



IMPACT REPORT 2022

EXTRAVEGA®
BEYOND ARCHITECTURAL FABRICATIONS

OUR TEAM



ANTONIO RILLOSI
CEO & FOUNDER



EMANUELE CORTE
PRINCIPAL & ARCHITECT
EXTRAVEGA CONSTRUCTION
MANAGEMENT LLC USA



EMANUELA GIONFRIDDO
FINANCIAL CONTROLLER



GRETA PEREGO
PURCHASING & LOGISTIC MANAGER



JOLYNE MARCATO
EXPANSION & STRATEGIC PLANNER



LORENZA POZZARLE
COMMUNICATION MANAGER



STEFANIA TIRELLI
ACCOUNTING DIVISION



ALBERTO SALA
HEAD OF TECHNICAL DIVISION



DAVIDE BOZIO MADE'
HEAD OF SALES DIVISION



ANDREA ARTUSO
PROJECT MANAGER



SARA LORENZINI
PROJECT MANAGER



MARCO DELL'ORO
PROJECT MANAGER



MARCO VARAMO
PROJECT MANAGER



THEODOR PANTIRU
PROJECT MANAGER



ALESSANDRO BOAROLO
PROJECT MANAGER



SEBASTIANO GARDELLIN
PROJECT MANAGER



ANTONIO SCARAGGI
HEAD OF PRODUCTION DIVISION



STEFANO GRECCHI
PRODUCTION SUPERVISOR



ROBERTO LOCONSOLO
CNC MACHINING SUPERVISOR



STEFANO BOLLETTA
SKILLED WORKER



DUMITRU PASTILOIU
SKILLED WORKER



VINCENZO TOMASUOLO
SKILLED WORKER



LUCA RIZZATO
SKILLED WORKER



ALESSANDRO DEPONTI
SKILLED WORKER



SAMUEL MASILI
SKILLED WORKER

EXTRAVEGA
FOR EMPLOYEES

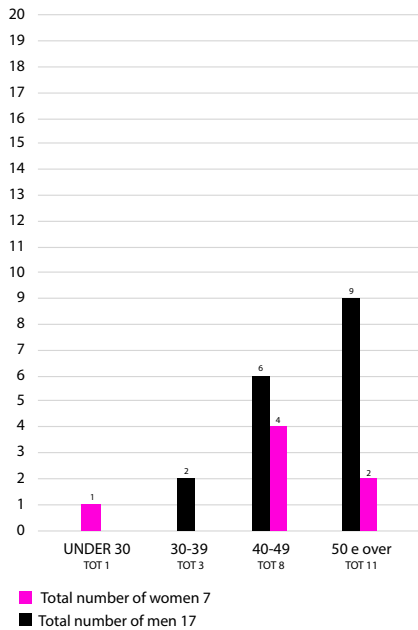
2.1 OUR PEOPLE

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 that the company has chosen on its path to growth. Extravega is a place where you don't go to work, but to do things well, with passion and desire. From a gender perspective, the female component represents 27.2% of the staff, but also represents 60% of the managerial class.

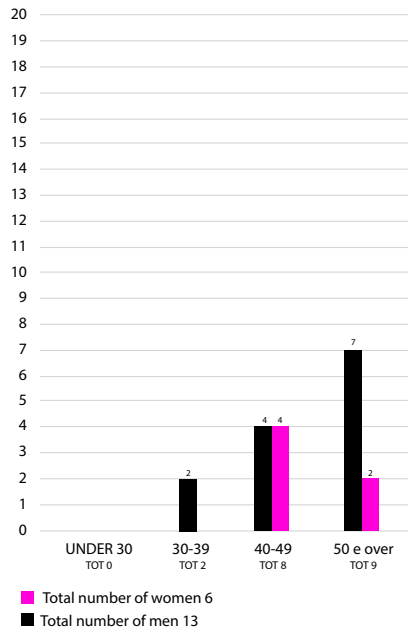
On the age distribution front, Extravega's people are divided as follows: employees over 50 approximately 54% and people between 30 and 50 years old constitute around 46%. In terms of contractual positions, workers are equivalent (40%) with employees (45%) and then there are three executive employees (15%).

For the type of business we carry out, flexibility and organization among employees is important for the greater common good (the good of the individual employee and of his or her family), for the good of suppliers who help the company to improve, and for the good of customers who receive products of excellence. Below are the summary data regarding the structure of our company from the people's point of view.

2021

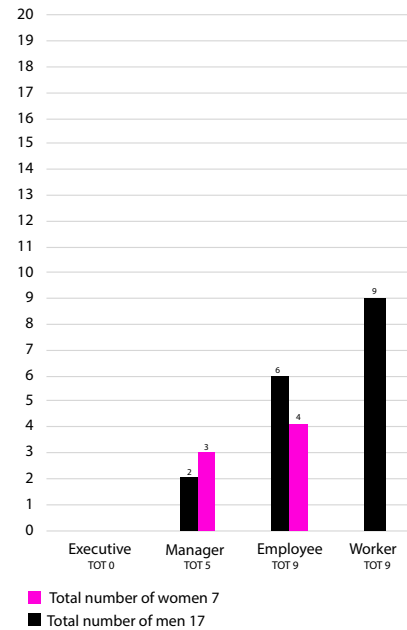


2022



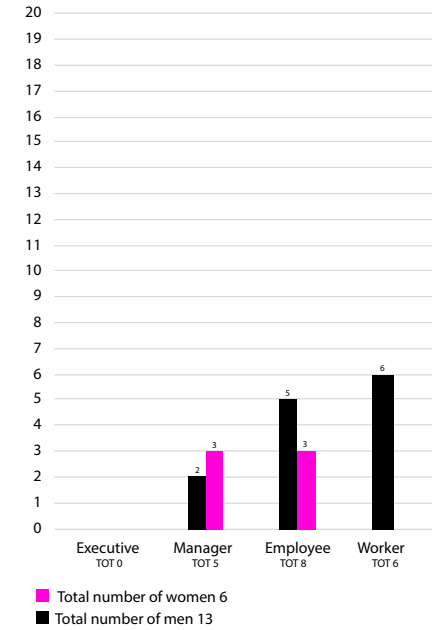
Employees by age groups

2021



Employees by category

2022



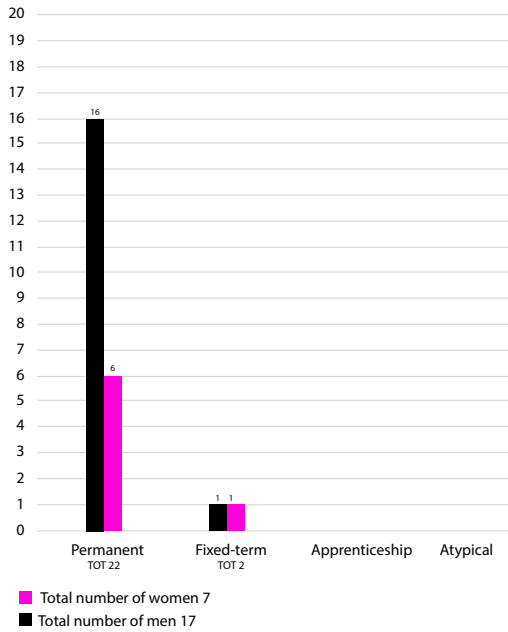
2.2 OUR PEOPLE

Almost all contracts are full-time (95 per cent) and permanent (95 per cent). Only 1 in 19 is on a fixed-term contract.

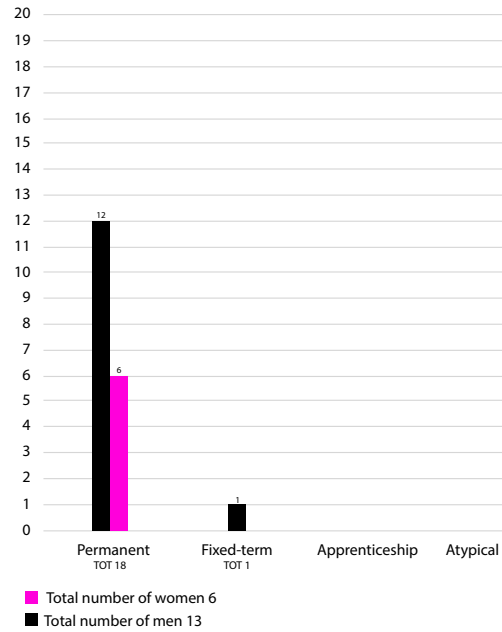
Extravega has always aimed to achieve a good

level of employee retention by promoting a positive work atmosphere to foster engagement, showing appreciation to employees, giving frequent feedback and recognition. Factors that encourage employee retention are reported in the company strategy in addition to creating a series of activities and tools to verify people satisfaction.

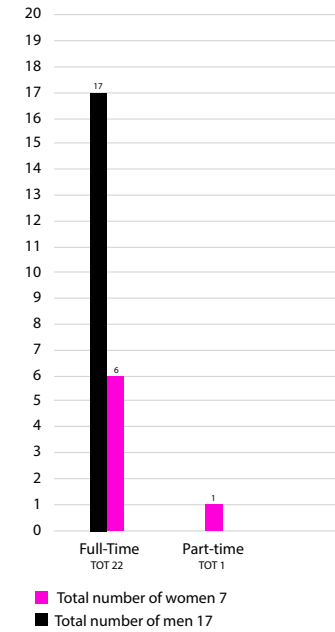
2021



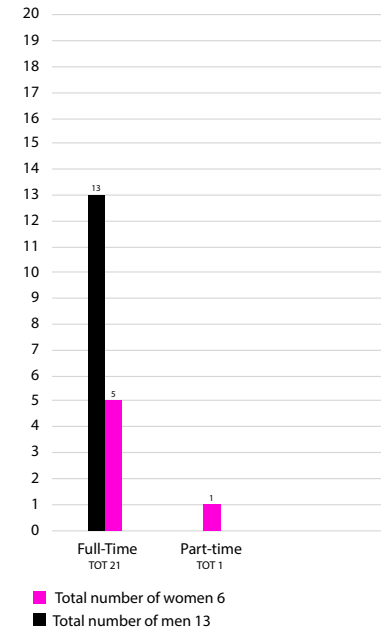
2022



2021



2022



Employees by type of contract

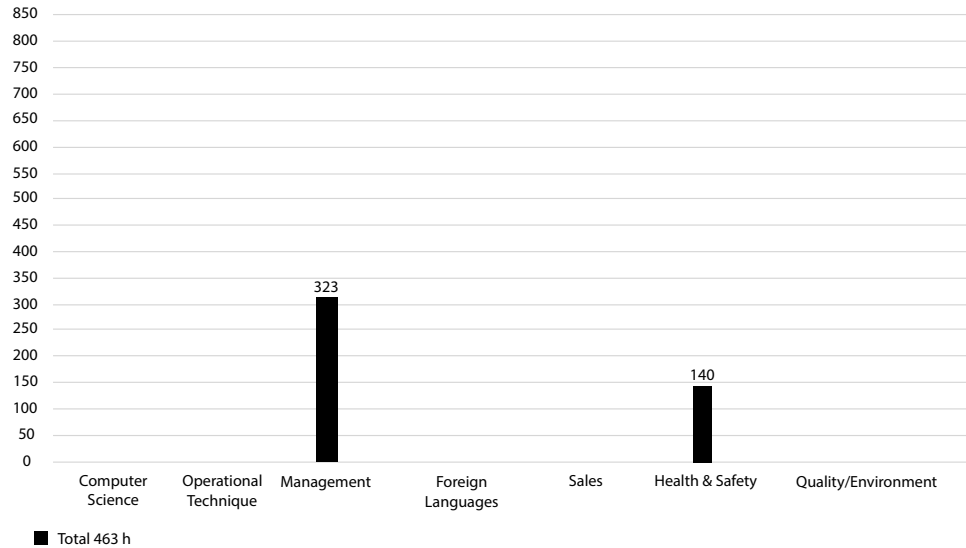
Employees by type of contract

2.3 TRAINING AND SKILLS DEVELOPMENT

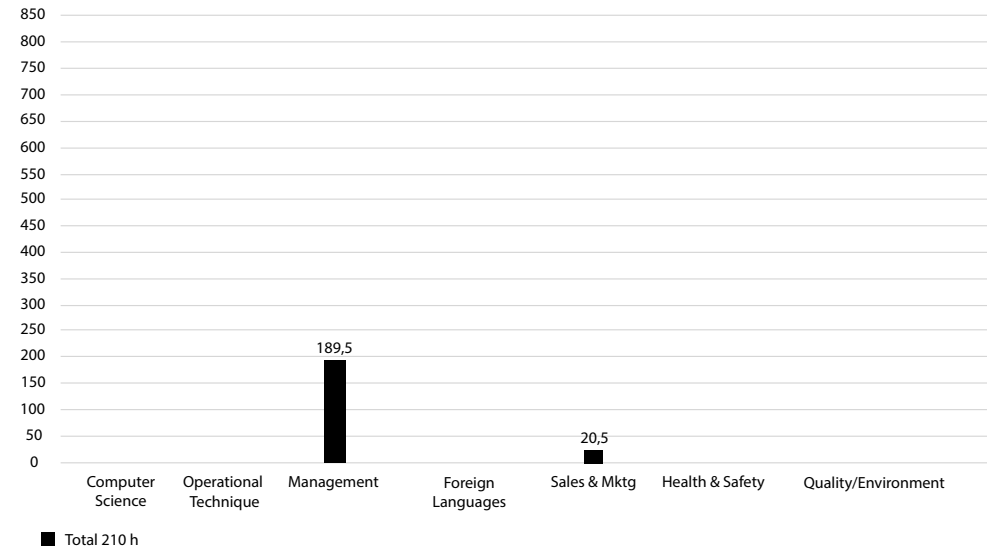
Extravega has always promoted and provided in-house continuous education. Improving oneself and one's skills has a big impact on work productivity and enables the company to offer better service by having a trained staff that is up-to-date and professional in dealings with its customers. Training takes place on both hard skills and soft skills.

The organization of our training takes place annually and regularly with various organizations including: Hubbard Management College, Assolombarda, Inventrix, The Method. Below is a summary of the training hours provided in the last two years. As can be seen, the training activity decreased by approximately 50 per cent due to the slowdown in our industry attributable to the Pandemic and to the global crisis that required us to focus on business operations. We have maintained training related to Sales & Marketing and Management. Overall, there were around 11 hours of training per capita delivered in 2022. Training is delivered and offered to everyone in the company: to blue-collar workers as well as to managers, white-collar workers and the salespeople.

2021



2022



Training per topic

2.4 COMMITMENT FOR PEOPLE WELL-BEING

The company must ensure a work environment that protects the health and safety of its employees. For this purpose, Extravega puts in place written procedures and policies to minimize accidents and injuries to workers in the workplace and updates a data log of injuries, accidents, lost days, or absences that is available to all workers.

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






1. Advance payment of the Severance Pay (TFR)
2. Monthly bonus awarded to the technical and production departments employees (Employees of the Month) along with a give-back toward humanitarian associations and environmental initiatives
3. Distribution of meal vouchers
4. Corporate gifts at Christmas and Easter, aiming to develop the theme of gratitude and give-back for those less fortunate than ourselves
5. Corporate events, also open to customers and external collaborators
6. Support of a Good Ideas Box
7. Personalized water bottle with water dispenser
8. Maintenance of 42 plants that purify the air
9. Break areas with free coffee
10. Comprehensive health check-up programs
11. Maintenance of 6 hybrid cars
12. Indoor air sanitation system
13. Art murals with “smog-eating” paints surrounding the company in order to severely limit the entry of smog and particulate matter from the factory’s doors and windows
14. High-end workstations complete with all software, laptops and cloud computing






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

All employees complete a daily report (“Daily report”) before leaving the workplace, which the program automatically forwards to their Managers: in this way, feedback is continuous and timely.

Weekly meetings are held between employees/workers and their managers. Bi-weekly meetings are held between managers. There is shared break room for all employees to have lunch together so that managers, employees and workers can interact and exchange ideas and feedback.

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

 <p>1 SCONFIGGERE LA POVERTÀ</p>	<ol style="list-style-type: none"> 1. Creating a new clean water well in a community in Uganda of 941 people 2. Supporting of the <i>Opera Don Bosco</i> Foundation's Distance Adoptions Project for educational and humanitarian projects in Africa and South America
 <p>3 SALUTE E BENESSERE</p>	<ol style="list-style-type: none"> 1. Comprehensive employee health check-up programs 2. Supporting of the Children's Tumor Foundation for projects related to the welfare of individuals and families with neurofibromatosis (NF)
 <p>4 ISTRUZIONE DI QUALITÀ</p>	<ol style="list-style-type: none"> 1. 11 hours of training per capita aimed at workers 2. Sponsorship for the Compagnia della Formazione Association
 <p>6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI</p>	<ol style="list-style-type: none"> 1. Supporting of three non-profit charity:water projects in developing countries 2. Reduction of 19.4% in water consumption compared to 2021
 <p>7 ENERGIA PULITA E ACCESSIBILE</p>	<ol style="list-style-type: none"> 1. 100% of purchased energy is produced from renewable energy sources 2. Maintaining of fiber-optic source laser processing, which is significantly more efficient than those operating with CO2 3. Activation and use of the photovoltaic system

 <p>8 LAVORO DIGNITOSO E CRESCITA ECONOMICA</p>	<ol style="list-style-type: none"> 1. Supporting of the Design For Freedom project to combat modern slavery in the construction supply chain 2. Support for <i>Telefono Arancione</i> project aimed at accompanying entrepreneurs in difficulty
 <p>10 RIDURRE LE DISUGUAGLIANZE</p>	<ol style="list-style-type: none"> 1. Selection of more inclusive suppliers 2. Implementation of the "Extra Unique Diverse" program dealing with R&D for supply chain
 <p>11 CITTÀ E COMUNITÀ SOSTENIBILI</p>	<ol style="list-style-type: none"> 1. Implementation of local development projects in collaboration with the city of Paderno Dugnano 2. Maintenance of Federico Massa's mural with anti-smog paint and air-purifying properties on Extravega's exterior walls
 <p>12 CONSUMO E PRODUZIONE RESPONSABILI</p>	<ol style="list-style-type: none"> 1. Keeping of legal status as a Benefit Society 2. Production of an Impact Report for reporting on Extravega's sustainability performance 3. Maintenance of water dispensers and water bottles to employees 4. Use of compostable or biodegradable glasses, napkins and cutlery and separate collection throughout the Company
 <p>13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO</p>	<ol style="list-style-type: none"> 1. 25% reduction in climate-changing emissions compared to 2021 2. Introduction of an electric car charging station for employees and external guests

EXTRAVEGA 2021 NEW SUSTAINABILITY TARGETS

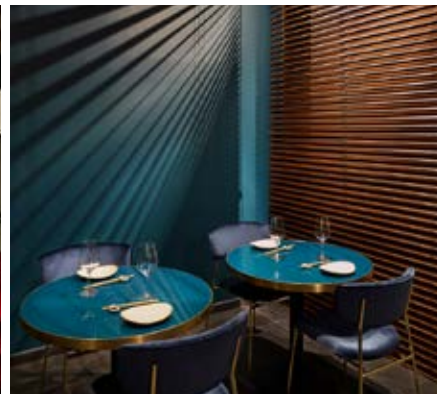
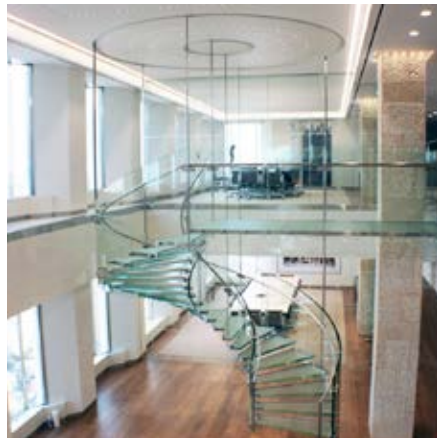
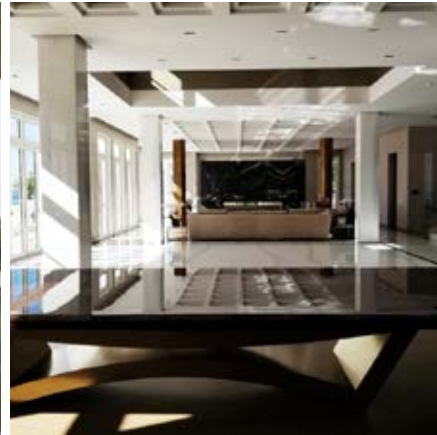
Scope Sustainability	Object	Action	Timing	SDG
Governance	Certify corporate sustainability performance based on an international standard	Completing the B Impact Assessment and obtaining B Corp sustainability certification	2023	12
	Reporting on sustainability commitments and results through a dedicated document	Production of a Sustainability Report 2023 with reference to GRI Reporting Standards	2024	12
	Mapping and engaging Stakeholders on Sustainability issues in a structured way	Implementation of a Stakeholder Engagement pathway to support the implementation of a Materiality Analysis	2023	12
Workers	Update and align internal knowledge and skills on sustainability issues	Implementation of a training module on the main tools of Sustainability Management aimed at all managers and workers	2023	8
	Reporting on sustainability commitments and results through a dedicated document	Production of a Sustainability Report 2023 with reference to GRI Reporting Standards	2023	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	2023	12
Environment	Achieving Carbon Neutrality for direct and indirect energy climate altering emissions	Performing of a Carbon Footprint Scope 1 and Scope 2 calculation and purchasing a corresponding amount of Carbon Credits	2030	13
	Conduct a business performance analysis on key relevant environmental aspects	Defining of a set of specific KPIs for collecting qualitative and quantitative information and setting improvement targets	2023	12
Clients	Engaging of a sample of customers for analysis of perceptions of Extravega's sustainability profile	Survey questionnaire collecting information on a sample of customers on aspects of sustainability	2023	12

METHODOLOGICAL NOTE

This Impact Report represents the annual impact report required under Law no. 208 of 28th, December 2015 (paragraphs 376-383 and annexes 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.



TAKING MORE RESPONSIBILITY

EXTRA^{VEGA}[®]
BEYOND ARCHITECTURAL FABRICATIONS