

IMPACT REPORT
2020

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LETTER FROM THE CEO

"Spreading beauty everywhere in the world" this has been the flame that fueled our work since 1985. A burning passion that we have inside and that accompanies us even today, after almost 36 years.

Such beauty starts from the love of every single person in Extravega for what we do, from our smallest gesture, up to the culture of the greater good.

From attention to the quality of the details in our architectural and interior works, to the satisfaction we feel during the installation phase, to the perfect delivery of what we have created in the hands of the customer.

In 2020 we have continued to aim for beauty. A challenging and special year for our company and our industry. The pandemic came unexpectedly for everyone and it made us think and stimulated us to insist on continuous improvement. Right from the start it was clear that there would be a significant impact on our work and it was necessary to imagine a change that would lead to a positive transformation for all the people we reach every day, both employees and clients.

That's why everyone studied so much, all year long, so that by the end of 2020 we could say we had perfected ourselves in several areas. And this growth, this inner enrichment made us move to a new and higher level of awareness. From this new perspective, was an inevitable step to change our legal form to a Benefit Society, where there is a need to measure the levels of impact we have on the world around us, and subsequently to be held accountable for such impact, was an inevitable step.

Becoming a Benefit Society helps us to create more value and to be even more conscientious towards the community, the territory, and all the stakeholders on which we have a responsibility.

Ours is a commitment to undertake an integrated path of development and

continuous innovation with criteria of environmental and social sustainability consistent with the new corporate purpose of the Statute.

To be able to measure our impact, to give ourselves new business objectives and to be able to communicate them to our public (Extravega's collaborators first and foremost), are all duties which have the greater good as a common objective. By going in this direction we can increase the quality of our work and continue to search for beauty - which will bring more peace to a larger number of people, both socially and environmentally - in every aspect of our lives.

At Extravega we never stop learning and setting new goals: to become a B Corp we have raised the level that measures our performance, with the aim of evolving and helping those around us.

We are deeply grateful for what we have achieved so far and for all the actions that will lead us to contribute to the formation of a virtuous society of people who know how to respect and appreciate each other.

ANTONIO RILLOSI
CEO & FOUNDER



EXTRAVEGA AT A GLANCE

1985 → 2021

36

YEARS OF ACTIVITY



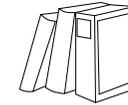
4000+

PROJECT REALIZED
SINCE 1985



24

EMPLOYEES



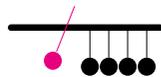
40+

HOURS OF TRAINING
PER-CAPITA



10+

COMMUNITY ENGAGEMENT
PROJECTS REALIZED



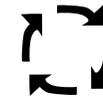
150.000€

DONATED TO SUPPORT
PROJECTS WITH A SOCIAL
IMPACT



12

SOLUTIONS FOR WELL-BEING
AND INVOLVEMENT
OF WORKERS



-13%

ENERGY CONSUMPTION
AND CO₂ EMISSIONS
COMPARED TO 2019

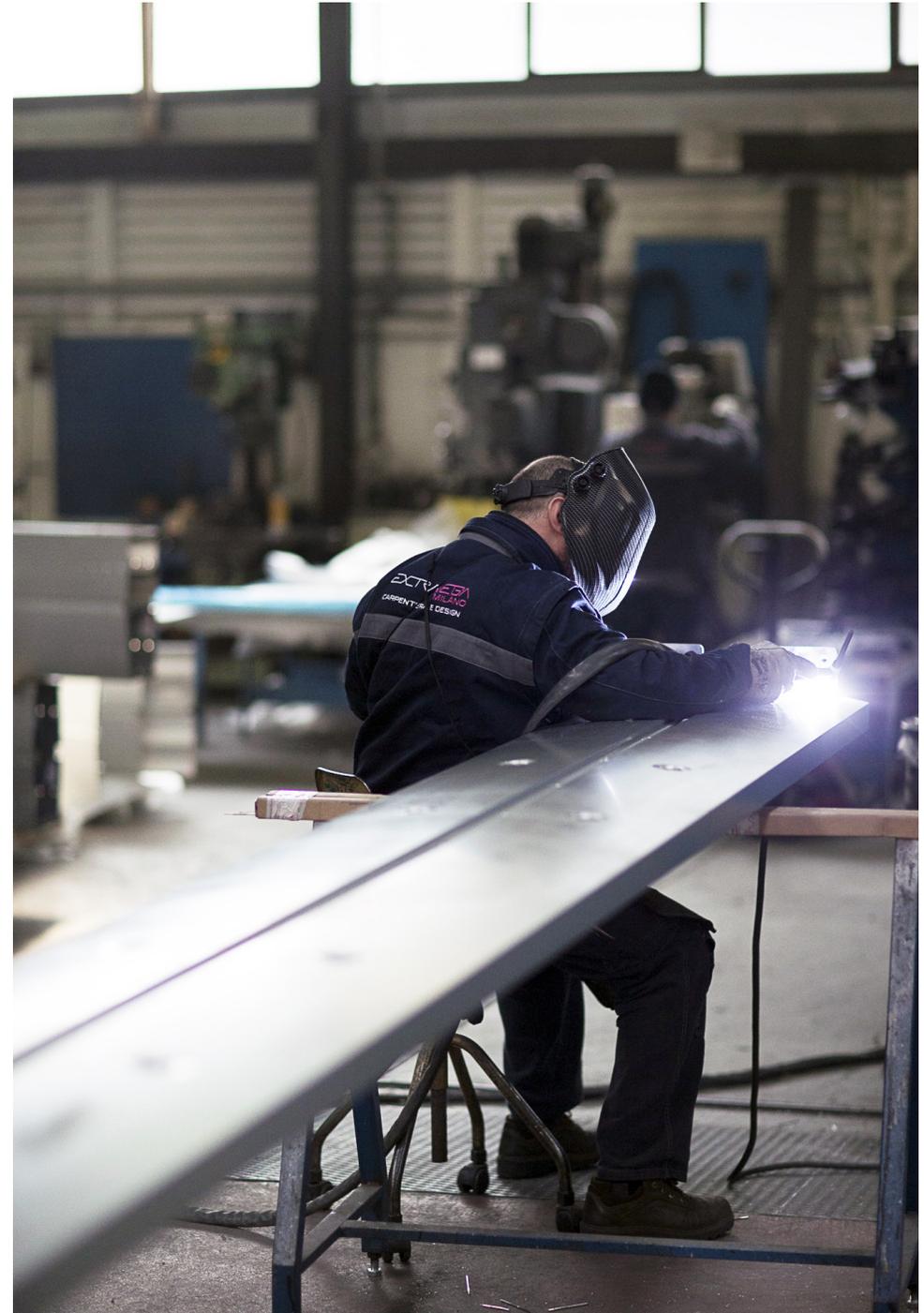
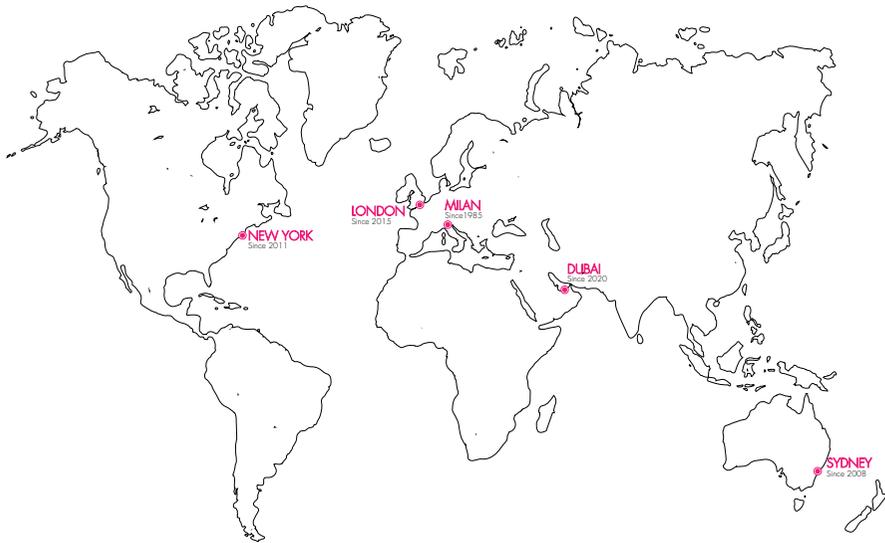


PROFILE AND GOVERNANCE

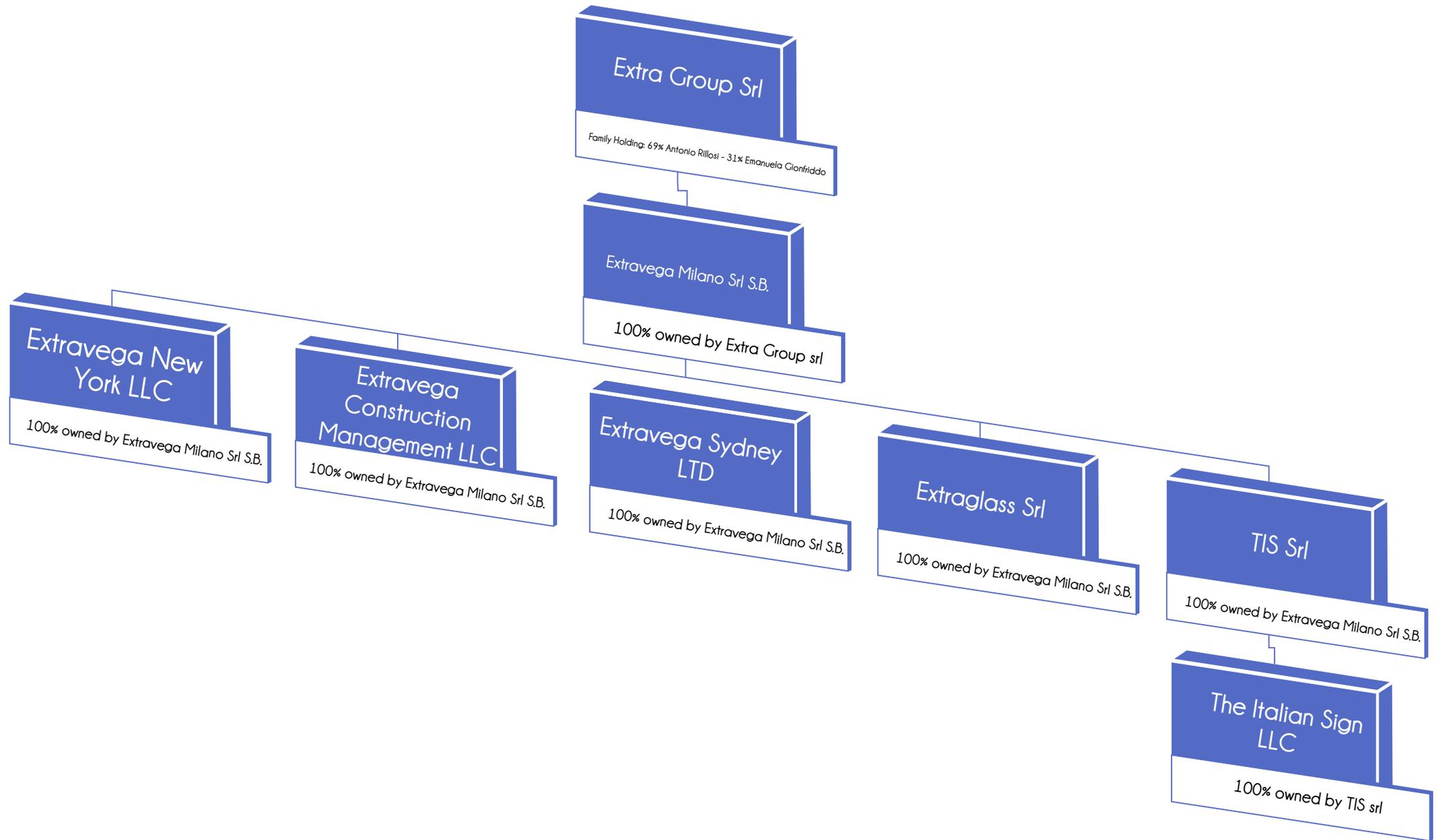
1. WHO WE ARE

Extravega is a company specialized in the design, production and installation of exclusive bespoke design works and environments. Founded in 1985, after more than thirty six years of activity and dynamic presence, Extravega today, is a group that operates worldwide in the fields of Architecture and Design, through its offices in New York, London, Dubai, Milan and Sydney and other subsidiary entities such as Extravega Construction Management and TIS (The Italian Sign).

The eclectic nature of Extravega has led to the development of numerous productions in collaboration with world-renowned architects and designers, creating custom projects with different levels of technical and production complexity: construction of architectural works, exhibition space set-ups, furniture, works of art and design.



1. WHO WE ARE



1. STORIA DI EXTRAVEGA IN SINTESI

1985



FOUNDATION
METAL CARPENTRY

2000



METAL AND GLASS
TAILOR

2001



THE TURNING POINT
ARCHITECTURAL FABRICATIONS

2008-2009



EXPANSION
SYDNEY, NEW YORK, LONDON, DUBAI

2020



FROM BENEFIT CORPORATION
TO B CORP

1. VISION & MISSION

We want to realize the most complex, important and architecturally impressive projects of architects/designers from all over the world. Using, in every aspect of our work, technology and innovation, we want to realize projects that no one has ever done before.

We produce architectural and interior design products in metal, glass, wood, liquid metal and composite materials, both by customer's design and by our own, for those customers who have special and unique projects to be realized in a workmanlike manner. We use the latest technologies in the field of machinery, design and management software to deliver projects with the highest quality. We allow our clients to reach new levels of complexity, to venture into challenging jobs, to dream big, allowing them to gain tremendous satisfaction in seeing projects completed and installed. Our focus is on innovation and global expansion every day.

1. VALUES

We seek unceasing improvement of our company and perfection in what we do, putting care and passion into what we deliver. We dream of a world that smiles and respects agreements, knowing that it depends first of all on ourselves.

We want to contribute to the creation of a virtuous society of people who know how to appreciate each other.

School for us never ends: the talents we have been given are a gift from God. What we do every day to improve ourselves is the only way we can thank Him for everything He has entrusted to us.

We guarantee, to all those who actively collaborate in the achievement of these goals, thanks also to the continuous training of the entire Extravega team, a continuous improvement in economic well-being as well as an increase in human and professional knowledge.



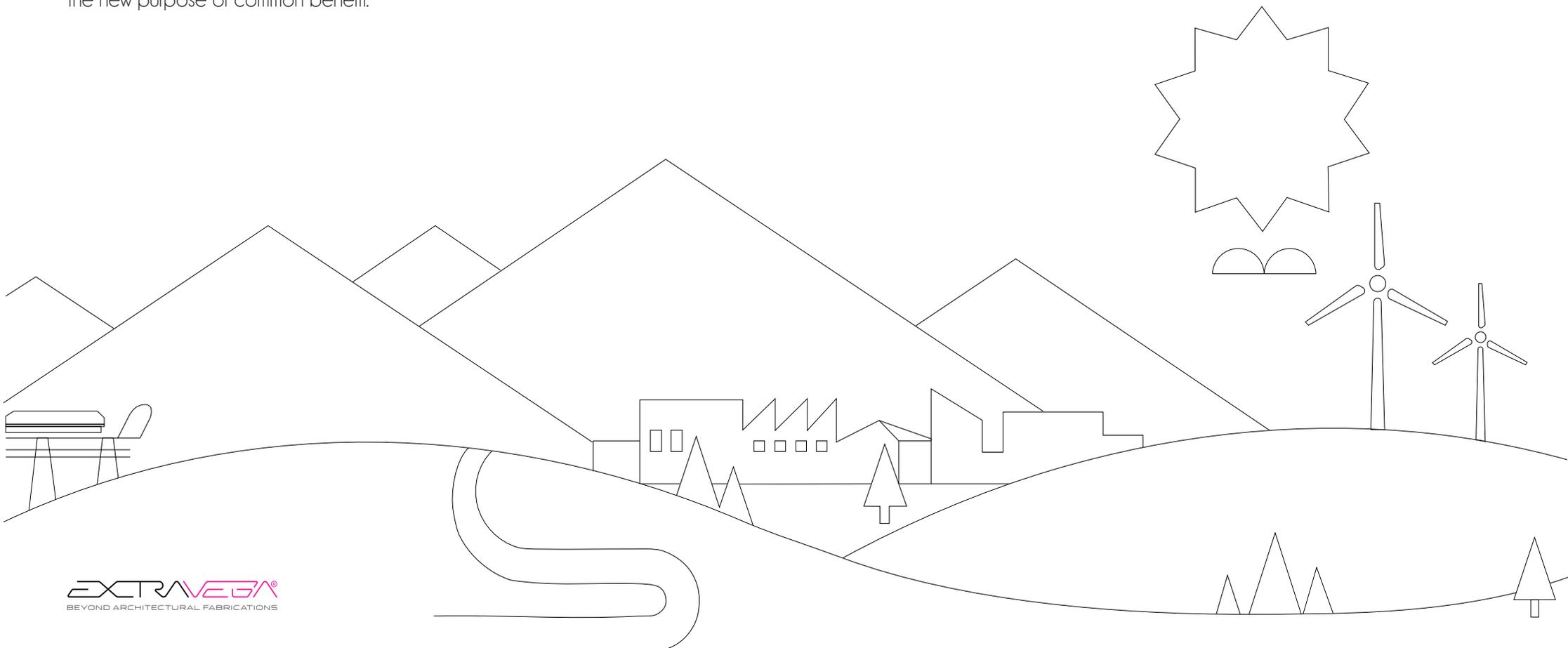
1. THE CHOICE TO BE A BENEFIT COMPANY

Extravega believes that the success and profitability of its business also depend on its social and environmental impact.

This is why it has chosen to become a Benefit Company (SB) from the end of 2020.

This new type of company, introduced in Italy since 2016 with a special law, integrates in its corporate purpose, in addition to profit objectives, the purpose of having a positive impact on society and the environment.

To date, together with Extravega, more than 800 Italian companies have already chosen this business model, integrating in their Articles of Association the new purpose of common benefit.



1. GROUP ACTIVITIES

Extravega realizes tailor-made projects, characterized by high technical and production-construction complexity, with maximum precision and care for details.

Flexibility is a company highlight that allows to carry out any type of processing, not only on metal, but also on all other materials such as wood, glass, composite materials and liquid metal finishes.

The projects carried out range from architectural production for buildings and residences to exhibition stands, offices and showrooms and the most luxurious brand stores. For each project, total adherence to timelines and budgets is guaranteed, as well as care for the client's specific needs.

"It is hard to see where the work of someone ends, but most of all is hard to see where the work ends and the passion and the game begin." Antonio Rillosi



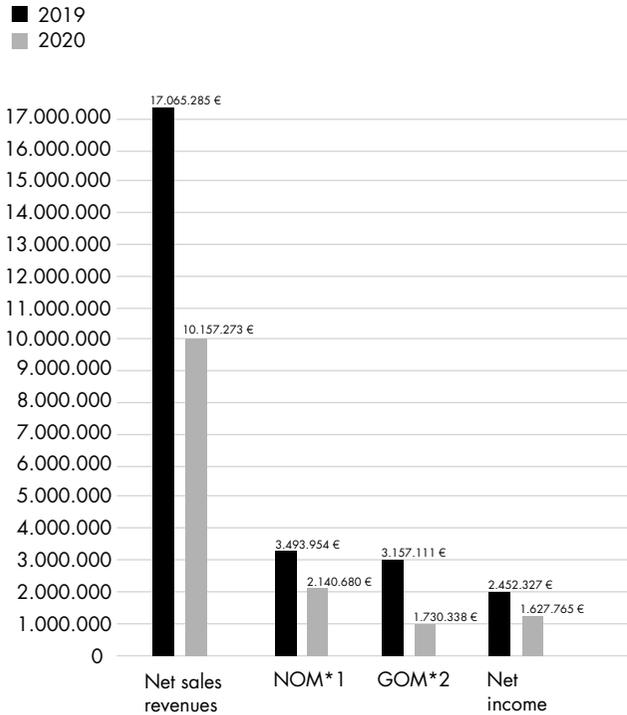
The organisational structure of the company consists of several Divisions:



1. GROUP ACTIVITIES

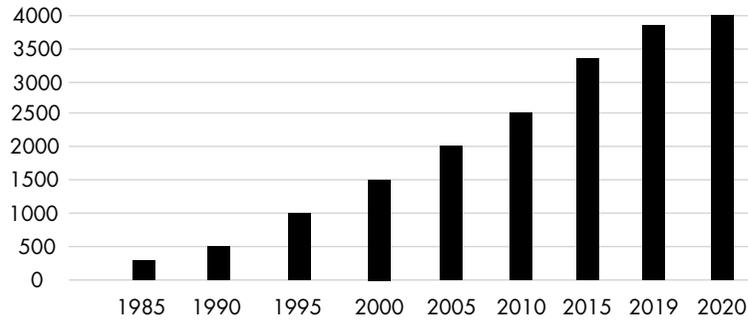
From the point of view of business areas, the projects carried out are mainly addressed to the architecture, interior design and art sectors. Our works, which have grown to over 4000 in the last 5 years, are directed for about 50% to the U.S. market, followed by Europe, the

Middle East and Asia/Australia. From the point of view of corporate governance, the level of supervision is the responsibility of the managers (it includes a steering committee which is composed of a group of 5 managers, two men and three women). There is a formal organizational chart that determines the management structure of the organization, and management team meetings are conducted to plan strategy and make decisions.

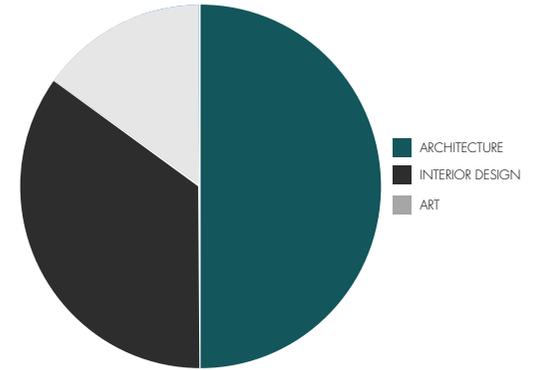


*1 - Net operating margin
*2 - Gross operating margin

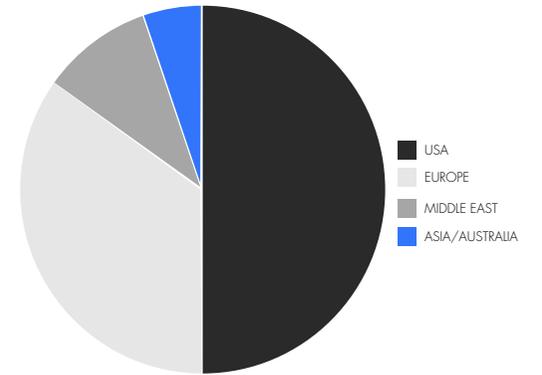
Economic results of the activities



Our works



Our sectors



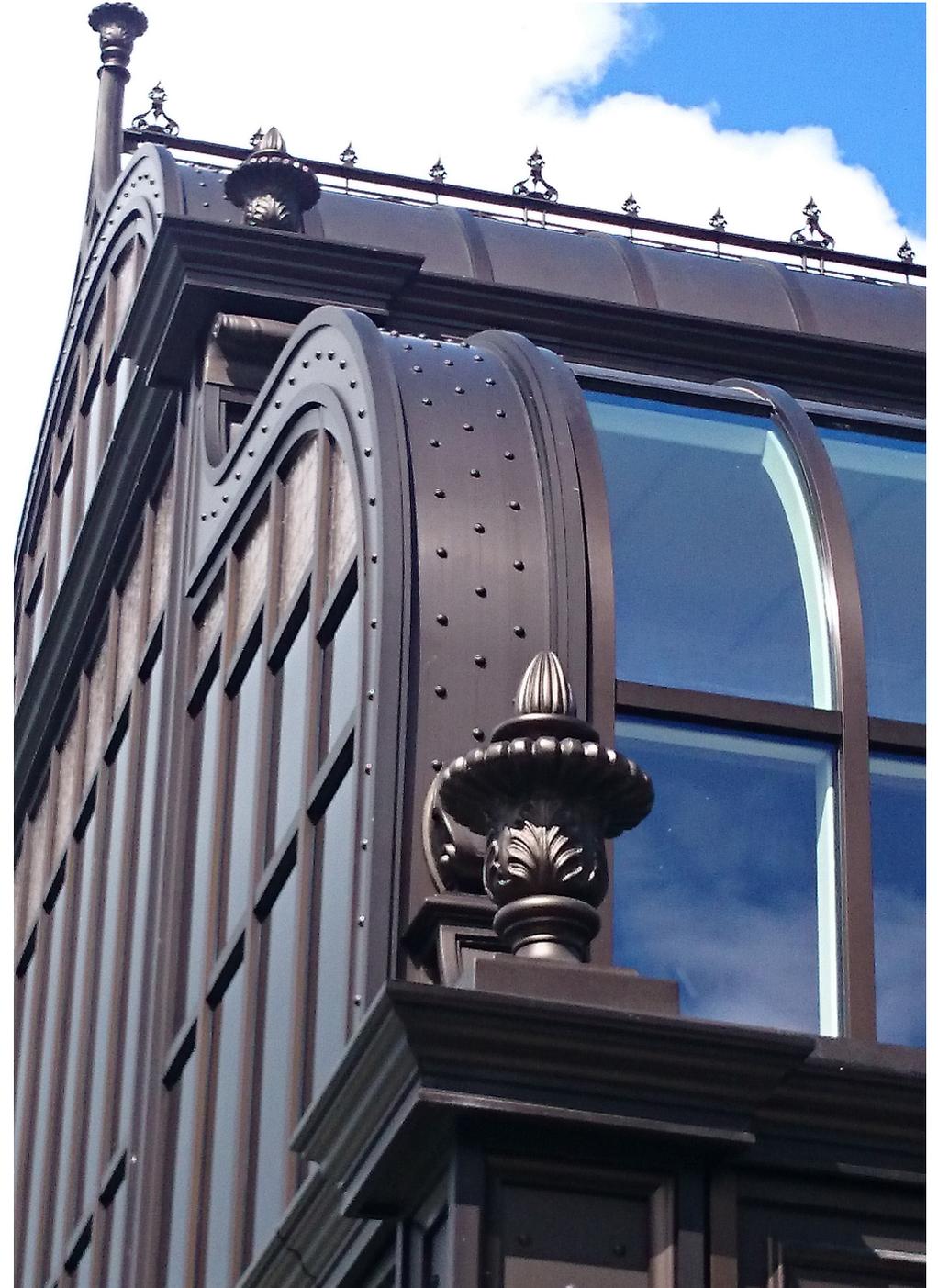
Where we operate

1. SUPPLY CHAIN MANAGEMENT

The company's supply chain consists of raw material suppliers, product manufacturers, professional service companies (consulting, legal, accounting) and independent freelancers.

Currently, we review and set requirements for the labor practices of our product and service suppliers considering the following aspects: compliance with all local laws and regulations; respect for human rights and international labor standards (for workers and contractors). More than 50% of major suppliers (on a monetary basis) undergo regular quality checks or audits.

As part of a process of continuous improvement and moving towards B Corp sustainability certification, Extravega intends to adopt criteria to assess the social and environmental profile of its suppliers.



1. EXTRAVEGA'S STAKEHOLDERS

The Stakeholders of our company are represented by all the organizations and people who are influenced by our activities and who are in turn able to influence them.

Extravega carries out more than 100 different projects per year, coming directly into contact with just as many customers, and indirectly with a large number of users of the products manufactured.

At the same time, our employees and their families are an essential interlocutor, as they are the suppliers of raw materials and services and, last but not least, the local community where we operate and the institutional bodies that govern it.

The categories of Stakeholders relevant to Extravega:

- Employees
- Customers
- Suppliers
- Local Communities
- Public Administration
- Third sector organizations

1. TOWARDS B CORP CERTIFICATION

B Corp certification (also B Lab or B corp) certification of "social and environmental performance" is a private certification of for-profit companies. The B Corp certification can be obtained by companies after an external audit on the achievement of a score equal to or greater than 80 points, related to multiple aspects of corporate sustainability: Governance, Workers, Community, Environment, Customers. The verification involves the analysis of evidence following a B Impact Assessment (BIA).

Extravega is committed to achieving certification, with the aim of obtaining it by 2021. The BIA carried out has exceeded the threshold score of 80 and will be audited by B Lab Europe in the coming months.

1. THE IMPACT OF THE COVID-19 PANDEMIC ON OUR ACTIVITIES

Since the beginning of 2020, the pandemic has slowed down many of the relationships and projects the company was involved in. From an economic standpoint, Covid-19 has led to a nearly 40% reduction in revenue, with possible serious retaliation during the current year as well.

On the other hand, the company has reacted by putting people on a secure basis, creating a severance fund large enough to guarantee the possibility of paying severance advances to anyone who needs them. In addition, we have requested and obtained two large loans, of 1 and 2.5 million euros, the first with 12 months and the second with 24 months of pre-amortization, to ensure that we can proceed with all the development plans already evaluated at the beginning of the pandemic.



EXTRAVEGA
FOR EMPLOYEES

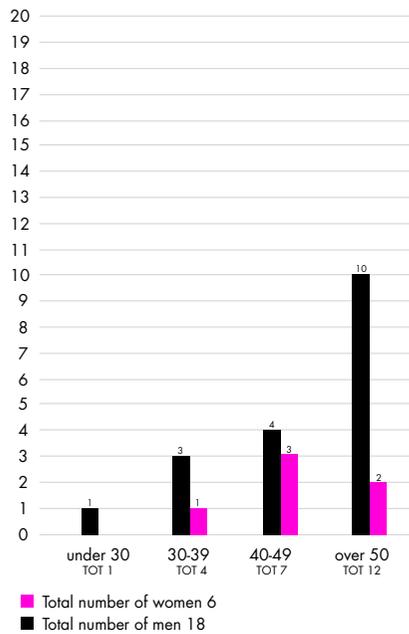
2. OUR PEOPLE

The people of Extravega are fundamental: the fellowship and mutual affection, the ethics of doing things to the best of their ability, and the philosophy of falling in love with projects are the main concepts on which the company has adopted to progress.

Extravega is a place where you don't go to work, but to do things well, with passion and desire.

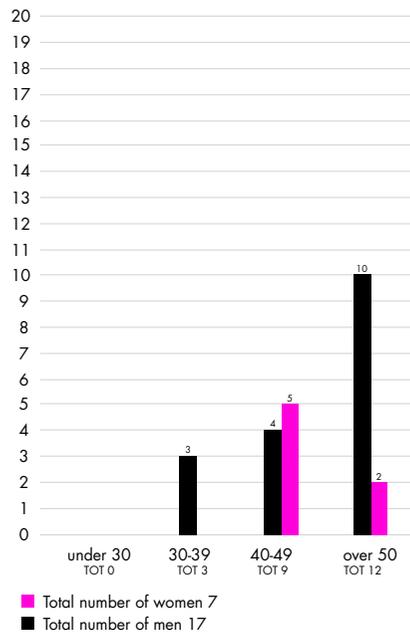
For the type of activity we carry out, flexibility is important, not having fixed working hours, allows employees to focus on the greater common good, which also aligns with both their own good, as well as their family's, the good of suppliers who help the company to improve, and finally, for the good of customers who receive excellent products. The following is a summary of the structure of our company from the point of view of people.

2019

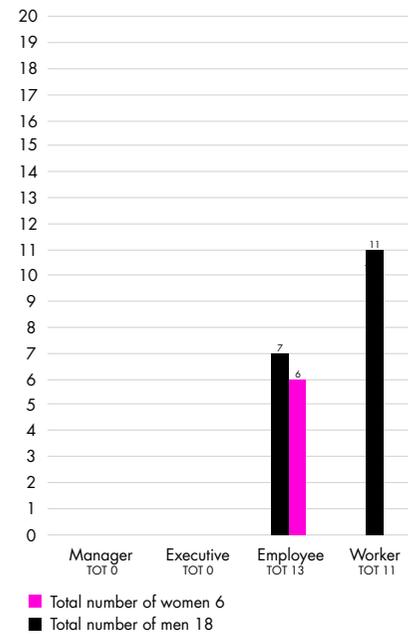


Employees by age groups

2020

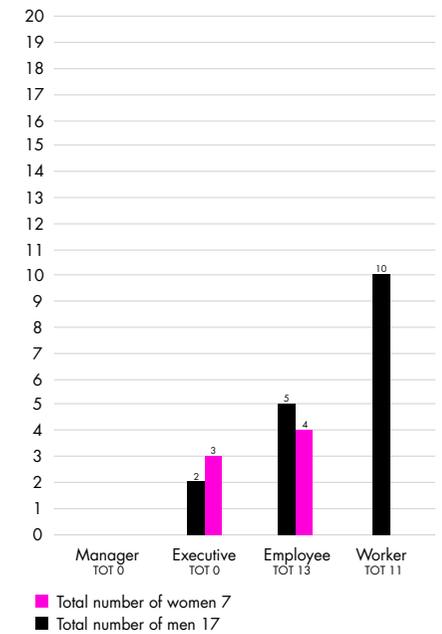


2019



Employees by category

2020

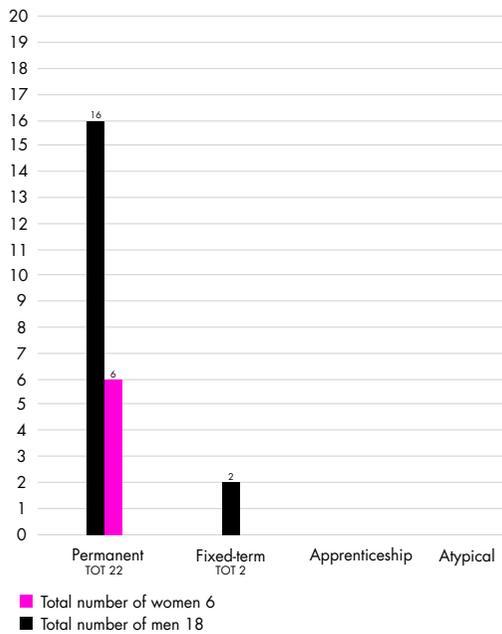


2. OUR PEOPLE

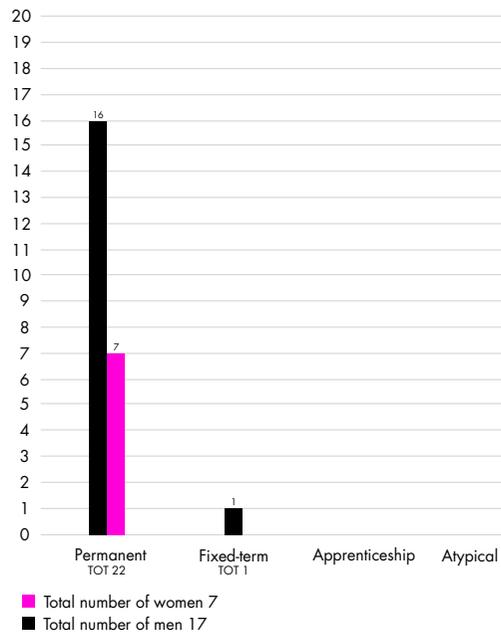
As the data shows, in the last two years, the number of employees has remained unchanged. From a gender perspective, the female component represents over 40% of the staff, increasing between 2019 and 2020,

but also represents 60% of the managerial class. On the age distribution front, Extravega's people are divided in half between employees over 50 and people between 30 and 50 years old. In terms of contractual positions, blue collar workers prevail (42%) followed by white collar workers (38%) and middle management (21%), with almost all contracts being full-time (96%) and permanent (96%).

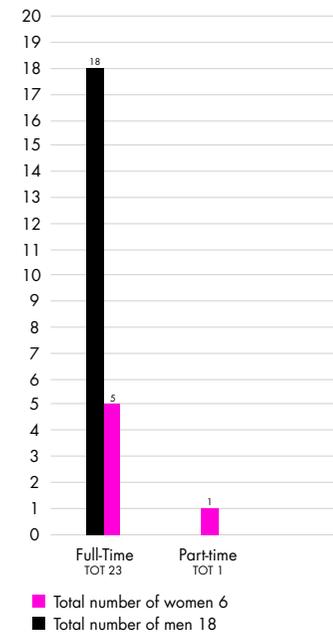
2019



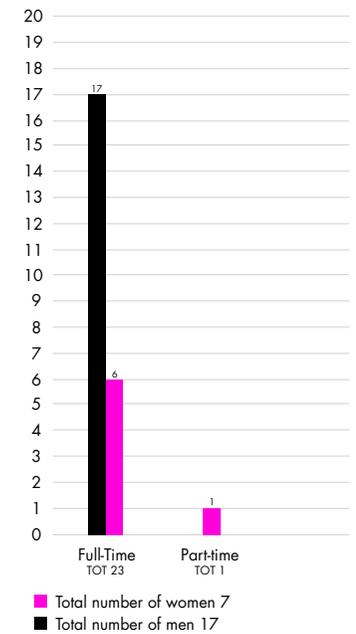
2020



2019



2020



Employees by type of contract

Employees by type of contract

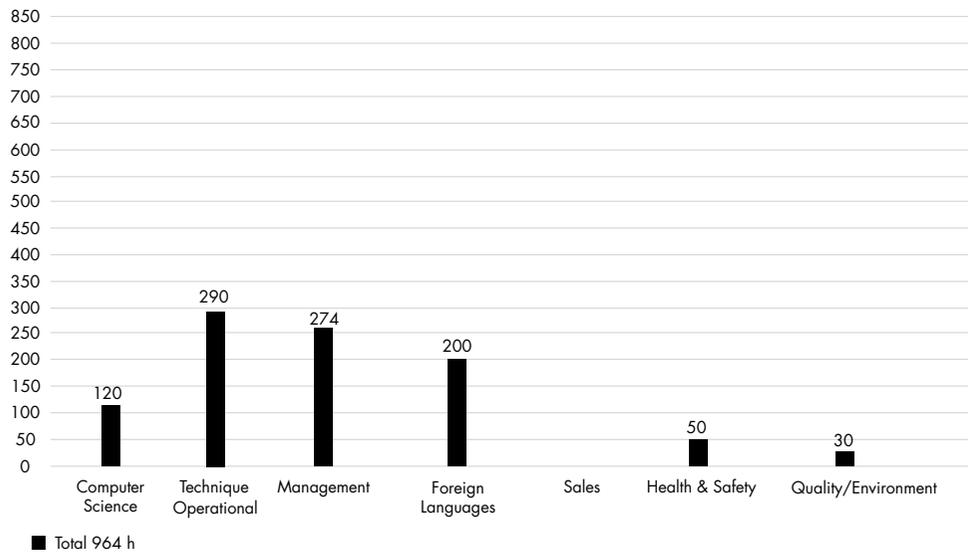
2. TRAINING AND SKILLS DEVELOPMENT

Extravega has always promoted and provided the possibility of continuous in-house training. The improvement of oneself and one's own abilities has a great impact on working productivity and allows the company to offer a better service by having an professional and up-to-date staff. Training is done on both hard skills and soft skills.

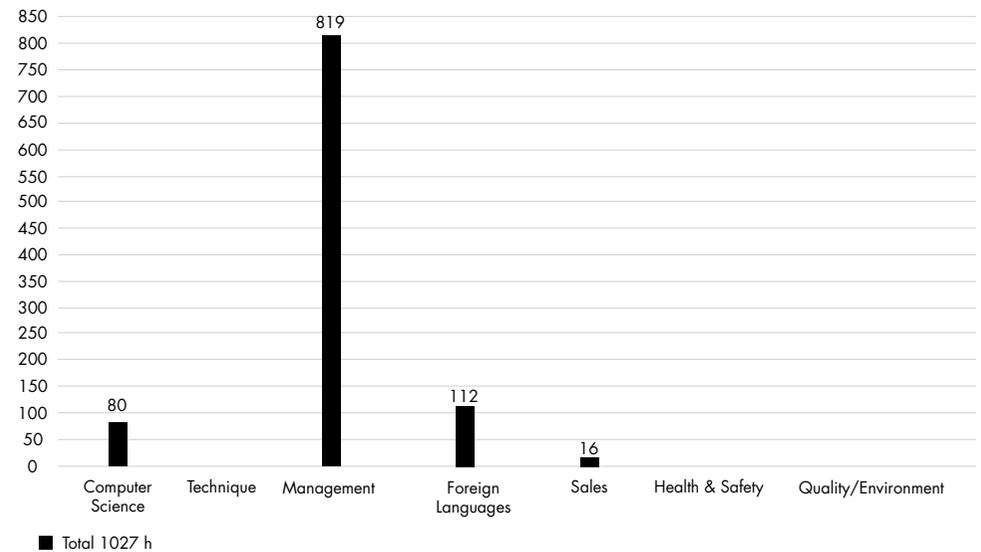
Our training is conducted annually and regularly with

various organizations including: Hubbard Management College, Assolombarda, Inventrix, Il Metodo. Below is a summary of the training hours provided in the last two years. As it can be seen, training activity grew by around 7% in 2020, with a marked increase in the number of hours dedicated to managerial training and the introduction of commercial training. Also due to Covid, the choice has been made to suspend training related to Health, Safety, Environment and technical-operational aspects in 2020, and to reduce the hours dedicated to foreign languages and IT skills. Overall, around 43 hours of training per capita will be provided in 2020. Training is provided and offered to everyone in the company: workers as well as managers, employees as well as salespeople.

2019



2020



Training per topic

2. COMMITMENT TO PEOPLE'S WELL-BEING

The Company must provide a work environment that protects the health and safety of its employees. To this end, Extravega puts in place written procedures and policies to minimize accidents and injuries to workers in the workplace, and updates a record of data on injuries, accidents, days lost or absences that is available to all workers.

In 2018 and 2019, we conducted a survey on health and how it is managed stress on a total of 24 volunteering and we implemented new implants air sanitation, different lighting and noise reduction.

On the employee well-being front, the company adopts various voluntary solutions to improve the quality of life of workers and their families, motivation and work climate in the company. These include:

- Advance payment of the Severance Pay (TFR).
- Monthly bonus awarded to the technical and production departments employees (Employees of the Month)
- Distribution of meal vouchers
- Corporate gifts at Christmas and Easter, trying to develop the theme of gratitude and give-back for those less fortunate than ourselves
- Corporate events, also open to customers and external collaborators
- Internal creative contests with dedicated prizes
- Establishment of a Box of Good Ideas
- Personalized water bottle with water dispenser
- Free coffee for all employees
- Comprehensive health check-up programs
- Introduction of 5 hybrid company cars
- Indoor air sanitation system

From a people involvement perspective, communication between management and workers is constant.

All employees complete a daily report before leaving the workplace, which the program automatically forwards to their supervisors. In this way, feedback is continuous and timely.

2. SUPPORTING PEOPLE DURING THE COVID-19 PANDEMIC

During the period of the pandemic, Extravega considered it vitally important to spread a message of presence, support and commitment to its collaborators by deciding to take out insurance coverage for all its employees, and their closest family members, in the event of hospitalization caused by the COVID-19 Virus.

The company also wanted to anticipate the redundancy fund for workers, thus avoiding any financial problems for their families.



EXTRAVEGA
FOR CLIENTS

3. OUR CLIENT

From our headquarters in Paderno Dugnano, Milan, we create unique pieces designed by famous architects and designers: staircases, special windows and doors, facades, furniture and sculptures. Products made from natural materials such as metals, glass, wood, marble and composite materials, which enter wonderful apartments, luxury stores and prestigious hotels in the world.

Our products are assimilated to objects of art, in addition to architectural works, whether museums,

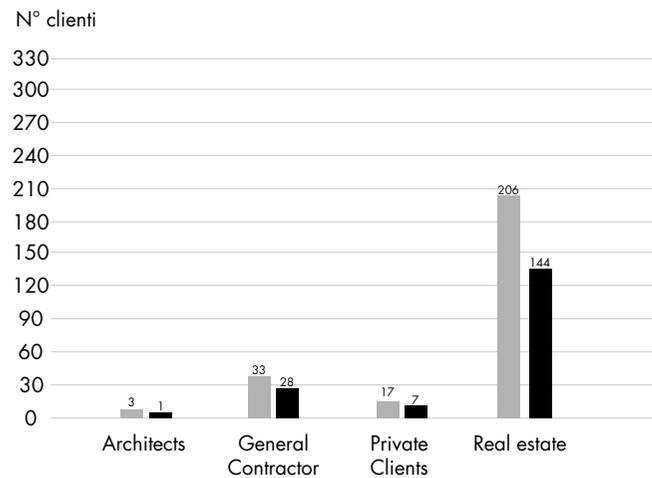
libraries, or private environments, where the beauty is perceptible and enchants the visitor.

This work is carried out by combining craftsmanship, organization, experience, engineering, avant-garde design and technological innovation.

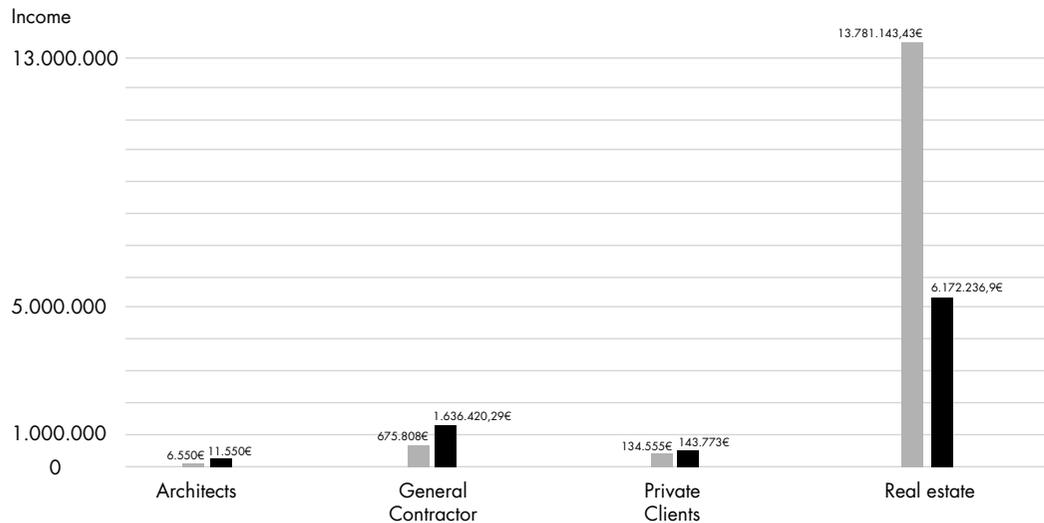
Extravega, thanks to its production departments equipped with cutting-edge machinery, is able to carry out the most diverse processes to satisfy every unique desire of the customer.

An internal technical department, made up of designers and architects, equipped with modern three-dimensional CAD-CAM systems, is responsible for the analysis of offers, research of materials, planning, development of executives, engineering, inspections on site, project control, and ensuring the accuracy of the final result in accordance with the needs of the customer. The watchword in Extravega is AUTONOMY: everyone grows constantly raising the bar of personal performance and acquired skills.

■ 2019 296 total clients
 ■ 2020 254 total clients



■ 2019 Totale 17.065.258€ Ricavi
 ■ 2020 Totale 10.157.273,61€ Ricavi



Clients by typology

3. QUALITY OF SERVICES

Guaranteeing high quality standards in project, production and installation management systems is a constant and fundamental “must” for the growth of Extravega and its continuous path towards excellence. A voluntary choice made to obtain a quality certification, a gesture of further professionalism and added value for all its customers.

To this end, since 2018, Extravega has had a certified Quality Management System, with validity for the following products/services: Executive design, production and installation of architectural works, interior design, fittings of common spaces.

A Customer Satisfaction survey was carried out on 25 customers who were asked to describe their experience of working with Extravega:

- 12 customers (48%) reported positive experiences by means of real letters of reference, making themselves available for further information if requested.
- 6 clients (24%) have indicated their intention to send a letter of reference within a month.
- 7 clients (28%) have not yet provided feedback and have been asked to do so.

3. CUSTOMER RELATIONS

Even before becoming a customer, our communication is careful and ready to inform the prospect, in a transparent and clear way, about our way of working, our skills, the awards already obtained, and the testimonials from other customers.

After the acquisition of the interested contact by the marketing division, the sales division evaluates the opportunity to work concretely on new projects. From the moment of the quotation request until the development of the job order in production and completion of the work on site, the customer has only one figure as a direct contact, that is a dedicated Project Manager assigned to him by the Head of the Technical Department.

Moreover, the maximum assistance is guaranteed in case of need, even after installation. The same Project Manager follows the customer for all needs: from the signing of the contract, until after the conclusion of the work in a workmanlike manner. The relationship with the customer is always handled by the same person.

Misunderstandings are avoided and zeroed.





EXTRAVEGA
FOR COMMUNITY

4. OUR COMMITMENT TO THE COMMUNITY

Extravega places great value on strengthening relations with the local communities in which it operates and on collaborating with national and international organisations to help improve the quality of life of fragile or disadvantaged populations.

To this end, our company is committed to making economic contributions aimed at supporting associations and other voluntary organizations in various areas considered significant, such as the fight against poverty, hunger and water shortages.

At the same time, Extravega acts on its local community of reference, with projects that have an impact on the Paderno Dugnano area.

The main supporting project collaborations are described below.

4. DESIGN FOR FREEDOM

Extravega since 2018 has been supporting the U.S. nonprofit organization Design for Freedom, a movement created to raise awareness about forced labor in the construction supply chain, which aims to develop an industry-wide call to action. Design for Freedom's work is an interdisciplinary humanitarian mission to pursue peace through five initiatives - nature, art, justice, community and faith - specifically, Extravega helped the realization of such initiatives, by contributing to the construction of Connecticut's "Grace Farms" in 2015.



15.000 € —→ IN FAVOUR OF
every year



design for
FREEDOM
by grace farms

4. DISTANCE ADOPTIONS

Inspired by the educational thought of San Giovanni Bosco, the Opera Don Bosco Foundation was created to support socio-educational projects and to help populations affected by natural disasters and humanitarian emergencies.

Since 1990, the Salesian Don Arturo Lorini has collected funds from about 15,000 benefactors to directly meet any requests for aid (might that be for maintenance, education, schooling, and/or medical assistance) of children in Ethiopia, Ecuador, Brazil, Congo and South Sudan.

Since 2000, Extravega has been contributing with donations to support long distance adoptions which Missioni Don Bosco has been promoting for years.

4. CHARITY:WATER

Since 2019, Extravega has been supporting the activities of Charity:water, a non-profit organization that has the objective of developing projects to bring clean, safe and potable water to people in developing countries that still do not have access. Since 2006, it has implemented over 60,000 projects worldwide.

In short, the Water Project Extravega, uses the same approach as the Project Adoptions: fundraising and matching (doubling) of donations by the company. With these funds, specific projects can be carried out (each between \$10,000 and \$25,000 for each new well, with photographs of the excavation, and of the people collecting water, a sensor that shows how much water has been collected each day, as well as whether the system is in perfect condition or if it needs to receive maintenance).



10.000 € → IN FAVOUR OF



→ Planned 15.000€ for 2021



5.000 € → IN FAVOUR OF



charity: water

→ Planned 15.000€ for 2021

4. CHILDREN'S TUMOR FOUNDATION

Extravega has been contributing since 2019 to the activities of Children's Tumor Foundation (CTF), a foundation dedicated to improving the health and well-being of individuals and families affected by neurofibromatosis (NF).

CTF's work includes promoting research and medicine development through a series of strategic investments: strengthening patient support, increasing public awareness of NF, and establishing better practices and personalized care on a case-by-case basis, up to and including the development of drug treatments tailored to the individual child and/or adolescent. In fact, thanks to the help of donors, CTF is taking the place of large pharmaceutical companies that aren't interested in treating one-of-a-kind cases.



5.000 € → IN FAVOUR OF



4. SUPPORT PROJECTS FOR THE CITY OF PADERNO DUGNANO

We are convinced that the success of a company is closely linked to the quality of the territories where it operates and to the people who live there. For this reason we want to contribute to the local development of Paderno Dugnano, the place where Extravega is based. In this sense we have carried out various initiatives of common benefit, consistent with our business activities, including:

- Donation to the Municipality of Paderno Dugnano of the sculpture 'Polycentric pavilion' made by Extravega on the occasion of the XXI International Exhibition of the Milan Triennial. The sculpture will be immersed in a fountain in Piazza della Resistenza in Paderno Dugnano, next to the offices of the Municipality.
- Sponsorship of an entertainment event 'Dancing Fountains' postponed to late 2021 due to Covid-19.



52.500 € → IN FAVOUR OF PADERNO DUGNANO CITY

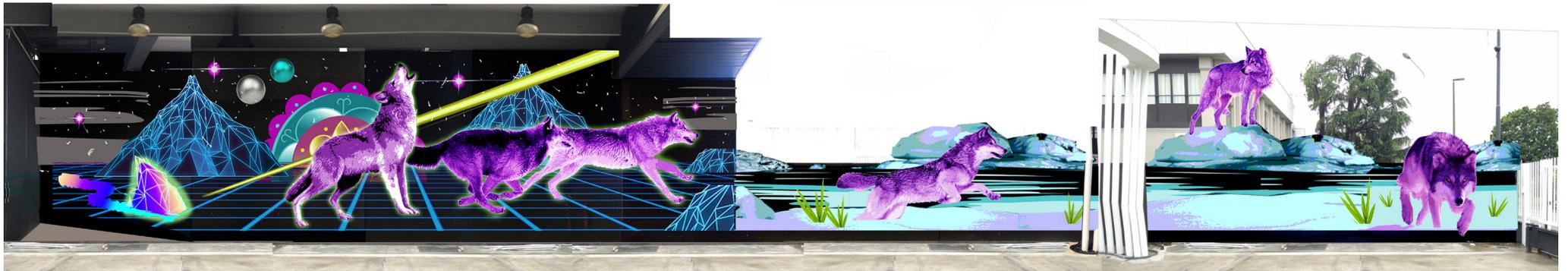
4. FEDERICO MASSA' MURALES

On the external boundary walls of Extravega's warehouse, we asked the internationally acclaimed muralist and set designer Federico Massa, AKA Lena Cruz, to create two murals that will be made by anti-smog paints with air purifying properties.

The project, in addition to adding a high aesthetic value, it improves the overall well-being of employees and the local community. The activity also aims to increase awareness of environmental and sustainability topics.



80.000 € —→ IN FAVOR OF COLLABORATORS / TERRITORY



4. ORANGE PHONE

We annually support the activities of *Telefono Arancione* (Orange phone), a national telephone service for talking to and helping entrepreneurs in difficulty, promoted by the Association San Giuseppe Imprenditore.

The project is run by entrepreneurs who have faced and overcome very serious crises. The team of select professionals have demonstrated great competence and benevolence while facing insurmountable obstacles.

4. ETHICAL ENTERPRISE

Extravega since 2017 supports the publication of the magazine *Impresa Etica* (Ethical Enterprise) and the organization of the Impresa Etica Award, both promoted by the Association San Giuseppe Imprenditore.



500 €
every year



IN FAVOUR OF



500 €
every year



IN FAVOR OF



EXTRA VEGAN

EXTRAVEGA
FOR ENVIRONMENT

5. EXTRAGREEN PROJECT: TOWARDS A SUSTAINABLE COMPANY

Our company bases its activities on the transformation of natural raw materials and semi-finished products, through a production process characterized by advanced technological tools.

In carrying out our activities, we take concrete conservation measures to minimize the consumption of water, energy, natural resources and other necessary raw materials, in order to reduce the amount of materials consumed, improve economic efficiency and increase their recycling and/or reuse.

We guarantee full compliance with current

environmental regulations, which observe all the mandatory provisions in force. We have also internally shared a Code of Good Environmental Conduct, which represents our Corporate Environmental Policy.

This approach must also be reflected in our choices regarding logistics (packaging and transport methods) and the purchase of office materials as much as we can. In fact, water dispensers have been installed and flasks have been offered to employees to reduce plastic consumption, and in the break areas only ecologically-friendly reusables (glasses, napkins, cutlery) are purchased.

ExtraGreen is the company's attempt at reducing the negative environmental impact of all its activities. From the controlled procurement of consumables to reduce plastic consumption, and instead, increase the use of recycled materials, to the conscious separation of waste, available in each office and common areas, to the search for new collaborating companies that reflect our ethical and sustainable corporate policies.



5. USE OF MATERIALS AND MANAGEMENT OF WASTE PRODUCTION

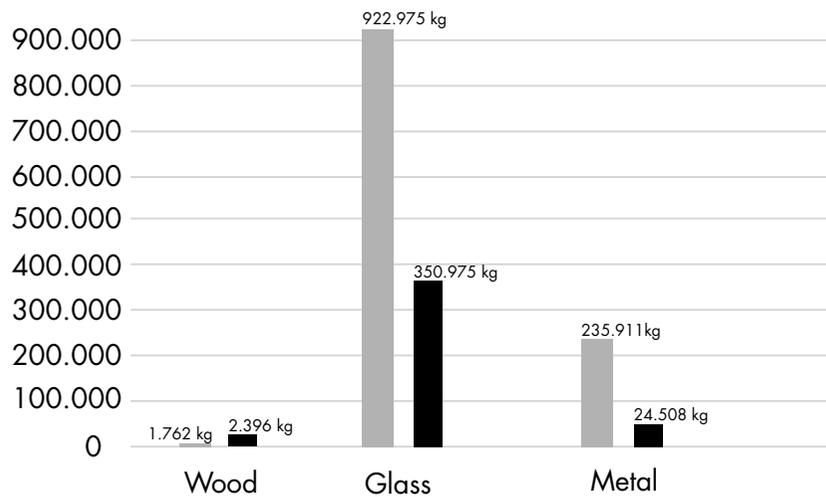
The materials we use are mainly metals, glass, and wood. These are recyclable materials made from raw materials that are not at risk of extinction. We do not use animal skins or other organic materials, but only synthetic products of the highest quality, both in terms of feel and durability. In terms of quantity, in 2020 we used over 2.4 tons of wood, 351 tons of glass and 24.5 tons of metals.

On the waste production side, the quality that characterizes our products is their potentially very long life cycle, which reduces their overall impact on the environment and avoids the need for disposal. At the production process level, the waste generated is mainly made up of wood, iron/steel and aluminium.

On the packaging side, at Extravega we use paper/cardboard boxes, wooden crates and stands, stretch film and bubble wrap.

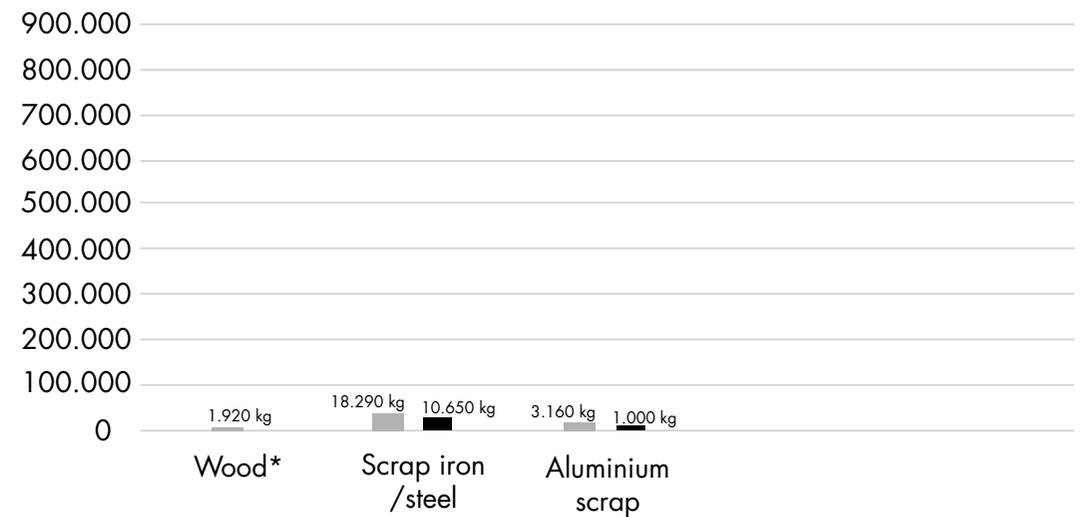
We are committed to finding sustainable packaging solutions, and are ready to experiment with the use of alternative materials

■ 2019 1.160.648 total kg
 ■ 2020 377.879 total kg



Used materials

■ 2019 23.370 total kg
 ■ 2020 11.650 total kg



Waste produced

*Wastes from wood processing and the production of panels, furniture, pulp, paper and cardboard

5. ENERGY CONSUMPTION AND INCREASED ENERGY EFFICIENCY

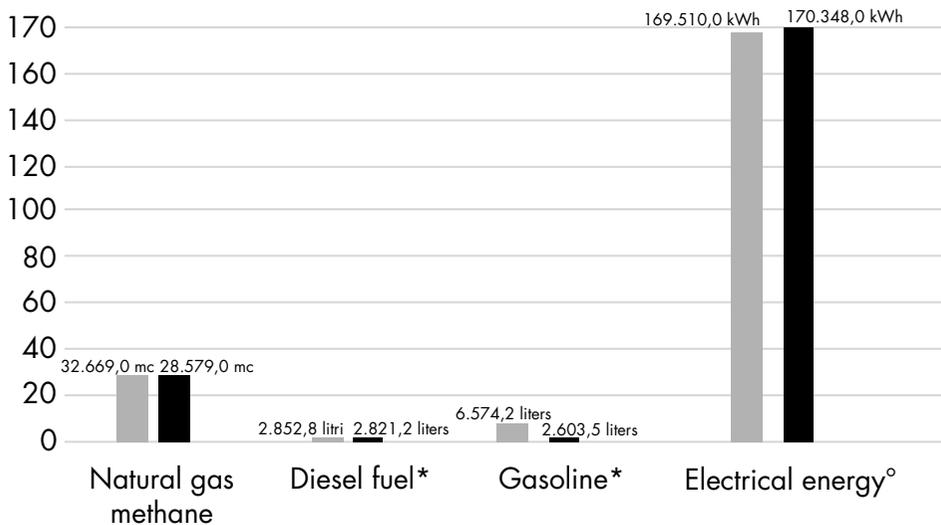
The energy consumption generated by Extravega occurs both directly, through the use of fuels for heating and fleet movement, and indirectly, through electricity consumption and logistics transport.

In summary, in 2020 there were about 1800 Gj used, mainly attributable to the consumption of natural gas (56%) and electricity drawn from the grid (34%). The remaining 10% is absorbed by the vehicle fleet.

tering emissions: for this reason we are constantly striving to improve energy efficiency in the company. We have introduced laser processing with a fiber optic source that consumes a fraction of those operating with CO2: this innovation has allowed us to reduce the power required from 200 kW in the past to less than 120 kW today. In 2022 we will also proceed with the installation of a 100 kW photovoltaic system. In addition, 100% of the electricity purchased by Extravega is produced from renewable sources. This is certified by specific Guarantees of Origin (GO), which guarantee that an amount of energy equal to that consumed has been produced by plants powered by a well-defined renewable source in a given period of time.

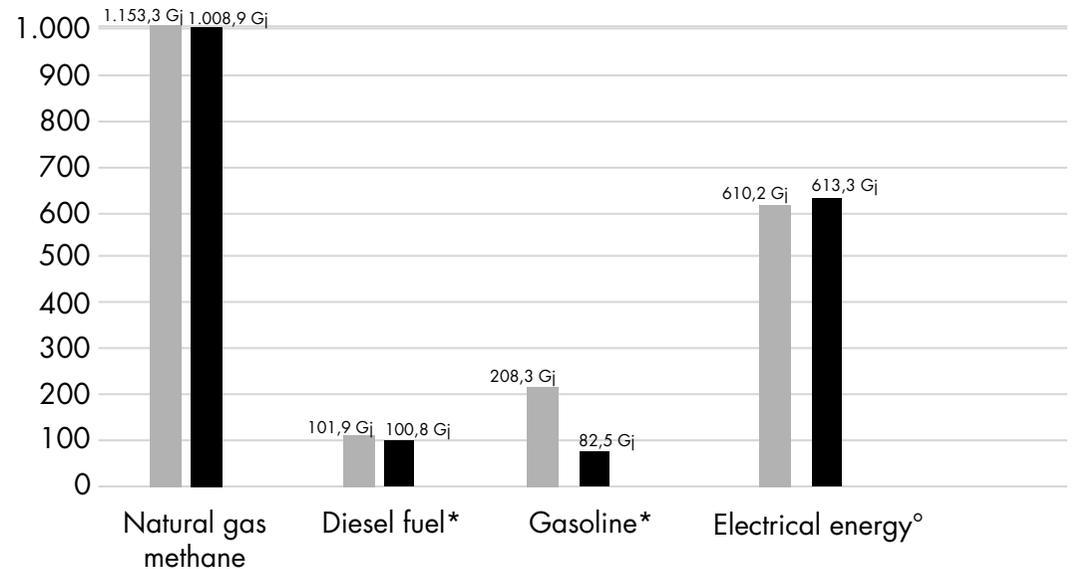
Energy consumption is the main source of climate-al-

■ 2019
■ 2020



Energy consumption

■ 2019 2.073,7 total Gj
■ 2020 1.805,4 total Gj



Energy consumption expressed in Gj

*for company fleet
°drawn from the grid

5. ENERGY CONSUMPTION AND INCREASED ENERGY EFFICIENCY



ABBIAMO SCELTO DI RISPETTARE L'AMBIENTE!

Per produrre un chilowattora elettrico vengono bruciati combustibili fossili e di conseguenza emesse in atmosfera importanti quantità di CO2.

La produzione di energia pulita evita l'emissione di CO2 in atmosfera.

Grazie per aver scelto di utilizzare energia proveniente da fonte rinnovabile, stai contribuendo a migliorare l'ambiente nel quale viviamo e a garantire un futuro migliore alle nuove generazioni.

EXTRA VEGA SRL

Grazie a "100 % Energia Pulita Dolomiti Energia" ha evitato 54,1719 tonnellate di CO2

MESE	ANNO	KWH	CO2 EVITATA (T)
Gennaio	2020	19.840	6,3091 tonnellate
Febbraio	2020	17.265	5,4903 tonnellate
Marzo	2020	14.586	4,6383 tonnellate
Aprile	2020	9.120	2,9002 tonnellate
Maggio	2020	9.537	3,0328 tonnellate
Giugno	2020	8.881	2,8242 tonnellate
Luglio	2020	11.788	3,7486 tonnellate
Agosto	2020	11.081	3,5238 tonnellate
Settembre	2020	11.875	3,7763 tonnellate
Ottobre	2020	16.126	5,1281 tonnellate
Novembre	2020	18.089	5,7523 tonnellate
Dicembre	2020	22.164	7,0482 tonnellate

54,1719 tonnellate



L'ENERGIA DALLE NOSTRE DOLOMITI

100% Energia Pulita Dolomiti Energia significa utilizzare la forza che la natura ci offre: tutta energia da fonti rinnovabili, con origine tracciata e garantita dal Gestore dei Servizi Energetici tramite titoli GO.

Un'energia tutta italiana, dal produttore al consumatore.

GARANZIA DELLA PROVENIENZA DELL'ENERGIA

100% Energia Pulita Dolomiti Energia è solo energia italiana con origine tracciata dal Gestore dei Servizi Energetici, un ente terzo indipendente che garantisce, tramite il rilascio di appositi titoli (Garanzia d'Origine), la provenienza dell'energia. L'annullamento dei certificati attesta quindi la fornitura di energia proveniente da impianti alimentati da fonti rinnovabili.

Dolomiti Energia S.p.A.
Direzione e coordinamento di Dolomiti Energia Holding S.p.A.
Via Fersina, 23 - 38123 Trento TN
www.dolomitienergia.it



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5. EMISSIONS CLIMALTERANTS

The emissions of CO₂ and other climate-altering gases produced by Extravega are mainly attributable to the consumption of natural gas and electricity. In the case of methane, whose consumption in 2020 generated 56 tons of CO₂, it was all generated directly in Extravega's business units (direct emissions - Scope 1).

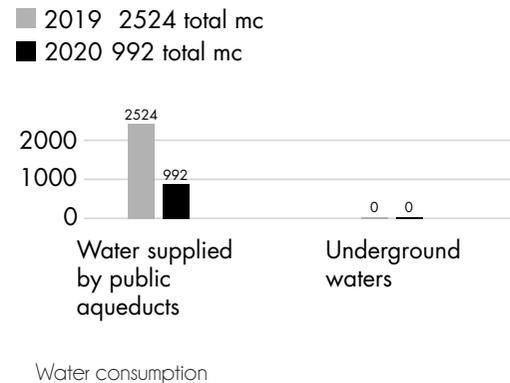
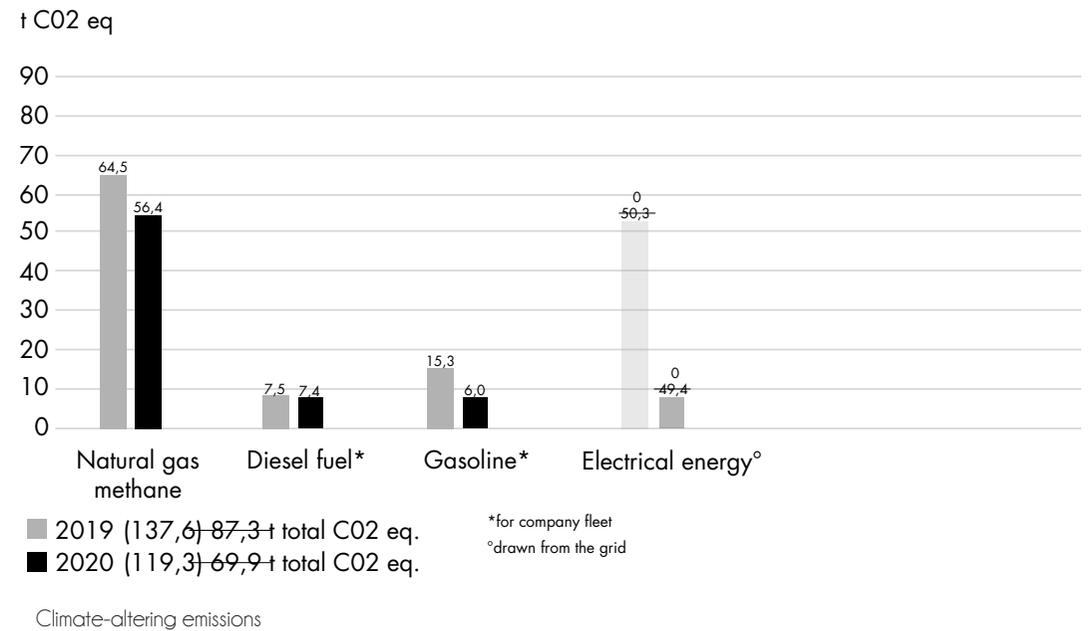
On the other hand, the emissions related to electricity consumption, which equal to about 50 tons of CO₂, are indirect energy emissions (Scope 2).

In order to limit the production of climate-altering emissions, the company has launched various activities to reduce energy consumption, as described in the previous paragraph. Moreover, since last year, 5 hybrid cars have been introduced in the vehicle fleet, out of a total fleet of 10 cars

5. WATER CONSUMPTION

The use of water by Extravega is mainly attributable to the production phase and civil consumption within the plants.

In 2020, as a result of the Covid-19 emergency, consumption will be significantly reduced (-61%) to 992 cubic metres.



EXTRAVEGA FOR THE SUSTAINABLE DEVELOPMENT GOALS (SDGS) OF THE UN 2030 AGENDA

<p>1 SCONFIGGERE LA POVERTÀ</p> 	<ul style="list-style-type: none"> • Creation of a severance indemnity fund for the payment of advances to employees during the Covid-19 emergency • Support for the Adoptions project of the Opera Don Bosco Foundation for educational and humanitarian projects in Africa and South America
<p>3 SALUTE E BENESSERE</p> 	<ul style="list-style-type: none"> • Comprehensive employee health check-up programs • Insurance product #Andràtuttobene for all employees for coverage in the event of hospitalization caused by Covid-19 • Support to the Children's Tumor Foundation for projects related to the well-being of individuals and families affected by neurofibromatosis (NF)
<p>4 ISTRUZIONE DI QUALITÀ</p> 	<ul style="list-style-type: none"> • 43 hours of training per capita targeted at workers in 2020
<p>6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI</p> 	<ul style="list-style-type: none"> • Support towards the programs of the non-profit charity water for the realization of water-related projects in developing countries • Reduction of 61% in water consumption compared to 2019
<p>7 ENERGIA PULITA E ACCESSIBILE</p> 	<ul style="list-style-type: none"> • 13% reduction in overall energy consumption compared to 2019 • 100% of purchased energy is produced from renewable energy sources • Introduction of laser processing with fiber optic source, which is significantly more efficient than those operating with CO2

<p>8 LAVORO DIGNITOSO E CRESCITA ECONOMICA</p> 	<ul style="list-style-type: none"> • Support for the Design For Freedom project against modern slavery in the construction industry • Support for the Orange Telephone project aimed at accompanying entrepreneurs in difficulty
<p>11 CITTÀ E COMUNITÀ SOSTENIBILI</p> 	<ul style="list-style-type: none"> • Realization of local development projects in collaboration with the city of Paderno Dugnano • Commission of two murals to the writer Federico Massa a.k.a. iena cruz, made by anti-smog paints with air purifying properties.
<p>12 CONSUMO E PRODUZIONE RESPONSABILI</p> 	<ul style="list-style-type: none"> • Adoption of the legal status of Benefit Company Modification of the corporate purpose of the Company Bylaws • Creation of an Impact Report to report on Extravega's sustainability performance • Support for the publication of the Impresa Etica magazine and the organization of the Impresa Etica Award • Installation of water dispensers and supply of water bottles to employees • Replacement of traditional glasses, napkins and cutlery with compostable or biodegradable products
<p>13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO</p> 	<ul style="list-style-type: none"> • 13% reduction in climate-altering emissions compared to 2019 • Introduction of 5 corporate hybrid vehicles in the vehicle fleet

EXTRAVEGA 2021 NEW SUSTAINABILITY TARGETS

Scope Sustainability	Object	Action	Timing	SDG
Governance	Certify corporate sustainability performance based on an international standard	Complete of the B Impact Assessment and achievement of B Corp sustainability certification	2021	12
	Report on sustainability commitments and results through a dedicated document	Create of a Sustainability Report 2021 with reference to GRI Performance Standards	2022	12
	Map and involve Stakeholders on Sustainability issues in a structured way	Implement of a Stakeholder Engagement process to support the realization of a Materiality Analysis	2022	12
Workers	Update and align internal knowledge and skills on sustainability issues	Realize of a training module on the main tools of Sustainability Management addressed to all managers and workers	2021	8
	Reporting on sustainability commitments and results through a dedicated document	Creation of a Sustainability Report 2021 with reference to GRI Performance Standards	2021	8
Community	Engage a sample of suppliers to assess their sustainability profile	Data collection survey to a sample of suppliers on environmental, social and governance aspects	2021	12
	Realize a project of intervention of building requalification with criteria of environmental sustainability and social inclusion	Preliminary design of the new Extravega/TIS headquarters project	2021	11
Environment	Achieve Carbon Neutrality for direct and indirect energy-related climate emissions	Realize of a Scope 1 and Scope 2 Carbon Footprint calculation and purchase of a corresponding amount of Carbon Credits	2030	13
	Carry out a company performance analysis on the main relevant environmental aspects	Define a set of specific KPIs for collecting qualitative and quantitative information and setting improvement targets	2021	12
Clients	Involve a sample of customers to analyze the perception of Extravega's sustainability profile	Survey questionnaire to collect information from a sample of customers on aspects of sustainability	2021	12

METHODOLOGICAL NOTE

This Impact Report represents the annual impact report required under Law No. 208 of December 28, 2015 (paragraphs 376-383 and attachments 4-5), which defines the reporting requirements for Benefit Societies.

With this in mind, the Extravega report contains:

- a description of the specific objectives, methods and actions implemented by the directors in pursuit of the purposes of common benefit and any circumstances that have prevented or slowed this;
- an assessment of the impact generated using the external assessment standard (GRI Standards) with characteristics described in Appendix 4 of the law and including the assessment areas identified in Appendix 5 (corporate governance, workers, other stakeholders, environment);
- a section dedicated to describing the new objectives that the company intends to pursue in the following financial year.

