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PRESS RELEASE

Smart-working begins in Leonardo

• An innovative smart-working agreement has been signed with the trade unions starting with a 12-month pilot project involving around 200 employees

Rome, 10 April 2018 - Leonardo and the Italy's trade unions today signed an innovative smartworking agreement on with the aim of gradually introducing the ability of employees to work at a company location closer to home (*satellite office*) or working from home. The introduction of this new way of working is aimed at improving the well-being of Leonardo's employees and increasing company productivity.

As a result of the agreement, Leonardo will begin, from June 1st, a 12-month pilot project - on a voluntary basis and after assessment by the company - aimed at an initial group of around 200 employees. There will be gradual expansion of smart-working following continuous dialogue with the trade unions and monitoring of the efficiency gains achieved.

By introducing the smart-working project Leonardo is taking a decisive step in the digital transformation process, as indicated in the 2018-2022 Industrial Plan.

The innovative agreement aims to reconcile employee's work-life balance, to improve organisational efficiency and the professional working environment, whilst allowing greater focus on objectives and results. A relationship of trust and transparent dialogue between employees and their direct managers will be generated under the framework.

In addition to improving in the professional environment, the introduction of smart-working will also reduce the environment in the areas where Leonardo operates, thanks to a reduction in flows of transport, to and from the workplace. This will in turn increase sustainable mobility, thus supporting good practice on issues of corporate sustainability.

Leonardo is among the top ten global players in Aerospace, Defence and Security and Italy's main industrial company. As a single entity from January 2016, organised into seven business divisions (Helicopters; Aircraft; Aero-structures; Airborne & Space Systems; Land & Naval Defence Electronics; Defence Systems; Security & Information Systems), Leonardo operates in the most competitive international markets by leveraging its areas of technology and product leadership. Listed on the Milan Stock Exchange (LDO), in 2016 Leonardo recorded consolidated revenues of 12 billion Euros and has a significant industrial presence in Italy, the UK, the U.S. and Poland.