



SUSTAINABILITY REPORT 2021

Corporate Social Responsibility





Dear customers, suppliers, partners, employees,

Our company works in high technology and, being the innovators that we are, we are active witnesses of a sustainable way of doing business that looks forward to a better future for all.

People, first and foremost. Identities, diversity, talents, and full fulfillment in the company, in leisure, and in the family. We want our employees and partners to come to SPEA with smiles on their faces because they know they work in safe and inclusive environments.

Secondly, the surrounding area; we are an active part of it and therefore wish to give back resources and value. The strong link with local supply chains is the entrepreneurial choice that has characterized the company's history since its inception. Trusting relationships and partnerships with companies that were created and grew with us, and participating in the development of systems and know-how is a value stream that, over time, has allowed SPEA to count on an important asset. It is a strategic choice that we have always maintained despite the ongoing price war and the temptation to delocalize various supplies abroad; a decision that has proved to be a winning one and that today allows us to face the crisis that is plaguing the world economy head-on.

The entrepreneurial policy of working across multiple markets and product lines - from medical to aerospace - also fits in line, which has allowed us, thanks to the availability of our 100% operational staff (in smart working or face-to-face, with maximum safety guaranteed) to grow and increase turnover even in the midst of a pandemic!

We see sport as an important activity for nurturing a culture of sustainability. For the past ten years or so, we have been running a football school dedicated to guiding youths towards awareness of a system of fundamental values in addition to those of the competitive world. Knowing how to compete while always respecting the opponent while staying committed and determined: constant training to reach a common goal, which in business is customer satisfaction. From these premises, this year saw the birth of the project to create a multi-disciplinary sports park in Volpiano, which is based on an algorithm, our own *modus operandi*, which is to guide youths through the new future challenges. How can we operate in the world of business and innovation in an increasingly conscious and sustainable manner? With this in mind, our company is committed to supporting youths from school age and from the time they start working in the company, in an articulate and wide-ranging training.

2030 is closer than it seems, and the goals set in our agenda are indeed very challenging. As a human being before being an entrepreneur, I would say that beyond the stated commitment in the protocols, we have created a culture of sustainability in the company on goals that are in everyone's interest. The western world has had a major acceleration with respect to these aspects and, as an entrepreneur, I would add that everyone must do their part with optimism and responsibility to enhance the tools we have at our disposal. Commitment and creativity: a mix of positive and responsible energy that sees, in every situation, opportunities for change and value creation.

Our company has a colorful management style. At SPEA we value people, their talents, and leadership. We invest in every identity, every idea, and every different vision in our common commitment to a bright future. This is our commitment for the next generations.

Lorenzo Bonaria
Executive Vice President



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What we mean by sustainability

COMMITMENT TO SUSTAINABILITY... SUSTAINABLE

For SPEA, ethical and sustainable development is an ongoing commitment spanning the technological, economic, and social spheres. We believe in the importance of sustainable growth and, in our role as innovators, we are fully dedicated to contributing to the 17 goals defined and advocated by the United Nations as part of the 2030 Agenda.

In September 2015, the governments of the 193 UN member states agreed on **17 Global Sustainable Development Goals**. The year 2016 saw the official launch of the 2030 Agenda, which marks the collective commitment to their **full achievement within 15 years**.

It is an ambitious agenda aimed at guaranteeing human rights, ending poverty and gender inequality, and committing to the lasting protection of the planet and its natural resources by combating climate change.

The Goals concern all countries and all individuals - no one excluded - on a path of awareness and commitment to take the world and production activities in **the only possible direction: Sustainability**.

SPEA is committed to developing and producing the best technological innovations that will help make our world more sustainable and, in this sense, has taken steps to achieve the common goals of the 2030 Agenda.

To promote these issues, the **ESG Committee** was founded in 2021, an **interdisciplinary working group** set up to strengthen activities in support of the sustainable development of the company.





GOAL 3 HEALTH AND WELL-BEING

- Work-life balance
- Zero accidents and occupational diseases
- Stop all hazardous chemicals



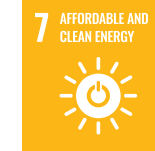
GOAL 4 QUALITY EDUCATION

- Projects for integrating youths into the world of work
- Synergies with local schools
- Partnerships with universities
- SPEA's Got Talent Contest
- Experience abroad
- Onlus Arca Solidale scholarships



GOAL 5 GENDER EQUALITY

- New engineering and decision-making skills
- Careers for women
- Projects to foster a culture of integration



GOAL 7 CLEAN ENERGY

- 100% from renewable sources
- Creation of on-site photovoltaic systems for renewable energy



GOAL 8 DECENT WORK AND ECONOMIC GROWTH

- Culture of Diversity and Dignity of Life
- Continuing Education on Ethics and Work
- SPEA Code of Conduct



GOAL 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Restructuring of internal company areas
- New technological equipment for workplaces
- Redevelopment of neighboring abandoned areas
- Dedicated training



GOAL 10 REDUCED INEQUALITIES

- Zero tolerance of discrimination of any kind
- SPEA Code of Conduct
- Conceptualizing inclusive events



GOAL 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Recover, reuse, recycle
- Corporate culture of sustainability
- Waste collection (plastic, glass, paper, etc.)
- Stop chemicals and hazardous materials
- 100% recyclable packaging



GOAL 13 FIGHT AGAINST CLIMATE CHANGE

- Reducing GHG emissions
- Reporting CO2 (carbon footprint)
- Communication projects
- Mobility management

Goal

OUR VISION AND VALUES EMBRACE MOST OF THE GOALS DEFINED IN THE 2030 AGENDA.

PASSION AND COMMITMENT

We have achieved extraordinary results thanks to everyone's commitment. Our love for our work and our dedication have allowed us to grow and be proud of who we are today. We believe that it is important that everyone comes to work with a smile: we trust and care for each of our employees because together, we are part of a large family.

TECHNOLOGY AND INNOVATION

Innovation is in our DNA: our machines represent the best technology in the world. Thanks to our continuous search for state-of-the-art systems, we are an active part of the development of tomorrow's technologies. Improving the quality of life and safeguarding the planet are the pillars of our future development.

FROM SUPPLY CHAIN TO PARTNERSHIP

We work for the biggest names in electronics worldwide and consider every customer to be at the center of our efforts. We pay the utmost attention to individual needs and pay attention to every last detail in order to anticipate expectations and offer unique and reliable solutions. We also pay the same attention to our selected suppliers in the surrounding area, with whom we have created relationships of trust in our joint commitment to the highest standards of excellence.

COMMUNITY CARE

Over the years we have developed a strong sense of belonging to the area in which we operate. A bond built and cultivated over the years that serves as a strategic resource for us. We care about the harmonious and sustainable growth of our community. That is why we want to keep the entire production chain local.



Our vision, our values



High technology and innovation with respect for the community

The year was 1976 when Luciano Bonaria, a young test engineer, decided to open his own business. Since then, SPEA has been renowned for the design, manufacture, and marketing of complete test systems for microchips, MEMS, electronic boards, and devices. In today's world, electronics are a part of all day-to-day activities. SPEA technology has tested electronic boards found in most telecommunication devices, cars, satellites and defense systems, household appliances, and machine tools.

We mainly think of activities that have now become part of our habits and are almost taken for granted, but there are areas such as the technology for testing life-saving devices - pacemakers, spinal neuromodulators, and numerous 'wearable' devices - that are in continuous development; we can proudly say that SPEA also works to save lives.

All of our customers are proud to consider us a key part of their success in a quality supply chain with sustainability criteria. SPEA systems are designed not only to detect any possible defect but also to ensure that all devices function without failure throughout their entire life cycle in a conscious, 'no-waste' way.

ACHIEVEMENTS TOWARDS SUSTAINABILITY



Publication of the first
sustainability report



Establishment of the ESG (Environment,
Social and Governance) Committee



Political publication
on occupational safety issues



Purchasing energy
from renewable sources



Awareness-raising campaigns
against violence against women and
discrimination



Political publication on
ethical and labor issues



RESOURCES

114

EMPLOYEES HIRED

58,6%

PERCENTAGE EMPLOYED
FOR AT LEAST 5 YEARS

25%

WOMEN IN MANAGEMENT ROLES

36

AVERAGE AGE OF EMPLOYEES

12

NATIONALITIES



PRODUCTION

+5.000 mq

3 NEW PLANTS
IN THE MUNICIPALITY OF VOLPIANO

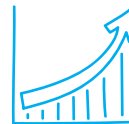
Planned
for the next few years
a 100% increase in
production capacity:

+20.000 mq

FOR PRODUCTION

+8.000 mq

FOR R&D



FINANCE

154 M€

TURNOVER WORLDWIDE



SUPPLY CHAIN

100%

KEY SUPPLIER ACCEPTED THE SPEA SUPPLIER
CODE OF CONDUCT

100%

KEY SUPPLIER "CONFLICT MINERALS FREE"



ENVIRONMENT

2,4 GWhe

ENERGY CONSUMED

78%

SELECTIVE COLLECTION

88%

PRODUCTION WASTE
TRANSFORMED INTO RESOURCES

95%

PRODUCTION WASTE RECOVERED,
RECYCLED AND ENHANCED

Our numbers

“

**Loyalty,
commitment,
respect:
these values
must resonate in
everyday activities
and relationships.
This is the soul of
the company.**

”

Luciano Bonaria



People, not staff

Our corporate climate is characterized by respect for people just as they are. Integrity, cordiality, loyalty: in relationships with staff, suppliers, and all those involved and operating in the SPEA world, we consider the dignity and respect of the individual in his or her uniqueness to be fundamental. We guarantee and promote the value of human rights and work ethic in accordance with international standards and laws.

Taking an approach of trust and straightforwardness, we encourage everyone to work in teams to share challenges, knowledge, and doubts, thereby encouraging everyone to participate and contribute. Everyone is a leader. We cherish individual talents by promoting a responsible attitude towards growth and continuing education.

GOAL



EQUAL OPPORTUNITIES PROFESSIONS AND ROLES HAVE NO GENDER

The vision of the most modern communities is now very clear: **gender equality** is vital for global economic growth and development.

Also for SPEA, the commitment to recognize gender equality, promote it and apply it in everyday activities is an important awareness in a reality that traditionally employed a large majority of male technical and engineering graduates.

A trend that has changed in recent years, bringing many **new female engineering and decision-making skills** into the company. On the topic of gender equality, questionnaires are proposed to invite constant **reflection on behavior and daily habits** and promote campaigns against all forms of violence and discrimination against women; in companies and in society.



Today, SPEA considers the participation of women important for the company's success. In addition to technical and management skills, female qualities such as listening skills, empathy, intuition, and creativity in problem-solving are recognized at SPEA as an important resource complementary to the traditional qualities that characterize company practices.

Thanks to ongoing socio-economic changes, an increasing number of female students are fortunately taking up engineering and technical-scientific paths, thus enriching our teams - not only with female quotas - but with skills, talents, and competencies.

Confirming this trend, the **Gender Balance Sheet** drawn up by the Polytechnic University of Turin in the 2019-2020 academic year shows that the percentage of graduates is 28% female for the Bachelor's degree and 29% for the Master's degree.

At SPEA, about 17% of the staff are female and, considering the percentages of graduates and specialized in subjects relevant to manufacturing, we consider this a very positive result.



I graduated in Mechatronics Engineering and subsequently started to work on a research project at the Polytechnic University of Turin on predictive maintenance within the Archimedes project. Thanks to this project, I got to know and appreciate SPEA and realized that I was interested in starting my career within the company.

Since 15 February this year, I have been employed as a systems engineer for the ICT Machine Division. I carry out various projects with my team in which there are positive and stimulating work dynamics; I often meet up with the system engineers of the Flying Probe machines product line, with whom there is excellent communication and collaboration.

Since I joined, I have met several newly hired women and it's also a positive vibe in terms of relationships. I am happy that the company now pushes this awareness a lot.

In my work, as in life, it is of utmost importance for me to pour a lot of passion and curiosity into whatever I do.

At SPEA I have found a dynamic and stimulating environment that allows me to always feel satisfied with myself and the projects I lead with my team.

I believe that every experience in the company if lived with positivity and commitment, leads to great results beyond the boundaries of our role and daily tasks. In the company, we are all equally responsible for creating a pleasant and stimulating working environment. Responsible for others, responsible for the planet.

Matilde Brossa
R&D System Engineer



SPEA LIGHTS UP TALENTS

SPEA invests in people and career development. We do not offer simple job opportunities, but **a future project built together with each individual person.**

At SPEA, we are used to making, creating, and developing innovation by working in contact with major players in the world of technology with a team spirit and continuous collaboration.

An Italian company with a strong local presence and an **international environment** in which to work in multifunctional and multi-ethnic teams is a formidable combination to grow in an environment that considers every different point of view and "out of the box" thought to be a great opportunity.

99% of apprentices are hired on a permanent basis with a 4% increase in permanent contracts. The skills profile for which you have been selected is only a starting point.

At SPEA, anyone can display their skills and follow the most suitable career path for them.

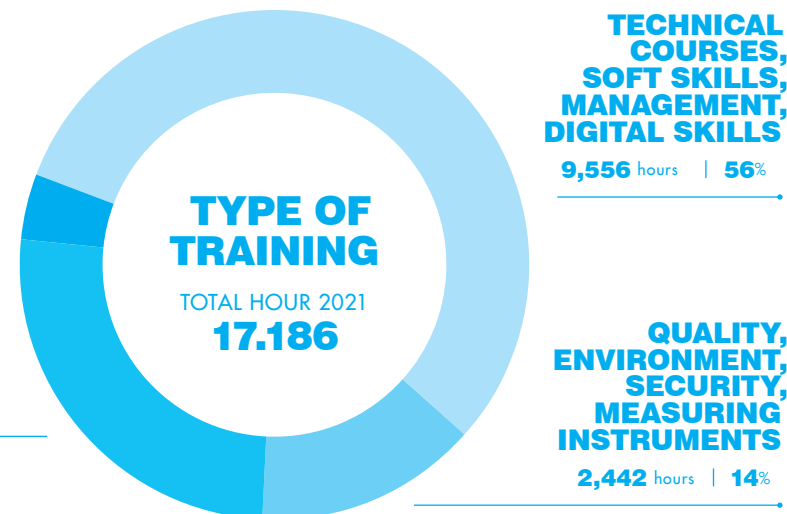
SPEA BELIEVES IN THE VALUE OF DREAMS AND SUPPORTS THOSE DREAMERS EVERY STEP OF THE WAY TO MAKING THOSE DREAMS A REALITY.

LANGUAGES

672 hours | 4%

HEALTH AND SAFETY

4,516 hours | 26%

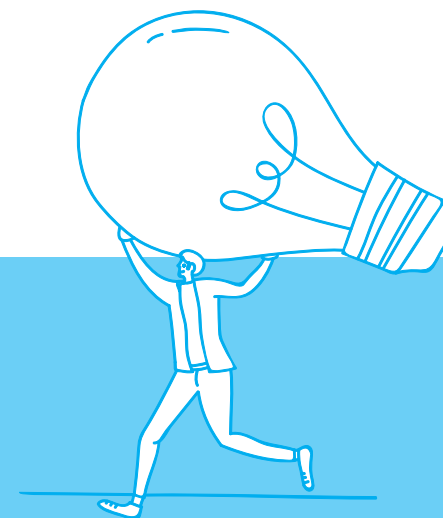


The continuous training of our employees is an essential aspect of the growth for each and every one of them and the evolution of the corporate culture towards paradigms of continuous improvement, inclusion, sustainability, and talent development. Over 15,000 hours of training were provided. In 2021, classes were held on topics related to safety and sustainability both in the office and in personal daily life.

The topics covered by the training courses organized in 2021 ranged from **occupational safety** (fire safety, electrical risk and first aid, courses for forklift drivers), to **soft skills** (management, digital skills and intellectual property), complemented

by **foreign language courses** (basic, intermediate, and technical business English; Spanish and Chinese).

SPEA also promotes **experiences abroad** to get to know entrepreneurial cultures and working realities across borders and supports projects to improve school facilities in developing countries.



78%

PERCENTAGE OF INDEFINITE CONTRACTS

18%

PERCENTAGE OF APPRENTICES

12

NATIONALITIES

96%

OPEN-ENDED CONTRACTS AND APPRENTICESHIPS

CORPORATE WELLBEING

WORKING WITH A SMILE

We take care of our employees; we want each of them to find satisfaction and fulfillment in their daily work.

The concept of **work-life balance**, i.e., of a good balance between work activities and time dedicated to family and personal life, has become a very significant indicator of **our employees' quality of life**. In spite of intense production activity, the number of hours in the working week must never be exceeded, which is set at 50, with the percentage of overtime hours per week that, in 2021, did not exceed an average of 3 hours per person.

2,6% **LEGAL ABSENTEEISM**
lower than the national average of 6%

The goal of **zero accidents and occupational diseases** is the basis for the adoption of an **Occupational Safety Policy** that, among other things, includes an 'Organisational Wellbeing Questionnaire' proposed to employees.

The elimination and replacement of all hazardous chemicals are part of this program, not only for the safety and health of our employees, but also for the environment and society as a whole. The ISO 45001 certification planned for 2023 is a further confirmation of our commitment.

COMMUNICATION AND EMPLOYEE MOTIVATION

Increasing consideration is being given to intercompany communication, given the benefits in terms of **personal motivation**. Being a part of the company's successes, its vision, and mission: a number of screens have been installed throughout the corridors to communicate in an impactful way and through information campaigns the results and values to which SPEA is constantly committed.



#WEAREWITHWOMEN TOGETHER, AGAINST VIOLENCE AGAINST WOMEN

On November 25 - International Day for the Elimination of Violence Against Women - SPEA promoted a campaign against violence against women. Throughout the day, informational slides were played on the company screens in support of women, these slides were broadcast using the hashtag **#WeAreWithWomen**.

Promoting an active culture not only in the company, but also in everyday life, is a commitment that must always be nurtured with campaigns, initiatives, and a **culture of respect and kindness**.

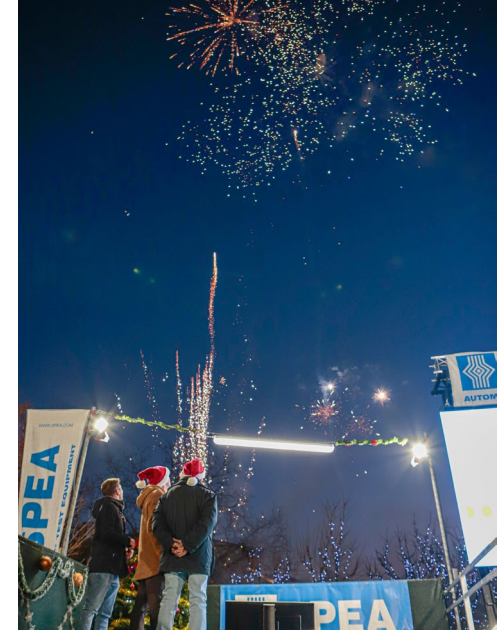
SMART WORKING

During the pandemic, smart working was implemented to facilitate quarantined employees, allowing everyone to continue **working safely**. After initial reticence, the remote working formula proved to be a very positive experience; indeed, effective beyond expectations, to the point that the company is planning to make greater use of the smart mode to facilitate remote working, also considering the positive environmental benefits.

By reducing car journeys from home to the office, people can benefit from a good amount of time to devote to their personal commitments, and the environment also benefits from a lower CO2 impact.

THE VALUE OF PARENTHOOD

SPEA is especially delighted to celebrate **employees who are parents** and whose great commitment supports the company's growth every day. We know how difficult it is to juggle work and family commitments, and we want to support and get to know our mothers and fathers outside of work as well. To tell how they explained the work they do for SPEA to their children, a **photo contest** was organized that had a lot of success telling the story of life after SPEA time with nice and creative pictures.



CHRISTMAS, WHAT A CHRISTMAS!

In order to bring people together again after the months of distancing due to the pandemic, and considering the positive trend in December, an open-air party was organized. It was an intense moment to exchange **Christmas greetings**, converse among colleagues and **increase communication** in a safe and secure environment. During the party, numerous 'street food trucks' from the area were involved and each employee was given a token voucher for the purchase of various culinary delights. The warm thanks from top management to the entire team for the good performance in 2021 was topped off by the announcement of the donation of a **company prize** that could be spent in supermarkets and clothing, sporting goods, and cosmetics shops, as a way of also supporting local businesses after the difficulties of the pandemic.



Today students tomorrow talents

WE PREPARE FOR THE FUTURE

Young talent is our most valuable resource. That is why SPEA invests early on in students from secondary schools, technical colleges, and universities.

The program involving meetings and collaborations with schools in the area aims to bring life projects to life in a dialogue that is a premise for future collaborations. In addition to the program for schools, aimed at recognizing and supporting motivated and capable people during their studies, targeted competitions and initiatives have been set up with the possibility of immediate employment.

SPEA STUDENT PROGRAMME FOR SECONDARY AND TERTIARY SCHOOLS

This initiative stems from the desire to enhance the personal aptitudes of talented people, even at a very young age, by creating the most suitable career path for them in the various areas of interest: from technical specialist careers to those in management, administration, or sales.

SPEA starts its outreach program as early as the end of primary school by illustrating the most suitable technical-scientific study opportunities for a future in our company.

After an initial cognitive meeting with the second classes in October, for those most interested, a company visit is proposed the following year during orientation.

As far as secondary schools are concerned, every year 'open-door' visit days are organized with technical-scientific schools in the area and the City of Turin to present SPEA and introduce students to a possible employment reality, motivating them to study and commit themselves.

SPEA'S GOT TALENT

Through their participation in the now traditional contest organized for secondary school seniors, students from various technical institutes compete in an atmosphere of healthy competition, measuring themselves in individual tests and preparing a team project that also trains them in teamwork. Winning the contest gives the most talented students real and immediate work experience.

SPEA & UNIVERSITY

Numerous collaborations with the Turin Polytechnic are undertaken throughout the year. SPEA offers students the opportunity to carry out internships and theses, becoming part of projects and initiatives, supported by the experience of our most senior designers.

Over the past three years, more than 70 graduates were hired from PoliTo; 18 graduates were hired from UniTo.

Collaborations with secondary schools and universities have shown the importance of introducing the company to youths during their studies by offering immediate career possibilities while encouraging them to continue and complete their schooling while working with leave for exam sessions.



FROM SCHOOL TO COMPANY

We need talent in the company. That is why - from the very first day at the company - we attach the utmost importance to creating training projects aimed at enhancing their ingenuity, ambition, and resourcefulness. In an atmosphere of trust and cooperation, within a specialized work team, youths who undertake a paid internship with us are entrusted with a complete project that allows them the opportunity to experience all phases of the work firsthand: from the analysis of the client company's needs to the development and implementation of the most suitable testing solution.

From day one, the candidate is thus involved in complex projects of which they fully grasp every element; they are given responsibility and have the opportunity to work in contact with the R&D teams of big names in electronics, whose needs and working methods they learn about.



**More than forty recruitments with
SPEA's got Talent, Company Tour,
and post Alternanza Scuola-Lavoro
in 2020-2021 alone.**



SPEA FOR FUTURE

We collaborate with schools in our area: the children and youths of today will be the talents of tomorrow. We like to tell the youngest ones about a world that they might otherwise not know of and in which we would like them to be the leading players one day. In 2021, a company visit was organized for some fifth-grade children that had been selected from the 'Guglielmo da Volpiano' Primary School. It was gratifying to sense their enthusiasm for technology, their amazement in realizing that every moment of the day involves electronics, the operation of which is guaranteed by SPEA machines. High-tech companies such as SPEA are constantly in need of young people to be employed in a variety of cutting-edge disciplines and, thanks to these initiatives, even the youngest have the opportunity to get to know a company that can offer them a job to build their future tomorrow.

SPEA & 2WheelsPoliTO

The collaboration with the Polytechnic University of Turin is not limited to internship programs, but also actively stimulates innovative research projects. An example of this is 2WheelsPoliTO, which was started in 2009 with a group of students from different departments. The aim was to design a motorbike with an electric power unit that maintains the performance of traditional motorbikes. To date, thanks to major investments, in addition to continuing the long-standing collaboration with Team Runner Bike, the team will also be alongside the Pasini Racing Team by providing two motorbikes and all official support from the manufacturer. The 2WheelsPoliTO program aims to further consolidate the technical project and also increase its training opportunities for younger drivers and engineers.



**Kids of today, athletes
and employees of
tomorrow.**

**If young people learn
to be in a healthy
sports environment,
they will surely be
champions too
at work.**



Lorenzo Bonaria

Our company was founded 45 years ago in Volpiano; we are still here to this day and all our main suppliers are located just a few kilometers away from the company.

Any critical issues that have arisen over time have been brilliantly overcome thanks to the strong sense of belonging we have towards our local area.

We have grown in a cohesive spirit, never straying far from our roots. An area full of opportunities, to be seized in a spirit of inclusion, sports, and social activities.

The Canavese area has a strong matrix of value creation in the Olivettian sense.





Without any institutional mediation, these two excellences first converged at an exhibition, Animals from A to Z. An exhibition dedicated to a very young audience; to date a novelty among the cultural proposals of the major museums in Italy. The decision to invest in an exhibition dedicated to children represents a gamble on the part of the Royal Museums in favor of future generations and is at the same time a unique opportunity to enrich the imagination of the younger generation with suggestions inspired as much by art as by technology.

SPEA AND ROYAL MUSEUMS: TECHNOLOGY SUPPORTING ART FOR THE YOUNGER GENERATIONS

We live and operate in an area with a very high industrial vocation that leads the world with its inventions and technology.

We find it fitting and we are proud to be able to give back part of our success to our area by creating and sponsoring initiatives that involve youths and children so that they can get to know us and also envision their own growth in the world of high technology. SPEA, a world leader in machines for testing electronic devices, represents a unique excellence

in the field of technology and innovation. Similarly, the Royal Museums constitute a unique cultural reality in Italy and in

Europe because of the richness of the heritage they hold, their size, and the vastness and variety of their collections.



Attention must be given to the area because it is the area that produces the most important Italian wealth: people. It is the people who make Made in Italy, coveted, and sought after all over the world.

People contribute to the success of businesses: proper attention must be paid to the children of today because they will be the workers of tomorrow, perhaps with us, contributing to the success of the area.

COMMUNITY CARE

Most of our employees live in a municipality less than 30 kilometers away from SPEA. In an ongoing dialogue with local businesses, we have put in place numerous conventions to offer benefits to our employees to support economic development of the Volpiano area, such as the ten restaurants located close to the company, with a mutual benefit: quality lunches at a reduced price for our employees and continuity of work as a canteen service for the managers in this post COVID-19 emergency period.

VALORISATION OF THE AREA

SPEA has acquired new factories in the industrial area of Volpiano in recent years. All factories are located in the areas surrounding the Headquarters at Via Torino 16.

The aim is to centralize SPEA's production and activities and redevelop an area on the outskirts of the town of Volpiano. The redevelopment of existing factories also has an environmental implication, since no new green areas are being cemented, but utilize already occupied areas.

SOLIDARITY

Our social spirit is embodied in local and international humanitarian initiatives and international humanitarian initiatives aimed at protecting the health and educational and social growth of children and youths; from the district of Volpiano where our company is located, to the farthest reaches of Eastern Europe.

In Ukraine, following the Chernobyl nuclear disaster, thousands of children now live in very poor conditions or even in institutions; circumstances that make it almost impossible to plan a future for them. SPEA supports the Arca Solidale ODV association on an ongoing basis through the 'Impresa Amica' program.

The project, which started a few years ago, is a program to host Ukrainian children with Piedmontese families; this allows families the extraordinary experience of hosting, helping, and supporting one of these children and, for the children, changing their future forever. Together with the non-profit organization Arca Solidale, in particular, two projects were launched to help students in Ukraine, including the renovation of the kitchens and canteen in a school in Kuchynivka and the funding of scholarships for the most deserving students.



We like to talk about equality, but we prefer the term equity. We are careful to value diversity, that is why we talk about multiversity. We are aware of the value of integrating different abilities.

WE BELIEVE IN THE VALUE OF SPORT FOR HARMONIOUS DEVELOPMENT OF PEOPLE AND COMMUNITIES

Investing in activities that have a valuable spin-off on the area from which precious human resources for the company come: SPEA does not keep everything for itself and instead gives back to the social sphere with numerous initiatives dedicated to sport, not only for the purpose of physical wellbeing but also for the education and balanced growth for our children and youths. Through sports, they experience a sense of fun, teamwork, and supporting one another. *"Mens sana in corpore sano"* [A healthy mind in a healthy body]: practicing sport improves well-being and health, as well as social interaction experiences.



L84 FUTSAL & SOCCER SCHOOL

At SPEA we do not only have the ambition to help train sports champions, but above all to participate in the growth of successful people.

Today, based on this project with the motto: 'Smile, learn, grow', SPEA supports the growth and competitive activities of 20 teams of the L84 sports club, for athletes aged 4 and up. In just 4 years, the Futsal Soccer School has become a real flagship with over 300 children and youngsters enrolled - many of them children of our employees - and recognition by the FIGC as the first and only Elite Soccer School in the Northwest. A beautiful community that grows by playing and challenging each other according to our idea of

togetherness and social development. Since 2021, L84 has launched its first project dedicated to women with the L84 Women.



The great goal that SPEA aims to achieve is to participate in the education of local children and youths through sport. These children will not only be athletes, but the population of tomorrow, the workers in our area. By helping to make them healthy and motivated people, we participate in the creation of a social fabric that nourishes companies, including those in our supply chain.

Lorenzo Bonaria

THE MARIA GIRÒ TRIAL SCHOOL

Maria Girò is a 'sports daughter' of the La Primavera del Trial Project and has become one of the best Spanish females in the Trial. Maria realized the importance of teaching in trials in order to become a world-class rider and decided to pass on her knowledge to other trial enthusiasts, helping them grow as people and riders.

'THE SPRING TRIAL'

Spreading the sport of Trial among youths. Building the champions of tomorrow.

"The 'Spring Trial' is a training stage organized every year in Spain by SPEA, in collaboration with the Spanish RFME Federation and World Champion Toni Bou.

The aim of this internship is to bring youths closer to the sport and to train them through practical activities alongside champions.



TONI BOU, THE MOST SUCCESSFUL TRIALS RIDER OF ALL TIME

The Spanish rider has a superb palmarès with 30 career successes! The last one in 2021 won as Trial Indoor World Champion. For Toni it is the 15th consecutive category title and the 30th overall.

So far, no one has been able to overshadow his achievements. 194 victories, a legendary achievement to which SPEA is proud to have contributed.

ITALIAN CHAMPIONS OF INNOVATION AND TALENT

Ingenuity, technology, and innovation are at the heart of our success. In 2021 SPEA supported the 2WheelsPoliTO team, born from the passion and ingenuity of some professors and engineers at the Polytechnic University of Turin. 2WheelsPoliTO is the first Italian university racing team specialized in designing, building, and putting on track prototype racing motorbikes. With the support of SPEA, in 2021 TwoWheelsPoliTO triumphed, thanks to the young Spanish talent Alberto Ferrandez, in the ELF CIV PreMoto3 Italian Speed Championship. Innovation and racing talent, a powerful combination to look forward to the next European and world challenges.



Products and supply chain

GOAL

8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



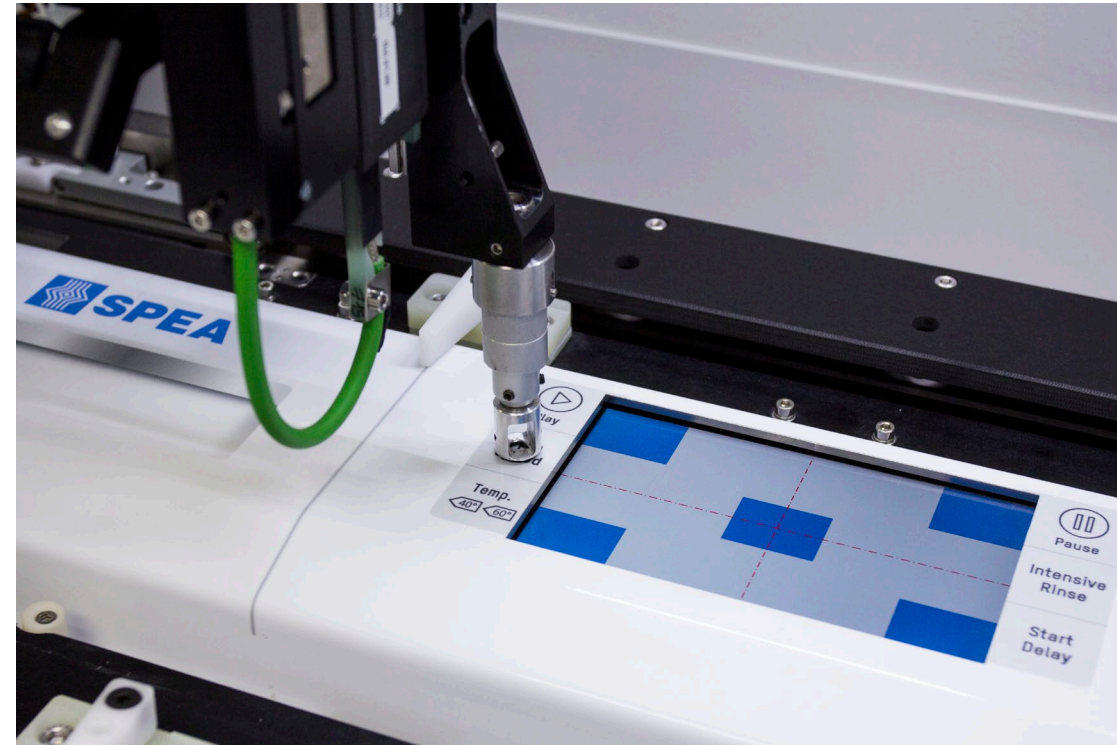
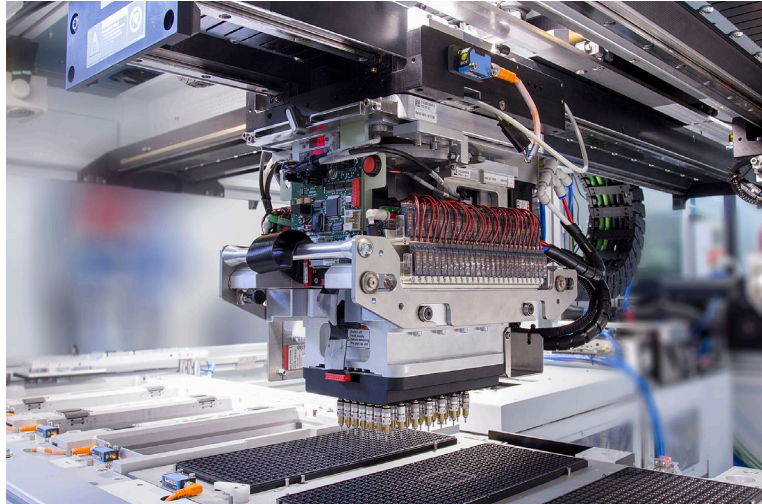
SUPPLY CHAIN

SPEA is committed to creating business relationships with a view to **local supply chains** in order to ensure ever greater integration and promote economic growth in the area: the percentage of strategic suppliers based at a distance of less than 70 km is 90%.

We do not limit ourselves to raising the awareness of the people we work with, but wish to enter into dialogue with the entire community in which we operate. As part of our shared commitment to the 2030 Agenda, we consider it important to convey the values we believe in also through our **relationships with our key suppliers** with whom we share our principles and values.

That is why we have shared policies and supplier codes of conduct with all our major suppliers, 100% of which have signed them. In addition, the improvement of supplier evaluation is coming into play by also considering environmental, social, and occupational safety aspects through **self-assessment questionnaires** and specific **auditing** activities.

Our products are responsible products: 100 percent of strategic suppliers do not use minerals from conflict zones.



VIRTUOUS PRODUCTS AND SERVICE

In the current historical context, the protection of European consumers' "right to repair" is ensured by the approval of EU Regulation 2021/341 which provides for the containment of planned obsolescence. The strategic shortening of the lifecycle of electronic devices and equipment is in contrast with the new European regulation that requires spare parts and instructions to be stored for at least ten years; for the same period, consumers must be guaranteed to update product software.

SPEA has always ensured its customers that all products placed on the market are **guaranteed service and availability of spare parts for their entire life cycle.**

Policy favoring longevity and the possibility of updating software over time and spare parts have a positive impact on customers and end consumers, but above all on the environment; the continuous replacement of devices, in fact, increases the consumption of resources and the excessive production of Waste Electrical and Electronic Equipment (WEEE).

**SPEA: ALWAYS
AGAINST
PLANNED
OBsolescence**

HEALTH AND SAFETY PROTECTION

Reducing occupational accidents and illnesses is a key element for company development; a safe working environment increases confidence and people's sense of belonging, which also benefits the quality of products and services.

Risk prevention is at the center of the training programs and monitoring initiatives, which is one of SPEA's top priorities. We are also committed to working in close cooperation with all external product and service providers to ensure health protection and safety and compliance with regulations throughout the supply chain; a concrete commitment that SPEA has expressed by defining a new policy on Occupational Safety.

+73%

OF INVESTMENTS COMPARED TO 2020

4.516

ANNUAL TRAINING HOURS

Security



TARGET FOR SPEA: OBTAINING ISO 45001 CERTIFICATION

In particular, in order not to jeopardize the protection of employees and the environment, SPEA is committed to **permanently eliminating all hazardous substances**.

A dedicated project will involve the analysis and technical evaluation to replace current potentially harmful substances used in work processes with safe and environmentally friendly substances and/or processes.

SPEA BECOMES SMOKE-FREE

In a broader project to safeguard the health of its employees, SPEA decided to **remove smoking areas** on company premises.

An action that aims to raise awareness of a broader vision of well-being and responsible individual engagement.

AN INNOVATIVE AREA FOR TESTING SPEA SYSTEMS

In just over three months, a 1,200 square meter area was renovated for testing SPEA systems and boards.

The new area was created to meet the needs of a flexible and efficient environment while in compliance with safety and sustainability regulations.

COVID INSURANCE

During the health emergency period, an **insurance policy** was put in place to protect the health of the technicians on duty. In case of a positive Covid test, an insurance company call center is available 24 hours a day, 7 days a week to give practical advice and tips for dealing with emergencies abroad.

FIRST AID AND DEFIBRILLATORS

SPEA works for the protection of life alongside leading manufacturers of life-saving medical devices and pacemakers.

From 2021 we have decided to take this commitment in-house as well, equipping each of our three plants with a defibrillator.

Those responsible for the use of this equipment have been adequately trained to intervene promptly and with due care in the unfortunate event of a need to do so.

COVID EMERGENCY MANAGEMENT

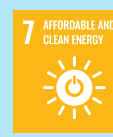
After two years of a pandemic during which **prevention and containment criteria** were adopted according to the strictest guidelines provided by the government, in this new 'post-pandemic' phase SPEA does not want to let its guard down while giving confidence to the **conscious choice of each employee**. In order to responsibly steer individual prevention actions - also in respect of the community and in support of the Covid policies adopted within the company - an informative meeting was organized in October with an expert infectivologist, Dr. Piergiorgio Bertucci.

After a detailed overview of the causes and consequences of Covid's disease, the meeting ended, leaving free space for questions and curiosity of those present: an important **moment of discussion and sharing** on a topic to be considered with unchanged caution and responsibility. The meeting was recorded and made available on the online platform to allow everyone to follow the meeting, even remotely.





GOAL



NEW ENVIRONMENTAL POLICY

Achieving **climate neutrality** by 2030 is a 'must' and every action and behavior must uncompromisingly strive towards this goal. While each individual can do their part, the company, also understood as a set of innovations, practices, and technologies can do a great deal.

In the wake of an ongoing and pro-active commitment, in 2021, SPEA updated its Environmental Policy taking into account the goals of the 2030 Agenda, past initiatives, and their results against the new pollution and global warming values provided by government agencies.

We are aware that natural resources are limited and that human activities - if not properly controlled and managed - can cause irreparable damage to the climate and the environment in which we live. For this reason, from a **circular economy** perspective, we believe that it is fundamental to work and conduct our activities with respect and to safeguard the future of the next generations, **reducing the use of natural resources and the production of waste**, and making our processes more sustainable in an approach that transforms threats into opportunities.

The adoption and development of a **GHG emission reduction program and the reporting of CO2 (carbon footprint)** are reinforced by initiatives to share environmentally friendly activities.

Motivating communication about Vision, Mission, and achievements step by step as a corollary to this annually prepared sustainability report nurtures the culture of change and continuous intention. The mobility management program is also part of the realization of this goal.

**Sow a thought, reap an action;
sow an action, reap a habit;
sow a habit,
reap a character;
sow a character, reap a destiny.**

Josei Toda, Buddhist Master



Environment

TRAINING OF NEW RECRUITS

Once the critical phase of the pandemic was over, it was back to the classroom with **dedicated training cycles** for all new employees.

In this phase, one hour per course is dedicated to **environmental issues**. The training is not limited to describing the negative and positive environmental impacts that everyone can have during their working life, but involves the person as a whole, even outside the company.

Attention to the protection of the environment must enter into the experience as cultural knowledge that every person has: only if it is approached with a broader vision, the ambitious goals of the 2030 Agenda can be achieved.

**100% OF
PURCHASED
ENERGY
IS PRODUCED
FROM
RENEWABLE
SOURCES**

WASTE MANAGEMENT

Recover, reuse, and recycle are three words in the Agenda 2030 program that must become three concrete facts for all production and product life cycles. In this sense, SPEA promotes a sustainable culture internally and stimulates conscious actions by employees for separate waste collection (plastic, glass, paper, etc.). **Less consumption and waste, more recycling** is the new motto that we are committed to passing on to all our employees by giving useful suggestions that can be used in working life, and beyond. The continued focus on separate waste collection (undifferentiated, paper, plastic, aluminum, and organic waste) grows every year, and, according to the criteria agreed upon with the municipal collection basin, we have reached a percentage of 78% by 2021.

In this program we are committed to **zero consumption of hazardous chemicals and materials**, replacing them where possible with less hazardous and environmentally sustainable substances to protect the health of our employees.

In 2021, 95% of the waste produced in production processes will have been valorized or destined for recovery by being transformed into new resources. Our goal is to ensure that less than 2% of waste goes to disposal.

We are supporting these goals by providing **continuous training programs** to improve awareness of the reduction and efficiency of the use of more sustainable resources.



GREENHOUSE GAS EMISSIONS

In 2021, for the first time, SPEA developed its **Carbon Footprint**, a parameter expressed in tonnes of CO2 equivalent that is used to estimate greenhouse gas emissions caused by companies, products, services, events, and people.

All sources of CO2 were identified in accordance with ISO 14064 of 2019.

The main emissions are:

- consumption of methane for heating
- consumption of electricity
- fuel emissions from company cars
- fuel emissions for home-work journeys

As a result of this analysis, one of the actions taken by SPEA was to **obtain green electricity supply contracts** by requiring the supplier to certify that their supply comes entirely from renewable sources (e.g., hydro, wind, and photovoltaic).

This concrete action for our planet will allow us to save about 60 percent of CO2 equivalent to 800 tonnes of CO2.

**2030 TARGET:
SPEA WILL BE
CARBON NEUTRAL**

MOBILITY MANAGEMENT

SPEA is continuing to grow and the number of people commuting to offices and plants every day is constantly increasing. This leads to a major change in **traffic flow** and therefore to an increase in atmospheric pollutant emissions.

A questionnaire was sent to all SPEA employees to analyze the most frequent ways in which they travel to their workplace; most employees use their own car and only about 5% of them travel to work using a different means of transport, e.g., using public transport or walking to the office or by bicycle.

For those who use the train, the **free shuttle service** that connects - with four trips per day - SPEA with the Volpiano railway station continues to be available.

Based on this initial survey, an analysis was made of the reasons why people prefer to use an autonomous means of transport to get to work and of the opportunities that can be put in place to improve their transportation options.

Our goal is to increase the number of people who choose to travel to work in more sustainable ways.

RELAMPING AND AUTOMATION



Technology and innovation in support of the environment: the company restructuring that SPEA has been carrying out since 2019 includes the renovation of the premises, making them more sustainable in terms of safety, air quality, and energy savings.

172 **LED lamps** were installed.

The new lighting is equipped with **motion-activated ignition sensors**; as soon as people leave the working environment, the lighting is switched off.

This technology allows high energy savings, avoiding waste.

SAFEGUARDING RESOURCES

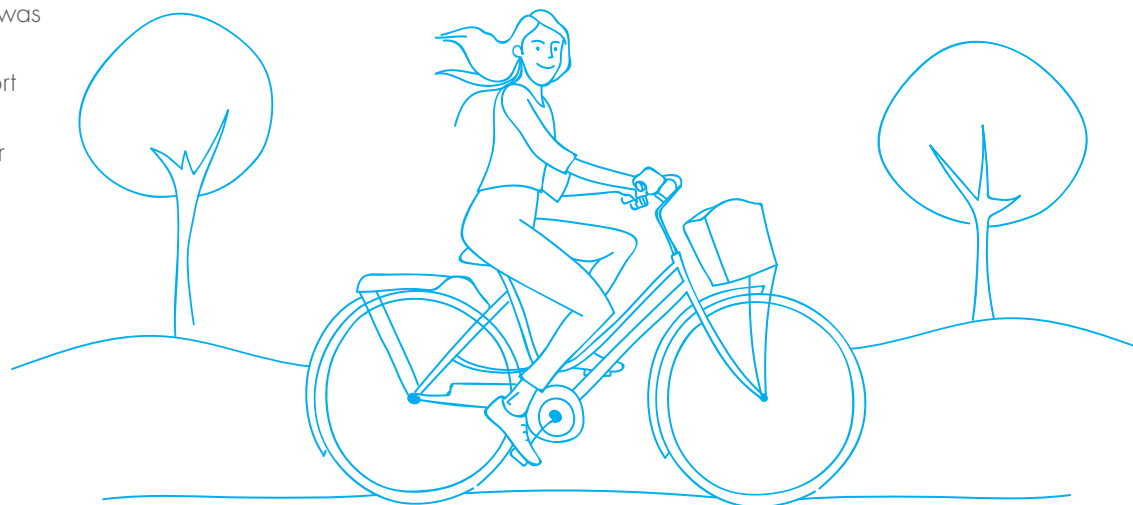
The conscious contribution of each individual is crucial; the combination of **continuous training and awareness-raising** is the key to building and strengthening a culture of safeguarding resources; less use of paper is a positive example.

During the year, several projects were implemented to reduce paper consumption and promote its recovery and reuse through:

- digitization of documents within certain processes
- continuous training for all staff
- the recovery and re-use of front-only printed sheets of paper
- the establishment of collection points for reusable boxes

Aware of how important it is to save money and reduce the use of raw materials, SPEA is also committed to improving the choice of raw materials by prioritizing, where possible, more sustainable, recyclable, or recycled materials.

For this reason, the supply of paper used for printing company documents is selected from **Ecolabel and FSC-labelled** reams, European labels that certify the reduced environmental impact of the product throughout its entire life cycle.



-11%
OF PAPER DESTINED
FOR DISPOSAL

Ethics and Work

SPEA is committed to growth that is not only economic, but also sensitive to **diversity and the dignity of life**.

We believe that everyone has the right to decent and fairly paid work.

The **Responsible Business Alliance (RBA)**, to which major global electronics giants belong, has adopted a **Code of Conduct** that contains a set of rules aimed at protecting working conditions in the electronics industry - or industries whose key component is electronics - and related supply chains. RBA governance ensures that working environments and types of work are safe and respectful of workers' dignity and that all business activities are based on ethics and environmental responsibility.

SPEA has declared its compliance with the RBA code by actively striving for adherence that goes beyond mere legal compliance and by using internationally recognized standards to advance social responsibility, environmental responsibility, and business ethics. SPEA has decided to implement and amend the current code of ethics by supplementing the document with aspects of the RBA Code of Conduct and creating an SPEA Code of Conduct; policies on Ethics and Working Conditions were issued in December 2021.

SPEA, in order to promote a culture of unequivocal ethical integrity, identifies and activates corruption prevention strategies, qualifying as illegal all activities such as the payment of money or other forms of bribery by employees, consultants, and collaborators. SPEA does not permit any form of violation and is committed to complying with the anti-corruption laws in force in all the countries in which it operates, as well as to providing adequate information to all personnel. Firm adherence to anti-corruption protocols wherever and in whatever form SPEA conducts its business is the 'conditio sine qua non' for achieving growth and value objectives. There can be no ethical shortcuts in the journey toward the creation of relationships based on mutual trust and fairness of behavior. SPEA intends to act with integrity, honesty, and fairness at all times.

A training project involving all employees will be organized during the year 2022: 1,460 hours of training on the SPEA Code of Conduct.

In the current Industry 4.0 landscape, where data flows are one of the key drivers of growth and development, in the field of intellectual property protection and cybersecurity SPEA guarantees maximum confidentiality of data,

which is protected at every stage of the production process.

The protection of the confidentiality of customers' technological solutions is the basis of SPEA's relationships, which has the highest reputation due to the strict regulatory processes in place. SPEA traces its protection activities back to the new regulatory framework governed by the Industrial Property Code, which brings together all the rules in the field of patents, trademarks, and copyright for multimedia content and computer software.



ETHICAL DECISION-MAKING: A FUNDAMENTAL COMMITMENT FOR THE FUTURE OF OUR BUSINESS.



FIGHT AGAINST INEQUALITY

We promote a culture and work environment that foster empathy and respect for equal opportunities under the motto **Zero Tolerance towards discrimination of any kind**. **Campaigns to raise awareness** and promote inclusion are designed and organized in this direction. Odd Socks Day, for example, takes up the idea of the Friulian teacher Sabrina Flapp who, nine years ago, with this initiative, wanted to make her pupils aware of the theme of diversity and autism and to convey a message of solidarity and inclusion to society. **Odd Socks Day** is celebrated on the first Friday of February nationwide and is becoming a very popular occasion. To mark this day - which in 2021 was celebrated on 4 February - in order to stimulate awareness in every employee, SPEA promoted the initiative of wearing two different colored socks. Also on the subject of inequality, SPEA constantly updates the SPEA Code of Conduct.

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