

2022

SUSTAINABILITY REPORT

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MANAGEMENT STATEMENT



Dear Reader,

In this Sustainability Report, we set out our development, values and goals in relation to environmental, ecological and social issues.

Each of us at ASAP is unique. However, we are all connected by a shared passion for the automobile. We also share values that we consider essential for our daily work and a harmonious working atmosphere. We firmly believe that we as individuals and the values we share are fundamental to our success – provided we act systematically to follow them.

With this in mind, the ASAP Group makes a point of upholding human rights and recognised labour standards at our locations and has also committed to abide by the UN Global Compact.

Sustainability is a key priority for the long-term orientation of the ASAP Group. Our management systems integrate both environmental and social aspects. Values such as being human, authentic, skilled, invigorating and enthusiastic are essential for getting along and working together, both within and outside of the ASAP Group. We have defined our five success factors – people, customers, quality, the future and technology – as our most important action fields, thereby enabling us to apply our values in our daily work. Our leadership principles make a decisive contribution to shaping the corporate culture at ASAP and to the company's long-term success. Goals, responsibility, motivation, community, interaction and communication – our six leadership principles are integral building blocks of our culture and guide us in our daily interactions with one another. This helps us to secure the future of our company and promote the development of business and society.

Audit organisations in areas such as quality management, information security, environmental management, and occupational health and safety ensure that ASAP complies with widely accepted standards. But that's not all: we see it as our duty to operate a continuous improvement process in order to create a safe working environment for our employees, minimise negative impacts on the environment and establish sustainable business as a key element of our management systems.

As one of the leading engineering companies in the mobility industry, we strive to set standards, including in how we conduct ourselves and collaborate with our business partners and the environment. We have defined our conduct standards in the ASAP Code of Conduct to make this transparent to our partners. In line with our values, we strive to combine entrepreneurial activities with ethical principles, acting with integrity to ensure we comply with legal requirements at all times. Our Code of Conduct also serves as a guideline for our employees, outlining what fair and lawful conduct looks like in their day-to-day work and ensuring that we use the resources available to us and the environment responsibly.

As an engineering service provider with around 1,600 highly qualified employees across Germany, our sustainability measures focus on social aspects. We also work to make progress on environmental aspects.

For the 2022 business year, we set ourselves the goal of reducing our total energy consumption per employee by 5%. We significantly exceeded this target by achieving a reduction of 9% per employee.

In addition to continuous improvements in our internal sustainability indicators, we are also increasingly focusing on our role as a development partner for sustainable mobility. Our work in the fields of electromobility, autonomous driving and connectivity is shaping the automobile of the future.

Gaimersheim, September 2023

Michael Neisen
CEO

Robert Morgner
CFO

NON-FINANCIAL REPORT AND CORPORATE SOCIAL RESPONSIBILITY (CSR)

GENERAL DISCLOSURES

Sustainability is a key priority for the ASAP Group. Our management systems integrate both environmental and social aspects. Values such as being human, authentic, skilled, invigorating and enthusiastic are essential for getting along and working together, both within and outside of the ASAP Group. We have defined our five success factors – people, customers, quality, the future and technology – as our most important action fields, thereby enabling us to apply our values in our daily work. Our leadership principles make a decisive contribution to shaping the corporate culture at ASAP and to the company's long-term success. Goals, responsibility, motivation, community, interaction and communication – our six leadership principles are integral building blocks of our culture and guide us in our daily interactions with one another. This helps us to secure the future of our company and promote the development of business and society. It is our responsibility to provide our services in a value chain that complies with internationally recognised standards and principles of entrepreneurial activity. Our requirements in relation to working conditions, health and safety, environmental issues and business ethics are condensed in our Suppliers' Code of Conduct.

In the ASAP Group's guiding principles, ASAP and its employees have committed – in line with the United Nations Global Compact – to support and practise fundamental principles in the areas of human rights and working conditions, quality management, environmental management, health and safety, and combating corruption and bribery.

ASAP expects its suppliers to accept and support these principles in full in order to uphold them throughout the entire supply chain. The contents of the ASAP Suppliers' Code of Conduct apply to all suppliers and their subcontractors from whom ASAP purchases goods and/or services, either directly or indirectly.

By committing to abide by the UN Global Compact, ASAP has set itself the task of upholding human rights and recognised labour standards.

The ASAP Group has produced this Sustainability and Corporate Social Responsibility (CSR) Report to provide information on its economic, environmental, social and societal responsibility to its employees, its customers, its suppliers and its investors as well as analysts, non-governmental organisations, political actors, public authorities and interested members of the public.

This Sustainability Report contains statements about expected developments in the future. These statements are based on current assessments, so are naturally subject to risks and uncertainties. Actual results may deviate from the statements contained herein.

This report has been produced with reference to the Global Reporting Initiative Standards (or GRI Standards for short) to make our sustainability reporting more transparent and easily comparable for our target groups. We have conducted a materiality analysis as specified by the GRI to identify sustainability topics of material importance to ASAP. General disclosures in accordance with GRI 2: 2021 appear in different chapters of this report. Please refer to the GRI Content Index to allocate the individual sub-points below to GRI 2: General Disclosures 2021.

CORPORATE GOVERNANCE, BUSINESS MODEL AND STRATEGY

Corporate governance principles

The ASAP Group believes that effective corporate governance is essential in order to operate successfully in the international business environment and promote long-term, lasting economic success.

Our corporate governance principles and regulations are set out in the ASAP Group's Code of Conduct, which we regularly review and update as necessary.

Business model

The ASAP Group, with its parent company ASAP Holding GmbH, is one of the leading engineering partners to the mobility industry. Its services to this industry focus in particular on the following service segments: Electrics/Electronics, Software, Consulting & Service, Testing & Validation and Vehicle Development.

Our activities shape sustainable mobility and mobility concepts, working on vehicles with alternative drive systems to facilitate CO₂-free mobility.

Strategy

Continuous development is a central factor in a company's success. It is with this in mind that the ASAP Group launched a strategic project last year entitled 'Speed up – ASAP 2025'. A central element of the 'Speed up' project is refining ASAP's key services with the aim of making the Group's portfolio even more focused and technologically advanced. Following this reorientation, ASAP's service spectrum is now reflected in five service segments: Electrics/Electronics, Software, Consulting & Service, Testing & Validation and Vehicle Development. ASAP is also striving to promote Group-wide networking and leverage synergies in the course of this strategic project. It is also implementing supporting measures in its

Marketing and Human Resources divisions to help achieve the strategic project's objectives.

SUSTAINABILITY MANAGEMENT

Humanity is facing enormous challenges at present. The only way to overcome issues such as climate change and resource scarcity is through sustainable development. This is why the ASAP Group champions the development of pioneering mobility systems that are efficient and conserve resources. However, we also regard sustainability as taking responsibility for our environment, our employees and our business partners. To us, responsible corporate governance means conducting our business in a way that is

compatible with the needs of the environment and society.

At ASAP, sustainability management is part of our integrated management system. Our sustainability management activities aim to identify opportunities and risks at an early stage in order to develop and implement suitable strategies and appropriate measures. Sustainability-related issues are regularly raised with Group management in the course of management reviews to help maintain a constant overview of the situation and implement suitable measures when needed. At management level, responsibility for specialist sustainability-related issues lies with the CFO.

COMPLIANCE WITH LAWS AND REGULATIONS (GRI 2-27)

Compliance

In addition to the manifold opportunities that the automotive industry offers the ASAP Group as an engineering company, we must also face up to challenges that intensify every day and shoulder an increasing level of responsibility. More than ever, achieving success fundamentally requires us to combine our entrepreneurial activities with ethical principles and act responsibly in every respect. Unconditional observation of legal regulations is our company's top priority and part of the ASAP value system. We have set down these principles in the ASAP Code of Conduct, which provides the binding basis upon which our employees operate and serves as a guideline for proper behaviour. By committing to abide by the UN Global Compact, ASAP has set itself the task of upholding human rights and recognised labour standards.

Compliance management

In order to meet these increasing demands, we have taken organisational measures to ensure that ASAP's management bodies and employees comply with regulations at all times. Our aim is to act in line with regulations at all times in the course of our business activities and thereby prevent the harm to the company and each employee that could otherwise be caused by infringements of applicable laws and internal guidelines. We place an emphasis on prevention: our compliance activities strive to prevent any such infringements by supporting and advising our employees on their responsibilities.

Whistleblower system

Our electronic whistleblower system is available to all company employees and stakeholders as an anonymous way to report indications of potential infringements. We outline different ways to submit reports and indications, and also explain how we handle such reports at ASAP, in our internal Code of Conduct and our Suppliers' Code of Conduct.

These guidelines also ensure that whistleblowers who wish to draw attention to misconduct or shortcomings within the ASAP Group, while acting in good faith and motivated by a sense of responsibility, are in no way disadvantaged by this. Not only does this enable us to uncover improper conduct, it also provides specific protection for whistleblowers. The introduction of these guidelines has integrated the standards set out in the German Whistleblower Protection Act (Hinweisgeberschutzgesetz – HinSchG) for enhanced protection of whistleblowers into ASAP's regulatory system.

ASAP was not involved in any active legal disputes due to anti-competitive conduct or violations of anti-trust or anti-monopoly law during the reporting period.

Environmental compliance

In order to ensure that its operations are environmentally compatible, the ASAP Group works with an external service provider that regularly reviews the laws and regulations that apply to the ASAP Group and issues corresponding recommendations. ASAP implements these recommendations as part of its environmental management activities and monitors them through regular compliance audits. The ASAP Group has set itself the aim of having its environmental management system certified in accordance with the globally recognised DIN EN ISO 14001:2015 standard. No legal infringements were identified in the reporting period. In light of our activities and our existing environmental management systems, we assess the level of environmental risk as low.

Socio-economic compliance

No significant fines or non-financial sanctions due to non-compliance with laws and/or regulations pertaining to social or economic issues were imposed on the ASAP Group during the reporting period.

Upholding human rights, labour standards and protections for minorities

People are at the heart of ASAP's value system. This includes upholding human rights and ensuring that recognised national and international labour standards are observed both within ASAP and in its supply chain.

In its Code of Conduct and Suppliers' Code of Conduct, ASAP has committed to provide ongoing support for the ten principles in the UN Global Compact and to continuously promote their implementation.

ASAP is committed to creating a working environment for its employees that is free from discrimination and harassment and ensures freedom of association during the recruitment and appointment phase as well as during employment. The company recognises employees' right to collective bargaining. ASAP strictly rejects child labour and all forms of forced labour. We fully respect our employees' right to privacy. In addition, ASAP has unequivocally committed to promoting diversity and non-discrimination in general. This relates not only to our employees' gender but also to their age, sexual orientation, faith and ethnic background, whether they are part of a minority group or indigenous people, whether they have a disability, and other personal characteristics.

STAKEHOLDER DIALOGUE

The ASAP Group regularly engages in an open dialogue with its stakeholders. These include key customers, suppliers, employees, investors, analysts and media representatives along with associations and organisations.

This regular exchange with our stakeholders is a vital foundation for our actions. By conveying both our stakeholders' position and

our own, this dialogue helps to ensure that we always align our decisions with our various stakeholders. We regularly engage with our customers in the course of joint projects as well as at specialist conferences and trade fairs. Our project managers act as contact partners for our suppliers. Our employees are supported by our HR department. We keep our employees informed through Works Council meetings, our Intranet and regular employee services, and remain in constant dialogue with them through our culture of openness. Our Marketing department is in constant contact with media representatives.

ECONOMIC ASPECTS

Economic performance (GRI 201)

The ASAP Group reports on its economic performance in its annual report ([ASAP Annual Report 2022.pdf](#)).

ASAP publishes its Annual Report each year to provide detailed information on all relevant economic factors in the respective reporting year.

It is the view of company management that it is not currently possible to forecast climate change-related risks and opportunities that have the potential to effect significant changes in business activities, sales and expenditure. The ASAP Group's business model primarily involves the provision of development services. The production of material goods accounts for a very small proportion of its activities. Consequently, the company does not use significant quantities of raw materials or space and the environmental impact of its activities in the form of emissions is not considered significant. The shift towards emission-free mobility could produce opportunities for ASAP, as it may involve extensive development activities for vehicles with alternative drive systems and new vehicle concepts. ASAP therefore positioned itself accordingly at an early stage, furthering its expertise in fields such as e-mobility, software development, networked vehicles and automated vehicles.

ASAP offers its employees access to a company pension scheme in the form of direct insurance with employer contributions. This ensures that almost all employees will have savings when their working life comes to an end.

ASAP receives public funds for research and development activities as well as for employee training.

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

ASAP relies on high performance, customer focus and the quality of its products and services. Our company's success is based on the excellent reputation we have built for ASAP. We resolutely reject services based on unlawful or ethically questionable conduct. We regard business decisions that attempt to bribe or corrupt others as unacceptable practices. ASAP therefore expects all of its employees and business partners to prohibit any and all forms of corrupt behaviour. We emphasise the importance of prevention and awareness.

We substantiate our understanding of how entrepreneurial activity can be combined with ethical principles in our Code of Conduct and our Suppliers' Code of Conduct. These guidelines aim to prevent instances of corruption at ASAP and throughout the supply chain.

No confirmed instances of corruption occurred in the ASAP Group in the reporting year.

ENVIRONMENTAL ASPECTS

As a service provider, ASAP does not have large-scale production facilities or material flows. Consequently, its environmental impacts primarily arise through the use of office spaces and IT infrastructure, its vehicle fleet and employees' business travel.

Energy (GRI 302)

One of the main environmental objectives of our sustainability activities is to promote efficient use of energy. Starting from the 2023 business year, we will have our efforts regularly certified by independent external bodies in accordance with the DIN EN ISO 14001 standard. This will ensure the efficacy of our internal improvement process.

ASAP uses electricity, natural gas, wood pellets and fuels (diesel and petrol) as energy sources. Its most significant energy consumers are its heating and air-conditioning systems, lighting, machinery and IT systems. Efficient energy consumption reduces energy costs for the company and cuts greenhouse gas emissions.

The energy consumed at ASAP is primarily sourced from electricity, gas, wood pellets and fuel. The company's normalised total energy use per employee during the reporting period was 5.7 MWh, which represents a 9% reduction on the previous year. Total energy consumption per million euro in sales was 54.5 MWh, which represents a 10.5% reduction on the previous year.

Energy-saving measures identified and implemented in 2022

- › Switched to LED lighting technology at several sites
- › Relocated to more energy-efficient buildings
- › Energy team established to identify energy-saving measures in specialist departments
- › Raised employee awareness of efficient use of energy

Energy-saving measures planned for 2023

- › Further systematic switch to LED lighting technology at sites in Germany
- › Renting further energy-efficient buildings

Emissions (GRI 305)

Electricity accounted for two-thirds of our total energy consumption in the 2022 business year and therefore represents our most

significant source of CO₂ emissions. The ASAP Group has therefore decided to source 100% of its electricity from CO₂-free hydropower. In the future, ASAP will rely on heat pumps to heat its buildings and switch its vehicle fleet to electric vehicles in order to further reduce its CO₂ emissions.

CO₂ reduction measures identified and implemented in 2022

- › Group-wide switch to CO₂-free hydropower
- › Continued efforts to switch the vehicle fleet to electric drive systems
- › Rented buildings with modern heating systems

Energy-saving measures planned for 2023

- › Further systematic switch to LED lighting technology at sites in Germany
- › Renting further energy-efficient buildings

Environmental sustainability activities in 2023

The ASAP Group has planned numerous measures to improve its environmental sustainability in 2023. These include:

- › Continued efforts to switch the vehicle fleet to electric drive systems
- › Relocating to buildings with modern heating systems/heat pumps
- › Reducing paper consumption through digitalisation measures

SOCIAL ASPECTS

Employment (GRI 401) Human resource management is a critical success factor in a development service provider's business model. This is why we systematically design our HR policies so that we always have the employee qualifications and capacities available to process projects, fulfil orders and lease employees as required by our customers.

Recruitment, recruitment marketing and & employer branding In 2022, ASAP offered numerous positions in a wide range of specialist areas suitable for apprentices, career entrants or professionals taking the next step in their career.

Thanks to harmonisation, standardisation and digitalisation across our locations to produce a uniform recruitment process, we guarantee a company-wide quality standard for potential candidates. Moreover, we have significantly expanded our team and invested in professional development measures to cover our increased staffing requirements.

Awards Whether in relation to growth, corporate culture or attractiveness as an employer, the ASAP Group has been at the top of the rankings for several years. All the same, we remain a long way from our targets. We work together every day to develop and improve even further.

Top National Employer

What makes a good employer? Each year, the current affairs magazine Focus teams up with the online platforms kununu, Xing and Statista to examine this question and crown 'Germany's Best Employer'. Employees from more than 2,000 companies in 22 sectors evaluate the leadership shown by their managers, their professional prospects, their salary and the company's image. ASAP has now achieved a top position in the 'Automobile and Suppliers' category for the eighth time in succession.

Family-Friendly Company

Just as it was in 2017, the ASAP Group has once again been named among the most family-friendly companies in Germany. Media brand Freundin and employer rating platform kununu have paid tribute to employers who strive to help their employees to combine work and family life. The top 100 ranking is based on ratings from current and former employees. The assessment takes into account factors such as work-life balance, flexible working hours, childcare provision and company pension schemes.

MINT-Minded Company

In collaboration with 'MINT Zukunft schaffen', an association of German employers, audimax GmbH awards the title of 'MINT-Minded Company' to businesses that have demonstrated a commitment to promoting talented young minds in STEM subjects. Nominations are exclusively submitted by STEM students, graduates and talent. We have been delighted to receive this award seven times in succession.

Kununu Top Company

As the kununu TOP COMPANY seal of quality states in German, we are "recommended by employees". This seal is awarded to companies that achieve a high level of employee satisfaction. This assessment is based exclusively on employee ratings. ASAP has held one of the top places in the automotive industry section of the kununu rankings for several years.

Kununu Open Company

Open and appreciative interaction – the OPEN COMPANY seal from employer rating platform kununu.com certifies that ASAP offers just that. The seal is only awarded to companies that actively encourage their employees to enter ratings on kununu, comment on existing ratings and provide insights into daily work at the company.

IHK Training Company

This year, the ASAP Group has once again been presented with the 'IHK Ausbildungsbetrieb' seal from the German Chamber of Industry and Commerce (IHK), certifying our commitment to apprenticeships. As a training company, we invest in the future of young

people and support their professional development. Our dual training system, which is closely linked to professional practice, prepares our junior staff for their specific duties within the company. By offering these opportunities, we are setting course for the future and training our own junior staff.

Personnel development The entry-level career opportunities we offer at ASAP are as varied as the people who work with us. As a development partner to the automotive industry, we offer our employees a range of technologically challenging roles. Our employees work in innovative teams and benefit from a multi-award-winning work environment.

Providing individual support is part of our culture. Ultimately, it is only by identifying our employees' potential and encouraging them to achieve it that we can secure the ASAP Group's innovative power for the long term. This aspiration led us to create the ASAP Group's personnel development programme.

We offer impactful programmes aimed at different target groups to support participants' personal growth and development. Providing support during the orientation phase and targeted preparation for management duties are central aspects of our development programmes. These measures focus on conveying interdisciplinary skills to help employees to successfully manage the growing requirements of the digital, dynamic world of work.

Talent Program

The Talent Program is aimed at talented employees who have professional and personal development potential and would benefit from support during the orientation phase. We strive to highlight their prospects for further development and provide effective training to help them further develop their skills.

Advanced Program

The Advanced Program is aimed at high-performing employees with considerable potential and who are set to take on a management role within the next two years. This program provides targeted preparation for their future management duties.

Leadership Program

The Leadership Program is aimed at managers who have recently joined ASAP or have been promoted to the position of Manager/Project Manager. It focuses on conveying the ASAP spirit and engaging intensively with the ASAP management principles and hybrid leadership methods.

Experienced managers

Maintaining, developing and improving our experienced managers' leadership skills and qualifications is an ongoing objective of our personnel development activities at ASAP. Development programmes are personalised and always adapted to the company's interests, the managers' needs and current trends.

Optional services/benefits

In addition to our wide-ranging training and development services, we also offer a number of optional services and benefits for our employees.

Key elements of our optional services include:

Workstations and the work environment:

- › Height-adjustable desks, ergonomic chairs and modern technology
- › Team events, after-work events
- › Company events, e.g. summer party, Christmas party
- › Free water cooler, coffee and fruit for all employees
- › Company bicycle scheme

Working hours, family life and social aspects:

- › Flexible working hours
- › Attractive working time models to help employees balance work and family life
- › 30 days of annual leave
- › Four-day week
- › Sabbatical
- › Preventive counselling in difficult situations
- › Special leave for family events
- › Company health management scheme (integration management, medical screenings, prevention courses, etc.)
- › Company fitness scheme

Financial benefits:

- › Thirteenth salary
- › Overtime paid in accordance with works agreements and employment contracts
- › Project-specific and position-related bonuses, plus individual performance-based bonuses
- › Additional monthly tax-free access to a "Ticket Plus City Card" (gift card)
- › Capital-forming benefits
- › Bonuses for employee recommendations
- › Financial support for training and development measures

- › Numerous discounts online and locally (on travel, furniture, clothing and much more)
- › Company cars from employees from Level 3

Insurance and pension plan:

- › Group accident insurance policies
- › Attractive group income protection insurance policies
- › Company pension scheme in the form of direct insurance with employer contributions

This means that, in addition to fair, performance-based pay, ASAP also offers above-average benefits in the interests of promoting long-term personnel recruitment and development.

Working conditions & company culture We monitor relevant segments of the labour market very closely and engage intensively with changing expectations, especially among career entrants and university graduates, in relation to our company and leadership culture, work organisation and non-financial working conditions. ASAP uses this market information to derive strategies and activities with the aim of remaining an attractive employer for qualified professionals and university graduates.

By assigning responsibility at an early stage through small projects, we meet junior managers' expectations and support their development in a targeted manner.

How can we foster a company culture in times of hybrid working?

What changes do we need to make in the new world of work?

And what can we do to support all employees on the journey to a new, changed working day?

In 2021, ASAP launched its 'Better Together' culture initiative, in which employees from across our various locations joined together in working groups to grapple with these questions – and develop solutions together. Ultimately, our collective, our community and our trusting cooperation – elements that form the core of the ASAP spirit – will remain essential elements of ASAP's guiding principles in future, even with hybrid working models in place.

We are also committed to backing programmes outside the company that support and educate young people and promote equal opportunities, such as Soroptimist International Club Ingolstadt, Kreative Köpfe, VDINI-Club, The Girl Effect and Engineers Without Borders.

Occupational health and safety (GRI 403)

Occupational health We aim to operate our systems and processes in a way that does not pose a risk to our employees or the environment. Occupational health and safety (OHS) is an absolute top priority at ASAP. We strive to ensure that our employees are protected against work-related hazards and implement preventive measures to keep them healthy. We have therefore established an OHS management system based on the ISO 45001 standard and have targeted certification for this system in the 2023 business year.

In the course of our occupational health management activities, we offer a range of services to improve our employees' fitness, including through the Firmenfitness platform, and encourage employees to participate in corporate running events and other sports events.

Occupational health management

Protecting and maintaining our employees' health is exceptionally important at ASAP. The world of work is in a state of constant flux. Numerous developments (including the Covid-19 pandemic) have led to a shift in employees' expectations of their jobs and created new stresses in professional environments.

Our occupational health management activities aim to support managers and other employees, create working conditions that promote health and provide motivation, and raise awareness and foster employees' ability to look after their own health. Consequently, our occupational health management activities support our employees' physical and mental health.

In addition to providing our employees with ergonomic, safe workplaces – which we consider self-evident – we also offer numerous services to help them stay fit and healthy. This includes both online and in-person services on topics such as resilience and stress management, strength and movement, and healthy nutrition.

Occupational safety Employees are constantly advised of the importance of safe and responsible use of the equipment and machinery made available to them in annual safety training sessions, inspections by occupational safety officers and internal audits. Employees also receive instructions in how to handle the hazardous substances they work with and use in their day-to-day work.

In addition to reviewing our business processes in the context of external standards, we also monitor general working conditions through internal audits and occupational safety committee meetings in cooperation with our occupational safety officers and medical service. In 2023, we also aim to secure ISO 45001:2018 certification (Occupational Health and Safety Management Systems) for our head office and our larger associated companies, namely ASAP Engineering GmbH Gaimersheim, ASAP Electronics GmbH Gaimersheim and ASAP Engineering GmbH Weyhausen.

In Germany, we conduct risk assessments at all sites, giving due consideration to all persons who might potentially spend time at

each site. In the course of these assessments, the departments responsible for conducting them are supported by the expertise of our occupational safety officers. These occupational safety officers also serve as neutral contact partners for our employees in relation to workplace hazards. We hold quarterly occupational safety committee meetings at each ASAP Group site to inform managers and employee representatives about the number of reportable accidents. This body also receives reports about these accidents, their causes and measures taken to prevent further accidents.

In the reporting year, the number of accidents per 1,000 employees at the aforementioned ASAP sites was 4.2 (previous year: 3.0). This is relatively low compared to the average figures in the VBG Annual Report for 2022, which set the average figure at 13.11 in 2022 and 13.76 in the previous year.

Training and development (GRI 404)

Training Finding well-trained professionals is becoming increasingly difficult in the current labour market, which makes internal training particularly important for our company's future development.

With this in mind, ASAP shows particular responsibility towards young people and is a first-rate training company across Germany. It has also been recognised as a training company by the German Chamber of Industry and Commerce (IHK).

Development We constantly and continuously monitor our personal development instruments and measures, aligning them with our current needs. We regularly examine and amend our catalogue of training measures to ensure it is up to date and ready for the future.

Customer privacy (GRI 418)

As a development service provider, ASAP handles highly confidential customer data that needs to be protected. We process personal data and order-relevant data. The loss of confidentiality in relation to customer data could result in significant damage for our customers' business and would also shake our customers' confidence in ASAP. Information security and data protection are therefore high priorities at ASAP.

For this reason, we have implemented a systematic information security management system at ASAP.

Today, ASAP has evidence that it maintains high standards in this area thanks to certification in accordance with ISO/IEC27001 as well as the TISAX Standard – the information security standard of the German Automotive Industry Association (VDA).

Based on the classification of the data we process and additional customer requirements, we provide IT and building infrastructure appropriate for the respective protection class. We hold regular training sessions to ensure that our employees know how to proceed in this context and are aware of information security risks. We regularly review the measures that make up our information security management system and their efficacy, including by conducting audits.

You can view all of the ASAP Group's certificates online at <https://www.asap.de/en/company>.