



Sanlorenzo Group's Corporate Supplementary Agreement 2023-2026

Press Release, 15 November 2023 - Innovation, sustainability, and inclusivity. These are the core principles of the **Sanlorenzo Group**, a shipyard committed to integrating **ESG criteria** into business decisions and manifesting a tangible dedication to social and environmental responsibility. The Maison signed the new Corporate Supplementary Agreement on October 26 and unanimously approved by the assemblies held in the following days at the Ameglia, La Spezia, Viareggio, and Massa shipyards.

This four-year agreement, spanning from 2023 to 2026, marks a milestone in the industrial relations of the nautical sector. Its objective is to contribute to create a work environment attentive to the needs of individuals and capable of enhancing virtuous performances.

The agreement encompasses various measures, organised into three sections:

- Employee Relations
- Education & Training, Welfare and Well-being
- Economic Part

Employee Relations

Particularly noteworthy is the "Cultural Integration Model," establishing a permanent cultural mediation service across all four Group locations. This service aims to facilitate communication and interaction among individuals of different backgrounds and languages. Additionally, free language literacy and civic education courses for foreign workers in subcontracted firms will be initiated within company premises.

Education & Training, Welfare, and Well-being

The comprehensive company Welfare system, now named Sanlorenzo **People.Care**, is impressive and operates on three fronts: Education, Family, and Leisure.

For the Education, named **Edu.Care** generous contributions are provided for:

- educational attainment for both employees and their children,
- reimbursement for obtaining a nautical license to promote skills relevant to the maritime industry, which are crucial to the organisation.

The program aimed at supporting the Family, renamed **Family.Care**, aims to provide an initial response to the issue of demographic winter affecting our country. The following are planned:

- a baby bonus in the event of birth;
- annual Welfare credits, for each child, for day care and extracurricular programs;
- a 10% increase in INPS maternity leave;
- an extension of mandatory paternity leave to 15 days.

Leisure, falling under the **Time4.Care** initiative, includes:

- an annual Welfare credit for culture, sports and travel;
- other activities aimed at wellbeing.

Significant improvements were also made in the areas of Hourly Flexibility and Smart-Working with the introduction of schemes aimed at enhancing the empowerment of people while supporting greater work-life balance.

Economic Agreement

Substantial changes are introduced in the Results Bonus, with a significant increase in the nominal amount, reaching a total four-year contractual sum of €10,000. This bonus is now based on new parameters: alongside the classic economic-financial and product quality indicators, the group is now incorporating sustainability indices and incentives for individual participation in safety-focused training courses, with the provision of *safety breaks* to raise awareness on such an important issue for the company.

*"I am thrilled to announce the approval of the new company integrative contract, which reflects our commitment to prioritising employees and their families" commented **Massimo Perotti, Executive Chairman of the Sanlorenzo Group**. "This agreement represents a significant step in our corporate journey, and I am grateful to the assemblies for their support and to the HR team for their excellent work. Together, we will continue to build a harmonious working environment that promotes the well-being and growth of each member of our valued team."*

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