ITALYSCAPE S.R.L. BENEFIT CORPORATION

Turin (Italy), Lungo Dora Pietro Colletta n. 75

Share capital 100,000.00

Tax ID and Registration Number

with the Turin Register of Companies: 11650030015

Registered with the Turin C.C.I.A.A. (Chamber of Commerce)

Reg. n. 1229984 R.E.A. (Economic and Administrative Index)

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IMPACT REPORT 2025

As a Benefit Corporation, pursuant to and for the purposes of Italian Law n. 208 of 28 December 2015, Article 1, paragraphs 376 to 384, the company sets as its objective, in addition to generating profit, the pursuit of positive environmental and social impact by promoting low-environmental-impact and socially valuable travel experiences and packages, as well as supporting third-party organizations with environmental, social, and cultural protection purposes.

The person responsible for pursuing the common benefit purposes is Vincenzo Emprin Gilardini, appointed by the shareholders' meeting on 13 January 2023.

The common benefit purposes highlighted in this report correspond to those provided for in Article 3 of the Company's Articles of Association.

Specifically, Italyscape is committed to:

- Promoting low-environmental-impact travel experiences and packages, giving preference, where possible, to suppliers with eco-certifications and optimizing travel logistics through the promotion of low-environmental-impact transport options.
- Enhancing and preserving Italy's cultural heritage by choosing experiences that directly or indirectly promote Italian culture and traditions.

- Supporting biodiversity conservation by choosing activities that directly or indirectly promote the protection of natural areas.
- Supporting organizations working to protect civil rights, safeguarding the environment, and preserving cultural heritage, with a commitment to monitoring and disclosing the number of active partnerships in our Annual Sustainability Report.
- Acting responsibly and with integrity towards employees, clients, and suppliers, sharing our values by creating an ethical charter.
- Encouraging environmentally respectful and producer-friendly food choices, favoring tourist experiences offered by Italian producers who support organic agriculture and provide vegetarian/vegan options or menus with a limited meat content.
- Adopting corporate decisions and policies focused on training and employee well-being, committing to communicating the number of training hours dedicated to the personal and professional development of our staff every year.
- Supporting the fight against climate change by backing actions aimed at reducing or absorbing carbon dioxide emissions, monitoring and recording our internal energy consumption in our Annual Report, and implementing corporate policies designed to minimize waste and avoid the use of disposable materials.

ACTIONS IMPLEMENTED

Area pursuant to Annex 5 2025 Initiatives in Brief

Corporate Governance	Code of ethics, human rights policy, B Corp and gender equality certification paths
Employees	Training, education bonus, profit sharing
Other Stakeholders	Donations to FAI, Casa OZ, IGHA, SERMIG, Slow Food project
Environment	GSTC suppliers, low-impact travel

Corporate Governance

- Publication of Italyscape's 2nd Sustainability Report 2025, relating to 2024, with a commitment to annual publication.

- Drafting and publication of Italyscape's code of ethics and conduct currently in force.

- Drafting and publication of Italyscape's human rights policy.

- The process aimed at obtaining gender equality certification has been launched, in compliance with the requirements of UNI/PdR 125:2022. This certification, issued by an accredited body, certifies the organization's commitment to promoting gender equality in the workplace, through the monitoring and enhancement of aspects such as pay equity, professional growth opportunities, maternity protection, and work-life balance. The certification is expected to be obtained by the first half of 2026.

- The process aimed at obtaining B Corp certification is also continuing. The company has completed the formal application process through the B Impact Assessment, in accordance with the new certification standards introduced by B Lab during 2025, which are expected to lead to certification during 2026. B Corp certification is a

voluntary certification awarded to companies that meet high standards in terms of social and environmental performance and corporate responsibility, adopting a business and governance model focused on sustainability and the creation of shared value.

Employees

Training:

The training carried out during the 2025 financial year was essentially divided into four macro-areas: technical training, cross-functional training, team building, sustainability training, and mandatory training.

As shown by the data provided by the HR department and the training register, training involved all personnel employed by the company, with an average of 55 employees in 2025, for a total of 3,011 hours, corresponding to an average of 54 hours per person.

Technical Training:

- Training hours dedicated to staff, including language courses, refresher courses, and specific skills training: 127.

- Training trips for staff, known as FAM trips: during the 2025 financial year, 14 trips were carried out, for a total of 944 hours, with an average of approximately 3 participants per trip and an average duration of about 3 days.

Cross-Functional Training:

- Training hours dedicated to staff for cross-functional skills: 352, including coaching, onboarding, and communication.

Team Building:

- Training delivered through team-building sessions amounted to a total of 1,320 hours.
- Four specific team-building sessions were carried out, involving all personnel and organized as follows:

Two days involving all staff in a training event held in Tuscany.

Three separate days in which staff were divided into homogeneous groups (one day per group) with team-building events held in different locations in the Roero area.

Sustainability Training

- Training hours on sustainability topics dedicated to staff: 86.

Mandatory Training

- Apprenticeship courses held at API: 96 hours.

- Health and safety courses: 86 hours.

Employee Well-Being:

- The Education Bonus for employees, introduced in 2024, was confirmed.

The company grants an education bonus consisting of reimbursement of up to 50% of the cost incurred, with a maximum cap of €1,000.00, for training courses related to the company's business activities.

- Sharing of company values and codes of conduct through a welcome meeting for each new hire, as part of the "Welcome on Board" practice.

- Profit sharing with employees equal to 25% of the previous year's gross profits before taxes.

- Analysis of the corporate climate through a survey in which everyone is free to express their opinion on company processes and organization, and to provide suggestions for improvement. At the end of this "dialogue" phase, the results are shared and new initiatives arising from the feedback collected on this occasion are presented.

<u>Supplier evaluation and selection: Sustainability as a criterion</u>

- With regard to the criterion of concrete commitment to safeguarding Italy's environmental, cultural, and landscape heritage, in 2025, 56 hotel suppliers with accredited GSTC certifications were categorized and mapped. The Global Sustainable Tourism Council, (GSTC) is the international body established by the United Nations Environment Programme and the United Nations World Tourism Organization to

promote sustainability and social responsibility in tourism. Its objective is to develop a common language on sustainability in tourism, based on decades of work and experience worldwide, through the creation of consistent sustainability criteria.

Selection of experiences offered

During 2025, we committed to selecting experiences to offer our clients that are increasingly focused on safeguarding the local area, through the use of local products and suppliers, respect for traditions and artisanal processes, and the careful selection of food and wine experiences connected to the territory.

Support for cultural and social heritage

- Charitable donations in support of projects aimed at safeguarding cultural and environmental heritage. In 2025, we supported:

FAI — Fondo per l'Ambiente Italiano
We support FAI through our participation in the Corporate Golden Donor program. This project addresses a cultural challenge of great importance: saving places of historical, artistic, and landscape value from abandonment, restoring them, and making them accessible to the public. In doing so, it promotes awareness and responsibility for the protection of art and nature. Amount donated in 2025: €4,000.00.

Italian Global Health Action
An organization committed to reducing social inequalities, improving quality of life through scientific research and healthcare innovation, and promoting global health through awareness campaigns. Amount donated in 2025: €1,500.00.

Casa OZ
A foundation based in Turin that manages a home for children and young people experiencing illness, disability, and vulnerability, as well as for their families. It is a place where they can regain balance and well-being and develop their potential independently, through a "Daily Life that Cares" approach. Amount donated in 2025: €4,200.00.

During the 2025 financial year, Italyscape donated material goods, specifically desks and chairs, to SERMIG (Servizio Missionario Giovani), a group founded with the aim of fighting hunger in the world, promoting development, and practicing solidarity towards the poorest. For decades, SERMIG has been committed to fighting poverty, particularly in Turin.

Italyscape has decided to support a Slow Food project that will be implemented during 2026, aimed at establishing the national Slow Food Presidium for chestnut growing. The project will involve communities, producers, chefs, and technicians, and will focus on the regeneration of mountain areas through the spread of traditional chestnut cultivation, with its knowledge, uses, and techniques. It will seek to define shared actions to safeguard and enhance a resource that can once again become strategic, offering new development opportunities for the Apennine and Alpine foothill territories. For this purpose, the company has already allocated funds amounting to €9,000, which have been accounted for but will be disbursed during 2026 upon the formal launch of the project.

The activities carried out during the financial year under review may be summarized in the following table:

Beneficiary Organization	**Nature of Intervention**	**Amount/Value**	**Related Benefit Purpose**
FAI	Donation	€ 4,000	Cultural and environmental heritage
Italian Global Health Action	Donation	€ 1,500	Rights / social issues / global health
Casa OZ	Donation	€ 4,200	Vulnerability and social inclusion
SERMIG	Material goods	€ 1,500	Social solidarity
Slow Food	2026 commitment	€ 9,000	Agri-food heritage / culture / environment

Preventing or delaying circumstances

During the financial year, no circumstances emerged that prevented the pursuit of the common benefit purposes. Some activities, such as the completion of gender equality certification and the B Corp certification process, required longer preliminary procedures and are expected to be completed during 2026.

Future objectives

- Obtain UNI/PdR 125:2022 certification by the first half of 2026.

- Obtain B Corp certification by the second half of 2026.

- Implement support for the Slow Food project already identified during the 2025 financial year in support of chestnut growing.

- Increase the number of suppliers with GSTC certification in order to offer our clients increasingly sustainable travel experiences.

- Create a policy on staff business travel.

- Continue pursuing the reduction of the environmental impact of our trips and our behaviors.

- Switch all our utilities to suppliers that predominantly use renewable energy sources.

The Company assessed the impact generated using the external GRI 2021 standard, deemed consistent with the requirements set out in Annex 4 to Italian Law 208/2015, as it was developed by an independent body, is based on transparent criteria, and is suitable for assessing the company's impact in the areas of governance, workers, other stakeholders, and the environment. The details and results, presented in detail in the 2026 Sustainability Report relating to the year 2025, will be published on our website in the Sustainability section.

ITALYSCAPE S.r.l. Società Benefit
Turin (Italy), Lungo Dora Pietro Colletta n. 75
The CEO: Vincenzo Emprin-Gilardini

