

#ValoreD4STEM: Survey results in Leonardo



Who are the women from STEM disciplines in Leonardo, and what do they do? What are their experiences, their career paths, and their expectations? **#ValoreD4STEM** – the first study to focus on this theme in companies operating in Italy – offers an opportunity to draw up an identikit of women workers in the Group who hold a degree or a professional position in the STEM disciplines (Science, Technology, Engineering, Mathematics). Listening to what they have to say, in order to better understand the situation in Italy, a country still characterised by a significant gender gap: even though they develop skills that are much in demand on the labour market, the STEM disciplines are chosen by only 18.9% of female university graduates (source: *AlmaLaurea*). Though women obtain better results at university they still have lower employment rates and receive less pay than their male colleagues.

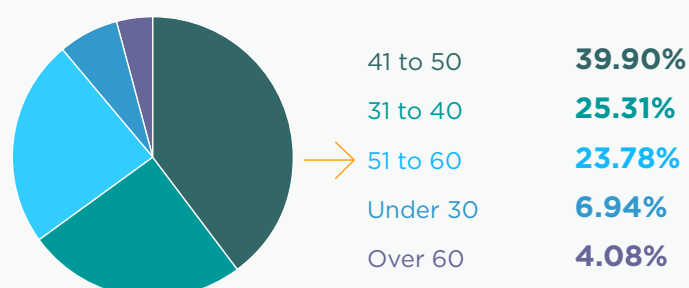
The survey was conducted with the involvement of 61 companies by Valore D, an association (of which Leonardo is a member) promoting gender balance in the workplace.

Respondents' profile

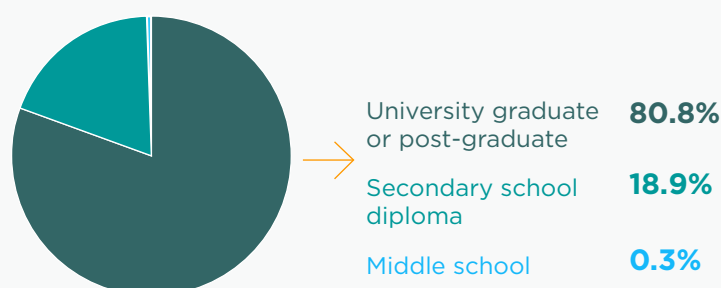


980 The response to the survey was enthusiastic: 980 women from Leonardo Italy participated, accounting for 18.7% of all respondents (**5,254**), from 61 different companies surveyed by Valore D.

% of responses by age range

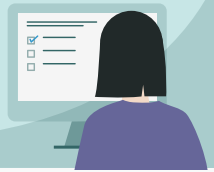


Educational qualifications



Unlike the overall results of the national survey, most of the women employed by Leonardo in STEM disciplines have at least one child (59.8%, compared to 48.1% nation-wide).

59.8% VS 48.1%

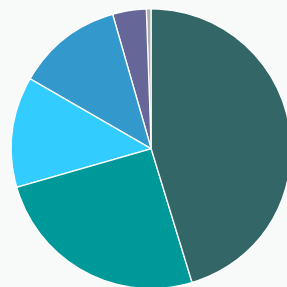


We love STEM!

Curiosity, intelligence, dedication and, above all, **determination** and **passion**. Leonardo women with a background in technical and scientific disciplines identify these as the key qualities required to study STEM disciplines. **70%** of all the women became interested in STEM disciplines at school: in middle school or, in most cases, high school.

When did you realise you wanted to study STEM disciplines?

(Question asked only of those women who reported a background of study in the STEM disciplines)



| | |
|------------------------|--------|
| At high school | 45.40% |
| At middle school | 25.40% |
| After high school | 12.60% |
| At elementary school | 12.30% |
| Before starting school | 4.00% |
| Other | 0.30% |

Education clearly plays a key role in orienting girls toward the study of these disciplines.

Leonardo promotes the STEM disciplines

Promotion of scientific citizenship is a key part of Leonardo's Sustainability strategy and plan, as the company aims to be an increasingly important landmark for STEM disciplines in the countries where it works.

The principal initiatives the company already has underway for promoting awareness of the central importance of the scientific disciplines among young people include:

STEMLab

an educational programme helping secondary school teachers promote awareness of the importance of STEM studies and guide students toward them at university.

Leonardo Engineering Transformation

a project for transformation and development of human capital through an advanced platform for application of Artificial Intelligence to the processes of reskilling and the search for new talents, with an upskilling map in the STEM disciplines.

Alternation of school and work

participation in projects for alternation of school and work in the principal organisational and business areas involved (Engineering, Manufacturing, Electronics) and participation in ITS Foundations, "special schools of technology" offering technical post-secondary education programmes with instructors from Leonardo (Leonardo employees provided 1,653 hours of training in ITS technical schools in Italy in 2020).

Career Days

participation in days of university orientation and career exhibitions in Italy and the US to offer young people a career orientation opportunity and promote Leonardo's employer identity (37,000 students reached so far).



Role Models

the direct testimony of women working in the STEM disciplines in Leonardo in events for scientific promotion and in the educational system.

With a view to promote careers for women in the STEM disciplines, Leonardo supports associations rewarding exceptionally talented young women in the STEM disciplines, such as the Premio Bellisario 2021 and *Progetto Sistema Scuola Impresa*, a project promoted by Consorzio ELIS.

STEM events

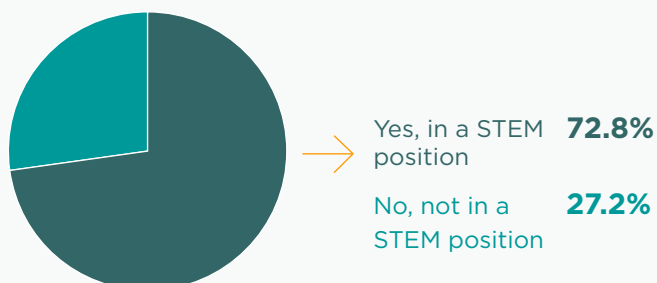
participation in, and support for, events promoting scientific knowledge (National Geographic Science Festival, Genoa Science Festival, *Dialoghi Matematici* festival of mathematics, *Firenze dei Bambini* children's festival in Florence, Busalla Space Festival).



Careers

72.8% of the interviewees **stated they held a position in Leonardo strongly characterised by the STEM disciplines**. The principal reasons for their decision to work in this area include **education and specific training**, and their **aptitude** and **passion** for technical and scientific disciplines.

Do you currently hold a STEM position?



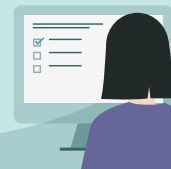
A high percentage of women with a background in STEM studies consider themselves very satisfied (42.4%) or quite satisfied (42.6%) with their studies. **95.1%** of them would recommend their field of study to other young women.

Do you believe the company you work for appreciates your role and your professionalism in the STEM disciplines?

(Question asked only of those women who stated they held a STEM position in the company)

| | Leonardo Report | Nation-wide Report |
|----------------|-----------------|--------------------|
| No | 16.5% | 9.1% |
| Don't know | 2.4% | 2.9% |
| To some extent | 50.4% | 47.1% |
| Yes | 30.7% | 40.9% |

Compared to the results emerging from Valore D's nation-wide survey, women in STEM disciplines in Leonardo are more likely to desire greater recognition of their position, professional skills and more opportunities for growth.



The positions held by STEM women in Leonardo are varied, but tend to be concentrated in three key areas: **Technical Office, Information Systems/ICT, Research and Development.**

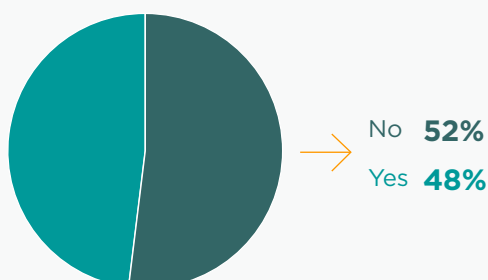
| Leonardo Report | % |
|--------------------------|---------------|
| Technical Office | 13.40% |
| Information Systems/ ICT | 8.67% |
| Research and Development | 8.03% |
| Quality | 6.58% |
| Operations | 5.94% |
| Production | 5.14% |

| Nation-wide Report | % |
|--------------------------|--------------|
| Information Systems/ ICT | 21.2% |
| Technical Office | 14.1% |
| Consultancy | 10.2% |
| Operations | 9.8% |
| Data Analytics | 7.5% |
| Research and Development | 6.8% |

There are more women working in **Research and Development** in Leonardo than the average for the total sample surveyed.

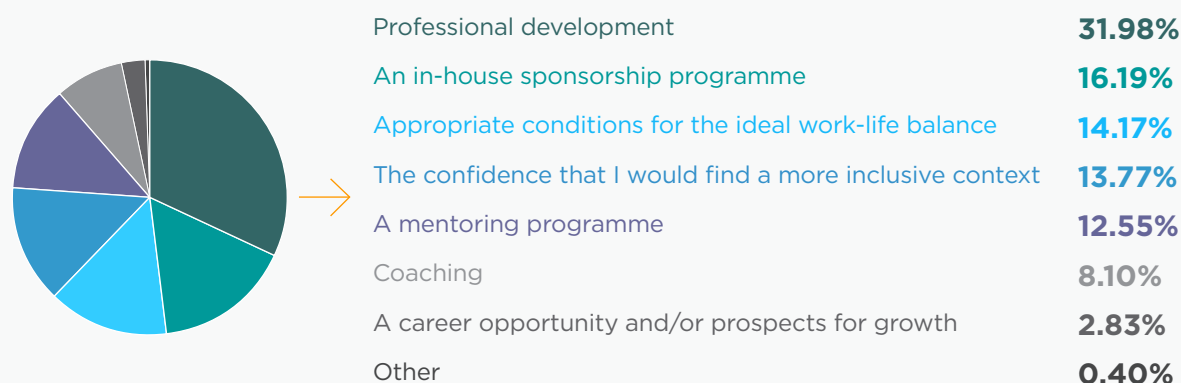
Do you wish you had a job working in the STEM disciplines today?

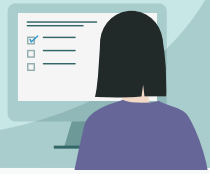
(Question asked of women with a background of study and/or work in STEM disciplines who do not currently hold a STEM position)



The survey reveals that the majority of the women who answered “NO” have pursued a career in management (**24.78%**) or another company department (**24.34%**), while **32%** of those who answered “YES” would be happy to resume working in a STEM position with adequate training.

What would you need to resume your career in the STEM disciplines?





- The most popular online courses offered in 2020 on the Coursera platform include one entitled “Programming for Everybody”, which registered 43% of the hours among the four most popular courses.
- In order to support women’s career growth and professional development, above all in the STEM disciplines and technical areas, Leonardo has begun a number of managerial training programmes (Springboard Programme, Gender Inclusion Program and education about the “unconscious bias”), in addition to the technical and professional training programmes already in existence in the company aimed at updating and reinforcing skills.

Perception of STEM discipline in today’s world



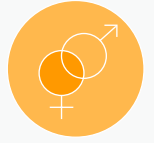
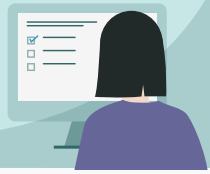
Innovation and technology, environment, research and development are the areas where our interviewees think STEM disciplines will have the greatest impact in the future, in line with the overall results of the nation-wide survey.

The areas on which the STEM disciplines will have the greatest impact in the future

(This was a multiple choice question, the % are calculated from the total number of respondents)

| | Leonardo Report | Nation-wide Report |
|---------------------------|-----------------|--------------------|
| Innovation and technology | 77.7% | 81.4% |
| Environment | 64.7% | 66.9% |
| Research and Development | 42.5% | 45.7% |
| Health and wellness | 31.7% | 34.6% |
| Security and defence | 26.5% | 12.1% |
| Industry | 17.8% | 16.6% |
| Economics | 13.0% | 16.6% |
| Social relations | 6.6% | 7.5% |

Unlike the results of the nation-wide survey, in Leonardo, **security and defence** is identified as one of the areas in which the STEM disciplines could have a significant impact in the future: the issue of cyber security, highly relevant today, will play an increasingly crucial role.



Stereotypes in Leonardo

The last section of the questionnaire looks at “unconscious bias”, that is, cognitive prejudices that act as unconscious mechanisms influencing our judgement, giving rise to stereotypes and prejudices.

Interviewees were asked to what extent they agreed or disagreed, on a scale from 1 (do not agree) to 5 (agree entirely), with a list of statements reflecting some of the most common gender stereotypes.

The statements that registered the most agreement were:

- **Fairness (4.86):** the majority of interviewees consider it right that women and men should receive equal pay in equal positions with the same number of hours worked.
- **Work-life balance (3.75):** STEM women in Leonardo consider it important to hold a position permitting a good balance between work and family life.

In line with the results of the overall sample, the results of the survey of Leonardo women on the subject of fairness reveal the perception of persistent differences between men and women in positions held, hours worked and pay, though differences in pay in Leonardo were less than the nation-wide average. The average difference in gross annual salary is around 10% in Leonardo, as compared to 17.2% nation-wide, as measured by the Inclusion Impact Index (a tool developed by Valore D with Politecnico di Milano). This encouraging result represents a starting point on which we must continue to work.

Attracting and promoting talents in an inclusive working environment is one of the pillars of the Group's sustainability plan and a key goal for the 2022-2025 three-year period, with the following specific targets:

- women are to represent at least 32% of all new employees hired;
- women are to represent at least 30% of all new employees hired in STEM disciplines;
- women are to hold 20% of all managerial positions.

In the year 2021, to be consistent with Leonardo's Strategic Plan, ESG (Environmental, Social and Governance) goals pertaining to the gender gap and promotion of the STEM professions for women, have been included in the company's long-term remuneration policy.