



SUSTAINABILITY REPORT 2023

Corporate Social Responsibility





Dear customers, suppliers, partners, employees,

Our company deals with high technology and, as the innovators we are, we are active witnesses to a sustainable way of doing business that looks with commitment to a better future for all.

People, first and foremost. Identities, diversity, talents and full personal fulfillment at work, in leisure time and in the family. We want our people 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. Strong ties with local supply chains is the entrepreneurial choice that has characterized the company's history since its early days. Trusting relationships with companies that were created and grew with us is a value stream that has allowed SPEA to count on an important asset of know-how and trust. It is a strategic choice that we have always maintained despite the ongoing price war and the option to relocate the supply chain abroad. A choice that has proved to be a winning one and that allows us to face head-on the economic downturns that may arise.

The entrepreneurial policy of working across multiple markets and product lines - from medical to aerospace - also fits in line, which has allowed us to count on the availability of our 100 percent operational staff and increase turnover even in pandemic times!

We see sports as an important activity for nurturing a culture of sustainability. Over ten years ago we started a futsal and soccer 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 with commitment and determination. Constant training to reach a common goal, which, in business, will one day be customer satisfaction. From these premises came the idea to create in Volpiano a multidisciplinary sports park aimed at guiding young people towards the challenges of their professional future. 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 articulated and wide-ranging training path.

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 policies and certifications, we have created a culture of sustainability in our company, based 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 his or her 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

OUR COMMITMENT FOR A SUSTAINABLE... SUSTAINABILITY

For SPEA, ethical and sustainable development represents 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 making an indispensable contribution to the achievement of the 17 goals defined and promoted by the United Nations as part of the 2030 Agenda.

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 our world more sustainable and, in this regard, has taken concrete actions to achieve the common goals of the 2030 Agenda.

To promote these issues, SPEA in 2021 founded an **ESG Committee, a multidisciplinary working group** initiated to strengthen the Company's sustainable development.

During 2023, the ESG Committee worked on the identification of the most important challenges SPEA will face in the coming years in the areas of sustainability. To foster collaboration and stimulate creativity, the group also made use of the LEGO® Serious Play® methodology, which proved to be a useful tool for better visualizing and understanding complex situations and concepts.

The most significant themes that emerged from this activity, as an expression of initial internal stakeholder engagement, revolve around the two aspects of Social and Environment:

Social: people, their involvement, and relationship aspects. Attention to people must result in a sense of belonging and security, in other words, protection and enhancement;

Environment: the company is entering a new phase of development that necessarily includes a Green transition to reduce environmental impact and waste, both in the creation of shared and comfortable infrastructure and spaces and in the design of new machines.



**Extraordinary
results
achieved for
extraordinary
people**

OUR PEOPLE MAKE THE DIFFERENCE

We involve all our people in training dedicated to the SPEA code of conduct.

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

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

After the success of the first edition in 2022, SPEA again launched its sustainability contest this year at the Christmas party, asking all people to propose initiatives and ideas to make SPEA even more sustainable and make a remarkable contribution to

achieving the goals of Agenda 2030.

Participation was once again strong, and from all the projects collected, those that SPEA chose to develop in 2024 were selected. Winning proposals include organizing a corporate cleanup day, overhauling parts handling processes within the company that eliminates the need for plastic packaging, and creating team building moments among colleagues.





GOAL 3 HEALTH AND WELLNESS

- Work-life balance
- Zero accidents and occupational illnesses
- Stop all hazardous chemicals
- Healthy Food Project and collaborations with local farm
- Communication and visual management projects



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
- Work experience abroad
- Scholarships with the non-profit organization "Arca Solidale"



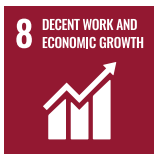
GOAL 5 GENDER EQUALITY

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



GOAL 7 AFFORDABLE AND CLEAN ENERGY

- 100% energy from renewable sources
- Establishment of onsite photovoltaic 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 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Renovation of company facilities
- New technological systems for workplaces
- Redevelopment of neighboring abandoned areas
- Dedicated training
- Anti-bribery procedure
- Third-party certified sustainability report



GOAL 10 REDUCED INEQUALITIES

- Zero tolerance for discrimination of any kind
- SPEA Code of Conduct
- Inclusive events
- Whistleblowing procedures



GOAL 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Recovery, reuse, recycling
- Corporate culture of sustainability
- Separate waste collection (plastic, glass, paper, etc.)
- Stop chemicals and hazardous materials
- 100% recyclable packaging
- Continuing education



GOAL 13 CLIMATE ACTION

- GHG emissions reduction
- Carbon Footprint calculation
- 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. Love and dedication to our work 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 one big family.

TECHNOLOGY AND INNOVATION

Innovation is in our DNA: our machines represent the best testing technologies in the world. Through our continuous search for cutting-edge test equipment, 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 with 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 and reliable solutions. 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 a strong sense of belonging for the area in which we operate. A bond built cultivated over the years, that is now 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 locally.



Our vision, our values



High technology and innovation in full respect of the community

It was 1976 when Luciano Bonaria, a young test engineer, decided to start his own business. Since then, SPEA has established a reputation for designing, manufacturing and delivering complete test equipment for microchips, MEMS, boards and electronic devices. In today's world, electronics plays a role in every daily activity. SPEA technology has tested electronic devices for telecommunications, automobiles, satellites, 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 success, 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



Publication of the policy on Ethics,
Labor and Occupational Safety



Energy supply from
renewable sources



First completion of the CDP form



Audit RBA SPEA HQ



ISO 45001 Certification



Campaigns to end violence against
women (VAW) and discrimination



RESOURCES

230

NEW HIRES
(+50% OVER 2022)

50,7%

PEOPLE IN SPEA FOR MORE THAN 5 YEARS

10%

WOMEN IN LEADERSHIP ROLES

34

AVERAGE AGE OF EMPLOYEES



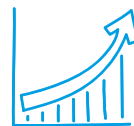
SUPPLY CHAIN

100%

KEY SUPPLIER HAVE ACCEPTED
THE SPEA SUPPLIER CODE OF CONDUCT

100%

KEY SUPPLIER "CONFLICT MINERALS FREE"



FINANCE

210 M€

2023 GLOBAL REVENUES

+20%

AVERAGE 2020 - 2023



ENVIRONMENT

2,7 GWhe

ENERGY CONSUMED

78%

SEPARATE WASTE COLLECTION

60%

PRODUCTION WASTE
TRANSFORMED INTO RESOURCES

95%

PRODUCTION WASTES RECOVERED, RECYCLED AND VALORIZED

100%

ENERGY FROM RENEWABLE SOURCES

860 KW

PHOTOVOLTAIC SYSTEM BY 2025. ABOUT 25% OF THE ENERGY
CONSUMED WILL BE SELF-GENERATED

Our figures

Awards and Recognition

SPEA IS CONFIRMED AS 2024 "CHAMPION FIRM"

SPEA is confirmed, for the seventh consecutive year, among Italy's 1,000 Champions companies in the ranking compiled by the ItalyPost Study Center in collaboration with Corriere della Sera.

A result that reflects the solidity of a healthy business model, based on the ability to innovate and constant attention to the Customer and people.

In fact, inclusion in ItalyPost's ranking rewards corporate performance according to several parameters, including revenue growth, exports, investment in innovation and financial strength.

The recognition of Impresa Champions motivates SPEA to continue on this path, with the aim of consolidating global leadership and contributing to the development of Made in Italy in the world of high technology.

CDP FORM ON CO₂ EMISSIONS

SPEA has completed the Carbon Disclosure Project (CDP) form for reporting the company's CO₂ emissions. The score received by SPEA is B, in line with the average score of other European companies (B), and higher than that of companies in the "Electrical and electronic equipment" sector (C).



RBA PLATINUM STATUS: THE MOST IMPORTANT RECOGNITION FOR SOCIAL RESPONSIBILITY

SPEA has earned the "Platinum Status" for its headquarters facility ("Spea 1" in Volpiano, Italy) in accordance with the principles of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible business conduct in global supply chains.

In this special program, that of "platinum" is the highest rank 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.

A result we have achieved thanks to the contribution of all our people.

"This result represents a further recognition of our fair and sincere approach to sustainable management" said Lorenzo Bonaria, Executive Vice President.

ISO 45001 CERTIFICATION

SPEA has received the UNI ISO 45001:2018 certification, in recognition of the company's efforts to address potential work-related risks, and its strong commitment to adhere to best practices to provide a safe working environment to its employees.

ISO 45001 is the international standard for occupational health and safety management systems. It provides a framework to increase safety, reduce workplace risks and enhance health and well-being at work, enabling an organization to proactively improve its OH&S performance.

Consistent with the principles and values expressed in its Code of Conduct and according to its policies, 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 safety culture; and transparently communicating health and safety performance.

"Receiving this certification reflects our commitment to our employees, community and customers, by continuously evaluating and improving our safety processes to ensure we meet and exceed the highest standards" said Paolo Negro, QHSE Director at SPEA. "Excellence in health and safety is a core part of our company culture, and we will continue making comprehensive and preventive efforts to be not only a world class manufacturer, but an industry role model for safety, sustainability and quality".

“

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

”

Luciano Bonaria



People, not personnel

PEOPLE, OUR ESSENCE

Our company climate is marked by respect for people in their full identity.

Integrity, friendliness, fairness: in dealing 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 as a team to overcome challenges together, clarify doubts, and pool gained knowledge, motivating everyone's participation and contribution.

At SPEA everyone is a key player.

We cherish individual talents and promote a responsible attitude toward growth and continuing education.

GOAL



EQUAL OPPORTUNITIES PROFESSIONS AND ROLES HAVE NO GENDER

At SPEA, gender equality is not just a value to be declared, but a concrete commitment that translates into tangible actions and results, which take on even greater importance in a context that traditionally, given the specialized mechanical and electronic field, employed a large majority of male technical graduates and engineers.

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, we offer questionnaires to invite constant reflection on daily behaviors and habits, and we promote campaigns against any form of violence and deskillling against women, at work and in the community.

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

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

Confirming our commitment, in 2023 the percentage of women increased again from the previous year: from 18 percent in 2022, 19.3 percent was reached in 2023. This figure shows significant progress toward our goal of reaching 20% women in our workforce.



SPEA LIGHTS UP TALENTS

SPEA invests in people and career development. We do not offer simple job opportunities, but plans for the future, built together with each 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.

We are an Italian company, characterized by our strong ties with the territory, but at the same time we work in an environment with an international scope, with which everyone is confronted by working in multifunctional and multi-ethnic teams.

And it is precisely the combination of being a company that is as locally-minded as it is internationally-minded that has led SPEA not only to become a leader in its field over the

years, but also to cultivate a climate that values every different point of view and 'out of the box' thinking. This translates into great opportunities for people to grow, as some key figures show:

- 99% of apprentices are hired on a permanent basis at the end of the apprenticeship
- The competency profile for which one has passed the hiring selection is only the starting point of a career path that may develop in even very distant directions, in accordance with the person's inclinations and aptitudes.

At SPEA, anyone can express his or her qualities and build the career path best suited to who they wish to become.

LANGUAGES

h400 | 2%

TECHNICAL TRAINING - SOFT SKILLS - MANAGEMENT - DIGITAL

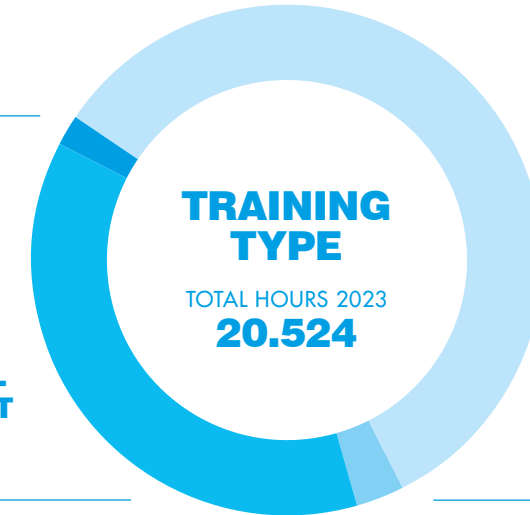
h7.686 | 37%

HEALTH AND SAFETY

h11.859 | 58%

QUALITY - ENVIRONMENT - SECURITY - METROLOGY

h579 | 3%



TRAINING TYPE

TOTAL HOURS 2023
20.524

SPEA BELIEVES IN THE VALUE OF DREAMS AND SUPPORTS WHO WANTS TO MAKE THEM TRUE

Continuing education of our employees is an essential part in everyone's growth and in the evolution of the corporate culture toward continuous improvement.

More than 20,000 hours of training were provided in 2023, of which more than 60 percent were related to safety and sustainability issues, applied both at work and in personal daily life.

After involving all staff in a specific training program on the Code of Conduct during 2022, SPEA continued its awareness-raising on ESG issues and principles through specific training courses.

For example, people from the top and middle management participated in courses on the topics of people management, change management and values, effective leadership, stress and conflict management, and effective communication.

As part of the 2023 training program, SPEA also organized training sessions dedicated to all personnel of its subsidiaries on the core principles and values of the company's Code of Conduct.

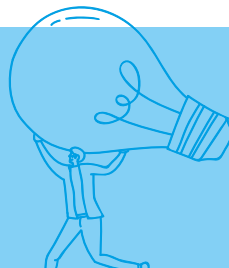
Other topics covered by SPEA's training courses include occupational safety (fire safety, electrical risk and first aid, safe forklift driving), soft skills (management, digital skills and intellectual property), foreign languages (basic, intermediate and technical-business English; Spanish and Chinese).

78%

PERMANENT CONTRACTS

19%

APPRENTICES



CORPORATE WELLNESS

TAX RETURN FORM SUPPORT

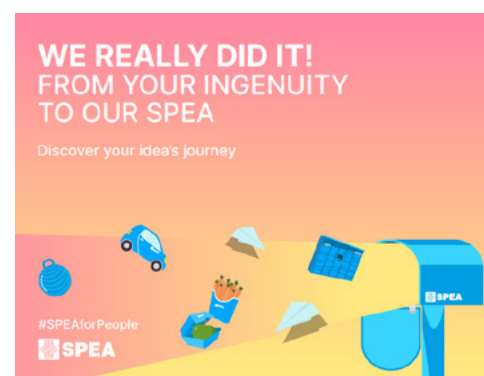
True to our commitment to employee welfare and work-life balance, this year SPEA again successfully offered the service of filling out Form 730 (the income tax return form) directly in the company. During 2023, SPEA employees had the opportunity to take advantage of the assistance of an expert advisor to fill out their 730 Form from the comfort of the company. This is an appreciated initiative that reconfirms SPEA's focus on work-life balance and concrete support for its employees.

FLEXIBILITY ON WORKING HOURS

In our society, time has become our most precious resource. Therefore, in addition to providing a healthy and safe working environment, we are committed to fostering the right work-life balance. With the aim of improving the quality of life of our employees, we offer flexible working hours that adapt to their needs. We also give the option of smart working for five days a month for greater autonomy and flexibility in managing their time. Seventy percent of staff take advantage of flexible hours and smart working, demonstrating the value SPEA places on the well-being and satisfaction of its employees.

LISTENING TO OUR PEOPLE: THE SUCCESS OF THE HR SURVEY

At SPEA, we believe that the well-being and satisfaction of our employees are crucial to business success. For this reason, we decided to give our most important stakeholders a voice. We launched a survey with the aim of gathering feedback on work well-being and ideas for improving the work environment. Thanks to the valuable responses we received, we were able to gather more than 1,500 ideas and identify areas to take action on to improve our employees' work experience. Among the most appreciated initiatives is the proposal to activate psychological support for employees, which the company will put into practice in the second half of 2024 by giving everyone the opportunity to meet online with an expert psychologist. A free and confidential service to take care of one's psychological well-being.



FOOD AND WELLNESS: HERE IS THE COMPANY GARDEN

Attentive to the well-being of its people, SPEA integrates the promotion of healthy and sustainable food into its ESG program. We promote the choice of healthy and nutritionally balanced foods in company-affiliated restaurants and vending machines in SPEA, including snacks suitable for those with food intolerances, such as celiac disease. In 2023, we also brought to life the winning project of our ESG Contest: a company vegetable garden, created through on-farm delivery of fresh, wholesome fruits and vegetables grown without the use of chemical pesticides, herbicides, and preservatives. In addition to fostering a balanced and healthy diet for employees and their families, the initiative also brings benefits on a social level, helping to support small local farmers and fostering a better work-life balance for people; and on an environmental level, as the km0 products reduce CO2 emissions related to goods transportation.

YOUR IDEAS IN LISTENING: AN OPEN CHANNEL FOR CONTINUOUS IMPROVEMENT

People's collaboration and involvement are essential elements for the company's success. For this reason, we have launched the "Your Ideas in Listening" initiative, which offers our employees a direct channel to propose insights and suggestions for improving life in the company. A "box of ideas" has been placed at the entrance of each plant where employees can anonymously deposit their suggestions. In 2023, we collected as many as 215 submissions, a testament to the great interest and involvement of our employees. Our HR staff also provided a listening desk where employees can directly engage with a qualified contact person to discuss ideas and proposals. During 2023, 70 individual meetings have been planned, offering employees the opportunity for open and constructive dialogue. The proposals gathered are carefully evaluated and, where possible, translated into concrete actions to improve the work environment, productivity and well-being of our employees. Through "Your Ideas in Listening," we give our employees a voice and make them protagonists of positive change at SPEA.

CORPORATE WELLNESS

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

SPEA strongly believes in the value of its people. Therefore, it has activated an internal job posting initiative targeting all employees at its headquarters. The objective is twofold. On the one hand, to promote people's professional growth by providing opportunities to develop new skills and take new career paths within the company. On the other hand, to enhance internal skills and know-how, recognizing the importance of talents within the company and giving them a way to express themselves in new forms. By valuing internal talents, the company aims to strengthen its team and build an even stronger and more competitive future.

SPEA IS GROWING: NEW SPACES FOR OUR PEOPLE

SPEA continues to grow and invest in the well-being of its employees by expanding and improving company spaces. The facility management team is constantly searching for new areas and renovating existing ones, with the aim of creating an increasingly comfortable and functional work environment.

Major interventions implemented in 2023 include:

- A new, more spacious and brighter mess hall to provide employees with a pleasant place to eat lunch
- Soundproof spaces for remote meetings to facilitate collaboration and communication
- New break areas with side tables and a cozy atmosphere for a relaxing break during the workday
- Renewal of restrooms, completely renovated and improved in accessibility, including for people with disabilities
- Setting up a green area located in front of one of our plants, equipped with benches in the shade of trees, where employees can spend their lunch break outdoors

These interventions are part of a broader program to enhance corporate spaces, aimed at creating a work environment that is not only functional and efficient, but also pleasant and stimulating for employees.

CHRISTMAS, WHAT A CHRISTMAS!

SPEA renewed the tradition of its company party during the Christmas season, reviving a time of joy and sharing that was met with great enthusiasm and participation among employees. The 2023 party turned out to be a special event, full of emotions and convivial moments. Amidst exchanges of greetings, conversations and laughter, colleagues had the opportunity

to strengthen ties and consolidate the collaborative atmosphere that distinguishes SPEA. A particularly significant moment was the warm thanks from top management to the entire team for the brilliant performance achieved during 2023. A recognition that took the form of the announcement of a special donation: a company prize expendable on a welfare platform. The Christmas party thus ended in an atmosphere of great positivity and renewed enthusiasm, confirming itself as an unmissable event for the SPEA family.

THE EDUCATIONAL ORCHARD: AN OASIS OF RELAXATION AND KNOWLEDGE

Our landscaping efforts will continue in 2024 with the establishment of an educational orchard within the production facilities. Located in the central green area, the orchard will house some 20 varieties of fruit plants, some ancient and little-known, which will offer employees a unique sensory experience. A chromatic and olfactory pathway, enhanced by benches to fully enjoy the scents and colors of nature, will allow employees to discover the beauty and variety of the plant world. Each plant variety will be accompanied by an information board with photos and detailed descriptions to deepen knowledge of the different plant types and characteristics. This is a way to enhance biodiversity and ecosystems while raising awareness of the importance of environmental protection among employees. We hope that the educational

orchard will become a place for relaxation and conviviality, where employees can spend their lunch break outdoors, enjoying seasonal fruits and sharing moments of socialization with colleagues. This is, in our view, a pilot action within SPEA's broader commitment to enhancing biodiversity and promoting a sustainable lifestyle. A project that fits into the company's vision of creating a healthy, pleasant and environmentally friendly work environment.

WELCOME ABOARD, SPEA TALENTS! YOUR ADVENTURE BEGINS

At SPEA, we believe that every new person is a valuable resource and that their introduction in the company is a key moment in building a successful future together. For this reason, we have dedicated a special Welcome Aboard program to all new hires, aimed at welcoming them and making them feel part of the SPEA family from day one. Newly hired employees are involved in a day dedicated to them, an opportunity to get to know our business units and departments, discover our initiatives and activities (from welfare policies to company values, from privacy to sustainability projects, from IT security to training courses), and interact with their tutors to receive concrete and personalized support. The Welcome Aboard is not just a simple welcome program, but a real onboarding path that allows new employees to feel welcomed, valued and an integral part of the SPEA team: together we make a difference, if we know our SPEA well.



“SPEA STUDENT PROGRAM” FOR MIDDLE AND HIGH SCHOOLS

This project stems from the desire to enhance the personal aptitudes of talented people, even very young ones, by creating for them the most suitable career path for different areas of interest: from technical specialist careers to those in management or sales. SPEA begins its outreach program as early as the end of elementary school by illustrating the most suitable technical-scientific study opportunities for a future in our company.

For secondary school, the company organizes an initial acquaintance meeting with the second classes in October. For those most interested, a visit to the company is proposed the following year - as part of the school's orientation programs.

As for high schools, presentations of the company take place every year directly at the schools premises for classes III, IV and outgoing students. 'Open-factory' visits are also organized with technical-scientific schools to introduce SPEA and present a possible employment reality, motivating the students to study and engage. Students interested in our reality can approach the world of work through work-related learning paths and internships; useful experiences to start the acquisition of basic skills.

FROM YOUNG TALENTS TO SPEA PEOPLE

WE PREPARE FOR THE FUTURE

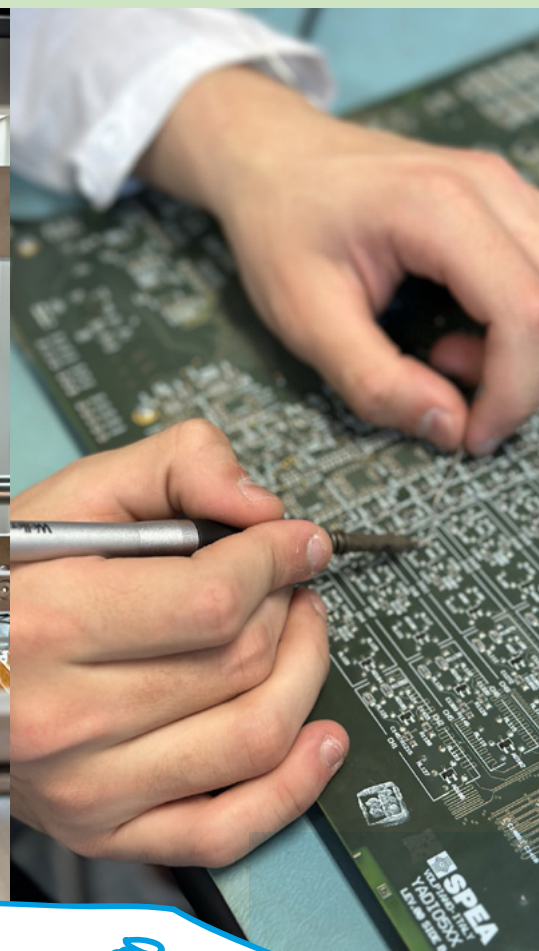
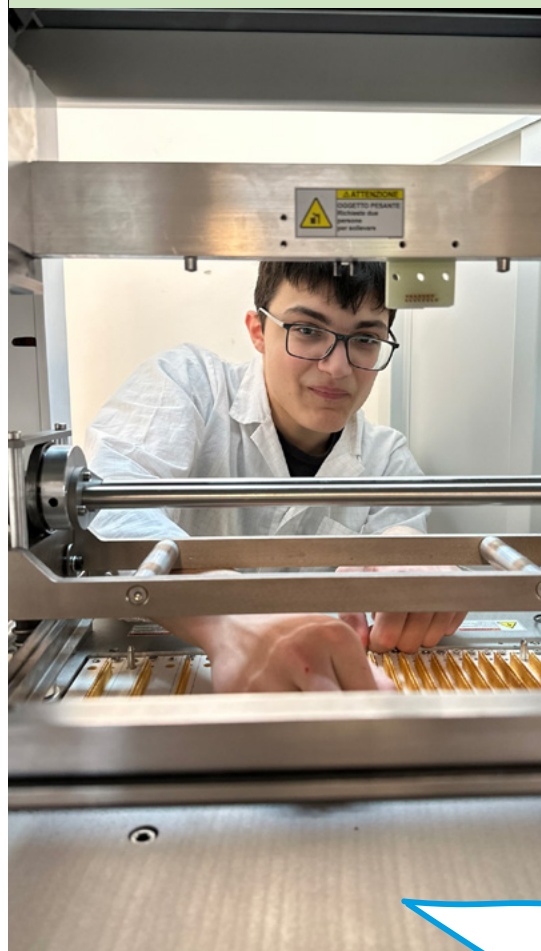
Young talent is our most valuable resource. That's why SPEA invests early on in students from secondary schools, technical colleges and universities.

Today's kids will be our best resources tomorrow. The program of meetings and collaborations with schools and universities aims to give birth to life projects 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, competitions and contests will be established aimed at identifying the best talents, who can then be hired by the company.

SPEA & UNIVERSITY

Numerous collaborations with the Polytechnic University of Turin are activated throughout the year, supported by the expertise of our most experienced designers: teaching interventions, research projects and participation in events dedicated to getting to know students interested in internships and theses.

Collaborations with secondary schools and universities have demonstrated the importance of introducing the company to young people as early as the study period by offering immediate career opportunities. Students are also encouraged to continue and complete their schooling while working, with leave for exam sessions.



FROM SCHOOL TO BUSINESS

We need talent. 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 ingenuity, ambition, 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 thus involved in complex projects of which he or she fully grasps every element; he or she is given responsibility 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.





INSIDE THE FUTURE: STUDENTS OF THE POLITECNICO DISCOVER SPEA

We have charted a course with the Politecnico di Torino that goes in the direction of excellence and the continuous search for the most valuable talents.

Luciano Bonaria's words confirm this will:

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

POLITECNICO AND SPEA TOGETHER AGAIN

The collaboration between the Politecnico di Torino and SPEA continues with participation in Career Day. In front of a booth packed with young students, our HR managers and talented SPEA engineers welcomed and listened to undergraduates and graduates and told about our values, innovations, projects and career opportunities.

The event involved an exorbitant number of students (about 7,000). To date, about 50 candidates have successfully passed the selection processes and become new SPEA resources, while other resources are still involved in the evaluation process.



“

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

”

Lorenzo Bonaria

Established 45 years ago in Volpiano, SPEA is a company with solid roots in the Canavese territory. Our social commitment has always translated into concrete actions aimed at supporting and developing the local community. We believe in the value of trust and relationships that are consolidated over time. This is why our main suppliers are located a few kilometers from us: they are part of our same community. This fosters the economy of the area, while also reducing the environmental impact: in SPEA, work becomes a value that is combined with social responsibility and care for the environment. We have overcome the challenges of time thanks to a strong sense of belonging to our land, growing in a cohesive spirit, never straying from our roots and becoming part of the value creation matrix that historically characterizes the Canavese. The Olivetti legacy is part of our DNA: we are inspired by the principles of Adriano Olivetti to build a sustainable and inclusive future in the same territory that gave birth to his entrepreneurial genius.



Social



SPEA SUPPORTS MUSEI REALI TORINO

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

Excellence speaks the same language even if it belongs to different worlds: hence the collaboration with Musei Reali Torino to carry out concrete initiatives that return some of our success to the territory.

The restoration of the equestrian sculpture of Duke Victor Amadeus, one of Turin's oldest monuments, located at the base of the Scalone d'Onore of the Royal Palace, is currently underway.



CORPORATE TOURNAMENTS: SPORT UNITES!

In the summer of 2023, SPEA again promoted company tournaments: all people could get organized in teams and participate in volleyball, soccer, and padel tournaments.

It was an important time of gathering, where they could meet new colleagues and experience aggregating competition. Sports became an opportunity to discover the beauty of feeling part of a team and to see how the values that accompany us in sports, such as teamwork, can also be decisive in corporate life.



A BLUE RIVER IN THE PARCO DEL VALENTINO

On July 13, 2023, more than one hundred blue T-shirts colored the Valentino Park with SPEA for the 14th edition of "Va Lentino," one of the most famous corporate running races in the Turin area.

With the ironic and out-of-the-box motto "Donkeys flying, engineers running," the SPEA team demonstrated that sports is a powerful tool for creating team spirit and having fun together.

Not only that. Our 100 runners also stood out for their athletic performance, taking a prestigious second place in the overall standings with a respectable time. An excellent result that rewards the commitment and dedication of all participants.

The ranking, compiled taking into account the five best times for each company, is a concrete demonstration of the value of teamwork and synergy that distinguishes SPEA.

Once again, SPEA has confirmed itself as a company attentive to the well-being of its employees and capable of creating a positive and stimulating work environment, where sports, fun and team spirit come together perfectly.

COMMUNITY CARE

Most of our employees live within 30 km of the company. For this reason, we have activated several initiatives to enhance the area and support the local economy. SPEA is in continuous contact with commercial activities in the area, with the aim of creating synergies and mutual benefits. Among the various initiatives, we have activated conventions with restaurants located in the vicinity of the company, to offer our people the opportunity to enjoy quality lunches at subsidized prices. In addition, in an ongoing dialogue with local businesses, we have activated numerous conventions to offer benefits to our employees and support the economic development of the area.

ENHANCEMENT OF THE TERRITORY

SPEA aims at consolidation in the territory: in recent years, the company has expanded its presence in the industrial area of Volpiano, acquiring new plants in the vicinity of the headquarters. This strategic choice aims to centralize SPEA's production and activities, optimizing processes and creating an efficient and synergistic production hub. The redevelopment of pre-existing factories is also an added value from an environmental point of view. SPEA, in fact, avoids the cementing of green areas, enhancing already occupied areas and contributing to sustainable land use.

SOLIDARITY

Our social spirit is embodied in local and international humanitarian initiatives directed at the health protection and educational and social growth of children and young people; from the Volpiano district where our company is located, to Eastern European countries.

In Ukraine, following the Chernobyl nuclear disaster, thousands of children live in very poor conditions or even in institutions; circumstances made dramatically worse by the current conflict situation, making it almost impossible to plan a future for them. SPEA, for years, has been supporting the Arca Solidale non-profit association through the 'Impresa Amica' Program. The project provides a program to host Ukrainian children with Piedmontese families; the families live the extraordinary experience of hosting, helping and supporting one of these children, forever changing his or her future. Together with Arca Solidale, two additional projects have been launched in favor of students in Ukraine including the renovation of the kitchens and canteen in a school in Kuchynivka and the promotion of scholarships for the most deserving students.



SOLIDARITY FOR EMILIA ROMAGNA

In a great spirit of solidarity, SPEA joined the initiative promoted by Confindustria (Italian Confederation of Employers) and the major Italian trade unions, to support the communities in Emilia Romagna affected by the spring 2023 flood.

SPEA allowed its employees to voluntarily donate an amount equal to the value of one hour's pay. A gesture of great generosity to which was added the full participation of the company, which chose to donate a contribution equivalent to the total amount collected among employees.

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



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: that’s how ToGet has become a community of referred companies that wants to evolve to a community of “trusted people.”

Small local businesses and large multinationals (Intesa Sanpaolo and Reale Mutua, among others) join ToGet. ToGet is not just business: the community is also a collection of companies and people who choose to support social projects that accompany young people to the world of work.



L84 IS MAJOR LEAGUE FUTSAL TEAM

L84 is a well-known Piedmontese futsal club.

In just 10 years, it has managed to climb the ranks of Futsal from Serie D to Serie A division, becoming one of the most prestigious sports clubs in Piedmont.

In 2023 the first team won the Division Cup, one of the most important trophies in Italian Futsal.

L84 FUTSAL & SOCCER SCHOOL

In SPEA we not only have the ambition to help train sports champions, but more importantly to participate in the growth of successful people. Today, under 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. The Futsal & Soccer School has become a true flagship in just seven years with more than 300 children and youth enrolled - many of them children of our employees - and recognition from the FIGC (the Italian Football Federation) as the first and only Elite Soccer School in Northwest Italy. A beautiful community that grows by playing and challenging itself 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 THE HARMONIOUS DEVELOPMENT OF INDIVIDUALS 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, but returns to the social sphere with numerous initiatives dedicated to sports, not only with a view to physical well-being, but also to education and balanced growth for our children and young people. Through sports activities they experience the 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 children and youth through sports. These children 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 SPRINGTIME OF TRIAL”

Spreading the sport of trial motorcycling among kids. Building the champions of tomorrow. “The Springtime of 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 young people closer to the sport and to train them through practical activities alongside the Champions.



THE SCHOOL OF TRIAL MARIA GIRÒ

Maria Girò is a “sports daughter” of the Springtime of Trial Project and has become one of the best Spanish girls in trial motorcycling. Maria understood the importance of teaching in trials to become internationally outstanding riders and decided to pass on her knowledge to other little boys and girls who are passionate about trial, accompanying them in their growth as people and riders.



TONI BOU, THE MOST SUCCESSFUL TRIAL RIDER OF ALL TIME

The Spanish rider has a dream list of achievements with 34 career wins between X-Trial and Trial GP, establishing himself as the greatest legend in trials history! So far, no one has been able to overshadow his achievements. More than 250 victories: a legendary achievement to which SPEA is proud to have contributed.

THOMAS BISACCIA, CHAMPIONS DON'T MAKE THEMSELVES

Having a champion in a sport is a source of pride and pride for a city, a region, an entire country. But 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 stood out for his tenacity and ability to rapidly grow in sports. The project was born in 2020, when Thomas, at the age of 16, was already demonstrating potential athletic gifts and rapid ability to learn the difficult high-level techniques of trials. 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 competed in the Italian TR2 Championship.



GOAL

8 DECENT WORK AND ECONOMIC GROWTH

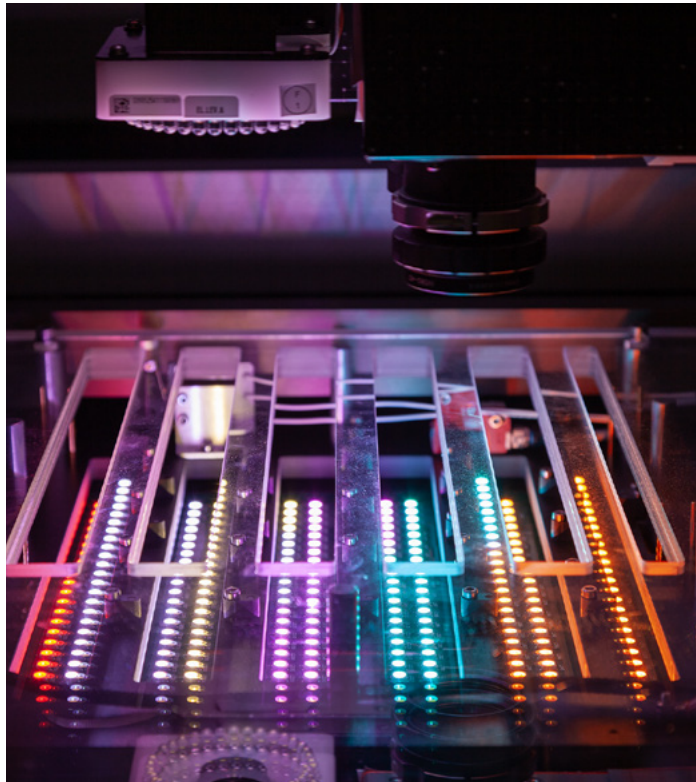


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Products & supply chain

Our products are responsible: SPEA Testers use sustainable materials and minimize the consumption of resources



INNOVATIVE PRODUCTS THAT RESPECT THE ENVIRONMENT

SPEA has decided to involve its products in its sustainability journey, investing in research and development projects that will improve the environmental and social impact of its equipment. To reduce energy consumption, our machines (the ones whose operation allows it) automatically shut down when testing activities are completed. To make our products more eco-friendly, our designers are choosing more sustainable materials to reduce the consumption of raw materials while trying to decrease the weight of the machines. A first result can be found in the new version of the 4080 machine, which weighs a full 300 kilograms less than its predecessor. In addition to reducing the use of raw materials, weight optimization also allows us to reduce the impact associated with transporting the product to our Customers.

To improve end-of-life product management, SPEA uses recyclable components as much as possible: up to 98 percent of the materials that make up our products are recoverable and recyclable. In addition, to help Customers properly dispose of each part, inside the machine manual is a list of the product components specifying all the material used.

On the transport documents of the machines that are shipped to Italy, a link has been included with information on the type of packaging used and the type of material of which it is composed, to facilitate the proper disposal of the packaging.

VIRTUOUS PRODUCTS AND SERVICE

SPEA stands out for its concrete commitment to protecting consumers' right to repairability. The approval of EU Regulation No. 2021/341 against planned obsolescence is a key step in this direction, and SPEA has long adopted company policies in line with these principles. SPEA has always ensured its customers the availability of service and spare parts for the entire product life cycle. A choice that not only protects consumers, but also has a positive impact on the environment. By extending the useful life of products, the need to purchase new ones is reduced, resulting in a decrease in electronic waste production. In addition, the production of new devices requires the use of raw materials and energy. By extending the life of existing ones, waste is reduced and the planet's resources are safeguarded.

In addition to guaranteed service and spare parts, SPEA offers its customers an efficient remote support and training system. SPEA technicians, thanks to technology tools, can solve many problems remotely, avoiding unnecessary travel and helping to reduce environmental impact. In particular, remote support is applicable for machine calibration, installation of new software, and troubleshooting. Remote control is also used for fixture installation, debugging, and application support.

SPEA then provides its customers with training, video tutorials, and detailed instructions for proper use of the machines. This is a way to increase their lifespan and reduce the need for service interventions.



Safety

SPEA IS ISO 45001 CERTIFIED

For several years, SPEA has implemented an occupational health and safety management system, which was certified in June 2023. A starting point, certainly not an end point: 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 comfortable and safe.

In addition to the Company's commitment, everyone's cooperation is key to reducing workplace risks. Therefore, since 2022 two forms have been made available to all employees Employee Portal, to report any unsafe situations or near misses. The people in charge can take timely and prompt action so that the reported condition does not turn into an accident or injury.

HEALTH AND SAFETY PROTECTION

Reducing occupational injuries and illnesses is a key element in the company's development; a safe working environment enhances people's trust and sense of belonging, which also benefits the quality of products and services.

Risk prevention is the focus of training programs and monitoring initiatives, being a top priority for SPEA. The company was awarded ISO 45001:2018 certification in June 2023, in recognition of the efforts to address potential work-related risks and the strong commitment to adhering to best practices to ensure a safe working environment for its employees.

We are also committed to working closely with all external product and service suppliers to ensure health and safety protection and compliance throughout the supply chain; a concrete commitment that SPEA has expressed by establishing a new Health and Safety policy.

MEDICAL EXAMINATIONS AT THE COMPANY

During 2023, 98.3 percent of the workforce was involved in the preventive medical examination program, carried out directly in the company by the competent doctor. This is an important preventive tool to protect the health and welfare of workers.

STAFF TRAINING

An occupational health and safety awareness campaign was launched from September 2022 and went on throughout the year 2023. The project involved 884 people for a total of 11859 hours.

To further involve staff, training courses for managers and supervisors were organized together with the company Play Sicurezza, as well as an awareness workshop on hand and touch protection. During the courses and workshops, playful activities, group work, case discussions and role playing were organized with the aim of making learners more active and participating to increase their perception of accident risks in company activities.

Staff trained with Play Sicurezza courses:

- Managers: 14 people trained, tot. hours 224
- Supervisors: 53 people trained, tot. hours 424
- Play Safety Hands course: 35 people trained, tot. hours 70

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 2050 is a key 'must' for the European Union as it aims to become the first climate-neutral continent. Therefore, every action and behavior must strive uncompromisingly toward the goal. While it is true that each individual can do his or her part, the company can do a great deal, in terms of innovations, practices and technologies.

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 emissions reduction program** and **carbon footprint** reporting 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, you reap an action;
if you sow an action, you reap a habit;
if you sow a habit, you reap a character;
if you sow a character, you reap a destiny.**

Environment



WASTE MANAGEMENT



Recovery, reuse, and 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 and stimulates conscious actions by employees for separate waste collection. **Less consumption and waste, more recycling** is the new motto 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, aluminum, and organic) is growing every year, and according to the criteria agreed upon with the municipal collection basin, even in 2023 we have reached the percentage of 78%, getting closer and closer to our goal of 80% in 2030.

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 2023, 95 percent of the waste produced in production processes has been valorized or allocated to recovery activities with transformation into new resources. Our goal is to ensure that less than 2% of waste goes to disposal.

Supporting these goals is the delivery of **ongoing training programs** to improve awareness about reducing and using more sustainable resources more efficiently.

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:

- consumption of natural gas for heating
- exhaust fumes of company cars
- exhaust fumes of cars used for home-work commute

As a result of this analysis, one of the actions taken by SPEA was to purchase all-electric cars to move its employees between plants. Micromobility in SPEA starting in 2024 will be 0-impact, full electric.

Another important step was taken in the renovation of a new plant, where the pre-existing oil heating system was replaced by a heat pump.

The initiatives and proposals that SPEA implemented in 2023 resulted in a 17 percent reduction in Scope 1 emissions from the previous year; while Scope 2 emissions remain zero. SPEA has also begun calculating and monitoring Scope 3 emissions for relevant categories.

ENERGY

Starting in 2022, SPEA purchases energy exclusively from renewable sources. CO₂ emissions related to Scope 2 have been reduced to zero.

In the spring of 2023, the compressor room equipment was completely renovated, choosing innovative, efficient and energy-efficient machines. The renovation included the centralization of the entire compressed air system serving all plants at SPEA Headquarters. The use of more energy-efficient machines made it possible to keep energy consumption stable despite the increase in treated air volumes.

SPEA's investment in improving its energy efficiency is not only material, but also in know-how. In fact, in 2023 SPEA hired a professional figure with the role of Energy Manager. This figure aims to assess and analyze SPEA's energy consumption to identify areas where improvements can be made. For example, issues such as testing compressed air leaks and expanding the energy consumption monitoring system have been addressed.

SPEA in 2023 signed its first contract to install a photovoltaic system; however, this is only the beginning. In the future, all new plants slated for construction will be built with the least environmental impact: equipped with a photovoltaic system, a heat pump for heating, and monitoring tools for energy consumption.

**MORE THAN ONE
MILLION EUROS HAS
BEEN INVESTED IN
ENERGY EFFICIENCY
IMPROVEMENTS**

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 ways in which they reach their workplaces; the majority of staff use their cars and only about 7 percent of staff travel to work by different means, for example, by public transportation, or by walking or biking to the office. For those who travel by train, a **free shuttle service** connects SPEA with the Volpiano train station, with four trips per day.

Our goal is to increase the number of people who choose to travel to work by more sustainable means. To this end, SPEA joined the call proposed by the Piedmont Region to co-finance the annual local public transport season ticket. Twenty-four employees joined, paying for the year 2023-2024 the season ticket at 50%: of the remaining 50%, 20% was borne by SPEA while the remaining 30% was financed by the Piedmont Region.

For employees who need to move between different buildings, SPEA purchased three all-electric cars to zero the impact associated with micro-mobility. To recharge these cars, four electric charging stations have been installed.

SPEA is also taking steps to reduce employee travel. The company has welcomed "Olita," a reserved Amazon

Hub Locker, where employees can receive their online purchases directly at the company, without wasting time and reducing emissions (a single delivery point for couriers means less traffic and, therefore, less air pollution). In addition, the ability to work remotely eliminates the need to commute to work for a few days each month.

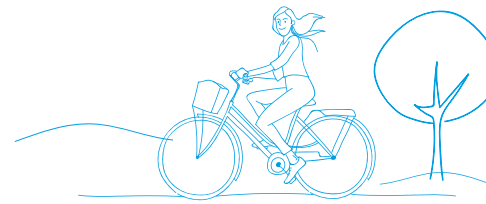


RELAMPING AND AUTOMATION

Business renovation work that began in 2019, which included the replacement of LED lamps and the installation of motion-activated lighting sensors, continued into 2023. In 2023, SPEA performed a new energy audit to identify waste and evaluate new activities to reduce energy consumption.

SPEA GREEN PARK PROJECT

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



entire local 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 ground where it is planted. This project will result in an increase of nearly 100 trees in a single year.
- **Social benefit:** receiving a tree as a gift and being able to watch it grow makes us more aware of our commitment to protect the environment.
- **Environmental benefit:** we improve the quality of the air we breathe.
- **Territorial benefit:** the creation of the park will allow the rehabilitation of an area that has been abandoned to date and can be used by the entire surrounding community.

PRESERVATION OF RESOURCES

The conscious contribution of each individual person is crucial; the combination of **continuing education** and **awareness raising** is the key to building and strengthening a culture of resource conservation.

Less paper use is a positive example. Several projects were activated during the year to reduce paper consumption and promote its recovery and reuse through:

promote its recovery and reuse through:

- the digitization of documents within certain processes
- ongoing training aimed at all staff
- the recovery and reuse of paper sheets printed only on the front side
- the setting up of collection points for reusable boxes then delivered to the warehouse

With an awareness of how important it is to save money and reduce raw material use, SPEA is also committed to improving the choice of raw materials by favoring more sustainable, recyclable or recycled materials whenever possible.

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.

In 2024 SPEA will commit to reducing plastic consumption within its processes, including considering replacing plastic packaging with more sustainable alternatives.

The first step taken was to make water withdrawal free of charge from dispensers in the company. These are mainly distributors of the filtered water taken directly from the aqueduct.

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 promotes a culture of unequivocal ethical integrity, identifies and activates corruption prevention strategies by qualifying as illegal all activities such as payment of money or other forms of bribery by employees, consultants and collaborators. SPEA does not admit 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 are 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.

In today's 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 is protected at every stage of the production process.

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



WHISTLEBLOWING PORTAL

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 SPEA's code of conduct.

SPEA 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 code of conduct. The company intends to act with integrity, honesty and fairness in all countries in which it operates, as well as to provide adequate information to all personnel.

Since 2023, the whistleblowing portal has been active, available to all SPEA employees who wish to make a report of misconduct or violations of the SPEA Code of Conduct, in accordance with ethical principles of integrity. No reports were received during the year.

WHISTLEBLOWING

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



AN INCLUSIVE AND MULTICULTURAL WORK ENVIRONMENT

At SPEA, we believe that diversity and inclusion are core values. For this reason, we are committed to creating a multicultural, diverse and inclusive work environment.

A concrete example of this commitment is the contest on the theme of inclusion the company proposed to all its people. Through this contest, we wanted to give our employees a voice and encourage them to share ideas and projects to promote a corporate culture that values differences and collaboration among people with different backgrounds.

Two winning projects particularly impressed the jury: one related to team-building activities aimed at fostering acquaintance and interaction, especially among colleagues from different cultures, and the other involving language conversation sessions to enable employees to practice foreign languages and exchange experiences with colleagues from around the world.

SPEA's commitment to inclusion and diversity does not stop there. Throughout 2024, corporate tournaments of various sports will be organized to promote cohesion and collaboration among colleagues, creating opportunities to meet in an informal and fun context.

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