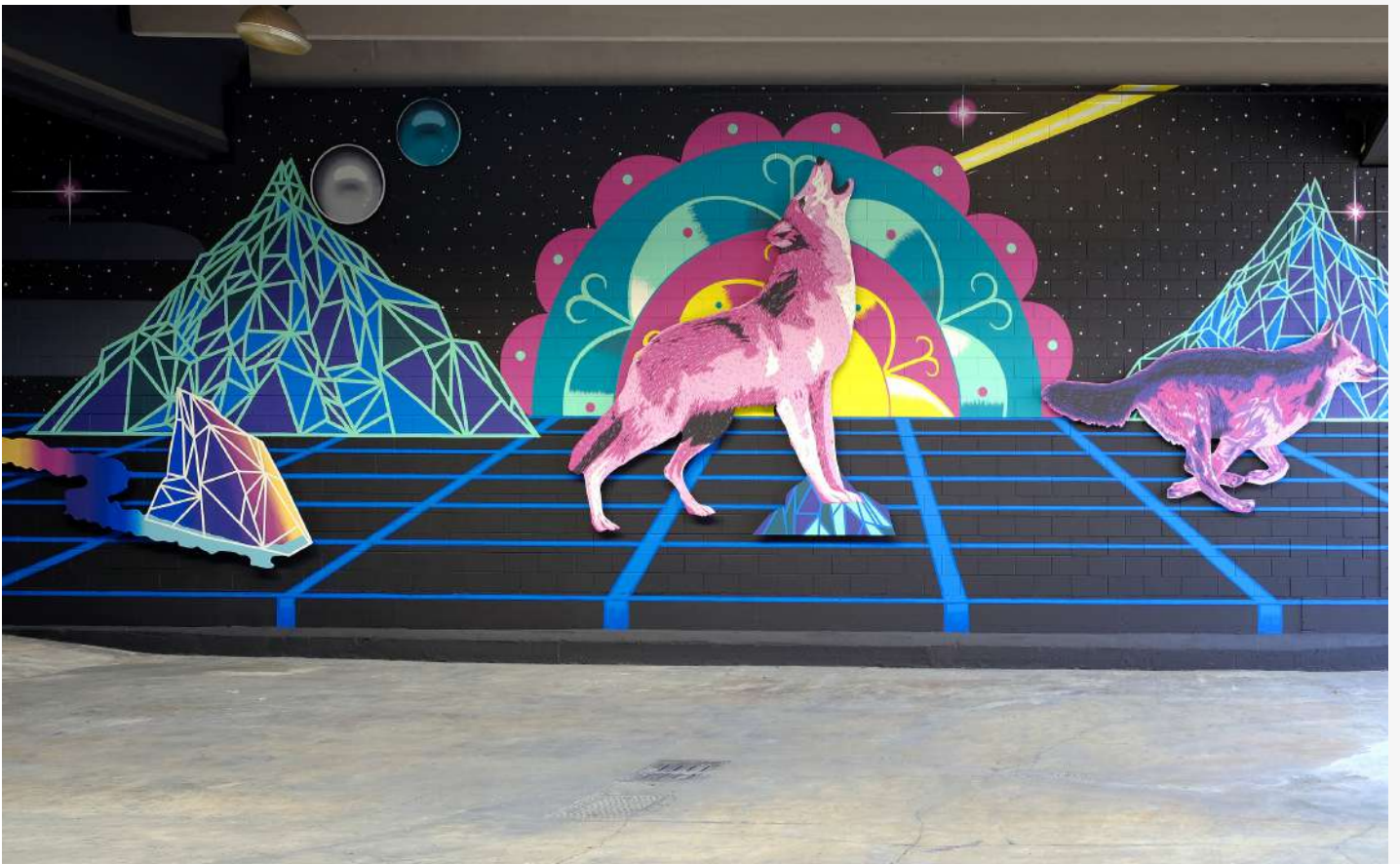


EXTRA VEGA MILANO SRL BENEFIT COMPANY

B-CORP CERTIFICATION PENDING

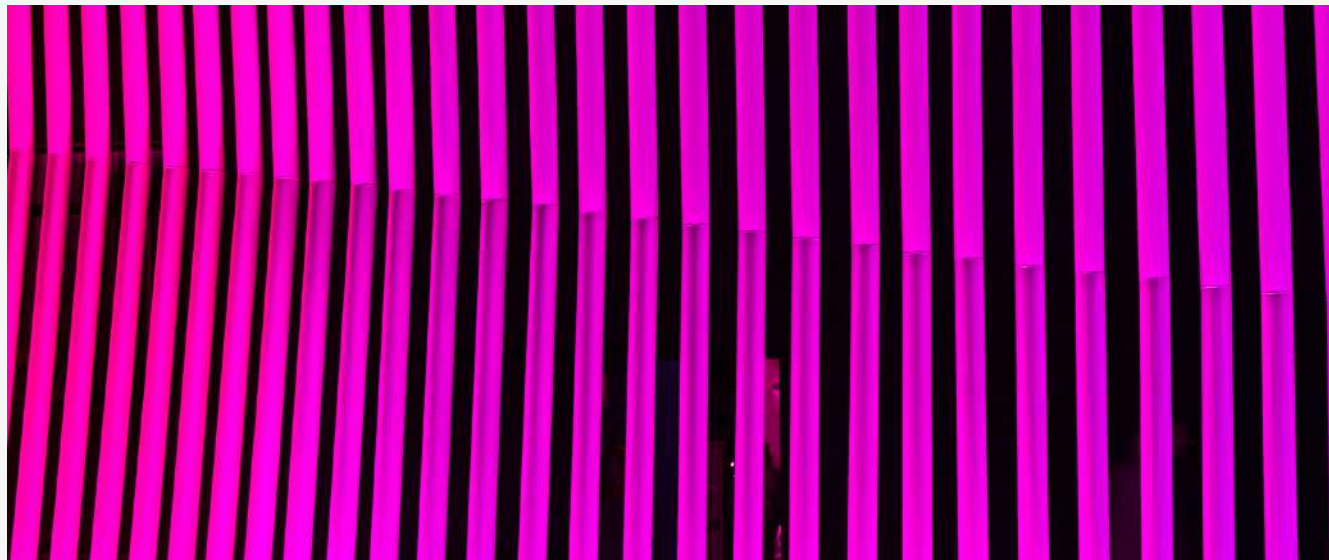
OCTOBER 2022

# "EXTRA UNIQUE DIVERSE" PROGRAMME & STRATEGY WORKING AND THINKING BEYOND



## THE PHILOSOPHY

INCLUDING DIVERSITY IN OUR SUPPLY CHAIN TO CREATE A MORE INCLUSIVE CULTURES.



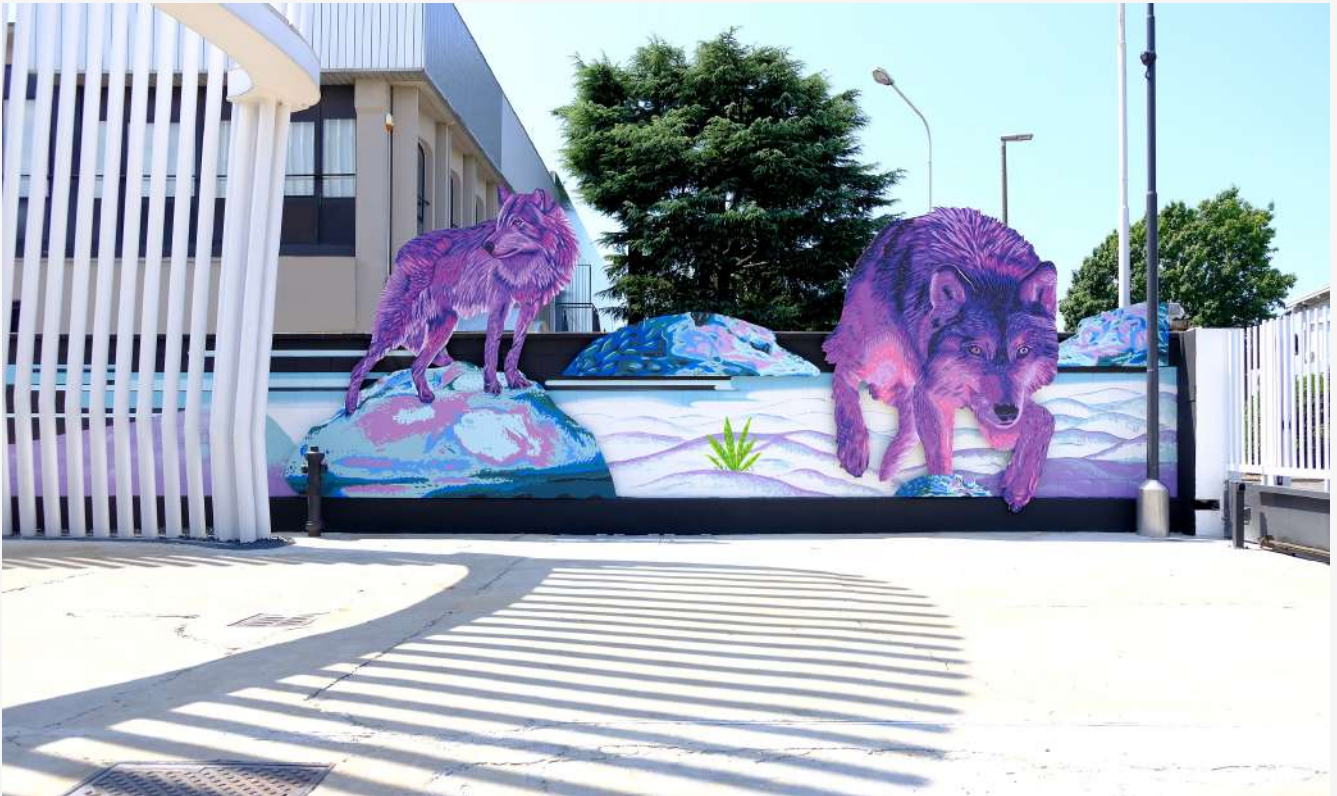
# CONTENTS

TITLE	PAGE
<b>COMPANY STATEMENT</b> INTRODUCTION	04
<b>STRATEGY &amp; AWARENESS</b> SUPPLIERS AUDIT IN PROGRESS	06
<b>MORE INCLUSIVE LEADERSHIP</b>	08
<b>SUPPLY CHAIN</b> FACTS	12

# COMPANY STATEMENT

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# INTRODUCTION



**LET'S BUILD A MORE  
INCLUSIVE AND DIVERSE  
UNIQUE HUMAN FUTURE.**

We are constantly implementing inclusion & diversity strategy on material supplier sourcing and into our practice. To include and value diversity and to create a more united future.

We are confident that this is the right way to help create more inclusive cultures. Thinking of achieve a positive impact when taking a decision and/or making an action.

# STRATEGY & AWARENESS

# SUPPLIERS AUDIT IN PROGRESS

## FOCUS ON DIVERSITY

Our Quality Division 5 which includes supplier and logistic department, since August 2022, has been in charged of a more specific R&D for our new inclusion and diversity programme called "*Extra unique diverse*".

Through supplier audit, questionnaires and a check at Italian chamber of commerce, official business documents for ownership data, the scope is to implement our fleet of suppliers with women owned companies and increase our diversity suppliers chain. We started to audit our current suppliers and simultaneously searching for new women owned businesses which can help us on our projects.



## TIMELINE

### GOAL FOR 2023

ACTIVITY	START	END
<b>PHASE 01</b> AUDIT OF CURRENT SUPPLIERS	AUGUST 2022	DECEMBER 2023
<b>PHASE 02</b> SEARCH OF WOMEN OWNED SUPPLIERS	AUGUST 2022	FEBRUARY 2023
<b>PHASE 03</b> TESTING AND PROCUREMENT OF NEW WOMEN OWNED SUPPLIERS	NOVEMBER 2022	DECEMBER 2023

# MORE INCLUSIVE LEADERSHIP

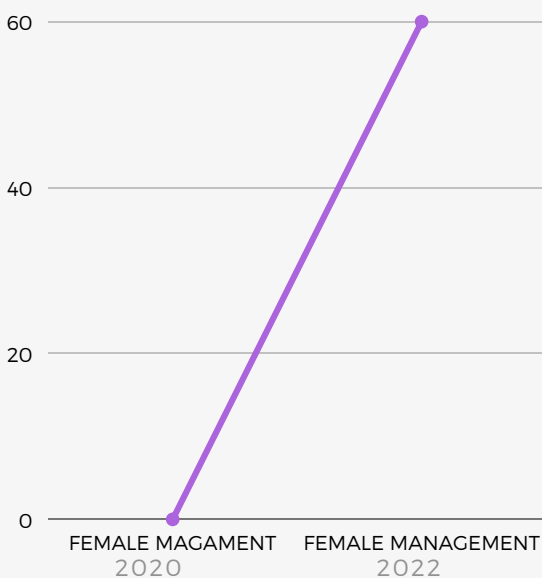
# FEMALE REPRESENTATION

## BOARD OF DIRECTORS



60%

FEMALE MANAGEMENT OF EXTRAVEGA



Board of Directors in Extravega is made up of 5 person, of which 3 are women.

**Emanuela Gionfriddo** has been working at Extravega since 1991, about 31 years. She holds the position of Financial Manager.

**Greta Perego** started in January 1998, Almost 25 years. She is Director of the Logistic and Quality Division.

**Jolyne Marcato**, currently 15 years in the Company. She is responsible for Marketing & Expansion Division.

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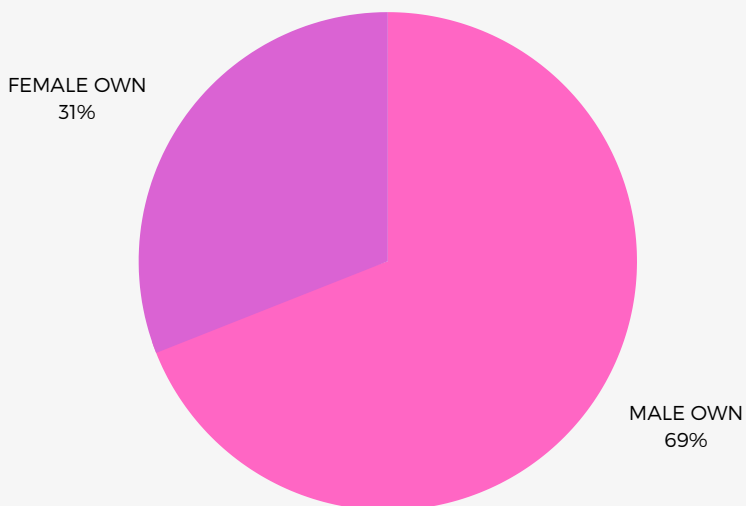
# FEMALE OWNERSHIP

## AT EXTRAVEGA



31%

FEMALE OWN AT EXTRAVEGA



**Emanuela Gionfriddo** owned 31% of Extravega. She is our Financial Controller Manager responsible for the financial and regulatory compliance of Extravega.

She started her career in Extravega 29 years ago sharing during all these years joys and challenging events.

It's never easy to be a team-leader, but Emanuela makes it simple with her genuineness, adding passion and heart in all her relationships to make them grow.

Number series, charts, agreements and passwords are the colors of her landscape and define her journey across all Extravega Stakeholders. Mother of two teenagers and wife of an illuminated man, she works hard to inspire and to spread beauty in her home and work family.

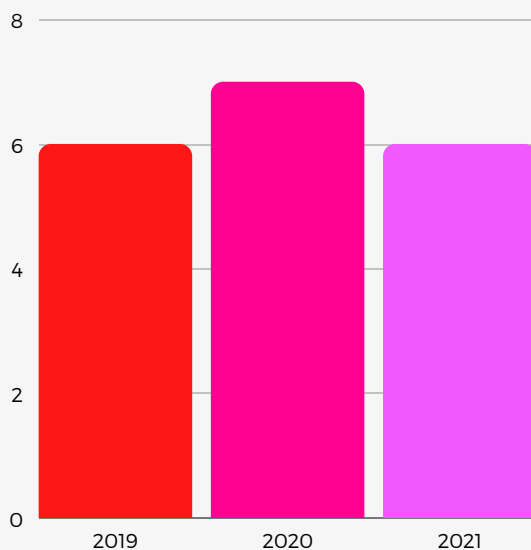
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# FEMALE EMPLOYEES



23%

FEMALE EMPLOYEES



In the last three years, the number of employees has remained quite unchanged. From a gender perspective, the female component represents over 23% of the staff today,

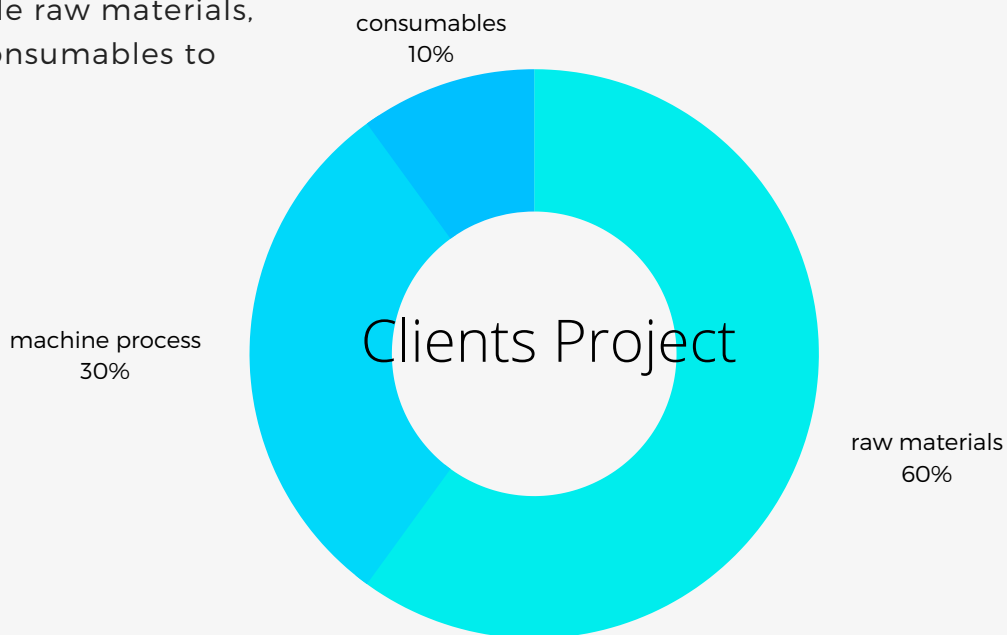
Focusing on diverse team for a responsible growth.

# SUPPLY CHAIN

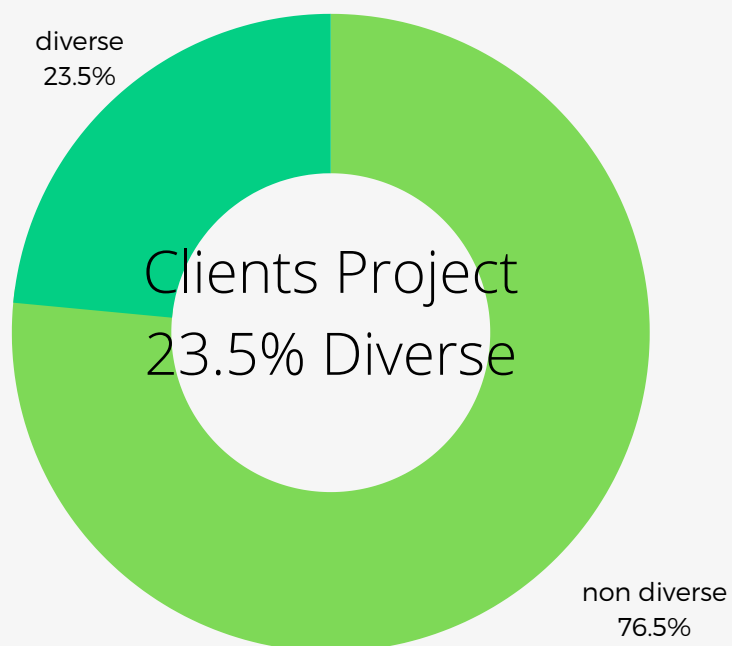
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# FACTS

Current percentage of whole raw materials, machine processing and consumables to realize our clients' projects.



Current **percentage in terms of diversity** of whole raw materials, machine processing and consumables to realize our clients' projects.



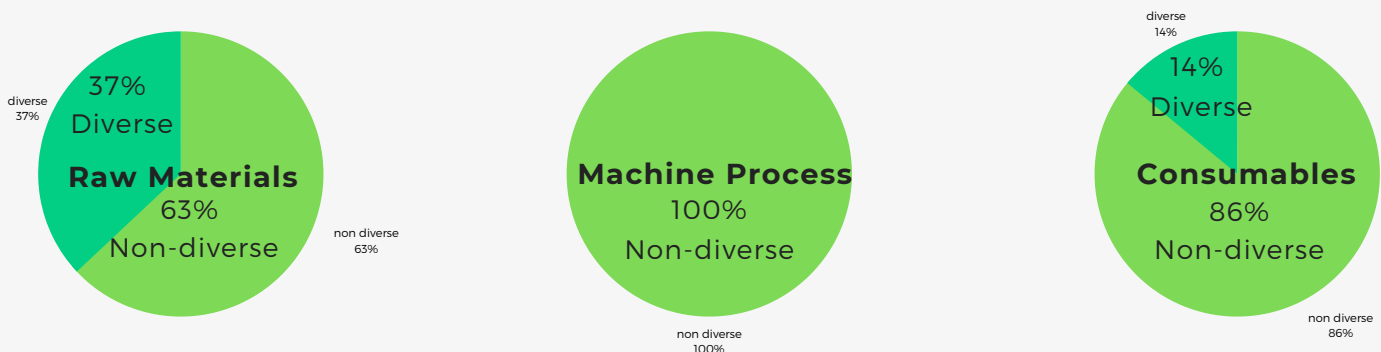
**Current graphs, showing already 23% diverse spent, are the forecast of how our Clients projects are carry on in Extravega, with the current supply chain and the current processing set up.**

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# DIVERSITY BREAKDOWN

## CURRENT DIVERSE SITUATION

Current percentage in terms of diversity of raw materials, machine processing and consumables.



Current percentage in terms of diversity of raw materials, machine processing and consumables.

Raw materials make up 60% of the whole production. Of this 60%, we identified 37% of materials acquired from diverse company. The main vendor that helped us achieve this 37% is related to metals material.

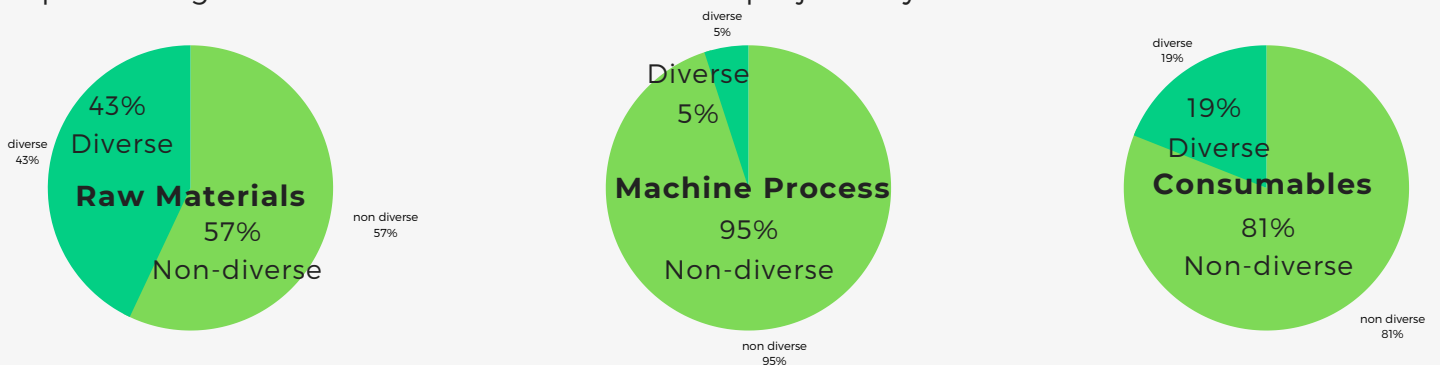
Consumables affects 10% of the whole production. Of which 14% come from diverse thanks to the use of our internal Trumpf machine which is of a diverse Company.

Regarding the Machine Process part, up to date there are no diverse company in the supply chain.

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# DIVERSITY GOAL BY 2023

Increasing percentage in terms of diversity of raw materials, machine processing and consumables for our Clients' projects by end of 2023.



We have currently identifying diverse suppliers that could raise the diverse percentage by 5% for next year upcoming Client's projects.

We are not able to appoint them this year because - in addition to the diverse feature - we are verifying that they respond to other requirements requested by our Purchasing Department procedure and regulation.

IN OUR MATERIALS AND  
CONSUMABLES SUPPLIERS  
CHAIN, TO REALIZE OUR  
CLIENT'S PROJECT, WE HAVE  
2 ENTERPRISES WITH 50%  
WOMEN OWNED.

EXTRA VEGA®  
BEYOND ARCHITECTURAL FABRICATIONS