

SPAL Automotive is a company focused in the design, production and sale of axial, centrifugal electric fans and pump drives for the automotive and vehicular industry.

Competitive challenges and strong competition from globalized markets have characterized and will continue to characterize the difficult scenario of the coming years.

Customers, who are more and more demanding, look for continuous products, quality improvement, and in the meanwhile, for significant price reductions.

In this critical context, SPAL Automotive has always had a special connotation: it has always been "different" from all the other companies in terms of **continuous strategic innovation** and **almost unique product features implementation**.

SPAL Automotive aims to be **proactive**, able to "surf" across market's volatility, to anticipate market requests with innovative ideas, products and services, trying to prevent pollution and reduce the related environmental impacts of products and processes in compliance with applicable laws and regulations. At the same time, the priority for SPAL Automotive is to have a safe working place for all our employees, according to more efficient and effective Health & Safety standard.

To achieve the highest customer's satisfaction, we need to make our company an **EXCELLENT Company**, capable of transforming the globalisation problems and economic crisis into opportunities, through "excellent" teams, "excellent" individuals and capital.

By a production standpoint, SPAL is facing a quite complex scenario in the supply chain, involving several commodities, with volumes not always attractive by supplier side. Aware of this situation, SPAL prioritizes direct relationship with manufacturers rather than with distributors, and it pursues an efficient purchasing policy, preserving quality and avoiding to jeopardize supplies through a conservative stock policy, in order to safeguard customers demand, in front of market turmoil, before anything.

As regards sustainability, to contribute to the success of the Paris Agreement and guarantee the achievement of the European Union's climate neutrality objectives by 2050, SPAL Automotive undertakes activities aimed at improving energy efficiency, promoting the use of energy from renewable sources, reuse and recycling, the reduction of greenhouse gas GHG emissions promoting decarbonisation. Sustainable management of resources encourages the quality of water, soil and air, the maintenance of biodiversity and the protection of animals. All this is made in compliance with applicable laws and regulations and with employees who work according to the most effective and efficient safety standards.

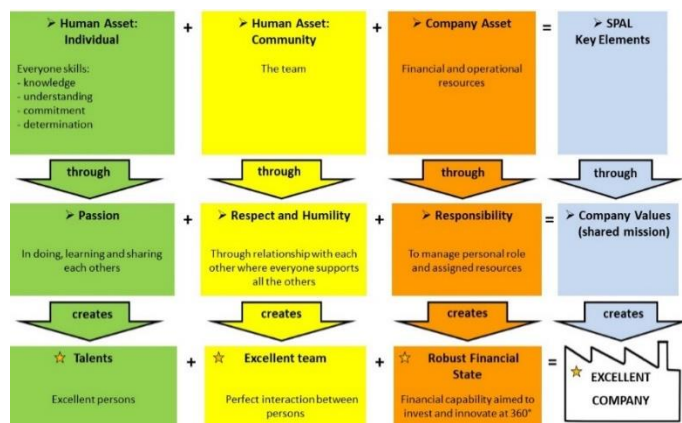
Spal Automotive has already made choices oriented towards quality overcapacity, environmental protection and workers' Health & Safety:

- to enhance the potentiality of its employees
- to provide products with a high technological content aimed at energy saving, with attention to use of renewable sources, and to reduce their impact on the environment, in particular the consumption and quality of water resources
- to raise the quality of products and services
- raise the quality level of products and services
- to cut costs and reduce waste and inefficiencies
- to prioritize technological choices aimed at energy efficiency with equipment that guarantees, through planned maintenance, workers' Health & Safety
- to implement a careful waste management, focused to controlled disposal and an increase in the percentage of recycled waste.
- to promote a culture of safety, capable of effectively preventing accidents, applying systematic procedures for identifying risks, managing these risks with appropriate assessment methods by implementing the necessary measures, **such as an adequate supply of Protective Devices**, to minimize dangers **including those deriving from exposure to high levels of noise and from non-ergonomic workstations**. Particular attention is paid to the management of chemical products from their entry, with Material Safety Data Sheets, to waste management, evaluating risk assessment and involving Management
- to assure, by KPI, efficiency and effectiveness of strategies in place for Health & Safety
- to prepare emergency and intervention plans to manage residual risks, protecting the health of employees **and the environment** as much as possible
- to guarantee involvement of workers, to train every employee about responsibility to adopt safe behaviours in order to avoid any accident for themselves and the others.
- to commit for health & safety legal requirements' satisfaction, through adequate personal protective equipment and ergonomic work places

SPAL Automotive believes that through:

- individual's passion for doing, learning and sharing with others
- humility and respect of the team in its relations with others
- responsibility in managing assigned roles and resources talents,

an excellent team and a solid financial situation are generated: our **EXCELLENT Company**.



Correggio, 05th June
CEO Alessandro Spaggiari