

# 20

# 20

**CREATING SHARED VALUE**

**MAIN AND ADDITIONAL SUSTAINABILITY PERFORMANCE INDICATORS**



We are committed to the United Nations Global Compact because we want to turn our impact in the countries where we operate into real opportunities for sustainable development.

Our commitment to the Global Compact starts from our inclusion of the Ten Principles in our basic values, and applying them concretely in our business strategy and in all our operating initiatives: we safeguard and promote human rights and the rights of workers, maintaining responsible conduct in our encounters with all our personnel; we are committed to constant collaboration with our suppliers to ensure a supply chain that is ethically correct and reliable; we focus on technological innovation to reduce our environmental impact to a minimum and we have developed the most advanced governance structures so as to actively prevent any episodes of corruption.

In addition to the UNGC Ten Principles, we are contributing actively to the realisation of the 2030 Agenda for Sustainable Development of the planet, and in particular to the attainment of the Sustainable Development Goals (SDGs) applicable to our business and operations.

We have mapped the progress that the company has made during the year with respect to the SDGs to give an overall view, supported by numbers and facts, of Saipem's contribution in creating shared value for the society and the stakeholders, maximising the positive contribution of the company and minimizing the negative effects due to the company activities.

The data in this report relates to the fiscal year ending December 31, 2021, unless otherwise stated.

For a detailed explanation of the performance indicators, visit the GRI website ([www.globalreporting.org](http://www.globalreporting.org)).

## Abbreviations

**NFS21:** 2021 Consolidated Non-Financial Statement

**SR21:** 2021 Sustainability Report

**AR21:** 2021 Annual Report

**CGR21:** 2021 Corporate Governance and Shareholding Structure Report

**TCFD21:** 2021 Shaping a Net-Zero future

**Web:** [www.saipem.com](http://www.saipem.com)

# CREATING SHARED VALUE MAIN AND ADDITIONAL SUSTAINABILITY PERFORMANCE INDICATORS



## GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



- > Avoid corruption and bribery in all their forms
- > Transparent relations with institutions and other stakeholders, at global and local level
- > Prevent any work-related injury
- > Assess the supply chain on social aspects
- > Measures to protect human and labour rights and avoid modern slavery

## GOAL 17: PARTNERSHIPS FOR THE GOALS



- > Tax transparency
- > Technological R&D
- > Multi-stakeholder partnerships

## GOAL 15: LIFE ON LAND



- > Minimising air pollution
- > Avoid any spill of pollutants

## GOAL 14: LIFE BELOW WATER



- > Minimising air pollution
- > R&D for biodiversity preservation
- > Avoid any spill of pollutants

## GOAL 13: CLIMATE ACTION



- > Improve the energy efficiency for own assets and along the value chain
- > Use of renewable energy sources
- > Minimising air pollution
- > R&D for clean energy technology

## GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



- > Minimising waste produced, also by circularity measures
- > Optimising management and efficient use of natural resources

## GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES



- > Minimising waste produced, also by circularity measures
- > Improve the energy efficiency for own assets and along the value chain
- > Minimising air, water and soil pollution

## GOAL 10: REDUCED INEQUALITIES



- > Tax transparency
- > Fair wages
- > Equal working conditions and development for women and men and for local people

## GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



- > Technological R&D
- > Direct, indirect and induced local economic effects





**GOAL 1:  
NO POVERTY**

- > Tax transparency
- > Induced local economic effects
- > Fair wages



**GOAL 2:  
ZERO HUNGER**

- > Respect for indigenous people
- > Induced local economic effects



**GOAL 3:  
GOOD HEALTH AND WELL-BEING**

- > Care for direct and indirect employees health and safety
- > Minimising air, water and soil pollution
- > Health promotion for local communities



**GOAL 4:  
QUALITY EDUCATION**

- > Training and development of the employees



**GOAL 5:  
GENDER EQUALITY**

- > Equal working conditions and development for women and men
- > Assess the supply chain on social aspects



**GOAL 6:  
CLEAN WATER AND SANITATION**

- > Optimising water management, also increasing recycling
- > Minimising waste produced, also by circularity measures
- > Protecting water-related ecosystems



**GOAL 7:  
AFFORDABLE AND CLEAN ENERGY**

- > Improve the energy efficiency for own assets and along the value chain
- > Use of renewable energy sources
- > R&D for clean energy technology



**GOAL 8: DECENT WORK  
AND ECONOMIC GROWTH**

- > Improve the energy efficiency for own assets and along the value chain
- > Promoting and maximising environmental preservation
- > Maximising Local Content
- > Equal working conditions and development for women and men, young people and persons with disabilities
- > Measures to protect human and labour rights and avoid modern slavery
- > Care for direct and indirect employees health and safety
- > Respect Freedom of Association and Collective Bargaining

# SAFETY

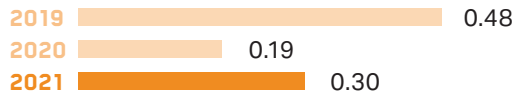


## LTI Frequency Rate (LTIFR)

(ratio)



### LTI Frequency Rate (LTIFR) employees



### LTI Frequency Rate (LTIFR) subcontractors

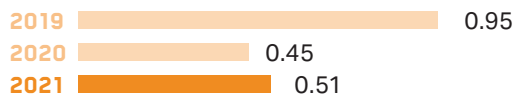


## TRI Frequency Rate (TRIFR)

(ratio)



### TRI Frequency Rate (TRIFR) employees



### TRI Frequency Rate (TRIFR) subcontractors



INDICATOR	UNIT	2019	2020	2021
Worked man-hours	(mIn)	235.0	206.3	199.7
› Worked man-hours (employees)	(mIn)	87.6	83.5	90.8
› Worked man-hours (subcontractors)	(mIn)	147.4	122.9	108.9
Fatal accidents	(No.)	3	2	0
› Fatal accidents (employees)	(No.)	3	0	0
› Fatal accidents (subcontractors)	(No.)	0	2	0
Fatal Accident Frequency Rate (FTLFR)	(ratio)	1.28	0.96	0
› Fatal Accident Frequency Rate (FTLFR) (employees)	(ratio)	3.43	0	0
› Fatal Accident Frequency Rate (FTLFR) (subcontractors)	(ratio)	0	1.63	0
Lost Time Injuries (LTI)	(No.)	51	26	37
› Lost Time Injuries (LTI) (employees)	(No.)	42	16	27
› Lost Time Injuries (LTI) (subcontractors)	(No.)	9	10	10
High-consequence work-related injuries (HCWR) (excluding fatalities)	(No.)	9	3	4
› High-consequence work-related injuries (HCWR) (excluding fatalities) (employees)	(No.)	0	1	3
› High-consequence work-related injuries (HCWR) (excluding fatalities) (subcontractors)	(No.)	1	2	1
HCWR Frequency Rate (excluding fatalities)	(ratio)	0.038	0.015	0.02
› HCWR Frequency Rate (excluding fatalities) (employees)	(ratio)	0.091	0.012	0.033

INDICATOR	UNIT	2019	2020	2021
› HCWR Frequency Rate (excluding fatalities) (subcontractors)	(ratio)	0.007	0.016	0.009
Total Recordable Incidents (TRI)	(No.)	127	75	74
› Total Recordable Incidents (TRI) (employees)	(No.)	83	38	46
› Total Recordable Incidents (TRI) (subcontractors)	(No.)	44	37	28
High Level Frequency Rate (HLFR)*	(ratio)			0.73
Lost workdays	(No.)	8,490	1,164	2,635
› Lost workdays (employees)	(No.)	7,622	824	2,001
› Lost workdays (subcontractors)	(No.)	868	340	634
Severity rate	(ratio)	0.036	0.006	0.013
› Severity rate (employees)	(ratio)	0.087	0.011	0.022
› Severity rate (subcontractors)	(ratio)	0.006	0.003	0.006
Employee absent rate	(%)	3.1	4.0	5.6

(\*) Category introduced in 2021.



For more information:

NFS21 - Safeguarding the health and safety of people, pages 146-151.

# ENERGY



## Total energy consumption

(ktoe)



## Energy intensity ratio

(toe/€ mln revenue)



INDICATOR	UNIT	2019	2020	2021
Total energy consumption	(TJ)	19,147	15,523	14,863
Direct energy consumption by type:	(ktoe)	450.4	358.1	338.4
› Diesel	(ktoe)	237.4	205.9	171.7
› Diesel Marine Oil	(ktoe)	161.9	-	-
› Marine Fuel Oil (S=<0.1%)	(ktoe)	-	12.9	15.6
› Marine Fuel Oil (S>0.1%)	(ktoe)	-	-	0
› Marine Gas Oil (S=<0.1%)	(ktoe)	-	12.5	139.9
› Marine Gas Oil (S>0.1%)	(ktoe)	-	9.1	6.5
› Heavy Fuel Oil (HFO)	(ktoe)	23	-	0.5
› Intermediate Fuel Oil (IFO)	(ktoe)	7.7	-	-

INDICATOR	UNIT	2019	2020	2021
> Light Fuel Oil (LFO)	(ktoe)	13.1	-	-
> Natural gas	(ktoe)	0.5	0.5	0.5
> Gasoline	(ktoe)	6.9	5.0	4.2
Total electricity purchased from public network	(MWh)	80,171	54,797	71,569
Self-produced electricity from renewable sources	(MWh)	368.3	299.6	299
Energy saving due to energy consumption reduction initiatives	(MWh)	62,179	98,836	161,216
Electricity consumption of renewable energy	(MWh)	368.3	299.6	11,173
Electricity consumption of renewable energy	(%)	0.5	0.1	15.5



For more information:

NFS21 - The contribution to mitigating climate change, pages 124-132;

Energy efficiency, pages 128-129.

# EMISSIONS



## GHG scope 1 emissions

(kt CO<sub>2</sub> eq)



## GHG Scope 3 emissions

(kt CO<sub>2</sub> eq)



### GHG Scope 3 emissions - purchased goods and services

(%)



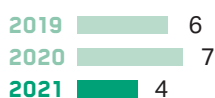
### GHG Scope 3 emissions - fuel and energy-related activities

(%)



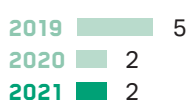
### GHG Scope 3 emissions - waste disposal

(%)



### GHG Scope 3 emissions - business travel




(%)





### GHG Scope 3 emissions - upstream transportation and distribution

(%)

2019  3  
 2020  2  
 2021  2

### GHG Scope 3 emissions - others<sup>(\*)</sup>

(%)

2019 | 0.3  
 2020 | 0.2  
 2021 | 0.2

(\*) Others include employee use of cars in Italy, hotel stays, fresh water supply, water treatment.

### Emission intensity ratio

(t CO<sub>2</sub> eq/€ mln revenue)

2019  158.0  
 2020  155.5  
 2021  156.8

INDICATOR	UNIT	2019	2020	2021
GHG scope 2 emissions	(kt CO <sub>2</sub> eq)	31.6	19.2	23.8
GHG scope 2 emissions market based	(kt CO <sub>2</sub> eq)	33.8	21.5	21.6
Direct CO <sub>2</sub> emissions	(kt)	1,401.2	1,119.1	1,050.7
Direct CH <sub>4</sub> emissions	(kt CO <sub>2</sub> eq)	0.1	1.3	1.2
Direct N <sub>2</sub> O emissions	(kt CO <sub>2</sub> eq)	3.0	2.4	0.01
Significant emissions into the atmosphere by type:				
› SO <sub>2</sub>	(kt)	6.5	5.7	0.5
› NO <sub>x</sub>	(kt)	16.5	13.2	12.4
› CO	(kt)	7.9	6.0	5.2
› PM <sub>10</sub>	(kt)	636.0	516.0	0.48
› NMVOC	(kt)	1.1	0.9	0.8
Significant emission reduction by type:				
› SO <sub>2</sub>	(t)	111.3	15.4	16.9
› NO <sub>x</sub>	(t)	257.8	319.9	426.9
› CO	(t)	33.0	50.3	121.2
› PM <sub>10</sub>	(t)	8.4	10.2	13.6
› NMVOC	(t)	7.8	17.1	24.2
Annual emission reduction	(kt CO <sub>2</sub> eq)	18.8	26.6	37.0
CO <sub>2</sub> saving due to energy efficiency initiatives	(t)	7,887.0	26,689.0	36,976.0



#### For more information:

NFS21 - The contribution to mitigating climate change, pages 124-132;

Protecting the environment and minimising environmental impacts, pages 133-141.

# WATER



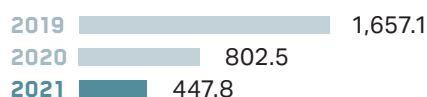
## Water withdrawal

(10<sup>3</sup> m<sup>3</sup>)



## Volume of recycled and reused water

(10<sup>3</sup> m<sup>3</sup>)



INDICATOR	UNIT	2019	2020	2021
Water withdrawal by source:				
› fresh water from public network/third party	(10 <sup>3</sup> m <sup>3</sup> )	1,284.4	257.7	1,467.0
› ground water	(10 <sup>3</sup> m <sup>3</sup> )	3,829.4	1,297.3	1,236.3
› surface water	(10 <sup>3</sup> m <sup>3</sup> )	119.4	5.6	102.2
› sea water	(10 <sup>3</sup> m <sup>3</sup> )	1,574.5	324.2	1,234.7
Water withdrawal by type of use:				
› concrete production	(10 <sup>3</sup> m <sup>3</sup> )	55.2	237.9	58.5
› general service	(10 <sup>3</sup> m <sup>3</sup> )	2,253.7	1,196.7	523.8
› hydrotesting	(10 <sup>3</sup> m <sup>3</sup> )	81.4	601.6	129.0
› domestic use	(10 <sup>3</sup> m <sup>3</sup> )	2,757.5	2,765.8	2,537.9
› irrigation	(10 <sup>3</sup> m <sup>3</sup> )	18.2	12.796	17.2
› roads watering	(10 <sup>3</sup> m <sup>3</sup> )	221.6	178.7	76.1
› other	(10 <sup>3</sup> m <sup>3</sup> )	1,420.0	825.5	697.8
Water withdrawal in water stressed areas	(%)	38	32	14
Recycled and reused water	(%)	24	14	11
Discharged water	(10 <sup>3</sup> m <sup>3</sup> )	3,468.9	2,780.8	2,238.4
Total discharged water by destination:				
› into sewer system	(10 <sup>3</sup> m <sup>3</sup> )	185.5	240.4	176.5
› into bodies of surface water	(10 <sup>3</sup> m <sup>3</sup> )	1,592.3	1,040.3	919.0
› into the sea	(10 <sup>3</sup> m <sup>3</sup> )	1,115.2	1,500.0	1,142.9



For more information:

NFS21 - Protecting the environment and minimising environmental impacts, pages 133-141.

# WASTE



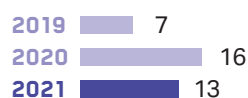
## Total waste produced

(kt)



## Waste recycled

(%)



INDICATOR	UNIT	2019	2020	2021
Waste by type:				
› hazardous	(kt)	252.7	241.7	137.8
› non-hazardous	(kt)	700.3	816.3	674.1
Waste by type and destination:				
› hazardous waste disposed of in landfill sites	(kt)	238.5	10.3	10.9
› hazardous waste disposed of in other structures	(kt)	-	215.6	108.9
› hazardous waste incinerated in external plant	(kt)	-	1.3	2.0
› hazardous waste incinerated in Saipem plants	(kt)	-	0.5	0.8
› hazardous waste recycled	(kt)	11.1	13.9	15.2
› non-hazardous waste disposed of in landfill sites	(kt)	638.2	321.0	261.8
› non-hazardous waste disposed of in other structures	(kt)	-	308.1	319.9
› non-hazardous waste incinerated in external plants	(kt)	-	0.6	0.16
› non-hazardous waste incinerated in Saipem plants	(kt)	-	1.4	1.72
› non-hazardous waste recycled	(kt)	59.9	152.9	90.6



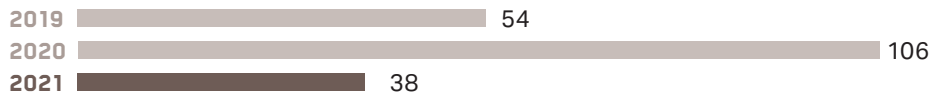
For more information:  
NFS21 - Waste management, pages 140-141.

# SPILLS



## Spills

(No.)



## Spill drills

(No.)



INDICATOR	UNIT	2019	2020	2021
Spill volumes	(m <sup>3</sup> )	10.4	13.0	3.1
Spills by type:				
› oil spills	(No.)	43	79	27
› chemical spills	(No.)	11	7	0
› biodegradable substances **	(No.)	-	7	8
› drilling muds **	(No.)	-	3	2
› wastewater **	(No.)	-	10	1
Spill volumes by type:				
› oil spills	(m <sup>3</sup> )	3.61	13.04	0.32
› chemical spills	(m <sup>3</sup> )	7.60	3.09	0
› biodegradable substances **	(m <sup>3</sup> )	-	2.42	2.19
› drilling muds **	(m <sup>3</sup> )	-	0.52	0.54
› wastewater **	(m <sup>3</sup> )	-	6.58	0.045
Spills by size:				
› below 10 litres **	(No.)	-	65	21
› over 500 litres	(No.)	1	-	0
› between 160 and 500 litres	(No.)	1	-	0
› between 10 and 160 litres	(No.)	36	14	6
Spills by destination:				
› into the sea	(No.)	14	6	5
› into superficial water bodies **	(No.)	-	-	0
› on land	(No.)	39	7	22

(\*\*) Category introduced in 2020.



For more information:

NFS21 - Spill prevention and response, pages 135-136.

# HEALTH



INDICATOR	UNIT	2019	2020	2021
Occupational diseases	(No.)	6.0	15.0	9.0
Occupational disease rate	(ratio)	0.07	0.20	0.10
Medical fitness examinations	(No.)	32,092	17,928	31,696
Medical consultations	(No.)	117,467	97,285	98,433



For more information:  
NFS21 - Safeguarding the health and safety of people, pages 146-151;  
People safety, pages 146-149.

# HSE MANAGEMENT SYSTEM



INDICATOR	UNIT	2019	2020	2021
Evidence of audits across all locations of operations	(No.)	233	176	190
Employees working in ISO 54001 certified companies/branches	(%)	-	83	82
Employees covered by recognised environmental management systems such as ISO 14001 or EMAS	(%)	-	83	82



For more information:  
NFS21 - Safeguarding the health and safety of people, pages 146-151.

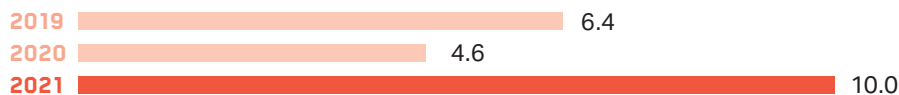
# EMPLOYMENT



Total employees at year's end (No.)



Voluntary turnover (%)



INDICATOR	UNIT	2019	2020	2021
Employee categories:				
› Blue Collars	(No.)	12,594	12,490	15,327
› White Collars	(No.)	19,546	17,559	18,258
› Managers	(No.)	4,446	4,574	4,812
› Senior Managers	(No.)	400	400	409

INDICATOR	UNIT	2019	2020	2021
Full-time employees by gender:	(No.)	36,184	34,871	38,642
› male	(No.)	33,084	31,034	34,836
› female	(No.)	3,730	3,837	3,806
Part-time employees by gender:	(No.)	172	152	164
› male	(No.)	28	25	33
› female	(No.)	144	127	131
Employees recruited through employment agencies	(No.)	5,564	3,672	7,137
Employees with a regular work contract by gender:	(No.)	-	16,088	15,779
› male	(No.)	-	12,956	12,782
› female	(No.)	-	3,132	2,997
Employees with a temporary work contract by gender:	(No.)	-	18,935	23,027
› male	(No.)	-	18,103	22,087
› female	(No.)	-	832	940
<b>TURNOVER</b>				
Voluntary turnover by age:				
› under 30	(%)	12.4	8.7	23.3
› 30-50	(%)	5.9	4.2	8.7
› over 50	(%)	3.4	2.8	3.9
Voluntary turnover by gender:				
› male	(%)	6	4.6	7.9
› female	(%)	6	4.3	10.5
Total turnover by gender:				
› male	(%)	27	33	29.5
› female	(%)	19	16	17.4
Total turnover by age:				
› under 30	(%)	35.0	41.5	44.9
› 30-50	(%)	23.9	29.3	26.2
› over 50	(%)	28.4	33.3	22.8



For more information:  
NFS21 - Human capital, pages 152-162.

# DIVERSITY AND EQUAL OPPORTUNITIES



## Women on the Saipem SpA Board of Directors

(No.)



## Average age of the workforce (in years)

(No.)



## Nationalities represented in the employee population

(No.)



## Female managers in revenue-generating positions

(%)



INDICATOR	UNIT	2019	2020	2021
Women employed, by category:	(No.)	3,874	3,964	3,937
› Blue Collars	(No.)	108	89	119
› White Collars	(No.)	3,051	3,122	3,011
› Managers	(No.)	689	727	774
› Senior Managers	(No.)	26	26	33
Women employed, by geographical area:				
› Americas	(No.)	357	363	348
› CIS	(No.)	375	398	456
› Europe	(No.)	2,085	2,162	2,019
› Middle East	(No.)	227	213	248
› Africa	(No.)	379	324	332
› Far East and Oceania	(No.)	451	504	534
Age ranges:				
› employees under 30	(No.)	4,757	4,793	5,346
› of which women	(No.)	657	582	548
› employees between 30 and 50	(No.)	26,762	24,962	27,558
› of which women	(No.)	271	2,828	2,801
› employees over 50	(No.)	5,467	5,268	5,902
› of which women	(No.)	507	554	588

INDICATOR	UNIT	2019	2020	2021
Share of women:				
› in STEM-related positions	(%)	-	9.9	9.2
› in total workforce	(%)	-	11.3	10.1
› in all management positions	(%)	-	15.1	15.5
› in junior management positions (manager)	(%)	-	15.9	16.1
› in top management positions (senior manager)	(%)	-	6.5	8.1
Employees with disability (FTE)	(No.)	172	160	195
Breakdown of workforce by nationality with highest percentage:				
› Italy	(%)	-	17	15
› India	(%)	-	15	15
› Indonesia	(%)	-	9	11
› Uzbekistan	(%)	-	5	6
› Philippines	(%)	-	5	5
› France	(%)	-	5	4
› Saudi Arabia	(%)	-	5	5.4
› Angola	(%)	-	5	5
› Nigeria	(%)	-	4	2.8
› United Kingdom	(%)	-	2	1.9
› others	(%)	-	28	28
Breakdown of management positions by nationality with highest percentage:				
› Italy	(%)	-	58.3	56.5
› India	(%)	-	6.3	7.4
› Indonesia	(%)	-	0.9	0.8
› Uzbekistan	(%)	-	-	0
› Philippines	(%)	-	0.3	0.3
› France	(%)	-	17.0	16.8
› Saudi Arabia	(%)	-	0.2	0.2
› Angola	(%)	-	1.1	1.2
› Nigeria	(%)	-	2.1	2.1
› United Kingdom	(%)	-	1.9	2.0
› others	(%)	-	11.8	12.0
Female executive officers	(No.)	1	1	2
Percentage of female executive officers	(%)	7	7	18



**For more information:**

NFS21 - Human capital, pages 152-162;

Equal treatment and enhancement of differences, pages 158-162.



# PAY-GAP



INDICATOR	UNIT	2019	2020	2021
Salary gender pay-gap (women vs. men):				
Blue Collars	(%)	196	90	122
White Collars	(%)	88	90	92
Managers	(%)	86	90	89
Senior Managers	(%)	81	83	87
CEO to employee compensation ratio	(ratio)	32	25	15



**For more information:**

NFS21 - Human capital, pages 152-162;

Equal treatment and enhancement of differences, pages 158-162.

# PARENTAL LEAVE



INDICATOR	UNIT	2019	2020	2021
Employees who took parental leave, of which:				
> women	(No.)	623	841	829
> men	(No.)	338	323	307
> men	(No.)	285	518	522
Return to work rate after parental leave:				
> women	(%)	75	77	207
> men	(%)	103	103	505



**For more information:**

NFS21 - Equal treatment and enhancement of differences, pages 158-162.

# SKILL DEVELOPMENT



## Employees having received training over the year

(%)



INDICATOR	UNIT	2019	2020	2021
Total hours of training, of which:	(No.)	2,407,786	1,454,873	1,688,917
› HSE	(No.)	2,199,115	1,307,275	1,524,528
› managerial potential and skills	(No.)	49,698	8,993	13,706
› professional technical skills	(No.)	158,973	138,605	150,683
Average training man-hours by employee	(No.)	26.4	18.7	20.0
HSE training hours delivered to employees	(No.)	767,108	508,312	611,829
HSE training hours delivered to subcontractors	(No.)	1,432,007	798,963	912,699
Employees trained in HSE	(No.)	-	21,045	32,628
Employees having received training over the year	(No.)	-	33,790	37,923
Annual total cost of training	(€ mln)	12.9	2.6	7.9
Average training hours per employee in HSE	(No.)	20.7	18.7	15.8
Average training hours per employee on technical and managerial topics (non HSE)	(No.)	6.3	4.0	3.9
Skills assessment	(No.)	4,146	1,055	5,655
Total employee performance evaluations, of which:	(No.)	19,111	17,915	16,132
› Senior Managers	(No.)	372	379	404
› Managers	(No.)	3,006	3,261	2,960
› White Collars	(No.)	10,403	9,812	9,290
› Blue Collars	(No.)	533	4,463	3,478
Total employee performance evaluations	(%)	52	51	42
Formal comparative ranking of employees within one employee category	(%)	-	44	47
Breakdown of average hours of training by employee categories:				
› Blue Collars	(No.)	-	23.3	24.5
› White Collars	(No.)	-	16.8	16.6
› Managers	(No.)	-	14.8	19.1
› Senior Managers	(No.)	-	12.9	14.6
› total	(No.)	-	18.7	18.7
Breakdown of average hours of training by gender:				
› male	(No.)	-	11.9	20.7
› female	(No.)	-	19.6	13.7




### For more information:

NFS21 - Human capital, pages 152-162;  
Competences and knowledge, pages 152-155.

# INDUSTRIAL RELATIONS



INDICATOR	UNIT	2019	2020	2021
Employees covered by collective bargaining	(%)	42	39	36
Strike hours	(No.)	15,561	168	248

 For more information:  
NFS21 - Human capital, pages 152-162;  
Industrial relations, pages 157-158.

# SUPPLY CHAIN



Total goods and services ordered (€ bln)




Goods and services ordered locally (%)



INDICATOR	UNIT	2019	2020	2021
Vendors	(No.)	23,871	23,696	23,585
Vendors qualified in the year	(No.)	7,721	6,859	7,226
Vendors qualified in the year operating in high risk Countries for human and labour rights	(%)	35	37	43
New vendors assessed on human and labour rights	(No.)	182	504	598
Vendors qualified in the year for activities considered at HSE risk	(%)	7	9	9
Vendors assessed on HSE aspects	(No.)	574	585	595
Total vendors assessed on human and labour rights	(%)	13	24	a DW?
Qualification audits, of which:	(No.)	27	11	0
› on human and labour rights/HSE	(No.)	8	1	0
Total goods and services ordered	(€ bln)	7.65	8.7	9.6
Goods and services ordered by criticality level:				
› critical	(€ bln)	4.86	6.6	7.1
› not critical	(€ bln)	2.73	2.1	2.3
› other	(€ bln)	0.67	0.51	0.12
Frame Agreements	(No.)	5,624	5,916	6,050
Vendors qualified for more than 10 years	(%)	23	25	26
Vendor feedback released	(No.)	881	2,485	2,167


INDICATOR	UNIT	2019	2020	2021
Positive feedback on vendor	(%)	81	65	86
Employees trained in human and labour rights and the supply chain	(No.)	304	-	0

 **For more information:**  
NFS21 - Supply chain management, pages 102-103;  
A sustainable supply chain, pages 144-145.

## SECURITY



INDICATOR	UNIT	2019	2020	2021
Contracts with security providers which include human rights clauses	(%)	100	100	100
Security personnel trained in human rights policy and procedures	(%)	-	24	28
Security risk assessment in commercial phase	(%)	100	100	100

 **For more information:**  
NFS21 - Security practices, pages 164-166.

## ANTICORRUPTION



INDICATOR	UNIT	2019	2020	2021
Employees trained in compliance, governance, ethics and anti-corruption issues	(No.)	3,769	6,992	4,083
Training hours in compliance, governance, ethics and anti-corruption issues	(No.)	9,972	17,639	11,106
Subsidiaries that implemented training in compliance, governance, ethics and anti-corruption	(%)	35	-	82
JVs that implemented training in compliance, governance, ethics and anti-corruption	(%)	-	-	64
Staff disciplined or dismissed for ethical reasons	(No.)	-	-	0

 **For more information:**  
NFS21 - Business ethics, pages 163-169;  
Fighting corruption, pages 166-167.

# GRIEVANCE MECHANISM




INDICATOR	UNIT	2019	2020	2021
Total files, of which:	(No.)	146	158	158
› founded or partially founded	(No.)	27	38	40
› unfounded	(No.)	73	92	93
› open	(No.)	46	28	25
Total files on cases of discrimination, of which:	(No.)	9	9	2
› founded or partially founded	(No.)	1	-	0
› unfounded	(No.)	3	4	2
› open	(No.)	5	5	0
Total files on workers' rights, of which:	(No.)	56	49	22
› founded or partially founded	(No.)	8	6	2
› unfounded	(No.)	26	31	18
› open	(No.)	22	12	2
<b>FILES REGARDING MOBBING AND HARASSMENT</b>				
Total files, of which:		36	21	35
› founded or partially founded	(No.)	11	6	11
› unfounded	(No.)	-	-	12
› open	(No.)	24	15	12
Total files on violations of the rights of local communities, of which:	(No.)	1	1	0
› founded or partially founded	(No.)	-	-	0
› unfounded	(No.)	1	1	0
› open	(No.)	-	-	0
 <b>For more information:</b> NFS21 - Reporting suspected violations, pages 167-169.				

# INNOVATION



INDICATOR	UNIT	2019	2020	2021
Patents in force	(No.)	2,726	2,660	2,827
New patents filed in the year:	(No.)	108	21	16
› of which filed for energy decarbonisation technologies	(No.)	95	10	3
People involved in R&D activities (FTE)	(No.)	163	204	183
Signed cooperation/license agreements:	(No.)	17	14	18
› of which for energy decarbonisation projects	(No.)	9	10	15

INDICATOR	UNIT	2019	2020	2021
Research & Development expenditure	(€ mln)	38	35	22
Amount spent on decarbonisation R&D and technology application	(€ mln)	7.5	18	22
Overall innovation spending	(€ mln)	79	74	60

 For more information:  
NFS21 - Technological innovation and digitalization, pages 127-128.


## LOCAL VALUE CONTRIBUTION



INDICATOR	UNIT	2019	2020	2021
<b>LOCAL PRESENCE</b>				
Countries in which local development projects are implemented	(No.)	11	12	15
Expenses for local development projects	(€ mln)	1	1.6	0.4
<b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</b>				
Direct economic value generated	(€ mln)	9,099	7,962	7,042
Economic value distributed	(€ mln)	8,683	7,806	8,893
Economic value retained	(€ mln)	97	(1,117)	(2,467)
<b>TOTAL GOODS AND SERVICES ORDERED</b>				
Americas	(€ mln)	134	87	514
Africa	(€ mln)	127	2,109	1,210
CIS	(€ mln)	554	1,026	1,085
Far East and Oceania	(€ mln)	830	855	441
Europe	(€ mln)	1,093	2,151	1,660
Middle East	(€ mln)	185	1,160	3,178
<b>LOCAL EMPLOYMENT</b>				
Local employees by category:	(%)	74	79	79
› Blue Collars	(%)	68	28	39
› White Collars	(%)	78	40	48
› Managers <sup>(a)</sup>	(%)	46	10	13
› Senior Managers <sup>(a)</sup>	(%)	6	1	1
<b>EMPLOYEES</b>				
Americas	(No.)	2,226	1,607	1,865
Africa	(No.)	6,144	3,346	3,387
CIS	(No.)	3,957	3,898	5,019

(a) The percentage of local managers and senior managers is calculated excluding the data of France and Italy.

INDICATOR	UNIT	2019	2020	2021
Far East and Oceania	(No.)	3,496	5,181	6,168
Europe	(No.)	10,512	7,649	7,343
Middle East	(No.)	10,651	6,068	6,744
<b>TRAINING MANHOURS</b>				
Americas	(No.)	73,301	23,803	40,811
Africa	(No.)	32,082	39,130	76,617
CIS	(No.)	97,905	74,146	28,481
Far East and Oceania	(No.)	30,619	76,595	136,643
Europe	(No.)	308,029	323,826	322,299
Middle East	(No.)	273,932	118,222	171,366

 For more information:  
NFS21 - Local presence, pages 143-144; Relations with stakeholders, pages 107-112;  
Saipem's business, pages 94-106.

## OTHER



INDICATOR	UNIT	2019	2020	2021
Memberships of associations	(No.)	92	98	113
Membership fees paid	(k €)	1,046	1,140	1,141
including major associations:				
› Confindustria	(%)	-	29	13
› Assolombarda	(%)	-	17	17
› World Economic Forum	(%)	-	14	15
› IMCA International Marine Contractors Association	(%)	-	4	4
› Assonime	(%)	-	4	4
Total value of political contributions	(€)	0	0	0
Total value of contributions for lobbying	(€)	0	0	0
Provisions for fines and settlements specified for ESG issues in audited accounts	(€)	0	0	0
Revenues	(€ mln)	9,099	7,342	6,875
Operating result (EBIT)	(€ mln)	456	845	(2,266)
Gross operating profit (EBITDA)	(€ mln)	1,146	428	(1,650)
Customer satisfaction survey - coverage	(%)	100	100	100
Customer satisfaction survey - response rate	(%)	75	68	81
Customer satisfaction survey - satisfaction level (score >7)	(%)	94	97	98
Customer satisfaction survey - "completely satisfied" (score >9)	(%)	50	58	72



For more information:  
NFS21 - Relations with institutions and trade associations, page 112; Economic value generated and distributed, pages 103-104; Relations with stakeholders, pages 107-112.



# NO POVERTY



## TARGET 1.1/1.3

### GRI STANDARD

GRI 207: Tax 2019

### INDICATORS

207-1, 207-2  
207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Tax transparency", pages 104-106 (NFS21).

Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

### REFERENCE DOCUMENTS

- > "Partnering at the local level to create value", pages 71-76 (SR21);
- > "Value for Local Communities" (Web);
- > Revalue 2019.



## TARGET 1.4

### GRI STANDARD

GRI 413: Local Communities 2016

### INDICATORS

413-2

### SAIPEM DISCLOSURES

Operations with significant actual and potential negative impacts on local communities, including:

- > the location of the operations;
- > the significant actual and potential negative impacts of operations.

### REFERENCE DOCUMENTS

- > "Social aspects", pages 142-145 (NFS21);
- > "Partnering at the local level to create value", pages 71-76 (SR21).



## TARGET 1.2/1.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts. Evaluation of the indirect economic impacts of the organisation on a local scale, through the Saipem Externalities Local





# ZERO HUNGER



## TARGET 2.3

### GRI STANDARD

GRI 413: Local Communities 2016

### INDICATORS

413-2

### SAIPEM DISCLOSURES

Operations with significant actual and potential negative impacts on local communities, including:

- > the location of the operations;
- > the significant actual and potential negative impacts of operations.

### REFERENCE DOCUMENTS

- > "Social aspects", pages 142-145 (NFS21);
- > "Partnering at the local level to create value", pages 71-76 (SR21).





# GOOD HEALTH AND WELL-BEING



## TARGET 3.2

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-2-a

### SAIPEM DISCLOSURES

- > Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the company employees;
- > these include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 3.3/3.5/3.7/3.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-6

### SAIPEM DISCLOSURES

- > Disclosure of how the Group facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided;
- > voluntary health promotion services and programmes offered to the employees to address major

non-work-related health risks.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in Health and Safety", pages 59-65 (SR21).



## TARGET 3.3/3.4/3.9

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation:

- > the number of fatalities as a result of work-related ill health;
- > the number of cases of recordable work-related ill health;
- > the main types of work-related ill health.

Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.



# GOOD HEALTH AND WELL-BEING



## REFERENCE DOCUMENTS

- > "Employee health", pages 150-151 (NFS21).



## TARGET 3.6/3.9

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation:

- > the number and rate of fatalities as a result of work-related injury;
- > the number and rate of high-consequence work-related injuries (excluding fatalities);
- > the number and rate of recordable work-related injuries;
- > the main types of work-related injury;
- > the number of hours worked;
- > evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

## REFERENCE DOCUMENTS

- > "People safety", pages 146-149 (NFS21);
- > "Our leadership in Health and Safety", pages 59-65 (SR21).



## TARGET 3.8

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts. Evaluation of the indirect economic impacts of the organisation on a local scale, through the Saipem Externalities Local Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

## REFERENCE DOCUMENTS

- > "Partnering at the local level to create value", pages 71-76 (SR21).



# GOOD HEALTH AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions;
- > gross location-based energy indirect (Scope 2) GHG emissions;
- > gross market-based energy indirect (Scope 2) GHG emissions;
- > gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 3.9

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of NO<sub>x</sub>, SO<sub>x</sub>, Particulate matter (PM) and other categories of air emissions. Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 139-140 (NFS21).





# GOOD HEALTH AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events. Impacts of significant spills.

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 135-136 (NFS21).



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21);
- > "Methodology and reporting criteria", pages 85-88 (SR21);
- > "Biomass conversion and the circular economy", pages 48-49 (SR21).





# GOOD HEALTH AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

Disclosure of:

- > actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated;
- > if the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations;
- > the processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21);
- > "Methodology and reporting criteria", pages 85-88 (SR21);
- > "Biomass conversion and the circular economy", pages 48-49 (SR21).



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. Total weight of waste, hazardous and not hazardous, diverted from disposal, with breakdown by reuse, recycle or other recovery operations, and directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 140-141 (NFS21).





# QUALITY EDUCATION



## TARGET 4.3/4.4/4.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > gender;
- > employee category.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21);
- > "People", pages 52-67 (SR21).





# GENDER EQUALITY



## TARGET 5.1

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Number of new employee hires during the reporting period by contract type and rate of turnover.

### REFERENCE DOCUMENTS

- > "Workforce trends", pages 155-157 (NFS21).



## TARGET 5.1/5.4

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-3

### SAIPEM DISCLOSURES

- > Total number of employees that took parental leave, by gender;
- > total number of employees that returned to work in the reporting period after parental leave ended, by gender;
- > return to work and retention rates of employees that took parental leave.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 5.1

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > gender;
- > employee category.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21);
- > "People", pages 52-67 (SR21).



## TARGET 5.1

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-3

### SAIPEM DISCLOSURES

Percentage of total employees by gender and by employee category who received a regular performance evaluation during the reporting period.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21).





# GENDER EQUALITY



## TARGET 5.1/5.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-1

### SAIPEM DISCLOSURES

- > Percentage of individuals within the Group's governance bodies divided by gender and age groups;
- > percentage of employees per employee category divided by gender and age groups.

### REFERENCE DOCUMENTS

- > "Governance of business sustainability", pages 113-115 (NFS21);
- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 5.1

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 5.1

### GRI STANDARD

GRI 406: Non-discrimination 2016

### INDICATORS

406-1

### SAIPEM DISCLOSURES

Incidents of discrimination during the reporting period.

Status of the incidents and actions taken with reference to the following:

- > incident reviewed by the Group;
- > remediation plans being implemented;
- > remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- > incident no longer subject to action.

### REFERENCE DOCUMENTS

- > "Reporting suspected violations", pages 167-169 (NFS21).





# GENDER EQUALITY



## TARGET 5.2

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

New suppliers screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 144-145 (NFS21);
- > "Sharing value along our supply chain", pages 68-70 (SR21)..



## TARGET 5.2

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-2

### SAIPEM DISCLOSURES

- > Number of suppliers assessed for social impacts;
- > number of suppliers identified as having significant actual and potential negative social impacts;
- > significant actual and potential negative social impacts identified in the supply chain.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 144-145 (NFS21);
- > "Sharing value along our supply chain", pages 68-70 (SR21).



## TARGET 5.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported;
- > current or expected impacts on communities and local economies, including positive and negative impacts where relevant;
- > whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 107-112 (NFS21);
- > "Partnering at the local level to create value", pages 71-76 (SR21).





# GENDER EQUALITY



## TARGET 5.4

### GRI STANDARD

GRI 401: Employment  
2016

### INDICATORS

401-2-a

### SAIPEM DISCLOSURES

- > Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the Group employees;
- > these include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 5.5

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-24

### SAIPEM DISCLOSURES

- > Nomination and selection processes for the highest governance body and its committees;
- > criteria used for nominating and selecting highest governance body members.

### REFERENCE DOCUMENTS

- > Corporate Governance and Shareholding Structure Report.



## TARGET 5.5

### GRI STANDARD

GRI 120: General Disclosures 2016

### INDICATORS

102-22

### SAIPEM DISCLOSURES

Composition of the highest governance body.

### REFERENCE DOCUMENTS

- > Corporate Governance and Shareholding Structure Report.





# CLEAN WATER AND SANITATION



## TARGET 6.3/6.4/6.A/6.B

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-1

### SAIPEM DISCLOSURES

- > The description of how the Group interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the Group's activities, products or services by a business relationship;
- > a description of the approach used to identify water-related impacts;
- > disclosure of how water-related impacts are addressed including how the Group works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts;
- > an explanation of the process for setting any water-related goals and targets that are part of the organisation's management approach, and how they relate to public policy and the local context of each area with water stress.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Water resource management", pages 136-139 (NFS21).



## TARGET 6.3

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-2

### SAIPEM DISCLOSURES

Disclosure of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:

- > how standards for facilities operating in locations with no local discharge requirements were determined;
- > any internally developed water quality standards or guidelines;
- > any sector-specific standards considered;
- > whether the profile of the receiving waterbody was considered.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Water resource management", pages 136-139 (NFS21).



# CLEAN WATER AND SANITATION



## TARGET 6.3

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-4

### SAIPEM DISCLOSURES

Breakdown of total water discharge to all area by type of destination (sewer system, surface water, sea).

### REFERENCE DOCUMENTS

- > "Water resource management", pages 136-139 (NFS21).



## TARGET 6.3

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21).





# CLEAN WATER AND SANITATION



## TARGET 6.3

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated;
- > if the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.  
The processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21).



## TARGET 6.3/6.6

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events.

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 135-136 (NFS21).



## TARGET 6.4

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-3-c

### SAIPEM DISCLOSURES

Breakdown of total water withdrawal by type of sources (freshwater and other water).

### REFERENCE DOCUMENTS

- > "Water resource management", pages 121-124 (NFS21).



# CLEAN WATER AND SANITATION



## TARGET 6.6

### GRI STANDARD

GRI 304: Biodiversity 2016

### INDICATORS

304-3-b

### SAIPEM DISCLOSURES

Disclosure of partnerships with third parties to protect or restore habitat areas distinct from where the Group has overseen and implemented restoration or protection measures.

### REFERENCE DOCUMENTS

- > "Saipem's approach to biodiversity", page 2 (Saipem Biodiversity document).





# AFFORDABLE AND CLEAN ENERGY



## TARGET 7.2/7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption);
- > total fuel consumption within the Group from non-renewable sources, including fuel types used;
- > total fuel consumption within the Group from renewable sources, including fuel types used.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 128-129 (NFS21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 128-129 (NFS21).



## TARGET 7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-3-a

**SAIPEM DISCLOSURES**  
Energy intensity ratio for the Group.

### REFERENCE DOCUMENTS

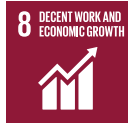
- > "Energy efficiency", pages 128-129 (NFS21).







# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.1/8.2

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-1

### SAIPEM DISCLOSURES

Direct economic value generated and distributed (EVG&D) on an accruals basis, following basic components:

- > direct economic value generated: revenues;
- > economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- > economic value retained: "direct economic value generated" less "economic value distributed".

### REFERENCE DOCUMENTS

- > "Economic value generated and distributed", pages 103-104 (NFS21).



## TARGET 8.2/8.3/8.5

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

Examples of significant identified indirect economic impacts of the Group, including positive and negative impacts. Evaluation of the indirect economic impacts of the Group on a local scale, through the Saipem Externalities Local Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

### REFERENCE DOCUMENTS

- > "Partnering at the local level to create value", pages 71-76 (SR21);
- > "Value for Local Communities" (Web); Revalue 2019.





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.2/8.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > gender;
- > employee category.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21);
- > "People", pages 52-67 (SR21).



## TARGET 8.3

### GRI STANDARD

GRI 204: Procurement Practices 2016

### INDICATORS

204-1

### SAIPEM DISCLOSURES

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).

### REFERENCE DOCUMENTS

- > "Supply chain management", pages 102-103 (NFS21);
- > "Saipem at a glance", pages 8-9 (SR21).



## TARGET 8.2/8.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-2

### SAIPEM DISCLOSURES

- > Type and scope of programmes implemented and assistance provided to upgrade employee skills;
- > transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21);
- > "People", pages 52-67 (SR21).



## TARGET 8.4

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-1

### SAIPEM DISCLOSURES

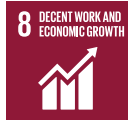
- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption);
- > total fuel consumption within the Group from non-renewable sources, including fuel types used;
- > total fuel consumption within the Group from renewable sources, including fuel types used.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 128-129 (NFS21);
- > 2021 Shaping a Net-Zero future (TCFD21).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.4

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-3-a

**SAIPEM DISCLOSURES**  
Energy intensity ratio for the Group.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 128-129 (NFS21).



## TARGET 8.4

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

**SAIPEM DISCLOSURES**  
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 128-129 (NFS21).



## TARGET 8.5

**GRI STANDARD**  
GRI 102: General Disclosures 2016

**INDICATORS**  
102-8

**SAIPEM DISCLOSURES**  
Total number of employees by employment contract (permanent or fixed term) and by employment type, by gender.

**REFERENCE DOCUMENTS**  
> "Workforce trend", pages 155-156 (NFS21).



## TARGET 8.5

**GRI STANDARD**  
GRI 202: Market presence 2016

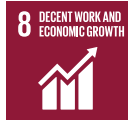
**INDICATORS**  
202-2-a

**SAIPEM DISCLOSURES**  
Percentage of senior management at significant locations of operation that are hired from the local community.

**REFERENCE DOCUMENTS**  
> "Local presence", pages 143-144 (NFS21).



# DECENT WORK AND ECONOMIC GROWTH



**TARGET**  
**8.5/8.6**

**GRI STANDARD**

GRI 401: Employment 2016

**INDICATORS**

401-1

**SAIPEM DISCLOSURES**

Number of new employee hires during the reporting period by contract type and rate of turnover.

**REFERENCE DOCUMENTS**

- > "Workforce trends", pages 155-156 (NFS21).



**TARGET**  
**8.5**

**GRI STANDARD**

GRI 401: Employment 2016

**INDICATORS**

401-3

**SAIPEM DISCLOSURES**

- > Total number of employees that took parental leave, by gender;
- > total number of employees that returned to work in the reporting period after parental leave ended, by gender;
- > return to work and retention rates of employees that took parental leave.

**REFERENCE DOCUMENTS**

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



**TARGET**  
**8.5**

**GRI STANDARD**

GRI 401: Employment 2016

**INDICATORS**

401-2-a

**SAIPEM DISCLOSURES**

Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the company employees.

These include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

**REFERENCE DOCUMENTS**

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



**TARGET**  
**8.5**

**GRI STANDARD**

GRI 404: Training and Education 2016

**INDICATORS**

404-3

**SAIPEM DISCLOSURES**

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

**REFERENCE DOCUMENTS**

- > "Competences and knowledge", pages 152-155 (NFS21).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-1

### SAIPEM DISCLOSURES

- > Percentage of individuals within the Group's governance bodies divided by gender and age groups;
- > percentage of employees per employee category divided by gender and age groups.

### REFERENCE DOCUMENTS

- > "Governance of business sustainability", pages 113-115 (NFS21);
- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).

- > "Equal treatment and enhancement of differences", pages 144-146 (NFS21).



## TARGET 8.7

### GRI STANDARD

GRI 408: Child Labour 2016

### INDICATORS

408-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of:
  - child labour (either in terms of type of operation and supplier; countries or geographic areas with operations and suppliers considered at risk);
  - young workers exposed to hazardous work;
- > measures taken by the Group in the reporting period intended to contribute to the effective abolition of child labour.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 163-169 (NFS21);
- > "Human rights", pages 65-67 (SR21);
- > "Saipem Modern Slavery Statement 2021".



## TARGET 8.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

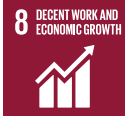
Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21);



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.7

### GRI STANDARD

GRI 409: Forced or Compulsory Labour 2016

### INDICATORS

409-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:
  - type of operation (such as manufacturing plant) and supplier;
  - countries or geographic areas with operations and suppliers considered at risk;
- > measures taken by the Group in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 163-164 (NFS21);
- > "Human rights", pages 65-67 (SR21);
- > "Saipem Modern Slavery Statement 2021".



## TARGET 8.8

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-41

### SAIPEM DISCLOSURES

Percentage of total employees covered by collective bargaining agreements.

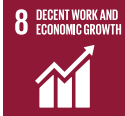
### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Company management and organisation model", page 101 (NFS21);
- > "Relations with stakeholders", pages 107-112 (NFS21);
- > "A sustainable supply chain", pages 144-145 (NFS21);
- > "Industrial relations", pages 157-158 (NFS21).





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 402: Labour/Management Relations 2016

### INDICATORS

402-1

### SAIPEM DISCLOSURES

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

### REFERENCE DOCUMENTS

- > NFS21.

- the system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines;

- > a description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-1

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > a statement of whether an occupational health and safety management system has been implemented, including whether:
  - the system has been implemented because of legal requirements and, if so, a list of the requirements;





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-2

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > a description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimise risks, including:
  - how the Group ensures the quality of these processes, including the competency of persons who carry them out;
  - how the results of these processes are used to evaluate and continually improve the occupational health and safety management system;
- > a description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals;
- > a description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals;
- > a description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess

risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-3

### SAIPEM DISCLOSURES

A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimisation of risks, and an explanation of how the Group ensures the quality of these services and facilitates workers' access to them.

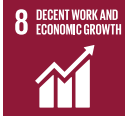
### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 130-135 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-4

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > a description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers;
- > where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-5

### SAIPEM DISCLOSURES

A description of any occupational health and safety training provided to workers, including generic training, as well as training on specific work-related hazards, hazardous activities, or hazardous situations.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-7

### SAIPEM DISCLOSURES

A description of the Group's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).

- > the number and rate of fatalities as a result of work-related injury;
- > the number and rate of high-consequence work-related injuries (excluding fatalities);
- > the number and rate of recordable work-related injuries;
- > the main types of work-related injury;
- > the number of hours worked;
- > evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether the rates have been

calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information

necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "People safety", pages 146-149 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

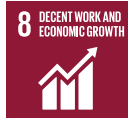
### SAIPEM DISCLOSURES

A description of the Group's For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > the number of fatalities as a result of work-related ill health;
- > the number of cases of recordable work-related ill health;
- > the main types of work-related ill health.

Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "Employee health", pages 134-136 (NFS21).



## TARGET 8.8

### GRI STANDARD

GRI 406: Non-discrimination 2016

### INDICATORS

406-1

### SAIPEM DISCLOSURES

- > Total number of incidents of discrimination during the reporting period;
- > status of the incidents and actions taken with reference to the following:
  - incident reviewed by the Group;
  - remediation plans being implemented;
  - remediation plans that have been implemented, with results reviewed through routine internal management review processes;
  - incident no longer subject to action.

### REFERENCE DOCUMENTS

- > "Reporting suspected violations", pages 120-121 (NFS21).





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 407: Freedom of Association and Collective Bargaining 2016

### INDICATORS

407-1

### SAIPEM DISCLOSURES

- > Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:
  - type of operation (such as manufacturing plant) and supplier;
  - countries or geographic areas with operations and suppliers considered at risk;
- > measures taken by the Group in the reporting period intended to support rights to exercise freedom of association and collective bargaining.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 163-164 (NFS21);
- > "Human rights", pages 65-67 (SR21);
- > "Saipem Modern Slavery Statement 2021".



## TARGET 8.8

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

Percentage of new suppliers that were screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 144-145 (NFS21);



## TARGET 8.8

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-2

### SAIPEM DISCLOSURES

- > Number of suppliers assessed for social impacts;
- > number of suppliers identified as having significant actual and potential negative social impacts;
- > significant actual and potential negative social impacts identified in the supply chain.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130 (NFS21);
- > "Sharing value along our supply chain", pages 68-70 (SR21).



# INDUSTRY, INNOVATION AND INFRASTRUCTURE



## TARGET 9.1/9.4/9.5

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-1

### SAIPEM DISCLOSURES

Direct economic value generated and distributed (EVG&D) on an accruals basis, following basic components:

- > direct economic value generated: revenues;
- > economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- > economic value retained: "direct economic value generated" less "economic value distributed".

### REFERENCE DOCUMENTS

- > "Economic value generated and distributed", pages 103-104 (NFS21).



## TARGET 9.1/9.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported;
- > current or expected impacts on communities and local economies, including positive and negative impacts where relevant;
- > whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 107-112 (NFS21);
- > "Partnering at the local level to create value", pages 71-76 (SR21).





# REDUCED INEQUALITIES

10 REDUCED INEQUALITIES



## TARGET 10.3

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-8

### SAIPEM DISCLOSURES

Total number of employees by employment contract (permanent or fixed term) and by employment type, by gender.

### REFERENCE DOCUMENTS

- > "Workforce trend", pages 155-157 (NFS21).



## TARGET 10.3

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-1

### SAIPEM DISCLOSURES

Number of new employee hires during the reporting period by contract type and rate of turnover.

### REFERENCE DOCUMENTS

- > "Workforce trends", pages 136-138 (NFS21).



## TARGET 10.3

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > gender;
- > employee category.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21);
- > "People", pages 52-67 (SR21).



## TARGET 10.3

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-3

### SAIPEM DISCLOSURES

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

### REFERENCE DOCUMENTS

- > "Competences and knowledge", pages 152-155 (NFS21).



# REDUCED INEQUALITIES



## TARGET 10.3

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 158-162 (NFS21).



## TARGET 10.4

### GRI STANDARD

GRI 207: Tax 2019

### INDICATORS

207-1, 207-2, 207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21).





# SUSTAINABLE CITIES AND COMMUNITIES



## TARGET 11.2

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported;
- > current or expected impacts on communities and local economies, including positive and negative impacts where relevant;
- > whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 107-112 (NFS21);
- > "Partnering at the local level to create value", pages 71-76 (SR21).



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21).







# SUSTAINABLE CITIES AND COMMUNITIES



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated;
- > if the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations;
- > the processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21);
- > "Methodology and reporting criteria", pages 86-88 (SR21);
- > "Biomass conversion and the circular economy", pages 48-49 (SR21).



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

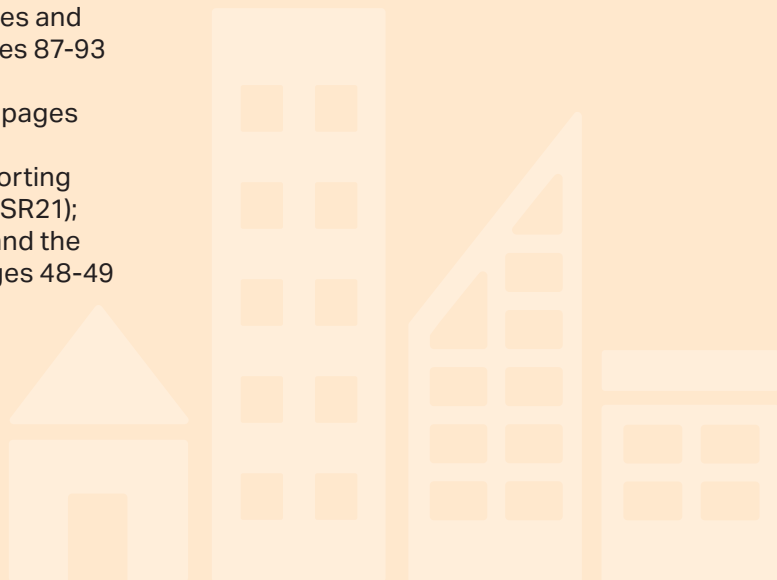
306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

- > Total weight of waste, hazardous and not hazardous;
- > total weight of waste diverted from disposal, with breakdown by reuse, recycle or other recovery operations;
- > total weight directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 140-141 (NFS21).





# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption);
- > total fuel consumption within the Group from non-renewable sources, including fuel types used;
- > total fuel consumption within the Group from renewable sources, including fuel types used.

**REFERENCE DOCUMENTS**

- > "Energy efficiency", pages 128-129 (NFS21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-3-a

**SAIPEM DISCLOSURES**  
Energy intensity ratio for the Group.

**REFERENCE DOCUMENTS**

- > "Energy efficiency", pages 128-129 (NFS21).



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

**REFERENCE DOCUMENTS**

- > "Energy efficiency", pages 128-129 (NFS21).



## TARGET 12.4

**GRI STANDARD**  
GRI 303: Water and Effluents 2018

**INDICATORS**  
303-1

### SAIPEM DISCLOSURES

- > Description of how the Group interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the Group's activities, products or services;
- > description of how water-related impacts are addressed, including how the Group works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.



# RESPONSIBLE CONSUMPTION AND PRODUCTION



## REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Water resource management", pages 136-139 (NFS21).



## TARGET 12.4

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions;
- > gross location-based energy indirect (Scope 2) GHG emissions;
- > gross market-based energy indirect (Scope 2) GHG emissions;
- > gross other indirect (Scope 3) GHG emissions;
- > base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 12.4

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

- > Significant air emissions of NO<sub>x</sub>, SO<sub>x</sub>, Particulate matter (PM) and other categories of air emissions;
- > source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 124-125 (NFS21).



## TARGET 12.4

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events.

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 135-136 (NFS21).



# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.4/12.5

**GRI STANDARD**  
GRI 306: Waste 2020

**INDICATORS**  
306-1

### SAIPEM DISCLOSURES

- > Disclosure of Group's significant actual and potential waste-related impacts:
  - the inputs, activities, and outputs that lead or could lead to these impacts;
  - whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21).



## TARGET 12.4/12.5

**GRI STANDARD**  
GRI 306: Waste 2020

**INDICATORS**  
306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated;
- > if the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations;
- > the processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Waste management", pages 140-141 (NFS21);
- > "Methodology and reporting criteria", pages 86-88 (SR21);
- > "Biomass conversion and the circular economy", pages 48-49 (SR21).





# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.4/12.5

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

- > Total weight of waste, hazardous and not hazardous;
- > total weight of waste diverted from disposal, with breakdown by reuse, recycle or other recovery operations;
- > total weight directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 140-141 (NFS21).





# CLIMATE ACTION



## TARGET 13.1

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-2-a

### SAIPEM DISCLOSURES

Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:

- > a description of the risk or opportunity and its classification as either physical, regulatory, or other;
- > a description of the impact associated with the risk or opportunity;
- > the financial implications of the risk or opportunity before action is taken;
- > the methods used to manage the risk or opportunity;
- > the costs of actions taken to manage the risk or opportunity.

### REFERENCE DOCUMENTS

- > "Analysis of the climate-related scenario", page 124 (NFS21);
- > "Risks and opportunities", pages 8-13 (2021 Shaping a Net-Zero future).



## TARGET 13.1

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption);
- > total fuel consumption within the Group from non-renewable sources, including fuel types used;
- > total fuel consumption within the Group from renewable sources, including fuel types used.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 128-129 (NFS21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 13.1

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-3-a

### SAIPEM DISCLOSURES

Energy intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 128-129 (NFS21).



# CLIMATE ACTION



## TARGET 13.1

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

**SAIPEM DISCLOSURES**  
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 128-129 (NFS21).



## TARGET 13.1

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-1, 305-2, 305-3

**SAIPEM DISCLOSURES**

- > Gross direct (Scope 1) GHG emissions;
- > gross location-based energy indirect (Scope 2) GHG emissions;
- > gross market-based energy indirect (Scope 2) GHG emissions;
- > gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

**REFERENCE DOCUMENTS**  
> "GHG emissions", pages 129-132 (NFS21);

- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 13.1

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-4-a

**SAIPEM DISCLOSURES**  
GHG emissions intensity ratio for the Group.

**REFERENCE DOCUMENTS**

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).



## TARGET 13.1

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-5-a

**SAIPEM DISCLOSURES**  
GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.

**REFERENCE DOCUMENTS**

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).



# LIFE BELOW WATER



## TARGET 14.2

### GRI STANDARD

GRI 304: Biodiversity 2016

### INDICATORS

304-3-b

### SAIPEM DISCLOSURES

Disclosure of partnerships with third parties to protect or restore habitat areas distinct from where the Group has overseen and implemented restoration or protection measures.

### REFERENCE DOCUMENTS

- > "Saipem's approach to biodiversity", page 2 (Saipem Biodiversity document);
- > "Biodiversity and sensitive areas", pages 77-82 (SR21).



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions;
- > gross location-based energy indirect (Scope 2) GHG emissions;
- > gross market-based energy indirect (Scope 2) GHG emissions;
- > gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

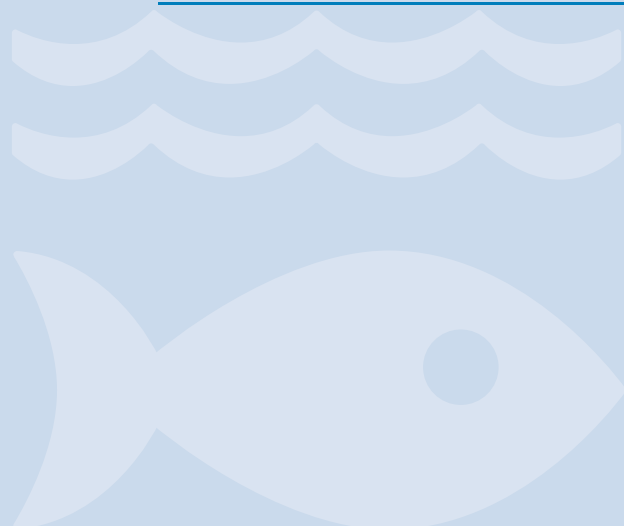
305-4-a

### SAIPEM DISCLOSURES

GHG emissions intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).







# LIFE BELOW WATER



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-5-a

### SAIPEM DISCLOSURES

GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO<sub>2</sub> equivalent.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of NO<sub>x</sub>, SO<sub>x</sub>, Particulate matter (PM) and other categories of air emissions. Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 139-140 (NFS21).





# LIFE ON LAND



## TARGET 15.2

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-1, 305-2, 305-3

**SAIPEM DISCLOSURES**

- > Gross direct (Scope 1) GHG emissions;
- > gross location-based energy indirect (Scope 2) GHG emissions;
- > gross market-based energy indirect (Scope 2) GHG emissions;
- > gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

**REFERENCE DOCUMENTS**

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21);
- > 2021 Shaping a Net-Zero future (TCFD21).



## TARGET 15.2

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-4-a

**SAIPEM DISCLOSURES**  
GHG emissions intensity ratio for the Group.

**REFERENCE DOCUMENTS**

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).



## TARGET 15.2

**GRI STANDARD**  
GRI 305: Emissions 2016

**INDICATORS**  
305-5-a

**SAIPEM DISCLOSURES**  
GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO<sub>2</sub> equivalent.

**REFERENCE DOCUMENTS**

- > "GHG emissions", pages 129-132 (NFS21);
- > "Greenhouse gas reductions and energy efficiency improvements", pages 22-30 (SR21).



# LIFE ON LAND

15 LIFE  
ON LAND



## TARGET 15.2

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of  $\text{NO}_x$ ,  $\text{SO}_x$ , Particulate matter (PM) and other categories of air emissions. Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

> "Preserving the air quality", pages 139-140 (NFS21).





# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.1

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > the number and rate of fatalities as a result of work-related injury;
- > the number and rate of high-consequence work-related injuries (excluding fatalities);
- > the number and rate of recordable work-related injuries;
- > the main types of work-related injury;
- > the number of hours worked.

Evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "People safety", pages 146-149 (NFS21);
- > "Our leadership in Health and Safety", pages 59-65 (SR21).



## TARGET 16.1

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > the number of fatalities as a result of work-related ill health;
- > the number of cases of recordable work-related ill health;
- > the main types of work-related ill health.

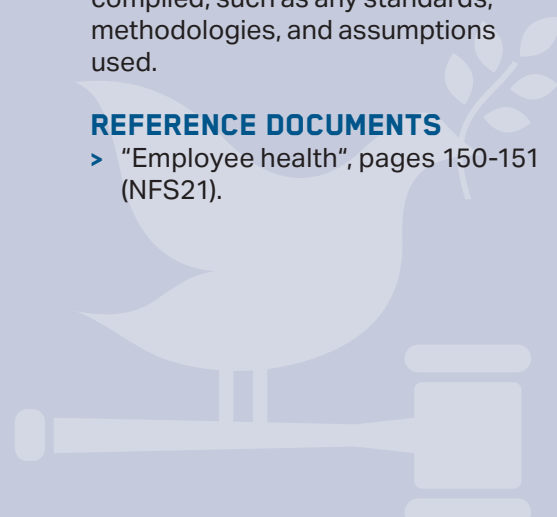
Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimise these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "Employee health", pages 150-151 (NFS21).





# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.1

### GRI STANDARD

GRI 410: Security Practices 2016

### INDICATORS

410-1

### SAIPEM DISCLOSURES

- > Percentage of security personnel who have received formal training in the Group's human rights policies or specific procedures and their application to security;
- > whether training requirements also apply to third-party Groups providing security personnel.

### REFERENCE DOCUMENTS

- > "Security practices", pages 164-166 (NFS21);
- > "Human rights", pages 65-67 (SR21).



## TARGET 16.1

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

Percentage of new suppliers that were screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 144-145 (NFS21);
- > "Sharing value along our supply chain", pages 68-70 (SR21).



## TARGET 16.2

### GRI STANDARD

GRI 408: Child Labour 2016

### INDICATORS

408-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of:
  - child labour (either in terms of type of operation and supplier; countries or geographic areas with operations and suppliers considered at risk);
  - young workers exposed to hazardous work.

Measures taken by the Group in the reporting period intended to contribute to the effective abolition of child labour.

### REFERENCE DOCUMENTS

- > "Respect of human rights", pages 163-164 (NFS21);
- > "Human rights", pages 65-67 (SR21);
- > "Saipem Modern Slavery Statement 2021".





# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.3

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-16-a

### SAIPEM DISCLOSURES

A description of the Group's values, principles, standards, and norms of behaviour.

### REFERENCE DOCUMENTS

- > "Company management and organisation model", page 101 (NFS21);
- > Second cover (AR21).

Group's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the Group's anti-corruption policies and procedures have been communicated to any other persons or Groups;

- > total number and percentage of governance body members that have received training on anti-corruption, broken down by region;
- > total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

### REFERENCE DOCUMENTS

- > "Fighting corruption", pages 166-167 (NFS21);
- > "Our commitment to ethical business", pages 83-84 (SR21).



## TARGET 16.5

### GRI STANDARD

GRI 205: Anti-corruption 2016

### INDICATORS

205-2

### SAIPEM DISCLOSURES

- > Total number and percentage of governance body members that the Group's anti-corruption policies and procedures have been communicated to, broken down by region;
- > total number and percentage of employees that the Group's anti-corruption policies and procedures have been communicated to, broken down by employee category and region;
- > total number and percentage of business partners that the



## TARGET 16.5

### GRI STANDARD

GRI 205: Anti-corruption 2016

### INDICATORS

205-3

### SAIPEM DISCLOSURES

- > Total number and nature of confirmed incidents of corruption;
- > total number of confirmed incidents in which employees were dismissed or disciplined for corruption;
- > total number of confirmed incidents when contracts with business partners were terminated



# PEACE, JUSTICE, AND STRONG INSTITUTIONS



or not renewed due to violations related to corruption;

- > public legal cases regarding corruption brought against the Group or its employees during the reporting period and the outcomes of such cases.

## REFERENCE DOCUMENTS

- > "Fighting corruption", pages 166-167 (NFS21).



## TARGET 16.5

### GRI STANDARD

GRI 415: Public Policy 2016

### INDICATORS

415-1-a

### SAIPEM DISCLOSURES

Total monetary value of financial and in-kind political contributions made directly and indirectly by the Group by country and recipient/beneficiary.

### REFERENCE DOCUMENTS

- > "Fighting corruption", pages 166-167 (NFS21).



## TARGET 16.7

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-4

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > a description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers;
- > where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21);
- > "Safeguarding the health and safety of people", pages 146-151 (NFS21);
- > "Our leadership in health and safety", pages 59-65 (SR21).



# PARTNERSHIP FOR THE GOALS



## TARGET 17.1/17.3

---

**GRI STANDARD**  
GRI 207: Tax 2019

### INDICATORS

207-1, 207-2, 207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 87-93 (NFS21).







Società per Azioni

Share Capital €2,191,384,693 fully paid up

Tax identification number and Milan, Monza-Brianza, Lodi

Companies' Register No. 00825790157

Headquarters: San Donato Milanese (Milan) - Italy

Via Martiri di Cefalonia, 67

Investor Relations

e-mail: [investor.relations@saipem.com](mailto:investor.relations@saipem.com)

Publications

Relazione finanziaria annuale (in Italian)

Annual Report (in English)

Interim Financial Report as of June 30

(in Italian and English)

2021 Sustainability Report (in Italian and English )

Also available on Saipem's website:

[www.saipem.com](http://www.saipem.com)

Website: [www.saipem.com](http://www.saipem.com)

Operator: +39-0244231

Layout and supervision: Studio Joly Srl - Rome - Italy



**SAIPEM SpA**  
Via Martiri di Cefalonia, 67  
20097 San Donato Milanese  
Milan - Italy

**SAIPEM.COM**

**LET'S KEEP IN TOUCH**

