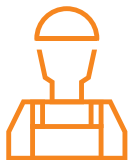


ENGAGEMENT

FEEDBACK

KEY INTERESTS

EMPLOYEES



- Implementation of the 4th Strategy LineUp, a cascade-type process to communicate strategic priorities and corporate goals to all Company employees.
- Employee engagement initiatives such as *The Ceo meets our young people* (international version), *Building our future together* (to celebrate Saipem's 60th anniversary).
- Engagement survey to investigate employee perception.
- More than 200 employees involved with their families in *Family Safety Day* in Saudi Arabia.
- Employees involved in environmental awareness initiatives.
- More than 4,700 employees and senior managers involved in Saipem's Materiality Assessment.
- Involvement of local employees in several countries in local development programmes.

The majority of employees show strong attention to sustainability themes and recognise their importance in Saipem's economic performance and future strategy. People safety and development and Innovation were the most important issues.

- People safety;
- Training and development;
- Technology and operational innovation;
- Safe operations, asset integrity and process safety;
- Anti-corruption and ethical business practices.

APPROACH

- Committed to recruiting and retaining talented personnel and promoting their development, motivation and skills.
- Guarantee of a safe, healthy working environment and a stable relationship with trade unions to ensure an open dialogue based on cooperation.