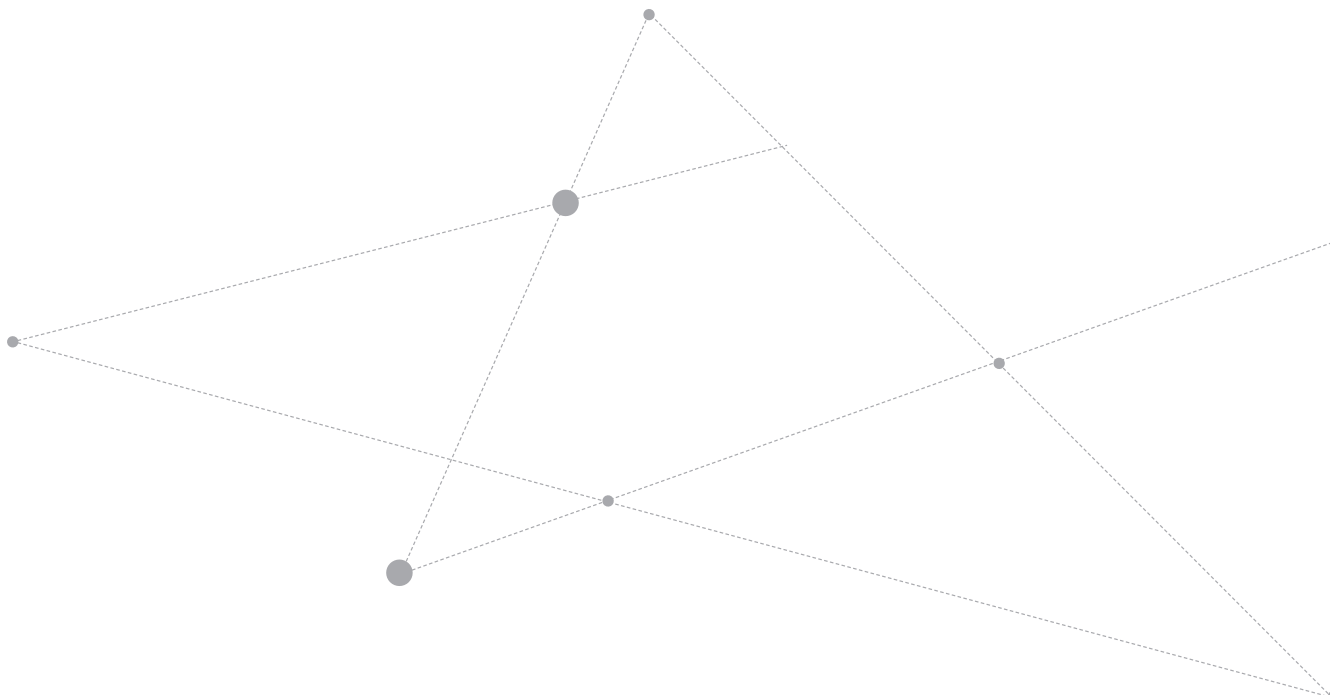
We are committed to contributing to achieving the UN 2030 Agenda's **Sustainable Development Goals** (SDGs) because we believe that success can be long lasting only with responsible, ethical business management; the Group's actions are based on mutual trust, so that growth is also guided by the principle of shared values.

Our idea of sustainable and responsible development involves:

- a more widespread dissemination of the sustainability culture;
 - promoting a sustainable supply chain;
 - employee involvement;
 - constantly improving health and safety in the workplace;
 - support for technological innovation;
 - maintaining customer satisfaction and trust levels;
 - reducing environmental impacts;
 - the fight against climate change;
 - continuous dialogue with and support for local communities.
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OUR COMMITMENTS

Our mission, values and principles mean that we must commit to increasingly sustainable and responsible development. We have involved our employees, customers, suppliers and partners, the financial community and other stakeholders in helping us understand where we can and should make the most impact, in a continuous path of engagement that we are committed to developing over time. We have identified, together with them, the material issues considered most relevant for both the Group and its stakeholders. Specific commitments have been identified for these issues that have been divided into environmental, social and governance (ESG) areas, and objectives and targets have been selected, for which Fincantieri has defined concrete and consistent actions and initiatives.





GOVERNANCE TOPICS

MATERIAL TOPIC

COMMITMENT

Governance and business integrity

- Promotion of the sustainability culture in line with the Group Values, encouraging managers to think in a sustainable manner within their sphere of action
- Maintenance of the Corporate Governance system and risk management (including sustainability risk) in line with international best practices
- Adoption of preventative measures and policies geared towards the prevention of corruption in all spheres of influence
- Integration of sustainability issues with stakeholders through the promotion of dialogue and listening initiatives with those involved in the Group's activities
- Increasingly sustainable and responsible corporate performance, creating the conditions for development that ensures the needs and expectations of all stakeholders are met

Cyber security

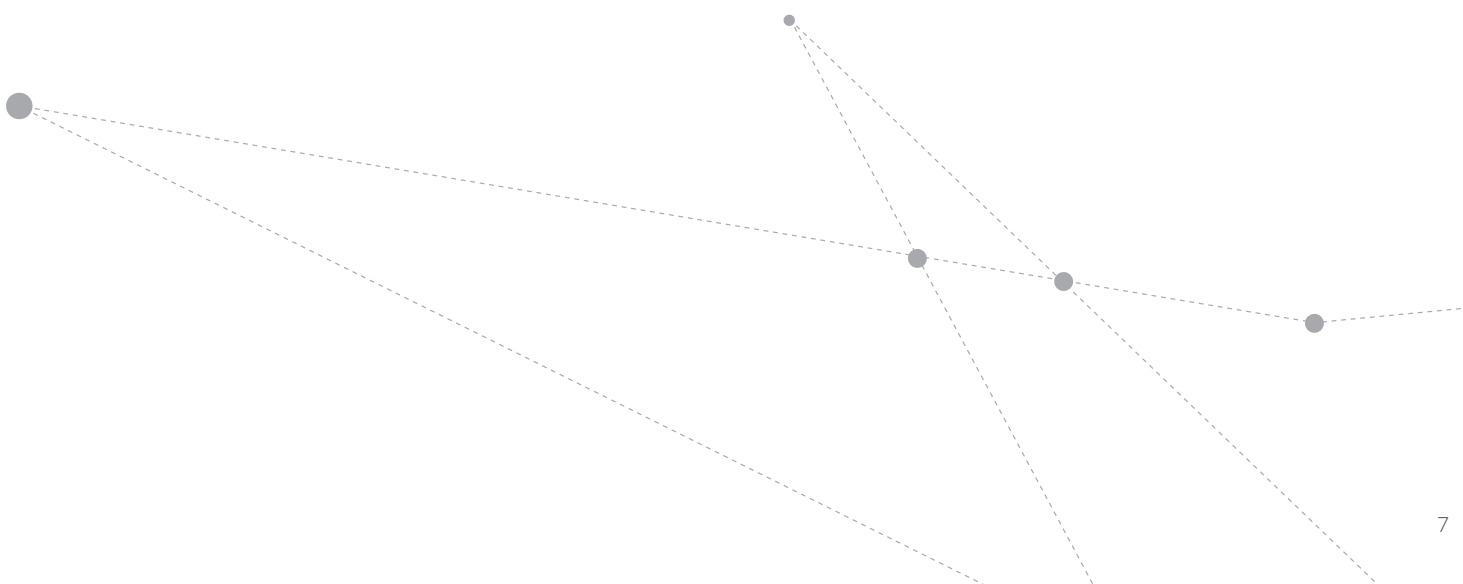
- Guarantee the protection of computer systems and data by minimizing the risk of network breaches, corruption of sensitive data or processes and develop the cyber security strategy for products and services

Innovation, research and development

- Investments in research and innovation with the aim of developing sustainable, efficient, safe and competitive products and processes with particular reference to the technologies needed to reduce environmental impact and increase their digitalization

Sustainable supply chain

- Promotion and support of a responsible and sustainable supply chain that shares our values and is based on long-lasting relationships founded on integrity, transparency and respect





SOCIAL TOPICS

MATERIAL TOPIC

COMMITMENT

Development and safeguarding of human resources

- Promotion of growth, training and enhancement of human capital
- Constant collaboration and cooperation in an inclusive and international context in order to encourage the exchange of ideas, opinions and experiences and the development of multidisciplinary skills
- Industrial relations based on dialogue and listening to protect jobs and employment

Company welfare

- Increase the wellbeing of people through innovative solutions rather than traditional ones

Diversity and equal opportunity

- Promotion of programs offering equal opportunities to all employees in order to promote diversity and inclusion within the Group

Health and safety in the workplace

- Continuous improvement of workers' health and safety conditions

Human rights

- Commitment to creating the socio-economic conditions to ensure respect for human rights throughout the value chain

Local communities and relations with the local area

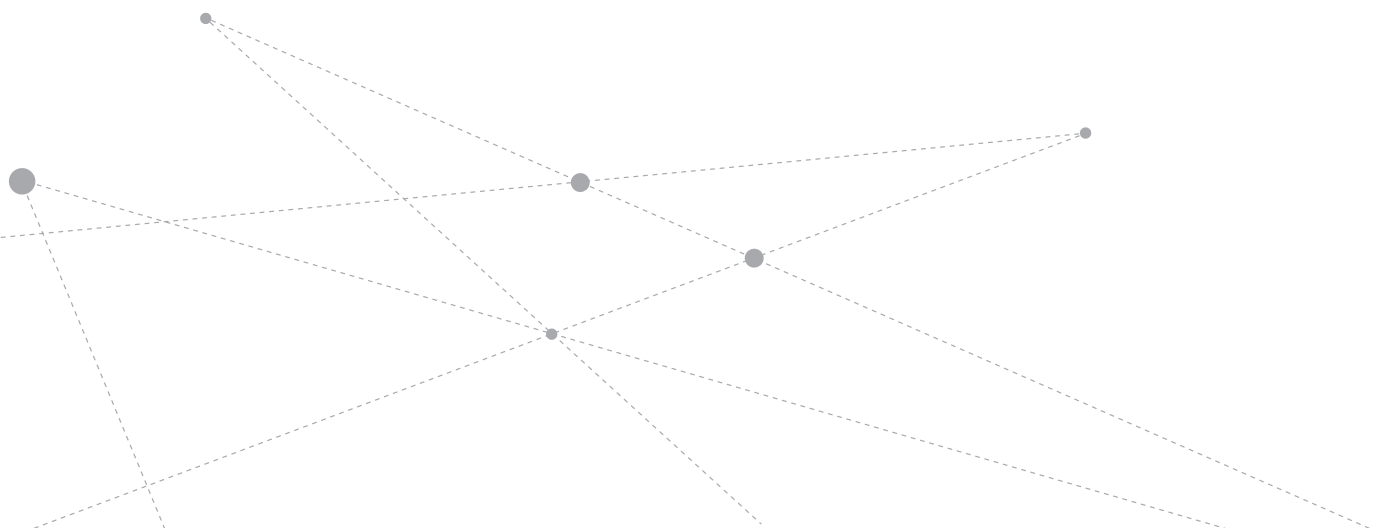
- Dialogue with and support for local communities through social, environmental, cultural and educational initiatives
- Collaboration with governments, national and international associations to adopt policies and strategies to contribute to a healthy, inclusive, resilient and sustainable society for everyone

Product quality and safety

- Continuous improvement of the quality and safety of products and services in compliance with technical standards, in all phases of the production process to meet the high standards required by the business

Customer satisfaction

- Listen to needs and expectations to maximize customer satisfaction





ENVIRONMENTAL TOPICS

MATERIAL TOPIC

COMMITMENT

Climate change

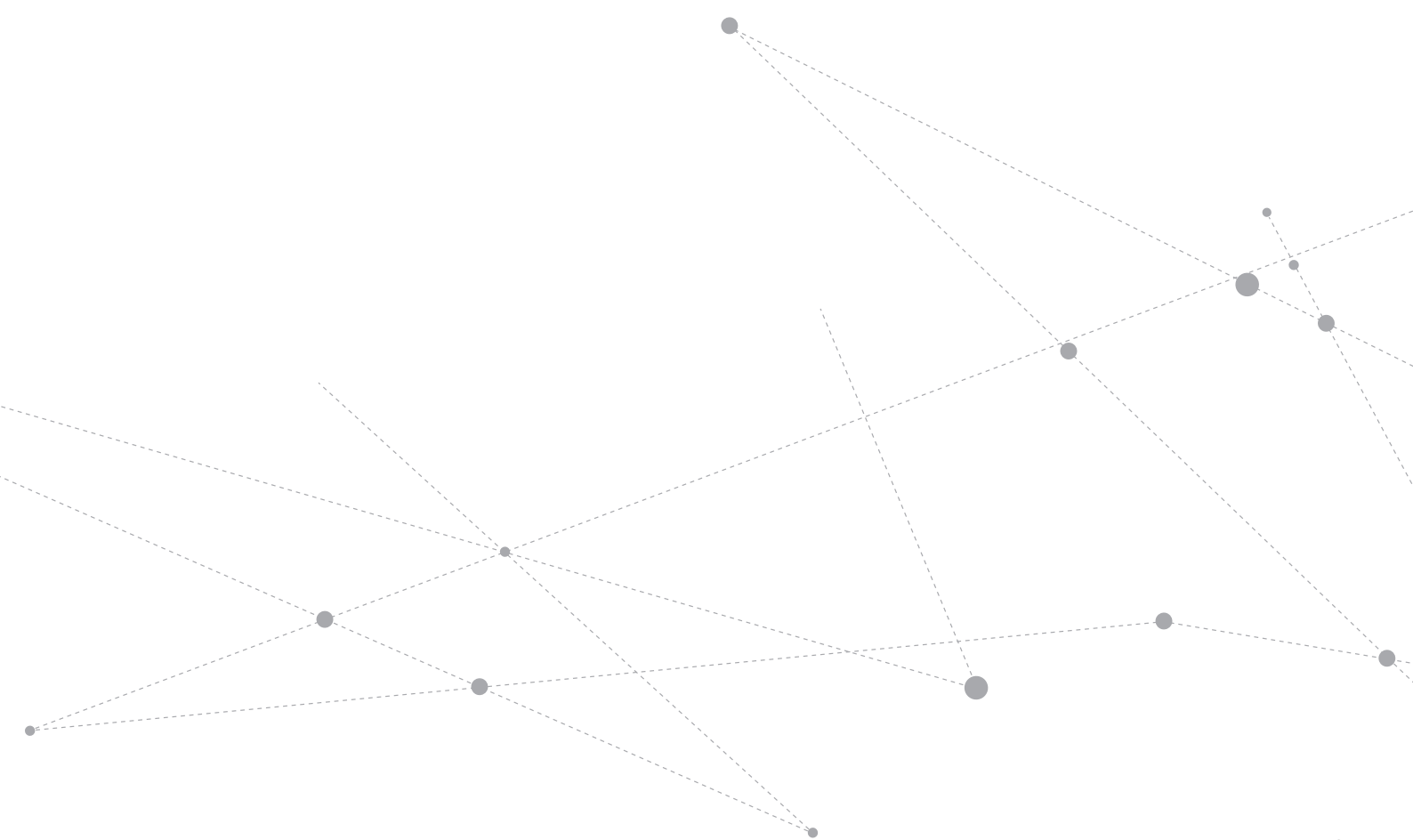
- Support for research to improve the analysis and management of risks associated with climate change
- Reduction of carbon dioxide (CO₂) and other pollutant emissions with the aim of contributing to the fight against climate change

Environmental management

- Implementation of projects to improve energy efficiency and conserve natural resources, protect biodiversity and reduce environmental impact to prevent soil, air and water pollution
- Increase employee awareness of environmental impact and promote virtuous behaviour

Environmental impact of products and services

- Development of ecologically sustainable products and services with the aim of contributing to a circular and low carbon economy



COMMUNICATION AND UPDATE

The Charter of Sustainability Commitments is communicated to all employees and made available on the company intranet and on the Fincantieri website for all stakeholders. In order to promote the continuous improvement of its initiatives for the community, the Charter will be periodically revised in light of significant changes linked to the community's needs, the considerations emerging from the dialogue with its stakeholders and the results deriving from measuring performance related to Fincantieri activities. This revised Charter will be validated by the Sustainability Committee and approved by the Board of Directors of Fincantieri S.p.A.