



SUSTAINABILITY REPORT

2023

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Management Statement



Dear readers,

You are holding in your hands the new sustainability report of the ASAP Group. We are pleased to inform you about our current developments regarding economical, ecological and social factors. We are proud of what we have achieved so far – and are striving for further success. It is important to us not only to continuously improve our sustainability performance, but also to continuously optimize our entire corporate culture in line with them and in awareness of ASAP's social responsibility.

As part of this, we continue to align our actions with values such as human, authentic, competent, refreshing and inspiring. These values are essential for us – for the togetherness, for our work at ASAP and for the success of the company. Our six leadership guidelines, which focus on goals, responsibility, motivation, community, interaction and communication, provide further orientation for employees, management and external partners.

At ASAP, we are committed to uphold human rights and recognized labor standards throughout the entire value chain and to the UN Global Compact, which pursues the vision of a more inclusive and sustainable economy for the benefit of all.

As an engineering partner to the automotive industry it is moreover very important for us to set standards – also in our dealings with business partners. Our ASAP Code of Conduct thus defines further standards of conduct. These bring together entrepreneurial action with ethical principles and formulate guidelines for conduct with integrity.

Rightful and fair in our day-to-day business as well as responsible in our use of environmental resources – that's what matters to us at ASAP. You can also read about what it means in detail in the current sustainability report.

We hope you enjoy your reading and feel inspired.

A handwritten signature in black ink, appearing to be 'Michael Neisen'.

Michael Neisen
CEO ASAP Group

A handwritten signature in black ink, appearing to be 'Robert Morgner'.

Robert Morgner
CFO ASAP Group

ASAP – Innovation and passion

Sustainability is of particular importance to the ASAP Group. Both ecological and social aspects are integrated into our various management systems.

Our Identity

Values such as human, authentic, competent, refreshing and inspiring are essential for the togetherness and our daily work for ASAP. By defining our five success factors – people, customer, quality, future and technology – as the most important fields of action, we apply our values to our daily activities.

With our management style, we play a decisive role in shaping ASAP's corporate culture as well as the long-term success of our company. Our six leadership guidelines – goals, responsibility, motivation, community, interaction and communication – are an integral part of our culture and provide orientation in dealing with each other. Thus we contribute towards securing the future of our company and to the development of the economy and society.

It is our responsibility to ensure that our services are provided in a value chain that is compliant with internationally recognized standards and principles of entrepreneurial activity. Our requirements regarding working conditions, health and safety, as well as the environment and business ethics are summarized in our ASAP Supplier Code.

Alignment with the United Nations Global Compact

As part of the ASAP Group's Corporate Guidelines, ASAP and its employees have committed to supporting and actively applying the fundamental principles in the areas of human rights and working conditions, quality, climate and environmental management, health and safety as well as the fight against corruption and bribery, in accordance with the United Nations Global Compact (UNGC). ASAP expects full acceptance and support from its suppliers in order to uphold these principles throughout the supply chain. The contents of the ASAP Supplier Code of Conduct apply to all suppliers and their subcontractors from whom the ASAP Group directly or indirectly purchases goods and/or services.

With this sustainability report and corporate social responsibility report on its economical, ecological, social and societal responsibility, the ASAP Group addresses its employees, its customers, suppliers and service providers, its investors, analysts, non-governmental organizations, politicians and authorities as well as the interested public.

The sustainability report contains forward-looking statements about expected developments. These statements are based on current assessments and are naturally subject to risks and uncertainties. The actual outcomes may differ from the statements made here.

ASAP in numbers

2007	1700	9	171 Mio.
Foundation	Employees	Locations	Euro Turnover
11	38	26,5%	
Awards	Nationalities	Growth rate	



This report was created in accordance with the Global Reporting Initiative Standards (GRI Standards) in order to increase the transparency and comparability of our sustainability reporting in the interests of our target groups.

As part of a materiality assessment specified by GRI, we have identified the sustainability topics relevant to ASAP. You can find general information according to GRI 2: 2022 in the upcoming chapters of this report. Please refer to the GRI Content Index for an assignment to the individual sub-items in compliance with GRI 2: General Disclosure 2022.

Elementary Corporate Governance

The ASAP Group considers corporate governance to be fundamental in order to be able to act successfully in international business operations and to promote long-term and sustainable economic success.

ASAP as Top Engineering Partner

The ASAP Group is one of the leading engineering partners of the automotive industry. Within this industry, the focus is particularly on the Electrics/Electronics, Software, Consulting & Service, Test & Validation and Vehicle Engineering divisions. As part of our activities, we design sustainable mobility and mobility concepts and work on vehicles that enable CO2-free mobility with alternative drives.

Focused strategy

Continuous development is central to the company's success – following this idea, the ASAP Group initiated the strategy project 'Speed up – ASAP 2025' in 2021. A central component of 'Speed up' is the specification of the key performance areas in order to focus the Group's portfolio even more strongly and make it technologically advanced.

Following the realignment, the range of services is now divided into five divisions: Electrics/Electronics, Software, Consulting & Service, Test & Validation and Vehicle Engineering. In addition, the strategy project will also further promote group-wide networking and the use of synergies. Accompanying measures in the areas of marketing and human resources are also being implemented in order to achieve the goals of the strategy project.

Compliance with laws and regulations

In addition to the many opportunities that arise for the ASAP Group as an engineering company in the automotive industry, we also have to face increasing challenges and an ever-increasing responsibility every day. More than ever, it is one of the key enablers for our success to combine entrepreneurial activity with ethical principles and to act responsibly in every respect. In particular, the unconditional compliance with legal regulations is our company's top priority and an integral part of the ASAP value system. We have anchored these principles in our ASAP Code of Conduct. Our Code of Conduct forms the binding basis for all employees and the guideline for correct conduct. With its commitment to the UN Global Compact, ASAP made it its task to ensure respect for human rights and recognized labor standards as well as to support and actively implement preventing measures regarding corruption and also to protect the climate and environment.

Comprehensive Compliance Management

In order to comply with the increased requirements, we have taken organizational measures to ensure that ASAP's executive bodies and employees behave in accordance with the rules at all times.

The aim is to ensure compliant conduct in the performance of our business activities at all times and thus prevent damage to the company and each individual employee that may result from violations of applicable

law and internal guidelines. In doing so, we focus on prevention by using our compliance organization to prevent such violations and to advise and support employees in their responsibilities.

Electronic reporting system

With our electronic reporting system, all employees and stakeholders of the company have the opportunity to report possible violations of regulations while maintaining anonymity. In our Code of Conduct and our Supplier Code, we have summarized the various options for submitting reports and tips and at the same time provide information on how ASAP deals with such reports.

This policy also ensures that informants who wish to draw attention to misconduct or drawbacks within the ASAP Group in good faith and out of a responsible motivation do not experience any discrimination. Thus, the directive not only serves to detect irregular behavior, but also to protect informants in particular. With the introduction of this guideline, we have integrated the uniform standards of the Whistleblower Protection Act (HinSchG) into the ASAP regulations. There were no pending litigations arising out of anti-competitive conduct or violations of antitrust and monopoly law in which ASAP is a party during the reporting period.

Introduction of an environmental management system

To ensure environmentally compliant operation, the ASAP Group works with a service provider who regularly reviews the relevant laws and guidelines for the ASAP Group and makes recommendations for action. These are implemented as part of environmental management and checked for compliance by means of regular compliance audits. The ASAP Group has had its environmental management system certified in accordance with the globally recognized



"The company's identity is based on a mindset that is practiced every day within the company and in collaboration with our customers. I could already feel ASAP's values on my first day at work in October 2014."

Stefan Schmidt

Director Division Vehicle Engineering

DIN EN ISO 14001:2015 standard. No violations of the rules were found in the reporting period. Due to our activities and the existing environmental management system, we classify environmental risks as low.

Socioeconomic Compliance

During the reporting period, the ASAP Group was not subject to significant fines or non-monetary sanctions for non-compliance with social and economic laws and/or regulations.

Compliance with human rights, labor standards and protection of minorities

At ASAP, the focus is on people. With this in mind, it is a matter of course for the ASAP Group to demand compliance with human rights and respect for recognized national and international labor standards, both at ASAP and within the supply chain.

With the ASAP Code of Conduct and the Supplier Code, the ASAP Group is committed to sustainably support the ten principles of the UN Global Compact and to continuous improvement in their implementation.

ASAP is committed to create a working environment for its employees that is free from discrimination and harassment in recruitment, employment and employment, and in which freedom of association exists. The right to collective bargaining is effectively recognized.

ASAP strictly rejects child labor and all forms of forced labor. The right to privacy of our employees is fully respected. In addition, ASAP is clearly committed to diversity and general equal treatment. This explicitly refers not only to different genders, but also to age, sexual orientation, religious affiliation, ethnic origin, membership of minorities or indigenous peoples, disabilities and other personal characteristics of our employees.

In exchange with stakeholders

The ASAP Group is in regular and open dialogue with its stakeholders. These mainly include customers, suppliers, employees, investors and analysts, media representatives, as well as associations and societies.

Regular exchange with our stakeholders forms an important basis for our actions. Dialogue conveys each other's positions and helps us to constantly compare our decisions with the different interest groups. We have a regular exchange with our customers as part of joint projects as well as at conferences and trade fairs. Contact point for our suppliers are our project managers and purchasing department.

Our employees are supported by the HR department. We inform our staff through townhall meetings, our intranet and regular employee surveys, and we also maintain an open dialog through a culture of constant communication. The marketing department is in continuous contact with media representatives.



Economical – quality as a guide



Report on economic performance (GRI 201)

The ASAP Group reports on its economic performance in its annual report ([ASAP_Jahresbericht_2023.pdf](#)). As part of the annual business report, ASAP provides a comprehensive report on all relevant economic performance factors in the respective reporting year. Risks and opportunities associated with climate

change that have the potential to cause significant changes in business activities, revenues or expenses are currently not foreseeable from the management's point of view. The ASAP Group's business model primarily involves the provision of development services. There is only a very small production of material goods. Therefore, no significant amounts of raw materials or land are used, nor is the impact of business activities

on the environment in form of emissions considered significant. The transition towards emission-free mobility could, at best, result in opportunities for ASAP, as it may result in a considerable development effort for alternatively powered vehicles and new vehicle concepts. ASAP therefore positioned itself accordingly at an early stage with its expertise in fields such as electromobility, software development and connected and autonomous driving.

ASAP grants its employees subsidized company pension schemes in form of direct insurance. This ensures that almost all employees are provided for in their retirement. ASAP receives public funding for research and development activities as well as employee training.

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

ASAP focuses on performance, customer orientation and quality of products and services. ASAP's success is based on the reputation of our company which we have worked hard to achieve. We strongly reject services based on illegal or ethically questionable behavior. Influencing business decisions with bribery attempts or even bribery are unacceptable practices for us. Therefore, ASAP expects all employees and business partners to refrain from corrupt behavior in any form. We rely on prevention and education.

With our Code of Conduct and our Supplier Code, we reaffirm our commitment of combining business activities with ethical principles. These guidelines are

designed to help prevent corruption at ASAP and along the supply chain. There were no confirmed cases of corruption within the ASAP Group during the reporting year.

High protection of customer data (GRI 418)

As a development service provider, the ASAP Group processes highly confidential and sensitive data of its customers. This includes both personal and contract-related information. Any loss of confidentiality of such data could cause significant damage to our customers' business and have a lasting impact on trust in the ASAP Group. For this reason, information security and data protection are top priorities at ASAP.

In order to meet this requirement, the ASAP Group has implemented a systematic information security management system. The ASAP Group demonstrates its high standards in this area through relevant certifications such as ISO/IEC 27001 as well as through regular assessments according to the TISAX standards, which are the VDA's information security standards.

Depending on the classification of the processed data and the specific requirements of the customers, the ASAP Group provides a correspondingly adapted IT and property infrastructure. Regular training of all employees ensures that they know how to proceed in certain situations and that they are aware of the risks to information security.

All certificates of the ASAP Group are available online at: asap.de/zertifikate-und-akkreditierungen

Ecological – think green, act sustainably

Sustainability management plays a major role

Humanity is facing enormous challenges today. Problems such as climate change and resource scarcity can only be successfully tackled through sustainable development. Therefore, the ASAP Group stands for the development of resource-saving, efficient and forward-looking mobility systems. For us, however, sustainability also means taking responsibility towards our environment, our employees and our business partners. For us, responsible corporate governance means ensuring that our economic activities are in line with environmental and social concerns.

The ASAP Sustainability Management is part of our integrated management system. The task of our sustainability management is to identify opportunities and risks at an early stage in order to develop and implement appropriate strategies and measures. Sustainability topics are regularly presented to the Group Executive Board as part of management reviews so that targets can be continuously monitored and appropriate measures initiated if necessary. The CFO is responsible for sustainability issues within the Group Executive Board.

Focus on environmental concerns

As a development service provider, the ASAP Group generally does not have any significant production

facilities or material flows. Therefore, environmental impacts can essentially arise from the management of office space and the IT infrastructure, the vehicle fleet and business travel.

Targeting efficient energy use

One of the key objectives of our ecological sustainability efforts is the efficient use of energy. Since the financial year 2023, we have been regularly reviewing our efforts by independent organizations through external certification in accordance with the DIN EN ISO 14001 standard, thus ensuring our internal improvement process.

ASAP uses electricity, natural gas, wood pellets and fuels (diesel, petrol) as energy sources. The most important energy consumers are heating, cooling systems, lighting, machinery and IT technology. Efficient energy consumption saves costs for the company and reduces greenhouse gas emissions.

The energy consumption of the ASAP Group is mainly made up of electricity, gas, wood pellets and fuel. The normalized total energy consumption per employee within the company amounted to 5.3 MWh in the reporting year, a reduction of 9.7% compared to the previous year. Total energy consumption normalized to sales in EUR million thus amounted to 54.2 MWh in the reporting year, a decrease of 3.6% compared to the previous year.



Energy-saving measures initiated and implemented in 2023:

- Further conversion of lighting to LED technology at several locations
- Relocation to more energy-efficient buildings
- Establishment of an energy team to identify energy-saving measures in the departments
- Sensitizing employees to the efficient use of energy

Planned energy-saving measures for 2024:

- Further gradual conversion of lighting to LED technology in Germany
- Further leasing of energy-efficient buildings (GRI 305)

With two-thirds of the total energy consumption at all locations, electricity consumption was identified as the most important source of CO₂. The ASAP Group has responded to this issue and now obtains almost 100% of its electricity from renewable sources. For the future, ASAP is focusing on heating its buildings with heat

pumps and converting the company fleet to electric vehicles in order to further reduce CO₂ emissions.

CO₂ reduction measures introduced and implemented in 2023:

- Group-wide purchase of electricity from renewable energy sources
- Further conversion of the company fleet to electric drives
- Renting buildings with modern heating

Environmental sustainability activities 2024:

For 2024, ASAP also plans to implement several measures to improve environmental sustainability.

- Further conversion of the company fleet to electric drives
- Relocation to buildings with modern heating/heat pumps
- Reduction of paper consumption through digitization measures



Social – together for the community



HR Management as critical success factor (GRI 401)

For the business model of a development service provider, the human resource management is a key factor critical to success. That is why we consistently align our personnel policy to always have the employee qualifications and capacities demanded by our customers available for the processing of projects, the completion of orders and in the provision of temporary employees.

Investments in recruiting and HR marketing

In 2023, ASAP offered a wide range of jobs in various target occupations for training, career entry or the next

career step. By harmonizing, standardizing and digitizing our uniform recruitment process across all locations, we guarantee potential candidates a company-wide quality standard. We have significantly expanded our team and invested in further training.

Various awards for ASAP

Whether it's growth, corporate culture or employer attractiveness: the ASAP Group has been among the top performers in the corresponding rankings for many years. But we are far from reaching our goal. We work together every day to continuously develop and improve.

Top-Employer



What makes a good employer? Each year, the news magazine Focus gets together with the platforms kununu, Xing and Statista to address this question and select the 'Best Employers in Germany'. Employees rate the management behavior of their superiors, professional prospects, salary and the image of the company. In 2023, ASAP has been awarded a top spot in the 'Automotive and Suppliers' category for the eighth time in a row.

ASAP is Top-Innovator



For the seventh time in a row, the ASAP Group was awarded the 'Top 100' seal in the reporting year, making it once again one of Germany's most innovative companies. ASAP particularly impressed the 'Top 100' jury in the categories of 'Innovation success' and 'Innovation-oriented Top Management'. The companies were evaluated based on a scientifically sound procedure that considered more than 100 criteria from various categories.

Mint-Minded Company



Together with 'MINT Zukunft schaffen', audimax GmbH honors companies that are particularly committed to the promotion of MINT talents with the 'MINT Minded Company' seal. The nomination is made exclusively by the target group of MINT students, graduates and talents. MINT refers to the subjects of mathematics, computer studies, natural sciences and technology

Kununu Top Company

"Recommended by employees" is the statement behind the kununu seal of approval 'TOP COMPANY'. This seal is awarded to companies, which have a high level of employee satisfaction. The assessment

is based exclusively on employee reviews. ASAP has been one of the top companies in the automotive industry on kununu for years.

Kununu Open Company

An open and appreciative approach – this is what the employer rating platform kununu.com certifies us with the OPEN COMPANY seal. The seal is only awarded to companies that actively encourage their employees to rate on kununu, comment on existing reviews or provide insights into everyday work.

IHK training company



The ASAP Group once again received the training seal from the Chamber of Industry and Commerce (IHK). As a training company, we invest in the future of young people and support them in their professional careers. The dual training with a high level of practical experience prepares our junior employees specifically for their tasks in the company. In this way, we are setting the course for the future and train our own young skilled workers.

Comprehensive Human Resources development

The opportunities for joining the ASAP Group are as diverse as the people in our company. As a development partner to the automotive industry, we offer our employees technologically demanding tasks. Our employees work in innovative teams and in a multi-award-winning working environment.

Individual support is part of our culture. We can only ensure the long-term security and innovative strength of the ASAP Group if we recognize and develop the potential of our employees.

With this in mind, we have designed the ASAP Group's human resources development program.

We support the personal growth of our employees with effective programs for different target groups. Key aspects of our development programs include support during the orientation phase and targeted preparation for management tasks. The focus here is on teaching interdisciplinary skills to support employees in successfully meeting the increasing demands of the digital and dynamic workplace

Talent Program

The Talent Program is aimed at talented employees who have development potential on both, professional and personal level and who are to be supported in their orientation phase. We want to show them further development prospects and help them expand their skills through effective training.

Career Kit

The Career Kit is designed to provide targeted development and practical support for talented employees at management level. Through tailor-made training courses, we support the individual development of careers and the expansion of specific skills.

Advanced Program

The Advanced Program is aimed at employees with high performance and a pronounced potential who are expected to take on a leadership role within the next two years at the latest.

This program prepares them specifically for their future management tasks.

Leadership Program

The Leadership Program is aimed at managers who have recently joined ASAP or have been promoted to head or project manager. Focus is on communicating the ASAP spirit and an intensive examination of the ASAP Leadership Guidelines and hybrid leadership.

Experienced managers

One of our long-term HR development goals at ASAP is to maintain, develop and improve the management qualifications and skills of our experienced managers. The development takes place individually and is always adapted to the company's interests, the special needs of managers and current trends.

Benefits and voluntary benefits

In addition to a wide range of training and development opportunities, we offer our employees numerous voluntary services and benefits.

Components of the voluntary services include:

Workplace and environment

- Ergonomic chairs and modern technology
- Team events, after-work events
- Company events, e.g. summer party, Christmas party
- Free water dispenser, coffee and fruit for all employees
- Job Bike

Working hours, family and social affairs

- Flexible working hours
- Attractive working time models to reconcile family and career
- 30 days annual vacation
- 4-day week

- Sabbatical / Workation
- Preventive counseling in difficult situations
- Special leave for family reasons
- Occupational health management (integration management, preventive medical checkups, prevention courses, etc.)
- Mental first aiders
- Company fitness

Financial benefits

- 13th month salary
- Overtime pay in accordance with the company agreement and employment contract
- Project and function allowances as well as individual performance-related bonus payments
- Additional monthly tax-free non-cash benefit on a "Ticket Plus City Card" (which is a voucher card)
- Bonus for employee recommendation
- Financial support for training and further education measures
- Company anniversary
- Numerous shopping benefits online and locally (travel, furniture, clothing and much more)
- Company car for employees from level 3+

Insurance and pensions

- Group accident insurance
- Attractive group contracts for occupational disability insurance
- Company pension provision in form of direct insurance with employer subsidy
- Supplementary company health insurance and liability insurance

In addition to fair remuneration, the ASAP Group also offers voluntary benefits that follow the principle of sustainable personnel recruitment and development. Compared to other companies in the industry, the ASAP Group's benefits are above average.



"ASAP offers everyone the chance to take responsibility and get involved in projects and topics, with the focus always being on the individual – an approach that was already evident during onboarding. I also particularly appreciate the opportunity to take sabbaticals and workation trips."

Antonia Brauer
Sustainability Consulting

Attractive working conditions and promotion of the corporate culture

We keep a very close eye on the segments of the labor market that are relevant to us and deal intensively with the changing expectations, especially of young professionals and university graduates, with regard to corporate and management culture, work organization and non-monetary working conditions. ASAP derives strategies and activities from this market information with the aim of remaining an employer of choice for qualified specialists and university graduates.

With the early transfer of responsibility within the framework of small projects, we meet the expectations of our junior managers and specifically promote their development. The following questions are decisive in this process:

- How do you live corporate culture in hybrid working?
- What changes does the new world of work require?
- And what can we do to support all employees on their way to a changed working life?

In the ASAP cultural initiative 'Better together' launched in 2021, colleagues in cross-site working groups addressed exactly these questions – and developed joint solutions. After all, the WE, the community and trusting cooperation – the core of the ASAP spirit – will remain an essential part of ASAP's guidelines in hybrid working in the future.

Furthermore, we are committed to programs outside of work that promote education and equality for young people, such as Soroptimist International Club Ingolstadt, Kreative Köpfe, VDINI-Club, The Girl Effect or Engineers Without Borders.

ASAP Spirit Day

As part of the cultural initiative 'Better together', the ASAP Spirit Day was launched at the end of 2022. This workshop conveys the values and culture of the ASAP Group and has since been rolled out to all locations as an integral part of the onboarding process.

Occupational health and safety have high priority (GRI 403)

Occupational Health Management

The protection and preservation of the health of our employees is of paramount importance to ASAP. Our working world is undergoing continuous change. A large number of developments (e.g. the Corona pandemic) have led to a change in the professional demands on employees and to new burdens in the professional environment.

The aim of our company health management program is to support managers and employees in creating healthy and motivating working conditions, as well as to raise awareness and empower people to take charge of their own health.

Our company health management promotes both, the physical and mental fitness of our employees. In addition to offering our employees an ergonomic and safe workplace, we also offer numerous opportunities to increase fitness and health.

These include the G37 occupational health check-up and, if necessary, a subsidy for computer glasses, as well as both, digital and face-to-face offers on key topics such as resilience, mental health and stress management.

Health safety

Our goal is to operate our systems and processes in a way that poses no danger to our employees or the environment. Occupational health and safety (OHS) is ASAP's top priority. Our OHS program is designed to protect our employees from work-related hazards and to maintain their health through preventive measures. To this end, we have established an OHS management system in accordance with ISO 45001, which was certified for the first time in the financial year 2023, ensuring that we meet our binding obligations. As part of our company health management program, we offer a wide range of options for

improving fitness, including company fitness, as well as employee participation in company runs or other sporting events.

Occupational safety

As part of annual safety training, during inspections by safety officers and during internal audits, employees are consistently encouraged to handle the work equipment and systems provided in a responsible and safe manner. In addition, instructions are provided on how to handle raw materials, consumables and supplies that are processed and used in day-to-day business.



In addition to the actual review of business processes in connection with external standards, the general working conditions are also monitored with internal audits and occupational health and safety committee meetings (ASA) in cooperation with the occupational safety specialist, the safety officers and the occupational health service.

A certification according to ISO 45001:2018 (management systems for occupational safety and health) for the central function (ASAP Holding GmbH) and the larger affiliated companies ASAP Engineering GmbH Gaimersheim, ASAP Electronics GmbH Gaimersheim, ASAP Engineering GmbH Weyhausen was granted in 2023.

In Germany, risk assessments are carried out at all locations, considering all persons who are potentially present at the location. During the implementation, the responsible areas are supported by the competence of the safety officer and the occupational safety specialist. Both are also neutral contact persons for employees regarding the hazards in their own working environment.

In corresponding working committee meetings for the ASAP Group locations, the responsible management is informed on a quarterly basis about the number of reportable accidents. This committee also reports on the accidents, their causes and the measures taken to prevent another accident.

In the reporting year, the 1,000-employee rate at the aforementioned ASAP Group facilities was 4.8 (previous year: 4.2).

This is comparatively low compared to the average according to the VBG annual report 2023. Here, the rates are given as 11.52 in 2023 and 12.48 in 2022.

Responsibility for training and further education (GRI 404)

Training

Finding well-trained specialists on the job market is becoming increasingly difficult, which is why in-house training at ASAP is of great importance for the future development of the company. ASAP takes its responsibility to young people very seriously. ASAP is recognized throughout Germany as a first-class training organization and has been awarded the title of "IHK training company" by the Chamber of Industry and Commerce.

Further training

We constantly review our personnel development tools and measures and align them with current requirements. Our training catalog is therefore regularly reviewed and adapted to ensure it is up to date and future oriented.

Employee surveys 100%DU

Every improvement starts with honest feedback. For this reason, the Group-wide employee survey 100%DU has been conducted every two years since 2017. All ASAP employees have the opportunity to give feedback on topics such as personal development in the company, leadership and management, positioning of the company, communication, ASAP identity and benefits. The management then takes a close look at the results in order to initiate appropriate measures.

Group-wide measures from 100%DU 2023

In order to promote ASAP employees in a more targeted manner, the target groups in the Talent



"The cultural initiative 'Better Together', which we launched at ASAP in 2021, embodies the ideal of a corporate culture for me. Our main goal is to establish a culture of appreciation and open communication based on trust that enables the living and implementation of our corporate values."

Maik Ketels

Director Division Electrics / Electronics

Program were sharpened. A new career-oriented continuing education program 'Career Kit' was also developed and rolled out.

In addition, the training opportunities were expanded, and the focus was placed on the individual service segments instead of the locations.

Cross-location bundling of competencies

In the course of the change process, the aim was also to bundle expertise across locations and to work together through the new organization 'Next Generation' with a focus on the divisions.

Since 2021, ASAP employees have been taking part

in the 'Better together' cultural initiative, dealing with topics such as hybrid working and changes within the working environment. In cross-location working groups, colleagues have been jointly developing new solutions and approaches. The cultural project was continued and further developed under 'Better together – next generation'.

A concept was developed to optimize communication. In order to enhance communication within the ASAP Group, there is a quarterly information event for all departments of the company. At these events, information is shared centrally and across departments. In addition, there is an annual live stream of the management team, which is aimed at all ASAP employees and offers the opportunity to ask questions within the appointment.

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