

LETTER TO STAKEHOLDERS

Dear Readers,

*To demonstrate our concrete commitment to a sustainable corporate culture, this year we are publishing the second edition of **Maps Group's Sustainability Report**.*

You will notice that, compared to one year ago, we are no longer talking about Maps S.p.A. and its individual member companies, but have decided to take, all together, a single, defined and shared identity, transforming the concept of company into that of group. A new identity that also starts with a new name, Maps Group, which accompanies the objective of promptly integrating the companies acquired over the years to work together towards a goal of common success.

Since this year, deeper and more structured analyses have been carried out to better define the areas of sustainability that are significant for Maps Group and its stakeholders, involved through concrete engagement initiatives carried out according to the recent updates defined by GRI, the Global Reporting Initiative. To this extent, it was possible to more clearly outline Maps Group's current and future sustainability strategies.

Among the other results, the company's strong interest in the "people's well-being" was confirmed, as the company has as an attitude to care and enhance its resources as well as a strong interest in promoting initiatives that can produce positive impacts on the community.

This 2022 report contains several interesting figures that testifying our commitment to have a positive impact. As far as the environment is concerned, we highlight an improvement in the GJ of electricity consumed per employee and the excellent outcomes of initiatives such as the Maps Habitat project, which has become fundamental to the structuring of a serious teleworking context. The results on our people are also promising, average training hours have increased, numerous employees have been hired and we have a lower turnover, important issues to continue to attract and retain talent.

Governance, a strategic area for us, through the actions taken, demonstrates an increasing focus on transparency towards our stakeholders as well. Finally, the economic figures give substance to our growth intentions, while creating a positive impact by distributing a large part of the generated value to stakeholders.

Furthermore, we continue to invest in our solutions by offering products on the market that can provide concrete benefits and foster a sustainable economic and social climate, particularly in those areas to which our solutions refer: Healthcare, Energy, ESG.

To demonstrate our commitment, since this year we have established a dedicated Sustainability Team that has contributed efficiently to the realisation of this project, both in its reporting and in the determination of possible improvement strategies. In the future, we will continue to pursue sustainable growth with conviction, including putting it at the centre of the integration activities of the acquired companies and forthcoming acquisitions.

Marco Ciscato

Executive Chairman