



SUSTAINABILITY REPORT 2022



Excelling under pressure

WONDER DEVELOPS AND PRODUCES AUTOMOTIVE TECHNOLOGIES TO IMPROVE SAFETY ON THE ROAD AND REDUCE THE ENVIRONMENTAL IMPACT.

SUSTAINABILITY REPORT 2022



Excelling under pressure





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1.INTRODUCTION



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SUSTAINABILITY REPORT 2022

This document presents the **activities carried out in 2022** divided into our three core objectives, offering a **measurement of each action's sustainability impact**.

1. **MINIMISING THE ENVIRONMENTAL IMPACT**
2. **WELL-BEING OF EMPLOYEES AND COLLABORATORS**
3. **DISSEMINATING CULTURE AND SUPPORTING COMMUNITY DEVELOPMENT**

As a benefit corporation, our task is to strive to offer a **common benefit to people, the ecosystem and the community**, in a transparent manner that is consistent with our values and vision as a company.



MESSAGE FROM THE PRESIDENT

Wonder celebrated its **75th anniversary** in 2022. We asked ourselves how to best celebrate such a milestone by ensuring the event its appropriate importance in a suitable manner.

Hence the idea of becoming a **benefit corporation**, marking an essential phase of the path initiated with our founder, Engineer **Gianfranco Carutti**, who has always placed the interest of both workers and the community at the centre of his corporate vision.

This is true because at Wonder we have always believed that you cannot do business without including the **health, safety and well-being** of the people we work with in our short and long-term goals.

We cannot create value if it is not valuable also for the environment in which we work and live. We cannot grow if the community does not grow with us.

We have decided to make a structured and continuous commitment by including among the company's objectives stated in our articles of association – as well as the pursuit of profit – the aims of common benefit that most represent us.

Minimising the environmental impact of our products and production processes, ensuring the well-being of our employees and collaborators, and supporting community development will be goals that are inextricably linked to our **business strategy**.

Our actions in this regard will be carefully planned and monitored. Their impact will be measured and accounted for in a **responsible and transparent manner**.

Sustainability is extensively discussed today. Very often more than its actual implementation. Well, we want to do it right. Sustainability will not be a transient fad at Wonder, but **the backbone of the corporate strategy** for the years to come, as it has been since the company was established. Seventy-five years ago.

Happy birthday, Wonder, Benefit Corporation.

Carlo Gosi

President of Wonder Spa





AN INVITATION TO READ

Dear Reader,

if you have received or downloaded this document, it means that you too are part of our group of **'stakeholders'**, a group that is even larger from this year.

With the recent amendment to the articles of association, we have officially broadened the scope of beneficiaries of value generation to include **employees, collaborators and the environment**, considered as both ecosystem and community.

This commitment has always been central to our corporate vision, but for our 75th anniversary we have decided to put it down on paper by becoming a **benefit corporation**.

Being a benefit corporation means aiming to achieve a **common benefit**, seeing growth not only as an increase in profit but also as improving the well-being of all parties involved.

This can be done by adopting a method and applying it with discipline and transparency at all times, even to matters that seem less important, because everything has weight and, consequently, **nothing must be overlooked**.

This document lists **all the actions we have undertaken in 2022**, each of which has been measured to assess its impact on both beneficiaries and sustainability.

It was a useful opportunity to learn more about ourselves and **to become more aware of the way we act and interact**, both internally and externally.

We are proud to share the results of our work with you in this first **Sustainability Report**. We shall do this every year, showing you what was successful and also what did not work, because it is through mistakes that **we can improve together**.

The journey has just begun. **Enjoy reading.**



2. BEING WONDER



**EXCELLING
UNDER
PRESSURE**





When **Gianfranco Carutti established Wonder in 1947**, the world was very different from how we know it. Despite a booming market, the car was still a luxury few could afford, and not many companies were operating in the sector.

75 years later, we find ourselves in an **overcrowded global market**, populated by tens of thousands of companies and an incalculable amount of similar products. It is easy to lose oneself in this environment, becoming unrecognisable and suffering competition from **companies willing to play down on price and quality**.

Being among the first to take this path has undoubtedly benefitted us, but if we had settled for that we would not be here today. If we are the **leader in Europe for original equipment valves**, it is thanks to a project and the ability to stay focused on the long-term goal.

Our goal was to become the European benchmark in the industry. Achieving it required investments, commitment and **over a billion valves and pressure gauges** produced and sold worldwide.

How did we achieve this? By continuing to evolve but **never changing our values** and the ultimate goal for which we exist, precisely the safety of people through **increasingly efficient and sustainable mobility**.

For those who want to grow, **every day is a challenge** and every difficulty is an opportunity to become better. One step at a time, **we steadily move forward**.

Excelling, under pressure.



OUR ID CARD

We are an **Italian company** based on **Italian resources** and on our own **ability to innovate**. We have grown considerably in **75 years**, continually expanding and modernising our factory **without ever changing our home**.

THE COMPANY

- Head Office and production facility: Cremona
- Share capital: € 1,500,000
- Turnover 2022: € 33 million
- Employees: 140
- Percentage of women in the company: 55%
- Mean age: 43 years
- Mean retention period: 14.25 years

PRODUCTION

- Production surface area: 38,000 m² of which 14,000 indoors
- Tonnes of raw material processed in a year: 1,300
- Annual energy consumption: 3,600,000 kW
- Products: tyre valves (65%), air conditioning and suspension valves (15%), pressure gauges (15%), accessories (5%)

MARKETS

- Countries served: 80
- Shares: 70% European Union, 20% non-EU countries, 10% Italy
- Sectors: 70% Original Equipment, 30% After Market

RESOURCES

- 24 patents

TYRE VALVES

- Annual production: 80 million finished products
- Vehicles equipped every year: 20 million
- Items available: over 1,000

AIR CONDITIONING VALVES

- Annual production: 4 million
- Vehicles equipped every year: 2 million

TYRE SUSPENSION VALVES

- Vehicles equipped every year: 500,000

PRESSURE GAUGES

- Workshops supplied: over 100,000
- Items available: 150

INTERNATIONAL ROLES

- Founder and permanent member (currently as chairman) of ETRTO (European Tyre and Rim Technical Organisation) valve sector.
- Representative for Italy at CEN (European Committee for Standardisation) / TC301 / WG8 and WG9 for the creation and revision of standards for pressure gauges and gauge/Tpms interoperability.
- Representative for Italy at ISO (International Organisation for Standardisation) / TC031 / SC9 for the creation of international standards on tyre valves.
- Coordination of the CUNA/Pneus (Technical Commission for the Unification of Motor Vehicles) GL1 (Valves for tyres with and without air chamber) and GL4 (Tyre pressure monitoring).

ACKNOWLEDGEMENTS

- 2012-2016: GM Supplier Quality Excellence Award
- 2019-2022: Champion company of ItalyPost

GOVERNANCE

- Carutti Finanziaria Srl: 99.90%
- Elisabetta Carutti: 0.05%
- Maria Giovanna Carutti: 0.05%

CERTIFICATIONS

- IATF 16949:2016
- ISO 9001:2015
- UNI EN ISO 14001:2015

Note: Wonder has no holdings in other companies. The governance system is based on a traditional administration and control model, adjusted in accordance with Legislative Decree no. 14 of 2019 (Business Crisis and Insolvency Code) to the nature of the company's business, also with a view to early detection of any corporate crisis and implementation of appropriate initiatives.

COMPOSITION OF THE BOARD OF DIRECTORS AS OF 31/12/2022

- Carlo Lodovico Gosi (Chairman of the Board of Directors)
- Maria Giovanna Carutti (Deputy Chairman of the Board of Directors)
- Matteo Gosi (Director and General Manager)

COMPOSITION OF THE BOARD OF STATUTORY AUDITORS AS OF 31/12/2022

- Claudio Carboni (President of the Board of Statutory Auditors)
- Daniele Battaglia (Standing auditor)
- Michele d'Apolito (Standing auditor)

OUR VALUES

IF WE DID NOT BELIEVE IN ANYTHING, WE WOULD JUST BE A FACTORY

What sets us apart is not just technology, production efficiency or the competence of our staff. For us, **a factory is much more than a machine** capable of producing objects: it is a **source of value for its community**.

SECURITY MAKES WAY

At Wonder we do not merely manufacture valves and pressure gauges. **We produce road safety** and have been doing so for 75 years, striving to constantly increase the efficiency and reliability of our devices, to enable people and goods **to move more safely and sustainably**.

DOING INVOLVES INNOVATING

24 national and international patents filed in the last fifteen years are proof that, for us, every activity is aimed at creating innovation and continuously improving every detail in order to grow as a company and favour **the growth of the entire industry**.

DOING MORE WITH LESS

Like all companies, we aim to grow, but we are only willing to do so on one condition, precisely to **reduce our impact on the ecosystem and the territory at the same time**, focusing all our efforts and actions on achieving what we consider an unavoidable goal.

A LONG-TERM COMMITMENT

We have grown by hiring permanent staff and today **temporary contracts account for less than 2%**, with an average retention period of more than 14 years. This is because our aim is not simply to offer employment, but stability and an **opportunity for both professional and personal growth**.



OUR STORY

THE STAGES OF OUR JOURNEY

Many events and changes have enabled us to grow from a small provincial factory into **a company that is recognised and**

appreciated worldwide, a trusted partner and landmark for leading international automotive groups.

1947 Gianfranco Carutti establishes a small valve factory on the outskirts of Cremona.

THE 1950s After Pirelli, other important customers come along, such as Ceat, Michelin, Goodyear and Firestone.

THE 1960s The partnership with Michelin commences for the production of pressure and inflator gauges.

1964 Wonder is one of the founders of ETRTO, a European entity that deals with standards for wheel, tyre and valve coupling.

THE 1970s Tubeless technology is a success, and Wonder becomes a leading player by producing snap-in valves.

THE 1980s The car is now a mass product and road safety is one of the hottest topics. Wonder invests in innovative technologies, research and materials.

1983 EURODAINU, the world's number 1 inflator gauge, manufactured under licence from Michelin, is launched.



Excelling under pressure

THE 1990s Production of air conditioning valves for cars commences, and the first ISO 9002:1994 and QS 9000:1998 standard certifications are obtained.

2008 Wonder becomes Europe's leading supplier of valves for the OE market.

2012 Development of the platform for air suspension valves.

2021 The Wonder Restaurant opens and INFLATOR DIGITAL (the high performance digital inflator gauge) and INFLATOR PRO (the 11-bar evolution of EURODAINU) are launched.

THE 2000s The first patents for new products are filed, and studies on TPMS valves begin.

2009 Production of TPMS valves begins.

2020 Expansion of the indoor area with completion of the new class A building for assemblies in view of Industry 4.0.

2022 Wonder becomes a benefit corporation



((W))
L'ACQUA

3. OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY: A WORD DEAR TO OUR HEARTS

“Meeting the needs of this generation without compromising those of the future generation”. This is the definition of sustainable development, a global goal of the **United Nations 2030 Agenda**.

The concept of **sustainability** was introduced more than fifty years ago at the first UN conference on the environment. It has since evolved a great deal, expanding to include both economic and social aspects.

In practice, **a system is only sustainable if it is able to guarantee well-being** – environmentally, economically and socially – and to do so consistently in order to ensure that the quality of life of future generations is not inferior to the present one.

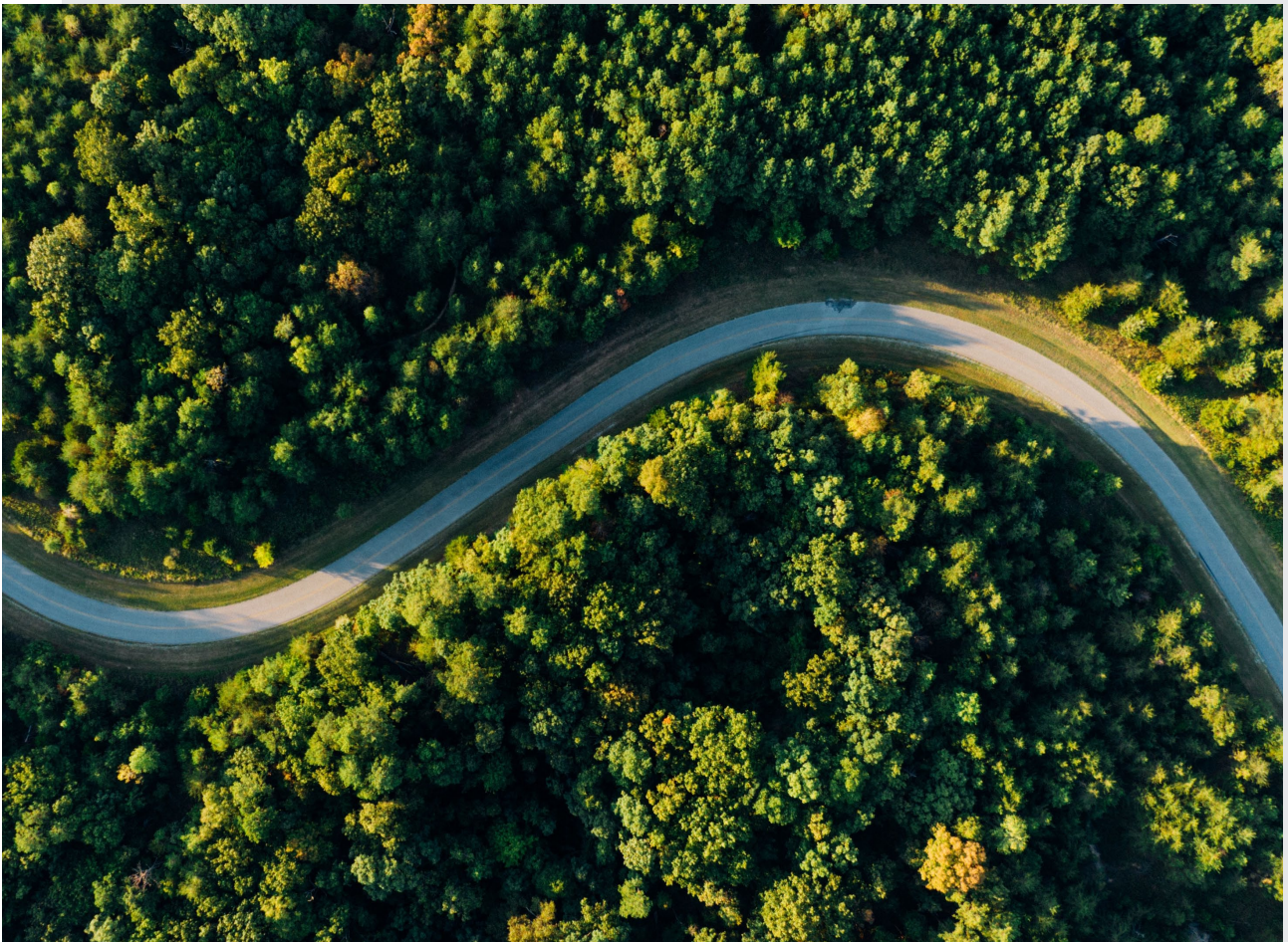
Hence, to be sustainable, it does not suffice to ‘do something sustainable’ or to obtain certification. These initiatives address the right direction but are inadequate when they are occasional.

Sustainability is a **long-term commitment**, which stems from the intention and ability to systematise the actions to be taken, planning the objectives and measuring the results.

Being sustainable means **being sensitive to what is around us**, to the needs of others, to how and how much one’s activities impact on the environment and the community.

The question we must keep asking ourselves is: **have we succeeded in doing something good for common benefit today?** If the answer is yes, we are on the right track.





THE DRIVING FORCE OF A VIRTUOUS ECONOMY

For us, being sustainable is nothing new, but something that has always **been part of our approach** to work in every stage of our business, in the company and outside, on **a path that has the common benefit as its goal**.

RAW MATERIALS

We only select **quality raw materials of safe origin** – from brass to aluminium to natural rubber – and certified suppliers who share our commitment to the environment, people and quality.

PRODUCTION

All our products are designed and manufactured in our **Cremona factory** according to our own standards, guaranteeing safety, proper working conditions and minimising the impact on the environment also by recovering production waste.

PACKAGING

Packaging is essential to allow products to reach their destination in optimal conditions, but it is our responsibility to **minimise the use of disposable packaging** in favour of reusable solutions, as well as to provide information on how to collect and recycle different materials.

THE SOCIAL ADVANTAGE

Most of our products are designed to meet a specific need, precisely to **make the way people and goods move by road safer** and less impactful, while also contributing to driving comfort.



BEING A BENEFIT CORPORATION

Developed in the United States in 2010 with the name **B Corp (Benefit Corporation)** and governed in Italy with the 2016 Stability Law no. 208/2015, the scope of benefit corporations is to **balance economic, social and environmental protection-related interests**.

Not a new legal form of enterprise, but a **transformation of the corporate purpose** that aims to include among the corporate objectives, in addition to the generation of profits, one or more common benefits.

The term '**common benefit**' refers to the positive effects (or the mitigation of negative ones) on **people, communities, the territory, the natural environment, cultural or social goods and activities, bodies, associations** and other stakeholders.

A benefit society declares that it pursues these aims by acting in a **responsible, sustainable and transparent** manner. Beneficiaries

are no longer only the shareholders, but also the environment and all individuals and organisations that in some way relate to the company's activities.

The duty of a benefit corporation is to measure the impact of each action on its **stakeholders** by applying the same methodological rigour that is normally adopted for the analysis of economic-financial data.

With the **Sustainability Report**, the company quantifies these benefits and communicates them annually to its target audience, also stating the goals for the following year.

By June 2022, there were about two thousand benefit corporations in Italy, more than double the number of the previous year. This fast-growing phenomenon is destined to spread even faster, promoting a **new way of doing business**.



WONDER, A BENEFIT CORPORATION

We decided to become a benefit corporation to **make a commitment to our stakeholders**, formalising and codifying those which have always been our primary objectives.

It has been a long and intense process, which has taught us a lot and improved our way of working, giving us **indispensable tools** to successfully tackle this new phase.

To better summarise this step, we also designed a special version of our logo, to communicate the sense of choice through the **simplicity and immediacy** of an image.

The aims of Wonder do not change. Only our approach changes, a systemic and informed approach aimed at securing the common benefit that is written in black and white in our articles of association.

THE LOGO



The blue of a clear sky, a few lines and a dash that say so much. **Two leaves and a smiling face**, figures that seem to arise spontaneously from the graphic elements of the logo. All

included in brackets, symbolising everything that concerns us and that **we want to protect**, precisely the environment, people and our community



3 AIMS FOR A COMMON BENEFIT

Starting from our core concepts – **environment, people and community** – we have defined the three specific goals to achieve a common benefit. They will be presented in detail in the next section, listing all **the actions implemented** and offering a measurement of impact for each.

1 MINIMISING THE ENVIRONMENTAL IMPACT

Integrating **virtuous and sustainable practices** into the production process, in accordance with the following criteria: innovation and process improvement; energy saving and enhanced efficiency; waste reduction; use of renewable sources and products with a low environmental impact.

2 WELL-BEING OF EMPLOYEES AND COLLABORATORS

Building a **positive and inclusive working climate** to ensure employees and workers: protection of rights; safety; training and enhancement of skills; development of potential (understood as real value for the community); creation of spaces and initiatives to promote health and well-being.

3 DISSEMINATING CULTURE AND SUPPORTING COMMUNITY DEVELOPMENT

Contributing to the **growth of the community** through initiatives in support of art, culture, health and sports, assisting the most vulnerable, and generally improving the quality of life.



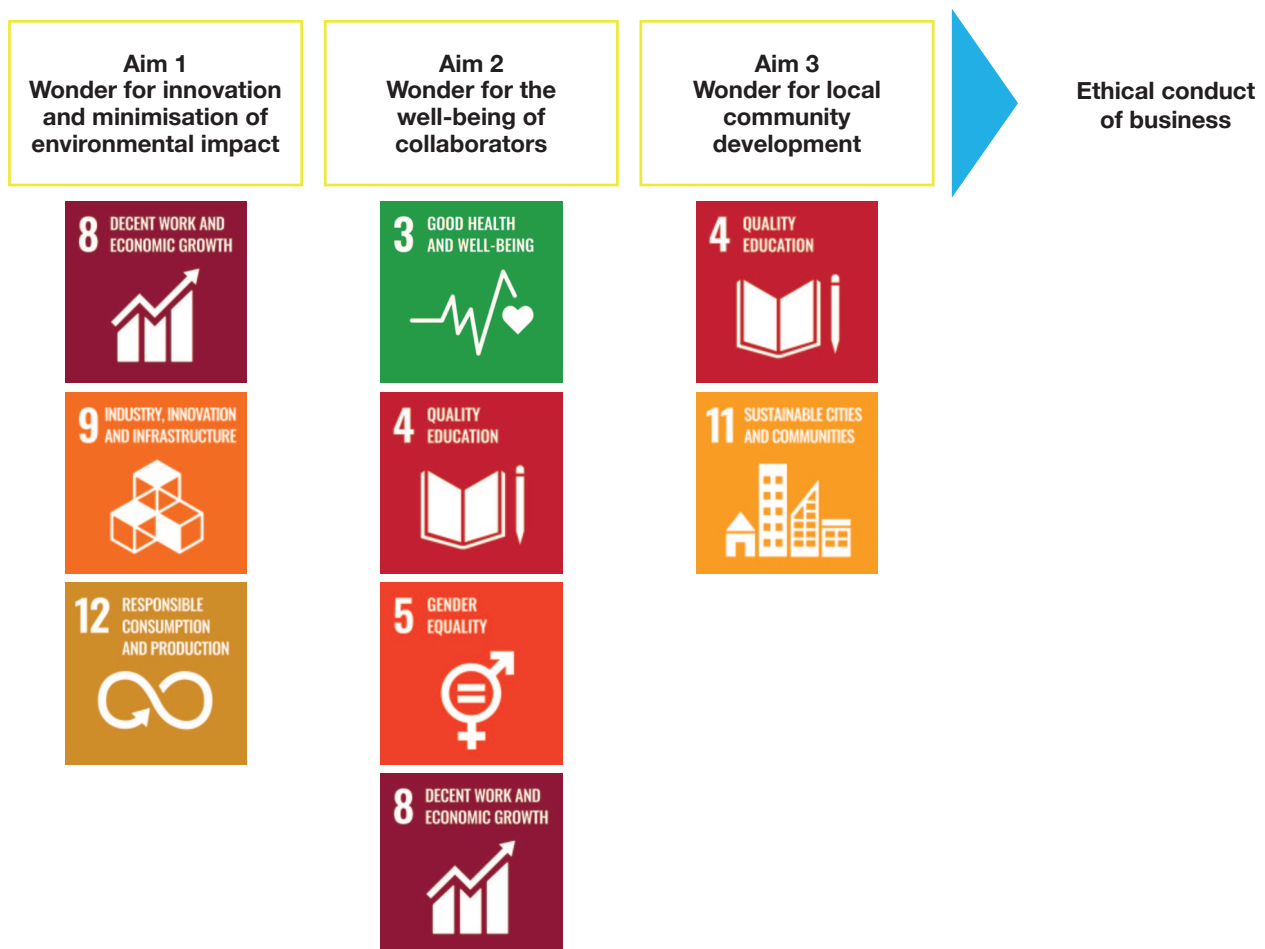
OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

Developed by the UN **Global Compact** in 2015 and the outcome of collaboration with various international entities, the **Sustainable Development Goals (SDGs)** are a major global challenge.

There are **169 specific targets**, grouped into **17 macro-objectives**: as part of the journey to implement a new business paradigm centred on the triple bottom line of sustainability

(**Planet, People, Profit**). We considered them all carefully, identifying those most suitable to define our specific goals for a common benefit.

We chose 7 of them. For each one we are committed to providing a timely quantitative representation, the main subject of this **Sustainability Report** and of all future editions.



LEGENDA

Goal 3: Ensuring healthy living and promoting well-being for all at all ages.

Goal 4: Ensuring inclusive and equal quality education, and promoting lifelong learning opportunities for all.

Goal 5: Achieving gender equality and empowerment of all women and girls.

Goal 8: Promoting lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 9: Building resilient infrastructure and promoting innovation and fair, responsible

and sustainable industrialisation.

Goal 11: Making cities and human settlements inclusive, safe, durable and sustainable.

Goal 12: Ensuring sustainable models of production and consumption.

OVERALL IMPACT

The **Benefit Impact Assessment (BIA)** is the international standard chosen to report on impact. When first compiled, we obtained an overall score of **81.6**.

This is a major achievement and a source of great satisfaction for several reasons:

- because it was obtained in connection with our **first experience** of impact reporting;
- because it exceeds the threshold required by **B Lab** for the award of **B Corp Certification**;
- because the overall score is **higher than the average value** calculated by **B Lab** for Italian companies that filled out the **BIA**, for those operating in the same sector as us (not only in Italy), and for all those comparable to us in terms of size (expressed in terms of number of employees).

GOVERNANCE



15.4 pts

WORKERS



27.7 pts

COMMUNITY



20.3 pts

ENVIRONMENT



14.7 pts

CUSTOMERS



3.3 pts

81.6/200
pts

Impact Area
Score

GOVERNANCE

The overall mission of the company and its ability to act ethically, responsibly and transparently are assessed in the Governance area. The score was **15.4 out of a total of 20 points**, which is significantly higher than the national average, the industry average and the average for the relevant size category. The **voluntary decision to legally bind itself** to pursue purposes other than the generation of profit by including them in its new articles of association as a **benefit corporation** was particularly rewarded.

COMMUNITY

This area assesses the commitment to the community and the impact generated by the company towards it. The issues investigated are the protection of diversity, the creation of new jobs and relations with local economic actors. With **20.3 points out of 40**, we again scored significantly higher than benchmarks in this section. In addition to the **female ownership of the company**, the **predominance of women at almost all levels**, the privilege accorded to **local and national suppliers**, and the **civic participation** practices implemented were evaluated positively.

WORKERS

In the area of economic, physical and psychological well-being of workers, the score recorded is **27.7**. The **adjustment of wages** to the cost of living, the provision of **profit-sharing by workers**, the care given to **safe working environments** (established by written policies and procedures) and **personal growth** (thanks also to the possibility of accessing career paths) were the points most considered. There was also a positive response to the provision of **internal feedback mechanisms** by workers, studied to increase their active participation in corporate life.

ENVIRONMENT

The section deals with assessing the overall environmental management at corporate level, including the characteristics of production facilities, the use of resources (including water) and atmospheric emissions. Thanks to **material recycling and reuse programmes**, **limiting the environmental impact** of transport activities, and actions to **improve the energy efficiency** of buildings, we scored **14.7 points**.

CUSTOMERS

This area evaluates how products and services are designed and packaged to solve specific needs of customers and target communities. **The attention given to customers**, in terms of providing product warranties and constant service, earned a score of **3.3 out of 5 points**, a result that stands out in direct comparisons by sector and size.

There were around 280 questions, divided between quantitative and qualitative enquiries in the various areas. **The answers produced a score of 81.6 points out of 200.**

A further subdivision into **Impact Business Model** and **Operations** can be implemented. A redistribution of non-applicable assessment queries completes the corporate assessment (N/A Score = 6.1).

IMPACT BUSINESS MODEL

The points obtained on the basis of the various queries are regrouped to assess the specific business model adopted, including the value system underlying the company's strategic choices. The final result is **10.7 points.**

OPERATIONS

It is based on the evaluation of daily activities for procurement, production, distribution, personnel management, etc. The overall score is **64.7.**









OUR QUALITY
YOUR SAFETY



4. ACTIONS AND GOALS

AIM 1: MINIMISING THE ENVIRONMENTAL IMPACT

THE IMPORTANCE OF AIMS

With reference to the ranking of Italian provinces by quality of life drawn up in 2022 by Il Sole 24 Ore, **Cremona ranks 95th in terms of air quality**. This is a serious problem from an environmental point of view, despite not being a recent one.

Even taking into account the weight of climate parameters that cannot be controlled by man – such as the percentage of sunny days and the rate of humidity and bad weather events (with respect to which Cremona is 104th in the

ranking) – these do not suffice to diminish the **urgency of the contribution that everyone (public bodies, private citizens and businesses) can make** to improve this situation.

The most recent LCA (Life Cycle Assessment) analyses applied to car production – from the supply chain to disposal processes – make it possible to measure the scope for improvement for automotive operators in this respect (source: Green NCAP, 2022).

WHAT WE DO TO MINIMISE OUR IMPACT ON THE ENVIRONMENT

«Wonder Spa's main aim is to **supply high quality products** that are able not only to meet but also to **anticipate and surpass** the demands of the strictest international regulations in the various sectors of use, in an increasingly demanding and global market».

«We can only do this by **focusing on research** into the continuing development of materials, equipment and manufacturing processes. Attention to detail and the optimisation and improvement of our products are the principles that guide Wonder's **quest for excellence** at every stage of the process, in our manufacturing and management settings, and in our respect for the environment and our legal obligations».

From the document Environmental and Quality Policy



OUR RESPONSIBILITIES

Our commitment to offer **products that meet the expectations** of our partners and customers and to **respect the environment** is formalised in the *Environmental and Quality Policy*. With this document, drawn up in 2019, we declare that we are assuming precise responsibilities:

- obtain **full customer satisfaction** for products and the service received in a mutual cooperation;
- relentless **optimisation of production processes** by reducing waste and malfunction, in accordance with the dictates of lean production;
- **training of employees** with respect to the attributes of the company's *Quality and*

Environmental Management System;

- **product innovation**, avoiding negative impact on the environment;
- **adjust production capacity** to remain competitive;
- the **stimulus to improve** the skills and offer of suppliers;
- **compliance with industry standards**;
- **monitoring and management of business risks** and environmental opportunities.

We are committed to pursuing quality **along the entire value chain**, including the value of the resources and professionalism we rely on to offer our customers the best products on the market.

CONCENTRATION OF ACTIVITIES

Production and inbound and outbound logistics activities are carried out **entirely at our headquarters in Cremona**. Although we operate in a highly globalised industry, **more**

than 40% of our purchases are made from local suppliers. It is also this concentration that allows us to distribute part of the value generated within our target community.

PRODUCTION CYCLE AND ENVIRONMENT

Almost 100% of the brass and aluminium scrap from the production process **is recovered for reuse**. The metal shavings resulting from machining are de-oiled by centrifugation, then shredded and returned to the foundries where they are melted again and processed into bars and wire. This is the practical translation of one of the cardinal principles of **circular economy**, regarding the reduction of raw material consumption.

The decision to replace cardboard boxes for

sending products to customers with **reusable plastic containers** (in practice, returnable empties) that can be used several times in the cycle also follows the same rationale.

Less related to the production cycle, but nonetheless linked to a widespread need for environmental protection, is the decision to provide all employees with a **stainless steel water bottle** to encourage them to reduce the purchase of plastic bottles. The first **150** water bottles were distributed to collaborators in 2021.

RENEWABLE ENERGY, ENERGY SAVING, MATERIALS

Once again concerning environmental sustainability of the production process, in 2022 we undertook several initiatives to optimise the mix of energy sources and its consumption. In November 2022, a **160 kW photovoltaic system** installed on the roof of the new company building went into operation. From 2023 it will be able to produce approximately **180,000 kW/year**. Also thanks to the contribution of the new plant, the share of energy consumed from renewable sources was **47%** in 2022.

With a view to reducing consumption, **the lighting system was upgraded** from halogen to **LED**, and **advanced home automation** solutions were implemented to prevent heat loss during cold seasons, and dispersion of fresh air in summer.

During the five-year period from 2018 to 2022, we also chose to **replace four forklifts** used by our staff to handle loads, switching from nickel-cadmium battery models to models with **lithium-ion batteries**, a choice dictated by the greater energy efficiency of these devices, their longer lifespan and the drastic reduction in harmful emissions. In addition to the vehicles, major investments were also required to **adapt the parking spaces**.

But environmental sustainability does not only mean large investments. Indeed, to preserve the function of the machinery, we decided to use only **plant-based cutting oil**, eliminating mineral oil, which is derived from petroleum.

SALES, MARKETING AND COMMUNICATION ACTIVITIES

The sales activity, exclusively B2B, is managed by **internal salesmen divided by customer type** (Original Equipment and Aftermarket), to protect customer relations. **Ad hoc training activities** are also carried out to support sales.

Marketing and **communication** activities, managed by a dedicated internal function and by an external consultant, mainly focus on the management of **social media channels** and on drawing up **press releases**.

HUMAN RESOURCES, PROCUREMENT, RESEARCH AND DEVELOPMENT

Central among the support activities is human resources management, which, as we shall see later, is strongly oriented towards the well-being, skills development and **reconciliation of collaborators' work and personal life needs**.

Also crucial is the **procurement strategy**, which aims to reconcile quality, cost and compliance with criteria defined in the *Supplier Quality Manual*.

Internal **research and development** activities are also important, in close accordance with customer indications and needs.

ACKNOWLEDGEMENTS AND CERTIFICATIONS

The professional expertise with which we pursue our quality and innovation goals is confirmed by third-party **certifications** and **international awards**.

From 2012 to 2016, we were awarded by **General Motors Europe** with the **GM Supplier Quality Excellence Award**, reserved for automotive suppliers that meet **efficiency and quality** requirements and parameters defined by GM.

In June 2018, we renewed the **IATF 16949:2016** (deriving from the ISOTS 16949 certification

first obtained in 2011) and **ISO 9001:2015** (deriving from the ISO standard by the same name obtained in 1996 and the QS9000 of 1998) certifications; the former ensures a strong focus on customer satisfaction, while the latter concerns the company's *Quality Management System*.

In 2022, we finally renewed the **ISO 14001:2015 Environmental Management System certification** (first 14001 certification in 2011).



RELATED SUSTAINABLE DEVELOPMENT GOALS



ACTION TABLE 2022

AREA	ACTION	INDICATOR	STATUS
PRODUCTION CYCLE	Investments in Research & Development activities	R&D expenditure/Turnover	ca. 2%
ENERGY USE	Installation of new photovoltaic panels	% of total energy consumption from renewable sources	47%
	Completion of the conversion to LED technology for lighting in production departments	Electricity savings (measured in kWh) compared to 2021 (%)	1%
	Implementation of advanced home automation solutions to manage air conditioning and energy consumption in the new industrial shed	Methane savings (measured in Nmc) compared to 2021 (%)	20%
LIFE CYCLE OF PRODUCTS AND CONSUMABLES	Initiatives to reduce net consumption of paper and cardboard – Replacement of cardboard packaging with reusable plastic/kit solutions	No. of cardboard boxes saved in one year	Around 8,400 cardboard boxes saved with customers
	Initiatives to reduce net plastic consumption – Delivery of a water bottle to all employees	No. of plastic bottles saved in one year	60.000 (*)

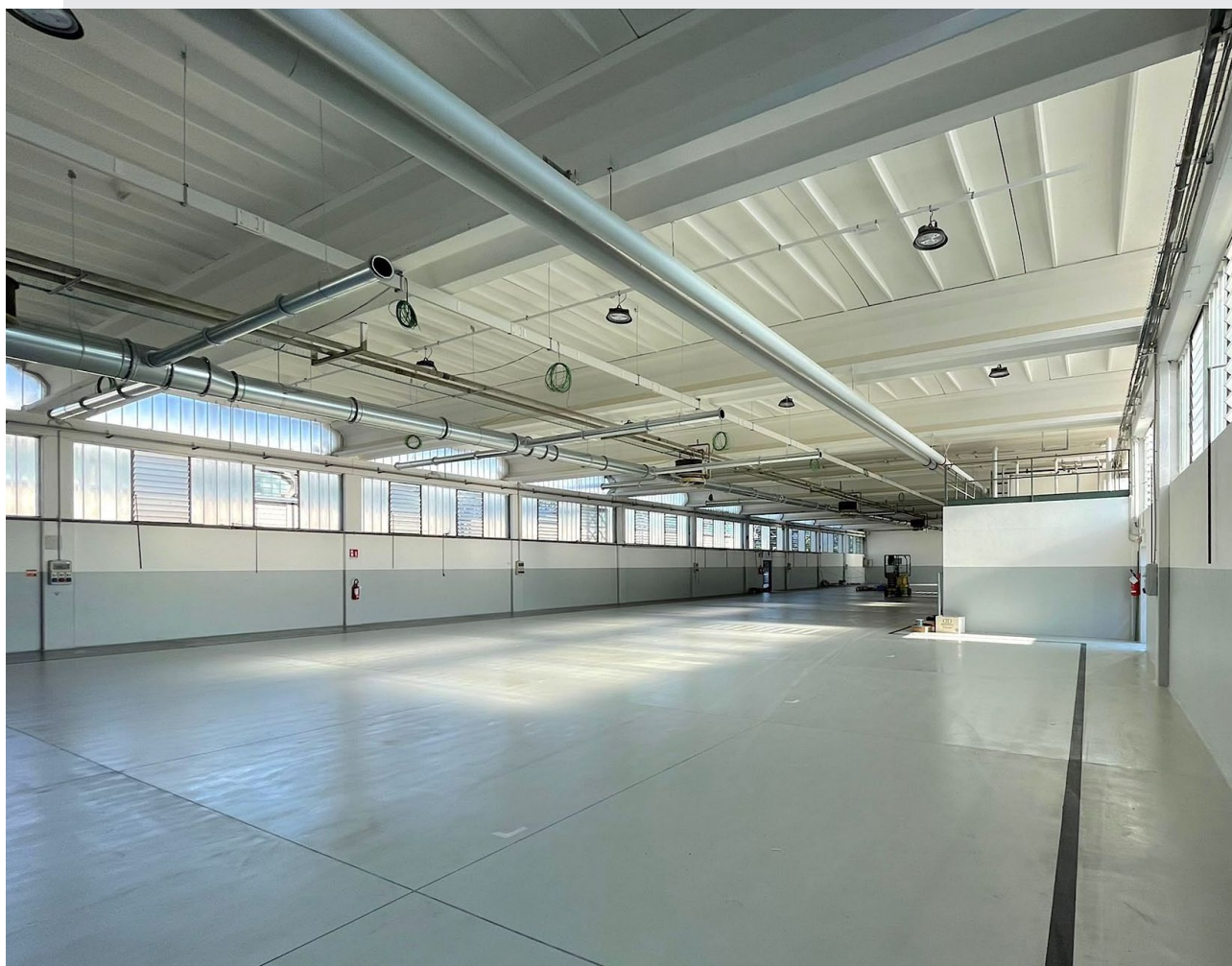
For the future, we have planned an extensive list of measures that will affect both production activities in the narrow sense and office activities (such as, for example, the option of giving preference to no less than 80% of paper purchases for 2023 to be made from recycled materials).

The implementation of many of these interventions is critically dependent on the ability to involve suppliers in the effort to streamline net resource consumption and reduce the impact of activities on the environment.

(*) Estimated value under the assumption of consumption of two bottles of water per day per employee.

GOALS TABLE 2023

ACTION		INDICATOR	TARGET 2023
PRODUCTION CYCLE	Strengthening of environmental criteria for supplier selection	% of purchases (in value) from suppliers with UNI EN ISO 14001:2015 certification	65% of the order in value
ENERGY USE	Investment for about 350 kW of rooftop photovoltaics	% energy consumed from renewable sources	> 50%
CONSUMABLES	Progressive digitisation of commercial and administrative documents	Reduction in the number of printed pages (% change in reams of paper purchased compared to 2022)	20%
	Requesting environmental/ ecological certifications from suppliers for paper and cleaning products used	% of suppliers required to provide eco-labelling for stationery and cleaning products (no. of suppliers out of total for these product categories)	50%
OTHER INTERVENTIONS	Progressive hybridisation of the vehicle fleet	% electric or hybrid vehicles out of total new passenger cars	50%
	Reduction of noise pollution and energy consumption for cooling the premises – Renovation of the south façade with a green barrier	% of workstations subject to increased shading out of total workstations	60%
	Increased effectiveness of the hydraulic barrier, also to reduce energy consumption	Increase in barrier capacity, measured in cubic metres per hour (% change from 2021)	50%



AIM 2: WELL-BEING OF EMPLOYEES AND COLLABORATORS

THE IMPORTANCE OF AIMS

In recent times we have become familiar with the term **great resignation**, coined overseas to describe the increasing number of cases of **professionals who decide to quit their jobs** despite having no other job opportunities in their hands.

This trend became widespread during the Covid-19 emergency, a period during which many people began to give more importance on **quality of life and work**, on their desire for **personal and professional fulfilment**.

Many companies have found themselves in the position of having to take action in an attempt to stem this trend. In light of this one can also understand how the percentage of **companies that consider welfare a strategic lever of sustainable development** and retention of human resources has doubled in just six years from **6.4% in 2016 to 14.1% in 2022** (source: Generali Italia, Welfare Index 2022).

WHAT WE DO TO ENSURE THE WELL-BEING OF EMPLOYEES AND COLLABORATORS

«Wonder believes in people and is committed to ensuring **optimal working conditions and increasingly efficient safety systems**, with the aim of transforming the goals and aspirations of individuals into **actual value for the community**».

<https://www.wonder.auto/it/responsibility/risorse-umane>

A COMMITMENT ON SEVERAL FRONTS

We are aware that a lot of **attention is required to offer individuals the possibility of fulfilling their aspirations and potential**, while integrating them as opportunities into the corporate development path.

Economic security, professional growth, quality of the working environment and interpersonal relations: in 2022 we implemented actions in favour of our collaborators from each of these points of view, adopting corporate policies also following the application (as of May 2018) of the *Organisational, Management and Control Model* pursuant to Legislative Decree no. 231/01.



CONTRACTS AND ECONOMIC SECURITY

The economic security of individuals comes first and foremost from the company's decision to **favour permanent employment contracts**, with the aim of continuing to build a **community of Wonder workers**.

REWARDS AND BONUSES

Instruments such as **performance bonuses** not only increase the sense of economic security, but also strengthen the perception of **shared responsibility** for the results achieved. The parameters assessed for the purpose of calculating the reward include, for example, the costs of non-quality, customer complaints, **Overall Equipment Effectiveness (OEE)** and the company's operating margin.

The resulting stability of relationships significantly increases the likelihood that people will find it enjoyable to share time with colleagues **even outside working hours**. We have been doing this forever, and that is also why today **less than 2% of the total workforce is employed with temporary contracts**, mostly related to seasonality.

Instead, by providing benefits of a different kind, such as **fuel vouchers**, we show our gratitude for the efforts of collaborators and our desire to support them even in ordinary situations, such as small daily expenses. In 2022, **123** collaborators were able to benefit from fuel vouchers.

Following the same rationale, **'night boxes'** containing drinks and other foodstuffs are prepared for all collaborators assigned to the evening shift.

LEGAL SUPPORT IN THE COMPANY

As of September 2022, we decided to make the **support of a lawyer** available to our collaborators by entering into an ad hoc agreement with him. This initiative has been welcomed by many employees, who have already started to benefit from it.

This is a reminder of a similar action taken in 2021, i.e., the possibility of accessing the **services of an accountant** directly present in the company, all at capped rates.



GIFTS

Behind the care we give our collaborators are deep intentions and a **genuine sense of responsibility**. That is why gifts, such as those we regularly give our female employees on **Women's Day**, are not to be interpreted as rhetorical displays, but as sincere and selfless actions, such as giving **flowers**, **dinner**s and even a **massage session in the company**.

WORK ENVIRONMENT UPGRADING

Aware that the quality of the physical environment has a direct influence on workers, in 2022 we decided to **redevelop the flooring** of LM1 and LM2 **processing departments**, the **warehouse** and the **rubberised valve assembly area**, covering a total surface area of **4,500 square metres**. The restyling was not only aesthetic but above all functional.

Also in terms of room renovation, we chose to **make the toilets neutral**, because it is also from these small gestures that acceptance and welcome is communicated towards everyone, no one excluded.

SMART LOCKERS

We have also thought of providing a **smart locker** for all our collaborators, so that everyone can have their **online purchases delivered directly to the company**. Installed in 2021, the device was increasingly used in 2022 (with as many as **204 deliveries** made, compared to 54 in 2021), demonstrating a growing acceptance of the initiative.



WONDER RESTAURANT

The new **Wonder Restaurant** was opened in December 2021. Spacious, bright and resembling an actual restaurant in terms of layout and concept, the venue is open to employees **as well as suppliers and customers for events and private parties.**

With the opening of the Wonder Restaurant, our collaborators can have **quality meals prepared the same day** by only booking the dishes they want, thus significantly contributing to **reducing food waste.**







TRAINING

The role of training is crucial for each collaborator to **reach her or his full potential**, and we believe that it should aim at both professional and personal growth.

Therefore, technical and transversal topics are included in the mix of training activities, but also topics related to the **all-round growth of the individual**. Technical courses are designed or selected on the basis of the tasks of those who attend them, and taking into account possible **career paths**.

Specific issues such as the more specialised cases that may occur in connection with **payroll management** or **customs formalities** were explored in 2022.

In terms of cross-training, however, the topics covered were (among others) the use of the **PowerBI** application – to support effective communication and analysis of information – and the **FMEA (Failure Mode and Effect Analysis) methodology** – for process optimisation.

In October, a course was organised to deepen motivation and techniques to **stop smoking addiction**. It recorded the voluntary participation of 10 collaborators. Five months after the end of the course, as many as **eight declared that they had quit smoking**.

A total of **5,728** training hours were provided in 2022, benefiting **138 employees** (versus 3,544 in 2021).

NUMBER OF TRAINING HOURS BY QUALIFICATION AND GENDER, YEARS 2020 – 2022

	31/12/2022			31/12/2021			31/12/2020		
Professional qualification	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	8	0	8	0	0	0	0	0	0
Top Management	112	26	138	40	238	278	32	16	48
Employees	327	674	1,001	690	402	1,092	298	139	431
Labourers	1,903	2,678	4,581	864	2,312	3,176	204	665	870
Total	2,350	3,378	5,728	1,594	2,952	3,544	534	820	1,349

The **internal communication channels** activated deserve special mention. In designing the mix, we thought about encouraging feedback from everyone on matters of common interest, naturally ensuring an **even and timely distribution of information**.

In addition to using email for all official communications, we have set up an **internal digital platform to collect anonymously and in real time** the opinion of workers on issues brought to their attention.

TEAM BUILDING

The year 2022 saw a revival of informal and team-building initiatives to strengthen the **sense of belonging**. The beginning of the summer break was celebrated with the traditional **barbecue on Lake Garda**. The inauguration of the World Cup in Qatar was the occasion to organise the **first company table football tournament (WonderCup)**, while the Christmas holidays were celebrated with a well-attended **company dinner**, as well as an employee **raffle** where gifts received from **suppliers were redistributed**.



COMPOSITION OF PERSONNEL

Women account for 55.1% of the total workforce. The number of women and men is equal among middle managers, while in production almost two out of three collaborators are women (61.7% of labourers). Overall, **83% of our employees are under 50 years of age.**

COMPOSITION BY QUALIFICATION AND GENDER, YEARS 2020 – 2021

	31/12/2022			31/12/2021			31/12/2020		
Professional qualification	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	2	0	2	1	0	1	1	0	1
Top Management	3	3	6	1	3	4	1	3	4
Employees	21	15	36	21	13	34	22	12	34
Labourers	36	58	94	37	56	92	36	53	89
Total	62	76	138	60	72	132	60	68	128
Of which: People with disabilities and protected categories	3	5	8	2	5	7	2	5	7

COMPOSITION BY GEOGRAPHICAL AREA OF ORIGIN AND GENDER, YEARS 2020 – 2022

	31/12/2022			31/12/2021			31/12/2020		
Region	Men	Women	Total	Men	Women	Total	Men	Women	Total
Cremona	40	55	95	39	52	91	39	50	89
Rest of Italy	19	13	32	17	13	30	18	13	31
Rest of the world	3	8	11	4	7	11	3	5	8
Total	62	76	138	60	72	132	60	68	128

COMPOSITION BY AGE GROUP, YEARS 2020 – 2022

	31/12/2022			31/12/2021			31/12/2020		
Age	Men	Women	Total	Men	Women	Total	Men	Women	Total
< 30 years	10	7	17	8	8	16	7	6	13
30 - 50 years	43	50	93	41	49	90	44	49	93
> 50 years	9	19	28	11	15	26	9	13	22
Total	62	76	138	60	72	132	60	68	128

COMPOSITION BY CONTRACT TYPE AND GENDER, YEARS 2020 – 2022

	31/12/2022			31/12/2021			31/12/2020		
Contract type	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	59	72	131	59	69	128	56	70	126
Fixed term contract	3	1	4	0	2	2	0	0	0
Apprenticeship	1	2	3	1	1	2	1	1	2
Total	63	75	138	59	71	132	57	71	128

COMPOSITION BY EMPLOYMENT TYPE AND GENDER, YEARS 2020 – 2022

	31/12/2022			31/12/2021			31/12/2020		
Employment type	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	60	68	128	59	64	123	55	63	122
Part-time	1	9	10	1	8	9	1	6	7
Total	61	77	138	60	72	132	56	79	129

NEW RECRUITMENTS BY AGE GROUP AND GENDER, YEARS 2020 – 2022

	2022			2021			2020		
Gender	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
Men	4	3	0	3	2	0	1	0	1
Women	4	4	1	2	3	0	1	0	0
Total	8	7	1	5	5	0	2	0	1

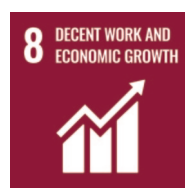
JOB TERMINATIONS BY AGE GROUP AND GENDER, YEARS 2020 – 2022

	2022			2021			2020		
Gender	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
Men	0	2	1	0	3	2	3	1	0
Women	1	3	1	0	1	0	0	1	1
Total	1	5	2	0	4	2	3	2	1





RELATED SUSTAINABLE DEVELOPMENT GOALS



ACTION TABLE 2022

AREA	ACTION	INDICATOR	STATUS
SALARIES AND BENEFITS	Offering qualified legal support to collaborators	Legal counsel available at company headquarters by 31 December 2022	Structured legal support by 31.12.2022
	Availability of an accountant in the company	No. of users Average employee satisfaction	13 workers Rating 4.86/5.00
	Allocation of a fuel voucher to employees	No. of beneficiaries Value of the initiative in €	123 persons € 24,600
	Company parcel with zero-mile products for the Christmas holidays	Value of the initiative in €	€ 8,250
TRAINING AND PERSONAL GROWTH OPPORTUNITIES	Technical, transversal and personal training activities provided for employees, of which:	Average number of training hours per employee	41.5 h/employee (26.8 h/employee in 2021)
	Course on quitting smoking;	Five-month success rate (% of participants who quit smoking)	80%
	Initiatives in favour of gender equality in companies	% women by category	50% Top Management 41.7% employees 61.7% labourers
WORK ENVIRONMENT QUALITY	The new Wonder Restaurant goes live	Average employee satisfaction	3.35/4.00 (3.55 nel 2021)
	Team building initiatives organised during the year	No. of initiatives	5
	Flooring refurbishment in LM1, LM2, warehouse and snap-in valve assembly departments	m² renewed	4,500 m²

For the future, we plan on continuing and supporting the initiatives that have met with general approval by the collaborators. These include the services provided by the **legal expert**, the **accountant** and the availability of the **smart locker**.

Regarding new projects, we want to continue investing in **improving the premises** to increase the **comfort** of workers.

In addition, we expect to complete by the end of 2023 the preparatory phase to obtain certification for the *Occupational Health and Safety Management System* – standard **UNI EN ISO 45001:2018**.

GOALS TABLE 2023

AREA	ACTION	INDICATOR	TARGET 2023
SALARIES AND BENEFITS	Widening the use of the smart locker	No. deliveries/year	210
WORK ENVIRONMENT QUALITY AND SAFETY	Cooling system for the new LM2 and compounds departments	Additional square metres of indoor corporate area covered by the cooling/air-conditioning system	+ 1,500 m ² (compared to 2022)
	Obtaining UNI EN ISO 45001:2018 certification	Completion of the application phase for certification by 31 December 2023	Completion of the application phase
TRAINING AND PERSONAL GROWTH OPPORTUNITIES	Annual monitoring of worker satisfaction and awareness	Activation of the annual questionnaire	Delivery of the monitoring questionnaire in 2023
	Course on quitting smoking	One-year success rate (% of participants who quit smoking)	> 50%



AIM 3: DISSEMINATING CULTURE AND SUPPORTING COMMUNITY DEVELOPMENT

THE IMPORTANCE OF AIMS

Education, culture and sports are key factors for personal development and that of society as a whole. This is why they become items of public expenditure linked to activities that are essential to the **quality of individual and collective life**.

Nevertheless, these items often correspond to **insignificant fractions of the overall**

expenditure, in some cases even decreasing over time. Then, at the local level the figure becomes even more discouraging.

Health must be added to this as a further determinant of quality of life, understood as the possibility of timely access to adequate care. The **contribution of the private sector is, therefore, a necessity**.

WHAT WE DO TO DISSEMINATE CULTURE AND SUPPORT COMMUNITY DEVELOPMENT

«For the community in which it was established and operates, Wonder is a landmark that is concretely committed to promoting its **economic, social and cultural development**».

THE CHILDREN OF FAIRIES

In 2022, we first joined **I Bambini delle Fate per l'inclusione sociale** (The Children of Fairies for Social Inclusion), a social enterprise established in 2005 by Franco and Andrea Antonello and present throughout most of Italy.

The aim of the initiative is to offer financial support to **inclusion projects** run by local partners, which benefit families dealing with **autism** and other forms of disability.

The project we support is called **“0-30 Passi da Gigante”** (0-30 Giant Steps), and involves the Sospiro Hospital Foundation in the province of Cremona.

The objective is to **multiply the opportunities for social and work inclusion** of persons with autism, creating concrete opportunities for their employment and also intervening in the workplace with environmental and relational modifications, where necessary.

ILLUMINA

For similar reasons, we supported the **IlluMina** project, co-participating in 2021 in the purchase of Cremona's Christmas illuminations, inspired by **famous songs by Mina**.

In July 2022, the same illuminations were auctioned and the proceeds benefited **Occhi Azzurri Onlus**, a Cremona-based voluntary organisation that cares for children with rare genetic diseases and their families.



AMILCARE PONCHIELLI THEATRE

In 2022 we confirmed our membership of the **Fondazione Teatro Amilcare Ponchielli** as **emeritus founding members**, remaining in charge of the management of the historic theatre in Cremona.

The second edition of **TEDxCremona** took place on the Ponchielli stage in October 2022, the city edition of the famous conference format created by the American non-profit organisation **TED**, whose mission is to spread “ideas worth spreading”.

For the 2022 edition, entitled “**Fabulous Complexity. Dancing on the Verge of Chaos**”, we had the pleasure of being involved as **silver partners**. A quality proposal designed to provide possible keys to interpretation and action with respect to a social context, whose complexity (in fact) has made it a challenge to **orient one’s individual and collective behaviour** in an ethical sense.

For more information



CREMONESE RESIDENTS OF THE YEAR

We believe in the exemplary function of good models. This is why we supported the new edition of “**I cremonesi dell’anno**” (Cremonese Residents of the Year), an initiative carried out for over 40 years by the local

newspaper **Mondo Padano**. A publication in which **citizens are mentioned who have distinguished themselves** during the year in the fields of public activity, culture, solidarity and sports.



SPORT

We have always believed that sports can instil important values, such as loyalty and team spirit. Hence, we financially supported **6 local sports associations** in 2022.

Sports convey values, regardless of the level at which they are practised. It is significant that some of these associations bring together **professional athletes**, while others converge **amateurs** and **enthusiasts**.

These are the associations:

CC Cremonese 1891, a historic local amateur cycling club;

Cremona Runners Club, an association that, among other things, organises the **HMC – Half Marathon Cremona**;

Vanoli Basket Cremona, whose first team plays in the national men's basketball league, A2 series;

Ju.Vi Cremona Basket 1952, just promoted in the same series;

U. S. Esperia Volley, which accompanies budding and established volleyball players. Its first team competes in the Italian women's A2 league;

U.S. Cremonese, the area's leading football club, this year committed to the top Italian league after 26 years of absence.



I.T.S. FOUNDATION

Young people are once again at the centre of our interventions in favour of the local community, thanks to our support to the **Fondazione ITS Nuove Tecnologie per il Made in Italy**, based in Crema (CR). Established in 2010, it specialises in post-diploma technical training with the aim of **fostering the employment** of young people in the Cremona and Brescia areas.

In 2010, it changed skin, reformulating its educational proposal in order to be able to better intercept the needs of qualified personnel of **mechatronics and chemical companies**.

Three training courses are currently active, including “**Automation and Innovation for Ecological Transition**”, a two-year course presented to young students and parents for the first time at our facility in July 2022.

The focus of theoretical and practical training is on the topics of **sustainability** and new **digital technologies**. The course aims to train future industrial **automation experts** with up-to-date skills also on the topic of sustainable production processes. By mandate of the shareholders’ meeting, our **General Manager, Eng. Matteo Gosi**, is also a member of the Board of Directors of the organisation, testifying to the very strong bond between us and Fondazione ITS Nuove Tecnologie per il Made in Italy.

To find out more about
the Foundation’s activities



STUDENTS AT THE COMPANY

While we are the ones entering the school world with the above activities, the reverse occurs with **students visiting** the facility. Visits can help students better decipher their inclinations in view of future choices.

Another useful opportunity is to see the **issues encountered in the textbooks**, including those related to sustainability, embodied in a functioning business activity.

In this regard, in 2022 we renewed our educational alliance with the Cremona branch of the **Politecnico di Milano**, welcoming **22 third-year students** of the three-year degree course in Management Engineering.



TANTA ROBBA FESTIVAL

The **Tanta Robba Festival** has long been a popular music event in the city for young audiences. For seven summers now, the festival has been bringing **top artists** to Cremona for a few festive evenings.

As **sponsors**, we wanted to make our contribution to increasing the quality of city life by offering entertainment opportunities for young people.



OPEN DAY AT THE COMPANY

Again with a view to fostering the dissemination of **best practices** – and to support the growth of the entire local production system – in March 2022 we opened our doors to other companies, with a visit to the facility organised in collaboration with the **Associazione Industriali di Cremona**, the local Industry Association.

24 individuals representing as many local businesses took part in the event.

W WONDER



RELATED SUSTAINABLE DEVELOPMENT GOALS



ACTION TABLE 2022

AREA	ACTION	INDICATOR	STATUS
SOCIAL-ECONOMIC WELL-BEING	Initiatives in favour of people suffering from chronic disadvantages	No. of initiatives activated in the year	2: Bambini delle Fate; project IlluMina for Occhi Azzurri Onlus
	Support for initiatives and actors in the world of art and culture	No. of initiatives supported	3: TEDxCremona; Fondazione Teatro A. Ponchielli; Tanta Robba Festival
DONATIONS AND SPONSORSHIPS	Support for initiatives and actors in the world of sports	No. of initiatives supported	6: Club Ciclistico Cremonese 1891; Cremona Runners Club; Vanoli Basket Cremona; Ju.Vi. Basket Cremona 1952; U. S. Cremonese; U. S. Esperia
	Supporting public health initiatives and actors	No. of initiatives supported	1: gift of a defibrillator to the Cremona 4 Comprehensive Institute
RELATIONS WITH SCHOOLS AND UNIVERSITIES	Relations with universities, schools and other subjects to spread knowledge of business organisation, bring young people closer to the world of work, and improve technical training	No. of initiatives carried out during the year with the Fondazione ITS Nuove Tecnologie per il Made in Italy	1: activation of the two-year training course «Automation and Innovation for Ecological Transition»
		No. of students received on visits to the company	22 third-year students of the three-year degree course in Management Engineering – Politecnico di Cremona
			28 students from high schools in the province of Cremona
RELATIONS WITH OTHER LOCAL ORGANISATIONS	Company visits organised for other companies in the area	No. of companies hosted	24

In 2023, we plan on confirming partnerships with most **non-profit** associations in the scene of **arts, culture, sports** and **health** with whom we have successfully collaborated over the past twelve months.

With all of them we want to carry on a **constructive and informed dialogue** that can stimulate special creativity to meet the **needs of the region**.

GOALS TABLE 2023

AREA	ACTION	INDICATOR	TARGET 2023
SOCIAL-ECONOMIC WELL-BEING	Initiatives in favour of people suffering from chronic disadvantages	No. of initiatives supported	2
	Support for initiatives and actors in the world of art and culture	No. of initiatives supported	3
DONATIONS AND SPONSORSHIPS	Support for initiatives and actors in the world of sports	No. of initiatives supported	6
	Supporting public health initiatives and actors	No. of initiatives supported	1

In addition to these are **initiatives with schools and universities**, as well as activities with local businesses that will continue in 2023.



5. METHODOLOGY NOTE

As a **benefit corporation** we are obliged – pursuant to art. 1, section 382 of Law no. 208 of 28.12.2015, (Stability Law 2016) – to prepare an annual report on the pursuit of the **common benefit**, to be annexed to the company's financial statements.

Since Wonder does not control any other company, the scope of reporting coincides with that of the company. The reporting period runs **from 1 January to 31 December 2022**, as for the annual accounts.

The impact generated was assessed using the **Benefit Impact Assessment (BIA)** standard, developed by **B Lab**, a non-profit organisation based in Pennsylvania (USA). This tool, which is used by tens of thousands of companies worldwide, fulfils the requirements set out in Annex 4 of the above law to ensure a **credible assessment of impacts** by providing a comprehensive assessment (which comes from a third party that is independent of the compiler).

By virtue of the characteristics of the body that produced it, the BIA standard can be considered credible and based on a **transparent methodology**.

We also decided to join the BIA because it covers the areas stipulated in Annex 5 of the 2016 Stability Law for evaluation, i.e., **corporate governance, workers, other stakeholders and the environment**.

It must be said that **Wonder does not fall within the scope of Legislative Decree no. 254** of 30 December 2016, which in implementation of Directive 2014/95/EU provided for the obligation of preparing a Non-Financial Statement (DNF) for public interest entities exceeding certain quantitative thresholds.

The process of drafting this document involved the **Board of Directors** and the heads of the various corporate functions. The **Sustainability Report 2022** was approved by the Board of Directors on **12/04/2023**.

The **Sustainability Report 2022** will be published on the **wonder.auto** website.

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