



ABSTRACT  
2024

[www.avio.com](http://www.avio.com)

CONSOLIDATED  
SUSTAINABILITY  
REPORTING





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# WHO WE ARE

The Avio Group (hereafter in this Directors' Report also "Avio" or the "Group") is an **aerospace sector global leader**. The experience and know-how built up over more than 50 years lies behind Avio's embodiment of excellence in terms of launch systems, solid, liquid and cryogenic propulsion and military systems propulsion.

## CERTIFICATIONS

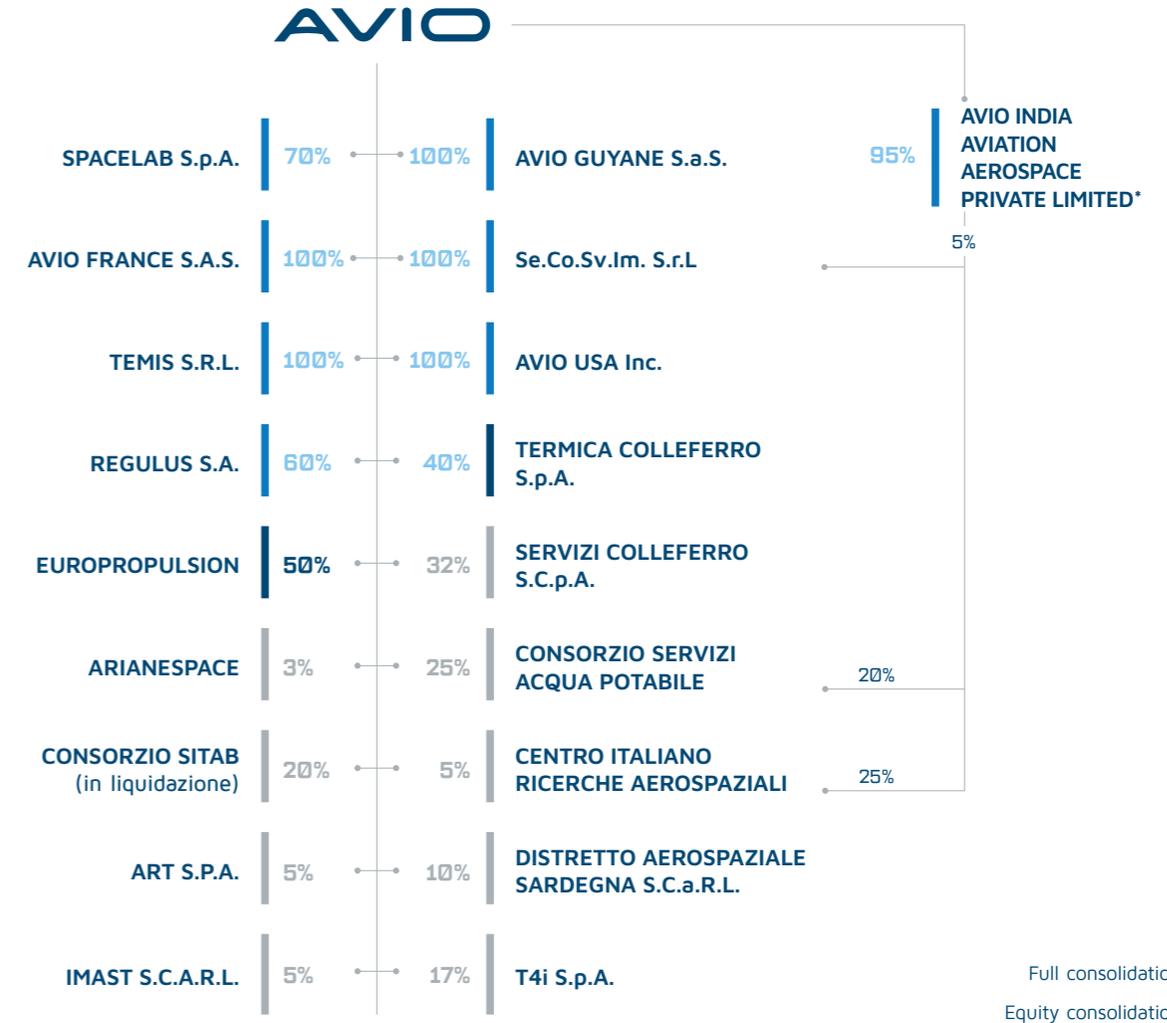


## MAIN CUSTOMERS



## GROUP STRUCTURE AND INTERNATIONAL PRESENCE

The following is a representation of the corporate structure of the Avio Group:



\*Please note that the company is in voluntary liquidation. The Avio Group is not expected to have any significant financial commitments as a result of the liquidation.

# AVIO'S NUMBERS

The total number of Avio Group employees, currently, is over 1.300 among Italy, France, French Guyana and USA. The company was founded in 1912 and it has always held a key position with design, development and production of solid propellant propulsion systems for space launchers and tactical missiles.

EMPLOYEES  
**/1,355**

RESEARCH AND DEVELOPMENT  
**/178.5**  
million of Euro of costs

BACKLOG  
**/1,724**  
million of Euro

NET REVENUES  
**/441.6**  
million of Euro

NET PROFIT  
**/6.4**  
million of Euro

## OUR SITES



\*as up to date 12/31/2023

# OUR BUSINESS

Avio is currently involved in the **Launch Systems and space propulsion sector**, particularly with regards to design, **development, production** and **integration** of:

- **space transport systems** (Vega Launcher and future developments);
- **solid and liquid propulsion systems for launchers** (Ariane 6 and Vega C);
- **solid propulsion systems for tactical missiles** (Aster, CAMM-ER, MARTE);
- **liquid propulsion systems for satellites;**
- new **environmentally-friendly liquid propulsion systems** for future launchers and orbital modules;
- **ground infrastructure** for launcher preparation and launch.



# AVIO LAUNCH SYSTEMS



- ⦿ **ARIANE 6** whose test launch took place on July 9, 2024. The launcher has two distinct configurations for feasible missions, guaranteeing greater payload flexibility. In particular, the A62, with two P120C solid propulsion boosters, and the A64, with four P120C solid propulsion boosters, will be used for both GEO (geostationary) satellite positioning, at an altitude of 36,000 km, and other kinds of mission, such as launches to LEO orbits, SSO (sun-synchronous) polar orbits, MEO (medium earth) orbits, 4.5 tonne satellites to GEO orbits, and 20 tonne satellites to LEO orbits. In this context, Avio supplies solid boosters for both Ariane 6 configurations, as well as two oxygen turbopumps for the liquid stages of the Vulcain 2 and Vinci engines;
- ⦿ **VEGA C** an evolution of the current Vega model, is a launcher which made its maiden flight on July 13, 2022, and experienced an anomaly in the subsequent commercial flight on December 21, 2022. Following the activities to investigate and resolve the anomaly, the return to flight was successful on December 5, 2024. Vega C has the capacity for a greater payload than the Vega and optimises production costs thanks to the sharing of the new first stage (P120C) with Ariane 6.

VEGA's launch



Regarding the defence sector, Avio participates in major national and international programmes. These include:

- ⦿ **ASTER** ground-to-air weapon system;
- ⦿ **CAMM-ER** ground-air weapon system currently under development;
- ⦿ **MARTE** helicopter and ship launched anti-ship weapon.

Furthermore, as detailed in the section "Significant events in 2024", to which reference should be made, on July 23, Avio announced the beginning of two partnerships with Raytheon (RTX) and the US Army. In the field of satellite propulsion, Avio has developed and supplied the European Space Agency (ESA) and the Italian Space Agency (ASI) with propulsion subsystems for the launching and control of several satellites, including the latest **SICRAL**, **Small GEO** and **EDRS-C** satellites. Avio participated in the development and testing of the propulsion systems of the Hera satellite and is contributing to the development and testing of the **Mars Sample Return** mission, for the Orbit Insertion Module and for the Return Module.

# OUR MISSION

We are convinced that bringing space closer will create well-being and benefits for people and society. To fulfil this mission, we produce technologically advanced products designed to the highest quality standards in order to meet the demands of a constantly evolving market.

**1994**

The FIAT Group, already operating in the **aeronautical sector**, acquires BPD Difesa e Spazio, a company that produced munitions for Italian and foreign **military administrations**

**2000**

The FIAT Group, in collaboration with the ASI, establishes ELV S.p.A. to develop and design the **new European VEGA launcher**, becoming its prime contractor

The Avio Group is acquired by **BCV Investments**, a company owned by the private equity fund Cinven, the Finmeccanica Group (now Leonardo) and others

**2006**

**2012**

The VEGA spacecraft, designed and manufactured by Avio, is qualified. At the end of the year, Avio sells its **aeronautical division** to General Electric

**2014**

Avio receives funding for the **VEGA launcher** consolidation and evolution programme, which includes a common first stage (the P120C) with the future **Ariane 6 launcher**

**2013**

VEGA successfully makes its **first commercial flight**. In August, Avio sells GE Avio S.r.l. to General Electric (aeronautical activities)

**2015**

Avio obtains **important development contracts** for the **Vega-C and Ariane 6** launchers. For the first time at the Kourou Space Centre, **12 launches** are made in one year (of which 6 for Ariane and 3 for Vega)

**2017**

Space2, Leonardo S.p.A. and In Orbit S.p.A. acquire an 85.68% stake in Avio's share capital on the stock exchange. **Space2 merges with Avio**, of which it retains the name **Avio S.p.A.** and is listed on the **Italian Stock Exchange** (STAR) in Milan, in the Euronext Star segment

**2018**

ELV S.p.A. transfers the **launcher** development, production and marketing business unit to Avio S.p.A. and becomes **Spacelab S.p.A.**, a company dedicated to research, development and testing activities. **Avio Guyane S.A.S.** is founded in Kourou (French Guiana) to coordinate launch campaigns and manage ground infrastructure for Vega launches

**2019**

**Avio France S.A.S.** is founded in Paris to study and design systems and subsystems in the field of space transport

**2020**

The **first test centre for natural gas and liquid oxygen (SPTF) engines** opens in Perdasdefogu, Sardinia

**2022**

Inaugural launch of **Vega C**

**2023**

**M10 engine testing** completed successfully. **Ministerial ESA: new role of LSP**

**2024**

**Ariane 6** maiden flight. **Vega's** final flight. Return to **vega flight C**

# GOALS



The Consolidated Sustainability Statement (or “Declaration”, or “Disclosure”) provides the reader with clear, accurate, transparent and understandable information on the impacts generated by the AVIO Group in the environmental and social spheres, in addition to impacts pertaining to personnel, respect for human rights and the fight against corruption caused directly or indirectly by the Company, or to which the Company has contributed. The document offers an accurate understanding of the main risks and opportunities associated with the Group’s business activities, in addition to the results achieved and the performances in the area of sustainability.

## CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

As of fiscal year 2024, as a result of the new provisions introduced by Legislative Decree No. 125/2024, which transposed Directive (EU) 2022/2464 (“CSRD Directive”) into Italian law and required certain categories of companies to publish the consolidated sustainability statement in accordance with the new European Standards (“ESRS”), the AVIO Group is responding to these new disclosure requirements.

This Statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS), as defined by EFRAG to meet the regulatory requirements of the EU under the CSRD. The qualitative and quantitative data and information contained within this document refer to the fiscal year ending December 31, 2024. The sustainability reporting scope includes the companies included in the financial consolidation scope except for companies consolidated under the equity method.

# STRUCTURE

01/  
**GOVERNANCE & STRATEGY**

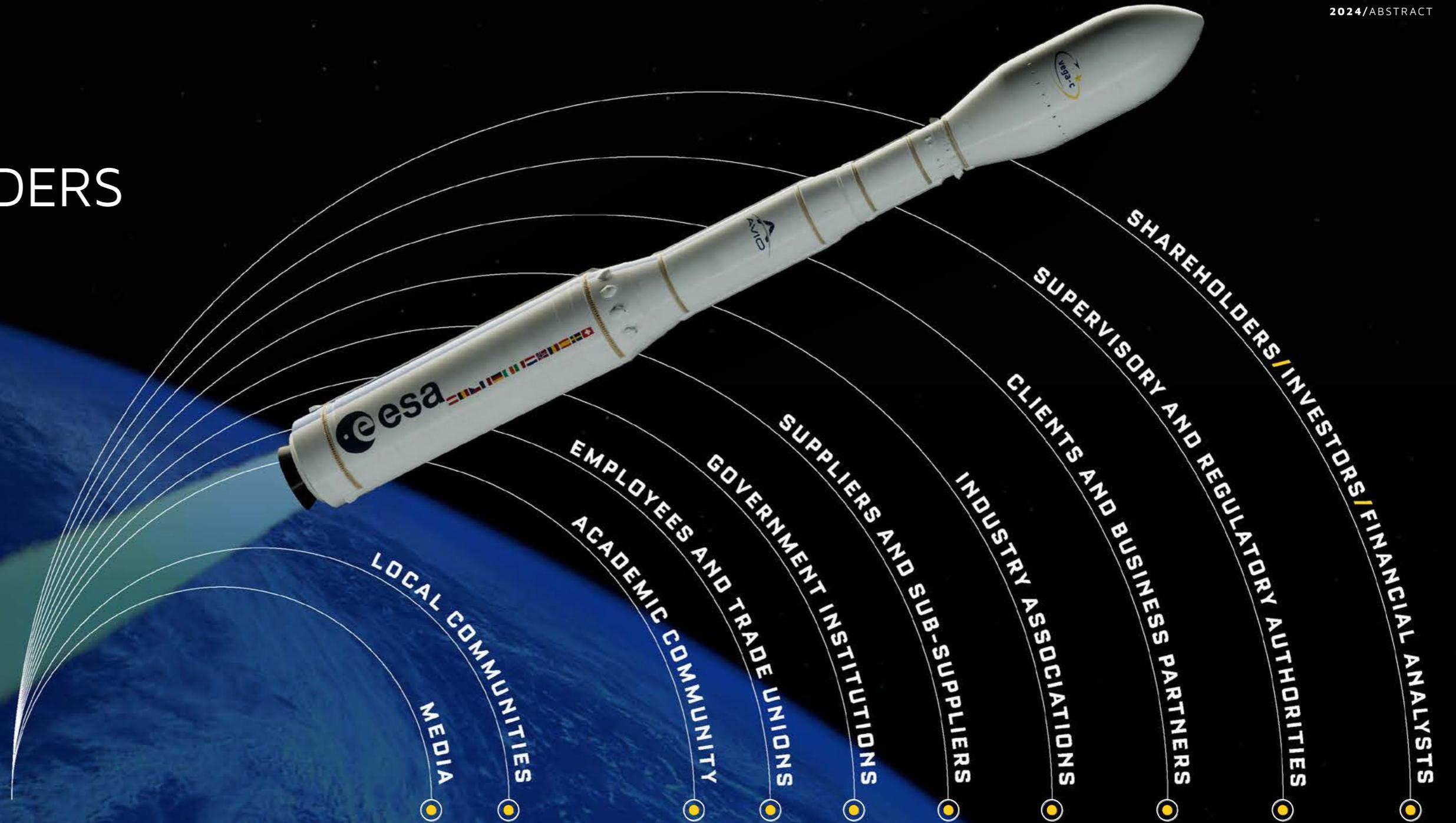
02/  
**MANAGEMENT OF IMPACTS,  
RISKS AND OPPORTUNITIES**

03/  
**METRICS AND TARGETS:**

- Targets
- Metrics
- Expected Financial Results

# OUR STAKEHOLDERS

Avio considers its stakeholders to be among the **company's founding pillars**. That is why it has dedicated departments to pursue a proactive approach to the stakeholders it deals with, through acknowledging their needs and adopting diversified involvement practices oriented towards **inclusion, transparency, fairness, attention to ethical, environmental and social aspects** and consistency with the group's business.



# MATERIAL TOPICS

In line with the requirements of the new CSRD regulation and the European Sustainability Reporting Standards (ESRS), the AVIO Group adopted, for the first time, a double materiality analysis process, examining materiality from both an impact perspective (inside-out) and a financial perspective (outside-in). This methodology, in compliance with the ESRS standards and the EFRAG operational guidelines, represents a significant evolution compared to previous reporting cycles, enabling a more comprehensive and detailed analysis of the effects and implications on the Group's business model and corporate strategy.

TOPIC ESRS	
CODE	TITLE
ESRS 2	General Disclosures
ESRS E1	Climate Change
ESRS E2	Pollution
ESRS E3	Water and marine resources
ESRS E4	Biodiversity and ecosystems
ESRS E5	Resource use and circular economy
ESRS S1	Own workforce
ESRS S2	Workers in the value chain
ESRS S3	Affected communities
ESRS S4	Consumers and end-users
ESRS G1	Business conduct
Avio specific	Innovation, research and development



# OUR COMMITMENT

Avio's goal is to create a better, more sustainable tomorrow for future generations. To this end, it has chosen to draw inspiration from the 17 United Nations Global Goals for Sustainable Development, continuing its journey toward sustainable progress through the adoption of an integrated strategy that combines environmental, social, and governance protection with healthy economic growth. In its business model, Avio considers sustainability a fundamental principle that contributes to the definition of the Group's strategic and operational decisions and ensures long-term growth consistent with the principles of respect for the environment, empowerment of people, and positive interaction with the territories and communities in which it operates.



The Company has also adopted a **Gender Equality Management System in compliance with UNI/PdR 125:2022**, which was certified on February 21, 2025. Gender equality certification attests to a company's commitment to promoting policies and practices aimed at reducing the gender gap in the workplace. The launch of this project marks the beginning of a company plan to consciously promote gender equality. It assesses various aspects, including

equal pay, access to leadership roles, work-life balance and professional development opportunities for both men and women. Having this certification demonstrates the adoption of inclusive and diversity-conscious policies and can enhance a company's reputation and market competitiveness.

In this regard, we note that Avio has appointed a Gender Equality Steering committee, comprising: The Chairperson of the Board of Directors, members of the Sustainability Committee, the HR Director, General Counsel and the Sustainability Director, and has approved the Gender Equality Policy.

**Avio S.p.A.'s Gender Equality Policy** is based on the following fundamental principles:

- (i) impartiality, inclusivity and fairness;
- (ii) ethics, integrity and transparency;
- (iii) enhancement of human capital in line with the principle of equal opportunities;
- (iv) protection of employees' physical well-being;
- (v) zero tolerance of any form of violence or discrimination.

# OUR SDGS

In 2021, the Avio Group drew up a Sustainability Policy, which outlines a concrete path for integrating sustainability into the business: in line with the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, the main goals on which it is based are the technology and innovation that form the core business of the Avio Group. It focusses on topics in relation to which Avio can make a concrete and significant contribution to sustainable development to define specific lines of action that can help support and enhance the business. Avio wants to distinguish itself as leader in technological development and innovation through cutting-edge products and services. Technological development aims to maximise the positive impact of the group's activities in three dimensions related to the SDGs.

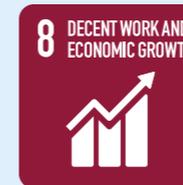
Among the goals on which the Sustainability Policy is based, in line with the SDGs, Avio aims above all for development of a cleaner space [\[SDG 9\]](#), to greater observation of the Earth for sustainable development [\[SDGs 13 and 15\]](#) and support of life in space [\[SDG 17\]](#).

## OTHER TARGETS IN LINE WITH THE AVIO 2030 POLICY AGENDA



### GOAL 4

The most significant and relevant initiatives on Gender Inclusion include membership of the Valore D association, The first corporate association **promoting gender balance and an inclusive culture** to foster companies and country growth. Avio has also obtained a Gender Equality Certification.



### GOAL 8

In terms of occupational health and safety and prevention of major environmental incidents, Avio complies with current regulations in order to protect and ensure a **safe working environment and business continuity**.



### GOAL 9

Avio wants to become a major contributor internationally to **space debris removal** missions, the presence of which is potentially dangerous because it increases the likelihood of collisions with satellites.

## GOALS ON WHICH THE SUSTAINABILITY POLICY IS BASED



### GOALS 13 E 15

Satellite technology is crucial for **observing planet Earth**: of the satellites that are in geostationary orbit, 27% collect data needed for a variety of purposes, including food security of endangered areas, **mapping ecosystems** and mapping the **effects of climate change**.



### GOAL 16

Avio undertakes to contribute to the **combating corruption** through practices and policies that implement a culture of transparency and anti-corruption.



### GOAL 17

Avio aspires to become a reference interlocutor for promoting a **paradigm of open innovation**, which serves to maximise synergies with satellite manufacturers and research centres for the development of Earth observation technologies. In addition, it has co-signed the **“Statement for a Responsible Space Sector”** with other industrialists and representatives of the European Space Community (2022), which aims to **provide a basis for sustainable development** of the space sector and increase the **contribution of space activities** for the benefit of society.

# SUSTAINABLE GOALS FOR THE FUTURE

Since its establishment, Avio has demonstrated its ability to lead and direct innovation through technologies untrammelled by borders, projects that constantly look to the future and a strong commitment to constant improvement.

Avio has been at the forefront for **access to space in Europe** for years, contributing to the **European space fleet** as prime contractor of the Vega launcher family and one of the main partners of the Ariane 6 launchers. Moreover, **it promotes advanced and sustainable technologies**, with all our partners and stakeholders, to aim for a clean future.

For this reason, among the primary objectives for us is the will to be a forerunner for the **sustainability of the entire space sector**; **in fact**, there are many **projects** planned for future in which Avio is involved as one of the main players. Avio is already working together with the Italian Space Agency (ASI) on the **new generation of liquid propellant engines** that see their debut with our latest generation Vega E launcher.



## NATIONAL RECOVERY AND RESILIENCE PLAN (NRRP) AGREEMENTS

- In Orbit Servicing (IOS) Agreement, with the goal of a national demonstration mission using two satellites, a servicer satellite providing services to a target satellite;
- STS Agreement, dedicated to developing an in-flight demonstrator of new technologies and specific designs for a two-stage liquid propellant-propelled light-load launcher using liquid-oxygen and methane engines with lower environmental impacts;
- HTE Agreement, dedicated to developing a new high performance, low environmental impact liquid-oxygen and methane engine and high thrust technology. With its detailed design and construction of demonstrators of increasing complexity up to ground qualification testing;
- Multi Purpose Green Engine (MPGE) Agreement, that is a green engine that uses hydrogen peroxide and kerosene as propellants completely designed, manufactured, assembled and tested in Italy.

# ENVIRONMENTAL SOCIAL GOVERNANCE

Avio aims to create a better tomorrow that is more **sustainable for future generations**. That is why it decided to take inspiration from the United Nations' **17 Global Sustainable Development Goals**, continuing on its path towards **sustainable progress** by adopting an integrated strategy capable of combining **environmental, social and governance protection** with healthy economic growth.

In its business model, Avio considers sustainability to be a fundamental principle that contributes to the definition of the group's strategic and operational choices and guarantees, in the long term, growth consistent with the principles of **respect for the environment, appreciating people, and positive interaction with the surroundings and communities in which it operates**.

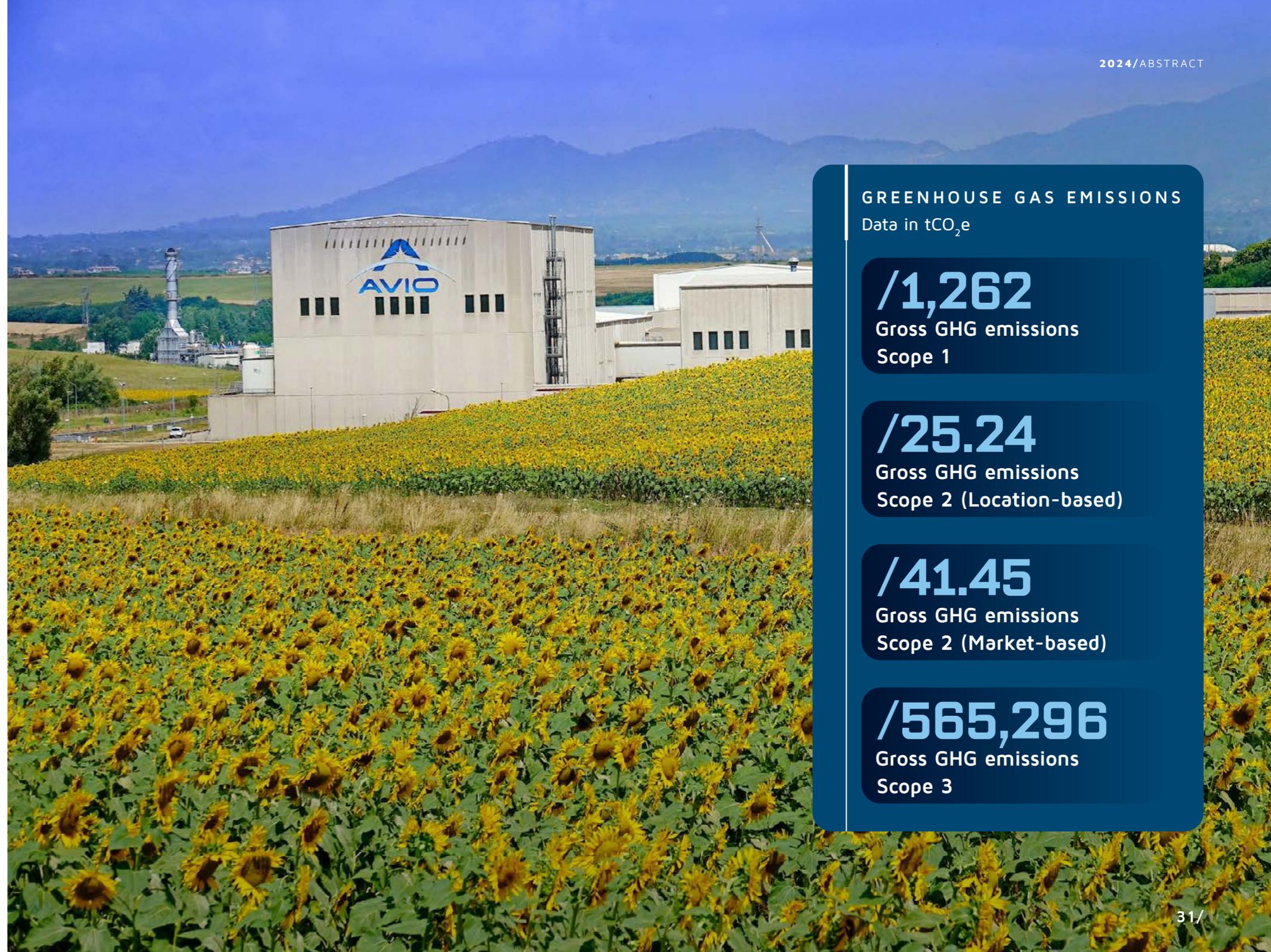
# ENVIRONMENTAL

For several years, the Avio Group has had an **Environmental Policy** that, besides complying with all applicable legal and other regulatory requirements, formalises the company's commitment to **continuously improving its environmental performance** and minimising the impact of its production site and facilities.

Scope 1 emissions were 1,262 tCO<sub>2</sub>e, Scope 2-Location based emissions 25.24 tCO<sub>2</sub>e, Scope 2-Market based emissions 41.45 tCO<sub>2</sub>e, and Scope 3 emissions 565.296 tCO<sub>2</sub>e. Specific reduction targets are being developed.

## AVIO UNDERTAKES TO :

- ① **Improve** environmental performance to help achieve climate neutrality;
- ② **Promote** a comprehensive plan to reduce waste and minimise its environmental impact;
- ③ **Protect** the natural resources of the surroundings in which the group operates.



## GREENHOUSE GAS EMISSIONS

Data in tCO<sub>2</sub>e

**/1,262**

Gross GHG emissions  
Scope 1

**/25.24**

Gross GHG emissions  
Scope 2 (Location-based)

**/41.45**

Gross GHG emissions  
Scope 2 (Market-based)

**/565,296**

Gross GHG emissions  
Scope 3

# SOCIAL

Human capital is an essential corporate asset and the Group's true driving force. Their development is a key factor in achieving its objectives, which are closely anchored in sustainability goals. Full employee engagement in adopting the concept of sustainability is not limited to internal company activities but spreads like a buzzword throughout the community, creating essential value in promoting and disseminating a culture based on sustainability values, encouraging informed and responsible behavior.



TRAINING HOURS FOR THE VARIOUS EMPLOYEE CATEGORIES

**/43,418h**  
total number

NUMBER OF WOMEN IN AVIO

**/206**  
at 31 December 2024

**▲ /12%**  
of the total number of employees

NUMBER OF EMPLOYEES IN AVIO

**Number of AVIO employees: 1,355**, of whom **1,243 in Italy** (up from 1,256, of whom 1,117 in Italy, in 2023).

**/1,355**  
2024

OF WHOM  
**/1,243**  
in Italy

# GOVERNANCE

Avio's system of Corporate Governance is characterised by the central role assigned to the Board of Directors and Committees (Sustainability, Control and Risks, Appointments and Remuneration as well as the Supervisory Board and Board of Statutory Auditors). Furthermore, an essential and qualifying element of Corporate Governance is the Internal Control and Risk Management System, inspired by current best practices and the international Enterprise Risk Management – Integrated Framework standard. The primary objective of ERM activities is to ensure optimal identification, measurement, management, and monitoring of corporate risks.

Avio is:

- among the 148 companies that publish an **Declaration**;
- among the 15 companies that publish an **Integrated Report**;
- among the 30 companies that include the **Declaration in the Management Report**;
- among the 74 companies that involved the **BoD** in the materiality analysis process;
- among the 8 companies that submitted the **materiality analysis to a board committee for approval**.

## AVIO, IN LINE WITH 2023, UNDERTAKES TO:

- Adopt an **integrated compliance system** through the collaboration of the various departments (risk management, internal audit, legal) in order to develop its own risk management methodologies;
- implement a corporate organisational **cybersecurity** model;
- promote an **anti-corruption** culture by adopting preventive measures, including through cooperation with trade associations.

In line with its contents, the group has:

- a **Code of Conduct** on Internal Dealing;
- a **Procedure that governs operations** with related parties;
- a **Code for processing inside information**;
- a **Code of Ethics** for the Avio Group;
- an **Organisation, Management and Control Model** (Model 231);
- an **Anti-Corruption Code**;
- **Internal Control and Risk Management System Guidelines**;
- a **Diversity Policy**;
- a **Policy on Dialogue with the Generality of Shareholders**;
- a **Policy on qualitative and quantitative criteria** for assessing the independence requirements of directors and auditors;
- a **Cybersecurity Policy**.

**AVIO ADOPTS THE PROVISIONS OF THE CORPORATE GOVERNANCE CODE PROMOTED BY BORSA ITALIANA AS A REFERENCE MODEL FOR ITS CORPORATE GOVERNANCE**

**THE GROUP ALSO HAS EQUIPPED ITSELF WITH:**

- Environmental Policy
- Welfare Plan
- Gender Equality Policy
- Remuneration Policy - Talent development;
- Specialist Career Policy;
- Flexible Working Policy;
- Travel Policy;
- Workplace Health & Safety Policy and Major accident prevention Policy
- Data Breach Management Policy;
- Whistleblowing Procedure;
- Supplier Code of Conduct.

**NO ANTI-CORRUPTION VIOLATIONS**

**NO SANCTION**

**BUSINESS INTEGRITY FORUM (BIF)**

In 2023, Avio confirmed its membership of the **Business Integrity Forum (BIF)**, an initiative of **Transparency International Italia**, which brings together major Italian companies that are active in integrity and transparency.

**OECD'S BUSINESS ANTI-CORRUPTION COMMITTEE (BIAC)**

Avio joins the **OECD's Business Anti-Corruption Committee (BIAC)**. This membership demonstrates Avio's commitment to promoting ethical business practices to counteract corruption and reinforce the achievement of our governance goals in relation to ESG factors.

**ITALIAN TRANSPARENCY AND ANTI-CORRUPTION ASSOCIATION (AITRA)**

**Avio is a member of AITRA**, a non-profit association that since 2015 has united public employees and professionals with first-hand experience of the responsibilities linked to the roles of Corruption Prevention Officer, Transparency Officer, Anti-Money Laundering Officer, Personal Data Protection Officer and Compliance Officer (Italian Law 190/2012 and subsequent amendments and integrations).



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