

BLOOMBERG GENDER EQUALITY INDEX REPORT 2022

October 2023

LEADERSHIP

No.	KPI	Answer (FY 2022)	Supplementary information	References
1	Percentage of women on company board	42%	<p>Leonardo's Board of Directors in office for the three-year period 2020 – 2022 consisted of 12 Directors, including five women, representing 42% of the board members.</p> <p>Please note that during the Shareholders Annual General Meeting a new Board of Directors for the period 2023 – 2026 was appointed. The new Board consists of 12 members of which five are women.</p>	<p>2022 Integrated Annual Report, pages 108 to 110 and 452.</p> <p>Governance Model</p>
2	Chairperson is a woman	No		
3	Gender balance in board leadership	25%	<p>Leonardo's Board Committees are four:</p> <ul style="list-style-type: none"> • Control and Risks; • Remuneration; • Nomination and Governance; • Sustainability and Innovation. <p>During 2022, the Remuneration Committee was chaired by a woman director. Therefore, the percentage of the board committees chaired by a woman was equal to 25%.</p> <p>Following the appointment of the new Board of Directors, all of Leonardo's Board Committees are chaired by female directors (100% of the Board Committees are chaired by a woman).</p>	<p>2023 Corporate Governance Report (on FY 2022), pages 82, 83, 93, 97 and 106.</p> <p>Governance Model</p>
4	Chief executive officer (CEO) is a woman	No		
5	Woman chief financial officer (CFO) or equivalent	Yes	Alessandra Genco is Leonardo's Chief Financial Officer.	2023 Corporate Governance Report (on FY 2022), page 13.
6	Percentage of women executive officers	15%		2022 Integrated Annual Report , page 462
7	Chief diversity officer (CDO)	Yes	Leonardo's Diversity Equity and Inclusion manager is responsible of promoting a corporate culture that respects diversity and promotes a collaborative, inclusive and plural workplace. The DEI manager is part of the People & Organization function and she is within two levels from the executive management.	Diversity Equity and Inclusion

TALENT PIPELINE

No.	KPI	Answer (FY 2022)	Supplementary information	References
8	Percentage of women in total management	19%		2022 Integrated Annual Report , pages 136 and 447.
9	Percentage of women in senior management	14%		2022 Integrated Annual Report , pages 136 and 447.
10	Percentage of women in middle management	19%		2022 Integrated Annual Report , pages 136 and 447.
11	Percentage of women in non-managerial positions	19%		2022 Integrated Annual Report , pages 136, 447 and 448.
12	Percentage of women in total workforce	19%		2022 Integrated Annual Report , pages 136, 447 and 448.
13	Percentage of women total promotions	21%		
14	Percentage of Women IT/Engineering	14%		
15	Percentage of new hires are women	24%		2022 Integrated Annual Report , pages 49 and 449.
16	Percentage of women attrition	20%		2022 Integrated Annual Report , page 449.
17	Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	Leonardo's Sustainability Plan set out the target of 20% of female representation at management levels by 2025 in order to strengthen the presence of women in leadership positions.	2022 Integrated Annual Report , pages 30, 135 to 138.
18	Time-bound action plan with targets to increase the representation of women in the company	Yes	<p>Leonardo's Sustainability Plan set out specific targets to increase the representation of women in the company. To this end, the company established the following objectives:</p> <ul style="list-style-type: none"> • Women equal to 20% of total employees by 2025; • Women equal to 32% of total new hires by 2025; • Women equal to 30% of total new hires in the STEM area by 2025. 	2022 Integrated Annual Report , pages 30, 135 to 138.

PAY

No.	KPI	Answer (FY 2022)	Supplementary information	References
19	Adjusted mean gender pay gap	Yes	Leonardo annually discloses the ratio of basic salary of women to men by employee category, also considering the location, in the Integrated Annual Report.	2022 Integrated Annual Report , pages 453 and 454.
20	Global mean (average) raw gender pay gap	98%		2022 Integrated Annual Report , page 462.
21	Time-bound action plan to close its gender pay gap	No		
22	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes	Leonardo has included in the Long-Term Incentive Plan 2023 - 2025 the objective of improving gender balance, focusing on the presence of STEM women. Indeed, Leonardo's Long-Term Incentive Plan includes the objective of 26% of new female hires in the STEM area over the period 2023 - 2025 (average of cumulative values over the three fiscal years). The target has a weight of 10% in the overall long-term variable remuneration scheme and it is linked to the CEO, General Manager, and executives with strategic responsibilities' remuneration schemes.	2023 Report on Remuneration Policy and Fees Paid , pages 26 and 36.

INCLUSIVE CULTURE

No.	KPI	Answer (FY 2022)	Supplementary information	References
23	Number of weeks of fully paid primary parental leave offered	Yes	In Italy, the number of weeks of fully paid primary parental leave equals to 21 weeks. Leonardo offers 1 additional day of fully paid primary parental leave. In UK, USA, and Poland, instead, the number of weeks of fully primary parental leave equals to 2 weeks.	ESG Data 2022 (Please refer to the sheet "Other KPIs_Diversity&Par.Leave". The file is public on the Leonardo website at following link " Results and reports ").
24	Number of weeks of fully paid secondary parental leave offered	Yes	In Italy, the number of weeks of fully paid secondary parental leave equals to 2 weeks. Leonardo offers 1 additional day of fully paid secondary parental leave. In UK, USA, and Poland, instead, the number of weeks of fully secondary parental leave equals to 2 weeks.	ESG Data 2022 (Please refer to the sheet "Other KPIs_Diversity&Par.Leave". The file is public on the Leonardo website at following link " Results and reports ").
25	Parental leave retention rate	88%		2022 Integrated Annual Report , page 450.
26	Back-up family care services or subsidies through the company	Yes	As part of work-life integration, Leonardo contributes to the enhancement of parenting by providing grants for day-care centers, scholarships and (in some local areas) summer camps for employees' children. In addition, Leonardo is committed to provide its employees with the opportunity to take short- or long-term leave from work for health reasons affecting the employees or their family members, childcare for both parents, and for reasons related to study and training.	2022 Integrated Annual Report , pages 139 and 140.
27	Flexible working policy	Yes	Leonardo encourages forms of flexible work and hybrid work. Employees can access offices in a flexible time slot and use tools such as hourly compensation.	2022 Integrated Annual Report , pages 139 and 140.

28	Employee resource groups for women	Yes	<p>The cross-functional Gender Equality Working Group, which was set up monitor the target KPIs (2021 and 2030), as well as a 2022 Action Plan for the implementation of initiatives to promote a gender equality-oriented culture in Leonardo.</p> <p>The Group Joint Committee for Equal Opportunities and Diversity, as required by the Company Supplementary Agreement signed on 21 May 2021, which is composed by 4 representatives for each trade union organization and began its activity during 2022.</p>	<p><u>2023 Corporate Governance Report</u> (on FY 2022), pages 150 and 151.</p>
29	Unconscious bias training	Yes	<p>Leonardo's commitment to promoting an inclusive culture and gender equality relies on projects that involve all employees at all levels of the company population. In particular, the Company is keen to promote training initiatives that aim to counter prejudice and cognitive distortions (unconscious bias).</p>	<p><u>2022 Integrated Annual Report</u>, pages 135 and 138.</p>
30	Annual anti-sexual harassment training	No	<p>Leonardo is working to better implement training activities which are specifically oriented to educate about anti-sexual harassment.</p> <p>The Company has already made some steps by committing to refuse and sanction every kind of physical, verbal, sexual or psychological harassment, abuse, threats, or intimidations at the workplace as stated in its Code of Ethics and the Group Human Rights Policy. Leonardo promotes training activities related to the aforementioned documents and reports updates about that in the Integrated Annual Report.</p>	<p><u>Code of Ethics</u>, pages 6, 7, 17 to 19.</p> <p><u>Policy on Human Rights</u>, pages 4 to 6.</p> <p><u>2022 Integrated Annual Report</u>, pages 113 and 114.</p>