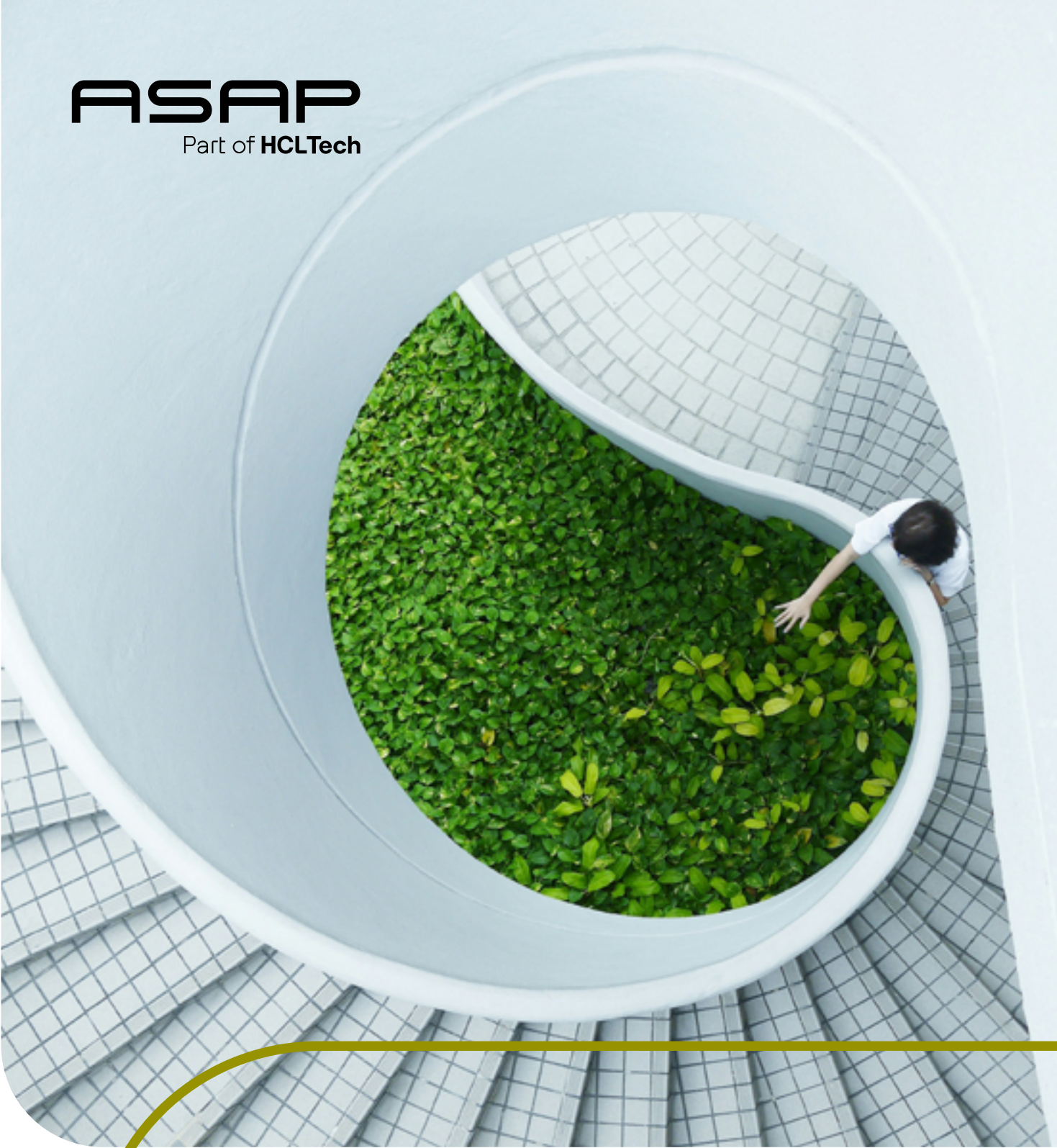




Sustainability Report 2025

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Reporting Principles

Reporting principles

Sustainability is an integral part of the ASAP Group's corporate strategy. Environmental and social aspects are firmly embedded in our management systems, are integrated into strategic decision-making processes and, not least, form the basis of our day-to-day operations.

Transparent reporting

With this sustainability and corporate social responsibility report, we are creating transparency regarding our sustainability performance and informing employees, customers, suppliers, service providers, investors, analysts, NGOs, political institutions, public authorities and the interested public about the economic, environmental and social impacts of our business activities.

The reporting period for this disclosure runs from January 1st, 2025 to December 31st 2025. The scope of the report covers all activities of the ASAP Group at all its sites. The report is published annually.

Furthermore, this report contains statements regarding possible future developments. These are based on the knowledge and assumptions available at the time of preparation. Due to uncertainties and risks, actual developments and results may differ from the expectations set out herein.

The ASAP Group regards sustainability as a central component of responsible corporate governance. For this reason, environmental and social aspects, as well

as governance-related issues, are continuously incorporated into the further development of our management systems.

Reporting in accordance with GRI Standards

This report is based on the standards of the Global Reporting Initiative (GRI) and provides our stakeholders with a transparent and comprehensible basis for assessing and evaluating our sustainability performance.

As part of the materiality analysis required by the GRI Standards, we have identified the sustainability issues relevant to the ASAP Group. The general disclosures in accordance with GRI 2: 2022 are presented in the respective chapters of this report. A detailed mapping to the individual disclosure requirements of the GRI 2: General Disclosures 2022 standard can be found in the GRI Content Index.

For ASAP, responsible corporate governance forms the basis for long-term stability, sustainable business success and international competitiveness.

Alignment with the United Nations Global Compact

In accordance with our corporate guidelines, we, together with our employees, are committed to the Principles of the United Nations Global Compact (UNGC). The initiative sets out ten principles for responsible business conduct and supports companies in implementing the Sustainable Development Goals (SDGs).

We also expect our suppliers to limited recognition of and compliance with these principles throughout the entire value and supply chain. The ASAP Supplier Code applies to all direct and indirect suppliers, as well as to their sub-suppliers from whom we source goods or services.

Feedback and suggestions

We welcome any feedback and suggestions that help us to improve our reporting continuously improve our reporting methods. For enquiries and further information on sustainability, please contact: ims@asap.de

ASAP in figures

2007

Year of foundation

1100

Employees

117 Mil.

Turnover in Euros

45

Nationalities



Sustainability as a strategic corporate objective

Corporate Culture & Supplier Code of Conduct

Our shared values – people-focused, authentic, competent, refreshing and inspiring – form the foundation of our day-to-day collaboration. They are reflected in the five success factors – people, customers, quality, the future and technology – which serve as key guiding principles that shape our actions and how we interact with one another.

Our leadership culture makes a significant contribution to the further development of our corporate culture. The six guiding principles – goals, responsibility, motivation, community, interaction and

communication – provide guidance to staff and managers alike and foster a collaborative environment based on mutual respect and a focus on performance.

As a company, we recognise our responsibility to ensure compliance with international standards and recognised principles of responsible corporate governance throughout our entire value chain. The requirements regarding working conditions, health and safety, environmental responsibility and business ethics are bindingly defined in the ASAP Supplier Code of Conduct and serve as a fundamental benchmark for our business relationships.

Development of sustainable mobility solutions

The ASAP Group is part of the global IT and technology group HCLTech and is one of the leading engineering partners to the automotive industry. Together, we support the entire product lifecycle – from embedded software and system architectures and verification concepts to digital testing and validation processes. With our expertise, we support the development of future-proof and sustainable mobility solutions and contribute to the technological transformation of the industry.

Our services cover the key areas of Electrics/Electronics, Software, Consulting & Service, Test & Validation, and Vehicle Engineering. Together with our parent company, HCLTech, we develop sustainable mobility solutions and alternative propulsion technologies – thereby laying the foundations for a CO₂-neutral future.

Strategic Focus

The continuous development of our corporate strategy and our service portfolio forms an essential foundation for the long-term success of the ASAP Group. In doing so, we strengthen cross-location and cross-divisional collaboration within the group and are increasingly working alongside HCLTech in many cross-functional roles. In this way, we create the conditions to meet the market and to play a key role in shaping technological developments whilst taking sustainability aspects into account.

Operating on the basis of ethical principles

As an engineering services provider in the automotive industry, we operate in a dynamic market environment that presents both a wide range of opportunities and entails increasing responsibility. Against this backdrop, it is of paramount importance

to the ASAP Group to combine commercial success with responsible and compliant conduct. Ethical principles form the foundation of our corporate governance and our day-to-day operations. Our goal is to meet the challenges of industry transformation with foresight, integrity, and a sustainable understanding of value creation.

These principles are set out in the ASAP Code of Conduct. It applies to all employees of the ASAP Group.

Through our commitment to the United Nations Global Compact (UNGC), we also undertake to promote respect for human rights, comply with internationally recognised labour standards, actively combat corruption and contribute to climate and environmental protection.

Comprehensive Compliance Management

To meet these increasing demands, we have established organisational structures that support our employees in acting in compliance with regulations at all times. The aim of our compliance management is to prevent breaches of legal requirements, internal regulations and corporate principles, thereby minimising potential risks to the company and its employees.

Our compliance management programme therefore takes a preventative approach, raises awareness of relevant risks and offers employees support with all compliance-related issues.



Whistleblowing system in the event of breaches

To promote an open and responsible corporate culture, we enable employees and external stakeholders to report potential breaches of legal or internal requirements anonymously via an electronic whistleblowing system.

The relevant reporting channels and the procedures for handling reports are set out in the ASAP Code of Conduct and the Supplier Code of Conduct. Both sets of guidelines ensure transparency regarding the handling of incoming reports.

We ensure that individuals who submit reports to the best of their knowledge and with responsible intent are protected from any adverse treatment. The whistleblowing system thus serves both to uncover potential breaches of rules and to protect whistleblowers, whilst at the same time strengthening our compliance and governance structures.

The requirements of the Whistleblower Protection Act (HinSchG) are fully integrated into the relevant processes and policies. During the reporting period, ASAP was not involved in any legal disputes arising from anti-competitive behaviour or breaches of competition and monopoly law.

Certified Environmental Management System

To ensure that our business operations comply with the law and environmental standards, we work with a specialist service provider. This provider regularly reviews relevant legal requirements and regulatory guidelines in the environmental field and derives recommendations for action from them.

The measures identified are implemented as part of our environmental management system, and their effectiveness is verified through regular compliance audits. Our environmental management system is

certified to the internationally recognised standard DIN EN ISO 14001:2015 and supports the continuous improvement of our environmental management processes.

No environmental non-compliance issues were identified during the reporting period. Given the nature of our business operations and our established environmental management and compliance structures, we continue to assess the environmental risks arising from our activities as low.

Responsible Corporate Governance

Responsible corporate governance and compliance with statutory and internal requirements are essential components of our approach to governance.

During the reporting year, no significant fines were imposed on the ASAP Group, nor were any nonmonetary sanctions imposed on it for breaches of social or economic laws and regulations.

Human rights, labour standards and the protection of minorities

Respect for human rights and compliance with nationally and internationally recognised labour standards are fundamental principles of responsible corporate governance for the ASAP Group. This applies both to our own business activities and to our collaboration with business partners throughout our value chain and supply chain.

Through the ASAP Code of Conduct and the ASAP Supplier Code of Conduct, we are committed to the ten principles of the United Nations Global Compact (UNGC). At the same time, we are committed to continuously developing the implementation of these principles and embedding them in our business processes.

We promote a working environment characterised by equal opportunities, respect and mutual appreciation – in recruitment, hiring and day-to-day collaboration alike.

We are also committed to protecting against discrimination and harassment, as well as to upholding fundamental workers' rights. We expressly recognize and respect the freedom of association and the right to collective bargaining.

We consistently reject child labor and all forms of forced labor. Furthermore, we respect our employees' right to privacy and promote a work environment that supports diversity and equal treatment.

Regardless of gender, age, sexual orientation, religion, ethnic or social origin, membership in minority or indigenous groups, disability, or other personal characteristics, we treat all people with respect and appreciation.





Dialogue with stakeholders

An open and regular dialogue with our stakeholders is an important part of our corporate and sustainability strategy. Our key stakeholders include customers, suppliers, employees, investors, analysts, media representatives, and associations and organizations.

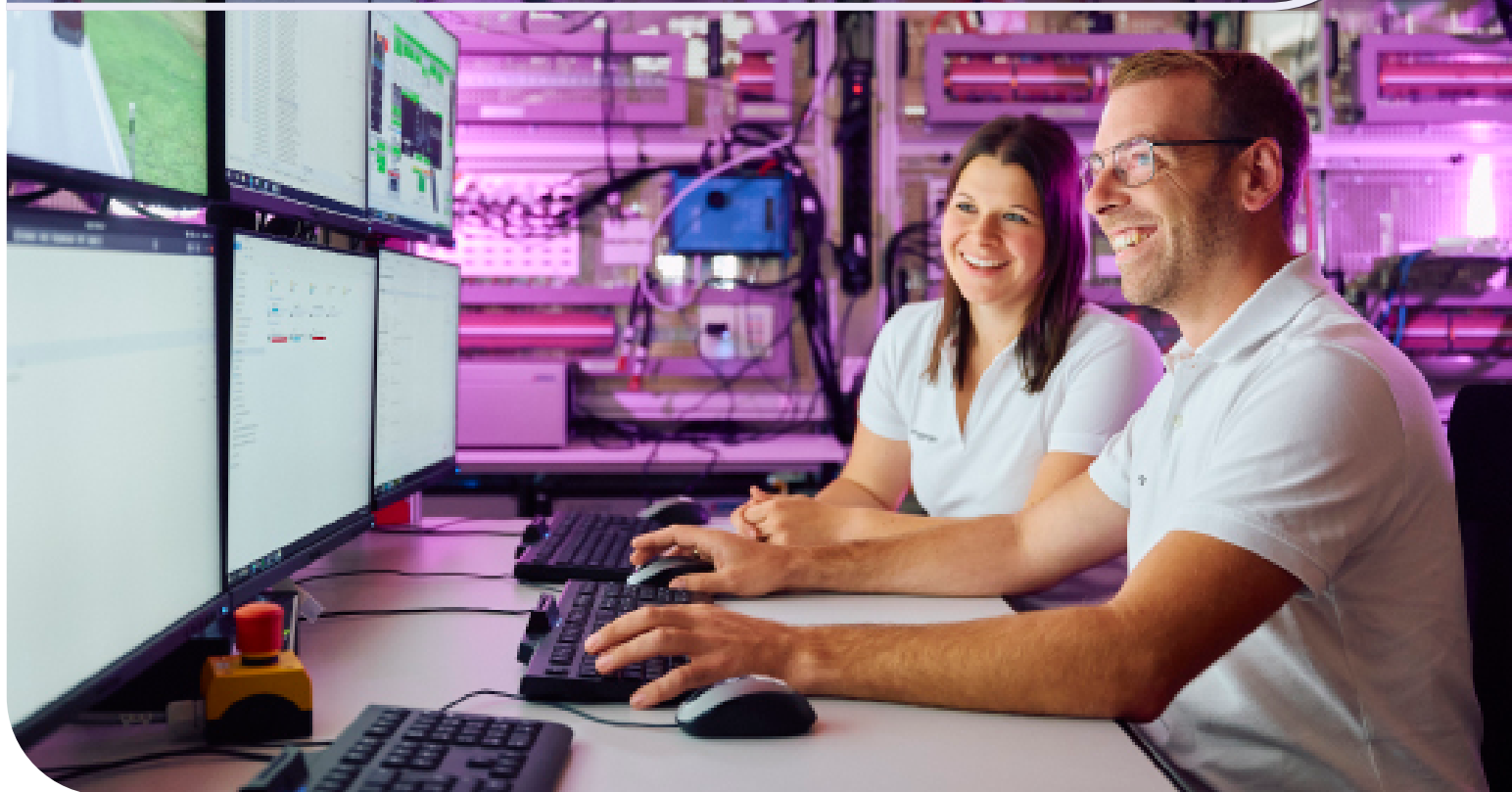
Regular dialogue with these groups enables us to take different perspectives into account when making decisions. We maintain close contact with our customers—whether through projects, at conferences, or at trade shows.

Our Human Resources department supports employees throughout their employment and provides regular updates via internal communication channels, events and staff surveys. The Marketing & Communications department also maintains dialogue with employees, specialist departments, senior management, as well as external stakeholders and media representatives.

Through various communication channels and dialogue formats, we also keep our stakeholders regularly informed about strategic developments and corporate objectives.



Quality as the basis of value creation



Economic Performance of the ASAP Group (GRI 201)

In the Annual Report, we present the key financial indicators and developments for the respective reporting year in a transparent manner.

According to management's current assessment, there are currently no significant climate-related risks or opportunities that could have a material impact on our business activities or on the development of turnover, income or expenses.

The ASAP Group's business activities focus primarily on engineering and development services. The manufacture of physical goods takes place only to a very limited extent. Accordingly, our demand for

raw materials and land use are low. The direct environmental impacts of our business activities — such as emissions — are also comparatively low.

At the same time, the transition towards low-emission and, in the long term, zero-emission mobility continues to open up attractive market opportunities for the ASAP Group. Demand for development services relating to alternative propulsion technologies, software-based vehicle functions and new mobility and vehicle concepts remains high.

In these key future sectors, we possess extensive expertise and experience thanks to our early positioning in the fields of electric mobility, software development, and connected and automated driving.

To support the long-term financial security of our employees, ASAP offers a subsidised company pension scheme in the form of direct insurance policies. This gives employees the opportunity to make additional provisions for their retirement.

Furthermore, we make use of public funding programmes to support research and development activities, as well as the training and further education of our employees.

Anti-corruption and anti-competitive behaviour (GRI 205, 206)

Our success is built on professional expertise, high-quality service, customer focus and responsible conduct. Illegal or ethically questionable behaviour is incompatible with our corporate principles.

The ASAP Group categorically rejects any form of bribery or improper influence on business decisions. We expect our employees and business partners to comply with all applicable legal requirements and to deal responsibly with potential corruption risks.

Our approach focuses on prevention and raising awareness. Through the aforementioned ASAP Code of Conduct and the ASAP Supplier Code, we establish a binding framework for conduct characterised by integrity and compliance with regulations. The aim is to effectively minimise corruption risks in our business operations and throughout the value and supply chains.

No cases of corruption were identified within the ASAP Group during the reporting year.

High level of protection for customer data (GRI 418)

As a development service provider, we process confidential and particularly sensitive information

belonging to our customers. This includes both personal data and project- and order-related information. Any breach of the confidentiality, integrity or availability of this data could have a significant impact on our customers' business operations and on confidence in the ASAP Group.

Information security and data protection are therefore given particularly high priority within our governance and risk management structures. To manage these issues systematically, we have established an information security management system. The effectiveness of our measures is confirmed, amongst other things, by ISO/IEC 27001 certification and by regular assessments in accordance with the TISAX requirements of the German Association of the Automotive Industry (VDA).

Depending on the sensitivity of the information processed and the respective customer requirements, we provide suitable IT and security infrastructures. In addition, we raise our employees' awareness through regular training programmes on the secure handling of information and impart knowledge about potential risks in the field of information security.

The effectiveness of the measures taken is continuously reviewed and further developed. To this end, we carry out, amongst other things, regular internal audits and control measures.

All ASAP Group certificates are available online:
<https://www.asap.de/en/certificates-accreditations/>

Responsible use of resources

Integrated sustainability management

Society faces far-reaching challenges. Climate change, resource scarcity and the transition to a more sustainable economy require responsible action in the long term. The ASAP Group is making its contribution to this by supporting the development of resourceefficient, effective and forward-looking mobility solutions.

For us, sustainability means combining economic success with environmental responsibility and social engagement. In doing so, we take into account the interests of our employees, business partners and other stakeholders, and align our actions with the principles of sustainable corporate governance.

Our sustainability management is an integral part of the company-wide management system. The aim is to identify key opportunities and risks at an early stage and to derive appropriate measures to manage them. Relevant sustainability issues are regularly addressed during management reviews. During these reviews, senior management assesses progress towards achieving targets and, where necessary, decides on further measures and development steps.

Consideration of environmental aspects

As an engineering and development service provider, the ASAP Group does not operate any significant production facilities and does not handle large volumes of materials. The main environmental

impacts therefore arise in particular from the use of office buildings, the operation of IT infrastructure, the vehicle fleet and business travel.

With this in mind, we focus our environmental protection efforts on those areas where we can make an effective contribution to reducing resource consumption and environmental impact through targeted measures.

Responsible use of energy

A key focus of our environmental strategy is the efficient use of energy. The aim is to continuously optimise resource consumption and, in doing so, reduce both environmental impact and operational costs.

At ASAP, we use electricity, natural gas, wood pellets and fuels (diesel, petrol). Heating, cooling systems, lighting, machinery and IT technology consume the most resources. Energy efficiency not only cuts costs but also reduces greenhouse gas emissions.

Total energy consumption amounted to 9.8 GWh in the reporting year. This results in a normalised energy consumption of 9.3 MWh per employee and 62.2 MWh per million euros of turnover.

The development of energy-related intensity metrics during the reporting year was significantly influenced by changes in the company's structure as well as in the reference variables — number of employees and revenue. As a result, comparability with the previous

year's figures is limited. The metrics presented reflect the current data for the reporting year and serve as the basis for continued monitoring of energy performance.

During the reporting period from January 1st, 2025 to December 31st, 2025, the company's vehicle fleet generated CO₂ emissions totalling 639.13 tonnes. This figure serves as the baseline for the future measurement and management of fleet-related emissions.

Energy-saving measures introduced and implemented in 2025:

- Continuation of the transition of the company fleet to fully and partially electric powertrains
- Optimisation of floor space at all ASAP Group sites with the aim of reducing space consumption
- Modernisation and renewal of the server infrastructure
- Use of energy-efficient buildings, including the gradual conversion of lighting to LED technology
- Optimisation of the energy consumption of our test equipment

Planned energy-saving measures for 2026:

- Further expansion of the conversion of the company fleet to fully and partially electric powertrains
- Continuation and intensification of measures to reduce space consumption
- Carrying out energy consumption measurements on the new server infrastructure to identify further potential for savings
- Continuation and consistent implementation of existing measures to utilise energy-efficient buildings (e.g. airtightness tests on roller shutters, expansion of PV systems)
- Introduction of eco-mode on shaker systems to reduce energy consumption

For some time now, we have been sourcing almost 100 % of our electricity from renewable energy. This has been a key priority, as electricity consumption – accounting for two-thirds of the total energy use across all sites – represents the largest source ofCO₂ emissions.

Overview of the Company Fleet's Powertrains

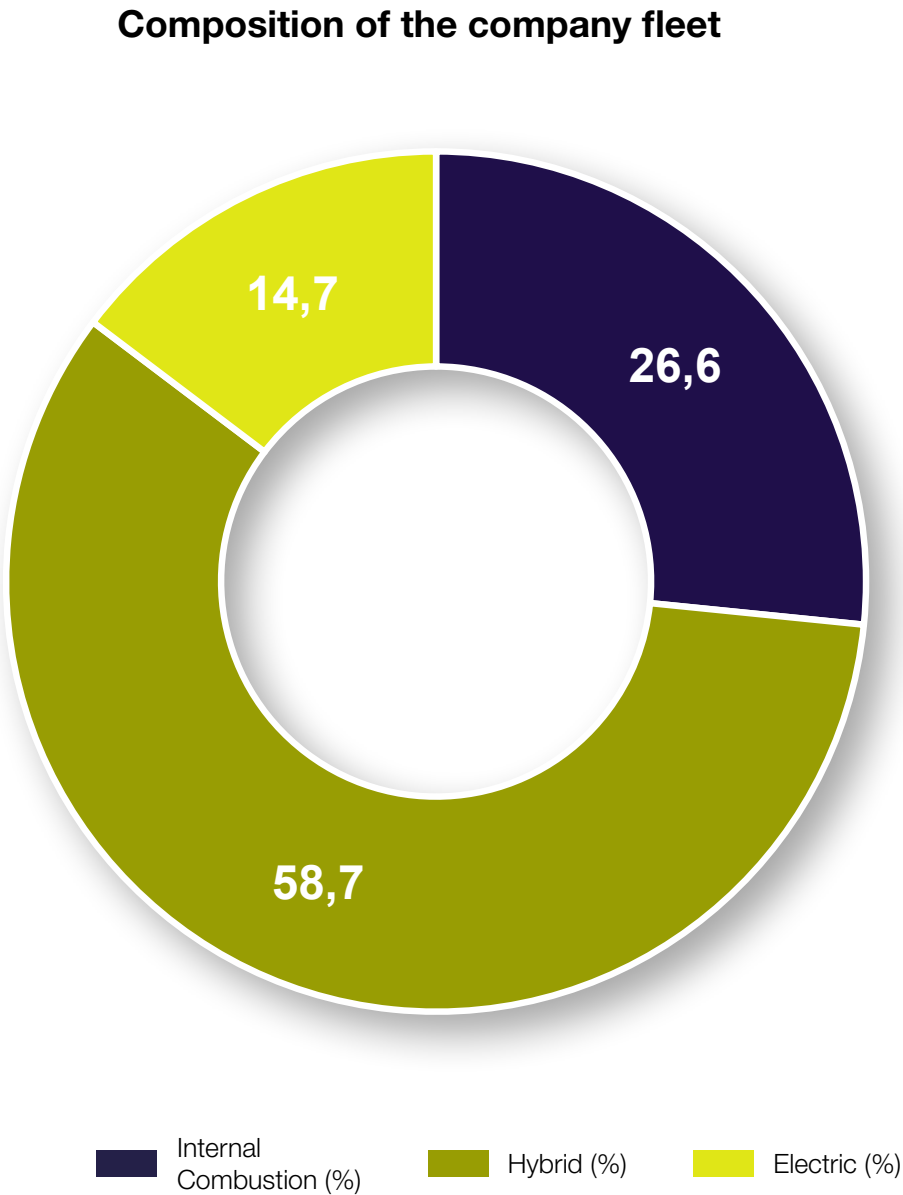
	Hybrid	Proportion	Electric	Pro-portion	Internal combustion	Propulsion	Total
As of July 2025	42	29,8%	13	9,2%	86	61,0%	141
As of May 2026	61	48,4%	24	19,0%	41	32,5%	126

Looking ahead, we are focusing on heating our buildings using heat pumps and on the further electrification of our company fleet to further reduce CO₂ emissions.

CO₂ reduction measures initiated and implemented in 2025:

- Further conversion of the company fleet to electric propulsion
- Reduction in floor space

- Use of buildings with modern heating systems/ heat pumps
- Reduction in paper consumption through digitisation measures
- Waste prevention through the consistent implementation of a reuse strategy (donations, giving away and resale)

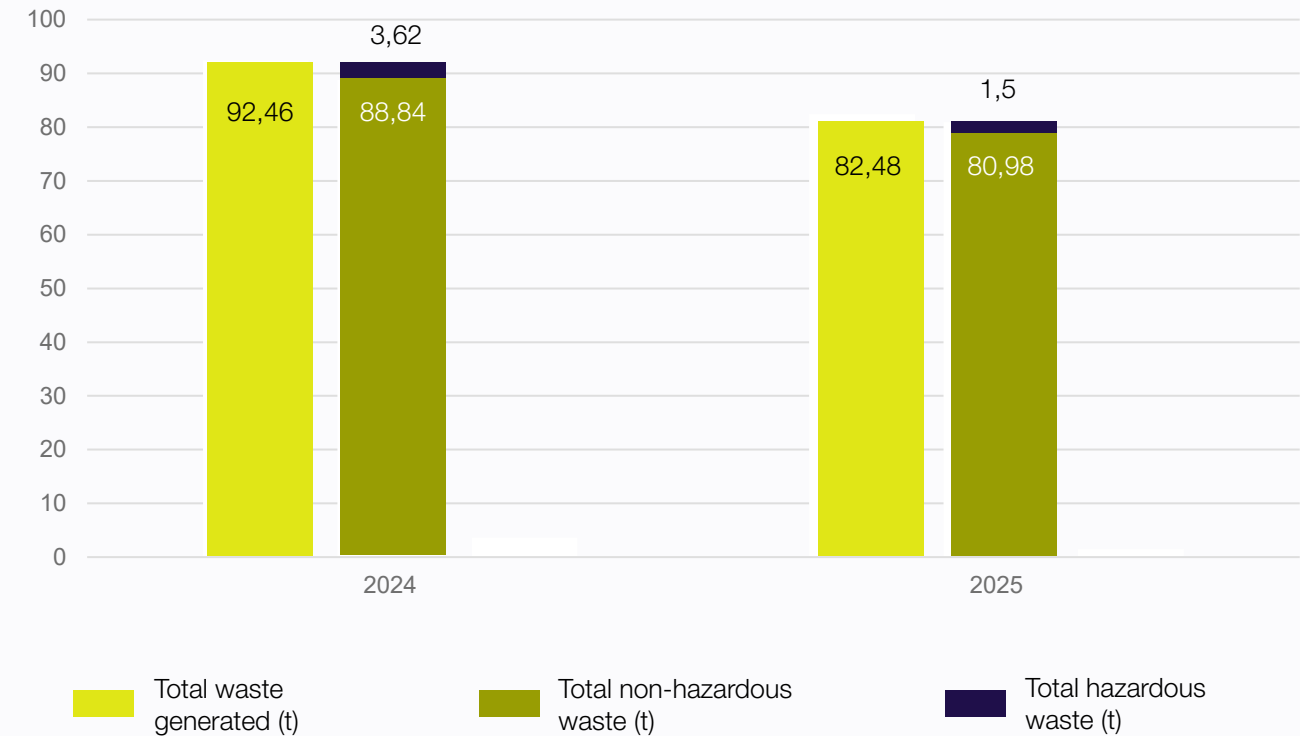


Environmental sustainability initiatives for 2026:

- Expansion of renewable energy sources (e.g. solar PV systems)
- Expansion of digitalisation in the laboratory sector (e.g. Composition of the company fleet laboratory management system)
- Further expansion of the transition of the company fleet to fully and partially electric powertrains
- Use of buildings with modern heating systems/ heat pumps

Waste generation

Tracking and analyzing waste generation is an important part of our environmental management. By continuously monitoring this metric, we ensure transparency regarding our environmental performance and support the sustainable development of our processes.



Staff development



Strategically aligned human resources policy (GRI 401)

As a development service provider, strategically aligned human resource management is of central importance to us. Our human resources policy aims to provide the necessary qualifications and staffing capacity in line with demand.

In this way, we ensure that we can meet our clients' requirements, both for projects and assignments and within the framework of temporary staffing.

Targeted staff development

The career entry opportunities at ASAP are diverse and reflect the varied qualifications and experience of our staff. As a development partner to the automotive industry, we offer challenging roles in technology-

driven fields and encourage collaboration within interdisciplinary teams.

The targeted development of our staff is an essential part of our corporate culture. By identifying and nurturing individual potential at an early stage, we strengthen our capacity for innovation and create long-term prospects.

Our staff development programme comprises various formats tailored to different target groups and supports the professional and personal development of our staff. Key areas include support during the induction and settling-in phase, the development of cross-functional skills, and preparation for leadership roles. In this way, we support our staff to successfully meet the demands of an increasingly dynamic working world.

Benefits and voluntary schemes

In addition to a wide range of training and development opportunities, our employees benefit from numerous voluntary benefits and perks. These play a key role in sustainable recruitment and retention and are above average compared with the rest of the industry.

Workplace and working environment

- Ergonomic chairs and modern technology
- Team events
- Seasonal company parties, e.g. summer or Christmas
- Free water dispensers, coffee and fruit
- Job-Bike scheme

Working hours, family and social life

- Flexible working hours
- Attractive working time arrangements to help balance work and family life
- 30 days of annual leave
- 4-day working week
- Sabbatical / Workation
- Preventative counseling in difficult situations
- Special leave for family events
- Workplace health management (including return-to-work support, health check-ups and prevention courses)
- Mental health first responders
- Corporate fitness

Financial benefits

- Overtime pay in accordance with the company agreement and employment contract
- Project and role-based allowances as well as performance-related bonuses
- Monthly tax-free benefit in kind via the "Ticket Plus City Card"

- Bonus for employee referrals
- Financial support for training and further education
- Numerous shopping benefits online and locally (e.g. travel, furniture, clothing)
- Company car policy for employees at level 3+ and above

Insurance and pension provision

- Group accident insurance
- Attractive group policies for occupational disability insurance
- Company pension scheme with employer contribution
- Supplementary company health and personal liability insurance

Skill development

We continuously analyse labour market trends as well as the expectations of existing and potential employees. In doing so, we also take into account the needs of those entering the workforce and university graduates. Issues such as corporate culture, flexible working models, collaboration in hybrid working environments and attractive working conditions are becoming increasingly important.

The aim of our HR strategy is to promote the long-term employability of our staff, create opportunities for development and ensure the company's competitiveness in the long term. This includes measures to encourage staff to take on responsibility at an early stage, to develop their skills and to nurture future specialists and managers.



As part of the ongoing development of our human resources management, we are focusing in particular on the following questions:

- How can a values-driven corporate culture be effectively promoted, even within hybrid working models?
- What opportunities and challenges arise from the changing world of work?
- What measures can we take to support employees through change processes and strengthen their skills to meet future requirements?

Responsibility for training and further education (GRI 404)

Apprenticeships

Training our own young talent is a key component of our measures to secure a long-term supply of skilled workers. Through practical training programmes, we promote the acquisition of professional skills and support young people as they enter the world of work. At the same time, we contribute to sustainably meeting the company's future staffing and skills requirements.

Continuing professional development

We regularly review our staff development tools and measures and adapt them to current requirements. In doing so, we ensure that our training programmes are always up to date and remain forward-looking.

Health, Safety and Well-being at Work (GRI 403) Occupational health management

The world of work is subject to constant change. Societal developments, new forms of collaboration and changing demands on employees and managers influence working conditions and present companies with new challenges in the areas of health and prevention. Against this backdrop, we pursue a holistic approach to promoting health and wellbeing.

The health of our employees is a fundamental component of a sustainable human resources strategy. Through our workplace health management programme, we create a framework that contributes to physical and mental health, safety at work, and long-term performance and job satisfaction.

Our health management programme includes measures to promote physical and mental health. These include ergonomically designed workstations, the G37 occupational health check-up, and support services for the health-conscious design of computer workstations.

In addition, we offer information and training programmes on topics such as mental health, resilience and stress management. Furthermore, we encourage health-focused activities through a range of exercise and sports programmes.

Minimising risks

Occupational safety and health protection are firmly embedded in our processes. Our aim is to identify

work-related risks at an early stage, minimise hazards and protect our employees' health in the long term through preventive measures.

To systematically implement these requirements, we have established and had certified a management system for occupational health and safety (OHS) in accordance with ISO 45001. The management system helps us to comply with statutory and other binding obligations, reduce hazards and continuously improve the effectiveness of our measures in the field of occupational health and safety.

Review of working conditions

As part of regular safety briefings, our employees are made aware of the need to handle work equipment, technical installations and plant safely and responsibly. Compliance with the requirements communicated is continuously monitored through site inspections and internal audits.

Furthermore, we ensure, through clear guidelines and work instructions, that raw materials, consumables and operating supplies are used appropriately and safely in day-to-day work.

In addition to assessing our business processes against external standards and requirements, we also regularly review working conditions at our sites. This is carried out as part of internal audits and during meetings of the Health and Safety Committee (ASA), in close collaboration with the occupational safety specialist, the safety representatives and the occupational health service.

Certification to the ISO 45001:2018 standard for occupational health and safety management systems has been successfully completed for the central function of ASAP Holding GmbH, as well as for the larger companies ASAP Engineering GmbH Gaimersheim, ASAP Electronics GmbH Gaimersheim and ASAP Engineering GmbH Weyhausen. The certificate will be extended to the Leonberg site in 2026.

Risk assessments and accident prevention

We carry out systematic risk assessments at all ASAP Group sites. In doing so, we take into account all persons who may be present on the respective premises as part of their work or during their stay there.

The occupational safety specialist and the safety representatives support the relevant departments in

identifying and assessing potential hazards. At the same time, they are available to employees as independent points of contact for questions relating to health and safety at work.

To ensure the continuous improvement of occupational health and safety, the relevant management is informed on a quarterly basis of the number of reportable workplace accidents. Furthermore, the causes of incidents that have occurred are analysed and appropriate measures are defined to prevent similar events in the future and to further strengthen the effectiveness of preventive measures.

In the reporting year, the number of reportable accidents per 1,000 employees stood at 11.97, which is roughly in line with the industry average as per the VBG Annual Report (10.98 for 2025).

Legal Notice

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