

ASK

SUSTAINABILITY
REPORT

2024

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Dear Stakeholders,

In publishing our 2024 Sustainability Report, I would like to share the steps we are taking to integrate the basics of sustainable development within our company ever more structured and responsible. In a drastically changing environmental global context, both digital and social, we are driven to rethink our growth models and react with a long term vision, realizing our role and our impact on the economy, environment and people.

During 2024, we strengthened our efforts through a strategy that combines economic and sustainability objectives. Our business model is based on a preventative approach, aimed at avoiding negative impact and generating value shared among all our stakeholders. We are working so our business all around the world and along our value chain contributes positively to safeguarding human rights, decarbonization, social inclusion and responsible competitiveness.

Among our strategic priorities defined for the short-mid term, the strengthening of our Environmental, Social and Governance (ESG) stands out. We conform to recognized international standards and persistently commit to promoting an equal and respectful workplace, avoiding any type of discrimination.

In a world full of global challenges, such as inflation, geopolitical tension, and scarce natural resources, we fundamentally affirm to be nimble and proactive, adapting our plans to external developments.

During the reporting period, we reached significant goals. We improved the energy efficiency of our factories around the world, expanded our company welfare projects and promoted continuing training initiatives on sustainability.

The results reached in material terms, including the reduction of emissions, product quality, health and safety and employee involvement, testify to the solidity of our commitment.

We are convinced that only with the active contribution of everyone, employees, customers, suppliers, entities and the local community, can we have long term change. We would like to sincerely thank all of you for your constant support and for being an integrated part of our quest for a sustainable future.

Thank you for your trust!

Alberto Bianchi

LETTER TO STAKEHOLDERS



Methodological Note

This document, which is **ASK's third Sustainability Report** here within known as "ASK", has the objective of transparently communicating our sustainability strategies relative to our performance in environmental, social and governance sustainability from January 1, 2024 to December 31, 2024.

In order to make a comparisons, the data, where possible, from January 1, 2023 to December 31, 2023 are 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.;
- > Changchun Huasheng ASK Electronics Co. Ltd.;
- > ASK Brazil Ltda.;
- > ASK Tunisia Sarl.;
- > ASK USA Inc.;
- > Ask Mexico Automotive Sound and Communications, S. de R.L. de C.V.

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 know 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 subsequent updates, according to the "with reference" option. 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 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

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, Mexico 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.

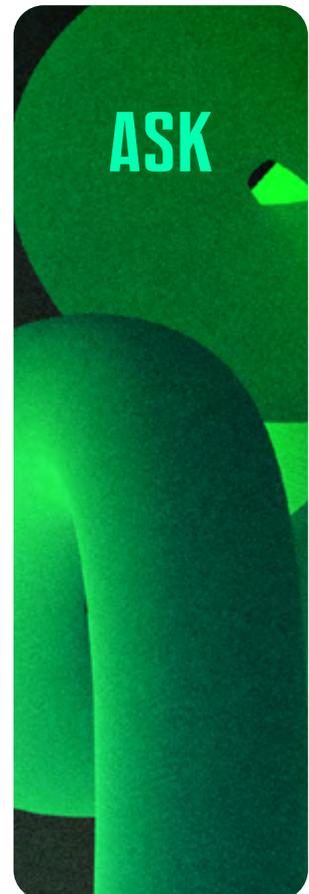
FOUNDED	TURNOVER	HUMAN RESOURCES
ASK was founded in 1965	€502 million	5.544 employees
GROUP STRUCTURE	GROUP ACTIVITIES	CERTIFICATIONS
Headquarters in Central Italy 10 branches in Germany, Poland, China, Tunisia, and the USA	engineering, producing and distributing speakers, box subwoofers and amplifiers for the automotive industry	ISO 9001 IATF 16949 for quality ISO 14001 for the environment TISAX Label for information security ISO 45001

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.





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.

ASK AROUND THE WORLD. LOCAL TOUCH - GLOBAL VISION.



- Headquarter
- Manufacturing
- Sales & Marketing
- R&D

Customers and markets

ASK applies a very **customer-centric approach** and works closely with our OEM customers to supply personalized and highly integrated technical solutions. **99,8% of our turnover is generated by the automotive industry**, focusing on the OEM sector.

With reference to single market performance, ASK’s business is articulated and diversified on a global level, with significant differences of our turnover and strategies in various regions. With almost **33% of our turnover, China** continues to be our most significant market, thanks also to ASK’s capacity to satisfy the robust request for research and innovation confirming their relevance in the automobile audio sector, supported by our facilities in Ningbo.

In the same way, the **European market** is just as important, considering the presence of a consolidated network of **high profile customers**, with particular **attention paid to diversification and sustainability**. **Brazil** continues to be an **expanding market**, which, following our initial investments, continues to produce profit in line with its growth.

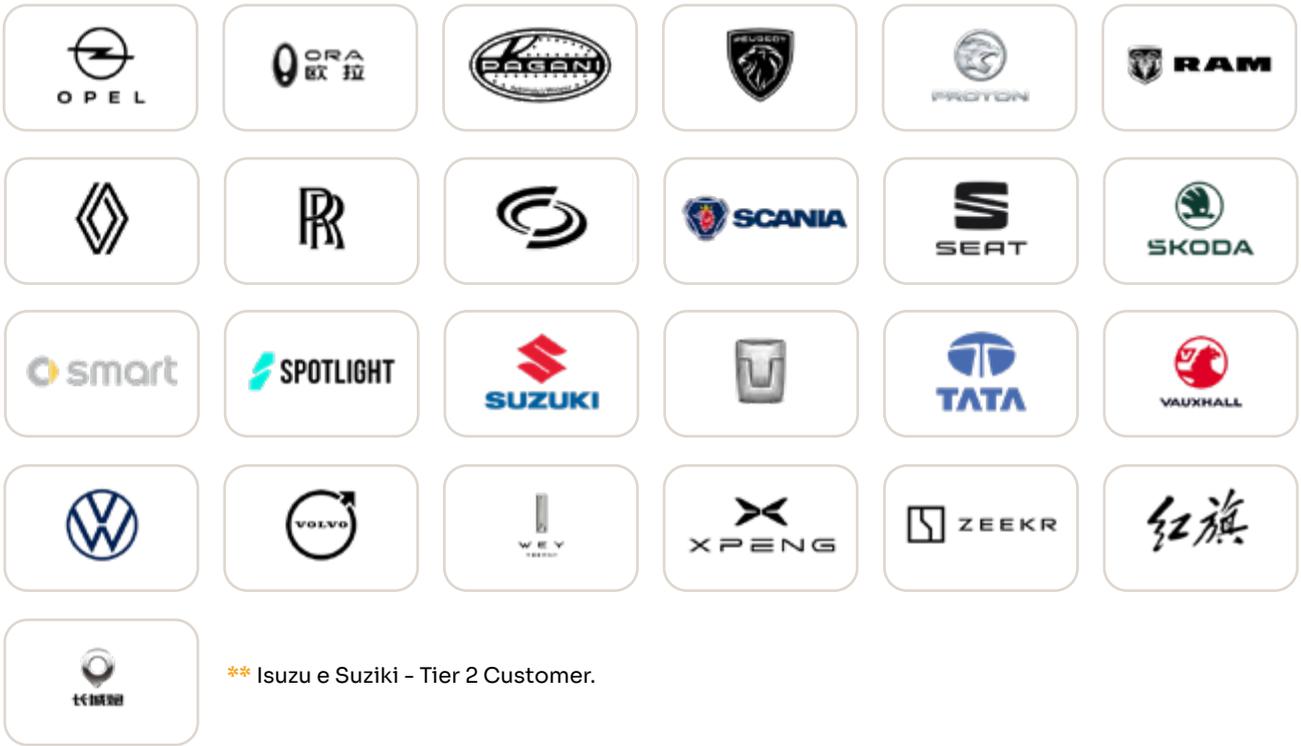
As the opening of our new facilities in Mexico shows, the **North American markets** make up a growing, strategic region, with close **attention paid to local employment**, community support and the strengthening of our OEM customers’ close supply chain.

Thanks to this robust and vast global presence and JVCKENWOOD group’s industrial support, ASK benefits from the economy of scale, shared research and the ability to respond quickly to our customers’ needs.

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

OEM Customer





Tier Customer



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:

1996

to expand our presence in South America, ASK founded ASK do Brasil Ltda headquartered in Sete Lagoas, which strengthened our position in the South American Market.

1997

ASK acquired 50% of Electric Poland, a company specialized in cable production. Later, Electric Poland was renamed to ASK Poland Sp.zo.o, allowing ASK to include cables to our range of products.

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.

2000

ASK founded ASK Industries GmbH in Niederwinkling, Germania, 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.

2006

ASK founded Ningbo ASK Sound and Communication Co. Ltd. This strategic move has allowed ASK to expand rapidly in the Chinese automotive market.

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

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.

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.

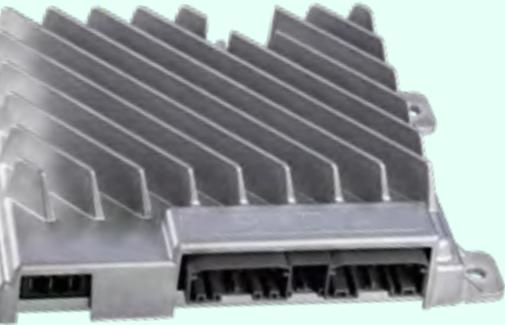
The second was Ningbo ASK Lingfeng Industrial Service Co., Ltd (ASK LIN), a "special purpose company", which Ningbo ASK Automotive Sound and Communication Co. Ltd holds 66% of the shares, while the remaining 34% is held by a governmental partner. This new company confirms ASK's commitment to the Chinese market and our desire to supply innovative solutions to the local automotive market.

2024

ASK took another step in our internationalization process by opening a new factory in Hermosillo, Sonora, Mexico. This new factory is going to serve the North American market more efficiently by being closer to our OEM customers, reducing delivery times and integrated logistic support. This investment has generated significant positive returns for the area, contributing to the creation of new jobs and the economic development of the local economy.

ASK's products

ASK is a leader in the automotive sector specializing 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 devices, guarantees broadcast signal (analog and digital radio, digital television, satellite radio) reception, telematic functions, such as GPS (Global Positioning System) and connection for telephone communications and internet. ASK systems, antennas and cables, cover all frequencies and functions through various types of products: from external rod antennas to internal, hidden, integrated antennas.

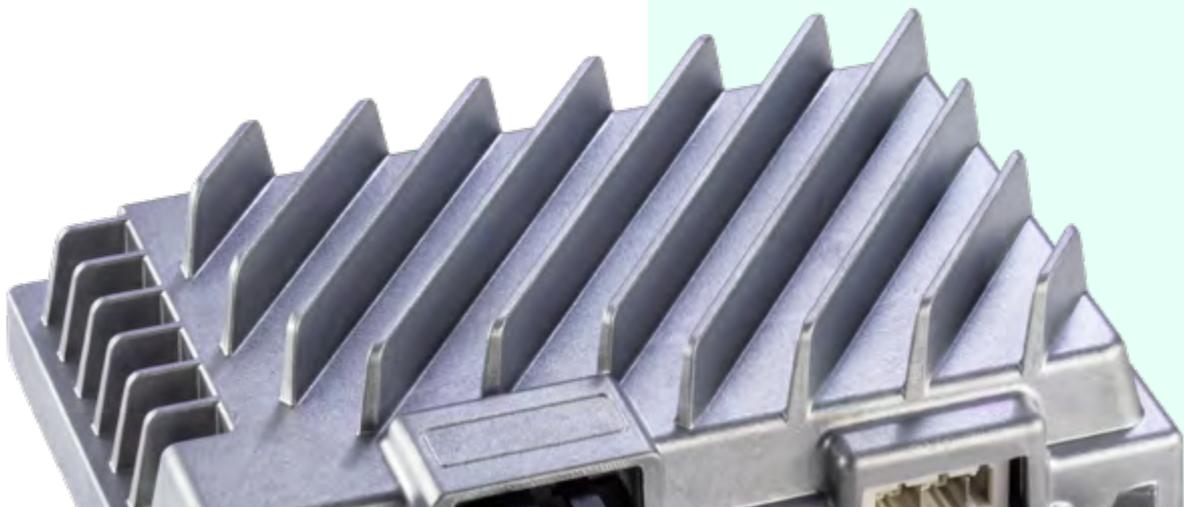
Thanks to our specific experience and know-how, gained in radiofrequency engineering and automotive applications, ASK develops solutions that respond to the needs of various automobile manufactures and proposes innovative functional and technologic ideas.

Amplifiers

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

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

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





Cables

Cables for ASK's automotive applications have two types:

coaxial cables for radiofrequency connections, radio television, satellite navigation and telephony, from 30KHz to 3GHz;

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).

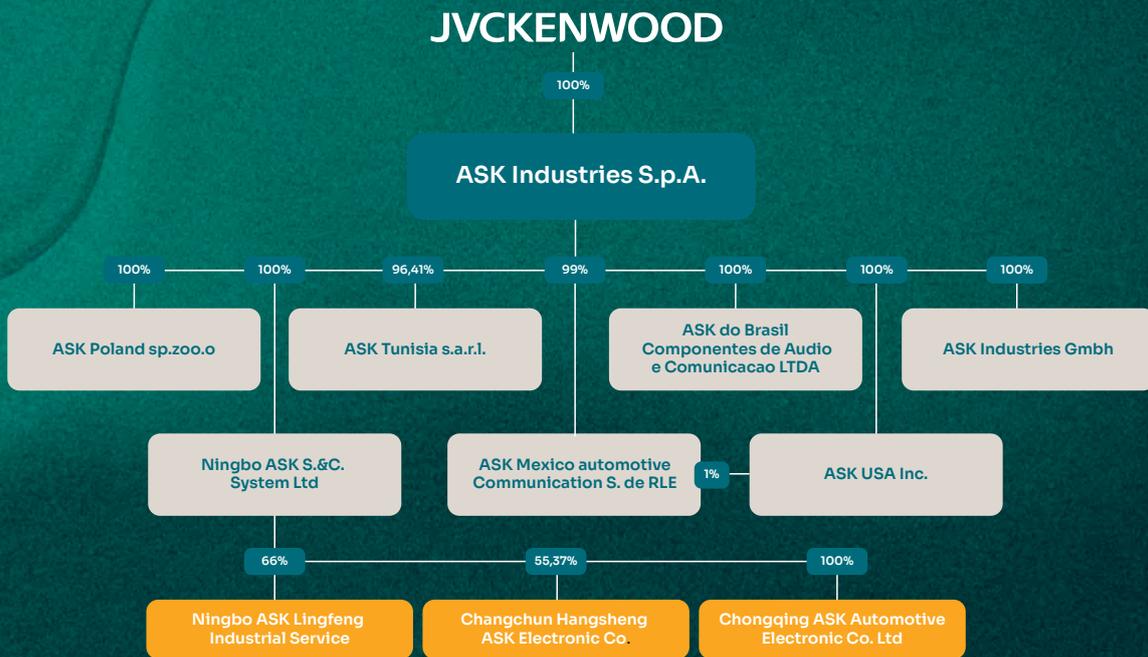
We produce various types of antennas: external, roof with rod or fin, integrated in the vehicle with radiant elements in glass or plastic parts. Our antennas satisfy various needs: from simple ones that only receive radio frequencies to the most complex integrated in vehicles of the predominant automobile 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's 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, the United States and Mexico and is composed as follows, as of December 31, 2024.



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.

ASK Industries S.p.A. is an integral part of the JVCKENWOOD's **Mobility & Telematics** sector, in particular the division dedicated to automotive, with a turnover of €497,6 million, a 10,8% increase from the previous year. In terms of the evolutionary line framed in JVCKENWOOD's "VISION 2025" strategic plan, ASK Industries is a relevant element in Mobility & Telematics, thanks to our specialization in audio and connectivity system solutions for the automotive field. ASK is, in fact, a relevant component in within the division that primarily produces in-vehicle speakers, amplifiers and cables and is relevant reason why JVCKENWOOD continues to grow year after year.

JVCKENWOOD's Mobility & Telematics Services is presently responsible for all of ASK's management activities for JVCKENWOOD and to that end, ASK reports all the sales and financial data monthly.

In terms of the evolutionary line framed in JVCKENWOOD's "VISION 2025" strategic plan, ASK Industries is a relevant element in Mobility & Telematics, thanks to our specialization in audio and connectivity system solutions for the automotive field.

Governance structure and composition

Our **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.

Our Board of Directors have **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 delegation system inherent in the decisional process, revised on April 1, 2023, has **two levels: decision-making** applicable directly to ASK HQ; **decision-making applicable** with delegation to all subsidiary companies.

ASK Industries S.p.A., being completely controlled by a Japanese holding, JVCKENWOOD Corporation, **works in coordination with the policies and organizational procedures of the holding**, in particular, regarding the strategic and operational decision processes. These activities are regulated through a shared **Decision Making-Matter List**, that defines the approval level required, also in order to address any eventual conflict of interest. This approval matrix guarantees coherence and alignment of ASK's management and **JVCKENWOOD Group's standard global** management, at the same time promoting transparency and trackability of the authorization processes.

ASK's Board of Directors - as of Ballance approval 31/12/2024

Name	Role	Gender	Age range
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, AD/DG of Kenwood Italy
- > Nomura Masao, COO Mobility & Telematics Services Sector, Head of Business Reform
- > Terada Akihiko and Sugiyama Yukihiro (other roles at JVCKENWOOD)

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.
- Operations Committee (CO) with Operations, Controlling, Purchasing, Quality, Supply Chain, 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 2024, there was an increase of both the economic value generated and the value distributed, relatively +13.54% and +12.06%. Value is calculated with operating costs and other management costs (76,66%), labor costs (21.08%), financing costs (0.98%) and governmental costs (1.25%).

Finally, the value withheld increased by 29% compared to the previous year, due to an increase in profit and reserves, and to a reduction of depreciation and taxes. The results obtained show ASK’s firm ability to create wealth and consolidate financial performance generating a positive and lasting impact on the local economy and social fabric.

GRI 201-1 Economic values directly generated and distributed

	As of Dec 31, 2024	As of Dec 31, 2023
Economic values directly generated	531.388.476	467.999.562
Economic values distributed	478.492.009	427.017.925
Operating costs and other management costs	366.916.086	329.557.767
Labor costs	100.882.012	88.269.796
Finance costs (controlled, connected businesses, and financial institutes)	4.695.112	4.736.744
Partner costs	0	0
Governmental costs	5.998.799	4.453.618
Value earned by ASK	52.896.465	40.981.637





ASK's sustainability

Our sustainability policy

ASK conducts business respecting ethical economic principles and pursues stable, sustainable growth. Moreover, we contribute significantly to sustainable development the macroeconomic system referenced to, participating actively in sustainable development of the entire macro-economic system of which we are part, social responsibility, and environmental protection. 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 pursued significant improvements in terms of efficiency, with particular attention paid to reducing energy consumption through continuous innovation of our processes. At the same time, we promote human resources by recognizing the fundamental role of our personnel in creating sustainable value and promoting virtuous practices.

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, and fully respect the legality and ethical principles established in our **Code of Ethics**. Moreover, beyond conforming to all the regulations in force, we will adopt additional measures to proactively pursue ASK's sustainability objectives.

ASK aims to guarantee an inclusive and stimulating work environment that allows our employees to express themselves to the best of their ability and develop their abilities to the best, overcome diversity and promote equal opportunity, respecting personnel health and workplace safety, and human rights, involving, where present, labor union representation and finally, promote constructive and participatory dialogue.

In order to reduce our carbon footprint, ASK commits to promoting innovative products and processes, maximizing recycling and recuperating in order to minimize waste generation, constantly monitoring energy consumption and guarantying ethical procurement of prime materials and components.

ASK's sustainability activities are delegated to our **Group Quality Manager**, first level of our CEO. Our Group Quality Manager has nominated a **Sustainability Manager** that coordinates activities

Our Sustainability Manager briefs our **Group Quality Manager** monthly, particularly in view of our **Results Committee**.

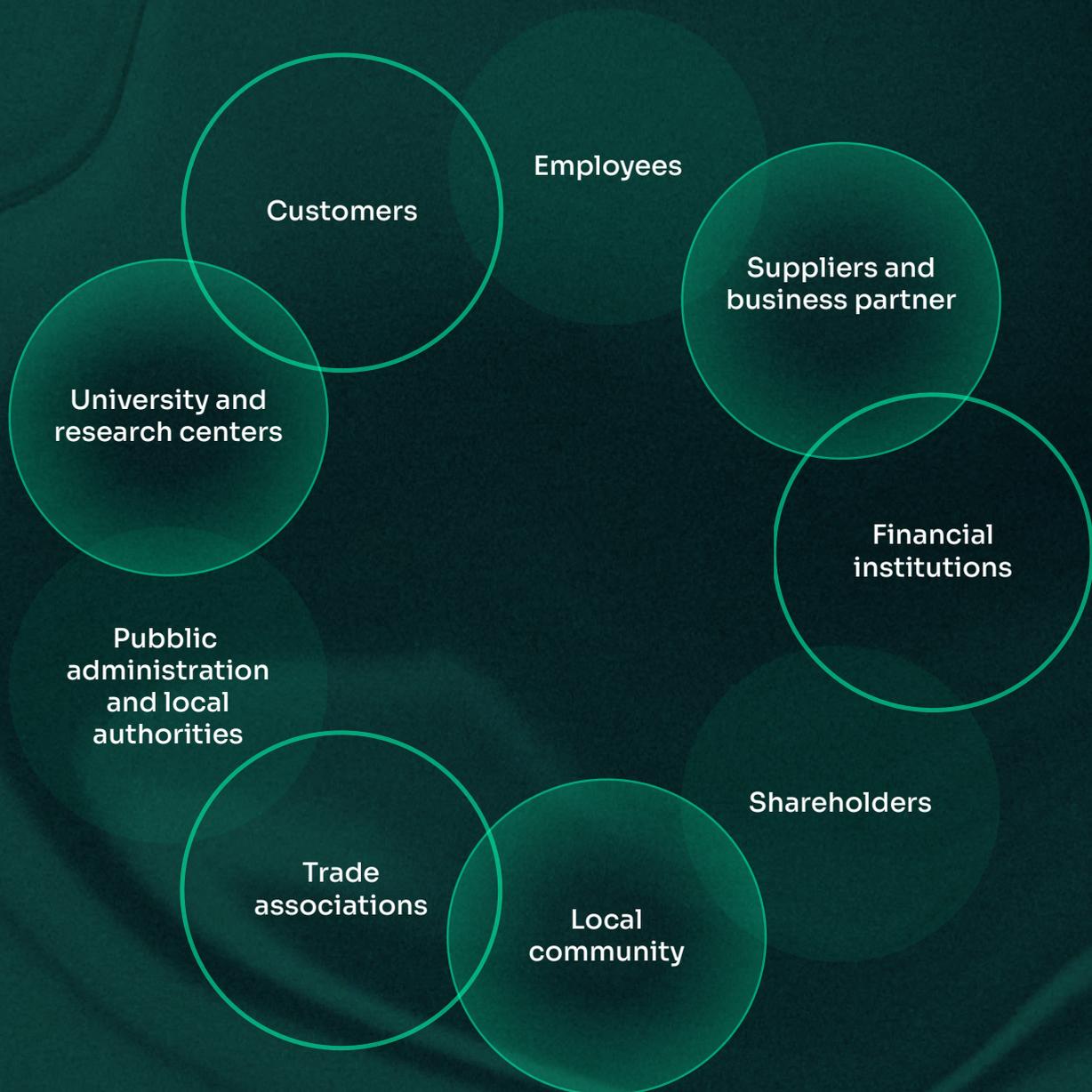
For specific issues or strategy evaluation, ad hoc meetings are called where our Sustainability Manager interacts with our CEO and First Level

ASK's relationships with our Stakeholder

ASK ascribes a fundamental value on our relationship with our Stakeholders, who constantly stimulate us through confrontation.

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:

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:



ASK's Sustainability Report is an opportunity to not only 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.

The principle ways of involving and communicating with stakeholders.

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

ASK's Stakeholder

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 social media
Suppliers and sales partner	Meetings and encounters Surveys Partnerships
Local 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	Internal and policy documents
Local governments and entities	Conferences, meetings and consulting
Universities and research centers	Scheduled meetings Documentation distribution

In 2024, the exchange of information and experience with customers and sales partners significantly intensified in terms of sustainability.

Through the exchange of questionnaires, dedicated meetings and participating in webinars, ASK confronted ourselves particularly in issues related to the carbon footprint of our product, as well as our suppliers' carbon footprints, and the required diligence towards our component and equipment supplies.

Additionally, Confindustria Ancona invited us to participate permanently in a Technical Roundtable for the Automotive sector with the objective of promoting synergy among local companies through confrontation and training of those that are and will always be sought-after by OEMs in terms of compliance to technical requirements and ESG.

ASK, in December, participated in the first appointment of a series of technical meetings promoted by Confindustria Ancona titled "What is the future of the Automotive sector?". Our CEO Alberto Bianchi, as the Vice President of Gruppo Componenti ANFIA, spoke.

Within this initiative, Confindustria Ancona invited ASK to also speak about our experiences and our vision of sustainability which we did with a brief video called "Sustainability Told by You", which gathered testimony and experiences about sustainability.

Finally, in November, ASK participated in an event promoted by Unindustria Reggio Emilia called “Sustainability Won’t Wait: ESG Challenges for Businesses”. We shared our path to sustainability in our report.

These initiatives testify to ASK’s growing commitment to promote a company culture oriented at sustainability, reinforcing dialogue with our customers, partners and fellow producers, and actively contributing to the definition of shared practices and responsibilities in the automotive sector.

ASK’s materiality analysis

ASK knows that sustainability is an integral part of our principles of business. In line with the requirements of the latest edition of the “GRI Standards 2021” for reporting standards, our material analysis was confirmed also for 2024, for the reporting aspects within our Sustainability Report, identifying the material issues that reflect ASK’s significant economic, environmental and social impact and that influence Stakeholders’ evaluation and decisions.

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

The analysis process, performed during the previous year, 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 our 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 was 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	Subjects	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

Positive effect	Subjects	Negative effect
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' wellbeing

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:

ASK's subjects

Priority	Subjects	Explanation 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	Workplace health and 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 behavior and monopolistic practices that could have negative effects on the economy and market.
8	Product quality and safety	Produce safe and high quality products, in line 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 issues, 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 including ASK's direct impact of climate changing emissions.

Priority	Subjects	Explanation of subjects
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, **ASK's 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, meaning 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, 2023 and 2024, 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;

ASK’s Organizational Model, according to Italian law D.Lgs 231/2001, presently in force, was updated in October, 2024 to take in account the development of norms and eventual emergent risks.

Code of Conduct

The objective of ASK’s Code of Conduct, which is part of our Organization Model, 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 Decree 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 for 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 D. Lgs. 231, updated, as the Model on October, 2024.

This procedure specifically refers to the methods to manage reporting and claiming violations of ethical behavior principles foreseen in Model 231.

Taken in consideration are reports coming from subjects listed in art. 3 of D. Lgs. 24/2023, for example ASK Industries S.p.A personnel, employees and non, subcontractors and consultants.

In November, 2024, a dedicate platform was developed to access a link on ASK’s web site.

Reports can also be sent 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) (Italia).

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.

Our 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.

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 our 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 2024, 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 voluntarily prepared 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.

ASK's Code of Ethics specifies that all of our 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.

Wherever the norms in force in a particular jurisdiction are more permissive than those in our Code of Ethics, those in our Code of Ethics prevail.

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.

Our Code of Ethics was updated in November, 2024, by modifying and improving the Whistleblowing procedure. In fact, a dedicated platform was developed to access it with a link on ASK's website.

On the starting page of our platform, there is a general introduction of how the system functions, how to manage reporting and guaranteed anonymity.

ASK commits to review all reports within 7 days and meet with the reporting party within 3 months of the reporting date.

Besides using our platform, it is possible to make a report via normal mail:

Studio Legale Federico Arcolai - Piazza Roma n. 13 - 60121 Ancona - Italia.

These channels are available to employees and stakeholders alike.

Our fundamental Code of Ethics pact			
Conflicts of interest	Insider trading	Confidentiality obligations	Corruption and improper payments
Money laundering prevention	Reputation	Competitiveness	Embargos and export regulations
Privacy	Minor and forced labor	Freedom of association	Equal opportunity
Harassment	Workplace	Compensation and work hours	Hiring and promotions
Company's business	Work at third parties	Obligations	Employees in positions of responsibility
Management	Health and workplace safety	Environment and workplace safety	Product environmental and safety impact
Customers	Suppliers	Public institutions	Labor unions and political parties
Community	Company communication and information	Internal accounting and reviews	Implementation and guarantees

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 strategic and fundamental competitive advantage to guarantee 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 considerable positive economic impact on our clientele and contribute significantly to the improvement of our end users' on board experience, meaning the driver and passengers in a vehicle. At the same time, ASK has implemented all the necessary measures to ensure that our products respect the highest ethical, social and legal standards.

In 2023, ASK launched a momentous project of **rebranding** in order to increase our visibility and brand recognition on a global level. Conscience of the crucial importance of a solid visual identity and efficient communication for our company's success, significant resources were 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 a modern, captivating design, created to reflect the essence of ASK's fundamental values.

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 ASK's market position strategy is to develop a complete range of high quality products, adapted develop a complete range of high quality products, able to satisfy to various needs of our customers and cover an ample spectrum of price ranges. In order to reach this objective, ASK has decide to adapt a differentiated brand strategy developing a specific brand for each pyramid level of the market, which 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 an exclusive design. Our Hi-Fi brand is dedicated to products for music lovers, offering superior audio quality and particular attention paid to technical details for a refined auditory experience. Additionally, our "value for money" brand is dedicated to affordable products while guaranteeing high quality to our end users a good price/quality ratio. This strategy will allow us to reach a larger number of customers, satisfying various needs and budgets, consolidating our market position while maintaining elevated quality standards for all our products.

From 2022 to 2024, 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 without compromising quality standards.
- > Constantly monitor sales, analyzing quality, margins and customer feedback.
- > Continue to investments in employee training and development skills, 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 renowned audio brands worldwide in order to further consolidate our market position improving our brand awareness among OEMs, each collaboration comes from a rigorous selection process of potential partners, based on meticulous analysis of synergy. The objective is to create solid, long lasting partnerships able to generate value and growth for ASK.



ASK's value chain responsibility

Supply chain management

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

Our suppliers are required to sign our ethical and behavioral principles agreement in our Group's 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 adopting standard procedures in all our facilities. Moreover, 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 every 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 our products' quality.

- > **Second level suppliers:** supply products manufactured according to our designs, but are not considered strategic or particularly important to guarantee the quality of our products.
- > **Third level suppliers:** supply off-the-shelf and products in their catalogue.

During 2024 and continuing from the previous year, 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, Marche and Emilia-Romagna. For our locations in Poland and China, 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 31% and 24.5% in 2024.

GRI 204-1 Proportion of purchasing from local suppliers

Supplier nationality		
Country	As of December 31, 2024	As of December 31, 2023
Italy	7%	7%
Poland	31%	29%
China ¹	24,5%	26,3%
Tunisia	3%	4%
Brasil	13%	12,5%
North America ²	14%	/

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.

¹ China: our plants in Ningbo e Chongqing were considered and the percentage of expenses were calculated considering the average expenses of the two regions.

² During 2023, no significant purchases were made in the United States and Mexico. This absence is due to the fact that the factory in Mexico was not operational during the year.

During 2024, 92% of our suppliers signed our Sustainability Agreement, compared to 91% in 2023.

Moreover, in 2024, ASK continued to share our **Sustainability Survey** 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, **ESG**, declaration.

During 2024, our Sustainability Survey was sent to 92% of our strategic and first level suppliers and 97% of them replied.

ASK Sustainability Agreement

Sustainability agreement		
KPI	As of December 31, 2024	As of December 31, 2023
% signed Sustainability Agreement	92	91
% sent Sustainability Survey	92	95
% replied Sustainability Survey	97	100

In the end of 2024, ASK began a project called Supply Chain Due Diligence with the objective of analyzing environmental risks and human rights along our value chain, identifying potential negative impact, direct and indirect, and define possible measures to mitigate them.



Product responsibly

Management system

ASK works in conformance to a management system in conformity with “Quality Management Systems” ISO 9001, “Environmental Management Systems” ISO 14001, and specific automotive industry standards, “Health and Safety in the Workplace Management Systems” 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. Moreover, some locations have TISAX (Trusted Information Security Assessment Exchange) Label, that attest to ASK’s conformity to safety requirements of specific information for the automotive sector.

The following are ASK’s certifications and relative locations:

IATF 16949

CHINA
BRASIL
ITALY
POLOND
TUNISIA
USA
MEXICO

IATF 45001

CHINA
POLOND
TUNISIA

ISO 14001

CHINA
BRASIL
ITALY
POLOND
TUNISIA

ISO 9001

CHINA
BRASIL
ITALY
POLOND
TUNISIA
GERMANY

TISAX LABEL

CHINA
POLOND
TUNISIA
ITALY

CERTIFICATION

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 an evolving market. Through research, over time, ASK has developed in-depth knowledge of new technologies and emerging trends that, through the promotion of innovation, have transformed our know-how into new innovation projects that find solutions, products, therefore, improving products, services and processes with a large amount of added value for our customers, with possibility of creating value. In the complex and challenging scenario of technologic innovation, precisely because it points toward novel solutions with experimentation of new application, therefore original and often unexplored, thorough evaluation and constant monitoring of inevitable risks are essential to mitigate impact and help the decisional process, above all in a case where perceived reduction in the projected value under initial conditions, or its elimination, resulting in the project's failure. This rigorous risk analysis is where ASK starts to evaluate the feasibility of new innovative projects, allowing accurate planning of the necessary measures are taken so these initiatives can develop and be successful and sustainable.

Monitoring efficiency

Industrial research and innovation, in a company like ASK, are closely connected, as if coupled in a cycle and reciprocal enrichment: monitoring efficiency in this couple refers to, primarily, the amount of new knowledge, technology and metrology introduced and how much they can enable a company to commit to their technological innovation challenges.

Remember that the scope of technologic innovation is to create value through new and sustainable technologic solutions.

An example for ASK is research that could regard studying a new algorithm, new audio architecture, an advanced type of antenna, avant-garde material for speakers or new dielectrics for cables while the subsequent unprecedented application of technologic innovation with their associated developments create new advantageous solutions in economic and sales plans. Understanding the bond created by these new solutions will be stimulus for new or deeper research...to create more technologic innovation...and so on.

Another aspect of efficiency is the number of patents deposited for breakthrough ideas. However, in ASK's sector, breakthroughs are pretty rare. In fact, patents for new applications, new and unprecedented combinations or technical improvements coming from existing inventions and technology are more frequent.

One needs to consider that Research and Innovation, on the one hand, feed each other reciprocally. They must receive then necessary support from continuous analysis of market "Megatrends" and how much our competitors try to catch up to us efficiently in the field or in development to extract the necessary ideas to orient research and the possibility to activate the resulting innovation. This is referring to a third aspect of efficiency; monitoring adoption, activation and application of the innovation process highlighting the number of active projects and identifying key parameters (KPIs) for each one; Output Score % or Efficiency of a project, based on the quantity and quality of deliverables of the project; Input Score % or efficiency of a project based on the amount of allotted material consumed; Achievement Index % or a project's productivity seen as the ratio of OUTPUT SCORE and INPUT SCORE.

ASK's resources to support research and innovation

Research and innovation, is based on the ASK's key personnel roles that provide and ensure highly specialized contributions, beyond enabling and promoting continuous sharing of new duties. Thanks to this solid base. ASK has progressively evolved our solutions, passing from the most traditional based on passive and analogic systems to developing ever more sophisticated solutions, typical of active, digital and interconnected systems that are able to efficiently respond to present and future technologic challenges. A valid contribution, even if complementary

to principle, or mainstream, business, are guaranteed by researchers, graduate students and Ph.Ds that actively work in ASK's laboratories as well as external consultants who provide support focused on less strategic issues but need equally pressing solutions to reach ASK's objectives. At ASK, we develop a natural propensity to experiment, that produces benefits both in economic terms and involvement and professional wellbeing of our personnel, contributing to create a collaborative and inclusive work environment. It is important to highlight that "on the job training" is a key element in ASK's personnel's growth, that declares to feel involved in strategic areas of our business through constant collaboration and the "constructive contamination" through various functional structures.

300 RESEARCH AND INNOVATION EMPLOYEES

To testify to the relevance of research and innovation at ASK, it is important to list our existing infrastructure and support

- 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 Squadra + Artemis system, systems with Audio Precision APx586 and multi-microphone support with GRAS capsule system.

ASK has become an active part of an "open innovation" network where the exchange of new and original roles used to access new markets encourages the creation of new ideas creating a true and real incubator of potential opportunities, above all the mutual contamination of diverse industrial and economic businesses. Additionally, this network has opened the door to come in contact with start-ups that has allowed ASK to become an active part of an "open innovation" network where the exchange of new and original roles used to access new markets encourages the creation of new ideas creating a true and real incubator of potential opportunities, above all the mutual contamination of diverse industrial and economic businesses. s to scout new talent in specific techniques and technologic areas which shortens our innovative project roll-out times especially where time-to-market is a key factor to our success.

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. This process has four phases in logical sequence, starting with new ideas, passing to a selection and training phase followed by an approval phase ending in a roll-out. 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 our process, it was possible to prepare several dossiers, of which at least 3 had begun new innovation projects that would be continued through 2024 and years to come and others introduced in 2024. 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. The technologic innovations in progress have been approved evaluating their merit and precedence compared to all the other proposals on the table, confronting the KPIs identified by each Dossier. Being entered in the roll-out phase, work teams have been formed and GANTTs drafted, hypothesizing the Stage&Gate phase and the milestones. The Dossier, in particular Risk Analysis and the Business Case, cost monitoring and price policy suggestions, provide information necessary to write the GANTT while the final objective of the project is in the PAF (Proposal Assessment Form). ASK is confident to be able to add other new projects in 2025 and following years, that will increase our competitiveness and market position, and, as a result of increased know-how attached to the "technologic trend" and research facilities, such as universities, increased knowledge about markets, the needs to satisfy or how to stimulate new ones.

Technologic innovation projects started which were updated on December 31, 2024:

Project #1 - New RF antenna module based on 5G - (roll-out)

Project #2 - New Audio architecture solution - (roll-out)

Project #3 - New Sound Bass shakers - (roll-out)

Project #4 - New Acoustic Transducers - in corso (roll-out)

Collaboration in 2024

CON007250

POLIMI Research - Vibrating Seat (Shaker) Year 2 — Project #3 (collaboration with Politecnico di Milano)

CON007249

Doctorate Research Convention at Politecnico di Milano 2023-2026 - Project #3 (collaboration with Politecnico di Milano)

CON007727

External Partner Consultancy for Antenna design activity (ME) - Project #1 (collaboration with ZEIDEN CAD CONSULTANCY SRL)

CON007280

Inventum Semiconductor Collaboration - Project #2 (collaboration with Inventum srl)

CON006908

UNIVPM 2023-2024 consulting on a study of the mechanic characteristics of springs for electro-acoustic transducers -

Project #4 (collaboration with Università Politecnica delle Marche)

CON006727

Contract with POLITO for 5G mmWave Antenna Innovation Project – Progetto #1 (collaborations with Politecnico di Torino)

CON006467

Contract with UniFi (Professor Freni) for Research Activities on “Study, simulation and design of RF antennas and circuits for vehicular applications” (EM) – Project #1 (collaboration with Università di Firenze)

Customer satisfaction

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

To reach this goal, ASK has adopted a continuous process of listening and analyzing, based on feedback, market surveys and direct interaction, that allows us to gather precise expectations, preferences and desires of our customers. This commitment translates into careful monitoring and evaluation of **Customer Satisfaction**, considered a fundamental tool to constantly optimize our range of products and strengthen our relationship with our customers.

ASK is proud of our long-term relationships with our customers, guaranteeing constant support and continuous improvement of our innovative products and services and our solutions that satisfy our customers’ expectations.

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**, product cybersecurity and Business Continuity.

Additionally, conscience of the ever increasing importance of our customer claim management process, in 2023, ASK decided to improve our management software, implementing SAP enterprise software. The benefits of this intervention has allowed significantly more integration of management with the remaining company processes; more rigorous 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”. In 2024, the project was still proceeding to fine tune customer cost management and to integrate service supplier costs associated with customer claims.

With the same objective, ASK has continued to spread new customer requirements 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.

Also in 2024, ASK continued to progressively implement dedicated software to measure and improve process performance in all of the Group’s companies, adopting an integrated approach of the **Lean Six Sigma** methodology.

This lead us to the firm conviction of minimizing operational deviations, pursuing our ambitious zero defects goal.

In order to accurately monitor and punctually evaluate progress coming from improvement initiatives, , we use various indicators, including:

Per garantire un monitoraggio accurato e una valutazione puntuale dei progressi derivanti dalle iniziative di miglioramento, l'azienda si avvale di un insieme articolato di metriche specifiche, tra cui:

- > **Customer audits;**
- > **Internal process and product audits;**
- > **Customer special conditions e customer scorecards;**
- > **IPB (number of incidents per billion parts produced);**
- > **Not Trouble Find rate;**
- > **“Reply on time” to customer claims;**
- > **Customer non-quality costs.**

ASK carefully verifies 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 with management.

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.

In 2024, also customer and internal document management improvement projects were managed. Specifically a **PDM-SAP** (Product Document Management) project was concluded and a **QSD-SAP** (Quality System Document Management) project was activated. The principle advantages of adopting these documental systems are: facilitation of users use of ASK's database during the development process and during customer audits and by certification entities; reducing documentation management errors, for example: unauthorized or obsolete document use, approved clearer and anti-error processes.





ASK's people

Human resource management

ASK considers our people as the powerplant of our business, attributing them a central role in 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. This creates a sense of belonging and solidifies an environment of reciprocal trust; elements that reflect directly on high quality services offered to our customers.

Organization structure

In the context described, the total number of employees increased by 8% compared to the previous year.

Referring to the detailed age break down of our Italian company, as of December 31, 2023, almost 52% of our employees were older than 50 years old, 41% were between 30 and 50 years old and 7% were younger than 30 years old. At our European locations, as of December 31, 2024, 21% of our employees were older than 50 years old, 64% were between 30 and 50 years old and 16% were younger than 30. Referring to our Chinese locations, as of December 31, 2023, 3% of our employees were older than 50 years old, 73% were between 30 and 50 years old and 25% were younger than 30 years old. Referring to our Brazilian locations, as of December 31, 2024, 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 42% were between 30 and 50 years old and 58% were younger than 30 years old. In North America, 50% of our employees were between 30 and 50 years old and the remaining 50% were older than 50 years old.

Consistent with our personnel policies, oriented at establishing stable working relationships with our employees, we employ a high percentage, approximately 71%, of employees with permanent contracts.

GRI 2-7 Employees

Total number of employees divided in contract type and category						
Contract type	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Italy						
Permanent	215	146	361	207	148	355
Temporary	4	2	6	-	1	1
Total	219	148	367	207	149	356
Europe						
Permanent	217	578	795	206	604	810
Temporary	60	193	253	58	208	266
Total	277	771	1048	264	812	1076
China						
Permanent	482	712	1194	399	686	1085
Temporary	-	14	14	1	15	16
Total	482	726	1208	400	701	1101

Total number of employees divided in contract type and category						
Contract type	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Brasil						
Permanent	75	330	405	66	303	369
Temporary	6	4	10	4	13	17
Total	81	334	415	70	316	386
Tunisia						
Permanent	88	246	334	65	93	158
Temporary	76	858	934	70	802	872
Total	164	1104	1268	135	895	1030
North America¹						
Permanent	1	1	2	-	-	-
Temporary	-	-	-	-	-	-
Total	1	1	2	-	-	-
Total						
Permanent	1078	2013	3091	943	1834	2777
Temporary	146	1071	1217	133	1039	1172
Total	1224	2084	4308	1076	2873	3949

Total number of employees divided in full-time/part-time						
Contract type	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Italy						
Full-time	215	123	338	203	122	325
Part-time	4	25	29	4	27	31
Total	219	148	367	207	149	356
Europe						
Full-time	182	763	945	261	803	1.064
Part-time	95	8	103	3	9	12
Total	277	771	1048	264	812	1.076
China						
Full-time	482	726	1208	400	701	1101
Part-time	-	-	-	-	-	-
Total	482	726	1208	400	701	1101
Brasil						
Full-time	75	330	405	66	303	369
Part-time	6	4	10	4	13	17
Total	81	334	415	70	316	386
Tunisia						
Full-time	164	1104	1268	135	895	1.030
Part-time	-	-	-	-	-	-
Total	164	1104	1268	135	895	1.030

¹ These data refer exclusively to employees in the United States because Mexico had not hired any employees, only free lance collaborators.

Total number of employees divided in full-time/part-time						
Tipologia contrattuale	Al 31 dicembre 2024			Al 31 dicembre 2023		
	Uomini	Donne	Totale	Uomini	Donne	Totale
North America²						
Full-time	1	1	2	-	-	-
Part-time	-	-	-	-	-	-
Total	1	1	2	-	-	-
Total						
Full-time	1119	3047	4166	1065	2824	3889
Part-time	105	37	142	11	49	60
Total	1224	3084	4308	1076	2873	3949

GRI 2-8 Subcontractors

Number of workers divided in professional categories						
Professional category	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Italy³						
Interim	-	-	-	-	-	-
Trainee	-	-	-	-	-	-
Consultant	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total	-	-	-	-	-	-
Europe						
Interim	-	-	-	-	-	-
Trainee	-	-	-	1	1	2
Consultant	5	4	9	1	3	4
Other	2	1	3	-	66	66
Total	7	5	12	2	70	72
China						
Interim	-	-	-	-	-	-
Trainee	-	-	-	-	-	-
Consultant	-	-	-	-	-	-
Other	449	746	1195	442	772	1214
Total	449	746	1195	442	772	1214
Brasil						
Interim	-	-	-	-	-	-
Trainee	-	1	1	2	-	2
Consultant	7	13	20	5	12	17
Other	-	-	-	-	-	-
Total	7	14	21	7	12	19
Tunisia						
Interim	-	-	-	4	154	158
Trainee	-	-	-	3	149	152

² These data refer exclusively to employees in the United States because Mexico had not hired any employees, only free lance collaborators

³ Italian plants do not have external consultants.

Number of workers divided in professional categories						
Professional category	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Consultant	-	-	-	1	5	6
Other	-	-	-	-	-	-
Total	-	-	-	8	308	316
North America⁴						
Interim	-	-	-	-	-	-
Trainee	-	-	-	-	-	-
Consultant	26	29	55	-	-	-
Other	2	4	6	-	-	-
Total	28	33	61	-	-	-
Total						
Interim	-	-	-	4	154	158
Trainee	-	1	1	6	150	156
Consultant	38	46	84	7	20	27
Other	453	751	1204	442	838	1280
Total	491	798	1289	459	1162	1621

GRI 2-30 Collective contracts

Total percent of employees covered by collective contracts		
	2024	2023
Italy	100%	100%
Europe	89%	90%
China	0%	0%
Brasil	98%	95%
Tunisia	100%	100%
Noth America ⁵	0%	-

Talent recruitment and retention

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

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

Talent management and retention is a crucial role at ASK. These employees are strategic assets because they transmit expertise, know-how, skills, abilities and experience that are 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 personnel happens in line with our defined internal procedures, in rigorous respect of the criteria of transparency of the evaluation our expertise and professional requirements, as well as applicants' potential.

⁴ Regarding consultants, the data refer exclusively to the plant in Mexico, operational in FY 24. No non worker employees operate at our USA plant.

⁵ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

The job of Human Resources (HR) is generally to gather the requirements for our professional positions and create job descriptions and profiles necessary for every vacant position.

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 the 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 our goal is to hire adequate personnel while reducing and optimizing times and costs.

The rate of **new hires**, in **Italy**, for 2024 was **7%**, in line with the previous year. In **Europe**, our hiring rate was **15%**. The situation is different in **China**, where the retention rate was **35%**, a slight decrease compared to 2023. In **Brazil** and **Tunisia**, the hiring rate was **37%** e **59%** respectively, and both were significantly higher than 2023.

GRI 401-1 Hiring new employees and employee turnover

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	8	7	6	21	10%	11	4	2	17	8%
Women	-	1	5	6	4%	3	3	2	8	5%
Total	8	8	11	27	7%	14	7	4	25	7%
% Rate	32%	5%	6%	7%	-	64%	5%	2%	7%	-
Europe										
Men	14	12	2	28	10%	53	37	1	91	27%
Women	35	63	28	126	16%	90	114	19	223	19%
Total	49	75	30	154	15%	143	151	20	314	19%
% Rate	30%	11%	14%	15%	-	52%	16%	6%	19%	-
China										
Men	112	75	1	188	39%	68	56	-	124	33%
Women	108	125	2	235	32%	125	105	1	231	39%
Total	220	200	3	423	35%	193	161	1	355	37%
% Rate	74%	23%	10%	35%	-	71%	24%	4%	37%	-
Brazil										
Men	27	13	2	42	52%	10	5	-	15	21%
Women	45	65	2	112	34%	47	41	6	94	30%
Total	72	78	4	154	37%	57	46	6	109	28%
% Rate	51%	31%	19%	37%	-	41%	20%	29%	28%	-

Hiring										
	As of December 31, 2023					As of December 31, 2022				
	<30	30-50	>50	Total	% Rate	<30	30-50	>50	Total	% Rate
Tunisia										
Men	12	35	-	47	29%	-	-	-	-	-
Women	506	193	-	699	63%	13	-	-	13	1%
Total	518	228	-	746	59%	307	182	-	489	47%
% Rate	71%	43%	0%	59%	-	46%	51%	-	47%	-
Noth America⁶										
Men	-	1	1	2	200%	-	-	-	-	0%
Women	-	-	-	-	0%	-	-	-	-	0%
Total	-	1	1	2	100%	-	-	-	-	0%
% Rate	0%	100%	100%	100%		0%	0%	0%	0%	-

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	5	8	-	13	6%	1	5	1	7	3%
Women	-	2	1	3	2%	3	2	7	12	8%
Total	5	10	1	16	4%	4	7	8	19	5%
% Rate	20%	7%	1%	4%	-	3%	4%	2%	5%	-
Europe										
Men	8	8	0	16	6%	34	35	4	146	22%
Women	59	95	12	166	22%	50	62	23	270	14%
Total	67	103	12	182	17%	84	97	27	416	13%
% Rate	41%	15%	6%	17%	-	30%	9%	10%	13%	-
China										
Men	91	32	-	123	26%	53	54	-	107	29%
Women	105	88	-	193	27%	121	118	-	239	40%
Total	196	120	-	316	26%	174	172	-	346	46%
% Rate	66%	14%	0%	26%		64%	26%	-	36%	-
Brasil										
Men	23	5	0	28	35%	14	9	-	23	33%
Women	38	55	4	97	29%	39	39	-	78	25%
Total	61	60	4	125	30%	53	48	-	101	26%
% Rate	43%	24%	19%	30%	-	0%	20%	-	26%	-
Tunisia										
Men	20	10	6	36	22%	2	-	-	2	1%
Women	432	40	-	472	43%	233	-	-	233	26%
Total	452	50	6	508	40%	235	-	-	235	23%
% Rate	62%	9%	0%	40%		35%	-	-	23%	-

⁶ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

Turnover										
	As of December 31, 2023					As of December 31, 2022				
	<30	30-50	>50	Total	% Rate	<30	30-50	>50	Total	% Rate
Nord America⁷										
Uomini	-	-	-	-	0%	-	-	-	-	0%
Donne	-	-	-	-	0%	-	-	-	-	0%
Totale	-	-	-	-	0%	-	-	-	-	0%
Tasso %	0%	0%	0%	0%	-	0%	0%	0%	0%	-

GRI 401-3 Parental leave

2024																		
Number	Italy			Europe			China			Brasil			Tunisia			North America ⁸		
	♂	♀	Tot	♂	♀	Tot	♂	♀	Tot	♂	♀	Tot	♂	♀	Tot	♂	♀	Tot
Employees with right to parental leave	49	17	66	104	73	177	7	16	23	3	3	6	-	-	-	-	-	-
Employees that have usufruct of parental leave	7	2	9	9	57	66	7	16	23	3	3	6	-	-	-	-	-	-
Total number of employees that returned to work after during reporting period	7	2	9	9	6	15	7	10	17	3	2	5	-	-	-	-	-	-
Number of employees that have remained for 12 months after returning to work after parental leave	6	2	8	8	5	13	7	15	22	4	9	13	-	-	-	-	-	-
Total number of employees that would have had to return to work after parental leave	7	2	9	9	6	14	7	16	23	3	2	5	-	-	-	-	-	-
Return to work rate	100%	63%	74%	100%	100%	100%	0%	0%	0%	0%	0%	0%						
Loyalty rate	80%	71%	76%	89%	83%	87%	47%	94%	71%	100%	53%	62%	0%	0%	0%	0%	0%	0%

⁷ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

⁸ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

2023																		
Number	Italy			Europe			China			Brasil			Tunisia			North America		
	♀	♂	Tot	♀	♂	Tot	♀	♂	Tot	♀	♂	Tot	♀	♂	Tot	♀	♂	Tot
Employees with right to parental leave	47	17	64	95	73	168	15	14	31	4	14	18	-	-	-	-	-	-
Employees that have usufruct of parental leave	12	6	18	10	57	67	15	16	31	4	14	18	-	-	-	-	-	-
Total number of employees that returned to work after during reporting period	12	6	18	10	7	17	15	16	31	4	17	21	-	-	-	-	-	-
Number of employees that have remained for 12 months after returning to work after parental leave	12	5	17	9	7	16	12	24	36	4	12	16	-	-	-	-	-	-
Total number of employees that would have had to return to work after parental leave	12	6	18	10	9	19	15	16	31	4	17	21	-	-	-	-	-	-
Return to work rate	100%	100%	100%	100%	78%	89%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%
Loyalty rate	100%	83%	94%	90%	100%	84%	92%	80%	84%	100%	71%	76%	0%	0%	0%	0%	0%	0%

Employee training

Employee **training** and **well being** are very **fundamental aspects** for ASK. Investing in continuous employee training allows our staff to acquire new skills, improve 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 programs aimed at professional growth and promoting human resources' growth and skills. Training aims at closing eventual gaps in our personnel profiles, avoiding current or potential problems and strengthening ASK's know-how.

Moreover, we also aim at increasing our employees' knowledge and their impact on our products' quality and highlighting the importance of their contribution 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 our contractors, if it is the case, 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.

At the same time, our **employee well being** is a key factor for ASK’s productivity and overall success. Promoting a **healthy and sustainable workplace**, which takes physical, mental and emotional well being into consideration, helps create a positive atmosphere that reduces stress.

The attention paid to our employees’ well being translates to more effort, satisfaction and sense of belonging, contributing to higher retention and lower absenteeism.

In summation, continuous employee training and well being are strategic investments for ASK because they promote the development of skills, professional growth and they create a stimulating and productive work environment.

Investing in training and supporting employees helps improve their performance, both individual and collective, and strengthens high skill levels and more professionalism within our organization.

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

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	1	-	1	12	-	12
Managers	5	6	5	9	4	8
Office workers	5	6	5	18	27	21
Laborers	-	-	-	-	-	-
Total	4	3	3	15	11	13
Europe						
Executives	-	-	-	-	-	-
Managers	2	3	2	7	11	9

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
Office workers	7	8	7	11	11	11
Laborers	102	1	4	10	5	5
Total	14	2	5	11	6	7
China						
Executives	-	58	23		53	21
Managers	15	55	31	11	30	19
Office workers	12	13	12	7	7	7
Laborers	34	-	8		-	-
Total	18	6	11	5	3	4
Brasil						
Executives	-	-	-	-	-	-
Managers	17	22	18	2	4	2
Office workers	21	19	20	36	23	29
Laborers	8	3	3	4	2	2
Total	17	6	8	25	6	9
Tunisia						
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Office workers	-	-	-	-	-	-
Laborers	-	-	-	-	-	-
Total	-	-	-	-	-	-
North America⁹						
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Office workers	-	-	-	-	-	-
Laborers	-	-	-	-	-	-
Total	-	-	-	-	-	-

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 review, 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

⁹ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

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

Below are the percentages of employees' performance that has been evaluated during 2023 and 2024.

GRI 404-3 Employee performance that has been evaluated.

Percentage of employees who have been evaluated						
2024	Italy	Europe	China	Brasil	Tunisia	N. America ¹⁰
Executives	100%	100%	100%	0%	0%	0%
Managers	100%	100%	100%	100%	0%	0%
Office workers	100%	40,7%	100%	78,5%	0%	0%
Laborers	100%	0%	100%	100%	0%	0%
Total	100%	16,8%	100%	94,2%	0%	0%

Percentage of employees who have been evaluated						
2023	Italy	Europe	China	Brasil	Tunisia	N. America
Executives	100%	100%	100%	0%	0%	0%
Managers	100%	100%	100%	100%	0%	0%
Office workers	100%	37,6%	100%	84,9%	0%	0%
Laborers	100%	0%	100%	94,6%	4%	0%
Total	100%	15,5%	100%	92%	3%	0%

Diversity and inclusion

Promoting diversity and inclusion is of fundamental important to ASK and we are continuously committed to create an open, stimulating and respectful atmosphere. ASK promotes recognition of and respect for each employee's uniqueness in order to preserve and inclusive environment and vehemently condemn any and all forms of discrimination.

During 2024, there was only one case of discrimination in Brazil traced to a gender issue. The event was reported to Human Resources via e-mail, it was confronted and resolved with the utmost attention by modifying work shifts, protecting the personnel involved and preventing the repeat of analogous behavior.

To confirm the seriousness and efficiency of the actions taken in this subject, in 2024, ASK was recognized with **“Top Job - Best Employers 2023/24”** and **“Italy's Best Employers for Women 2023/24”** by the Istituto Tedesco Qualità e Finanza (ITQF) or German Institute of Quality and Finance in collaboration with La Repubblica Affari&Finanza or the newspaper La Repubblica's Business&Finance. This award attests to ASK's concrete commitment to promoting an inclusive work environment, awarded of personnel's well being and equality of genders.

Promoting an inclusive culture means offering each individual the opportunity to feel welcome, heard and appreciated for who they are. This creates an atmosphere that promotes active participation and strengthens our cohesion, nourishing a sense of community and belonging. Inclusion is also an essential tool to guarantee equal opportunity for growth and to allow everyone to express their real potential, contributing to ASK's success.

A diversified and inclusive work force brings significant benefits not only on the individual level, but also in organizational terms. Among the main advantages is a renewed and increased ability to confront complex situations, the emergence of more creative solutions and constant attention to innovation. The plurality of experiences and perspectives stimulates a constructive criticism, feeds critical thought and promotes a company culture based on

¹⁰ These data refer exclusively to employees at our offices in the United States as our plant in Mexico does not hire employees, but exclusively free lance workers.

respect, and on people’s well being. The following is a table of ASK’s employees, divided in professional categories and types.

GRI 405-1 Diversity in governance bodies and among employees

Percentage of employees in the following diversity categories						
Professional category	As of December 31, 2024			As of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Italy						
Executives	93,3%	6,7%	4,1%	100%	0%	3,9%
Managers	88,5%	11,5%	7,1%	88%	12%	7%
Office workers	71,6%	28,4%	60,2%	70,7%	29,3%	58,4%
Laborers	22,6%	77,4%	28,7%	21,1%	78,9%	30,6%
Total	59,6%	40,4%	100%	58%	42,1%	100%
Europe						
Executives	100%	0%	0,2%	100%	0%	0,2%
Managers	57,1%	42,9%	1,3%	57,1%	42,9%	1,3%
Office workers	63,1%	36,9%	37,5%	59%	41%	37,4%
Laborers	3%	97%	61%	2,6%	97,4%	61,2%
Total	26,4%	73,6%	100%	24,5%	75,5%	100%
China						
Executives	60%	40%	0,4%	60%	40%	0,5%
Managers	58,8%	41,2%	1,4%	58,8%	41,2%	1,5%
Office workers	54%	46%	51,2%	53,1%	46,9%	51,1%
Laborers	23,8%	76,2%	47%	17,1%	82,9%	46,9%
Total	39,9%	60,1%	100%	36,3%	63,7%	100%
Brasil						
Executives	100%	0%	0,2%	100%	0%	0,3%
Managers	80%	20%	2,4%	77,8%	22,2%	2,3%
Office workers	48,6%	51,4%	25,8%	47,5%	52,5%	25,6%
Laborers	6,7%	93,3%	71,6%	5,4%	94,6%	71,8%
Total	19,5%	80,5%	100%	18,1%	81,9%	100%
Tunisia						
Executives	29,1%	70,9%	6,2%	48,3%	51,7%	5,6%
Managers	66,7%	33,3%	0,7%	75%	25%	0,8%
Office workers	59,9%	40,2%	10,4%	64%	36%	10,8%
Laborers	8,2%	91,8%	82,7%	3,5%	96,5%	82,8%
Total	15,3%	84,7%	100%	13,1%	86,9%	100%
Noth America						
Executives	0%	0%	0%	0%	0%	0%
Managers	50%	50%	100%	0%	0%	0%
Office workers	0%	0%	0%	0%	0%	0%
Laborers	0%	0%	0%	0%	0%	0%
Total	50%	50%	100%	0%	0%	0%

Percentage of employees in the following diversity categories								
Categoria professionale	Al 31 dicembre 2024				Al 31 dicembre 2023			
	<30	30-50	>50	Totale	<30	30-50	>50	Totale
Italy								
Executives	0%	13%	87%	4%	0%	14%	86%	4%
Managers	0%	39%	62%	7%	0%	24%	76%	7%
Office workers	11%	56%	33%	60%	11%	61%	29%	58%
Laborers	0%	16%	84%	29%	0%	17%	83%	31%
Total	7%	41%	52%	100%	6%	43%	51%	100%
Europe								
Executives	0%	0%	100%	0%	0%	0%	0%	0%
Managers	0%	71%	27%	1%	0%	50%	50%	100%
Office workers	16%	68%	16%	38%	14%	64%	22%	100%
Laborers	16%	61%	23%	61%	0%	0%	0%	0%
Total	16%	64%	21%	100%	13%	60%	27%	100%
China								
Executives	0%	80%	20%	0%	0%	1	0%	0%
Managers	0%	76%	24%	1%	0%	85%	15%	1%
Office workers	25%	71%	4%	51%	28%	68%	4%	56%
Laborers	25%	75%	0%	47%	30%	70%	1%	42%
Total	25%	73%	3%	100%	28%	69%	3%	100%
Brasil								
Executives	0%	100%	0%	0%	0%	100%	0%	100%
Managers	0%	100%	0%	2%	0%	100%	0%	100%
Office workers	23%	75%	2%	24%	29%	68%	3%	100%
Laborers	39%	55%	6%	74%	36%	57%	6%	100%
Total	34%	61%	5%	100%	34%	61%	5%	100%
Tunisia								
Executives	49%	51%	0%	6%	83%	17%	0%	100%
Managers	0%	100%	0%	1%	0%	100%	0%	100%
Office workers	45%	55%	0%	10%	39%	57%	5%	100%
Laborers	60%	40%	0%	83%	67%	32%	0%	100%
Total	58%	42%	0%	100%	65%	35%	1%	100%
Noth America								
Executives	0%	0%	0%	0%	0%	0%	0%	0%
Managers	0%	50%	50%	100%	0%	0%	0%	0%
Office workers	0%	0%	0%	0%	0%	0%	0%	0%
Laborers	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	0%	0%	0%	0%	0%	0%	0%

Percentage 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%	12%	0%	0%	10%	0%
Total	0%	6%	0%	0%	5%	0%
Europe						
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	0%	0%
Office workers	0%	1%	0%	0%	0,3%	0%
Laborers	0%	0%	0%	0%	0%	0%
Total	0%	1%	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%	1%	0%	0%	2%	0%
Total	0%	1%	0%	0%	1%	0%
Brasil						
Executives	100%	0%	0%	100%	0%	0%
Managers	70%	0%	0%	78%	0%	0%
Office workers	69%	3%	0%	49%	3%	0%
Laborers	61%	4%	0%	45%	3%	0%
Total	63%	3%	0%	47%	3%	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%
Noth America						
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.

Our safety policy for our Italian headquarters

All business activities at our Italian location are managed with the primary objective of protecting **health and work safety**, through the systematic prevention of events that could cause injury or disease at work.

To this end, ASK uses materials with low impact on health and machinery that conforms to Italian and European norms. Moreover, ASK has adopted a monitoring plan dedicated to the aspects that could have negative impact on health and work safety, in conformity with local legislation in vigor.

Regarding this, ASK IT conforms to Italian Law D. Lgs. 81/2008 and s.m.i., actuating what is prescribed, guaranteeing the uniformity of protecting laborers within Italy by respecting essential levels and work levels concerning the civil and social rights, also regarding differences in gender, age and work conditions of migrant workers. To this end; ASK has organized an Internal Prevention and Protection Service to identify:

- 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) 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, promoting the drafting of, 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:

- a) specific risks involved in their jobs, the safety norms and the availability of company materials;
- b) dangers associated with dangerous substances and compounds based on the safety data sheet foreseen by the norms in force and standard operating procedures;
- c) 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 create 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**”. According to 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, ASK periodically appraises occupational health risk factors, physicals for workers with dangerous jobs and provides personal protection equipment for them. External evaluation agencies must have appropriate certification, and evaluation personnel must be certified.

In order to receive information and notifications about health and safety, our employees are represented by a labor union that is held to organize biannual meetings. Moreover, it is their right to participate in the drafting of safety norms, protect workers’ rights, organize their 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 health policiese

ASK in Poland has create 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 26, 1997, on general health and workplace safety norms and Labor Rights.

In conformity to Labor Laws, ASK regularly publishes workplace health risk reports, performs physicals for workers in dangerous jobs, distributes personal protective equipment to employees based on identified risks and organize periodic workplace health training. Our workplace doctor systematically evaluates workplace 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.

Brazilian safety policy

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.

Tunisian safety policy

Ask Tunisia has adopted a procedure and guideline 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.

German safety policy

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.

Mexican safety policy

ASK Mexico conducts a series of activities aimed at promoting safety and employee health as well as others involved, such as visitors, subcontractors and others, also considering solutions to problems and internal improvement corrections, aiming at increased organizational stability.

In Mexico, all companies must respect workplace safety measures, established principles of Federal Labor Laws in the Workplace Safety and Health Federal Regulations and Official Mexican Norms (NOM). These norms aim at protecting employee health, integrity and life, as well as preventing workplace injuries and professional health.

Political Constitution of the Mexican United States - Article 123 established the obligation of employers to guarantee safe work conditions.

Federal Labor Law - Articles 132 and 134 detail the obligations of employers to personal protection equipment.

Federal Workplace Safety and Health Regulation - Defines preventative and corrective measures.

Official Mexican Norms (NOM) - are technical obligatory regulations that apply to companies.

These are subdivided in five categories: Safety, Health, Organization, Specifications relative to Products.

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 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 2024, three injuries at our Italian location, six minor injuries at our Polish location, thirteen injuries at our Brazilian location and five injuries at our Tunisian location were reported and all other locations reported zero injuries. Workplace health and safety management is of primary importance for ASK and prevention holds a fundamental role in protecting ASK employees.

GRI 403-9 Workplace injuries

Workplace injuries ¹¹		
Employees	As of Dec 31, 2024	As of Dec 31, 2023
Italy		
Number of workplace injuries reported	3	-
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	569.188	519.794
Rate of workplace injuries reported (%)	5,27	-
Rate of deaths caused by a workplace injury (%)	-	-
Rate of serious workplace injuries (%)	1,76	-
Europe		
Number of workplace injuries reported	6	1
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	1.796.435	1.609.331
Rate of workplace injuries reported (%)	3,34	62,14
Rate of deaths caused by a workplace injury (%)	-	-
Rate of serious workplace injuries (%)	-	62,14
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	7.129.729	5.914.430
Rate of workplace injuries reported (%)	-	-

¹¹ TRate of workplace injuries reported: number of workplace injuries/hours worked *1,000,000.
 Rate of deaths: total number of deaths caused by workplace injuries/hours worked*1,000,000.
 Rate of serious workplace injuries, excluding death: number of serious workplace injuries, excluding death/hours worked*1,000,000.

Workplace injuries¹⁾		
Rate of deaths caused by a workplace injury (%)	-	-
Rate of serious workplace injuries (%)	-	-
Brasil		
Number of workplace injuries reported	13	16
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	743.835,48	680927,15
Rate of workplace injuries reported (%)	17,48	23,50
Rate of deaths caused by a workplace injury (%)	-	-
Rate of serious workplace injuries (%)	-	-
Tunisia		
Number of workplace injuries reported	5	4
Of which, number of deaths following a workplace injury	-	3
Of which, a workplace injury caused serious consequences (except for death)	1	1
Total number of man-hours worked	1.371.456	1.971.902
Rate of workplace injuries reported (%)	3,65	2,03
Rate of deaths caused by a workplace injury (%)	-	1,52
Rate of serious workplace injuries (%)	0,73	0,51
Noth America		
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	4.160	-
Rate of workplace injuries reported (%)	-	-
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 eliminating greenhouse gases that compromise the balance of nature are some of ASK's primary objectives and 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.

Regarding this proposal, **both Italian locations are periodically inspected to analyze our environmental impact management system**, according to **UNI EN ISO 14001:2015**, specifically monitoring tools and continued improvement of our environmental performance.

Regarding our commitment to reducing our carbon footprint, in January, 2024, ASK installed solar panels on the roof of our facilities in Monte San Vito. During the year, the solar panels produced 37% our our energy needs at the site.

Responsible energy use

In regards to our energy use, we have paid a lot of attention to gathering and analyzing data about our energy consumption.

The table below shows ASK's consumption for 2023 and 2024, in line with our previous operations, which compares constant electricity consumption of acquired electricity compared to 2023, which had an 9% drop in consumption vectors for heating. Additionally, it shows that in 2024, access to a total of 31,178 GJ of electricity coming from renewable sources at our locations in ASK China, Poland and Brazil.

ASK electricity consumption comes mostly from our offices at plants, and our factories. Our relevant use of natural gas at our locations in Italy and Poland is from the same activities as our production.

GRI 302-1 Energy consumption within our company

Energy consumption 2024								
Type of consumption	Unit	Italy	Europe	China	Brazil	Tunisia	N. America	Total
Energy vectors use for heating	GJ	1134	5874	268	-	-	13	7290
Natural gas	GJ	1134	5815	-	-	-	13	6963
Liquified gas	GJ	-	59	-	-	-	-	59
Diesel	GJ	-	-	-	-	-	-	-
Gasoline	GJ	-	-	268	-	-	-	268
Acquired electricity	GJ	3604	15604	24584	3685	4976	998	53450
from certified renewable sources	GJ	-	15250	12240	3685	-	3	31178

Energy consumption 2024								
Type of consumption	Unit	Italy	Europe	China	Brazil	Tunisia	N. America	Total
Self-produced from renewable sources	GJ	731	-	399	-	-	-	1130
Self-produced from renewable sources	GJ	731	-	399	-	-	-	1130
Electricity generated and sold/returned to the grid	GJ	-	-	-	-	-	-	-
Produced from renewable sources	GJ	-	-	-	-	-	-	-
District heating	GJ	22	-	-	-	-	-	22
Produced from renewable sources	GJ	-	-	-	-	-	-	-
Produced from non-renewable sources	GJ	22	-	-	-	-	-	22
District cooling	GJ	-	-	-	-	-	-	-
Produced from renewable sources	GJ	-	-	-	-	-	-	-
Produced from non-renewable sources	GJ	-	-	-	-	-	-	-

Energy consumption 2023								
Type of consumption	Unit	Italy	Europe	China	Brazil	Tunisia	N. America	Total
Energy vectors use for heating	GJ	1108	6635	276	-	-	1	8020
Natural gas	GJ	1108	6543	-	-	-	1	7652
Liquified gas	GJ	-	92	-	-	-	-	92
Diesel	GJ	-	-	-	-	-	-	-
Gasoline	GJ	-	-	276	-	-	-	276
Acquired electricity	GJ	2812	15243	27855	3343	4626	-	9103
from certified renewable sources	GJ	-	-	5760	3343	-	-	9103
Self-produced from renewable sources	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	-	-	-	-	-	-	-

2024								
Type	Udm	Italy	Europe	China	Brasil	Tunisia	N. America	Tot.
Diesel	GJ	2603	1351	9	-	154	-	4117
Gasoline	GJ	894	113	1040	57	81	80	2265
LGP	GJ	-	-	-	-	-	-	-
Natural Gas	GJ	-	-	-	-	-	-	-
Total	GJ	3497	1.464	1.049	57	235	80	6382
2023								
Diesel	GJ	2507	1034	14	-	154	-	3709
Gasoline	GJ	445	246	1096	44	80	80	1991
LGP	GJ	4	8	-	-	-	-	12
Natural Gas	GJ	-	-	-	-	-	-	-
Total	GJ	2955	1288	1110	44	234	80	5711

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**).

Emissions for 2023-2024 are reported in the table below. The data show a slight increase of Scope 1 emissions of approximately 0.4% due to using of our fleet more. Scope 2 emissions decreased slightly by 2.6% for location emissions based on a significant reduction of 59% for market based emissions. This is due to the fact that, in 2024, the entire energy consumption of ASK Polonia came from renewable sources.

To understand this trend, add this to ASK's commitment to reducing the amount of emissions coming from our fleets in every country.

GRI 305-1 Emissions of direct greenhouse gases (GHG) (Scope 1); GRI 305-2 Emissions of indirect greenhouse gases (GHG) from energy consumption (Scope 2)

Direct greenhouse emissions GHG (Scope 1) ¹ - as of December 31 2024								
Type	Unit	Italy	Europe	China	Brasil	Tunisia ²	N. America	Tot.
Total direct emissions	tCO₂eq	307,8	449,9	87,3	3,8	15,1	6,1	869,9
Natural gas	tCO ₂ eq	67,7	346,9	-	-	-	0,8	415,4
Liquified gas	tCO ₂ eq	-	3,6	-	-	-	-	3,6
Heating diesel	tCO ₂ eq	-	-	-	-	-	-	-
Gasoline for heating	tCO ₂ eq	-	-	23,1	-	-	-	23,1
Diesel for fleet	tCO ₂ eq	181,7	91	0,6	-	10,2	-	283,5
Gasoline for fleet	tCO ₂ eq	58,4	7,4	63,6	3,8	4,9	5,3	143,3
GPL for fleet	tCO ₂ eq	-	-	-	-	-	-	-
Other ³	tCO ₂ eq	-	1	-	-	-	-	1

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

² For Tunisian Scope 1 emissions, an estimate of our automobile fleet consumption for 2023-2024 was made.

³ The "Other" category refers specifically to Diesel consumption to fuel the fire pump at our Polish facilities.

Direct greenhouse emissions GHG (Scope 1) ⁴ - as of December 31 2023								
Tipologia	Unit	Italy	Europe	China	Brasil	Tunisia ⁵	N. America	Tot.
Total direct emissions	tCO2eq	270,5	485,4	92,2	2,8	15,1	0,1	866,1
Natural gas	tCO2eq	65,8	389	-	-	-	0,1	454,9
Liquified gas	tCO2eq	-	5,6	-	-	-	-	5,6
Heating diesel	tCO2eq	-	-	-	-	-	-	
Gasoline for heating	tCO2eq	-	-	24,1	-	-	-	24,1
Diesel for fleet	tCO2eq	174,2	69,8	0,9	-	10,2	-	255,1
Gasoline for fleet	tCO2eq	27,8	15,4	67,2	2,8	4,9	-	118,1
GPL for fleet	tCO2eq	2,7	5,6	-	-	-	-	8,3

Direct greenhouse emissions GHG (Scope 2) ⁶								
Tipologia	Unit	Italy	Europe	China	Brasil	Tunisia	N. America	Tot.
as of December 31 2024								
Electricity (Location Based)	tCO2eq	315,3	3203	4158,7	142,3	655,2	104,1	8578,6
Electricity (Market Based)	tCO2eq	500,5	70,70	2088,1	-	655,2	104,1	3418,6
as of December 31 2023								
Electricity (Location Based)	tCO2eq	246,1	3111,1	4712,2	129,1	609,1	-	8807,6
Electricity (Market Based)	tCO2eq	357	3607,5	3737,8		609,1	-	8311,4



4 The emission factors used to calculate Scope 1 emissions for diesel and gasoline are: DEFRA - UK Government GHG Conversion Factors for Company Reporting.

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

6 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 electricity 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.

In view of our continuous improvement process, emission factors relative to 2023 have been updated.

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 the context of this commitment, ASK is informing our employees on how to actively participate in responsible waste management and reduce waste and scrap. During 2024, ASK generated 1,141.55 metric tons of waste, 94.5% of which was recycled, 4.5% was disposed of properly and 0.8% was incinerated without recovering the energy. Compared to 2023, we generated 6.4% more waste due to the opening of our Mexican facilities and a slight increase in production at ASK Poland.

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.

In 2024, after the National Electronic Register for the Trackability of Waste (RENTRI) was put in vigor, ASK used waste management software to register and report our waste monthly, which is required by RENTRI norms.

At ASK Poland, divided between ASK Poland Wilkowice and Bielsko-Biała, the majority of our waste was generated at ASK Poland Bielsko-Biała. The production process corresponds to the same as our location in Italy.

Our components are delivered packaged in cardboard boxes on wooden pallets. The use of plastic wrap is decreasing.

Our finished products are shipped to customers principally in reusable packaging, such as plastic crates; if they are not available, we use cardboard boxes agreed upon with our customers. Our waste is principally made up of packaging: cardboard, wood and plastic in smaller amounts, mixed waste and production waste. Waste management is handled by an environmental specialist, both at ASK and through waste transfer forms, prepared by designated production and logistics personnel. Monitoring is done through a special register, where the waste we generate is reported in the BDO; transporters, recipients and the destination of our waste are indicated on this register and the authorization of transporters and receivers are filed appropriately. When our waste is collected, a waste transportation form is delivered to the carrier with all the relative waste data and its destination, filed in a national system called BDO.

Our waste generated at ASK Italy and Poland, which is principally component packaging from suppliers, such as: cardboard, wood from pallets, and production scraps. In 2024, all our waste was sent to be recycled.

Finally, ASK is very careful about 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 dates 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 generation of active carbon waste.

Moreover, ASK's solid waste is recycled by a waste disposal company, while hazardous 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 Hazardous 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;
- > Re-use 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 chemicals 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;
- > Hazardous waste management: all hazardous 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 form 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 hazardous but recyclable material such as copper, and non-dangerous material, paper, cardboard and plastic.
- > Maintenance in this process produces hazardous materials such as chemical and oil barrels and containers;
- > The existence of employees who produce non-hazardous materials such as runoff water, plastic and organic waste.

Most of the waste generated at ASK Tunisia is recyclable material and not hazardous 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.

Hazardous 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, an oil company that also reclaims and recycles oil.
- > Non-recyclable hazardous waste that is exported to waste management companies in France.

Our reclaimable and hazardous 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 management companies, while hazardous waste is stored internally and, at the end of the year, is shipped to hazardous waste management companies.

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

ASK Mexico, through our production, service and maintenance activities, generates specially handled waste according to the Regulation of General Laws for Integrated Waste Prevention and Management. According to NOM-161-SEMARNAT-2011, a company generating more than 10 metric tons of waste annually is classified as a **LARGE GENERATOR**.

Knowing the range of specially handled waste generated by our processes, as well as the legal prevention and applicable federal integrated waste management dispositions and normative on the subject, ASK Mexico has drafted our **INTEGRATED SPECIAL WASTE HANDLING MANAGEMENT PLAN**.

The objective of this plan is to guarantee that all specially handled waste generated in our plant is correctly managed, promoting re-use of that which can be use in other ways. Re-using or recycling implies the re-introduction of waste directly in the same process that generated it or through a preliminary treatment that facilitates its re-introduction.

Nevertheless, waste such as wood, plastic, rubble, cables and cardboard are managed through an authorized supplier.

Our integrated waste management method developed by ASK in this plan is subdivided in the following categories:

a) Generation

During this phase, the type of waste generated by each area of our plant is identified. Each area has adequate and clearly labeled containers to guarantee that waste is separated from the moment it is generated according to its composition and nature. A register of its generation is kept.

Both our custodians and managers for every waste generating area must remove waste according the frequency established in ASK's general master cleaning plan. These personnel transport the waste generated by every area to the specially handled waste warehouse, where it is deposited by designated personnel. These personnel are responsible for the separation of the waste in designated areas within the warehouse guarantying that the process is executed in an organized and clean manner.

b) Conditioning

Once waste is in a warehouse, the cardboard is compacted and the rest is separated and stacked.

c) Temporary Storage

Waste is stored in a temporary warehouse keeping a waste generation register. The temporary warehouse is kept clean and organized, as the rest of the plant.

Based on the amount of waste generated, its nature and the stability of our relationship with the waste management company, the waste is removed.

d) Disposal with Authorized Recycling Companies

Physical-chemical analysis of the waste is performed to determine if it is recoverable or not. If the waste is deemed valuable, authorized waste recycling companies are selected to remove the segregated material, in conformity with our plan. This guarantees that the environmental norms in force and our internal guide lines are respected.

e) Plant Personnel Training and Evaluation of Environmental Indicators

To reach our established goals, training and teaching courses are held, focusing on internal waste management and special handling. Moreover, waste is separated daily for proper disposal through authorized waste management companies. At least one environmental and recycling campaign is held per year. These initiatives allow workers to acquire necessary knowledge and develop more environmental awareness, guaranteeing proper waste management from the point of generation.

The destination of ASK Mexico’s specially treated waste is exclusively national. To this end, ASK has stipulated contracts with various companies within Mexico, where recovery criteria are applied to each type of waste.

GRI 306-3, 306-4, 306-5 – waste

Total weight of waste to be disposed of by method of disposal																					
Method of disposal	Italy			Europe ⁷			China			Brasil			Tunisia			N. America			Tot.		
	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	On site	Not on site	Total
2024																					
Hazardous waste																					
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	9,58	-	9,58	-	-	-	-	-	-	-	-	-	-	-	-	9,58	-	9,58
Disposal in landfills	-	-	-	4,94	-	4,94	-	-	-	-	-	-	-	-	-	-	-	-	4,94	-	4,94
Recycled	-	1,80	1,80	-	-	-	6,65	-	6,65	-	11,17	11,17	-	25	25	6,65	-	-	6,65	37,97	44,62
Not hazardous waste																					
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Disposal in landfills	-	6,48	6,48	10,02	-	10,02	-	-	-	-	-	-	-	31	31	-	1,6	1,6	10,02	39,08	49,1
Recycled	-	108,32	108,32	648,12	-	648,12	63,51	-	63,51	-	131,36	131,36	-	82	82	-	-	-	711,63	321,68	1033,31
Total	-	116,6	116,6	672,66	-	672,66	70,16	-	70,16	-	143	143	-	138	138	-	1,6	1,6	742,82	398,73	1141,55
2023																					
Hazardous waste																					
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	6,71	-	6,71	-	-	-	-	-	-	-	-	-	-	-	-	6,71	-	6,71
Disposal in landfills	-	2,40	2,40	3,64	-	3,64	-	-	-	-	-	-	-	-	-	-	-	-	3,46	2,40	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 hazardous waste																					
Incinerated (with energy production)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incinerated (without energy production)	-	-	-	-	-	-	-	-	-	-	-	-	0,30	0,30	-	-	-	-	-	0,30	0,30
Disposal in landfills	-	-	-	6,19	-	6,19	-	-	-	-	-	-	36,00	36,00	-	-	-	6,19	36,00	42,19	
Recycled	-	139,04	139,04	587,26	-	587,26	59,20	-	59,20	-	114,90	114,90	-	79,20	79,20	-	-	-	646,53	333,14	979,67
Total	-	145,89	145,89	603,80	-	603,80	66,79	-	66,79	-	123,00	123,00	-	131,20	131,20	-	-	-	670,59	400,09	1070,68

⁷ The "Europe" category refers exclusively to data related to our facilities in Poland. The German data are not included because the information was not available when this report was drafted.

GRI content index

Use declaration	GRI 1 Used	Pertinent GRI sector standards
ASK has reported the information in this index in conformity to GRI Standards for the period from January 1, 2024 –December 31, 2024	GRI 1 – Fundamental Principles – 2021 Version	N/A

GRI 2: GENERAL INFORMATION				
Standard Disclosure	Description of indicators	Page number	Omissions	GRI Sector standard ref. n.
COMPANY PROFILE				
2-1	Organizational details	Pag. 5, 15		
2-2	Entitles included in the company's sustainability report	Pag. 5		
2-3	Reporting period, frequency and contact point	Pag. 5		
2-4	Restatements of information	Pag. 5, 60		
2-5	External assurances	This document does not submit external assurances		
EMPLOYEES ACTIVITIES				
2-6	Activities, value chain and other business relationships	Pag. 6-14; Pag. 28-30		
2-7	Employees	Pag. 38-40		
2-8	Workers who are not employees	Pag. 40		
GOVERNANCE				
2-9	Governance structure and composition	Pag. 16-17		
2-10 Lett. a)	Nomination and selection of the highest governance body	Pag. 16-17		
2-11	Chair of the highest governance body	Pag. 16-17		
2-14	Role of the highest governance body in sustainability reporting	Pag. 16		
2-15	Conflicts of interest	Pag. 16, Pag. 23-26		
2-16	Communication of critical concerns	Nomination and selection of the highest governance body		
2-20 Lett. a)	Remuneration determination process	Pag. 16-17		
STRATEGIES, POLICIES AND PRACTICES				
2-22	Statement on sustainable development strategy	Pag. 4		
2-25 Lett. b)	Processes to remediate negative impacts	Pag. 23-26		
2-26	Mechanisms for seeking advice and raising concerns	Pag. 23-26		
2-27	Compliance with laws and regulations	During 2024, ASK no cases of legal or regulatory non-conformity were reported		

Standard Disclosure	Description of indicators	Page number	Omissions	GRI Sector standard ref. n.
2-28	Membership associations	Pag. 20		
STAKEHOLDER INVOLVEMENT				
2-29	Approach to stakeholder engagement	Pag. 19-21		
2-30	Collective bargaining agreements	Pag. 41		
INDICATIONS HOW TO DETERMINE MATERIAL THEMES				
3-1	Process to determine material topics	Pag. 21 - 23		
3-2	List of material topics	Pag. 21 - 23		
3-3	Management of material topics	Pag. 21 - 23		
TOPIC-SPECIFIC DISCLOSURES				
SUPPLY CHAIN MANAGEMENT				
3-3	Management of material topics	Pag. 28		
204-1	Proportion of spending on local suppliers	Pag. 29		
BUSINESS ETHICS AND ANTI-CORRUPTION				
3-3	Management of material topics	Pag. 23		
205-3	Confirmed incidents of corruption and actions taken	During 2024, ASK had no cases of corruption reported		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During 2024, ASK was not charged with any infractions related to anti-competition behavior, trust activities and monopolistic practices		
RESPONSIBLE ENERGY MANAGEMENT				
3-3	Management of material topics	Pag. 57		
302 - 1	Energy consumption within the organization	Pag. 57-59		
CLIMATE CHANGE AND EMISSION REDUCTION				
3-3	Management of material topics	Pag. 59		
305 - 1	Direct (Scope 1) GHG emissions	Pag. 59-60		
305 - 2	Energy indirect (Scope 2) GHG emissions	Pag. 60		
WASTE MANAGEMENT				
3-3	Management of material topics	Pag. 61-64		
306 - 1	Waste generation and significant waste-related impacts	Pag. 61-64		

TOPIC-SPECIFIC DISCLOSURES				
Standard Disclosure	Description of indicators	Page number	Omissions	GRI Sector standard ref. n.
306 – 2	Management of significant waste-related impacts	Pag. 61-64		
306 – 3	Waste generated	Pag. 64		
306 – 4	Waste diverted from disposal	Pag. 64-65		
306 – 5	Waste directed to disposal	Pag. 64		
TALENT MANAGEMENT AND RETENTION				
3-3	Management of material topics	Pag. 41-42		
401 – 1	New employee hires and employee turnover	Pag. 42-44		
401 – 3	Parental leave	Pag. 44-45		
HEALTH AND WORKPLACE SAFETY				
3-3	Management of material topics	Pag. 55		
403 – 1	Occupational health and safety management system	Pag. 55-56		
403 – 2	Hazard identification, risk assessment, and incident investigation	Pag. 55-56		
403 – 3	Occupational health services	Pag. 55-56		
403 – 4	Worker participation, consultation, and communication on occupational health and safety	Pag. 55-56		
403 – 5	Worker training on occupational health and safety	Pag. 55-56		
403 – 6	Promotion of worker health	Pag. 55-56		
403 – 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 55-56		
403 – 8	Workers covered by an occupational health and safety management system	Pag. 55-56		
403 – 9	Work-related injuries	Pag. 55-56		
EMPLOYEE TRAINING AND WELL BEING				
3-3	Management of material topics	Pag. 45-48		
404 – 1	Average hours of training per year per employee	Pag. 46-47		
404 – 2	Programs for upgrading employee skills and transition assistance programs	Pag. 45-46		
404 – 3	Percentage of employees receiving regular performance and career development reviews	Pag. 48		
DIVERSITY AND INCLUSION				
3-3	Management of material topics	Pag. 48-49		
405 – 1	Diversity of governance bodies and employees	Pag. 49-51		

TOPIC-SPECIFIC DISCLOSURES				
Standard Disclosure	Description of indicators	Page number	Omissions	GRI Sector standard ref. n.
406 - 1	Incidents of discrimination and corrective actions taken	Pag. 48		
CUSTOMER SATISFACTION				
3-3	Management of material topics	Pag. 35-36		
417 - 2	Incidents of non-compliance concerning product and service information and labeling	During 2024, ASK was not charged with any infractions related to labeling and product and service information		
BRAND IDENTITY				
3-3	Management of material topics	Pag. 27		
201-1	Assessment of the health and safety impacts of products and services	Pag. 17		
RESEARCH AND INNOVATION				
3-3	Management of material topics	Pag. 32-33		
PRODUCT AND SERVICES QUALITY AND SAFETY				
3-3	Management of material topics	Pag. 35-36		
RISK COMPLIANCE AND MANAGEMENT				
3-3	Management of material topics	Pag. 23		

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