



Dear clients, suppliers, partners, and collaborators,

Our company operates in high technology and, as innovators, we actively witness and promote a way of doing business that is sustainable and committed to building a better future for all.

People come first. Identities, diversity, talent, and personal fulfillment—at work, in free time, and within the family.

We want our employees and collaborators to come to SPEA with a smile, knowing they are working in safe and inclusive environments.

And then, the community. We are an active part of it, and this is why we want to give back resources and value. The strong bond with local supply chains has been a defining entrepreneurial choice since the very beginning of our company. Relationships of trust and partnerships with companies that were born and grew alongside us, contributing to the development of systems and know-how, have created a flow of value that over time has become a key asset for SPEA. This strategic choice has been maintained despite price competition and the temptation to relocate supplies abroad; a decision that has proved successful and allows us today to face times of crisis with confidence. Along this same path lies our business strategy of operating in multiple markets and product lines—from medical to aerospace—which, thanks to the dedication of our workforce operating 100% (both remotely and on-site with the highest safety standards), enabled us to grow and increase revenues even during the pandemic.

We believe that sport plays an important role in fostering a culture of sustainability. For about ten years, we have run a football school whose mission is to guide young people towards awareness of fundamental values that go beyond competitive sports. Learning to compete while respecting one's opponent, with commitment and determination, is constant training toward a shared goal which, in business, translates into customer satisfaction.

From this foundation, this year we launched a project to create in Volpiano a multidisciplinary sports park designed to reflect our way of working—an approach, a *modus operandi* of our own, aimed at guiding young people toward the challenges of the future. How can we conduct business and innovation in a more conscious and sustainable way? Within this vision, our company is committed to supporting young people from their school years through to their first professional experiences, offering training that is broad, structured, and forward-looking.

The year 2030 is closer than it seems, and the goals of the Agenda are indeed very ambitious. As a person, before even as an entrepreneur, I believe that beyond formal commitments and protocols, within the company we have built a culture of sustainability based on goals that serve the common good. The Western world has experienced a significant acceleration in these areas and, as an entrepreneur, I add that everyone must play their part—with optimism and responsibility—to strengthen the tools at our disposal. Commitment and creativity: a mix of positive and responsible energy that turns every situation into an opportunity for change and value creation.

Our company's management style embraces many colors. At SPEA we enhance people, their talents, and their leadership. We invest in every identity, every idea, and every different vision within a shared commitment to a bright future. This is our pledge to the next generations.

Lorenzo Bonaria
Executive Vice President

E - Environmental

The environmental component concerns the company's commitment to minimizing the impact of its activities on the environment. It includes concrete actions for energy efficiency, emissions reduction, responsible management of natural resources, and the promotion of sustainable practices throughout the entire value chain.





E1 ACTIONS

- **Contract with DHL for Transport Using Green Fuel:**
The company has signed a contract with DHL for the transport of spare parts using vehicles powered by low-emission fuels, participating in the “GoGreen Plus” service. This choice has significantly reduced indirect emissions related to logistics.
- **Replacement of the Vehicle Fleet with Electric Cars:**
The use of electric vehicles has been introduced for internal transfers between facilities. This measure represents a concrete step toward the decarbonization of corporate mobility.
- **Heating with Heat Pumps:**
In 2024, SPEA replaced diesel boilers with electric heat pumps for heating company facilities. This intervention reduced direct GHG emissions and initiated a technological transition process that will continue across other company sites.
- **Purchase of 100% Green Energy from the Grid:**
The company’s commitment, active since 2022, to purchasing electricity entirely from renewable sources via the grid has been maintained in 2024. This measure continues to contribute to the reduction of indirect emissions associated with energy consumption.
- **Launch of a Photovoltaic Plant:**
The planning and implementation process for a photovoltaic plant at the Volpiano headquarters has been initiated, aiming to increase self-production of renewable energy and reduce dependence on the grid and the associated GHG emissions.
- **Optimization of Internal Transfers Between Facilities:**
The company has started logistical and production reorganization activities to reduce movements between facilities. This action has helped contain emissions associated with internal mobility by optimizing workflows and production planning.



End Consumers

SPEA recognizes the importance of meeting the needs of clients and end users as a key factor for business continuity. For this reason, the company is committed to building relationships based on trust, respect for human rights, product safety, and service quality.

The company bases its client relationships on the values of responsibility and integrity, managing impacts, risks, and opportunities related to consumers responsibly, with particular attention to safety, privacy, transparency, and regulatory compliance.

Through its Code of Conduct, SPEA establishes clear ethical principles, including the prohibition of hazardous chemicals, compliance with regulations, protection of intellectual property and personal data, and fair competition.

SPEA promotes responsible technological innovation, with testing activities that are essential for safety in electronic production. It has implemented an information security management system that safeguards data, including in post-sale services.

The company prohibits all forms of discrimination and values clients not only as users but as strategic partners, offering reliable, customized solutions focused on continuous improvement.

In a context of strong innovation, customer focus drives the development of increasingly advanced products that are aligned with market needs. Long-term relationships based on transparency and clarity are considered essential for business continuity.

Finally, since 2016, SPEA has implemented a Security Management System to protect sensitive information and strengthen stakeholder trust.

L84 Futsal

SPEA supports the sports club L84, which features a futsal team that, in just 10 years, has climbed the ranks from Serie D to Serie A, becoming one of the most prestigious sports organizations in Piedmont. Additionally, the club includes a youth soccer school that, thanks to SPEA's support, now counts over 20 teams and more than 300 athletes aged 4 and above.

L84 is a renowned futsal club in Piedmont.

In only a decade, it has risen from Serie D to Serie A, establishing itself as one of the region's top futsal organizations.

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

At SPEA, our ambition is not only to help form sports champions but, above all, to contribute to the development of successful individuals.

Today, under the motto "Smile, Learn, Grow," SPEA supports the growth and competitive activities of 20 teams within the L84 sports club, for athletes aged 4 and above. In just seven years, the Futsal Soccer School has become a true flagship program, with over 300 children and teenagers enrolled—many of whom are children of our employees—and recognition by the FIGC as the first and only Elite Soccer School in Northwestern Italy.

It is a vibrant community that grows through play and competition, reflecting our vision of social cohesion and development.

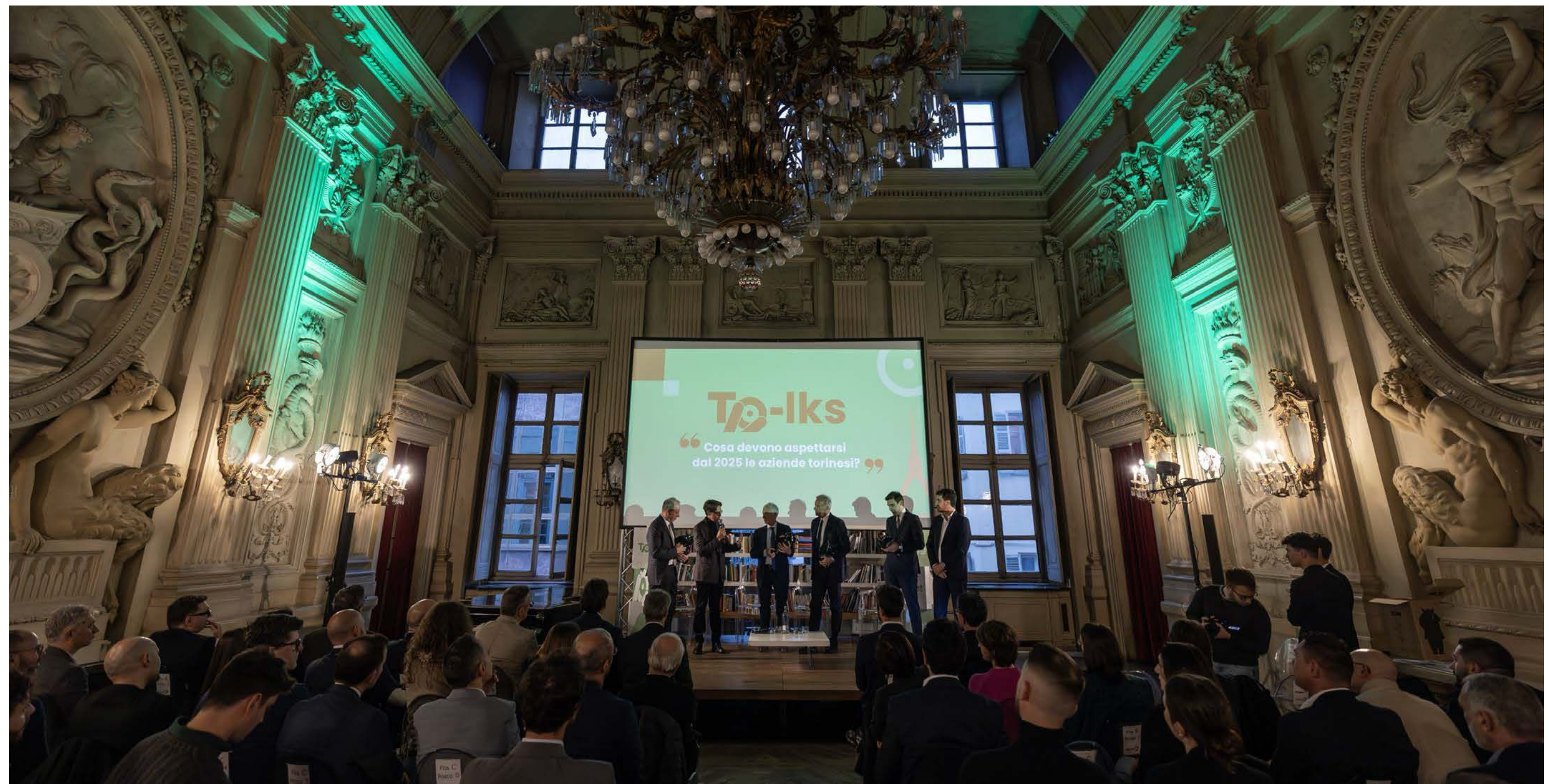


Toget

Fifteen years ago, SPEA established its first “network of companies”, together with businesses that have been part of its supply chain for over 40 years. Together, they also secured significant funding for joint research and development projects.

In 2021, based on an idea by Lorenzo Bonaria (Vice President of SPEA and co-owner with his father Luciano, Founder and President), the small network led by SPEA opened its doors to new companies. This marked the birth of ToGet, a community of vetted companies offering members exactly what they need: contacts, opportunities, and services. It is a community of trusted people, where relationships are the foundation of its operation.

ToGet is not just about business. Through L84 and the GinnasiA Foundation, it also supports sports, the arts, and social initiatives, generating significant benefits for the local community.



Sustainability is a Great Enterprise

The importance of the Code of Conduct within the company is also evident in the fact that it inspired the creation of a contest aimed at promoting active engagement in sustainability topics.

Since 2022, the company has periodically launched a competition open to all employees, encouraging them to define and develop projects focused on sustainability.

In 2024, the projects selected in the previous contest were implemented. Among the winning proposals were the organization of a company-wide cleanup day in the local area, the revision of internal parts-handling processes to eliminate the use of plastic packaging, and the creation of team-building activities for colleagues. SPEA is currently preparing to launch the new contest for 2025.



