

SUSTAINABILITY REPORT

2022



 **streparava**



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Streparava SpA

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LETTER FROM THE

PRESIDENT



Pier Luigi Streparava
President of Streparava

This took me back in time, to one of my first trips to the United States, specifically to Silicon Valley. In one of the companies I visited, there was a large garden, and many people were working there. My first thought was: it would not be possible here. Mistake! Not only has it happened here, but more and more we find ourselves involved in new technologies that are developing faster

information. That is why our company has developed “14,254” hours of training in 2022, that is why we devote our best resources to technical updates. We continually seek to update ourselves by adopting best practices that allow us to be proactive towards our customers and stakeholders and to ensure that our company is a “breeding ground of human capital”.

environmental commitment, respect for environmental values and accuracy and transparency in the actions of companies. For seven years now, our company has been presenting what is known to most as “Sustainability Report”, a document that spells out the criteria that lead to ESG. It has not been easy, but everyone’s commitment has resulted in a document that helps us on

THE FUTURE HOLDS GREAT INNOVATIONS IN THE FIELD OF TECHNOLOGY WITH AN EVER-INCREASING SPEED OF CHANGE. FOR THIS REASON, OUR ATTENTION IS FOCUSED ON THE NEED TO PUT EVERYONE IN A POSITION TO BE CONSTANTLY UPDATED.

and faster. The technologies bring new lifestyles, new operating approaches that make continuous training necessary to ensure that everyone, for their own skills, receives the necessary

All of us are now called upon to make a collective effort to implement ESG (Environmental, Social and Corporate Governance). More clearly, the implementation of criteria such as

the road to transparency, sustainability and best practices, which must become the heritage of our company.



LETTER FROM THE

CEO



Paolo Streparava
CEO Streparava

The shortage of raw materials and microchips that for many months has put pressure on the world industry, which was trying to recover from two years of pandemic, not mentioning the cost of electricity that has reached values at the limit of what is sustainable: this is the picture we are facing. A not very encouraging panorama that our company is nevertheless trying to

machinery and training that we are implementing and will implement in the coming months, we also had to find a “place” for these initiatives. We have thus begun work on expanding our factory. The construction of two new twin-warehouses of 3500 square meters each has been completed; both were built this year: the first is already operational while the second will be by

plan planned for the new orders we have acquired. Lastly, we do not want to overlook the work done on ESG, which has also given its name to an operating committee: we have no less than forty sub-projects in this regard, including one of the latest, the Happiness Project. This project, launched in 2022, was born from the idea of relaunching the welfare part, which represents one of our three

IT WILL BE AN EXTREMELY NON-SIMPLIFIED AND DEMANDING CHALLENGE FOR ALL OF US, BUT IT WILL ALLOW US TO SIGNIFICANTLY EXPAND OUR PRODUCT PORTFOLIO AND TO PROPOSE OURSELVES TO CUSTOMERS AS AN ALL-ROUND SYSTEM.

face with the utmost responsibility and determination, committing itself to the pursuit of efficiency, the development of new opportunities and new customers. The vision outlined in the past years and the strategic line derived from it have, for the time being, proved us right, even if the situation we are currently experiencing, which is highly variable, requires us to be extremely cautious. We have succeeded in strengthening the relationship with existing customers, gaining new platforms, and acquiring new customers on products and processes that we do not carry out nowadays. Along with the major investments in

December. It was also decided to install state-of-the-art photovoltaic panels on all the roofs of our Adro factory, which will allow us to produce up to 40% of our annual energy needs. These new projects will employ around 30 people. We will therefore have extremely challenging months ahead: we must continue to follow the path of commitment and professionalism that has always distinguished us in order to ensure that all the efforts we are making will enable us to become an increasingly credible and successful automotive player. In the remaining part of 2023, we will continue the massive investment

values. Before developing the project part, the idea is to understand how people are in the company and to share issues that are not strictly related to the work model but can go beyond it. At Streparava, we have adopted the Lean Lifestyle® model, a pyramid that goes from resource improvement to personal excellence: the highest level is the energy level, which consists first of all of trying to foster excellent integration between people. Let us say that we have not been bored so far and that we will not take this risk for the coming months either!

#FULLAHEAD

Concept

Economy and gift

We have now reached the **seventh issue of our Sustainability Report**, which has become an important appointment for us through which we can tell and tell about ourselves. It is always a special moment to report, which allows us to stop and look at the things we have done, which seem far away, but are actually only a few months old.

The aspect that always distinguishes our report is to find a topic that can represent the time we are going to narrate. This year, the choice went to the word “gift” and the reflection of the **gift economy**. The word comes from the Latin *dōnum* (gift, votive gift, the act of giving, offering to the gods, the thing given, present, funeral honours) and the Greek *δῶρον* [*doron*] (gift, present, offering, sacred vow, tax, tribute). But how is it possible to link the word gift to the world of **work**?

Today’s economy has taught us to separate the world of profit, that of the market, from the world of non-profit, that of gift. The gift is seen as a “business” unrelated to work. But is it correct to separate them in such a definite way? To find the right answer, we need to be helped by the semantics and meaning of the word work, as virtue ethics.

The **ethics of virtues** founded the ethics of trades. It is the professional practice of doing one’s job well. The **motivation for work** well done is internal to the work itself. It is the why of the work itself that makes it well done. The intrinsic motivation of work is gift. Work is a gift when it goes beyond what is due, when it goes beyond the contract.

We are our work, with our passions, our way of being, our motivation, and it is this gift that we give that goes beyond the job performance. And how can the company recognize this gift? The

answer lies in the ability to apply a “**civil economy**”, governed by the principle of **reciprocity**.

Between the company and the worker an instance of **gratuitousness** arises, where the relationship is not based on the equivalence between “what I pay” and “what I offer as labour”, but on a movement where the company moves towards the worker, with the expectation that tomorrow the opposite may happen.

It is a **social organization** that looks not only at the economic man, but also and above all at the social man. Here then, the gift goes beyond the private relationship between individuals and takes on a social significance within the company.

“I AM my job” and this gift must be recognized by a context that **welcomes the person in his or her integrity**. Here then is the social role that the company can assume, creating responses within the organization that give satisfaction to this act of gratuitousness that the worker makes. Creating considerable and bright companies, paying attention to the wellbeing of our people, giving life to events that go beyond the objective of producing, starting the practice of listening to the needs of workers, these are issues that are close to our hearts and that characterize our approach to the concept of gift.

“Being” one’s work and “doing” one’s work, can coexist within the organization and find fertile ground when companies are able to **create contexts and paths that give space to being, while not forgetting the duty of doing and producing**. And this is what Streparava is pursuing, with projects that you will find in our report, which give **meaning to man in his/her entirety**.



We have been a family since 1951

Italian roots

When in Cologne, in the province of Brescia, in a deconsecrated church, four partners with five workers began producing bolts and screws for the company OM of Brescia. Among them there was Gino, our founder.

Since then, Streparava has been transformed and today produces **complex systems** in the automotive sector.

The milestones of Streparava's success pass through **the evolution of the product, processes and technological applications**: in 1978 we produced the first independent suspensions, in 1998 the first rocker arm assemblies, thanks to a significant technological leap, up to the latest products in the sector of bus, tractor and premium car components.

Today, Streparava produces **high-precision powertrain and chassis components** supplied to major OEMs (Original Equipment Manufacturers) for motorbikes, cars, buses, commercial and industrial vehicles.

O Original E Equipment M Manufacturer

ORIGINAL EQUIPMENT MANUFACTURER

Is a company that produces components, sets of components or software to be integrated into another company's products.



Cologne



19
51



Settlement in Adro

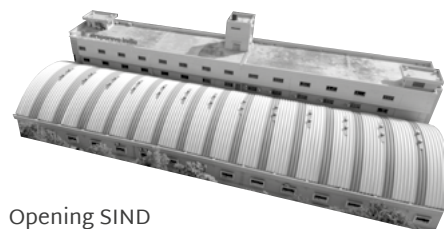


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Opening SISA



Opening SCAL



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Opening SIND

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02



Take-over B.P.T. Borroni Powertrain Srl



20
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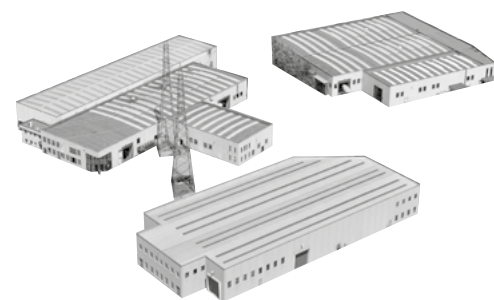
Take-over SPT Srl

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14

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17



e-shock



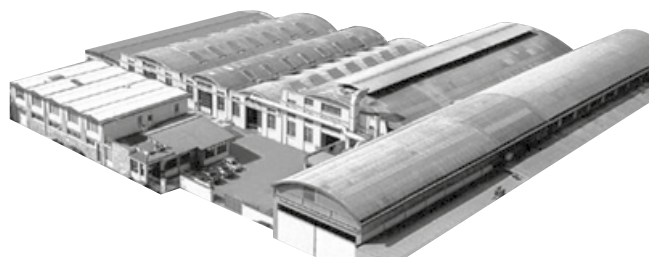
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Establishment of Alunext



Anniversary 70 years since foundation

20
21



Rental business unit Fonderie Cervati (Alunext)

20
22

Presence in the world

The company's **presence in the world** has increased steadily and profitably both in Italy and internationally. Streparava is now **international**, counting 9 plants worldwide, 6 of which are in Italy, as well as Spain, India and Brazil, with a total of over 1.150 employees. In the meantime, the company has not neglected to pay

great attention to what is developing in the world of sustainable mobility, participating, through its subsidiary **e-shock**, in projects linked to the main trends that are influencing the future of the automotive sector.

ITALIA

100%	Streparava SpA Headquarter Adro (BS)
100%	B.P.T. Borroni Powertrain Srl Saronno (VA)
100%	SPT Srl Valsamoggia (BO)
51%	Alunext Srl Sirone (LC)
51%	Fonderie Cervati Plant 1 e 2 Castegnato (BS)
24,9%	E-shock Milano (MI)

SPAGNA

100%	Streparava Iberica SLU Valladolid
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INDIA

99,99%	Streparava India PVT LTD Bommasandra (Bangalore)
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BRASILE

50%	Streparava Componentes Automotivos LTDA Sete Lagoas (MG)
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9

Plants worldwide



1

One group only: Streparava



+ 1.150

Employees

The constant investment in the development of human resources and in the latest technologies, over time, has led the Streparava Group to integrate into one large structure capable of operating effectively from design to production, through prototyping and

testing of our products. Today, our Group is among the industry leaders and partners with the most important automotive manufacturers for powertrain and chassis components and systems.

2022 goals

Streparava SpA, Streparava Holding, BPT e SPT

BUSINESS



 **294** mln €

turnover

 **20,5** mln €

EBITDA - gross operating result

 **15,5** mln €

investments

PEOPLE



 **1.150**

employees worldwide

 **495**

employees with open-ended contracts

 **61**

new hires

 **501**

employees involved in the 2022 report

 **30**

new hires under 30

 **<3%**

voluntary turnover rate over the three-year period

TRAINING AND SAFETY



 **14.254** h

training hours provided

 **24** h

hours of training per capita

 **2.000** h

training hours on Safety and Environment

 **0** accidents

with serious consequences

ENVIRONMENT



 **7.572** T

of CO₂ produced

 **95%**

of waste sent for recovery

 **-12,2%**

decrease in energy performance index compared to 2018

 **5.137** T

of waste produced

 **40%**

of energy used from self-generation (estimate for the Adro plant in mid-2023)

Methodological note

With the **seventh issue** of the Sustainability Report, we have decided to **extend our reporting perimeter** to include the **Streparava's subsidiaries Borroni Powertrain Srl**, located in Saronno (VA) and **SPT Srl**, located in Valsamoggia (BO), as well as **Streparava SpA**, located in Adro (BS). Some specific tables will include Streparava Holding SpA, which controls the companies of the entire Streparava group and is located at the Adro plant.

To facilitate the readability of the information in this document, the four companies mentioned above should be considered as the words **Streparava Group** or **Streparava**.

It is our intention to **transparently** tell all our stakeholders about our ESG projects and performance, with a focus on the four areas of sustainability: economic, environmental, social and governance.

The data and information reported are for the period 1 January - 31 December 2022. Where possible, performance indicators are also reported for the years 2020 and 2021, to assess the dynamic trend over the three-year period.

For the second year, this document is prepared by applying the



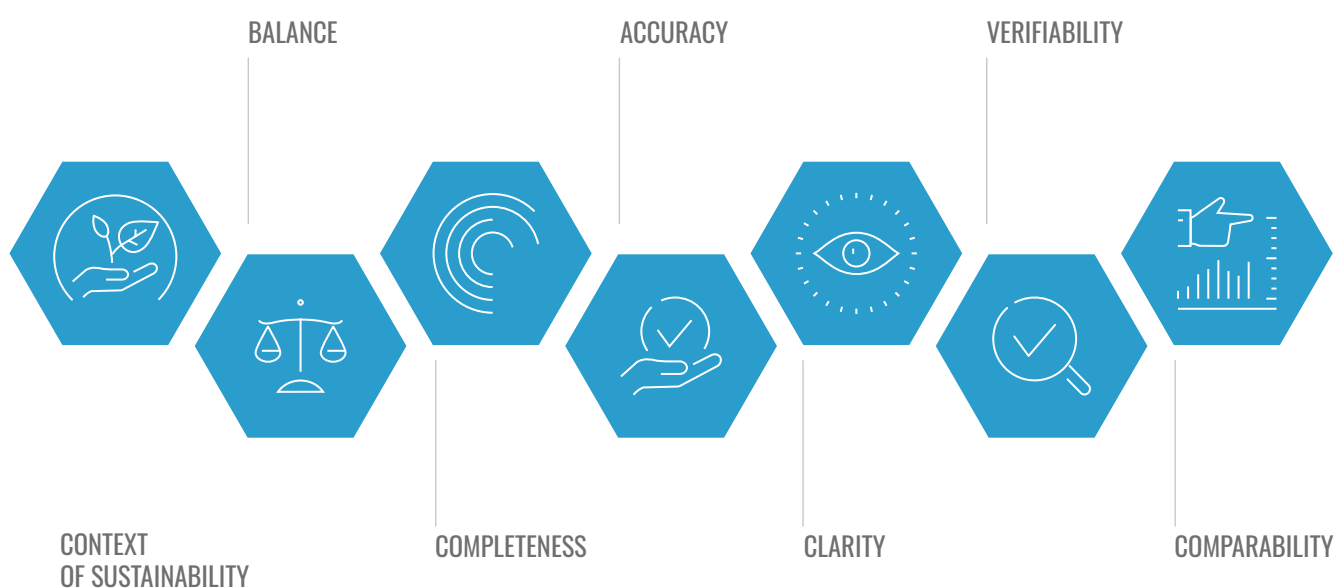
The report complies with the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) under the “with reference” option.

To facilitate the reading, the “GRI Content Index” in the annex illustrates the GRI indicators reported and provides a timely link to the contents of the document.

reporting criteria set out in the sustainability reporting guidelines, the GRI Sustainability Standards.

The drafting of the document involved the main organizational areas of Streparava, with the coordination and supervision of the ESG committee and the CEO committee.

Principles for defining the content and quality of the information reported



The Sustainability Report is available on the company website: streparava.com: streparava.com
For any further information, please contact: contact@streparava.com



Sustainability Report

2022

01

ROOTED IN THE FUTURE

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Mission, Vision and Values

For us, talking about Vision and Mission means talking about the concrete foundations of every project that originates in the company, the foundations on which we are also building the Streparava to come. We strongly believe in every single word because they are the result of a great shared effort and were written by our management.

We try every day to promote a **sense of belonging** as a common value and feeling: we have been a family since 1951, as the conclusion of our mission statement declare. This is not only because of the deep-rooted entrepreneurial vision that guides us every day, but because we have the ambition to create human relations also in the working environment.

Our intention is to be **automotive professionals** and we are driven by passion, inspiration and sustainability: inspired because we are driven to continuous improvement in our daily decisions, with a firm will to create a better future for the company; passionate about our business, which allows us to experience the company as a source of enrichment; sustainable from a human, social, environmental, economic and corporate governance point of view, i.e. with a 360-degree view towards all our stakeholders.

Local teams, trained and aligned with the company's vision, mission and values, work in the Streparava Group's offices in Italy and around the world.

VISION

Passionate, inspired, sustainable.

A global professional team recognized as key innovative solution provider for the future of mobility.

MISSION

We globally deliver high impact solutions through the design, testing and manufacturing of driveline, chassis and powertrain components and systems.

Our people are driven by safety, continuous improvement, reliability and for all the stakeholders well-being of today and tomorrow. Committed to improve the environmental impact.

ONE FAMILY SINCE 1951.

READY FOR FUTURE CHALLENGES.



VALUES



TEAM SPIRIT



WELFARE



CHALLENGE

Governance and Organization Model

Streparava's governance structure is established according to the traditional administration and control model. The **Board of Directors**, appointed by the Shareholders' Meeting, is the body responsible for the proper management of the company, the adequacy of the organizational structure and the control of general performance. Its value model guarantees transparency and competence.

The **Board of Auditors** has the task of supervising compliance with the law and observance of the principles of fairness. The Supervisory Board, composed of one external and one internal member, is responsible for verifying the functioning, effectiveness and observance of the **Organization Model pursuant to Italian Legislative Decree 231/2001** and the **Code of Ethics**.

The Code of Ethics defines the set of values, rules and ethical and behavioral principles all Group companies are inspired by, in carrying out their activities. The Code of Ethics is an integral part of the 231 Organization Model, which regulates the administrative responsibilities of legal persons and companies.

The Organization Model pursuant to Italian Legislative Decree 231/2001 and the Code of Ethics express the commitments and ethical responsibilities in the conduct of the activities of all Group companies, following principles of fairness, legality and transparency, in full compliance with the laws, procedures and regulations contained therein.

Streparava Board of Directors

Streparava Holding SpA is the 100% parent company of Streparava Spa, BPT Borroni Powertrain Srl and SPT Srl. Shareholders sit on one or more Boards of Directors of the companies together with independent external members.

Pier Luigi Streparava



Paolo Streparava



Enrico Deltratti



Roberto Deltratti



Rosella Streparava



Marco Streparava



Steering committee and operational committees

An essential tool for the effectiveness of our governance model is the corporate organization, designed to respond in a timely and effective manner to a global, dynamic and future-oriented market.

The company structure consists of 3 levels that complete the corporate governance system:

- the **Steering Committee**,

The **steering** is the ship's wheel and the **Steering Committee** is the highest decision-making body within a company, which guides, coordinates and defines the company's direction.

At Streparava, the body has been active since 2013 and is made up of all the first levels, meets bimonthly and is the guarantor of the company's strategy, also assessing sustainability risks. It reports directly to the Board of Directors;

Steering structure

	2022		
	Men	Women	Total
TOTAL	17	3	20
under 30 years	0	0	0
between 30 and 50 years	11	3	14
over 50 years	6	0	6

Operational committees structure

	2022		
	Men	Women	Total
TOTAL	20	3	23
under 30 years	1	0	1
between 30 and 50 years	11	3	14
over 50 years	8	0	8



From the left: Mauro Andolfo, Manuela Corini, Gian Antonio Riello, Marco Rubagotti, Raffaella Bianchi, Davide Ferrario, Paolo Bentivoglio, Roberto Deltratti, Fabio Faustini, Matteo Bettoni, Pier Luigi Streparava, Renato Cotti Piccinelli, Giuseppe Ardiri, Andrea Ferrari, Paolo Streparava, Mauro Corsini, Roberto Zerbini, Enrico Deltratti, Ivano Astori, Stefano Guerra. Absent: Rossella Lazzaroni.

- the **Operational Committees** are the 5 committees dedicated to the operational management of specific fields of action:
- CEO Committee, held bimonthly, it monitors the progress of Hoshin Kanri projects and Corporate KPIs, defining strategy and possible changes;
- Operation Committee, held monthly; it brings together all functions related to manufacturing: Production, Quality, Purchasing, Advanced Technology, Logistics;
- Commercial Committee, held monthly; it brings together corporate salespeople working in synchrony with the operations and research & development functions;
- Innovation Committee, held monthly; it brings together researchers and collaborates with the sales team on the development of customer projects and new technologies/innovations;
- ESG Committee, held monthly; it investigates issues related to people, welfare, communication and sustainability;

- **Operational Groups (daily meeting)**: groups meeting daily, they are related to operations and the resolution and scheduling of manufacturing activities.

The Operational committees, through the digitized management of the flow of information and the organization of alignment meetings by functions, form the basis of our company's governance model. They guarantee solid knowledge of the company's activities and organization of all the resources that are part of it, fostering continuous contamination between the different company areas, to spread the company culture and contribute to enhancing it.

The strong involvement and the constant appreciation of people are the foundations of our business model: we share our strategy, and the annual update it is subjected to, at all levels, starting with the trade union representatives and ending with the involvement of all personnel. We are firmly convinced that only through common growth is it possible to achieve the important goals we set ourselves every year.

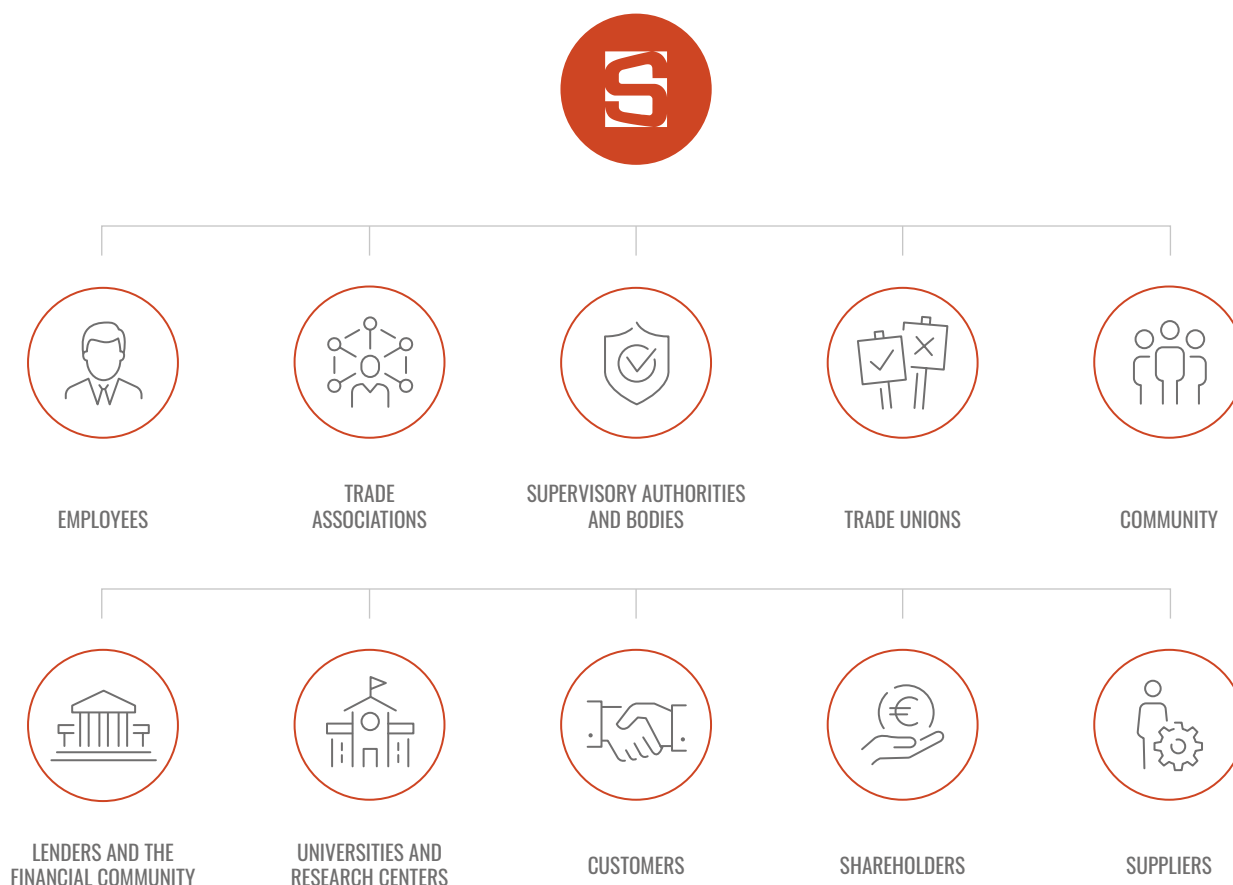
Our stakeholders

At Streparava, we have always worked with the aim of **creating value** and **meeting the expectations** of our employees, shareholders, customers and suppliers, **appreciating all the people** who work in our Group and **creating solid and lasting ties** with stakeholders outside the company.

Networking with our stakeholders is how we cultivate **collaborative relationships** and build **relationships of trust** with our stakeholders, i.e. the individuals and entities that influence and are influenced by our activities.

Our way of doing business is founded and based **on listening to and respecting** internal collaborators, as well as on **creating strong and lasting ties** with stakeholders outside the company.

In 2022 we carried out a process of **stakeholder mapping** and **active involvement** of those most closely connected to our daily operations, with whom we can truly build **an increasingly sustainable business**.



ESG Path

Contextual understanding and identification of sector ESG issues

The involvement of our strategic stakeholders allowed us to define an **ESG path** focused on what are effectively the **priority ESG issues** for Streparava. In a constructive dialogue with our stakeholders, we have collected **expectations and formulated shared solutions** in a spirit of mutual collaboration to improve the sustainability performance of the entire corporate value chain.

The ESG path is a new challenge for Streparava. **We consider the challenge a value** that represents the ethical heritage of our Group and guides the conduct of our business and relations with our stakeholders. Through the ESG path we have taken up **the challenge of finding an increasingly sustainable way of doing things**.

We believe that, only through in-depth analysis and mapping, projects can be transformed into strategy: this is the reason why the year 2022 witnessed the first ESG analysis at Streparava. We have embarked on a path of **integrating ESG issues**

into business processes, with the aim of adopting increasingly responsible management that can contribute to the growth of the company and all its stakeholders.



WHAT IS MEANT BY ESG CRITERIA

A set of environmental, social and corporate governance criteria that guide the strategic choices of companies and investors to respond to the increasing focus on sustainable practices.

The stages of our ESG path

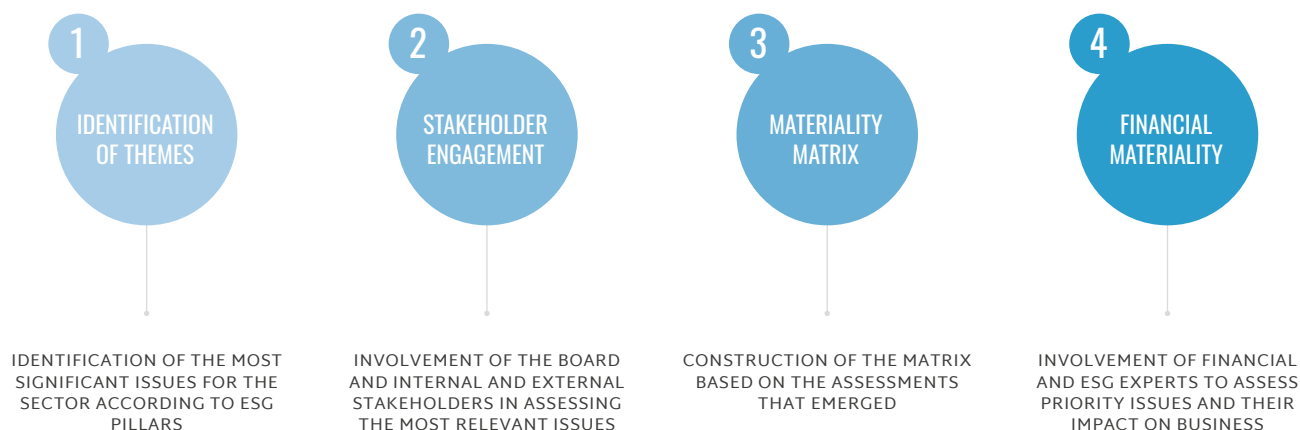


The main results of the AWARENESS stage

In this stage, the context in which the company operates, trends in the target market and general stakeholder expectations were examined.

This made it possible to identify the most significant environmental, social and governance issues for the automotive sector in accordance with ESG standards.

Our analysis process



Stakeholder engagement and prioritization of ESG issues.

The next step was to submit the identified issues to the evaluation of our stakeholders through an extensive engagement process using interviews and structured questionnaires with the aim of gathering their requests and defining the priority ESG issues, in order to focus future corporate objectives and actions.

We involved employees, shareholders, customers, suppliers, the local community, experts from the business and financial world and the automotive industry as well as the company's **Steering Committee** to understand the environmental, social and economic impacts (positive and negative) related to each ESG issue and the importance given to them by our stakeholders.

The Steering Committee represents the company's internal point of view, knows the strategic direction and has an overall view.

Employees are key players within the organization, they know its dynamics and influence it with their actions.

Customers are relevant actors for the company as they enable the economic soundness of the organization. Customers may also pursue ESG objectives that fall on suppliers.

Suppliers, with whom to build solid business relationships, are important to the company's business, and knowing their perspective allows us to create synergies and collaborate in building an effective path.

Knowing the needs of the **Local Community** lets us understand its expectations towards the companies operating in the area.

Specialists of the economic and financial world are relevant to the company as they enable to invest and contribute to its growth. They are also moving to evaluate companies according to ESG issues and therefore need to know what is most relevant to them, to understand what they expect from companies.

Specialists of the automotive sector gave their insight into future developments in the automotive world, what is expected from a sustainability perspective, and how these issues af-



DOUBLE MATERIALITY

Analysis methodology that can provide a more complete overview of the company's impact on the various dimensions, integrating the positive and negative impacts that the company has on the economic, environmental and social context in which it operates, with the risks and opportunities that each issue has on the company's financial performance.

fect companies. Through the involvement of specialists of the financial and ESG world, we included in our materiality analysis an assessment of the risks and opportunities arising from the correct or incorrect handling of a given ESG issue and the impact these might have on the company's economic and financial performance.

This has allowed us to overcome the disjointed view of financial materiality and impact materiality, offering a unified solution, termed **Double Materiality** that recognizes the added value in defining material issues by considering both perspectives.

We thank all stakeholders for dedicating their time and skills and for having shared their opinions and perspectives; their input has been invaluable to us as it has allowed us to focus on priorities related to ESG (environmental, social and governance) factors, to focus our strategies and actions, to protect and enhance our ability to create a lasting value.

The willingness they expressed has confirmed the core of our Sustainability Report: the strength of an economic model based on the principle of **reciprocity** and **gift**, an attitude that maximizes common benefit.

Materiality matrix

Priority ESG issues for Streparava are represented in the materiality matrix.

By crossing the external stakeholder vision (**Stakeholder Vision**, Y-axis) with the internal vision of the Steering Committee (**Streparava Vision**, X-axis), the first Streparava materiality matrix has been built.

The topics in the upper right box are those that emerged as **materials** for Streparava and its stakeholders.

WELFARE, SAFETY, INNOVATION AND ENVIRONMENT ARE THE KEY WORDS THAT INCLUDE THE RESULT OF THE ANALYSIS PERFORMED.



MATERIALITY MATRIX

The materiality matrix is the tool for identifying the issues that reflect the organization's most significant economic, environmental and social impacts and that substantially influence stakeholder assessments and decisions. The materiality matrix is the result of working with external stakeholders and analysing the company's processes and wills; it is essential for prioritizing sustainability actions and managing company reporting.



Focus: ESG issues considered most relevant by the specialists

EMISSIONS	71,4% high relevance of the issue of emissions	The issue of decarbonization is the central theme for both the industry and the financial world. Banks have started assessing companies according to taxonomy that defines which sectors can be considered sustainable.
ENERGY	87,1% high relevance of the issue of energy	Closely linked to the theme of decarbonization, energy management is extremely relevant to reducing the company's emissions.
PRODUCT INNOVATION AND SUSTAINABILITY	42,9% high relevance of the issue of product innovation and sustainability	Future trends in the industry include a gradual shift away from car ownership, a reduction in the average size of vehicles, an increase in logistics and the pursuit of autonomous driving. These changes will require new products on the market, with different characteristics that can also contribute to the reduction of energy and product-related emissions.
TRAINING AND SKILLS DEVELOPMENT	42,9% high relevance of the issue of Training and Skills Development	The new trends, the increase in digitization and the speed innovation is moving at mean that human resources must be included in a continuous training program that enables them to cope with these changes by acquiring increasingly transversal skills.
BOARD MEMBERSHIP	42,9% high relevance of the issue of Board Membership	According to the specialists, the Board should be heterogeneous, composed of people with different skills, independent and international, in order to be able to effectively manage the changes taking place within the sector and to bring in external and diverse points of view.
SUSTAINABLE MANAGEMENT OF THE SUPPLY CHAIN	28,6% high relevance of the issue of Sustainable Management of the Supply Chain	Regulations, financial institutions and consumers will demand that companies provide more and more information about their products and their company, including information on their production processes and those of their suppliers.

Streparava's contribution to the 2030 Agenda

The 2030 Agenda for Sustainable Development is an **action plan for people, Planet and prosperity**. Signed on the 25th September 2015 by the 193 member countries of the United Nations, including Italy, and approved by the UN General Assembly, the Agenda defines **17 Sustainable Development Goals (SDGs)** divided into 169 targets or goals to be achieved in the environmental, economic, social and institutional spheres **by 2030**.

The goals set for sustainable development have **global validity**, they concern and involve all countries and all components of society, from private companies to the public sector, from civil society to information and cultural actors: **no-one is excluded, nor should they be left behind** along the path needed to bring the world onto the road to sustainability.



Companies are called upon to contribute to achieving the **Sustainable Development Goals** by adopting increasingly responsible business models, investing in people, innovation, technological development and environmental protection.

In 2022 we conducted an assessment of the SDGs Streparava can contribute to, in relation to the material issues identified.



ENERGY

Energy management methods aimed at efficient use of energy sources to contrast climate change and reduce the company's environmental impact, as well as ensuring the economic sustainability of supply: reducing energy consumption, favoring, where possible, renewable sources and reducing energy requirements for products and services.



EMISSIONS

Emission reduction strategies (greenhouse gases and other ozone depleting substances) aimed at countering negative impacts on climate, ecosystems, air quality and public health: monitoring and reducing emissions and air pollution as well as by complying with national laws and regulations, international protocols and conventions.



INNOVATION AND PRODUCT SUSTAINABILITY

Business processes where the concept of innovation is intrinsically linked to that of environmental, social as well as economic sustainability: researching and developing products and services that reduce negative impacts and maximize positive impacts on the environment and people with attention to the challenges of the sector and the global context.



TRAINING AND SKILL DEVELOPMENT

Training and skill development programs aimed at enhancing human capital in line with corporate objectives and improving employees' job satisfaction: ensuring continuous training and refresher courses, evaluating their impact on performance and professional development.



HEALTH AND SAFETY

Systems aimed at ensuring health and safety at work: preventing accidents, injuries and occupational diseases, ensuring the psychophysical integrity of people in the workplace, involving workers in the identification of hazards and risk assessment and promoting a culture of health and safety through training and information activities.



INVOLVEMENT AND WELL-BEING OF EMPLOYEES

Projects aimed at promoting the involvement and wellbeing of employees, improving their satisfaction, motivation and participation in achieving the company's objectives: knowing the needs of employees, promoting participation at all levels, rewarding commitment, stimulating team spirit, activating forms of welfare.



PRODUCT QUALITY AND SAFETY

Company systems aimed at guaranteeing the quality and safety of products in response to customers' expectations and needs, while at the same time taking into account the impact on the environment and on people: complying with mandatory laws and regulations, developing products that minimize negative impacts, searching for solutions that are focused on the demands of the sector and the social context.



SUSTAINABLE MANAGEMENT OF THE SUPPLY CHAIN

Responsible supply chain management aimed at monitoring the social and environmental as well as economic impacts of all procurement, production and distribution processes activated directly by the company or traceable by it, through the work of suppliers: assessing risks and impacts along the entire corporate value chain.

ESG Assessment

The awareness stage was concluded with an ESG assessment, by addressing specific questionnaires to company representatives to assess the current management of sustainability issues within the company with the aim of highlighting strengths and areas for improvement, risks and opportunities, in order to focus ESG strategies.

The analysis showed that Streparava has for some time now focused its efforts on the material issues of Health and Safety and Product Quality and Safety, effectively overseeing the various aspects through specific policies, procedures and activities and achieving excellent results. The ESG assessment confirmed the great work accomplished by internal functions on these issues, highlighting that, as a Group, we have been acting for some time with targeted strategies on sensitive areas.

The main results of the STRATEGY stage

In this stage, the motivations guiding Streparava on the ESG path were defined and specific short- and long-term objectives and responsibilities within the organization were identified.

Our Vision reads **“Passionate, Inspired, Sustainable”**; for this reason, one of Streparava’s long-term strategies is to develop its social, ethical and environmental role through the creation and implementation of an ESG Strategic Plan.

ESG Strategic Plan

The ESG (Environment, Social, Governance) Strategic Plan is a strategic and operational tool that recognizes environmental, social and governance issues as a corporate priority.

Environmental, social and governance factors must guide the strategic choices of companies and investors to respond to the increasing focus on sustainable practices.

The ESG Strategic Plan allows for the definition of priorities, the setting of (measurable) objectives and an action plan to achieve them, and allows to:

- integrate the sustainability strategy with corporate strategies and business objectives;
- pursue sustainability objectives along identified strategic lines;
- keep priorities, actions, costs and timelines under control.



RISK MANAGEMENT

The Risk Management is a business process aimed at the comprehensive and integrated management of all risks in an organization, through systematic risk identification, measurement, evaluation and treatment activities.

At Streparava, this process involves, among others, the supply chain, internal human capital, environmental and financial risks; it comprehensively identifies all areas of intervention and defines their priorities.

The ESG assessment also took the Risk Management and Risk Management process into account during its development.



Key elements of Streparava's esg strategic model

PURPOSE

AMBITIONS

STRATEGIES

OBJECTIVES

ACTION PLAN

Our Purpose

The purpose expresses the direction of our ESG path. Starting with our vision, mission and corporate values, we have defined what drives the change we want to generate with a view to maximizing long-term value for all our stakeholders.

Climate change, resource shortage, digitization, evolving lifestyles... everything around us is changing, ever more noticeably and abruptly. The vision of mobility after 2030 will also be radically transformed: electric, digital and connected means of transport; autonomous driving and a shift from owned vehicles to shared networks. In this context, our intention is to be always innovative solution providers for the industry; we look at change as an opportunity and turn uncertainties into challenges, always approaching products, processes and partnerships in new ways. Strengthened by a solid and well-rooted essence, yet capable of progress and innovation, we are committed to making our contribution in a changing industry, defining objectives and actions capable of transforming our activities for a new future, for the benefit of the planet and people.



Our ESG ambitions

ESG Ambitions represent the macro goals that ground our purpose. They are closely linked to Streparava's values: challenge, welfare, team.

ESG Strategies preside over Streparava's material issues and have been defined in relation to the areas on which the company, following the context analysis and ESG assessment, has considered necessary to define new or improved objectives.

AMBITIONS



To meet today's **challenges** to change the future



To make **well-being and happiness** the driving force of our company



To act as a team to **achieve** common goals

STRATEGIES



Decarbonizing our activities



Aligning our business needs with those of our people



Sharing our journey with our partners



Innovating our products



Evolving the **know-how** of Streparava

At Streparava, strategies are developed with the tool of the Hoshin Kanri; a process of defining the necessary steps for the success and growth of the company. Through the CEO Committee and the various organizational committees, the achievement of results and the implementation of strategies over time is monitored.

Every month, performance results are analyzed through our dashboards and the specific work plan is discussed with the necessary activities to activate corrective actions or new potentials. Monitoring is done at 360° from the point of view of quality, safety and productivity, and all economic and financial results are analyzed, allowing all aspects of the different projects to be constantly under control.

The Hoshin Kanri allows us to link vision, strategies, goals and improvement projects and grounds and supports our ESG strategies.

Hoshin Kanri is a pivotal tool for a company that grows and develops on the basis of what it has built in the past, but at the same time cultivates a strong future orientation with long-term strategies and new, ambitious goals.



HOSHIN KANRI (HK)

Hoshin Kanri (HK) is a methodology derived from Japanese organizational culture

Ho Direction
Shin Compass needle
Kan Control
Ri Logic

It is an integrated management approach that combines strategic and operational management, aligning a company's functions and activities with its strategic objectives.

ESG Roadmap Definition

The ESG path, guided by a special committee of the same name, led to the definition of the ESG Roadmap for the implementation of sustainability in the business: to each ESG strategy identified are linked specific objectives and projects whose feasibility in terms of resources (economic, human,...) has been assessed.

The objectives are outlined at 3 to 5 years and then medium to short term objectives are defined. Each objective is associated with specific projects (which we call HK), whose progress is

monitored through specific KPIs.

The challenge for us throughout 2023, and for the years to come, is the **implementation** of the planned strategic projects. We consider it essential to have a proper system for **monitoring** the progress of the company's strategic projects. Finally, it is our intention to create more and more awareness in all our stakeholders about Streparava's actions by enhancing internal and external **communication** on sustainability issues.

Economic outlook

2022 scenario

Since the beginning of 2022, economic activity has shown **signs of slowing down**, both related to the health and geopolitical situation. The **decrease in industrial production**, followed by a weakening in the construction sector, was influenced by both **raw material costs and procurement difficulties**.

The increase in prices and the cost of living in general affected **all sectors**, largely due to the rise in energy prices, reaching the highest level since the early 1990s at 9.9% in September, and then easing as a result of government measures.

Against this **backdrop of rising inflation and worsening credit conditions**, household consumption and investment slowed abruptly, also affected by the loss of purchasing power.

Employment growth weakened in the first months of the year, while wage growth remained subdued. However, employment continued to grow in the second and third quarters, consistent with an expansion in labour demand.

The 2022 turnover of our companies was less affected by the effects of the Covid-19 pandemic than in the previous year.

On the financial side, Streparava was adequately equipped to cope with sudden drops in turnover and necessary investments. Cooperation with banking institutions continued in an active and satisfactory manner; unsecured loans were obtained during the year. The company's average net financial position improved during the year as a result of the outcomes obtained.



The operating performance shows positive and **steadily growing** ratios. Turnover reached 270 million euro (+11.5% compared to 2021), with a profit of 10.6 million. The growth in turnover compared to 2021 concerned both product macro-divisions: +11.4% for the Chassis division and +4.5% for the Powertrain division.

The cost of raw materials, consumables and goods increased by 9.7%, as a result of the generalized increase in prices, while the incidence on the value of production decreased compared to the previous year, to 72.6%.



270 Mln €

Turnover 2022



+12,2%

Turnover compared to 2021

+11,4%

Chassis division

+4,5%

Powertrain division



The value of production amounted to **13 million euro** with an important increase compared to the same value in 2021 (+8.6%), and a profit of 374 thousand euro. The costs of raw materials, ancillary materials and goods as well as personnel and service costs had a strong influence; despite the generalized increases that the company had to face, BPT Borroni Powertrain ended 2022 with a positive sign and consolidated growth prospects for future years.



13 Mln €

Value of production 2022



+12%

Value of production compared to 2021

SPT

The value of production amounted to **12.2 million euro**, and revenue from sales and services grew significantly (+15.6%) compared to the year 2021. During the year, major investments of 1.3 million euro were made in machinery, equipment and certifications with a view to Industry 4.0.



12,2 Mln €

Value of production 2022



1,3 Mln €

Investments in machinery, equipment and certifications with a view to Industry 4.0



Investments

Innovating and renewing processes is the key to maintaining a leading role in an increasingly competitive market conditioned by “external factors”. The global conditions of recent years have impacted on everyone’s life in all areas, and the world of work has certainly been affected. Entrepreneurial ability, combined with the passion and values that Streparava embodies, has allowed us to close 2022 with good results and look forward to 2023 with cautious optimism.

In recent years, Streparava has acquired several new orders and implemented plants to support production increases and necessary process upgrades.

Two new production hangars are currently being built at the Adro site, which have entailed substantial investments and will see the final production start-up during 2023: the entire production processes of welding, machining, assembly and painting for the production of the G-Class rear axle (BEV, an acronym for Battery Electric Vehicle) are nearing completion, as well as the relocation, with the integration of new processes, of the production of Lamborghini suspensions.

Alongside this important and strategic specific project, our

investments continued in all Streparava plants, aimed at new industrial operations, thanks to new orders from important customers and production modifications, and the constant improvement of existing activities. Particular attention is constantly being paid to the ergonomic improvement of workstations, with constant evaluation of the possibility of industrial automation, and the maintenance of required quality standards, as well as the reduction of energy consumption resulting from industrial activities.

In summary, the most significant operational activities in the Group companies involved a total investment of around 12.2 million euro for Streparava Spa and a further 3.3 million euro in the other plants.

We have talked of investments in plants, hangars, automation and more: all these factors only work if, along with material value, we are focused on the value of “human capital”, on which we invest every year in training and refresher courses for all our employees.

In 2022 we trained 92% of the employees at the Adro plant for an investment of around 300,000 euro.



The economic value generated and distributed

The economic value generated by the Streparava companies covered in this report is 300.5 million euro in the year 2022, an increase of 11.5% compared to 2021.

Through its activities, the company not only guarantees day-to-day operations and business continuity over time, but also redistributes value to the stakeholders.



300.500.000 €

economic value generated 2021



+11,5%

% of the 2022 economic value compared to 2021

Economic value generated Streparava SpA

values expressed in thousands of €

	2022	2021	2020
PRODUCTION VALUE	275.255	243.177	189.222
Sales revenue	270.003	237.445	185.487
Change in inventories, semi-finished products and work in process	2.224	2.583	-14
Increase in fixed assets for internal construction and work	311	236	
Extraordinary income		839	
Other income	2.717	2.074	3.749
ECONOMIC VALUE DISTRIBUTED	262.937	232.761	180.602
PRODUCTION COSTS	230.850	202.059	153.140
Raw materials	199.843	182.168	129.295
Services	29.920	25.683	19.347
Change in inventories of raw materials	907	-5.942	3.263
Other costs and charges			1.213
Extraordinary charges	180	150	22
ECONOMIC VALUE DISTRIBUTED TO EMPLOYEES	23.945	23.154	18.198
Labour costs	23.945	23.154	18.198
ECONOMIC VALUE DISTRIBUTED TO CAPITAL PROVIDERS	661	3	902
Financial interests and charges	661	3	902
ECONOMIC VALUE DISTRIBUTED TO THE PUBLIC ADMINISTRATION	3.025	2.114	1.578
Current taxes	2.639	2.009	1.525
Deferred and prepaid taxes	36	6	-5
Operating expenses (taxes value only)	350	100	58
ECONOMIC VALUE DISTRIBUTED TO SHAREHOLDERS	4.000	5.000	6.500
Dividends	4.000	5.000	6.500
ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY	456	431	284
Liberality	38	59	108
Sponsorship	334	291	113
Membership fees	84	81	63
ECONOMIC VALUE RETAINED	12.318	10.416	8.620
Operating profit (or loss) (after dividends)	6.556	4.478	2.844
Amortization / Depreciation / Revaluation	5.762	5.938	5.776

Economic value generated Borroni Powertrain Srl

values expressed in thousands of €

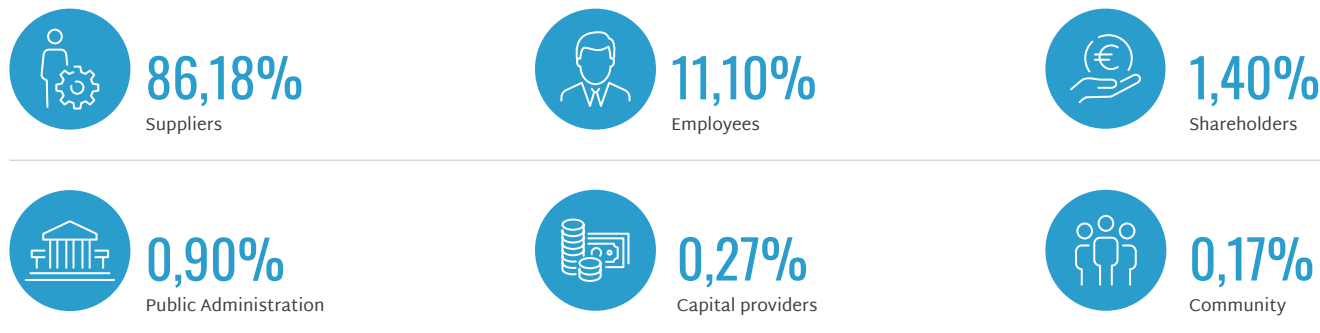
	2022	2021
PRODUCTION VALUE	13.077 €	11.495 €
Sales revenue	12.518	10.556
Change in inventories, semi-finished products and work in process	96	748
Increase in fixed assets for internal construction and work		
Extraordinary income	365	186
Other income	98	5
ECONOMIC VALUE DISTRIBUTED	11.933 €	9.960 €
PRODUCTION COSTS	7.366	6.136
Raw materials	3.515	3.045
Services	4.005	3.262
Change in inventories of raw materials	-166	-182
Other costs and charges	12	11
Extraordinary charges		
ECONOMIC VALUE DISTRIBUTED TO EMPLOYEES	4.593	3.936
Labour costs	4.593	3.936
ECONOMIC VALUE DISTRIBUTED TO CAPITAL PROVIDERS	44	39
Financial interests and charges	44	39
ECONOMIC VALUE DISTRIBUTED TO THE PUBLIC ADMINISTRATION	-83	-162
Current taxes	-83	-162
Deferred and prepaid taxes		
Operating expenses (taxes value only)		
ECONOMIC VALUE DISTRIBUTED TO SHAREHOLDERS		
Dividends		
ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY	13	11
Liberality	1	0
Sponsorship	0	0
Membership fees	12	11
ECONOMIC VALUE RETAINED	1.144	1.535
Operating profit (or loss) (after dividends)	374	939
Amortization / Depreciation / Revaluation	770	596

Economic value generated SPT Srl

values expressed in thousands of €

	2022	2021
PRODUCTION VALUE	12.196 €	9.937 €
Sales revenue	11.520	9.860
Change in inventories, semi-finished products and work in process	431	27
Increase in fixed assets for internal construction and work		
Extraordinary income	234	
Other income	11	50
ECONOMIC VALUE DISTRIBUTED	11.814 €	10.856 €
PRODUCTION COSTS	8.837	8.606
Raw materials	7.339	5.644
Services	1.978	1.911
Change in inventories of raw materials	-485	-401
Other costs and charges	5	4
Extraordinary charges		1.448
ECONOMIC VALUE DISTRIBUTED TO EMPLOYEES	3.270	2.902
Labour costs	3.270	2.902
ECONOMIC VALUE DISTRIBUTED TO CAPITAL PROVIDERS	58	30
Financial interests and charges	58	30
ECONOMIC VALUE DISTRIBUTED TO THE PUBLIC ADMINISTRATION	-357	-686
Current taxes	0	0
Deferred and prepaid taxes	-357	-686
Operating expenses (taxes value only)		
ECONOMIC VALUE DISTRIBUTED TO SHAREHOLDERS		
Dividends		
ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY	6	4
Liberality	1	0
Sponsorship	0	0
Membership fees	5	4
ECONOMIC VALUE RETAINED	382	-919
Operating profit (or loss) (after dividends)	-670	-1.810
Amortization / Depreciation / Revaluation	1.052	891

Economic value distributed in 2022



The economic value distributed in 2022 amounts to a total of **286,684,000 euro**, divided among the different stakeholders as follows:

- 247.052 million to suppliers, through purchases of materials and services functional to the company's operations;
- 31.808 million euro to employees, through salaries, pension contributions and various benefits;
- 763,000,000 euro to capital providers, through interest expenses and other financing charges;
- 2.585 million euro to the Public Administration, through the payment of fees and taxes;
- 4 million euro to shareholders, through the distribution of dividends;
- 475,000 euro to the Community, through sponsorships, donations and membership contributions.

The company retained 13.844 million euro for investments aimed at the operational continuity of its business over time.



02

INNOVATION, SUPPLIERS AND CUSTOMERS

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Team spirit

Through cohesion, mutual respect, helping those in difficulty, mutual support in challenges, unity of purpose, shortly, with team spirit only we can really achieve the set goal, be it a goal related to personal well-being, or a common goal related to company outcomes.

Our approach

The **main trends** that are characterizing the automotive world (electrification, autonomous driving, digitization of vehicles, new mobility models) have characterized work in recent years and represent an ongoing challenge to sustain opportunities and competitiveness.

The path towards electric traction, although it still has many limitations, has now been set in motion in its various declinations and, beyond regulatory decisions, represents a non-reversible path in which all OEMs (Original Equipment Manufacturing) are already investing.

The same applies to autonomous driving: although there are still many uncertainties for an effective and wide application of L5 vehicles (technological and infrastructural limits, ethical and insurance/liability issues, etc.), it is already clear that, in some areas, the robotized vehicle can be an efficient and sustainable answer.

The vehicle will increasingly be an enabler of the services and performances it can offer, directly or indirectly. To do this, it will be an agglomeration of 'sensors', capable of both collecting and transmitting infinite data in real time, promptly processed into information, in a mutual and fruitful exchange vehicle-people-infrastructure-everything-else.

The vehicle will thus be increasingly perceived as an "environment", be it a living room, office, museum, cinema or other, and, as such, we will expect to find the same comfort that we are used to in equivalent "traditional" environments. This will have an impact not only on the ergonomics inside the passenger compartment, but also on the chassis and suspensions, with the development of advanced solutions and technical choices orchestrated by an in-vehicle intelligence capable of adapting the dynamics of the vehicle, and not only that, according to internal and external conditions.

A further impact will be related to issues of integration at chassis level of the various systems and their variation according to the specific model, therefore with choices of modular, flexible and easily reconfigurable architectures. In terms of layout, the space available for specific functions (e.g. suspension) will be greatly reduced to make room for other contents (e.g. batteries) or to enable new flexibility themes (e.g. low floor), and a similar reasoning will be made inside the passenger compartment.

The main trends in the automotive world have and will increasingly have a **very high impact on both product and supply chain levels** and our main commitment is to continue to **provide our customers with key innovative solutions for the mobility of the future**.

High-impact innovation

Streparava starts with a clear vision of the future challenges, and our commitment is to monitor these developments as closely as possible, with all the complexity that this entails for system suppliers like us.

To be ready to meet the demands of increasingly sustainable mobility, we consider it is essential **to invest in research and development of innovative, high-impact solutions**, even extending our scope of action to the complete vehicle.

Research and innovation for sustainable mobility are a challenge but also a strength for Streparava; they are in fact one of the main competitive levers on which it has based its own and its customers' continuous and constant growth.

They are closely linked to the operating context, starting with market analyses, trends and the main issues and opportunities that may arise in the life of the products.

It is this approach that has enabled Streparava to establish itself worldwide as a key player in the automotive sector and that involves our entire value chain, in particular our customers and our suppliers and partners.

A result only possible thanks to the team spirit that makes us always act as a team, before acting as individuals, and leads us to seek collaborative relationships even beyond the limits of

The **main projects** implemented and launched during the year in response to the main trends:

Lightweighting, component integration, vehicle efficiency and performance

- development, industrialization and carrying out of testing and characterization activities of **integrated suspension components** for application on suspension systems for Premium Automotive Brands;
- continuation of studies, development and execution of validation tests for a **new range of independent suspensions** for application on LCVs (i.e. Light Commercial Vehicles) using lightweight materials and the inclusion of new technological solutions;
- codesign and industrialization of **independent suspensions and axles** for Premium Automotive Brand customers for application on BEVs (Battery Electric Vehicles)
- study and development of **Heavy Bus suspension** products to increase the performance required by the EV-HEV (Electric Vehicle - Hybrid Electric Vehicle) version;
- continuation of research activities for the application of **alternative materials and processes** to Streparava products; in particular, studies and characterization of innovative hybrid processes for the production of aluminum structural components
- continuation of studies and experiments for the development of **valvetrain systems for heavy-duty engines**;

Sensors, algorithms and controls applied to vehicle dynamics

- continuation of the collaboration with e-Shock for **new products with contents in the field of algorithms, sensors and controls**;
- continuation of experiences related to the **Rob.Y technology demonstrator**, an electric and autonomous chassis that represents Streparava and e-Shock's vision for the mobility of the future, both in terms of business models and technological content and vehicle architectures;

the company by teaming up with our customers, suppliers and partners.

From a technological point of view, **the main trends we are focusing on are:**

- the use of technological solutions aimed at lightening, integrating the paradigm of "the right material in the right place" with "the right technology in the right place", also considering combining hybrid and multi-material technological approaches;
- more integration between functions/components, but always respecting the targets of safety, flexibility and reconfigurability;
- the integration of sensors and control units into mechanical components by making them smart components;
- important relevance of intelligence content to process all signals acquired.

In 2022, despite the problems caused by the critical situation on raw materials, Streparava continued to invest in the development of research and application design; this took the form of new products, feasibility studies using internal resources, and collaborations with universities and research centers involving both the R&D department and the Testing & Prototypes division.



M-APPERÒ

M-Apperò Project

In collaboration with Air-Connected Mobility, Fasternet and Ipre and with the support of Confindustria Brescia and RetImpresa. This project represents a monitoring and predictive maintenance system of the road network aimed at implementing innovative technologies for improving road safety and the quality of transport infrastructures: through the development of ICT solutions based on open data and/or big data, it is the car itself that contributes to safe travel through its equipment of sensors that detect, among other things, the condition of the road surface, vertical and horizontal signs, safety barriers and water drainage and disposal systems.

OBWE

On-Board Weighing Equipment

In collaboration with e-Shock, realization of the physical Proof of Concept of the OBWE (On-Board Weighing Equipment) system, an integrated system of sensors and algorithms capable of performing dynamic and static estimation of the weight of individual vehicle wheel axles with measurement accuracy levels of less than 5%, as required by the directives being introduced. The system was validated and demonstrated on an Iveco Daily 50q with different weight distributions and road routes to test its reliability and robustness.

Thanks to this innovative system, both the efficiency of electric vehicles and safety in general have been improved.



In July 2022, OBWE was awarded in the “Innovative Together” category during the BEYOND - IVECO GROUP DAYS event



For more information



0,13% of the turnover

Investment in
Research & Development



21 technicians

Personnel engaged in Research & Development
(Design, Prototypes and Testing)

Active cooperation with Universities and Specialization Centers:



UNIVERSITÀ
DEGLI STUDI
DI BRESCIA

Università degli Studi di Brescia



POLITECNICO
MILANO 1863

Politecnico di Milano



CSMT



SAPIENZA
UNIVERSITÀ DI ROMA

Sapienza Università di Roma



Norwegian University of
Science and Technology

NTNU: Norwegian University
of Science and Technology



Cluster Lombardo
Mobilità



Cluster Tecnologico Nazionale
Trasporti

Technical Cost Reduction System

The Streparava team presents itself to its customers as a company capable of proposing projects capable of improving the technical content of its products, also with a view to reducing the total cost, including management costs (design, prototyping, validation) of the entire product life cycle: for example, a cost reduction based on weight reduction can benefit both the vehicle manufacturer and the end user.

The Technical Cost Reduction (TCR) system deals with the reduction of the total cost of a product due to changes in design, process, supply and logistics that result in a change of the product as defined by the drawings and technical standards or the specific current supply conditions, but without reducing the technical, performance and quality value. In addition, TCR works in structuring proposals for improving quality and environmental impact, also evaluating innovative processes.

Streparava customers

Streparava has confirmed its intention to face the market with a one-stop shop perspective, i.e. with the intention to be a single point of contact for its customers, and to continue along the path of expanding its value proposition, aligning purely mechanical components with mechatronic and electronic areas.

For this reason, the company has continued its path of contamination with universities, research centers and start-ups, to give our products more and more functionality at the intelligence and service level. Furthermore, a further trend has been verticalization, so that we can be a single point of contact from the raw

material to the finished product. Finally, the concrete follow-up of our customers: relationships have been maintained positively and collaboration has always been proactive and aimed at continuous improvement, with a now consolidated multi-channel dimension. Through webinars, trade fairs and thanks to the resumption of visits to our factory, which are always useful to foster and match the exchange of ideas and strategy, we have consolidated business relations with our customers: new products and new platforms have been developed with some of them, which will be analyzed in the coming years.

Supplier Assurance

The Supplier Assurance platform aims to facilitate communication on sustainability issues between companies and their customers through the filling in of a specific SAQ (Sustainability Assessment Questionnaire), which covers topics related to corporate governance, working conditions and respect for human rights, health and safety, business ethics, the environment, responsible supply chain management and finally responsible sourcing of raw materials.

The SAQ rating provides a summary indicator, a comparison in

terms of sector, size and country, and recommendations for improvement or refinement of the areas discovered. By filling out a single questionnaire, companies can share their sustainability performance with customers, reducing the time and effort required for this publication. Below we share the results achieved in the SAQ rating by Streparava SpA, BPT Borroni Powertrain and SPT.

The average for Italian compiling companies (a total of 668 plants) is 51%.

STREPARAVA SPA

90%

Sustainability Score

- score increased compared to 2021
- the average size range (250 – 499 employees) is 69%
- relevance to areas of human rights and working conditions, health and safety, business ethics and raw material procurement.

BPT BORRONI POWERTRAIN

74%

Sustainability Score

- first compiling year
- the average size range (50 – 99 employees) is 52%
- relevance to areas of human rights and working conditions, health and safety, business ethics and raw material procurement.

SPT

74%

Sustainability Score

- first compiling year
- the average size range (50 – 99 employees) is 52%
- relevance to areas of business ethics and raw material procurement

Customers by geographical business area (% of turnover)

STREPARAVA	2022	BPT	2022	SPT	2022
Italy	48,2%	Italy	76,8%	Italy	84,0%
Abroad	51,8%	Abroad	23,2%	Abroad	16,0%



48,2%

Italy



51,8%

Abroad



76,8%

Italy



23,2%

Abroad



84%

Italy



16%

Abroad

Our products

In recent years we have followed a path of growth and differentiation of customers and products, managing to offer a complete service ranging from design, prototyping, engineering to series production.

We are recognized for our speed and responsiveness in solving problems arising also from external factors depending on economic and market situations.

On the customers' side, we are recognized for our uncommon know-how and capacity, as we are able to offer a "real" technical support at the level of development, engineering of components, definition and choice of supply chain, guaranteeing quality and competitiveness to all stakeholders.

Furthermore, we want to be able to anticipate megatrends that will play a decisive role in the development of the automotive market in the future: shared mobility, autonomous driving, digitization and electrification.

Streparava positions itself as a provider of key innovative solutions for the mobility of the future, where reducing environmental impact at product and process level, as well as reducing the weight of components and assemblies, will play a key role.

We have been developing, testing and manufacturing independent front suspensions for light commercial vehicles, carrying out the final assembly of the complete suspensions on a dedicated line, with automatic controls and recording of all safe-

ty-related data since 1978;

In addition to special machining for aluminum suspensions, we have designed, validated and patented solutions for aluminum extruded arms or HPDC suspension cross-members, achieving weight reduction benefits of up to 50% compared to the original design;

Streparava's two product categories Chassis, i.e. chassis components, and Powertrain, i.e. engine components, have been working for years in the direction of more sustainable mobility.

We achieve it to the highest quality standards and with great care in our workmanship. We have the most advanced technological solutions at our disposal and have great experience in the choice and use of materials. We have highly automated lines dedicated to the different products, guaranteeing complete traceability of the process and extreme flexibility in production: from prototype to small numbers, up to the production of thousands of pieces per day.

At Streparava, we manage the entire product life cycle: from design to customer specification, prototyping, testing, validation and engineering. We are able to supply both single components and assembled products with a high level of complexity, acting as a system supplier and ensuring the control of critical characteristics during assembly and the possibility of performing any functional tests.

Testing and Prototyping Division

In 2009, the Testing and Prototyping Division was established, equipped with a Testing Centre where we examine our products with tests and measurements, reproducing all the conditions they will be subjected to and analysing the data obtained from the tests performed. Thanks to the instruments at our disposal, we are able to obtain results in a considerably shorter time compared to tests carried out directly on vehicles. The laboratory was established to co-operate with our partners to find the most suitable solutions for their needs, and as a place where companies who need them can carry out tests to validate their products.

Our laboratory is UNI EN CEI ISO 17025:2018 accredited by Accredia. This is the recognition of the competence of our laboratory staff and the validity of its instrumentation. It means, therefore, that at Streparava we can issue an internationally accepted declaration of conformity for accredited tests.

We believe that keeping at the highest level of competitiveness is a primary goal. While this requires the use of state-of-the-art product development techniques, it is equally true that everything becomes easier if you can rely on a Testing Centre of excellence.



Chassis Components

Since the late 1970s, at Streparava we have been designing, testing and manufacturing independent wheel suspension components for vehicles (traction and non-traction), axle assemblies and mechanical components for cars, commercial vehicles, buses, off-road vehicles, trucks and agricultural vehicles. We take great care in the production process, thanks to our experience and competence in all technologies and materials used in our industry – steel forgings, cast iron, aluminum forgings, castings, aluminum extrusions and sheet metal – with highly automated processing and assembly lines dedicated to the different products, always ensuring the traceability of our components and traceability of our components and process parameters



Independent front suspension for light commercial vehicle



BUS suspension



Independent front suspension for light commercial vehicle



Wheel assembly



Tie rod



Corner suspension

Chassis customers



PowerTrain Components

Since 1995 we have been designing, testing and manufacturing powertrain components for the various sectors of the automotive industry. We started with the production of rocker arms for heavy duty vehicles equipped with heavy duty engines. From there, we expanded our product range to crankshafts and camshafts, connecting rods, engine brake systems and transmission components. The acquisitions of BPT Borroni Powertrain and SPT go in the direction of strengthening the powertrain area, thanks to their important know-how in the production of crankshafts, camshafts and connecting rods.



Engine brake system and VVA for truck application



Engine brake system and VVA for truck application



Rocker arms



Connecting rods



Camshafts and crankshafts



Crankshafts

Powertrain customers



Technologies and Process Development

Streparava pursues a policy of constant updating in strategic, instrumental, process and market skills, applying the most modern methods of industrial automation and digital transformation.

The Corporate Process Engineering plays an important role within the Group: each product in the company has been subjected at an early stage to a cost estimate and then to an engineering that enabled the conditions to be reached for starting production.

Macro-streams

The main role of Technology is divided into two macro-streams

1

PRODUCT COST ESTIMATION

Product cost estimation, known as Cost Analysis, consists of the technical evaluation of the cost of manufacturing a new component for which the Sales Department has received a request from a customer or an internal decision to develop a new product designed by the R&D Department.

In the production departments there are different types of components, with production cycles that are often very different from each other. For this reason, during the quotation phase, not only is an indicative evaluation of the cost carried out, but a precise analysis is made of what will be purchased “buy” (castings, molds, screws, brake calipers, etc.) and what will be made internally “make” (machining, heat treatment, assembly, etc.).

Various company functions are involved in the Cost Analysis process, starting with the Purchasing Department, which analyses the “buy” components, to internal functions such as Quality and Logistics, which contribute to defining the machining cycle, the assembly cycle, control methods, the choice of equipment type, packaging and layout.

Once the suppliers have been selected, their offers have been received, and an analysis of the machining time, tooling cost, and number of operators required has been made, it is then possible to set a product cost and, consequently, add the structure costs and the commercial margin to create the final price to be submitted to the customer.

2

NEW PLANT ENGINEERING

If the offer is transformed into an order, then the second flow begins, namely the engineering of the new product. The engineering process also involves all company functions; it typically lasts between 12 and 18 months and, due to its complexity, it is managed by a specific function, the “Project Management” that coordinates the various company functions in order to guarantee compliance with the project timetable and targets.

Engineering often requires the definition of new plants and layouts and the building of new warehouses; they therefore have a strong impact on the entire structure both in terms of people’s commitment and in economic terms for the investments required.

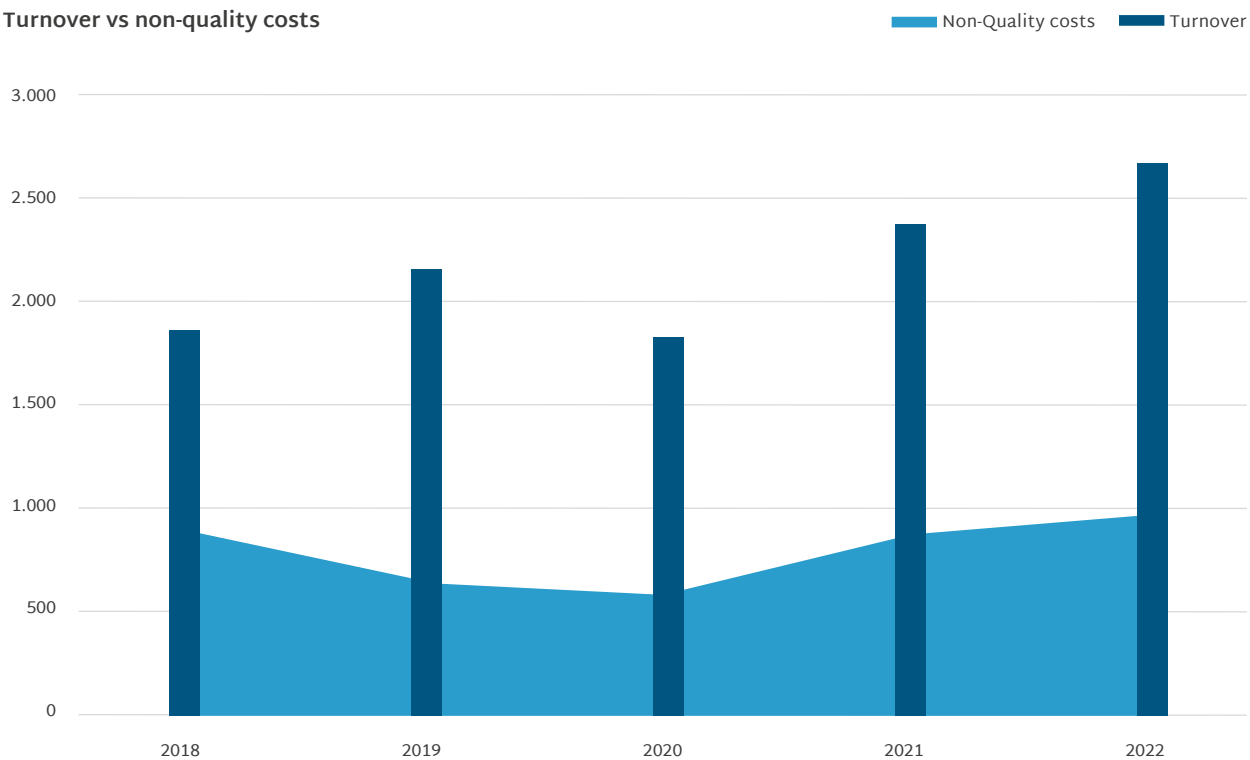
Any new engineering requires the involvement and support of all entities, both in the preliminary stages of definition and selection, and in the installation and fine-tuning stages. Everyone at Streparava feels called upon to contribute to achieving the cycle time, quality, efficiency and cost of the product with the aim of making our company sustainable and continuing to invest and grow.

One of Streparava’s three values is team spirit: we act as a team, before acting as individuals. It is only through cohesion, mutual respect, helping those in difficulty, support in challenges, and unity of purpose that we can achieve our goals, whether they are related to personal well-being or common objectives related to business outcomes.

Quality

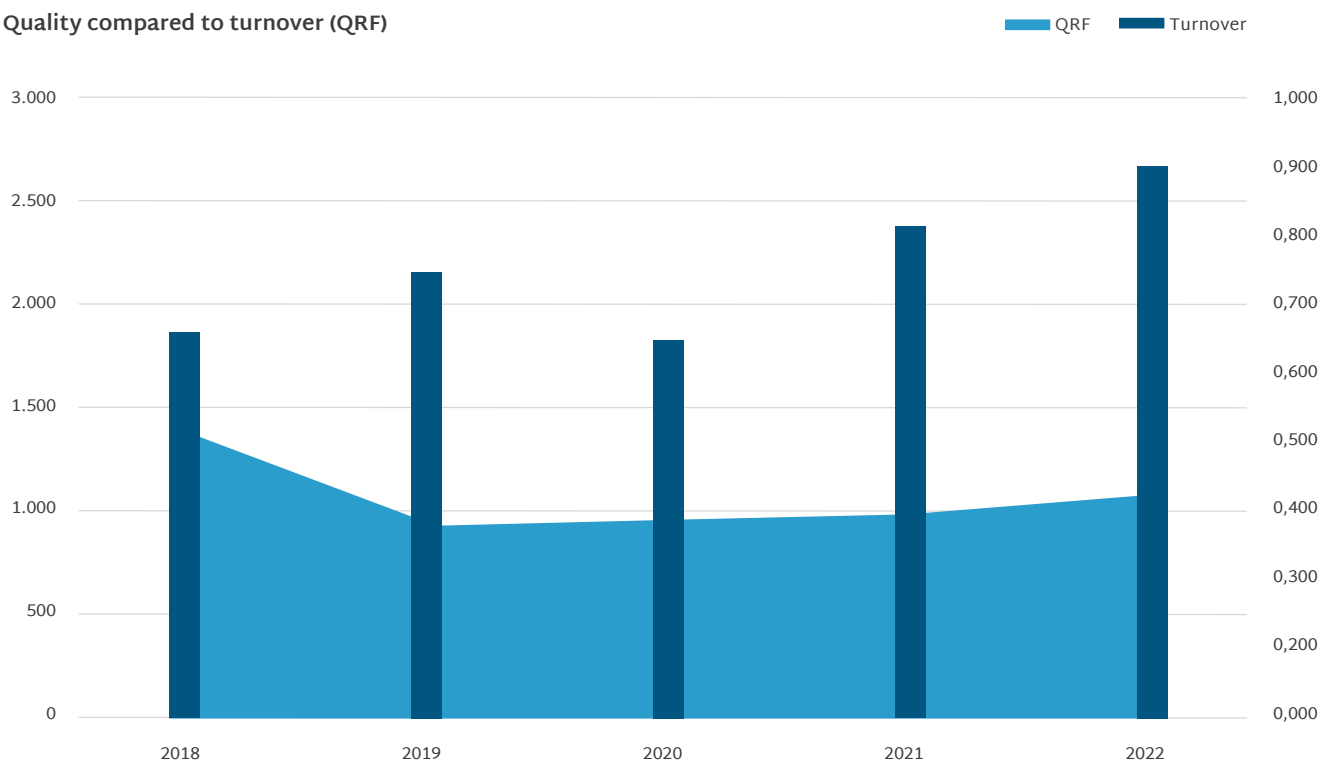
STREPARAVA SPA

Turnover vs non-quality costs



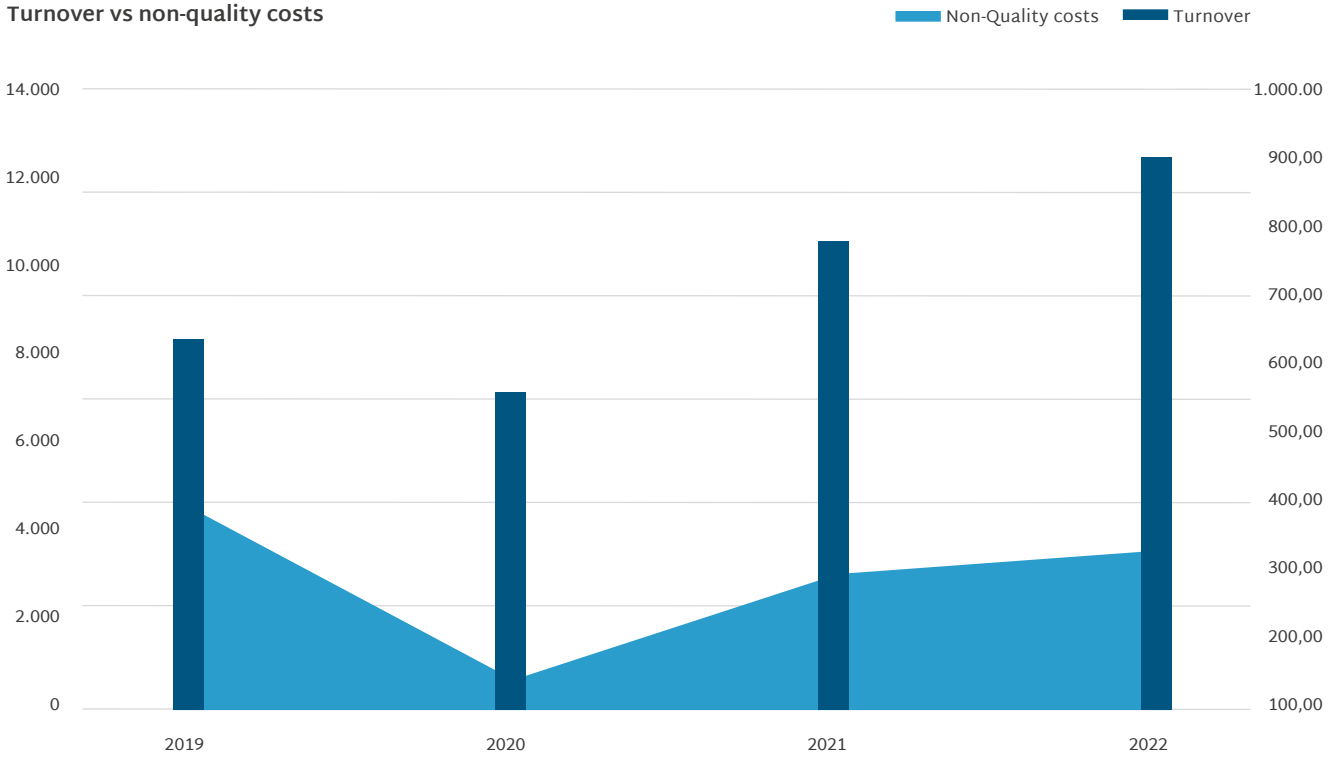
STREPARAVA SPA

Quality compared to turnover (QRF)



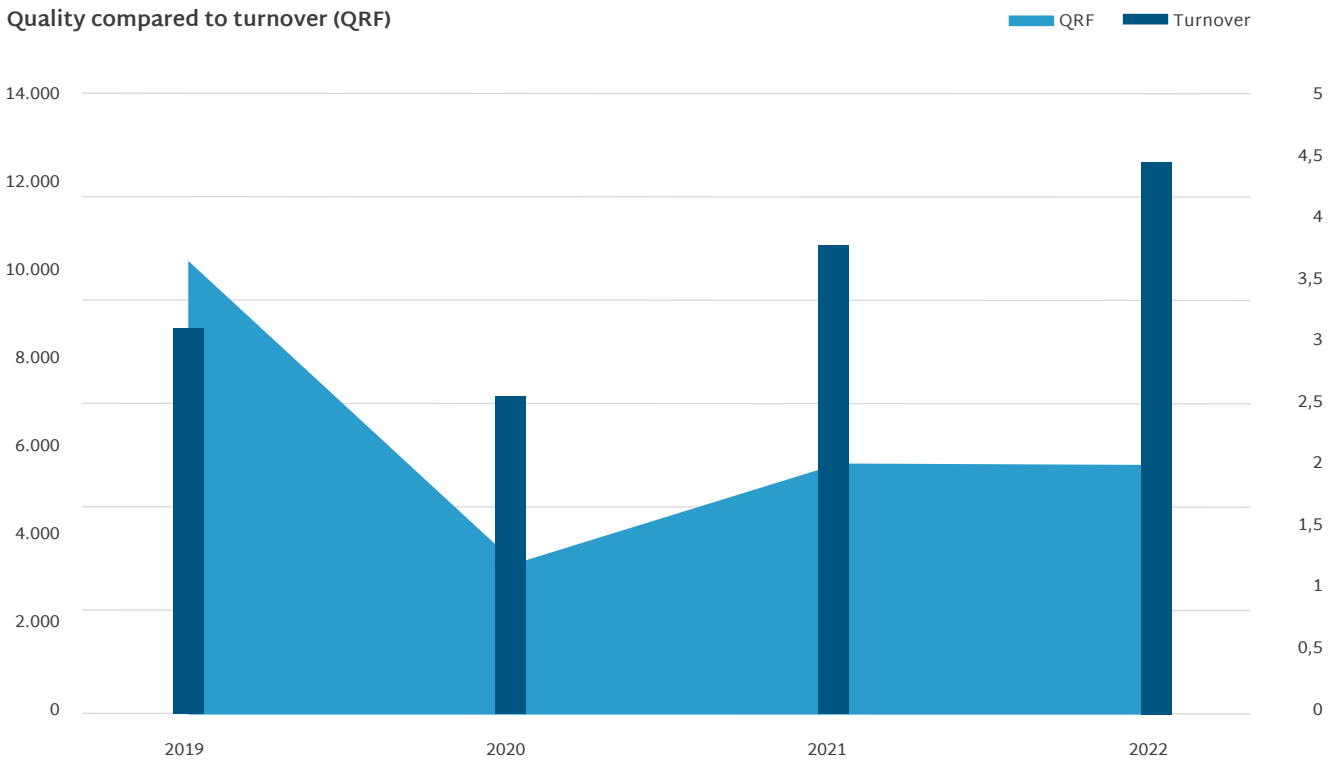
BPT BORRONI POWERTRAIN

Turnover vs non-quality costs



BPT BORRONI POWERTRAIN

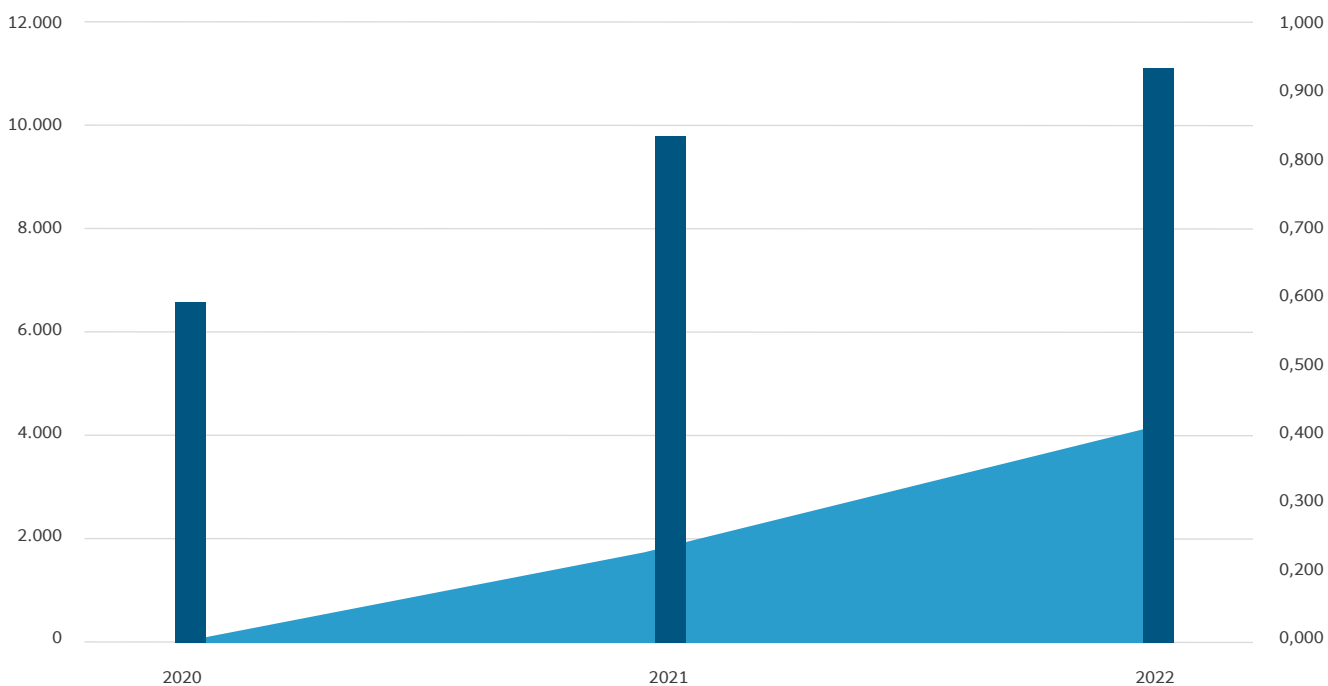
Quality compared to turnover (QRF)



SPT

Turnover vs non-quality costs

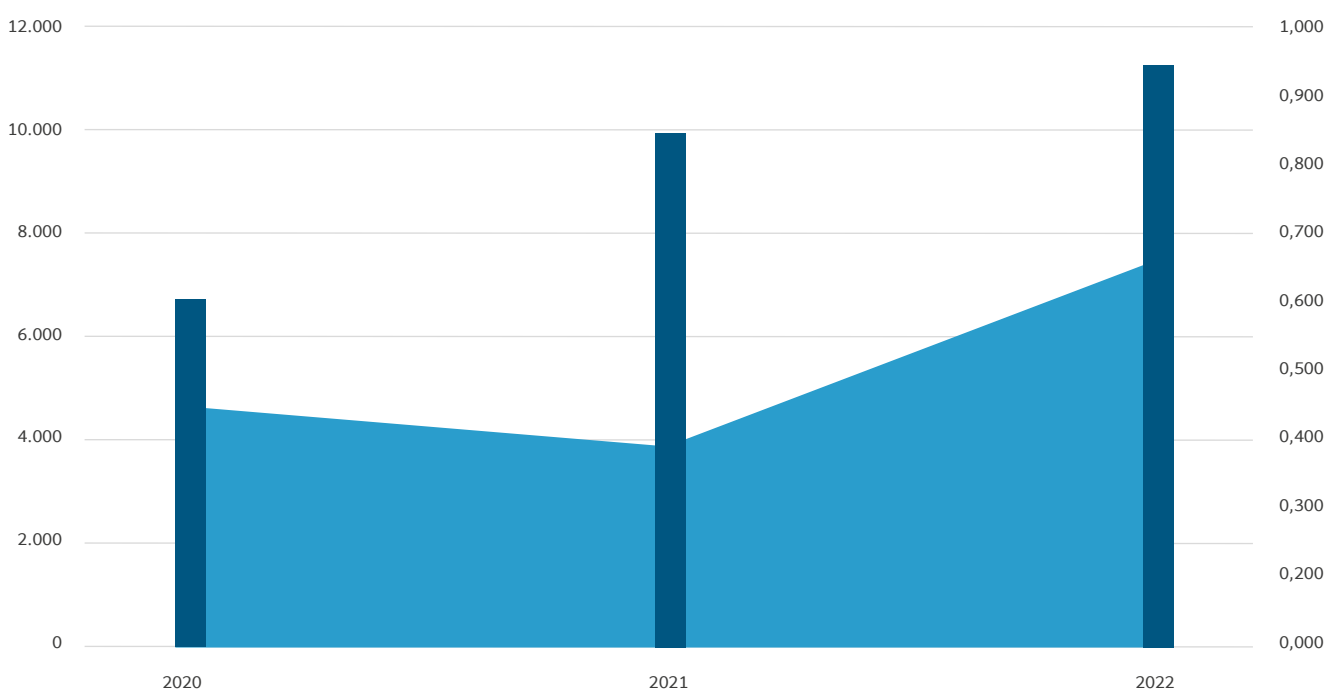
Non-Quality costs Turnover



SPT

Quality compared to turnover (QRF)

QRF Turnover



Streparava Certifications: the path

Management systems represent the organizational model that the company has decided to adopt to comply with mandatory requirements and to strive for continuous improvement in terms of quality, environment, health and safety.

	ISO 9001/IATF 16949	ISO 14001 - 45001	TISAX	ISO17025
STREPARAVA SPA	Available	Available	Available	Available
BPT BORRONI POWERTRAIN SRL	Available	by Q4-2023	-	-
SPT SRL	Available	by Q4-2024	-	-
ALUNEXT	Available	by Q3-2023	-	-

QUALITY POLICY

Overcoming customer expectations by improving business efficiency

ENVIRONMENTAL POLICY

Serving the customer, respecting the environment

TESTING CENTER POLICY

The Testing Center must act in accordance with the principle that Quality of Services originates in management processes and that prevention therefore takes precedence over the identification of defects and incidents

SAFETY POLICY

It is inspired by the principles of safeguarding the safety and dignity of the individual.

At Streparava, we consider management systems as basic elements for the sustainable development of the entire Group and each individual plant. Our policies regarding management systems - which involve quality, environment, safety, social responsibility, energy management and privacy - consider the entire system of needs and expectations coming from the context in which we operate and from the various stakeholders and interested parties. At Streparava SpA the integrated Safety and Environment management system has been active since 2005, with the effective implementation of actions aimed at reducing envi-

ronmental impact. For a more in-depth look at these initiatives, please refer to Chapter 4 of this Report. In the companies that have recently joined Streparava too, the attention paid to these issues is not secondary: BPT Borroni Powertrain and Alunext, a company of the Group that is not present in terms of reporting in this document, started at the end of 2022 on a path of integration, with the aim of achieving integrated safety and environment ISO 14001 - 45001 certification by the end of 2023. SPT will begin the same path from the end of 2023, with the goal of achieving certification at the end of the following year.



Tisax for Information Security

Information security is of paramount importance within the automotive industry; for this reason, Streparava has embarked on a path to obtaining TISAX (Trusted Information Security Assessment eXchange) certification.

All service providers in the automotive industry process data and information of their customers, who require confidentiality according to the highest standards of protection. To guarantee customers maximum protection in the processing of their information, there are ISA (Information Security Assessment) catalogues of specific criteria developed by the Verband der Automobilindustrie (VDA), which constitute a set of standards for assessing different areas of data processing, whether electronically or physically managed.

As many manufacturers had to conduct specific audits towards

their suppliers independently, many suppliers had to undergo the same assessment several times towards different customers, effectively conducting redundant audits with unnecessary recurring costs.

In order to reduce the number of audits, the VDA in cooperation with the association of European car manufacturers, the European Network Exchange (ENX) has set up TISAX, an acronym for Trusted Information Security Assessment Exchange, an information security certification based on ISA catalogues that allows the sharing of audit results on a digital platform between all those who adhere to this platform, which has now become the standard and the main reference in this context.

Being Tisax certified allows one to be able to hire accredited suppliers, share one's audit results with other participants, and

see their results; a potential manufacturer who turns to a Tisax participating company will not need to conduct audits on how the company processes its information, as it is certified.

Certification consists of adapting information management to comply with the ISA security standards, successfully undergoing an audit by a Tisax-accredited certifier, uploading the outcome of the audit to the portal, having the outcome approved by the portal and obtaining what is called the Tisax Label, i.e. the assessment level.

There are three levels of rating, or labels:

- **Level 1** consists of filling in the ISA questionnaire by conducting a self-assessment and then publishing it on the portal;
- **Level 2** is for more complex suppliers; it consists of the self-assessment published on the portal as for level 1 but with following random plausibility checks by certified auditors;
- **Level 3** is for suppliers that process highly sensitive data (e.g. customer projects...), it consists of an on-site audit by an approved auditor.

The audit to obtain Label 3 consists of verifying all the processes that process sensitive information, both in paper and elec-

tronic form; for the physical part, site security and vulnerability procedures, access control, perimeter security, protection of documents in cabinets, document management on employees' desks, document circulation in departments, respect for privacy and the physical part inherent to GDPR (European privacy legislation) are verified and tested.

The audit in relation to data managed by electronic means is more complex and all IT systems, operators' PCs, servers, wireless connection, Internet access, data segregation, user management, traceability of IT requests are checked and tested, antivirus systems, updating operating systems, the mail system, cybersecurity training, how to automatically lock the PC in user absence, the use of USB sticks, the application of the GDPR relevant to IT systems, and the outcome of vulnerability tests.

Once the label has been obtained, it remains valid for 3 years; after this period a new audit must be conducted, referring to the ISA catalogue that will certainly have received updates in the standards and therefore with adjustments to be updated.

Streparava's Adro site has obtained Tisax's Label 3 published on the ENX portal; this will be shared with customers providing them with assurance and reliability on how their information is securely managed.



Streparava supply chain

Costs of raw materials, energy costs, material shortages, logistical problems and extended delivery times, a war conflict that influenced the above-mentioned factors and the aftermath of the pandemic.

These factors highlight, now more than ever, the **strategic role** of the Purchasing function. At Streparava we call it Procurement and, considering that around three quarters of Streparava's turnover is "procurement", its central role can be easily understood. This centrality must be translated into the ability of Procurement itself to become a "**profit center**" for the company as well as one of the first "**business partners**" inside and outside the company. In this context, Streparava has developed a number of specific strategic projects in which the Procurement function is a key player:

- the Corporate Supplier Development
- the Risk Assessment of the supply chain
- the Lean Office
- the Lean Organization Pilot Model
- the digitization of the RFQ process (Request for Quotation)

The main objectives of these projects are: the **development of a sustainable supply chain over time**, an **internal and external company leadership**, the **pursuit of technical-economic efficiencies** (savings) as well as the extension of **development and improvement program at Corporate level**, adopting the same analysis and intervention dynamics in all companies.

Risk Assessment of the supply chain

Risk assessment is today a highly topical issue that cannot be experienced only in an emergency context, but rather as the result of planning. Risk assessment has become an integral part of a company's strategic plan, both to protect activities and ensure business continuity, and to inspire and prevent and/or reduce the main risk factors.

In this context, Procurement has, for some years now, been running a work program called **SWITCH** aimed at assessing supply chain risks through the analysis of multiple aspects such as the economic-financial environment, the geo-political context, nat-

ural events and disruption costs, from which an action plan is then derived with the aim of **mitigating the level of risk**.

A key factor in the success of this work program is the constant presence of Streparava procurement **to support suppliers and partners**. As a matter of fact, we believe that it is fundamental to **develop leadership inside and outside the company**, starting from the concept that there is no success without knowledge and that knowledge must guide the company's choices in identifying partners that allow growth in terms of products, processes and competitiveness.

Supplier Development

A key role in this scenario is played by the Supplier Development, an integral part of Streparava's Procurement area, which aims to **develop supplier skills and competencies beyond the current level**. Through constant support for the entire supply chain, the Supplier Development team intends to represent **an element of growth and development for the entire supply chain**, a fundamental and indispensable element in enabling the company to achieve its objectives.

The Supplier Development project therefore has the following main objectives: the development and strengthening of suppliers, the development of a reliable Vendor Rating that represents the "credibility" of the company's internal ratings, constant monitoring of suppliers in order to be recognized as authoritative and knowledgeable interlocutors, and the development of ESG concepts.



VENDOR RATING

systematized and standardized supplier assessment and classification process, which allows a check list to be created and monitored on the basis of identified evaluation criteria. In Streparava, there are criteria related to Quality, Logistics and Purchasing.

Some guidelines that characterized the year 2022:

- **Vendor rating updating:** we adopt a rating process that is constantly updated and revised. The rating was revised in the course of 2022, incorporating new criteria and varying the system: some indicators concern, for example, the presence of certifications, reliability of deliveries, competitiveness and completeness of offers, and proactivity towards proposals for improvement.

Depending on the total score, suppliers are classified and subdivided into:

- **Class A:** total Vendor Rating from 85 to 100 (Preferred Vendor);
- **Class B:** total Vendor Rating score from 70 to 85 (Accepted Vendor);
- **Class C:** total Vendor Rating score between 50 and 70/100 (Vendor Accepted with Reservations- subject to Urgent Recovery Plan);

- **Class D:** score of less than 50/100 (Blocked Vendor).

By regularly submitting this information, the supplier will be able to view its situation and consequently be able to implement the necessary improvement actions. Each one is asked to improve, through a shared plan, by 5 per cent of its KPIs or to reach the top class.

- **Corporate Supplier Development:** the extension of all development and improvement programs at Corporate level. This activity will make it possible to benefit from best practices at Group level and to have extensive results and important synergies. This translates into the involvement of all Plants in the Group through a calendar of monthly visits as well as weekly sharing meetings where there is a constant exchange of ideas, information, best practices, visions and conducts.

During 2023, a specific Vendor Rating will be created for each plant to map and analyze the suppliers of each company.

89

suppliers mapped at the end of 2022

75%

of suppliers in class A

0

suppliers in class D

98%

of mapped Procurement turnover

The improvement activities planned and implemented by Strep-arava are aimed at ensuring an all-round sustainability of the supply chain, in order to be able to meet the challenges of a complex and constantly changing environment in a timely and effective manner together with our suppliers.

It is also thanks to the profitable relationships that the company has been able to build and consolidate with all the players in the supply chain that Strep-arava can “do its job well”: a network of relationships based on transparency, fairness, respect, listening and a continuous search for **mutual satisfaction**.

STREPARAVA**Purchase volumes by geographical distribution (%)**

	2020	2021	2022
Italy	87,0%	86,8%	85%
Europe (Italy excluded)	10,9%	11,1%	12%
India	0,6%	0,3%	0%
Other countries	1,5%	1,9%	3%

BTP**Purchase volumes by geographical distribution (%)**

	2022
Italy	76,0%
Europe (Italy excluded)	23,9%
India	0,0%
Other countries	0,1%

SPT**Purchase volumes by geographical distribution (%)**

	2022
Italy	74,9%
Europe (Italy excluded)	25,1%
India	0,0%
Other countries	0,0%

STREPARAVA SPA**Purchase volumes by type (%)**

	2020	2021	2022
Subcontracting	7,4%	6,9%	6,8%
Finished and semi-finished products	19,5%	19,9%	20,3%
Packaging, auxiliaries, services	47,1%	44,6%	43,6%
Plant and equipment	5,7%	7,4%	8,2%
Non-order managed	20,4%	21,2%	21,1%

BPT**Purchase volumes by type (%)**

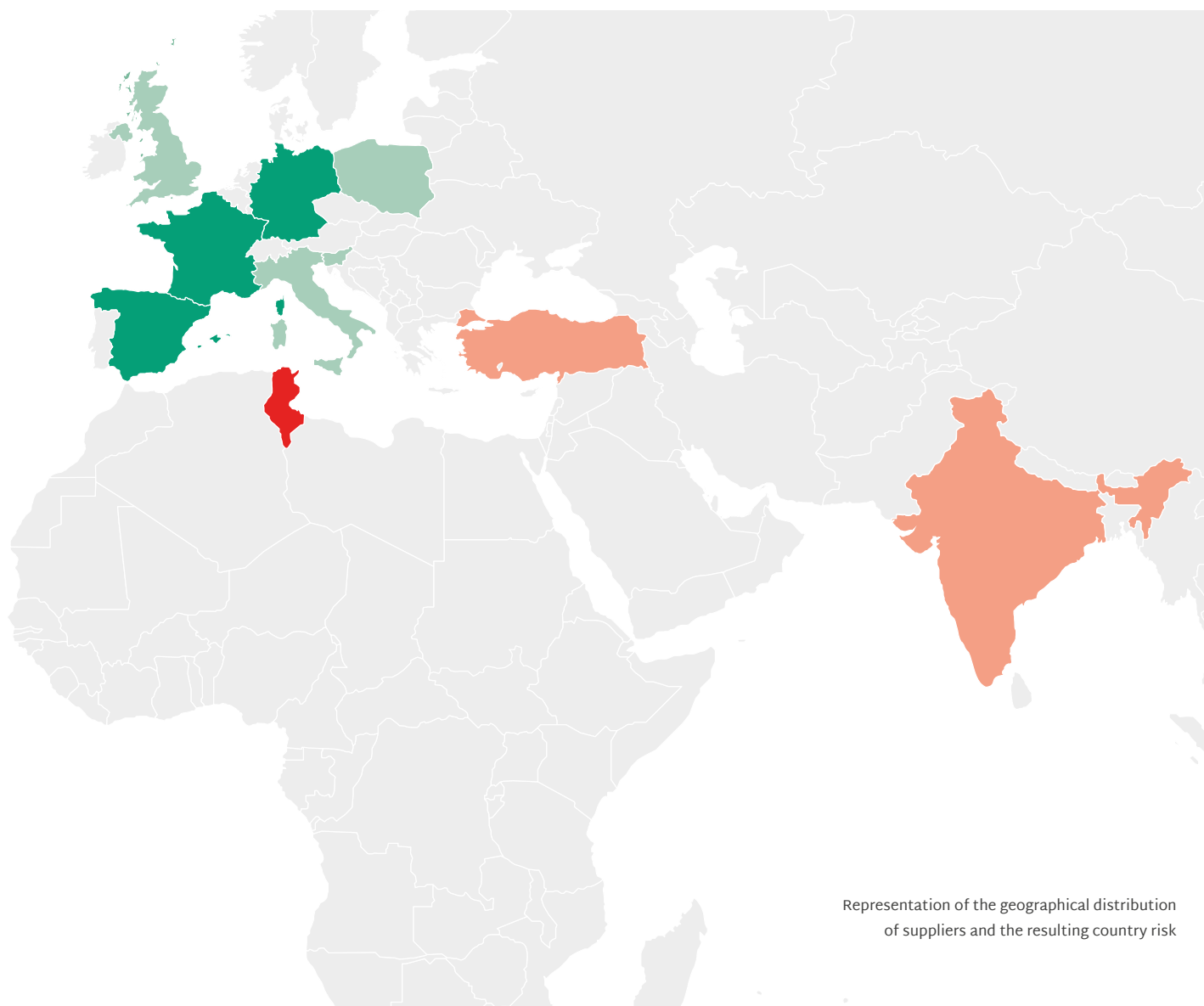
	2022
Subcontracting	12,0%
Finished and semi-finished products	24,5%
Packaging, auxiliaries, services	30,2%
Plant and equipment	11,0%
Non-order managed	22,4%

SPT**Purchase volumes by type (%)**

	2022
Subcontracting	3,5%
Finished and semi-finished products	54,3%
Packaging, auxiliaries, services	27,2%
Plant and equipment	15,0%
Non-order managed	0,0%



Geographical distribution of suppliers and country risk



Representation of the geographical distribution of suppliers and the resulting country risk

03

STREPARAVA
HUMAN CAPITAL

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Welfare

Our aim is to find the right balance between work and family.

Welfare for us moves in the physical sense, by stimulating our people to move, to be active, through various projects, whether sporting, cultural or recreational, that we propose internally; in the emotional sense, by organizing events that create the opportunity to be together, to experience beautiful moments; in the mental sense, by creating new habits, new ways of working, that in addition to favoring the correct balance between work and family life, help people manage daily stress.

Our approach

Human Capital, our Human Capital.

Streparava's approach emphasizes the importance of living and working in a human-centric, i.e. human-based, environment, and the only way we know how to do this is through a cultural approach based on participation and the idea of shared well-being. Therefore, through all the channels at our disposal, the company strives every day to develop strong and lasting relationships and bonds.

This vision has led to the protection of the well-being of Streparava's employees and collaborators, with the aim of addressing and resolving any problems of discomfort as a family would. Furthermore, as a manufacturer of safety components, we must ensure that the product meets the highest quality standards. For this reason, the protection of well-being must extend to a broader concept of happiness: health, economic peace of mind, work-life balance, motivation and personal growth.

We also place our people at the center of our daily actions through a series of projects and initiatives aimed at improving their physical, mental and emotional well-being.

In the past, these initiatives stemmed from proposals by top management, without asking employees what they wanted. Placing Human Capital at the center obliges us, on a daily basis, to listen to all requests, to study the right ways of feedback and results.

We adopted the Lean Lifestyle® Company model to maximize the company's human, organizational and technological potential and turn Lean Thinking into a strategic weapon.

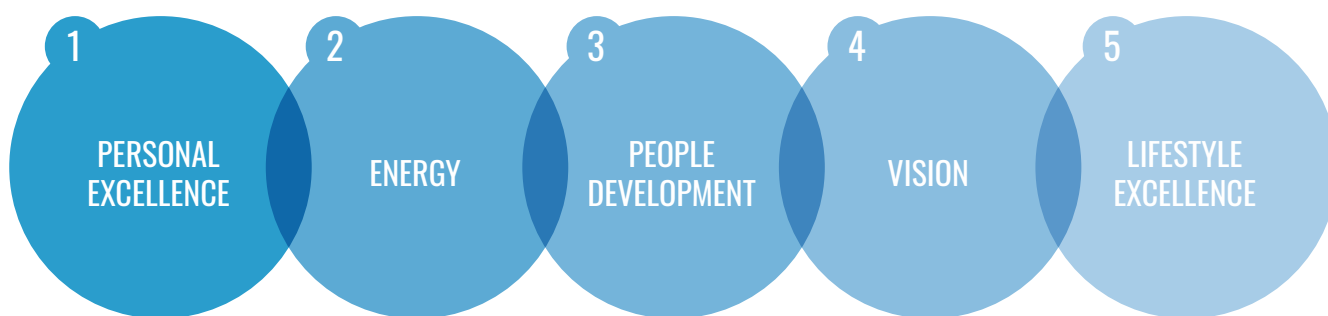
Lean Lifestyle

For several years now, we have chosen to spread the Lean Culture widely in our company.

Originating with Toyota in the middle of the last century, Lean Thinking has gradually become a method that has revolutionized the way a company is run. In short, it is a different way of approaching business, obsessively seeking to add more and more value for the customer while minimizing waste and non-value-added activities in all areas of the company, from production to all office processes.

However, this was not enough for us. To really develop the company's full human, organizational and technological potential and turn Lean Thinking into a real strategic weapon, we decided to adopt the Lean Lifestyle® Company model.

The Lean Lifestyle® is an evolution of Lean Thinking that is put at the service of people and not only of company processes, transforming it into a real lifestyle inside and outside the company to achieve more results and at the same time, expressing a deep wellbeing for people. This is strongly consistent with our founding value of caring for people. The Lean Lifestyle® leadership model is developed around 5 logical levels:



1 PERSONAL EXCELLENCE
express the best of themselves, with minimum effort

2 ENERGY
being able to generate energy around and for oneself

3 PEOPLE DEVELOPMENT
become developers of the human potential of each employee and colleague

4 VISION
be both visionary and pragmatic in carrying out one's tasks

5 LIFESTYLE EXCELLENCE
adopt excellence as a lifestyle

The Streparava Managers who composes the Steering Committee decided to adopt a real **Decalogue of the Lean Leader**, a fundamental outline for defining who should become the **Streparava Leader**:

- | | |
|---|--|
| <p>1 Focuses on Gold Activity to achieve maximum results with minimum effort.</p> <hr/> <p>2 Plans one's own activities and those of others in advance, in order to achieve the desired results in the set time.</p> <hr/> <p>3 Complies with company standards and contributes to their continuous improvement.</p> <hr/> <p>4 Faces problems methodically by basing decisions on factual data verified in the field.</p> <hr/> <p>5 Provides timely and constructive feedback to improve processes and people.</p> | <p>6 Actively collaborates with others to achieve goals.</p> <hr/> <p>7 Delegates, empowers and leads according to company values and Lean Lifestyle® principles.</p> <hr/> <p>8 Explores new avenues and is open to change to evolve the Streparava group.</p> <hr/> <p>9 Knows how to strike a successful balance between personal and work life, promoting physical, mental and emotional well-being.</p> <hr/> <p>10 Teaches by example and generates positive energy to develop self and the others.</p> |
|---|--|



Our people



1.150
employees worldwide



501
employees involved in the 2022 report



22%
of Streparava employees have or have had
a relative in the company



13 years
average length of service

Streparava SpA employees

Employees by division

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Chassis	153	3	156	161	3	164	170	3	173
Powertrain	65	3	68	62	4	66	62	4	66
Testing	6	0	6	8	0	8	8	0	8
Operation	54	10	64	53	12	65	72	16	88
Services	32	14	46	37	12	49	25	11	36
EMPLOYEES	310	30	340	321	31	352	337	34	371

Employees by educational qualification

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
No qualification/ Primary School	11	0	11	10	0	10	9	0	9
Secondary school diploma	150	3	153	146	3	149	147	3	150
Professional qualification	45	4	49	47	3	50	55	3	58
High school diploma	72	13	85	78	14	92	85	16	101
Bachelor's degree, Master's degree and post-graduate qualifications	32	10	42	40	11	51	41	12	53
EMPLOYEES	310	30	340	321	31	352	337	34	371

Employees by length of service

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
less than 5	88	14	102	116	15	131	134	16	150
from 5 to 9	20	4	24	17	5	22	22	6	28
from 10 to 19	98	5	103	89	3	92	86	4	90
from 20 to 29	70	2	72	73	4	77	68	4	72
over 30	34	5	39	26	4	30	27	4	31
EMPLOYEES	310	30	340	321	31	352	337	34	371

Streparava Holding employees

Employees by function

	2021			2022		
	Men	Women	Total	Men	Women	Total
Administration	2	4	6	2	4	6
Management control	2	2	4	1	2	3
EMPLOYEES	4	6	10	3	6	9

Employees by educational qualification

	2021			2022		
	Men	Women	Total	Men	Women	Total
No qualification/Primary School	0	0	0	0	0	0
Secondary school diploma	0	0	0	0	0	0
Professional qualification	0	0	0	0	0	0
High school diploma	0	2	2	1	2	3
Bachelor's degree, Master's degree and post-graduate qualifications	4	4	8	2	4	6
EMPLOYEES	4	6	10	3	6	9

Employees by length of service

	2021			2022		
	Men	Women	Total	Men	Women	Total
less than 5	2	5	7	2	5	7
from 5 to 9	1	0	1	0	0	0
from 10 to 19	1	1	2	1	1	2
from 20 to 29	0	0	0	0	0	0
over 30	0	0	0	0	0	0
EMPLOYEES	4	6	10	3	6	9

BPT employees

Employees by department

	2021			2022		
	Men	Women	Total	Men	Women	Total
Turning and milling	23	0	23	18	0	18
Grinding	9	0	9	14	0	14
Complementary processes	10	0	10	10	0	10
Operation and Services	22	3	25	26	3	29
EMPLOYEES	64	3	67	68	3	71

Employees by educational qualification

	2021			2022		
	Men	Women	Total	Men	Women	Total
No qualification/Primary School	1	0	1	1	0	1
Secondary school diploma	25	0	25	22	0	22
Professional qualification	8	0	8	9	0	9
High school diploma	27	2	29	33	2	35
Bachelor's degree, Master's degree and post-graduate qualifications	3	1	4	3	1	4
EMPLOYEES	64	3	67	68	3	71

Employees by length of service

	2021			2022		
	Men	Women	Total	Men	Women	Total
less than 5	18	0	18	23	0	23
from 5 to 9	4	0	4	6	0	6
from 10 to 19	23	1	24	15	1	16
from 20 to 29	14	2	16	18	2	20
over 30	5	0	5	6	0	6
EMPLOYEES	64	3	67	68	3	71

SPT employees

Employees by department

	2021			2022		
	Men	Women	Total	Men	Women	Total
Production	16	14	30	19	13	32
Operation and Services	19	2	21	16	2	18
EMPLOYEES	35	16	51	35	15	50

Employees by educational qualification

	2021			2022		
	Men	Women	Total	Men	Women	Total
No qualification/Primary School	0	0	0	0	0	0
Secondary school diploma	10	13	21	10	11	21
Professional qualification	3	0	3	3	0	3
High school diploma	16	4	20	16	4	20
Bachelor's degree, Master's degree and post-graduate qualifications	6	0	6	6	0	6
EMPLOYEES	35	17	50	35	15	50

Employees by length of service

	2021			2022		
	Men	Women	Total	Men	Women	Total
less than 5	11	0	11	14	1	15
from 5 to 9	1	0	1	1	0	1
from 10 to 19	10	4	14	6	3	9
from 20 to 29	6	7	13	8	6	14
over 30	7	5	12	6	5	11
EMPLOYEES	35	16	51	35	15	50

Diversity Streparava SpA

Employee diversity

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
BLUE COLLAR	242	6	248	246	7	253	255	7	262
under 30 y	23	0	23	30	0	30	34	0	34
between 30 and 50 y	142	4	146	140	5	145	141	5	146
age over 50 y	77	2	79	76	2	78	80	2	82
WHITE-COLLAR	59	22	81	62	22	84	69	25	94
under 30 y	4	2	6	9	4	13	14	5	19
between 30 and 50 y	35	15	50	35	13	48	38	14	52
age over 50 y	20	5	25	18	5	23	17	6	23
MANAGERS	4	2	6	7	1	8	7	1	8
under 30 y	0	0	0	0	0	0	0	0	0
between 30 and 50 y	4	2	6	6	1	7	5	1	6
age over 50 y	0	0	0	1	0	1	2	0	2
EXECUTIVES	5	0	5	6	1	7	6	1	7
under 30 y	0	0	0	0	0	0	0	0	0
between 30 and 50 y	3	0	3	4	1	5	4	1	5
age over 50 y	2	0	2	2	0	2	2	0	2
DIPENDENTI	310	30	340	321	31	352	337	34	371
TEMPORARY AGENCY WORKERS	59	3	62	54	1	55	62	3	65
under 30 y	36	0	36	32	0	32	39	0	39
between 30 and 50 y	21	3	24	21	1	22	21	3	24
age over 50 y	2	0	2	1	0	1	2	0	2

Board of director diversity

	2022		
	Men	Women	Total
under 30 y	0	0	0
between 30 and 50 y	2	0	2
age over 50 y	3	1	4
TOTAL	5	1	6

Diversity Holding

Employee diversity

	2022		
	Men	Women	Total
WHITE-COLLAR	2	5	7
under 30 y	0	1	1
between 30 and 50 y	2	3	5
age over 50 y	0	1	1
MANAGERS	1	1	2
under 30 y	0	0	0
between 30 and 50 y	1	1	2
age over 50 y	0	0	0
EMPLOYEES	3	6	9

Diversity BPT

Employee diversity

	2021			2022		
	Men	Women	Total	Men	Women	Total
BLUE COLLAR	47	0	47	51	0	51
under 30 y	3	0	3	6	0	6
between 30 and 50 y	32	0	32	31	0	31
age over 50 y	12	0	12	14	0	14
WHITE-COLLAR	16	3	19	16	3	19
under 30 y	1	0	1	0	0	0
between 30 and 50 y	12	3	15	12	2	14
age over 50 y	3	0	3	4	1	5
MANAGERS	1	0	1	1	0	1
under 30 y	0	0	0	0	0	0
between 30 and 50 y	0	0	0	0	0	0
age over 50 y	1	0	1	1	0	1
EMPLOYEES	64	3	67	68	3	71
TEMPORARY AGENCY WORKERS	23	0	23	23	0	23
under 30 y	11	0	11	14	0	14
between 30 and 50 y	11	0	11	8	0	8
age over 50 y	1	0	1	1	0	1

Diversity SPT

Employee diversity

	2021			2022		
	Men	Women	Total	Men	Women	Total
BLUE COLLAR	23	15	38	24	14	38
under 30 y	1	0	1	2	0	2
between 30 and 50 y	12	6	18	14	6	20
age over 50 y	10	9	19	8	8	16
WHITE-COLLAR	10	1	11	9	1	10
under 30 y	0	0	0	1	0	1
between 30 and 50 y	6	0	6	4	0	4
age over 50 y	4	1	5	4	1	5
MANAGERS	2	0	2	2	0	2
under 30 y	0	0	0	0	0	0
between 30 and 50 y	1	0	1	0	0	0
age over 50 y	1	0	1	2	0	2
EMPLOYEES	35	16	51	35	15	50
TEMPORARY AGENCY WORKERS	8	1	9	10	1	11
under 30 y	6	0	6	9	0	9
between 30 and 50 y	2	1	3	1	1	2
age over 50 y	0	0	0	0	0	0

Work and Opportunities

Our people are strongly involved in the corporate life of Strep-arava: we can say that the passion of “working” in Strep-arava grows with the years that each employee lives in the company and helps every day inspire a new “doing”, different from the

usual, with only one goal: to do everything to ensure that the company is sustainable and can last over time, for us and for future generations.



128

hires in 2021-2022



+21

people compared to the year 2021

Follower of our Lean approach, we have adopted Remote Working as of 2020 and for all group companies. Strep-arava employ-

ees can work remotely up to a maximum of two days a week on an optional basis.

Remote working



1.353

Days of Remote Working in the year 2022



Employees with a Remote-Working contract

54



Saved from missed home-work trips

-17 T CO₂

Streparava SpA Employees

Employees by contract type and gender

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fixed-term contract	1	0	1	10	2	12	1	1	2
Permanent contract	309	30	339	311	29	340	336	33	369
EMPLOYEES	310	30	340	321	31	352	337	34	371

Employees by type of employment and gender

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fixed-term contract	305	26	331	315	26	341	331	30	361
Permanent contract	5	4	9	6	5	11	6	4	10
EMPLOYEES	310	30	340	321	31	352	337	34	371

Holding Employees

Employees by contract type and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	0	1	1	0	1	1
Permanent contract	4	5	9	3	5	8
EMPLOYEES	4	6	10	3	6	9

Employees by type of employment and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	4	5	9	3	6	9
Permanent contract	0	1	1	0	0	0
EMPLOYEES	4	6	10	3	6	9

BPT Employees

Employees by contract type and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	1	0	1	0	0	0
Permanent contract	63	3	66	68	3	71
EMPLOYEES	64	3	67	68	3	71

Employees by type of employment and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	63	3	66	67	3	70
Permanent contract	1	0	1	1	0	1
EMPLOYEES	64	3	67	68	3	71

SPT Employees

Employees by contract type and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	2	0	2	2	1	3
Permanent contract	33	16	49	33	14	47
EMPLOYEES	35	16	51	35	15	50

Employees by type of employment and gender

	2021			2022		
	Men	Women	Total	Men	Women	Total
Fixed-term contract	32	13	45	32	12	44
Permanent contract	3	3	6	3	3	6
EMPLOYEES	35	16	51	35	15	50

Recruitment, Onboarding and Placement Plan

We continuously invest in improvement, development and a constant search for the best talent. We structure and pay fundamental attention to the assessment phase of incoming staff, paying attention to the aptitudes, desires and aspirations of our candidates: we search for talent by assessing all relational, personal and career aspects of future colleagues in an attempt to always place “the right person in the right place”.

After joining the company, we structure an ad-hoc placement plan for newcomers: in the first few weeks, a series of meetings are held with all the company’s function managers, aimed at ensuring a rapid knowledge of the company’s roles and figures and immediately creating awareness of the relationships existing between company functions. During the year 2022, we carried out 605 hours of onboarding training.

In the production departments too, awareness of organizational and safety aspects is of paramount importance and is among the aspects that are addressed from the very first onboarding: training starts from the very first moment one joins Streparava, with a tutoring and coaching phase by more experienced colleagues, with the aim of achieving operational autonomy and providing key concepts in terms of safety, quality and continuous improvement. Demonstrating how crucial this tutoring and onboarding phase is, we recorded more than 4500 hours of on-the-job training, fieldwork.

During the two-year period 2021-2022, we made a total of 128 new hires, 56 of which were under 30 years of age, against 82 terminations, of which a significant portion were due to reaching retirement age: the Group’s net growth balance sees an overall increase of 46 people within our companies compared to the beginning of 2021.



Turnover rate

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
NUMBER OF EMPLOYMENT TERMINATIONS	15	3	18	39	4	43	35	6	41
under 30 y	1	0	1	4	0	4	5	2	7
between 30 and 50 y	2	1	3	13	2	15	14	2	16
age over 50 y	12	2	14	22	2	24	16	2	18
TURNOVER RATE				9,2%	7,1%	9,0%	7,9%	10,3%	8,2%
VOLUNTARY TURNOVER RATE				3,1%	1,8%	2,9%	3,2%	3,4%	3,2%
TERMINATIONS DUE TO RETIREMENT				20	2	22	13	1	14

Voluntary turnover rate.

Voluntary turnover occurs when an employee chooses to leave his or her job.

Retirements, dismissals, failure to complete the probationary period and internal transfers are therefore excluded from this calculation.

Streparava SpA Employees

Number of new employees

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
NUMBER OF NEW EMPLOYEES	13	3	16	38	4	42	30	6	36
under 30 y	9	0	9	20	2	22	17	5	22
between 30 and 50 y	4	3	7	17	2	19	11	1	12
age over 50 y	0	0	0	1	0	1	2	0	2

Holding Employees

Number of new employees

	2021			2022		
	Men	Women	Total	Men	Women	Total
NUMBER OF NEW EMPLOYEES	2	3	5	1	1	2
under 30 y	0	0	0	0	1	1
between 30 and 50 y	2	3	5	1	0	1
age over 50 y	0	0	0	0	0	0

BPT Employees

Number of new employees

	2021			2022		
	Men	Women	Total	Men	Women	Total
NUMBER OF NEW EMPLOYEES	12	0	12	11	0	11
under 30 y	3	0	3	4	0	4
between 30 and 50 y	7	0	7	6	0	6
age over 50 y	2	0	2	1	0	1

SPT Employees

Number of new employees

	2021			2022		
	Men	Women	Total	Men	Women	Total
NUMBER OF NEW EMPLOYEES	8	0	8	11	1	12
under 30 y	1	0	1	3	0	3
between 30 and 50 y	6	0	6	6	1	7
age over 50 y	1	0	1	2	0	2

Training

Formation is part of our life, of our philosophy of thought; always, there is a need to be formed, because no one is born already with knowledge, half of our life is spent being formed.

Training is the passage of ideas, of thought, of culture.

Training in the company means offering employees training activities to acquire the knowledge and skills they need to perform their work at the highest levels, but not only: we want to help our people work better and with the right methodology, to live better in the company and not only.



14.254 h
of training provided



24 h
of training per capita



48%
of hours with Streparava tutor

Some examples of our courses

Additive Behavior and Health at Work

The “At Work in Health” course, which was attended by around 300 employees and developed over the course of the entire year 2022, in the first part, the topic of addictive behavior and addictions and how these can impact on our daily lives, thanks to the educational testimony of two psychologists. Their intervention was aimed at raising awareness of the phenomenon of addictions, providing a vision of behavioral prevention, but above all

making people aware of the services in the area that deal with these issues. The second part of the course dealt with the theme of nutrition, with the aim of raising people’s awareness of the benefits of adopting a healthy lifestyle and the correct quantity and quality of physical activity and nutrition, to improve their physical and eating habits.

Lean Lifestyle and Lean Academy

A mixed training chapter between in-person classrooms and a digital Academy concerns the dissemination of the Lean culture (Manufacturing and Lifestyle): in cooperation with Lenovys, a consulting company and long-term partner of Streparava whose goal is the dissemination of a new way of working, geared towards achieving a higher level of well-being and business performance, we systematically conduct personal development courses. We apply in a widespread way and at every level the method to understand how to focus on our value activities (which we

call Gold Activity) and at the same time eliminate time wasters in our daily life and way of working. How? For example, by increasing our ability to work focused without multitasking and constant interruptions and by delegating in a widespread and concrete manner.

In addition to the face-to-face classes, all staff have access to a digital Academy, where they can deepen their knowledge of the topics covered and keep up to date with new training pills.

Industrial Robotics

Starting in September 2020, with some interruptions due to the pandemic situation, the installation of the Streparava robot school area began at an indoor company area, thanks to the recovery of an unused robot; the development of the project in terms of costs, layout, and training prospects was concluded with the presentation of the proposal to the CEO committee: on this occasion, the entire committee confirmed its willingness to proceed, and an area was allocated that could not only accommodate the robot that had been designated from the outset, but also provide an additional area designated for new development and/or training applications. The main purpose of this new area is to respond to a need for training of operators, maintenance personnel and technologists: by having an equipped area

available, personnel can be trained without having to impact on production lines and in total compliance with the required safety parameters. On the contrary, having a safe area in which to freely experiment those activities that will then have to be replicated in a production line, allows Learning by Doing, stimulating the aptitude for problem-solving and teaching how to collaborate to achieve a goal.

The course brings together the knowledge available across the board in Streparava personnel who most often work with robots and was developed jointly by the Maintenance and Process Engineering departments.

The course material has been reorganized to create two different modules:

- the elementary course includes an 8-hour training session that allows participants with less affinity with robots to learn how to interact with it and reset it in the event of an error.
- the 12-hour advanced course deepens the contents of the elementary course and provides notions to understand robot programming, signal exchange and provides a first approach to collaborative robotics.

A further purpose of the new area is to support staff in the development of program variants: after checking the compatibility of the hardware, a part of the robot program can be developed that can, at a later stage, be installed in production lines with a relative reduction in downtime.

Finally, the area has also been able to accommodate a collaborative robot (COBOT), on which experiments of new applications are underway that could act as a pilot in the definition of



the new way of working (or collaborating) with a robot: a way of working in which man is at the center, relieved of tasks that the traditional robot cannot perform to date, operating with the main focus on safety.

Skill assessment and professional growth plan

We strongly believe in a 360° assessment of Streparava's staff and in an approach of sharing and interacting towards natural areas of improvement. We have named the evaluation process

Human Capital Review to emphasize the constant updating and evolution of both the professional and human factors we map. The phases consist of:

1 ASSESSMENT OF TECHNICAL SKILLS (HARD SKILLS) AND TRANSVERSAL SKILLS (SOFT SKILLS)

2 OBSERVATION OF ACTED BEHAVIOR, BASED ON THE COMPANY'S CORE VALUES

3 ROLE-PLAYING ASSESSMENT (BELBIN TEST)

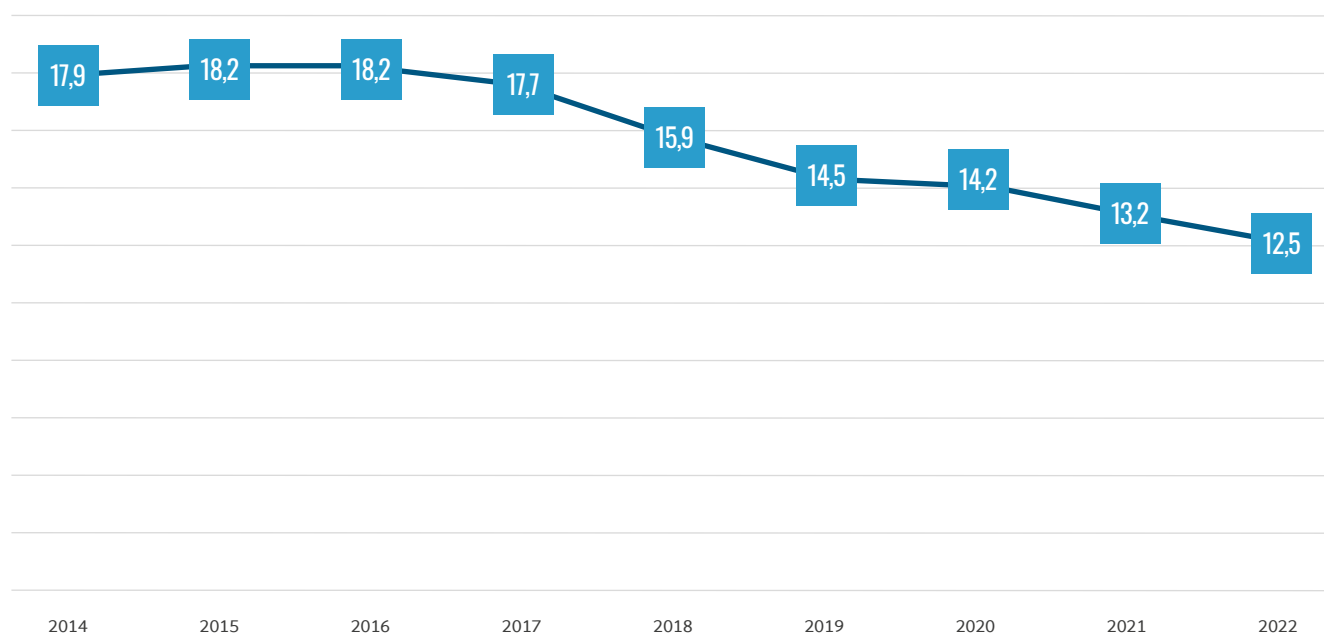
4 PERFORMANCE EVALUATION AND SHARING OF ANNUAL TARGETS

5 CUSTOMIZED TRAINING PLAN ON THE BASIS OF IDENTIFIED NEEDS

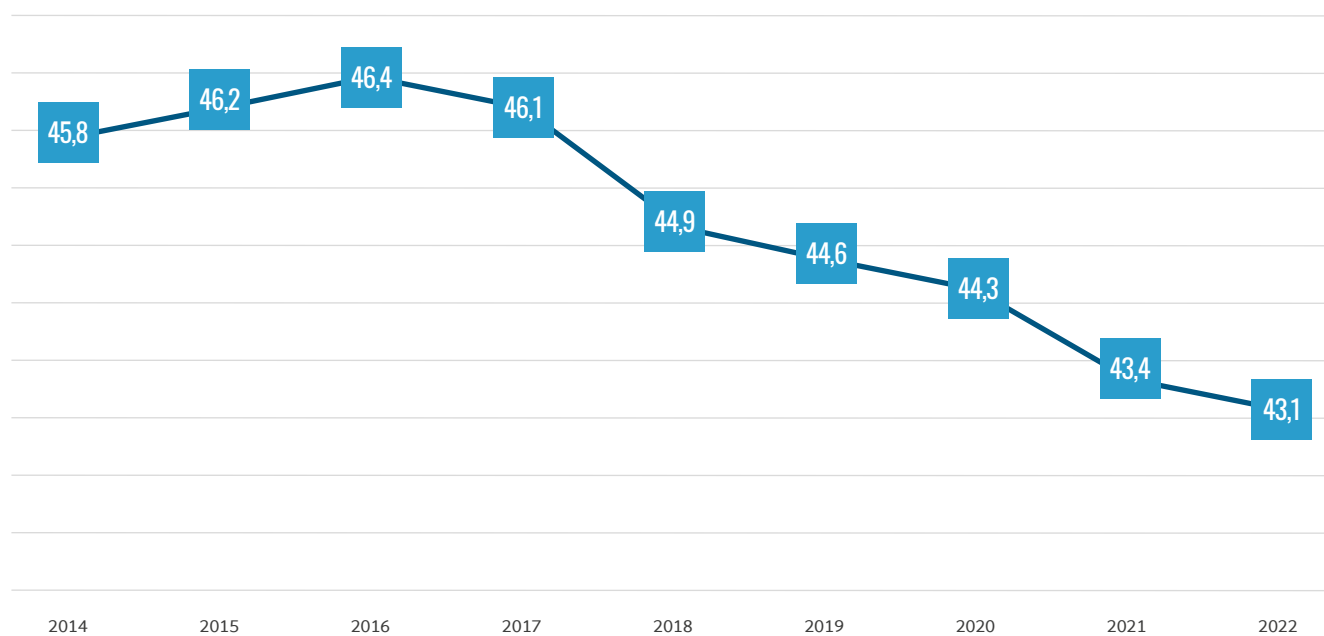
Diversity & Inclusion

Age management

Average seniority



Average age



Among the declinations of diversity management in the company, the branch of age management plays a fundamental role, i.e. those activities aimed at implementing policies that enhance each employee according to his or her age.

At Streparava, over the past few years, there has been a massive entry of young people (under 35), but the over-46 age group still covers an important share (about 45%) of the company's population. What is called the "Jump" in the chart represents, on the other hand, the professional transition range (36-45 years).

How are we fully developing these age groups coexisting in the company, each with its own needs and strengths?

- **Mentoring policy and reverse mentoring:** structuring the so-called handovers and training in the field, to fully develop "wisdom capital" that both young and older people possess in different forms, facilitating the dissemination of internal know-how;
- **Successful ageing:** promoting projects, including ad hoc health surveillance and prevention policies, that improve the quality of life of the over-50 population, also in relation to the extension of the retirement age;

Youth Project

Born from the will of sharing and listening the point of view of our young people, the project involved thirty-five Under 35 employees throughout the year 2022. The different phases that have followed are:

- **Aperitif with the CEO;** our CEO Paolo Streparava led a round table discussion with the Youth team, representing all business functions of the organization, on three specific topics: Environmental Sustainability, Welfare and Digitalization. This moment of discussion and mutual exchange was the start of the project, which took place in May.



WHAT REVERSE MENTORING IS

it is a learning process through which early-career and, typically, less experienced employees teach and disseminate knowledge to senior and more senior colleagues on a specific area. An example of such mentoring can be the dissemination of knowledge related to technological trends as seen by the younger generation.

- **Inclusion of young people:** promoting activities that make young people actively participate in company life and make them feel part of a group, encouraging moments of exchange of ideas and points of view.

- **Team Day:** Rugby-themed team building day
- **Lean Lifestyle training:** 6 classes training days to discover all the principles of the Lean Lifestyle and how to define corporate strategy
- **Personal stories:** Streparava managers and senior figures present to young people the development of their professional and private careers, retracing the milestones that have marked their path, the key competences to meet future challenges and the expectations they place on "newcomers".



Internship, Dual Learning and relationships with schools

As a result of the strong ties that bind us with some of the leading schools in the provinces where we operate, we have created Dual Learning projects, internship and first job placement programs that allow graduating and undergraduate students to “touch” the business reality first-hand. We strongly believe in the Technical High Schools system and have been a partner of ITS Lombardia Meccatronica since its foundation; we host internship students annually and many of them have become part of the Streparava team.

In May, the Dual Learning project with Istituto di Istruzione Superiore Marzoli was activated for mechatronics experts enrolled in the final year. The project was structured for two classes, approximately fifty students, involving 40 hours of training with our internal teachers as experts in the automotive sector. As part of this experience, they got to know how our company works, how the company is structured and the related flows. The project was launched with the aim of creating a connection with the students, directing them towards an informed choice of postgraduate pathway.

54 students

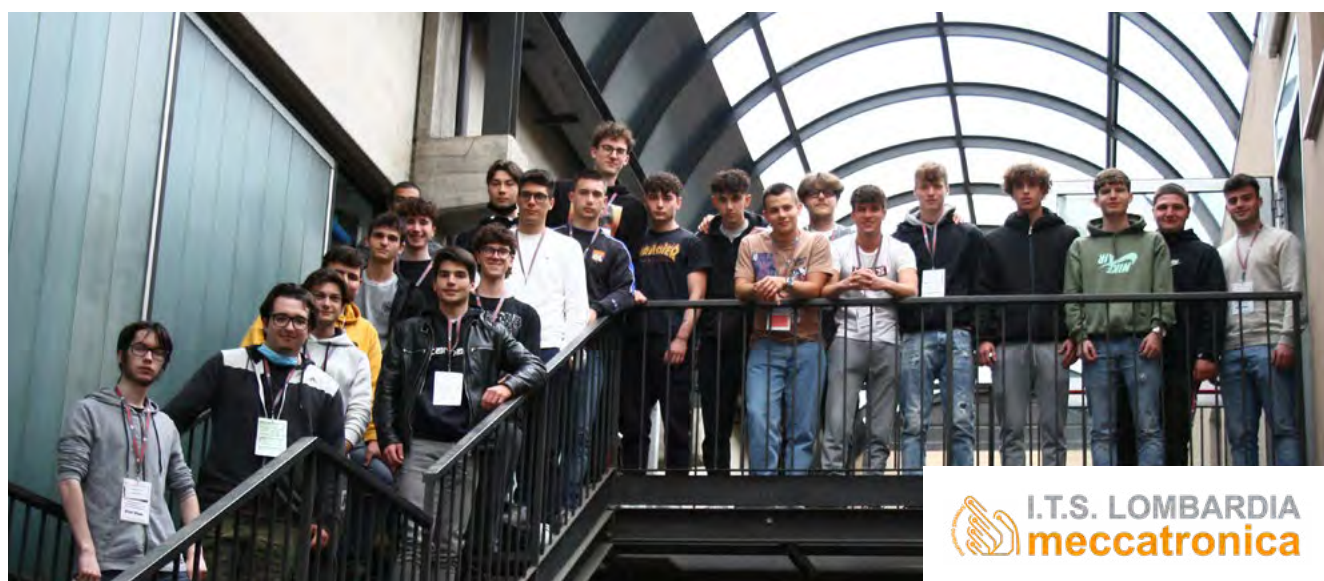
with Dual Learning projects

5 internships

with Technical High Schools
(3 hired in Streparava)

4 university internships

activated
(1 hired in Streparava)



 I.T.S. LOMBARDIA
meccatronica



Welfare and Happiness Group



80% of workers

would recommend a friend to come and work at Streparava.
Data provided from Climate Awareness Questionnaire 2022

Happiness Project

The topic of the Sustainability Report 2021 was the concept of “return to normality”: after experiencing the end of the pandemic period, the expectation was that of a generic return to normality, both in one’s own individuality and in the community. Although global war scenarios, with their consequences, had important repercussions on the organizational choices of companies, it is possible to concretely state that we are in a new normal business activity. In spite of the dramatic nature of these situations, it is our intention to reach sources of reflection on what is perceived as well-being: as was the case with Covid, we cannot pretend that these situations do not have an impact on our lives, in economic, social and psychological terms.

Why the concept of happiness

Well-being is one of Streparava’s three core values, which we interpret in terms of physical, mental and emotional well-being. The pandemic period has slightly “stressed” this concept, projecting it almost exclusively on the subject of health. Consequently, the most spontaneous action was to shift the focus to the subject of happiness, for three reasons in particular:

1) Happiness is easy to detect. Although it is sometimes an abstract goal and certainly not easy to pursue, it is nevertheless easy to sense, if for example we are talking to someone, whether that person actually has a more or less happy expression, and it is a characteristic that we learn to recognize from childhood;

2) Happiness is healthy. Happiness decreases cortisol levels in our bodies in favor of hormone production that makes us feel and look better (serotonin, dopamine, oxytocin, etc.);

3) Happiness is personal. Each of us has our own perception of happiness and our own ways (or priorities) of trying to achieve it. Consequently, the company can act as an amplifier of this perception, investigating what the main means of achieving it might be and thus having a targeted and equity-based action.

Why happiness in the company

Several studies show how increasing happiness through actions taken in companies produces an increase in productivity, innovation, sales and impacts on the company’s retention capacity.

How we are working on happiness at Streparava

Streparava’s action thus undergoes a spontaneous and shared evolution, the transition from an idea of welfare protection to a constellation of concrete actions for happiness.

Since the end of the year 2021, we have created a dedicated working group, composed across the board (by gender, contractual classification, age, length of service, geographical origin, etc.) that is working on the issues of:

THEMATIC

GOOD NUTRITION

starting from the already implemented guidelines of the Workplace Health Promotion (WHP) project of the Lombardy region

EXAMPLE

color coding in the canteen to facilitate the correct composition of healthy meals

THEMATIC

HEALTHY BEHAVIOR

prevention and contrasting addictive behavior

EXAMPLE

awareness-raising article in Streparava Magazine

THEMATIC

PHYSICAL ACTIVITY

resuming and stimulating organized physical activities

EXAMPLE

sponsorship and participation in BAM (Brescia Art Marathon)

THEMATIC

DIVERSITY MANAGEMENT

specific policies for diversity management.

THEMATIC

WORK-LIFE BALANCE

optimizing work-life time and savings

EXAMPLE

membership of the local reconciliation network

A grant of 7500 euro was awarded to 20 applications submitted through Streparava to join the conciliation call. This project, the company adheres and promoted by the ATS to, is part of the local reconciliation network for the support of expenses related to family members (minors, elderly, people with serious disabilities) to partially cover the charges incurred for the use of care and socio-educational welfare services.

THEMATIC

SUSTAINABLE MOBILITY

trying to implement more sustainable mobility

EXAMPLE

Employee Commuting

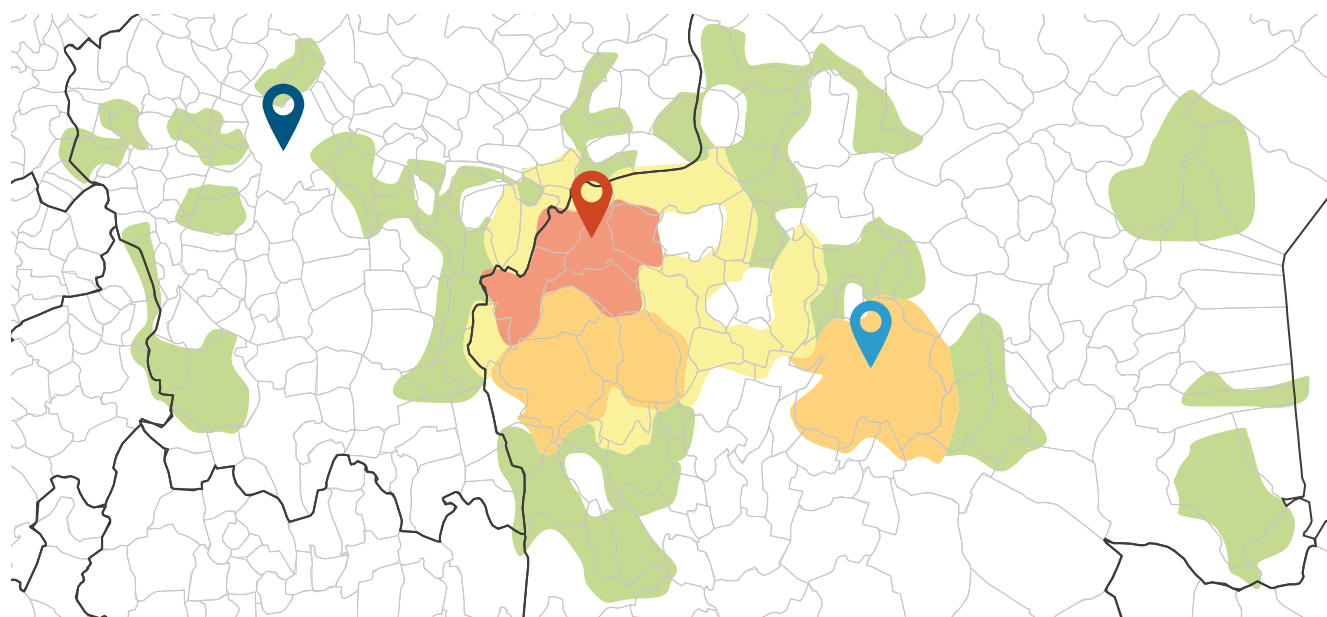
mapping of our employees' home communities



18% of our employees

reside in the same municipality
as the plant where they work

Map-displays of employees town of origin



More than 30 people

Between 11 and 30 people

Between 3 and 10 people

Less than 2 people

Bergamo

Brescia

Streparava

Recognizing diversity, the first step

EVERYONE IS DIFFERENT

It is in diversity, in appreciating differences as the completion of each one of us, that fertile ground can be found, not only to respond to the provisions of current legislation on the subject, but above all to set up projects that aim at true integration,

where equality (in the application of rights) is supported by real equity of action, with policies and activities aimed at responding to all needs.

Focus Day

The Focus Day is an event held annually at the end of September, attended by all function and plant managers from all Streparava plants around the world: besides being a unique opportunity for our front lines to confront and stimulate each other, this event has a dual function.

On the one hand, to stimulate team building and fellowship among the people of the Streparava team, through experiential and group activities; on the other hand, during these days of high-intensity work, the company strategy is reviewed, updated and integrated through the updating of the Hoshin Kanri, all existing strategic projects are presented and discussed, and new projects are created for the following years.

Quick Kaizen

	2020				2021				2022			
	SVA	BPT	SPT	Total	SVA	BPT	SPT	Total	SVA	BPT	SPT	Total
N° Quick Kaizen	341	54		395	811	115	74	1.000	624	74	46	744
Purposefulness		0,82				1,46			2,66	0,83	0,82	2,27
N° employees									256	70		326

at Streparava Spa the average proposal rate was 2.64 kaizens per person. Although the set target of 3 proposals per person was not reached, we can say we are proud of the work done by the entire team: we collected a total of 624 proposals and improved the speed of feedback, 90% of which was received within ten days of receipt.

At BPT Borroni Powertrain, an ad hoc team was set up to evaluate Kaizen, made up of three people: the average proposal was 0.83 per person, with a very fast feedback time for 95% of them.

Ideas awards: Quick Kaizen

At Streparava, we have long been committed to optimizing business processes, be they production-logistics or organizational. The quest for continuous improvement is part of our DNA and has progressively made us aware of the importance of involving the entire organization, at every level, in this challenge.

This led to the creation of an incentive program to stimulate the operators to generate ideas and formulate proposals for improvement which, passing through an evaluation committee, are analyzed, processed and rewarded on the basis of various criteria that are attentive to both form and substance, both economic and safety-related.

The proposals for improvement are Kaizen, a Japanese term meaning "Change for the better": the main KPI of this process is the average proposal, understood as the average number of suggestions per person per year. In the year 2022:

At SPT we collected 46 improvement proposals, with an average of 0.82 Quick Kaizen per person. In total, we paid out €300 to 6 employees who achieved the necessary points, rewarding them at two points during the year. In all plants, we reward employees who reach a predefined score on a fixed basis, either with an economic reward or through a short-dedicated event: the company has recognized an economic bonus of 3200 € in the year 2022.

All this is done with the aim of constantly training the search for improvement and to increasingly spread the culture of change.



Contribution to community

Scholarships and study grants

Our company's desire to invest in young people, rewarding deserving children of employees through the awarding of scholarships, is reconfirmed also for 2022.

The selection of the winners was made by a Commission composed of Mrs. Rosella Streparava, together with Prof. Giorgio Bettoni, Alessio Bertuzzi of the Human Capital office and union representative Gian Carlo Abeni who, after careful analysis, chose the students with the best school results from among the children of employees.

The following students were then awarded: Sara Bonardi, Aurora Bosio, Pietro Capitoni, Francesco Cavalleri, Amna Dhobi, Marta Ferrari, Giulia Iore, Christian Marini, Sofia Rigamonti, Samuele Rossi, Giulio Saleri, Andrea Salogni, Giorgio Giacomo Seghezzi, Giorgio Zerbini.

A special mention also goes to our colleague Marco Pasinetti,

who decided to re-challenge himself by taking on a new school challenge, and to our colleague Stefano Paderni, who concluded his engineering studies with an excellent result.

Our company, continuing the tradition started and strongly desired by Cav. Gino Streparava, has confirmed its willingness to continue supporting young people in the coming years through this project: over the past 22 years, about 260 students have been awarded scholarships for a sum of almost 200,000 €.

In addition to the financial "award", it is nice to point out that some of the winners of past editions are now an integral part of the Streparava team, specifically Veronica Brescianini, Nicola Turla, Sara Zanni, and Davide Baglioni.

For all participants, may this always be an acceleration for personal improvement and the achievement of ambitious goals.

Welfare credit



+450 thousand euro
Total expenditure

We believe that the instrument of Corporate Economic Welfare is an effective way to support the income of all our employees; for years we have had a platform that allows access to a variety of goods and services. For this reason, we decided to:

- provide a one-off bonus of 600 € to all Streparava employees in December 2022, as a support against rising energy costs and inflation
- enable to transform a portion of the annual variable performance bonus into economic welfare, giving a bonus in this type of choice
- make available the 200 € provided for by the metalworking collective agreement through the company platform

Donations



103 thousand euro
Donations in the year 2022

A list of the main organizations and foundations receiving our funding: Parrocchia Rovato S.Maria, Fondazione opera Caritas S.Martino, Teatro Grande di Brescia, Polisportiva Capriolese, Team Volley di Cazzago San Martino (BS), AIRC per la Ricerca sul Cancro, Fondazione Comunità Bresciana, Istituto Benedetto Castelli di Brescia, Borse di Studio per l'Università degli Studi di Brescia, Parrocchia di Adro, Suore Canossiane, Fondazione ITS.

Moreover, and supported by a strong corporate monetary contribution, we have internally sponsored economic support projects, such as the donation of hours of our own labor to support the direct reception of Ukrainian refugees in the Brescia area, in the early stages of the war conflict, a project promoted by Caritas San Martino of Brescia. The total donated by Streparava employees was 6200 €, to which was added a substantial amount from the company.

Sponsorships

Streparava, as technical sponsor of Ducati Corse 2022, played a small but fundamental role in the results achieved by the Borgo Panigale manufacturer, which won the Drivers' title last season, with Pecco Bagnaia's victory, the Constructors' title and the Teams' title with the Ducati Lenovo Team.

In our factory in Saronno (VA), where our sister company B.P.T. Borroni Powertrain is located, we have been producing camshafts and crankshafts for Ducati Corse for years: Streparava will proudly continue its journey in MotoGP alongside the Ducati team in 2023.



Safety and health

At Streparava, the protection of the health and safety of its people has always been a central topic. This aspect is an unavoidable requirement, on which Streparava must continue to place constant attention and commitment, to guarantee high safety standards for the protection of its workers and collaborators.

To properly monitor the topic, all company activities are governed by management systems certified according to UNI ISO 45001 “Occupational health and safety management systems” and the adoption of good practices, which are also promoted and shared with suppliers.

The constant monitoring of near misses, through the evaluation of specific indices, allows our specialized personnel to intervene promptly to correct and eliminate problems and criticalities that may arise in the performance of work activities.

We believe that one of the main concrete actions for risk prevention is the creation of a safety culture; to do this, we work with great commitment and constancy through all the channels at our disposal. For this reason, we are convinced that tutoring and teaching methods are the key to achieving these objectives and, consequently, compulsory safety training is carried out by our specialized in-house personnel.



2.000 h

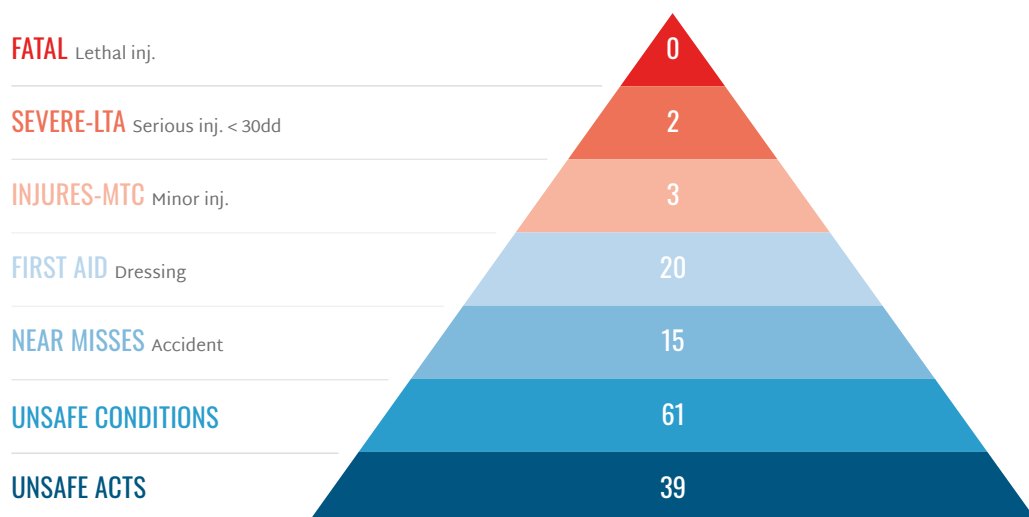
Training in Safety & Environment



99% of employees

Confirm they know the safety information for their job.
Data provided from Climate Awareness Questionnaire 2022.

Heinrich's pyramid



SVA EMPLOYEES

Accidents

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
TOTAL NUMBER OF ACCIDENTS AT WORK	9	2	11	16	0	16	8	1	9
Work place	9	1	10	15	0	15	7	0	7
On the way to work	0	1	1	1	0	1	1	1	2
TOTAL	9	2	11	16	0	16	8	1	9
LOST WORKING DAYS DUE TO INJURY			241			292			136
							2020	2021	2022
Frequency Index							2,32	2,81	1,28
Severity Index							0,56	0,55	0,25

BPT EMPLOYEES

Accidents

	2021			2022				
	Men	Women	Total	Men	Women	Total		
TOTAL NUMBER OF ACCIDENTS AT WORK	1	0	1	0	0	0		
Work place	1	0	1	0	0	0		
On the way to work	0	0	0	0	0	0		
TOTAL	1	0	1	0	0	0		
LOST WORKING DAYS DUE TO INJURY			10			0		
							2021	2022
Frequency Index							0,00	2,39
Severity Index							0,00	0,19

SPT EMPLOYEES

Accidents

	2021			2022				
	Men	Women	Total	Men	Women	Total		
TOTAL NUMBER OF ACCIDENTS AT WORK	0	0	0	2	0	2		
Work place	0	0	0	2	0	2		
On the way to work	0	0	0	0	0	0		
TOTAL	0	0	0	2	0	2		
LOST WORKING DAYS DUE TO INJURY	0	0	0	16	0	16		
							2021	2022
Frequency Index							0,00	2,39
Severity Index							0,00	0,19

INDEX OF FREQUENCY

is calculated as total hours worked divided by the number of accidents multiplied by 100000.

INDEX OF SEVERITY

is calculated as the total days lost due to accident divided by the total hours worked, multiplied by 1000.



04

STREPARAVA FOR THE ENVIRONMENT

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Challenge

We love challenges. If we didn't, we would not get where we are today.

We always try to raise the bar; if we reach a goal, it becomes the starting point for a new project or a new stage.

The challenge for us is to live our values, communicating them in our daily actions pursuing our mission by learning something new every day.

Topic Approach and Environmental Policy

Streparava is a manufacturing company strongly **rooted in the territory**, so respect for the environment and the community that inhabits it have always been among our primary values.

Managing and minimizing the environmental impact of our activities is part of the corporate identity inspired by the principles of environmental protection, understood, on the one hand, as the local context of work and life of people and the surrounding community and, on the other, as the global context of the health of our planet.

At Streparava, precisely because of this vision, environmental management is closely connected and integrated with health and safety management, **to protect the environment and people**.

We have worked to obtain **UNI EN ISO 14001:2015 certification**, in order to enhance and highlight our commitment to sustainably managing our impact on the environment we operate in. The journey began in 2005, the period when all aspects and

impacts of the plant were first formalized in Adro. On the basis of this identification, we have committed ourselves to constantly monitoring the legislative environmental parameters of reference for the engineering sector, analyzing all atmospheric emissions and water discharges on an annual basis using the best instruments available in terms of technology.

ISO 14001 certification attests to our **concrete commitment to preventing and minimizing the negative impact of processes, products and services with a view to continuous improvement**. In fact, we have defined specific improvement objectives aimed at minimizing the environmental impact of both our activities and those of our suppliers, which are monitored systematically and constantly.

To extend these management methods to all the Group's activities, as of 2022 we have started an integration process that aims **to obtain UNI EN ISO 14001:2015 certification in all plants**, starting with the Italian ones.



87% of employees

Consider environmental protection fundamental or important. Data provided from Climate Awareness Questionnaire 2022.

Dashboard Energy

STREPARAVA SPA

Energy consumption

Gj

	2020	2021	2022
PURCHASED ENERGY	35.814	44.186	43.206
Electricity	35.814	44.186	43.206
of which from renewable sources	14.981	18.898	18.479*
COMBUSTIBLES AND FUELS	24.344	27.294	23.857
Methane gas	24.344	27.294	23.857
TOTAL ENERGY CONSUMPTION	60.158	71.481	67.063

* supplier makes provisional data of energy mix available (43%)

STREPARAVA SPA

Company fleet fuel consumption

lt

	2020	2021	2022
Fuel	25.520	39.243	43.907

BPT

Energy consumption

Gj

	2021	2022
PURCHASED ENERGY	11.033	11.733
Electricity	11.033	11.733
of which from renewable sources	4.744	5.045*
COMBUSTIBLES AND FUELS	2.026	1.940
Methane gas	2.026	1.940
TOTAL ENERGY CONSUMPTION	13.059	13.673

* supplier makes provisional data of energy mix available (43%)

BPT

Company fleet fuel consumption

lt

	2021	2022
Fuel	12.558	14.613

SPT

Energy consumption

	2021	2022
PURCHASED ENERGY	8.120	7.842
Electricity	8.120	7.842
of which from renewable sources	3.473	3.354*
COMBUSTIBLES AND FUELS	5.576	4.485
Methane gas	5.576	4.485
TOTAL ENERGY CONSUMPTION	13.696	12.327

* supplier makes provisional data of energy mix available (43%)

SPT

Company fleet fuel consumption

	2021	2022
Fuel	6.923	9.314



Reduction in energy consumption

To understand how energy is used in the company, it can be divided into vectors. Primary vectors include the main energy

sources, in secondary vectors the sources derived from the main ones.

PRIMARY VECTORS



ELECTRICAL ENERGY



NATURAL GAS

SECONDARY VECTORS

electromotive force
lighting
compressed air

heat for heating
heat for production

We aim to decrease our energy consumption through specific projects aimed at reducing waste: this attention to detail characterizes every activity implemented by Energy & Facilities and consists of a series of concrete projects each year, which monitor the reduction in economic terms and energy consumption. Through continuous improvements and the dissemination of good utilization practices, with the cooperation of all people in the company, we strive to reduce losses to a minimum, towards a greener future and with the goal of “zero waste”.

Some of our concrete projects in 2022:

- completed the renovation of the R&D building, aimed at improving the energy class by replacing windows and doors and thermal insulation, adding a new air-conditioning and heating system and installing LED lamps;
- purchase and replacement of electrical machines, a project in cooperation with the Technology and Maintenance departments;

- concluded the purchase of LED lamps for all company areas without this type of lighting; against a project with a total cost of around 40,000 €, an energy saving of around 50,000 kWh and a cost saving of 8,300 € per year can be noted from the efficiency improvement activities;
- recognition of energy class A4 in warehouses under construction; the benefit will be recognized from the year 2023;
- the optimization of the switching on and off of machinery and systems, following various improvement proposals made through kaizen;
- starting from the end of 2022, launch of a strategic project aimed at studying and implementing technological solutions for the optimization and reduction of electricity, gas and water waste.

Mapping, analysis, implementation

These are the main steps in the realization of each single project that Streparava introduces: the starting point, consolidated over the years, is the mapping of the annual energy consumption of the Adro site with the relative breakdown of the costs incurred by the company.

We started from the analysis of consumption for the year 2022: in the three Streparava offices covered by this report we purchased and used around 55,000 GJ of electricity, corresponding to almost 4,500 tons of CO₂. Taking into consideration the significant price increases that companies and households had to face during the year and taking the opportunity to reaffirm the strong attention once again towards concepts of environmental sustainability, at the Adro plant (BS) we launched a project aimed at installing a latest generation photovoltaic system.

The study of the project, which had already begun in 2021, had initially focused on identifying a suitable solution for the two new warehouses under construction. By deepening the analysis, the possibility of maximizing the impact with the extension to the entire plant emerged. During the study, the need to replace some no longer fully functional roofs was also highlighted, which have been replaced or modernized.

The project is expected to be completed by mid-2023, but it is possible to estimate the overall impact: with the installation of this photovoltaic system, we aim to self-produce around 40% of the plant's annual energy needs, for an estimated total of about 16 thousand GJ, corresponding to 1240 tons of CO₂. Furthermore, since we do not use all the energy produced by the plant since the energy demand is significantly lower than pro-

duction when the company is closed, we estimate that we will be able to feed approximately 700,000 kW/h of completely clean and renewable electricity into the national public net. We managed to obtain these results thanks to the use of almost 10,000 latest generation panels, with the highest levels of both electri-

cal safety and fire resistance in the event of a fire. The goal is to complete the implementation of the project in the coming months, in order to make the most of its potential as early as 2023 and become, one step at a time, increasingly green.



CARBON DISCLOSURE PROJECT

CDP is an independent non-profit organization that offers companies, countries, regions and cities a system to measure, detect, manage and share globally and transparently information regarding their environmental impact, allowing comparison between companies of a certain sector also at an international level.

The main objectives are:

- increase the transparency of companies on their environmental impact, with a particular focus on emissions;
- make environmental performance central to business and investment decisions, adapting environmental reporting methods to the needs of the financial sector and prompting investors to recognize the importance of emission limitation programs in assessing companies;
- help cities reduce pollution and develop models of adaptation to climate change;
- stimulate policies and laws to protect the environment, working alongside governments and supranational organizations.

We have been participating in the Carbon Disclosure Project since 2015: we pay particular attention to the fight against climate change, which passes through the company's action in various areas, including sustainable mobility, the reduction of emissions produced by plant activities and the study of new solutions in terms of more sustainable materials. These focuses guide and influence our company's strategy and long-term investment decisions.

Some important international customers ask Streparava to complete the CDP questionnaire: starting from 2015, Iveco Group and, from 2023, Magna International will also request this filling in, with the intention of mapping emissions and the initiatives adopted by the companies of your supply chain.

To guarantee transparency and timely information to all our internal and external stakeholders, we fill in the Climate Change Program, in which we report the information relating to the following emission areas:

- **Scope 1;** Emissions directly produced by the company
- **Scope 2;** Indirect emissions deriving from the purchase of energy by the organization
- **Scope 3;** Indirect emissions produced by other sources. In our case, for this category we publish information relating to employee air travel, employee commuting (home-work travel)* and, partially, the movement of goods**.

* employee commuting is calculated only starting from 2022 and is not present for previous years

** partial data; supplied by a freight forwarder that handles 92% of Streparava SpA's imports by sea and by air

STREPARAVA SPA**GHG Emissions**tCO₂e

	2020	2021	2022
DIRECT EMISSIONS SCOPE 1	1.257	1.443	1.402
Heat Treatment and Painting	625	701	940
Warming and Civil Use	567	636	343
Company fleet	65	106	119
INDIRECT EMISSIONS SCOPE 2	2.567	3.016	2.949
Powertrain	644	757	740
Chassis	1.170	1.375	1.345
General Services (compressed air, industrial refrigerators)	546	641	627
Auxiliary Services (lighting)	207	243	237
INDIRECT EMISSIONS SCOPE 3			1.369
Employees airline travel			71
Home-work commuting			341
Import travel by air and sea			957

STREPARAVA SPA**GHG emissions intensity**

	2020	2021	2022
TONS OF OIL EQUIVALENT (TOE)	2.370	2.867	2.793
Hours produced (h)	229.922	301.954	302.463
ENERGY PERFORMANCE INDEX (EPI)	-0,0103	0,0095	0,0092
Energy performance index (EPI) compared to 2018	-2,0%	-9,7%	-12,2%

In 2022, we decided for the first time to extend the reporting of Scope 1, 2 and 3 emissions also to the associated companies BPT Borroni Powertrain and SPT.

BPT**GHG Emissions**tCO₂e

	2021	2022
DIRECT EMISSIONS SCOPE 1	143	143
Industrial use	95	91
Warming and Civil Use	14	13
Company fleet	34	39
INDIRECT EMISSIONS SCOPE 2	753	801
INDIRECT EMISSIONS SCOPE 3		64
Employees airline travel		0
Home-work commuting		64

BPT**GHG emissions intensity**

	2021	2022
TONS OF OIL EQUIVALENT (TOE)	620	654
Hours produced (h)	49.569	54.946
ENERGY PERFORMANCE INDEX (EPI)	0,0125	0,0119
Energy performance index (EPI) compared to 2021	/	-4,8%

SPT**GHG Emissions**tCO₂e

	2021	2022
DIRECT EMISSIONS SCOPE 1	319	266
Warming and Civil Use	300	241
Company fleet	19	25
INDIRECT EMISSIONS SCOPE 2	554	535
INDIRECT EMISSIONS SCOPE 3		43
Employees airline travel		0,41
Home-work commuting		43

SPT**GHG emissions intensity**

	2021	2022
TONS OF OIL EQUIVALENT (TOE)	550	510
Hours produced (h)	40.986	37.409
ENERGY PERFORMANCE INDEX (EPI)	0,0134	0,0136
Energy performance index (EPI) compared to 2021	/	1,59%

CONVERSION FACTORS USED

Greenhouse gas emissions were calculated according to the principles of the GHG Protocol. It should be noted that the only greenhouse gas considered was carbon dioxide (CO₂), in line with the source of the emission factors used.

- **Scope 1 Direct Emissions:** for the calculation, the emission factors present in the "Table of national standard parameters" of the MATTM (Ministry of the Environment and Protection of the Territory and the Sea) were used on the data of the Higher Institute for the Protection and the Environmental Research (ISPRA) for the years 2020, 2021 and 2022.
- **Scope 2 Indirect Emissions:** for the calculation of these emissions, the location-based methodology was used, making use of the emission factors present in table 1.13 of the "Ispra Report 386/2023".

Environment Projects

Waste and materials

STREPARAVA SPA

Hazardous waste

t

	2020	2021	2022
DESTINED FOR DISPOSAL	25,63	15,37	21,25
Landfill	25,63	15,37	21,25
DESTINED FOR RECOVERY	392,57	433,8	430,22
Preparation for re-use	392,57	433,8	430,22
TOTAL HAZARDOUS WASTE	418,2	449,17	451,47

STREPARAVA SPA

Non-hazardous waste

t

	2020	2021	2022
DESTINED FOR DISPOSAL	16,01	22,875	11,34
Landfill	16,01	22,875	11,34
DESTINED FOR RECOVERY	2.885,56	3.578,66	3.547,50
Preparation for re-use	2.885,56	3.578,66	3.547,50
TOTAL NON HAZARDOUS WASTE	2.901,57	3.601,54	3.558,84

STREPARAVA SPA

Total waste

t

	2020	2021	2022
Destined for recovery	98,75%	99,06%	99,19%
Hazardous waste out of total waste	12,60%	11,09%	11,26%
TOTAL WASTE	3.319,77	4.050,71	4.010,31

BPT**Hazardous waste**

t

	2021	2022
Preparation for re-use	130.740	206.460
TOTAL HAZARDOUS WASTE	130.740	206.460

BPT**Non-hazardous waste**

t

	2021	2022
Destined for disposal	16.820	22.024
Destined for recovery	431.140	443.190
TOTAL NON HAZARDOUS WASTE	447.960	465.214

BPT**Total waste**

t

	2021	2022
Destined for recovery	578.700	671.674
Hazardous waste out of total waste	97,09%	96,72%
TOTAL WASTE	22,6%	30,7%

SPT

Hazardous waste

t

	2021	2022
Destined for disposal	141,22	166,36
Destined for recovery	1,55	7,52
TOTAL HAZARDOUS WASTE	142,77	173,88

SPT

Non-hazardous waste

t

	2021	2022
Destined for disposal	0	0
Destined for recovery	222,19	282,22
TOTAL NON HAZARDOUS WASTE	222,19	282,22

SPT

Total waste

t

	2021	2022
Destined for recovery	364,96	456,10
Hazardous waste out of total waste	61%	64%
TOTAL WASTE	39%	38%

During 2022, new projects were introduced for the optimization of environmental management in Streparava, in particular, in the final part of the year, the new project for the recovery of wooden packaging was launched.

This project identifies all the elements among the wood waste that can still be used, but, due to construction requirements, can no longer be reused in the company, however constituting a resource for potential external bodies. For this reason, the project for the selection and recovery of wooden packaging was launched, which has the objective of halving the amount of wood delivered as waste compared to last year: through the attribution of such packaging to third parties and the subsequent

transformation of the material aimed at reuse, even previously discarded wooden pallets can return to new life and a new use.

Still in the waste sector, together with a South Tyrolean start-up we are structuring a feasibility analysis for the introduction of containers dedicated to the collection of cigarette butts, so that they can be transferred to specialized treatment centers which extract cellulose acetate which, once recovered, can be subjected to various thermoplastic processes. This new initiative would increase company cleanliness and order, but it is also a small contribution to the valorization of some waste from a circular economy perspective.

STREPARAVA**Materiali**

Valori in t

	2021	2022
MATERIAL FOR PACKAGING	561,3	500,1
Wood	481,0	412,6
Paper and cardboard	80,3	87,4
TOTALE MATERIALI UTILIZZATI	565,4	502,4

BPT**Materiali**

Valori in t

	2021	2022
MATERIAL FOR PACKAGING	13	16
Wood	6,95	9,28
Paper and cardboard	6,32	6,62
TOTALE MATERIALI UTILIZZATI	13	16

SPT**Materiali**

Valori in t

	2021	2022
MATERIAL FOR PACKAGING	25,3	29,9
Wood	20,4	24,8
Paper and cardboard	3,8	3,8
Plastic	1,1	1,3
TOTALE MATERIALI UTILIZZATI	25,3	29,9

In parallel to the above, through a team made up of union representatives, the project for the rethinking of company separate waste collection is supported: through the reorganization of the break areas present throughout the company, it will be possible to equip these areas with containers and indications aimed at improving and simplify the placement of the “right waste in the right place”. Although the activity is still a new-born project, it is thought that it could be the father of various more specific projects that aim to enhance the different fractions that today make up the huge amount of unsorted waste.

Attention to the environment is the first necessary step for an increasingly sustainable future.

In Streparava we believe that raising people’s awareness of environmental issues is not only the source of a virtuous circuit of good practices in the workplace, but helps to increase awareness of the issue, even in everyday life.

From this awareness comes the choice to create green areas in the departments cared for by our staff and often set up with recycled material. The inclusion of plants and green areas in such an unusual context as the production department also represents an advantage in terms of human health: the plants act as sentinels regarding air quality. Where, in fact, plants are kept healthy, so are those who work in the environment in which they are found.

Water

In Streparava we are committed to responsible water management and, precisely for this reason, since 2000 we have equipped ourselves with a chemical-physical purification plant and we keep the waste generated by the various production processes monitored through specific monthly analyses. The main sources of rainwater collection occur through the collection from water-

proofed surfaces, which permeate into an underground basin where they are purified before being introduced into the purification receptor body. Aware of the great importance of water as a resource, we have concluded a rainwater collection project which, once filtered, is subsequently used in the washing machines of the Magneti Marelli department.

STREPARAVA SPA

Water withdrawal by source

Ml/m³

	2020	2021	2022
Well water*	9.668	17.780	11.989
Water from aqueducts**	7.636	7.340	12.635
TOTAL WATER WITHDRAWAL	17.304	25.120	24.624

* industrial ** civil

STREPARAVA SPA

Water discharge by destination

m³

	2020	2021	2022
Well water	5.340	9.611	6.612
Water from aqueducts	7.636	7.340	12.635
TOTAL WATER DISCHARGE	12.976	16.951	19.247

STREPARAVA SPA

Water consumption

m³

	2020	2021	2022
Water consumption for industrial use	4.328	8.169	5.377
WATER CONSUMPTION	4.328	8.169	5.377

BPT

Water withdrawal by source

Ml/m³

	2021	2022
Acqua da acquedotto	1.257	1.146
TOTALE PRELIEVO IDRICO	1.257	1.146

SPT

Water withdrawal by source

Ml/m³

	2021	2022
Water from aqueducts	847	1.336
TOTAL WATER DISCHARGE	847	1.336

SPT

Water discharge by destination

m³

	2021	2022
Water from aqueducts	847	1.336
TOTAL WATER DISCHARGE	847	1.336

APPENDIX GRI CONTENT INDEX

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCE IN THE DOCUMENT
GRI 2: GENERAL INFORMATION		
REPORT PRESENTATION		
2-1	Company details	Presence in the world
2-2	Entities included in the company sustainability report	Methodological note
2-3	Reporting period, frequency and contact point	Methodological note
ACTIVITY AND EMPLOYEES		
2-6	Activities, value chain and other business relationships	Sustainable management of the supply chain
		Streparava supply chain
2-7	Employees	Our people
GOVERNANCE		
2-9	Governance structure and composition	Governance and organization model
2-14	Role of the highest governance body in sustainability reporting	Governance and organization model
STRATEGY, POLICIES AND PROCEDURES		
2-22	Sustainable Development Strategy Statement	ESG path
GRI 3: TEMI MATERIALI		
3-1	Process of determining material topics	ESG path
3-2	List of material topics	Materiality matrix
3-3	Management of material topics	ESG path
GRI 200: ECONOMIC PERFORMANCE		
ECONOMIC PERFORMANCE		
201-1	Economic value directly generated and distributed	Economic outlook
GRI 300: ENVIRONMENTAL PERFORMANCE		
MATERIALS		
301-1	Materials used based on weight or volume	Waste and materials
ENERGY		
302-1	Company energy consumption	Energy
		Dashboard Energy
302-4	Reduction in energy consumption	Energy
		Reduction in energy consumption
WATER		
303-3	Water withdrawal	Water
303-4	Water discharge	Water
EMISSIONS		
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions
		Carbon Disclosure Project
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	Emissions
		Carbon Disclosure Project
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Emissions
		Carbon Disclosure Project
WASTE		
306-2	Management of significant impacts related to waste	Waste and materials
306-3	Waste generated	Waste and materials
306-4	Waste not sent to landfill	Waste and materials
306-5	Waste sent to landfill	Waste and materials

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCE IN THE DOCUMENT
GRI 400: SOCIAL PERFORMANCE		
EMPLOYMENT		
401-1 Hiring of new employees and employee turnover		Recruitment, Onboarding and placement plan
401-2 Full-time employee benefits	Employee involvement and welfare	Welfare and Happiness Group
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403-5 Worker training on occupational health and safety	Safety and health	Training
403-6 Promotion of workers' health	Safety and health	Safety and health
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Streparava Holding SpA

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