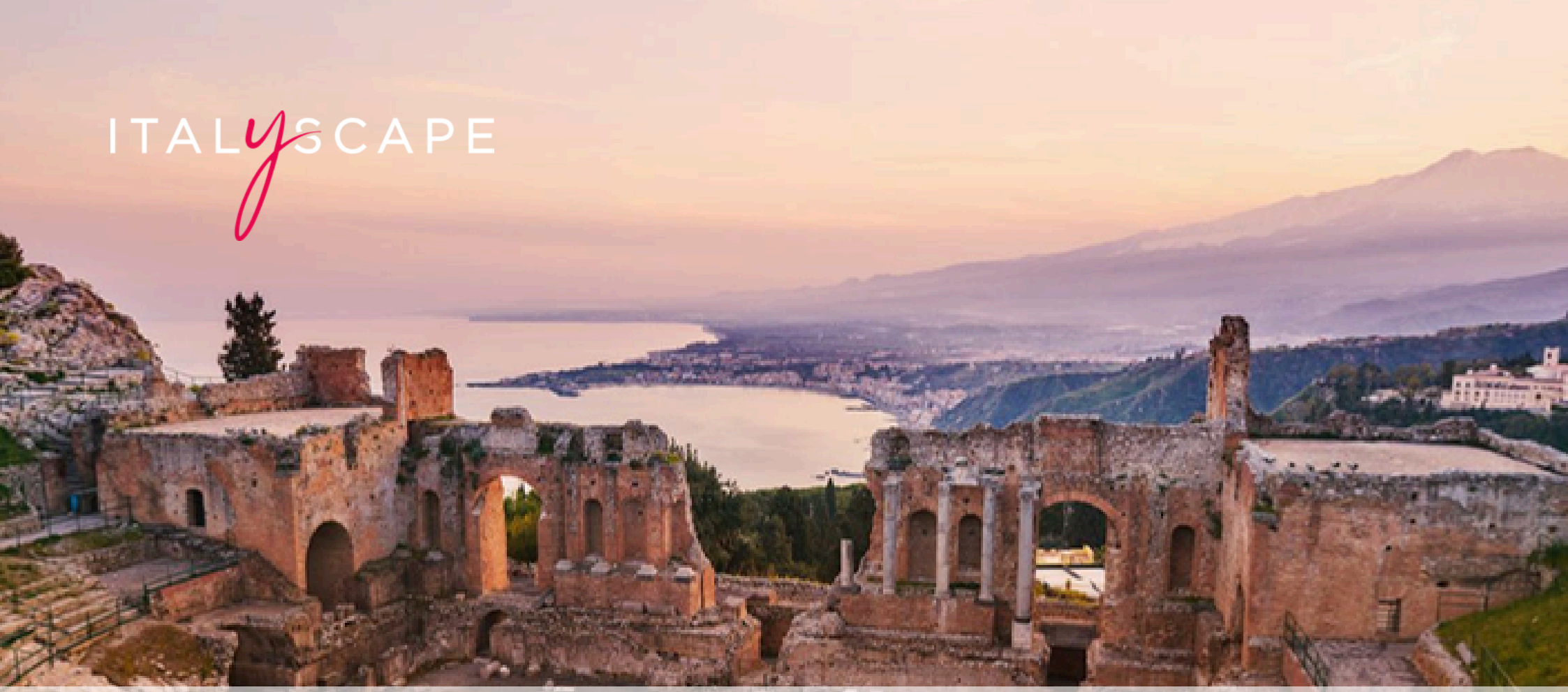
ITALYSCAPE



SUSTAINABILITY REPORT 2026

Reporting year 2025





VINCENZO EMPRIN-GILARDINI

A LETTER FROM OUR CEO

My purpose has always been to create something extraordinarily beautiful. I know that our small group alone cannot change the world. But if we inspire others - and they inspire others in turn - then our impact will be powerful, and we can truly change the world.

Italysdays, Rome, 8 February 2026



COMPANY OVERVIEW

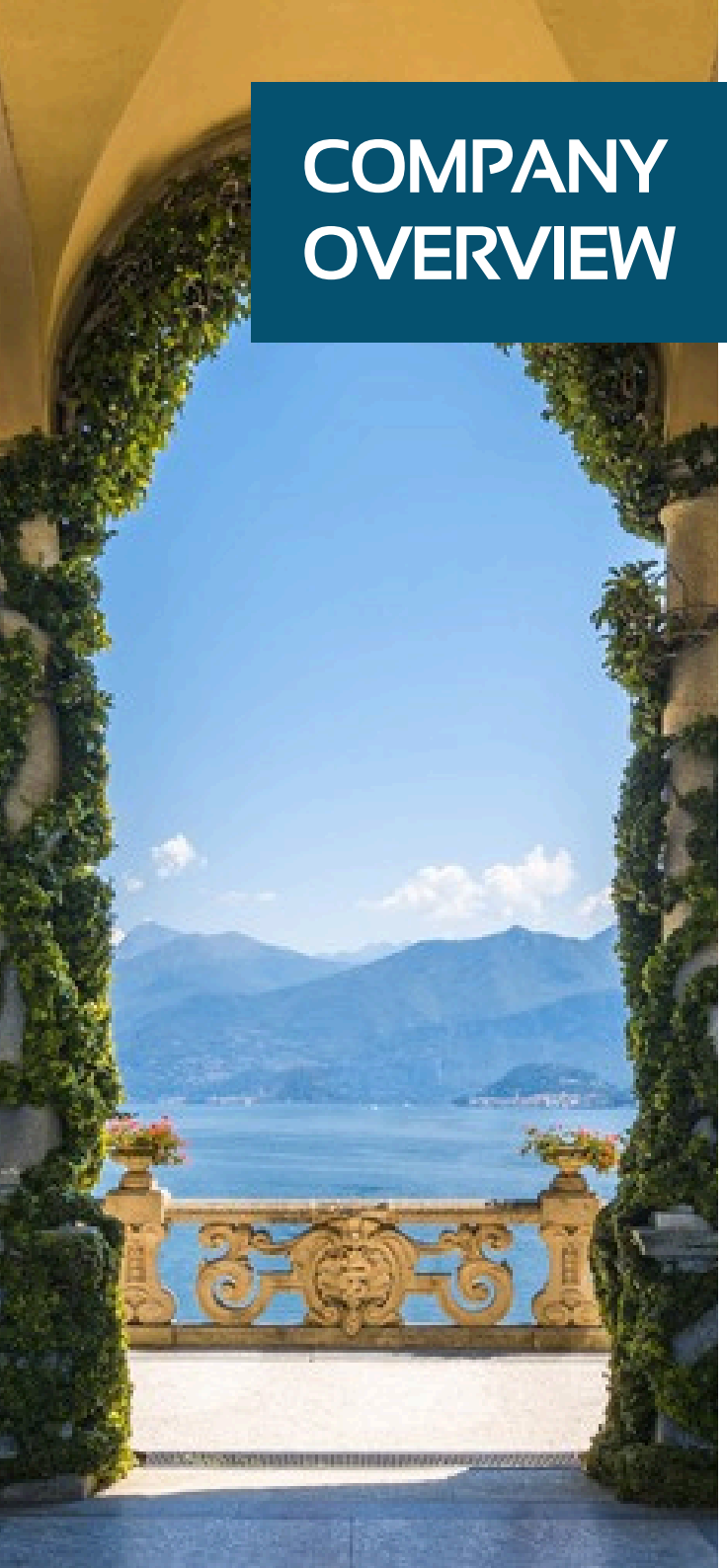
Italyscape, an Italian DMC based in Turin, has been creating tailor-made travel experiences for both Italian and international travellers, whether individuals or groups, seeking a memorable vacation in our country, since 2014. In 2023, our offer expanded to the MICE segment with the acquisition of the French brand Escapade.

MISSION

A step beyond the ordinary. Every day, in every journey. Respect for people and the future represent our core values; we are committed to being inclusive and reliable, building relationships that align with our principles, always with joy and passion. We are determined to grow and learn, with humility, to provide unforgettable travel experiences.

VISION

We aim to be catalysts for innovation. We cultivate innovative, ethical, and sustainable travel experiences at every stage, from the selection of the right suppliers to choosing partners who share our goals of gentle growth.
Our ambition is to be a source of inspiration for companies in our industry.



COMPANY OVERVIEW

ITALYSCAPE

OUR HEADQUARTERS

- Torino, Lungo Dora Pietro Colletta, 75
- Padova, Vicolo Mazzini, 18

BENEFIT CORPORATION SINCE 2023

Società Benefit

www.italyscape.com

55 EMPLOYEES

7 DEPARTMENTS

TRAVEL & TOURISM

OUR CORE BUSINESS

OUR PRODUCTS

- Individual & Group Travel
- Incentive & Corporate Events
- Retreats in Piedmont Villas

OUR MARKETS

US 37.5 %	IT 10,5 %
UK 32,5 %	UE 2,5 %
FR 8,2 %	OTHER 8,8 %

Reliability & Effectivenes

Solution-Oriented

Gentle Growth & Value Network

OUR MILESTONES

1994



Since 1994, we have specialized in tailor-made tours for discerning Italian travellers seeking **unique and exclusive experiences in Italy and abroad**.

2014



Twenty years later, we became a **trusted resource** for discovering the unexpected and unconventional Italy every traveller dreams of.

2017



In 2017, **we joined Quality Group**, a prestigious group of 9 tour operators, each specializing in a different destination.

2020



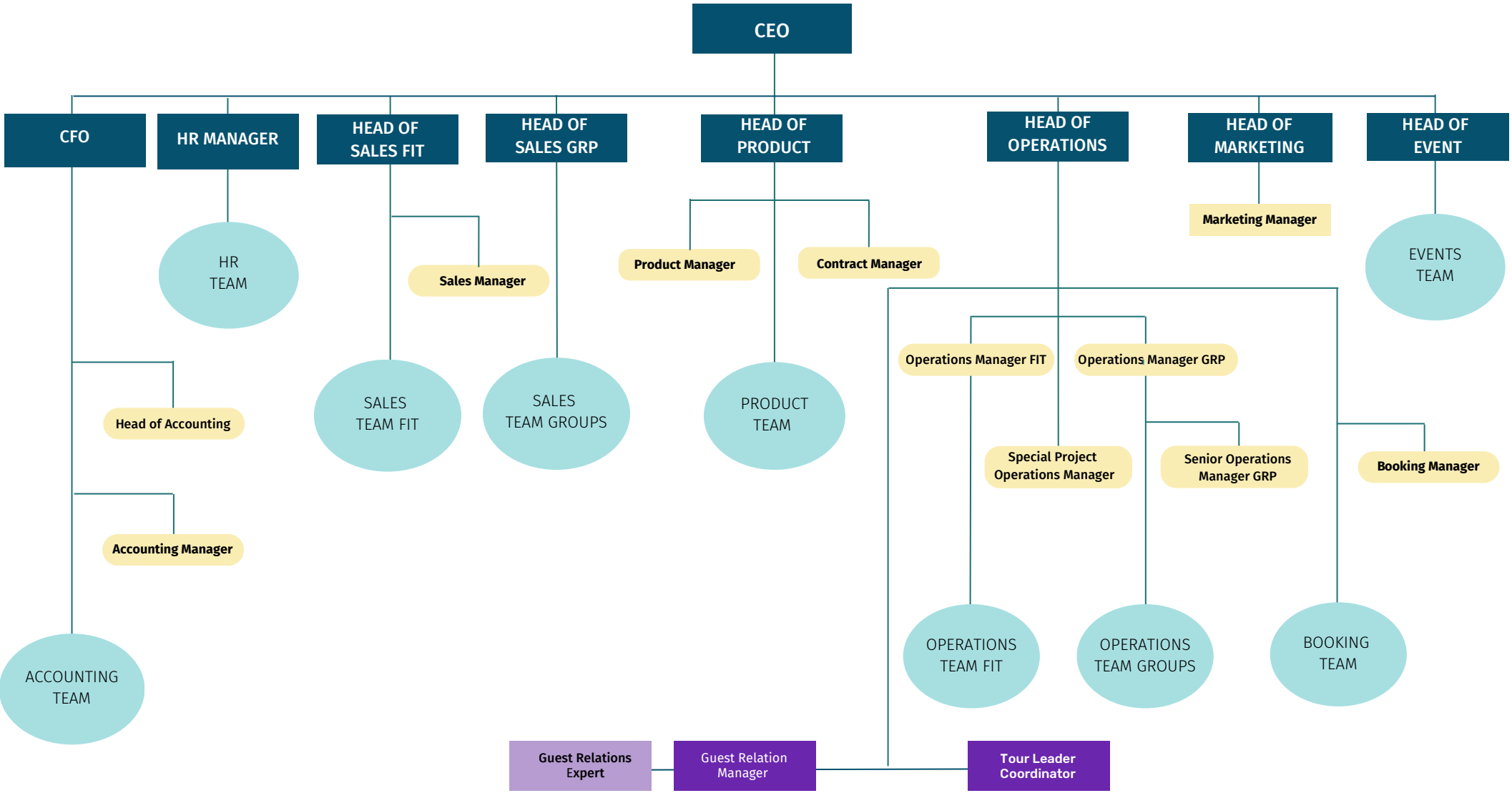
Our **first enchanting villa** in the Langhe and Roero region, a UNESCO World Heritage Site, was inaugurated in 2020, followed by two more villas and a loft in the heart of Milan.

2023



We moved to larger offices to support our growing team, rebranded to reflect our **expansion and commitment to increasingly sustainable practices**, and introduced new departments including Product and MICE under the Escapade brand.

ORGANIZATIONAL CHART



The Board of Directors consists of 2 members.

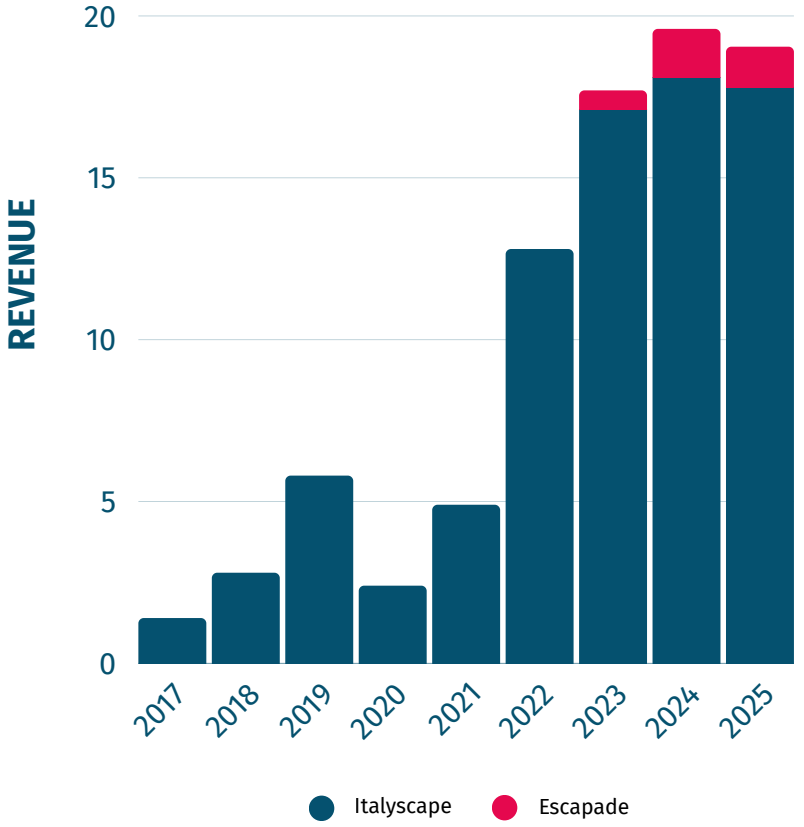
FINANCIAL HIGHLIGHTS

In 2025, Italyscape recorded **revenues of €19.04 million**, confirming the strength of its business model and maintaining volumes substantially in line with the previous year.
The financial year closed with a **gross profit of €320.9 thousand** and **distributed value amounting to €80.2 thousand**.

The reduction in profit compared with 2024 is attributable both to the slight decrease in revenues compared with the record results achieved in the previous year and to the increase in personnel costs linked to investments made to support the organisation's evolution and growth. During 2025, Italyscape strengthened its management structure and support functions through the **introduction of the Chief Financial Officer (CFO), the creation of a dedicated HR team** focused on people development and wellbeing, **and the establishment of an internal Marketing function** supporting corporate communication and positioning.

These decisions reflect the company's commitment to **investing in the skills, governance and organisational capabilities** needed to support solid and long-term growth.

Looking ahead, Italyscape confirms its commitment to long-term sustainable growth, continuing to invest in people, innovation and the quality of relationships with clients and stakeholders.



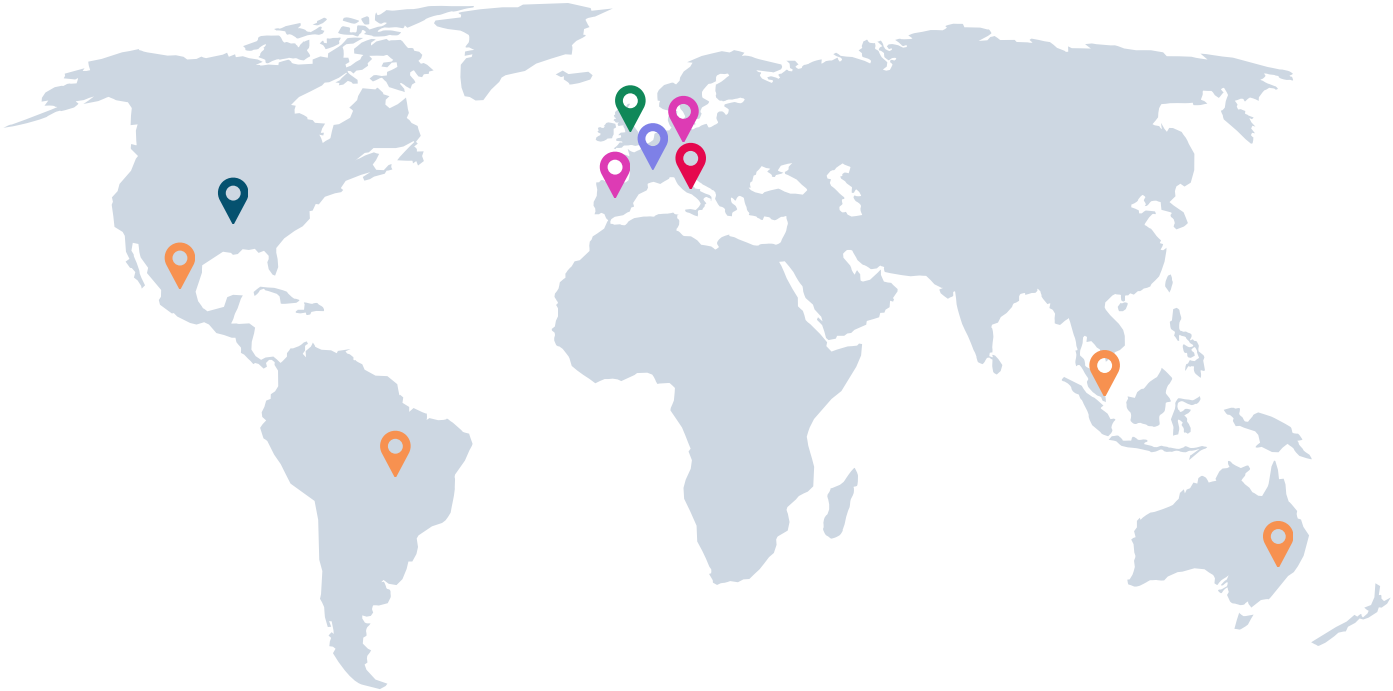
2025

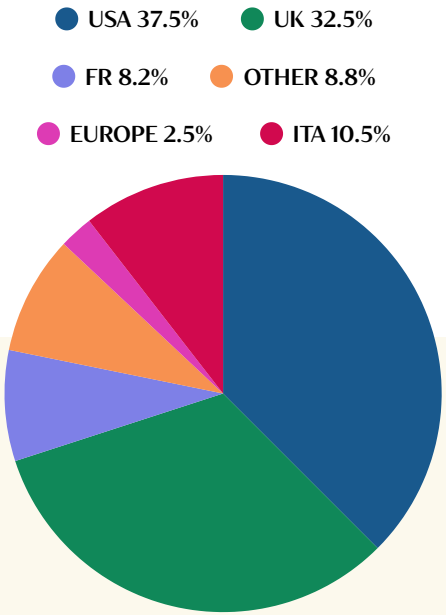
Revenue	Gross Profit	Distributed Value
€19.04M	€320.9K	€80.2K

FINANCIAL HIGHLIGHTS

	2023	2024	2025
Value of Production	17.192.932,00 €	19.792.824,00 €	19.047.689,80 €
Revenue	16.896.755,00 €	19.650.339,00 €	18.492.381,00 €
Operating Costs (Cost of Sales)	14.886.407,00 €	16.480.669,00 €	15.676.475,00 €
Employee Salaries & Benefits	1.472.514,00 €	1.939.447,00 €	2.343.550,00 €
Financial Expenses & Income	- 821,00 €	- 58.440,00 €	-106.549,00 €
Other Costs	213.619,00 €	319.863,00 €	258.787,00 €
Profit before tax	325.036,00 €	968.800,00 €	320.925,00 €
Payments to Public Authorities (Tax)	114.208,00 €	324.292,00 €	100.009,00 €
Investments (Donations)	- €	8.000,00 €	20.000,00 €
Net Profit	210.828,00 €	644.508,00 €	220.916,00 €
Dividends Paid	100.000,00 €	100.000,00 €	318.725,10 €

OUR MARKET





The US and UK markets remained Italyscape's main markets in 2025, jointly accounting for 70% of total revenues.
Compared with the previous year, the company experienced greater geographical diversification of its client portfolio, with a reduction in the share represented by the **US market** and significant growth in the **UK market**, which reached 32.5% of the total.
Particularly noteworthy is the **strengthening of the Italian market**, whose share increased from 5.8% to 10.5%, confirming the consolidation of Italyscape's presence in domestic tourism.
A **slight increase was also recorded in non-European markets**, reflecting the gradual expansion of international business opportunities.
The type of travel experiences offered remains consistent with the company's historical positioning, focused on tailor-made individual travel, small groups and exclusive events.
This specialisation enables Italyscape to respond effectively to the needs of an international clientele increasingly oriented towards personalised, authentic and high value-added experiences.

OUR VALUES

1. Responsibility

Be part of the solution and do what you say you will do.

2. Creativity

Step out of your comfort zone and go beyond the ordinary.

3. Trust

Feel free to express yourself and trust your colleagues.

4. Passion

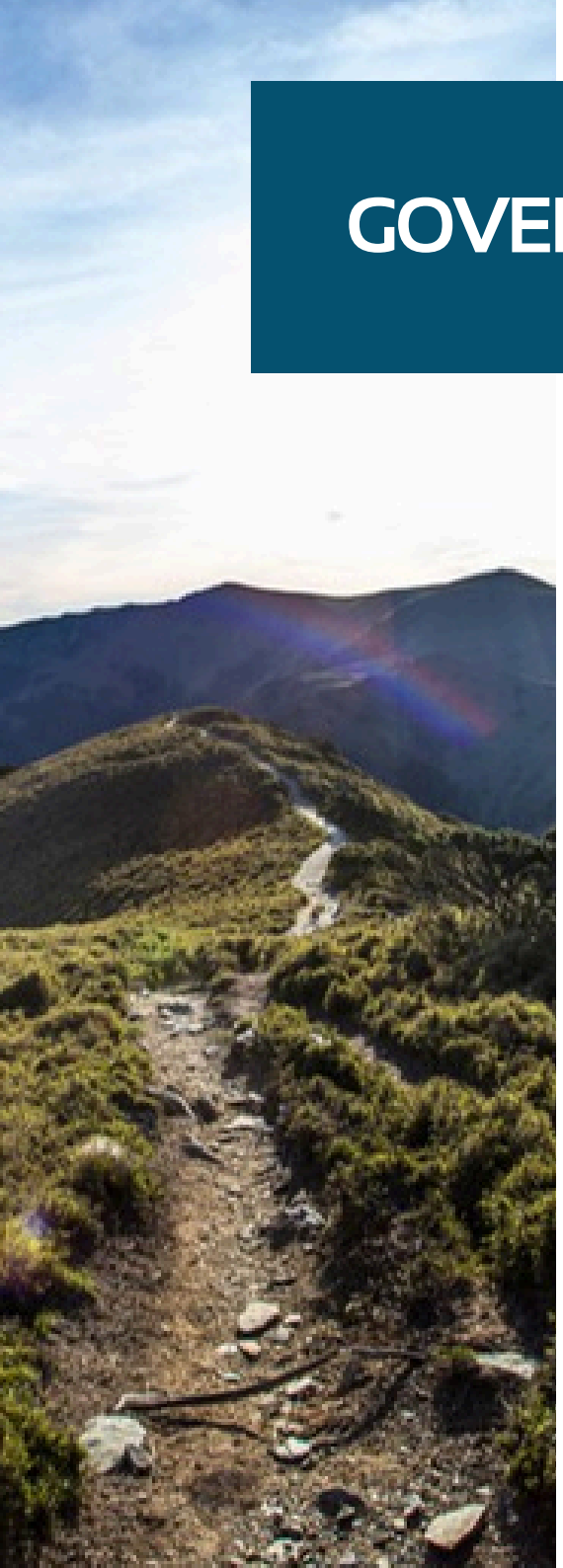
Take what you do to heart and keep enthusiasm alive!

5. Collaboration

Listen, empathize, and share. Give and request feedback.

6. Integrity

Be aware of your ethics and loyalty in your actions.



GOVERNANCE AND IMPACT CULTURE

The growth we have experienced in recent years has been made possible by the territories, communities and resources that enable our work.
For this reason, we are committed to understanding and measuring the impacts of our activities and to defining concrete objectives aimed at contributing to more responsible and long-lasting development.
With our transformation into a **Benefit Corporation in 2023**, we formalised this commitment by integrating the generation of social and environmental value into our business model and continuous improvement journey.

OUR COMMITMENTS AS A BENEFIT CORPORATION

Alongside our economic objectives, Italyscape pursues common benefit purposes aimed at generating positive effects for people, territories and the environment.
Our commitments include:

- promoting travel experiences with a reduced environmental impact and high social and cultural value;
- enhancing the artistic, cultural and traditional heritage of Italian territories;
- contributing to the protection of biodiversity and natural resources;
- collaborating with organisations committed to environmental protection and human rights;
- fostering the wellbeing, professional growth and participation of our people;
- adopting business practices aimed at the continuous improvement of our environmental and social performance.

These principles guide our daily decisions and our commitment to promoting a tourism model capable of generating shared value for all stakeholders.

GOVERNANCE AND IMPACT CULTURE



During 2025, Italyscape continued its **journey towards B Corp certification**, completing the application process through the B Impact Assessment in line with the new standards introduced by B Lab.

More than a certification process, the B Impact Assessment proved to be **a tool for analysis and continuous improvement**.
It helped us observe our organisation from new perspectives, better understand the impacts generated by our activities and identify concrete opportunities for growth in areas such as governance, people management, stakeholder relationships, environmental stewardship and responsible tourism product development.

Thanks to this work, we introduced new policies, strengthened existing processes and defined clearer and more measurable objectives, progressively integrating social and environmental impact into our business decisions.

Among the most significant outcomes of this journey was the development and **adoption of Italyscape's first Code of Ethics**, a document that brings together the principles, values and standards of conduct that guide our relationships with employees, collaborators, clients, suppliers and stakeholders.

The B Corp journey therefore continues to represent not only a certification objective, but also a guide for building an increasingly responsible, transparent and value-driven business model capable of creating shared value for people, territories and communities



A TANGIBLE ACHIEVEMENT IN 2025
ADOPTION OF THE ITALYSCAPE CODE OF ETHICS

- approved in July 2025;
- applicable to employees and collaborators;
- defines principles of integrity, respect, inclusion and responsibility;
- strengthens governance and company culture.

SUSTAINABLE DEVELOPMENT GOALS

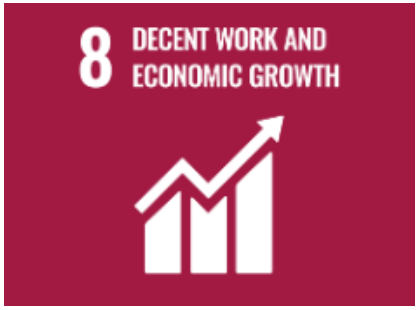
To take a closer look at our sustainability commitments, we drew inspiration from the 17 Sustainable Development Goals (SDGs) set by the United Nations in the 2030 Agenda and identified six key principles where we know we can make a tangible difference.



QUALITY EDUCATION. We promote initiatives to ensure growth opportunities and incentives for professional development. In addition to continuous investments in training, familiarization trips are a crucial aspect that support skill enhancement and hands-on knowledge.



GENDER EQUALITY. We promote gender equality through inclusive hiring policies and equal opportunities for professional growth. Combating all forms of discrimination has always been - and will continue to be - a cornerstone of our corporate code of conduct.



DECENT WORK & ECONOMIC GROWTH. We are committed to providing decent and dignified work by offering shared spaces and resources, as well as flexible working hours and remote work options to improve the well-being of employees. We also promote sustainable economic growth through corporate welfare programs and profit-sharing initiatives.



CLIMATE ACTION. We measure our environmental impact and are committed to selecting increasingly sustainable and local partners. We encourage the discovery of lesser-known destinations and offer practical advice to enjoy experiences in a smarter and more eco-friendly way.



LIFE ON LAND. We offer zero-impact experiences in which people can enjoy the beauty of nature, such as hiking, climbing, and stargazing. We promote outdoor activities at natural destinations and dedicated itineraries that focus on the local flora & fauna and agricultural traditions, in full respect of local communities.

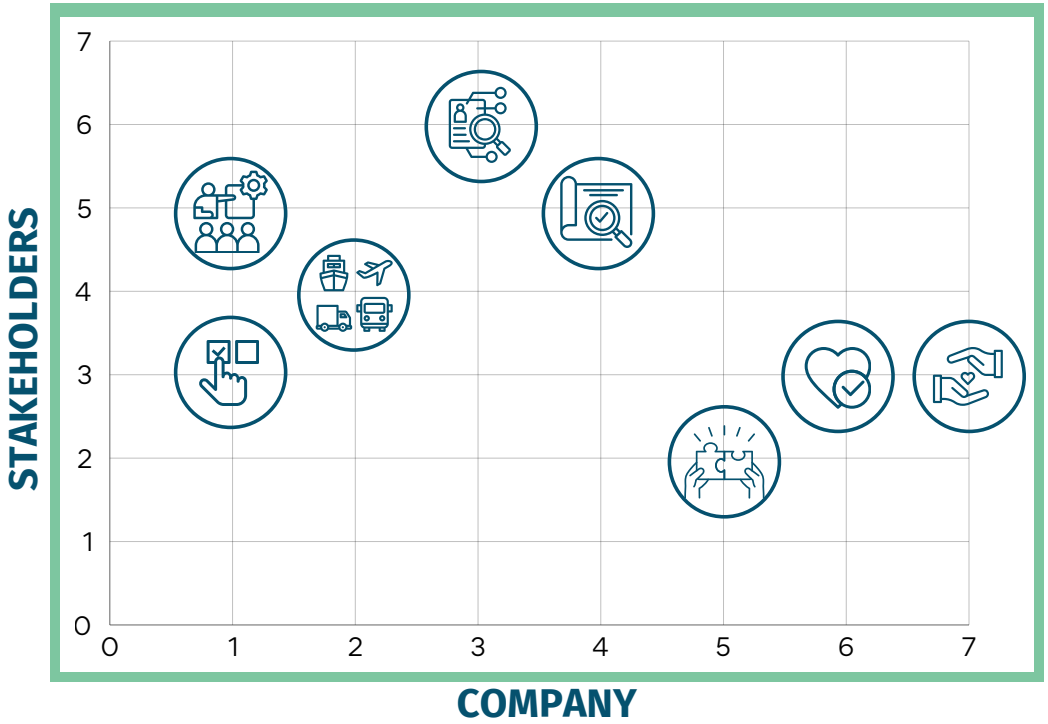


PARTNERSHIPS FOR THE GOALS. We recognize the importance of strategic collaboration and actively seek partnerships with organizations, profit and non-profit entities, and companies that share our values in preserving the heritage and traditions we aim to pass on.

STAKEHOLDERS & AREAS OF ANALYSIS

Here is the materiality matrix, resulting from the 2023 engagement process with our main stakeholders.
The matrix reflects shared areas of interest based on the importance attributed by stakeholders, and outlines our strategic priorities for the next two years—or until our business model undergoes major changes.

CLIENT SELECTION
CLIENT AWARENESS
TRAVEL LOGISTICS
TRAVELLER AWARENESS
EXPERIENCE SELECTION
SUPPLIER SELECTION
OFFICE WELL-BEING
GIVEBACK PROJECTS



Through an **engagement** process involving a questionnaire sent via email in 2023 to our key stakeholders, a materiality assessment was carried out to identify, in detail, the areas of shared interest between internal and external collaborators. The resulting matrix illustrates the **results of this analysis** based on the assigned level of relevance.

The graph shows the **Selection of experiences** offered and the careful **Selection of suppliers** representing a shared point of interest for both stakeholder groups. The company's commitment to giveback projects and employee well-being stands out as particularly relevant and remains a focus of current and future projects. Italyscape is especially invested in increasing traveller awareness, as we believe this is crucial in order to contribute to authentic change by engaging consumers directly.

Engaged Stakeholders Via materiality questionnaire	Total	Team	Suppliers	Clients & Partners
	101	50.5 (%)	24.8 (%)	23.8 (%)

MATERIAL TOPICS TABLE

At the heart of Italyscape's commitment lies the priority of sustainable economic growth. Our goal is not only to grow, but to do so responsibly—creating long-lasting value for all stakeholders. Growth, for Italyscape, means creating new job opportunities, actively involving people in our development journey, and promoting a fairer distribution of economic value.

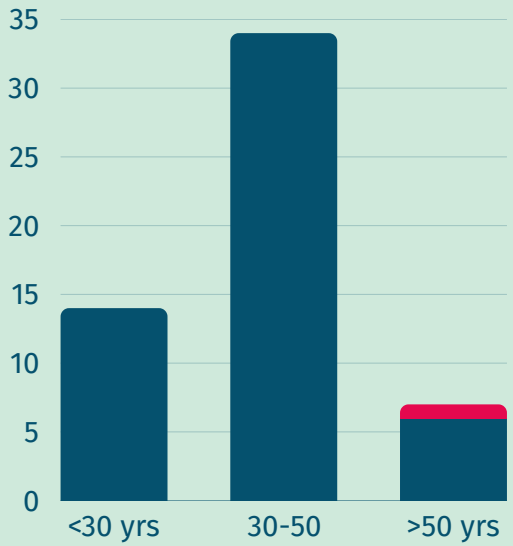
Of the company's ongoing commitments, **the intention to maintain a transparent**, **solid**, **and responsible governance** plays a central role. This is a permanent topic, essential to sustaining stakeholder trust over time and guiding strategic decisions toward long-term objectives.

The material topics we have identified reflect this integrated vision and represent the key areas where Italyscape focuses its efforts to both maximize positive impact and mitigate potential risks.
The following table provides a concise overview, and each topic is classified on the basis of the nature of its impact (actual or potential) and its scope (internal or external).

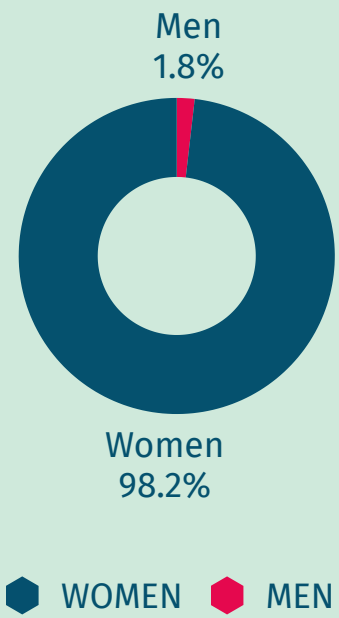
Supplier selection based on social and environmental criteria	Actual	External
Experience curation based on social and environmental criteria	Actual	External
Traveller awareness and development of responsible tourism	Actual	External
Office well-being and team care	Actual	Internal
-Employee well-being and recognition	Actual	Internal
-Gender equality and inclusion	Actual	Internal
-Training and skill development	Potential	Internal
-Workplace environment and internal feedback	Actual	Internal
Giving back	Actual	Internal
Travel logistics	Actual	Internal
Client selection	Potential	External

OUR TEAM

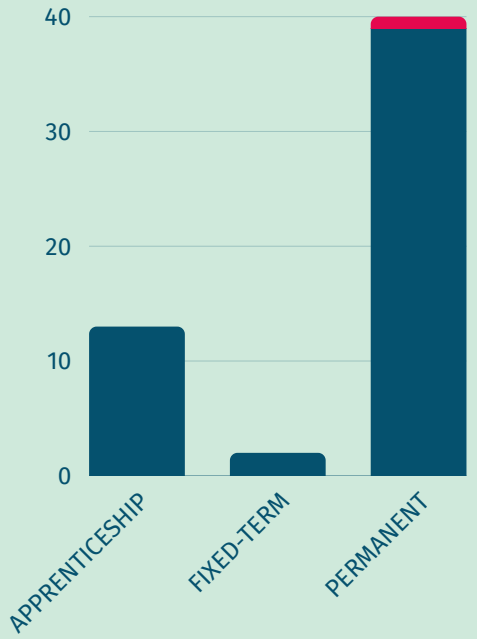
AGE DISTRIBUTION



GENDER DISTRIBUTION



CONTRACT TYPE DISTRIBUTION



54 FULL-TIME EMPLOYEES

1 PART-TIME EMPLOYEE

People are a key strategic driver of Italyscape's growth. In 2025, we continued investing in the development of our organisation, combining the strengthening of internal capabilities with the recruitment of new professionals. The overall turnover rate was 14.28%, with a hiring rate of 17.14% and a leaving rate of 11.42%. These figures highlight a **positive employment balance** and reflect a sustainable growth path characterised by organisational continuity while maintaining a strong **capacity for renewal**.

To support this evolution, in 2025 we strengthened our organisational structure through the **introduction of new functions dedicated to Human Resources, Marketing, and Administration, Finance and Control (CFO)**. These functions contribute to supporting people development, strengthening organisational processes, and enhancing dialogue with clients, partners and other stakeholders.

OUR TEAM

1. Italyscape promotes the **professional and personal growth** of its people through a programme of continuous learning. In 2025, Italyscape further strengthened this commitment, providing an average of **more than 50 hours of training per employee**, including technical training, language learning, sustainability topics, educational travel experiences and internal learning initiatives.

2. Since 2022, a **profit-sharing policy** has been in place, under which one quarter of company profits is distributed to employees with at least three years of service. In addition, all employees benefit from a **corporate welfare programme**, which is enhanced for those whose immediate family members live in a different region from their workplace and for employees with children.

3. We provide **two days of remote working per week,** increasing to three days during August and December. Remote work is **unlimited for pregnant employees** and increases to three days per week for mothers and fathers with children up to three years of age. In addition, we offer flexible working hours, fostering individual wellbeing and a healthy work-life balance.



ANNUAL TEAM BUILDING EVENT - ITALYSDAYS

In 2025, Italyscape organised its Italysdays event at Castello di Gargonza (Tuscany), a dedicated moment for team building and knowledge sharing. In line with our commitments, we selected an *albergo diffuso* (scattered hotel) and served exclusively vegetarian menus throughout the event, helping to reduce the initiative's environmental footprint. For a group of approximately 70 participants, this choice avoided more than 500 kg of CO_2 compared with equivalent meat-based meals.

PEOPLE AT THE HEART OF GROWTH

2025 TRAINING HIGHLIGHTS

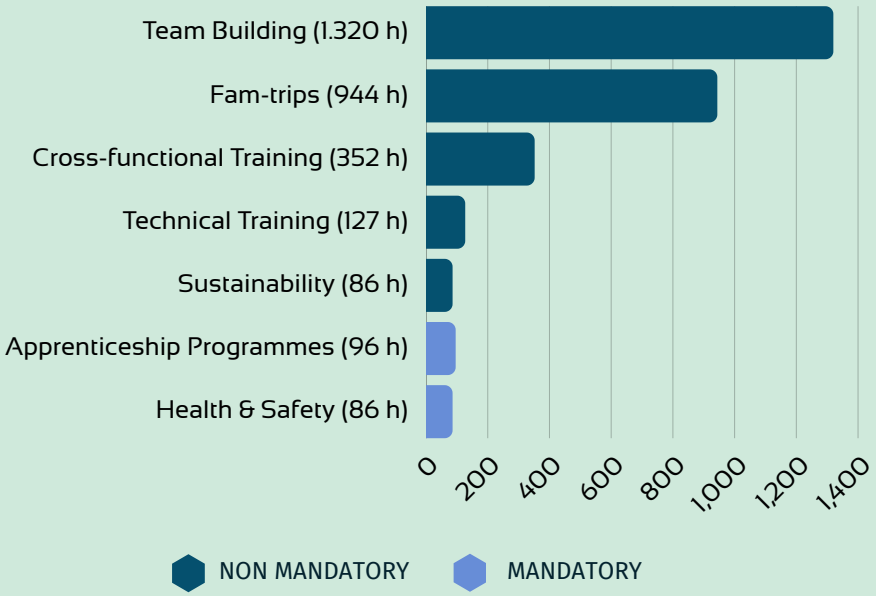
In 2025, training involved our entire workforce, for a total of **3,011 training hours** and an average of **54 hours per person**. The **development of skills and competencies** continues to be one of the main ways through which we foster professional expertise, strengthen our company culture and support innovation. Training activities included technical training, FAM trips, soft skills development, sustainability, health and safety and apprenticeship programmes.

3.011
total training hours

54
average training hours per person

14
Fam-trips

100%
of employees involved



ACCESS TO TRAINING

More than 90% of the training hours delivered in 2025 were dedicated to non-mandatory initiatives aimed at professional development, skills enhancement and the reinforcement of company culture.

In 2025, the average number of training hours amounted to 55 hours per female employee and 26 hours per male employee. This figure reflects the workforce composition as of 31 December 2025, consisting of 54 women and 1 man. The value relating to the male employee therefore represents an individual figure and should not be considered a comparable average



OUR TEAM
LISTENING, FEEDBACK AND ENGAGEMENT

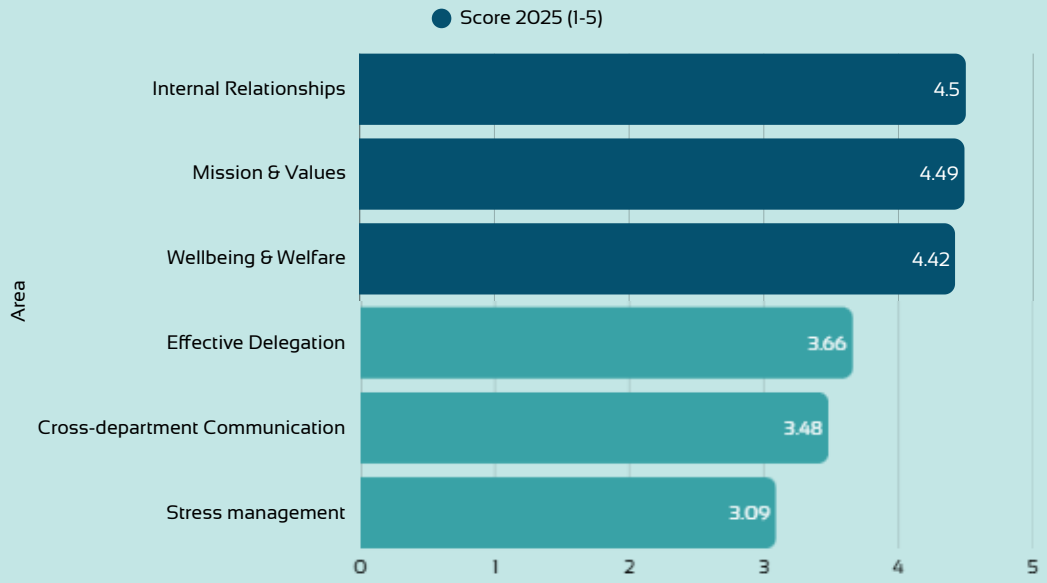
EMPLOYEE CLIMATE SURVEY AND FEEDBACK TO THE TEAM

In 2025, we strengthened our annual employee listening process through a workplace climate survey, used as a tool to gather **perceptions, needs and areas for improvement**.

The 2025 survey confirms an overall positive workplace climate, with an **overall score of 4.25**. The strongest areas identified were internal relationships (4.50), mission and values (4.49), and wellbeing and welfare (4.42). At the same time, listening to our people helped us identify several priorities for improvement, particularly in cross-department communication, effective delegation and stress management.

2025 EMPLOYEE CLIMATE SURVEY RESULTS

Summary of key strenghts and areas for improvement



INDIVIDUAL FEEDBACK AND COACHING SESSIONS

In 2025, we further strengthened the use of HR tools to support annual performance reviews, individual follow-up meetings and personal development plans, with the aim of making dialogue between employees and managers more structured and effective. For 2026, coaching initiatives are planned for the management team, with a particular focus on fostering a feedback culture, strengthening delegation skills and promoting continuous dialogue informed by the outcomes of follow-up discussions.

CO2 & COMMUTING

In 2025, Italyscape updated the calculation of greenhouse gas emissions related to employees' commuting, continuing the monitoring activities launched in previous years.

The analysis is based on an internal survey on the team's mobility habits. Daily round-trip distances and the average number of days spent in the office each week were taken into account. For the purpose of calculating emissions, only motorised means of transport were included, while walking and cycling were considered in the mobility analysis but excluded from the emissions calculation. Where employees reported multiple modes of transport without specifying their frequency of use, a precautionary approach was adopted by considering the transport mode associated with the highest emission factor.

Based on the 53 replies collected, the annual commuting distance considered for the calculation amounted to **190,077 km**, resulting in estimated emissions of **31.36 tonnes of CO_2** equivalent. The analysis confirms the predominance of private car use: approximately 84.9% of employees rely on cars to commute to work, while 7.5% primarily use public transport and 3.8% commute on foot or by bicycle. A further 3.8% work fully remotely or do not regularly commute to the workplace.

Business travel was also monitored and accounted for. During 2025, Italyscape employees travelled a total of **282,519 km on business trips**, generating a carbon footprint of **64.21 tonnes of CO_2 equivalent**. Air travel accounted for the largest share of total distance travelled, representing approximately 86% of total kilometres and more than 96% of emissions associated with business travel.

Overall, considering both commuting and business travel, indirect emissions related to employee mobility amounted to 95.58 tonnes of CO_2 equivalent in 2025. Compared with the previous year, commuting emissions slightly decreased (from 34.47 to 31.36 tCO_2e), while emissions from business travel increased. This increase is primarily attributable to the higher number of trips undertaken during the year and reflects a **more intensive investment in business development activities, participation in trade fairs and industry events, meetings with partners and suppliers and the strengthening of relationships in key markets.**

As in previous years, direct impacts associated with energy consumption, water use and waste generation were not considered material in relation to the nature of the company's activities. Nevertheless, Italyscape continues to adopt responsible practices in the management of its offices and resources, including the use of electric heating, filtered water, waste separation, recycled paper and behaviours aimed at reducing waste and unnecessary consumption.
Emission factors used: car 0.171 kg CO_2e/km, train/public transport 0.041 kg CO_2e/km, air travel 0.255 kg CO_2e/km, walking/cycling 0 kg CO_2e/km.





CREATING A VALUE-DRIVEN SUPPLY CHAIN







The quality of every travel experience is shaped by the people and organisations we work with every day. For this reason, we build long-term relationships with partners who preserve Italy's cultural, artisanal and gastronomic heritage, helping to safeguard local traditions, skills and identities while creating value for local communities.

SUPPLIER SELECTION

FOOD-AND-WINE EXPERIENCES: Well aware of the unique heritage of our land, we prioritize local producers and family-run businesses that preserve authentic traditions and flavours. We support the Slow Food movement and promote exclusive experiences at new Green-Star Michelin restaurants, increasingly present in our territory.

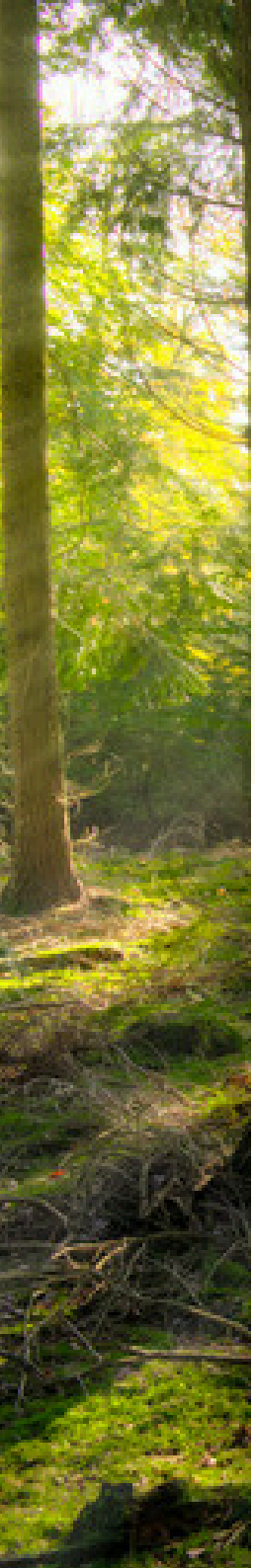
HOSPITALITY FACILITIES: We promote accommodation with sustainability certification, such as "alberghi diffusi" (scattered hotels) that rehabilitate existing buildings, or traditional farmhouses and historic residences, some of which meticulously source local products and amenities.

THE VALUE OF TRADITIONS: We promote artisanal traditions, the heart and soul of our regions, supporting local artisans who skilfully and passionately pass down ancient crafts from generation to generation. Travellers have the opportunity to discover unique techniques and creations and, with the help of professionals, even creating some of this precious craftwork themselves.

GUIDES AND TOUR LEADERS: Guides and tour leaders are the pillars of a positive travel experience. When selecting them we carefully evaluate their qualifications, language skills, and above all, the passion and knowledge they can convey to our clients.

We want our company's values to be shared by our suppliers. That is why we are working on a **code of conduct** for suppliers.

Through a continuous flow of feedback, we **monitor the quality standards** of our supply chain and promote continuous improvement initiatives.



ENHANCING TERRITORIES, COMMUNITIES AND TRADITIONS

We believe that tourism can help enhance places, traditions and economic activities rooted in local communities. For this reason, we develop itineraries that encourage a more balanced distribution of visitor flows and collaborate primarily with partners deeply connected to the destinations in which we operate.

56
certified local hotel partners

15+
itineraries in lesser-known destinations

3
partnerships with a social impact focus

Mapping Partners and Promoting Good Practices

In 2025, we continued our mapping of strategic partners, cataloguing the certifications and practices adopted by the accommodation providers we work with. By year-end, 56 partner hotels had been identified as holding Dream&Charme or GSTC-recognised certifications.

Promoting Lesser-Known Destinations

We continue to promote travel itineraries in destinations that are less affected by mass tourism, including Calabria, the Friulian Dolomites, Umbria, Lunigiana and Tuscia.

Creating Value for Local Territories

In 2025, we launched new collaborations aimed at strengthening local value chains, including support for initiatives promoted by the Slow Food network dedicated to the protection of traditional chestnut cultivation and the conservation of the cultural landscapes connected to it.





SHARING THE CULTURE OF TRAVEL

Through our **blog** and regular **newsletters** shared with clients and partners, we tell stories about places, people and projects that represent the most authentic side of Italy, helping to raise awareness of destinations, traditions and excellences that often lie beyond the most popular tourist routes.

3

permanent editorial series

6

newsletters sent to clients and partners

The ***Undertourism*** series highlights lesser-known destinations and areas beyond the main tourist circuits, showcasing their landscape, cultural and food heritage. Its aim is to increase awareness of places that deserve greater visibility and contribute to a more balanced distribution of visitor flows.

The ***Future Generations*** series explores topics related to the future of local territories, the protection of cultural and natural heritage, and the role tourism can play in creating opportunities for local communities. Through practical examples, projects and good practices, it offers insights and reflections for both travellers and tourism professionals

Through the ***Icons of Italian Service*** series, we give a voice to the people who, through passion, expertise and attention to detail, help make travel experiences in Italy truly unique. The series showcases the stories of suppliers, artisans, producers and professionals who preserve traditions, knowledge and local identities, offering an authentic behind-the-scenes perspective on Italian hospitality

READ OUR BLOG AT ITALYSCAPE.COM



GIVING BACK

In 2025, we continued to support organisations and projects dedicated to the protection of cultural heritage, the promotion of health, social inclusion and the enhancement of local productive traditions. Through donations, collaborations and dedicated initiatives, we aim to contribute to creating a lasting positive impact in the territories and communities that are part of the Italy we share with our travellers every day.

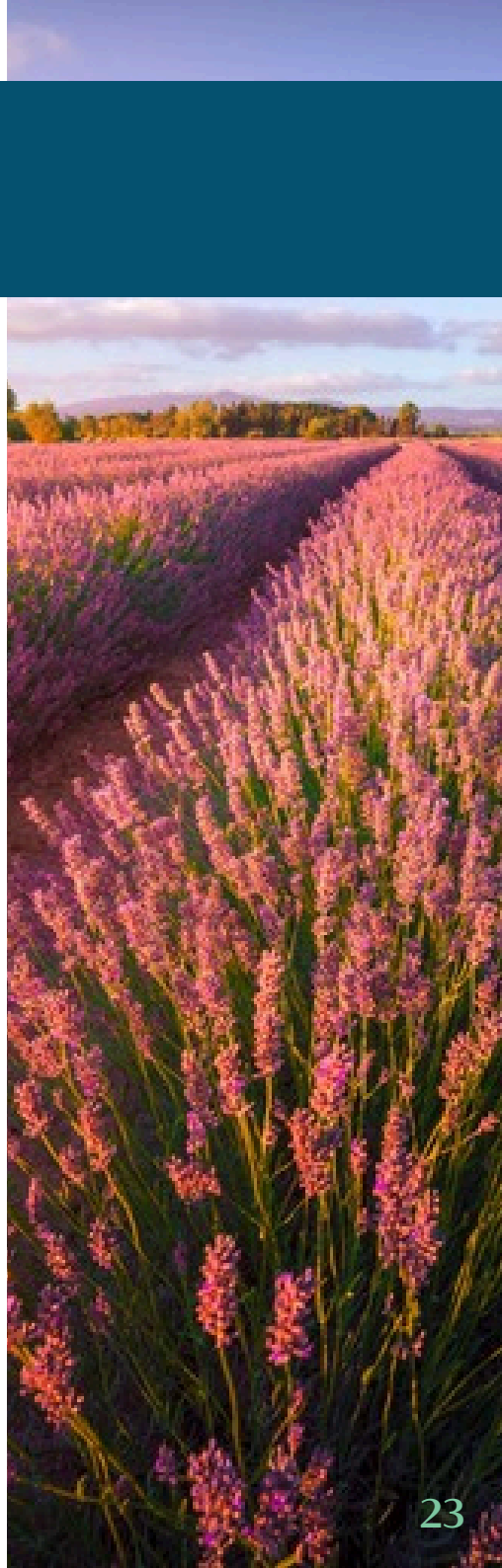
FAI – Italian Environment Fund
We support the protection and enhancement of Italy's historical, artistic and landscape heritage through the Corporate Golden Donor programme.

ITALIAN GLOBAL HEALTH ACTION
We contribute to initiatives dedicated to research, healthcare innovation and reducing inequalities in access to healthcare services.

SERMIG
In 2025, we donated material goods to support the solidarity and inclusion activities promoted by the organisation.

SLOW FOOD
We approved a contribution towards the creation of the national Slow Food Presidium for traditional chestnut cultivation, a project scheduled to be launched in 2026.

CASA OZ
We support an organisation that welcomes children, young people and families facing illness, disability or situations of vulnerability.



FUTURE OUTLOOK

GENDER EQUALITY CERTIFICATION

In 2025, Italyscape launched the process aimed at obtaining UNI/PdR 125:2022 Gender Equality Certification. This initiative strengthens the company's commitment to promoting equal opportunities, professional development, fairness and work-life balance. The objective identified at the end of 2025 is to achieve certification during 2026.

STRATEGIC SUPPLIER MAPPING

We plan to launch a strategic supplier mapping project through the distribution of ESG questionnaires, with the aim of assessing suppliers' alignment with our environmental, social and governance criteria and strengthening a more responsible supply chain.

SLOW FOOD PROJECT SUPPORTING TRADITIONAL CHESTNUT CULTIVATION

Among our objectives for 2026 is the launch of the project developed in collaboration with Slow Food for the creation of the national Slow Food Presidium for traditional chestnut cultivation. The initiative will involve local communities, producers, chefs and technical experts, contributing to the preservation of traditional knowledge, agricultural practices and the territories connected to this historic value chain.



REDUCING OPERATIONAL IMPACTS

The company will continue improving its environmental performance through the introduction of a business travel policy, the monitoring and reduction of impacts generated by company activities, and the gradual transition to energy suppliers primarily using renewable energy sources.

B CORP CERTIFICATION

In 2025, Italyscape completed the application process through the B Impact Assessment in accordance with the new standards introduced by B Lab. Over the coming years, the company will continue strengthening its governance practices, stakeholder engagement activities and impact monitoring processes, with the goal of achieving B Corp certification and further reinforcing its journey as a Benefit Corporation.

NOTA METODOLOGICA

This Sustainability Report was approved by the Board of Directors of Italyscape S.r.l. on 27 July 2026 and published on the company website.

The Report has been prepared with reference to the GRI Standards 2021 (Global Reporting Initiative) in order to ensure transparency, consistency and comparability of the reported information.

The reporting period covers the timeframe from **1 January 2025 to 31 December 2025**, in line with the approach adopted for the Company's financial reporting. Italyscape S.r.l. confirms its commitment to publishing its Sustainability Report on an annual basis.

The reporting boundary includes the activities carried out by Italyscape S.r.l., headquartered at Lungo Dora Colletta 75, Turin, as well as those of the Escapade business unit, headquartered at Vicolo Mazzini 18, Padua.

Data collection was carried out through the involvement of the various company functions responsible for the topics covered, using administrative and management data as well as internal monitoring tools available at the time of reporting.

GRI INDEX

Ref.	Description	Pag.	Comments
GRI 2 General Disclosures 2021			
2.1	Organizational details a.		Italyscape
	Organizational details b.	2,3	Tour Operator
	Organizational details c.	2,3	Lungo Dora Colletta, 75 - Torino
	Organizational details d.	2, 3, 8	
2.2	List of entities included in report a.	25	Italyscape at Lungo Dora Colletta, 75 - Turin, and at the office in Vicolo Mazzini 18 - Padua.
	List of entities included in report b. c.		The company is independent, not part of any group.
	Reporting period, report frequency, and contact point	25, 32	italyscape@italyscape.com
2.4	Re-statement of previous reports	25	First report prepared in 2023
2.5	External assurance	25	The report has not been externally verified
2.6	Sector of activity, Value chain, relevant business relationships a. b. c.	2, 3, 20	The company is affiliated with the Quality Group consortium, with which it shares services and community
2.7	Employees a. b.	15-18	
2.7	Employees c.	N/A	

GRI INDEX

2.8	Workers who are not employees a. b. c.		All workers are employees
2.9	Governance structure and composition a. b. c.	5	
2.10	Appointment and selection of the highest governing body a. b.	N/A	
2.11	Chairman of the highest governing body a. b.		The company is managed by a Board of Directors, whose Chairman is also the company CEO and Shareholder
2.12	Role of the highest governing body in overseeing impact management a. b. c.		The Board of Directors supervises the ESG strategy
2.13	Delegation of responsibility for impact management a. b.		ESG activities, including sustainability reporting, are led by the CEO, who directs and oversees them, in collaboration with the internal Italyscape ESG team
2.14	Role of the highest governing body in sustainability reporting a. b.		The Board of Directors approves the Sustainability Report before publication.
2.15	Conflicts of interest a. b.	N/A	
2.16	Reporting of critical concerns a. b.	N/A	
2.17	Collective knowledge of the highest governing body	N/A	
2.18	Evaluation of the performance of the highest governing body a. b. c.	N/A	
2.19	Remuneration policies a. b.		There are no remuneration policies for the members of the highest governing body

GRI INDEX

2.20	Process for determining remuneration a. b.	N/A	
2.21	Total annual compensation ratio a. b. c.	N/A	
2.22	Statement on the sustainable development strategy (including SDG achievement)	1, 11-12	Commitment as a Benefit Corporation and integration of impact goals into the business model.
2.23	Policy commitments a. b. c.	11	Adoption of the Italyscape Code of Ethics in July 2025, applicable to employees and collaborators.
2.24	Incorporation of policy commitments	11	The Italyscape Code of Ethics serves as the guiding framework for business conduct and decision-making.
2.25	Process for remedying negative impacts a. b. c. d. e.		The company has not identified real or potential impacts requiring remediation.
2.26	Mechanisms for seeking advice and raising concerns		Italyscape provides its stakeholders with a secure and confidential whistleblowing channel for reporting unethical conduct or behavior in violation of company policies. In addition, internal contacts are available for those seeking clarification or advice on ethical and behavioral matters.
2.27	Compliance with laws and regulations a. b. c. d.		No cases of non-compliance with significant laws or regulations occurred during the reporting period.
2.28	Membership of associations		No relevant associations in which the company participates significantly.

GRI INDEX

2.29	Approach to stakeholder engagement	13,14,18, 22	Materiality assessment, stakeholder engagement and annual employee climate survey.
2.30	Report the % of employees covered by collective agreements		All employees are covered by a collective agreement
GRI 3 Material Topics 2021			
3.1	Process for determining material topics a. b.	13-14	
3.2	List of material topics a. b.	14	
3.3	Management of material topics a. b. c. d. e. f.	15-23	
Topic Standards			
200			
201	Economic performance	6, 7	Refer to the Financial Statement
202.1	Market presence - a. c. d.	N/A	
	Market presence - b.	N/A	
202.2	Market presence	N/A	
203	Indirect economic impacts	21-23	
204	Procurement practices	N/A	
205	Anti-corruption		The Code of Ethics formalises the principles of integrity and ethical conduct that guide business behaviour and decision-making. The Code of Ethics also covers anti-corruption and anti-competitive conduct.
206	Anti-competitive behaviour		

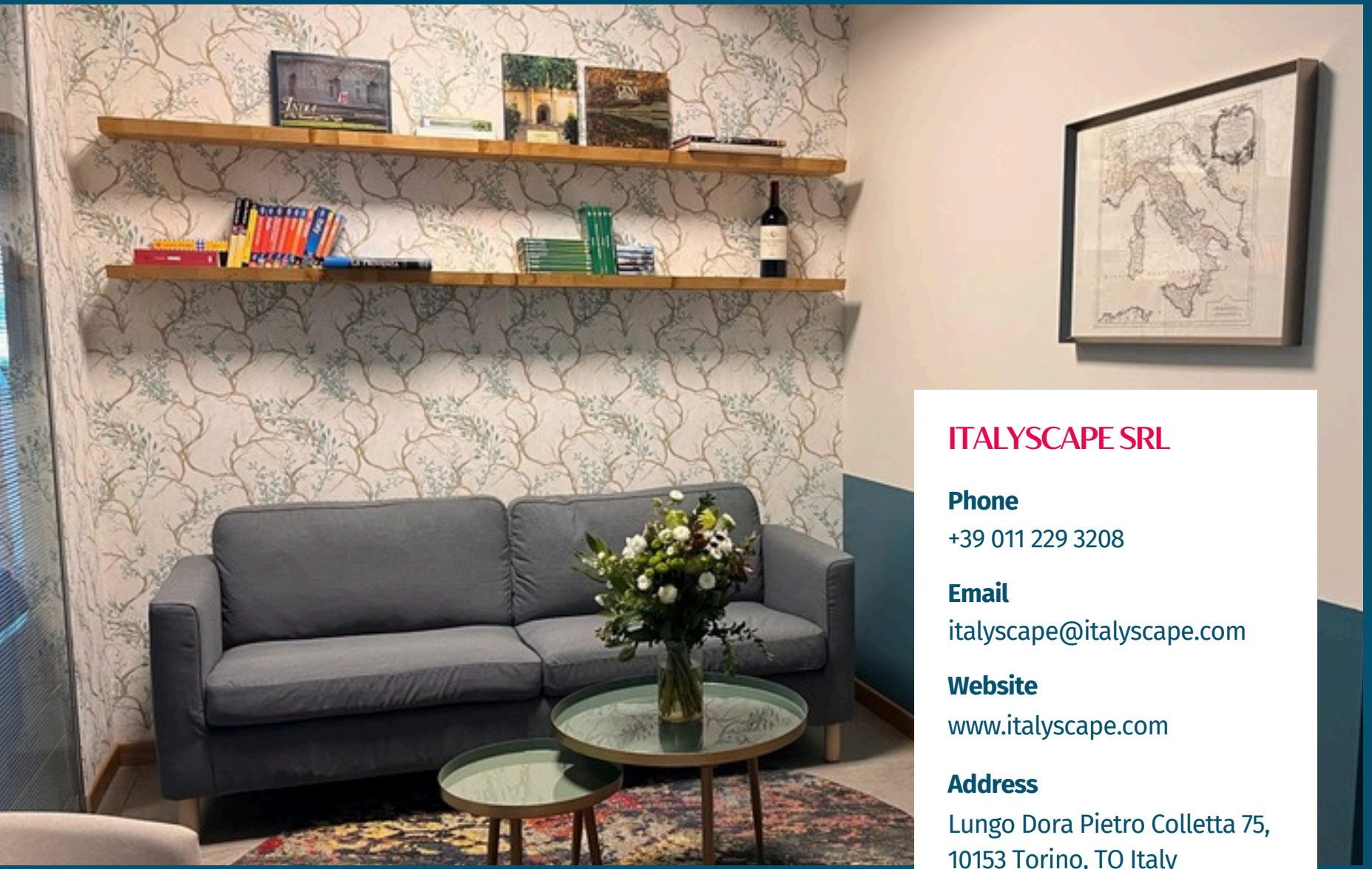
GRI INDEX

300			
302	Energy	19	
305	Emissions	19	
306	Waste	19	
308	Supplier environmental assessment	**20, 21**	
400			
401	Employment	**15-17**	
403	Occupational health and safety		Italyscape S.r.l. is committed to providing a safe and healthy working environment for all employees. The company complies with all applicable occupational health and safety regulations. Company premises are covered by a health and safety management system based on a risk assessment document developed with the support of both internal and external professionals. Italyscape has appointed an external Health and Safety Service Manager (RSPP). The company continuously invests in health and safety training and awareness activities for its employees and carries out regular workplace audits and inspections, implementing measures aimed at preventing occupational injuries and work-related illnesses. In 2025, a total of 86 hours of health and safety training were delivered.
404	Formazione e istruzione	**17,18**	

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405	Diversity and equal opportunities	13, 15-17,24	Monitoring of workforce composition and initiation of the UNI/PdR 125:2022 certification process for Gender Equality.
406	Non-discrimination		The company's position on non-discrimination, freedom of association and collective bargaining, child labour, and forced or compulsory labour is set out in the Code of Ethics adopted in 2025. The Code formalises the principles of respect, inclusion, freedom of association and the protection of human rights, promoting a fair and voluntary working environment.
407	Freedom of association and collective bargaining		
408	Child labour		
409	Forced or compulsory labour		

HOW TO CONTACT US



ITALYSCAPE SRL

Phone
+39 011 229 3208

Email
italyscape@italyscape.com

Website
www.italyscape.com

Address
Lungo Dora Pietro Colletta 75,
10153 Torino, TO Italy