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SUSTAINABILITY REPORT

Testo del comunicato

Vedi allegato.



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MAPS GROUP APPROVES ITS FIRST SUSTAINABILITY REPORT

Trust, responsibility and respect are the guiding principles.

Parma, 13 September 2022

The Board of Directors of **MAPS (MAPS:IM; IT0005364333)**, an innovative SME listed on Euronext Growth Milan and active in the digital transformation sector, announced the approval of its **Sustainability Report 2021**.

The document aims to provide a clear report on the Group's performance with respect to relevant economic, environmental and social sustainability issues. The document is compliant with the GRI principles- Global Reporting Standard - according to the "Core" reporting option.

Marco Ciscato, Chairman of Maps Group: *"This first Sustainability Report marks a milestone in a journey that began many years ago. Our commitment to a sustainable corporate culture is indeed strong and deep-rooted. Maps has pursued a strategy that has seen growth as one of its cornerstones; at the same time, another key element has been a careful respect for the wider context in which the company operates. The two aspects find coherence in Maps' culture, as we are certain that attention to the context and the adoption of a fully sustainable approach represent a primary success factor in the long term and therefore sustain the growth of the Group"*.

The topics addressed in the document, identified as a result of the **Materiality Analysis**, allow to define the content of the Group's ESG strategic guidelines in order to provide a complete and effective vision of current performance in the areas of environment, people and governance. The analysis also included a comparison of the material themes with the industry's best practices and the engagement of the Group's management.

Social Responsibility

For the Maps Group it is essential to create a positive, flexible and dynamic working environment with respect to the needs of its employees and to the evolution of the market context. Resource satisfaction and professional updating are the most suitable growth tools to face the dynamism and continuous change in which the Group operates.

As a reconfirmation of the Group's focus on Welfare, **Welfare Index PMI** decided to reward Maps with the **5W-Welfare Champion rating**, becoming one of the 105 companies in Italy to be recognized for the completeness and intensity of its welfare plan.

The people-centered approach means adopting policies that support and promote human resources, both personally and professionally, adopting an attitude that is not limited to safeguarding differences but enhancing them. In this regard, an average of 53,5 hours of training were provided in 2021 and all the extracurricular internships in the company were converted into apprenticeship contracts. Moreover, through employee retention policies based on various welfare initiatives and a performance evaluation process, a low turnover rate and a high talent retention rate have been recorded.

Confirming the commitment and seriousness of the ESG policies adopted by Maps, the Italian Competition and Market Authority (AGCM) renewed its **Legality Rating**, obtaining a score of ★++.

Maps also believe that establishing solid and stimulating relationships with local realities is a key element for sustainable and positive conduct of business. Therefore, various forms of collaboration



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with Italian universities have been established. In particular, the Group offers curricular and extracurricular internships to students, actively contributes to the teaching program, participates in the organization of Master's courses through sponsorship initiatives, and collaborates with university structures to conduct research and development projects. It has also made a donation as a form of financial support for the accommodation and integration costs of disadvantaged Afghan students.

Furthermore, over the years, the Group has also cultivated relationships with numerous local associations and cooperatives, active in important social initiatives, and promoters of events and activities of considerable socio-cultural importance.

Governance, Ethics and Integrity

As confirmation of its commitment to transparency and correctness in company operations, Maps has adopted the **Code of Ethics** and an **Organisation, Management and Control Model**, updated in October 2021, aimed at preventing crimes from which the company may derive administrative liability.

Moreover, safeguards are in place to ensure transparent and controlled corporate governance, such as the appointment of independent directors exceeding legal requirements and the establishment of a Remuneration Policy approved by the Shareholders' Meeting

Economic Responsibility

The Group's strategy in recent years focused on investing in its proprietary solutions, in order to increase the margins of its business and build customer loyalty (in this context, customer satisfaction stands at 98%, defined as the percentage of loyal customers who decide to continue using our solutions and services). Furthermore, through acquisitions and mergers, the company has managed to expand and consolidate its presence in the various markets in which it operates, particularly in the healthcare sector. The total **economic value generated** in 2021 was EUR 21.5 million (compared to EUR 17.9 million in 2020), **90% of which was distributed to the main stakeholders**. Overall, 53% of the economic value generated was distributed to the staff, 34% to suppliers, 2% to the public administration and 1% to credit providers.

Environmental Responsibility

All growth and development strategies are always pursued with a focus on sustainability, inspired by a model of shared responsibility that involves all people and all internal functions, in the awareness of how their actions have an impact on stakeholders and the context in which they operate. An example of Maps' commitment to the environmental issue is represented by the two buildings of the Group's headquarters, located in Parma, which have obtained A2 and A4 energy certification, the highest rating obtainable.

The Sustainability Report 2021 will be available on the website www.mapsgroup.it, Investor Relations section 'Sustainability'.

MAPS GROUP

Founded in 2002, MAPS is an Innovative SME operating in the digital transformation sector. With its registered office in Parma and with approximately 200 employees, it produces and distributes software for the analysis of big data that allows client companies to manage and analyse large quantities of data and information, helping them make strategic and operational decisions and define new business models. Operating in a context characterised by high growth potential: investments in digital transformation estimated for the three-year period 2022-2024 are approximately \$6.3 billion with a CAGR of 16.5% (Source: IDC). MAPS operates through three business units focused respectively on the Health, Energy and Sustainability (ESG) sectors, providing solutions to a portfolio of over 500 highly loyal customers. Through its *Patient Journey* product line, MAPS is



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positioned as a leader in the field of patient reception in healthcare facilities, presiding over the market with over 1,500 installations, managing 36 million patient admissions nationwide. Thanks to ROSE, an intelligent energy management platform, MAPS now supports the main trends in the energy transition leading to the emergence of new business models based on flexibility, such as the energy communities. In terms of sustainability, GZOOM's *value governance* solution is now used by over 70 Italian organisations to measure objectives, manage risks, and share their non-financial performance. The Group is investing on an ongoing basis in R&D: in the last 3 years it has allocated a total of €5.3 million to innovation. The *Research & Solutions* division, set up in 2016, is responsible for identifying market needs and evolving software solutions.

The Group closes 2021 with consolidated revenues of €21.5 million (+20% compared to 2020) - with significant growth in revenues from Healthcare (+62%) and ESG (+69%) markets - and EBITDA of €5 million (23.3% EBITDA Margin). In the last three years MAPS has more than tripled its revenues from its proprietary solutions (15.2 million in 2021, or 72% of consolidated revenues). The company is characterised by high levels of recurring revenues: recurring fee revenues reached 34% of consolidated operating revenues in 2021 (CAGR 2018-2021 of 38%). The Group's organic growth has been accompanied by significant M&A activity, with the acquisition of IG Consulting (2011), Artexe (2018), Roidalty (2019), SCS Computers (2020), IASI (2021) and I-TEL (2022).

Release available on www.emarketstorage.com and on www.mapsgroup.it

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