

PRESS RELEASE

Leonardo confirmed in 2023 Bloomberg Gender-Equality Index

Achieved the maximum score for transparency in communication and an above-average ranking for equal pay & gender pay parity, anti-sexual harassment policies and pro-women brand

Rome, 31/01/2023 – Leonardo for the third year in a row has been included in the Bloomberg Gender-Equality Index (GEI), a market capitalization-weighted index assessing the performance of listed companies in reporting gender-related data. The assessment is based on five pillars: leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies and pro-women brand. The GEI 2023 is composed of 484 companies operating in 45 countries and 11 different sectors with a total market capitalization of US\$ 16 trillion.

Leonardo, evaluated within the “Industrials” sector, is among the few companies in the Aerospace and Defence sector to be included in the GEI 2023. The Company stood out being highly ranked for the transparency in the disclosure of required information, obtaining the highest score, and ranking above the industry and global averages for equal pay & gender pay parity, anti-sexual harassment policies, and pro-women brand.

Alessandro Profumo, Leonardo CEO, stated: “Our confirmation in the Bloomberg Gender-Equality Index for the third consecutive year is yet another major acknowledgement of our commitment to promoting an inclusive work environment. Gender equality and women empowerment are key factors in industrial competitiveness, attraction of talent and valorisation of people. This is why they are key priorities and they are fully embedded in Leonardo’s strategic vision”.

Leonardo’s commitment to gender equality and creating an inclusive work environment is attested by specific targets set by the company to be achieved in 2025:

- at least **32% of new hires** are **women**;
- **30% of new hires** in **STEM** (Science, Technology, Engineering & Mathematics) areas are women;
- **20% of total employees** are **women**;
- **20% female** representation at **management** levels;
- **27% of women** in **succession** plans.

Furthermore, Leonardo pursues and supports gender equality by taking concrete actions such as the adoption of a **remuneration policy** which is also linked to achieving **ESG targets**, including the recruitment of women in STEM areas, and listening initiatives, mentorship and coaching to foster women in their professional growth paths, as well as education in gender bias, and development programmes to disseminate inclusive leadership models.

The inclusion in the GEI 2023 further enriches the company’s ESG achievements over the last years: the inclusion in the Dow Jones Sustainability Indexes, the A rating provided by MSCI, the position in band A in the Defence Companies Index on Anti-Corruption and Corporate Transparency (DCI) by Transparency International, the confirmation among CDP’s (former Carbon Disclosure Project) leading companies for measures against climate change, and an improved position in the main ESG ratings.

Leonardo, a global high-technology company, is among the top world players in Aerospace, Defense and Security and Italy’s main industrial company. Organized into five business divisions, Leonardo has a significant industrial presence in Italy, the United Kingdom, Poland and the USA, where it also operates through subsidiaries that include Leonardo DRS (defense electronics), and joint ventures and partnerships: ATR, MBDA, Telespazio, Thales Alenia Space and Avio. Leonardo competes in the most important international markets by leveraging its areas of technological and product leadership (Helicopters, Aircraft, Aerostructures, Electronics, Cyber & Security Solutions and Space). Listed on the Milan Stock Exchange (LDO), in 2021 Leonardo recorded consolidated revenues of €14.1 billion and invested €1.8 billion in Research and Development. The company has been part of the Dow Jones Sustainability Indices (DJSI) since 2010 and has been confirmed among the global sustainability leaders in 2021. Leonardo is also included in the MIB ESG index.

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