

ASK



**Sustainability
Report**

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

I would like to inform how deeply satisfied I am with our continued commitment to sustainability and the significant progress we have made as an organization during 2023. We acknowledge the crucial importance of developing sustainability for our future and we are determined to actively contribute to this cause.

Towards these ends, we have adopted a wholistic approach that integrates sustainability in every aspect of our operations. Our primary objective is to prevent negative effects and generate positive effects on the economy, environment and the public in general.

We fully realize that the environment we work in is continuously evolving, influenced by a vast series of tendencies that are macroeconomic, social and political. We have adapted our strategy to respond to this dynamic proactively and to ensure that our efforts are coherent with a long-term vision for sustainable development .

During the reporting period, we reached significant goals for sustainable development. We held significant events, celebrated results and faced complex challenges. Transparency remains a fundamental value for us and we are always ready to learn from our experiences to improve our future performance.

Looking towards the future, we are confronting the challenges facing us with determination.

We would like to thank you for your continued support and for being an integral part of our commitment to sustainable development. Without your help and your commitment, we would not be able to reach our objectives. We continue to strive together, involving all interested parties to build a better future for generations to come.

Thank you for your trust and for being at our side in this important mission.

Alberto Bianchi

Methodological Note

This document, which is ASK's second Sustainability Report, has the objective of communicating our sustainability strategies relative to our performance in environmental, social and governance sustainability from January 1, 2023 to December 31, 2023.

In order to make a comparison, the data from January 1, 2022 to December 31, 2022 is also reported.

The reporting data and the reported information is limited to and is related to the following companies:

- ASK Industries S.p.A., headquartered 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.
- ASK Brazil Ltda.;
- ASK Tunisia Sarl;

Any exceptions or restrictions to the limits are expressly clarified in the text and in the notes and tables related to the quantitative data.

Let it be known that, in order to facilitate the reading and comprehension of the tables, the quantitative data related to our Italian headquarters in Monte San Vito and Reggio Emilia have been consolidated in the "Italy" section; the data related to our Polish and German headquarters have been consolidated in the "Europe" section; similarly, the data related to our two Chinese sites have been combined in the "China" tables.

In order to correctly report ASK's performance, the overall data have been included and is limited to the use of the most probable estimates. In the case of estimates, they are expressly noted in the document.

This document is drafted annually, it has been drafted with reference to GRI Sustainability Reporting Standards, based on a selection of them, published by the Global Reporting Initiative (GRI) of 2016 (and following updates). A complete list of the standards used, including clarifications of the subject, is in the GRI Content Index in the Appendix.

Our process of gathering the data used to draft this document has been managed according to:

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

In particular, the contents of this report were selected based on the results of a primary analysis of materiality that have allowed us to identify the aspects material to ASK and our stakeholders as described in the "Analysis of ASK's materiality" section in this document.

For more information and suggestions related to ASK's Sustainability Report, it is possible to write to sustainability@askgroup.global.

This document is also available on ASK's web site: www.askgroup.global

ASK, being part of JVCKENWOOD Corporation (henceforth JVCKENWOOD), is a global leader in the automotive industry, which engineers, produces and distributes avant-garde, high quality audio systems including speakers, box subwoofers and amplifiers, for on board infotainment and antenna systems including antennas and cables for connectivity.

ASK was founded in Reggio Emilia in 1965 and is still headquartered in Italy. Besides our facilities in central Italy, ASK has facilities around the world, Germany, Poland, Tunisia, China, the USA, and Brazil. Thanks to our locations in Europe, China and Brazil, ASK efficiently works with our customers during the development phase of their OEM products. Our geographic proximity allows ASK to offer our customers timely support during the entire manufacturing process, guaranteeing a short supply chain at the same time.

Over the years, ASK has grown with our customers, evolving our distinct characteristics as a primary supplier for the automotive industry.

The main characteristics are:

- Highly technical products and solutions.
- Extensive radiofrequency expertise.
- Sensibility, creativity and flexibility to satisfy our customers' needs.
- Collaboration with renowned Audio Brands and Partners.
- Worldwide facilities.

VISION

Become global leader
of acoustic and communication
technology for automotive
OEM customers.

MISSION

“We are extremely passionate about sound.”
ASK's mission is to guarantee unforgettable
audio experiences with innovative
technology to entertain people
throughout the world.



Highlights

*Validity date 31/12/2023

ASK

Foundation

ASK was founded in 1965.



Turnover

€432.8 million.



Human Capital

5,021 employees.



Group structure

Headquarters in Central Italy.
10 branches in Germany, Poland,
China, Brasil, Tunisia, and the USA.



Group activities

Engineering, producing
and distributing speakers,
box subwoofers and amplifiers
for the automotive industry.



Certifications

ISO 9001
IATF 16949 for quality
ISO 14001 for the environment
TISAX Label for information security
ISO 45001

Worldwide presence

ASK's headquarters are in Italy and is present and controls branches in Germany, Poland, Tunisia, China, Detroit, USA, Mexico and Brazil.

Thanks to R&D centers and plants throughout the world, ASK works closely with automobile manufactures during product engineering, design and production phases of their products.

All of ASK's plants are certified according to the present standards in the sector.



Customers and markets

ASK realizes that every customer has unique needs and specifications. For this reason, ASK works closely with our customers to supply personalized solutions and develop operational methods shaped around our customers' needs. 99% of our turnover is generated by automotive OEM customers.

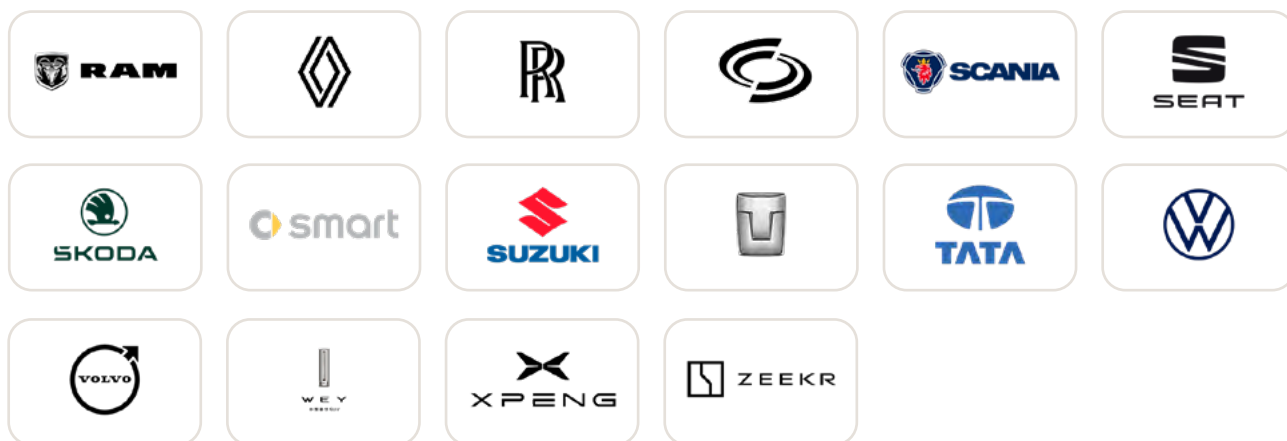
In reference to the performance of individual markets, ASK's business is structured and diversified globally with significant subdivision of our turnover and strategies in various regions.

Our largest market is in China, which is approximately 45% of our turnover, and it requires significant R&D. The European market is also important because of our high profile customers that pay particular attention to diversification. Moreover, in the past few years, there has been significant growth in the Brazilian market, where ASK's branch has started to generate profits after our initial investments. The North American markets pay close attention to the environment and local communities.

Some of our customers are not listed below due to confidentiality agreements.

OEM Customer – Automotive Industry





** Isuzu e Suzuki – Tier 2 Customer.

Tier Customer – Automotive Industry



ASK's organizational Structure and History



ASK was founded in 1965, with solid expertise in the production of TV speakers, musical instruments and aftermarket automobile antennas and speakers.

Our growth and expansion have contributed to the affirmation of our leadership in the automotive sector.

Here are a few of our milestones:

- In 1997, ASK acquired 50% of Electric Poland, a company specialized in cable production. Later, Electric Poland was renamed to ASK Poland Sp. z o.o., allowing ASK to include cables to our range of products.
- In 1998, ASK acquired Zendar, an Italian company near our headquarters that produced automobile antennas. This acquisition further strengthened ASK's position in the Italian market and further expanded our range of products.
- In 2000, ASK founded ASK Industries GmbH in Niederwinkling, Germany, with the goal of entering the German automotive market, which is noted for high quality products. This operation allowed ASK to consolidate our presence in Europe and supply quality products to our German customers.

- In 2006, ASK founded Ningbo ASK Sound and Communication Co. Ltd. This strategic move has allowed ASK to expand rapidly in the Chinese automotive market.
- In 2011, ASK created ASK Tunisia Sarl headquartered in Manouba, Tunisia, and owns 76%. This move has permitted ASK to establish a solid presence in the Northern African market and serve local customers with high quality products.
- In 2015, ASK reached another important milestone when JVCKENWOOD, a Japanese leader in the electric and electronic products, acquired 100% of ASK's shares. This move made ASK part of JVCKENWOOD Group, allowing us to follow our path to internationalization.
- In 2021, ASK continued our expansion in China by creating two new companies. The first was Chongqing ASK Automotive Electronics Co., Ltd (ASK CQ), a production company completely 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", which Ningbo ASK Automotive Sound and Communication Co. Ltd holds 66% of the shares, while the remaining 34% is held by a governmental partner. This new company confirms ASK's commitment to the Chinese market and our desire to supply innovative solutions to the local automotive market.

Through a series of strategic acquisitions and expansion in new markets, ASK has reinforced our position as a leader in the automotive sector, offering high quality solutions and satisfying our customers' needs throughout the world.

Finally, to further reinforce our presence in the North American market, guaranteeing a short and efficient supply chain for all customers in the region. ASK founded a new manufacturing site in Mexico in 2024.



ASK's products

ASK is a leader in the automotive sector specialized in the production and sales of a vast range of electroacoustic, electronic and electromechanical products for cars and for the general audio sector for telecommunications, such as speakers, antennas, cables, digital and analogic amplifiers, electronic components for automobiles and other automobile parts such as ADAS systems, etc. and others connected to sound reception and diffusion. ASK is constantly committed to offering high quality and innovative solutions for 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.

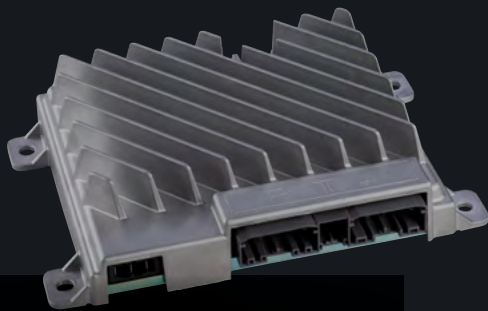
Our mechanical and acoustic parts are designed according to size constraints, and performance and reliability requirements, experimenting every innovative solution necessary in ASK's test labs.



Antenna Systems

ASK engineers antenna systems for vehicles: our system, composed of antennas and coaxial cables that are connected to auto devises, 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 that 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;
- 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.

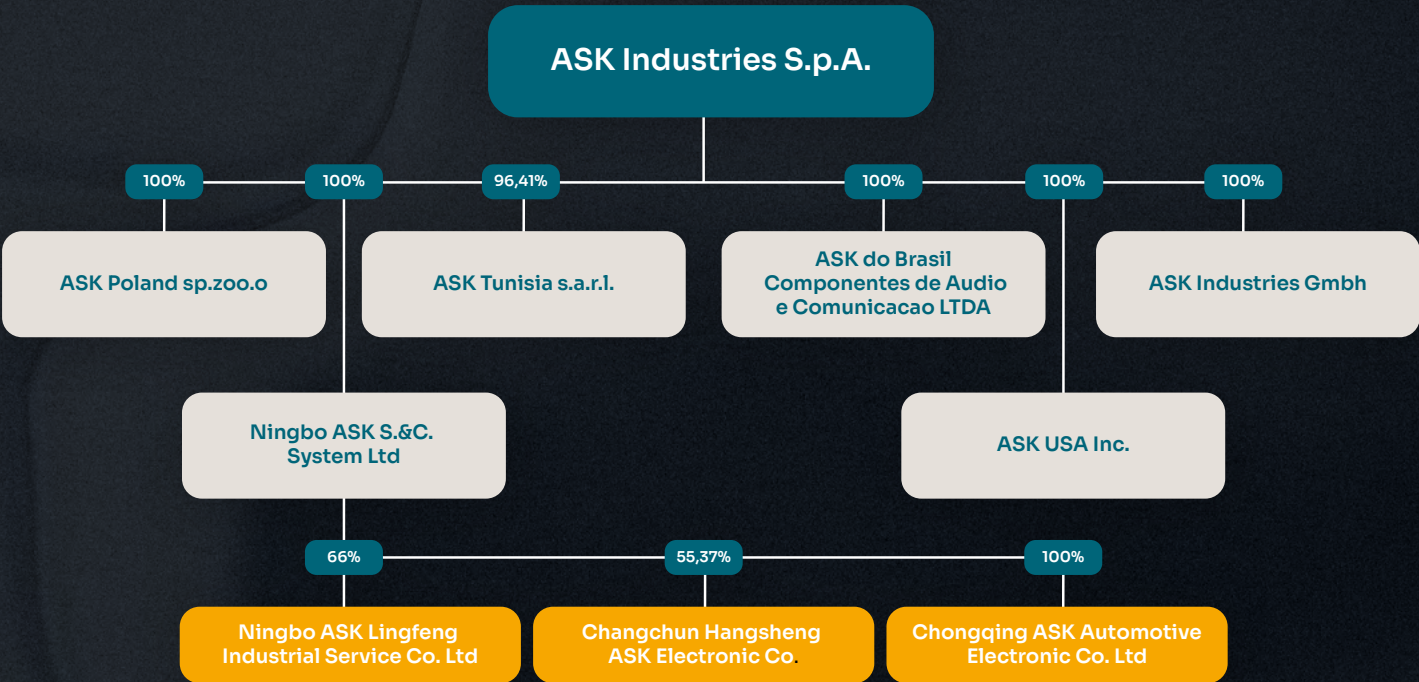


ASK Governance

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, 2023:

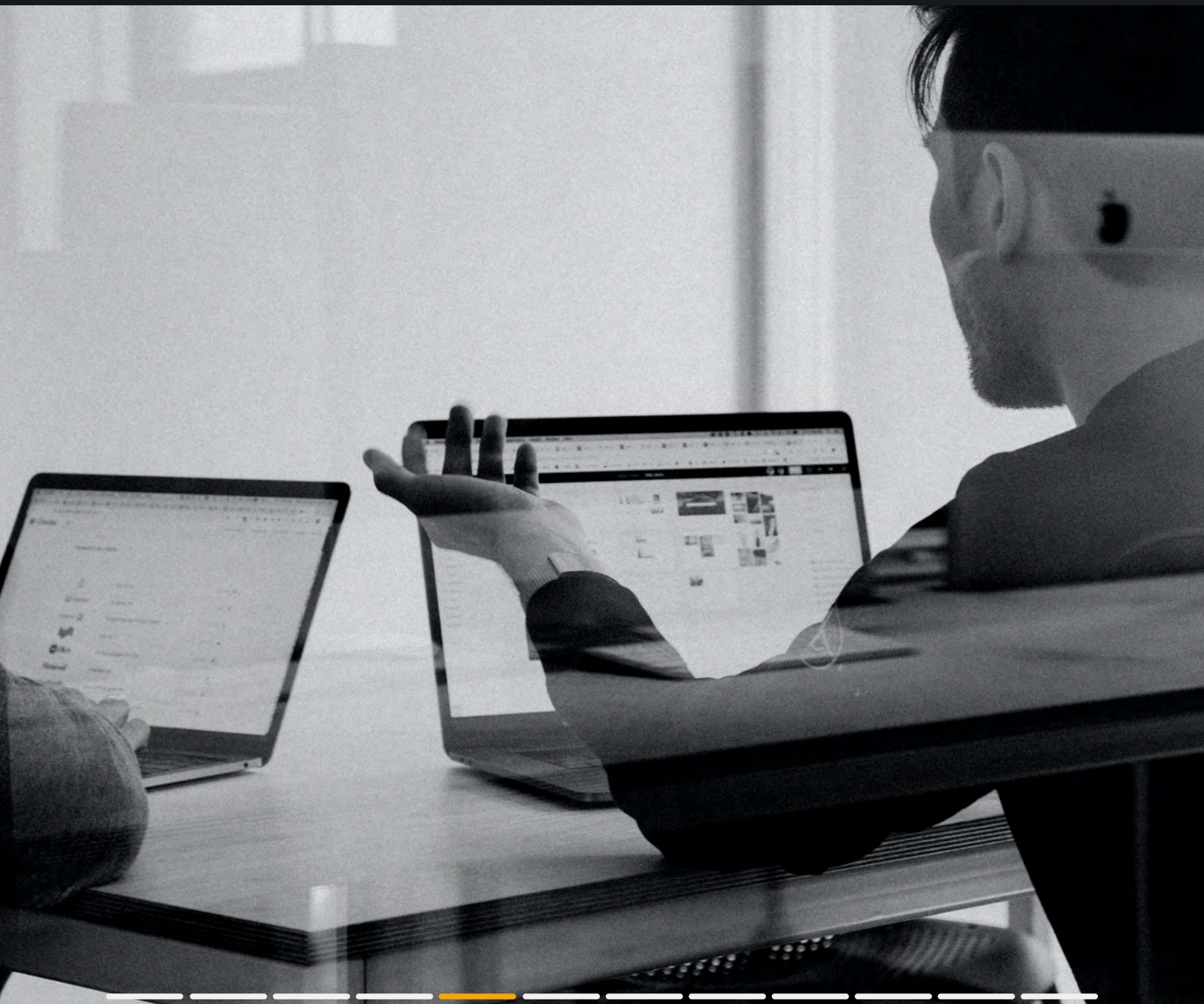


ASK's relationship with JVCKENWOOD

JVCKENWOOD is a Japanese company, founded on October 1, 2008 with the merger of JVC and KENWOOD. As of 2024, JVCKENWOOD has 15,880 employees throughout the world and operated in mobility and telematic services, the security sector and entertainment solutions and manages ASK holding stocks or shares in companies that conduct similar business.

In 2023, ASK was a top seller among all of JVCKENWOOD's subsidiaries, with 20 % of total sales and the importance of our role within JVCKENWOOD is growing year by year. JVCKENWOOD's Mobility & Telematics Services sector is presently responsible for all of 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

The Board of Directors is our highest body of governance and is composed of seven members, all of whom are male. The members of the Board are renewed according to the bylaws of the Assembly of Partners every three years. This term limit does not include the Chairman of the Board.

The Board of Directors have the decisional power for what concerns policy management, strategy and the annual budget for ASK's Headquarters (henceforth ASK HQ). It holds the proxy for our subsidiaries.

In general, the proxy system inherent in the decisional process, revised on April 1, 2023, has two levels: decision making applicable directly to ASK HQ; decision making applicable to proxies of all subsidiaries.

Table 1 – ASK's Board of Directors – as of Ballance approval 31/12/2023

Name	Role	Gender	Age
Nomura Masao	Chairman of the Board of Directors	Male	>50
Sakamoto Takehide	Vice Chairman of the Board of Directors	Male	>50
Bianchi Alberto	Chief Executive Officer and Vice Chairman of the Board of Directors	Male	>50
Marchetti Ruggero	Board of Directors member with special proxy	Male	>50
Agosteo Norberto	Board of Directors member	Male	>50
Terada Akihiko	Board of Directors member	Male	>50
Sugiyama Yukihiro	Board of Directors member	Male	>50

Some Board members cover other roles in other companies. It is specified that the Chairman of the Board of Directors does not cover any other management roles 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 Sugiyama Yukihiro (minor role at JKC Automotive)

Our highest governance body has the following committees that meet monthly:

- Results Committee (ROC), where the CEO, temporary Vice-President and all primary level CEOs and other charges participate.
- Operational Committee (OC) with Operations, Controlling, Purchasing, Quality, Supply Chain and A&G/Controlling.

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.

Economic value directly generated and distributed by ASK

During 2023, there was an increase of both the economic value generated and the value distributed, relatively +7.4% and +8.3%. The value is calculated with operating costs and other management costs (77%), labor costs (21%), financing costs (1%) and governmental costs (1%). Finally, the value withheld diminished by 1.1% compared to the previous year, due to a slight reduction in profit and reserve funds, and an increase in devaluation and taxes. The results obtained show the ability of ASK to create wealth and share it with our shareholders.

Table 2 – GRI 201-1 Economic values directly generated and distributed

	As of December 31, 2023	As of December 31, 2022
Economic values directly generated	467,999,562	435,731,529
Economic values distributed	427,017,925	394,299,232
COperating costs and other management costs	329,557,767	306,705,088
Labor costs	88,269,796	81,594,427
Finance costs (controlled, connected businesses, and financial institutes)	4,736,744	2,144,280
Partner costs	0	0
Governmental costs	4,453,618	3,855,437
Value earned by ASK	40,981,637	41,432,297

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.

Naturally, to reach these objectives, ASK has obtained efficiency with the objective of reducing energy consumption by innovating processes and products and enhancing our personnel.

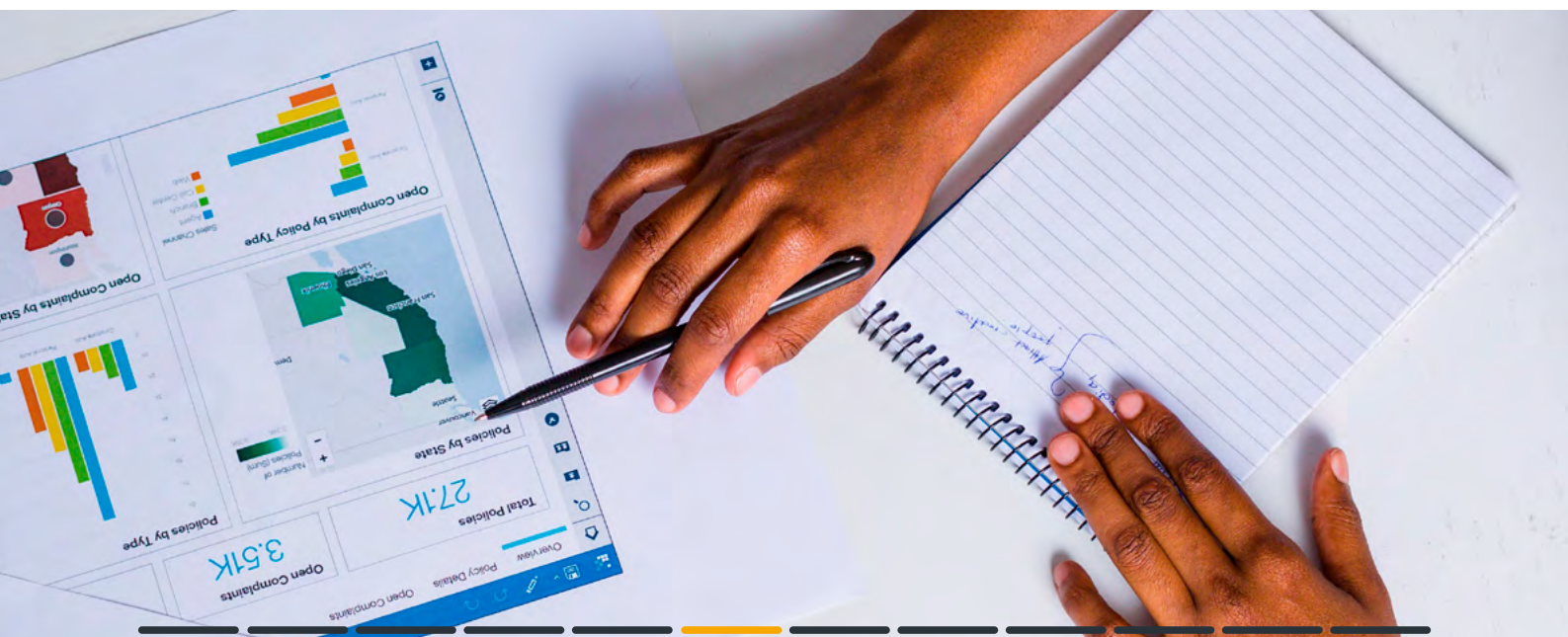
All these practices and policies applied at ASK have taken practical and virtuous practices to customers and suppliers and to our innovative and avant-garde range of products.

Towards this end, ASK's top management is committed to managing 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 Sustainability activities are delegated to the Group Quality Manager, first level of the CEO. The Group Quality Manager has appointed a Sustainability Manager who has the task of coordinating the activities. The Sustainability Manager updates the Group Quality Manager on a monthly basis, in particular in view of the Results Committee. For specific topics or company strategy assessments, ad hoc meetings are organised, during which the Sustainability Manager reports to the CEO and the First Levels.



ASK's relationships with our Stakeholder

ASK pledges to respond to the requirements of our stakeholders, whom constantly stimulate 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 are identified in order to draft the Sustainability Report and are the following:



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

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

Table 3 – ASK's Stakeholders

Type of stakeholder	Contact methods
Employees	Internal and policy documents Intranet Training Discussions of relative subjects with management
Customers	Customer contact and feedback Meetings and encounters Interviews Involvement through our Internet site and so-cial media
Suppliers and sales partner	Meetings and encounters Surveys Partnerships
Local community	Events that involve the community Meetings and public debates Social media
Financial institutions	Participate in conferences Scheduled meetings Policy and documentation distribution
Shareholders	Internal and policy documents Scheduled meetings
Associations	Documenti interni e policy
Local governments and entities	Conferences, meetings and consulting
Universities and research centers	Scheduled meetings Documentation distribution

ASK's materiality analysis

ASK knows that sustainability is an integrated part of our 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 in our sector, reporting standards and international sustainability rating of the sector;
- analysis of applicable legislation including program types;
- ASK's competitors and comparable benchmarks through principle public sustainability and social responsibility documents;
- analysis of ASK's documentation such as policies, 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 business.

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 	Compliance and risk management	 Social, economic and environmental non-compliance
Increased customers satisfaction	Client satisfaction	Customer complaints
Sustainable supply chain	Supply Chain management	Human rights violations along the supply chain
Renewable energy production	Responsible energy use	Energy inefficiency
Creating shared value	Brand identity	Loss of credibility
Health and safety management	Workplace health and safety	Work-related accidents
Ethical business management	Business ethics and anti-corruption	Anti-competitive practices

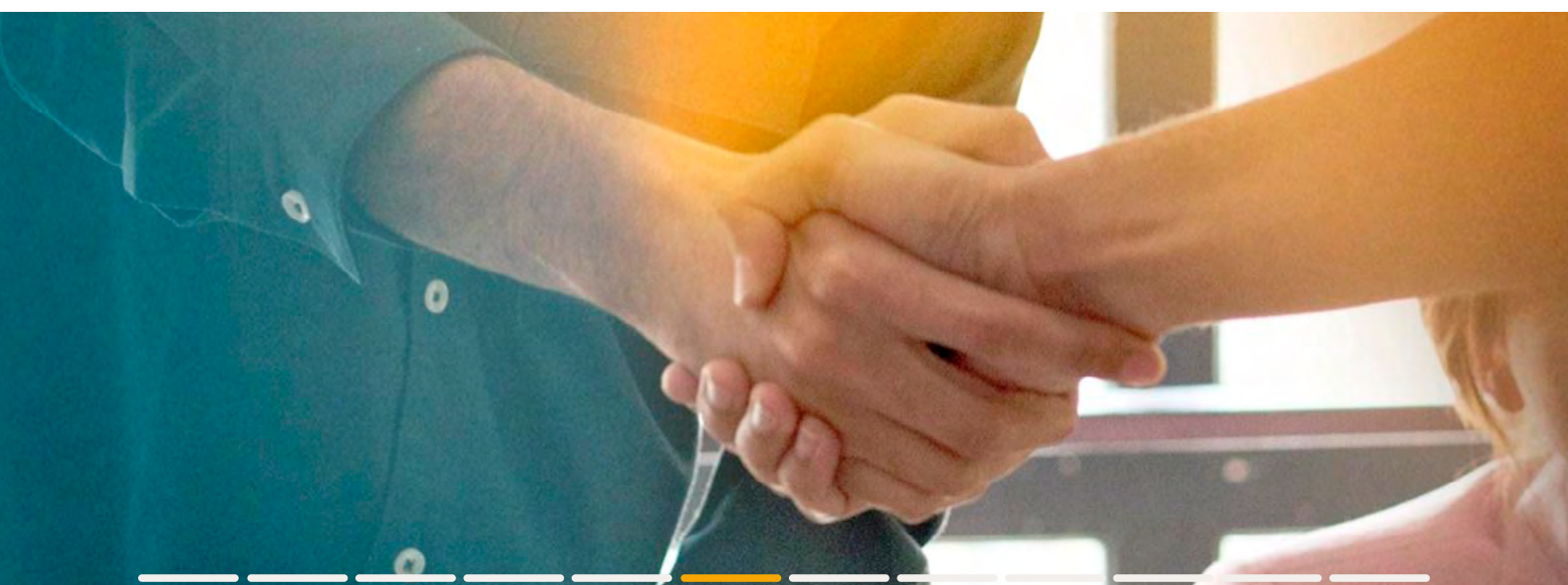
High quality product	Product quality and safety	Risk to product safety
Increased investment in research and development	Research and innovation	Risk of obsolescence
Focus on combating climate change	Climate change and emission reduction	Climate emissions
Consumption of recycled and secondary materials	Waste and recycling	Generation of waste in the production process
Talent attraction	Employees management and retention	Loss of professionals
Fairness in remuneration practices	Diversity & inclusion	Discriminatory practices
Develop employee skills	Employees training and well-being	Lack of support for employees' well-being

The results of the analysis of materiality are described in detail below through the precise description of the material subjects and positive and negative, potential and real, and associated effects:

Table 4 – ASK's Subjects

Priority	Subjects	Description of subjects
1	Compliance and risk management	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	Customer satisfaction	Increase customer satisfaction by supplying timely solutions to their needs.
3	Supply chain management	Create a sustainable supply chain by selecting suppliers on ESG criteria and preventing human rights violations.
4	Responsible energy use	Monitor and reduce our consumption to mitigate the environmental impact of our business.
5	Brand identity	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	Health and workplace safety	Monitor and apply management systems for health and workplace safety.

7	Business ethics and anti-corruption	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	Product quality and safety	Safe and high quality product development with environmental needs, customer expectation compliance, mitigate possible health and safety effects on interested parties.
9	Research and innovation	Invest in research and development to update technologies and processes to ensure high quality products.
10	Climate change and emissions reduction	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	Waste and recycling	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	Employees management and retention	Promote a stimulating work environment that attracts new talent with a positive, direct and indirect, impact on company growth and expansion.
13	Diversity and inclusion	Oppose discrimination in general, mitigate possible negative effects on our employees' well-being.
14	Employees training and well-being	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 behavior, 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 respecting legal regulations regarding competitiveness and other laws that safeguard consumers wherever we operate. ASK, our 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 2022 and 2023, there were no incidents of corruption or legal accusations relative to anti-competitive behavior, and trust and monopolistic practices. During the reporting period, there were no significant cases of non-conformity to neither laws nor regulations.

Model 231/2001

With the objective of ensuring proper and transparent business practices, to protect our position and image, our stockholders' expectations and our employees' jobs, ASK Industries 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 26, 2023.

Our model is comprised of "General Parts" 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 vastly implemented 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, primarily directed at planning training and fulfilling ASK's decisions related to preventing risks/violations and made up of:

- our Code of Conduct, that identifies the primary values that ASK 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, which might arise;

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

The Code of Conduct

The objective of ASK's 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 ASK regarding violations of Italian Decreto 231/01.

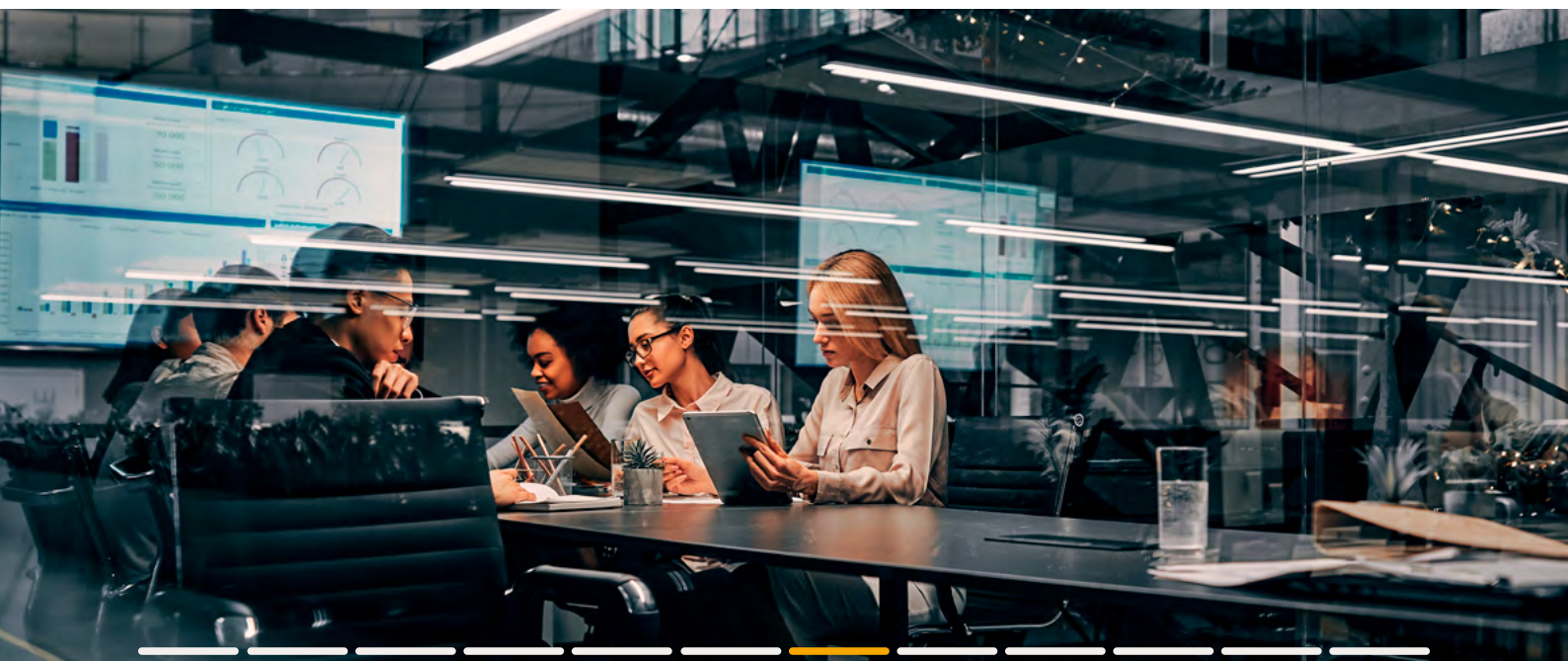
Through our Code of Conduct, ASK clarifies our values and principles of behavior, also defining the areas of application and our commitments undertaken in our external and internal relationships.

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 behavior set forth within our Code of Conduct is respect of laws in countries where ASK works, respect for business rules of behavior to prevent any 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 behavior 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

Alternatively, it is possible to use traditional post: Via Dell'Industria 12/14/16 - 60037 Monte San Vito (AN) Italy. ASK ensures the maximum protection of the Report data and contest any retaliation towards the whistle-blower.



Surveillance Body

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

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

The 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 behavior.

Among the various duties of our Surveillance Body are:

- to ensure the distribution of our Model and Code of Conduct to persons and, in general, and all interested third parties;
- to review our Model and Code of Conduct with those associated in order to propose adequate modifications to laws;
- to provide support to understand our documents;
- to 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;
- to protect and assist whomever reports behavior 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.
- to 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 2023, the 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, impartially and ethically, 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 conventions of the International Labor Organization (OIL) and the Organization for Economic Cooperation and Development (OCSE) guide lines.

ASK strives 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 and environment, external relationships, internal accounting and reviews, and implementation and guarantees.

The core principles of the Code of Ethics



These policies are an integral part of our Code of Ethics and are available on ASK's Internet site, www.askgroup.global, 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 system suppliers 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 minimize 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 ASK's new logo, renovate of our web site and social channels and renew our communications approach.

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

ASK's branding strategy

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

The 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 decide to adapt 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 is dedicated to the high end of our product range with avant-garde technology and materials and an exclusive design. Our hi-fi brand is dedicated to products for music lovers, with superior audio quality and particular attention to technical details. Finally, our "value for money" brand is 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 2022-2023, 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 allows 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.
- Analyze sales volumes, constantly monitoring them, analyzing 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 brings and develops even 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 behavioral principles agreement 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 2023, 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, 7% 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 plants in China were respectively 29% and 26% in 2023..

Table 5 – GRI 204-1 Proportion of purchasing from local suppliers

Country	As of 31 December, 2023	As of 31 December, 2022
Italy	7%	5%
Poland	29% ¹	36%
China	26,3% ²	23%
Tunisia	4%	-
Brazil	12,5%	-

¹ In 2022, the percentage of Polish suppliers was calculate considering the Italian headquarters and the Polish headquarters. In 2023, only the Polish plant was considered.

² China: our plants in Ningbo e Chongqing were considered and the percentage of expenses were calculated considering the average expenses of the two regions.

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;
- our 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 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 2023, 91% of our suppliers signed our Sustainability Agreement, compared to 90% in 2022.

Moreover, in 2023, ASK continued to survey suppliers about sustainability with our strategic and first level suppliers. The survey's objective was to examine and evaluate our partners' sustainability requirements with questions aimed at our relative environmental, social and governance commitment declaration. During 2023, our Sustainability Survey was sent to 78% of our strategic and first level suppliers and 100% of them replied.

Table 6 – ASK's Sustainability Agreement

KPI	As of 31 December, 2023	As of 31 December, 2022
% Signed Sustainability Agreement	91	90
% Sent Sustainability Survey	95	86
% Replied Sustainability Survey	100	100



Product responsibility

Integrated management system

ASK works according to an integrated 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” 45001 and the IATF 16949 certificate 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

ASK Italy - RE	ASK Italy - MSV	ASK Poland
ASK Germany	ASK Tunisia	ASK Brazil

IATF 16949

ASK Italy - MSV	ASK Poland	ASK Brazil
ASK China	ASK Tunisia	

ISO 14001

ASK Italy - RE	ASK Italy - MSV	ASK Poland
ASK China	ASK Tunisia	ASK Brazil

ISO 45001

ASK Poland	ASK Tunisia	ASK China
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* MSV - Monte San Vito / RE - Reggio Emilia

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 transformed know-how into new products, services and processes with a large amount of added value for our customers.

In the challenging context of technology innovation, where more or less unknown applications are faced, careful risk evaluation and monitoring is fundamental in order to mitigate the impact and consider the possibility of reduced return on investment or not, called "stop loss". It is actually from the concept of risk, and opportunity, analysis that ASK takes measures 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 every technologic innovation project and its progress, by applying modulated 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 thresholds based on objective conditions and the acquired knowledge, for example: the market, analysis of needs and market expectations, mutable geopolitical.

Monitoring effectiveness

Research in itself is complex to monitor for research institutions, and even more for universities, which is in fact are measured by the number and frequency of publications; for companies it could be measured by industrial patents, new discoveries, and even if in a field like ours it is difficult for this to happen, a patent of new application or new combination is more likely. The researchers, undergrad and graduate students, that work in ASK's laboratories, as well as consultants that support our business contribute greatly. Let's say that research could be monitored with the results achieved and deemed useful for the next phase of Technological Innovation (for example, a new algorithm, a new circuit, a new antenna typology, a new material for loudspeakers, a new dielectric for cables, etc.).

More applicable, however, is monitoring the efficiency of technologic innovation: ASK works according to a repeating model that shows repeating loops of Stage & Gate. These cycles create stability, starting from risk analysis, milestones and follow a loop of time congruent to the project and that produces output to confront with targets or objective values, which are the real and proper KPI of the project. The number of these loops varies, based on the resources available and the riskiness associated to it. In particular, during the approval phase or phase 3 of our innovative technologic process, both costs and initial investment costs of a project (which we call "initial chips", to give the sense of gambling, to face the unknown) to take as a reference for the following Stage&Gate loops, for example: check after "x" weeks, to be agreed upon, when and why it was spent, checking that it is coherent with the project schedule or GANTT or the economic return expectations.

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.

A large contribution is guaranteed by the presence of researchers, Masters and Ph.D. students that work in ASK laboratories, as well as consultants that support ASK in our business. ASK has developed a natural propensity towards experimentation that benefits both our company 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 when they declare to feel involved in strategic business areas through constant collaboration and "constructive contamination" though various operational structures.

300 Research and innovation employees



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 of speakers, with simulation, for example: Comsol, and advances instrumentation, for example: Klippel.;
- RF OATS, open area test sites, to experiment and test antennas, cables, such as rooms and laboratories to study audio system fine tuning includes 10m transmitting antennas and rotating vehicle platforms with HP and Diagra SW, which is owned by ASK, analyzers to analyze graphic data;
- RF Laboratories to develop antennas and cables for high frequency (millimetric waves) and more than 6 Ghz with varied and advanced vector analyzers, for example, Keysight PNA-X, 4 port, 50Ghz, 4 cable 2.4mm, electronic Cal-Kit 2.4 N469XD + VNA SW options vector networks; Rohde&Schwarz ZNB 8, 2 port, 8.5GHz with electronic Cal-Kit ZN-Z151 vector network analyzer; Keysight 5080A, 2 port, 6.5Ghz vector network analyzer; and Agilent 5071C, 4 port, 8.5Ghz vectorial network analyzer;
- Soundproof rooms with reduced reverberation, and advanced electro-acoustic instrumentation, for example: Siemens LMS/Scada system, Head Acoustics SManagersga + Ar-temis system, systems with Audio Precision APx586 and multi-microphone support with GRAS capsule system.

Technology innovation process

In 2021, ASK started to implement and share a vigorous technologic 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, we created the position of Innovation Manager, who has contributed to the creation of a real “Technologic Innovation Process”, in full collaboration and interconnection with all of ASK’s staff. In 2022, there were the first applications of the pilot project and, above all, an intense phase of gathering ideas began, so that in 2023, as a result of their analysis and following a logical path our process, it was possible to prepare several dossiers, of which at least 3 had begun new innovation projects that would be continued. The drafting of the dossiers associated with each individual project is, in fact, fulfilled through a preliminary phase based on different and various contributions, some independent, others interdependent among them but all focus and highlight the 3 fundamental characteristics or pillars of our process; 1) feasibility, 2) sustainability and 3) profitability or worth the investment. All are related to our strategy and condensed in the Appendixes in a dossier format, obtained through specifically developed tools.

Focused on the Technologic Innovation Process, ASK plans on progressively adding new projects from 2024 on that will allow us to increase our competitiveness and our position in the market, fruit of an increase in know-how connected to technologic trends and research facilities, like those offered by universities, more knowledge about our market, the needs to satisfy and understand how to highlight them or stimulate new ones. Therefore, our primary objective is to maintain the operational Technologic Innovation Process and coexist with ASK’s strategy, thanks to mutual and synergetic contributions.

Our Connectivity and Safety Driving project (CGS)

Between 2021 and 2022, ASK proceeded with a finance project by the Italian Ministry of Enterprise and Made in Italy (MiSE) called CGS-Connectivity and Safe Driving, concluded in July, 2022. 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 was 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 millimetric 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, increasing the available bandwidth for data transmission necessary. It is precisely for this reason that the use of millimetric 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 our sector, thanks to the synergy created with other industrial entities during the development of the project, and the interest obtained from 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.

In 2023, we contributed to launch one of the 3 Technologic Innovation Projects, the "5Gmmw" project, confirming the effective collaboration with Politecnico di Torino and the possibility to enter new markets.

Other projects planned in 2023

- Collaboration with the Polytechnic of Milan for research on the application of shakers to car seats (see CON005710)
- Collaboration with the Polytechnic University of Marche on innovative materials for loudspeakers (see CON005853)
- Signs a new contract for research on innovative antennas with the University of Florence (see CON006467)

“MOHMI” project (Monitoring Human–Machine Interaction)³

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.

Customer satisfaction

ASK Group’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.

In order to ensure a constant increase in our customers’ satisfaction, ASK’s objectives are:

- to reduce the number of field, technical and logistic claims;
- to increase reactivity of managing problems;
- “0” defects objective for all OEM and Tier 1 customers and, as a consequence, the end user; this objective will reduce the variability of production and scraps;
- customer support to reduce critical defects, also if not attributable to ASK;
- to follow customers during the implementation of new sustainability and information security policies.

Additionally, conscience of the ever increasing importance of our customers’ claim management process, in 2022, ASK decided to improve our management software, implementing SAP enterprise software, obtaining the following improvements: more integration of management with the remaining company processes; more standardization of business and related work products; reduction of the effort by management to audit non-quality costs; better usability of data by users, with a consequential improvement of the “lesson learned” approach.

With the same objective, ASK has continued to spread new requirements customers in terms of Customer Specific Requirements (CSR) and quality objectivity.

Aiming at continuous improvement, ASK has invested and continues to invest in prevention, for example: adding a quality representative to product development teams, both on the central level, that is where it effects the product development process, and a local level, that is at various manufacturing plants, and involving engineers in technical departments in all product corrective and improvement activities and production processes.

³ Since 2023, a video presenting the results achieved by the project has been present on our website, a moment of visibility for the company.
See: <https://www.askgroup.global/IT/stories/miracle-mohmi-project.aspx>

During 2023, ASK also implemented specific software to measure and improve process performance as in “lean six sigma”, always with the objective of reducing deviations from our processes trying to keep to our objective of 0 defects.

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

- Customer audits;
- Internal process audits;
- Customer special conditions and customer scorecards;
- IPB (number of incidents per billion parts produced);
- Not Trouble Find rate;
- “Reply on time” claims by customers;
- Customer non-conformity costs.

ASK carefully monitors the effectiveness of our implemented measures, of those that are active and going to continue to implement again, through periodic internal multifunction meetings, for example: scrap management meetings and monthly committee meetings.

Through our Customer Satisfaction Report (MML), provided monthly by Customer Quality Assurance staff, Quality directly monitors the Customer Satisfaction level with official and unofficial scorecards, communicating internally any eventual critical situation that requires particular attention by ASK management.





ASK's people

Human resource 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, 2023, ASK Italy employed 356 people, our European locations employed 1,076 and our Chinese locations employed 968. The total number of employees increased by 6% compared to the previous year.

Referring to the detailed age break down of our Italian company, as of December 31, 2023, almost 51% of our employees were older than 50 years old, 43% were between 30 and 50 years old and 6% were younger than 30 years old. At our European locations, as of December 31, 2023, 13% of our employees were older than 50 years old, 60% were between 30 and 50 years old and 27% were younger than 30. Referring to our Chinese locations, as of December 31, 2023, 3% of our employees were older than 50 years old, 69% were between 30 and 50 years old and 28% were younger than 30 years old. Referring to our Brazilian locations, as of December 31, 2023, around 5% of our employees were older than 50 years old, 61% were between 30 and 50 years old and 34% were younger than 30 years old, while at our Tunisian locations around 1% of our employees were older than 50 years old, 35% were between 30 and 50 years old and 65% were younger than 30 years old.

Consistent with our personnel policies, oriented at establishing stable working relationships with our employees, we employ high percentage (70%) our employees with permanent contracts, approximately.

All Italian ASK Industries 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, 2023			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy						
Permanent	207	148	355	203	157	360
Temporary	-	1	1	1	-	1
Total	207	149	356	204	157	361
Europe						
Permanent	206	604	810	208	612	820
Temporary	58	208	266	37	113	150
Total	264	812	1,076	245	725	970
China						
Permanent	370	582	952	350	604	954
Temporary	1	15	16	3	14	17
Total	371	597	968	353	618	971
Brazil						
Permanent	66	303	369	66	300	366
Temporary	4	13	17	9	7	16
Total	70	316	386	75	307	382
Tunisia						
Permanent	65	93	158	63	51	63
Temporary	70	802	872	55	744	55
Total	135	895	1030	118	795	118
Total						
Permanent	914	1,730	2,644	890	1,724	2,614
Temporary	133	1,039	1,172	105	878	983
Total	1,047	2,769	3,816	995	2,602	3,597

Total number of employees divided in full-time/part-time

Contract type	As of December 31, 2023			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy						
Full-time	203	122	325	199	129	328
Part-time	4	27	31	5	28	33
Total	207	149	356	204	157	361
Europe						
Full-time	261	803	1,064	242	715	957
Part-time	3	9	12	3	10	13
Total	264	812	1,076	245	725	970
China						
Full-time	371	594	968	353	618	971
Part-time	-	-	-	-	-	-
Total	371	594	968	353	618	971
Brazil						
Full-time	66	303	369	66	300	366
Part-time	4	13	17	9	7	16
Total	70	316	386	75	307	382
Tunisia						
Full-time	135	895	1,030	118	795	913
Part-time	-	-	-	-	-	-
Total	135	895	1,030	118	795	913
Total						
Full-time	1,036	2,717	3,756	978	2,557	3,535
Part-time	11	49	60	17	45	62
Total	1,047	2,766	3,816	995	2,602	3,597

Table 9 - GRI 2-8 Workers who are not employees

Number of workers divided in professional categories						
Professional category	As of December 31, 2023			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy ⁴						
Interim	-	-	-	-	-	-
Trainee	-	-	-	-	-	-
Consultant	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total	-	-	-	-	-	-
Europe						
Interim	2	70	72	-	-	-
Trainee	-	-	-	2	-	2
Consultant	2	4	6	-	-	-
Other	-	-	-	-	59	59
Total	4	74	78	2	59	61
China						
Interim	413	668	1,081	405	738	1,143
Trainee	-	-	-	-	-	-
Consultant	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total	413	668	1,081	405	738	1,143
Brazil						
Interim	-	-	-	-	-	-
Trainee	2	-	2	2	-	2
Consultant	5	12	17	5	10	15
Other	-	-	-	-	-	-
Total	7	12	19	7	10	17

⁴ Italian locations do not use consultants.

Tunisia						
Interim	4	154	158	5	117	122
Trainee	3	149	152	3	115	118
Consultant	1	5	6	2	2	4
Other	-	-	-	-	-	-
Total	8	308	316	10	234	244
Total						
Interim	419	892	1,311	-	-	-
Trainee	5	149	154	2	-	2
Consultant	7	21	28	-	-	-
Other	-	-	-	405	797	1,202
Total	431	1,062	1,493	407	797	1,204

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 paid 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 2023 was 7%, in line with the previous year. In Europe, our hiring rate was 19% in net increase compared to 2022. The situation is different in China, where the retention rate is very high, with a hiring rate of 37% compared to 2022.



Hiring										
	As of December 31, 2023					As of December 31, 2022				
	<30	30-50	>50	Total	% Rate	<30	30-50	>50	Total	% Rate
Italy										
Men	11	4	2	17	8%	5	8	3	16	8%
Women	3	3	2	8	5%	3	7	-	10	6%
Total	14	7	4	25	7%	8	15	3	26	7%
% Rate	64%	5%	2%	7%	-	38%	9%	2%	7%	-
Europe										
Men	53	37	1	91	27%	23	26	5	54	22%
Women	90	114	19	223	19%	48	51	4	103	14%
Total	143	151	20	314	19%	71	77	9	157	16%
% Rate	52%	16%	6%	19%	-	48%	12%	5%	16%	-
China										
Men	68	56	-	124	33%	122	134	1	257	73%
Women	125	105	1	231	39%	188	257	9	454	73%
Total	193	161	1	355	37%	310	391	10	711	73%
% Rate	71%	24%	4%	37%	-	111%	59%	39%	73%	-
Brazil										
Men	10	5	-	15	21%	21	11	-	32	43%
Women	47	41	6	94	30%	84	68	5	157	51%
Total	57	46	6	109	28%	105	79	5	189	49%
% Rate	41%	20%	29%	28%	-	1%	39%	83%	49%	-
Tunisia										
Men	-	-	-	-	-	3	-	-	3	2%
Women	13	-	-	13	1%	346	-	-	346	39%
Total	307	182	-	489	47%	349	-	-	349	38%
% Rate	46%	51%	-	47%	-	56%	-	-	38%	-

Turnover										
	As of December 31, 2023					As of December 31, 2022				
	<30	30-50	>50	Total	% Rate	<30	30-50	>50	Total	% Rate
Italy										
Men	1	5	1	7	3%	3	8	4	15	7%
Women	3	2	7	12	8%	-	1	1	2	1%
Total	4	7	8	19	5%	3	9	5	17	5%
% Rate	3%	4%	2%	5%	-	14%	6%	3%	5%	-
Europe										
Men	34	35	4	146	22%	21	28	3	52	21%
Women	50	62	23	270	14%	28	61	12	101	14%
Total	84	97	27	416	13%	49	89	15	153	16%
% Rate	30%	9%	10%	13%	-	33%	14%	9%	16%	-
China										
Men	53	54	-	107	29%	74	78	-	152	43%
Women	121	118	-	239	40%	134	188	2	324	52%
Total	174	172	-	346	46%	208	266	2	476	49%
% Rate	64%	26%	-	36%	-	74%	40%	9%	49%	-
Brazil										
Men	14	9	-	23	33%	14	10	1	25	33%
Women	39	39	-	78	25%	40	31	-	71	23%
Total	53	48	-	101	26%	54	41	1	96	25%
% Rate	0%	20%	-	26%	-	0%	20%	17%	25%	-
Tunisia										
Men	2	-	-	2	1%	-	-	-	-	-
Women	233	-	-	233	26%	82	-	-	82	10%
Total	235	-	-	235	23%	82	-	-	82	9%
% Rate	35%	-	-	23%	-	13%	-	-	9%	-

Table 12 - GRI 401-3 Parental leave

2023															
	Italy			Europe			China			Brazil			Tunisia		
	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT
Employ-ees with right to parental leave	47	17	64	95	73	168	15	14	29	4	14	18	-	-	-
Employ-ees that have usu-fruct of parental leave	12	6	18	10	57	67	15	14	29	4	14	18	-	-	-
Total number of em-ployees that re-turned to work af-ter during reporting period	12	6	18	10	7	17	15	14	29	4	17	21	-	-	-
Number of em-ployees that have remained for 12 months after re- turning to work af-ter pa- rental leave	12	5	17	9	7	16	12	22	34	4	12	16	-	-	-
Total number of em-ployees that would have had to return to work after pa- rental leave	12	6	18	10	9	19	15	14	29	4	17	21	-	-	-
Return to work rate	100%	100%	100%	100%	78%	89%	100%	100%	100%	100%	100%	100%	0%	0%	0%
Loyalty rate	100%	83%	94%	90%	78%	84%	80%	157%	117%	100%	71%	76%	0%	0%	0%

2022

	Italy			Europe			China			Brazil			Tunisia		
	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT	♂	♀	TOT
Employ-ees with right to parental leave	47	11	58	99	73	172	13	34	47	1	10	11	-	-	-
Employ-ees that have usufruct of parental leave	6	5	11	16	57	73	13	33	46	1	10	11	-	-	-
Total number of employees that re-turned to work af-ter during reporting period	6	5	11	16	10	26	13	30	43	1	6	7	-	-	-
Number of employees that have remained for 12 months after re-turning to work af-ter pa-rental leave	5	5	10	14	10	24	5	15	20	1	6	7	-	-	-
Total number of employees that would have had to return to work after pa-rental leave	6	5	11	16	13	29	13	33	46	1	6	7	-	-	-
Return to work rate	100%	100%	100%	100%	77%	90%	100%	91%	93%	100%	100%	100%	0%	0%	0%
Loyalty rate	83%	100%	91%	88%	77%	83%	38%	45%	43%	100%	100%	100%	0%	0%	0%

Employee 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, avoiding current or potential problems and improving ASK's know-how.

Moreover, we also aim at increasing our employees' knowledge and their impact on our products' quality and the importance of their 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 to 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 courses about our policies and operational procedures, in order to guarantee that employees and contractors know their responsibilities for security information and that it is respected.

The evaluation of needs for training emerges 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
- Refresh

Training done by ASK could be:

- professionalization, with tutoring supplied by an internal expert - to change positions or update duties and/or expertise;
- qualification based on specific courses - to hold a position that requires a license 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, which takes physical, mental and emotional well being into consideration, allows the creation of a positive atmosphere that reduces stress. Attention is paid 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.

Next is the average annual number of hours of training given for each type of employee.

Table 13 – GRI 404-1 Average number of training hours per year per employee

Average number of training hours per year per employee						
Professional category	As of December 31, 2023			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy						
Executives	12	-		6	-	6
Managers	9	4	8	0,3	11	1
Office workers	18	27	21	8	2	6
Laborers	-		-	3	0,1	1
Total	15	11	13	6	1	4
Europe						
Executives	-	-	-	-	-	-
Managers	6	11	9	7	12	9
Office workers	13	12	12	9	11	10
Laborers	25	5	6	14	12	12
Total	14	6	8	9	12	11
China						
Executives	-	-	-	-	-	-
Managers	-	-	-	18	-	13
Office workers	-	1	1	2	2	2
Laborers	-	-	-	-	-	-
Total	0	1	1	2	1	1
Brazil						
Executives	-	-	-	-	-	-
Managers	3	4	2	15	7	16
Office workers	36	23	29	16	16	16
Laborers	4	2	2	6	3	4
Total	42	29	9	38	27	7
Tunisia						
Executives	-	-	-	-	-	-
Managers	-	-	-	132	0	106
Office workers	-	-	-	27	46	34
Laborers	-	-	-	22	37	36
Total	-	-	-	24	36	35

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 reach to their staff and define their relative plan for improvement.

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.

Below are the percentages of employees' performance that has been evaluated during 2022 and 2023.

Table 14 – GRI 404-3 Percentages of employees' performance that has been evaluated

2023					
	Italy	Europe	China	Brazil	Tunisia
Executives	100%	0%	100%	0%	0%
Managers	100%	100%	100%	100%	0%
Office workers	100%	17%	100%	100%	0%
Laborers	100%	0%	100%	100%	4%
Total	100%	6%	100%	100%	3%
2022					
	Italy	Europe	China	Brazil	Tunisia
Executives	100%	0%	100%	0%	0%
Managers	100%	100%	100%	100%	0%
Office workers	100%	40%	100%	100%	0%
Laborers	100%	0%	100%	100%	2%
Total	100%	17%	100%	100%	2%

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 striven to respect and promote our employees and contractors' uniqueness, with the objective of maintaining an inclusive work place and reject any discriminatory behavior. During 2022 and 2023, 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 ASK. 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 15,16 and 17 - GRI 405-1 Diversity in governance bodies and among employees

Percent of employees in the following diversity categories						
Professional category	As of December 31, 2023			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy						
Executives	100.0%	0%	3.9%	100%	0%	3.6%
Managers	88.0%	12.0%	6.9%	88.9%	11.1%	7.5%
Office workers	70.7%	29.3%	57.6%	70.6%	29.4%	56.5%
Laborers	21.1%	78.9%	30.2%	19.7%	80.3%	32.4%
Total	58%	42%	100%	57%	43%	100%
Europe						
Executives	-	-	1%	100%	0%	0.2%
Managers	70%	30%	2%	57.1%	42.9%	1.4%
Office workers	67%	33%	63%	59.9%	40.1%	38%
Laborers	-	-	34%	2.4%	97.6%	60.3%
Total	51%	49%	100%	25%	75%	100%
China						
Executives	1%	-	0.2%	100%	0%	0.2%
Managers	61.5%	38.5%	1.3%	72.7%	27.3%	1.1%

Office workers	53.6%	46.4%	56.1%	49.9%	50.1%	46.4%
Laborers	17.1%	82.9%	42.4%	23.3%	76.7%	52.2%
Total	38.3%	61.7%	100.0%	36%	64%	100%
Brazil						
Executives	100%	0%	0.3%	100%	0%	0.3%
Managers	77.8%	22.2%	2.3%	66.7%	33.3%	2.4%
Office workers	47.5%	52.5%	25.6%	51.5%	48.5%	25.9%
Laborers	5.4%	94.6%	71.8%	6.2%	93.8%	71.5%
Total	18.1%	81.9%	100.0%	19.6%	80.4%	100.0%
Tunisia						
Executives	48.3%	51.7%	5.6%	55.6%	44.4%	4.9%
Managers	75.0%	25.0%	0.8%	80.0%	20.0%	0.5%
Office workers	64.0%	36.0%	10.8%	63.1%	36.9%	11.3%
Laborers	3.5%	96.5%	82.8%	3.2%	96.8%	83.2%
Total	13.1%	86.9%	100.0%	12.9%	87.1%	100.0%

Percent of employees in the following diversity categories								
Professional category	As of December 31, 2023				As of December 31, 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Italy								
Executives	0%	14%	86%	4%	0%	15%	85%	4%
Managers	0%	24%	76%	7%	0%	26%	74%	7%
Office workers	11%	61%	29%	58%	10%	66%	24%	57%
Laborers	0%	17%	83%	31%	0%	16%	84%	32%
Total	6%	43%	51%	100%	6%	45%	49%	100%
Europe								
Executives	-	-	-	-	0%	0%	100%	0.2%
Managers	0%	50%	50%	100%	0%	71.4%	28.6%	1.4%
Office workers	14%	64%	22%	100%	14.9%	71%	14.1%	38%
Laborers	-	-	-	-	16.1%	63.8%	20.2%	60.3%
Total	13%	60%	27%	100%	15.4%	66.5%	18.1%	100%

China								
Executives	-	1	-	0%	0%	50%	50%	0.2%
Managers	0%	85%	15%	1%	0%	82%	18%	1%
Office workers	28%	68%	4%	56%	30%	66%	4%	46%
Laborers	30%	70%	1%	42%	29%	71%	0%	52%
Total	28%	69%	3%	100%	29%	69%	2%	100%
Brazil								
Executives	0%	100%	0%	100%	0%	100%	0%	100%
Managers	0%	100%	0%	100%	11%	89%	0%	100%
Office workers	29%	68%	3%	100%	39%	59%	4%	100%
Laborers	36%	57%	6%	100%	48%	50%	1%	100%
Total	34%	61%	5%	100%	45%	53%	2%	100%
Tunisia								
Executives	83%	17%	0%	100%	62%	38%	0%	100%
Managers	0%	100%	0%	100%	0%	100%	0%	100%
Office workers	39%	57%	5%	100%	49%	48%	4%	100%
Laborers	67%	32%	0%	100%	72%	28%	0%	100%
Total	65%	35%	1%	100%	68%	31%	0%	100%

Percent of employees in the following diversity categories						
Professional category	As of December 31, 2023			As of December 31, 2022		
	Protected categories	Disability	Other	Protected categories	Disability	Other
Italy						
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	0%	0%
Office workers	0%	4%	0%	0%	4%	0%
Laborers	0%	10%	0%	0%	10%	0%
Total	0%	5%	0%	0%	5%	0%
Europe						
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	0%	0%

Office workers	0%	0%	0%	0%	0.3%	0%
Laborers	0%	0%	0%	0%	0%	0%
Total	0%	0%	0%	0%	0.1%	0%
China						
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	0%	0%
Office workers	0%	0%	0%	0%	0%	0%
Laborers	0%	0%	0%	0%	1%	0%
Total	0%	0%	0%	0%	0.3%	0%
Brazil						
Executives	100%	0%	0%	100%	0%	0%
Managers	78%	0%	0%	78%	0%	0%
Office workers	49%	3%	0%	54%	6%	0%
Laborers	45%	3%	0%	41%	2%	0%
Total	47%	3%	0%	46%	2%	0%
Tunisia						
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	0%	0%
Office workers	0%	0%	0%	0%	0%	0%
Laborers	0%	0%	0%	0%	0%	0%
Total	0%	0%	0%	0%	0%	0%

ASK's health and safety policy

ASK's Top Management's fundamental objective is maintaining and respecting, 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.

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 Italian headquarters

All business activities at 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) and employees a Specialized Doctor to supervise workplace health, in all cases foreseen by law, in order to eliminate risks to our staff. Also, our 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.

- a Representative of the Prevention and Protection Service (RSPP), a reference point for our Employer, to evaluate, plan and consult in areas of health and safety at the workplace. The RSPP is responsible for identifying risk factors, evaluate risks, draft and identify prevention and protection measures, draft the safety procedures of the various company activities, organize information and training campaigns.
- a Specialized Doctor, a position hired by our Employer, is responsible for working with health/safety risk evaluations that oversee employees' health and for other duties of his expertise as foreseen in D. Lgs. 81/2008. Moreover, ASK stipulates insurance policies for all employees to cover all and/or part of medical expenses as foreseen in the National Machinists Contract.
- At least one Workplace Safety Representative (RLS) that shall perform the duties established in D. Lgs. 81/2008 and shall represent employees during consulting on questions regarding their health and safety at the workplace, promote the drafting, identifying and implementing of preventative measures to protect employees' health and physical integrity.

In addition, ASK aims at training and instructing our employees about 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 about:

- specific risks involved in their jobs, the safety norms and the availability of company materials;
- dangers associated with dangerous substances and compounds based on the safety data sheet foreseen by the norms in force and standard operating procedures;
- protection and prevention measures and activities.

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 created and launched a health and workplace safety management system, which covers 100% of our employees, by 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 has set up a labor union, whose representatives shall participate in the formulation and operations of a safety system. Any modifications of the system requires their approval. Every quarter, a workplace health and safety meeting shall be held, involving management, union representatives and workers to examine present management, negotiate solutions and promote their implementation.

In conformity with the Work Safety Law of the People’s Republic of China, ASK has drafted 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 provides personal protection equipment for them. Additionally, acquiring specific services, all employees enjoy suitable health care. Inspections shall be made monthly, with inspections of the annual workplace health and evaluation of the state of health every three years. Based on the results and suggestions, it is necessary to provide ASK with equipment for physicals, performed adequately, provide protection material and apply warning signs, stickers and/or labels. The external evaluation agency must have the appropriate qualifications, while internal evaluation personnel must complete training and pass evaluation.

In order to receive information and notifications about health and safety, our employees are represented by a labor union that is held to organize quarterly meetings on the theme and protect employees in case of need. The labor union monitors production safety activities at biannual meetings. Moreover, the labor union has the right to participate in the drafting of safety norms, protect employees, organize employee participation in safety management, and solicit companies to respect workplace laws. Finally, the labor union may request corrections for the violation of safety norms, present proposals in case of danger training and participate in accident investigations offering opinions to the responsible department.

Our Polish location safety policies

ASK in Poland has created and launched a health and workplace safety management system for all our employees working at our Polish location, by 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 Labor Rights.

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.

In conformity to Labor Laws, ASK regularly publishes workplace health risk reports, perform physicals for workers in dangerous jobs based on identified risks, distribute personal protective equipment to employees and organize periodic workplace health training. Our workplace doctor systematically evaluates professional risks in collaboration with the ASK Poland team. 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.

Our Brazilian location safety policies

Ask Brazil has their own procedure, guide lines and formulary system, which guarantees compliance of local safety laws and protection of our employees. Our employees are trained on the safety rules and procedures in force during orientation and eventual moments such as weekly safety meetings (DSS) and our prevention week of workplace accidents (SIPAT). Our employees actively participate in improving safety; Internal Commission (CIPA) and Fire Prevention Squad meetings are held monthly to prevent accidents. Various events are organized to promote employee well-being and safety such as the previously stated SIPAT, the Occupational Health Marathon and Yellow September for mental health.

Our Tunisian location safety policies

Ask Tunisia has adopted a procedure and guide line system that has obtained ISO 45001 certification; our employees are regularly trained about the certification. Following a detailed analysis of risks, activities to mitigate have been enacted, personal protection equipment has been issued, and dangers and corrective workplace measures identified. Our employees are encouraged to participate in improving the system, reporting risks and suggesting best practices.

Our German location safety policies

In conformity with German law, ASK Germany regularly holds safety meetings that our company doctor also participates in; additionally, first aid and general health and mental well-being training is held. Quarterly, ASA-Sitzung, a commission including management that has the authority to make health and safety decisions.

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 behavior 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 all prevention and protection norms in force. Our primary objective is to constantly improve workplace health and safety also along our entire value chain.

ASK recognizes 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 2023, three minor injuries were reported at our Polish location, sixteen at our Brazilian location and ten at our Tunisian location, while, there were no injuries at our other locations. Workplace health and safety is of primary importance for ASK and preventions has a fundamental role in protecting ASK's employees.

Table 18 - GRI 403-9 Workplace injuries

Workplace injuries ⁵		
Employees	As of December 31, 2023	As of December 31, 2022
Italy		
Number of workplace injuries reported	-	-
Of which, number of deaths following a workplace injury	-	-
Of which, a workplace injury caused serious consequences (except for death)	-	-
Total number of man-hours worked	519,793.5	528,594
Rate of workplace injuries reported	-	-
Rate of deaths caused by a workplace injury	-	-
Rate of serious workplace injuries	-	-
Europe		
Number of workplace injuries reported	3	-
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	526,093.5	903,310
Rate of reported injuries	95.24	-
Rate of deaths caused by a workplace injury	-	-
Rate of serious workplace injuries	-	-
China		
	-	-
Number of workplace injuries reported	-	-
Of which, number of deaths following a workplace injury	-	-
Of which, a workplace injury caused serious consequences (except for death)	-	-
Total number of man-hours worked	5,582,681.04	2,441,320.71
Rate of reported injuries	-	-
Rate of deaths caused by a workplace injury	-	-
Rate of serious workplace injuries	-	-

⁵ 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

Brazil		
Number of workplace injuries reported	16	10
Of which, number of deaths following a workplace injury	-	-
Of which, a workplace injury caused serious consequences (except for death)	1	
Total number of man-hours worked	680,927.15	643,732.43
Rate of reported injuries	23.50	15.53
Rate of deaths caused by a workplace injury	-	-
Rate of serious workplace injuries	-	1.55
Tunisia		
Number of workplace injuries reported	-	-
Of which, number of deaths following a workplace injury	-	-
Of which, a workplace injury caused serious consequences (except for death)	-	-
Total number of man-hours worked	1,971,902	610,082.1
Rate of reported injuries	-	-
Rate of deaths caused by a workplace injury	-	-
Rate of serious 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 reducing 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 analyze 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 analyzing energy consumption data.

The table below shows ASK's consumption for 2022 and 2023, in line with our previous operations, which compares constant electricity consumption of acquired electricity compared to 2022, which had an 18% drop in consumption vectors for heating. Additionally, it shows access to 5,760 GJ of electricity coming from renewable sources at ASK China – Ningbo.

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 19 – GRI 302-1 Energy consumption within our company

2023							
Type of consumption	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Energy vectors use for heating	GJ	1,108	6,635	-	-	-	7,743
Natural gas	GJ	1,108	6,543	-	-	-	7,650
Liquified gas	GJ	-	92	-	-	-	92
Diesel	GJ	-	-	-	-	-	-
Gasoline	GJ	-	-	-	-	-	-
Acquired electricity	GJ	2,812	15,243	27,855	3,343	4,626	53.880
from certified renewable sources	GJ	-	-	5,760	3,343	-	9,103

Self-generated electricity (Total generated)	GJ	-	-	-	-	-	-
Self-produced from renewable sources	GJ	-	-	-	-	-	-
Electricity generated and sold/returned to the grid	GJ	-	-	-	-	-	-
produced from renewable sources	GJ	-	-	-	-	-	-
District heating	GJ	-	-	-	-	-	-
produced from renewable sources	GJ	-	-	-	-	-	-
produced from non- renewable sources	GJ	-	-	-	-	-	-
District cooling	GJ	-	-	-	-	-	-
produced from renewable sources	GJ	-	-	-	-	-	-
produced from non- renewable sources	GJ	-	-	-	-	-	-

2022

Type of consumption	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Energy vectors use for heating	GJ	1,367	8,106				9,473
Natural gas	GJ	1,367	7,711	-	-	-	9,078
Liquified gas	GJ	-	364	-	-	-	364
Diesel	GJ	-	32	-	-	-	32
Gasoline	GJ	-	-	-	-	-	-
Acquired electricity	GJ	3,702	14,23	27,532	3,093	4,178	53,427
from certified renewable sources	GJ	-	-	-	3,093	-	3,093
Self-generated electricity (Total generated)	GJ	-	-	-	-	-	-
Self-produced from renewable sources	GJ	-	-	-	-	-	-
Electricity generated and sold/returned to the grid	GJ	-	-	-	-	-	-
produced from renewable sources	GJ	-	-	-	-	-	-
District heating	GJ	-	-	-	-	-	-

produced from renewable sources	GJ	-	-	-	-	-	-
produced from non-renewable sources	GJ	-	-	-	-	-	-
District cooling	GJ	-	-	-	-	-	-
produced from renewable sources	GJ	-	-	-	-	-	-
produced from non-renewable sources	GJ	-	-	-	-	-	-

Table 20 – GRI 302-1 Automobile fleet consumption

2023							
Type	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Diesel	GJ	2,507	1,034	14	-	154	3,709
Gasoline	GJ	445	246	948	44	80	1,763
GPL	GJ	4	8	-	-		12
Natural gas	GJ	-	-	-	-		-
Total	GJ	2,955	1,288	962	44	234	5,483

2022							
Type	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Diesel	GJ	2,127	1,107	3	-	154	3,391
Gasoline	GJ	78	248	-	97	80	503
GPL	GJ	-	-	-	-	-	-
Natural gas	GJ	-	-	578	-	-	578
Total	GJ	2,206	1,355	581	97	234	4,473

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).

Reported in the table below, emissions for 2022-2023 are shown. The data show a slight reduction of Scope 1 emissions of approximately 1.5% due to using of our fleet less. Scope 2 emissions have been reduce significantly by 22% for location emissions based on a slight increase of 2% for market based emissions.

This trend added to ASK's efforts to reduce emissions coming from our fleet in every country.

Table 21 - GRI 305-1 Emissions of direct greenhouse gases (GHG) (Scope 1) ⁶

Direct greenhouse emissions GHG (Scope 1) ⁶							
As of December 31, 2023							
Type	Unit	Italy	Europe	China	Brazil	Tunisia ⁷	Total
Total direct emis-sions	tCO2eq	270.5	485,4	59.3	2.8	15.1	833.1
Natural gas	tCO2eq	65.8	389.0	-	-	-	454.8
Liquified gas	tCO2eq	-	5.6	-	-	-	5.6
Heating diesel	tCO2eq	-	-	-	-	-	0.0
Diesel for fleet	tCO2eq	174.2	69.8	0.9	-	10.2	255.2
Gasoline for fleet	tCO2eq	27.8	15.4	58.4	2.8	4.9	109.3
LPG for fleet	tCO2eq	-	5.6	-	-	-	5.6
Unknown ⁸	tCO2eq	2.7	-	-	-	-	2.7
Plug-in Hybrid	tCO2eq	-	-	-	-	-	0.0
As of December 31, 2022							
Type	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Total direct emis-sions	tCO2eq	233.8	550.8	40,1	6.2	15.1	846
Natural gas	tCO2eq	76.8	433.2	-	-	-	510
Liquified gas	tCO2eq	-	23.3	-	-	-	23.3
Heating diesel	tCO2eq	-	2,4	-	-	-	2.4
Diesel for fleet	tCO2eq	151,5	75,4	0,2	-	10,2	237.4
Gasoline for fleet	tCO2eq	5.2	16.5	-	6,2	4,9	32,8

⁶ The emission factors used to calculate Scope 1 emissions for Diesel and Gasoline come from: DEFRA – UK Government GHG Conversion Factors for Company Reporting.

⁷ For Tunisian Scope 1 emissions, an estimate of our automobile fleet consumption for 2022-2023 was made.

⁸ As reported in the note in the Energy Consumption table, the value show in the table was calculated with the albegreic average of the diesel and gassoline factors.

LPG for fleet	tCO2eq	-	-	-	-	-	0,0
Unknown	tCO2eq	-	-	39.9	-	-	39.9
Plug-in Hybrid	tCO2eq	0.3	-	-	-	-	0.3

Table 22 – GRI 305-2 Emissions of indirect greenhouse gases (GHG) from energy consumption (Scope 2)

Indirect greenhouse emissions GHG (Scope 2) °							
As of December 31, 2023							
Type	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Electricity (Loca-tion Based)	tCO2eq	219.5	1,160.0	4,712.2	165.3	740.2	6,997.1
Electricity (Mar-ket Based)	tCO2eq	357.0	3,564.5	4,712.2	165.3	740.2	9,539.2
As of December 31, 2022							
Type	Unit	Italy	Europe	China	Brazil	Tunisia	Total
Electricity (Loca-tion Based)	tCO2eq	304.5	3,216.9	4,657.4	152.9	668.4	9,000.1
Electricity (Mar-ket Based)	tCO2eq	389.9	3,490.6	4,657.4	152.9	668.4	9,359.2

9 For Scope 2 emissions, the standard for reporting used, GRI Sustainability Reporting Standards 2021, foresees two different calculating approaches, Location based and Market based . The Location based approach foresees the use of average emission factors related to specific national electracry generation mixes. The Market based approach foresees the use defined emission factors based on contracts with electricity providers. In absence of specific contracts between ASK Group and electricity providers, for example Guaranteed Origin purchases, the national residual mix approach used is for emissions for both 2022 and 2023 according to AIB 2022 For emissions generated at our Chinese locations, for both the Location-based and Market based approaches, we used factors related to International Confrontation Terna 2019.

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, ASK is informing our employees on how to actively participate in responsible waste management and reduce waste and scrap. During 2023, ASK produced 478.17 metric tons of waste, 9% of which was recycled and 1% was incinerated without recovering the energy. Compared to 2022, we reduced waste generated by 55%.

The majority of waste generated in Italy was at our Monte San Vito location, where manufacturing consists of mechanical or adhesive assembling of components purchased from suppliers.

We monitor waste through designated logs, where the waste generated are reported, classified according to the EER code. In the same log, the waste transporter, recipient and destination are reported. Additionally, the transporter and recipient's authorization are filed.

When our waste is consigned to the transporter, our FIR form, with all the data relative to the waste and destination, are filed in the office predisposed to manage waste.

At ASK Poland, divided between ASK Poland Wilkowice and Bielsko-Biala, most of our waste is generated at ASK Poland - Bielsko-Biala. The production process is the same as our Italian location. Our components are delivered packaged in cardboard on wooden pallets wrapped in plastic film, whose consumption had been reduced. Our finished products are shipped to our customers mainly in reusable plastic crates; in case they are not available, cardboard packaging, agreed upon with our customers, are used. The majority of our waste produced at ASK is cardboard, wooden and a small amount of plastic packaging mixed packaging and production waste. We manage waste with an environmental specialist, both at ASK and through a system waste transfer sheet, prepared by a designated production and logistic employee. We monitor waste with a special log where our waste is reported in our BDO; waste transporters, recipients and destination are filed. At the moment of gathering, our waste transfer sheet is given to the courier, with all the data related to our waste and its destination, filed in a National system called BDO.

Our waste produced at ASK Italy and Poland, which is principally component packaging from suppliers, such as: cardboard and wood from pallets, and production scraps. In 2023, all our waste was picked up by third parties. Additionally, ASK paid careful attention to quality with the objective of zero scraps, which has the indirect effect of reducing waste coming from scraps.

At ASK China, the following measures are taken to manage significant effects coming from waste generated:

- Checking expiration date of glue to reduce the amount of expired glue;
- Using e-mail, digital documents, printing on front and back and other methods to reduce paper waste;
- Rigorously limiting the amount of glue used during production to reduce the amount of glue used;
- Improving our production efficiency to reduce the production of active carbon waste.

Moreover, ASK's solid waste is recycled by a specialized waste disposal company, while dangerous waste is disposed of by certified third parties. Instead, domestic waste is transported and disposed of by the municipal garbage disposal service. When waste is generated, the weight and type of waste are recorded and placed at the municipal garbage collection area based on type.

At ASK Brazil, we use a document on the aspects of the impact of recyclable, nonrecyclable, and dangerous waste generated. Moreover, ASK Brazil has a mapped emergency plan and simulation of each environmental risk. Our main waste management activities are:

- Internal separated waste; used in all our departments, especially in production, based on general waste;
- Reuse waste;
- An emergency kit: used for our contingent plan for risks of chemical spills
- A chemical recycling machine: use for our Chemistry Laboratory for specific chemical that can be recycled;
- Inverse logistics: for some packaging, cardboard and plastic boxes.

Most of the details and activities performed for waste management by third parties are described below:

- Recyclable waste management: all recyclable waste is sent to a third party that we have a contract with, through our Circular Economy project. This supplier is a local company of people in vulnerable social situations that are recognized by the municipality. Additionally, the internal use and reused of recyclable waste by ASK Brazil employees is encouraged;
- Nonrecyclable waste management: all nonrecyclable waste is sent to a third party and the municipal waste collection service according to the type of waste;
- Dangerous waste management: all dangerous waste is sent to a third party for treatment and disposal.

Contracts with waste disposal service providers have requirements to conform to applicable laws and internal norms. Invoices for every destination are checked for documented weight, a certificate of conformity from the “Waste Transportation Manifesto”, and a waste disposal certificate based on the waste classification.

Finally, data monitoring is through a supplier profile management calculation sheet and the generation of waste; specific procedures for the above mentioned activities; specific software used to manage environmental laws and standards; a governmental platform used in conformity with specific legislation, where resources are used to insert all the waste generation information, quantity and type of waste generated. This report is issued once a year and, after this report, a certification is issued.

ASK Tunisia has three types of waste sources:

- Our process generates dangerous but recyclable material such as copper, and non-dangerous material, paper, cardboard and plastic.
- Maintenance in this process produces dangerous materials such as chemical and oil barrels and containers;
- The existence of employees who produce non-dangerous materials such as runoff water, plastic and organic waste.

Most of the waste generated at ASK Tunisia is recyclable material and not dangerous to the environment, and follow the recycling chain guaranteed by the internal gathering and separating of waste.

Regarding external waste managers, they are certified by the Tunisian Waste Management Agency. The waste treatment process consists principally of recycling, except for organic and domestic waste, which is disposed of by the Tunisian Waste Management Agency under the authority of the Minister of Agriculture and the Environment.

Dangerous waste is divided into two groups:

- Recycled material, such as copper, which is recycled at a foundry and does not require any primary treatment; oil based waste that is recycled at our SOTULUB plant, oil company that also reclaims and recycles oil;
- Non-recyclable dangerous waste that is exported to waste managers in France.

Our reclaimable and dangerous waste is stored in containers identified according to the disposal system base on a color code. Reclaimable waste is periodically shipped to approved third party waste managers, while dangerous waste is stored internally and, at the end of the year, is shipped to dangerous waste managers.

Scrap cables are kept in scrap boxes at work locations, analyzed and stored in appropriate containers that are shipped to another approved managers specialized in the treatment of this waste. Then, it is weighed, as all waste is, except for runoff water.

Table 23 - GRI 306-3, 306-4, 306-5 - Waste

Total weight of waste disposed of per method of disposal [t]																		
2023																		
Method of disposal	Italy			Poland			China			Brazil			Tunisia			Total		
	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total
Dangerous waste																		
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	6.71	6.71	-	-	-	-	-	-	-	-	-	-	6.71	6.71
Disposal in landfill sites	-	2.40	2.40	-	3.64	3.64	-	-	-	-	-	-	-	-	-	-	6.04	6.04
Recycled	-	4.44	4,44	-	-	-	7.52	-	7.52	-	8.10	8.10	-	15.70	15.70	7.52	28.25	35.77
Not dangerous waste																		
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	0.30	0.30	-	0.30	0.30
Disposal in landfill sites	-	-	-	-	-	-	-	-	-	-	-	-	-	36.00	36.00	-	36.00	36.00
Recycled	-	139.04	139.04	1.00	-	1.00	59.21	-	59.21	-	114.90	114.90	-	79.20	79.20	60.21	333.14	393.36
Total	-	145.89	145.89	1.00	10.35	11.35	66.73	-	66,73	-	123.00	123,00	-	131,20	131,0	67.73	410.44	478.17

Total weight of waste disposed of per method of disposal [t]																		
2022																		
Method of disposal	Italy			Poland			China			Brazil			Tunisia			Total		
	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total	On site	Not on site	Total
Dangerous waste																		
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	12.88	12.88	-	-	-	-	-	-	-	-	-	-	12.88	12.88
Disposal in landfill sites	-	1.13	1.13	-	2.24	2.24	-	-	-	-	-	-	-	-	-	-	3.37	3.37
Recycled	-	4.13	4.13	-	-	-	6.97	-	6.97	-	7.59	7.59	-	53.00	53.00	6.97	64.72	71.69
Not dangerous waste																		
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00	1.00	-	1.00	1.00
Disposal in landfill sites	-	-	-	-	14.15	14.15	-	-	-	-	-	-	-	27.00	27.00	-	41.15	41.15
Recycled	-	165.56	165.56	-	521.47	521.47	50.50	-	50.50	-	135.87	135.87	-	62.00	62.00	50.50	884.90	935.40
Total	-	170.82	170.82	-	550.74	550.74	57.47	-	57.47	-	143.45	143.45	-	143.00	143.00	57.47	1008.01	1065.48

GRI content index

Use declaration		ASK has report the information in this index in conformity to GRI Standards for the period from January 1, 2023 to December 31, 2023		
GRI 1 Used		GRI 1 – Fundamental Principles – 2021 Version		
Pertinent GRI sector standards		N/A		
Standard Disclosure	Description of indicators	Page number	Omissions	GRI. Sector standard reference number
GRI 2: GENERAL INFORMATION				
COMPANY PROFILE				
2-1	Company details	Page 2, 12-15		
2-2	Entitles 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.		
BUSINESS AND EMPLOYEES				
2-6	Business, value chain and other business relationships	Page 4-6, 9-11, 28-29		
2-7	Employees	Page 37-41		
2-8	Contractors	Page 40-41		
GOVERNANCE				
2-9	Governance structure and make up	Page 12		
2-10 Lett. a)	Governing and selection body positions	Page 14		

2-11	Chairman of the Board	Page 14		
2-14	Role of sustainability reporting manager	Page 19-21		
2-15	Conflict of interest	Page 22-25		
2-16	Notification of criticism	Page 22-23		
2-20 Lett. a)	Remuneration determination procedure	Page 14		
STRATEGIES, POLICIES AND PRACTICES				
2-22	Sustainable development strategy declaration	Page 1		
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 2023, ASK no cases of legal or regulatory non-conformity were reported.		
STAKEHOLDER INVOLVEMENT				
2-29	Stakeholder involvement approach	Page 17-18		
2-30	Collective contracts	Page 37		
INDICATIONS HOW TO DETERMINE MATERIAL THEMES				
3-1	Process to determine material themes	Page 19-21		
3-2	Material theme list	Page 19-21		
3-3	Material theme management	Page 19-21		

TOPIC-SPECIFIC DISCLOSURES				
SUPPLY CHAIN MANAGEMENT				
3-3	Material theme management	Page 28		
204-1	Proportion of expenses made to local suppliers	Page 28		
BUSINESS ETHICS AND ANTI-CORRUPTION				
3-3	Material themes management	Page 22		
205-3	Confirmed incidents and confirmed corruption and measures adopted	During 2023, ASK had no cases of corruption were reported.		
206-1	Legal charges relating to anti-competition behaviour, trust activities and monopolistic practices	During 2023, ASK, was not charged with any infractions related to anti-competition behaviour, trust activities and monopolistic practices.		
RESPONSIBLE ENERGY MANAGEMENT				
3-3	Material theme management	Page 59		
302 – 1	Internal energy consumption or our company	Page 59-61		
CLIMATE CHANGE AND EMISSION REDUCTION				
3-3	Material theme management	Page 62		
305 – 1	Direct greenhouse gas (GHG) emission effects (Scope 1)	Page 62-63		
305 – 2	Indirect greenhouse gas (GHG) emission effects (Scope 2)	Page 63		

WASTE MANAGEMENT				
3-3	Material theme management	Page 64-66		
306 - 1	Waste generation and significant effect correlated to waste	Page 64-66		
306 - 2	Management of significant effect correlated to waste	Page 64-66		
306 - 3	Waste generated	Page 66-67		
306 - 4	Waste not shipped to dump	Page 66-67		
306 - 5	Waste shipped to dump	Page 66-67		
TALENT MANAGEMENT AND RETENTION				
3-3	Material theme management	Page 42		
401 - 1	Total number and rate of hiring and turnover	Page 43-44		
401 - 3	Parental leave	Page 45-46		
HEALTH AND WORKPLACE SAFETY				
3-3	Material theme management	Page 56-58		
403 - 1	Health and workplace safety management system	Page 56-58		
403 - 2	Identifying danger, evaluating risks and accident investigation	Page 56-58		
403 - 3	Workplace medical services	Page 56-58		
403 - 4	Worker participation and consultation and notification of health and workplace safety subjects	Page 56-58		

403 – 5	Employee training about health and workplace safe-ty	Page 56-58		
403 – 6	Employee health promotion	Page 56-58		
403 – 7	Health and workplace safety promotion and mitiga-tion within business relationships	Page 56-58		
403 – 8	Employees covered by a health and workplace safety management	Page 56-58		
403 – 9	Workplace injuries	Page 56-58		
EMPLOYEE TRAINING AND WELL BEING				
3-3	Material theme management	Page 47-49		
404 – 1	Average number of training hours per year per employee	Page 48		
404 – 2	Employee skills refreshers programs	Page 49		
404 – 3	Percent of employees that receive periodic evaluation of their performance and professional development	Page 49		
DIVERSITY AND INCLUSION				
3-3	Material theme management	Page 50		
405 – 1	Diversity in governance bodies and among employees	Page 50-53		
406 – 1	Episodes of discrimination and corrective measures adopted	Page 50		

CUSTOMERS SATISFACTION				
3-3	Material theme management	Page 35-36		
417 - 2	Episodes of nonconformity of labelling and product information	During 2023, ASK had no cases of nonconformity of labelling and product information.		
BRAND IDENTITY				
3-3	Material theme management	Page 26		
201-1	Non-conformity claims relative to the impact on health and product safety	Page 15		
RESEARCH AND INNOVATION				
3-3	Material theme management	Page 32-33		
PRODUCT AND SERVICES QUALITY AND SAFETY				
3-3	Material theme management	Page 36		
RISK COMPLIANCE AND MANAGEMENT				
3-3	Material theme management	Page 22		

