

2023-2027 Sustainability Plan

Towards an innovative, inclusive and integral future
FINCANTIERI

Strategic guidelines and sustainability

Global socio-economic trends



- Climate issues and ecosystem depletion
- Strong drive towards new technologies and digital transformation
- Central role of human resources and growing inequalities
- Awareness of the strategic nature of the supply chain
- Economic, social and cultural changes
- Geopolitical tensions

The 3 Directions of development



Innovation

Innovative and technological development for energy and digital transition



Inclusion

Protection, inclusion and development of people and communities



Integrity

Industrial excellence

Sustainable Development Goals



Fincantieri contributes in particular to the achievement of **9 of the 17 goals** of the UN's 2030 Agenda for Sustainable Development



In 2019, Fincantieri joined the United Nations' Global Compact, the largest worldwide initiative for business sustainability

Focus on energy transition, development of innovative and sustainable solutions, maintaining the central role of human capital, and a sustainable supply chain

The definition of the objectives contained in the 2023-2027 Sustainability Plan was influenced by the global socio-economic trends that the Fincantieri Group will face in the short, medium and long term. At this time of transformation, sustainability represents an essential enabling factor that contributes to ensuring a high level of resilience and the sustainable development of the Group.

The Sustainability plan consist of:

3
Directions

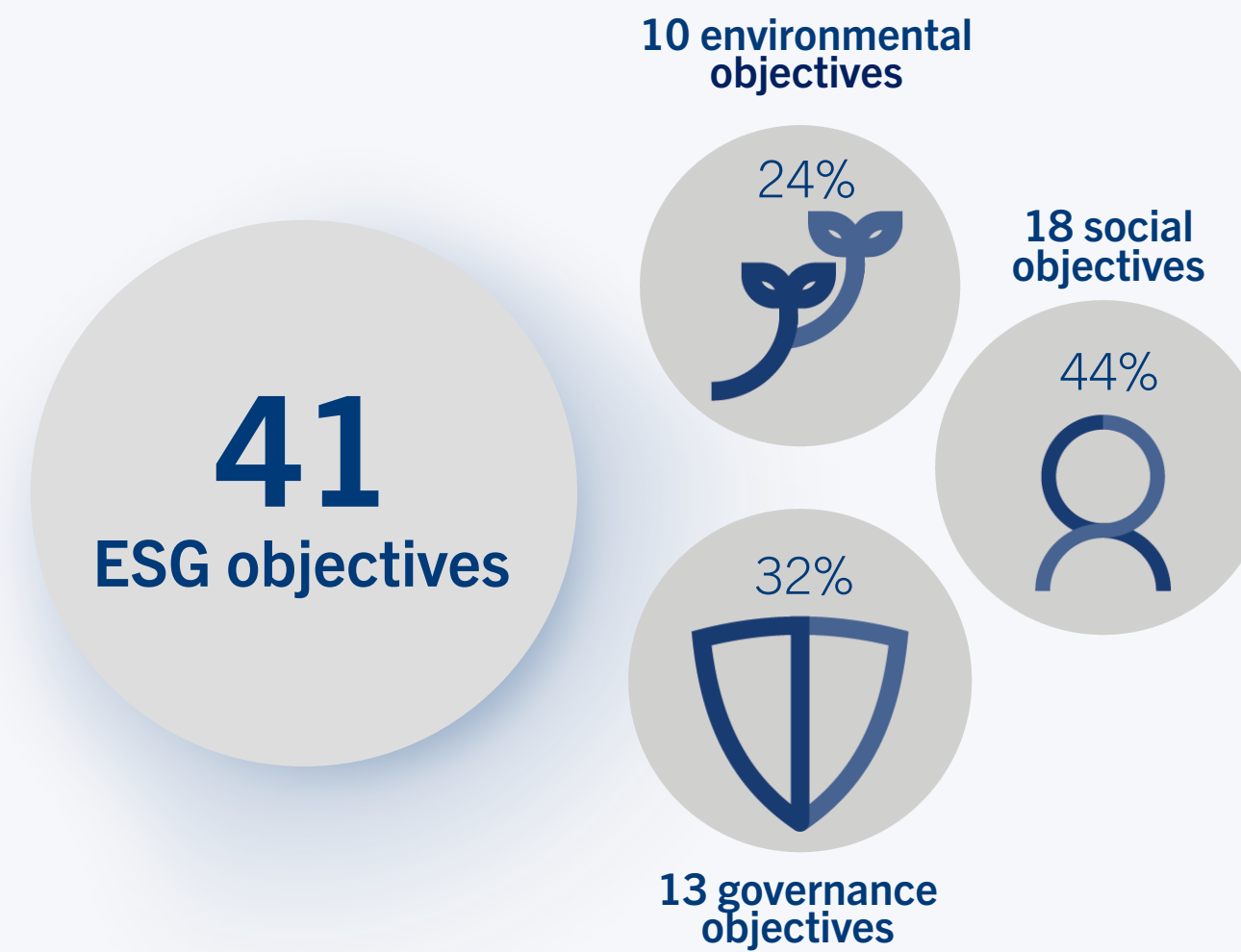
Take into account global socio-economic trends and include the Group's material topics. They also reflect the ESG pillar of the Business Plan and represent its development.

24
Commitments

Undertaken by the Group through the Charter of Sustainability Commitments.



Identified by means of stakeholder engagement and market benchmarking that enable the views of the Group to be taken into consideration as well as those of customers, suppliers and partners, the financial community and other stakeholders who were involved through an online survey. Material topics are reported annually in the Non-Financial Statement – Sustainability Report.



To be achieved in the short, medium and long term, which will contribute in particular to the achievement of **9 SDGs** that Fincantieri has recognized as significant for its business and in line with its strategic guidelines.

The 2023-2027 Plan comprises the objectives of the previous Plan with a deadline in 2023 and beyond, as well as new objectives to ensure a sustainable and responsible development. The Plan's objectives are updated on a yearly basis, building on the results achieved and adding new needs that emerge over time.

3 Directions



Innovation

Innovative and technological development for energy and digital transition

Strengthening **activities focused on innovation and digitalization**, to offer increasingly **advanced, sustainable and safe** solutions in line with market needs and decarbonisation and circular economy strategies.



Inclusion

Protection, inclusion and development of people and communities

Safeguarding the **wealth of skills** acquired by the Group, promoting its growth and enhancement in an inclusive and international environment and ensuring the protection of human capital, to encourage the development of local communities with a view to shared value.



Integrity

Industrial excellence

Increasing competitiveness through **continuous improvement of efficiency and safety**, maintaining standards of excellence and promoting professional culture and ethics to strengthen world leadership in shipbuilding.





15 material topics, 7 of which are strategic

- 1. Climate change
- 2. Environmental impact of products and services
- 3. Innovation, research and development
- 4. Environmental management
- 5. Customer satisfaction
- 6. Cyber security

- 7. Development and safeguarding of human resources
- 8. Human rights
- 9. Diversity and equal opportunity
- 10. Company welfare
- 11. Local communities and relations with the local area

- 12. Health and safety in the workplace
- 13. Product quality and safety
- 14. Sustainable supply chain
- 15. Governance and business integrity



- 
Naval
- 
Cruise
- 
Equipment, systems and services
- 
Offshore and specialized vessels



- 
Innovative and technological development for energy and digital transition
- 
Protection, inclusion and development of people and communities
- 
Industrial excellence

Innovative and technological development for energy and digital transition





Climate change

Commitment:
Support for research to improve the analysis and management of risks associated with climate change

Objectives

Promotion of research projects to develop new solutions for energy efficiency or reduction of emissions in collaboration with research institutes / universities on issues associated with climate risks

Targets

Complete four projects by 2030, of which:

- 1 project
- 1 project
- 1 project
- 1 project

Timeline

- 2024
- 2026
- 2028
- 2030

Perimeter

Group

SDGs





Climate change

Commitment:
Reduction of carbon dioxide (CO₂) and other pollutant emissions with the aim of contributing to the fight against climate change

Objectives	Targets	Timeline	Perimeter	SDGs
Reduction of greenhouse gas (GHG) emissions	<ul style="list-style-type: none"> -4% of Scope 1 and 2 GHG emissions compared to 2021 -8% of Scope 1 and 2 GHG emissions compared to 2021 -20% of Scope 1 and 2 GHG emissions compared to 2021 	<p>2025</p> <p>2027</p> <p>2030</p>	Group	  
Ensure the use of electricity from renewable sources	<ul style="list-style-type: none"> 100% electricity from renewable sources 	<p>2030</p>	Group	
Reduction of emissions of volatile organic compounds (VOCs) through plant works and gradual substitution of the products used with solvent-free or lower-solvent alternatives	<ul style="list-style-type: none"> -3% VOC emissions over hours of production compared to 2021 -5% VOC emissions over hours of production compared to 2021 	<p>2025</p> <p>2027</p>	Group	 



Environmental impact of products and services

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

Objectives

Identify initiatives and projects for the development of products and design tools for ships with reduced environmental impact

Targets

- 9 low environmental impact project initiatives (4 of which for the cruise business and 5 for the naval segment)
- 5 low environmental impact project initiatives (4 of which for the cruise business and 1 for the naval segment)

Timeline

2025

2027

Perimeter

Fincantieri S.p.A.

SDGs



Study on circular economy for Fincantieri S.p.A. cruise ships in cooperation with a university/research centre

- Analysing the maturity level of players in the shipping industry
- Identifying an analysis methodology
- Evaluating and identifying tools to implement the logic of circular economy

2025

Fincantieri S.p.A.



Objectives

Targets

Timeline

Perimeter

SDGs



Environmental impact of products and services

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

Developing high energy-efficient cruise ships powered by eco-friendly/renewable sources, with reduced environmental impact in terms of atmospheric emissions, discharges at sea and noise (green ships)

- International Maritime Organization (IMO) target for 2025 (30% reduction in cruise ship EEDI* index compared to IMO baseline ref. EEDI-2008**), corresponding to a 30% reduction in CO₂ emissions for the same tonnage and miles travelled at the EEDI index baseline speed
- IMO target for 2030 (40% reduction in cruise ship EEDI index compared to IMO baseline ref. EEDI-2008), corresponding to a 40% reduction in CO₂ emissions for the same tonnage and miles travelled at the EEDI index baseline speed and zero emissions in port
- Net Zero cruise vessels target

2025

2030

2050

Fincantieri S.p.A.



* Energy Efficiency Design Index defined by the International Convention for the Prevention of Pollution from Ships (MARPOL)

** In its initial strategy, the IMO set 2008 as the baseline year against which to measure ambition levels. The baseline is a curve representing a mean value of EEDI as the size of the ship varies



Innovation, research and development

Commitment:

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

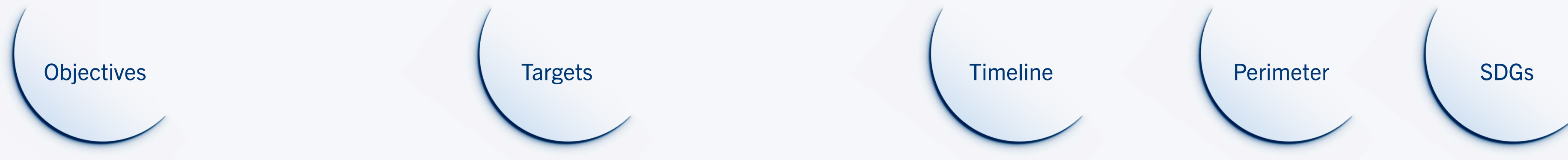




Innovation, research and development

Commitment:

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



Digital transformation via the introduction of technologies and equipment in order to optimise business processes and make them greener in line with organizational and management best practices

- Completion of migration (50% remaining servers) from on-premise infrastructure to Public Cloud infrastructure characterized by improved energy efficiency (+16% DCIE*), and optimization of consumption compared to 2021 through:
 - rationalization (~ -15% servers)
 - re-sizing (~ -14% computing power)
 - on-demand activation of non-productive servers (~ -60% up-time)
- Signing of a Group framework agreement for the supply of energy-efficient printers
- Rationalization of the printer fleet (-5% with a target of 16 users/printer), refresh of at least 50% of obsolete compared to 2021 printers and their mapping by production area with relative print volumes
- Completion of obsolete printer refresh with TEC** fleet reduction of ~70% when fully operational
- Gradual adoption of Public Cloud infrastructure and Printing services by all Italian companies whose IT management falls within the Parent Company's perimeter
- Assessment of Data Center and Printing services for VARD (Norway, Romania) and Fincantieri Marine Group (FMG) and definition of a development roadmap

2023

Group

2023

2023

2024

2024

2023



As-Is Perimeter Parent Company: Data Center Services - Fincantieri S.p.A., Isotta Fraschini Motori, FC Infrastructure, FC SI, FC Oil&Gas, some companies of the Marine Interiors group, VARD (FC centralized services only); **Printing Services** - Fincantieri S.p.A., FC Infrastructure, FC SI, OSN, FC Oil&Gas, some companies of the Fincantieri NexTech group, some companies of the Marine Interiors group. As part of the SAP roll-out project in Fincantieri Marinette Marine (FMM), a cloud instance was activated for the IaaS delivery of ERP services in the US.

* **Data Center Infrastructure Efficiency (DCIE)**: ratio between the total power absorbed by IT equipment alone and the total power used by the data center.

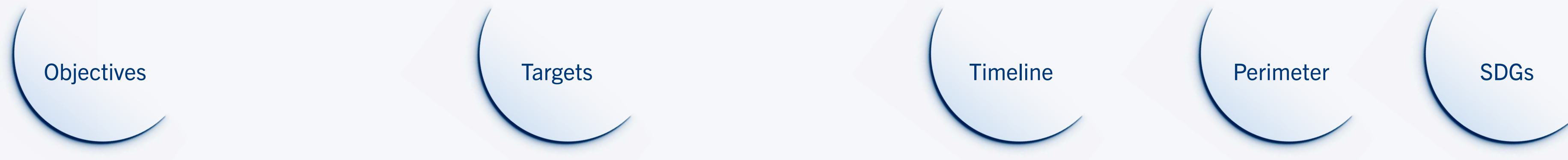
** **Typical Electricity Consumption (TEC)**: electricity consumption of a device using an internationally recognized standard methodology. The TEC value is expressed in KWh/week.



Innovation, research and development

Commitment:

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



Digitalization of internal processes and collaboration with third parties

- Digitalization and centralization of paper-based processes related to suppliers' progress documentation (SAL and FAT area Engineering and COP*) and for the management of accesses of satellite businesses for Fincantieri S.p.A., enabling a reduction in paper printouts of about 1.1 million/year at the same workload
- Introduction of a solution for the management of material transport from, to and between the Group sites**, capable of handling multiple logistic providers and slot booking logics, and experimentation with algorithms based on High Performance Computing or Quantum Computing to optimize intra-group transport and inventory generating a direct benefit on emissions
- Digitalization of the process of requesting, issuing and validating permits for the execution of flame and work on board ship (activities involving the production of flames/sparks) by satellite businesses, enabling a reduction in paper printouts of about 1 million/year at the same workload
- Roll-out ERP SAP, an enabling platform for process digitalization, in the following subsidiaries:
 - VARD (Norway, Romania) 2023
 - Fincantieri Marinette Marine (FMM), MI S.p.A. 2024
 - Fincantieri Bay Ship (FBS), remaining companies of the Interiors Hub 2025

2024

2024

2025

2023

2024

2025

Group



* COP: Production Coordination

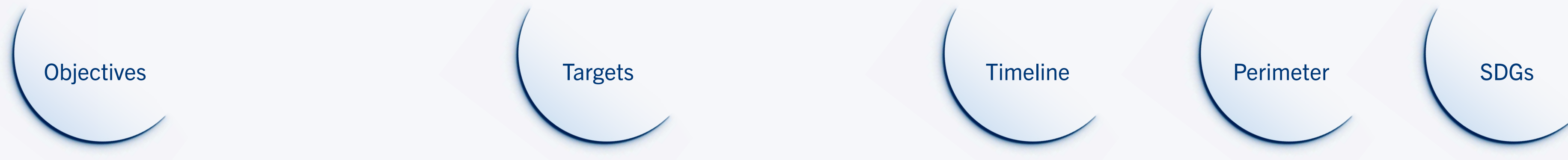
** Perimeter: Fincantieri S.p.A., Marine Interiors Cabins, Fincantieri Infrastructure, Centro Servizi Navali



Innovation, research and development

Commitment:

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



Introduction of innovative analytics and process mining solutions that provide insights for process optimization

Targets

- Introduction of a process mining solution with the aim of analysing the lead times of business processes and highlighting potential improvement actions, and its testing on the process of invoicing of accounts payable in order to assess its benefits before extending it to other business processes
- Creation of a corporate database (Data Platform) powered by data from corporate master systems (e.g. SAP, Inspection Call), activation of AI/machine learning services in order to provide useful analytics to deliver insights into areas of lower efficiency and to identify opportunities for optimizing and/or streamlining processes, and implementation of analytics and predictive analysis tools:
 - Wave 1: 10 priority use cases (8 CFO, 2 Supply Chain) 2023
 - Wave 2: 25 use cases 2024
- Extension of analytics tools to other Group companies adopting the same processes:
 - VARD (Norway, Romania) 2024
 - Fincantieri Marinette Marine (FMM), MI S.p.A. 2025
 - Fincantieri Bay Ship (FBS), remaining companies of the Interiors Hub 2025

Timeline

2023

2023

2024

2024

2025

2025

Perimeter

Group

SDGs





Environmental management

Commitment:
Implementation of projects to improve energy efficiency and conserve natural resources, protect biodiversity and reduce environmental impact to prevent soil, air and water pollution



Waste reduction

- Maintaining the portion of waste sent for recycling between 80-90% each year
- - 5% of the quantity of waste produced over hours of production compared to 2021
- - 10% of the quantity of waste produced over hours of production compared to 2021

2023-2027

2025

2027


Group





Environmental management

Commitment:
Implementation of projects to improve energy efficiency and conserve natural resources, protect biodiversity and reduce environmental impact to prevent soil, air and water pollution

Objectives	Targets	Timeline	Perimeter	SDGs
Reduction of water withdrawals	<ul style="list-style-type: none"> -3% of water withdrawal over hours of production compared to 2021 -10% of water withdrawal over hours of production compared to 2021 -12% of water withdrawal over hours of production compared to 2021 	<p>2025</p> <p>2027</p> <p>2030</p>	Group	  
Protection of biodiversity	<ul style="list-style-type: none"> Launch of project for the protection of biodiversity Analysis of the impacts of production processes on biodiversity Definitions of actions to mitigate impacts on biodiversity 	<p>2024</p> <p>2026</p> <p>2027</p>	Group	



Customer satisfaction

Commitment:
Listen to needs and expectations to maximize customer satisfaction



Objectives
Extending the customer satisfaction measurement model - Customer Satisfaction Index (CSI) - to ESG issues

Targets
Expansion of the CSI questionnaire to ESG issues to understand customer satisfaction in terms of sustainable product and process

Application of the CSI questionnaire, including the ESG section

2023

2024

Group





Cyber security

Commitment:

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



Objectives

Centralize the management and monitoring of cyber security, through a uniform service delivery model



Targets

- Introduce a single security monitoring centre for the Group on national and European territory:
 - setting up of the architecture
 - integration of incident response processes for participating subsidiaries
 - unified incident monitoring of the subsidiaries that will use the service
- The Security Operations Center (SOC) will be operational 24 hours a day and consistent with government cyber security standards



Timeline

2024
2026
2027



Perimeter

Group



SDGs





Cyber security

Commitment:

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

Objectives

Raising awareness among employees and top management about cyber risks and training them to recognize them

Targets

Delivering phishing awareness campaigns to employees (employees, middle managers and senior managers):

- 2 campaigns
- 2 campaigns
- 2 campaigns

Extension of the phishing awareness campaign to employees of the subsidiary VARD group AS

Implementation of induction sessions for the Top Management (including the Board of Directors):

- 1 induction session
- 1 induction session

Timeline

2023
2024
2025

2024

2023
2024

Perimeter

Fincantieri S.p.A. and Fincantieri NexTech S.p.A.

VARD Group AS

Fincantieri S.p.A.

SDGs



Protection, inclusion and development of people and communities





Development and safeguarding of human resources

Commitment:
Promotion of growth, training and enhancement of human capital

Objectives

Investing in the professional development of resources and enhancing their value so that they can contribute to the achievement of the Group's strategic objectives

Targets

As part of the meritocratic policy, reward at least 60% of the resources assessed as high performers* with the new performance appraisal model adopted globally
The bonus refers to salary increases, one-off measures, and level or qualification upgrades

Timeline

2023

Perimeter

Group

SDGs



*High performers refer to employees rated «Above Expectations» or «Excellent»



Development and safeguarding of human resources

Commitment:
Promotion of growth, training and enhancement of human capital

Objectives

Developing the leadership of the future by strengthening the pipeline of young talent on accelerated growth paths, reducing the gender gap, avoiding anti-selection phenomena

Targets

- +30% of new resources included in the «Talent» acceleration program for young high-potential resources embarking on a career development path, of which 25% are women compared to 2020-2022
- +40% new resources included in the «Talent» acceleration program, 30% of whom are women compared to 2020-2022

Timeline

2023

2025

Perimeter

Italy

Group

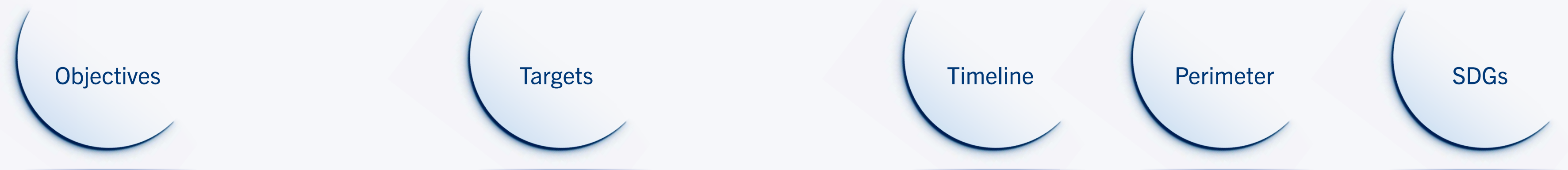
SDGs





Development and safeguarding of human resources

Commitment:
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



Objectives
Develop a working environment where employees feel increasingly involved, motivated and willing to build their professional future, through the use of annual surveys to measure employee engagement

- Targets**
- Improve by 2pp the Employee Engagement rate* recorded in the 2022 survey
 - Improve by 5pp the Employee Engagement rate* recorded in the 2022 survey

Timeline
2023

2026

Perimeter
Group

SDGs



*Employee engagement rate to measure the degree of belonging, satisfaction and motivation. It was calculated on the basis of favourable responses to 11 questions in the survey



Human rights

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

Objectives

In accordance with the guidelines being defined* and international best practices, proactively identify and assess potential risks and impacts related to the respect of human rights, incorporated in the policy and Code of Ethics, referred to and signed by suppliers in the general terms and conditions of the order

Targets

- Due-diligence on Italian and European production sites and their satellite businesses
- Implementation of a plan of targeted interventions following due diligence
- Monitoring compliance through the formalization of the monitoring and maintenance plan

Timeline

2023

2024

2025

Perimeter

Group

SDGs



* In order to anticipate the demands contained in the Proposal for a Directive of the European Parliament and of the Council on the Duty of Care of Businesses with regard to sustainability



Human rights

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

Objectives

Annual (second party) sustainability audits by Fincantieri at suppliers' premises to assess and monitor suppliers' compliance with human rights, health and safety and the environment

Targets

Audits of the Group's suppliers of priority/ strategic interest on respect for human rights, health and safety and the environment (approx. 200 suppliers including the remaining 7 not carried out due to COVID pandemic issues) with at least 40 audits per year
 Starting from 2023, depending on the score obtained from the audit, recovery plans, progressive or immediate phase-outs will be defined on an ongoing basis, based on the severity, with evidence being reported in Supplier Oversight

Timeline

2023-2027

Perimeter

Group (excluding American subsidiaries)

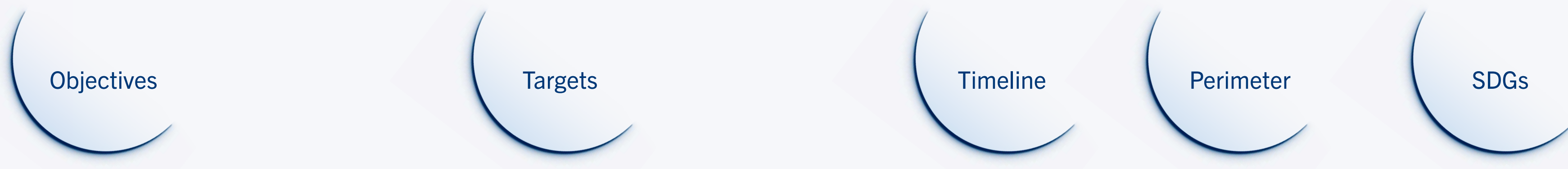
SDGs





Diversity and equal opportunity

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



Ensuring maximum integration and full involvement of the corporate population by developing training and awareness-raising initiatives on diversity and inclusion

- 2 projects, one to support parenting or caregivers and one to raise awareness of disability
- 1 project to enhance multiculturalism and eliminate all forms of discrimination
- 1 project to raise awareness of disability at Group level
- 2 projects, of which one to enhance multiculturalism and eliminate all forms of discrimination and one to promote cooperation between generations
- 1 project supporting parenting or caregivers

2023

2024

2024

2025

2026

Italy

Fincantieri S.p.A. and satellite businesses

Group

Group

Group





Diversity and equal opportunity

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

Objectives

Strengthening gender equality and women's empowerment by promoting projects to ensure a level playing field for women in the world of work

Targets

- Obtaining UNI PdR125 Gender Equality Certification for Fincantieri S.p.A.
- Extend gender pay gap analysis to Group level
- Developing a training program to support the professional careers of the women in the Group
- 100% reduction in the weighted gender pay gap
- Develop 2 counselling and psychological assistance projects for women victims of gender-based violence

Timeline

2023

2023

2024

2024

2025

Perimeter

Fincantieri S.p.A.

Group

Group

Group

Group

SDGs





Diversity and equal opportunity

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

Objectives

Ensuring an appropriate level of gender representation by promoting the presence of women also in positions of responsibility

Targets

- +2pp white collar women (white collar and middle managers) compared to 2021
- +3pp middle manager women compared to 2021
- +4pp white collar women (white collar and middle managers) compared to 2021
- +5pp middle manager women compared to 2021

Timeline

2025

2025

2027

2027

Perimeter

Group

SDGs





Company welfare

Commitment:
Increase the well-being of people through innovative solutions rather than traditional ones

Objectives

Development of the company crèche service

Targets

Activation of 2 additional crèche services to support parenting and home-work balance

Timeline

2025

Perimeter

Fincantieri S.p.A.

SDGs





Local communities and relations with the local area

Commitment:
Dialogue with and support for local communities through social, environmental, cultural and educational initiatives



Objectives

Communication campaign to disseminate the Group's new mission, vision and purpose to all relevant stakeholders in order to play an active role in building a supportive and inclusive community

Development of educational and social inclusion projects especially for disadvantaged groups and those at risk of exclusion



Targets

Definition of the integrated strategic communication and sustainability plan in order to disseminate the corporate purpose, the Group's new mission in the creation of long-term sustainable value for all its reference communities while respecting people and the environment

Activation of at least two initiatives, one of which at Group level



Timeline

2023

2023 and 2025



Perimeter

Group

Group



SDGs





Local communities and relations with the local area

Commitment:
Collaboration with governments, national and international associations to adopt policies and strategies to contribute to a healthy, inclusive, resilient and sustainable society for everyone

Objectives

Support institutions in defining pathways in research and innovation that favour the design of ships with reduced environmental impact

Targets

6 institutional meetings

Timeline

2024

Perimeter

Fincantieri S.p.A.

SDGs



Industrial excellence





Health and safety in the workplace

Commitment:
Continuous improvement of workers' health and safety conditions



* Frequency rate (injury rate) (no. of work-related injuries/hours worked x 1,000,000)

** Severity index (no. of days lost due to injuries/hoursworked x 1,000)



Health and safety in the workplace

Commitment:
Continuous improvement of workers' health and safety conditions



Objectives

Support tools to improve ergonomics and reduce workloads



Targets

- Carry out a feasibility study for the adoption of tools to support manual activities, such as industrial exoskeletons, that are compatible with the work environment on board ships under construction in relation to the increase in the average age of the working population in order to achieve an improvement in working conditions in certain activities that engage the musculoskeletal system through robotic structures of various types
- Following the outcome of feasibility studies, make the tools identified as suitable for Group companies with similar production processes progressively operational



Timeline

2024

2027



Perimeter

Group



SDGs





Health and safety in the workplace

Commitment:
Continuous improvement of workers' health and safety conditions



Supporting inspection activities through robotic systems



- Carry out a feasibility study for the adoption of autonomous inspection and monitoring systems for shipyard areas and on board ship. These tools will be used to perform their tasks in high-risk or difficult-to-access areas for personnel or for the automation of low value-added tasks
- Development and operation of 3 prototypes such as: quadrupeds or rovers equipped with sensors for monitoring activities, drones for inspection to analyse accessibility of high-risk areas
- Extension of instruments to Group companies with similar production processes



2023

2025

2027



Group





Product quality and safety

Commitment:
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

Objectives

Increasing the level of control over the cyber risk exposure of the product supply chain

Targets

Activation of an audit plan on cyber risk exposure from systems belonging to a pool of 20 suppliers, representing 90% of the cruise business's cyber-critical systems as per IACS UR E26 standard

Timeline

2024

Perimeter

Fincantieri S.p.A.

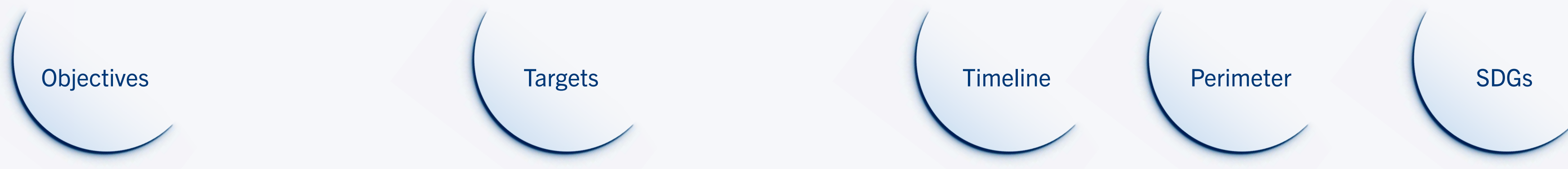
SDGs





Sustainable supply chain

Commitment:
 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



Development of a Sustainable Supply Chain in order to integrate sustainability criteria into the supplier qualification system and to ensure adequate risk control

- Launch of an ESG assessment program and coverage of the most relevant suppliers in terms of purchasing volume of 30%
- Attribution of ESG scores to at least 50% of strategic qualified suppliers*
- ESG assessment and gap analysis on the evaluated sample
- Attribution of ESG scores to 100% of strategic qualified suppliers
- Extension of ESG supplier scoring system to European subsidiaries**
- Definition of a model for the use of ESG assessment in procurement processes:
 - integration of ESG scores into supplier qualification criteria
 - development of improvement plans for less virtuous suppliers
- Implementation of reward mechanisms linked to ESG assessment

2023

2024

2024

2025

2025

2025

2026

Group (excluding American subsidiary companies)



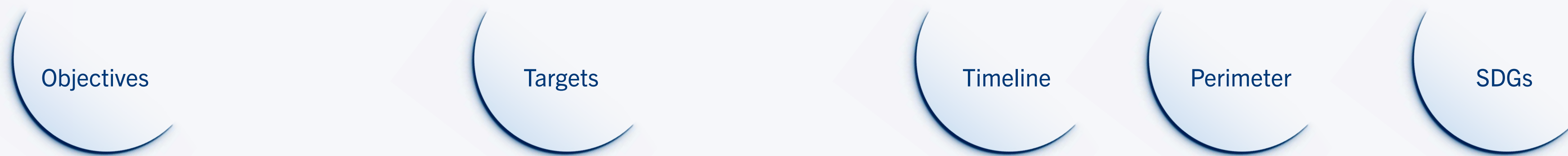
* Meaning suppliers in the Register, net of customer-referenced and imposed suppliers

** The result is subject to the extension of the Fincantieri S.p.A. model to VARD (processes, systems, ERP and e-NGAGE portal)



Sustainable supply chain

Commitment:
 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



Raising supplier awareness of ESG issues

- Organization of at least one engagement session on ESG issues per year with strategic suppliers

2023-2027

Group (excluding American subsidiary companies)

Managing «conflict minerals» along the supply chain

- Drafting and publishing a Policy on management of «conflict minerals»*
- Identification and implementation of contractual tools for the management of «conflict minerals»
- Extension to relevant subsidiaries with reference to EU Regulation 2017/821
- Monitoring of relevant product groups

2023

2024

2025

2027

Group

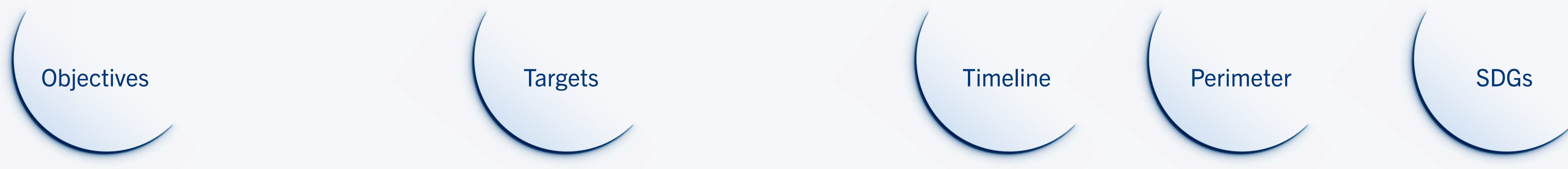


* Refer to raw materials or minerals -tin, tantalum, tungsten and gold (the '3TGs') -from high-risk areas or areas affected by armed conflict, the trade of which can finance armed groups, fuel forced labour and other human rights violations and support corruption and money laundering.



Governance and business integrity

Commitment:
Promotion of the sustainability culture in line with the Group Values, encouraging managers to think in a sustainable manner within their sphere of action



Assignment of sustainability objectives within the corporate variable reward system

- Application of an increase to the Result Bonus and Management Objective Plan related to five annual sustainability objectives to the target population (white and blue collar workers)
- Attribution of sustainability objectives to at least 25% of the staff (middle managers and executives) who have access to the variable reward system
- Attribution of sustainability objectives to at least 25% of the staff with access to the variable reward system
- Attribution of sustainability objectives to the top management of foreign subsidiaries

2023

Fincantieri S.p.A.

2023

Fincantieri S.p.A.

2024

Italy

2023

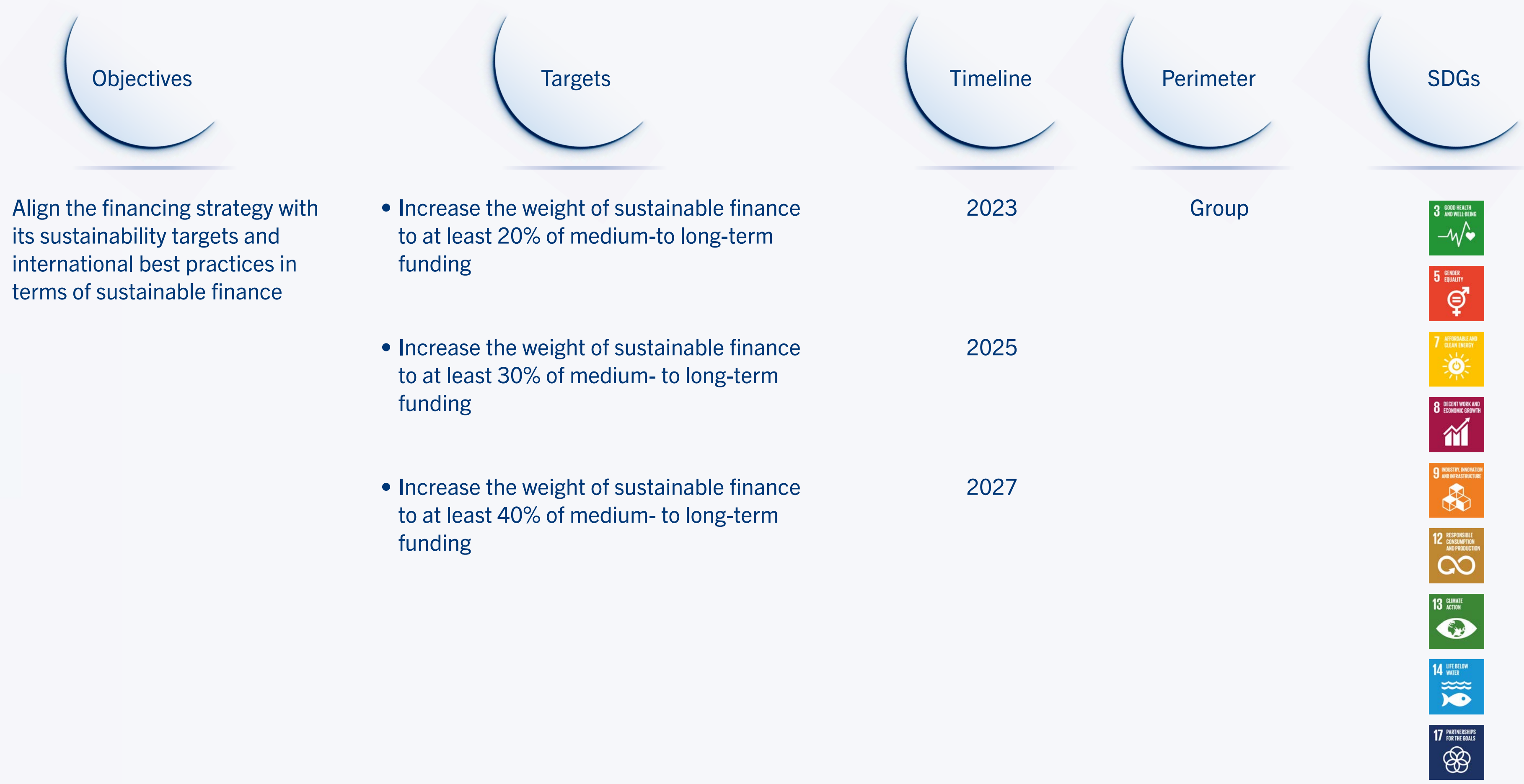
Group





Governance and business integrity

Commitment:
Increasingly sustainable and responsible corporate performance, creating the conditions for development that ensures the needs and expectations of all stakeholders are met





Governance and business integrity

Commitment:
Maintenance of the Corporate Governance system and risk management (including sustainability risk) in line with international best practices

Objectives	Targets	Timeline	Perimeter	SDGs
Alignment of the FINCANTIERI Travel Security program with the guideline UNI ISO 31030: 2021 Travel risk management - Guidance for organizations to further ensure the safety of travelling employees	<ul style="list-style-type: none"> • Definition and publication of a Travel Risk Policy compliant with ISO 31030 and updating of existing corporate procedures (where necessary); • Definition of a Travel Risk Management (TRM) operational model for Fincantieri S.p.A. • Gap analysis through third-party audit of Fincantieri's TRM model referring to the perimeter of Italian subsidiaries and drafting of an alignment road map • Start of the gap analysis process of Fincantieri's TRM model referring to the VARD group perimeter and drafting of an alignment road map 	<p>2024</p> <p>2024</p> <p>2026</p> <p>2027</p>	<p>Fincantieri S.p.A.</p> <p>Italy</p> <p>Group (excluding American subsidiary companies)</p>	 

2023-2027 Sustainability Plan

Towards an innovative, inclusive and integral future