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**Sustainability  
report**

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# LETTER TO STAKEHOLDERS

Dear stakeholders,

I would like to share our sustainability commitment and our plan to build a more sustainable future with you.

We are fully aware of our responsibility to reduce our environmental impact to a minimum, preserve natural resources and generate socially positive results in the communities we work in.

Towards this end, we are activating a series of ambitious initiatives to reduce our carbon footprint, increase the use of renewable energy and promote sustainable practices throughout our entire supply chain. Moreover, we are investing in new and innovative technologies that will help us reach these objective and be more efficient and effective.

Sustainability is a mind set, a way to do business that promotes farsightedness, transparency and working together. For this reason, we are committed to involve all our stakeholders, including customers, employees, suppliers and regulating entities, in order to guarantee that our sustainability initiatives are aligned with their needs and priorities.

We are aware that this path will be full of challenges; however, we are certain that we can make a significant difference in the future of our planet with our support and your help. We will continue to work tirelessly with you to build a more sustainable world.

Thank you for your continuous support,

*Alberto Bianchi*

## Methodology Note

This document, which is ASK's first Sustainability Report (from hereon known also as Organization or Company), has the objective of transparently communicating our sustainability strategies relative to environmental sustainability and social performance, and governance relative to business in 2022, from January 1, 2022 to December 31, 2022.

In order to compare the data from 2022, a comparison of business in 2021, from January 1, 2021 to December 31, 2021, is reported, where possible.

The perimeter of reporting the data and the information reported is relative to the following companies:

- ASK Industries S.p.A, with headquarters in Monte San Vito and Reggio Emilia;
- ASK Industries GmbH;
- ASK Poland Sp. z o.o.;
- Ningbo ASK Automotive Sound and Communication Co., Ltd;
- Chongqing ASK Automotive Electronics Co., Ltd.

Eventual exceptions or limitations to the perimeter are expressly reported in the text and in the notes in the tables, relative to quantitative data.

It is specified that, to simplify the reading and understanding of the tables, the quantitative data relative to the Italian headquarters in Monte San Vito and Reggio Emilia have been consolidated in the "Italy" section; the data relative to the Polish and German headquarters have been consolidated in the "Europe" section; in the same way, the data relative to the two Chinese headquarters have been combined in the "China" section of the tables.

To give a proper representation of ASK's presentation, directly measurable and limited given quantities have been included as estimates as much as possible. In case of estimates, they are expressly noted within this document.

This document, released annually, has been drafted on the base of a selection of the "GRI Sustainability Reporting Standards", published in the Global Reporting Initiative (GRI) in 2016 and subsequent updates, according to «Referenced» options. The complete list of the standards used, including clarifications and found in the Appendix of the GRI Content Index.

The data gathering process, necessary for the preparation of this document, has been managed according to:

- inclusivity, sustainability, materiality and completeness principles for the contents
- balance, comparability, accuracy, timeliness, clarity (reliability) principles to define the reporting parameters, as dictated in the GRI guidelines.

In particular, the reporting contents have been selected based on the results of an initial materiality analysis that has allowed us to identify the material aspects for ASK and for their stakeholders, as described in the "Materiality Analysis" paragraph in this document.

For additional information and suggestions relative to ASK's Sustainability Report, write to [sustainability@askgroup.global](mailto:sustainability@askgroup.global).

This document is also available on ASK's web site: [www.askgroup.global/en/](http://www.askgroup.global/en/)

# ASK

ASK, is part of JVC KENWOOD Corporation (JVC KENWOOD), and is a world leading company in the automotive industry. We engineer, produce and distribute avant-garde, excellent quality audio systems, speakers, box subwoofers and audio amplifiers for on-board infotainment and antenna systems, antennas and cables, for connectivity.

ASK was founded in 1965 in Reggio Emilia, where our Italian headquarters are still. Besides our Italian headquarters, ASK has facilities around the world including Europa (Germany, Poland), Tunisia, China, the United States and Brazil.

Thanks to our facilities in Europe, China and Brazil, ASK works effectively with our customers during the product development phase. Being close to the customer during the product development phase, we can offer our customers timely support throughout the entire production process, guaranteeing also a short supply chain

Over the years, ASK has grown with our customers and our distinct characteristics as an automotive Original Equipment Manufacture (OEM) have evolved.

Our principle distinct lines are:

- High-tech products and solutions.
- Deep expertise in radiofrequency.
- Sensitivity, creativity and flexibility to best satisfy our customers' needs.
- Collaboration with renowned audio brands and partners.
- Global presence.

## Highlights

ASK

### Foundation

ASK was founded in 1965.



### Turnover

€412.4 million



### Structure

Headquarters in Italy.  
10 branches in Germany, Poland, China, Brazil, Tunisia and The United States.



### Human Resources

4.929 employees working for ASK and numerous consultants.



### Business

Engineering, development and production of automotive speakers, subwoofers, amplifiers, antennas and cables.



### Certifications

ISO 9001  
IATF 16949 for quality  
ISO 14001 for the environment  
TISAX Label for Information Security  
ISO 45001



### VISION

**Our vision is to continue to be world leading OEM audio system and connectivity suppliers.**

### MISSION

**We are very passionate about sound. Our mission is to guarantee an incomparable audio experience with innovative technology for entertainment throughout the world.**

\*Validity date 31/12/2022

## ASK's Global presence

ASK's headquarters are in Italy and we have facilities in Germany, Poland, Tunisia, China, the USA and Brazil.

Thanks to research and development centers and factories throughout the world, we work closely with automobile manufacturers during the engineering, design and production of their products.

All ASK's factories are certified according to the present sector standards



## Costumers and Markets

ASK is aware that every customer has unique and specific needs. For this reason, we work closely with our customers, supplying personalized solutions and developing operational methods modelled on their needs. 99% of our total turnover is generated in the automotive industry (OEM customers).

Some of our customers are not listed due to a Non-Disclosure Agreement (NDA).

### OEM Customer - Automotive Industry



\*\* Isuzu and Suzuki - Tier 2 Customer.



## Tier Customer - Automotive Industry



## ASK's organizational Structure and History



ASK was founded in 1965, with solid experience in producing television speakers, musical instruments and aftermarket antennas and automobile speakers.

Our history has significant milestones of growth and expansion that have contributed to our affirmation as a leader in the automotive industry.

Some of our key milestones are:

- In 1996, to expand our presence in South America, ASK founded do Brasil Ltda in Sete Lagoas, reinforcing our position in the South American market.
- In 1997, ASK acquired 50% of Electric Poland, a company specialized in producing cables. Subsequently, the company was renamed to ASK Poland Sp.zo.o, allowing ASK to expand our product range with cables.
- In 1998, ASK acquired Zendar a leading Italian company in Emilia that produced cables and antennas. This acquisition reinforced ASK's position in the Italian market and expanded our product range in the automotive field.
- In 2000, ASK founded ASK Industries GmbH in Niederwinkling, Germania, aiming on entering the German

automotive market, which was noted for high quality products. This operation allowed ASK to consolidate our presence in Europe and to supply quality products to German customers.

- In 2006, ASK founded Ningbo ASK Sound and Communication Co. Ltd. This strategic move allowed ASK to expand into the rapidly growing Chinese automotive market.
- In 2011, ASK created ASK Tunisia Sarl in Manouba, Tunisia, owning 76%. This initiative allowed ASK to establish a solid presence in the North African market and server our local customers with high quality products.
- In 2015, ASK made another important step in our development when JVCKENWOOD Corporation, a Japanese leader in electric and electronic products, purchased 100% of ASK stock. This acquisition made ASK part of the JVCKENWOOD Group, allowing us to proceed in our process of internationalization.
- In 2021, ASK continued our expansion to China by creating two new companies. The first was Chongqing ASK Automotive Electronics Co., Ltd (ASK CQ), a manufacturing company controlled by Ningbo ASK Automotive Sound and Communication Co. Ltd. The second was Ningbo ASK Lingfeng Industrial Service Co., Ltd (ASK LIN), a “special purpose company” that Ningbo ASK Automotive Sound and Communication Co. Ltd held 66% of the shares, the remaining 34% owned by a governing partner. This new company testifies to ASK’s commitment to the Chinese market and our desire to supply innovative solutions to the local automotive industry.

Through a series of strategic acquisitions and expansion into new markets, ASK has reinforced our position as a leading company in the automotive sector, offering high quality solutions and satisfying our customers’ needs around the world.



## ASK's products

ASK is a leader in the automotive sector specializing in the manufacturing and sales of a vast range of electroacoustic, electronic and electromechanical products and accessories for autos and for the audio sector in general, for telecommunications, speakers, antennas, cables and amplifiers, both digital and analogic, electronic components for automobiles and other automobile parts, such as: ADAS systems, etc., and others for the connection and diffusion of sound. ASK is constantly committed to finding innovative and high quality solutions in the automotive sector.

### Audio Systems

ASK's strong point is excellent teamwork, how our sound engineers, speaker designers and audio amplification experts work. In this way, we do not only engineer single components, we design entire systems.

Moreover, from the first phases of design, ASK involves automobile manufactures to improve the system architecture and its performance to obtain audio excellence.

To measure our results, ASK will use X-AQT— Extended Acoustic Quality Test.

ASK's X-AQT tool measures and shows the dynamic frequency reply of the vehicle as perceived by the human ear; measures the dynamic temporal interference of the various speakers installed throughout the cockpit, considering diverse interiors; therefore, it allows the equalization phase.



### Speakers

Our range of speakers satisfies all the needs for an enjoyable listening experience in your car, including: the simplest of systems, made up of a woofer and tweeter to 4-way systems with subwoofer and midrange.

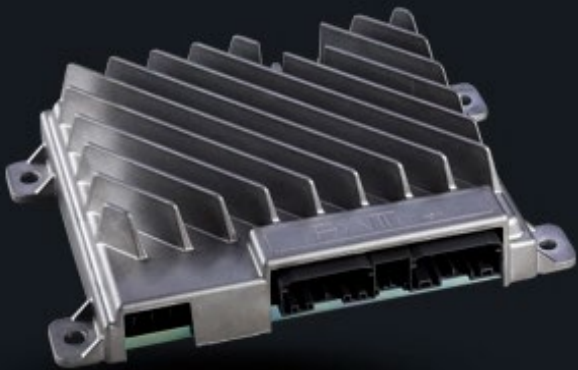
Thanks to appropriate technical solutions, ASK products embrace the entire automotive sound reproduction market; standard systems, Hi-Fi, premium and the most refined top sound systems that are used by the most exclusive automobile manufactures. Integrated car speakers are made to optimize acoustic performance, in close collaboration with the most renowned automobile manufactures and expert technicians in the field. These products are used in the automotive industry, one of the most difficult for electro-acoustic components in terms of temperature, resistance, mechanical shock and water tightness.

Our mechanical and acoustic parts are designed according to size constraints, and performance and reliability requirements, experimenting every innovative solution necessary in ASK's test labs.

## Antenna Systems

ASK engineers antenna systems for vehicles: our system, composed of antennas and coaxial cables that are connected to auto devices, guarantees broadcast signal (analog and digital radio, digital television, satellite radio) reception, telematic functions, such as GPS (Global Positioning System) and connection for telephone communications and internet. ASK systems, antennas and cables, cover all frequencies and functions through various types of products: from external rod antennas to internal, hidden, integrated antennas.

Thanks to our specific experience and know-how, gained in radiofrequency engineering and automotive applications, ASK develops solutions that respond to the needs of various automobile manufactures and proposes innovative functional and technologic ideas.



## Amplifiers

To create all our amplifiers, from Hi-Fi to high end, ASK draws from our extensive and highly specialized know-how accrued over years of clear and precise sound reproduction.

Our audio amplifiers are engineered to conform to ASK's clientele's needs. Our audio amplifiers have extensive diagnostic ability and have Class AB and Class D power levels, integrated and discrete components. ASK's catalogue includes both analogic and digital amplifiers, Digital Signal Processor (DSP), for 4 channels and 80 watts of power to 26 channels and a whopping 1,500 watts of power with distortion less than 1%. ASK uses the latest integrated DSP circuits to harmonically implement also the most complex sound managing algorithms.

As an OEM supplier, ASK is an expert in integrating amplifiers in CAN, MOST and Ethernet automobile networks.

## Cables

Cables for ASK's automotive applications have two types: coaxial cables for radiofrequency connections, radio television, satellite navigation and telephony, from 30KHz to 3GHz; and multiconductor cables for microphone connections, USB, AUX and HighSpeedData to connect personal devices as tablets and smartphones, and video equipment as screens and video cameras.

We supply our customers directly, first tier, or through system suppliers, second tier. Our cable components, connectors and raw cables, are purchased by predominant suppliers or developed in collaboration with ASK's partners for specific applications, as waterproof connectors or passive antenna connectors, and standard, as raw ASK cables. We produce also complete wiring with components, as clips and ribbons, that can be assembled directly on an automotive assembly line. Our cable production line, both automatic and manual, are certified by ASK's customers; our processes are standardized and the same for all our production locations.

Our specific radiofrequency engineering know-how, combined with measuring and testing instruments, allow innovative technology development that we offer to our customers after intense testing.



## Antennas

ASK's antennas include all applications and frequencies to connect vehicles: radio broadcasting (AM, FM, DAB, DRM, SDARS) and TV/DVBT; satellite navigation (GPS, Galileo, Glonass); telecommunications (telephone, internet, Wi-fi, 4G-LTE and remote controls).

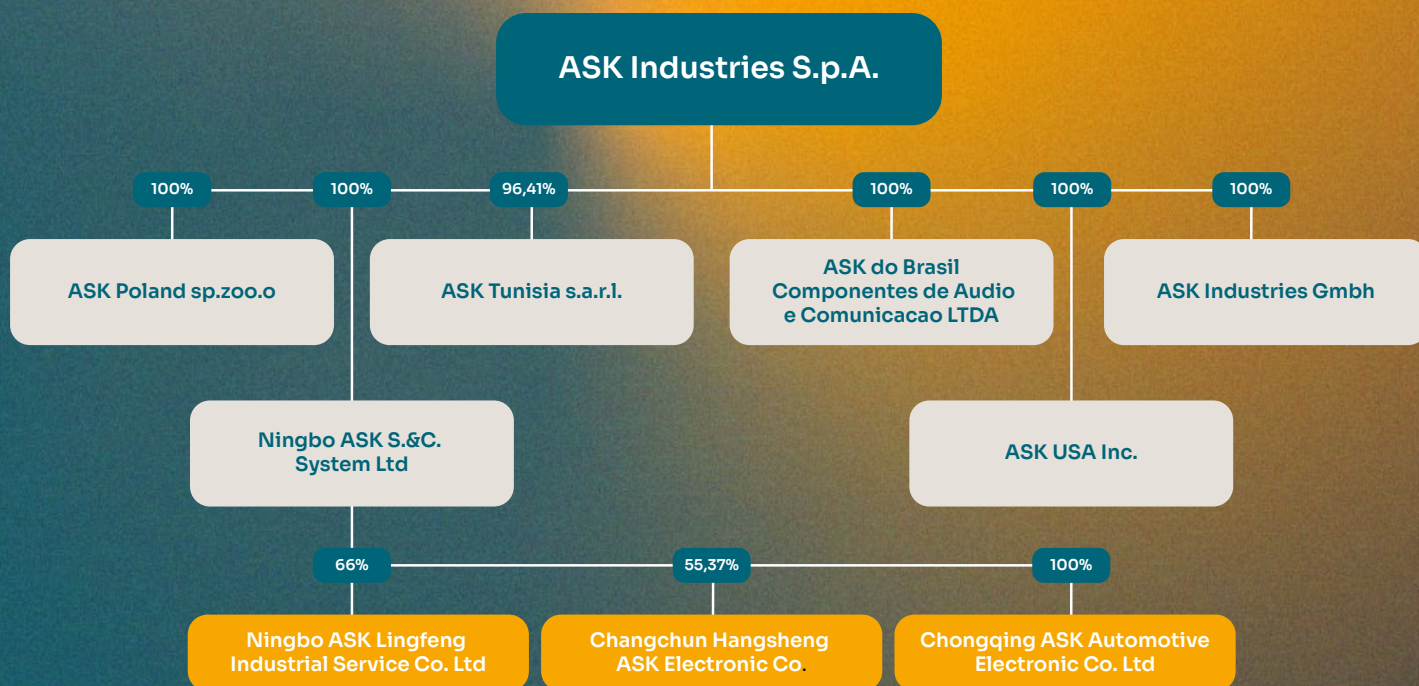
We produce various types of antennas: external, roof with rod or fin, integrated in the vehicle with radiant elements in glass or plastic parts. Our antennas satisfy various needs: from simple ones that only receive radio frequencies to the most complex integrated in vehicles of the predominant automobile manufactures. Both the radiant element and the antenna amplifier are engineered using avant-garde simulation tools; our antennas are tested in soundproof chambers and then in vehicles outdoors; finally, our solutions are tested on the road on predefined routes.

# ASK Governance

## ASK's structure and composition

ASK's organization structure is designed to insure proper management of decisional and operational processes, and to support individual components of the group through close collaboration.

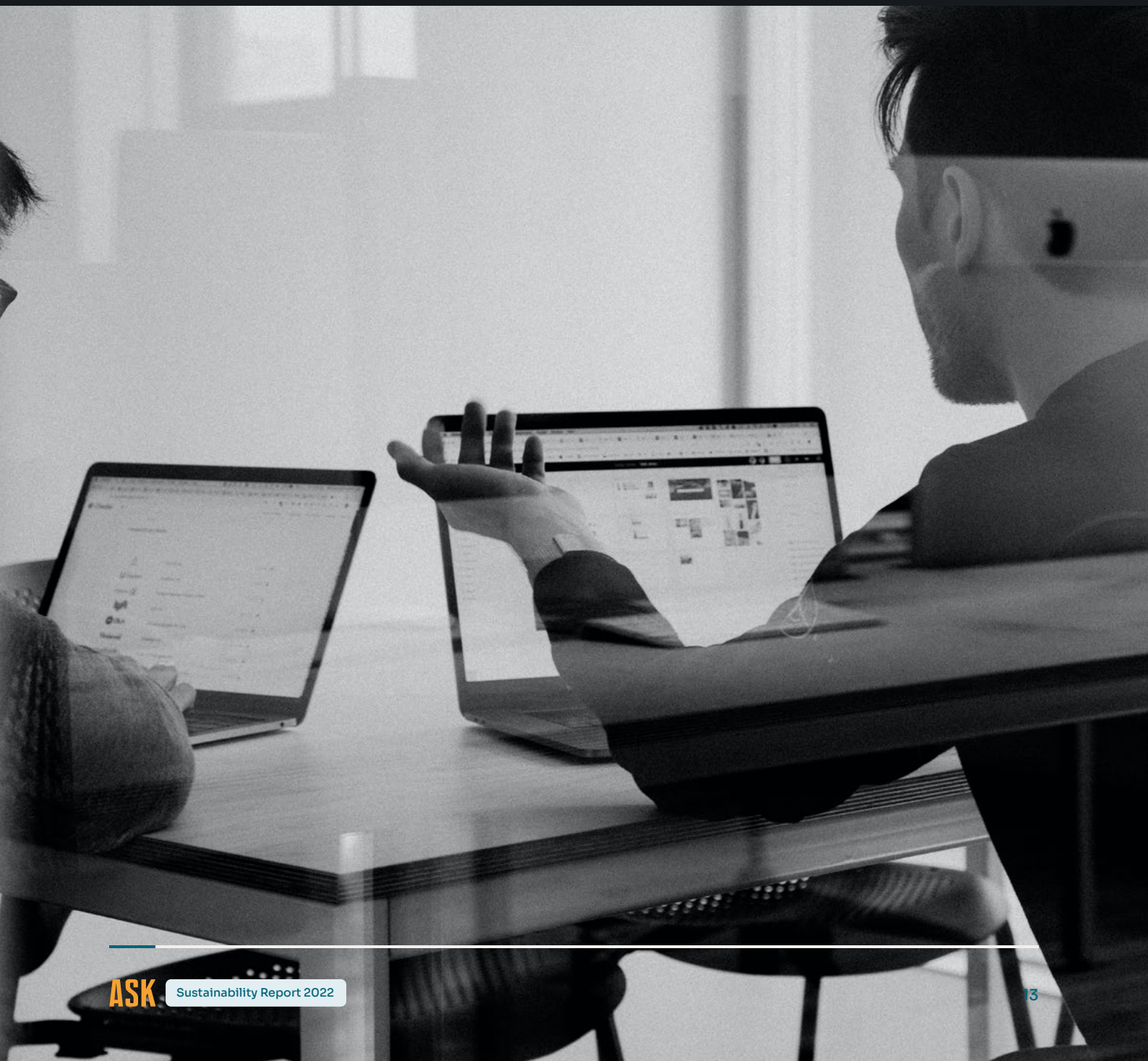
Ask, owned entirely by JVCKENWOOD, has facilities in Italy, Poland, Germany, Brazil, China, Tunisia and the United States and is composed as follows, as of December 31, 2022.



## ASK's relationship with JVCKENWOOD

JVCKENWOOD is a Japanese company, founded on October 1, 2008 with the merger of JVC and KENWOOD. As of 2022, JVCKENWOOD had 16,858 employees throughout the world and operated in mobility and telematic services, the security sector and entertainment solutions and manages the business holding stocks or shares in companies that conduct similar business.

In 2022, ASK was the top seller among all of JVCKENWOOD's subsidiaries, with 16% of total sales. Moreover, our importance for JVCKENWOOD is growing year by year. JVCKENWOOD's Mobility & Telematics Services sector is presently responsible for all ASK's business subject to JVCKENWOOD's management and, to that end, ASK reports all sales information and financial data monthly. ASK's significance for JVCKENWOOD is not bound to results of a single fiscal year; it is also based on the medium term business plan. This means that ASK will cover a key role for JVCKENWOOD also in the future.





## Governance structure and composition

Our Board of Directors is the highest governance body and is composed of seven members. Our Board members are renewed every three years according to the Assembly Civil Code of Partners. This term limitation does not include the Chief Executive Officer.

The Board of Directors holds decisional power for what concerns policy management, strategy and annual budget for ASK Headquarters (ASK HQ). It holds the authorization for what regards subsidiaries.

In general, the authorization system inherent in the decisional process, revised on January 1, 2022, had two levels: decision making applicable directly to ASK HQA; decision making applicable with authorization of all subsidiary companies.

Table 1 – ASK's Board of Directors until Balance Sheet approval on December 31, 2023

| Name                     | Role                                    | Gender | Age |
|--------------------------|---|--------|-----|
| <b>Nomura Masao</b>      | Chairman of the Board of Directors      | Male   | >50 |
| <b>Bianchi Alberto</b>   | Chief Executive Officer                 | Male   | >50 |
| <b>Marchetti Ruggero</b> | Board of Directors member               | Male   | >50 |
| <b>Sakamoto Takehide</b> | Vice Chairman of the Board of Directors | Male   | >50 |
| <b>Agosteo Norberto</b>  | Board of Directors member               | Male   | >50 |
| <b>Terada Akihiko</b>    | Board of Directors member               | Male   | >50 |
| <b>Kurihara Naokazu</b>  | Board of Directors member               | Male   | >50 |

Some Board members cover other charges in other companies. It is specified that the Chairman of the Board of Directors does not cover any other management role in the organization.

Following is the details of the profiles with dual roles:

- Agosteo Norberto, CEO/GM of Kenwood Italia
- Nomura Masao, CEO of JKC Automotive Division and COO Mobility & Telematics Services Sector, Head of Business Reform
- Terada Akihiko and Kurihara Naokazu (minor role at JKC Automotive)

The highest governance body has the following committees:

- Results Committee (ROC)
- Operational Committee (OC) with Operations, Controlling, Purchasing, Quality and Supply Chain.

To the above mentioned, there are periodic committees that are created ad hoc to respond to various needs of the Group.

The remuneration policy for Board members is defined with the supervision of the Remuneration Committee of the holding company and for upper level management is defined by the CEO.

The Board Members of both are connected at the Medium Term Development Plan (MTDP) agreed upon and monitored by the CEO and holding company.

# ASK's sustainability

## Our sustainability policy

ASK, while conducting business, respects ethical economic principles and pursues long term growth participating actively in sustainable development of the entire macro-economic system of which we are part, in order to not compromise the possibility of future generations to satisfy their needs.

ASK's social responsibility and our sustainability policy are characterized by ethical leadership aimed at creating a stable bond with our customers, comprehension and balance of our customer and supplier's needs and careful management of our environmental impact. Accordingly, to reach these objectives, ASK has implemented various activities in order to reduce energy consumption, innovate manufacturing processes and train our staff.

All these practices and policies introduced by ASK have lead us to promote virtuous practices at our customers and suppliers and offer innovative and avant-garde products.

Towards this end, ASK's top management is committed to manage our business with integrity, safety, professionalism, legality and ethics, as established in our Code of Ethics, and to adopt additional measures, beyond all legal norms added, to pursue company sustainability objectives.

ASK aims to guarantee a work environment that allows our employees to express themselves to the best of their ability, overcome diversity and promote equal opportunity, respecting personnel health and workplace safety, and human rights, involving, where present, labor union representation.

In order to reduce our carbon footprint, ASK focuses on developing innovative products and processes, maximizing recycling and recuperating, minimizing waste creation, monitoring water and energy consumption and guarantying ethical procurement of prime materials and components.



## ASK's bond: our relationship with stakeholders

ASK pledges to respond to the requirements of our stakeholders that constantly stimulates us to conduct our business ethically and transparently and adaptable to satisfy the needs of a market in continuous evolution. ASK recognizes the importance of a responsible and sustainable approach to all interested parties, including customers, employees, suppliers and the communities in which we work.

ASK, while conducting business, interacts with numerous types of stakeholders, which is anyone who is influenced and/or influences directly or indirectly ASK's operations.

In order to implement sustainable development, ASK has identified the main types of stakeholders and the main ways of communicating with them.

The types of stakeholders identified in order to drafting the Sustainability a are the following:



ASKs Sustainability Report is an opportunity to not only briefly share our sustainability objectives, medium and long term, with our stakeholders, but also to take into consideration their opinions and expectations to continue the development of the company.

The principle ways of involving and communicating with stakeholders.

Our principle methods of involving and communicating with our stakeholders are as follow:

Table 2 – ASK’s Stakeholders

| Types of stakeholder                     | Contact method  |
|--|---|
| <b>Employees</b>                         | Internal and policy documents<br>Intranet<br>Training<br>Discussions of relative subjects with management                       |
| <b>Customers</b>                         | Costumer contact and feedback<br>Meeting and encounters<br>Interviews<br>Involvement through our Internet site and social media |
| <b>Suppliers and sales partners</b>      | Meetings and encounters<br>Surveys<br>Partnerships  |
| <b>Local community</b>                   | Events that involve the community<br>Meetings and public debates<br>Social media  |
| <b>Financial institutions</b>            | Participate in conferences<br>Scheduled meetings<br>Policy and documentation distribution                                       |
| <b>Shareholders</b>                      | Internal and policy documents<br>Scheduled meetings   |
| <b>Associations</b>                      | Internal and policy documents   |
| <b>Local governments and entities</b>    | Conferences, meetings and consulting  |
| <b>Universities and research centers</b> | Scheduled meetings<br>Documentation distribution  |

## ASK's materiality analysis

ASK knows that sustainability is an integrated part of the principles of business. In line with the requirements of the latest edition of the "GRI Standards 2021", we have created our materiality analysis in order to identify the reporting aspects within the 2022 Sustainability Report. We have identified the material themes that reflect the economic and environmental impact, and social significance of our company that influence the evaluations and decisions of our stakeholders.

The concept of materiality is closely connected to the concept of impact: material themes are those that impact our company most significantly on the economy, environment and population including direct human impact.

The analysis process began after the verification of the mega trends in the automotive sector and an analysis of the benchmarks with the goal of identifying the positive and negative impact that effects or could effect it along the value chain.



In particular, the following analysis have been performed:

- Analysis of the principle trends, reporting standards and international sustainability rating of the sector;
- Analysis of applicable legislation including program types;
- Company competitor and comparable benchmarks through principle public sustainability and social responsibility documents;
- Analysis of Company documentation such as policy, internal procedures and relevant internal norms system, for example Code of Conduct and Code of Ethics.

From the analysis performed, 32 effective and potential, both positive and negative effects were found as environmental, social and economic, including human rights that can be connected to ASK's value chain.

In order to highlight the effects and identify their relevance to ASK, a dedicated workshop has been organized during which top management evaluated the analysis and evaluated the significance of each of the effects identified.

This process identified the 28 most significant effects, 14 of which were connected to subjects as shown below:

| Positive effect   | Subject                                    | Negative effect   |
|---|--|---|
| Prompt reaction to industry risks  | <b>Compliance and risk management</b>      |  Social, economic and environmental non-compliance |
| Increased customers satisfaction  | <b>Customer satisfaction</b>               | Customer complaints   |
| Sustainable supply chain  | <b>Supply Chain management</b>             | Human rights violations along the supply chain  |
| Renewable energy production   | <b>Responsible energy use</b>              | Energy inefficiency   |
| Creating shared value   | <b>Brand identity</b>                      | Loss of credibility   |
| Health and safety management  | <b>Workplace health and safety</b>         | Work-related accidents  |
| Ethical business management   | <b>Business ethics and anti-corruption</b> | Anti-competitive practices  |
| High quality product  | <b>Product quality and safety</b>          | Risks to product safety   |
| Increased investment in research and development  | <b>Research and innovation</b>             | Risk of obsolescence  |

|   |  |   |
|---|--|---|
| Focus on combating climate change               | <b>Climate change and emission reduction</b> | Climate emissions                             |
| Consumption of recycled and secondary materials | <b>Waste and recycling</b>                   | Generation of waste in the production process |
| Talent recruitment                              | <b>Employees management and retention</b>    | Loss of professionals                         |
| Fairness in remuneration practices              | <b>Diversity &amp; inclusion</b>             | Discriminatory practices                      |
| Develop employee skills                         | <b>Employees training and well-being</b>     | Lack of support for employees' wellbeing      |

The results of the analysis of the positive and negative, potential and real, and associated effects on subjects are described in detail below:

Table 3 – ASK's subjects

| Priority | Subjects                                   | Description of subjects  |
|----------|--|--|
| 1        | <b>Compliance and risk management</b>      | Integration of an effective management system that ensures timely responses to the possible risks in the sector and the prevention of non-conformity to laws, regulations and internal and external standards.   |
| 2        | <b>Customer satisfaction</b>               | Increase customer satisfaction by supplying timely solutions to their needs.   |
| 3        | <b>Supply chain management</b>             | Create a sustainable supply chain by selecting suppliers on ESG criteria and preventing human rights violations.   |
| 4        | <b>Responsible energy use</b>              | Monitor and reduce our consumption to mitigate the environmental impact of our business.   |
| 5        | <b>Brand identity</b>                      | Consolidate our brand through the promotion of our management aligned with ethics and social values that aim to reinforce our position on the market.  |
| 6        | <b>Health and workplace safety</b>         | Monitor and apply management systems for health and workplace safety.  |
| 7        | <b>Business ethics and anti-corruption</b> | Develop proper, transparent and constructive relationships with our stakeholders with direct impact on the continuous improvement of our ESG score and prevent anti-competitive behaviour and monopolistic practices that could have negative effects on the economy and market. |

|    |   |   |
|----|---|---|
| 8  | <b>Product quality and safety</b>             | Safe and high quality product development with environmental needs, customer expectation compliance, mitigate possible health and safety effects on interested parties.   |
| 9  | <b>Research and innovation</b>                | Invest in research and development to update technologies and processes to ensure high quality products.  |
| 10 | <b>Climate change and emissions reduction</b> | Pay attention to sustainability themes, in particular, those associated to the fight against climate change, on the behalf of customers, suppliers and investors and prevent our negative environmental impact from climate changing emissions. |
| 11 | <b>Waste and recycling</b>                    | Promote eco-compatible practices and operations to recycle and/or prevent waste production and purchase recycled and secondary materials that allows the reduction of virgin prime material use.  |
| 12 | <b>Employees management and retention</b>     | Promote a stimulating work environment that attracts new talent with a positive, direct and indirect, impact on company growth and expansion.   |
| 13 | <b>Diversity and inclusion</b>                | Oppose discrimination in general, mitigate possible negative effects on our employees' well-being.  |
| 14 | <b>Employees training and well-being</b>      | Improve employees' skills through training and career development and promoting a balance between work and home life.   |



# Business responsibility

## Compliance and risk management

Referring to internal control and risk management, our Board of Directors has defined our Internal Governance body, mandating our CEO to identify and/or adopt interventions necessary or useful, in terms of governance and/or organization, to guarantee the efficiency and effectiveness of our business.

Overall, the control and risk system, fundamentally in terms of the prevention of possible negative effects, includes, in particular, our internal statutory and regulatory bylaws on the division of duties and the delegation of responsibilities, the delegation system, the procedures in the areas of foreseen risks and includes our Organization Model according to the Italian law D. Lgs. n.231/01 adopted by Italian companies, lastly, our objective and risk evaluation methodologies and our bylaws for our management, accounting and finance systems. In particular, risk management articulates various levels of control distinguishing among internal operational functions, that expose risks and undertake management and control measures and the functions of Internal Audits, which control operations, formulating, from time to time, during audits, our independent evaluation.

The adoption of an Organizational Model in line with legislative decrees, along with issuing our Code of Conduct, was a choice taken with the conviction that this initiative could create a valid tool to sensitize the whole Group, in order that the subjects of the bylaws, executing their duties, adopt proper and linear behaviour, in order to prevent the risk of committing violations that could damage the reputation of the Group.

ASK recognizes the fundamental importance of a competitive market and is committed to fully respect legal regulations regarding competitiveness and other laws that safeguard consumers where ever we operate. ASK's Board and management is committed to respecting the highest standards of integrity, honesty and fairness in all relationships, within and outside the Group in conformance to Italian and international laws against corruption.

During 2021 and 2022, there were no incidents of corruption or legal accusations relative to anti-competitive behaviour, trusts and monopolistic practices. During the reporting period, there were no significant cases of non-conformity to neither laws nor regulations.

## The 231/2001 model

With the objective of ensuring proper and transparent business practices, to protect our position and image, our stockholders' expectations and our employees' jobs, ASK has adopted our model of business Management, Organization and Control according to the Italian law D.Lgs. 231/01, approved by our Board of Directors on January 1, 2023.

Our Model is comprised of a "General Part" and by individual "Special Parts" adapted for the various categories of violations foreseen in D. Lgs. 231/2001. In the provisions of the document, it is held against the existing procedures and control systems and has already been implemented vastly in our company, noticeable in the analysis phase of "Areas of Risk", as suitable also as a violation prevention measure for processes involved in Sensitive Business.

Our Organizational Model is aimed at defining a preventative control system, directed primarily at training planning and fulfilling Company decisions related to preventing risks/violations and made up of:

- our Code of Conduct, that identifies the primary values our Company intends to conform to and defines our company's general line of orientation;
- an updated, formalized and clear organization system that guarantees the systematic distribution of responsibilities at an adequate level of separation of duties;
- protocols to regulate the execution of business, in particular, relative to risky processes, foreseeing opportunities to control, as well as separate duties among those that execute crucial phases or duties within those processes;
- clear attribution of authorization and signing powers consistent with organizational and managerial responsibility;



- heads of control, relative, principally, to the potential commission of presumed violations, able to timely signal the existence of any critical Situations general and/or particular that might arise;

Our Organizational Model, according to Italian law d.Lgs 231/2001, of ASK presently in force was updated at the beginning of 2023 to take in account the development of norms and eventual emergent risks.

## Our Code of Conduct

The objective of ASK Code of Conduct is to reiterate to all our employees, management and labor unions and their subordinates, that we have adopted the same Code, full commitment to respect the law, and in particular, prohibition to perform any act that could involve the Company regarding violations of Italian Decreto 231/01.

Through our Code of Conduct, ASK clarifies our values and principles of behaviour, also defining the areas of application and our commitments undertaken in our external and internal relationships.

Our Code of Conduct is applied to all our existing internal procedures aimed, directly or indirectly, at reducing the risk of committing violations.

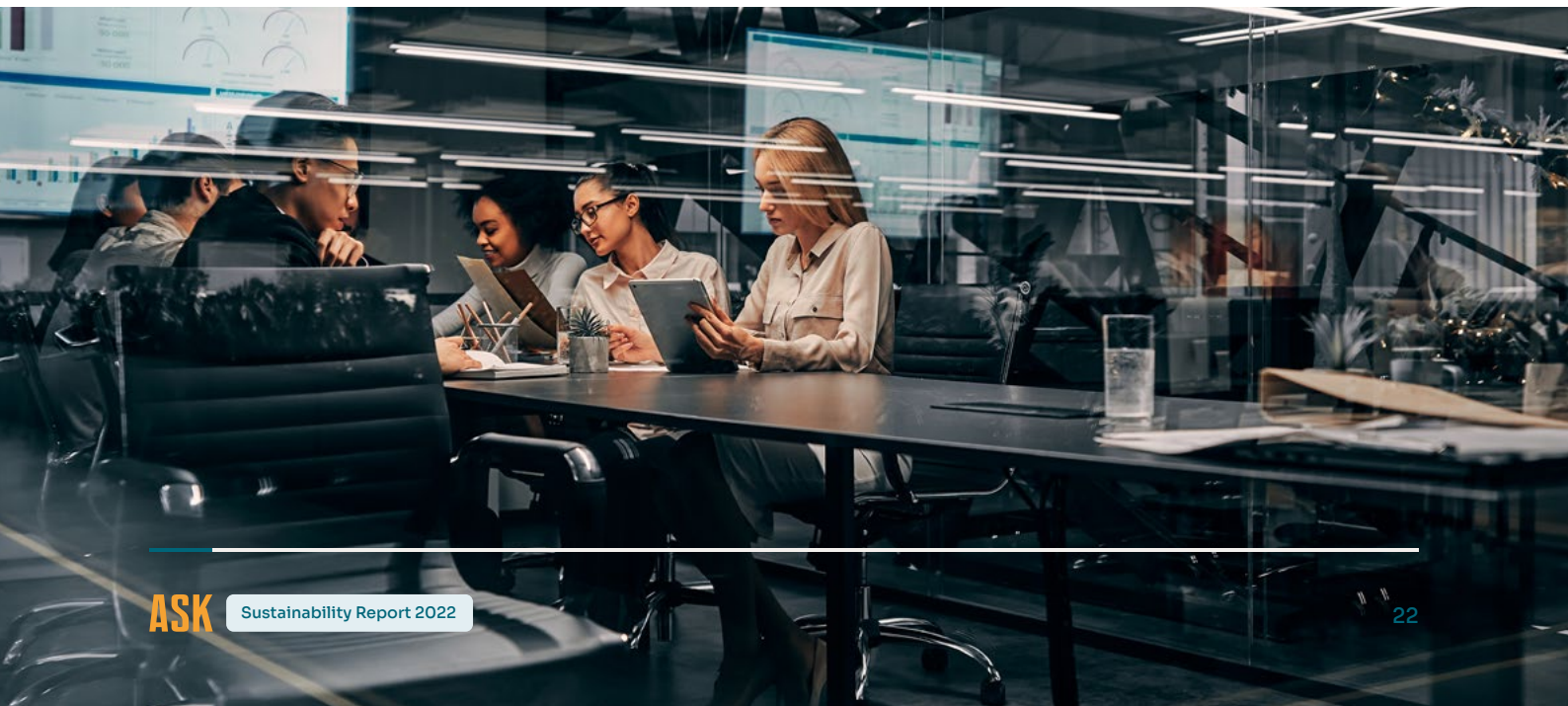
The principle basis of our rules of behaviour set forth within our Code of Conduct is respect for laws in countries where ASK works, respect for business rules of behaviour to prevent the of possible conflicts of interest at our customers and all our stakeholders from arising, developing sustainability, safeguarding the environment, safety and the prevention of risks following the norms in force.

Within our Code of Conduct, our Whistleblowing procedure is explained, making specific reference to the methods to manage reporting and claiming violations of ethical behaviour principles. Taken in consideration are reports coming from members of Social Bodies, from personnel, employees and non, and all stakeholders that, directly or indirectly, permanent or fixed-contract, establish a relationship or contact with ASK, or, in any case, work to pursue our objectives. Reports must be made using the following e-mail address: [codice.comportamento@askgroup.it](mailto:codice.comportamento@askgroup.it)

Alternatively, it is possible to use traditional post:

ASK Industries S.p.A. Via Dell'Industria 12/14/16 60037 Monte San Vito (AN) (Italia).

ASK ensures the maximum protection of the Report data and contest any retaliation towards the whistle-blower.



## Surveillance Body

ASK Surveillance Body (henceforth “OdV”) was established by the Board of Directors and is made up of independent members.

OdV guarantees monitoring the prescribed control standards in order to prevent administrative violations/unlawful acts by those who in power according to our Code of Conduct of all our ulterior and specific inspections of particularly significant processes.

OdV reports the present state of our Model and Code of Conduct annually to our Board of Directors.

During the year, this Body checks a sample for anti-corruption and transparency, evaluating and monitoring eventual conflict of interest or potential lacks of independence on the part of who holds particular duties in order to avoid eventual unlawful behaviour.

Among the various duties of our Surveillance Body are:

- ensure the distribution of our Model and Code of Conduct to persons and, in general, and all interested third parties;
- review our Model and Code of Conduct with those associated in order to propose adequate modifications to laws;
- supply support to understand our documents;
- verify, check and evaluate cases of Code of Conduct violations and eventual conflicts of interest, communicate any violations to the competent person and/or body in order to apply sanctions according to the law and national union contracts;
- protect and assist whoever reports behaviour not conforming to our Code to the Surveillance Body, protecting them from pressure, intimidation or retaliation and guaranteeing secrecy of their identity and the information they have come forth with;
- draft an annual report for the Board of Directors describing the present state of the fulfilment of our Code, illustrating the programs and initiatives undertaken to reach the institutional goals;

During 2022, OdV did not receive any reports, nor were there any violations of Model 231 of our Code of Conduct.

## ASK's Code of Ethics

Our Code of Ethics is a document approved by ASK's Board of Directors that contains the principles of our company conduct, as well as, the obligations and responsibility of our Board of Directors, managers and employees.

Our Code is a key element in ASK's plans, aimed at guaranteeing effective prevention and identification of violations of laws and regulations that could generate negative effects on their jobs.

ASK's mission is based on the creation and growth of value through supplying innovative products and services focusing on the maximum customer satisfaction while also respecting all stakeholders' legitimate interests.

ASK's Code of Ethics constitutes a guide and support tool for every Board member, manager or other employee to pursue our Company's mission.

Our Code of Ethics specifies that all of ASK's business must be conducted socially responsibly, impartial and ethical, adopting fair and honest procedures to manage labor relations, guaranteeing employee safety, promoting and encouraging environmental awareness and full respect of the laws in the countries where ASK works.

Towards this end, ASK shares the principles of the United Nations' Universal Declaration of Human Rights, the International Labour Organization's conventions and the Organization for Economic Co-operation and Development (OCSE) guide lines.

ASK will strive to ensure that our Code of Ethics is considered a standard of excellence while conducting business on behalf of subjects that we have long-term business relationships such as consultants, experts, agents, resellers and suppliers.

Our Code is subdivided in a few principle macro areas: company conduct, employees, health, safety, environment, external relationships, internal accounting and reviews, and implementation and guarantees.

## The core principles of the Code of Ethics



THE CODE OF ETHICS

These policies are an integral part of our Code of Ethics and are available on ASK's Internet site and our intranet.

## Brand identity

ASK considers our commitment to a responsible and sustainable brand identity as a fundamental competitive advantage for the long-term success of our company.

The strength of our brand has allowed ASK to maintain our position as one of the main worldwide, audio and connectivity systems supplier in the automotive industry.

ASK's confirmed brand identity has allowed us to offer high quality products over time, generating a considerably positive economic impact on our clientele and significantly improving our end users' on board experience. At the same time, ASK has adopted all the necessary measures to guarantee that our products respect the highest ethical, social and legal standards in order to minimise any potential negative impact on human rights, the environment and the economy.

In 2023, ASK launched a momentous project of rebranding in order to increase our visibility and recognition on a global level. Conscience of the importance of a strong visual identity and communication for our company's success, significant resources have been invested to launch the company's new logo, renovate of our web site and social channels and renew our communications approach.

Our new logo and web site have been created with a modern and captivating design able to represent our company and our values best. Our communication approach has been revised to guarantee more coherent and transparent communication with our customers and stakeholders.

## ASK's branding strategy


ASK pledges to guarantee the highest quality standards in every phase of our production process aimed at satisfying our customers and partners' needs.

Our principle objective of our market position strategy is to develop a complete range of high quality products, adapted to various needs and price ranges. In order to reach this objective, ASK has decided to adopt an approach based on a specific brand for every level of the market pyramid that includes a top premium brand, a hi-fi brand and a "value for money" brand.

Our top premium brand will be dedicated to the high end of our product range with avant-garde technology and materials and an exclusive design. Our hi-fi brand will be dedicated to products for music lovers, with superior audio quality and particular attention to technical details. Finally, our "value for money" brand will be dedicated to affordable products while maintaining our high quality guaranteeing end users a good price/quality ratio. This strategy will allow us to reach a larger number of clients, satisfying various needs and budgets, consolidating our market position while maintaining elevated quality standards for all our products.

During 2021-2022, ASK launched a series of activities to prevent potential negative effects on our credibility and reliability through predetermination, management and monitoring specific objectives and targets reached in line with our overall business strategy. In particular, ASK pledges to:

- Reinforce relationships with our OEM and Tier 1 customers to guarantee that our products satisfy their quality and reliability standards.
- Implement a continuous monitoring strategy that allow us to timely identify eventual problems and adopt corrective measures necessary to solve them.
- Adopt a proactive approach to potential quality problems aimed at prevention measures through rigorous analysis of data and production processes.
- Make our production process more efficient through the reduction of production times and costs.
- Analyse sales volumes, constantly monitoring them, analysing sales volume data, our margin and customer feedback.
- Continue investments in employee training and development in order to guarantee elevated quality standards in each production process phase.



## ASK's strength of our collaboration

As part of ASK's growth strategy, we proudly work with some of the most worldwide-renowned audio brands in order to further consolidate our market position and reach end users respectably. Every relationship is the fruit of a rigorous evaluation process of potential partners, based on meticulous analysis of potential synergy among our business and other companies, in order to fully understand our potential advantages of working with eventual partners. Our objective is to create solid and long lasting partnerships that are able to generate additional value for our customers and stakeholders, and to guarantee our sustainable growth.

ASK has been able to successfully involve JVC and KENWOOD brands in various projects launched in the APAC region, receiving very positive feedback from our customers. ASK works with determination, passion and dedication to offer our customers the best possible solutions, convinced that our collaboration will bring and develop ever more sustainable solutions that minimize our environmental impact and promote social responsibility.

# ASK's value chain responsibility

## Supply chain management

Coherence, transparency and proactivity are ASK's base criteria for our supply chain, knowledgeable that our involvement and integration play a key role to reaching our environmental and social goals.

Our suppliers are required to sign our ethical and behavioural principles in our Code of Conduct, making their own environmental and social commitments with particular reference to health and safety requirements expressed in our document. From an environmental point of view, through this requirement to present dedicated certification and standards, ASK aims at drastically reducing our impact of emissions along the entire value chain. From a social point of view, ASK works to prevent the negative impact of human rights violations or activities that are potentially dangerous for local communities through the adoption of measures to monitor our suppliers' declared ESG commitments.

ASK manages our relationships with suppliers through "Purchasing" that traverses our entire company and operates with standard procedures in all our locations. The function is responsible for the selection and evaluation of potential suppliers, choosing suppliers, monitoring suppliers' quality, our terms and conditions and agreed quality, defining our purchasing strategy also in terms of budget, price negotiations and to perform risk assessment for each supplier.

ASK's suppliers are divided in 4 principle categories:

- Strategic suppliers are subcontractors for products manufactured according to our designs and are considered particularly strategic because the entire production process is performed by the subcontractor.
- First level suppliers supply products manufactured according to our designs and are considered to be particularly important to guarantee the products' quality.
- Second level suppliers supply products manufactured according to our designs, but are not considered strategic or particularly important in the quality of the products.
- Third level suppliers supply off-the-shelf and products in our catalogue.

During 2022, while adopting a strategy that contributes to ensuring purchasing and sustaining the local economy and maintaining solid relationships with the community, for our Italian headquarters, 5% of supply expenditures, compared to total expenses of the location, were purchased from local, or for the most part located in central Italy near our headquarters. For our locations in China and Poland, where ASK's production is mostly concentrated, our relative purchases from local, or for the most part located in Poland or the Zhejiang region of China - except for the Donguan and Shenzhen areas, rose respectively by 22% and 36% in 2022.

Table 4 – GRI 204-1 Proportion of purchasing from local suppliers

| Supplier nationality |                         |                         |
|----------------------|-------------------------|-------------------------|
| Country              | As of December 31, 2022 | As of December 31, 2021 |
| Italy                | 5%                      | 9%                      |
| Poland               | 36%                     | 27%                     |
| China                | 23%                     | -                       |

## Our Sustainability Agreement

ASK, in order to integrate sustainability into our purchasing processes, manages our relationships with our suppliers through the endorsement of a specific agreement called Sustainability Agreement.

The agreement, which must be signed to become an ASK supplier, has an environmental and social component. Regarding environmental requirements, the contract establishes the standards to be respected, including:

- an adequate environmental management system on behalf of all our manufacturing partners
- suppliers must commit to the development and promotion of relative environmental policies, following ISO 14001 standards, both within our suppliers' facilities and those of their ASK approved subcontractors;
- waste management that respects the environment must be applied during product development, production and life cycle, as well as the development and implementation of the production process and other activities.

Regarding social requirements, among the various standards are:

- employee free association;
- respect of human rights;
- respect national standards for a safe and healthy workplace and adopt the appropriate measures to guarantee health and safety at the workplace, in order to guarantee good work conditions.

During 2022, 90% of our suppliers signed our Sustainability Agreement, compared to 79% in 2021.

Moreover, in 2022, ASK started sharing a sustainability survey with our strategic and first level suppliers. The survey's objective was to examine and evaluate our sustainability requirements of our partners with questions aimed at our relative environmental, social and governance commitment declaration. During 2022, our Sustainability Survey was sent to 86% of our strategic and first level suppliers and 100% of them replied.

Table 5 – ASK's Sustainability Agreement

| Sustainability Agreement          |                         |                         |
|-----------------------------------|-------------------------|-------------------------|
| KPI                               | As of december 31, 2022 | As of december 31, 2021 |
| % signed Sustainability Agreement | 90                      | 79                      |
| % sent Sustainability Survey      | 86                      | -                       |
| % replied Sustainability Survey   | 100                     | -                       |

# Product responsibility

## Integrated management system

ASK works according to a management system in conformity with “Quality Management Systems” ISO 9001, “Environmental Management Systems” ISO 14001 and specific automotive industry standards, “Health and Safety in the Workplace Management Systems” IATF 16949 that guarantees quality management system requirements are respected for continuous improvement, prevention of defects and reduction of variations and wastefulness in the supply chain. The following are ASK’s certifications and relative locations:

### ISO 9001

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|                 |                  |             |              |
|-----------------|------------------|-------------|--------------|
| ASK Italia - RE | ASK Italia - MSV | ASK Polonia | ASK Germania |
| ASK Tunisia     | ASK Brasile      |             |              |

### IATF 16949

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|                  |             |             |          |
|------------------|-------------|-------------|----------|
| ASK Italia - MSV | ASK Polonia | ASK Brasile | ASK Cina |
| ASK Tunisia      |             |             |          |

### ISO 14001

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|                 |                  |             |             |
|-----------------|------------------|-------------|-------------|
| ASK Italia - RE | ASK Italia - MSV | ASK Polonia | ASK Brasile |
| ASK Tunisia     | ASK Cina         |             |             |

### ISO 45001

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|             |             |          |
|-------------|-------------|----------|
| ASK Polonia | ASK Tunisia | ASK Cina |
|-------------|-------------|----------|

MSV - Monte San Vito / RE - Reggio Emilia

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## Research and innovation

Within ASK's constantly evolving work environment, investing in company research and innovation is crucial to maintain our competitive advantage, stimulate growth and satisfy the needs of changing customers.

Through research, over time, ASK has acquired in-depth knowledge of new technologies and emerging trends that, through the promotion of innovation, have translated know-how into new products, services and processes with a large amount of added value for our customers.

It is important to highlight how ASK is actively committed to mitigate risks and the negative effects of research and innovation, adopting prudent preventative measures and strategies. Careful evaluation of risks guarantees mitigating impacts on business, such as, risks of obsolescence or lower amounts invested in research and innovation.

It is actually from the concept of risk, and opportunity, analysis that ASK takes moves to evaluate the specifics of our projects and, consequently, plan the necessary measures to make it worth developing.

In fact, it is of fundamental importance for ASK to constantly monitor the efficiency of actions taken to reach our objectives and targets foreseen for technologic development. All our projects in all phases of development, are verified through monitoring the threshold of modulated efficiency based on associate risk analysis.

## ASK's research and innovation resources

At ASK, research and innovation are highly sustained by our people and technical department for support, thanks to what has become traditional solutions, based on passive and analogic systems to more complex solutions, based on active systems, both digital and connective.

Our researchers, undergrad and graduate students, that work in ASK's laboratories, as well as consultants that support our business contribute greatly.



**200 Research and innovation employees**

ASK has developed a natural propensity to experimentation, that benefits both the company's finances and the involvement and professional well being of our employees, which creates a collaborative and inclusive work environment.

In fact, it is important to highlight how on the job training increases ASK's personnel's skills that declare to feel involved in strategic business areas through constant collaboration and "constructive contamination" though various operational structures.

As proof of the relevance that research and innovation have on ASK, it is important to note the existing support infrastructure, including:

- our advanced electro-acoustic laboratory with anechoic chamber for speaker research and experimentation;
- RF OATS, open area test sites to experiment and test antennas, cables, such as garages and laboratories to study audio system fine tuning.

## Technology innovation process

In 2021, ASK implemented and shared an innovation process to promote finding new opportunities, with the plan of sustaining them and consenting their effective and systematic development, to offer useful and favorable results to our company.

We have adopted various policies and commitments in order to promote our growth and continuous improvement, along with our Company, in 2021, creating the position of Innovation Manager who has contributed to the creation of a real “Technology Innovation Process”, in full collaboration and interconnection with all of ASK’s staff.

In 2022, the first process and pilot plan applications were developed to verify their functionality and application, as well as making them operational to gather and analyse new ideas. Some of them, approved and managed according to ASK’s process phase, have given life to a new innovation plan in 2023.

In order to reduce the possible polarization to a minimum, ASK has involved all our operations in the project from the structuring of decisions phase to the actual consolidation, notwithstanding the intense effort that was necessary. The drafting of the dossier attached to every single project was done through a preliminary tract based on diverse and various contributions, independent from each other but focusing on and highlighting the fundamental characteristics and relating them to our business strategy.

Strengthened by our Technological Innovation Process, ASK intends on adding new projects that make more competitive and improve our market position, and increase our know-how. Therefore, our primary objective for the future is to keep our Innovation Process operational and coexistent with ASK’s strategy through mutual contribution.

Our Innovation Process, as well as our needs to be satisfied and stimulated, will require even more market knowledge. Our research will reflect that our innovation projects will be highlighted as a “technological trend”, helping us remain highly competitive, and the roadmap of existing products and solutions will be highlighted as necessary knowledge is introduced into our Company’s know-how.

## Our Connettività e Guida Sicura (CGS) project

In July of 2022, ASK concluded a development project, financed by the Italian Ministry of Enterprise and Made in Italy, called Connettività e Guida Sicura (CGS). This project, initiated in January of 2019, has the aim of making vehicles constantly interconnected with each other and the infrastructure, to share data in order to make driving safer and foresaw the collaboration between ASK and the University of Parma, the University of Modena and Reggio Emilia, the Polytechnic University of the Marche, the Polytechnic University of Turin, and the University of Florence.

The project is composed of two principle subsystems: a 5G connectivity system and an audio reproduction system based on an array of speakers to creating individual listening areas. The two subsystems are associated to the same beamforming techniques, necessary for good operation: on one hand, electromagnetic beamforming to direct the electromagnetic beam to retransmit according to 5G standards; on the other hand, acoustic beamforming to direct acoustic waves to create an individual listening area. The two subsystems, then, interconnect with a single central unit.

5G telecommunication systems guarantee both reduced latency and an ample transmission band thanks to the use of new transmission bands not used and the application of new millimeter wave technology. These technologies are crucial to upcoming Advanced Driving Assistance Systems (ADAS) that will incredibly transform the way we drive and safety. Moreover, the need for on board connectivity will see significant growth in the near future both for active safety applications and entertainment, making an increase in available bandwidth for data transmission necessary. It is precisely for this reason that the use of millimeter wave frequency bands, where service congestion is less, will become necessary, making current available band use out of reach.

ASK’s management, once the final prototype is industrialized, believes that a higher market share can be obtained, leveraging quality and performance of our products and, in all effects, reinforcing our company’s “evolved” status, thanks to demonstrating the ability to integrate and develop new knowledge and technologies and, at the same time, maximizing the synergy among industrial, environmental and social factors.

Regarding the development of the sector, thanks to the synergy created with other industrial entities during the development of the project, and the interest obtained by some automotive companies, an interactive soaring effect is being triggered, founded on the continuous need for technologic innovation, with the objective of increasing the quality of the environmental ecosystem in both effectiveness and social sustainability levels.

### **“MOHMI” (Monitoring Human–Machine Interaction) project**

In 2021 and 2022, ASK developed a significant research project called “MOHMI”, the objective of which was to produce an advanced multimedia system able to monitor and interact with users and the surrounding environment. In this environment, researchers of the IT engineering department of the Polytechnic University of the Marche developed an advanced monitoring system, based on machine listening algorithms and devices tuned by ASK, and integrated it in cars. Multiple microphones were installed in a vehicle, both inside and out, able to capture particular sound events, for example first response vehicles’ sirens. Within the vehicle, video cameras to monitor drivers’ attention were installed. Whenever drivers do not notice danger, the auto responds with an adequate alarm.

This vast research will have a significant socio-economic impact by creating safer vehicles, especially in the future of autonomous driving.

This project is, in all effects, the first step towards the development of evermore intelligent and safer automobiles and ASK is extremely proud of being part of it.

### **Product quality and safety**

As required in the OEM automotive sector (Original Equipment Manufacturer), ASK’s products are developed according to precise procedures, including accurate process and reporting processes and rigorous quality requirements.

In this sense, ASK’s Quality System declares that our product quality and safety verification process meets internal norms and operational instructions that foresee a series of preventative measures aimed at reducing risk factors, considering which products might have an event occur and the impact of the event, monitoring the effectiveness of the measures taken based on specific KPI (Key Performance Indicators). Checking the safety of ASK’s products aims at mitigating the negative impact coming from possible product malfunctioning within the cockpit.

In order to guarantee our products, ASK has a Risk Assessment system that transversely covers all our company’s activities, from technical operations to research; starting from the product design phase, every possibility of risk is considered through scheduling “Quality Gates” and “Design Reviews” that, in specific phases of product development, verify that products conform to imposed standards and norms in force and our customers’ needs, before proceeding with approval and production.

To demonstrate our commitment, during 2021–2022, ASK was not cited for non conformity related to effects on health and safety by products and services.

## Customer satisfaction

ASK's approach places customer satisfaction at the center of our business, focusing on not only current customers but also potential customers. One of our main business goals is to satisfy and proactively anticipate our customers' needs in order to create short, medium and long term benefits.

Through feedback, market research and direct interaction, ASK tries to fully understand our customers' needs, wants and expectations, demonstrating a constant commitment to monitoring and evaluating customer satisfaction. This is of fundamental importance for ASK because underestimating customers' needs and expatiations could produce negative effects on business , directly and indirectly, by weakening our brand.

ASK boasts long term relationships with our customers, guarantying constant support, after-sales assistance and continuous improvement of innovative products and services and a range of solutions that satisfy our customers' expectations.

**Reinforce and stabilize our quality structure;**

**Reduce the number of claims;**

**Increase the relativity of problem management;**

**Implement effective corrective measures in order to avoid repeating managed problems.**

In order to ensure continuous increase in our customers' satisfaction, ASK objectives are:

- Reduce the number of technical and logistic claims;
- Improve our reaction to claims with problem management;
- "0 defects" goal for OEM and Tier 1 customers and, as a consequence, also end users; this objective should reduce production variability and scrap parts;
- Support our customers to reduce critical defects, also if not caused by ASK;
- Help customers implement new sustainability and IT safety policies;

Additionally, conscience of our structure's inability to manage customers' claims, in 2022, ASK decided to reinforce it to mitigate potential negative effects. With this objective, we have added new internal requirements of our customers in terms of Customer Specific Requirements (CSR) and quality objectives.

Aiming for continuous improvement, ASK also continues to invest in prevention, for example: inserting a quality inspector in our product development teams and involving our engineering and technical departments in all corrective measures and improving products and our production processes.

In order to monitor and evaluate progress, we use various indicators, including:

- Customer audits;
- Internal process audits;
- Customer special conditions e customer scorecards;
- IPB (number of incidents per billion parts produced);
- No Trouble Found rate;
- "Reply on time" claims by customers;
- Customer non-conformity costs.

ASK monitors the effectiveness of our measures implemented through our Customer Satisfaction Report (MML) drafted by our CQA (Customer Quality Assurance) and through multiple multi-operational internal monthly meetings, product production audits and monthly committees (CO and COR).

Knowledgeable of the importance involving our stakeholders', ASK usually informs our stakeholders in monthly committees meetings and, immediately, only when customers claims are considered very important.



## ASK's people

### Human resources management

ASK considers our employees as the heart of our business because they are responsible for the execution of daily activities and reaching company objectives. All our employees are valued, involved and believed to be fundamental to reach our objectives.

The management of working relationships and collaboration inspires us to respect employees' rights and our full appreciation for helping career development and growth. Effective and attentive management of our human resources allows us to cultivate a positive, motivating and productive work environment that creates a sense of belonging and an environment of reciprocal trust that reflects directly on the quality of services offered to our customers.

### Organization structure

In the context described, on December 31, 2022, our Italian locations employed 361 people, European locations employed 970 and our Chinese locations employed 971. The total number of employees increased by 12.1% compared to the previous year.

Referring to the detailed age allocation of our Italian company, as of December 31, 2022, almost 49% of our employees were older than 50 years old, 45% were between 30 and 50 years old and 6% were younger than 30 years old. At our European locations, as of December 31, 2022, 18% of our employees were older than 50 years old, 66% were between 30 and 50 years old and 15% were younger than 30. Referring to our Chinese locations, as of December 31, 2022, 2% of our employees were older than 50 years old, 69% were between 30 and 50 years old and 29% were younger than 30 years old.

Consistent with our personnel policies, oriented at establishing strong, long term working relationships with our employees, 92% of all our employees have permanent contracts.

All Italian ASK employees are covered by a collective national contract. For Chinese and other European locations, the employment contracts respect the national norms in force.

| Total number of employees divided in contract type and category |                         |             |             |                         |             |             |
|---|-------------------------|-------------|-------------|-------------------------|-------------|-------------|
| Contract type   | As of December 31, 2022 |             |             | As of December 31, 2021 |             |             |
|   | Men                     | Women       | Total       | Men                     | Women       | Total       |
| <b>Italy</b>  |                         |             |             |                         |             |             |
| Permanent   | 203                     | 157         | 360         | 202                     | 149         | 351         |
| Fixed-term  | 1                       | -           | 1           | 1                       | -           | 1           |
| <b>Total</b>  | <b>204</b>              | <b>157</b>  | <b>361</b>  | <b>203</b>              | <b>149</b>  | <b>352</b>  |
| <b>Europe</b>   |                         |             |             |                         |             |             |
| Permanent   | 208                     | 612         | 820         | 211                     | 606         | 817         |
| Fixed-term  | 37                      | 113         | 150         | 33                      | 116         | 149         |
| <b>Total</b>  | <b>245</b>              | <b>725</b>  | <b>970</b>  | <b>244</b>              | <b>722</b>  | <b>966</b>  |
| <b>China</b>  |                         |             |             |                         |             |             |
| Permanent   | 350                     | 604         | 954         | 247                     | 476         | 723         |
| Fixed-term  | 3                       | 14          | 17          | 1                       | 12          | 13          |
| <b>Total</b>  | <b>353</b>              | <b>618</b>  | <b>971</b>  | <b>248</b>              | <b>488</b>  | <b>736</b>  |
| <b>Total</b>  |                         |             |             |                         |             |             |
| Permanent   | 761                     | 1373        | 2134        | 660                     | 1231        | 1891        |
| Fixed-term  | 41                      | 127         | 168         | 35                      | 128         | 163         |
| <b>Total</b>  | <b>802</b>              | <b>1500</b> | <b>2302</b> | <b>695</b>              | <b>1359</b> | <b>2054</b> |

| Total number of employees divided in full-time/part-time |                         |            |            |                         |            |            |
|--|-------------------------|------------|------------|-------------------------|------------|------------|
| Contract type  | As of December 31, 2022 |            |            | As of December 31, 2021 |            |            |
|  | Men                     | Women      | Total      | Men                     | Women      | Total      |
| <b>Italy</b>   |                         |            |            |                         |            |            |
| Full-time  | 199                     | 129        | 328        | 198                     | 121        | 319        |
| Part-time  | 5                       | 28         | 33         | 5                       | 28         | 33         |
| <b>Total</b>   | <b>204</b>              | <b>157</b> | <b>361</b> | <b>203</b>              | <b>149</b> | <b>352</b> |



| Europe        |            |             |             |            |             |             |
|---------------|------------|-------------|-------------|------------|-------------|-------------|
| Full-time     | 242        | 715         | 957         | 242        | 715         | 957         |
| Part-time     | 3          | 10          | 13          | 2          | 7           | 9           |
| <b>Total</b>  | <b>245</b> | <b>725</b>  | <b>970</b>  | <b>244</b> | <b>722</b>  | <b>966</b>  |
| China         |            |             |             |            |             |             |
| Full-time     | 353        | 618         | 971         | 248        | 488         | 736         |
| Part-time     | -          | -           | -           | -          | -           | -           |
| <b>Total</b>  | <b>353</b> | <b>618</b>  | <b>971</b>  | <b>248</b> | <b>488</b>  | <b>736</b>  |
| Total         |            |             |             |            |             |             |
| Full-time     | 794        | 1462        | 2256        | 688        | 1324        | 2012        |
| Part-time     | 8          | 38          | 46          | 7          | 35          | 42          |
| <b>Totale</b> | <b>802</b> | <b>1500</b> | <b>2302</b> | <b>695</b> | <b>1359</b> | <b>2054</b> |

Table 8 GRI 2-8 Workers who are not employees

| Total number of external workers by job category and gender |                         |          |          |                         |          |          |
|---|-------------------------|----------|----------|-------------------------|----------|----------|
| Job category  | As of December 31, 2022 |          |          | As of December 31, 2021 |          |          |
|   | Men                     | Women    | Total    | Men                     | Women    | Total    |
| Italy <sup>1</sup>  |                         |          |          |                         |          |          |
| Interim   | -                       | -        | -        | -                       | -        | -        |
| Trainees  | -                       | -        | -        | -                       | -        | -        |
| Consultant  | -                       | -        | -        | -                       | -        | -        |
| Other   | -                       | -        | -        | -                       | -        | -        |
| <b>Total</b>  | <b>-</b>                | <b>-</b> | <b>-</b> | <b>-</b>                | <b>-</b> | <b>-</b> |
| Europe <sup>2</sup>   |                         |          |          |                         |          |          |
| Interim   | -                       | -        | -        | -                       | -        | -        |

<sup>1</sup> Italian locations do not use non-employees.

<sup>2</sup> The data refers only to our location in Poland. For our German location, given the relatively low number of non-employees, it was not possible to accurately monitor non-employees for the first year of reporting.

|              |            |            |             |            |            |            |
|--------------|------------|------------|-------------|------------|------------|------------|
| Intern       | 2          | -          | 2           | 2          | -          | 2          |
| Consultant   | -          | -          | -           | -          | -          | -          |
| Other        | -          | 59         | 59          | -          | 1          | 1          |
| <b>Total</b> | <b>2</b>   | <b>59</b>  | <b>61</b>   | <b>2</b>   | <b>1</b>   | <b>3</b>   |
| <b>China</b> |            |            |             |            |            |            |
| Interim      | -          | -          | -           | -          | -          | -          |
| Intern       | -          | -          | -           | -          | -          | -          |
| Consultant   | -          | -          | -           | -          | -          | -          |
| Other        | 405        | 738        | 1143        | 323        | 596        | 919        |
| <b>Total</b> | <b>405</b> | <b>738</b> | <b>1143</b> | <b>323</b> | <b>596</b> | <b>919</b> |
| <b>Total</b> |            |            |             |            |            |            |
| Interim      | -          | -          | -           | -          | -          | -          |
| Intern       | 2          | -          | 2           | 2          | -          | 2          |
| Consultant   | -          | -          | -           | -          | -          | -          |
| Other        | 405        | 797        | 1202        | 323        | 597        | 920        |
| <b>Total</b> | <b>407</b> | <b>797</b> | <b>1204</b> | <b>325</b> | <b>597</b> | <b>922</b> |

## Talent recruitment and retention

ASK manages our human resources according to principles such as: integrity, dignity and equality, professionalism and the spirit of collaboration showing constant attention to our personnel in every phase of employment, hiring, training and management.

The sector where ASK operates is highly specialized and for this reason, above all for some professional roles, it is fundamental to recruit highly quality personnel.

Talent management and retention is a crucial role at ASK. These employees are strategic assets because they transmit expertise, skills, abilities and experience that is unique within our company. Being able to identify, recruit and retain these people is essential to guarantee our leadership position in the market and maintain our competitive advantage.

In order to reach this objective, selecting and hiring of personnel happens in line with our defined internal selection procedures, hiring and management of our human resources, in rigorous respect of the criteria of transparency of the evaluation our expertise and professional requirements, as well as the applicant's potential.

The job of Human Resources (HR) is generally to gather the requirements for our professional positions and create a job description and profile necessary for every position to fill.

Human resource recruitment can be through:

- evaluation of applications received on our web site;

- data banks;
- recruiting services;
- direct meetings and interviews;

During interviews with applicants, Personnel Profiles are filled out. At the end of the selection phase, HR proceeds to the final hiring process, specifying final recruitment process phase, specifying job, work position, start date and eventual remuneration and eventual benefits.

This process allows ASK to promote the development of an effective personnel selection process, where the goal is to hire adequate personnel while reducing and optimizing times and costs.

The rate of new hires, in Italy, for 2022 was 7%, in line with the previous year. In Europe our hiring rate was 16% in net increase compared to 2021. The situation is different in China, where the retention rate is very high, with a hiring rate of 73% compared to 2021.

Tables 9-10 GRI 401-1 Hiring new employees and employee turnover

| Hiring        |                         |            |            |            |            |                         |            |            |            |            |
|---------------|-------------------------|------------|------------|------------|------------|-------------------------|------------|------------|------------|------------|
|               | As of December 31, 2022 |            |            |            |            | As of December 31, 2021 |            |            |            |            |
|               | <30                     | 30-50      | >50        | Total      | Rate %     | <30                     | 30-50      | >50        | Total      | Rate %     |
| <b>Italy</b>  |                         |            |            |            |            |                         |            |            |            |            |
| Men           | 5                       | 8          | 3          | 16         | 8%         | 15                      | 8          | 0          | 23         | 11%        |
| Women         | 3                       | 7          | -          | 10         | 6%         | 1                       | 2          | 0          | 3          | 2%         |
| <b>Total</b>  | <b>8</b>                | <b>15</b>  | <b>3</b>   | <b>26</b>  | <b>7%</b>  | <b>16</b>               | <b>10</b>  | <b>-</b>   | <b>26</b>  | <b>7%</b>  |
| <b>Rate %</b> | <b>38%</b>              | <b>9%</b>  | <b>2%</b>  | <b>7%</b>  |            | <b>107%</b>             | <b>6%</b>  | <b>0%</b>  | <b>7%</b>  |            |
| <b>Europe</b> |                         |            |            |            |            |                         |            |            |            |            |
| Men           | 23                      | 26         | 5          | 54         | 22%        | 11                      | 15         | 4          | 30         | 12%        |
| Women         | 48                      | 51         | 4          | 103        | 14%        | 6                       | 9          | 1          | 16         | 2%         |
| <b>Total</b>  | <b>71</b>               | <b>77</b>  | <b>9</b>   | <b>157</b> | <b>16%</b> | <b>17</b>               | <b>24</b>  | <b>5</b>   | <b>46</b>  | <b>5%</b>  |
| <b>Rate %</b> | <b>48%</b>              | <b>12%</b> | <b>5%</b>  | <b>16%</b> |            | <b>11%</b>              | <b>4%</b>  | <b>3%</b>  | <b>5%</b>  |            |
| <b>China</b>  |                         |            |            |            |            |                         |            |            |            |            |
| Men           | 122                     | 134        | 1          | 257        | 73%        | 78                      | 64         | 1          | 143        | 58%        |
| Women         | 188                     | 257        | 9          | 454        | 73%        | 158                     | 185        | 8          | 351        | 72%        |
| <b>Total</b>  | <b>310</b>              | <b>391</b> | <b>10</b>  | <b>711</b> | <b>73%</b> | <b>236</b>              | <b>249</b> | <b>9</b>   | <b>494</b> | <b>67%</b> |
| <b>Rate %</b> | <b>111%</b>             | <b>59%</b> | <b>39%</b> | <b>73%</b> |            | <b>123%</b>             | <b>47%</b> | <b>47%</b> | <b>67%</b> |            |

| Turnover      |                         |            |           |            |            |                         |            |            |            |            |
|---------------|-------------------------|------------|-----------|------------|------------|-------------------------|------------|------------|------------|------------|
|               | As of December 31, 2022 |            |           |            |            | As of December 31, 2021 |            |            |            |            |
|               | <30                     | 30-50      | >50       | Total      | Rate %     | <30                     | 30-50      | >50        | Total      | Rate %     |
| <b>Italy</b>  |                         |            |           |            |            |                         |            |            |            |            |
| Men           | 3                       | 8          | 4         | 15         | 7%         | 4                       | 4          | 4          | 12         | 6%         |
| Women         | -                       | 1          | 1         | 2          | 1%         | -                       | 2          | 4          | 6          | 4%         |
| <b>Total</b>  | <b>3</b>                | <b>9</b>   | <b>5</b>  | <b>17</b>  | <b>5%</b>  | <b>4</b>                | <b>6</b>   | <b>8</b>   | <b>18</b>  | <b>5%</b>  |
| <b>Rate %</b> | <b>14%</b>              | <b>6%</b>  | <b>3%</b> | <b>5%</b>  |            | <b>27%</b>              | <b>4%</b>  | <b>5%</b>  | <b>5%</b>  |            |
| <b>Europe</b> |                         |            |           |            |            |                         |            |            |            |            |
| Men           | 21                      | 28         | 3         | 52         | 21%        | 14                      | 29         | 3          | 46         | 19%        |
| Women         | 28                      | 61         | 12        | 101        | 14%        | 60                      | 69         | 16         | 145        | 20%        |
| <b>Total</b>  | <b>49</b>               | <b>89</b>  | <b>15</b> | <b>153</b> | <b>16%</b> | <b>74</b>               | <b>98</b>  | <b>19</b>  | <b>191</b> | <b>20%</b> |
| <b>Rate %</b> | <b>33%</b>              | <b>14%</b> | <b>9%</b> | <b>16%</b> |            | <b>50%</b>              | <b>15%</b> | <b>11%</b> | <b>20%</b> |            |
| <b>China</b>  |                         |            |           |            |            |                         |            |            |            |            |
| Men           | 74                      | 78         | 0         | 152        | 43%        | 52                      | 40         | 0          | 92         | 37%        |
| Women         | 134                     | 188        | 2         | 324        | 52%        | 141                     | 138        | 3          | 282        | 58%        |
| <b>Total</b>  | <b>208</b>              | <b>266</b> | <b>2</b>  | <b>476</b> | <b>49%</b> | <b>193</b>              | <b>178</b> | <b>3</b>   | <b>374</b> | <b>51%</b> |
| <b>Rate %</b> | <b>74%</b>              | <b>40%</b> | <b>9%</b> | <b>49%</b> |            | <b>101%</b>             | <b>34%</b> | <b>16%</b> | <b>51%</b> |            |

## Employees training

Employee training and well being are very important for ASK. Investing in continuous employee training allows our staff to acquire new skills, improving their abilities and remain in step with the latest technology in our sector. A well trained and up to date workforce is able to face challenges more effectively with innovative and high quality solutions.

At ASK, we have active training paths aimed at sustaining and promoting human resources' growth and skills. Training aims at preventing gaps in our personnel profiles, avoid current or potential problems and improve the company's know-how.

Moreover, it also aims at increasing employees' knowledge and their impact on our products' quality and the importance of there work to reach, maintain and improve our products' quality, including customers' requirements and the risks involved for our customers' in non-conformity products.

ASK manages our personnel training system with particular attention paid on personnel whose jobs have direct and indirect effect on our product/process quality and the effectiveness of our Quality System.

All ASK employees and, if the case, our contractors, receive appropriate instruction and training with periodic refresher sessions of our policies and operational procedures, in order to guarantee that employees and contractors know their

responsibilities for information security and that they are respected.

The evaluation of needs for training emerge when our annual budget is drafted, all ASK department heads, in agreement with Human Resources, collect personnel training needs based on the needs obtained and in agreement with company objectives, respecting the following sequence:

- Identify training needs
- Identify training solutions
- Planning
- Training
- Verification
- Update

Training done by ASK could be:

- professionalisation, with tutoring supplied by an internal expert - to change positions or update of duties and/or expertise
- qualification based on specific courses - to hold a position that requires a licence or certification
- refresher courses of particular arguments - to adapt to changes in norms and/or regulations.

In parallel, our employees' well being is a crucial factor for our productivity and overall success. Promoting a healthy and sustainable workplace, that takes physical, mental and emotional well being into consideration, allows the creation of a positive atmosphere that reduces stress. Attention to our employees' well being translates to more effort, satisfaction and sense of belonging, contributing to higher retention and lower absenteeism.

In general, employee training and well being are high-yield investments for ASK because they promote the development of skills, professional progress and they create a stimulating and productive work environment.

Investing in training and supporting employees helps improve their performance and guarantees high skill levels and more professionalism.

Follow is the average annual number of hours of training given for each type of employee:

Table 11 – GRI 404-1 Annual average number of hours for employee training

| Annual average number of hours for employee training |                         |          |          |                         |          |          |
|--|-------------------------|----------|----------|-------------------------|----------|----------|
| Professional category                                | As of December 31, 2022 |          |          | As of December 31, 2021 |          |          |
|  | Men                     | Women    | Total    | Men                     | Women    | Total    |
| <b>Italy</b>   |                         |          |          |                         |          |          |
| Executives   | 6                       | -        | 6        | 13                      | -        | 13       |
| Managers   | 0,3                     | 11       | 1        | 4                       | -        | 4        |
| Office workers                                       | 8                       | 2        | 6        | 7                       | 7        | 7        |
| Laborers   | 3                       | 0,1      | 1        | -                       | 4        | 3        |
| <b>Total</b>   | <b>6</b>                | <b>1</b> | <b>4</b> | <b>6</b>                | <b>5</b> | <b>5</b> |

| Europe         |          |           |           |          |          |          |
|----------------|----------|-----------|-----------|----------|----------|----------|
| Executives     | -        | -         | -         | -        | -        | -        |
| Managers       | 7        | 12        | 9         | 4        | 10       | 7        |
| Office workers | 9        | 11        | 10        | 7        | 8        | 7        |
| Laborers       | 14       | 12        | 12        | 9        | 9        | 9        |
| <b>Total</b>   | <b>9</b> | <b>12</b> | <b>11</b> | <b>7</b> | <b>9</b> | <b>8</b> |
| China          |          |           |           |          |          |          |
| Executives     | -        | -         | -         | -        | -        | -        |
| Managers       | 18       | -         | 13        | 5        | -        | 4        |
| Office workers | 2        | 2         | 2         | 3        | 2        | 3        |
| Laborers       | -        | -         | -         | -        | -        | -        |
| <b>Total</b>   | <b>2</b> | <b>1</b>  | <b>1</b>  | <b>2</b> | <b>1</b> | <b>1</b> |

## Employee motivation and accountability

At ASK, all employees are involved in our process of continuous improvement.

At the end of each year, during ASK's global management revision, our top management, department heads and CEO, agree upon goals for the following year and the relative plans for improvement. All department heads communicate our objectives to their staff and define their relative plan for improvement to reach them.

This top-down process also has the goal of motivating personnel and making them accountable: every employee feels useful in reaching ASK's global objectives. During the year, department heads and their staff periodically meet to verify the state of progress of their improvement plans.

At the end of the year, all department heads and managers of our Group and subsidiaries, evaluate their staff's performance and propose incentives, that could come in various forms: financial, training or promotions, to Human Resources.

Every proposal, before being applied, must be approved by our CEO.

## Diversity and inclusion

Promoting diversity and inclusion is of fundamental important to ASK in order to motivate the development of a welcoming, stimulating and respectful atmosphere. ASK has always strived to respect and promote our employees and contractors' uniqueness, with the objective of maintaining an inclusive work place and reject any discriminatory behavior. During 2021 and 2022, there were no cases of discrimination sited at all our locations.

Promoting inclusion means expanding an environment to make everyone feel accepted, respected and valued for their uniqueness. This encourages active participation of all stakeholders, contributing to forming a stronger and more cohesive organization. Inclusion promotes equality of opportunity, allowing all individuals to fully develop their potential and contribute to ASK's collective success.

Diversity and inclusion do not benefit only individuals; they also benefit the company. One of the main advantages is the improvement of the ability to solve problems and more research of innovative solutions. The ample range of prospective and points of view could generate deeper discussion, stimulate creativity and promote innovation. Moreover, diversity and inclusion promote an atmosphere of tolerance, respect and mutual comprehension, which also promotes emotional well being and a sense of belonging of ASK's stakeholders.

Below is a table of ASK's employees, divided in professional categories and types.

Tables 12-13-14 GRI 405-1 Diversity in governance bodies and among employees

| Percent of employees in the following diversity categories |                         |            |             |                         |              |             |
|--|-------------------------|------------|-------------|-------------------------|--------------|-------------|
| Professional category                                      | As of December 31, 2022 |            |             | As of December 31, 2021 |              |             |
|  | Men                     | Women      | Total       | Men                     | Women        | Total       |
| <b>Italy</b>   |                         |            |             |                         |              |             |
| Executives   | 100%                    | 0%         | 3,6%        | 100%                    | 0%           | 3,7%        |
| Managers   | 88,9%                   | 11,1%      | 7,5%        | 92%                     | 8%           | 7,1%        |
| Office workers   | 70,6%                   | 29,4%      | 56,5%       | 73,4%                   | 26,6%        | 54,5%       |
| Laborers   | 19,7%                   | 80,3%      | 32,4%       | 21,3%                   | 78,7%        | 34,7%       |
| <b>Total</b>   | <b>57%</b>              | <b>43%</b> | <b>100%</b> | <b>57,7%</b>            | <b>42,3%</b> | <b>100%</b> |
| <b>Europe</b>  |                         |            |             |                         |              |             |
| Executives   | 100%                    | 0%         | 0,2%        | 100%                    | 0%           | 0,2%        |
| Managers   | 57,1%                   | 42,9%      | 1,4%        | 57,1%                   | 42,9%        | 1,4%        |
| Office workers   | 59,9%                   | 40,1%      | 38%         | 60,6%                   | 39,4%        | 37,3%       |
| Laborers   | 2,4%                    | 97,6%      | 60,3%       | 2,7%                    | 97,3%        | 61,1%       |
| <b>Total</b>   | <b>25%</b>              | <b>75%</b> | <b>100%</b> | <b>25,3%</b>            | <b>74,7%</b> | <b>100%</b> |
| <b>China</b>   |                         |            |             |                         |              |             |

|                |            |            |             |              |              |             |
|----------------|------------|------------|-------------|--------------|--------------|-------------|
| Executives     | 100%       | 0%         | 0,2%        | 100%         | 0%           | 0,3%        |
| Managers       | 72,7%      | 27,3%      | 1,1%        | 72,7%        | 27,3%        | 1,5%        |
| Office workers | 49,9%      | 50,1%      | 46,4%       | 48,5%        | 51,5%        | 39,8%       |
| Laborers       | 23,3%      | 76,7%      | 52,2%       | 22,3%        | 77,7%        | 58,4%       |
| <b>Total</b>   | <b>36%</b> | <b>64%</b> | <b>100%</b> | <b>33,7%</b> | <b>66,3%</b> | <b>100%</b> |

### Percent of employees in the following diversity categories

| Professional category | As of December 31, 2022 |              |              |             | As of December 31, 2021 |              |              |             |
|-----------------------|-------------------------|--------------|--------------|-------------|-------------------------|--------------|--------------|-------------|
|                       | <30                     | 30-50        | >50          | Total       | <30                     | 30-50        | >50          | Total       |
| <b>Italy</b>          |                         |              |              |             |                         |              |              |             |
| Executives            | 0%                      | 15%          | 85%          | 4%          | 0%                      | 23%          | 77%          | 4%          |
| Managers              | 0%                      | 26%          | 74%          | 7%          | 0%                      | 40%          | 60%          | 7%          |
| Office workers        | 10%                     | 66%          | 24%          | 57%         | 8%                      | 66%          | 27%          | 55%         |
| Laborers              | 0%                      | 16%          | 84%          | 32%         | 0%                      | 17%          | 83%          | 35%         |
| <b>Total</b>          | <b>6%</b>               | <b>45%</b>   | <b>49%</b>   | <b>100%</b> | <b>4%</b>               | <b>45%</b>   | <b>50%</b>   | <b>100%</b> |
| <b>Europe</b>         |                         |              |              |             |                         |              |              |             |
| Executives            | 0%                      | 0%           | 100%         | 0,2%        | 0%                      | 0%           | 100%         | 0,2%        |
| Managers              | 0%                      | 71,4%        | 28,6%        | 1,4%        | 0%                      | 71,4%        | 28,6%        | 1,4%        |
| Office workers        | 14,9%                   | 71%          | 14,1%        | 38%         | 13,3%                   | 73,9%        | 12,8%        | 37,3%       |
| Laborers              | 16,1%                   | 63,8%        | 20,2%        | 60,3%       | 16,9%                   | 63,7%        | 19,3%        | 61,1%       |
| <b>Total</b>          | <b>15,4%</b>            | <b>66,5%</b> | <b>18,1%</b> | <b>100%</b> | <b>15,3%</b>            | <b>67,5%</b> | <b>17,2%</b> | <b>100%</b> |
| <b>China</b>          |                         |              |              |             |                         |              |              |             |
| Executives            | 0%                      | 50%          | 50%          | 0,2%        | 0%                      | 50%          | 50%          | 0,3%        |
| Managers              | 0%                      | 82%          | 18%          | 1%          | 0%                      | 82%          | 18%          | 1%          |
| Office workers        | 30%                     | 66%          | 4%           | 46%         | 27%                     | 68%          | 5%           | 40%         |
| Laborers              | 29%                     | 71%          | 0%           | 52%         | 27%                     | 73%          | 0%           | 58%         |



|              |            |            |           |             |            |            |           |             |
|--------------|------------|------------|-----------|-------------|------------|------------|-----------|-------------|
| <b>Total</b> | <b>29%</b> | <b>69%</b> | <b>2%</b> | <b>100%</b> | <b>26%</b> | <b>71%</b> | <b>3%</b> | <b>100%</b> |
|--------------|------------|------------|-----------|-------------|------------|------------|-----------|-------------|

### Percent of employees in the following diversity categories

| Professional category | As of December 31, 2022 |             |           | As of December 31, 2021 |             |           |
|-----------------------|-------------------------|-------------|-----------|-------------------------|-------------|-----------|
|                       | Protected categories    | Disabled    | Other     | Protected categories    | Disabled    | Other     |
| <b>Italy</b>          |                         |             |           |                         |             |           |
| Executives            | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Managers              | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Office workers        | 0%                      | 3%          | 0%        | 0%                      | 4%          | 0%        |
| Laborers              | 0%                      | 10%         | 0%        | 0%                      | 10%         | 0%        |
| <b>Total</b>          | <b>0%</b>               | <b>5%</b>   | <b>0%</b> | <b>0%</b>               | <b>5%</b>   | <b>0%</b> |
| <b>Europe</b>         |                         |             |           |                         |             |           |
| Executives            | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Managers              | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Office workers        | 0%                      | 0,3%        | 0%        | 0%                      | 0,3%        | 0%        |
| Laborers              | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| <b>Total</b>          | <b>0%</b>               | <b>0,1%</b> | <b>0%</b> | <b>0%</b>               | <b>0,1%</b> | <b>0%</b> |
| <b>China</b>          |                         |             |           |                         |             |           |
| Executives            | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Managers              | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Office workers        | 0%                      | 0%          | 0%        | 0%                      | 0%          | 0%        |
| Laborers              | 0%                      | 1%          | 0%        | 0%                      | 0%          | 0%        |
| <b>Total</b>          | <b>0%</b>               | <b>0,3%</b> | <b>0%</b> | <b>0%</b>               | <b>0%</b>   | <b>0%</b> |

## ASK's health and safety policy

ASK's Top Management's fundamental objective is maintaining and the respect of, at all our locations, a health and workplace safety management system. To reach this objective, we have made available human resources, material and funds and committed the entire organization to constantly improve the health and safety of our employees.

Through our safety policy, Top Management has committed the entire organization in all company activities to respect the laws and regulations regarding health and workplace safety in force where we operate, as well as conforming to modern international standards, such as ISO 45001 for our location in Poland, China and Tunisia.

ASK commits to enforcing the safety conditions considered essential in the design and development phase of new products and the revision of existing products.

### Our safety policy for our Italian headquarters

All business activities in our Italian location are managed with the objective of preventing accidents, injuries and illness in the workplace, using machines and equipment that conform to the laws, norms and regulations in force and are subject to periodic inspections and maintenance. ASK, moreover, has adopted monitoring plans for all aspects that could have negative impacts on health and workplace safety.

Regarding this, ASK conforms to Italian Law D. Lgs. 81/2008 and s.m.i. (successive modification and integration) hires a Specialized Doctor to supervise workplace health, in all cases foreseen by law, in order to eliminate risks to our staff. Also, the Specialized Doctor carries out all the duties foreseen in Italian law D. Lgs. 81/200. Moreover, ASK issues an insurance policy for all employees and coverage for all and/or part of medical expenses, as foreseen in the National Metalworkers Contract.

In addition, ASK aims at training and instructing our employees of the risks in our company and the duties they are responsible for, the responsibilities connected to performing their jobs and the duties to verify and monitor within our Company.

Consultation and participation of our workers on questions regarding workplace safety and health through our Worker Safety Representative (WSR) that perform their role according to Italian law D. Lgs. 81/2008.

ASK management gives full support of other operations for our current company safety system.

To this end, ASK has adopted a security system able to:

- identify our legal obligations;
- identify objectives and solid measures for improvement;
- carry out improvement measures;
- constantly monitor the proper execution of our business.

### Our Chinese location safety policy

ASK in China has create and launched a health and workplace safety management system, that covers 100% of our employees, obtaining an ISO 45001 certificate. Our company is held to follow the laws and regulations in force in "Work Safety Law of the People's Republic of China", the "Law on the Prevention and Control of Occupational Diseases of China" and the "Work Safety Law of the People's Republic of China".

In conformity with the Work Safety Law of the People's Republic of China, ASK is held to draft procedures to protect employees, identify and evaluate workplace health risks, conduct tests regularly where risk factors for occupational health and organize personnel training. From this perspective, our company periodically appraises occupational health risk factors, physicals for workers with dangerous jobs and provide protection devices for them. Additionally, acquiring specific services, all employees enjoy suitable health care.

In order to receive information and notifications about health and safety, our employees are covered by a labor union that is held to organize quarterly meetings on the theme and protect employees in case of need.

## Our Polish location health policies

ASK in Poland has create and launched a health and workplace safety management system for all our employees working at our Polish location, obtaining ISO 45001 certification. Among the laws and regulations that our company follows, it is necessary to mention Regulations of the Labor Ministry and Social Policies of September 21, 1997, on general health and workplace safety norms and Work Rights.

In conformity with Work Law, ASK is held to draft procedures to protect employees, identify and evaluate occupational health risks, conduct tests regularly where risk factors for occupational health and organize personnel training. Additionally, employees elect a representative to participate in high level meeting, discuss business question connected to employee interests, listen to the company work report and supervise company activities.

## Workplace health and safety

ASK is very committed to the implementation and promotion of safety, with the objective of dispersing knowledge of risks and encouraging responsible behaviour among everyone interested. Our company commits to safeguarding the health and safety of our employees, not only at the workplace, but also along the supply chain, and in collaboration with companies and customers involved in our business. With this in mind, ASK analyses all risks based on national and international norms using estimates of the probability that accidents will occur, that is the base of real risk evaluation for workers' health and safety in order to plan the launch of measures aimed at risk elimination or reduction to an acceptable level.

ASK also completely adheres to the norms in force concerning prevention and protection. Our primary objective is to constantly improve workplace health and safety and along our entire value chain.

ASK recognises the importance of adequate accident rules and procedure and prevention training and correlated risk management for all our employees. To this end, also conforming to legislative norms, specific health and safety training is given to all our employees.

As shown in the table below, during 2021 and 2022, no injuries were reported at our Chinese, Polish and German locations, which proves the fact that health and workplace safety management is of primary importance for ASK and that our prevention measures have a fundamental role in reaching these results. Relative to the only injury reported in 2021 at our Italian location, it is important to highlight that the injury was not considered grave, the employee was given a total of 20 days of sick pay to recover.

Table 15 GRI 403-9 Workplace injuries

| <b>Workplace injuries <sup>3</sup></b>                                    |                                |                                |
|---|--------------------------------|--------------------------------|
| <b>Employees</b>  | <b>As of December 31, 2022</b> | <b>As of December 31, 2021</b> |
| <b>Italy</b>  |                                |                                |
| Number of workplace injuries  | -                              | 1                              |
| Of which, number of deaths following a workplace injury                   | -                              | -                              |
| Of which, a workplace injury caused grave consequences (except for death) | -                              | -                              |
| Total number of man-hours worked  | 528.594                        | 509.125                        |
| Rate of workplace injuries reported                                       | -                              | 1,96                           |
| Rate of deaths caused by a workplace injury                               | -                              | -                              |
| Rate of grave workplace injuries  | -                              | -                              |
| <b>Europe</b>   |                                |                                |
| Number of workplace injuries reported                                     | -                              | -                              |
| Of which, number of deaths following a workplace injury                   | -                              | -                              |
| Of which, a workplace injury caused grave consequences (except for death) | -                              | -                              |
| Total number of man-hours worked  | 903.310                        | 931.499                        |
| Rate of reported injuries   | -                              | -                              |
| Rate of deaths caused by a workplace injury                               | -                              | -                              |
| Rate of grave workplace injuries  | -                              | -                              |
| <b>China</b>  |                                |                                |
| Number of workplace injuries reported                                     | -                              | -                              |

<sup>3</sup> Injury rate reported: number of workplace injuries reported/man hours worked \*1,000,000

Death rate: total number of deaths caused by workplace injuries/man hour worked \*1,000,000.

Grave injuries (excluding deaths) rate: number of grave injuries (excluding deaths)/man hours worked \*1,000,000

|   |              |              |
|---|--------------|--------------|
| Of which, number of deaths following a workplace injury                   | -            | -            |
| Of which, a workplace injury caused grave consequences (except for death) | -            | -            |
| Total number of man-hours worked  | 2.441.320,71 | 1.875.113,55 |
| Rate of workplace injuries reported                                       | -            | -            |
| Rate of deaths caused by a workplace injury                               | -            | -            |
| Rate of grave workplace injuries  | -            | -            |



## Attention to the environment

### Reduction of our environmental impact

Respecting the environment, using sustainable natural resources and elimination of greenhouse gases that compromise the balance of nature are one of ASK's primary objectives and is an integral part of our business model.

ASK has always paid particular attention to environmental sustainability, compliance and responsible use of resources, with the scope of guaranteeing efficiency and our products' quality and reduce our carbon footprint.

ASK does not consume energy at a particularly high rate because we do not have our own significantly impactful production processes. Nonetheless, ASK's objective is to analyse our own environmental impact in order to launch a combined energy consumption and emission reduction plan.

To improve this, ASK launched our first environmental assessment during 2023, aimed at defining our carbon footprint, with the goal of identifying and monitoring sharp reduction initiatives.

Regarding this commitment aimed at reducing carbon, ASK is installing photovoltaic panels on the roof of our Monte San Vito location that will satisfy a large part of our electricity needs of the location. Meanwhile, a new LED lighting system has been installed in Monte San Vito to further reduce electricity consumption.

### Responsible energy use

In regards to our strategic objectives, a lot of attention has been paid to gathering and analysing energy consumption data.

The table below shows ASK's consumption for 2021 and 2022. As you can see, consumption increased in 2022, in particular at our Chinese production facilities, which had returned to full production. In fact, after a slow down due to to the pandemic, ASK resumed full production in 2022.

The same trend is shown for production locations in Poland where there was a 24% increase in consumption compared to 2021. The opposite is true for our Italian locations that reported a 17% decrease in energy consumption.

ASK's main, direct energy consumption principally comes from electric energy sources for our offices and production plants. The relevant use of natural gas in China and Poland and is due to production there.

Table 16 GRI 302-1 Energy consumption within our Company

| Energy consumption                     |                     |                         |                |               |                |                         |                |               |                |
|--|---------------------|-------------------------|----------------|---------------|----------------|-------------------------|----------------|---------------|----------------|
|  |                     | As of December 31, 2022 |                |               |                | As of December 31, 2021 |                |               |                |
| Type                                   | Unit of Measurement | Italy                   | Poland         | Germany       | China          | Italy                   | Poland         | Germany       | China          |
| <b>Total consumption</b>               | <b>GJ</b>           | <b>7274,0</b>           | <b>22718,1</b> | <b>1233,5</b> | <b>28112,7</b> | <b>8776,6</b>           | <b>18787,0</b> | <b>1075,6</b> | <b>19231,7</b> |
| Natural Gas                            | GJ                  | 1366,9                  | 7262,6         | 448,0         |                | 2928,8                  | 3475,9         | 404,2         |                |
| Liquefied Gas                          | GJ                  |                         | 363,5          |               |                |                         | 264,5          |               |                |
| Diesel for heating                     | GJ                  | -                       | 31,7           | -             | -              | -                       | -              | -             | -              |
| Gasoline for heating                   | GJ                  |                         |                |               |                |                         | 136,9          |               |                |
| Electricity from non-renewable sources | GJ                  | 3701,5                  | 14413,3        | 509,6         | 27531,6        | 3715,2                  | 14232,0        | 485,5         | 18409,3        |
| Diesel for vehicles                    | GJ                  | 2127,3                  | 398,9          | 275,9         | 3,1            | 2034,5                  | 472,2          | 185,9         | 822,3          |
| Gasoline for vehicles                  | GJ                  | 78,2                    | 248,1          | -             | -              | 98,1                    | 205,7          | -             | -              |
| Unknown power <sup>4</sup>             | GJ                  | -                       | -              | -             | 578,0          | -                       | -              | -             | -              |

## Monitoring our greenhouse emissions

In order to monitor our environmental impact, ASK measures greenhouse gases associated with our business activities, distinguishing direct emissions (Scope 1) and indirect emissions (Scope 2), the data below shows emissions related to 2021-2022. The data show an increase in emissions, in line with consumption, mainly caused by fully resuming business after the pandemic.

The reduction of emissions in 2022 at our our Chinese location is due to our policy to efficiently consume energy activated at the beginning of the year. To this trend, ASK's will to reduce emissions coming from our vehicle fleet in every country must be added.

<sup>4</sup> 2022 was the first year of drafting our Sustainability Report, it was not possible to obtain all our fuel sources for vehicles accurately. The amounts shown in the table, therefore, was calculated through weighted averages of the factors of Diesel and gasoline. For 2023, ASK commits to accurate reporting of all fuel sources used.

### Direct greenhouse emissions GHG (Scope 1) <sup>5</sup>

|                               |                     | As of December 31, 2022 |              |             |             | As of December 31, 2021 |              |             |             |
|-------------------------------|---------------------|-------------------------|--------------|-------------|-------------|-------------------------|--------------|-------------|-------------|
| Type                          | Unit of Measurement | Italy                   | Poland       | Germany     | China       | Italy                   | Poland       | Germany     | China       |
| <b>Total direct emissions</b> | <b>tCO2eq</b>       | <b>233,8</b>            | <b>478,6</b> | <b>44,8</b> | <b>40,1</b> | <b>314,0</b>            | <b>259,8</b> | <b>35,8</b> | <b>57,5</b> |
| Natural Gas                   | tCO2eq              | 76,8                    | 408,0        | 25,2        | -           | 165,2                   | 196,0        | 22,8        | -           |
| Liquefied Gas                 | tCO2eq              | -                       | 23,3         | -           | -           | -                       | 16,9         | -           | -           |
| Diesel for heating            | tCO2eq              | -                       | 2,4          | -           | -           | -                       | -            | -           | -           |
| Diesel for vehicles           | tCO2eq              | 151,5                   | 28,4         | 19,6        | 0,2         | 142,2                   | 33,0         | 13,0        | 57,5        |
| Gasoline for vehicles         | tCO2eq              | 5,2                     | 16,5         | -           | -           | 6,6                     | 13,8         | -           | -           |
| Unknown <sup>6</sup>          | tCO2eq              | -                       | -            | -           | 39,9        | -                       | -            | -           | -           |
| Plug-in Hybrid                | tCO2eq              | 0,3                     | -            | -           | -           | -                       | -            | -           | -           |

### Indirect greenhouse emissions GHG (Scope 2) <sup>7</sup>

|                              |                     | As of December 31, 2022 |        |         |        | As of December 31, 2021 |        |         |        |
|------------------------------|---------------------|-------------------------|--------|---------|--------|-------------------------|--------|---------|--------|
| Type                         | Unit of Measurement | Italy                   | Poland | Germany | China  | Italy                   | Poland | Germany | China  |
| Electricity (Location Based) | tCO2eq              | 367,1                   | 3182,9 | 34,0    | 4657,4 | 442,7                   | 2980,8 | 24,8    | 3114,2 |
| Electricity (Market Based)   | tCO2eq              | 469,9                   | 3403,1 | 87,5    | 4657,4 | 473,7                   | 3158,7 | 79,4    | 3114,2 |

<sup>5</sup> Source of emission factors to calculate Scope 1: 2022 UK Government GHG Conversion Factors for Company Reporting (DEFRA & BEIS).

<sup>6</sup> As reported in note of the "Energy Consumption" table, the value shown in the table was calculated with weighted averages of the factors of Diesel and gasoline.

<sup>7</sup> For the emissions for Scope 2, the reporting standard used is (GRI Sustainability Reporting Standards 2021) that foresees two different calculation approaches: "Location-based" and "Market-based". The "Location-based" approach foresees the use of average emission factors relative to specific national energy mixes of electricity production. The "Market-based" approach foresees the use of defined emission factors based on contracts with electricity suppliers. In absence of specific contractual agreements between companies in our group and electricity suppliers, for example: purchasing Origin Guarantees, for this approach the emission factor related to national "residual mix" was used for both 2021 and 2022 [Source: AIB 2022]. For emissions produced by our Chinese locations, for both "Location-based" approach and "Market-based" approach, the emissions factor relative to international 2019 Terna Comparisons.



During 2022, ASK measured most parts of Scope 3 category coming from our value chain. Specifically, emissions with reference to all applicable and significant categories shown below.

Some Scope 3 categories were measured according to foreseen GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard methods.

Our total amount of Scope emissions for 2022 was 154,199 metric tons of CO<sub>2</sub>eq.

For the goods and services purchased<sup>8</sup> category, the calculation of CO<sub>2</sub> was made applying two methods: spend-based and quantity-based.

With the spend-base method, the financial value of expenses made to purchase goods and services during the year, as input data, were analysed, while, with the quantity based method, the value in weight of goods purchased in terms of data input during the year was measured.

The spend-based method described above was used also to calculate the capital goods category, in part for business travel and for downstream and upstream leasing goods

Our Business corelated to combustibles and energy category was calculated with Scope 1 and Scope 2 data multiplied by emission factors that take account of the extraction, production and transportation of fuel consumed.

To calculate emissions for ASK's logistics<sup>9</sup>, the following were taken into consideration:

- the mass of transported products;
- the means of transportation used;
- distance travelled.

To calculate our emissions coming from waste, the waste type-specific method<sup>10</sup> was used.

Our emissions regarding employees' commutes from home to work were determined keeping in consideration the following factors: number of employees, distance from workplace and specific <sup>11</sup> factors associated with the means of transportation used. Whenever the means of transportation was not specified, the means with the least emissions was used.

Calculating of our emissions associated with the use of products sold considers the energy that they use during use.

In particular, our energy consumption takes in consideration:

- the useful life of products sold;
- the number of pieces sold;
- the use of or products is 266 h/y;
- peak power of every product sold.

Our emissions calculation is based on the multiplication of energy consumed by the reference <sup>12</sup> emission factor.

Finally, to calculate the category associated with end of sold product cycle treatment, the input data used was the quantity of products sold during the reporting year <sup>13</sup> divided by the prevalent type of material.

Given the complexity of calculating every single category in the GHG Protocol, it is useful to present a report of the sum of emissions of all our locations in the perimeter of our reporting.

8 The source of emission factors used come from the Environmentally Extended Input-Output (EIO) database for the spend based methodology and from published sources such as Department for Environmental Food & Rural Affairs (DEFRA) 2022, Environmental Product Declaration (EDP) ITALY and ENVIRONDEC for quality-based methodology.

9 The EcoTransit World database was used to calculate this. It allows identifying the means of transportation use: truck, rail, sea or intermodal, for each segment and the relative distance travelled. Every segment travelled, composed of one or more means of transportation, is associated with opportune emissions factors expressed in metric tons per Km in order to obtain the equivalent CO<sub>2</sub> emissions emitted during transportation.

10 The source of emission factors used was UK Government GHG Conversion Factors for Company Reporting (DEFRA & BEIS).

11 The source of emission factors used was UK Government GHG Conversion Factors for Company Reporting (DEFRA & BEIS).

12 AIB 2022 - Supplier mix (for European destinations); 2019 Internazionale Terna Comparison (for destinations outside Europe).

13 1 kg of goods sold were separated among disposal method previously discussed and successively multiplied by pertinent emission factors (fonte DEFRA 2022).

Table 19 GRI 305-3 Other indirect greenhouse gases (GHG) (Scope 3)

| Other indirect emissions (Scope 3)   |                          |                         |
|--|--------------------------|-------------------------|
| Type   | Unit of Measurement      | As of December 31, 2022 |
| <b>Total indirect emissions (Scope 3)</b>  | <b>tCO<sub>2</sub>eq</b> | <b>154.199</b>          |
| Goods and services purchased   | tCO <sub>2</sub> eq      | 62.706                  |
| Capital goods  | tCO <sub>2</sub> eq      | 4.165                   |
| Business corelated to combustibles and energy (not available in Scope 1 and Scope 2) | tCO <sub>2</sub> eq      | 2.690                   |
| Downstream transportation and distribution   | tCO <sub>2</sub> eq      | 5.351                   |
| Waste generated during business  | tCO <sub>2</sub> eq      | 26                      |
| Business travel  | tCO <sub>2</sub> eq      | 656                     |
| Employee commute   | tCO <sub>2</sub> eq      | 2.388                   |
| Downstream leased goods  | tCO <sub>2</sub> eq      | 8                       |
| Upstream transportation and distribution   | tCO <sub>2</sub> eq      | 6.851                   |
| Use of sold product  | tCO <sub>2</sub> eq      | 69.025                  |
| End of sold product cycle treatment  | tCO <sub>2</sub> eq      | 143                     |
| Upstream leased goods  | tCO <sub>2</sub> eq      | 190                     |

## ASK's waste management

ASK is actively committed to reducing our environmental impact, adopting strategies aimed at promoting a circular economy and fostering recycling and guaranteeing proper waste disposal. In context of this commitment, our Company is informing our employees on how to actively participate in responsible waste management and reduce waste and scrap. During 2022, ASK produced 786.9 metric tons of waste, 97% of which was recycled and the remaining 3% was disposed of.

Table 20 GRI 306-3, 306-4, 306-5 - Waste

| Waste <sup>14</sup>                      |        |        |       |        |
|--|--------|--------|-------|--------|
| Totale weight of waste (metric ton/year) | Italy  | Poland | China | Total  |
| <b>As of December 31, 2022</b>           |        |        |       |        |
| Disposal                                 | 1,13   | 12,88  | 0     | 14,01  |
| Recycle                                  | 164,02 | 537,86 | 64    | 765,88 |
| Other                                    | 0      | 0      | 7     | 7      |
| Total                                    | 165,15 | 550,74 | 71    | 786,89 |

<sup>14</sup> Our table relative to waste produced by ASK includes Italy, Poland and China.

## GRI content index

| <b>Use declaration</b>                | ASK has presented a report in conformity to GRI Standards for the period from January 1, 2022 to December 31, 2022 |   |                  |   |
|---------------------------------------|--|---|------------------|---|
| <b>GRI 1 used</b>                     | GRI 1 – Fundamental principles – 2021 Version  |   |                  |   |
| <b>Pertinent GRI sector standards</b> | N/A  |   |                  |   |
| <b>Standard Disclosure</b>            | <b>Description of indicators</b>   | <b>Page number</b>                                | <b>Omissions</b> | <b>GRI sector standard reference number</b> |
| <b>GRI 1: FUNDAMENTAL PRINCIPLES</b>  |  |   |                  |   |
| <b>GRI 2: GENERAL INFORMATION</b>     |  |   |                  |   |
| <b>COMPANY PROFILE</b>                |  |   |                  |   |
| 2-1                                   | Company details  | Page 12-14  |                  |   |
| 2-2                                   | Entities included in the Company's sustainability report   | Page 2  |                  |   |
| 2-3                                   | Reporting period, frequency and contacts   | Page 2  |                  |   |
| 2-4                                   | Information review   | Page 2  |                  |   |
| 2-5                                   | External assurances  | This document does not submit external assurances |                  |   |
| <b>BUSINESS AND EMPLOYEES</b>         |  |   |                  |   |
| 2-6                                   | Business, value chain and other business relationships   | Page 27-28  |                  |   |
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| 2-15  | Conflict of interest                                   | Page 22-24  |  |  |
| 2-16  | Notification of criticism                              | Page 22   |  |  |
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| 2-25 Lett. b)                                       | Processes aimed at remediating negative effects        | Page 22   |  |  |
| 2-26  | Mechanisms to request clarification and dispute relief | Page 22   |  |  |
| 2-27  | Law and regulation conformity                          | During 2022, ASK no cases of legal or regulatory non-conformity were reported |  |  |
| <b>STAKEHOLDER INVOLVEMENT</b>                      |  |   |  |  |
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| <b>SUPPLY CHAIN MANAGEMENT</b>               |   |   |  |  |
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| 205-3  | Confirmed incidents and confirmed corruption and measures adopted                                 | During 2022, ASK had no cases of corruption were reported   |  |  |
| 206-1  | Legal charges relating to anti-competition behaviour, trust activities and monopolistic practices | During 2022, ASK, was not K non charged with any infractions related to anti-competition behaviour, trust activities and monopolistic practices |  |  |
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