



IMPACT REPORT 2022

EXTRAVEGA®
BEYOND ARCHITECTURAL FABRICATIONS

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INTRODUCTION

LETTER FROM THE CEO & FOUNDER

In the third year of our official journey and commitment as a Benefit Society, we continue to undergo continuous development with environmental and social sustainability criteria.

The commitment is to leave a positive impact on society and on the environment daily. From consumables to the transportation of the products we make, everything is thought out and chosen responsibly and for the common good.

Since 1985, inspired by beauty and with the aim of creating a virtuous society in which people value each other, we show all our stakeholders that we know how to work to shape a sustainable future.

In a challenging world situation, with environmental crises and humanitarian suffering reverberating in our personal and working lives, change for us is a must. Our goal is to move toward positive transformation for all the people who work at Extravega and to care for the lives of the people around us.

We want to sincerely thank all our employees, our suppliers and customers, our territory and our community for the support and trust they place in our company and in our activities. We thank those who choose Extravega and share the same goals as us every day.

We are also continuing to work towards B Corp certification also to become increasingly aware of our environmental and social impact.

“Disseminating beauty everywhere in the world” is the flame that has fueled our work since 1985. A burning passion that we have inside and that still drives us today, after more than 37 years.



ANTONIO RILLOSI
CEO & FOUNDER

EXTRAVEGA AT A GLANCE

1985 → 2022

37

YEARS OF ACTIVITY



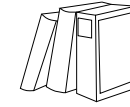
3900+

PROJECTS REALISED
SINCE 1985



19

EMPLOYEES



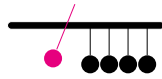
11+

HOURS OF TRAINING
PER-CAPITA



9+

COMMUNITY ENGAGEMENT
PROJECTS REALISED



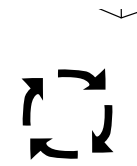
390,000€

DONATION FOR SOCIAL
IMPACT PROJECTS



14

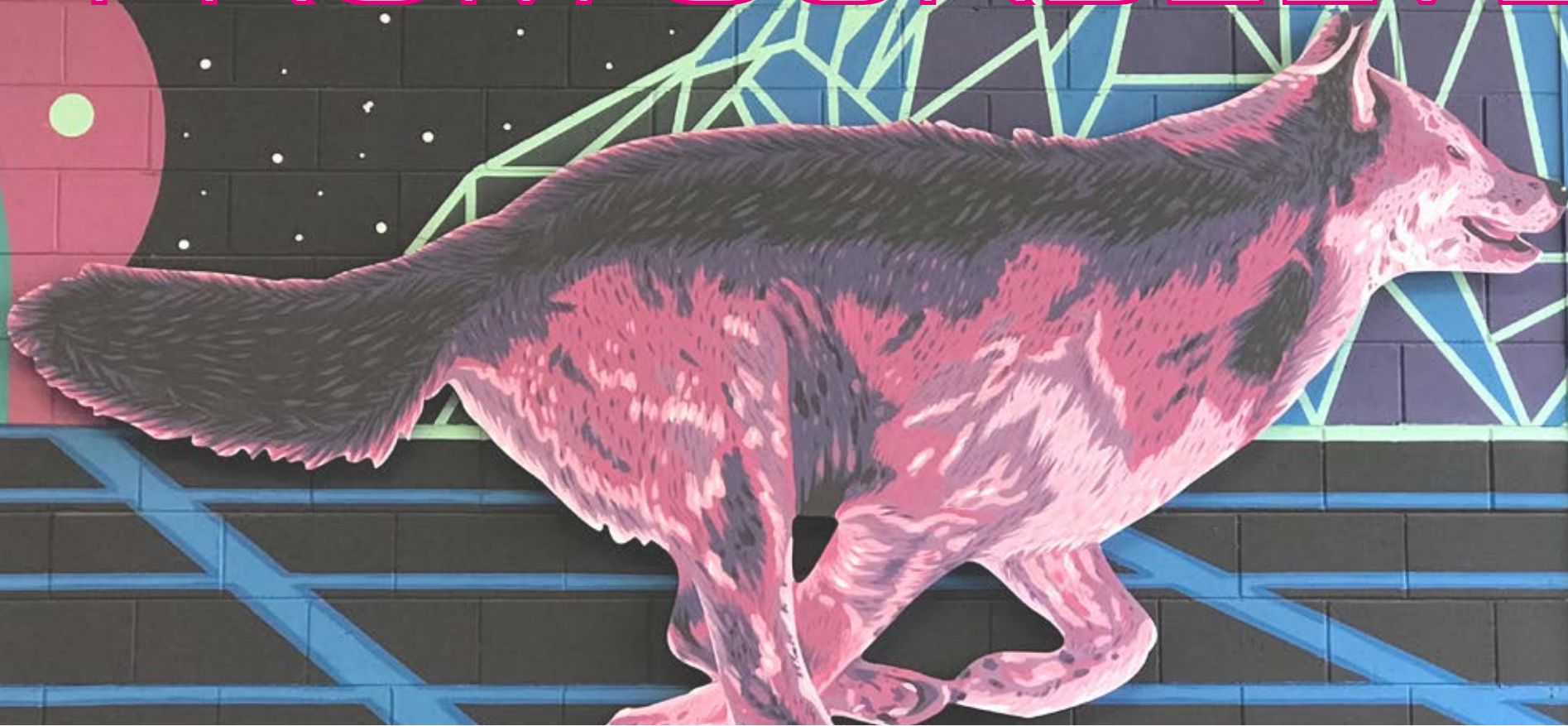
SOLUTION FOR WELL-BEING
AND INVOLVEMENT
OF WORKERS



-25%

ENERGY
CONSUMPTION AND
CO2 EMISSIONS
COMPARED TO 2021

FIRST OF ALL:
WE START
FROM OURSELVES

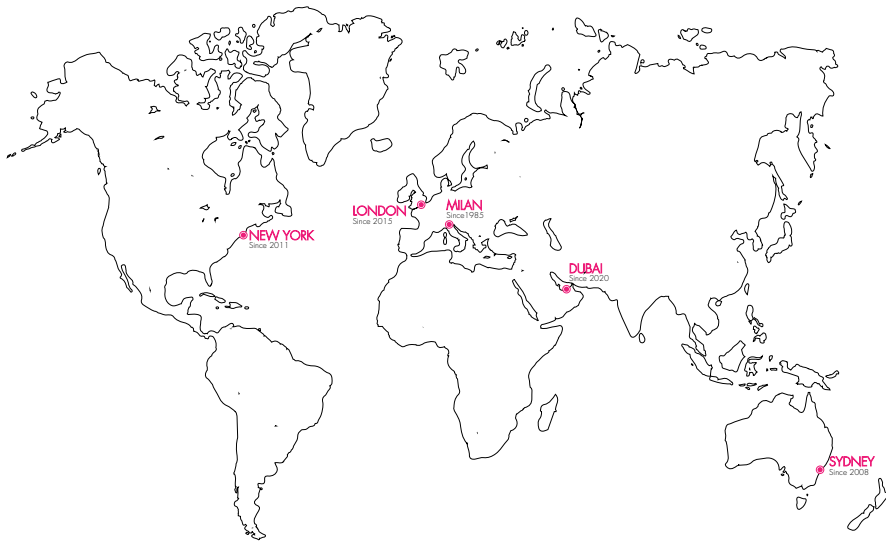


PROFILE AND
GOVERNANCE

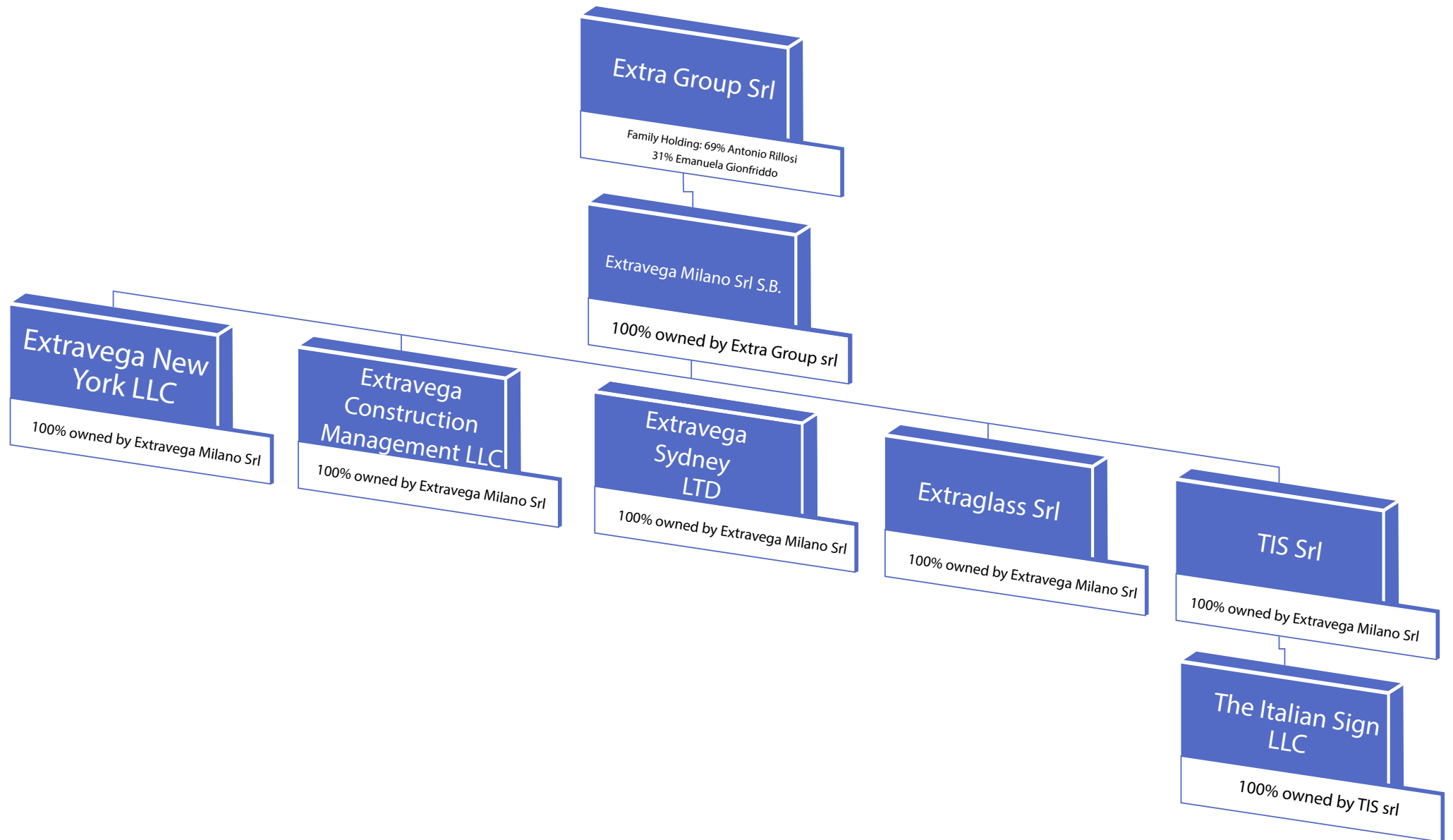
1.1 ABOUT US

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

Extravega's eclectic nature has led to the development of numerous productions in collaboration with world-renowned architects and designers, creating custom projects with incredible levels of technical and production complexity: construction of architectural works, monumental staircases, prestigious facades, special windows and doors, curved and oversized glass, penthouse and villa interiors, and works of art and design.



1.2 THE GROUP



1.3 EXTRAVEGA HISTORY AT A GLANCE

1985 ▶ FOUNDATION
METAL CARPENTRY

2000 ▶ METAL AND GLASS
TAILOR-MADE

2001 ▶ THE TURNING POINT
ARCHITECTURAL FABRICATIONS

2008-2009 ▶ EXPANSION
SYDNEY, NEW YORK, LONDON, DUBAI

2015 ▶ NEW YORK MARKET GROWTH

2020 ▶ FROM BENEFIT COMPANY
TO B CORP

1.4 VISION & MISSION

Our aim is 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, our intention is to realize projects that no-one has ever achieved before.

We produce architectural and interior design products in metal, glass, wood, liquid metal and composite materials, both based on the customer's design and on our own, for those customers who have special and unique projects to be completed to a professional standard. 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 tasks, and 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.

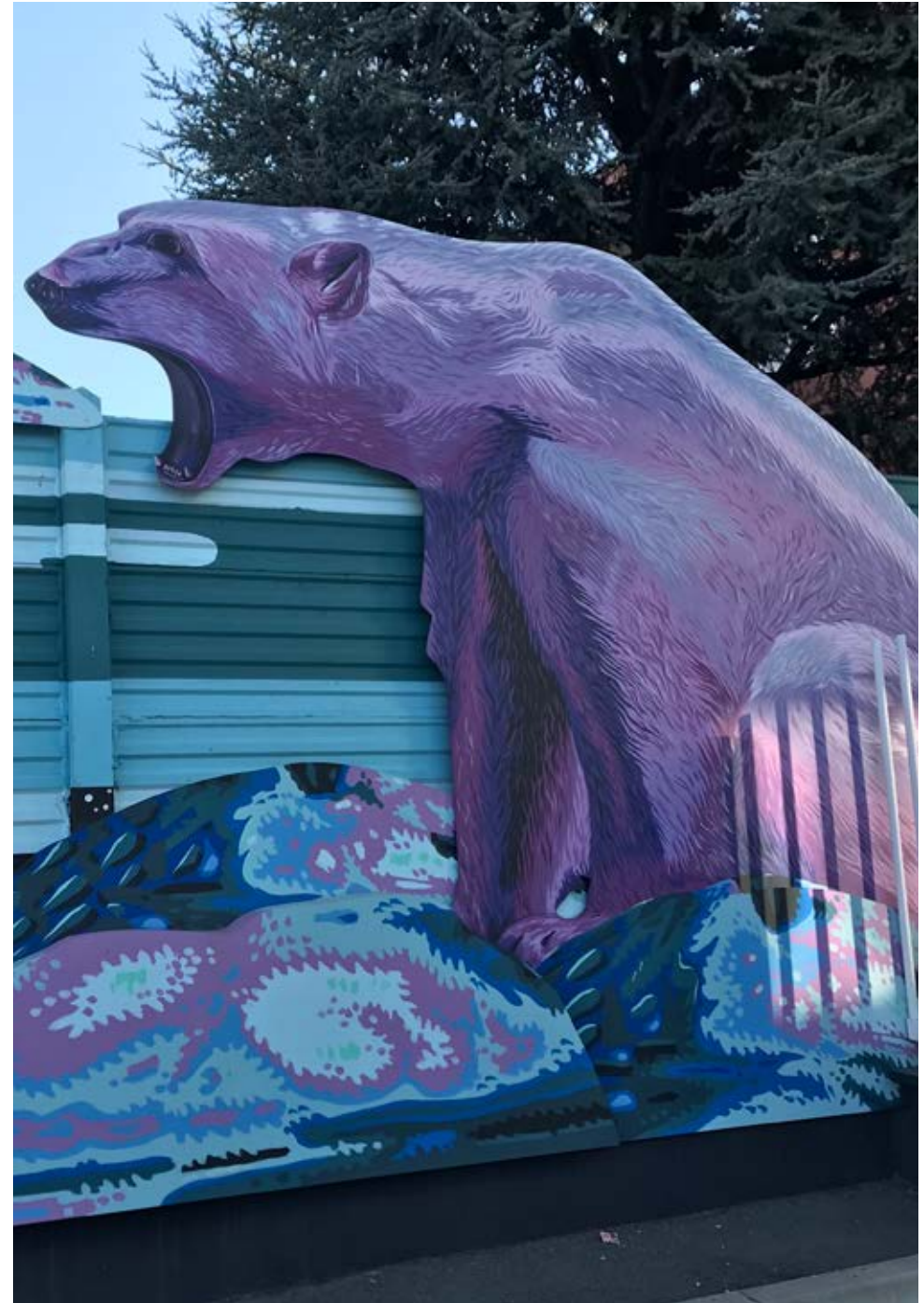
1.5 | VALUES

We strive towards the 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 this depends first and foremost on ourselves.

We want to contribute to the creation of a virtuous society of people that value 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, continuous improvement in economic well-being as well as an increase in human and professional knowledge.



1.6 THE CHOICE TO BE A BENEFIT COMPANY

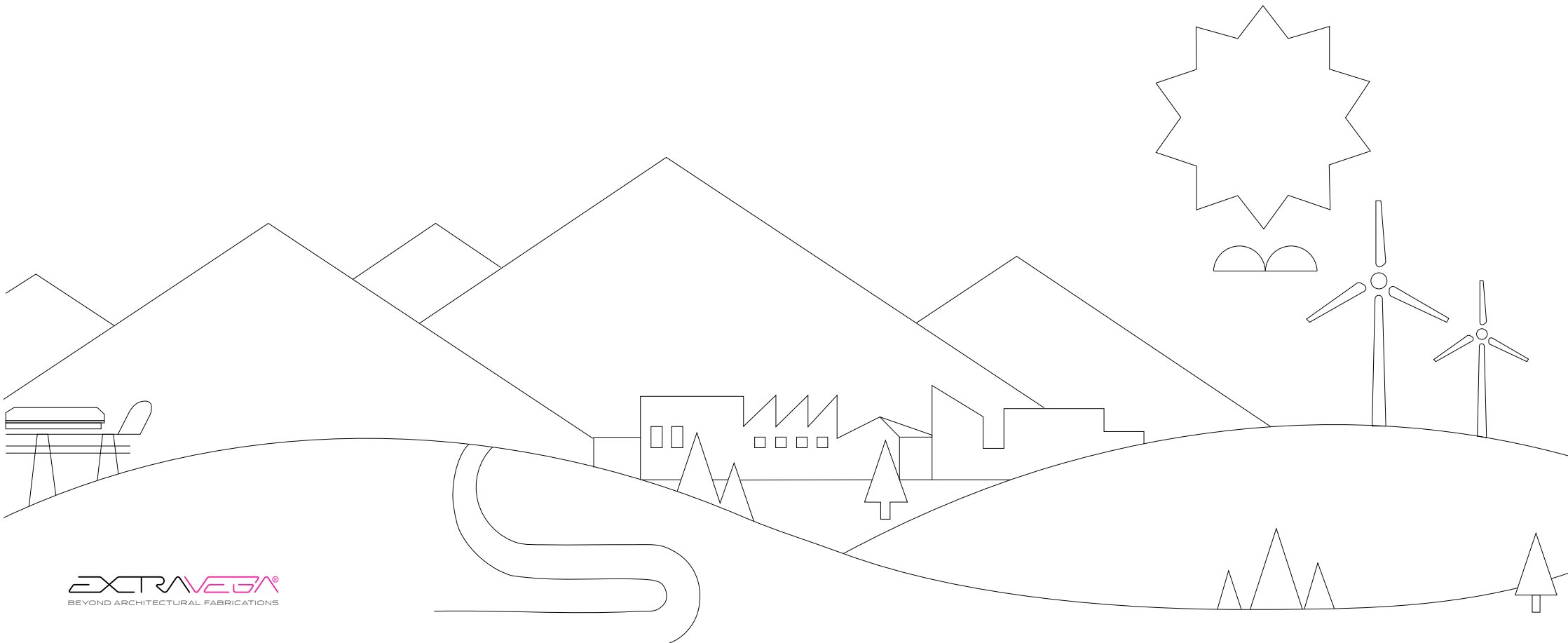
Extravega believes that the success and profitability of its business also depend on its social and environmental impact.

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

This new type of company, present 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 on the environment.

When we decided to become a Benefit Corporation, we were less than 500 companies in Italy and less than 2,000 worldwide; today those numbers have almost quadrupled.

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



1.7 GROUP ACTIVITIES

Extravega makes custom projects, characterized by high technical and production complexities, with utmost precision and attention to detail.

The flexibility that characterizes the company allows it to perform any type of workmanship, in addition to metal, on all other materials such as, for example, wood, glass, composite materials, and liquid metal finishes.

The projects carried out range from architectural production for buildings and residences to exhibition fittings, offices and showrooms and the most luxurious branded stores.

Total respecting of timelines and budgets, and care for the client's specific needs, is guaranteed for each project.

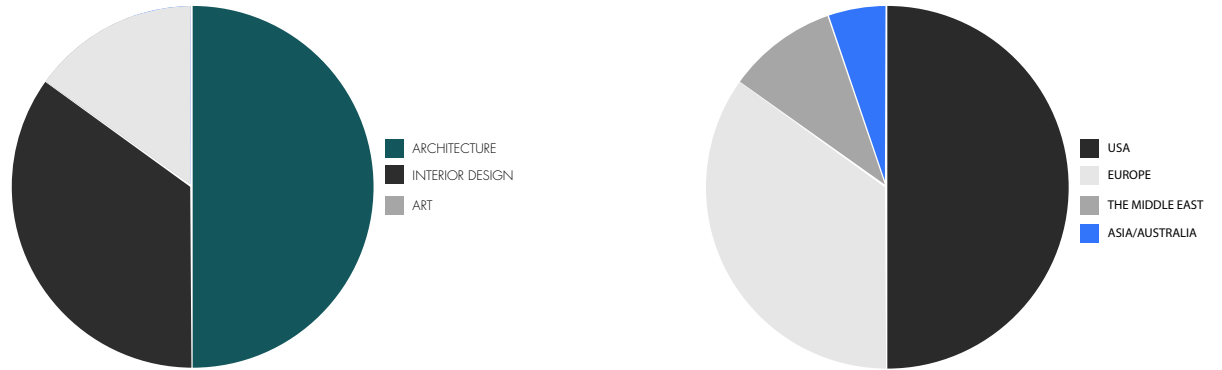
"It is difficult to see where the work of one or the other ends, but more importantly where the work ends and the passion and play begin."

Antonio Rillosi



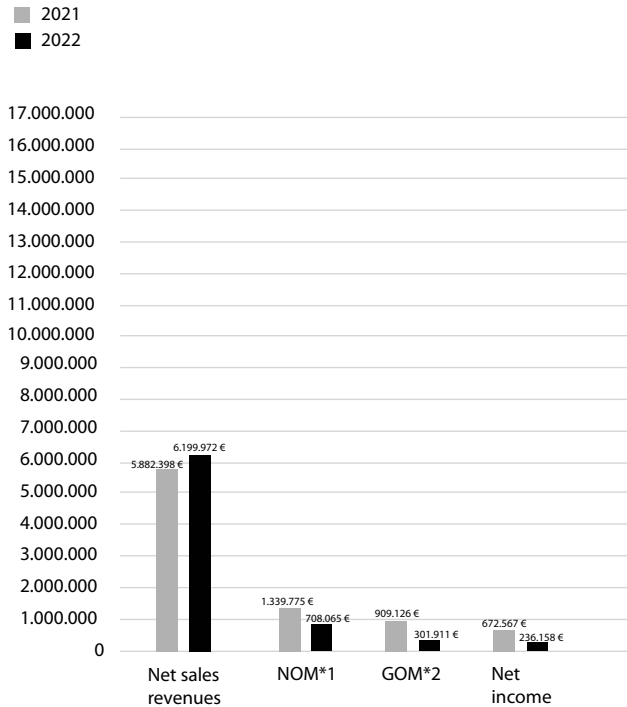
1.8 OUR SECTORS

From the perspective of business areas, the projects performed mainly focus on the architecture, interior design and art sectors. Around 50% of our projects, which have grown to about 4000 in the last 5 years, are directed towards the U.S. market, followed by Europe, the Middle East, Asia/Australia.



Our sectors

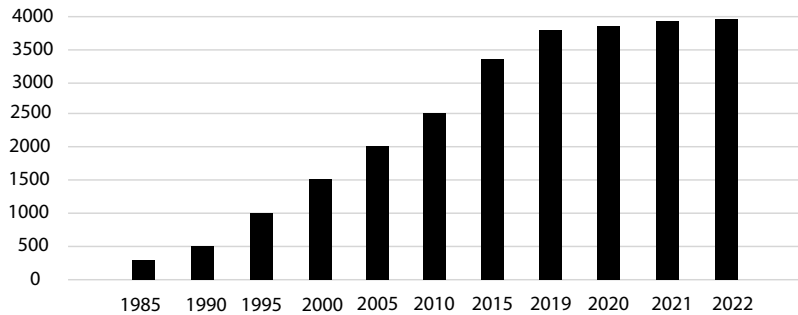
Where we operate



*1 - Net operating margin

*2 - Gross operating margin

Economic results of the activities



■ Our works

1.9 THE MANAGEMENT

In terms of corporate governance, the level of supervision is the responsibility of the executives, which includes: a board of directors composed of, in addition to CEO & Founder Antonio Rillosi, five young managers, two men and three women. There is a formal organizational chart that determines the management structure of the organization, and meetings are conducted by the Divisional Managers to plan strategy and to make decisions. Respect, beauty and growth are the principles that guide our daily actions.

THE BOARD OF DIRECTORS

consists of the following members:

- Antonio Rillosi - CEO & Founder
- Antonio Scaraggi
- Emanuela Gionfriddo
- Greta Perego
- Jolyne Marcato
- Alberto Sala



1.9 THE MANAGEMENT

Extravega's organizational chart as it proceeds from left to right reflects a chronological order in the unfolding of the company's workflow and expansion, according to the chart below. The organizational chart could thus be seen as an upward spiral, a sort of spiral staircase.

To reinforce this image of ascending circularity, the first division has been named Div. 7 of Executives, which deals with plans and strategies, the first essential operation for the starting of any business. The flow will continue progressively for all the other divisions in order to generate expansion and growth for all.

DIVISIONAL MANAGERS

consists of the following eight members:

- Antonio Rillosi - CEO & Founder Div. 7
- Andrea Papagni - Human Resources Div. 1
- Davide Bozio Madè - Head of Sales Div. 2
- Emanuela Gionfriddo - Financial Controller Div. 3
- Alberto Sala - Head of Technical Div. 4A
- Antonio Scaraggi - Head of Production Div. 4B
- Greta Perego - Quality & Logistic Div. 5
- Jolyne Marcato - Expansion and Mktg Div. 6

The organisational structure of the company consists of seven Divisions:



1.10 SUPPLY CHAIN MANAGEMENT

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

Currently, we review and set requirements regarding 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. 100% of incoming material undergoes thorough dimensional and aesthetic inspection by our Division 5 Quality Managers.

In a continuous improvement path to B Corp certification, Extravega adopts criteria for evaluation the social and environmental profile of its suppliers.



1.11 EXTRAVEGA'S STAKEHOLDERS

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

Extravega implements more than 100 different projects per year, coming into direct contact with as many clients, and indirectly with a very large number of users of the manufactured products.

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

The categories of Stakeholders relevant to Extravega:

- > Employees
- > Customers
- > Suppliers
- > Local Communities
- > Public Administration
- > Third sector organisations

1.12 TOWARDS B CORP CERTIFICATIONS

B Corp certification is an international standard promoted by B Lab, which requires companies to meet high social and environmental sustainability performance. B Corp certification can be obtained by companies after an external verification on the achievement of a score of 80 points or more, related to the 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. The goal is to achieve it by 2023, and we are still currently in the verification phase. The accomplished BIA has exceeded the score-threshold of 80 and will be confirmed by B Lab Europe in the coming months.



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

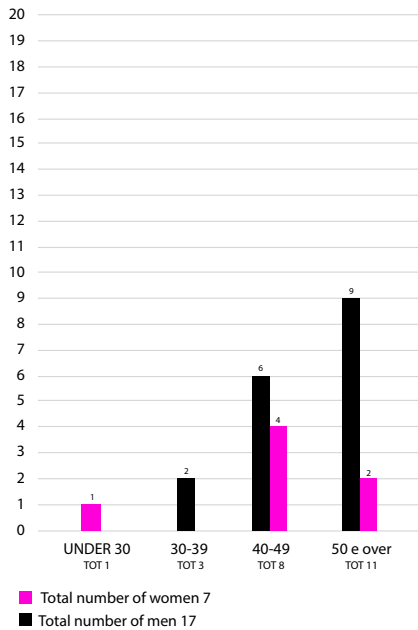
2.1 OUR PEOPLE

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.

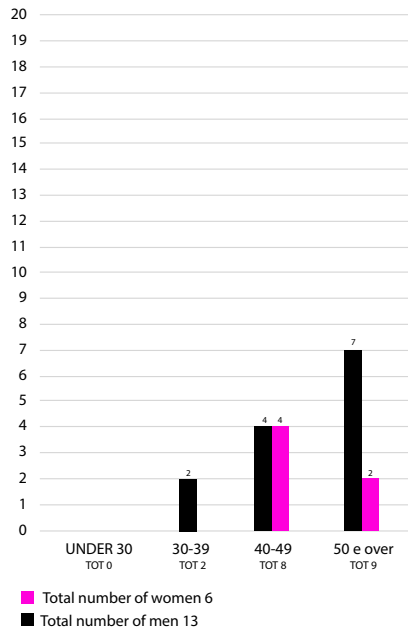
On the age distribution front, Extravega's people are divided as follows: employees over 50 approximately 54% and people between 30 and 50 years old constitute around 46%. In terms of contractual positions, workers are equivalent (40%) with employees (45%) and then there are three executive employees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

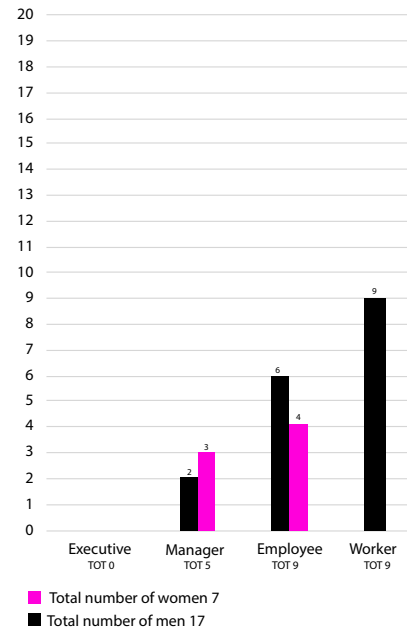


2022



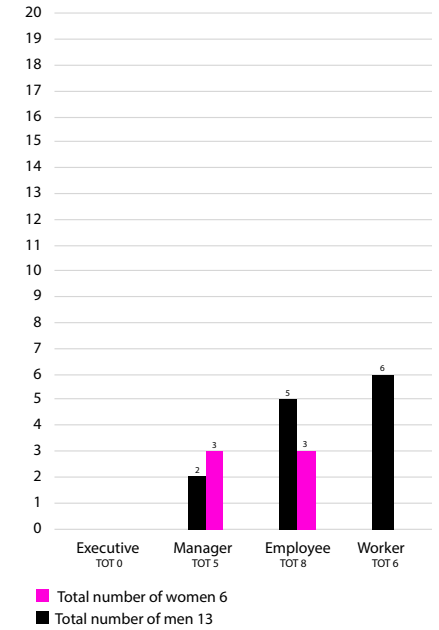
Employees by age groups

2021



Employees by category

2022



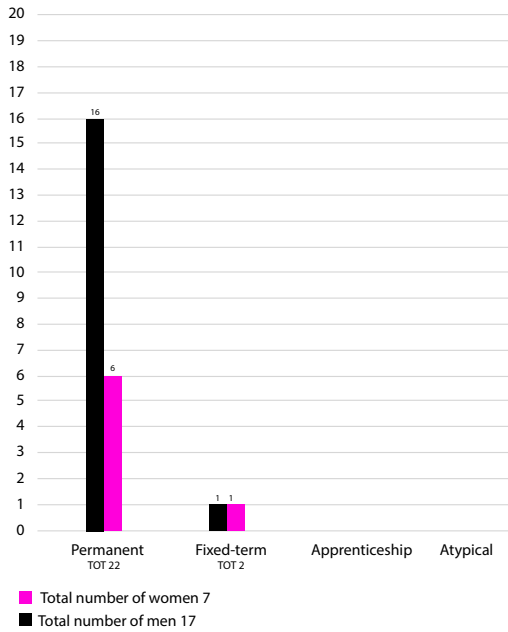
2.2 OUR PEOPLE

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

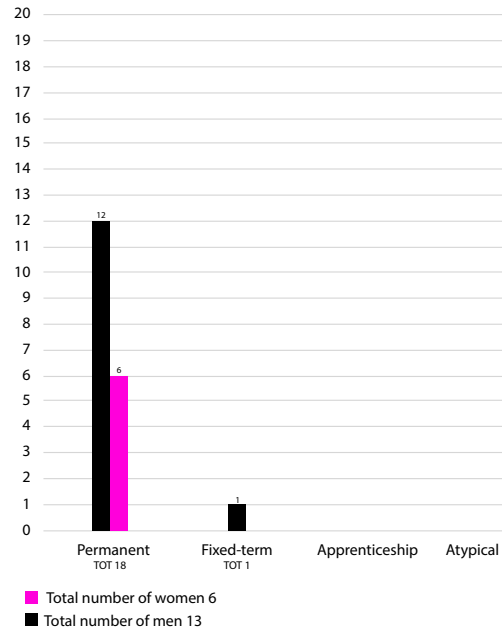
Extravega has always aimed to achieve a good

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.

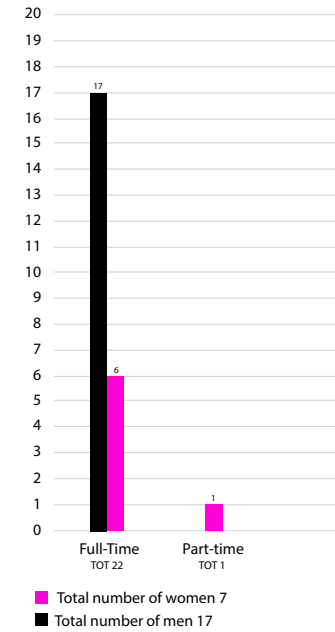
2021



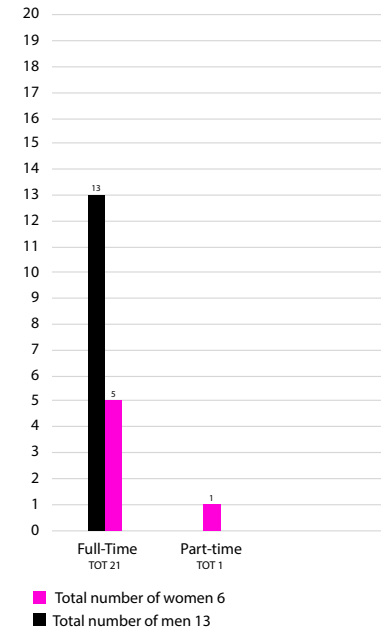
2022



2021



2022



Employees by type of contract

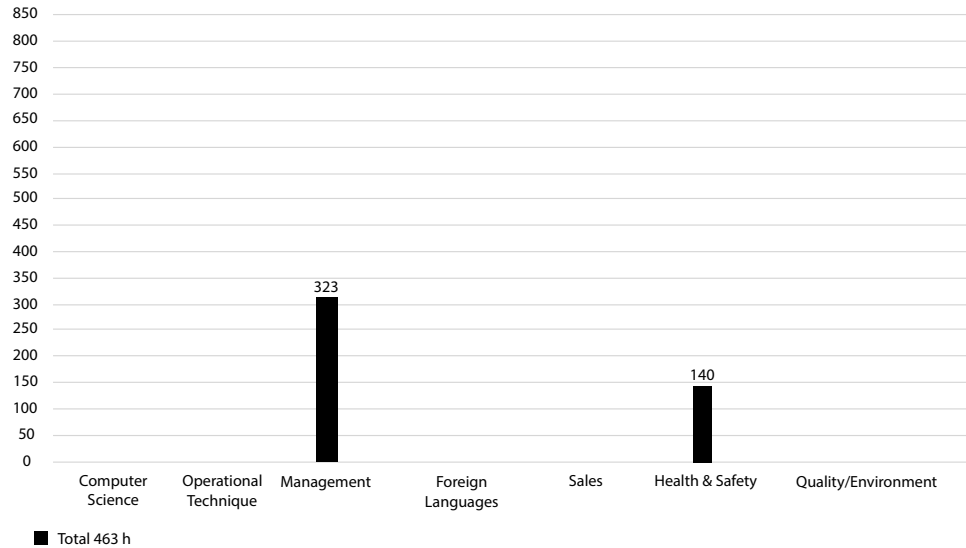
Employees by type of contract

2.3 TRAINING AND SKILLS DEVELOPMENT

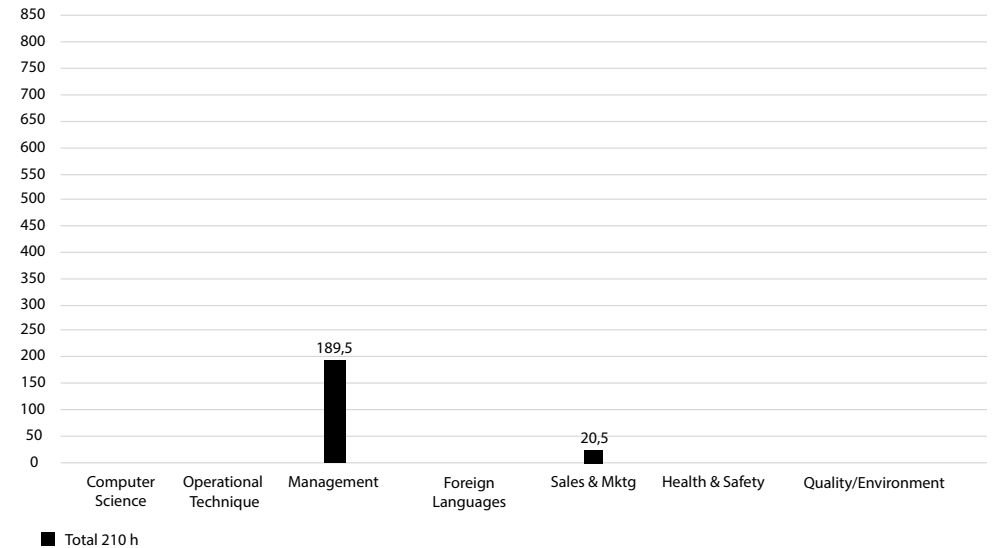
Extravega has always promoted and provided in-house continuous education. Improving oneself and one's skills has a big impact on work productivity and enables the company to offer better service by having a trained staff that is up-to-date and professional in dealings with its customers. Training takes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

PROGRESS TOWARDS EXCELLENCE



EXTRAVEGA
FOR CLIENTS

3.1 OUR CLIENTS

From our Headquarters we make unique pieces conceived by famous architects and designers: monumental staircases, special windows and doors, facades, curved and large glass, luxury interiors for penthouses and villas, sculptures. Products crafted from natural materials such as metal, glass, wood, marble and composite materials, which enter unique residences, luxury stores, exclusive hotels around the world, prestigious offices. Our products, in addition to building architectural

works (museums, libraries, or private environments, where beauty is perceivable and amazes the visitor) are assimilated to objects of art.

All of our works are executed by combining craftsmanship, organization, experience, engineering, cutting-edge design and technological innovation. Extravega, thanks to production departments equipped with state-of-the-art machinery, is able to perform the most diverse processes to satisfy every customer's desire for uniqueness.

An in-house technical department, consisting of Designers and Architects, equipped with modern three-dimensional CAD-CAM systems, oversees bid analysis, material research, planning, executive development, engineering, site management, project control and ensuring of the accuracy of the final result in accordance with the Customer's needs. The watchword at Extravega is INDEPENDENCE: everyone is constantly growing by raising their personal performance bar and acquiring skills.



3.2 SERVICE QUALITY

Ensuring high quality standards in the management systems of projects involving production and installation is a constant and fundamental “must” for Extravega’s growth and its continuous journey towards excellence. A voluntary choice made in order to obtain a quality certification: a gesture of further professionalism and added value for all its clients.

For this purpose, Extravega has had a certified Quality Management System since 2018 with validity for the following products/services: shopdrawings, production and installation of architectural and interior design works, and fitting out of common spaces.

Extravega constantly continues its Customer Satisfaction survey work. Increasing letters of reference published on our website under Portfolio > References.



3.3 CLIENTS' RELATIONSHIP

Even before becoming a client, our communication is attentive and ready to inform the prospect in a transparent and clear manner about the way we work and our expertise, the awards we have already won, and testimonials from other clients. After the marketing division acquires the contact, the sales division 2 evaluates the opportunity to work concretely on new projects.

From the moment of the request for quotation, until the development of the job order in production and the completion of the work on site, the client has only one figure as a reference: a project manager assigned by the Head of the Technical Division, who serves as the single point of contact for the entire project in order to ensure full control of the workflow.



WE ARE ONE



EXTRAVEGA
FOR COMMUNITY

4.1 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 achieve this, 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.

4.2 DESIGN FOR FREEDOM

Since 2018 Extravega 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 and which aims to develop an industry-wide call to action.

Design for Freedom's work is an interdisciplinary humanitarian mission of pursuing peace through five initiatives-nature, art, justice, community and faith-and is realized through the construction of "Grace Farms." Specifically, Extravega contributed to the construction of Grace Farm in Connecticut in 2015.



35,000 € → TO



design for
FREEDOM
by grace farms

→ 20,000€ expected
in 2023

4.3 DISTANCE ADOPTION

Inspired by the educational thought of St. Giovanni Bosco, the *Opera Don Bosco* Foundation was established to support social-educational projects and to help populations affected by natural disasters and humanitarian emergencies. Since 1990, Salesian Fr. Arturo Lorini has raised funds from some 15,000 benefactors to directly meet requests for aid for the upbringing, education, schooling and medical care of children in Ethiopia, Ecuador, Brazil, Congo and South-South Sudan. Since 2000, Extravega has been contributing with donations to support the long-distance adoption that *Don Bosco Missions* has been promoting for years. Donations for long-distance adoption have never stopped and to date, have now reached the figure of more than 250,000€.

4.4 CHARITY:WATER

Since 2019, Extravega has been supporting the work of Charity:water, a nonprofit organization that aims to develop projects to bring safe, clean, drinkable water to people in developing countries who still do not have access to it. Since 2006 Charity:water has carried out more than 60 thousand projects around the world. In July 2021 Extravega donated \$12,000 for a new well in a Community in Uganda that has been completed and made available to 941 people. An additional donation for a new well in Uganda is planned for 2023.



4.5 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, also 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 are not interested in treating one-of-a-kind cases.



10,000 \$ → TO



→ 10.000\$ expected in 2023

4.6 SUPPORT PROJECTS FOR THE CITY OF PADERNO DUGNANO

We are convinced that a company's success is closely linked to the quality of the territories where it operates and the people who live there. This is why we want to contribute to the local development of Paderno Dugnano, the place where Extravega is based. From this perspective, we have carried out various initiatives of common benefit, consistent with our business activities, including the donation to the municipality of Paderno Dugnano of the sculpture "Polycentric pavilion" made at Extravega on the occasion of the XXI International Exhibition of the Milan Triennale. The sculpture, immersed in a fountain, will be placed in Paderno Dugnano. We are in contact with the municipality to determine the timeline for this project.



56,000 € → TO PADERNO DUGNANO'S CITY

4.7 COMPAGNIA DELLA FORMAZIONE

Extravega sponsored the first event of *Compagnia della Formazione*, a social association in Paderno Dugnano. The first event named "Cantera" was held on October 27th at the Tilane Library in Paderno Dugnano.



600 € → TO

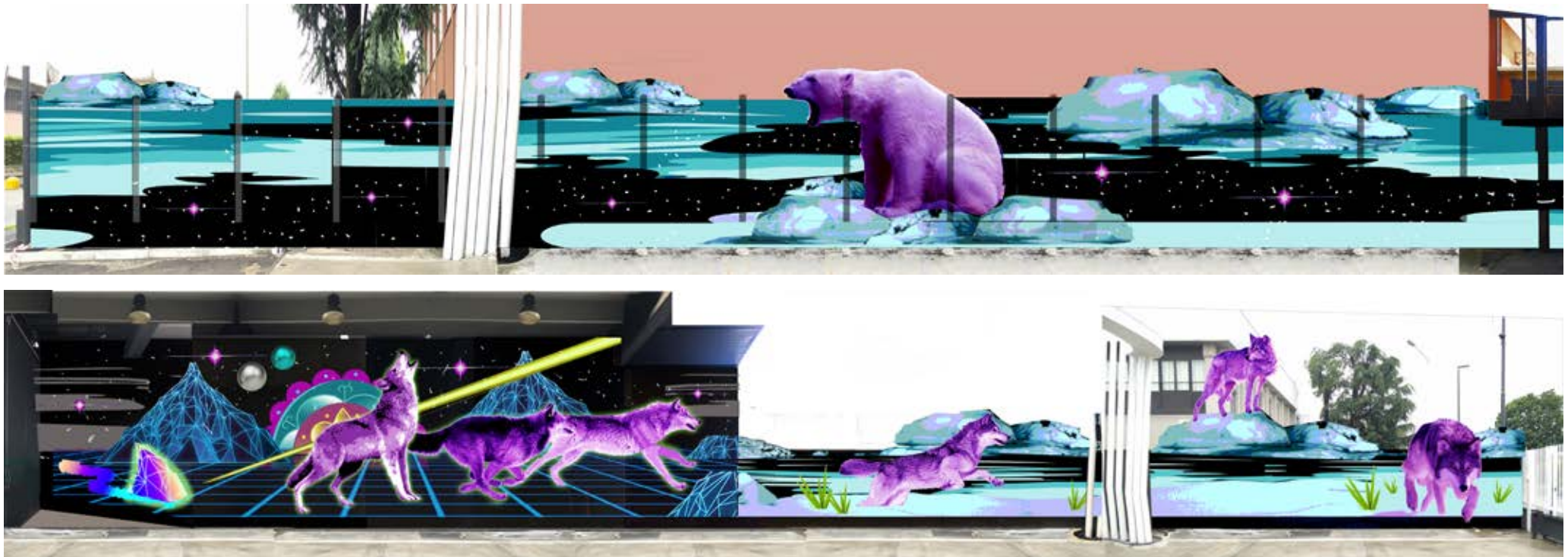


4.8 FEDERICO MASSA AKA IENA CRUZ MURALS

On the exterior boundary walls of Extravega's property, we asked internationally renowned muralist and set designer Federico Massa, aka Iena Cruz, to create two murals with anti-smog paints and air purifying properties. The project, completed and inaugurated in June 2022, in addition to its high aesthetic value, is part of improving the well-being of employees and the local community through the use of special purifying paints. The work, painted with natural anti-pollution paints cleans the air as a forest of 28 mature trees would do. The activity aims to raise awareness of environmental and sustainability issues.



80,000 € → TO COLLABORATORS/TERRITORY



4.9 TELEFONO ARANCIONE

We annually support the activities of *Telefono Arancione* (Orange Phone), a national telephone service for listening to and helping entrepreneurs in difficulty promoted by the *San Giuseppe Imprenditore* (St. Joseph Entrepreneur Association). The project is run by entrepreneurs who have faced and overcome very serious crises, with the support of a selected team of professionals who have demonstrated great skills and humanity in addressing seemingly insurmountable obstacles.

4.10 IMPRESA ETICA

Since 2017 Extravega has supported 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*.



4.11 CARPE DIEM

Sponsorship of the autumn fair in Paderno Dugnano's Ambrosian neighborhood in support of the Carpe Diem Association, which is dedicated to the development of this area and to helping the integration of foreign communities with the local community.



500 € per year → TO



300 € → TO





POSITIVE INFLUENCE

EXTRAGREEN

EXTRAVEGA
FOR ENVIRONMENT

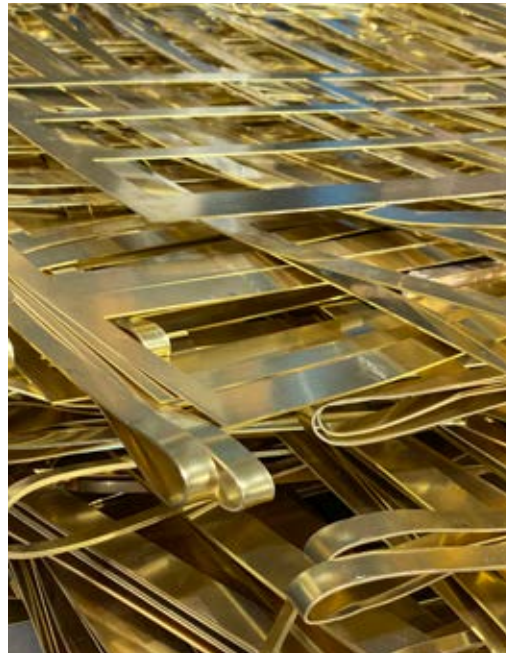
5.1 EXTRAGREEN PROJECT: TOWARDS A SUSTAINABLE COMPANY

Our company bases its activities on the processing of natural and semi-finished raw materials through a production process characterized by advanced technological tools. In carrying out our activities, we take concrete conservation and safeguard measures to minimize the consumption of water, energy, natural resources and other raw materials.

This is with the aim of rationalizing consumption, reducing the extent of materials consumed, improving economic efficiency and increasing recycling and/or reuse of the same.

We ensure full compliance with the environmental regulations by complying with the current mandatory provisions. We shared internally a Code of Good Environmental Conduct, which represents our Corporate Environmental Policy. As far as possible, this approach should also be reflected in our choices regarding logistics (packaging and transportation methods) and office material purchases.

We have maintained the water dispensers, continued to offer water bottles to employees to reduce plastic consumption, and to purchase only environmentally friendly consumables (glasses, napkins, cutlery) for the break areas. *Extragreen* is the corporate project that aims to reduce the environmental impacts related to all the activities carried out: from the control of supplies of consumables, to the purchase of materials from recycled sources, from the separate collections present in every office and common area, to the search for new companies that share our ethical and sustainability policies.



5.2 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 endangered. We do not make use of animal skins or other organic materials, but only synthetic products and of the highest quality, both in terms of feel and durability. On the quantity side, in 2022 we used over 4.7 tons of wood, 70.5 tons of glass and 24.99 tons of metals.

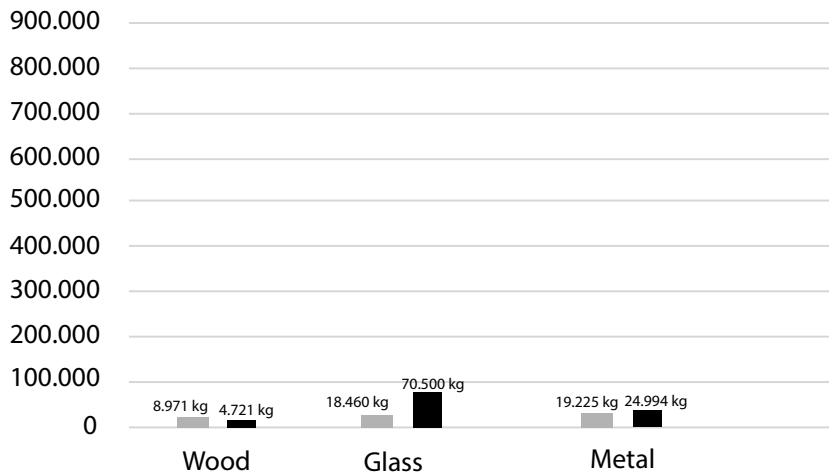
On the waste generation side, the characteristics of the materials we use ensure a potentially very long life cycle, which reduces overall impacts on the environment and avoids the need for disposal.

On the production process level, the waste generated is mainly wood, iron/steel and aluminum processing waste.

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

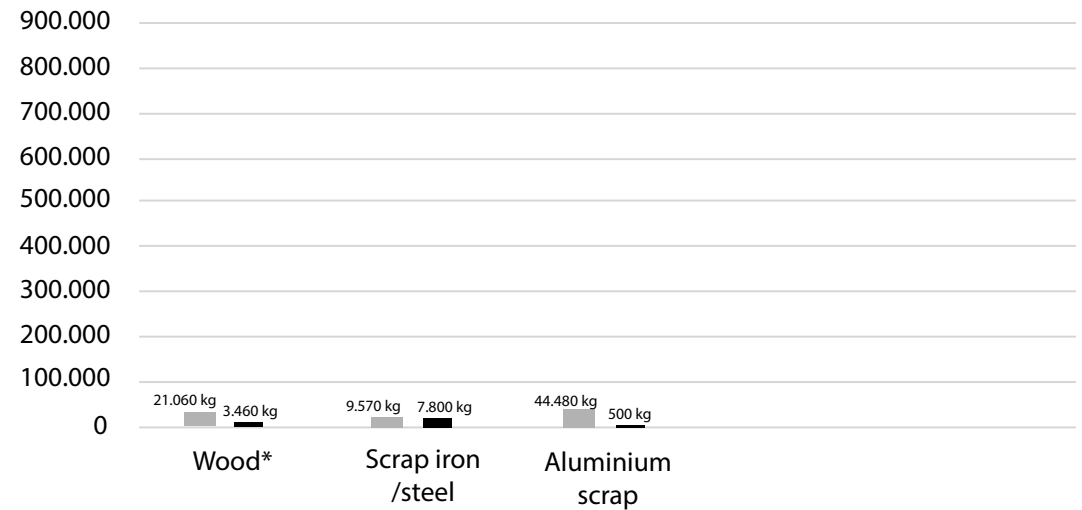
We are committed to researching sustainable solutions on the topic of packaging and are ready to experiment with the use of ever new, low-impact materials.

■ 2021 46.656 total kg
 ■ 2022 100.215 total kg



Materials used

■ 2021 75.110 total kg
 ■ 2022 11.760 total kg



Waste produced

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

5.3 ENERGY CONSUMPTION AND INCREASED ENERGY EFFICIENCY

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 transportation.

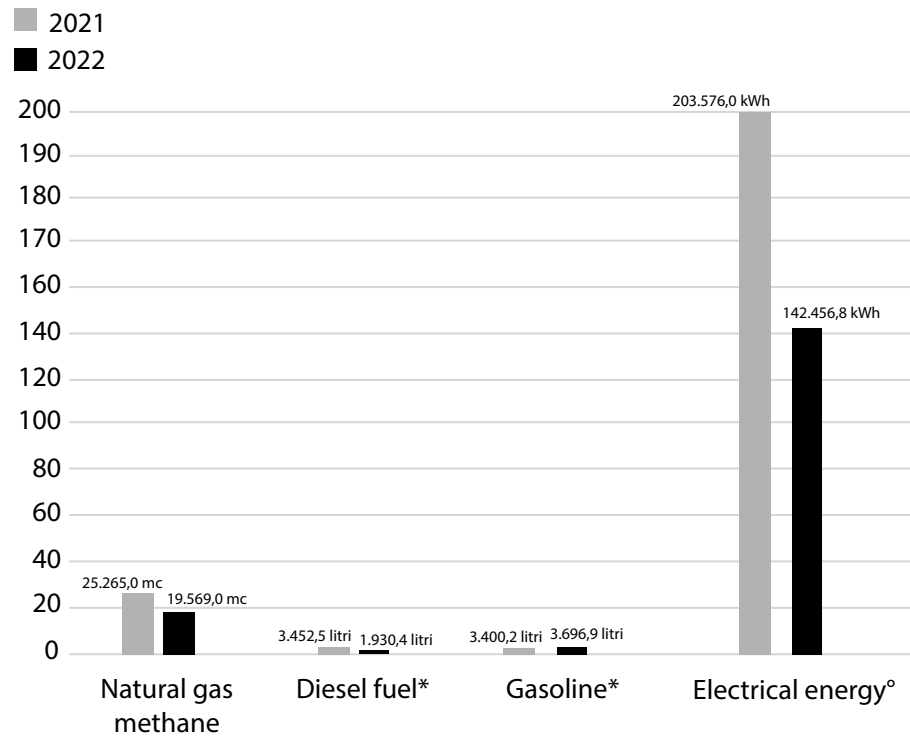
In summary, around 1,473 Gj were used in 2022, mainly attributable to the consumption of natural gas (52%) and electricity drawn from the grid (35%). The remaining 13% is absorbed by the vehicle fleet.

Energy consumption is the main source of climate-changing emissions: therefore, the commitment to improve energy efficiency in the company is constant.

We have introduced laser processing with a fiber optic source that consumes a fraction of those operating on CO2: this innovation has enabled us to reduce the power required from 200 kW in the past to less than 120 kW today.

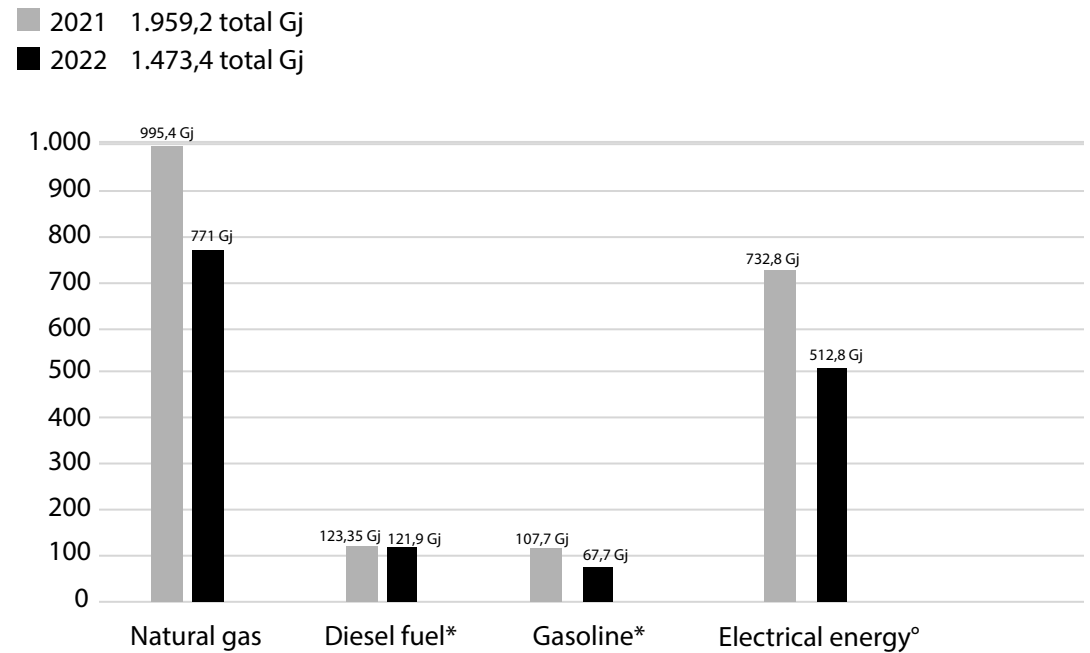
In 2022 we completed the installation of a 100 kW photovoltaic system that will allow us to be increasingly green.

To date, 100% of the electricity purchased by Extravega is produced from renewable sources: the traceability of the energy produced is certified by appropriate Guarantees of Origin (GO).



Energy consumption

*for company fleet
°drawn from the grid



Energy consumption expressed in Gj

*for company fleet
°drawn from the grid

5.3 ENERGY CONSUMPTION AND INCREASED ENERGY EFFICIENCY



QUI ABBIAMO SCELTO DI FARE LA NOSTRA PARTE PER COSTRUIRE UN FUTURO MIGLIORE PER TUTTI

Per la nostra attività utilizziamo **energia elettrica 100% pulita certificata, prodotta da fonti rinnovabili** senza l'emissione di CO2 nell'atmosfera e senza consumo di risorse naturali.

L'energia non è tutta uguale, noi abbiamo fatto una scelta buona per il pianeta e per il futuro delle prossime generazioni.

EXTRA VEGA SRL

**NEL 2022 HA EVITATO
41,2207 TONNELLATE DI CO2**

Grazie a una fornitura
100% Energia Pulita Dolomiti Energia

MESE	kWh	CO2 EVITATA (T)
Gennaio	22515	6,3267
Febbraio	17424	4,8961
Marzo	15819	4,4451
Aprile	12918	3,63
Maggio	12444	3,4968
Giugno	14069	3,9534
Luglio	4544	1,2769
Agosto	4344	1,2207
Settembre	6073	1,7065
Ottobre	6322	1,7765
Novembre	14102	3,9627
Dicembre	16119	4,5294
		41,2207

ENERGIA PULITA PER CAMBIARE IL MONDO, GRAZIE ALLA FORZA DELLA NATURA

Il marchio **100% Energia Pulita Dolomiti Energia** assicura che l'energia elettrica di Dolomiti Energia sia certificata dal Gestore dei Servizi Energetici con Garanzie d'Origine (GO), che ne traccia e attesta la provenienza italiana e l'origine rinnovabile.



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

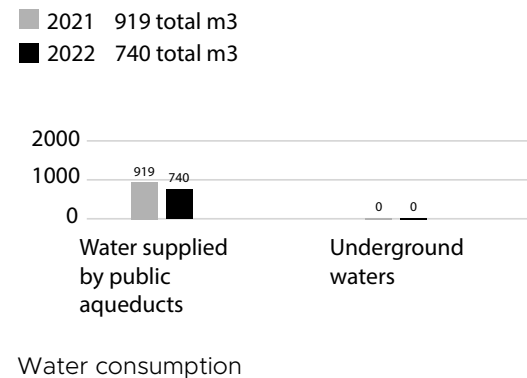


5.4 EMISSIONS CLIMALTERANTS

Emissions of CO2 and other climate-changing gases produced by Extravega are mainly attributable to the consumption of natural gas and electricity. In order to limit the production of climate-changing emissions, the company has initiated various activities to reduce energy consumption, as described in the previous section. 6 of the vehicles belonging to the company's fleet are hybrids.

5.5 WATER CONSUMPTION

Extravega's water use is mainly attributable to the production phase and civilian consumption within the plants. Since 2020, as a result of the Covid-19 emergency, consumption had been significantly reduced by -61% to 992 cubic meters. In 2022, consumption was further reduced to 740 cubic meters.



5.6 INCREASING GREEN CAR FLEET



Thanks to the new photovoltaic system, Extravega offers the possibility to recharge electric cars.

Available to employees and outside guests.

To promote a sustainable lifestyle inside and outside the Company.

5.7 NEW PHOTOVOLTAIC SYSTEM

The investment made in 2021 with the photovoltaic plant, which brings us in-house power generation, contributes to lessening the impact of emissions as well as addressing the energy crisis.

The new photovoltaic plant in Extravega will ensure the reduction of more than 1.2 million tons of CO2 in 20 years, generating clean energy and replacing fossil fuels on the power grid.

The plant will ensure improved conditions and the elimination of reactive energy costs for an increasingly sustainable energy future.








-41
tons of coal
saved






-49
tons of non
produced
CO₂

**DATA
FROM JULY
2022 TO
APRIL
2023**

68
equivalent
number of
trees planted

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

	<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
	<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)
	<ol style="list-style-type: none"> 1. 11 hours of training per capita aimed at workers 2. Sponsorship for the Compagnia della Formazione Association
	<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
	<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

	<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
	<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
	<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
	<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
	<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

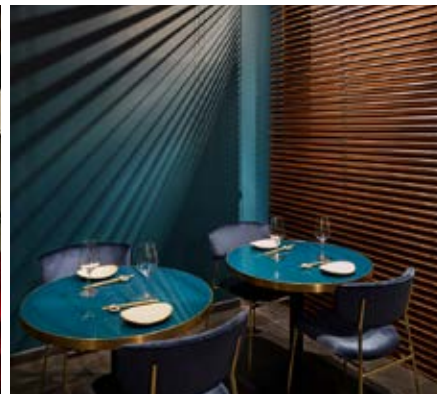
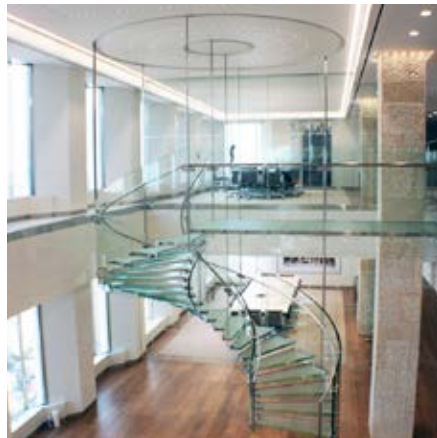
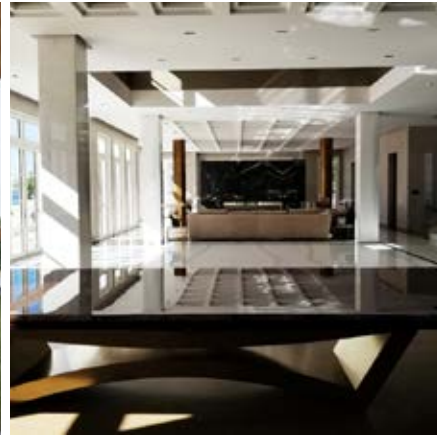
Scope Sustainability	Object	Action	Timing	SDG
Governance	Certify corporate sustainability performance based on an international standard	Completing the B Impact Assessment and obtaining B Corp sustainability certification	2023	12
	Reporting on sustainability commitments and results through a dedicated 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