

LUCIANO CARTA

CHAIRMAN

Non-executive- Non-Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Luciano Carta has been Chairman of Leonardo since 20 May 2020. He was born in Carbonia on 31 January 1957.

From 1975 to 1979 he attended the Academy of the Finance Police (*Guardia di Finanza*), after which he obtained a first level degree in Economic and Financial Security Sciences. He also graduated in Law and Political Sciences, and obtained a second-level Master's degree in "Company Tax Law" and another second-level Master's degree in "International Security Advanced Studies". In the academic year 2008-2009, he attended the 60th session of the IASD Course at the Institute for Higher Defence Studies, obtaining the relative diploma. He serves as a Statutory Auditor (formerly as an independent auditor since 1995).

In July 2002 he was appointed Commander of the Provincial Command in Livorno, and in 2005 Commander of the Emilia Romagna Regional Command in Bologna. He was then promoted to "*Generale di Divisione*", in charge of the Economic Protection Command. He was appointed Commander of the Tax Police School of Ostia and subsequently Chief of Staff of the General Command of the Finance Police. From 1st July 2014, with the rank of "*Generale di Corpo d'Armata*", he assumed the Interregional Command for North-Western Italy in Milan, and the following year the command of the Special Departments in Rome. In June 2016 he was appointed Inspector for Institutes of Education.

Since 12 January 2017, he has been Deputy Director of the External Information and Security Agency (AISE). On 21 November 2018, the President of the Council of Ministers appointed him Director of the same Agency (position held until May 2020).

He is a member of the Governing Council and of the Board of Assonime (the Italian association of joint stock companies), a member of the Board of Directors of Istituto della Enciclopedia Italiana Treccani SpA, a member of the General Meeting and of the Board of Consiusa (Council for the United States and Italy), member of the Board of Directors of Istituto Affari Internazionali (IAI), and a member of the Board of Directors of ISPI (the Italian Institute for International Political Studies). He is also the Honorary President of Fondazione Leonardo - Civiltà delle Macchine.

He is the author of several publications on tax matters and has held teaching positions at the University of L'Aquila, the Luiss School of Management, the School of Tax Police and the Corps Academy. He was consultant to the Anti-Mafia Parliamentary Commission in the 14th Legislature.

He has been, among others, awarded the following honours: Gold Cross for seniority of service (2000); Silver Medal of Merit of the Italian Red Cross; Military Gold Medal of Long Command (2002); Mauritian Medal (2005); Knight Grand Cross of the Order of Merit of the Italian Republic (2018); Cross of Grand Officer with Swords of Merit of the Sovereign Order of Malta (2014); and first class Diploma of Merit and the related Gold Medal of Merit of the Environment.

ALESSANDRO PROFUMO

CHIEF EXECUTIVE OFFICER

Executive – Non-Independent - In office since May 2017

Belonging list: majority (Ministry of Economy and Finance)

Alessandro Profumo is Chief Executive Officer of Leonardo since 16 May 2017.

He is also: Honorary Chairman of AIAD (the Italian Industries Federation for Aerospace, Defence and Security) since July 2017; member of IIT Foundation's Council (Italian Institute of Technology) since February 2019; member of the European Round Table for Industrialists (ERT) since mid-2019; member of the Scientific Committee of the Banca Impresa 2030 Observatory since November 2019; member of the Corporate Governance Committee (set up by ABI, ANIA, Assogestioni, Assonime, Borsa Italiana and Confindustria) since December 2019; President of the Aerospace and Defence Industries Association of Europe (ASD) since September 2020; Co-Chairman of the Italy-Japan Business Group since October 2020; member of the High Governing Council of the AISES Academy's School of Economic and Social Policy since October 2022.

Born in Genoa, Italy on 17 February 1957, he holds a degree in Business Economics from Bocconi University. In 1977, he began his career at Banco Lariano, where he worked for ten years. In 1987, he joined McKinsey & Company where he was in charge of strategic and organizational projects for financial companies. In 1989, at Bain, Cuneo & Associati, he was in charge of developing relations with financial institutions.

In 1991, he left the company consultancy sector to join RAS - Riunione Adriatica di Sicurtà, where he was responsible, as General Manager, for the banking and parabanking sectors. He was also in charge of the yield increase of that company's bank and of the other group companies operating in the field of asset management.

In 1994, he joined Credito Italiano (today Unicredit), where he was appointed Deputy General Manager and put in charge of Planning & Group Control. A year later, he was appointed Chief General Manager and, in 1997, he was appointed Chief Executive Officer, a position that he maintained also with Unicredit Group till September 2010. Under his leadership, Unicredit Group became a European leading player, growing from 15,000 to over 162,000 employees, with branches in 23 countries.

In February 2012, he was nominated by the European Commissioner for Internal Market and Services member of the High Level Expert Group in Brussels to reform the structure of the EU banking sector.

From April 2012 to August 2015, he served as Chairman of Monte dei Paschi di Siena Bank.

From September 2015 to May 2017, he was a Board Member and Chairman of Equita SIM.

Furthermore, Profumo was Chairman of the European Banking Federation in Brussels and of the International Monetary Conference in Washington, D.C. He was also on the International Advisory Board of Itaú UniBanco (Brazil) and was a member of Sberbank's Supervisory Board (Russia).

He was a member of Eni's Board of Directors from 2011 to 2014, and from July 2015 to April 2017. He was also a member of Mediobanca's Board of Directors and Executive Board, and a member of Bocconi University's Board of Directors.

Profumo was appointed Cavaliere del Lavoro in 2004 and decorated Grande Ufficiale Ordine al Merito della Repubblica Italiana (Grand Officer Order of Merit of the Italian Republic) in 2005. In February 2023, the

University of Naples Federico II awarded him an honorary degree in Materials Engineering. He serves on the Board of Directors of the Together To Go (TOG) Foundation.

CARMINE AMERICA

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Nomination and Governance
- Sustainability and Innovation

Born in Avellino on 18 January 1985. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020.

He graduated in Law from the University of Urbino, he obtained a Master's Degree in Geopolitics and Global Security ("La Sapienza" University of Rome), a Master's Degree in Economic Security, Geopolitics and Intelligence (SIOI Rome), as well as completed an Executive Course in "Unpacking the Defense Enterprise" at the Center for Strategic and International Studies (CSIS of Washington DC) and carried out an Advanced Training Course in Security and Safety Management (Catholic University Milan). He is also Alumnus of the Bologna Business School and enrolled in the Executive Master in Business Administration.

He has held the position of Advisor to the Minister of Foreign Affairs for International Security and Defence issues and, at the same Ministry, he was a member of the Advisory Committee for the authorisation of the export of goods and services for dual use and a member of the Interministerial Committee for the attraction of foreign investments in Italy.

Previously, he held the position of Advisor for International Relations of the Minister of Economic Development, Labour and Social Policies ("MiSE"), as an Expert in the Cabinet Office. At MiSE, he was appointed member of the Committee for the Development of the Aeronautical Industry and held the role of Representative in the Coordination Structure of the Interministerial Committee for Space and Aerospace Research Policies (2018-2019). He served as Security Manager at MBDA (2015-2017) and was a researcher in international affairs in Washington DC for Formiche magazine (2015). He published studies on economic intelligence and industrial competition and on social media intelligence at the institutional website of the Information System for the Security of the Republic.

PIERFRANCESCO BARLETTA

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Control and Risks
- Nomination and Governance

Born in Naples on 16 May 1973. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020.

He graduated in Law and obtained a Master's degree in Human Resources Management from the Cattolica University of Milan.

He is Partner and Director of External Relations and Corporate Development at Be SpA.

He is Chief Executive Officer of Jaba. He is Vice Chairman of Società Esercizi Aeroportuali SEA SpA (where he is also a member of the Control, Risk and Sustainability Committee) and member of the Board of Directors of the following companies: Istituto per il Credito Sportivo, Eastwest Srl and Atlas SGR.

He is a member of the Supervisory Board of Akros Bank. He is founder and member of the Directive Board of the Association for Milan Onlus which aims at supporting the City Administration in a to support the weaker sections of the population in particular on issues of social exclusion and disability. He has held the positions of Chairman of the Board of Directors of Milanospo SpA (management of sports facilities in Milan), a company controlled by the City of Milan from 2011 to 2018, Chief Executive Officer of M I Stadio Srl (a company in which FC Internazionale Milano SpA and Ac Milan SpA held an interest in the management of the Meazza Stadium in Milan from 2009 to 2014), member of Board of Directors and Commercial Director of M I Stadio (formerly Consorzio San Siro). He was Chief Operating Officer of FC Internazionale Milano SpA from 2006 to 2014.

ELENA COMPARATO

DIRECTOR

Non-executive – Non-Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Nomination and Governance
- Remuneration

Born in Rome on 22 September 1968. Appointed Director of Leonardo Spa by the Shareholders' Meeting of 20 May 2020.

Since March 2020, she has been Director of the Legal Affairs and Litigation Service. The Service provides staff to the Director General of the Treasury and is responsible for and oversees the work of legal advice and assistance, as well as the management of disputes, across all the functions of the Department of the Treasury, including government financial operations. The Service also supports the management of negotiations with the European Commission on matters of state aids and competition, including interactions with competent authorities at the European and national level. The Service also handles issues of constitutional legality, EU litigation and infringement proceedings against EU legislation.

As a line management function, the Service is responsible for dealing with regulations on company law, corporate governance and business crisis law at national, European and international level.

The Service handles litigation in which the Department of the Treasury is involved, as well as that related to decisions of the Financial Security Committee, and deals with appeals against injunction orders issued by the Department of the Treasury on anti-money laundering and currency matters.

Previously she was, since 2012, a manager in the unit responsible for: the regulation of structural policies in the banking and financial sector; the preparation of regulatory proposals, on matters of competence, both at primary level, including participation in policy- and decision-making and implementation of the EU legislation, and at secondary level; advisory work, including on public support measures for banks, the handling of litigation, provision of support to the Minister, the Director General of the Treasury and the Head of the Directorate, as well as the management of banking crises under the competence of the Department of the Treasury, including talks with the European Commission.

Previously, she was, since October 2000, a manager in the unit responsible for: the preparation of regulatory proposals both at primary level, including participation in policy- and decision-making and implementation of the EU legislation, and at secondary level, on matters of company law, regulation of listed issuers, corporate governance and protection of savers; legal advice on company law, civil law, contract forms, and government financial operations.

DARIO FRIGERIO

DIRECTOR – *Lead Independent Director*

Non-executive - Independent - In office since July 2013

Belonging list: minority (a group of asset management companies and institutional investors)

Committees:

- Control and Risks (Chairman)
- Nomination and Governance

Born in Monza on 24 June 1962. Appointed Director of Leonardo at the Shareholders' Meeting of 4 July 2013, his mandate was renewed by the Shareholders' Meetings of 15 May 2014, 16 May 2017 and 20 May 2020.

He has a degree in Political Economy from the Bocconi University in Milan. He started his professional career in 1991 at Credito Italiano Bank as financial analyst where he dealt with the Bank's own investment portfolio and the asset liability management. In 1996 he was appointed Investment Manager in Milan and Dublin by the Unicredit Group.

In 2001 he was appointed Chief Executive Officer of Pioneer Investment (Unicredit Group). After a new reorganization of the Unicredit Group, in 2004 Mr Frigerio became in charge of the Private Banking unit and was appointed Deputy General Manager of the UniCredit Group, assuming also the role of Chief Executive Officer of Unicredit Private Banking. He was also appointed member of the Executive Committee of the Unicredit Group. Following the acquisition in 2006 of the German HVB Group and the Austrian Bank Austria Group and in 2007 of Capitalia, he took on the responsibility for the Group's Wealth Management business at international level. He also held the chairmanship and vice-chairmanship of various banks and asset management companies in Italy and abroad. He was a member of the Board of HVB in Germany and Bank Austria in Austria. From 2010 to 2011 he was Senior Advisor of Citigroup in the asset management segment

for Europe, Middle East and Africa. From November 2011 to February 2013, he was Chief Executive Officer of Prelios SGR, a company operating in the Real estate asset management segment. From 2016 to 2022, he was Executive Vice President of Fondazione Fiera Milano and a member of the Executive Committee.

Since 2011, he has held independent and executive directorships on numerous boards of listed companies, where he has also held positions as Lead Independent Director and Chairman of Board Committees and since 2013 he is Senior Advisor to foundations and financial companies operating in the asset management and private equity segment and corporate governance advisor. He is currently member of the BoD of Leonardo, Atlantia, Dea Capital, Quaestio Holding and Opyn.

PATRIZIA MICHELA GIANGUALANO

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: minority (a group of asset management companies and institutional investors)

Committees:

- Remuneration (Chairman)
- Sustainability and Innovation

Born in Milan on 17 October 1959. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020. She graduated in Economics and Business with a specialization in Corporate Finance and a Master in Tax Law from Bocconi University in Milan.

She is currently a director of listed and non-listed companies, and also acts as advisor to energy and finance companies. She is a member of the directive Board of Nedcommunity coordinating the risk area. She is also a member of the Egraf Working Group on governance as an expert in accounting and non-financial standards. She provides consulting services to leading companies on issues of governance, integrated controls system, compliance, 231 regulations in support of the Supervisory Board, and assists medium-sized companies in assessing their degree of sustainability, preparing certifications and reports (non-financial statements) and corporate transformation. She teaches at universities, associations and masters in the relevant areas.

Other professional experiences include the following: Director of UBI Banca, Mondadori, ASTM and Sea Aeroporti with positions on the internal control, risk, sustainability and remuneration committees (2016-2022), Associate Partner in PwC (2007-2016), Deputy Chairman of Capgemini responsible for the Banking Area (2005-2007), A.T. Kearney Principal (2000-2005), Senior Manager in E&Y (1998-2000), Marketing Manager and Head of Business Unit (1986-1998) in IBM and investees, Business Analyst in Montedison (1984-1985). She is co-author of Sustainability in search of enterprises (Egea 2019) and other publications on governance and meritocracy.

PAOLA GIANNETAKIS

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Control and Risks
- Sustainability and Innovation

Born in Perugia on 26 November 1972. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020.

She has a degree in Psychological Sciences and Techniques of Clinical Intervention from the University of Urbino, a Bachelor of Arts in Criminology and Criminal Justice from the University of Massachusetts, a Master of Science in Forensic Psychology from the University of North Dakota.

She is an expert in behavioural sciences and technologies applied to intelligence and cybersecurity.

She is a University lecturer with extensive experience in teaching, planning and coordinating academic programmes, as well as research activities and international projects, as well as a former member of the Academic Senate and director of the research department. She has been the Director of University Masters in Cybersecurity and Intelligence area since 2015.

FEDERICA GUIDI

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Nomination and Governance
- Remuneration

Born in Modena on 19 May 1969. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020.

She graduated in Law from the University of Modena.

She holds a Master's degree in Business Administration from Profingest in Bologna. She was Minister of Economic Development from February 2014 to March 2016 and Vice President of Confindustria Roma (2008-2011).

She currently holds the following positions: Chairman and Chief Executive Officer of Ducati Energia Spa, Chairman and Legal Representative of the GMG Group, Executive Deputy Chairman of Ducati Research Centre, Director of Ducati Komponenti, Director of Ducati Energia (India), Director of TELEFIN Spa and Sole Director of Newco1 Srl.

She is the Chairman of ANIE Energia Association, a member of the Executive Committee of ASPEN Institute Italia and Chairman of the Rizzoli Orthopaedic Institute in Bologna.

Other professional experiences include the following: Chairman of Giovani Imprenditori Confindustria (2008-2011), Vice Chairman of Giovani Industriali Confindustria (2005-2008), Chairman of Giovani Industriali della Federazione Emilia Romagna (2002-2005), Vice Chairman of Federazione Emilia Romagna (2002-2005), Financial Analyst at Rolo Finance.

MAURIZIO PINNARÒ

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: majority (Ministry of Economy and Finance)

Committees:

- Nomination and Governance (Chairman)
- Control and Risks

Born in Catanzaro on 3 February 1951. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020.

Graduated with honors in Law from the University of Rome "La Sapienza", he is a lawyer and founder partner of BDL Law Firm.

He holds the chair of Commercial Law at the University of Perugia and is Head of the Antitrust Section of the Master in Business Law at the LUISS University of Rome.

He has served as an expert in Commercial Law at MIBACT and has participated in the formation of the regulations for the implementation of Law no. 4/1993 (Ronchey Law) and is a member of the consulting group provided for by the relevant Regulations.

He chaired the special Commission for Telecommunications at the PT Ministry drafting conventions and reports for the GSM mobile radio service concession (1994).

He was Consultant to the "Parliamentary Inquiry Commission on the Banking and Financial System" (2017-2018). He was Chairman of the Supervisory Bodies pursuant to Legislative Decree no. 231/2001 of Amissima Holding Srl, Amissima Vita SpA and Amissima Assicurazioni SpA and member of the Supervisory Body of Leonardo Global Solutions SpA. He was a director of InvestiRE SGR SpA and is currently a board member of Ferrarelle SpA.

FERRUCCIO RESTA

DIRECTOR

Non-executive - Independent - In office since May 2020

Belonging list: minority (a group of asset management companies and institutional investors)

Committees:

- Sustainability and Innovation (Chairman)
- Remuneration

Born in Bergamo on 29 August 1968. Appointed Director of Leonardo by the Shareholders' Meeting of 20 May 2020. Ferruccio Resta is the Chairman of MOST (*Centro Nazionale per la Mobilità Sostenibile*, National Centre for Sustainable Mobility), he was Rector of the Polytechnic University of Milan from 2017 to 2022 and the President of CRUI (Conference of Rectors of Italian Universities) from 2020 to 2022. In 2019 he received the honor of *Commendatore* of the Italian Republic from the President of the Republic Sergio Mattarella. He graduated in Mechanical Engineering from the Milan Polytechnic in 1992. In 2004 his academic career led him to become a Full Professor of Applied Mechanics. In 2007 he was appointed Director of the Department

of Mechanics, followed by Delegate for Technology Transfer, a strategic area in relations with companies. In 2017 he became the Rector of the Milan Polytechnic, the first technical university in Italy and one of the best twenty in Europe in the three fields of study and research: architecture, design and engineering. He is the author of over 240 publications and holds 7 international patents.

He holds various positions in the industrial community and the society in Italy. He is a member of the Board of Directors of Leonardo Spa, Allianz SpA, Sole24Ore, Fiera Milano and the Veneranda Fabbrica del Duomo. He is also a member of the Scientific Committee of the Enel Foundation, the Innovation Committee of Edison, the Advisory Board of NextChem-Tecnimont. He is also an expert member of the Technical Mission Structure at the Ministry of Infrastructure and Transport.

MARINA RUBINI

DIRECTOR

Non-executive - Independent - In office since May 2014

Belonging list: minority (a group of asset management companies and institutional investors)

Committees:

- Control and Risks
- Remuneration

Born in Verona on 16 April 1969. Appointed Director of Leonardo by the Shareholders' Meeting of 15 May 2014, her mandate was renewed by the Shareholders' Meeting of 16 May 2017 and 20 May 2020. She is a lawyer who graduated in Law at the “Sacro Cuore” Catholic University of Milan and obtained a postgraduate law degree (Master of Laws) with honours at the Northwestern University School of Law in Chicago (USA). She improved her professional experience collaborating with important law firms in Italy and abroad, such as: Bonelli Erede in Brussels and Gianni & Origoni in Rome. Afterwards, she started working for the Company and held increasingly important positions: Manager responsible for the Corporate Area within the Department of Legal Affairs of Tamoil Italia SpA; Manager responsible for the Corporate, Compliance, Antitrust and Commercial Contracts areas within the Department of Legal and Corporate Affairs of Bayer SpA; Head of Legal & Compliance Italy and Southern Europe Cluster of Novartis Vaccines and Diagnostics Srl; Legal Director Central Europe and Italy of Coca-Cola Italia Srl. She is currently a Regional General Counsel EMEA – Robotics and Discrete Automation of ABB SpA.

She has been a member of the Board of Directors and a member of the Surveillance Bodies of major companies. She has been a member of the Boards of Directors of Banca Nazionale del Lavoro SpA since April 2018. Her curriculum was included in the database excellent curricula) of the Bellisario Foundation which comprises the best curricula of women with excellent professional profiles.