

NOTICE OF PUBLICATION OF THE REPORT ON THE POLICY REGARDING REMUNERATION AND FEES PAID 2026 AND OTHER DOCUMENTATION FOR THE SHAREHOLDERS' MEETING OF 14 MAY 2026

FINCANTIERI S.p.A. ("Fincantieri" or the "Company") informs that are available to the public at the Company's registered office, on the Company's website (www.fincantieri.com) in the section "Group - Governance and Ethics – Corporate Bodies and Management - Shareholders' Meeting – Shareholders' Meeting 2026" and on the website of the authorized storage mechanism "eMarket STORAGE" (www.emarketstorage.it) the report on the policy regarding remuneration and fees paid, drafted pursuant to Article 123-ter of the Legislative Decree No. 58 of 24 February 1998 and the explanatory report by the Board of Directors on the sixth item of ordinary part (remuneration).

The Company informs that, according to Article 84-bis of Consob Regulation No.11971 of May 14, 1999 (the "Issuers' Regulations"), the tables containing information on the implementation status of the 2022-2024 Performance Share Plan, approved by the Shareholders' Meeting of April 8, 2021, of the 2025-2027 Performance Share Plan, approved by the Shareholder's Meeting of May 14, 2025, of 2024-2025 Share Ownership Plan, approved by the Shareholders' Meeting of April 23, 2024 and of 2025-2026 Share Ownership Plan, approved by the Shareholders' Meeting of May 14, 2025 drafted in accordance with diagram 7 of Annex 3A of the Issuers' Regulations, are published in the annex to this press release. For information on the characteristics of the assigned instruments and on the Performance Share Plans as a whole, please refer to the relevant information documents available on the Company's website (www.fincantieri.com) in the sections "Group – Governance and Ethics – Remuneration".

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Fincantieri is one of the world's largest shipbuilding groups, the only player active in all high complexity marine industry sectors. The Group is a leader in the construction of cruise ships, naval and offshore vessels, and stands out for its extensive experience in the development of underwater solutions, thanks to its integrated industrial structure capable of managing and coordinating all activities related to the commercial, defense, and dual-use sectors. It holds a strong presence in key markets also thanks to the internalization of high value-added, distinctive technologies; it is also a leader in sustainable innovation and in the digital transformation of the shipbuilding sector. The company is active in the field of mechatronics, electronics, and digital naval systems, as well as in cybersecurity, artificial intelligence, and marine interiors solutions. It also offers a wide range of after-sales services, including logistic support and fleet assistance. With over 230 years of history and more than 7,000 ships built, Fincantieri is a global player with a production network of 18 shipyards worldwide and over 24,000 employees; It maintains its know-how, expertise and management centers in Italy, where it directly employs approximately 13,000 workers and creates around 90,000 indirect jobs.

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Name and surname or category	Office		CHART 1					
			Plan for the granting of shares free of charge – “Performance Share Plan 2022-2024”					
			Section 2					
		Shares relating to the plans, valid and approved on the basis of previous shareholders' meetings' resolutions						
		Date of the Shareholders' resolution ⁽¹⁾	Type of financial instrument	Maximum number of Granted Shares	Grant Date	Share purchase price if applicable	Market price on Grant Date	Vesting Period
Pierroberto Folgiero	Chief Executive Officer FINCANTIERI S.p.A. General Manager FINCANTIERI S.p.A.	8 April 2021	FINCANTIERI S.p.A. shares	2,433,936 1 st cycle (2022-2024)	26 July 2022	N.A.	0,5675	- ⁽²⁾
		8 April 2021	FINCANTIERI S.p.A. shares	2,982,955 2 st cycle (2023-2025)	25 July 2023	N.A.	0,528	- ⁽²⁾
		8 April 2021	FINCANTIERI S.p.A. shares	349,534 3 st cycle (2024-2026)	23 July 2024	N.A.	4,506	- ⁽²⁾
<u>4 Executives with Strategic Responsibilities in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	3,151,024 1 st cycle (2022-2024)	26 July 2022	N.A.	0,5675	- ⁽²⁾
		8 April 2021	FINCANTIERI S.p.A. shares	5,876,667 2 st cycle (2023-2025)	25 July 2023	N.A.	0,528	- ⁽²⁾
		8 April 2021	FINCANTIERI S.p.A. shares	772,643 3 st cycle (2024-2026)	23 July 2024	N.A.	4,506	- ⁽²⁾
<u>10 Key Executives in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	3,172,335 1 st cycle (2022-2024)	26 July 2022	N.A.	0,5675	- ⁽²⁾
<u>9 Key Executives in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	2,817,239 2 st cycle (2023-2025)	25 July 2023	N.A.	0,528	- ⁽²⁾
<u>12 Key Executives in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	458,692 3 st cycle (2024-2026)	23 July 2024	N.A.	4,506	- ⁽²⁾
<u>55 Other key resources in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	9,665,742 1 st cycle (2022-2024)	26 July 2022	N.A.	0,5675	- ⁽²⁾
<u>52 Other key resources in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	9,632,885 2 st cycle (2023-2025)	25 July 2023	N.A.	0,528	- ⁽²⁾
<u>52 Other key resources in FINCANTIERI S.p.A.</u>		8 April 2021	FINCANTIERI S.p.A. shares	1,349,724 3 st cycle (2024-2026)	23 July 2024	N.A.	4,506	- ⁽²⁾

⁽¹⁾ The date refers to the Shareholders' Meeting called to approve the Plan.

⁽²⁾ Pursuant to the Plan, the Vesting Period is the period that runs between the Entitlements Grant Date and the Date of Allotment of Shares to the Beneficiaries. That period is approximately three years but can be longer depending on the actual Allotment Date and Grant of the Shares with reference to each Plan Cycle.

Name and surname or category	Office		CHART 1					
			Plan for the granting of shares free of charge – “Performance Share Plan 2025-2027”					
			Section 2					
			Shares relating to the plans, valid and approved on the basis of previous shareholders' meetings' resolutions					
		Date of the Shareholders' resolution ⁽¹⁾	Type of financial instrument	Maximum number of Granted Shares	Grant Date	Share purchase price if applicable	Market price on Grant Date	Vesting Period
Pierroberto Folgiero	Chief Executive Officer FINCANTIERI S.p.A. General Manager FINCANTIERI S.p.A.	14 May 2025	FINCANTIERI S.p.A. shares	111,394 1^ cycle (2025-2027)	21. July 2025	N.D.	14,139	- (2)
N. 8 Executives with Strategic Responsibilities in FINCANTIERI S.p.A.		14 May2025	FINCANTIERI S.p.A. shares	266,711 1^ cycle (2025-2027)	21. July 2025	N.D.	14,139	- (2)
N. 10 Key Executives in FINCANTIERI S.p.A.		14 May2025	FINCANTIERI S.p.A. shares	127,469 1^ cycle (2025-2027)	21. July 2025	N.D.	14,139	- (2)
N. 81 Other key resources in FINCANTIERI S.p.A.		14 May2025	FINCANTIERI S.p.A. shares	617,582 1^ cycle (2025-2027)	21. July 2025	N.D.	14,139	- (2)

⁽¹⁾ The date refers to the Shareholders' Meeting called to approve the Plan.

⁽²⁾ Pursuant to the Plan, the Vesting Period is the period that runs between the Entitlements Grant Date and the Date of Allotment of Shares to the Beneficiaries. That period is approximately three years but can be longer depending on the actual Allotment Date and Grant of the Shares with reference to each Plan Cycle.

Name and surname or category	Office		CHART 1						
			Plan for the granting of shares free of charg – “Employee Share Purchase Plan 2024-2025”						
			Section 2						
			Shares relating to the plans, valid and approved on the basis of previous shareholders' meetings' resolutions						
		Date of the Shareholders' resolution ⁽¹⁾	Type of financial instrument	Maximum number of Granted Shares ⁽²⁾	Grant Date	Share purchase price if applicable	Market price on Grant Date	Vesting Period	
<u>Pierroberto Folgiero</u>	<u>Chief Executive Officer</u> <u>FINCANTIERI S.p.A.</u> <u>General Manager</u> <u>FINCANTIERI S.p.A.</u>	23 april 2024	FINCANTIERI S.p.A. shares	103	15 november 2024	N.D.	5,781877	- (3)	
				103	15 november 2025	N.D.	21,8199		
<u>N. 7 Executives with Strategic Responsibilities</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	687	15 november 2024	N.D.	5,781877	- (3)	
<u>N. 9 Executives with Strategic Responsibilities</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	893	15 november 2025	N.D.	21,8199	- (3)	
<u>N. 12 Key Executives</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	1.236	15 november 2024	N.D.	5,781877	- (3)	
<u>N. 11 Key Executives</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	734	15 november 2025	N.D.	21,8199	- (3)	
<u>other Employees</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	66.823	15 november 2024	N.D.	5,781877	- (3)	
<u>other Employees</u> <u>in FINCANTIERI S.p.A.</u>		23 april 2024	FINCANTIERI S.p.A. shares	49.639	15 november 2025	N.D.	21,8199	- (3)	
<u>other Employees in Group FINCANTIERI</u>		23 april 2024	FINCANTIERI S.p.A. shares	34.696	15 november 2024	N.D.	5,781877	- (3)	
<u>other Employees in Group FINCANTIERI</u>		23 april 2024	FINCANTIERI S.p.A. shares	31.138	15 november 2025	N.D.	21,8199	- (3)	

⁽¹⁾ The date refers to the Shareholders' Meeting called to approve the Plan.

⁽²⁾ Matching Shares on 15 november 2024 and Bonus Shares on 15 november 2025

⁽³⁾ Pursuant to the Plan, the Vesting Period is not considered as the Matching Shares are assigned at the same time as the shares purchased by the employee and the Bonus Shares are assigned after one year.

Name and surname or category	Office		CHART 1					
			Plan for the granting of shares free of charg – “ <i>Employee Share Purchase Plan 2025-2026</i> ”					
			Section 2					
			Shares relating to the plans, valid and approved on the basis of previous shareholders' meetings' resolutions					
		Date of the Shareholders' resolution ⁽¹⁾	Type of financial instrument	Maximum number of Granted Shares ⁽²⁾	Grant Date	Share purchase price if applicable	Market price on Grant Date	Vesting Period
<u>Pierroberto Folgiero</u>	<u>Chief Executive Officer</u> <u>FINCANTIERI S.p.A.</u> <u>General Manager</u> <u>FINCANTIERI S.p.A.</u>	14 May 2025	FINCANTIERI S.p.A. shares	44	31 July 2025	N.D.	16,7871	- ⁽³⁾
<u>N. 9 Executives with Strategic Responsibilities</u> <u>in FINCANTIERI S.p.A..</u>		14 May 2025	FINCANTIERI S.p.A. shares	396	31 July 2025	N.D.	16,7871	- ⁽³⁾
<u>N. 11 Key Executives</u> <u>in FINCANTIERI S.p.A.</u>		14 May 2025	FINCANTIERI S.p.A. shares	417	31 July 2025	N.D.	16,7871	- ⁽³⁾
<u>other Employees</u> <u>in FINCANTIERI S.p.A.</u>		14 May 2025	FINCANTIERI S.p.A. shares	55.512	31 July 2025	N.D.	16,7871	- ⁽³⁾
<u>other Employees in Group FINCANTIERI</u>		14 May 2025	FINCANTIERI S.p.A. shares	27.963	31 July 2025	N.D.	16,7871	- ⁽³⁾

⁽¹⁾ The date refers to the Shareholders' Meeting called to approve the Plan.

⁽²⁾ Matching Shares

⁽³⁾ pursuant to the Plan, the Vesting Period is not considered as the Matching Shares are assigned at the same time as the shares purchased by the employee