

LETTER TO STAKEHOLDERS



“Dear Stakeholders,

We are pleased to share with **you the fourth edition of the Sustainability Report of Maps Group**.

2024 has been a year of consolidation and excellent economic performance, confirming the quality of our solutions and the strength of the markets in which we operate. In line with our principles, this growth has been accompanied by a strengthening of our sustainable corporate culture, attentive to the environment and the social context in which we operate.

On the reporting side, in addition to continuing the integration of the European Taxonomy—already introduced in the previous Report—we have aligned with the requirements of the Corporate Sustainability Reporting Directive (“CSRD”) and are therefore presenting the first edition of the Sustainability Report with information disclosed in accordance with the **ESRS (“European Sustainability Reporting Standards”)**, in both Italian and English, to ensure transparency and accessibility of information for all.

This year we carried out a new, more in-depth **double materiality analysis**, actively engaging all the Group’s internal and external stakeholders. This process allowed us to identify with greater accuracy the most significant impacts, as well as the risks and opportunities for Maps Group. The entire data collection process was accompanied by a training and awareness-raising programme on sustainability issues, involving the management and the highest governing bodies of Maps Group.

Although sustainability regulations are evolving rapidly, and the scope of reporting obligations for companies like ours is not yet fully defined, we have charted a course that we intend to follow. This means not only a concrete focus on sustainability issues, but also the implementation of an increasingly efficient, transparent, and timely organisational and reporting system.

The well-being of our people remains a priority. We have intensified efforts to enhance our human capital, ensuring them a stable yet dynamic working environment.

In this regard, another important milestone comes from Artex S.p.A., the Group company that encompasses our healthcare business, which in 2024 **obtained the UNI/PdR 125:2022 (Guidelines of the management system for gender equality)**. This certification attests to the company’s commitment to promoting gender equality in the workplace.

This recognition, based on excellence standards in the management of equality and inclusion policies, represents a significant achievement for all of us.

The first indicator of this certification concerns the integration of gender equality into corporate culture and strategy. In this respect, Artexe has formalised and implemented a strategic plan that fosters the development of an inclusive work environment, with corporate values consistent with a culture based on inclusion.

It has also organised a series of internal initiatives to raise employee awareness, such as diversity training courses, internal perception analyses on these topics, and communication campaigns focused on the value of equality and mutual respect.

An internal Committee dedicated to Inclusion and Equity has been established with the aim of periodically assessing progress and proposing new strategies, while the involvement of top management in decisions regarding gender policies ensures a unified vision across the entire organisation.

Looking ahead, our intention is to place greater emphasis on gender equality issues, continuing to monitor progress through specific KPIs. The best practices developed by Artexe will be extended to the entire Group. We firmly believe that only through consistent and concrete daily commitment will it be possible to promote and achieve a corporate culture that respects everyone.

Our focus on people and sustainability has also been recognised by two awards we received in 2024: the **Welfare Champion by Generali** and the **Best ESG Identity by AssoNEXT**.

The *Welfare Champion* jury once again considered our *Maps Habitat* project — created to help employees balance work and family life — a tangible measure for employee well-being.

The *Best ESG Identity* award recognised our distinctive approach to ESG (Environmental, Social, and Governance), particularly the transparency of information, clear communication, and concrete commitment to sustainability, which is considered deeply embedded in Maps Group's corporate culture.

This commitment influences every aspect of our operations, from strategy to day-to-day activities.

From an environmental perspective, we continue our commitment to closely monitoring consumption and reducing environmental impact. The results achieved in 2024 confirm the effectiveness of the actions undertaken: the increased use of certified renewable electricity, the progressive improvement of the company vehicle fleet with lower-emission vehicles, and the significant reduction in commuting between home and the workplace — facilitated by the *Maps Habitat* project and the closure of offices on Fridays — have all contributed to a substantial improvement in our carbon footprint.

Looking ahead, we have already laid the foundations to further enhance our sustainable growth: we have initiated a reorganisation of our organisation and the offices in which we operate, in order to optimise time, space, and functions. Supporting us in this process is the awareness that we can address the challenges ahead — in the markets and in societal evolution — with transparency and expertise.

Buona lettura”

Marco Ciscato | *Executive Chairman*