



SUSTAINABILITY REPORT 2022

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

A white line-art illustration of a person's head and shoulders, holding a globe. The background is a photograph of a mountain range at sunset or sunrise, with a blue sky and green valleys. The person's head is positioned on the left side of the frame, and the globe is held in front of their chest. The mountain peaks are on the right side of the frame.

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What we mean by sustainability

OUR COMMITMENT FOR A SUSTAINABLE... SUSTAINABILITY

For SPEA, ethical and sustainable development is an ongoing commitment that spans the technological, economic and social spheres. We believe in the importance of sustainable growth and, in our role as innovators, we are committed to contributing to

inescapably to the achievement of the 17 goals defined and promoted by the United Nations under the 2030 Agenda.

In September 2015, governments of the 193 member countries of the UN endorsed **17 Global Goals for Sustainable Development**. 2016 saw the official launch of the 2030 Agenda, which enshrines the collective commitment to their **full achievement within 15 years**.


It is an ambitious program aimed at securing 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 affect all countries and all individuals-no one excluded-in a journey of awareness and commitment **to take the world and productive activities in the only possible direction**: That of sustainability.

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

To promote these issues, the **ESG Committee** was founded in 2021, an interdisciplinary working group initiated to strengthen activities in support of the Company's sustainable development.





Extraordinary results achieved by extraordinary people

OUR PEOPLE MAKE THE DIFFERENCE.

In October 2022, all our employees were involved in a training course dedicated to the topics of the new SPEA code of conduct.

A code that embraces principles and values of social responsibility, such as working conditions and safety, environment and ethics.

We constantly strive through initiatives and everyday work to achieve our ESG (Environment, Social, Governance) goals.

Therefore, on the occasion of the 2022 Christmas party, SPEA launched a company contest asking everyone to gather initiatives and ideas to make SPEA even more sustainable and offer their contribution to achieving the 2030 Agenda goals.

Participation was large, and from all the advice gathered, two new winning projects were selected for SPEA to develop in 2023, such as the SPEA Green Park and the Healthy Food Project and partnership with local farmers





GOAL 3 HEALTH AND WELLNESS

- Work-life balance
- Zero occupational injuries and illnesses
- Stop all hazardous chemicals
- ISO 45001 Healthy Food Certification
- Healthy Food



GOAL 4 QUALITY EDUCATION

- Projects to integrate young people into the world of work
- Synergies with area schools
- Partnership with universities
- SPEA's Got Talent contest
- Experience abroad
- Onlus Arca Solidarity scholarships



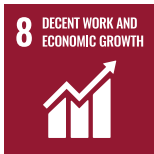
GOAL 5 PARITY OF GENDER

- New engineering and decision making skills
- Women's careers
- Projects to foster a culture of integration
- Whistleblowing Procedure



GOAL 7 CLEAN ENERGY

- 100% from renewable sources
- Creation of onsite photovoltaic renewable energy systems



GOAL 8 DECENT WORK AND ECONOMIC GROWTH

- Culture of diversity and dignity of life
- Continuing Education on Ethics and Labor
- SPEA Code of Conduct



GOAL 9 ENTERPRISES, INNOVATION AND INFRASTRUCTURE

- Renovation of internal business areas
- New technological facilities for workplaces
- Redevelopment of neighboring abandoned areas
- Dedicated training
- Anti-bribery procedures
- Sustainability Report third party certified



GOAL 10 REDUCE INEQUALITIES

- Zero tolerance for discrimination of any kind
- SPEA Code of Conduct Inclusive
- Event Design Whistleblowing
- Procedure



GOAL 12 CONSUMPTION AND PRODUCTION RESPONSABLE

- Recovery, reuse, recycling
- Corporate culture of sustainability
- Recycling (plastic, glass, paper)
- Stop chemicals and hazardous materials
- 100% recyclable packaging



GOAL 13 FIGHT AGAINST CLIMATE CHANGE

- GHG emissions reduction
- Reporting of CO emissions² (carbon footprint)
- Communication projects Mobility
- Mobility management
- Energy efficiency improvement

Goal

**OUR VISION AND VALUES EMBRACE MOST
OF THE GOALS DEFINED BY 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 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 technologies in the world. Through 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 protecting 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 take care of every detail to anticipate expectations and offer unique solutions

and reliable. We also pay the same attention to our selected suppliers in the surrounding area, with whom we have created trusting relationships in our joint commitment to highest standards of excellence.

COMMUNITY CARE

We have developed over the years a strong sense of belonging for the area in which we operate. A bond built and cultivated over the years that is a strategic asset for us. We care about the harmonious and sustainable growth of our community.

Therefore, we want to keep the entire production chain on site.



Our visions, our values



High technology and innovation while respecting the community

It was 1976 when Luciano Bonaria, a young test engineer, decided to open his own business. Since then, SPEA has established a reputation for designing, manufacturing and marketing complete test systems for microchips, MEMS, boards and electronic devices. In the contemporary world, electronics is present in every daily activity. SPEA technology has tested electronic boards found in most telecommunication devices, automobiles, satellites and defense systems, home appliances, and machine tools. We think mainly of activities that have now become part of our habits and are considered almost taken for granted, but there are areas such as technology for testing life-saving devices

- pacemakers, spinal neuromodulators, and numerous 'wearable' devices-which 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 successes in a quality supply chain marked by sustainability criteria. SPEA's systems are designed not only to detect every possible defect but also to ensure that all devices operate without failure throughout their entire life cycle in a conscious, 'no waste' use perspective.

ACHIEVEMENTS TOWARD SUSTAINABILITY



Publication of the first sustainability report



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



Political publication on Occupational Safety issues



Purchase of energy produced from renewable sources



First completion of the CDP questionnaire



Audit RBA SPEA HQ (Feb. 2023)



Awareness campaigns against violence against women and discrimination



Political publication on the topics of Ethics and Labor



RESOURCES

116

EMPLOYEES HIRED

67,3%

PERCENTAGE HIRED FOR AT LEAST 5 YEARS

25%

WOMEN IN LEADERSHIP ROLES

36

AVERAGE AGE OF EMPLOYEES



PRODUCTION

+5.000 sqm

3 NEW ESTABLISHMENTS IN THE MUNICIPALITY OF VOLPIANO

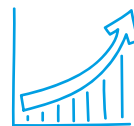
Planned for the next years A 100 percent increase in production capacity:

+20.000 sqm

FOR PRODUCTION

+8.000 sqm

FOR R&D



FINANCE

195 M€

WORLDWIDE SALES



SUPPLY CHAIN

100%

KEY SUPPLIER ACCEPTED THE SPEA SUPPLIER CODE OF CONDUCT

100%

KEY SUPPLIER "CONFLICT MINERALS FREE"



ENVIRONMENT

2,6 GWhe

ENERGY CONSUMED

78%

RECYCLING COLLECTION

65%

PRODUCTION WASTE TRANSFORMED INTO RESOURCES

95%

WASTE FROM PRODUCTION RECOVERED, RECYCLED AND ENHANCED

100%

ENERGY FROM RENEWABLE SOURCES

Our numbers

Awards and Recognition

SPEA ENTERPRISE CHAMPION 2023

SPEA is for the sixth year in a row the top 200 Italian companies in Corriere della Sera and Italy Post's ranking of Champions, companies whose results in terms of turnover and performance mirror a model of healthy entrepreneurship that looks beyond pure profit.

Companies that have no debts, continuously reinvest their profits in the same business activities, and do not stand still even in times of crisis: the first among companies to support Made in Italy in the world.

This award recognizes companies with performance results that mirror healthy entrepreneurship that looks beyond pure profit.

CDP QUESTIONNAIRE CO2 EMISSION

For the first time, SPEA has completed the Carbon Disclosure Project (CDP) questionnaire for reporting CO2 emissions. The score received by SPEA is B- (minus), in line with the average score of other European companies (B) and greater than that of companies in the "Electrical and electronic equipment" (C).

RBA PLATINUM STATUS: THE MOST IMPORTANT RECOGNITION FOR SOCIAL RESPONSIBILITY

SPEA was awarded "Platinum Status" in the Responsible Business Alliance (RBA) Recognition Program, held to verify compliance with the principles and rules of the RBA Code of Conduct.

In this special program, that of "platinum" is the highest degree RBA provides.

RBA is a worldwide organization composed of the major electronics industries that aims to obtain input from all stakeholders in developing and continuously implementing the code of conduct, encouraging

participants to go beyond mere legal compliance.

An accomplishment we achieved thanks to the contributions of all our people.

Lorenzo Bonaria's words:

"This achievement is further recognition of our fair and sincere approach to more sustainable management. As a human being before an entrepreneur, I am proud to

say that, beyond legal compliance, we have created a culture of sustainability, respect and inclusion in the company: we are constantly investing in every identity, every idea and every different vision in our shared commitment to a brighter future."

ISO 45001

SPEA has received UNI ISO 45001 certification in recognition of the efforts

of the company to address potential work-related risks and its strong commitment to adhere to best practices to provide

A safe working environment for its employees. ISO45001 is the international standard for health and safety in the workplace. It is concerned with increasing safety, reducing risks in the workplace and improving performance in the field safety at work.

Through the principles listed in its code of conduct, SPEA is committed to providing suitable, safe and ergonomic work environments for carrying out work activities; activating effective measures to prevent occupational injuries and illnesses; promoting and disseminating a culture of safety; and transparently communicating health and safety performance.

The words of Paolo Negro, QHSE director of SPEA:

"Receiving this certification reflects our commitment to our employees, community and customers by continuously evaluating and improving

our safety processes to ensure that we meet and exceed the highest standards. Excellence in health and safety is a fundamental part of our corporate culture, and we will continue to make comprehensive and preventive efforts to be not only a world-class manufacturer, but a model in the field of safety, sustainability and quality."

“

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

”

Luciano Bonaria



People, not personnel

PEOPLE, OUR ESSENCE

Our business climate is marked by respect for people in their full identity. Integrity, friendliness, fairness: in our relations with staff, suppliers and all those who participate and live in the SPEA world, we consider the dignity and respect of the person in his or her uniqueness to be fundamental. We guarantee and promote the value of Human Rights and work ethics in accordance with international standards and applicable laws. In an approach of trust and collaboration, we encourage our people to work in teams to work together on challenges, knowledge and concerns and motivate everyone's participation and contribution. In SPEA everyone is a protagonist. We cherish individual talents by promoting a responsible attitude toward growth and continuous training.

GOAL



EQUAL OPPORTUNITIES PROFESSIONS AND ROLES HAVE NO GENDER

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 shifted in recent years, bringing many new female engineering and decision-making skills to the company.

On the topic of gender equality, questionnaires are offered to invite constant reflection on daily behaviors and habits

and promote campaigns against any form of violence and deskilling against women; in business and society.

SPEA now considers women's participation important to the company's success.

In SPEA, the purely mechanical and electronic field has so far strongly characterized hiring in favor of male staff with technical and managerial qualifications; however, today we are witnessing a change in trend.

Thanks to ongoing socio-economic changes, more and more female students are approaching engineering and technical-scientific paths, then enriching our teams-not only with female quotas-but with skills, talents, and expertise.

By 2022, the percentage of women exceeded 18 percent. Our goal remains to reach 20%.



I graduated with a degree in Mechatronics engineering, and subsequently began to work on a research project at the Polytechnic University of Turin on predictive maintenance as part of the Archimedes project. Thanks to this project, I had the opportunity to learn about and appreciate SPEA and realized that I was interested in starting my own path within the company.

Since February 15 this year, I have been an employee with the role of systems engineer for the ICT Machine Division. I carry out several projects with my team in which there are positive and challenging work dynamics; I often compare myself with the Flying Probe Machines product line system engineers with whom there is excellent dialogue and collaboration. Since I came in, I have met several newly hired girls. And it's a positive wave at the relationship level as well. I am happy that the company is now pushing this awareness very hard. In my work, as in life, it is important for me to put a lot of passion and curiosity into the activities I pursue. In SPEA, I have found a dynamic and challenging environment so that I can always be satisfied with myself and the projects I lead as a 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 assignments. In the company, we are all co-responsible in creating a pleasant and stimulating work environment. Responsible to others, accountable to of the planet.

Matilde Brossa
R&D System Engineer



SPEA LIGHTS UP THE 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 accustomed to making, creating and developing innovation by working hand in hand with major players in global technology in a spirit of teamwork and continuous comparison.

An Italian company strongly connected with the territory and a breathing environment international in which to engage by working in multifunctional and multi-ethnic teams.

This combination has led SPEA to become a leader in its field over the years and a

Of the 500 Champions enterprises according to The Republic. The distinctiveness of being a company that is as locally-minded as it is internationally-minded has led SPEA to be an environment that considers every different point of view

and 'out of the box' thinking, a great opportunity for growth.

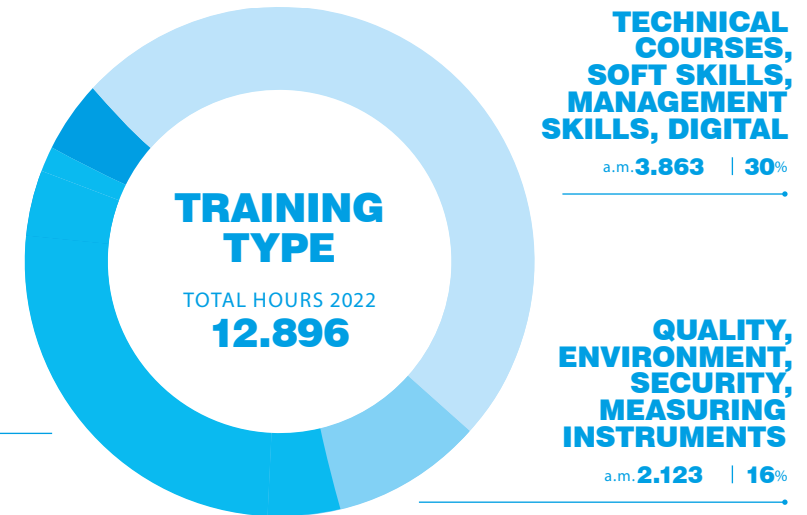
99% of apprentices are hired on a permanent basis. The profile of competence for which one has passed selection is only a starting point. In SPEA anyone can express his or her qualities and build the career path best suited to who they wish to become.

LANGUAGES

Hours **708** | **5%**

HEALTH AND SAFETY

a.m. **6.202** | **48%**



SPEA BELIEVES. IN THE VALUE OF DREAMS AND SUPPORT THOSE WHO HAVE THEM AT EVERY STEP TO REALIZE THEM.

Ongoing training of our collaborators is an essential aspect of each resource's growth

and the evolution of the corporate culture toward paradigms of continuous improvement, inclusion, sustainability, development of the talents. Over 12,500, the hours of training provided. Classrooms were held in 2022 on topics related to safety and sustainability both in the office and in personal daily life.

The topics covered by the training courses held in 2022 ranged from occupational safety (fire, electrical hazard, and first rescue, forklift driver courses),

to the set of soft skills (management, digital skills and intellectual property), complemented by foreign language courses (English

basic, intermediate and technical-commercial; Spanish and Chinese).

SPEA also promotes overseas experiences as a way to learn about business cultures and work realities across borders. It supports projects aimed at improving educational facilities in developing countries.

A classroom training involving all SPEA staff was organized in the fall of 2022: it was an opportunity to discuss the issues of the new SPEA code of conduct and the ESG projects defined for 2023.

75%

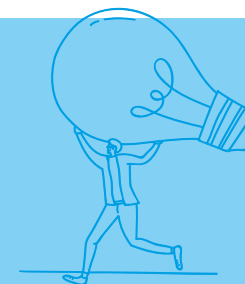
INDEFINITE CONTRACT
PERCENTAGE

20%

PERCENTAGE OF
APPRENTICES

98%

PERMANENT CONTRACT
PERCENTAGE



CORPORATE WELLNESS

WE WORK WITH A SMILE

Our people are the essence of SPEA, and that is why we want everyone to find satisfaction and fulfillment in their daily work.

The concept of work-life balance, or a good balance between work activities and those devoted to family and personal life, has become a very significant indicator of our people's quality of life.

This is why many of them have the option of a flexible schedule, which helps them manage their private life commitments with their work commitments.

Despite intensive production activity, the number of hours, which in the work week is set at 48 according to the CCNL, with the percentage of overtime hours per week in 2022 not exceeding an average of 2.8 hours per person.

3,3% **LEGAL ABSENTEEISM**
lower than the
national average **6,2%**

STAFF COMMUNICATION AND MOTIVATION

Inter-company communication is held in increasing esteem, given the benefits in terms of personal motivation. Feeling part of the company's successes, its Vision and Mission: a number of monitors have been installed within the corridors to communicate in an impactful way and with information campaigns the achievements and values to which SPEA is constantly committed.

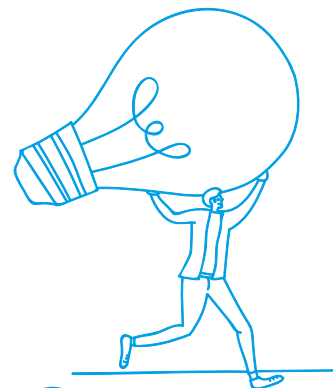
In 2022, new initiatives were promoted in the company to gather suggestions and reports from all our people to improve life in SPEA.

The will is to work together to overcome difficulties and move toward continuous improvement.

Cooperation and discussion with those who go to work every day is the starting point for identifying issues that can be improved, for create a SPEA that is increasingly sustainable and attentive to the needs and requirements of its employees. For this reason an "Idea Box" has been installed in each plant, a place where everyone can enter a report or suggestion about corporate life.

HR POINT: YOUR IDEAS IN LISTENING

Last October, we opened a desk run by the HR team with the purpose of offering advice on HR issues, gathering feedback and advice on organization, health and corporate welfare, useful in supporting the induction of new hires and fostering cross-departmental collaboration and positive management of workplace relationships.



180 IDEAS

HR ACCESS REQUESTS

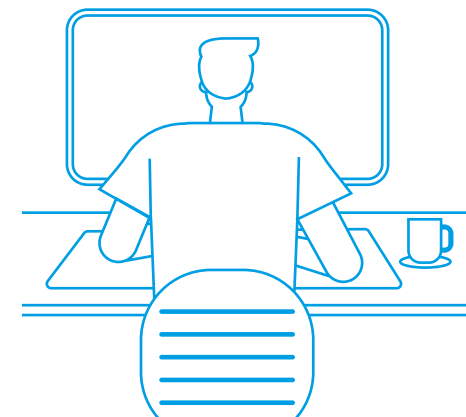
95

Some proposals have already been developed, initiating new projects that have improved many aspects of life in SPEA. Other ideas will be involved in future projects.

SMART WORKING

As of fall 2022, the culture of smart working has taken hold in the company: SPEA has renewed the company contracts by adding the possibility of performing 5 days per month of home office.

All corporate contracts were updated using a new tool, DocuSign, which enabled digital signing of documents and saved the printing of 8,000 sheets of paper. A positively evaluated experience that will bring document digitization for other business documents as well. The introduction of smart working for SPEA staff meets the following purposes: to test and introduce new organizational solutions geared toward increased productivity; to strengthen work-life balance measures; to promote sustainable mobility through the reduction of home-work-home travel, with a view to an environmental policy sensitive to the reduction of urban traffic in terms of volume and distance travelled.



CORPORATE WELLNESS

JOB POSTING: DO YOU HAVE A HIDDEN TALENT? SPEA OFFERS YOU AN OPPORTUNITY TO SHOWCASE IT.

During the year, a new internal personnel recruitment initiative was activated targeting all SPEA HQ employees. SPEA has chosen to promote the internal growth of its people, foster the coverage of needs and enhance internal skills and know-how.

ORGANIZATIONAL WELLNESS QUESTIONNAIRE

In an effort to improve and promote collaboration with all SPEA staff, more than 70 percent of people participated in the organizational well-being questionnaire in 2022. It was an important opportunity to gather information and suggestions from our employees, with numerous suggestions for improvement related to organizational well-being that were collected and will be the subject of future company initiatives.

FOOD AND WELLNESS

In the 2023 ESG program, there is a chapter dedicated to in-company outreach on healthy eating and healthy food serving in contracted restaurants and food and beverage vending machines in SPEA.

In addition, one of the winning projects in the ESG 2022 Contest is that of the



company garden, or the sale of locally grown fruit and vegetables on the farm, connecting employees with local farmers.

These are the expected benefits of the project:

- Health benefits: locally grown products will be natural without the use of chemical pesticides, herbicides and preservatives to ensure that our people and their families receive a healthy and wholesome product.
- Social benefit: we support local farms
- Environmental benefit: locally grown products lowers CO2 emissions

In addition, within this program of communication and popularization of healthy eating, in the break areas healthier snacks, such as dried fruits and crackers, will be added.



CHRISTMAS, WHAT A CHRISTMAS!

With the remarkable success and appreciation of the Christmas party in 2021, SPEA wanted to organize a new one in 2022.

The party was held outdoors, and like last year it was an intense time to exchange Christmas greetings, converse among colleagues and strengthen dialogue in a safe and secure setting.

This year's warm thanks from top management to the entire team for their good performance in 2022 was reconfirmed by the announcement of the donation of a corporate bonus expandable using a welfare platform.

MORE SPACE FOR OUR PEOPLE

SPEA is getting bigger and bigger: the offices in charge are continually looking for new spaces and renovating existing ones to make them more comfortable for all our people.

We created a new dining hall for dining, more spacious and bright; to conduct remote meetings in a soundproof space, phonebooths were created within the open space that can be booked and used during remote calls and training. New break areas have been designed and built, with side tables to make breaks more comfortable.

WELCOME ABOARD

We are keen to welcome each new person who comes to work in SPEA, introducing them to all the business units that make up our reality.

New hires are involved in a day organized for them, where they are introduced to our initiatives and activities, and in which they can ask the mentors in charge all their curiosities.

The topics covered are varied (from cybersecurity to privacy and more) to make everyone feel part of everyone's work: together we make a difference if we know our SPEA well.





From young talents to SPEA People.

WE PREPARE FOR THE FUTURE

Young talent is our most valuable resource. That is why SPEA invests early in students in secondary school, technical colleges and universities. The children of today will be our best resources of tomorrow. The program of 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 already during their studies, targeted competitions and initiatives have been established with the possibility of immediate employment.

“SPEA STUDENT PROGRAM” FOR MIDDLE AND HIGH SCHOOLS

This initiative stems from a desire to enhance personal aptitudes of talents, even very young ones, creating for them the career path best suited to the different areas of interest: from specialized technical careers to those in managerial, management or sales.

SPEA begins its outreach program as early as the end of elementary school by explaining the opportunities of scientific-technical study best suited for a future in our company.

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

As for the secondary school, ‘open house’ visit days are organized each year with technical and scientific schools in the area and the City of Turin to present SPEA and introduce students to a possible reality of employment, motivating them to study and commit.

SPEA & UNIVERSITY

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

Over the past three years, graduate hires at PoliTo have totaled more than 70; 18 graduate hires from UniTo, however.

Collaborations with secondary schools and universities have demonstrated the importance of introducing the company to young people already during the study period by offering immediate career opportunities, while encouraging them to continue and complete their schooling while working with leave for exam sessions.



FROM SCHOOL TO BUSINESS

We need talent in the company. That is why - from the very first day in the company - we give the utmost importance to the creation of training projects aimed at enhancing their ingenuity, ambition, and resourcefulness. In an atmosphere of trust and cooperation, within a specialized work team, the young people who carry out a paid internship experience with us are entrusted with a complete project that offers the opportunity to experience firsthand all phases of the work: 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 then involved in complex projects of which he or she fully grasps every element; he or she is empowered and has the opportunity to work in contact with the R&D teams of big names in electronics whose needs and working methods he or she learns about.





WHAT DOES THE FUTURE LOOK LIKE AS SEEN FROM THE INSIDE? POLITO STUDENTS DISCOVER SPEA

We have charted a course with PoliTo that goes in the direction of excellence and the continuous search for the area's most valuable talents.

Luciano Bonaria's words confirm this desire:

"SPEA has embarked on substantial programs to expand its research and development, production and cooperation activities with the Polytechnic University of Turin in order to continue to excel in future global technological growth. A large number of engineers with interdisciplinary skills of a high and very high level will be needed to carry out the complex research, study, design, implementation, validation and deployment activities expected for each new device to be tested."

POLYTECHNIC AND SPEA TOGETHER AGAIN

The collaboration between Politecnico di Torino and SPEA continued at the Career Day organized by PoliTo. In front of a booth packed with young students, our HR managers and other SPEA people, welcomed undergraduates and graduates to introduce them to the business, activities, and let them know our values.

Students had the opportunity not only to present their resumes, but also to discuss and receive information about job opportunities and career plans.

The event, which involved more than 6,000 people, gave many young talents the opportunity to leave their resumes with the SPEA people at the booth.

Of the 250 CVs collected, 30 people passed the selection process and became new SPEA resources.



“

**Kids of today,
athletes and workers
of tomorrow.
If young people learn
to be in a healthy
sports environment,
they will surely be
champions as well
on the job.**

”

Lorenzo Bonaria

Our business was established 45 years ago in Volpiano; today we are still here and all our major suppliers are located within a few kilometers of the company.

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

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

The Canavese territory has a strong matrix of value creation in the Olivettian meaning.

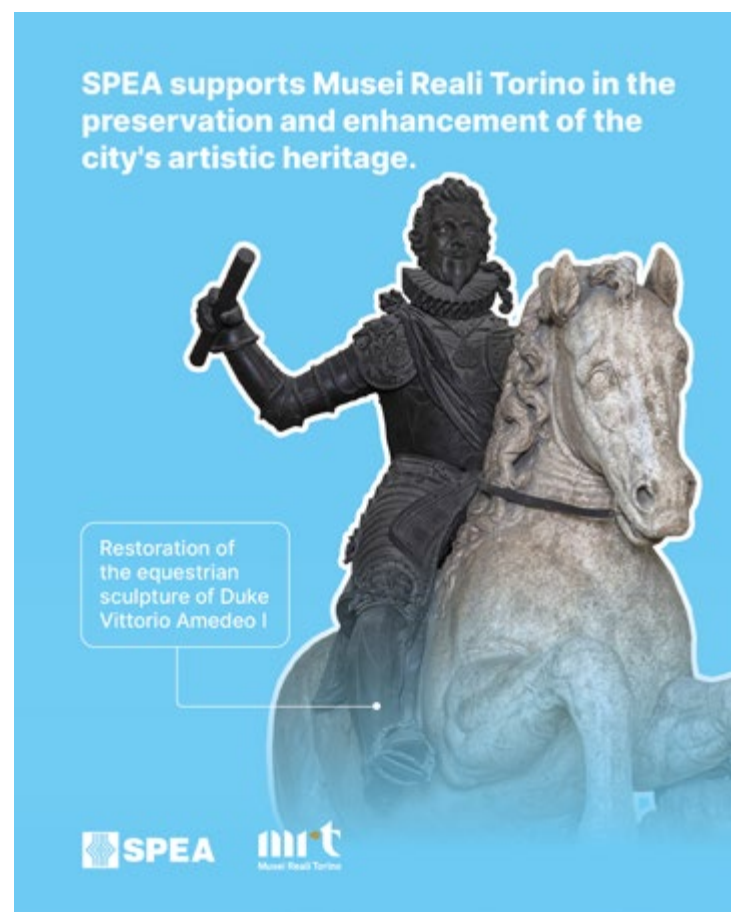


SPEA SUPPORTS MUSEI REALI TORINO

Innovation embraces artistic heritage: SPEA and Musei Reali Torino continue their mission to enhance and preserve the city's artistic treasures.

The restoration of the equestrian sculpture of Duke Vittorio Amedeo, one of the oldest monuments in Turin, located at the base of the Salone d'Onore of the Royal Palace.

Excellences speak the same language even though they belong to different worlds: hence the collaboration with the Royal Museums Turin to implement concrete initiatives that give back to the territory some of our success.



FOCUS ON FUTURE

The Chiablese Halls featured the exhibition "Focus on future - 14 photographers for the UN 2030 Agenda" created by the Royal Museums of Turin.

SPEA is proud to have taken part in this important and innovative project dedicated to the fragility of the planet, balancing sustainability and innovation. For SPEA, ethical and sustainable development is an ongoing commitment that spans the technological, economic and social spheres. The partnership between SPEA and the Royal Museums Turin aims to merge economic and technological value with social and cultural value through the enhancement of the territory and talents.

COMMUNITY CARE

Most of our employees live in a municipality that is less than 30 kilometers from SPEA. In a dialogue constant with local commercial activities, we have initiated numerous agreements to offer benefits to our employees which support economic development of the Volpiano area, like the ten restaurants located near SPEA with a mutual advantage: quality lunches provided at discounted prices to our employees.

ENHANCEMENT OF THE TERRITORY

SPEA in recent years has acquired new factories in the Volpiano industrial area. All the factories are located in the areas adjacent to the Headquarters, 16 Turin Street. The desire is to centralize the production and activities of SPEA and redevelop an area on the outskirts of Volpiano's town center. The redevelopment of pre-existing establishments also has an environmental implication, as no new green areas are cemented over, but use areas already occupied.

SOLIDARITY

Our social spirit is embodied in local humanitarian initiatives and internationally addressed to the health protection and educational and social growth of children and young people; from the Volpiano district where our company is located, to the farthest East of Europe.

In Ukraine, following the Chernobyl nuclear disaster, thousands of children are living in very poor conditions or even in institutions; circumstances that make it almost impossible to plan a future for them. SPEA supports Arca Solidale ODV Association on an ongoing basis through the 'Friendly Enterprise' Program.

The project, which started a few years ago, is a program to host Ukrainian children with Piedmontese families; this allows families to experience the extraordinary to host, help and support one of these children and, for the children, to change their future forever. Together with the non-profit organization Arca Solidale, two projects in particular have been initiated to benefit students in Ukraine including the renovation of the kitchens and cafeteria at a school in Kuchynivka and the promotion of scholarships for the most deserving students.



SOLIDARITY FOR THE UKRAINIAN PEOPLE

SPEA supported Confindustria's initiative to help the people affected by the dramatic situation caused by the conflict.

The proposed participation involved the voluntary donation of an amount equal to the value of one hour's pay.

Numerous participation and solidarity was shown.



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



ToGET, The community of companies that creates value

SPEA started its first “business network” more than 15 years ago, together with companies that had been part of its supply chain for more than 30 years. Together, they also obtained major funding for joint research and development projects.

In 2021, from an idea of Lorenzo Bonaria (Vice President of SPEA and co-owner with his father Luciano, Founder and President) the small network captained by SPEA opens its doors to new businesses: this is how ToGet was born, a community of referred businesses that wants to become a community of “trusted people”. Small local businesses and large multinationals, among others, Intesa Sanpaolo and Reale Mutua, join ToGet. ToGet is not just business: the community is also a collection of companies and individuals who choose to support social projects that accompany young people to the world of work.



CORPORATE TOURNAMENTS: SPORT UNITES

In the summer of 2022, when the health emergency situation ended, SPEA again promoted corporate tournaments, which were open to all staff to organize in teams and participate corporate volleyball, soccer and padel.

It was an important time of coming together, where we could meet new colleagues and experience competition in a safe way. Sports became an opportunity to discover the beauty of feeling part of a team and to see how the values we accompany in sports, such as teamwork, can also be crucial in corporate life.

L84 FUTSAL & SOCCER SCHOOL

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

Today around this project with the motto: 'Smile, Learn, Grow,' SPEA supports the growth and competitive activities of 20 L84 sports club teams for athletes aged 4 and up. The Futsal Football School has become in just 7 years a true flagship

With more than 300 children and young people enrolled many of them children of our employees - and recognition from 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 aggregation and social development. Since 2021, L84 has launched its first project dedicated to women with L84 Women.

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

Investing in activities that have a valuable spillover effect on the territory from which valuable human resources for the company come: SPEA does not keep everything to itself and returns to social issues with numerous initiatives dedicated to sports, not only from the perspective of physical well-being, but also from the perspective of education and balanced growth for our children and youth. Through sporting activities they experience a sense of fun, teamwork, and supporting each other.

"Mens sana in corpore sano": practicing sports activity improves well-being and health, as well as being a social gathering experience.



The great goal that SPEA aims to achieve is to participate in the education of local children and youth through sports. These kids will not only be athletes, but the people of tomorrow, the workers of our territory. By helping to make them healthy and motivated people, we participate in creating a social fabric that nurtures businesses, including those in our supply chain.

Lorenzo Bonaria

THE SCHOOL OF TRIAL MARIA GIRÒ

Maria Giró is a “sports daughter” of the La Primavera del Trial Project and has become one of Spain’s most good in Trial. Maria realized the importance of teaching in trials to become internationally prominent riders and decided to pass on her knowledge to other boys and girls who are passionate about trials, accompanying them in their growth as people and riders.

“THE SPRING OF TRIAL”

Spreading the sport of Trial among kids. Building the Champions of Tomorrow. “Spring Trial” is a training internship organized every year in Spain by SPEA, in collaboration with the Spanish RFME Federation and World Champion Toni Bou.

The goal of this internship is to bring younger people into the sport and train them through hands-on activities alongside the Champions.



TONI BOU, THE MOST SUCCESSFUL TRIAL RIDER OF ALL TIME

The Spanish rider has a dream list with 30 career wins! The last one in 2022 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.

THOMAS BISACCIA, CHAMPIONS DON'T MAKE THEMSELVES

To be able to boast of having a champion in a sport is a source of pride and pride for a city, a region, an entire country. Champions do not make themselves, they must be discovered and built. The “TB Trial” project was conceived. For the benefit of Thomas Bisaccia, a young and promising athlete from Varese, who distinguished himself through tenacity and rapid athletic growth. The project was born in 2020, when Thomas, at only 16 years old, already showed potential athletic gifts and rapid ability to learn the difficult high-level techniques of trial riding. The ambitious goal is to lead young Thomas to become one of the prominent riders in the Italian and world trials championships. In 2023 Thomas will compete in the Italian TR2 Championship





Products and supply chain

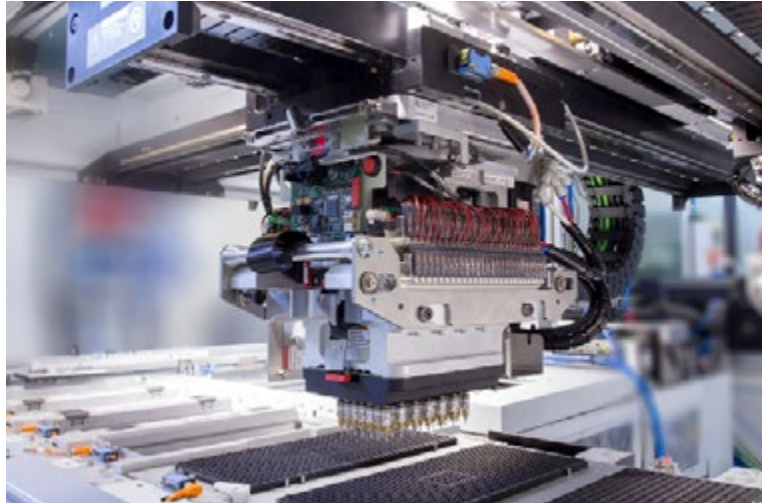
SUPPLY CHAIN

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

We do not just raise the awareness of the people with whom we work, but wish to engage in dialogue with the entire community in which we operate. As part of our shared commitment to the Agenda 2030 program, we believe it is 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 shared the policies and supplier codes of conduct with all of our major suppliers, 100 percent of whom have signed up to them. The evaluation of our suppliers also takes place according to environmental, social and safety aspects. In fact, all strategic suppliers were sent a self-assessment questionnaire to evaluate their approach toward these issues.

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



INNOVATIVE PRODUCTS THAT RESPECT THE ENVIRONMENT

SPEA has decided to extend its sustainability journey toward products as well, investing in research and development projects that will improve the impact environmental and social aspects of our machines. For this, a scheduled shutdown feature has been developed for some SPEA products, so that once the test activity is over, the machine automatically shuts down allowing energy savings.

All information has been given in the machines' manual for ease of use by consumers.



VIRTUOUS PRODUCTS AND SERVICE

In the current historical context, the protection of European consumers' Right to Reparability is ensured through the approval of EU Regulation No. 2021/341, which provides for the containment of planned obsolescence. The strategic shortening of the cycle of life of electronic devices and equipment is contrary to the new European regulation that requires the storage of spare parts and instructions for durable storage 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 have Service guarantee and availability of spare parts throughout the life cycle.

The policy that favors longevity and the ability over time to upgrade software and spare parts has a positive impact on customers and end consumers, but especially on the environment; in fact, the continuous replacement of devices increases resource consumption and excessive production of Waste Electrical and Electronic Equipment (WEEE)

SPEA: HAS ALWAYS OPPOSED PLANNED OBSOLESCENCE



Safety

6.200

ANNUAL TRAINING HOURS
ON OCCUPATIONAL HEALTH
AND SAFETY ISSUES

HEALTH AND SAFETY PROTECTION

Reducing occupational injuries and illnesses is a key element in business 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 training programs and monitoring initiatives, being a top priority for SPEA. We are committed to work closely with all external product and service providers as well in order to ensure health protection and safety and compliance throughout the supply chain; a concrete commitment that SPEA has expressed by defining a new policy on Occupational Safety.

SPEA OBTAINS ISO 45001 CERTIFICATION

For several years, SPEA has implemented a management system for health and occupational safety, which was certified in June 2023. A starting point, certainly not an endpoint: with a view to continuous improvement in occupational safety, SPEA will continue to take care of its employees and develop new initiatives and projects to improve the work environment by making it increasingly suitable and safe.

In addition to the Company's commitment, everyone's cooperation is key to reducing workplace risks. Therefore, in 2022 two forms were made available to all employees on the personnel area to report any unsafe situations or near misses. In this, the relevant contact persons can take timely and prompt action so that the reported condition does not turn into an accident or injury.

STAFF TRAINING

Beginning in September 2022 and continuing through the year 2023, a Occupational health and safety awareness campaign. The project will involve all SPEA staff and will consist of several phases: training, awareness-raising activities and in-depth meetings.

AWARENESS CAMPAIGN AGAINST COMMUTING ACCIDENTS

More than 40 percent of workplace accidents happen during the home-work commute, which is why SPEA launched an awareness campaign on the issue of commuting accidents. Awareness messages on the issue were disseminated through monitors placed in company departments and through the Spea News App.

WE INNOVATE FOR THE ENVIRONMENT

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

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. Therefore, from a circular economy perspective, we believe that it is essential to work and conduct our activities with respect for 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 knows how to turn threats into opportunities.

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

Motivating communication about Vision, Mission and step-by-step achievements to accompany 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.

**If you sow a thought an action is born, if
you sow an action a habit is born, If you
sow a habit, a character is born, If you
sow a character, a destiny is born.**

Josei Toda, Maestro Buddista

Environment

WASTE MANAGEMENT

Recovery, reuse, recycling are three words that in the Agenda 2030 program must become three concrete facts for all product life and production cycles. In this sense, SPEA promotes a sustainable culture internally and stimulates conscious actions by of 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 employed in working life, and beyond. The continued focus on separate waste collection (undifferentiated, paper, plastic, aluminium, and organic) is growing every year, and according to the criteria agreed upon with the municipal collection basin, by 2022 we have reached a percentage of 78%.

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

By 2022, 95 percent of the waste produced in production processes has been valorized or destined for recovery activities with transformation into new resources. Our goal is to ensure that less than 2% of waste goes to disposal.

To support these goals, the provision of the use of more sustainable resources. Continuing education programs to improve awareness about reduction and efficiency.



GHG EMISSIONS

SPEA in 2021 developed for the first time its Carbon Footprint, a parameter expressed in tons of CO₂ equivalent that is used to estimate greenhouse gas emissions caused by businesses, products, services, events and people. All sources of CO₂ emissions have been identified in accordance with ISO 14064 as of 2019.

The main ones are:

- methane consumption for heating
- emissions from the fuel of company cars
- Emissions due to fuel for home-work commute

Thanks to this analysis, one of the actions taken by SPEA was to enter into green electricity supply contracts. Thus obtaining the green certificate for the first time: the energy used is produced in the Buseto (TP) wind farm. In 2022, we achieved the goal of reducing CO₂ emissions for home-to-work travel by 5 percent was achieved. This is thanks to the promotion of smart working and increasingly to people who prefer to reach their workplace by public transportation. The absolute CO₂ emission values were related to company turnover: compared to 2019, the emissions of scope 1, scope 2 and scope 3 decreased by 32%; while compared to 2020, they were reduced by 17%. This means that although production and related turnover have increased over the past three years, the generation of CO₂ emissions has decreased.

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

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

MOBILITY MANAGEMENT

SPEA is continuing to grow, and the number of people reaching offices and plants every day is steadily increasing. This results in a major change in traffic flow and thus an increase in air pollutant emissions. A questionnaire was sent to all SPEA employees to analyze the most frequent ways in which they reach their workplaces; the majority of staff use their own cars, and only about 7 percent of staff travel to work using a different means, such as using public transportation, or reaching the office on foot or by bicycle. For those who use the train, the free service of the shuttle that connects - with four trips per day - SPEA with the Volpiano train station.

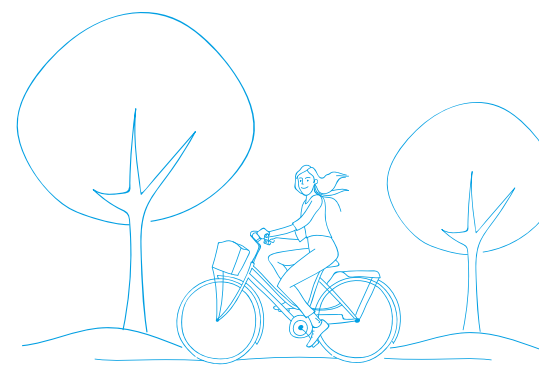
Starting from this initial survey, an analysis of motivations was carried out. why people prefer to use an autonomous means of commuting to work, and of the opportunities that can be put in place to improve transportation provision. Our goal is to increase the number of people who choose to reach the workplace in more sustainable ways. For this in 2022 began a collaboration with start-up Jo JoB Carpooling with which a corporate community was created that allows App members to connect with colleagues who live in nearby areas to arrange carpooling trips.

CARPOOLING: WORK IN COMPANY

On the occasion of World Environment Day, SPEA chose to let its people try carpooling.

A company carpooling day was proposed to promote alternative solutions to the common individual car trip. The goal was to introduce them to the pleasure of organizing sustainable group travel, a solution that can also have economic and environmental benefits.

The fun photographs taken by participants were posted on the SPEA News App.



SPEA GREEN PARK PROJECT

In 2024, SPEA will realize its first park: a tree will be planted for each employee hired. The park will be accessible to all SPEA employees and the entire Volpianese Community.

The environmental and social benefits of this project are:

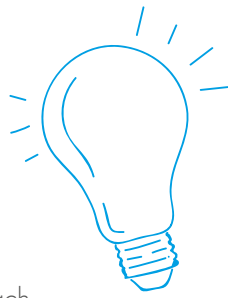
- Ecological benefit: Planting a tree helps to take action on CO2 absorption and strengthen the environment where it is planted. This project would lead to an Increase of nearly 100 trees in a single year. (Estimated emissions saved: 2 tons of CO2).
- Social benefit: receiving a tree as a gift and being able to watch it grow makes us more aware of our commitment to safeguarding the environment.
- Environmental benefit: We improve the quality of the air we breathe.
- Territorial benefit: The creation of the park will allow the redevelopment of an area that has been abandoned to date and can be used by the entire Volpianese community.

RELAMPING AND AUTOMATION

Corporate renovation work began in 2019 that included replacement of LED lamps and installation of motion-activated lighting sensors, have saved 4 percent in energy consumption at the plant involved in the renovation. In 2023, SPEA will perform a new energy audit to identify waste and evaluate new activities to reduce energy consumption. At the end of 2022, the compressor room's machine park was completely renovated.

The investment, which involves replacing old compressors with machines more efficient and effective new generation will enable SPEA to further reduce its energy consumption.

PRESERVATION OF RESOURCES



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

Several projects were activated during the year to reduce paper consumption and promote its recovery and reuse through: the digitization of documents within certain processes continuing education aimed at all staff. The recovery and reuse of paper sheets printed only on the front side. The establishment of collection points for reusable boxes then delivered to the warehouse.

With the awareness 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 business documents is selected from reams marked Ecolabel and FSC, European labels that certify the reduced environmental impact of the product throughout its life cycle.

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.

SPEA has declared its compliance with the RBA code by actively striving for adherence that exceeds mere legal compliance and making use of internationally recognized standards to advance social responsibility, environmental responsibility, and business ethics.

SPEA promotes a culture of unequivocal ethical integrity, identifies and activates strategies to prevent the corruption by qualifying as illegal all activities such as payment of sums of money or other forms of bribery by employees, consultants and collaborators. SPEA does not allow any form of violation and is committed to the following. To comply with the anti-corruption laws in force in all countries in which it operates, as well as to provide adequate information to all personnel.

Firm adherence to anti-corruption protocols in any place and form in which SPEA conducts its business constitutes the 'conditio sine qua non' for achieving growth and value objectives. There can be no ethical shortcuts on the path to building relationships that are based on mutual trust and fairness of behavior. SPEA intends to act with integrity, honesty and fairness at all times. In the current Industry 4.0 landscape where data flows are one of the key determinants of growth and development, in the field of intellectual property protection and cybersecurity SPEA guarantees the highest confidentiality of data, which are protected at every stage of the production process.

Defending the secrecy of clients' technology solutions is the basis of SPEA's relationships, which enjoys the highest reputation due to the strict regulatory processes put in place. SPEA brings back its protection activities to the new regulatory framework governed by the Industrial Property Code, which brings together all the regulations pertaining to the field of patents, trademarks and copyrights for multimedia content and computer software.



100 %

**OF SPEA PEOPLE INVOLVED IN A
CLASSROOM MEETING ON THE
CODE OF CONDUCT**

WHISTLEBLOWING PLATFORM

Italian legislation requires that from July 2023 all companies with more than 250 employees adopt a secure system for reporting non-compliance with the principles of the SPEA Code of Conduct.

SPEA has not stood still and waited, and already in the year 2022 chose to promote a culture of unequivocal ethical integrity, qualifying as illegal all activities that do not comply with the company's principles and its code of conduct. It intends to act with integrity, honesty and fairness at all times in all countries where it operates, as well as to provide adequate information to all personnel.

In 2023, the whistleblowing portal will be active, and available to all SPEA employees who wish to make according to ethical principles of integrity, a report of misconduct or violations of the SPEA Code of Conduct.

WHISTLEBLOWING

THE NEW PLATFORM TO SAFELY REPORT ACTIVITIES
THAT DO NOT COMPLY WITH THE SPEA CODE OF CONDUCT



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