

ACADEMIC PATHWAYS

SUSTAINABILITY REPORT

2025

academicpathways.eu



JOINT REPORT

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TRADING AS:

THE ACADEMY OF ENGLISH

THE ITALIAN ACADEMY

SYRACUSE ACADEMY FOR SUSTAINABILITY

REPORT DEVELOPED WITH THE EXPERT ADVICE OF ethics 4 growth

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1 VISION AND HORIZONS:

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1.3 MISSION E VISION



1.1 LETTER TO THE STAKEHOLDER

CULTIVATING REGENERATIVE EDUCATION

Since we returned to Sicily to found Academic Pathways, following several years of study and work abroad, our mission has been guided by a clear goal: to expand international education opportunities as an effective driver of intercultural integration and local regeneration.

A Bridge Between Sicily and the World

We operate in a region characterized by profound beauty and stark contrasts. Sicily is a historic crossroads of cultures, yet today it faces an economy marked by poor socio-education, a severe demographic diaspora, and the systematic flight of its brightest young people. The numbers we face daily are critical:

In the province of Syracuse, only 15% of young adults have a university degree, compared to the European average of 44%.

The exceptional rate of 38% of young people who are NEET (neither in employment, education nor training) is more than triple the European target of 11%.

Every year, over 20,000 Sicilians between the ages of 18 and 35 decide to leave the island. It is estimated that emigration causes a loss of over €1 billion annually (Svimez Report 2026).

Beyond the statistics, these are stories of emigration, often forced, and of untapped potential.

On the other hand, we deeply believe in the multiplier effect of education: the knowledge that an initial investment in learning translates into far greater economic and social benefits. When it comes to international education and student mobility, we apply this simple (but disruptive) formula:

IMPACT OF INTERNATIONAL EDUCATION

=

OPPORTUNITIES FOR INCOMING INTERNATIONAL STUDENTS

X

ADDED VALUE IN THE LOCAL HOST COMMUNITY

For us, this formula is profoundly human: we are transforming the schools, cities, and communities in which we operate into a social and educational laboratory (*see the definition of "Educational Living Lab"). This approach has allowed us, in the last year alone, to achieve significant impact on two interconnected fronts:

For the over 900 international students we host: through an experiential pedagogy based on Global Learning (*) that promotes linguistic and intercultural education focused on sustainability, we support students in their experience in Sicily, fostering their integration into the community and allowing them to explore the challenges of the Mediterranean firsthand.

For the more than 4,000 local students we support: facilitating language learning and certification programs that serve as passports to global opportunities. International mobility generates profound economic, social, and intellectual value for our host communities, demonstrating that local talent doesn't need to leave to find international, experiential learning: we can bring the world to them.







Ultimately, our work serves as a replicable **case study of the concept of regenerative education:** we are committed to avoiding extractive approaches to local resources, while actively working to rebuild the social and intellectual capital of our region.

Looking ahead, we are poised to achieve key milestones that will further amplify this impact in the coming years:

Becoming a Benefit Corporation for the Common Benefit: We are continuing our journey of transforming our company's legal structure and will pursue rigorous B-Corp certification.

Expanding our Educational Living Labs: We are launching a new Living Lab in Milan in strategic collaboration with local universities.

Expanding access to European universities: We are launching the EUP | European University Pathways digital platform. This AI-powered ecosystem aims to expand our reach across several European countries, facilitating international access to higher education through reliable preparation programs, test preparation, student mobility guidance, and admissions counseling.

With these goals in mind, the following pages should be considered much more than a simple collection of data; they are a sincere invitation to understand the results we have achieved over the past year and, above all, to get to know the people and strategies that enable this initiative to continue on a daily basis.
Welcome to our Living Lab.

Happy Reading,
Peter and Sean Neri
Founders
Academic Pathways

* DEFINITIONS

Educational Living Lab: An organization that promotes social impact on the community through education and research activities focused on social and environmental sustainability initiatives, in order to foster global learning and the exchange of values.

Global Learning: An educational framework that provides tools for navigating an interconnected world, understanding complex global systems, and engaging with diverse perspectives. It emphasizes social justice, sustainability, and intercultural competence.



1.2

METHODOLOGICAL NOTE AND REPORTING SCOPE

GENERAL DRAFTING CRITERIA

This 2025 Sustainability Report is published voluntarily and annually. For this first edition, The Academy S.r.l. has chosen to present the document jointly with its partner Academy Abroad S.r.l.. This joint reporting by two distinct legal entities aims to highlight their profound shared values and shared commitment to sustainable development.

This integrated presentation aims to highlight how the two companies, both well-established in the education services sector (NACE code 85.59), collaborate closely based on a shared vision and objectives. The Report thus confirms its position as the preferred tool for engaging with stakeholders and reporting on environmental, social, and governance results with maximum transparency.

The 2025 Sustainability Report was drawn up with reference to **Commission Recommendation (EU) 2025/1710 of 30 July 2025**, which regulates the Voluntary Sustainability Reporting Standard for SMEs (VSME).

The VSME has been adopted by companies with reference to option A of reporting on the use of the Basic module provided by the Standard: general information and basic environmental, social, and business conduct (governance) metrics. Some metrics have a level of coverage and compliance with the Standard's requirements that is not yet complete, as the reporting process is in its initial implementation phase and 2025 has been assumed as the baseline year, also in light of the transition from VSME to VS.

Reporting scope - The scope of qualitative and quantitative data and information refers to the performance of the two Companies for the entire reporting year (from 1 January 2025 to 31 December 2025).

Presentation of the document - The 2025 sustainability report is presented in a separate document from the financial statements and was approved by the shareholders' meeting on 30 July 2026.

Sources of uncertainty in estimates and results - The process of reporting sustainability performance data on certain topics requires the Company's Directors to use estimates. These estimates are based on historical experience, primary and authoritative external sources, and the use of external specialists and consultants, as well as other information deemed reasonable under the circumstances. Any use of estimates and the related methodologies adopted are directly discussed in the various sections relating to the reporting of relevant topics, to which reference is made for further details.

Consistency with the disclosures in the financial statements - The information presented in the Sustainability Report is consistent with that reported in the financial statements of the two companies for the same financial year.





1.3 MISSION E VISION:

SHAPE THE GLOBAL CITIZENS OF TOMORROW

2 THE ACADEMIC PATHWAYS ECOSYSTEM:

2.1 OUR EDUCATIONAL ECOSYSTEM

2.2 OUR HISTORY AND THE DEVELOPMENT OF THE DIFFUSED CAMPUS

2.3 STRATEGY AND VALUE GENERATED

2.4 OUR SCHOOLS

THE ACADEMY OF ENGLISH

THE ITALIAN ACADEMY

SYRACUSE ACADEMY FOR SUSTAINABILITY

2.5 FOCUS ON NUMBERS

2.6 THE GOVERNANCE MODEL: INTEGRITY AND TRANSPARENCY

2.7 THE CERTIFIED QUALITY MODEL

2.1

OUR ECOSYSTEM

A CONNECTION HUB BETWEEN THE REST OF THE WORLD AND SICILY.
AN ECOSYSTEM THAT UNITES 3 DEPARTMENTS TO COVER THE ENTIRE CYCLE OF INTERNATIONAL TRAINING.

THE ACADEMY OF ENGLISH

English language school and Cambridge English Platinum certification center. A local hub for language courses and certifications, this strategic educational infrastructure connects schools in southeastern Sicily to international standards.

THE ITALIAN ACADEMY

Center for the Study of Italian Language and Culture for Foreigners. The gateway to university in Italy through Foundation Year preparatory programs in collaboration with local universities.

SYRACUSE ACADEMY FOR SUSTAINABILITY

Center for advanced international sustainability studies. Where intercultural encounters become academic practice for universities around the world, through summer schools and study semesters in Sicily. Active partnerships with North American universities such as the University of California, University of Minnesota, and MIT.

Through our departments, we act as a **human capital accelerator**. We transform language training into concrete opportunities for universities, job mobility, and social inclusion, increasing employability and local competitiveness. Through Italian language and culture programs aimed at **students from over 65 countries**, we act as a driving force for the internationalization of Syracuse and Sicily.

generating a direct economic impact on the commercial and hospitality fabric of the area.
Academic programs for international universities elevate Sicily to a "living research laboratory," strengthening collaborations with global universities, promoting the protection of UNESCO heritage, and promoting applied scientific research.



2.2

OUR HISTORY

SICILIAN ROOTS, GLOBAL HORIZONS

1984

Foundation

The Academy of English language school began its operations by offering courses for school students and executive programs for public administration and multinational companies in the area.

2010 - 2015

Cambridge Assessment

The Academy S.r.l. becomes an accredited Cambridge English and UniStraSI center for southeastern Sicily.

University Programs Launch

The Italian Academy's first Italian language programs are launched, and the first collaboration agreements with universities for the development of international study programs are signed.

2017

University of California Education Abroad Program Launch

Through **Syracuse Academy**'s promotional activities, the first international programs focusing on environmental and social sustainability are launched.



2018

***Neapolis Study Center* opens at Villa Vinci**

Initiation of Neapolis Study Center activities for international programs.

2019

Starting Pathway Programs

Foundation Year program launched for access to university studies in Italy.

2022

***Ortigia Study Center* opens at Palazzo Beneventano in Piazza Duomo**

Initiating Ortigia Study Center activities to meet the needs of Syracuse Academy's U.S. programs.

OUR OFFICES

LOCATIONS

Neapolis Study Center

Piazzale San Marziano, 1

Historic villa in the Neapolis district, boasting **2 hectares of Mediterranean botanical gardens**. The villa is adjacent to the Archaeological Museum and the Catacombs of San Giovanni.





Ortigia Study Center

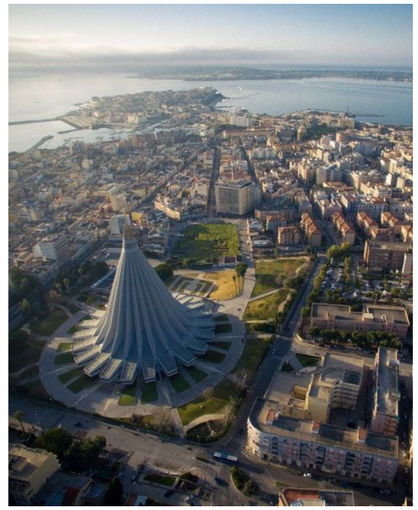
Cathedral Square, 20

A late Baroque-style noble palace with a charming internal courtyard located in Piazza Duomo on the island of Ortigia. The rooms overlook the square, overlooking the Syracuse Town Hall and the Cathedral, both Baroque buildings erected on the site of two ancient Greek temples.

Head Quarters (HQ)

Via San Giovanni alle Catacombe, 7

A modern educational facility with large **classrooms and teaching laboratories** located opposite Villa Vinci and overlooking the Sanctuary of Syracuse.



2.3 OUR ECOSYSTEM

THE ACADEMY OF ENGLISH:
Cultivating Local Talent for International Challenges

TRANSFORMING THE STUDY OF ENGLISH INTO A TOOL FOR INHABITANTS IN THE WORLD STARTING FROM ONE'S OWN ROOTS

The Academy of English is the **driving force behind the Academy Ecosystem,** dedicated to developing our region's human capital.
Here, learning English becomes a powerful **catalyst for opportunity**. We invest in the new generations of Sicilians, providing them with a certified skills passport that transcends geographical and professional boundaries. Our goal is to empower every talented individual to choose their own future, **actively combating depopulation and brain drain**.

TRAINING OFFER

- The school offers structured programs for different needs:
  English Language Courses: The school offers English language courses for all levels, from very young children to adults. It also serves local businesses, organizing professional courses, and **actively supports the linguistic and methodological development** of state school teachers.

- **Cambridge English Exams:** Since 2009, the school has offered students in the provinces of Syracuse and Ragusa the opportunity to take Cambridge English language certification exams. Thanks to collaboration with local public schools, all students, regardless of their socioeconomic background, are guaranteed the **right to an international certification**.

STRENGTHS AND METHODOLOGY

- **Communicative Approach:** Our method strictly places the s**tudent at the center** of the action: lessons, conducted entirely in English, are based on constant interaction to develop the four fundamental skills (listening, speaking, reading, and writing) in an integrated and natural way.

- **Qualified Teachers:** A team of native-speaking teachers qualified to teach English to foreigners and coordinated by an expert academic management that **promotes independent learning**.

- **Certifications and Standards:** The school is a **Cambridge English Platinum** exam center. The certification body is recognized by the MIM (Ministry of Education and Merit), and the certifications issued are internationally recognized.

2.3

THE ACADEMY OF ENGLISH

EACH CERTIFICATION ISSUED IS A PASSPORT TO THE FUTURE WHICH REMAINS AS AN ECONOMIC AND CULTURAL HERITAGE IN OUR TERRITORY

THE ROLE OF THE PLATINUM EXAMINATION CENTER AS A DRIVER OF INTERNATIONAL STANDARDS (CAM)

4,579 certifications
issued in 2025

91 Collaborations
Schools (75% state, 25% private), of which 15 are new collaborations activated in the 2024/25 academic year.

45% Young Learners

Strong focus on the base of the ladder but with solid growth towards Upper B2-C2 levels (23%), essential for international mobility.

52% digital exams

on the total number of jobs carried out, reducing the environmental impact linked to paper materials.

As a **Cambridge English** exam centre, **The Academy** certifies local talent, opening academic and professional doors without borders.





THE ACADEMY OF ENGLISH:
BEYOND TRAINING: WE BUILD AN INFRASTRUCTURE OF OPPORTUNITIES TO STAY, GROW AND COMPETE

HUMAN CAPITAL DEVELOPMENT AND ACCESS TO OPPORTUNITIES

The core activity, aimed at local students (Internal) and the school system (External), aims to break down language barriers, enhancing the employability of the area.

667
Students enrolled in English courses offered on-site

4 out of 5
sustained Cambridge certification exams, with results above national average.

External School Impact: collaboration with

29 partner schools
Of which 69% Comprehensive Institutes, 31% Higher Institutes

1,182 participants involved
Among students (53%) and teachers (47%)

4 local enterprises
Corporate Training: Targeted interventions to promote the international competitiveness of local businesses.

The Academy works as a **catalyst for social value and human capital** in the provinces of Syracuse and Ragusa. Through its departments, **The Academy English** and **Cambridge English**, the organization goes beyond language training to facilitate career paths, inclusion, and global citizenship.



2.3

THE ITALIAN ACADEMY

INTERNATIONAL ATTRACTIVENESS AND TERRITORIAL REGENERATION THROUGH THE TEACHING OF THE ITALIAN LANGUAGE

The Italian Academy is the cornerstone of our **"Glocal"** mission. Thanks to a diverse academic offering and prestigious campuses, the school is a **hub for international students** and has helped transform Syracuse into a **multi-campus city**, building deep integration paths that generate economic and cultural value for the entire local community.

TRAINING OFFER

Our business is divided into two strategic pillars, both guided by the "We Care" principle, through which we guarantee safe, inclusive, and stimulating environments where diversity becomes a shared resource:

- **Italian Language Courses:** From beginner to advanced levels, we help our students approach the Italian language through an experiential language learning model.
- **Foundation Year:** long-term academic preparation for international students who intend to pursue a university education in Italy.

STRENGTHS AND METHODOLOGY

- **Communicative Approach:** Teaching focuses on developing practical conversation and listening skills, ensuring rapid and effective learning.
- **Qualified Teachers:** The staff is composed exclusively of certified native-speaking teachers, experienced in teaching Italian as a foreign language (L2/LS).
- **Certifications and Standards:** The school is an exam center and follows the standards of the Common European Framework of Reference for Languages (CEFR).

2.4
FOUNDATION YEAR PROGRAM

Behind every number are **journeys of commitment, travel, and important choices that lead to studying in Syracuse**.
This image represents our current community: students from diverse backgrounds who have undergone complex transitions to become part of our community. They are not just students, but individuals who contribute to a widespread and international campus, aiming to build their career paths, starting from the Mediterranean.

116 international students

A community of young people who have already begun their journey in our classrooms, navigating the transition from their home country to life in Italy.

32 nationalities

The diversity of our backgrounds creates an international environment that fosters the exchange of experiences and skills.

20 urban residences

A model of widespread reception that integrates students into the city context, using apartments as shared spaces for study and socializing.





2.4

ITALIAN LANGUAGE COURSES FOR ADULTS

The following data refers to international students who have chosen our language and cultural immersion programs for the year 2025. The numbers highlight a strong appeal for professionalizing programs and a logistical management based on an authentic and local-rooted welcome.

435 Students

Professionals, academics, and enthusiasts who have chosen our intensive courses and Bildungsurlaub programs for their personal and professional development.

40 Nationalities Involved

A global presence with a strong predominance from Northern Europe (Germany in the lead with 152 participants) and North America, confirming our location as a cultural hub of excellence.

Network of active Host Families

A select network of local families, along with private residences, ensures complete immersion in the Italian language and lifestyle.

« I decided to do this program cause, this was one of the few environmental science options there were I figured there'd be more but I was pleasantly surprised that Italy was one of the few options cause I've always dreamed of coming to Italy Sicily has been amazing Syracuse specifically has been a really cool place »

2.4 OUR ECOSYSTEM

SYRACUSE ACADEMY

A LIVING LABORATORY FOR SUSTAINABILITY STUDIES

Syracuse Academy isn't just a study abroad program, but a full civic immersion. **We welcome young international students to live as temporary citizens**, not tourists. Through our **Living Laboratory model, we connect global talent with those who build Sicily's future every day**: from sustainable innovation incubators to the custodians of our artisanal traditions.

We don't hide the fragilities of our land, but we study them to spark change. Our students look the Mediterranean's challenges in the eye: they understand migrant integration by talking with those who

They work in sea rescue and debunk stereotypes about organized crime by listening to investigative journalists. Working side by side with cooperatives established on confiscated lands and inclusive social enterprises, they experience a vibrant ethical economy firsthand.

We accelerate the ecological transition through action. Our students participate in cetacean monitoring by supporting local marine biologists, explore responsible aquaculture techniques, and study seismic risks guided by national research centers. We combine academic theory with practice to protect the ecosystems we inhabit.





2.4 OUR ECOSYSTEM

SYRACUSE ACADEMY

OUR IMPACT

385 International university students

International students welcomed in 2025, who have actively experienced Syracuse, integrating into the community and generating a direct positive impact on the local economy.

17 academic bridges

US partner universities that have chosen our ecosystem to guarantee their students ethical, rigorous, and transformative teaching.

29 local partners involved

A formidable network that collaborates with us to transform the city into an open-air classroom.

30+ days of experiential learning

We translate academic theory into practice. By directly addressing the challenges of the Mediterranean, from ecology to ethical economics, our students develop the skills needed to analyze data, solve real-world problems, and act with competence.

We don't just measure attendance, but the connections created between global talent and the Sicilian social fabric.

We don't just measure attendance, but the connections created between global talent and the Sicilian social fabric.

2.5
OUR NUMBERS

17
US universities involved



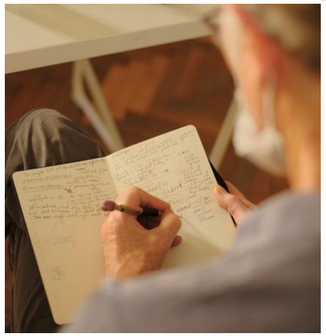
120
Local schools supported for language development and certification

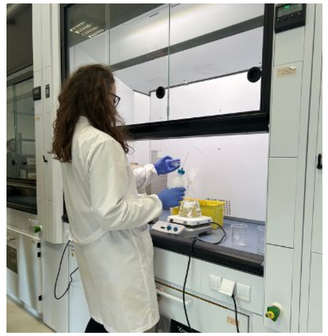




51
Nationalities welcomed from 5 continents

4.579
Language certifications issued





2.785
Students trained in the last year:

- **116 studenti Foundation,**
- **435 Italian speakers**
- **385 Study Abroad**
- **1,849 English language students**

30%
International teachers



BEYOND THE CRISIS, THE OPPORTUNITY

Since 2018, the international education landscape has been shaken by unprecedented structural changes. The decline in turnover, culminating in an all-time low in 2021, reflects the temporary paralysis of global student mobility caused by the pandemic. However, subsequent performance demonstrates an **extraordinary capacity for adaptation and recovery**: already in 2022, we reversed the trend, and in 2023, we surpassed pre-pandemic volumes of 2019. Strong growth projections for 2024 and 2025 demonstrate our ability to **transform uncertainty into competitive advantage and crises into opportunities.**

At the same time, our professional team has also followed a **steady growth trajectory**, solidifying our promise to c**reate quality jobs** in Southern Italy. We have grown from 38 employees in 2022 to 43 in 2023-2024, and **to 51 in 2025**. This year has been marked by strong momentum, with **25 new experts**, including faculty and staff, recruited, and **17 departures** related to the conclusion of specific PNRR project cycles. This turnover has allowed for a realignment of skills, optimizing the organization to make it more agile and efficient, ready to manage new phases of future expansion.





2.5 SAFETY AND INCLUSION

CARING FOR THOSE WHO BUILD THE FUTURE OF THE ACADEMY EVERY DAY IS OUR TOP PRIORITY.

During 2025, we recorded a single workplace accident. Fortunately, the incident was resolved positively and without serious consequences. However, we took the opportunity to thoroughly analyze the dynamics and strengthen our prevention procedures: for us, safety is a daily pact of trust with our people. Regarding the job placement envisaged by Law 68/99, at the end of 2025, we still had no

Our workforce includes colleagues from protected categories. However, we are fully active and compliant with current regulations, having initiated the formal numerical request to the Employment Center to begin the selection process.
Our goal for the future is not simply to comply with a legal obligation, but to transform this procedure into a real opportunity, bringing added value to our educational community and the region.

- **Recorded workplace accidents:** 1 (resolved positively and without serious consequences)
- **Workplace fatality rate:** 0%
- **Protected Category Compliance:** In compliance (Numerical start-up request submitted)





2.6 OUR GOVERNANCE MODEL: DRIVE RESPONSIBLY

Responsibility: Our Governance Model

Our solid value structure finds its highest expression in our governance model. The school's strategic direction is entrusted to a three-member Board of Directors, which acts as a collegial body responsible for defining business objectives and overseeing ESG (Environmental, Social, and Governance) performance. The Board's streamlined structure ensures a swift and effective decision-making process, while maintaining a high level of accountability to all stakeholders (students, families, institutional partners, and collaborators).

Organizational Evolution: Our Reorganization Journey

To support growth and ensure optimal management of market risks and opportunities, we recently completed a thorough corporate reorganization process. This change management initiative marked the transition from traditional management to a modern, managerial organizational architecture.

The organizational evolution has been a cultural transformation, which will help us face future challenges with cutting-edge managerial tools.

For us, 2025 represents a strategic turning point and the evolution of a growth path that has seen our school undergo profound transformation. From our headquarters in Syracuse, we have chosen to look to the future by adopting a management model that places ethics,

Transparency and the valorization of people are at the heart of every strategic decision. For us, leading change means equipping ourselves with a structure capable of responding to the challenges of the education sector with expertise, responsibility, and a long-term vision.



Our new structure is based on three main guidelines:

1. Redesign of Functions and Job Descriptions We have structured the organizational chart by clearly separating staff functions from the operational business lines dedicated to teaching and student services. Precise job descriptions have been codified for each role, eliminating overlaps, clearly defining flows, and assigning specific responsibilities.

2. Strategic Acquisition of Skills Aware that new challenges require specific skills, Management has invested in hiring highly qualified key figures through the injection of new skills that has allowed us to raise the quality of our management and operational processes.

3. Creation of a Strong Middle Management Team The new structure has introduced middle management positions that act as a link between Strategic Management and day-to-day operations. This decentralization of operational responsibilities allows the Board to focus on long-term development strategies and the company's overall sustainability, while ensuring greater proximity and support for student needs.



2.6

INTEGRITY AND TRANSPARENCY:
ANTI-CORRUPTION IN OUR DAILY WORK

We firmly believe in the principles of loyalty, transparency, and responsibility, the true foundations of our actions. Our ethical principles are enshrined in the Code of Ethics and Standards of Conduct, approved by the Chairman of the Board of Directors. We ensure the correctness of our procedures, strict compliance with current regulations, and the maintenance of high quality standards in the provision of our services. To uphold this vision, we have structured our processes according to the strict standards of ISO 9001 certification. The requirement to document every decision-making process, the clear definition of responsibilities,

Internal controls and strict objective supplier evaluation protocols minimize any risk of bias. Furthermore, annual audits by independent third parties assure all our stakeholders that our administrative, financial, and operational management is constantly monitored. To date, the Company has never received reports of corruption or wrongdoing. Therefore, zero convictions and zero sanctions have been recorded. This ethical rigor is a conscious choice to build relationships of complete trust with students, international partners, and institutions, ensuring consistently transparent management.



2.7

CERTIFICATIONS:
ISO 9001

Certified since 2016: A historic and tangible commitment to ensuring excellent educational processes aligned with international standards.

Continuous renewals according to ISO standards: We don't rest on our laurels. We keep our ecosystem alive and up-to-date by passing rigorous annual surveillance audits and renewing our entire certification every three years, in full compliance with the ISO quality cycle.

"Student-Centred" Strategic Value: We use certification as a driver for continuous improvement, not as a mere bureaucratic requirement. We standardize processes across all departments, always putting ourselves in the learner's shoes, ensuring that every talented individual receives the same excellent learning experience, regardless of their chosen path.





3 RESOURCES AND HUMAN RELATIONS:

- 3.1 TRAINING AND WELFARE
- 3.2 GENDER EQUALITY
- 3.4 FIGHTING THE DIASPORA
- 3.5 INTERCULTURALITY IN THE TEAM

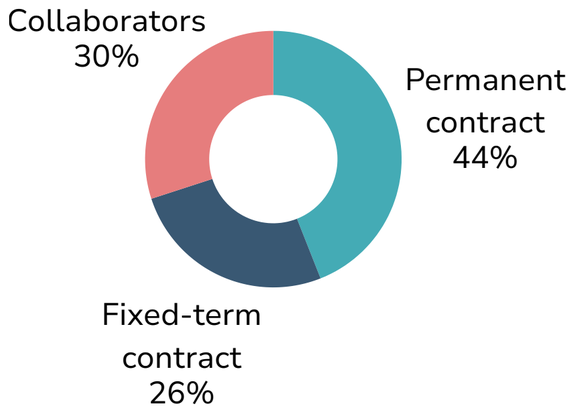


3

OUR PEOPLE AT THE CENTER

We are composed of a dynamic, qualified team with a strong female presence. As of 2025, our organization had a total of **51 employees**. The richness of our working environment lies in the diversity of our roles, ranging from strategic management and faculty to administrative staff and operational services. Respected work schedules: To reconcile personal needs with continuity of service, work commitments are balanced between 60% full-time and 40% part-time, a crucial choice to actively support the work-life balance.

STAFF COMPOSITION:



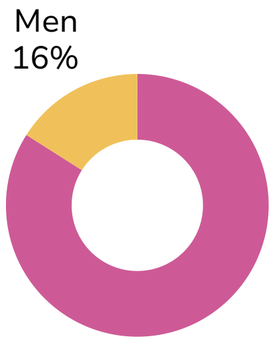
Our data:

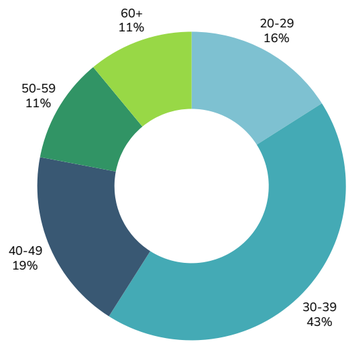
Leadership and Female Talent: With **84% women i**n the company, we remain a female-led environment. This is not limited to administrative or teaching roles, but extends across the entire organization.

A vibrant team: The average age reflects a perfect balance between youth and proven experience. A full 76% of employees are between **25 and 44 years old.**

Tailored Stability and Flexibility: We believe in quality work, and our corporate retention strategy is reflected in the solid relationships we build with our people. To respond ethically to the dynamics of the education sector, we combine **contractual stability** with **intelligent flexibility**.

STAFF COMPOSITION:





The Academy Srl and Academy Abroad Srl define themselves as "youth and women-led companies" in Sicily with innovative development models in the education and student services sector.

The quality of our training offerings is a direct reflection of the well-being and professionalism of our team. Our commitment to our people translates into concrete actions: from skills development to promoting gender equality, to impacting our local community.





3.1 GROWING TOGETHER:

TRAINING, WELFARE AND WORK-LIFE BALANCE

1,040
hours of training

2. Estimated Induced by the Creation of Skills
We believe that an institution dedicated to learning must, first and foremost, invest in the learning of its people.

The training plans covered strategic areas such as:

- **Development of Technical Skills**
  Core business of our activity, to ensure cutting-edge teaching.

- **Soft Skills and Transversal Skills**
  To improve communication, public speaking, and interpersonal effectiveness.

- **Culture and Values:** With targeted workshops on gender equality and intercultural communication.

- **Welfare e Work-Life Balance**
  Work-life balance is a priority. While on-site attendance is essential to student-centered learning, we offer flexible hours, part-time work, and, where applicable, smart working. We have also established a package of tangible and fair fringe benefits:
- **Income Support:** A monthly reimbursement for household expenses paid to all employees via their paychecks.
- **Continuing education:** English language courses and Cambridge certifications offered free of charge not only to employees, but also extended to their children



AVERAGE HOURS OF TRAINING PER EMPLOYEE

We invest in the continuous growth of our people through diverse, targeted training paths that develop technical, soft and values-based skills.

TRAINING AREA	AVERAGE HOURS PER EMPLOYEE
Culture & Values Strengthen identity, awareness and shared responsibility.	2
Digital Skills & Innovation Promote innovation and digital skills for the future.	2
Compliance, Safety & Corporate Regulations Ensure compliance, safety and risk management.	3
Soft Skills & Transferable Skills Develop collaboration, leadership and communication.	7
QUALITY & CONTINUOUS IMPROVEMENT Improve processes, performance and service quality.	16
Technical Skills Development Strengthen specialist and technical-professional skills.	37



67 AVERAGE HOURS
TOTAL PER EMPLOYEE

Training is the engine of our growth
and the value we create together.

3.2 BEYOND THE GLASS CEILING: EQUITY AND SECURITY

We cultivate an ecosystem where talent is genderless: **we ensure equity, reward merit, and create a workspace where every voice is protected**.

GENDER PAY GAP (% difference Women vs Men)		
LEVEL	**GENDER COMPOSITION**	**GENDER PAY GAP** (% difference Women vs Men)
Level 3	Mixed (F/M)	-3,2%
Level 5	Mixed (F/M)	+7,5%



We have proudly embarked on the journey toward adopting a **Gender Equality Management System** (compliant with UNI/PdR 125:2022). In addition to our welfare policies, we have implemented transparent policies and a **fully anonymous digital reporting system**, ensuring maximum protection and a safe workplace where everyone can feel secure.

True security also means financial transparency. Looking at our 2025 Gender Pay Gap data, the numbers confirm our vision: in roles with greater responsibility (Level 5), female leadership not only guides the Academy, but is valued with compensation higher than men's (+7.5%).

In comparable operational levels, such as Level 3, the gap is just -3.2%, well below the European alert threshold of 5%.

With a predominantly female workforce (84%), the pay data for other job classifications are not statistically comparable due to the natural absence of men in comparable roles.

The message we are sending from Syracuse is unequivocal: we are building a hub in the heart of the Mediterranean where women no longer have to choose between leaving and fulfilling themselves, but can choose to **stay and grow**.

"We protect well-being and reward merit.
We are building an ecosystem where equity is the rule and safety is an inviolable right."



3.2

A JOURNEY OF MEMORY AND AWARENESS FOR THE ELIMINATION OF GENDER-BASED VIOLENCE

Being a school means educating first and foremost through example. Our Gender Equality Certification (UNI/PdR 125:2022) is not merely a bureaucratic milestone, but the very foundation upon which we build an inclusive and safe daily space.

On the occasion of November 25th, we chose to educate ourselves first. Our teaching staff and internal team took part in a specialized training program designed to recognize, prevent, and deconstruct stereotypes linked to gender-based violence. We educate those who educate, ensuring that respect is the primary language spoken in our classrooms.

Furthermore, we transformed our garden into a true 'pathway of memory and awareness.' A temporary installation featuring the universal symbol of red shoes alongside the stories of many 'interrupted lives', which our international students read and gave a voice back to. Within this immersive space for deep listening, students engaged in a direct dialogue with workers from the Ipazia Anti-Violence Center of Siracusa. A living installation that bridges global education with local action, proving how a culture of respect can literally bloom within the spaces we share.



3.3

FIGHTING THE 'DIASPORA': STORIES OF THOSE WHO CHOSE TO STAY AND RETURN TO SICILY

Southern Italy, and Sicily in particular, has suffered for decades from the phenomenon of "Brain Drain" (the flight of talent). We chose to position ourselves as an **active barrier against this intellectual depopulation, creating job opportunities with an international outlook directly in Syracuse.**

The data on our workforce tell a story of strong social and territorial impact:

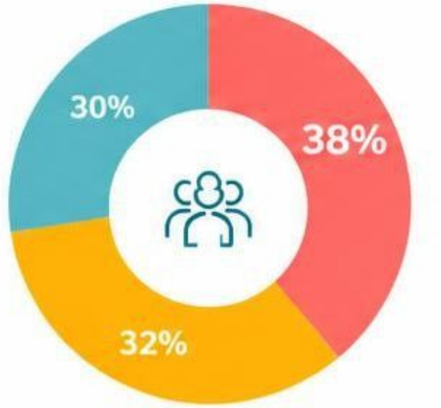
- **RETAINING TALENT: 38%**

  38% of our team are local talents who found in us the opportunity to grow professionally without having to leave their homeland.

- **THE RETURN OF TALENT: 32%**

  32% of our people are "Returning Sicilians." These are professsionals who, after studying or working in Northern Italy or abroad, chose to invest their skills in their homeland, attracted by a stimulating, structured, and ethical work environment.

COMPOSITION OF OUR WORKFORCE





We build the future here, valuing people, the local area, and returning talent.

3.4 INTERCULTURALITY IN THE TEAM

VOICES FROM AROUND THE WORLD – ENCOUNTERS AND STORIES FOR AN INCLUSIVE COMMUNITY

Alongside local talent, **our team is made up of 30% "non-Sicilians**," international native-speaking teachers, and professionals from other regions or nations who have moved to Syracuse to join our project.

This cultural fusion transforms our campuses into true international hubs. Our English teachers and international staff bring linguistic skills, diverse worldviews, teaching methodologies, and life stories.

This approach enriches our school and brings economic and social value to the Syracuse community, demonstrating that educational excellence is possible in the South.

The presence of non-local professionals in the Syracuse area creates an inclusive community. Students become accustomed to dealing with diversity on a daily basis, preparing to become global citizens, while the city of Syracuse is enriched by new residents who contribute to the cultural and economic vitality of the urban fabric.

A language school, by its very nature, builds bridges between different cultures. This is reflected in the composition of our workforce.



4 LOCAL IMPACT & NETWORK:

- **4.1 BUSINESS STRATEGY & MODEL:** GENERATED VALUE FOR THE LOCAL COMMUNITY
- **4.2 ELEVATING THE EDUCATIONAL SYSTEM:** THE ACADEMY OF ENGLISH
- **4.3 UNIVERSITY SYSTEM IMPACT:** FOCUS ON SICILIAN UNIVERSITIES; UNICT + MIT
- **4.4 NETWORKING FOR SOCIAL IMPACT:** IPAZIA; LIBERA TERRA; CIAO & ACCOGLIERETE; PASSWORK ; ISOLA QUASSUD; SIRACUSA INSTITUTE; ISOLA + MAREA
- **4.5 NETWORKING FOR ENVIRONMENTAL EDUCATION:** INGV; PLEMMIRIO; MARECAMP + WWF + ITALIAN COAST GUARD



4.1 GENERATING VALUE FOR SYRACUSE: THE ECONOMIC AND SOCIAL IMPACT 2025

NOT JUST STUDENTS, BUT TEMPORARY CITIZENS WHO REGENERATE THE LOCAL ECONOMY

We have analyzed in detail the economic and social impact (shared value) generated by **our activities** in the Syracuse area in 2025. **Our analysis** is based on two complementary pillars: the direct and indirect economic benefits resulting from the international student population (Foundation Year, Adult Learners, and Study Abroad segments), **for a total of over €1.6 million injected into the local system.** The second pillar is the estimate of the potential socioeconomic value resulting from language training and certification activities (The Academy of English/Cambridge);

A potential increase in income and savings for families of over €2.7 million is estimated. These results highlight the role of **our Academy** as a driver of economic development, support for the local real estate market, and catalyst for human capital and career opportunities, in strict compliance with international reporting standards (GRI 201-1) and authoritative benchmarks.

1.6 M in €

induced in the territory

2.7 M in €

potential increase in income

This study highlights the overall economic impact generated by the presence of our international students and the language training and certification activities in Syracuse, estimating the total value injected into the economic system and the potential value resulting from skills development.



4.1

THE ECONOMIC IMPACT OF OUR INTERNATIONAL STUDENTS ON THE LOCAL AREA:

AN INJECTION OF OVER 1.6 MILLION EUROS

How the presence of the following Foundation Year, Adult Learners and Study Abroad programmes fuels commerce and tourism and directly supports the local real-estate market.

USER SEGMENT	BRIEF DESCRIPTION	TOTAL INDUCED IMPACT (€)
Foundation Year (FY)	Long-stay students (176 students) who generate commercial and tourism impact and directly support the real-estate market.	**€ 862,910**
Adult Learners (TIA LAN)	Adult courses (435 participants) with medium-to-high spending on food/accommodation and external lodging (cultural and residential tourism).	**€ 500,680**
Study Abroad (USA)	Short-term US university students (385 students), with a high propensity for discretionary spending (shopping, leisure).	**€ 299,088**
TOTAL OVERALL INDUCED IMPACT	Total economic wealth injected into the city's economy.	**€ 1,662,678**

4.1. THE REAL VALUE OF OUR INTERNATIONAL STUDENTS

From city shopping to renting properties to local landlords: an analysis of how **25,070 days of presence** fuel the city's economy.

FOUNDATION YEAR SEGMENT (FY)

- **Student Population:** 176 unique international students.
- **Presence Volume:** 25,070 days of presence in the city.
- **Economic Impact Generated:**

Commercial and Tourism Impact

€ 664,910

Direct spending on consumption (€ 626,750) and spending generated by visiting family members (€ 38,160).

Direct Real Estate Value

€ 198,000

Rental fees paid directly for **18 residential units** to local owners, in accordance with **GRI 201-1.**

ADULT LEARNERS SEGMENT (TIA LAN)

- **Participants:** 435 participants (average age 51), average stay 1–4 weeks.
- **Main Flows:** Living expenses (food, leisure, transport) of € 273,050 or spending on external accommodation (Holiday Homes, B&Bs, Hotels) of € 227,630.

STUDY ABROAD SEGMENT (USA)

- **Students:** 385 students in short-term programs.
- **Methodology:** The calculation isolates discretionary spending, excluding accommodation and meals already included in tuition, conservatively estimated at € 35.00/day.

TOTAL ECONOMIC IMPACT 2025

€ 1,662,678

TOTAL IMPACT GENERATED

The total economic impact, consolidated across the three main international user segments, amounts to **€ 1,662,678** injected directly into Syracuse's economy in 2025.

COMMERCE
Growth in consumption and local activites

TOURISM
Greater attractiveness and reduced seasonality

REAL ESTATE
Support for the local rental market

4.1 POTENTIAL VALUE: INVESTING IN SKILLS

Language certifications translate into a potential increase in future income for young people, direct savings for families, and the attraction of PNRR funds for the area.

Skills Release Value: Over €2.7 Million in Estimated Benefits for the Territory

Beyond its cultural value, The Academy's activity generates a **tangible economic impact** for families and the local productive sector.

Applying human capital estimation methodologies (*Wage Premium Analysis*), it is possible to quantify the value of the skills delivered in 2025.

€ 2,7M+	2.063	€ 371K+	€ 318K+
ESTIMATED BENEFITS FOR THE TERRITORY	CERTIFIED STUDENTS	DIRECT SAVINGS FOR FAMILIES	PUBLIC RESOURCES ACTIVATED (PNRR)

IMPACT INDICATOR	CALCULATION METHODOLOGY	ESTIMATED VALUE
Increased Earning Potential (Wage Premium)	Calculated on **2,063** certified students (1,053 B2-C2 Levels + 1,010 B1 Levels). • B2-C2 Estimate: + €1,500/year (standard premium). • B1 Estimate: + €750/year (entry-level premium based on employability).	**€ 2.337.000** / year *(Potential future income generated)*
Savings for Families (Avoided Costs)	Value of tuition fees avoided through university entrance tests (CLAs) or training credits. • Estimate: € 300 saved for 60% of B1–C2 (1,238 students).	**€ 371.400** *(Direct savings for families)*
Impact of PNRR Funds on Public Education	Value of Ministry-funded programs "On the land" covering **96** courses provided. • Calculation: Based on the Unit Cost Standard (UCS) D.M. **65/66** for student and teacher courses.	**€ 318.000** *(Public resources activated in the territory)*
Environmental Value (Carbon Footprint)	Economic and environmental savings derived from **52%** digital exams. • Calculation: Avoided logistics (travel) + Savings from 2,381 candidates.	**€ 28.500** *(Efficiency & Sustainability)*

INVESTING IN SKILLS GENERATES VALUE FOR ALL: individuals, families, communities, and institutions.

4.2 RAISE THE SCHOOL SYSTEM

NOT JUST CERTIFICATIONS, BUT A SUPPORT ECOSYSTEM FOR TEACHERS, FAMILIES, AND INSTITUTIONS."



SUPPORT FOR STRUCTURAL FUNDS (PON & PNRR):

- Strategic partner for the implementation of PNRR (DM 65/2023) and PON (National Operational Programme) programs, focusing on multilingualism and STEM/linguistic skills. (Over 3,000 hours of training provided)
- Specialist consultancy and provision of qualified teachers to enhance school curricula.



INCLUSIVITY

51 "Special Arrangements" (support for students with SEN or disabilities) managed during exam sessions.



INNOVATION AND DIGITALIZATION:

- Digital Transition: 52% of exams delivered in computer-based mode, reducing environmental impact and promoting digital skills.
- Operational Efficiency: Logistical support for 43 external locations to decentralize training and make it accessible.



CAMBRIDGE SEMINARS & TEACHER TRAINING:

Professional Development: Organization of seminars for local teachers (creation of a community of practice).

WIDESPREAD EDUCATIONAL NETWORK:



- 91 partner schools in the provinces of Syracuse and Ragusa (of which 75% are state schools).
- Direct support for over 4,000 school applicants, promoting equity in access to international certifications.
- 15 new schools integrated in the 2024/25 school year: expanding educational value throughout the region.



4.2.

RAISING THE SCHOOL SYSTEM
COMMUNITY, INNOVATION AND MEMORY

TAE and CAM events transform training into an experience of active citizenship and methodological support.

Event	Target	Social Impact and Sustainability
Academy Awards	398 guests	Celebrating learning outcomes with the use of 100% biodegradable materials (VSME B 7, SDG 12.5)
Cambridge Seminar	42 external teachers	Focus on educational innovation through AI and international methodologies (VSME B 10, SDG 4.c)
Intercultural Encounters	Local and international students	Promoting global citizenship through language aperitifs and home dinners (SDG 4.7, 10.2)


ADEMY



4.3

ELEVATING THE UNIVERSITY SYSTEM

NETWORKING TO MULTIPLY OPPORTUNITIES. AN OPEN ECOSYSTEM WHERE GLOBAL TALENT MEETS LOCAL ACADEMIC EXCELLENCE

We believe in the power of local synergies. Far from operating as an isolated entity, we work side by side with Sicilian and national universities on a daily basis. We place our international network at the service of the higher education system, acting as facilitators to support internationalization processes and build a bridge between Italian cultural heritage and young people from all over the world.
This vision translates into concrete, shared projects. Together **with Kore University of Enna and the Abadir Academy**, we develop joint educational programs and facilitate the creation of cutting-edge laboratories (such as the Waterschool, in collaboration with the University of Minnesota).

Our alliance with universities transforms Sicily into a decentralized campus. By sharing resources and expertise, we enhance the international student experience and generate a positive, measurable impact on the local economy, proving that cooperation is the most sustainable path to growing the education sector.

Ecco la traduzione in un inglese elegante, fluido e preciso:
"In the same spirit, we offer our logistical support to host initiatives of high academic standing in the region, such as the Archaeology Field School organized by the University of Naples Federico II. In 2025, we further consolidated our commitment to the local area by signing a Framework Agreement with the **University of Catania**. This represents the natural culmination of a collaboration built over the years: a journey that began with direct agreements with the Departments of Educational Sciences and Humanities, was strengthened through internship conventions that enabled us to host numerous trainees, and was recently bolstered by our operational synergy for the international summer school Reinventing Coastal Wetlands.





4.3

ELEVATING THE UNIVERSITY SYSTEM

PROGRAMMA FOUNDATION YEAR: THE INTERNATIONALIZATION OF UNIVERSITIES

ROOTS IN SICILY, OPEN HORIZONS. WE BUILD THE FOUNDATIONS OF GLOBAL TALENT, STARTING WITH OUR REGION'S EXCELLENCE.

Our Foundation Year (FY) program was born from an ambitious vision: to transform Sicily into a global hub for young talent. Together with Kore University of Enna and Abadir Academy, we co-design and deliver a cutting-edge training program. We put our international experience at the service of these great Sicilian institutions, working side by side to further propel them to the forefront of the global academic map.

Attracting talent to Sicily, however, generates a positive impact that extends far beyond our island's borders. The Foundation Year serves as a powerful accelerator for the internationalization of the entire Italian university system. We guarantee our students a high-quality preparation that allows them to pass the most rigorous national admissions tests.

Let's transform internationalization into an energy that enriches all of Italy. Starting from the South and leveraging our strategic allies, we demonstrate that Sicily is already at the center of the global academic map.

The 2025 results clearly demonstrate this. In addition to supporting enrollment at our strategic partners (Kore and Abadir), the excellent education we offer in Sicily has allowed our students to enter 19 other host universities, generating an impact that extends from the South to enrich the global academic landscape:

- **Focus on the South and Islands:** We are transforming internationalization into a lever for territorial revitalization, enhancing attractiveness and projecting excellent universities like the University of Cagliari and the University of Teramo into a global presence.
- **Historic and Multidisciplinary Universities:** We equip our talented young people with the tools to gain access to prestigious academic centers such as Bologna, Turin, Florence, Pavia, Perugia, Trieste, and Rome Tor Vergata.
- **Technological and Architecture Centers:** Passing the selective entrance tests for the Milan Polytechnic, the Turin Polytechnic, and the IUAV in Venice.
- **Medical, Healthcare, and Humanistic Excellence:** New global citizens ready to shine in the classrooms of UniCamillus, Campus Bio-Medico of Rome, Ca' Foscari University, and the Academy of Fine Arts of Rome.
- **International Recognition:** The rigor and academic value of our program are recognized abroad. The quality of the education offered in Sicily opens the doors to prestigious European institutions such as Eötvös Loránd University in Budapest.

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4.3 PARTNERSHIP UNIVERSITARIE ATTIVATE NEL 2025

UNIVERSITA' PARTNER NEGLI USA E REGNO UNITO PER LO SVOLGIMENTO DI SUMMER SCHOOL E SEMESTRI DI STUDIO IN SICILIA

Massachusetts Institute of Technology

Middlesex University London

UCEAP

ELON UNIVERSITY

HIGH POINT UNIVERSITY

USC University of Southern California

Southern New Hampshire University

LOYOLA UNIVERSITY NEW ORLEANS

UNIVERSITY OF MINNESOTA

HOME UNIVERSITIES OF STUDENTS ENROLLED IN OUR 2025 SUMMER SCHOOLS

- University of California Santa Cruz
- Brown University
- The American University of Rome
- Washington University in St. Louis
- University of Colorado Boulder
- University of St. Andrews
- University of Zurich
- Southern New Hampshire University
- Vrije Universiteit Brussels Belgium
- Bryn Mawr College
- Southern University of Denmark (SDU)
- University of Iowa
- Willamette University
- UMass Amherst
- Middlesex University
- Lund University



4.4

UNIVERSITY SYSTEM

REINVENTING COASTAL WETLANDS: GUARDIANS OF OUR ISLAND

Climate challenges are so complex that they require brilliant minds and a robust infrastructure ready to meet them. When the Massachusetts Institute of Technology (MIT) in Boston and the University of Catania (UniCT) decided to study the vulnerability of our coastline, we offered our logistical and organizational support to make this project a reality.

The real driving force behind the initiative was the working group, structured to bring together diverse perspectives on equal footing: the class was made up exactly half of MIT students and half of future engineers and architects from the University of Catania. They worked side by side, immersed in mixed teams, putting their boots in the mud between the Priolo Salt Pans, the Ciane River, and the Cuba-Longarini lagoons.

To jointly design hydraulic restoration strategies to combat rising sea levels. Facilitating this synergy means accelerating the search for practical solutions for Sicily. At the end of the process, the joint Italian-American teams delivered their ecological restoration proposals directly to local stakeholders. The success and validity of this model have left a profound impression, so much so that in 2025 we received official confirmation for the program's renewal, which will return to our region for a new edition in 2026. Our role is precisely this: working behind the scenes to create lasting connections, so that global excellence and Sicilian talent can continue to collaborate and bring value to the community.

Empowering excellence. When Boston and Catania join forces to save our coasts, we'll set the stage.





4.4

THE EDUCATING COMMUNITY: LOCAL NETWORK AND SOCIAL IMPACT

Through service-learning modules and active volunteering, our international students not only experience Syracuse, but actively contribute to its cultural and social development. In this process, we also promote responsible and sustainable choices, such as corporate Christmas gifts for employees. We have supported social inclusion and the Sicilian prison economy by purchasing organic products from Dolci Evasioni, made in the Syracuse prison by the L'Arcolaio cooperative, and canvas bags from the Mercanti del Tempo project, made in the Brucoli prison.
These initiatives allow us to contribute to concrete training and social and work reintegration programs, amplify our impact, overcome prejudices, and create shared value that remains in the community.

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These initiatives allow us to contribute to concrete training and social and work reintegration programs, amplify our impact, overcome prejudices, and create shared value that remains in the community.

Education feeds on the local community and, at the same time, transforms it. This is why we have built a solid network of partnerships with the non-profit sector, research institutions, and local institutions, with the aim of generating a concrete and lasting social impact.



4.4

NETWORKING FOR SOCIAL IMPACT

HYPATIA

THE COLLABORATION BETWEEN THE ITALIAN ACADEMY AND THE IPAZIA ASSOCIATION IS A STRATEGIC ALLIANCE AIMED AT TRANSFORMING AWARENESS OF GENDER VIOLENCE INTO CONCRETE AND EDUCATIONAL ACTIONS.

Activity duration: 1 day Staff involved:
Students involved: 90

In summary, Hypatia's contribution is based on two fundamental pillars:

- **Technical and Training Support for Staff:** The association provides operational tools to Academy employees who work with international students. The goal is to train staff to recognize early signs of distress or potential situations of violence, ensuring informed and timely intervention.
- **Educational Mediation with Students:** Ipazia actively participates in the "guided walk" through the campus's installations. Together with a team of psychologists, the association's volunteers guide students through a journey of deep reflection on the themes of freedom, respect, and building healthy relationships.

This partnership allows The Italian Academy to scientifically and socially validate its commitment to gender equality (in line with UNI/PdR 125:2022 certification), moving from artistic symbolism to education in social responsibility.

4.4

NETWORKING FOR SOCIAL IMPACT

SYRACUSE ACADEMY'S MIGRATION & HUMAN RIGHTS PROGRAMS

Sicily is a natural crossroads of global challenges. Through our academic courses on human rights and migration, we don't limit ourselves to legal or sociological theory. We take international students beyond the classroom, connecting global talent with local reality to transform study into profound civic awareness.

We build global citizenship by networking with those working on the front lines. We support maritime authorities in understanding the complex dynamics of rescue operations at sea and create spaces for dialogue with volunteers at reception centers.

Here, young people analyze concrete tools like humanitarian corridors and listen to the stories of those experiencing fragility, breaking down prejudices.

We promote local social best practices for barrier-free education. We explore the power of theater as a tool for socio-cultural inclusion and analyze social enterprise strategies against labor exploitation in the field. We show the world a proud Sicily, creating models of legality, dignity, and genuine hospitality.



4.4

NETWORKING FOR SOCIAL IMPACT

MEETING WITH THE UNIVERSITY OF MINNESOTA AT THE COAST GUARD IN CATANIA SECURITY AND HUMAN RIGHTS: MANAGING EMERGENCIES AT SEA

By listening to those working on the front lines, we address key issues such as search and rescue operations. Young people gain a full understanding of the crucial role these interventions play in safeguarding human life and strictly adhering to international maritime rescue protocols.

This interaction fosters a more mature global citizenship. Studying the institutions and management of humanitarian emergencies allows future professionals to analyze the protection of Europe's borders, balancing security needs with the principles of solidarity.

The Mediterranean is a complex geopolitical landscape that requires clear, fact-based analysis. The meeting with the Catania Coast Guard offers our students the opportunity to delve deeper into technical coastal monitoring systems and the true dynamics of migration flows.




11-05

4.4
NETWORKING FOR SOCIAL IMPACT

LIBERA TERRA

SYRACUSE ACADEMY AND BEPPE MONTANA LIBERA TERRA: AN EXPERIENCE OF GLOBAL CITIZENSHIP

150 Students involved during several days of meetings

Our commitment to legality extends to active support for organizations like Libera Terra. We are convinced of the imperative to return to the community assets once held by criminals, supporting their transformation into educational and employment resources capable of generating a clean economy. Through direct contact with these experiences of redemption, we offer our international students a profound understanding of the extraordinary resilience and courage of Sicilian civil society. In this way, we eradicate age-old stereotypes, making our students firsthand witnesses of tangible and real change.
For students from academically excellent backgrounds, such as the University of California and Minnesota State University, the meeting with the "Beppe Montana Libera Terra" Social Cooperative

It's not just an educational visit, but a deep immersion in the concepts of resilience and applied legality. This collaboration represents a fundamental pillar of the international student's journey, transforming their academic stay into an experience of profound and informed global citizenship. Through direct contact with the Beppe Montana Cooperative, students from the University of California and Minnesota State have the unique opportunity to immerse themselves in a true laboratory of ethics and legality. Walking through lands reclaimed from organized crime allows them to experience firsthand how confiscated assets can be reborn as civic resources, offering a concrete perspective on social justice that transforms a theoretical concept into a tangible experience.

Syracuse Academy transforms academic study into a journey of conscious growth. For a student at the University of California or the University of Minnesota, discovering the Beppe Montana Cooperative means understanding that a region's excellence lies in its ability to regenerate and produce beauty while respecting the rules.


COOP
BEPPE MONTANA
LIBERA TERRA

4.4

NETWORKING FOR SOCIAL IMPACT

HELLO AND WELCOME NETWORK

A LABORATORY OF LEGALITY AND GLOBAL CITIZENSHIP

Activity duration: 1 day on different dates throughout the year
Students involved: 40+

The engagement with **AccoglieRete** also allows students to delve deeper into the complexity of the local response to migration. Through dedicated meetings, students gain insight into the functioning of the association and its multidisciplinary team, composed of lawyers, psychologists, and cultural mediators, exploring topics such as legal protection and psychological support for unaccompanied foreign minors.
A significant aspect of the collaboration is also the availability of the Neapolis Study Center garden for the summer camp of the children supported by the association, creating a shared and accessible space for meeting and activities.

The collaboration with the **Centro CIAO** in Syracuse and the **AccoglieRete** association offers international students a concrete opportunity to experience firsthand a model of reception and integration active in the area. Visiting the Center's facilities, students from the University of California and Minnesota State come into direct contact with a reality where solidarity translates into daily practices.


CIAO
Centro
Interculturale di
Aiuto ed
Orientamento

4.4

NETWORKING FOR SOCIAL IMPACT

MEETINGS WITH PASSWORK

WHERE THE TERRITORY BECOMES A CLASSROOM AND LEGALITY BECOMES EXPERIENCE

Students involved: 35

The experience allows students to immerse themselves in projects ranging from refugee reception to local regeneration, such as the widespread reception model in **Canicattini Bagni** or social tailoring initiatives like **"Le Tele di Aracne"**. For an international student, engaging with Passwork means understanding that modern welfare isn't just about assistance, but about creating opportunities: a system in which diversity becomes a resource and work is a tool for redemption and autonomy.
This synergy extends beyond observation to **professional development**. The collaboration has led to internships offered by The Academy, which have led to the direct hiring of some of the interns involved, who are now part of our teaching staff. Furthermore, teaching activities are enriched by classroom presentations on pioneering projects, such as the **hostel for migrant workers**, offering students a practical vision of the "economy of good" capable of generating real value for the entire community and new insights into global migration dynamics.

PASSWORK
il bene per bene

UCEAP
UNIVERSITY OF CALIFORNIA
EDUCATION ABROAD PROGRAM



The collaboration with Passwork offers University of California students an extraordinary opportunity to explore the forefront of social innovation in the heart of the Mediterranean. Through direct engagement with this social enterprise, recognized by the UNHCR with the Welcome logo for its commitment to refugee integration, young Americans can observe firsthand how personal care translates into concrete pathways toward employment inclusion and social dignity.





4.4

NETWORKING FOR SOCIAL IMPACT

SYRACUSE INTERNATIONAL INSTITUTE

JUSTICE AND HUMAN RIGHTS: STUDYING LEGALITY IN THE CENTRAL MEDITERRANEAN

Activity duration: various meetings over the 7 weeks of the program
Students involved: 6

Our students don't just study law from textbooks. They participate in dedicated lectures, site visits, and comparative research projects, working closely with the Institute's experts. They tackle the most pressing challenges of our time in the field: managing migration flows, the impact of climate change on human rights, combating gender-based violence, and the new frontiers of international criminal law.
By connecting international academic talent with the Institute's global expertise, we create a unique educational ecosystem. We offer young people the opportunity to learn from legal leaders, rooting this learning in Syracuse's historic vocation: a millennial crossroads of people, rights, and justice.

Through programs developed in synergy with the Siracusa International Institute for Criminal Justice and Human Rights, the city becomes a powerful incubator of critical thinking.



For us, promoting the work of local associations working in marginalized communities means building an empathetic bridge between international talent and the Sicilian social fabric. We combine education with civic responsibility, demonstrating that true inclusion also comes from cultural processes.

4.4

NETWORKING FOR SOCIAL IMPACT

QUASSUD ISLAND
THEATRE AS A UNIVERSAL LANGUAGE OF INTEGRATION

Activity duration: 1 day
Students involved: 17

Art possesses a capacity for synthesis and storytelling that transcends linguistic and cultural barriers. Meeting director Emanuela Pistone and the Isola Quassud association, our students observe how the stage can transform into a space for active citizenship and mutual enrichment.
Through this discussion, we explore the potential of theater as a practical tool for the socio-cultural integration of migrants. The creative approach becomes key to deconstructing prejudices, fostering in young people a critical awareness of human rights and the complex dynamics of reception.





4.4

NETWORKING FOR SOCIAL IMPACT

HOUSE OF CULTURES - MEDITERRANEAN HOPE

BEYOND BORDERS: RECEPTION PRACTICES AND HUMANITARIAN CORRIDORS

Activity duration: 1 day
Students involved: 19

The migration phenomenon is made up of individual journeys that require specific protection and strategies. At the Casa delle Culture, our students interact with volunteers who manage the reception of people who arrive in Sicily via landings or humanitarian corridors, often in extremely vulnerable conditions.

Dialogue on safe migration practices becomes an essential tool for approaching the social complexity of the region. Interacting with refugees' life stories restores human depth to academic theory, fostering a genuine and profound intercultural exchange.

USC University of Southern California

Working alongside third sector organizations allows us to pragmatically educate about inclusion. We teach our students the principles of social and work integration, highlighting how local solidarity networks can generate tangible impacts on community stability.


LIBERA
ASSOCIAZIONI, NOMI E NUMERI
CONTRO LE MAFIE
E!STATE
LIBERI!
campi
di impegno
e formazione
sui beni
confiscati
alle mafie



4.4

NETWORKING FOR SOCIAL IMPACT

SEA - WAVE

SOCIAL INNOVATION AND NEW ENERGY: THE SYNERGY WITH ONDA AND THE MAREA FOUNDATION

Activity duration: 3 days + 1 day of presentation Onda
Participants involved: 35 (+ 50 people including employees, for the presentation)

The Italian Academy is not only supporting the project as a **Pioneer**, but is also actively participating in the initiative's beating heart: our historic headquarters in **Ortigia** had the honor of **hosting one of the foundation's launch events in July 2025 and one of the key stops on the regional tour dedicated to projects in the incubation phase this fall**.

Hosting these meetings has transformed our spaces into a laboratory for the future, where aspiring social entrepreneurs can present their visions and receive support in a fertile and stimulating environment. In this way, The Italian Academy confirms itself not only as a center of educational excellence, but also as a strategic hub where social innovation finds a home and logistical support, offering participants a privileged perspective on the most dynamic and transformative energies of contemporary Sicily.

The Italian Academy's vision goes beyond traditional academic training, positioning itself as a true ecosystem capable of fueling social change in Sicily. This is demonstrated by its strong collaboration with **Fondazione Marea** and its **ONDA** program, a pioneering initiative dedicated to incubating entrepreneurial ideas with high social impact.

















4.4

NETWORKING FOR SOCIAL IMPACT

ISOLA CATANIA

CULTIVATING INNOVATION AND SUSTAINABLE ENTREPRENEURSHIP

Activity duration: 1 day
Students involved: +25

Preparing young people for the challenges of tomorrow requires firsthand observation of innovative economic models. By visiting Isola Catania, students experience a structured business incubator, entirely dedicated to generating ideas with a positive impact on the local community.

Discussions with hub representatives allow us to analyze the dynamics of sustainable entrepreneurship and the B-Corp paradigm. This field experience provides the framework for understanding how corporate competitiveness can be combined with social responsibility and the resilience of the local economic system.

By networking with the island's most cutting-edge businesses, we facilitate dialogue between our students' global perspectives and the Sicilian startup ecosystem. The goal is to train professionals capable of designing business models that address the real needs of communities.


isola



4.5

NETWORKING FOR ENVIRONMENTAL EDUCATION

MARINE ECOLOGY:
STUDYING THE OCEAN FLOOR TO HEAL ITS WOUNDS AND PLAN THE BREATH OF TOMORROW

Our science courses overturn the paradigm of traditional environmental education. Faced with global threats such as water acidification, deoxygenation, and rising temperatures, we offer more than just theoretical lessons. Our academic programs thoroughly analyze the anthropogenic pressures that are reshaping the chemical and physical balance of the Mediterranean basin, pushing young people to confront the harsh reality of climate change.

From diagnosis, we quickly move to finding solutions. The coasts of eastern Sicily and the island of Ortigia serve as testing grounds for real field investigations.
Our members leave the lab to measure the resilience of marine food webs, evaluating firsthand the practical effectiveness of management plans and protected areas for restoring damaged habitats.

We accelerate the ecological transition by training minds capable of reversing the trend. We provide the Syracuse area and the international community with informed scientists and future policymakers, equipped with the technical tools to promote responsible use of resources. We create value by demonstrating that the sea is not a reservoir to be exploited, but a living organism to be regenerated.


SCUBAPRO
MERCURY



4.5

NETWORKING FOR ENVIRONMENTAL EDUCATION

CONSORZIO PLEMMIRIO

THE SEA AS A CLASSROOM: ECOSYSTEM PROTECTION AND BIODIVERSITY

Activity duration: various meetings over the 7 weeks of the program
Students involved: 4

We are not mere spectators, but agents of change. Supported by the Consortium's experts, our international students take to the field to monitor biodiversity, map alien species, and measure the effectiveness of Marine Protected Areas. It is a rigorous, hands-on immersion in the Mediterranean's environmental challenges, combining academic research with active conservation.
Networking with Plemmirio means educating people about true ecological citizenship. We develop global talents ready to protect the beauty that surrounds us, exporting the value of our sustainability and natural heritage to the world.

Thanks to our strong partnership with the Consorzio del Plemmirio, we're transforming the Syracuse coast into a true open-air laboratory. Here, scientific theory translates into concrete action to protect our sea.





4.5

NETWORKING FOR ENVIRONMENTAL EDUCATION

MARECAMP

RESEARCH AND ACTION FOR THE PROTECTION OF THE MARINE ECOSYSTEM

Activity duration: 2 days
Students involved: 9

Protecting our sea requires solid scientific expertise and constant monitoring. Collaborating with the marine biologists of the **Marecamp** association in the Gulf of Catania, we transfer learning to the open sea, engaging students in technical activities for recognizing and monitoring cetaceans.

Field experience strengthens skills related to biodiversity protection and combating poaching. The young people apply rigorous research methodologies, experiencing firsthand the importance of scientific rigor in monitoring the health of Sicily's coastal environment.

Promoting this alliance allows us to showcase virtuous and unexpected collaborations, such as the joint work between researchers and local fishermen to reduce plastic pollution. We teach ecological responsibility by demonstrating that the ecosystem is a collective resource to be managed as a network.

4.5

THE EDUCATIONAL COMMUNITY: NETWORKING

WWF SOUTH EASTERN SICILY

PROTECTING BIODIVERSITY: IN THE FIELD FOR SEA TURTLES

Activity duration: various meetings over the 4 weeks of the program
Students involved: 6

The Mediterranean Sea covers less than 1% of the global ocean surface, yet it is an extraordinary biodiversity hotspot, home to nearly a fifth of the world's marine flora. This invaluable heritage, however, is constantly threatened by human impact. For us, studying coastal ecology isn't just about analyzing statistical data in the classroom, but about taking responsibility for protecting this fragile yet vital ecosystem.

Thanks to our partnership with **WWF South Eastern Sicily**, we teach that this fragility cannot be fully understood by sitting behind a desk: you have to get your hands dirty and tune into the rhythms of nature. Led by the association's biologists and volunteers, our international students leave the labs to patrol the coastlines. They work alongside experts in the delicate operations of researching, mapping, and protecting sea turtle nests. We transform academic theory into militant ecology, where every trace in the sand becomes a lesson in survival.

Patrolling the coast side by side with local volunteers generates a powerful sense of empathy. Young talents arriving from around the world learn to care for our ecosystem as if it were their own home, becoming ambassadors of pragmatic environmental education. We return to the region not only attention, but also resources and fresh energy to protect its future.





4.5

NETWORKING FOR ENVIRONMENTAL EDUCATION

INGV (NATIONAL INSTITUTE OF GEOPHYSICS AND VOLCANOLOGY)

UNDERSTANDING THE TERRITORY: MONITORING AND PREVENTION OF NATURAL RISKS

Activity duration: 1 day
Students involved: 35

The contribution of INGV researchers and technologists, who also serve as instructors, allows for the direct transfer of expertise on highly precise instruments: from fiber-optic seismic sensor networks to satellite and thermal remote sensing systems. Students delve into the **architecture of real-time data acquisition systems** and the computational models needed to interpret the geophysical and geochemical signals of the Etna system.
Connecting scientific centers of excellence with a global student base creates a network dedicated to environmental innovation. Through the study of data flows and digital monitoring infrastructures, we foster high-quality technical training, firmly anchored in the technological and geological challenges that characterize the Mediterranean basin.

UCEAP

Etna, Europe's highest active volcano, represents an unparalleled natural laboratory for the application of the most advanced sensing technologies. The strategic collaboration with the INGV (National Institute of Geophysics and Volcanology) offers our international students privileged access to cutting-edge digital monitoring systems, transforming Sicily into an open-air technology hub.


TREMORE ETNA
ATTIVITÀ


GRAPHIC
Chloé

5

ENVIRONMENTAL IMPACT AND MITIGATION PROCEDURES:

- 5.1 INTRODUCTION: CIRCULARITY, RECYCLING, CLIMATE FOOTPRINT
- 5.2 CONSUMPTION (WATER, ELECTRICITY) AND MOBILITY
- 5.3 PLASTIC REDUCTION
- 5.4 CIRCULARITY AND RECYCLING



5.1

GUARDIANS OF OUR ISLAND: OVERVIEW AND KEY NUMBERS

CLIMATE STRATEGY 2025: EFFICIENCY, RECYCLING, AND MOBILITY

25.176 kWh
of electricity saved

50%
electric cars

-13%
of energy needs

6kWp
photovoltaic system

Energy Efficiency and Decarbonisation

The 2025 efficiency strategies are effective. Despite the expansion of the building, anti-waste policies have limited the energy impact.

Sustainable Mobility

The company fleet (6 vehicles) is transitioning to electric/hybrid mobility, with the introduction of 3 new fully electric vehicles to reduce emissions related to staff transport.

Awareness Raising and Monitoring

Cultural change is crucial. Active engagement and raising awareness about the conscious use of resources are essential. We monitor consumption in student apartments and intervene with targeted campaigns to reduce waste while maintaining service standards.

5.2

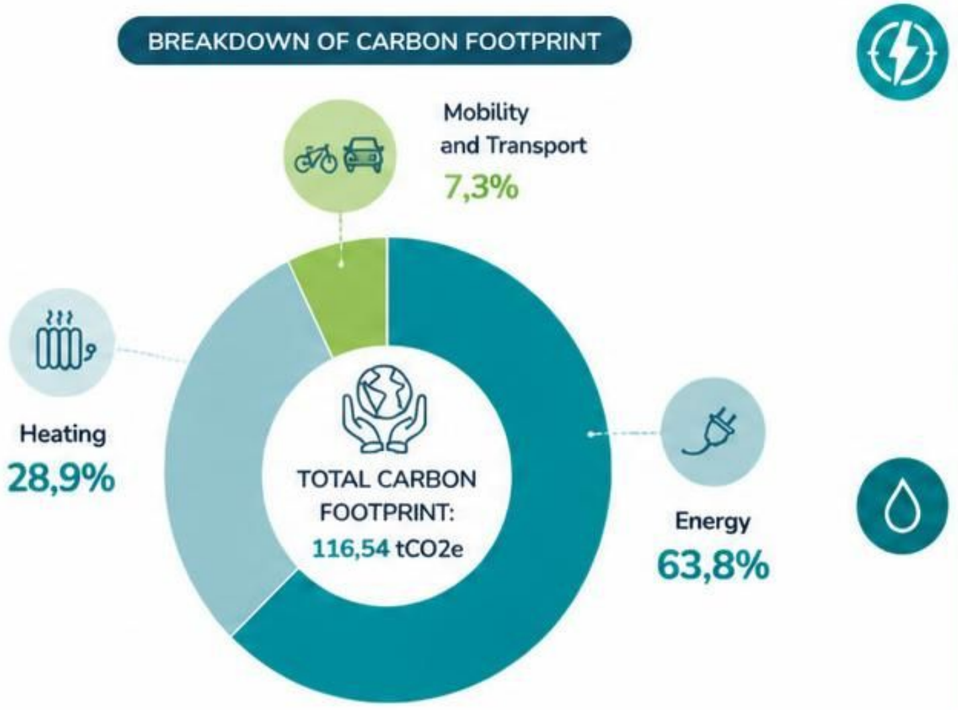
GUARDIANS OF OUR ISLAND: ENERGY AND EMISSIONSTHE VALUE OF EFFICIENCY: REDUCED CONSUMPTION, ZERO IMPACT

Positive Footprint: Transition Strategy (VSME B2)

Our climate and environmental strategy aims to decouple growth from resource consumption, resting on four key pillars: **energy efficiency, sustainable mobility, circular economy, and stakeholder engagement.**

Over the past year, we quantified the total carbon footprint of our operations, which amounted to 116.54 tCO_2e. Conducted in line with the GHG Reporting Standard, this assessment accounts for both direct emissions (Scope 1) and indirect emissions from energy consumption (Scope 2), enabling us to identify key hotspots for targeted intervention.

We monitor every watt to make a difference: across our operational facilities, offices, and international student housing network, our baseline consumption records:



Ecco la traduzione tecnica, precisa e istituzionale, perfettamente conforme alle terminologie degli standard internazionali di reportistica ESG (come il GHG Protocol):

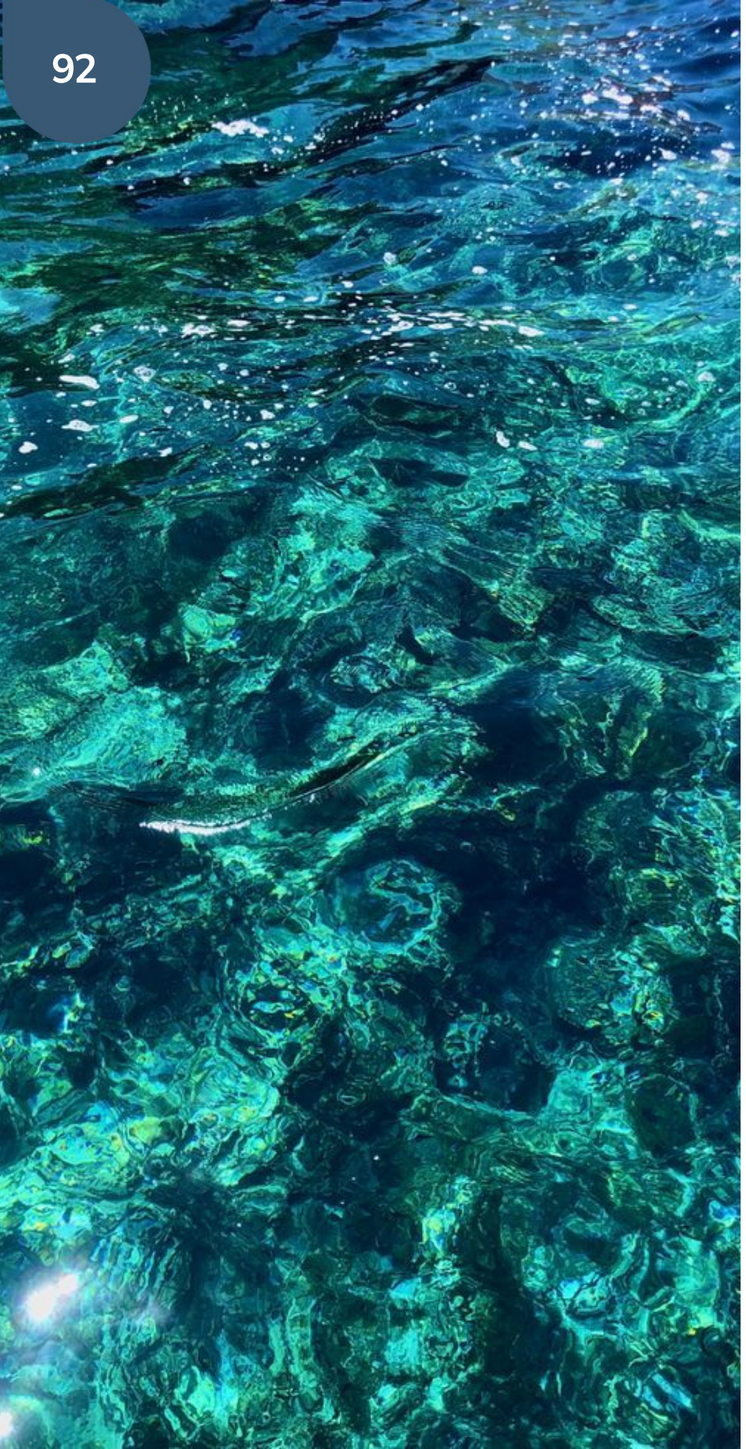
"The Weight of Energy (Scope 2 – 63.8%): With an annual consumption of 168,487 kWh, electricity represents our main challenge (74.34 tCO_2e). This elevated figure does not stem from abnormal consumption, but rather from applying the Market-based method, as we do not yet hold Guarantee of Origin (GO) certificates. Transitioning to 100% renewable power supplies is our top priority to drastically reduce this item. However, the true success lies in efficiency: despite the continuous expansion of the Academy Ecosystem, we have reduced our energy requirements by 13%.

Facility Heating (Scope 1 – 28.9%): The use of 16,653 Sm^3 of natural gas for space heating across our facilities generates 33.64 tCO_2e. Our mitigation strategy centers on the gradual replacement of gas boilers with high-efficiency heat pumps, effectively shifting our thermal energy requirements toward 'green Scope 2'.

OUR CONSUMPTION

ELECTRICITY	NATURAL GAS	WATER	TOTAL EMISSIONS
168.487 kWh	16.653 Sm^3 (heating)	6.910 m^3	116,54 tCO_2e

Every choice, every kWh saved, every optimized resource brings us closer to our goal: **zero impact, positive value.**



5.3

GUARDIANS OF OUR ISLAND: WATER MANAGEMENT AND PLASTIC-FREE POLICY

THE RESPONSE TO THE WATER CRISIS: AWARENESS AND PREVENTION

In 2025, the company's total water consumption stood at 6,910 m³. This volume is distributed evenly across our operations, offices, and student housing network.

To ensure maximum efficiency:

- We conduct constant and analytical monitoring of water consumption in every single building and apartment. This tracking allows us to promptly detect any structural anomalies or hidden leaks, allowing us to intervene before they become water waste.
- We actively engage our international students, raising their awareness of the vital importance of water resources in our region. Through targeted communications, we educate them on careful use of water during their stay, transforming hospitality into an opportunity for shared environmental responsibility.

Conscious Supply and Plastic-Free Policies

6,910 m3
total water consumption

4
water dispensers installed

Continuous **awareness** raising activities among students on saving

Our water strategy is not limited to reducing consumption, but extends to the way we use it, intertwining with our circular economy objectives:
We have installed drinking water dispensers (connected to the water mains and filtered) within our offices, making them available free of charge to employees and students.

This choice generates a twofold positive impact: it guarantees safe and zero-mile dispensing, and drastically reduces the consumption of single-use plastic bottles, supporting our zero-waste policies and eliminating indirect emissions related to the production, transportation, and disposal of PET.

The local context in which we operate makes water management a top and ethical priority. Sicily faces historic challenges related to water stress, and we have adopted a proactive approach to minimize waste, protect the resource, and promote responsible water use across all our facilities.





5.4

GUARDIANS OF OUR ISLAND:
CIRCULAR ECONOMY AND WASTE

CIRCULAR TRANSITION: THE ZERO WASTE STRATEGY TO PROTECT OUR ISLAND

For us, the transition to a circular model translates into a daily commitment that involves both internal staff and our student community. Our approach is based on prevention at the source and maximizing material recovery, actively protecting the ecosystem in which we operate.

- Our activity does not generate direct polluting emissions into the air (such as SO2, NOx or PM2.5).
- There are no discharges of pollutants into the waters nor inputs of harmful substances into the soil.

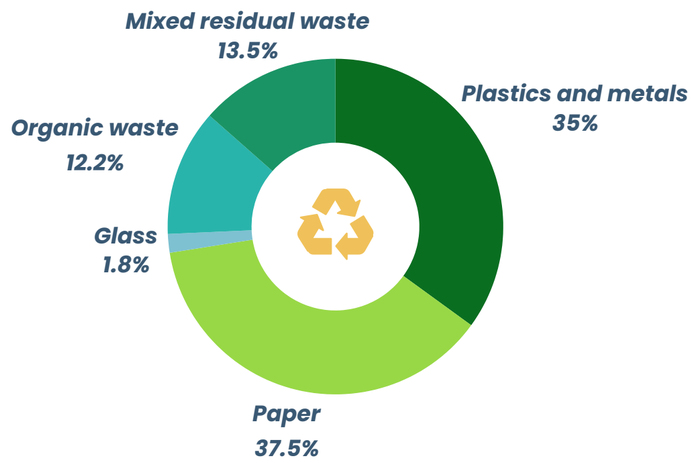
Furthermore, our operations do not produce any type of hazardous or radioactive waste. Our operational sites are not located within or near protected areas or areas technically designated as sensitive for biodiversity. In any case, all educational activities and field training workshops involving significant natural sites are conducted in strict compliance with local ecosystems, the landscape, and all applicable environmental regulations.

Education as a Lever for Change These results would not be possible without the students' deep involvement. We promote a culture of waste separation in all our campuses and apartments, providing clear guidelines and practical tools from the moment they arrive. In this way, we transform their stay into a journey of civic and environmental education, ensuring that the virtuous practices learned in Sicily can be taken with them anywhere in the world.

Waste Management and Recycling Rate

The heart of our circularity strategy lies in implementing rigorous zero-waste policies across all our facilities. In 2025, we managed an estimated total of 32,540 kg of waste. The breakdown demonstrates the effectiveness of our initiatives:

- **Material origin:** 8,240 kg came from our operational offices, while the largest share, 24,300 kg, came from student residences (Apt).
- **Composition:** Most of the materials collected are highly recoverable: 37.5% consists of paper and cardboard, 35% of plastics and metals, 12.2% of organic waste, and 1.8% of glass.
- **Recycling excellence:** Thanks to the active promotion of separate waste collection in every office and apartment, we achieved an outstanding recycling rate of 86.5%, sending 28,145 kg of materials for recovery.
- **Reduced disposal:** Only 13.5% of the total, equal to 4,395 kg, falls into the mixed residual waste fraction destined for disposal.





-6.5 tonnes CO_2

€10,380 saved

€28,500 savings

Environmental Value Delivering 52% of Cambridge English exams in digital format generated a significant sustainability impact. The economic and ecological savings resulting from avoided logistics and paper costs are estimated at approximately €28,500 in Academic Year 2025. This choice highlights our commitment to environmental responsibility.

Optimizing means protecting our territory. This reduction in consumption translates into 25,176 kWh saved, an economic benefit of €10,380 and, above all, 6.5 tonnes of CO_2 not emitted into the atmosphere. Our 6 kWp photovoltaic system at Via Bacchilide 3 also contributes to this virtuous cycle. In addition, our activities are completely free of industrial pollutant emissions (SO_2, NOx, PM2.5) into the air, water and soil: our impact in this area is proudly zero.




SCUBAPRO
S
ONEFLEX
3.0 mm
PROFESSIONAL DIVING EQUIPMENT
SCUBAPRO

6
LOOKING TO THE FUTURE

6.1 CHALLENGES 2026: CONSOLIDATION OF THE GLOCAL MODEL, EXPANSION OF INTERNATIONAL PROGRAMS AND NEW GOALS OF ECOLOGICAL SUSTAINABILITY

Our goal for 2026 is to strengthen our ties with Syracuse and Sicily, ensuring our growth coincides with the socioeconomic development of our host community, expanding our educational partnerships with third-sector organizations and strengthening a supply chain of ethical local suppliers. To achieve this, we have decided to evolve our legal structure into a **Benefit Corporation**. This formal step will incorporate into our bylaws a commitment to pursuing goals of common benefit, making local protection and social inclusion as primary objectives as profit.

This represents the first step towards a more ambitious challenge: obtaining B-Corp certification, the global standard that validates companies capable of generating a measurable and transparent positive impact.




MINISTERO DELLA CULTURA
REGIONE SICILIANA ASSESSORATO DEL TURISMO DELLO SPORT E DELLO SPETTACOLO
COMUNE DI SIRACUSA
United Nations Educational, Scientific and Cultural Organization
World Heritage Convention
SOPRINTENDENZA PER I BENI CULTURALI E AMBIENTALI DI SIRACUSA
TSV
Partner principale
eni
Banca partner
BAPS
Sostenitori
Rai



ACADEMIC PATHWAYS

2026

Benefit Corporation

Beginning the process of transforming the legal structure to integrate common benefit purposes into the bylaws.

Social Expansion

Expanding partnerships with the third sector to multiply the regenerative impact on the local community.

2027

B-Corp Certification

Gaining global recognition for companies that generate positive, measurable, and transparent impact.

> ***Towards full sustainability: integrating profit with social and environmental value.***


Duff

VSME CONTENT INDEX

BELOW WE REPORT THE TECHNICAL REFERENCES PROVIDED BY THE VSME STANDARD THAT WE HAVE ANALYZED AND REPORTED WITHIN THIS REPORT:

Thematic area	VSME Index	Disclosure description	Reference pages
General	B1	Basis for preparation (History, Governance, Value)	8, 9, 15, 29, 30, 47, 50
General	B2	Practices and initiatives related to sustainability matters	93
Environment	B3	Energy consumption and greenhouse gas emissions	92, 93
Environment	B5	Biodiversity	84, 87, 96
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Environment	B7	Circular economy and waste management	52, 96, 97
Social	B8	Workforce management (Human Resources)	35, 36
Social	B10	Compensation, collective bargaining and training	37, 39, 52
Governance	B11	Business conduct and anti-corruption	32



AGENDA ONU 2030

Every business decision we make is evaluated and aligned with the Sustainable Development Goals (SDGs). Through this commitment, we connect our Sicilian roots to the most pressing global challenges, demonstrating that building a fair and sustainable future always starts with local, concrete, and measurable actions. Through our actions, we contribute concretely to the following specific targets:

SDG 4 | Quality Education: We deliver internationally recognized standards of excellence to educate tomorrow's global citizens through our three academic brands.

Target Indicator (Target 4.7): Ensure that all students acquire the knowledge and skills needed to promote sustainable development, including through global citizenship education and an appreciation of cultural diversity. We achieve this target through Syracuse Academy programs and the Foundation Year, preparing students of 51 different nationalities to undertake university courses with a strong global awareness. At the local level, we raise the language standards of public schools through the provision of PON (National National Plan for Education), PNRR (National National Plan for Education), and Cambridge Seminars for teachers, ensuring an excellent education accessible to the community.

SDG 5 | Gender Equality: We certify equity with UNI/PdR 125:2022, ensuring equal opportunities and the development of every talent within our staff.

Reference indicator (Target 5.5): Ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making.

SDG 8 | Decent Work and Economic Growth: We fuel brain gain, creating high-profile careers that allow talented people to stay or return to Sicily.

Key Indicator (Target 8.5): Achieve full and productive employment and decent work for all women and men, ensuring equity and closing inequalities in the labor market. We offer talented people the opportunity to build international careers by staying or returning to Sicily.

SDG 10 | Reduce Inequalities: We promote inclusion by welcoming 51 different nationalities and breaking down cultural barriers through social outreach programs. Through Syracuse Academy's "Migration & Human Rights" course, fieldwork, and analysis of migration in the Mediterranean, we help international students understand the dynamics of inclusion.

Reference indicator (Target 10.2): Enhance and promote the social, economic and political inclusion of all, regardless of age, sex, disability, race, ethnicity or origin.

SDG 12 | Responsible Consumption and Production: We are leading the transition to a Paperless Academy, reducing environmental impact through digitalization.

Target Indicator (Target 12.5): Substantially reduce waste generation through prevention, reduction, recycling, and reuse. We are leading the company's ecological transition by digitizing administrative processes and teaching materials. At the teaching level, we integrate environmental education into Marine Ecology courses, encouraging university students to analyze the impact of pollution in the field and develop daily sustainable consumption practices.

SDG 17 | Partnerships for the Goals: We network with local and international leaders (Libera Terra, Isola Catania, Fondazione Marea) for shared territorial impact.

Reference indicator (Target 17.16): Encourage and promote effective multi-stakeholder partnerships in the public, private and civil society sectors, mobilizing and sharing knowledge and expertise.
Our programs include learning modules where students collaborate directly with local third sector leaders. We encourage them to network at CIAO summer camps, participate in cleanup and conservation projects with Fondazione Marea, participate in innovation programs with Isola Catania, and gain hands-on experience on land confiscated from the mafia with Libera Terra.


SUSTAINABLE DEVELOPMENT GOALS
1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS



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