



# Sustainability performance indicators

2024



# Summary

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**NOTES:**  
1) All ESRS indicators are subject to a limited assurance from the Independent Legal Auditors as envisaged by the Italian law regarding Sustainability Reporting (Legislative Decree 125/2024).  
2) Moreover for the indicators marked with (\*), Leonardo - on a voluntary basis - required to the Independent Legal Auditors to perform the full assurance ("Reasonable assurance" engagement according with the principle of ISAE 3000 - revised), considering the strategic relevance for the Group.



E1

Climate Change<sup>(\*)</sup>

ENERGY CONSUMPTION AND MIX	UNIT	2023	2024 <sup>(*)</sup>
Fuel consumption from coal and coal products	MWh	n.a.	0
Fuel consumption from crude oil and petroleum products	MWh	102,753.00	69,557.00
Fuel consumption from natural gas	MWh	675,988	685,665
Fuel consumption from other fossil sources	MWh	739,00	1,022.00
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	149,395	141,371
Total fossil energy consumption	MWh	928,875	897,615
Share of fossil sources in total energy consumption	%	63.0	60.1
Total consumption from nuclear sources	MWh	n.a.	5,028
Share of consumption from nuclear sources in total energy consumption	%	n.a.	0.3
Fuel consumption for renewable sources	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	546,276	588,301
The consumption of self-generated non-fuel renewable energy	MWh	130	2,726
Total renewable energy consumption	MWh	546,406	591,027
Share of renewable sources in total energy consumption	%	37.0	39.6
Total energy consumption	MWh	1,475,281	1,493,670
Energy intensity (Energy consumption / net revenue)	MWh/M€	96	84

(1) Leonardo's business is cyclical so a +/- 15% YoY variability between 2020 and 2030 is forecast on Cat. 1 and 11 emissions. This YoY variability reduces to +/-6% in the 2027-2030 timeframe due to several high-impact programs coming to an end and business stabilizing on lower emissions / higher volumes platforms.

(2) Not Applicable: Leonardo manages and pays the delivery of products and services directly to the customer. Therefore, according to GHG protocol, emissions related to transportation and distribution of sold products are tracked and reported under the upstream transportation and distribution category because Leonardo purchases the service. Thus, downstream transportation and distribution emissions are not applicable.

(3) Negligible - around 0.05% of total Scope 3 emissions.

(4) Negligible - around 0.01% of total Scope 3 emissions.

(5) Leonardo's business is based on selling products, not on leasing them. Therefore, this category is not applicable.

(6) Leonardo does not have any franchises. This category is therefore not applicable to its business activities.

(7) Negligible - around 0.5% of total Scope 3 emissions.

(8) The reduction of Scope III cat.11 emissions does not affect the SBTi target boundary and related KPI.

GHG EMISSIONS (E1-6)	UNIT	2023	2024
Scope 1 GHG emissions			<sup>(*)</sup>
Gross Scope 1 GHG emissions	tCO2	195,682	185,446
% of Scope 1 GHG emissions from regulated ETS	%	52	56
Scope 2 GHG emissions			<sup>(*)</sup>
Gross location-based Scope 2 GHG emissions	tCO2	227,905	216,386
Gross market-based Scope 2 GHG emissions	tCO2	55,088	54,378
Scope 3 GHG emissions			
Cat. 1	tCO2	2,263,633	2,608,667
Cat. 2	tCO2	149,149	159,300
Cat. 3	tCO2	34,594	34,514
Cat. 4	tCO2	17,027	16,229
Cat. 5	tCO2	26,371	22,768
Cat. 6	tCO2	27,200	28,649
Cat. 7	tCO2	54,713	82,752
Cat. 8	tCO2	12,170	9,316
Cat. 9	tCO2	(2)	(2)
Cat. 10	tCO2	(3)	(3)
Cat. 11 <sup>(8)</sup>	tCO2	3,215,336	2,205,409
Cat. 12	tCO2	(4)	(4)
Cat. 13	tCO2	(5)	(5)
Cat. 14	tCO2	(6)	(6)
Cat. 15	tCO2	(7)	(7)
Gross Scope 3 GHG emissions	tCO2	5,800,193	5,167,604
Total GHG emissions (location-based)	tCO2	6,223,780	5,569,436
Total GHG emissions (market-based)	tCO2	6,050,963	5,407,428

Total GHG emissions (location-based) per net revenue	tCO2 / M€	407	314 <sup>(*)</sup>
Total GHG emissions (market-based) per net revenue	tCO2 / M€	396	304 <sup>(*)</sup>



E2

Pollution

TARGET	UNIT	2024	TARGET	TARGET YEAR
Use of hazardous substances (compared to 2022)	%	2.78	-15%	2025
		(-10%)	-50%	2032

SOC AND SVHC	UNIT	2023	2024
Total SOC	t	n.a.	2,541
Total SVHC	t	n.a.	70







E3

Water and Marine Resources (\*)

WATER CONSUMPTION	UNIT	2023	2024 (*)
Total water withdrawals	m3	4,929,455	4,646,925
Total water discharged	m3	2,733,578	2,912,200
Total water consumption	m3	2,195,877	1,734,725
Total water withdrawals in areas at water risk	m3	2,953,926	2,797,701
Total water discharged in areas at water risk	m3	1,762,283	1,696,495
Total water consumption in areas at water risk	m3	1,191,643	1,101,206
Total water recycled and reused	m3	390,291	173,241
Total water stored	m3	n.a.	63,965
Water intensity (Water consumption/Net Revenues)	m3/M€	144	98

E4

Biodiversity

DISTANCE FROM AREAS OF HIGH BIODIVERSITY VALUE	WITHIN A RADIUS OF 5 KM	WITHIN A RADIUS OF 20 KM (EXCLUDING THOSE WITHIN A RADIUS OF 5 KM)
Sites	75	30
Surface of the area (km2)	19	3







E5

# Resource use and circular economy<sup>(\*)</sup>

RESOURCE INFLOWS	UNIT	2023	2024
Total weight of products and technical and biological materials	t	n.a.	23,590
% of biological materials used (from sustainable supply chain)	%	n.a.	0
Total weight of secondary reused or recycled components, secondary intermediary products and secondary materials used (including packaging)	Kg	n.a.	628,601
% of secondary reused or recycled components, secondary intermediary products and secondary materials used	%	n.a.	0



RESOURCE OUTFLOWS	UNIT	2023	2024 <sup>(*)</sup>
Total amount of waste generated	t	33,065	32,555
Total amount diverted from disposal	t	16,342	18,535
of which Hazardous	t	2,236	2,687
of which Non-hazardous	t	14,106	15,848
of which Reused	t	0	0
of which Recycled	t	3,664	3,92
of which Other recovery operations	t	12,678	14,615
Total amount directed to disposal	t	16,723	14,020
of which Hazardous	t	6,201	6,059
of which Non-hazardous	t	10,522	7,961
of which Incenerated	t	795	92
of which Disposed in landfill	t	1,276	1,171
of which Other disposal operations	t	14,652	12,757



S1-6

# Characteristics of the undertaking’s employees<sup>(\*)</sup>

2024

## Employees by employment contract and gender

FEMALE	MEN	OTHER	NOT DISCLOSED	TOTAL
Number of employees				
12,284	48,183	-	1	60,468
Number of permanent employees				
11,913	46,762	-	1	58,676
Number of temporary employees				
371	1,421	-	-	1,792
Number of non-guaranteed hours employees				
-	-	-	-	-
Number of full-time employees				
11,319	47,763	-	1	59,083
Number of part time employees				
965	420	-	-	1,385

GENDER	2023 NUMBER OF EMPLOYEES	2024 NUMBER OF EMPLOYEES
Men	43,070	48,183
Female	10,496	12,284
Other	n.a.	-
Not disclosed	n.a.	1
Total employees	53,566	60,468

2023

## Employees by employment contract and gender

FEMALE	MEN	OTHER	NOT DISCLOSED	TOTAL
Number of employees				
10,496	43,070	n.a.	n.a.	53,566
Number of permanent employees				
10,184	41,948	n.a.	n.a.	52,132
Number of temporary employees				
312	1,122	n.a.	n.a.	1,434
Number of non-guaranteed hours employees				
-	-	n.a.	n.a.	-
Number of full-time employees				
9,642	42,781	n.a.	n.a.	52,423
Number of part time employees				
854	289	n.a.	n.a.	1,143





S1-6

Employees by Country

COUNTRY	2023	2024
	NUMBER OF EMPLOYEES	NUMBER OF EMPLOYEES
Italy	33,306	36,704
United States	7,329	7,782
United Kingdom	8,106	8,957
Poland	2,913	3,300
Other countries	1,912	3,725
Total	53,566	60,468

2024

Employees by employment contract and Country

ITALY	UNITED STATES	UNITED KINGDOM	POLAND	OTHER COUNTRIES	TOTAL
Number of employees					
36,704	7,782	8,957	3,300	3,725	60,468
Number of permanent employees					
36,331	7,730	8,437	2,761	3,417	58,676
Number of temporary employees					
373	52	520	539	308	1,792
Number of non-guaranteed hours employees					
-	-	-	-	-	-
Number of full-time employees					
36,057	7,556	8,621	3,283	3,566	59,083
Number of part-time employees					
647	226	336	17	159	1,385

EMPLOYEE TURNOVER

	UNIT	2023	2024
Total employees leaving	N.	4,039	3,922
Percentage of employees leaving on total employees	%	8	6

2023

Employees by employment contract and Country

ITALY	UNITED STATES	UNITED KINGDOM	POLAND	OTHER COUNTRIES	TOTAL
Number of employees					
33,306	7,329	8,106	2,913	1,912	53,566
Number of permanent employees					
32,966	7,274	7,683	1,716	2,493	52,132
Number of temporary employees					
340	55	423	420	196	1,434
Number of non-guaranteed hours employees					
-	-	-	-	-	-
Number of full-time employees					
-	-	-	-	-	-
Number of part-time employees					
-	-	-	-	-	-





S1-7

# Characteristics of non-employees in the undertaking’s own workforce

WORKERS OTHER THAN EMPLOYEES	UNIT	2023	2024
Supervised workers	N.	2,325	2,361





S1-8

# Collective bargaining coverage and social dialogue

## Trade Union Relations

2024	Employees - EEA (for countries with >50 empl. representing >10% total empl.)		Social Dialogue
COVERAGE RATE	EMPLOYEES - EEA (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)	EMPLOYEES - NON EEA (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)	WORKPLACE REPRESENTATION (EEA ONLY) (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)
0-19%		United States	
20-39%			United Kingdom
40-59%		United Kingdom	
60-79%			
80-100%	Italy, Poland		Italy, Poland

INDUSTRIAL RELATIONS (% ON TOTAL EMPLOYEES)	UNIT	2023	2024
Employees covered by collective bargaining	n.	41,196	45,557
	%	77	75
Employees who are members of trade unions	n.	16,855	13,311
	%	31	22
Meetings with trade unions	n.	498	755
Employees covered by workers' representatives	n.	n.a.	37,707
	%	n.a.	62
Total hours of strike in the reporting period	h.	43,362	78,704
	%	0.05	0.08

2023	Employees - EEA (for countries with >50 empl. representing >10% total empl.)		Social Dialogue
COVERAGE RATE	EMPLOYEES - EEA (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)	EMPLOYEES - NON EEA (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)	WORKPLACE REPRESENTATION (EEA ONLY) (FOR COUNTRIES WITH >50 EMPL. REPRESENTING >10% TOTAL EMPL.)
0-19%		United States	n.a.
20-39%			n.a.
40-59%		United Kingdom	n.a.
60-79%			n.a.
80-100%	Italy, Poland		n.a.





S1-9

Diversity metrics<sup>(\*)</sup>

EMPLOYEES BY AGE GROUP	UNIT	2023	2024
< 30 years	N.	6,941	9,058
30-50 years	N.	27,940	30,928
> 50 years	N.	18,685	20,482

TOP MANAGEMENT COMPOSITION	UNIT	2023	2024
Men	n.	177	159
	%	84	80
Female	n.	34	39
	%	16	20
Other	n.	n.a.	-
	%	n.a.	-
Not disclosed	n.	n.a.	-
	%	n.a.	-

**NOTES:**  
Regarding the “Top management” category, the percentage is calculated considering first-level (directly reporting to the CEO) and second-level managerial positions. The executive team (including the CEO) is made up of 19 men (79.2%) and 5 women (20.8%).





S1-12

Persons with disabilities

EMPLOYEES WITH DISABILITY	UNIT	2023	2024
Total employees with disability	N.	1,705	1,803
Employees with disability Rate	%	3	3
Employees with disability by gender	N.	1,705	1,803
Men	N.	1,211	1,255
	%	71	70
Female	N.	494	548
	%	29	30
Other	N.	n.a.	-
	%	n.a.	-
Not disclosed	N.	n.a.	-
	%	n.a.	-

S1-13

Training and skills development metrics (\*)

AVERAGE HOURS OF TRAINING PER EMPLOYEE	UNIT	2023	2024
Training hours	hours	24.1	23.0
Training hours by gender			
Men	hours	24.8	23.2
Female	hours	21.3	22.5
Other	hours	n.a.	-
Not disclosed	hours	n.a.	19
Training hours by employee category			
Managers	hours	15.1	13.9
Middle managers	hours	21.1	22.1
White collars	hours	22.4	22.8
Blue collars	hours	30.7	25.0





S1-14

# Health and safety metrics<sup>(\*)</sup>

INJURIES OF EMPLOYEES	UNIT	2023	2024
Number of injuries of employees	N.	179	174
Injury Rate (IR) of employees by gender	i	2.03	1.70
Men	i	2.15	1.74
Female	i	1.51	1.53
Other	i	n.a.	-
Not disclosed	i	n.a.	-

INJURIES OF WORKERS NOT EMPLOYEES	UNIT	2023	2024
Number of injuries of workers not employees	N.	8	16
Total Injury Rate of workers not employees	i	2.57	4.01

INJURIES OF VALUE CHAIN WORKERS	UNIT	2023	2024
Number of injuries of Value Chain workers	N.	n.a.	75

FATALITIES FROM WORK-RELATED INJURIES AND FROM WORK-RELATED ILL-HEALTH	UNIT	2023	2024
Fatalities from work-related injuries and from work-related ill-health of employees	N.	-	-
Fatality Rate of employees	i	-	-
Fatalities from work-related injuries and from work-related ill-health of not employees	N.	-	-
Fatalities Rate of workers not employees	i	-	-
Fatalities from work-related injuries and from work-related ill-health of Value Chain workers	N.	n.a.	-

HEALTH AND SAFETY INDICATORS	UNIT	2023	2024
Total occupational diseases	N.	29	8
Occupational Disease Rate (ODR)	i	0.07	0.02
Total number of lost days	days	15,195	5,421
Lost Days Rate (LDR)	i	34,54	10,58
Absenteeism Rate (AR)	i	4,83	6,98

**NOTES:**  
Details on indicator calculation: ODR is calculated using the following formula: (Total cases of occupational diseases / Total worked hours)\*200,000. LDR is calculated using the following formula: (Total days of lost work / Total worked hours)\*200,000. AR is calculated using the following formula: (Total days of absence / Total working days)\*100.



S1-15

# Work-life balance metrics

WORK-LIFE BALANCE METRICS	UNIT	2023	2024
Employees entitled to parental leave	N.	53,566	60,468
Percentage of employees entitled to parental leave	%	100	100
Employees who took parental leave during the reporting period, by gender	N.	1,726	1,895
Percentage of employees who took parental leave during the reporting period, by gender	%	3	3
Men	N.	1,288	1,456
	%	2	2
Female	N.	438	439
	%	1	1
Other	N.	n.a.	-
	%	n.a.	-
Not disclosed	N.	n.a.	-
	%	n.a.	-

S1-16

# Compensation metrics

(pay gap and total compensation)

REMUNERATIVE METRICS	UNIT	2023	2024
Gender pay gap	%	98	98
Remuneration ratio of the highest paid individual to the median annual total remuneration for all employees	i	36	37







# Other environmental indicators

## Environmental violations

VIOLATIONS OF ENVIRONMENTAL LEGAL OBLIGATIONS/ REGULATIONS	UNIT	2024
Number of violations of environmental legal obligations/ regulations	n.	2
<i>of which gave rise to sanctions &gt; 10k\$</i>	<i>n.</i>	<i>-</i>
Total amount of sanctions > 10k\$ paid in the year	€	-

## Reporting on breaches

REPORTING AREAS	NUMBER OF BREACHES IN FY 2024
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	3
Money Laundering or Insider trading	0

## Sustainable Raw Materials

SUSTAINABLE RAW MATERIALS	UNIT	2024
Plastic Raw Materials		
Plastic materials in products (no packaging)	t	78,76
% of materials that are recycled	%	5
Metal Raw Materials		
Aluminium	kton	0.143
Magnesium	kton	0.015
Iron/steel	kton	10.4
Paper and cardboard	kton	0.8
Semi-finished products	kton	6.9
Metal Raw Materials		
Copper	t	237
Nickel	t	0
Titanium	t	154

## Other air emissions

OTHER AIR EMISSIONS	UNIT	2021	2022	2023	2024
NO <sub>x</sub>	t	162	143	146	152
SO <sub>2</sub>	t	1	2	2	2
VOC	t	99	166	178	146
VIC	t	3	3	3	2
Heavy metal	t	0.5	0.4	0.9	1
Particulate	t	13	19	16	13



S1-6 Characteristics of the undertaking’s employees

Hires and Turnover

NEW EMPLOYEE HIRES	UNIT	2023	2024
Total hires and gender breakdown	N.	6,118	7,434
Percentage of hires on total employees	%	11	12
Men	N.	4,618	5,642
Female	N.	1,500	1,792
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Number of hires by Age group		6,118	7,434
Percentage of hires by Age group on total employees	%	11	12
< 30 years	N.	2,979	3,757
30-50 years	N.	2,522	2,978
> 50 years	N.	617	699
Number of hires by Country		6,118	7,434
Percentage of hires by Country on total employees	%	11	12
Italy	N.	2,626	3,246
United States	N.	1,313	1,437
United Kingdom	N.	1,315	1,426
Poland	N.	472	538
Other countries	N.	392	787
Number of employees hired with a technical-scientific degree (STEM) (*)		2,644	3,161
Men	N.	2,051	2,428
Female	N.	593	733
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-

\* A reasonable.

EMPLOYEE TURNOVER	UNIT	2023	2024
Total employees leaving	N.	4,039	3,922
Percentage of employees leaving on total employees	%	8	6
Men	N.	3,229	3,089
Female	N.	810	833
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Number of employees leaving by Age group		4,039	3,922
Percentage of employees leaving by Age group on total employees	%	8	6
< 30 years	N.	798	855
30-50 years	N.	1,237	1,217
> 50 years	N.	2,004	1,850
Number of employees leaving by Country		4,039	3,922
Percentage of employees leaving by Country on total employees	%	8	6
Italy	N.	1,645	1,432
United States	N.	1,141	960
United Kingdom	N.	773	780
Poland	N.	176	149
Other countries	N.	304	601
Number of employees leaving by Category		4,039	3,922
Percentage of employees leaving by Category on total employees	%	8	6
Managers	N.	109	133
Middle managers	N.	569	545
White collars	N.	2,369	2,411
Blue collars	N.	991	832
Pilots	N.	1	1

Employee management and retention

EMPLOYEE VOLUNTARY EXITS	UNIT	2024
Employee Voluntary exits	n.	2,269

Position filled with internal candidates, including through the use of job posting: Italy 13%, Poland 13%, US 5%, UK 23%.





S1-6 Characteristics of the undertaking’s employees

Other Employees indicators

EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER	UNIT	2023	2024
Managers	N.	1,169	1,251
Men	N.	993	1,030
Female	N.	176	221
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Middle managers	N.	6,579	7,610
Men	N.	5,244	6,017
Female	N.	1,335	1,593
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
White collars	N.	32,336	37,527
Men	N.	24,647	28,419
Female	N.	7,689	9,107
Other	N.	n.a.	-
Not disclosed	N.	n.a.	1
Blue collars	N.	13,431	14,030
Men	N.	12,135	12,667
Female	N.	1,296	1,363
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Pilots	N.	51	50
Men	N.	51	50
Female	N.	-	-
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-

EMPLOYEES BY COUNTRY AND GENDER	UNITÀ	2023	2024
Italy	N.	33,306	36,704
Men	N.	27,459	30,024
Female	N.	5,847	6,679
Other	N.	n.a.	-
Not disclosed	N.	n.a.	1
United States	N.	7,329	7,782
Men	N.	5,413	5,742
Female	N.	1,916	2,040
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
United Kingdom	N.	8,106	8,957
Men	N.	6,462	7,042
Female	N.	1,644	1,915
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Poland	N.	2,913	3,300
Men	N.	2,317	2,609
Female	N.	596	691
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-
Other countries	N.	1,912	3,725
Men	N.	1,419	2,766
Female	N.	493	959
Other	N.	n.a.	-
Not disclosed	N.	n.a.	-



# Other Diversity metrics

## Diversity and equal opportunities

DIVERSITY OF GOVERNANCE BODIES	UNIT	2023	2024
Composition of governance bodies by gender and age			
Men	%	58	58
Female	%	42	42
Other	%	n.a.	-
Not disclosed	%	n.a.	-
< 30 years	%	-	-
30-50 years	%	33	25
> 50 years	%	67	75

BREAKDOWN OF EMPLOYEES BY CATEGORY AND GENDER	UNIT	2023	2024
Men		43,070	48,183
Managers	%	85	82
Middle managers	%	80	79
White collars	%	76	76
Blue collars	%	90	90
Pilots	%	100	100
Female		10,496	12,284
Managers	%	15	18
Middle managers	%	20	21
White collars	%	24	24
Blue collars	%	10	10
Pilots	%	-	0

## Diversity - gender pay gap

GENDER PAY GAP	TOP PAY QUARTILE	UPPER MIDDLE PAY QUARTILE	LOWER MIDDLE PAY QUARTILE	LOWER QUARTILE	TOTAL
Men	81%	77%	77%	85%	80%
Women	19%	23%	23%	15%	20%
2023 remuneration ratio	93%	99%	101%	93%	98%

**NOTES:**  
First Quartile: employees with higher remuneration.  
Second Quartile: employees with medium-high remuneration.  
Third Quartile: employees with low-medium remuneration  
Fourth Quartile: employees with lower remuneration.  
Remuneration ratio is calculated on 96.5% of employees using the following formula: women average remuneration/men average remuneration.  
The total median value of the remuneration ratio is 104%. 10% of employees with the highest remuneration is composed of 18% women and 82% men.

## Diversity - Disability

EMPLOYEES WITH DISABILITY	UNIT	2023	2024
Employees with disability by professional category		1,705	1,761
Managers	N.	10	13
Middle managers	N.	167	169
White collars	N.	1,068	1,097
Blue collars	N.	458	480
Pilots	N.	2	2





Gender diversity  
Women in revenue-generating and STEM positions

GENDER DIVERSITY	UNIT	2024
Share of women in management positions in revenue-generating functions as % of all such managers	%	18.6
Share of women in STEM-related positions as % of total STEM positions	%	17.2
Percent Women IT/Engineering (*)	%	17.3
Women Promoted Percentage of Total Promoted Pct	%	20.2

\* women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.

Parental Leave

PARENTAL LEAVE - OTHER INFO	UNIT	2024
Minimum number of weeks of fully paid primary parental leave offered by the company (*)	N.	21
Minimum number of weeks of fully paid secondary parental leave offered by the company (*)	N.	2
Parental Leave Retention Rate (**)	%	89
Women Parental Leave Retention Rate (**)	%	93

\* Data refers to Italy, where Leonardo is headquartered. Fully paid primary and secondary parental leave envisaged by Italian law are equal to 21 weeks and 10 days (2 weeks) respectively. Besides, Leonardo in Italy offers 1 additional day of fully paid primary/secondary parental leave.

\*\* the percentage of full-time employees that remained employed by the company 12 months after their return from parental leave.





# Other Training metrics

## Training and skills development metrics

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY AGE GROUP	UNIT	2023	2024
< 30 years	hours	37.3	38.7
30-50 years	hours	26.1	23.3
> 50 years	hours	16.3	15.7

N. EMPLOYEES WHO RECEIVED TRAINING	UNIT	2023	2024
N. employees who received training in the reporting period	n.	51,605	54,800

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY MANDATORY	UNIT	2023	2024
Total average training hours by mandatory	hours	24.13	23.03
Mandatory training	hours	14.8	12.8
Non mandatory training	hours	9.3	10.2

## Training & Development inputs

TRAINING	2024
Average amount spent per FTE on training and development	273 €





S1-13 Training and skills development metrics

# Performance appraisal

TOTAL EMPLOYEES ASSESSED	UNIT	2023	2024
Employees with performance appraisal	N.	29,059	41,091
	%.	54	68

  

EMPLOYEES ASSESSED BY GENDER	UNIT	2023	2024
Men	N.	22,534	31,562
	%	52	66
Female	N.	6,525	9,528
	%	62	78
Other	N.	n.a.	-
	%	n.a.	-
Not disclosed	N.	n.a.	1
	%	n.a.	100

EMPLOYEES ASSESSED BY CATEGORY	UNIT	2023	2024
Managers	N.	1,084	1,107
	%	93	88
Middle managers	N.	6,000	6,967
	%	91	92
White collars	N.	19,494	30,149
	%	60	80
Blue collars	N.	2,425	2,797
	%	18	20



# Ethnic minorities

ETHNIC MINORITY UK EMPLOYEES	UNIT	2023	2024
Employees from minorities by gender	N.	248	325
Men	N.	181	246
Female	N.	67	79
Other	N.		-
Not disclosed	N.		-
Ethnic minority employees by category	N.	144	325
Managers	N.	2	1
Middle managers	N.	25	30
White collars	N.	113	289
Blue collars	N.	4	5
Pilots	N.	-	-
Ethnic minority employees by type	N.	248	325
Asian / Asian British	N.	144	192
of which managers and middle managers	N.	17	19
Black African / Black British / Carribean	N.	51	51
of which managers and middle managers	N.	2	2
Mixed / Multiple ethnic (White and Black Caribbean, White and Black African, White and Asian, Any other Mixed or multiple ethnic background)	N.	30	72
of which managers and middle managers	N.	5	10
Other	N.	23	10
of which managers and middle managers	N.	4	-

ETHNIC MINORITY US EMPLOYEES	UNIT	2023	2024
Employees from minorities by gender	N.	1,860	2,065
Men	N.	1,269	1,410
Female	N.	591	654
Other	N.		1
Not disclosed	N.		-
Ethnic minority employees by category	N.	1,860	2,065
Managers	N.	9	9
Middle managers	N.	266	299
White collars	N.	739	804
Blue collars	N.	844	951
Pilots	N.	2	2
Ethnic minority employees by type	N.	1,860	2,065
Asian	N.	540	573
of which managers and middle managers	N.	71	80
Black or African American	N.	488	543
of which managers and middle managers	N.	62	75
American Indian (Alaska Native)	N.	19	19
of which managers and middle managers	N.	9	9
Hispanic or Latino	N.	624	709
of which managers and middle managers	N.	94	101
Native Hawaiian	N.	13	15
of which managers and middle managers	N.	2	2
Other Pacific Islander	N.	-	1
of which managers and middle managers	N.	-	-
Mixed / Multiple ethnic	N.	176	205
of which managers and middle managers	N.	37	42
Other	N.	-	-
of which managers and middle managers	N.	-	-





# Supply chain & Innovation

## Supply chain objectives

TARGETS	UNIT	2024	TARGET	TARGET YEAR
% of suppliers for emissions with “science-based” objectives	%	12%	58%	2028
Number of key suppliers to whom to deliver training on sustainability issues	N	198	≥ 500	2027
% (in value) of the major new tenders awarded that include ESG criteria or requirements	%	20%	>70%	2028

## Innovation targets

TARGET	UNIT	2024	TARGET	TARGET YEAR
Increase in computing power per capita (vs 2020)*	%	12	40	2025
Increase in storage capacity per capita (vs 2020)	%	63	40	2025
Computing power per capita (Gigaflops on no. of Italian employees)	Gigaflop	222		
Data storage capacity per capita (Gigabyte on no. of Italian employees)	Gigabyte	1,425		







# Taxes

## Country-by-Country Reporting

2023						
TAX JURISDICTION	NOTES	USA	UK	POLAND	ITALY	OTHER COUNTRIES
Revenues from third parties	1	3,173	2,342	240	9,924	678
Revenues from related parties	2	217	251	311	1,198	195
Total revenues	3	3,390	2,593	550	11,122	873
Profit/(Loss) before income taxes	4	156	240	41	308	88
Income taxes paid (based on cash accounting)	5	(42)	(37)	(11)	(105)	(6)
Income taxes accrued in the year		68	37	24	39	21
Workforce	6	7,327	8,047	2,916	33,215	2,061
Property, plant and equipment other than cash and cash equivalents	7	328	230	62	1,987	62

**NOTES:**

1. Revenues from third parties: include all revenues (as defined below), net of those from companies subject to CBCR.

2. Revenues from related parties: include all revenues (as defined below) from companies subject to CBCR.

3. Revenues: include all revenues and financial income, net of dividends received from related parties.

4. Profit/(Loss) before income taxes: includes the result before tax and the result from discontinued operations, net of dividends received from related parties.

5. Income taxes paid: positive value indicates receipts, while negative value indicates payments. This includes payments for current tax and for tax disputes.

6. Workforce: number of employees entered in the register on the last day of the period (31 December).

7. Property, plant and equipment other than cash and cash equivalents: include tangible assets and investment property

2022						
TAX JURISDICTION	NOTES	USA	UK	POLAND	ITALY	OTHER COUNTRIES
Revenues from third parties	1	3,316	3,316	46	10,047	368
Revenues from related parties	2	947	194	233	2,240	132
Total revenues	3	4,264	2,536	279	12,287	500
Profit/(Loss) before income taxes	4	1,027	253	31	1,628	(2)
Income taxes paid (based on cash accounting)	5	6	(38)	(2)	(15)	(2)
Income taxes accrued in the year		60	37	8	49	16
Workforce	6	7,141	7,482	2,578	31,842	2,349
Property, plant and equipment other than cash and cash equivalents	7	344	202	46	1,828	81





S1-14 Health and safety metrics

# Certified management systems

(coverage on total employees)

% OF EMPLOYEES COVERED BY QUALITY MANAGEMENT SYSTEMS CERTIFIED	UNIT	2023	2024
Health and safety management systems	%		
ISO 45001:2018 Certification	%	81	77
Environmental management systems	%		
ISO 14001:2015 Certification	%	82	79
Quality management systems	%		
ISO 9001 Certification	%	89	89
AS/EN 9100:2018 Certification	%	83	79





# SASB quantitative indicators

DISCLOSURE		SECTION/NOTES
RT-AE-000.A	Production/trend by reportable segment	Profile Sector results and outlook
RT-AE-000.B	Number of employees	Own workforce
RT-AE-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Climate change and decarbonisation
RT-AE-150a.1	Amount of hazardous waste generated percentage recycled	Resource use of and circular economy
RT-AE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	E2-4 Pollution of air, water and soil
RT-AE-230a.1	(1) Number of data breaches (2) percentage involving confidential information	Governance Business conduct
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Value chain Business conduct
RT-AE-250a.1	Number of recalls issued, total units recalled	Any measure issued to the in-service fleet, should there be a safety impact, is covered by the Authority with an Emergency Airworthiness Directive (see indicator RT-AE-250a.3)
RT-AE-250a.2	Number of counterfeit parts detected, percentage avoided	NA

DISCLOSURE		SECTION/NOTES
RT-AE-250a.3	Number of Airworthiness Directives received, resulting in Emergency Airworthiness Directive, total units affected	In the applicable businesses, Leonardo has Airworthiness Review processes in place to investigate any events with potential impact on the safety of its products and takes appropriate precautionary and/or corrective actions. With regard to helicopters, Leonardo agreed with the relevant aviation authority three Emergency Airworthiness Directives in 2024. Following the investigation and in compliance with the current regulations, Leonardo issued the relevant applicable Alert Service Bulletins (ASBs), providing instructions to manage the risk that had been reported. More information is available on the website of the European Union Aviation Safety Agency. With regard to aircraft, Leonardo agreed with DAAA two Airworthiness Directives applicable to 2 T-345° aircraft in 2024
RT-AE-250a.4	Amount of fines and legal and regulatory transactions associated with product safety	No fine/settlement agreement associated with Emergency Airworthiness directives referred to in indicator RT-AE-250a.3
RT-AE-410a.1	Revenue from alternative energy-related products	Some of the helicopters produced by Leonardo can operate with fuels having up to 50% of SAFs without operational limitations or performance degradation are the following: AW139, AW169, AW189, AW149, A109S, AW109SP, AW119MkII, A109A/AII, A109C, A109K2, A109E, A119
RT-AE-410a.2	Description of strategic approach to reduce fuel consumption and greenhouse gas (GHG) emissions of products	Climate change and decarbonisation
RT-AE-440a.1	Description of risk management associated with the use of critical materials	Risk factors
RT-AE-510a.1	Total amount of monetary losses resulting from legal proceedings associated with incidents of corruption, bribery and/or illicit international trade	In 2024, there were not convictions or compensation ordered to the Group's legal entities as part of criminal proceedings for corruption
RT-AE-510a.2	Revenues from countries classified in band “E” and “F” of Transparency International’s Government Defence Anti-Corruption Index	11% of revenues in 2024 from countries classified in bands E and F of the Government Defence Anti-Corruption Index of Transparency International, of which 60% for EFA Kuwait and NH90 Qatar contracts under which Leonardo is the prime contractor
RT-AE-510a.3	Description of processes to manage ethical risks in conducting business throughout the value chain	Governance Risk factors Value chain





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ADVERSE SUSTAINABILITY INDICATOR		METRIC	LEONARDO'S DISCLOSURE
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS			
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions	185,446 tons
		Scope 2 GHG emissions	54,378 tons
		Scope 3 GHG emissions	5,167,604 tons
		Total GHG emissions	5,407,428 tons
	2. Carbon footprint	Carbon footprint	Not applicable for Leonardo. It can be calculated by investors based on indicators reported in section 1. GHG emissions and on Leonardo's revenues, which in 2024 are equal to €17,763 million
	3. GHG intensity of investee companies	GHG intensity of investee companies	Not applicable for Leonardo. It can be calculated by investors based on indicators reported in section 1. GHG emissions and on Leonardo's revenues, which in 2024 are equal to €17,763 million
	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	Not applicable, as Leonardo does not derive any revenues from activities related to the fossil fuel sector.
	5. Share of non-renewable energy consumption and production"	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage	In 2024 Leonardo consumed 61% of energy from non-renewable sources, equal to 3,280 TJ

ADVERSE SUSTAINABILITY INDICATOR		METRIC	LEONARDO'S DISCLOSURE
Greenhouse gas emissions	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	2024 total energy consumption: 5,377 TJ. 2024 revenues: €17,763 million
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	Leonardo deploys numerous actions that in some cases produce a reduction in impacts on biodiversity, such as those for decarbonisation and optimisation of environmental resources while in others they enable biodiversity gains, as in the case of actions for active restoration and regeneration of ecosystems. The Group conducts a precise mapping of production sites and their relative distance from protected natural areas in order to assess any interconnections with ecosystems. For more information on Leonardo's commitment on biodiversity, please see paragraph "Biodiversity and ecosystems" of the chapter "Environmental Information" of the Integrated Annual Report 2024
Water	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	NA For more information on Leonardo's commitment see ""Water and water consumption"" paragraph in the chapter "Environmental Information" of the Integrated Annual Report 2024
Waste	9. Hazardous waste ratio	Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	Not applicable for Leonardo. It can be calculated by investors based on hazardous waste which in 2024 are equal to 8,745 tons



ADVERSE SUSTAINABILITY INDICATOR	METRIC	LEONARDO'S DISCLOSURE
SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTIONAND ANTI-BRIBERY MATTERS		
Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises  Leonardo is member of the United Nations Global Compact (UNGC) since 2018. Leonardo acts with integrity and transparency in compliance with regulations and with zero tolerance for any type of corruption to ensure the most proper management of the business and to establish relationships of trust and collaboration with employees, customers, suppliers and all other counterparties, which are asked to accept and apply the principles and values stated in the Charter of Values, the Code of Ethics and other codes of conduct. Leonardo confirms its commitment to respecting and promoting the Ten Principles of the United Nations Global Compact related to human rights, labour, environment and anti-corruption. The model for the responsible conduct of business, inspired by national and international best practices, is based on company codes of conduct and a system of clear rules, periodically updated, which guide compliant and responsible behaviour

ADVERSE SUSTAINABILITY INDICATOR	METRIC	LEONARDO'S DISCLOSURE
Social and employee matters	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises  Leonardo undertakes to carry out its activities in full respect of human rights, which are integrated into the Group's Code of Ethics and Charter of Values, based on the principles of the United Nations' Universal Declaration of Human Rights, the International Labour Organisation (ILO) Conventions, the OECD (Organization for Economic Co-operation and Development) guidelines, the Charter of Fundamental Rights of the European Union and additional relevant regulations. In order to identify and promptly manage potential risks and negative impacts on human rights, Leonardo has mechanisms in place for the management of reports, either signed or anonymous, and has set up a dedicated communication channel
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies  The 2024 gender pay gap is 2%. For more details see paragraph "Own workforce" of the chapter "Social Information" of the Integrated Annual Report 2024
	13. Board gender diversity	Average ratio of female to male board members in investee companies  42% on the Board of Directors (5/12) and 44% (4/9) on the Board of Statutory Auditors are women
	14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons  Leonardo is non-involved in the production, development, storage, trade and/or sale of non-conventional weapons (e.g., cluster bombs, landmines, biological and chemical weapons, blinding laser weapons, incendiary weapons, depleted uranium weapons). Moreover, Leonardo is non-involved in nuclear weapons production or maintenance activities





## Headquarter Leonardo

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