

Sustainability in Action 2025, a strategic vision for a responsible and resilient business

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Technologies and solutions for climate transition

Digital transformation

Leonardo Reinvention, in collaboration with Alisea

Leonardo is defining initiatives to address current challenges and promote sustainable growth, following a strategy that integrates sustainability across the entire value chain, starting from the business strategy.

This process is based on continuous dialogue with stakeholders and the definition of Sustainability Goals, where innovation, digitalization, and skills are essential for the sustainable transition and for the protection of the planet and people.

The goals, aligned with the priorities emerging from the materiality analysis, cover various dimensions – governance, climate and environmental commitment, social impact, and digitalization – and are accompanied by specific targets and monitoring KPIs for each area.

- [Sustainability in Action 2025 \(PDF, 5711 KB\)](#)
- [Sustainability Plan 2025-2029 \(PDF, 1214 KB\)](#)
- [Leonardo Transition Plan 2025 \(PDF, 9067 KB\)](#)
- [Task Force on Climate-related Financial Disclosure \(PDF, 6852 KB\)](#)
- [Group Policy on Biodiversity \(PDF, 401 KB\)](#)
- [Leonardo 2024 - Annual Report Summary \(PDF, 7859 KB\)](#)

📄 [Leonardo 2024 - Integrated Annual Report \(graphic version\) \(PDF, 12245 KB\)](#)

📄 [Sustainability performance indicators 2024 \(PDF, 7206 KB\)](#)

64%

of funding sources linked to ESG parameters

17,000

people in R&D and engineering

11,000

suppliers, of which 7,000 are SMEs in domestic markets

86%

of electricity purchased from renewable sources

50.5%

of new hires under 30

-17.7%

reduction in scope 1 and 2 CO2e emissions (Market Based)
*

* Calculated on revenues and vs 2023

Global leadership

Sustainability Leader in the Dow Jones Sustainability Indices of S&P Global for 15 years, with the highest score in the Aerospace and Defense sector for the sixth consecutive year.

Commitment to fight climate change confirmed by CDP (non-profit international organization), recognized among the best companies in the Aerospace and Defense sector.

Ranked in category A in the Defence Companies Index on Anti-Corruption and Corporate Transparency (DCI) by Transparency International.

News and stories



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FOCUS

Artificial intelligence and the new industrial revolution

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☰ FEATURES

#WeAreLeonardo, taking flight with Alessandro



☰ FEATURES

#WeAreLeonardo, in search of solutions with Milena



☰ FEATURES

#WeAreLeonardo, discovering the AW169 with Ezgi



☰ FEATURES

M-345: technology and training for the pilots of the future



Sustainability Governance

The Board of Directors, assisted by the Sustainability and Innovation Committee and the Risk and Control Committee, defines the strategic guidelines on sustainability and supports the pursuit of sustainable value creation for our shareholders and stakeholders in the medium to long term.

[Learn more](#)

SUSTAINABILITY GOALS AND PLAN

PILLAR	KPI	BASELINE		2024 RESULT	TARGET		SDG/MATERIAL TOPICS
		YEAR	VALUE		YEAR	VALUE	
GOVERNANCE 	Annual renewal/maintenance of the ISO 37001:2016 "Anti-Bribery Management System" certification	n.a.	n.a.	Renewed	2024	renewal	Business integrity, compliance and anti-corruption Protection of human rights 
					2025	maintenance	
					2026	maintenance	
PEOPLE 	% of women on total new hires	n.a.	n.a.	24.1%	2025	32%	Diversity, equity and inclusion Skill development, talent attraction and employee well-being   
	% of women on total new hires in STEM areas	n.a.	n.a.	23.2%	2025	30%	
	% of women at managerial levels	n.a.	n.a.	17.7%	2025	20%	
	% of women on total employees	n.a.	n.a.	20.3%	2025	20%	
	% of women in succession plans	n.a.	n.a.	30%	2025	27%	
PLANET 	% reduction in consumption of electricity withdrawn from external grid ^I	2019	0.050 kWh/€	0.038 (-23%)	2025	-10%	Climate change Management of natural resources and biodiversity Environmental impact of materials use and circularity   
	% reduction in Scope 1 + Scope 2 CO _{2e} (market-based) emissions ^{III}	2020	423 ktons CO _{2e}	240 ktons CO _{2e} (-43%)	2030	-53%	
	% reduction in water withdrawals ^{II}	2019	5,653 megalitres	4,492 megalitres (-21%)	2030	-25%	
	% reduction in the amount of waste produced ^{III}	2019	38,499 tons	32,555 tons (-15%)	2030	-15%	
	% reduction in Scope 3 CO _{2e} emissions downstream per equivalent flight hour	2020	1.94 tCO _{2e} /Fh _e	1.25 tCO _{2e} /Fh _e (-36%)	2030	-52%	
PROSPERITY 	% of suppliers per emission with "science-based" objectives	n.a.	n.a.	12%	2028	58%	Sustainable supply chain Value creation for the society R&D, innovation and advanced technology     
	Number of key suppliers to whom to deliver training on sustainability issues	n.a.	n.a.	198	2027	≥500	
	%(in value) of major new tenders awarded, which include ESG criteria/requirements ^{IV}	n.a.	n.a.	20%	2028	>70%	
	% increase in computing power per capita ^V	2020	198 gigaflops/lit. emp.	222 gigaflops/lit. emp. +12%	2025	+40%	
	% increase in storage capacity per capita ^V	2020	874 gigabytes/lit. emp.	1,425 gigabytes/lit. emp. +63%	2025	+40%	

^I Reduction calculated as a ratio to revenues.
^{II} Reduction in absolute value in water withdrawals from aqueducts and wells.
^{III} Reduction in absolute value.
^{IV} Calculated on tenders valued >€mil. 1 managed through LDO portal. It does not include DRS, the Electronics Division of Leonardo UK and local purchases on the part of foreign subsidiaries.

^V Calculated as the number of flops and bytes in relation to employees in Italy.
 Sustainability goals have been set by Leonardo based on current assessments at the time they were set, taking into account political situations in various geographical areas, geopolitical trends, the supply chain, and global economy, subject to any additional significant events not foreseeable at the time the goals were set.

Materiality Analysis

The definition of a sustainable strategy for Leonardo is also based on materiality analysis, the key process to identify the Group's sustainability priorities. This process guides the identification of strategic goals, the definition of the Sustainability Plan and the drafting of the Integrated Annual Report.

In 2024, the materiality analysis was conducted according to the principle of double materiality, which combines impact and financial materiality, as set out in the Corporate Sustainability Reporting Directive (CSRD).

Impact materiality focuses on identifying, assessing and prioritizing

the Group's impact on the environment, society and governance, considering the perspectives of both internal and external stakeholders. While financial materiality deals with ESG risks and opportunities that affect business targets.

In 2024, the impact materiality involved over 500 stakeholders representing 13 stakeholder categories, to intercept all the main instances of Leonardo's ecosystem. The process was divided into three stages: the analysis of the regulatory context, the identification of impacts and the assessment of their relevance. For financial materiality, Leonardo relied on the Enterprise Risk Management (ERM) of the Group.

By integrating the impact and financial materiality results 15 material topics were identified and then approved by the top management. The materiality process and related results were also reviewed and overseen by the Sustainability and Innovation Board Committee.

Stakeholders

Leonardo's sustainability strategy integrates the stakeholders' perspective. This vision is founded on dialogue and listening, consolidated by engagement activities, such as the process that led to the definition of the material topics (materiality analysis).



GOVERNMENTS AND INSTITUTIONS

Dialogue with domestic, supranational and regional institutions

Organization of round tables with government, institutions and industry representatives

Participation in round tables with public and private companies/bodies for the development of initiatives, plans and policies

Support to initiatives aimed at increasing security and the ecological and digital transitions (e.g. PNRR in Italy)



FUTURE GENERATIONS

Initiatives that support schools and higher education providers to increase teaching of technical and scientific subjects (STEM), helping with careers in those sectors and increasing skills

Promotion of diversity and inclusion as competitiveness factors

Spreading scientific citizenship through initiatives aimed at sharing knowledge, technological skills and innovation to help the communities and territories that Leonardo is active in



FINANCIAL COMMUNITY

Events and conference calls for the presentation of interim results

Regular communications with analysts and investors (current and potential) about financial matters and ESG also through events and roadshows

Participation in conferences



EMPLOYEES

Support, coaching and networking programmes

Support for welfare and work-life balance

Provision of cultural events and services for employees and families

Annual performance evaluation

Training and engagement activities to spread knowledge on sustainability matters and to encourage employees to become involved

Periodical surveys on company sentiment and specific surveys on mobility, smart working and sustainability topics

Survey on women with STEM profiles



SUPPLIERS

Promotion of supply chain sustainability through initiatives focused on digital transformation, cyber & security and social and environmental responsibility

Training on sustainability matters

Assessment of ESG performance (Environmental, Social, Governance)

Supplier Awards



CUSTOMERS

Dedicated conferences and user groups

Customer satisfaction surveys

Digital events and trade shows



UNIVERSITIES AND RESEARCH CENTRES

Development of innovative and sustainable solutions through research projects and collaborations with business areas and Leonardo Labs

Partnerships and collaborations in the fields of research and innovation to fight climate change, to use resources more efficiently and to favour circular economy initiatives

Guidance-related initiatives and scholarships to increase STEM skills, promoting dialogue between industry and universities



BUSINESS PARTNER

Implementation of projects to improve efficiency in industrial practices

Participation in domestic and international research projects, round tables and multi-sector consultations

Starting circular economy and industrial symbiosis projects



LOCAL COMMUNITIES

Supporting and organising local initiatives and digital events benefitting communities and territories which Leonardo is active in

Opening the company's sites and museums to the public

Promotion of volunteering opportunities by employees



TRADE ASSOCIATIONS

Participation in round tables on technological, sustainability, social, environmental and governance/policy matters

Sharing of best practices and case studies in events, workshops and publications.



TRADE UNIONS

Continuous dialogue with trade unions

Participation and creation of observatories and committees on specific subjects, such as equal opportunities and diversity



MEDIA

Communication via traditional and digital media

Collaborations in publishing initiatives and events

Reports

Date	Title	Financial report	Press release	Presentation	Webcast	ESG Data
30/07/2025	Results at 30 June 2025					
11/03/2025	Industrial Plan Update					
12/03/2024	Industrial Plan					

Archivio

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