

Avio Aero obtains Gender Equality Certification

Recognition of the company's continued commitment to inclusion and equal opportunities

TURIN 12/21/2023 – Avio Aero is among the first companies in the aerospace industry to obtain the *Gender Equality Certification UNI/PdR 125:2022* established under the National Recovery and Resilience Plan (NRRP) to incentivize Italian companies to take appropriate initiatives to reduce the gender gap. This is an important recognition that reinforces the strategic path taken by the company in recent years on issues of inclusion and equal opportunity.

The assessment was conducted by Bureau Veritas, a global leader in inspection, compliance testing and certification services, authorized by the Italian Minister for Family, Natality and Equal Opportunities. Bureau Veritas examined the company on six strategic areas: culture and strategy, governance, human resource management processes, opportunities for women's growth and inclusion within the company, gender pay equity, parenting protection, and work-life balance.

"Every day, we strive for our company to have a positive impact on the society in which we live. Obtaining this certification is real recognition of that commitment. It is certainly a source of pride but not a final achievement. Rather, it is a further stimulus to continue along this path," said Riccardo Procacci, CEO of Avio Aero. "We are convinced that innovation, a key part of our DNA, must be considered from different viewpoints: and gender diversity is an increasingly important one in our daily lives."

For years, Avio Aero has been working to promote practical and real inclusion of diversity at the level of both governance and initiatives. It was among the first companies in Italy to establish the role of *Diversity, Equity & Inclusion (DEI) Leader*, supported by a complete organization, the *DEI Council*, which plans all activities in this area. Specifically, activities dedicated to female talent are coordinated by the *Women's Network, Employee Resource Group (ERG)*, which aims to reduce the employment gap to achieve gender equality in business. This ERG organizes activities and events to support policies to attract, retain, and develop female talent, for example, with *STEM days*. These events allow female college students to learn about company activities and visit our plants throughout Italy while delving into the professional opportunities available.

The company also adheres to numerous local and national initiatives to promote all types of diversity, including *ValoreD*, among the leading business associations striving for gender balance and inclusive culture in organizations and Italy.

"Embarking on the path to achieve gender certification is a bold choice. It means putting one's business processes under the magnifying glass, taking a snapshot of the status quo, and enacting meaningful improvement plans to achieve this ambitious goal," said Carlamaria Tiburtini, HR Business Partner and Diversity, Equity & Inclusion Leader at Avio Aero.

About Avio Aero

Avio Aero is a GE Aerospace company that designs, manufactures and maintains components and systems for civil and military aviation. Today, the company provides its customers with innovative technological solutions to quickly respond to the continuous changes required by the market: additive manufacturing, rapid prototyping, as well as technologies dedicated to the production of transmissions, turbines, and combustors. The company's head office is in Rivalta di Torino, where its largest production facility is also located. Other important facilities are situated in Brindisi and Pomigliano d'Arco (Naples), with a total of over 4,600 employees employed in Italy. Abroad, it has a plant and a test center in Poland

and a production and testing facility in the Czech Republic, with a total of around 1,100 employees. Through continuous investment in research and development and a consolidated network of relationships with major universities and international research centers, Avio Aero has developed a globally recognized level of technological and manufacturing excellence, as evidenced by the partnerships signed with the world's leading aviation companies.

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