



**SANLORENZO**

## Sanlorenzo awarded *Top Employer Italy 2025*

- **Industry leader:** Sanlorenzo demonstrates continued leadership in yachting, receiving the *Top Employer Italy 2025* certification reinforcing its commitment to social sustainability and excellence in every aspect of the brand;
- **People at the centre:** The Top Employer recognition reflects Sanlorenzo's continued investment in workplace culture, safety, and professional growth;
- **Innovation in employee engagement:** The certification builds on Sanlorenzo's pioneering Supplementary Company Agreement, and initiatives such as Nautical Days, designed to inspire the next generation of talent, and Safety Pause – it's company-wide focus on working safely.

**La Spezia, 12 November 2025** - Sanlorenzo has been proudly recognized as a *Top Employer Italy 2025*, reaffirming its leadership in yachting and commitment to fostering excellence not only in design and craftsmanship, but in how it supports, develops, and values its people.

Recognizing best practice in HR policies, this certification underscores Sanlorenzo's belief that innovation begins with individuals and a culture built on respect, wellbeing, and shared purpose. The award reflects Sanlorenzo's ambition to create one of the most advanced and responsible working environments in the luxury sector.

From defining professional development strategies to building career paths, every initiative is designed to nurture talent and transform it into value for the company and the local area. The *Top Employer* certification attests to the solidity of a path that integrates continuous training, inclusion, welfare, and a work culture focused on responsibility and participation.

*"Sanlorenzo would not be recognized as a symbol of global excellence without the valuable contribution of its people, the beating heart of our company"* said **Massimo Perotti, Executive Chairman Sanlorenzo**.

*"Training, development, and safety are the foundations that make our shipyards and our brand synonymous with quality, innovation, and exclusivity."*

### **An award that speaks to the future**

The recognition awarded by the *Top Employers* Institute confirms that people strategy is an integral part of Sanlorenzo's industrial vision and distinctive quality. The assessment analyses 20 key areas – from People Strategy to Diversity, Equity & Inclusion, Learning & Development to Wellbeing – identifying and promoting companies that contribute to improving workplace culture and environment.

The *Top Employer Italia 2025* certification represents not only a significant achievement for Sanlorenzo, but also a recognition of a journey aimed at valuing the talent of each person and promoting a corporate culture based on responsibility, inclusion and participation.

*"The Top Employer Italia 2025 certification is a recognition that rewards collective work"* adds **Pier Francesco Acquaviva, Chief Corporate Officer of Sanlorenzo**, who is at the helm of the Group's HR Department.

*"Being a home built for the People of Sanlorenzo means offering opportunities for growth, fostering an inclusive culture, and creating pathways where talent and responsibility meet. Building a meritocratic environment means creating the conditions to attract new talents and drive the company's evolution through innovation and shared growth."*

### **Training, engaging, growing: the Sanlorenzo model**

What makes Sanlorenzo stand out in the industrial landscape is not only its results, but also its profound and consistent approach to work culture. The *Top Employer* certification is the result of a set of practices and visions that translate attention to people into concrete actions capable of generating value, belonging, and shared growth. The daily commitment is what makes Sanlorenzo different.

**Nautical Days** are one of the most tangible expressions of Sanlorenzo's approach to its people. It is a project that fully embodies the Maison spirit: opening the doors of nautical excellence to the talents of the future, offering them the opportunity to experience the passion, precision and innovation that distinguish the company firsthand. In 2025, the format, which is the only way of access to the company for recent graduates and undergraduates, expands with **four events – two in spring and two in autumn** – designed as immersive experiences that bring together university students, young professionals and managers from the Group. The spring and fall editions involved over 400 applications from 50 Italian universities and more than 100 young talents who, during the various events, took part in role-playing, group assessments and business cases.

The path towards an increasingly sustainable and participatory business model has also been formalized in the current **Supplementary Company Agreement**, which represents a first in the Italian nautical sector. The agreement redefines corporate relations and responsibilities around three fundamental guidelines – innovation, sustainability and inclusivity – and introduces concrete tools to improve the quality of working life.

**Training** becomes a strategic pillar, parenthood is supported through dedicated welfare measures, while linguistic and cultural integration programs promote the inclusion of all employees, whether employed directly or through contractors. Among the most significant initiatives are the collective management of vacations and leave, fostering the sense of community and mutual support and the Family Care plan, which provides concrete measures for new parents and financial contributions for childcare services. All these actions express Sanlorenzo's desire to combine competitiveness and social responsibility, transforming the workplace into a true community of values.

**Safety** on the construction site is a core value for Sanlorenzo. This conviction gave rise to **Safety Pause**, an initiative designed to promote awareness and training on the culture of safety. The meetings, which began in 2024, combine testimonials, practical exercises, and moments of collective reflection. The October 2025 edition was dedicated to emergency management, with simulations of life-saving manoeuvres, also on paediatric mannequins, to make learning concrete. **Safety Pause** has become an identity-building event, a symbol of a shared commitment that strengthens the cohesion and awareness of everyone in the company.

All these initiatives demonstrate that at Sanlorenzo, putting people first is not merely an abstract principle but a daily commitment that takes shape through concrete and measurable actions. As a leader in the yacht industry, this achievement further strengthens Sanlorenzo's vision of being a place where work becomes experience, community and shared value.

## **About Sanlorenzo**

*For more than 60 years, Sanlorenzo has defined Italian excellence in yacht building, crafting custom-made motoryachts and superyachts that blend refined design, innovation, and advanced engineering. Founded in 1958, the shipyard is the world's leading mono-brand builder of yachts over 24 metres. Since 2005, under the ownership and leadership of Massimo Perotti, Sanlorenzo has undergone extraordinary growth — expanding its portfolio, production capacity, and global prestige. In 2019, the company was listed on the Euronext STAR Milan, further cementing its role as a leader in luxury yachting. Sanlorenzo's yacht and superyacht production spans six specialist shipyards across Italy, with models from 24 to over 70 metres in both composite and metal construction. The Group also includes Bluegame, below 24m — known for innovative crossover models — and the newly acquired Nautor Swan, a prestigious name in sailing and high-performance motor yachts. Design and architecture have always been core to Sanlorenzo's identity, thanks to long-standing collaborations with world-renowned studios including Piero Lissoni, Patricia Urquiola, Dordoni Architetti, and others. This fusion of yacht engineering and interior design sets Sanlorenzo apart in the world of high-end nautical craftsmanship. Looking ahead, Sanlorenzo is leading the sector toward sustainable innovation. Its "Road to 2030" strategy includes pioneering efforts in low-impact propulsion, such as green methanol fuel cells and hydrogen-powered tenders, developed with partners like Siemens Energy and MTU. In 2024, Sanlorenzo marked two major milestones: the delivery of the first 50Steel superyacht equipped with an onboard fuel cell system, and the launch of hydrogen-powered Bluegame tenders for the America's Cup. This same year, the Group acquired Nautor Swan, and with Simpson Marine, it is strengthening its portfolio and commercial footprint across Asia and beyond. Through initiatives like the Fondazione Sanlorenzo and Sanlorenzo Arts, the brand continues to support culture, sustainability, and the sea — values brought to life with the opening of Casa Sanlorenzo in Venice, a new home for design and dialogue.*

## **For further information:**

### **Sanlorenzo Spa**

Mariangela Barbato

Ph. +39 3409955110

E-mail [communication@sanlorenzoyacht.com](mailto:communication@sanlorenzoyacht.com)

### **Comin&Partners – Press Office Sanlorenzo**

Giulia Mori

Ph. +39 3474938864

E-mail [giulia.mori@cominandpartners.com](mailto:giulia.mori@cominandpartners.com)

Margherita Pisoni

Ph. +39 3388278600

E-mail [margherita.pisoni@cominandpartners.com](mailto:margherita.pisoni@cominandpartners.com)