



SUSTAINABILITY REPORT 2024

Index

Letter to Stakeholders

We were born to **protect**.

Every decision we make springs from this simple truth.

To protect means to understand, to prevent, to innovate. It also means pausing to reflect on how the ways in which we produce, work and grow can generate value without depleting the resources around us.

Twenty years ago, KASK began as a laboratory of ideas in the Bergamo region of Italy. Today, we have an international presence, yet remain true to our **artisanal roots**. Over the years, we have learned that quality is not just a technical measure - it is an ethical responsibility.

For us, sustainability is not a statement; it is a journey made up of small, measurable steps and conscious choices that unite safety, innovation and respect.

We have embarked on a structured path that has led us to see ourselves in a new light: to assess risks and opportunities, to engage in dialogue with those who journey alongside us every day - employees, suppliers, customers, athletes and communities.

The result is this report: **not a destination, but an invitation to co-responsibility, collaboration and mutual trust**.

We are aware that sustainability cannot be improvised.

It demands method, knowledge, but above all, vision.

It means recognizing that the safety we provide to those who wear our helmets must extend to the planet we inhabit, the people who work with us, and the communities that welcome us.

Our commitment is clear: **to transform excellence into balance**.

To reduce waste, to choose more responsible materials, to support local supply chains and to continually improve our processes and expertise.

We have started the journey towards ISO 9001 and 14001 certifications, introduced materials sourced from circular economy models, and launched a significant supplier qualification process allowing us to map and foster virtuous collaborations. Among these, our partnership with BASF stands as a concrete example: through this synergy, we have introduced Neopor® Ccycled® - a material obtained from the chemical recycling of plastic waste - into some of our collections.

Yet the real challenge is not technological; it is cultural.

This report is therefore also an act of **listening**.

Listening to those who trust us with their safety, to those who work passionately behind every product, to nature, which urges us to slow down and rethink.

The future belongs to those unafraid of change: we wish to embrace it with respect, skill and determination.

To everyone who accompanies us on this journey, we express our gratitude.

To those who believe that protecting people also means caring for the world, we pledge our commitment.

Angelo Gotti

Founder and CEO - KASK S.p.A.



An Italian story

Founded in 2004 by Angelo Gotti in Chiuduno (Bergamo, Italy), **KASK** is an Italian company specializing in the design and production of **top-quality safety helmets and accessories** for cycling, skiing, horse riding, rescue operations and workplace safety.

With a skilled engineering team, strong partnerships with industry leaders and production that's entirely **Made in Italy**, KASK has gained worldwide recognition. The company has won major awards like the iF Design Award, ISPO Award, Red Dot Design Award and Eurobike Award.

KASK's story is marked by **rapid growth**, expanding its product portfolio and diversifying its business, with the mission to always maintain high-quality standards and enhance the value of Italian territory.

 Comfort

 Safety

 Design

 Performance



Timeline

KASK develops and manufactures products that are **100% Made in Italy**, where **excellence, safety and comfort** come together in innovative and distinctive **design**.

										
R&D	CYCLING	SAFETY	SNOW	URBAN	EQUESTRIAN	KOO EYEWEAR	VOGEL	CASTELLO DI GRUMELLO	F.LLI FABBRI	20 YEARS OF KASK
2004	2006	2008	2009	2011	2015	2016	2021	2022	2023	2024
After years of experience in helmet development and design, Angelo Gotti founds KASK, initially providing R&D services for third parties	The first collection of helmets for road cycling, mountain biking and urban cycling is launched	KASK presents its first collection of professional helmets for industrial, construction, arborist, emergency and rescue sectors	Helmets for alpine skiing and snowboarding are introduced	The first collection for urban cyclists, combining style, functionality and safety for daily commuting is launched	KASK introduces its first collection of riding helmets, combining safety, comfort and elegance	KOO is born, a brand dedicated to sunglasses and masks that combine innovation, protection and refined design	KASK acquires Vogel, a historic New York brand of business footwear and riding boots	KASK enters the wine sector by acquiring Castello di Grumello, its winery and vineyards	KASK acquires F.lli Fabbri, an Italian excellence in the production of custom riding boots	



20 years of KASK

In 2024, KASK celebrated its **twentieth anniversary** with a two-day public event in Bergamo (Italy) that brought together employees, partners, customers and the local community. The celebration featured a variety of sports activities, themed conferences, historical exhibitions and opportunities to meet international athletes.

The event highlighted the **company's strong connection to the local area** and emphasized the importance of sharing the **successes and values** that have driven KASK's growth: **quality, safety, innovation and sustainability**.



2004 > 2024 >

Looking to the future, the company renews its commitment to developing increasingly safe and high-performing products, with a strong focus on environmental and social sustainability, confirming its desire to generate tangible benefits for the community and promote a culture of safety and wellbeing.

Vision and Mission: our pillars

VISION

Empowering people to excel in sports, their profession and personal growth by offering **safe, high-quality products** that improve abilities and performance, helping them achieve their fullest potential.

MISSION

Offering products that are recognized for **outstanding quality and excellence**, made with respect for the consumer through an internal R&D process and careful attention and control throughout the entire production chain.



All KASK products are entirely Made in Italy and exceed the strictest quality and safety tests required by regulations and according to our **CSD Project (Comfort, Safety, Design) philosophy**.

Product of Italy



The design and features of all our collections are innovative, brand-owned and protected by numerous patents.





Our values

PRODUCT FOCUS

Our **products are at the core** of everything we do, every single day. At KASK we put **innovation** at the forefront of our efforts to create **high-quality products**, tailored to meet customer needs and expectations.

QUALITY

KASK places the highest importance on **internal controls**, viewing them as essential processes that support the achievement of company goals, safeguard resources, **ensure quality and safety in every product** and maintain compliance with laws and regulations.

PASSION

KASK's brands are the **identity** of our company. Supporting our brands means ensuring consistent product **quality** and clear, effective communication.

EMPLOYEES

The **KASK team** is the **key resource** for the company's growth and success. KASK values cultural diversity and individual talents, seeking to attract and **develop people** with leadership skills, passion for our products and intellectual curiosity.

SUPPORT AND PROMOTION OF THE TERRITORY

KASK is committed every day to overseeing the entire production process, consistently working to **protect, safeguard and promote its local area**.

COLLABORATION

Consistency, transparency and respect guide every decision and action, fostering mutual trust and interdependence.

PEOPLE

People are at the heart of everything we do. Everyone who uses our products has four fundamental rights: **the right to safety, the right to be informed, the right to choose and the right to be heard**.

TRANSPARENCY

KASK is committed to taking all necessary measures to **prevent and avoid** any instances of corruption or bribery and to preparing financial **statements and economic data** that are **reliable, truthful and accurate**.

PROTECTION

KASK is dedicated to **protecting its information systems** from unauthorized access and the unapproved disclosure of treated data.

KASK WORLD

Born in **Chiuduno**, Bergamo (Italy), KASK now has an **international distribution network** supporting the sale and promotion of products globally in over 80 Countries, also facilitated by the introduction of an e-commerce section on the new sports website.

**2**

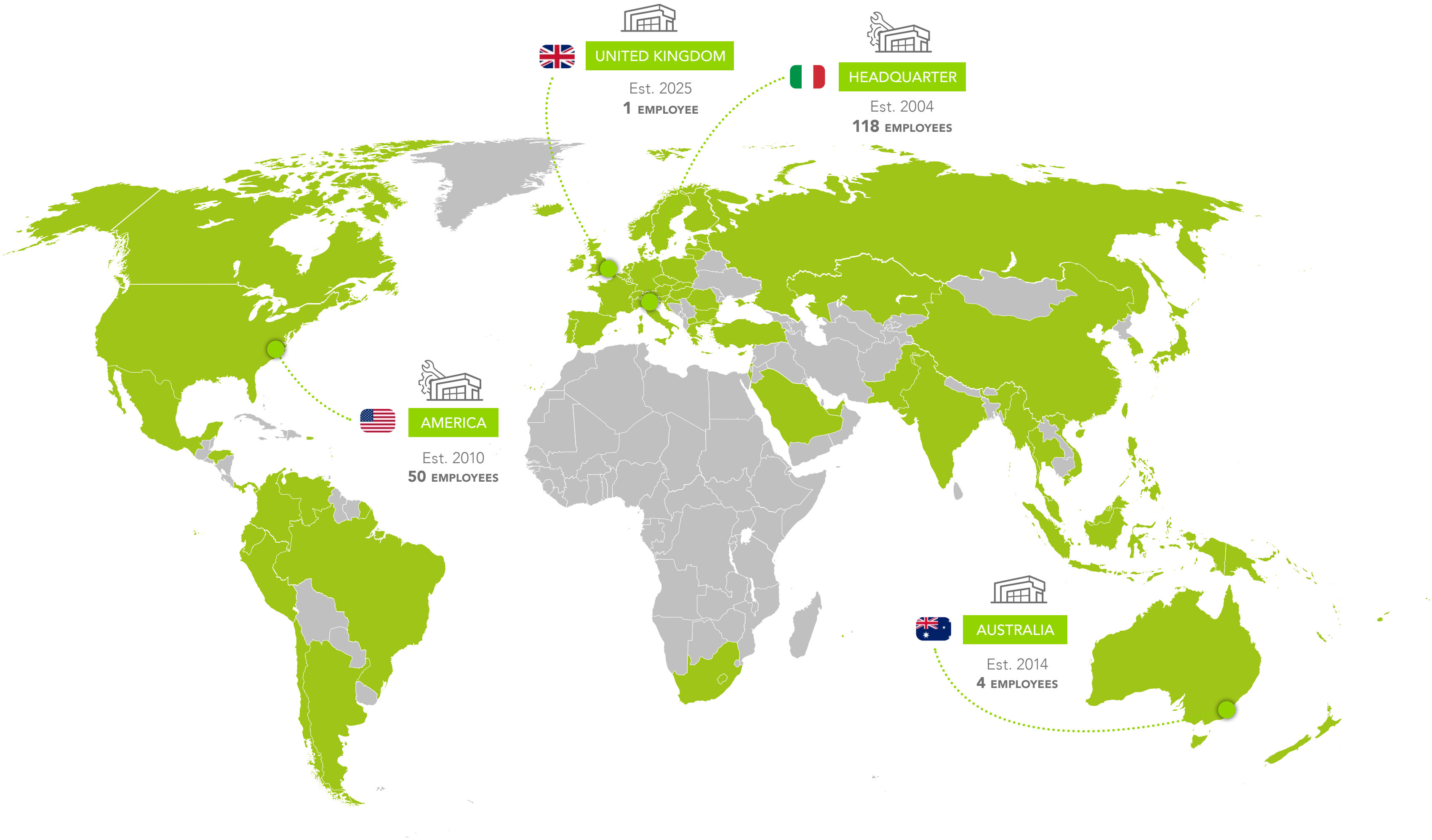
PRODUCTION AREAS
Italy - America

**3**

KASK BRANCHES WORLDWIDE
America - Australia - UK

+ 80

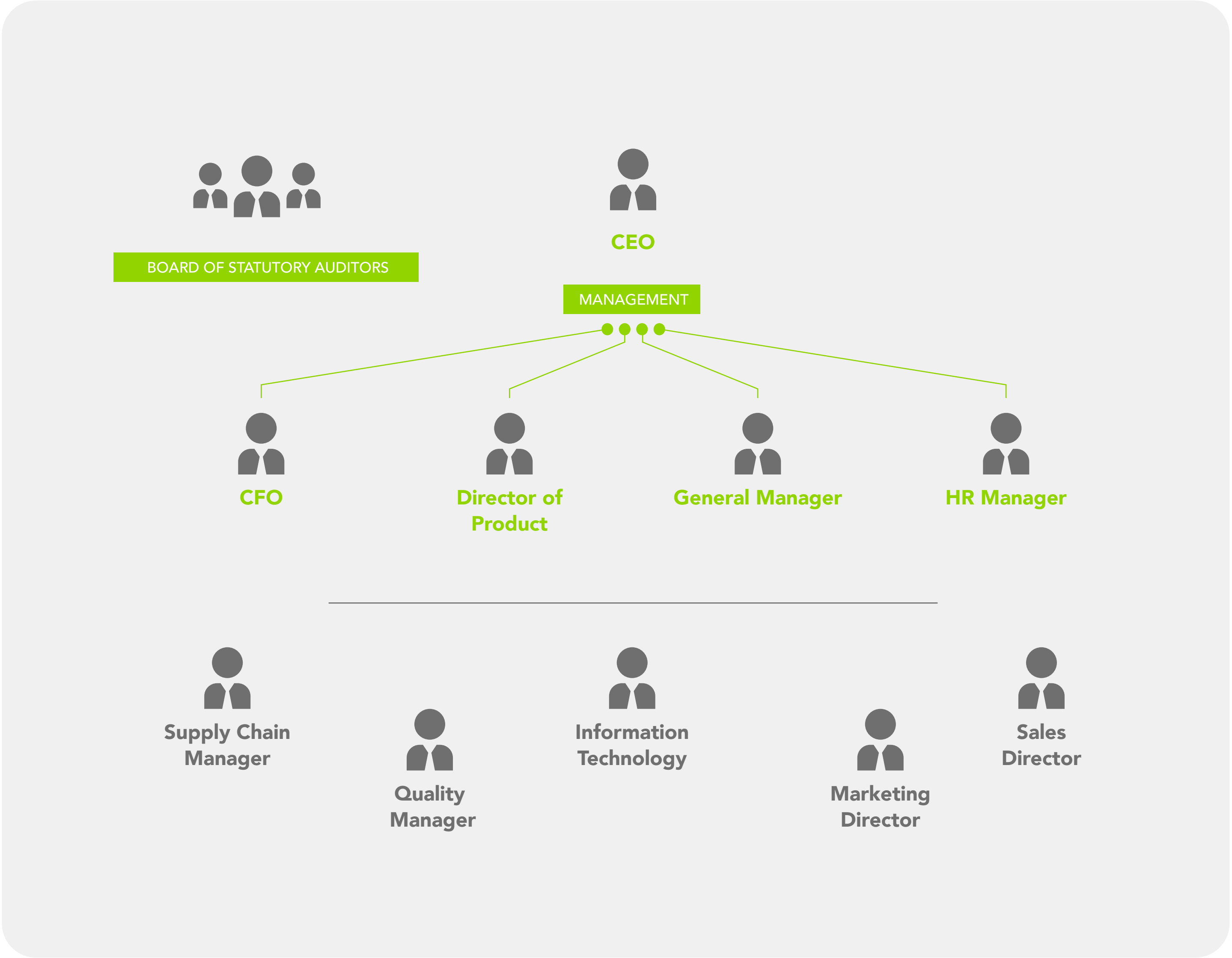
COUNTRIES WHERE WE SELL HELMETS
Worldwide



Company structure

KASK is managed by the **CEO and founder**, Angelo Gotti. The company operates independently, without outside direction or coordination and carries out its industrial plans with continuity of governance and appropriate organizational, administrative and accounting structures, functional to proper business management.

The chart shows the composition of the **Board of Statutory Auditors and Management**.

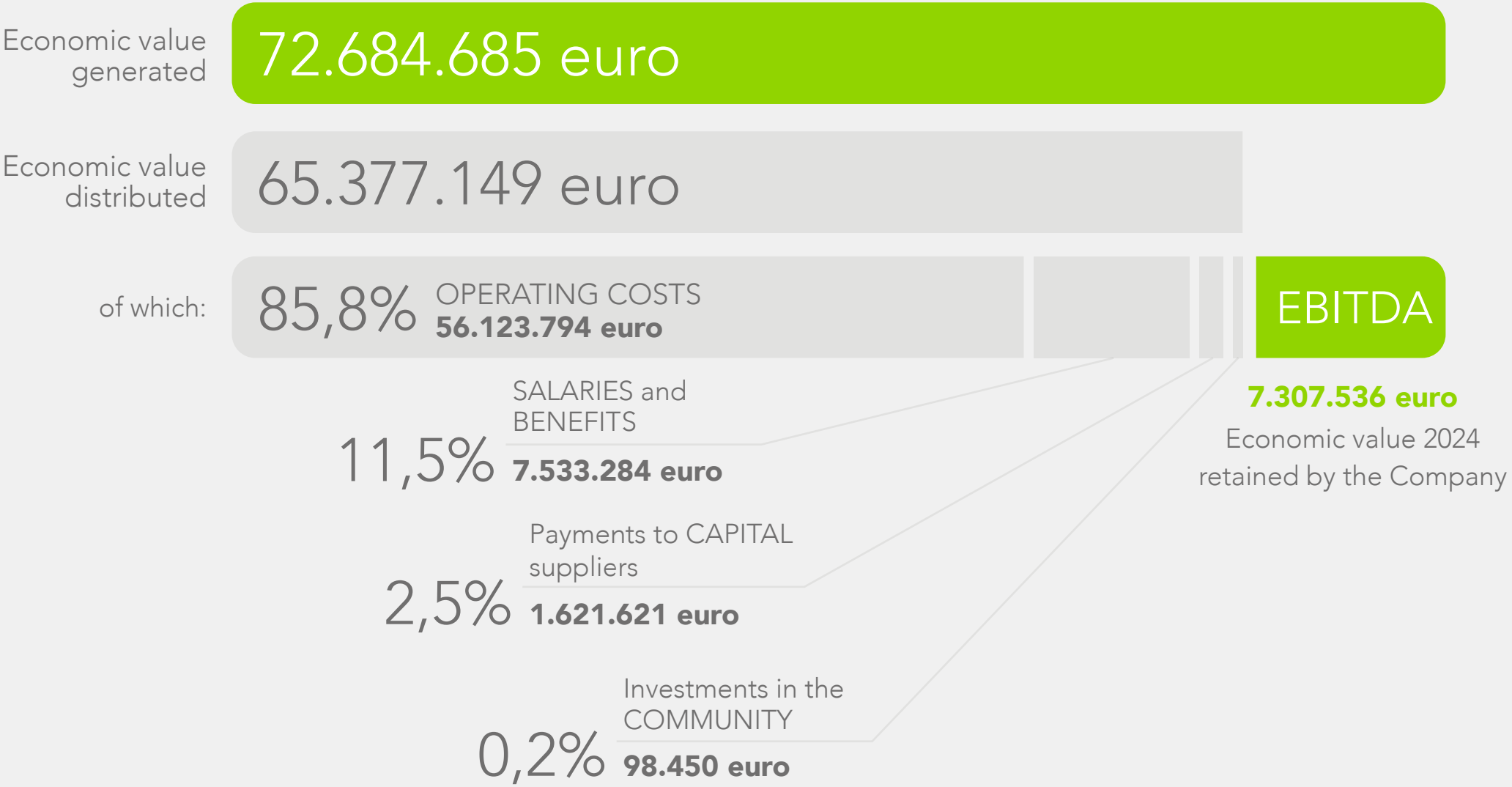




Our performance

2024 ended on a positive note: **over the past three years**, KASK has experienced steady growth, with **revenue exceeding 72 million euro**.

This development is reflected not only in economic results but also in our **commitment to the local community**. Through targeted plans, KASK supports local employment and promotes a sustainable supply chain by prioritizing local suppliers.



Market scenario

KASK operates mainly in the **sports and leisure markets** and in the **workplace safety market**, particularly related to the industrial and construction sectors.



CYCLING

The demand for cycling helmets is growing strongly, driven by greater attention to safety and the spread of bicycles as an ecological choice for a more sustainable lifestyle.



Global cycling helmet market value (USD)

2024 1,2 bln



9,5% CAGR⁽¹⁾ from 2026 to 2033



SNOW

Sector growth is driven by innovation, safety and the increase in winter sports, with Italy leading Europe in production and regulation, thanks to a highly developed ski sector with 5,792 km of slopes.



Global snow helmet market value (USD)

2023 503 mln



4,4% CAGR⁽¹⁾ from 2024 to 2034



EQUESTRIAN

Market growth is supported by the spread of horse riding, innovation in helmets that increases safety and comfort and the expansion of online sales, making them more accessible to a wider audience.



Global equestrian helmet market value (USD)

2023 90 mln



5,4% CAGR⁽¹⁾ from 2023 to 2033



SAFETY

Global market growth is driven by technological innovation and evolving safety regulations, with the construction sector at the forefront due to the expansion of construction and infrastructure.



Global work helmet market value (USD)

2024 7,43 bln



7,2% CAGR⁽¹⁾ from 2024 to 2032

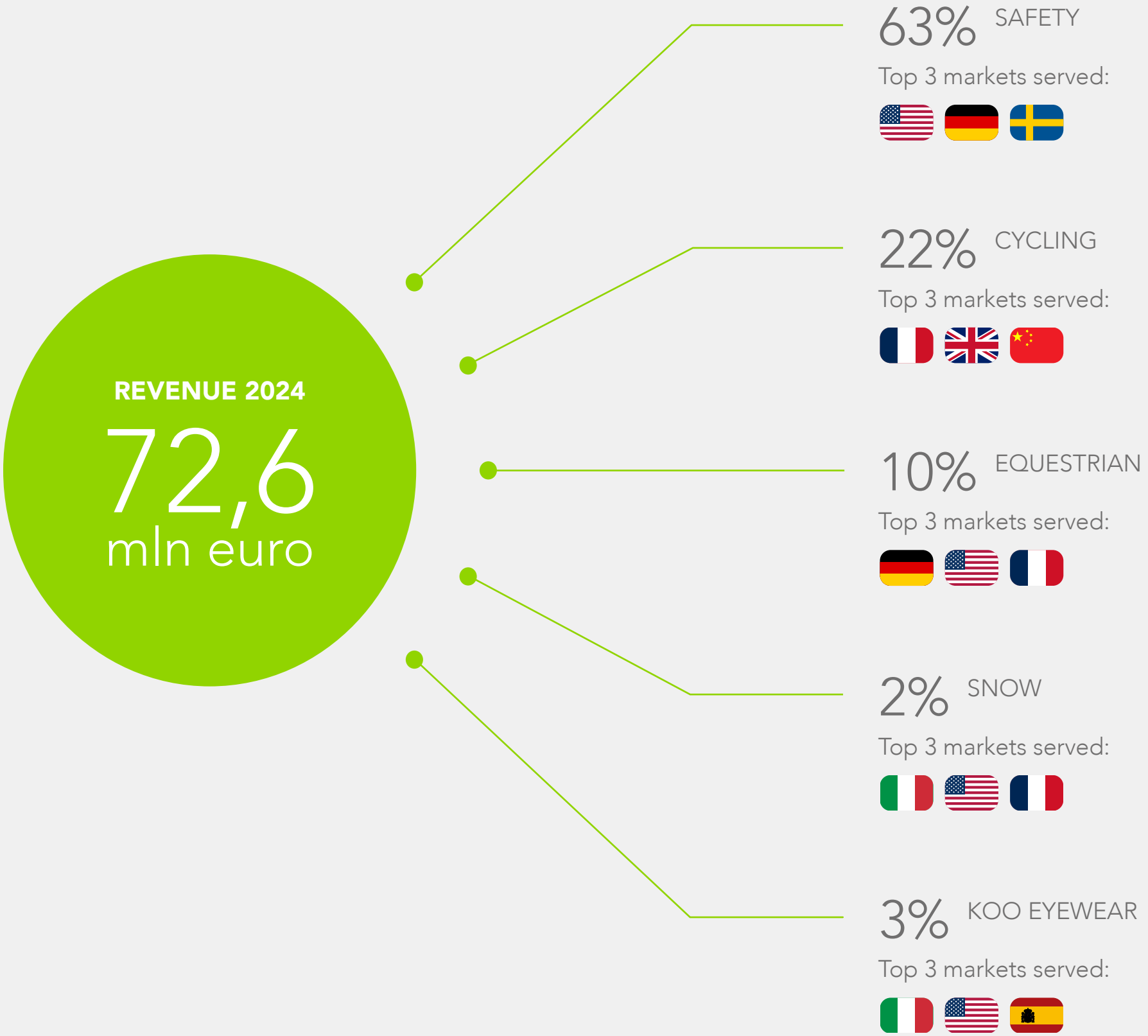


⁽¹⁾ Compound Annual Growth Rate

Our markets

In 2024, KASK recorded revenue of about **72,6 million euro**, strengthening its presence in the sports and workplace safety sectors, despite a complex macroeconomic context. Revenue and net profit growth compared to 2023 was supported by a **strategy focused on innovation, international expansion and brand strengthening**.

For 2025, KASK aims to strengthen its position in high-margin markets, expand its product range, develop new sales channels and invest in **sustainable innovation** to ensure solid and lasting growth.



Strategy and sustainability

In recent years, KASK has launched a structured process to identify **material sustainability topics**, define an **ESG strategy**, and report on its achievements through the drafting of a **Sustainability Report**. In 2023, the company produced its first Sustainability Report, which was shared for internal use only.

In accordance with leading **European sustainability standards**, KASK carried out a **Double Materiality Analysis**, assessing both the impact of the organization on environment and people, and the impact of external factors on the organization. The analysis was carried out

through an **Impact, Risk & Opportunity Assessment** and through the involvement of the **main stakeholders**, with the aim of identifying **material topics**, i.e., **ESG topics relevant respect to financial, environmental and social aspects**, for both the company and its stakeholders.

Identifying these topics was fundamental to define the **corporate sustainability strategy** and the reporting areas detailed in the Report.

Below are the main phases:

IMPACT, RISK & OPPORTUNITY ASSESSMENT (IRO)

Identification of **impacts, risks, and opportunities** related to **environmental, social and governance topics** and assessment of their relevance for KASK

1

STAKEHOLDER ENGAGEMENT

Engagement of stakeholders in the material topics identification process, to incorporate their inputs in the strategy definition and to develop reporting that is pertinent and focused on their priorities

2

IDENTIFICATION OF MATERIAL TOPICS

Identification of **material topics** in relation to both **outside-in and inside-out impacts**, using a double materiality approach

3

Sustainability topics

KASK is committed to making its business model increasingly sustainable and has identified **six key sustainability areas**. These areas represent the pillars of the company’s approach to business and form the foundation for the **development and implementation of its sustainability journey**.



CLIENT SAFETY AND PRODUCT QUALITY

The **safety of our clients** and the quality of our products are at the heart of our commitment. Every KASK helmet is designed and manufactured to guarantee the highest standards of protection, comfort and reliability, thanks to rigorous controls, selected materials and certified production processes.



CONTINUOUS IMPROVEMENT AND CUSTOMER ORIENTATION

KASK operates with a focus on continuous improvement and consistently listens to its customers, ensuring products that precisely **meet their expectations** for **safety, comfort, and quality**.



ENVIRONMENTAL IMPACT

KASK is aware of its responsibility towards the environment and is committed to **reducing its impact** through more efficient production processes, the selection of sustainable materials and collaboration with partners who share the same values of respect and innovation.



GLOCAL DEVELOPMENT

KASK aims to **support the local economy** by using local suppliers, while **strengthening its global presence**.



FOCUS ON EMPLOYEES AND THE COMMUNITY

KASK is committed to **ensuring the well-being of its employees** and supporting the community **with initiatives aimed at fighting marginalization**.



RESEARCH & DEVELOPMENT

KASK promotes a systematic approach to research and development: we **invest** in new technologies and materials to **raise protection levels** of our products and, at the same time, **minimize environmental impact** throughout the supply chain.

Impact, Risk & Opportunity Assessment (IRO)

METHODOLOGY

The Impact, Risk & Opportunity Assessment (IRO Assessment) is an activity that allows the identification and evaluation of sustainability phenomena relevant to the company, with the aim of defining **material topics**.

Based on the principle of Double Materiality, the IRO Assessment analyses:

- » **Outside-in impacts**, in terms of economic-financial **risks and opportunities** (financial materiality)
- » **Inside-out impacts**, which may be positive or negative, on the environment and people (impact materiality).

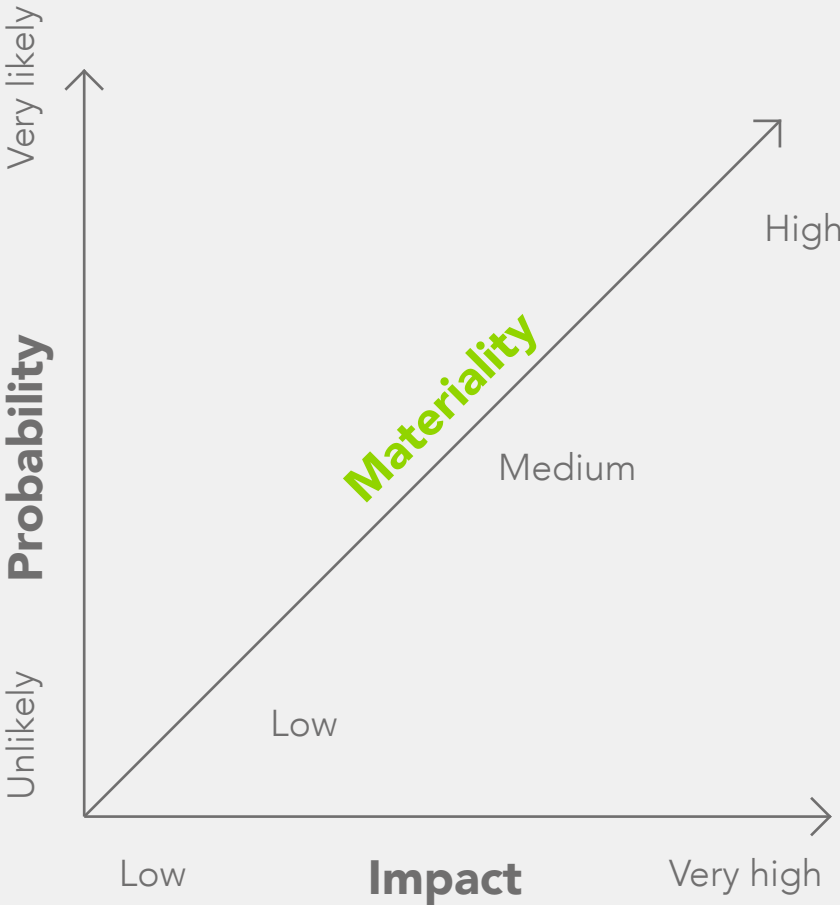
The process is divided into three phases: **identification** of relevant sustainability phenomena, **assessment** of their relevance and **definition of material topics** to be considered in the company strategy.

1

Definition of applicable ESG topics for KASK and identification of related **outside-in** (risks/opportunities) and **inside-out** impacts

2

Assessment of materiality for each risk/opportunity and impact, based on probability and impact:



3

Definition of the **list of material topics** and association of **strategy, objectives** and **reporting indicators to each topic**

Impact, Risk & Opportunity Assessment (IRO)

IRO ASSESSMENT RESULTS

8 Outside-in impacts and 19 inside-out impacts have been identified, associated with 8 material topics and 16 subtopics.



TOPIC:
CLIMATE CHANGE

Need to implement strategic initiatives aimed at reducing:

- » the exposure to physical risks (e.g., floods, earthquakes) and optimising transition risks/opportunities (e.g., changes in regulatory framework, market context, technological development, increased use of renewable sources) resulting from climate change (adaptation);
- » CO₂ emissions generated along the entire value chain (mitigation), also by changing the company's energy supply.

SUBTOPICS:

Adaptation to climate change
Mitigation of climate change
Energy

RISKS/OPPORT. 3 IMPACTS 1



TOPIC:
CIRCULAR ECONOMY

Commitment by the company to promote circularity through more efficient assembly processes, use of recycled materials and proper waste management.

SUBTOPICS:

Resource consumption and circularity
Waste management

RISKS/OPPORT. 1 IMPACTS 4



TOPIC:
WATER RESOURCE MANAGEMENT

Optimization of water consumption and reduction of waste.

SUBTOPICS:

Water consumption

RISKS/OPPORT. 0 IMPACTS 1



TOPIC:
SUSTAINABLE AND ETHICAL SUPPLY CHAIN

Use of a supply chain that, in addition to economic-financial criteria, respects high standards regarding environmental (e.g., emissions), social (e.g., human rights) and governance (e.g., anti-corruption) topics.

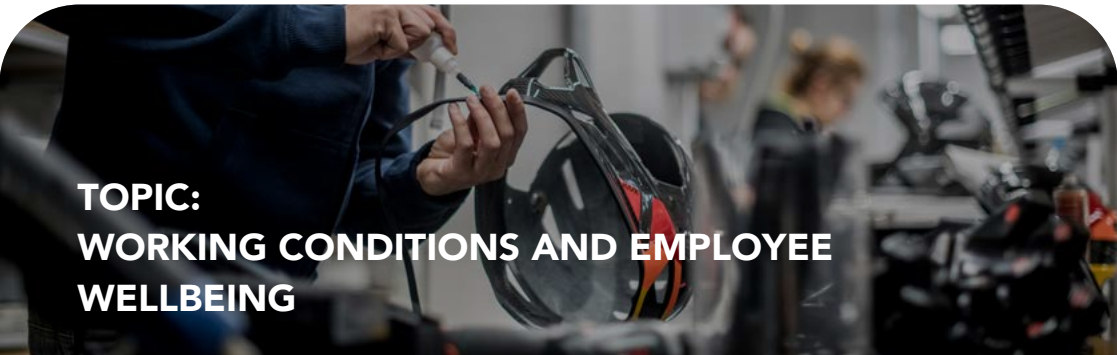
SUBTOPICS:

Environmental protection
Respect of Human rights

RISKS/OPPORT. 0 IMPACTS 3

Impact, Risk & Opportunity Assessment (IRO)

IRO ASSESSMENT RESULTS



TOPIC:
WORKING CONDITIONS AND EMPLOYEE WELLBEING

Adoption of mitigation measures and monitoring tools to ensure the health and safety of employees and the company's commitment to guaranteeing work-life balance, through wellbeing projects and the development of an inclusive and healthy work environment.

SUBTOPICS:
Employee health and safety
Wellbeing and growth

RISKS/OPPORT. 0 **IMPACTS** 3



TOPIC:
IMPACT ON THE WELLBEING AND SOCIAL AND ECONOMIC DEVELOPMENT OF COMMUNITIES

Strengthening the company's connection with the local area and community through listening and dialogue, with the goal of creating shared value.

SUBTOPICS:
Value distribution (Employment)
Value distribution (Community investments)

RISKS/OPPORT. 1 **IMPACTS** 3



TOPIC:
PRODUCT SAFETY AND QUALITY

Compliance with safety standards to ensure regulatory compliance of products, including additional tests that guarantee high levels of safety for end users.

SUBTOPICS:
Protection of end users

RISKS/OPPORT. 0 **IMPACTS** 1



TOPIC:
SUSTAINABLE CORPORATE GOVERNANCE

Adoption of a business model aimed at transparent and virtuous management of company activities to reduce risks, ensure regulatory compliance and the security and integrity of information systems.

SUBTOPICS:
Ethics and regulatory compliance
Cybersecurity
Market

RISKS/OPPORT. 3 **IMPACTS** 3

Impact, Risk & Opportunity Assessment (IRO)

FINANCIAL MATERIALITY (RISKS/OPPORTUNITIES)

Financial materiality concerns **risks and opportunities** related to environmental, social and governance aspects that can affect KASK’s financial performance, reputation and business sustainability.

The results of the Assessment have been represented in tabular form, with columns divided into:



Impact, Risk & Opportunity Assessment (IRO)

FINANCIAL MATERIALITY (RISKS/OPPORTUNITIES)

TOPIC	SUBTOPIC	RISK/OPPORTUNITY		MATERIALITY LEVEL	DURATION
Climate change	Adaptation to climate change	Natural catastrophe / extreme weather phenomena (e.g., flood, drought)	↓	Medium	
Climate change	Energy	Use of energy from renewable sources / self-production	↑	Medium	
Climate change	Energy	Introduction of public incentives for the energy transition	↑	Medium	
Circular economy	-	Introduction of technological innovations for process efficiency /new materials	↑	High	
Impact on the well-being and the social and economic development of communities	Value distribution (Employment)	Low competitiveness in the job market / greater willingness among employees to voluntarily change jobs, impacting turnover rates and the company's ability to attract talents	↓	Medium	
Sustainable corporate governance	Ethics and regulatory compliance	Changes in mandatory and / or voluntary regulations affecting ESG topics (e.g., PPWR 2025 Packaging Regulation, EU Battery Regulation 2023/1542, EU GPSR Regulation 2023/988)	↑↓	High	
Sustainable corporate governance	Market	Evolution of customer / stakeholder requests in sustainability (e.g., requests to complete questionnaires, ESG ratings, compliance with their guidelines or directives, sustainability certifications)	↑↓	High	
Sustainable corporate governance	Cybersecurity	Cyber attacks and loss of sensitive data of employees, customers and suppliers	↓	Medium	

ENVIRONMENT

GOVERNANCE

SOCIAL

RISK



OPPORTUNITY



SHORT TERM

MEDIUM TERM

LONG TERM

Impact, Risk & Opportunity Assessment (IRO)

IMPACT MATERIALITY (INSIDE-OUT IMPACTS)

The following table shows the results of the impact **materiality assessment**, highlighting the effects that KASK generates on the environment, society and stakeholders, distinguishing between **positive or negative, actual or potential impacts**.

A circular symbol also indicates whether these effects are directly or indirectly linked to the supply chain, **emphasizing responsibility along the entire value chain**.

TOPIC	SUBTOPIC	IMPACT	IMPACT TYPE		MATERIALITY LEVEL
Circular economy	Waste management	Waste generation during the assembly process / operations (including packaging)	—	Actual	High
Circular economy	Resource consumption and circularity	Limited product circularity regarding the shells (e.g., shells that are difficult to reuse or recycle at the end of their life cycle, also considering the need to ensure product safety)	—	Actual	High
Circular economy	Resource consumption and circularity	Use of recycled materials (e.g., BASF’s Neopor® Cycled®, use of recycled material for wrapping and packaging of accessories)	+	Actual	High
Circular economy	Resource consumption and circularity	Replaceability of certain components and high product durability	+	Actual	High
Climate change	Mitigation of climate change	Direct greenhouse gas emissions and emissions resulting from purchased and used electricity (Scope 1 and 2)	—	Actual	High
Water resource management	Water consumption	Water consumption for civil use	—	Actual	Low

Impact, Risk & Opportunity Assessment (IRO)

IMPACT MATERIALITY (GENERATED IMPACTS)

	TOPIC	SUBTOPIC	IMPACT	IMPACT TYPE			MATERIALITY LEVEL
	Sustainable and ethical supply chain	Environmental protection	Environmental impact along the upstream and downstream supply chain (e.g., CO ₂ emissions)	—	Actual		High
	Sustainable and ethical supply chain	Environmental protection	Use of green or more sustainable transport , when possible (e.g., DHL Green fuel)	+	Actual		High
	Sustainable and ethical supply chain	Respect of Human Rights	Potential use of suppliers generating negative social impacts (e.g., worker exploitation / inadequate working conditions)	—	Potential		High
	Working conditions and employee wellbeing	Wellbeing and growth	Promotion of a safe and healthy work environment , with a focus on employee well-being and development	+	Actual		High
	Working conditions and employee wellbeing	Wellbeing and growth	Potentially limited employee satisfaction and possible development of a non-optimal work environment , which could impact turnover	—	Potential		Low
	Working conditions and employee wellbeing	Employee health and safety	Potential worker injuries	—	Potential		Low
	Impact on the wellbeing and social and economic development of communities	Value distribution (Community investments)	Creation of stable employment in the local area , both by hiring new employees and by maintaining a supply chain rooted at the national level	+	Actual		High

Impact, Risk & Opportunity Assessment (IRO)

IMPACT MATERIALITY (GENERATED IMPACTS)

TOPIC	SUBTOPIC	IMPACT	IMPACT TYPE		MATERIALITY LEVEL
Impact on the wellbeing and social and economic development of communities	Value distribution (Community investments)	Support for the local community through promotion and participation in social initiatives, as well as collaborations with universities and high schools	+	Actual	High
	Value distribution (Community investments)	Promotion of initiatives aimed at inclusion in sports (e.g., She Rides for women’s inclusion, Obiettivo3 project for inclusion of people with disabilities in sports)	+	Actual	High
Product safety and quality	Protection of end users	Sale of certified and innovative products that ensure a high-quality standard and consumer safety	+	Actual	Very high
Sustainable Corporate Governance	Ethics and regulatory compliance	Potential illegal conduct and / or violations of international and national laws or regulations (e.g., product safety, privacy, etc.)	-	Potential	High
Sustainable Corporate Governance	Ethics and regulatory compliance	Implementation of management systems focused on specific areas (e.g., Environment, Quality)	+	Actual	Very high
Sustainable Corporate Governance	Ethics and regulatory compliance	Respect for the principles of legality , human rights, labor rights and environmental protection through the adoption of a Code of Ethics	+	Actual	Very high

Stakeholder engagement

KASK considers **sustainability** a key factor in **creating long-term value** for the company and its stakeholders. For this reason, the company shapes its activities by listening to and integrating the priorities of all internal and external stakeholders.

KASK promotes continuous, open and transparent dialogue by taking a structured approach to stakeholder engagement, using multiple tools and listening channels, including:

STAKEHOLDER	LISTENING / COMMUNICATION CHANNEL	
All stakeholders (Internal and external)	» Web site	» Institutional social media channels (e.g., LinkedIn)
	» Newsletter	» Whistleblowing channel
	» ESG Survey	
Internal (Ownership, top management, employees)	» Email	» Digital noticeboard on site
	» Whistleblowing channel	» Employee well-being survey
Suppliers (Services, raw materials, semi-finished products)	» Contract	» Whistleblowing channel
	» Qualification and evaluation system	

Conducting a dedicated **survey** played a central role in involving a broad and representative group of internal and external stakeholders in the **assessment of ESG topics relevant to KASK**. Stakeholders were selected based on their **influence and dependence on business activities**, including strategic suppliers, customers, financial institutions, media, nonprofit associations, certification bodies, athletes, Ambassadors, employees and key company figures.

This consultation provided valuable insights into **stakeholder expectations**, helped identifying potential issues and allowed KASK to **integrate shared goals into its sustainability strategies**. Active stakeholder engagement is considered essential by KASK for fostering sustainable, transparent and long-term growth.



Stakeholder engagement

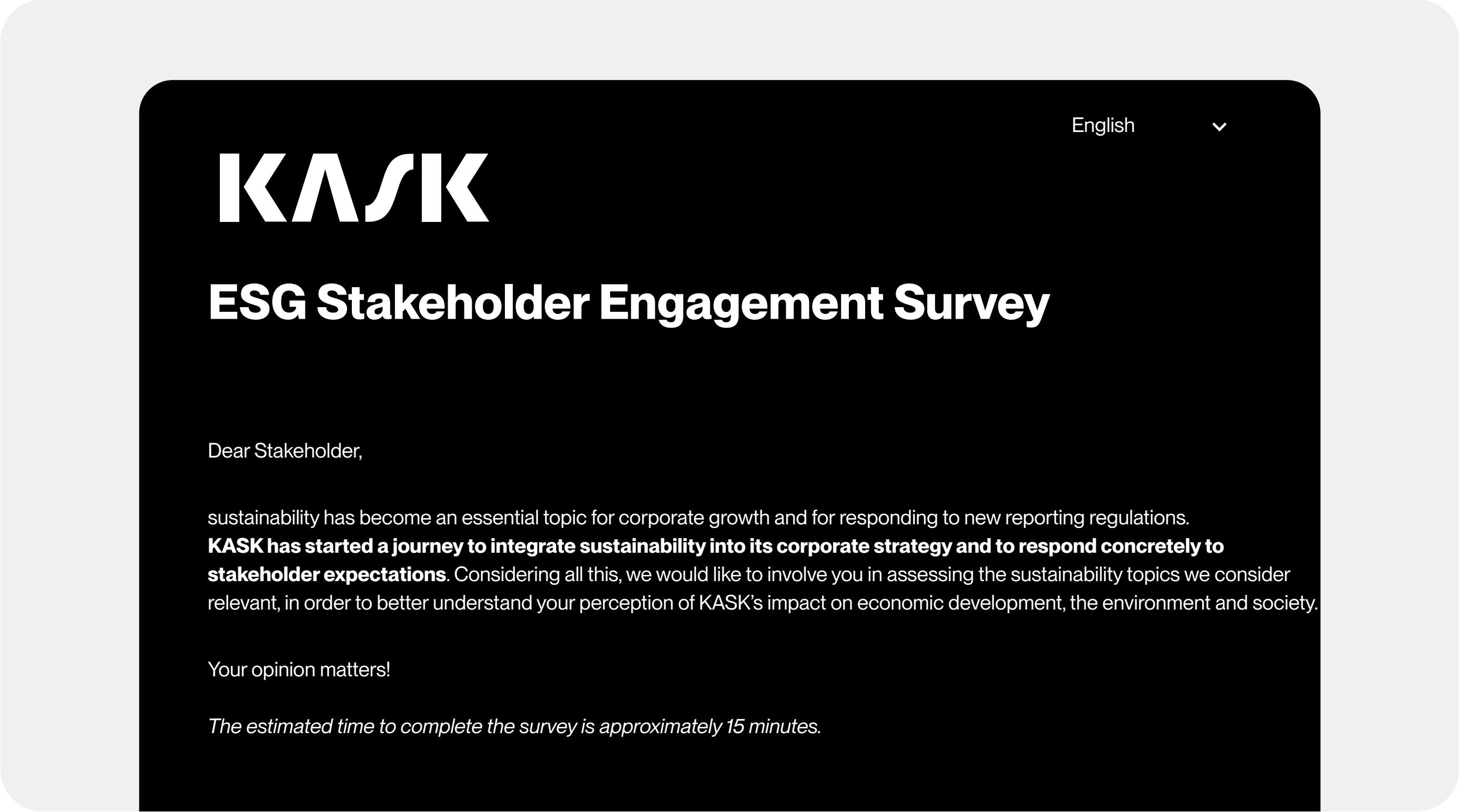
STAKEHOLDER ENGAGEMENT SURVEY

As part of Stakeholder Engagement, KASK involved **157 internal and external stakeholders**, selected to ensure maximum representativeness in terms of category, gender, age and geographical area.

Stakeholders involved belong to the following categories:

- » **Internal Stakeholder:** Ownership, Top Management, Employees;
- » **Extenal Stakeholder:** Customers, Distributors and Agents, Suppliers, Non-Profit Associations, Certification Bodies, Financial Institutions, Media, Ambassadors, Teams and Athletes.

Participants completed a questionnaire to **prioritize ESG topics and assess the relevance of KASK’s activities and the importance of collaborating with a sustainable company**, indicating the alignment of KASK’s commitment to environmental, social, and governance issues with their expectations.



The initiative achieved a **response rate of 66%** highlighting strong stakeholder interest in sustainability topics

Over **97%** of respondents stated that it is **important or very important to collaborate with a sustainable company**, with no negative responses

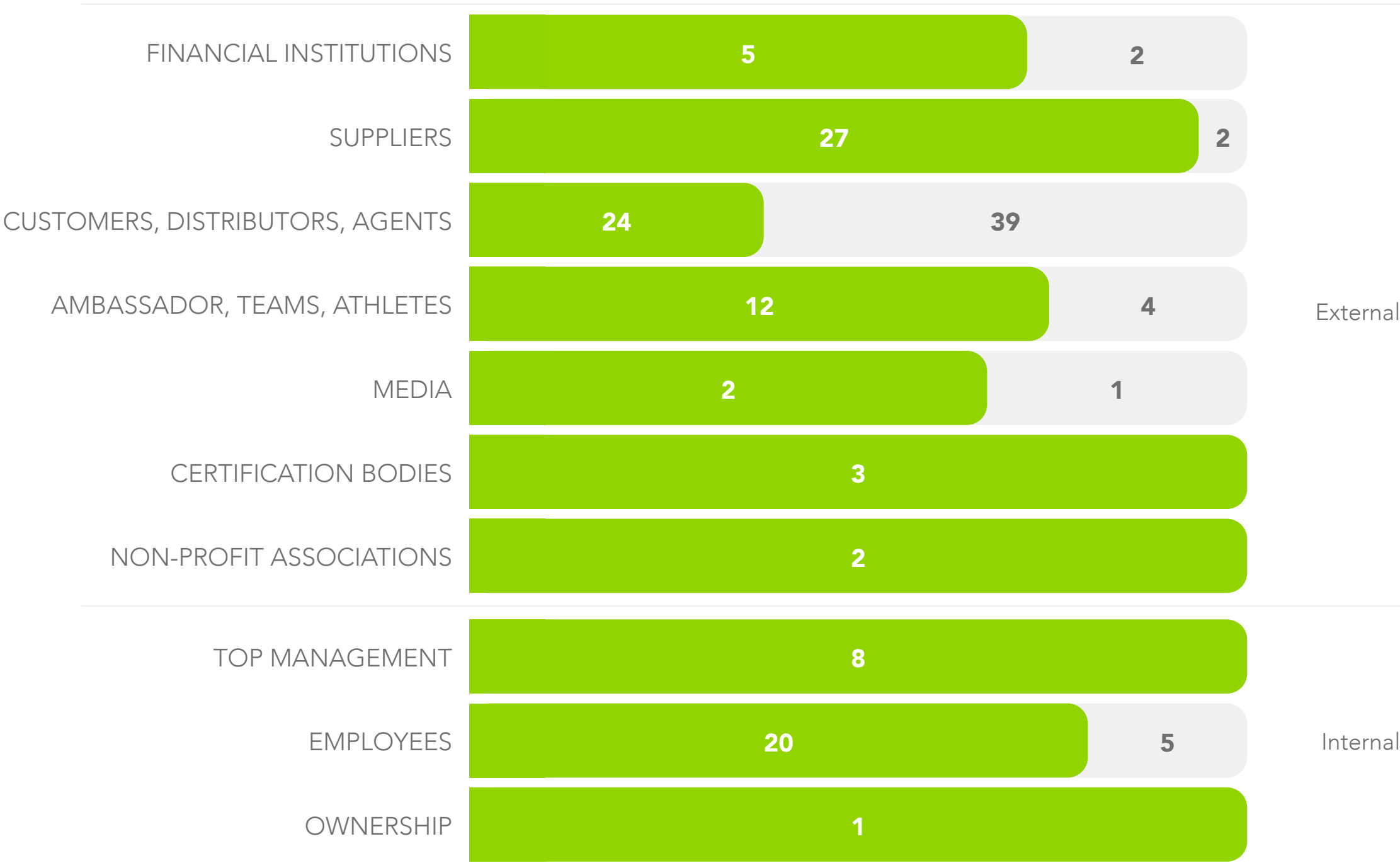
From a demographic standpoint, the **male/female ratio** among respondents is about **2:1** with 5 people preferring not to declare their gender, while the most representative age group is **41 - 64 years**

Results

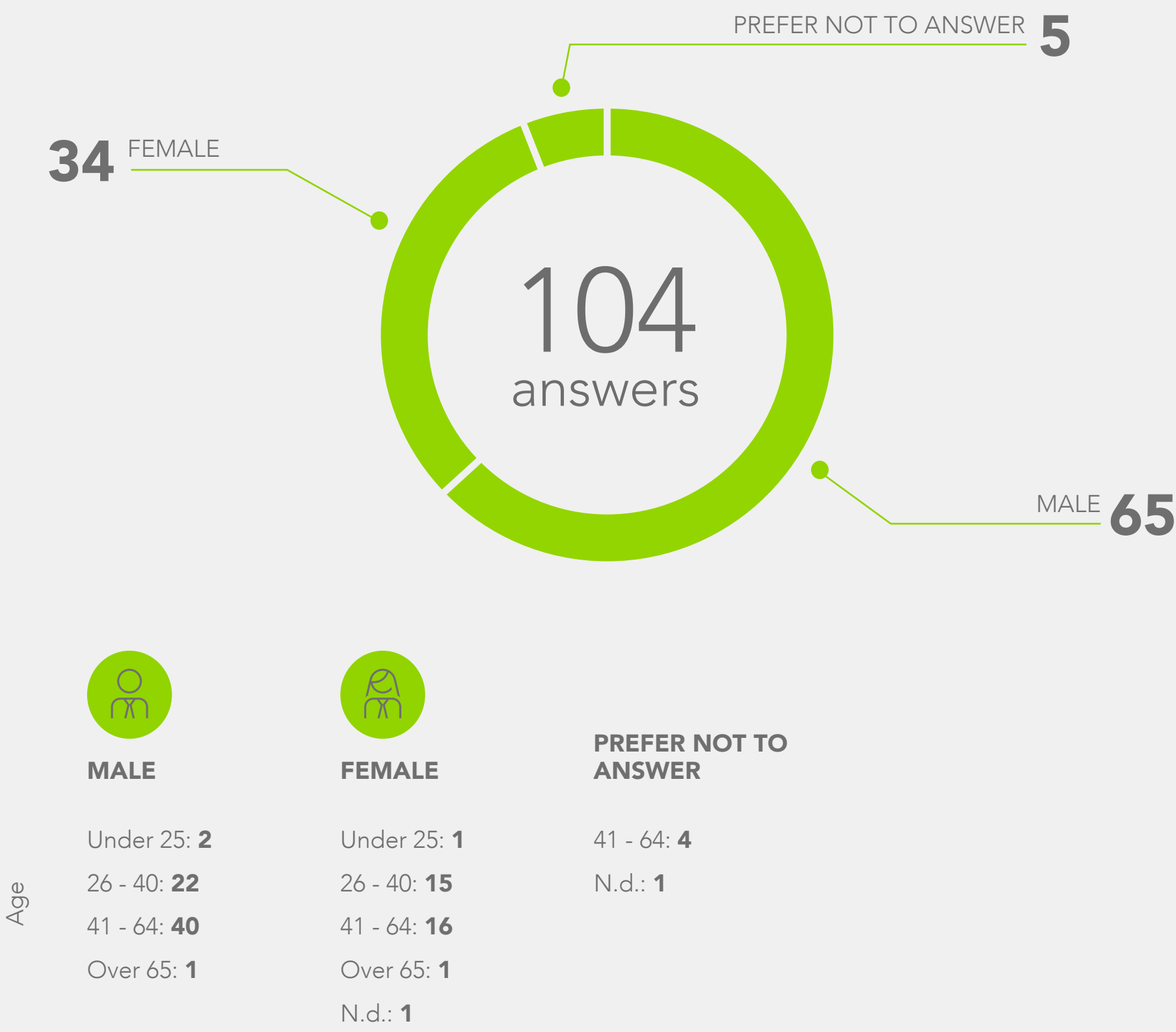
Response rate:
66,2%

YES
NO

Number of survey respondents by stakeholder type and category:

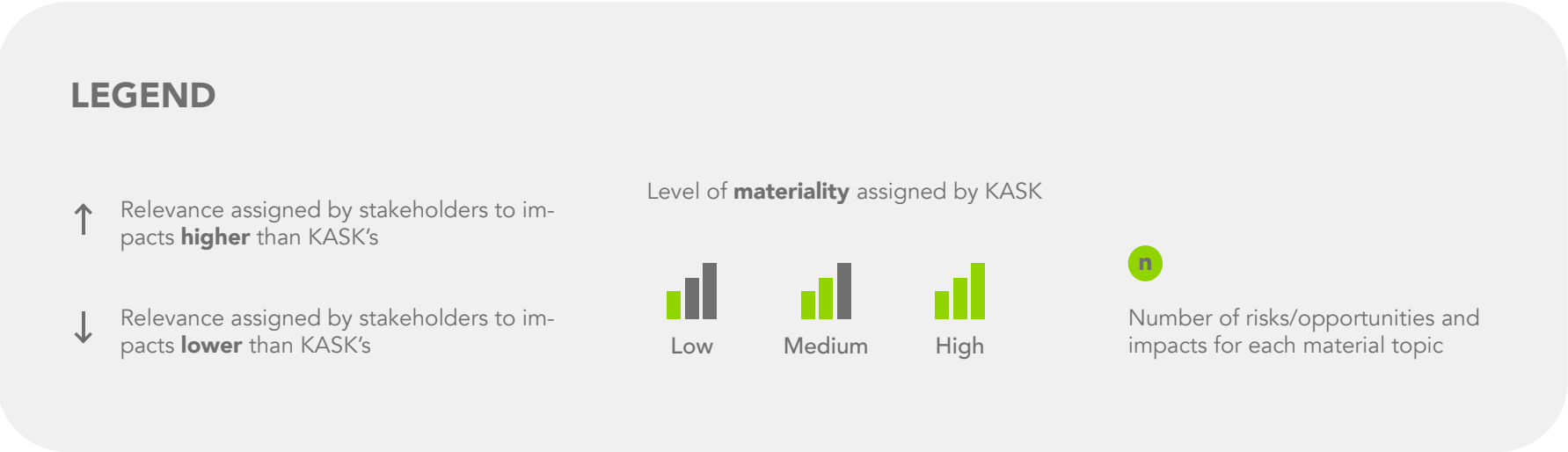


Distribution of respondents by gender and age.



Results

The following diagram lists the material topics identified by KASK, specifying, for each of them, the number of outside-in and inside-out impacts, the materiality level (low, medium, or high) assigned by the company, and, for inside-out impacts, a comparison with the relevance attributed by stakeholders involved in the survey.



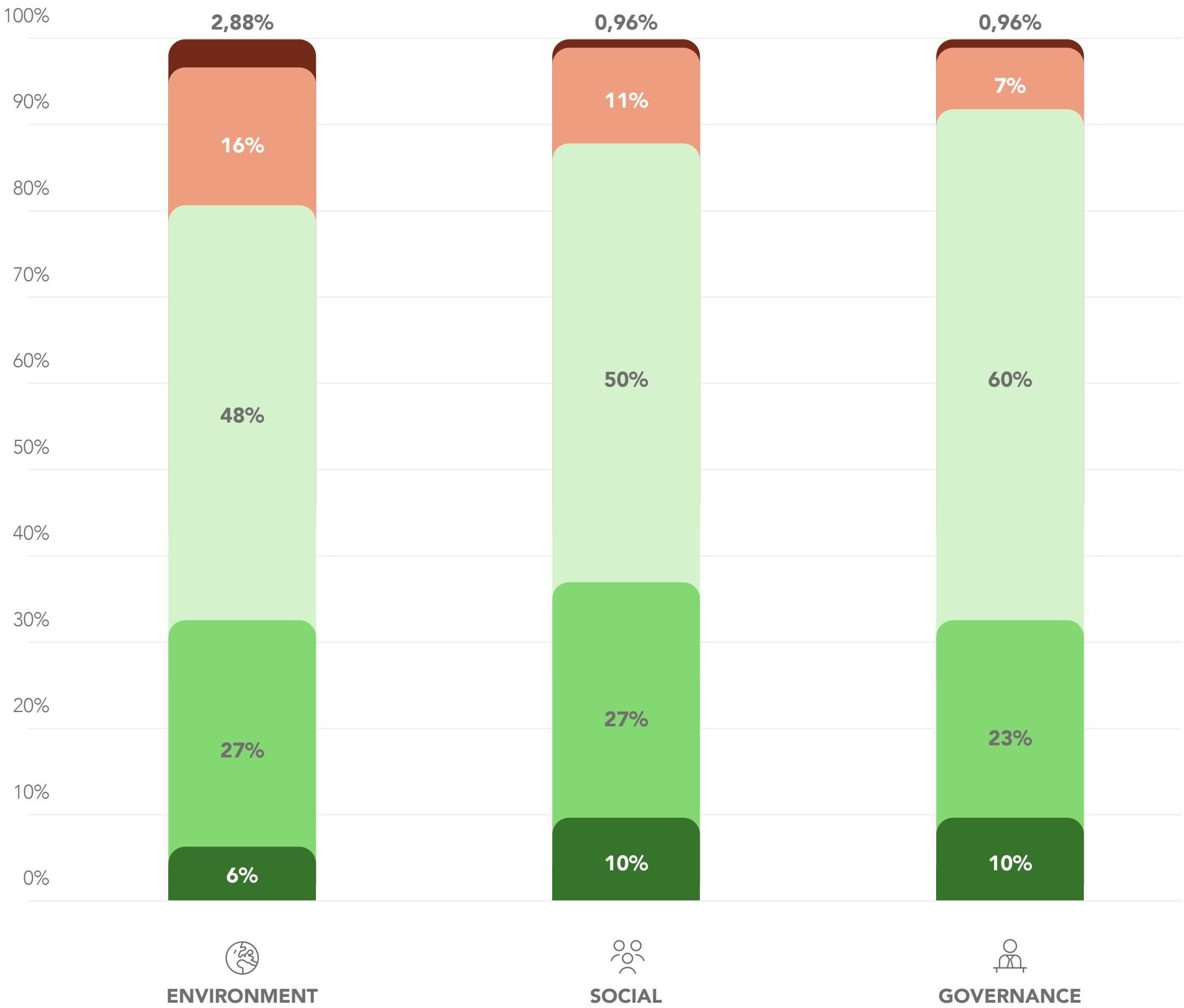
Result

With reference to the three pillars **Environment, Society and Governance** (ESG), KASK's commitment to sustainability initiatives:

- » meets the expectations of about **53%** of stakeholders;
- » exceeds the expectations of about **34%** of stakeholders.

The results confirm the right direction taken by the company towards an increasingly sustainable business model.

The following chart shows the details of stakeholder responses to the question: **“Regarding the information at your disposal and your perception, how do you judge the commitment of KASK towards sustainability about the 3 pillars Environment (E), Society (S) and Governance (G)?”**



Strategy and future objectives

KASK has already undertaken several initiatives to strengthen its **commitment to sustainability**, defining a **Strategic Sustainability Plan**.

Below are the main actions the company intends to implement over the next three years:

2025

Reduction of the environmental impact of packaging by using protective bags in recycled plastic (recycled HDPE) for helmets and accessories

KOO – Increase in the % of recycled/sustainable raw material for accessories

Achievement of ISO 14001 certification - Environment and maintenance over time

Introduction of 6 electric vehicles into the company fleet

Monitoring of at least 50% of suppliers according to ESG criteria

Update of the Employee Satisfaction Survey carried out in 2023

Improvement of Customer Relationship Management through consumer satisfaction analysis using data from e-commerce

Retention of a low employee turnover rate

Achievement of ISO 9001 certification - Quality and maintenance over time

Drafting of policies on Anti-corruption and Health & Safety

2026

Start of FSC (Forest Stewardship Council) certified paper and cardboard use

Measurement of scope 1 (direct), scope 2 (energy consumption) and scope 3 (supply chain) Greenhouse Gas Emissions (GHG)

Start of LCA (Life Cycle Assessment) activities on KASK products

Performing of a Cyber Security Assessment

2027

Launch of initiatives aimed at designing new products, according to eco-design principles (e.g., “design to recycle”, “design to repair”, etc.)

Reduction of scope 1 (direct), scope 2 (energy consumption) and scope 3 (supply chain) Greenhouse Gas Emissions (GHG)

As reported in the table below, each action has been linked to a material topic and its contribution to the United Nations Sustainable Development Goals has been indicated.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS	TOPIC	SUBTOPIC	ACTION	YEAR
 	CLIMATE CHANGE	Mitigation of climate change	1. Introduction of 6 electric vehicles into the company fleet	2025
			2. Measurement of scope 1 (direct), scope 2 (energy consumption) and scope 3 (supply chain) Greenhouse Gas Emissions (GHG)	2026
			3. Reduction of scope 1 (direct), scope 2 (energy consumption) and scope 3 (supply chain) Greenhouse Gas Emissions (GHG)	2027
	CIRCULAR ECONOMY	Resource consumption and circularity	4 Reduction of the environmental impact of packaging by using protective bags in recycled plastic (recycled HDPE) for helmets and accessories	2025
			5. KOO – Increase in the % of recycled / sustainable raw material for the production of accessories	2025
			- use of % recycled material (ZEISS Sustainable Polyamide) for the production of lenses for the Nova, Supernova, and Nebula models;	
			- use of biological material (Rilsan Clear Rnew G850) for the frames of the Hype eyewear model.	
		Waste management	6. Start of LCA (Life Cycle Assessment) activities on KASK products	2026
			7. Start of FSC (Forest Stewardship Council) certified paper and cardboard use	2026
			8. Launch of initiatives aimed at designing new products , according to eco-design principles (e.g., “design to recycle”, “design to repair”, etc.)	2027
	WATER RESOURCE MANAGEMENT	Water consumption	9. Achievement of ISO 14001 certification - Environment and maintenance over time (recertification scheduled for 2028)	2025

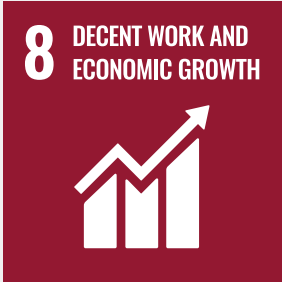
UNITED NATIONS SUSTAINABLE
DEVELOPMENT GOALS

TOPIC

SUBTOPIC

ACTION

YEAR

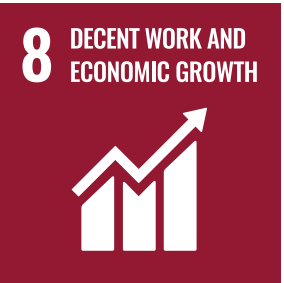


SUSTAINABLE AND
ETHICAL SUPPLY CHAIN

Environmental protection

10. Monitoring of **at least 50% of suppliers according to ESG criteria.**

2025



WORKING CONDITIONS
AND EMPLOYEE
WELLBEING

Wellbeing and growth

11. Update of the **Employee Satisfaction Survey** carried out in 2023

2025

12. Retention of a **low employee turnover rate**

2025 - 2027



SUSTAINABLE
CORPORATE
GOVERNANCE

Market

13. Improvement of **Customer Relationship Management** through consumer satisfaction analysis using data from e-commerce

2025

Ethics and regulatory
compliance

14. Achievement of **ISO 9001 certification - Quality** and maintenance over time (recertification scheduled for 2028)

2025

15. Drafting of policies on **Anti-corruption and Health & Safety**

2025

Cybersecurity

16. Performing of a **Cyber Security Assessment**

2026

A premium product

KASK aims to offer products recognized for their **EXCELLENCE** and **SUPERIOR QUALITY**, made with full respect for the consumer thanks to an internal R&D process and scrupulous **CONTROL** of every stage of the production chain.

All KASK products are **MADE IN ITALY**, representing manufacturing excellence that combines technological innovation with artisanal care.

Every helmet meets the highest standards of safety and quality, responding to the needs of two main areas of activity: **SPORT** and **SAFETY**.

The same commitment to excellence is also reflected in the optics brand **KOO**, which shares the same philosophy of quality, design and performance.

HELMET		OPTICS
SPORT	SAFETY	KOO EYEWEAR
		
Cycling / Snow / Equestrian	Industry / Construction / Arboriculture / Emergency and rescue activities	Sport / Lifestyle

KASK product lines

SPORT



CYCLING

KASK offers a wide range of helmets for **road cycling, mountain biking and urban cycling**. Among the most iconic:



Elemento



Nirvana



Protone Icon



SNOW

The line includes **helmets for every need on the snow**, from visor models to All-Mountain and Race, including:



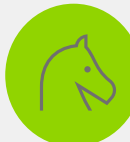
Shadow Visor



Omega



Titano



EQUESTRIAN

The line offers **helmets for equestrian sports**, combining safety, comfort, performance and design; among the main products:



Dogma



Kooki



Star Lady

SAFETY



SAFETY

The KASK Safety collection offers helmets for **various professional fields**, such as industry, construction, arboriculture, emergency and rescue activities. Below are the four collections:



Zenith X



Primero



Superplasma



Quantum

OPTICS



KOO EYEWEAR

The KOO optics brand offers a collection of **sunglasses and goggles** characterized by technological innovation, advanced protection and elegant design. Among the most iconic models are:



Alibi



Hype



Demos

The features of our products



DEDICATION TO **SAFETY**

We have always been committed to creating **products that guarantee maximum safety**, in full compliance with international standards and regulations.



COMMITMENT TO **COMFORT**

Attention to detail, designed to ensure **superior comfort** for those who wear our products, is one of KASK's distinguishing features. From carefully selected materials to the smallest components, **every element is engineered to provide real benefits and ensure maximum wellbeing**, even during extended use.



PASSION FOR **DESIGN**

For KASK, **design is an art**: each product comes to life and is refined with the **care and skill typical of Italian craftsmanship**.

Safety at the heart of our business

Product safety is a key element of KASK’s **Mission** and **sustainability strategy**, which is committed to offering **safe and reliable products** to protect customers and ensure the company’s sustainable growth. Compliance with regulations is a fundamental principle of KASK’s **corporate social responsibility**: in the last three years, there have been no cases of non-compliance related to safety, health, information or product labelling.

OVERVIEW OF KASK HELMET STANDARDS

Every KASK product is certified in compliance with global regulatory standards for safety.

Geographical area	Regulatory body
 Europe	CEN
 International	ISO
 United States	ANSI
	ISEA
	ASTM
 Canada	CPSC
	CSA
 Australia	AS/NZS

The approval of Personal Protective Equipment (PPE) follows **rigorous technical standards** defined by national or international bodies, chosen according to the destination market and specific safety and performance requirements.

KASK stands out for its commitment to guaranteeing **safety and comfort standards higher than those required by international regulations**, thanks to the development of the internal protocol **KASK ROTATIONAL IMPACT WG11 TEST**². This method, based on objective scientific criteria, evaluates helmet performance against rotational impacts using the BrIC (Brain Injury Criteria) value, an algorithm that measures the risk of brain injury and sets a maximum limit of 0,68.



0.68
Maximum BrIC value



0.39
All KASK helmets have successfully passed this test, recording a **BrIC value of 0.390 or lower**, significantly below the limit, confirming the high level of protection offered by the company’s products.

⁽²⁾ROTATIONAL IMPACT WG11 TEST PASSED is a registered trademark of KASK. The ROTATIONAL IMPACT TEST PASSED is KASK’s own internal test for measuring how well its helmets perform against rotational impacts. This test is not officially recognized or adopted by CEN or its Working Group CEN TC158/Working Group 11.

R&D Innovation

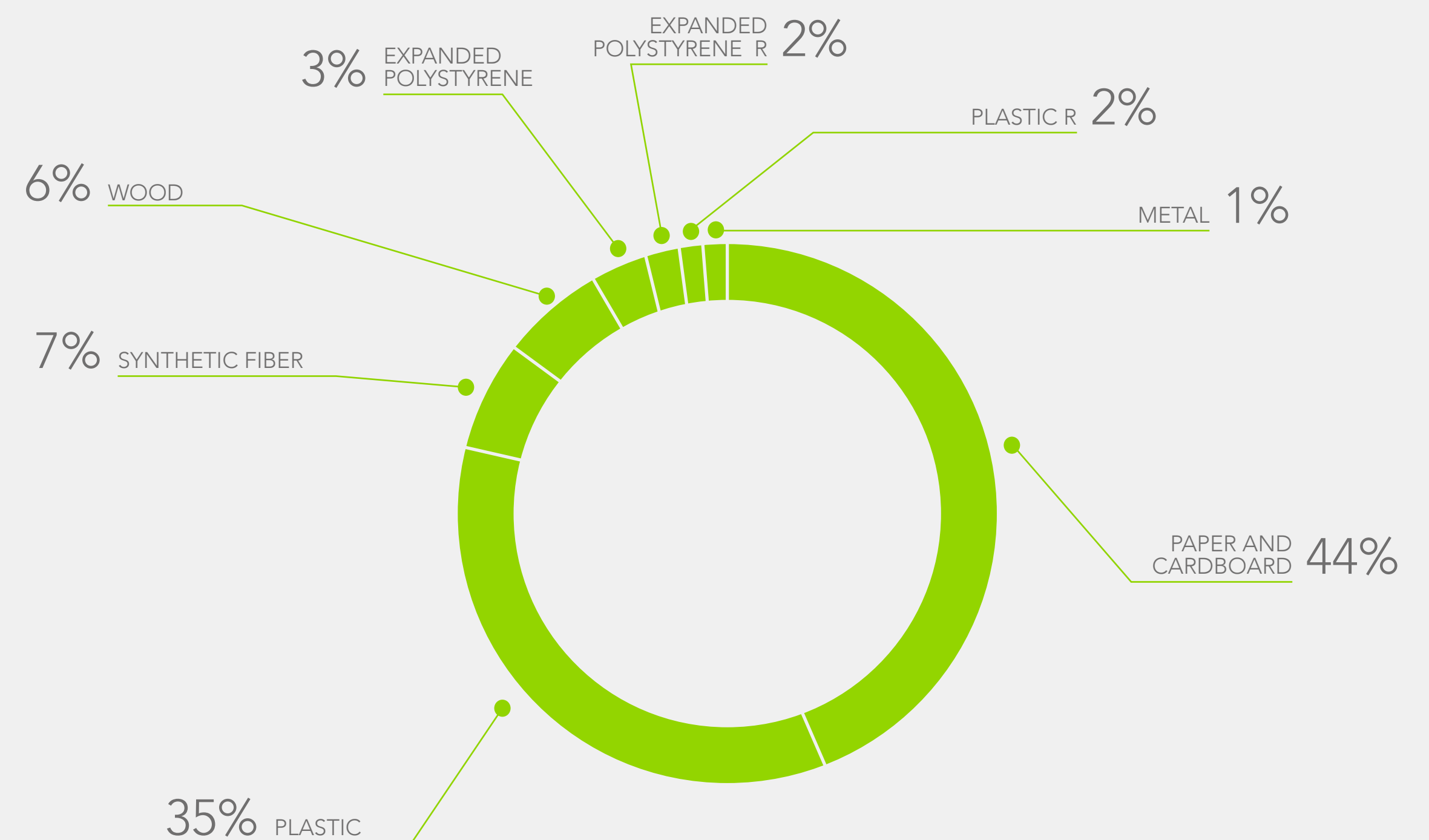
KASK constantly invests in the search for **technical and design solutions to improve the sustainability of its products**, adopting materials and production processes with an increasingly conscious approach oriented towards Ecodesign principles, without sacrificing efficiency and safety.

In 2024, **52%** of the materials used in KASK products comes from **renewable sources** such as wood, organic fibers, paper, and cardboard, while the remaining **48%** comes from non-renewable sources.

Despite the prevalence of non-renewable materials such as plastic in products, KASK is actively seeking **alternatives that guarantee lower environmental impact** and making its supply chain more sustainable.

Since the end of 2023, the company has introduced primary packaging for accessories made of at least **80-85% post-consumer recycled plastic**, with the goal of progressively increasing the share of recycled materials for packaging and other components of helmets and accessories.

Breakdown of renewable and non-renewable materials used in 2024 (ton)



Sustainable materials: focus on Neopor® Ccycled®

KASK strengthens its commitment to a **circular economy model** by adopting BASF's **Neopor® Ccycled®** for the internal shells of most helmets in the Safety line. Neopor® Ccycled® is a material that uses pyrolysis oil obtained from **chemical recycling of post-consumer plastic waste** instead of fossil raw materials, according to a process certified by REDcert.

After introducing Neopor® Ccycled® in the Primero collection, KASK extended its use to the Zenith X and Superplasma models from October 2024, ensuring high performance and lower environmental impact.

BENEFITS OF USING NEOPOR® CCYCLED® EPS

- » **Guarantees the same mechanical performance** as fossil-based Neopor®, such as all-around high impact energy absorption;
- » **Reduces the use of fossil resources and CO₂ emissions** compared to fossil-based EPS, without compromising helmet quality and safety;
- » **Contributes to a circular economy** by turning plastic waste into feedstock for the chemical industry, when no other recycling processes are applicable.

REDUCED PRODUCT CARBON FOOTPRINT

- » **Neopor® Ccycled® has a product carbon footprint reduced** by about 90% compared to conventional fossil-based Neopor®;
- » **CO₂ emissions are saved** when manufacturing EPS using pyrolysis oil under a mass balance approach⁽⁴⁾. The lower emissions result from chemically recycling the mixed plastic waste instead of incinerating it.

-90%
CO₂

⁽⁴⁾ Conventional fossil raw materials required to manufacture BASF products are replaced with recycled feedstock from the chemical recycling of plastic waste or end of life tires along BASF's integrated production chain. The corresponding share of recycled feedstock, e.g. pyrolysis oil, is attributed to the specific Ccycled® product via a certified mass balance approach. BASF sites and Ccycled® products are third party certified according to internationally recognized certification schemes like REDcert2 and ISCC PLUS and meet the definitions by ISO 22095:2020 - Chain of Custody. The recycled feedstock is not measurable in the BASF mass balance product. The cradle to gate PCF is calculated according to TfS Methodology using an Upstream System Expansion (USE) approach. USE accounts for a credit for the displaced waste treatment from the first life cycle (e.g. incineration), thereby reducing the product carbon footprint compared to the equivalent conventional fossil product. PCF data is subject to periodical reviews.

01 Consumers dispose plastic products

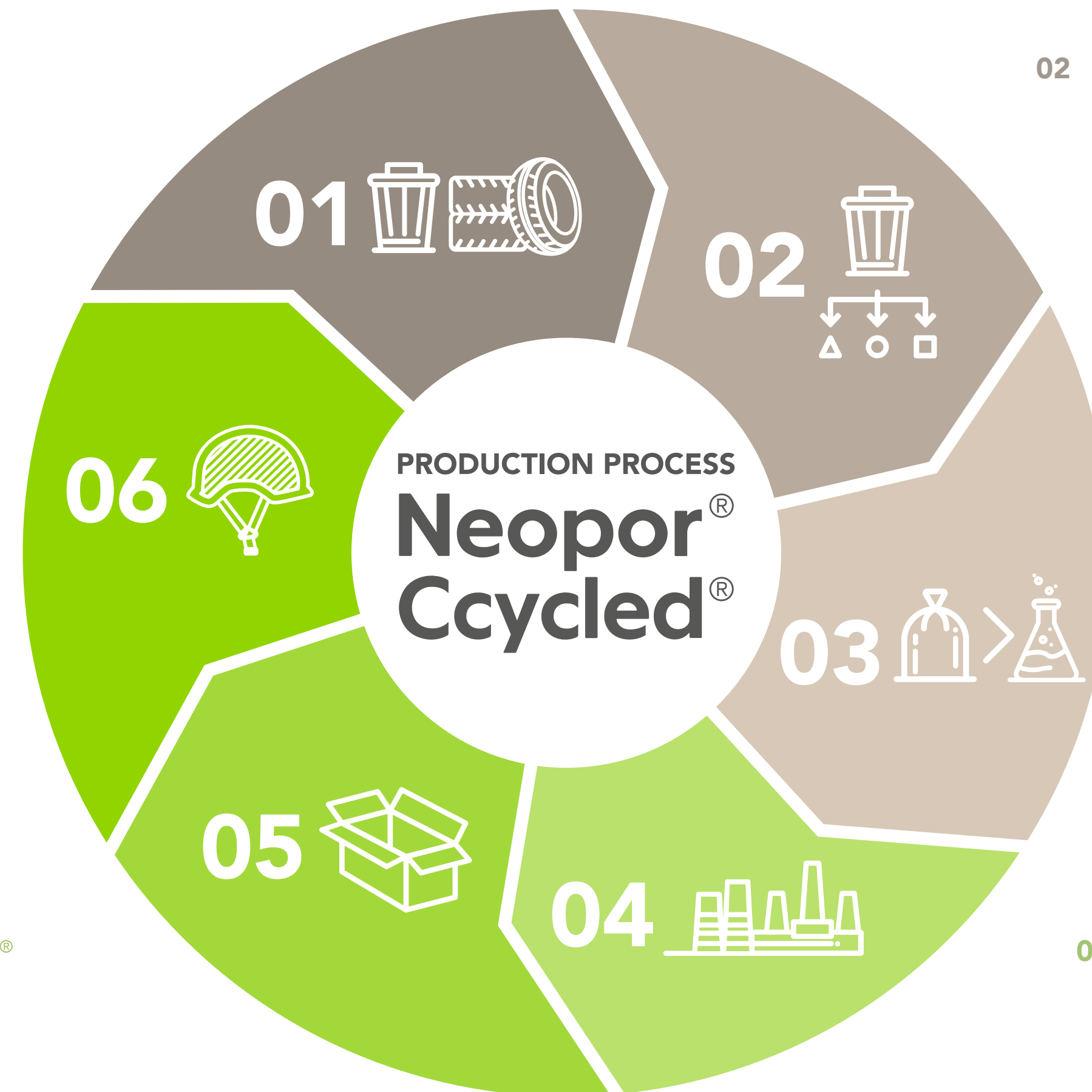
02 Plastic waste is sorted and delivered to BASF technology partners

03 Plastic waste is chemically recycled and converted into pyrolysis oil

04 The pyrolysis oil obtained is used as feedstock at the very beginning of the BASF value chain

05 The pyrolysis oil is attributed to Neopor® Cycled® via a certified mass balance approach ⁽⁴⁾

06 New products, e.g. internal shell of KASK safety helmet, are manufactured from Neopor® Cycled®



Innovation and Sustainability: focus on KOO

KASK consolidates its commitment to the search for **increasingly sustainable solutions** with **reduced environmental impact** through two further innovative projects, carried out in collaboration with ZEISS and Arkema, which involve the use of bio-based raw materials to produce lenses and frames for the **KOO Eyewear** line.

ZEISS SUNLENS SUSTAINABLE POLYAMIDE

ZEISS Sunlens introduces an **innovative approach** to the production of sunglasses lenses, using partially renewable **bio-based materials** and adopting more sustainable **production processes** that reduce resource consumption.

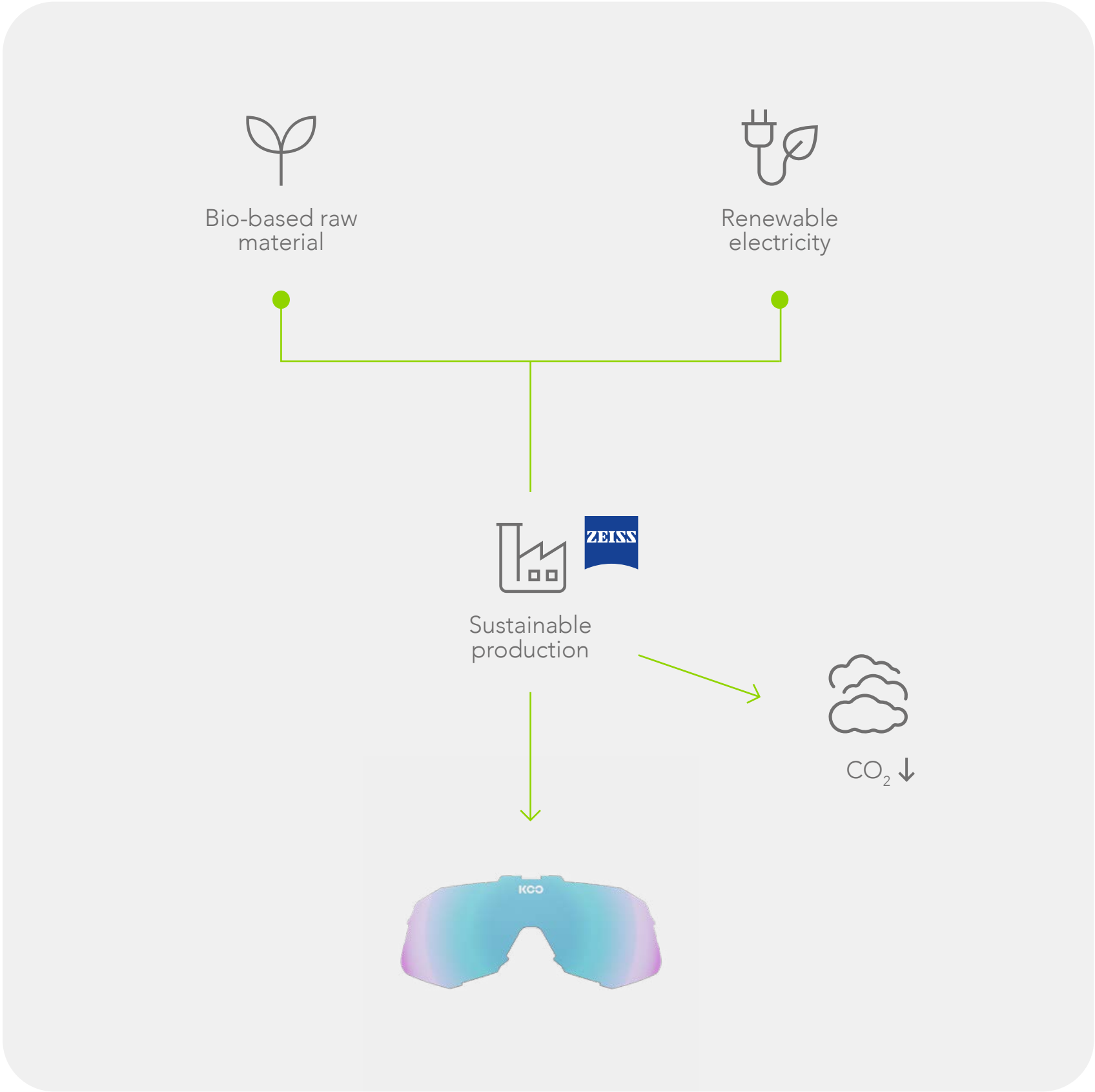
The entire supply chain is certified according to the REDcert standard, thus guaranteeing the **reliability and sustainability of polyamide lenses**.

These innovations not only ensure high-quality products but also represent significant progress in reducing environmental impact in the optical sector.

At KASK, this lens is used in the KOO NOVA and SUPERNOVA glasses models, in non-photochromic versions, and contains **39%** bio-based material by lens weight.

The lenses are made with 39% renewable materials derived from bio-based waste, such as those from the agricultural and wood industries.

The use of renewable electricity has reduced CO₂ emissions by up to 50% compared to standard production processes.





39% of renewable material
61% of fossil material

RENEWABLE MATERIAL

The **bio-based raw materials** used in the production process **come from wood and agricultural industry waste**, so they are not obtained by directly cultivating agricultural raw materials, **without taking resources away from food production or causing deforestation**.



100%
renewable electricity

ELECTRICITY

The **energy** used is **certified by Guarantees of Origin**, ensuring it comes from renewable sources such as hydroelectric, geothermal or solar; this choice also involves the supply chain, promoting a **widespread positive impact**.



up to
50% less CO₂

REDUCTION OF CO₂ EMISSION

The new production process reduces emissions compared to the traditional one, thanks to:

- » **use of bio-based materials**, which contribute about **10% to the reduction of CO₂**,
- » **renewable energy**, responsible for a further **40% reduction in emissions**.

RILSAN: ADVANCED BIO-CIRCULAR MATERIALS FOR EYEWEAR SOLUTIONS

Arkema has developed **advanced materials** designed to sustainably meet the needs of a changing world, with a particular focus on optical applications.

Among these materials, **polyamide 11 Rilsan®** stands out and is appreciated for **lightness, flexibility, durability and resistance**, characteristics that make it ideal for light and robust glasses frames.

Moreover, through the **Virtucycle®** program, Arkema facilitates recycling by connecting companies wishing to recycle materials with those interested in purchasing them, thus promoting a **circular economy model**.

A concrete example is the Rilsan® Clear Rnew® G850 frame used by KASK in the KOO HYPE glasses, where over **50%** of the material used is **bio-based** (15.8 g out of 30 g total).



BIO-BASED

All Arkema bio-based materials are derived from castor, a **renewable crop** grown mainly in India on marginal land, which does not limit food production or cause deforestation.

This sustainable agricultural model also provides a source of income for local farmers.



CIRCULAR

The castor production cycle is circular: the seed regenerates and its applications, such as Rilsan® and Pebax® Rnew®, are generally recyclable.

Mechanical recycling allows a **CO₂ footprint reduction of up to 80%**.



KASK for environmental protection

KASK is aware that creating lasting value involves **safeguarding the environment** in which it operates. Therefore, it is concretely committed by adopting responsible resource management practices, reducing waste production and constantly monitoring energy consumption and environmental impacts.

In 2024, KASK began implementing an **Environmental Management System**, which can be certified according to **ISO 14001** standards. This demonstrates the company’s commitment to improving performance and reducing risks.

To demonstrate the solidity of its commitment, during the four-year period 2021-2024, the company did not record any non-compliance with environmental regulations or self-regulation codes.

For KASK, **careful energy management** is a pillar of its business strategy, as it allows for optimized consumption, reduced environmental impact and lower operating costs.

LEGEND



Electricity



Fuel



Heat pump



Natural gas



Energy Consumption in 2024



ENERGY CONSUMPTION

In 2024, the company's energy consumption reached **771,344 kWh**, marking an increase compared to the average of the previous two years, which was 641,498 kWh. This growth is mainly due to the opening of a new assembly laboratory in 2023, which led to an **internal production increase of 150%**. The rise in production capacity also resulted in an average increase in electricity and natural gas consumption of around 20% each compared to 2022.

Diesel is used exclusively for the company's vehicle fleet. Its consumption has remained stable over the years, with a 24% increase in 2024. To contain this consumption, KASK plans to introduce electric vehicles into the company fleet starting in 2025.



MONITORING AND CONTROL

Energy consumption is monitored through invoice analysis, which enables constant oversight and allows the company to promptly identify any anomalies or unexpected increases.



TREND ASSESSMENT

Comparing current data with historical records makes it possible to identify the main consumption trends and guide energy efficiency strategies.



Electricity

26%

199.504 kWh



Diesel

55%

423.303 kWh



Natural gas

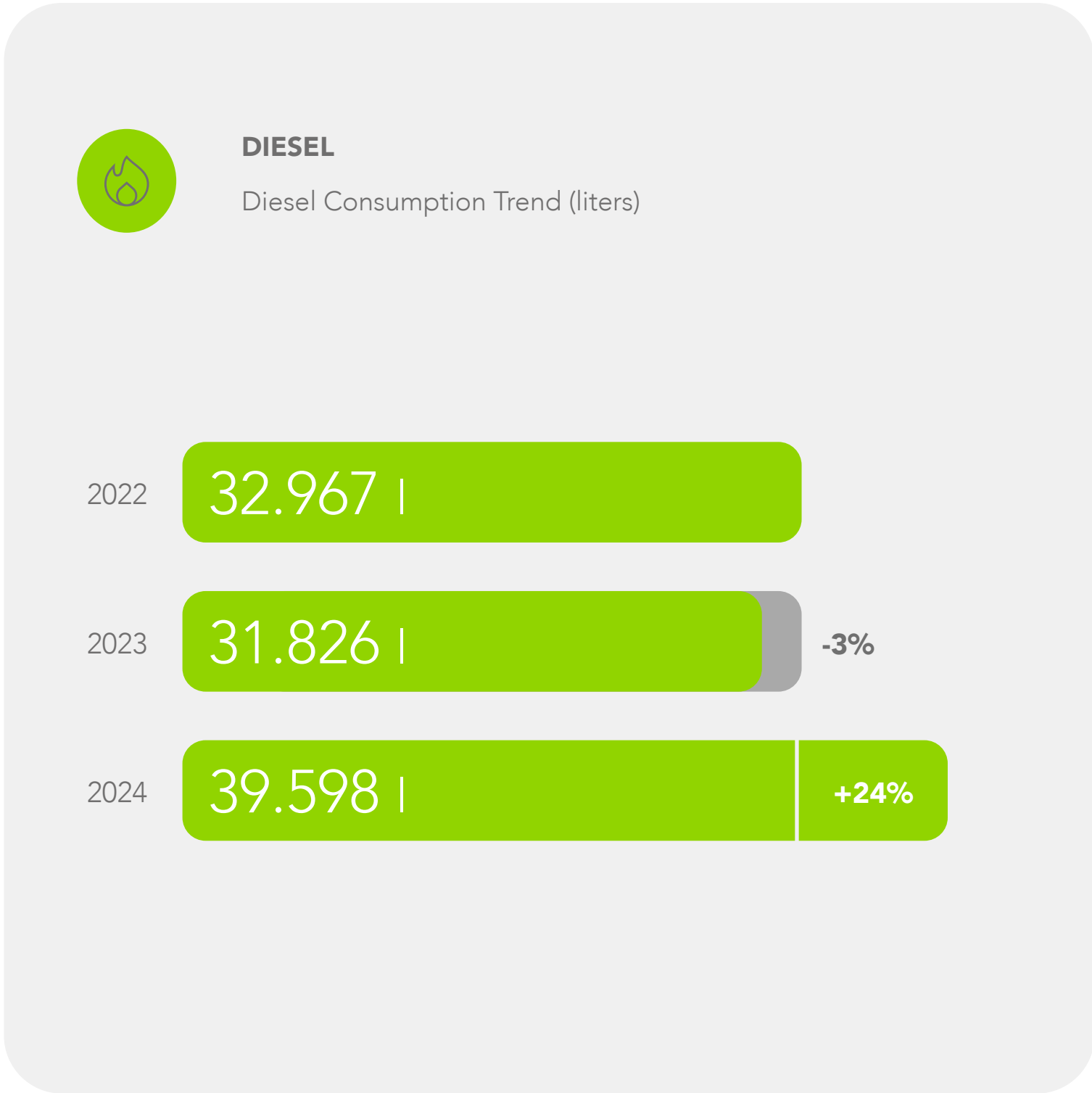
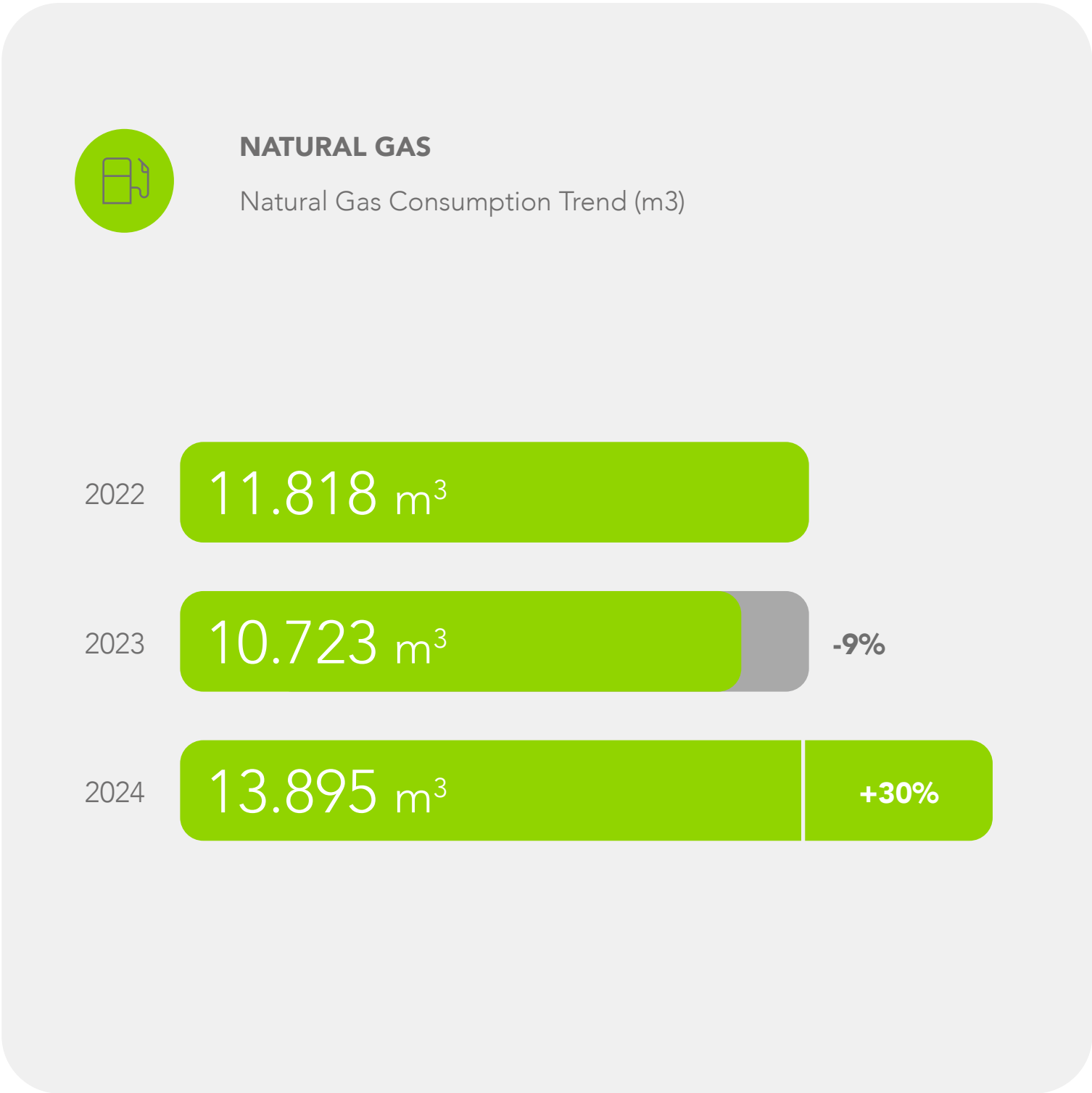
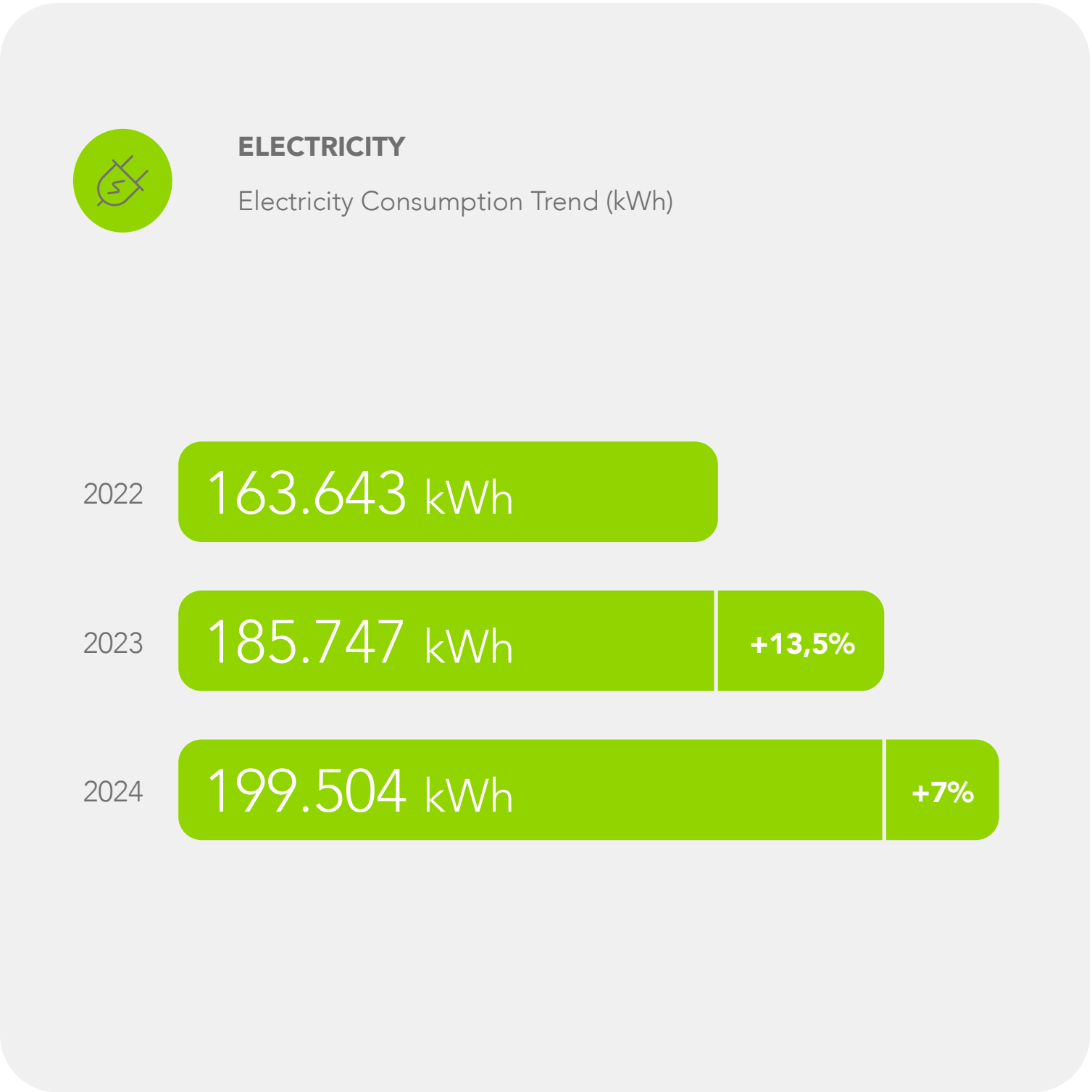
19%

148.538 kWh

Energy Consumption Breakdown in 2024 (kWh)

Energy use

Details of KASK’s energy consumption trends over the period 2022–2024:

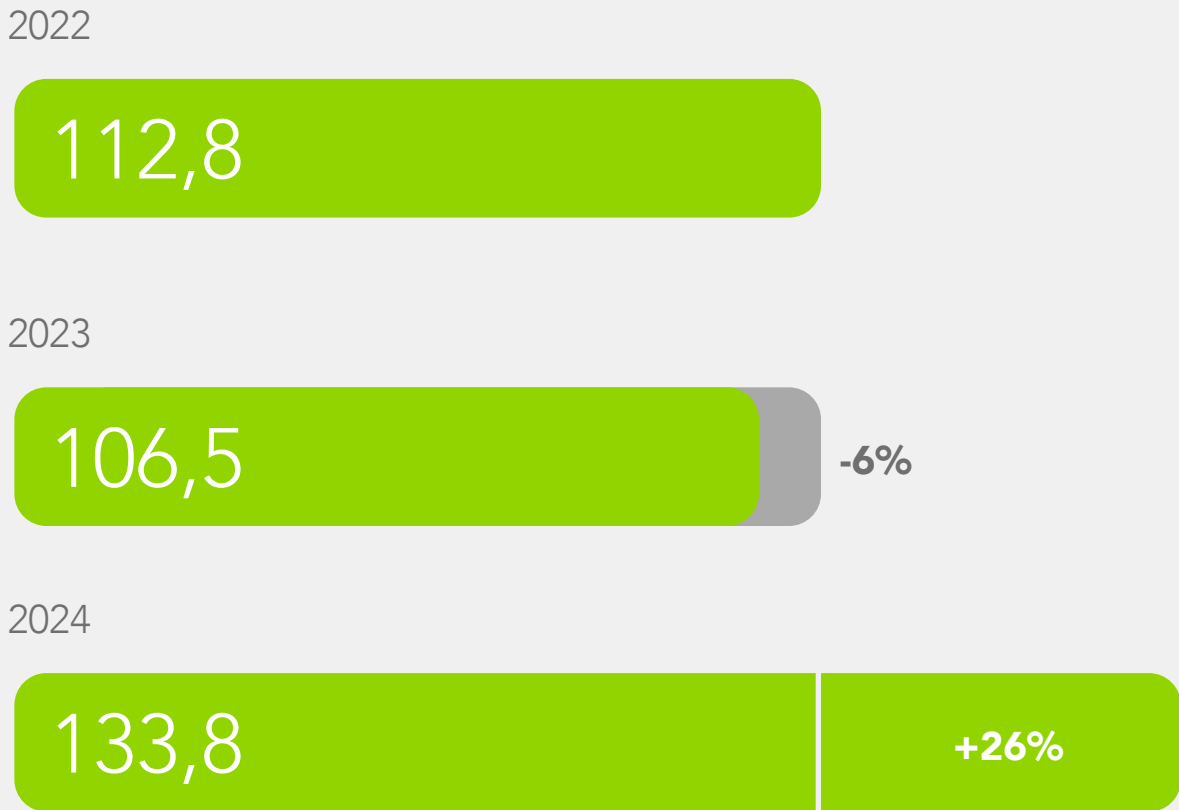


Emissions

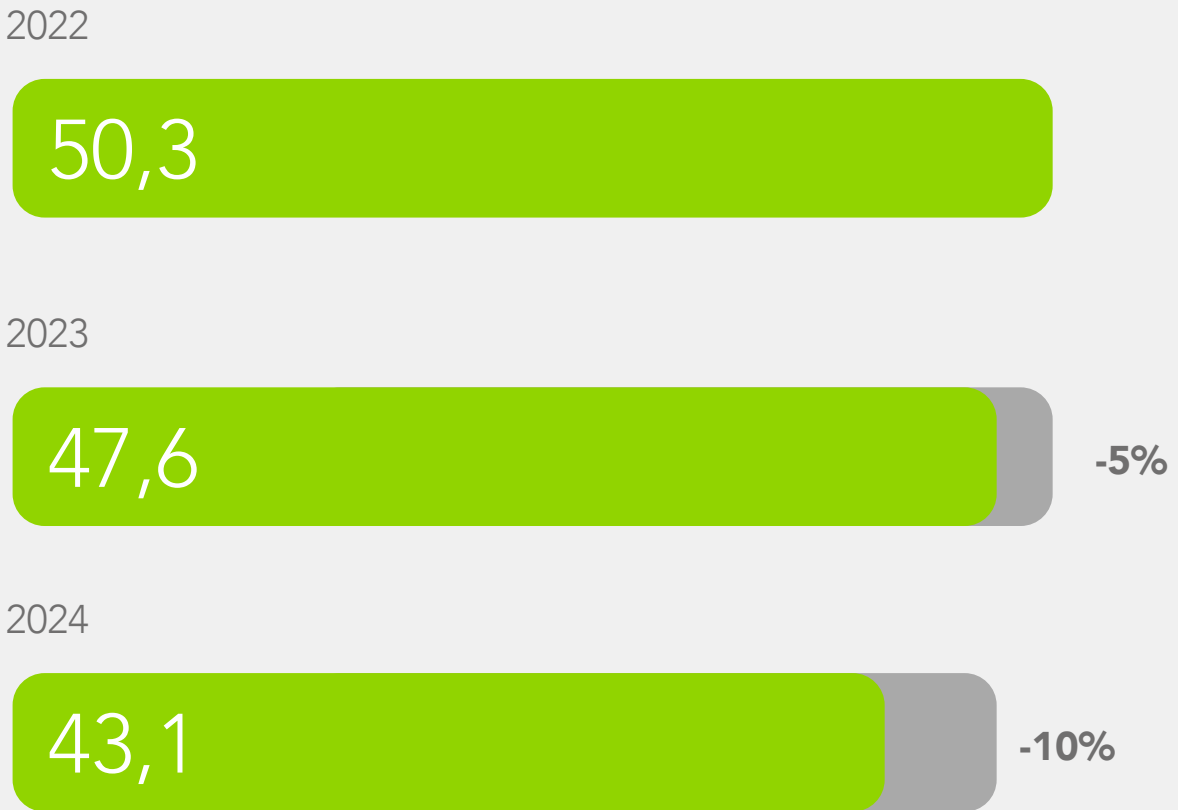
In 2024, KASK's energy consumption generated direct greenhouse gas emissions (**Scope 1**) of about **133,8 t CO₂eq**, an increase compared to previous years due to higher production linked to the opening of a new assembly laboratory. Indirect emissions (**Scope 2**), calculated according to the *location-based approach*⁵ and related to purchased and consumed energy, were **43,1 tCO₂eq**, a decrease compared to the previous two years. For the estimation of electricity emissions, ISPRA (Italian Institute for Environmental Protection and Research) emission factors were used.

⁽⁵⁾ The location-based approach is based on the average greenhouse gas emission intensity of the local electricity grid from which the energy is sourced. Emission factors (EF) represent the average rate of greenhouse gas emissions from a specific source and can be expressed as kg CO₂e/kWh—that is, the number of kilograms of carbon dioxide equivalent (CO₂e) emitted per kilowatt-hour of electricity used.

Direct GHG Emissions – Scope 1 (tCO₂ eq)



Indirect GHG Emissions from Energy Consumption – Scope 2 (tCO₂ eq)



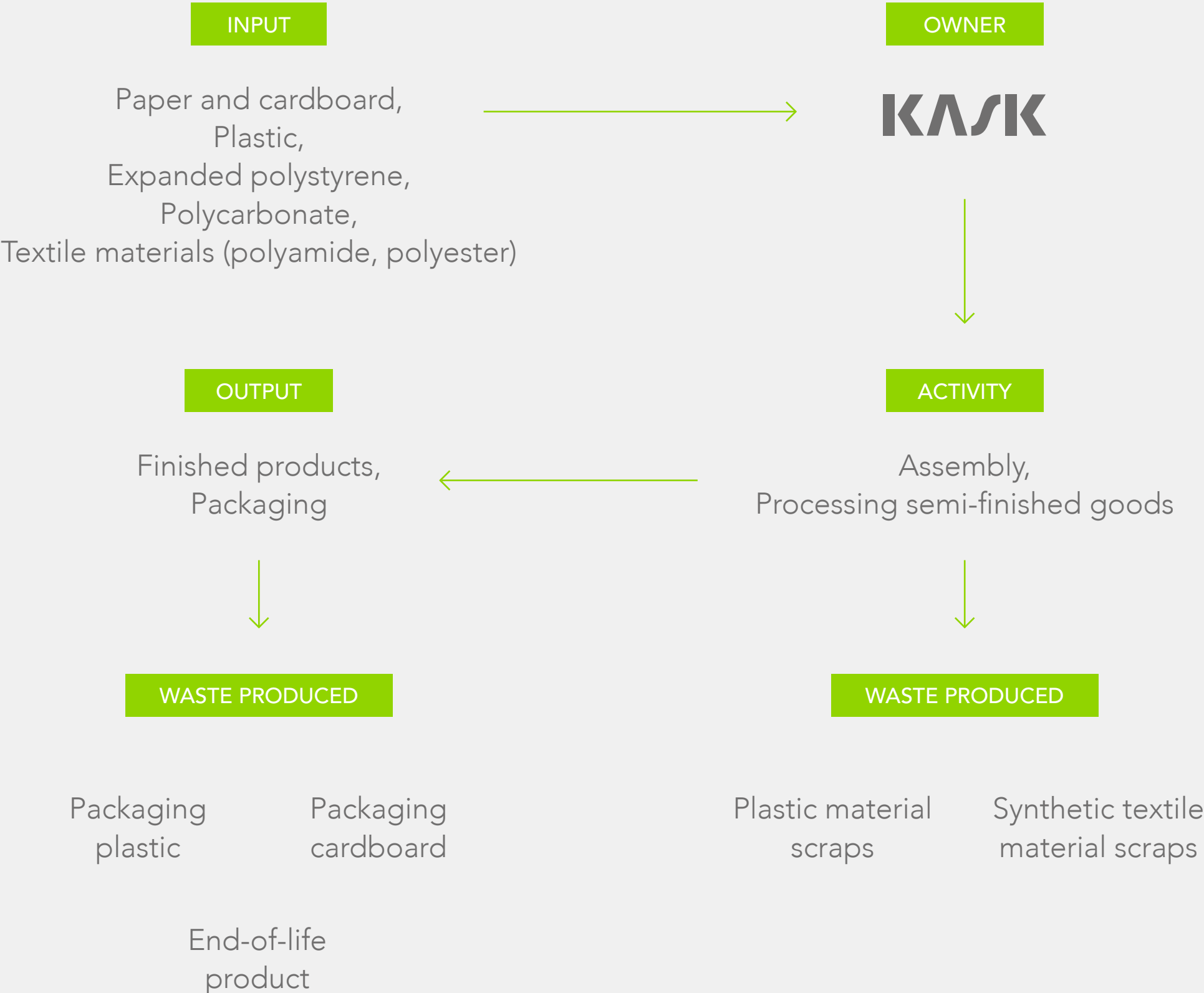
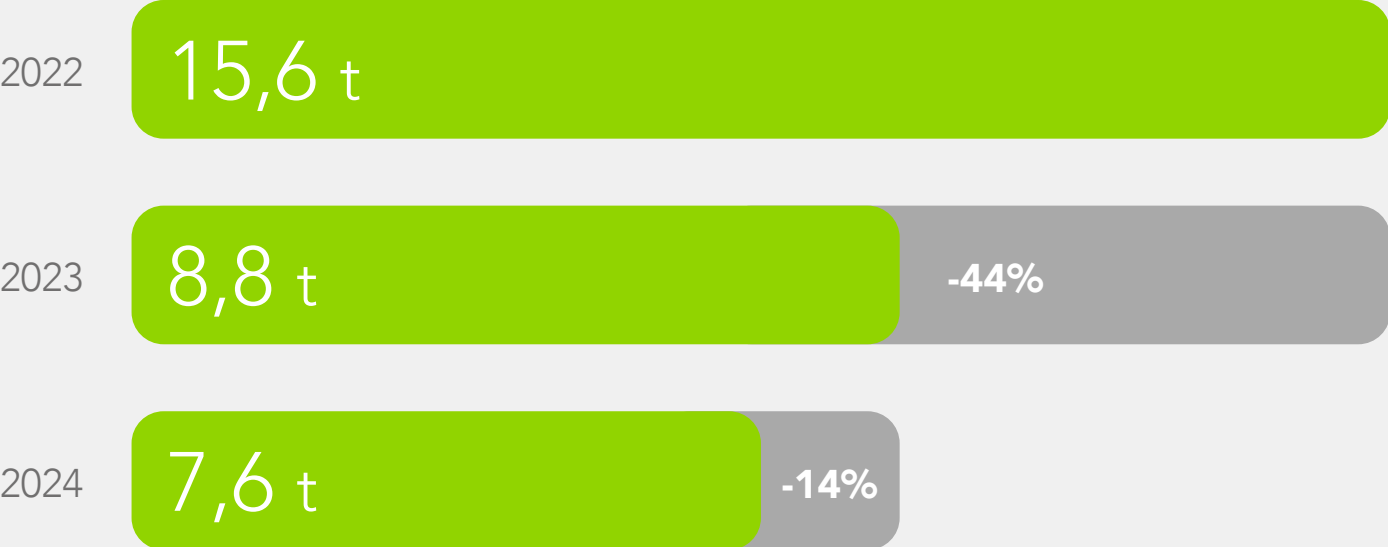
Waste management

KASK adopts responsible waste management, committing **to reduce environmental impact** and **promote sustainability** throughout the production chain. In 2024, the company produced **7,6 tons** of waste, a sharp decrease compared to previous years, thanks to the introduction of a second check on assembly scraps, allowing for the recovery and regeneration of materials.

The main waste generated consists of textile and plastic scraps, packaging materials and end-of-life products, all managed by an external specialized and authorized company according to current regulations.

KASK constantly monitors its waste through registers and weekly checks, ensuring traceability and proper disposal, also through specific instructions on product packaging.

Waste Production Trends (tons):



A new circular economy model

KASK is committed to reducing the environmental impact of its products through **sustainable solutions**, implementing initiatives aimed at both preventing the production of waste and effectively managing the impacts of the waste produced.



PAPER

Among these initiatives, for example, there is the digitization of instruction manuals for the Sport line (excluding PPE), which has allowed us to reduce paper consumption in 2024.



PLASTIC

Research and development into more sustainable materials is not limited to the product itself but also extends to the **packaging** materials used, providing for the following, starting from 2024:

- » **100% recycled plastic bags** for helmet packaging;
- » **80–85% recycled plastic bags** for accessory packaging.

In addition, KASK has invested in hot runner molds, a technology that enables more efficient and sustainable production by **optimizing plastic use**.



INTERNAL RECYCLING

To reduce the amount of waste, KASK works with selected suppliers who have implemented an **internal recycling process**. They **grind material scraps**, to turn them into raw materials used to produce less technical items, helping to reduce waste and promote the responsible reuse of resources.

Our commitment to the Social Pillar

KASK considers its employees a fundamental resource for the **creation of lasting value** and believes it is essential to protect and **enhance the identity, diversity, quality and skills of everyone**. The company is daily committed to ensuring an ethical, inclusive and safe work environment, while promoting the personal, technical and professional growth of its collaborators.

KASK has shown strong commitment to its employees through **constant staff growth** over the past three years, reaching an **11%** increase in personnel in 2024, compared to the previous year, with the hiring of 14 new colleagues.

- » Most employees are hired on permanent contracts, only 4% have fixed-term contracts.
- » In 2024, the turnover rate dropped drastically to 1,6%, compared to 16,7% in 2023 and 18% in 2022, indicating greater job stability.

All employees are hired under the **National Collective Labour Agreement (NCLA) for Metalworking Industry**, which ensures full respect for rights and working conditions provided by national regulations.

Remuneration is defined according to these standards, ensuring **fairness and transparency**.



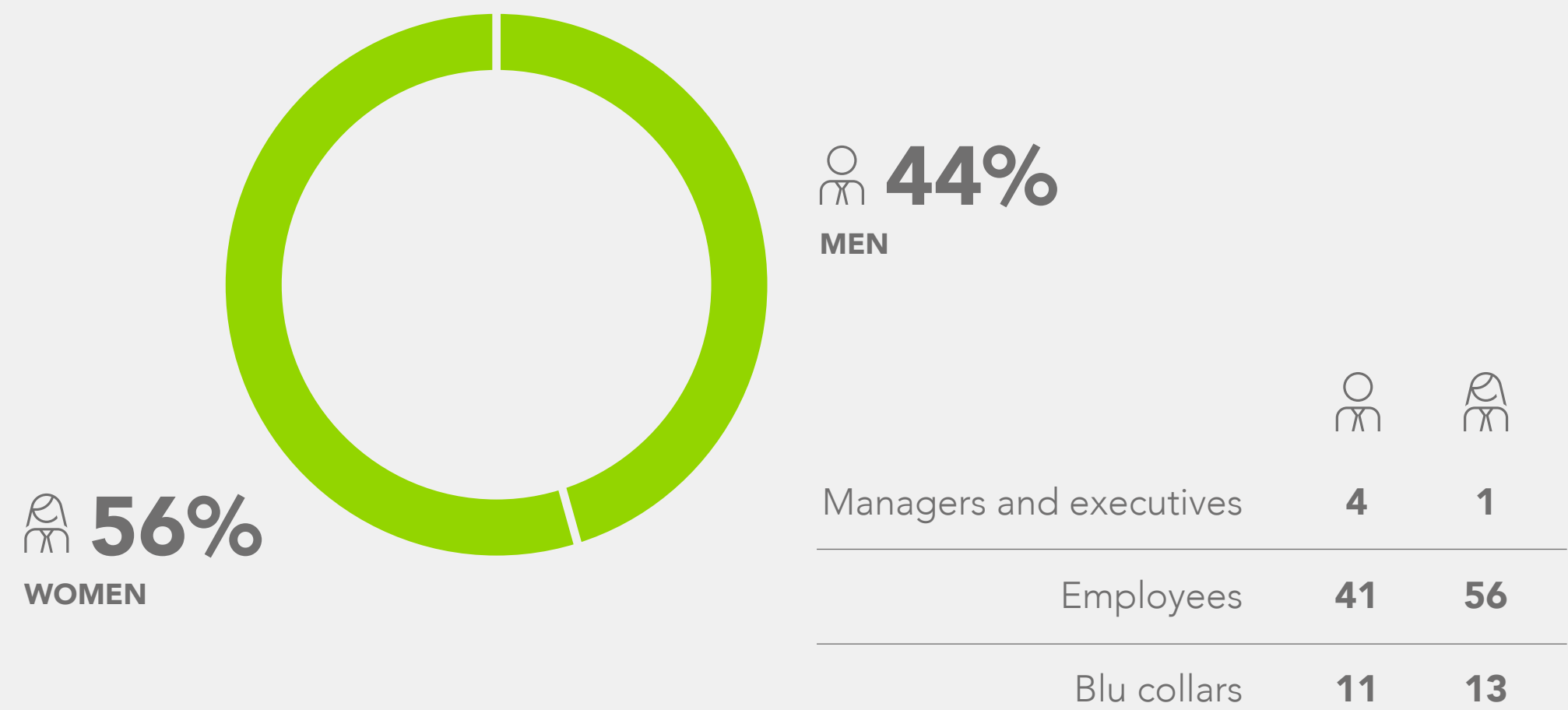
KASK EMPLOYEE COUNT



Our people and their well-being

EMPLOYEE DISTRIBUTION BY GENDER

In 2024, KASK has **126 employees**, of which **70 women** and **56 men**, showing good representation of both genders and a slight female prevalence.



EMPLOYEE DISTRIBUTION BY AGE

Among KASK employees, **68%** are between **30 and 50 years old**; in 2024, 12 new hires were in the same age group. Moreover, over half of the new hires in 2024, equal to **53%**, are under 30.



EMPLOYEE WELL-BEING

In 2023, KASK conducted its first **internal employee well-being survey**, with the aim of listening to the colleagues and identifying actions to increase job satisfaction.

The results confirmed a **positive work environment** appreciated by staff, encouraging Management to continue improving the organization and promoting sustainability; for this reason, a new internal satisfaction survey is planned for 2025.



STRENGTHS

- » **Workspaces** and **tools** provided by the company were recognized as significant contributors to employee well-being.
- » **Social relationships** and the human element were identified as key factors that make employees happy to be part of KASK.
- » The **intersection between business and sport** allowed employees to combine their passion for sport with their work.



IMPROVEMENTS

- » Enhancement of corporate **welfare**.
- » Increase in **voluntary training**.
- » Improvement of **communication** about company strategy.

Promoting well-being is a relevant aspect of KASK's relationship with its employees and is implemented through initiatives aimed at fostering a **healthy work environment** and sustainable work-life balance, thus reflecting a strong commitment to **social responsibility**.



PENSION BENEFITS

KASK participates in the **industry pension fund**, offering employees the opportunity to join, in line with the company's commitment to their long-term financial well-being.



BENEFITS

A wide range of **agreements with various entities** has been established, including insurance companies, hotels and mechanic's shops, to provide employees with a range of advantages and benefits.



HEALTH

The National Collective Labour Agreement includes enrollment in Metasalute for **supplementary health coverage**, providing an additional layer of protection for employee health. In addition, the company offers **international insurance packages**, further expanding the range of benefits available to employees.



WORK-LIFE BALANCE

At the company headquarters, **changing rooms** are available and the possibility of **extending the lunch break** is offered. This gives employees the **opportunity to practice sports and pursue their passions** during the working day, thus contributing to their overall well-being.

TRAINING

Training is a **key element** at KASK, contributing both to the **professional development** of employees and to the company’s long-term **success**. The approach adopted is **flexible and personalized**, with training paths defined by managers according to the specific needs of the colleagues.

In addition to internal and external courses, **training programmes** are activated through regional or international funds, with qualified trainers.

New assembly lab workers follow an initial training course of at least 15 days, followed by further specific training.

Training 2024: **1.364 hours** Training 2023: **244 hours**

Main topics: Safety, first aid, development of technical and transversal skills, foreign languages, digital skills and regulatory updates

This commitment, in line with the **Strategic Sustainability Plan**, ensures that every employee is adequately prepared for their responsibilities and contributes to the company’s professional growth and sustainable mission.

HEALTH AND SAFETY AT WORK

Workplace safety is based on awareness of one’s abilities and on promoting a **culture of prevention** that involves all levels of the company.

Mandatory training on health and safety at work, appropriate to the role and risk, is provided within 60 days of hiring, through courses for employees (online) and workers (in person).

This ensures that every team member is **adequately prepared and informed** to perform their work safely and efficiently. Among the training activities provided to workers:

- General risk
- Specific risk
- Use of video terminals
- Manual handling of loads

An external company manages updates for first aid and fire safety appointments, while an occupational physician and the **Health and Safety Officer** (RSPP) conduct regular checks to identify and reduce risks.

As evidence of KASK’s commitment and care for the health and safety of its employees, in **2024 there were no accidents or occupational diseases**.

The total number of training hours was calculated by multiplying the number of hours delivered by the number of participants.

KASK for sport and safety: our partnerships

KASK considers sponsorships as **strategic collaborations** for company growth, choosing to support athletes and initiatives that **reflect its core values** and thus contribute to the reputation and sustainability of the communities in which it operates. The main activities promoted by KASK include:



INEOS GRENADIERS

KASK has been a partner of the **INEOS Grenadiers** cycling team (formerly Team Sky) since its founding in 2010. The team has achieved seven Tour de France victories, three Giro d'Italia wins, two Vuelta a España titles and over 500 successes in international races, standing out for its **focus on performance and safety**. Since 2022, INEOS has expanded its commitment to global cycling development by launching an **academy in Kenya to train young African talents**. KASK supports the project, extending the use of helmets designed for INEOS Grenadiers athletes, thus ensuring high standards of safety and performance in all environments where the team operates.



OBIETTIVO 3

Obiettivo3 is a project founded by Alex Zanardi in 2017 **to engage and support people with disabilities in sports**, offering them equipment on free loan, technical support and a reference community. In a few years, it has involved over 100 athletes who have successfully participated in numerous sporting events. **KASK has supported the project** from the beginning, standing alongside Alex Zanardi throughout his memorable Paralympic career and all the project's athletes, **providing products with high safety standards**, an essential element in Paralympic sports.



RIVER RADAMUS

River Radamus, a high-level American alpine skier, founded the **ARCO Foundation** in 2023 to support young skiers under 16 with scholarships, mentoring and winter camps. KASK supports both his sports career and his charitable project, **promoting the development of young talents in skiing**.



GIMONDI CAMP

Gimondi Camp is an **educational project** for children aged 5 to 12, promoting cycling as a tool for growth, inclusion and sustainability. Open also to children with Down syndrome, it teaches road safety and autonomy; thanks to KASK's support, each participant receives a certified helmet, **spreading a culture of safety** from an early age.

SHE RIDES

She Rides is a video series produced by KASK, in which athletes and teams share their stories, **promoting women's sport** and inspiring new generations towards an **increasingly inclusive sports model**. Each episode presents a different discipline (e.g., cycling, gravel, alpine skiing, triathlon, etc.), told through

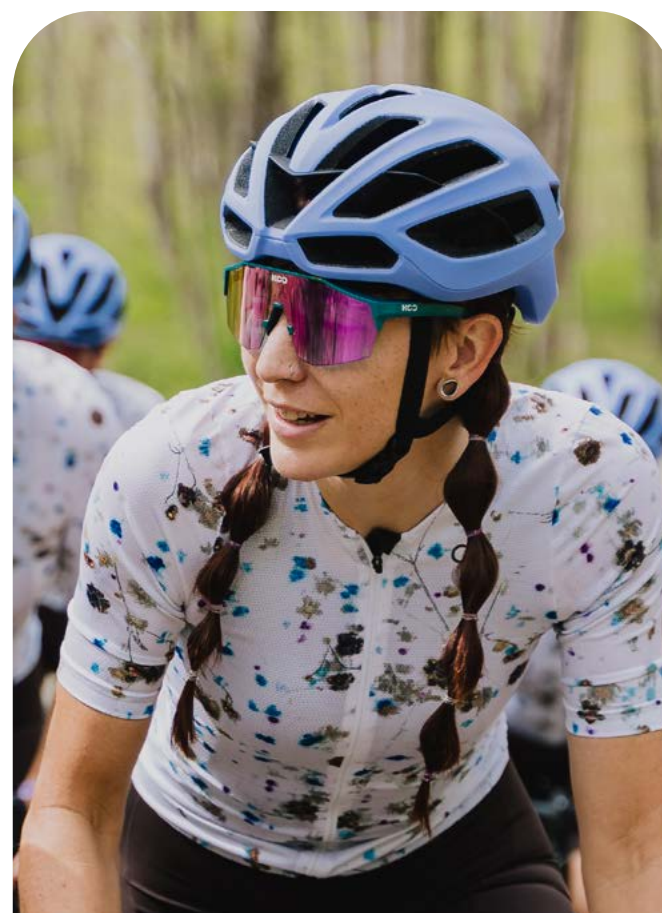
the personal story of an athlete or a team, highlighting the origins of their passion, the dedication required and the defining moments along the way.



ROXSOLT
LIV SRAM



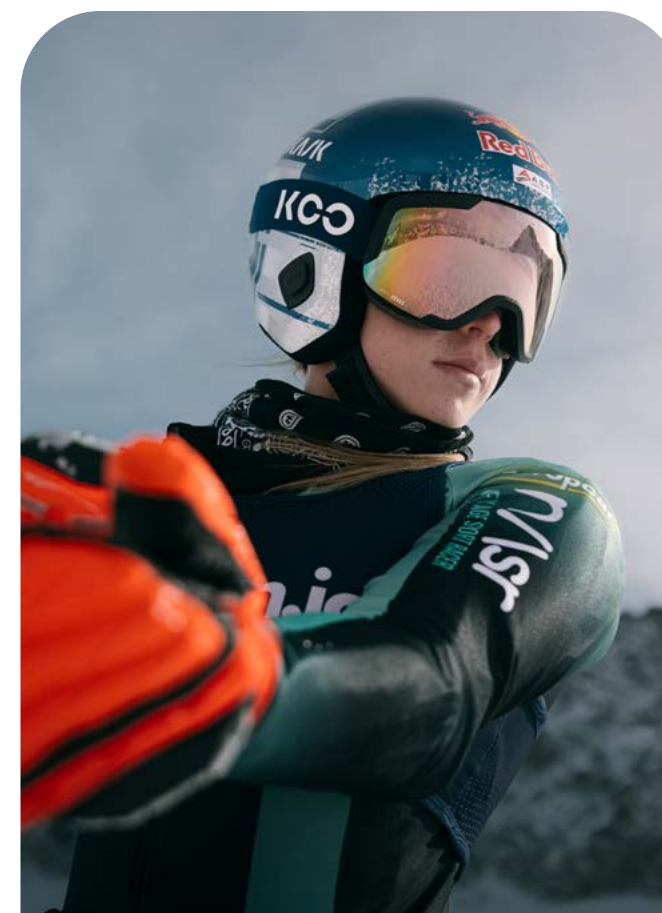
CERATIZIT WNT
PRO CYCLING



VELOCIO /
EXPLORO



MUZCALI



LARA COLTURI



LUCY
CHARLES-BARCLAY



CHARLOTTE FRY

KASK adopts a holistic and inclusive approach in selecting projects and athletes to sponsor, without gender distinctions and chooses figures who embody integrity, credibility and results orientation. In addition to athletes, the company also supports Ambassadors in specific sectors, such as working at

heights, and contributes to charity initiatives through product donations to volunteer organizations. Moreover, KASK ensures corporate reputation through anti-doping clauses in contracts and participates in events with sustainable stands, optimizing resources and reducing environmental impact.

Beyond Core Activities: KASK for social responsibility

The commitment to sustainability goes beyond the company’s walls.

At KASK, there is a strong belief that lasting prosperity and business sustainability are closely linked to the well-being of the local community and the development of the surrounding area.

Over the years, KASK has increased its efforts to actively engage the **local community** in its activities, investing in projects and initiatives aimed at human development.

KASK supports and promotes a range of initiatives of various kinds:

- » collaboration with the **University of Bergamo** and the **ITS Foundation – JobsAcademy** of San Paolo d’Argon for curricular and extracurricular internships;
- » hosting students from local high schools for **Pathways for Transversal Skills and Orientation (PTSO)**;
- » every year, some classes from the **Lorenzo Lotto High School of Trescore Balneario** are hosted for the “Meet the company!” project, a day when the company presents itself to students and organizes external visits to suppliers;
- » the company purchases solidarity Christmas and Easter baskets for employees, thus supporting **local solidarity initiatives**;
- » KASK holds a 40% stake in “**Tabgha S.r.l. Benefit Corporation**” a company dedicated to creating job opportunities and providing support to people in need;
- » a non-interest-bearing loan was granted to the Onlus “Gesù Confido in te” for the purchase of a van.

KASK also supports many associations, including:



A.N.T.A.RES NATIONAL ASSOCIATION FOR THE PROTECTION OF RESIDENT ADOLESCENTS

A volunteer association that supports children and adolescents in relational, emotional and school difficulties, promoting inclusion and the right to education with free projects.



AVIS/AIDO

AVIS promotes voluntary and free blood donation; AIDO spreads the culture of organ, tissue and cell donation. Both play a fundamental role in the Italian healthcare system, helping to save lives.



ITALIAN CYSTIC FIBROSIS LEAGUE

An organisation that represents and supports people with cystic fibrosis, providing information, assistance and promoting research on the disease.



YAWEH RELIEF COMMUNITY

A volunteer association active in Italy and abroad that offers material and spiritual help to those in need through works of mercy.



SIGHTSAVERS ITALIA ETS

A humanitarian association operating in over 30 countries to prevent avoidable blindness and promote the inclusion of people with visual disabilities.

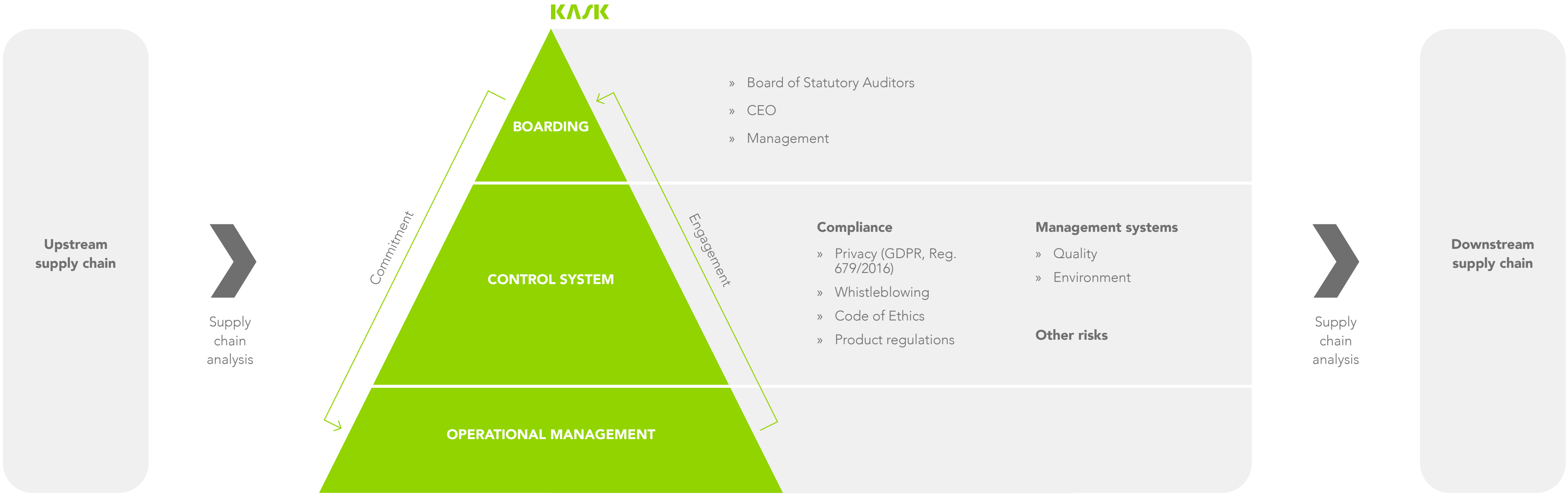
Our Business Model

KASK adopts a governance model based on principles of **legality, fairness, honesty, transparency, confidentiality, respect for human dignity and efficiency**, promoting high standards of professional integrity in relationships with partners, stakeholders and employees.

Thanks to strong leadership commitment and a high level of internal engagement, the company has implemented a **consolidated control**

system to manage major risks, including compliance with mandatory and voluntary regulations.

The entire value chain of KASK is based on **ethics and transparency**, principles applied both to internal operations and at all levels of the supply chain.



Compliance



PRIVACY (GDPR, Reg. 679/2016)

KASK is committed to the **protection of personal information**, and manages the data of customers, employees and stakeholders responsibly and transparently, to ensure trust and respect for fundamental rights.

The company has adopted a **privacy management model compliant with GDPR** (Regulation 2016/679) and current regulations, integrating data protection from the design stage (privacy by design).

KASK processes data lawfully, fairly and only for specific purposes, thereby committing both **legally and ethically to respecting the dignity and privacy rights of individuals**.

In the last three years, there have been no privacy breaches or data loss, thanks to the use of SAP system, support from an expert consultant and daily backups to ensure security and integrity.



WHISTLEBLOWING

KASK deems it essential to ensure **respect for its values** by avoiding improper or unlawful behavior and/or identifying and fixing it.

In accordance with Legislative Decree N. 24 of March 10, 2023, on the protection of those who report violations of European Union law, the company has implemented a **Whistleblowing** system that enables employees and stakeholders **to report unlawful conduct, guaranteeing the confidentiality of identities and information**.

KASK has introduced several secure and confidential reporting channels, including:

- » direct, via internal channel;
- » written or oral reports, including voice recordings (anonymous submissions are possible via the dedicated "EQS Integrity Line" software);
- » in-person meetings.

KASK's Policy establishes precise timeframes for the review, assessment and communication of the outcomes of all reports, ensuring transparency and protection for anyone who reports potential irregularities.



CODE OF ETHICS

KASK has adopted a **Code of Ethics** that establishes rules of conduct, responsibilities and the **company's fundamental principles**, such as legality, fairness, honesty, transparency, confidentiality, respect for dignity and efficiency.

This Code represents a **pillar of the preventive control system** and drives the actions of directors, employees, suppliers and anyone interacting with the company, reflecting the values at the heart of the company's Vision.

In 2024, KASK also began developing specific **policies on Workers Health and Safety and Anti-Corruption**, to ensure a healthy and safe working environment and transparent management of relationships with all stakeholders.



PRODUCT REGULATIONS

KASK products undergo **rigorous inspections** and must comply with **strict safety requirements** set by relevant standards and by the countries in which they are marketed.

Main regulatory references:

-  International Standards
-  European Standards
-  American Standards
-  Canadian Standards
-  Australian and New Zealand Standards

Management systems and other risks



MANAGEMENT SYSTEMS

KASK has implemented an Integrated Management System covering the following aspects:



Quality: control and management of processes to ensure customer and stakeholder satisfaction, offering high standards of excellence in products and services;



Environment: management and monitoring of the environmental impacts of company activities and promotion of sustainable practices.

The implementation of the Integrated Management System is aimed at obtaining **ISO 9001 (Quality)** and **ISO 14001 (Environment)** certifications, which are planned in 2025.



OTHER RISKS: CYBER SECURITY MANAGEMENT

KASK considers **cybersecurity**, along with **privacy protection**, a fundamental pillar of company management. The protection of personal and company information not only meets regulatory and ethical obligations, but also strengthens the company's reputation and **stakeholder trust**, supporting operational continuity and resilience.

KASK has already enhanced security with a new antivirus, multi-factor authentication for VPN access and a secure cloud system for email management. The company plans **further improvements** to protect intellectual property and sensitive information, reducing the risk of interruptions due to cyber-attacks. This concrete commitment goes beyond legal compliance, promoting values of **transparency, trust and social responsibility**, which are essential for economic sustainability and the company's reputation.

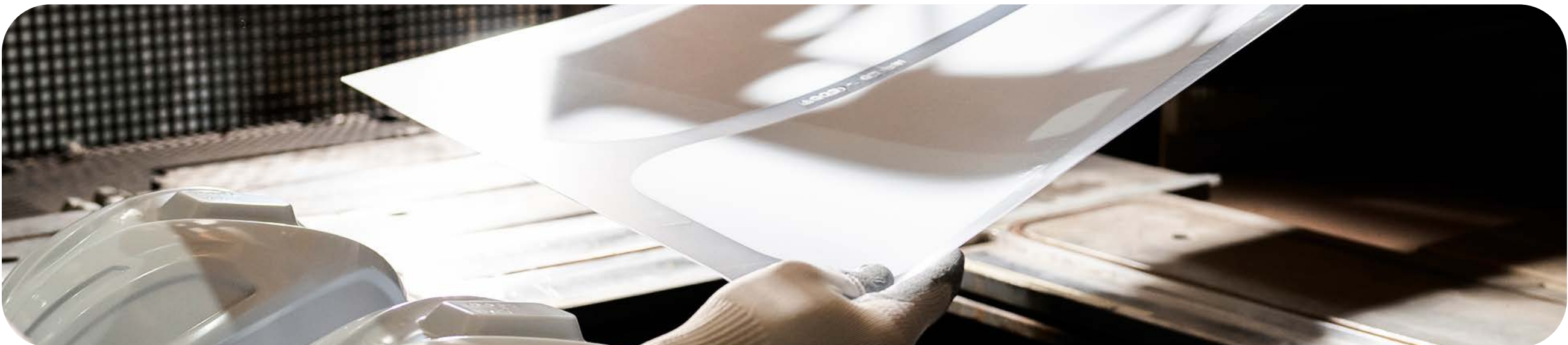
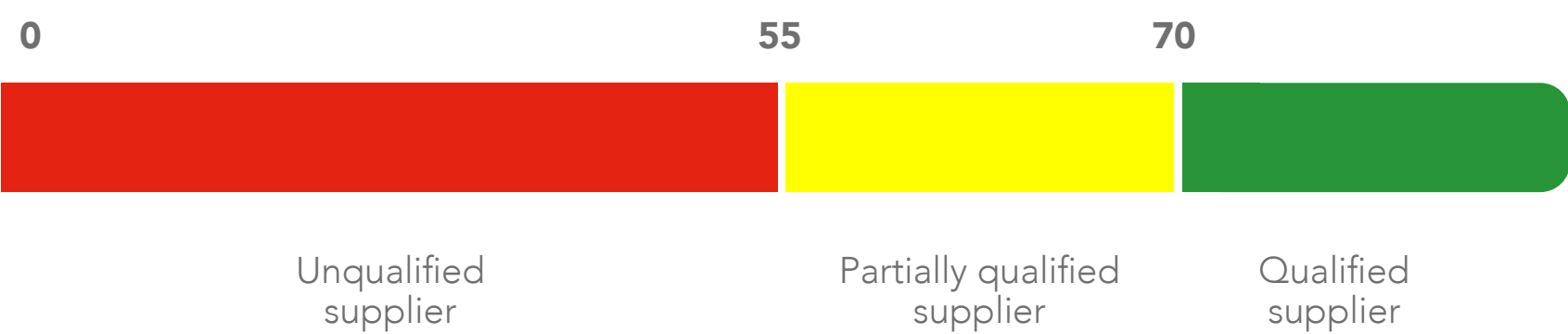
A sustainable Supply Chain

At KASK, sustainability involves the entire **supply chain**, which is recognized as crucial to the company’s success. Supplier selection and management are carried out through a **rigorous qualification process** that annually evaluates the quality of materials and services (such as adherence to deadlines), technical expertise and support capabilities.

Based on a weighted checklist, suppliers are classified as:

- » **Qualified**: highly reliable, with a score above **70**.
- » **Partially qualified**: certain issues must be addressed through improvement actions (score between **55** and **70**).
- » **Not qualified**: unsuitable, with a score below **55**; potential risks are assessed and mitigation actions defined.

All qualified suppliers are constantly monitored, and the evaluation criteria will be updated in 2025 to ensure ever higher standards.



ESG SUPPLIER ASSESSMENT

Aware that sustainability is only achieved if it involves the entire supply chain, starting in 2024, KASK has integrated ESG assessment into supplier qualification, considering not only quality and price but also **Environmental** (e.g., greenhouse gas emissions monitoring), **Social** (e.g., worker Health and Safety policies) and **Governance** (e.g., ISO 9001 certification) impacts of its suppliers.

During the year, approximately **50 suppliers**, selected based on their strategic relevance, were evaluated using **ESG criteria**. These suppliers received a questionnaire aimed at monitoring the extent to which sustainability topics are integrated into their business operations.

Furthermore, to ensure alignment with its principles, KASK requires all suppliers to sign clauses committing them to comply with the company’s **Code of Ethics**.

This approach allows KASK to select and collaborate with **suppliers who share its sustainability values**, strengthening risk management and the spread of best practices along the supply chain.

In 2024, KASK collaborated with **224 suppliers**, most of whom (198) are located in Italy and divided into four categories:

RAW MATERIAL SUPPLIERS

Products introduced into the production cycle



SEMI-FINISHED PRODUCT SUPPLIERS

Products that undergo processing using materials provided entirely or partially by KASK



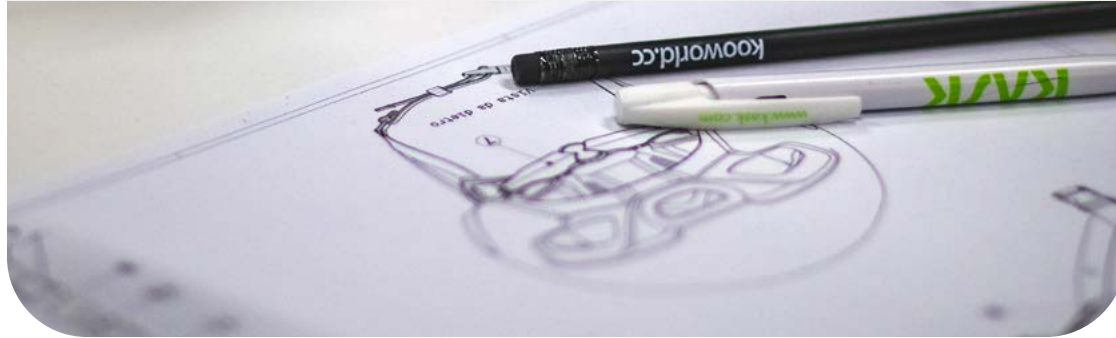
LABOUR SUPPLIERS

Labs to which KASK outsources assembly operations for components or finished products, providing them with all the necessary materials



SERVICE SUPPLIERS

Services that support production and assist KASK's core business activities



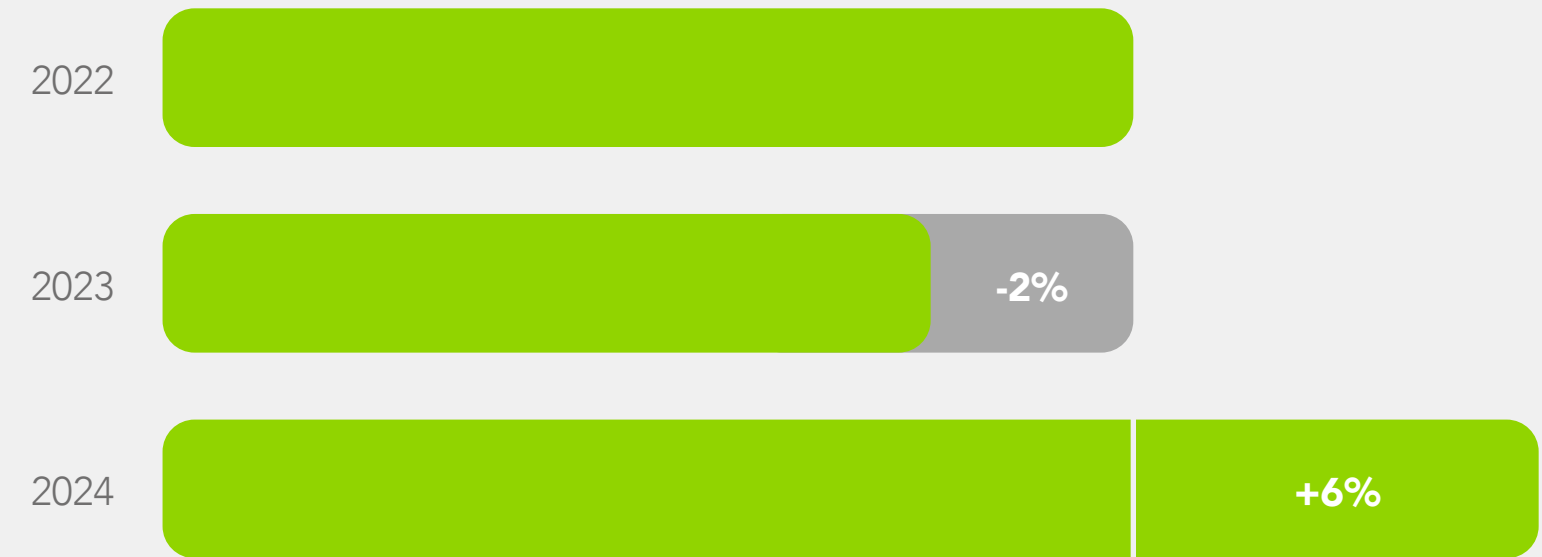
KASK adopts a production model based on the use of subcontractors, both owned and external, **to ensure flexibility and respond to market needs**. The production of components such as plastic and polystyrene is entrusted to external suppliers, while the production of thermoformed parts, essential for certain types of helmets, has been internalized through direct participation in Forma S.r.l., thus ensuring greater control over the quality and availability of this key element.

KASK **regularly conducts second-party audits on its significant suppliers**, with the aim of verifying compliance with the quality, safety and performance requirements established by the company. These inspections represent a fundamental part of the system for continuous control and improvement, ensuring the reliability of materials and ongoing adherence to the required quality standards.

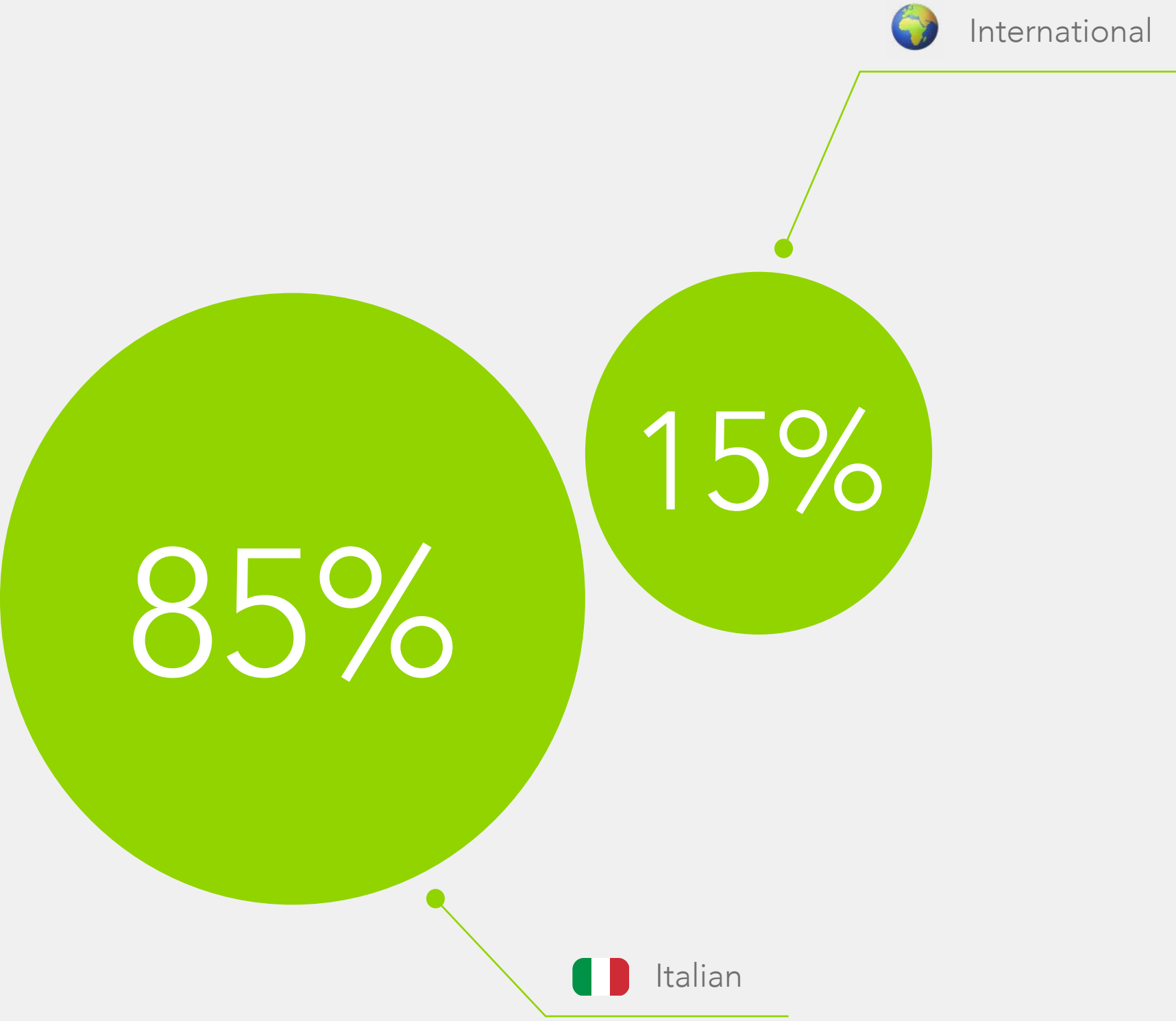
The company's strategy prioritizes **local suppliers**, especially those in the area of Bergamo and Northern Italy, to **support the national economy**, reduce the environmental impact of transport and **foster relationships based on trust and continuity**.

In 2024, **85%** of spending towards suppliers was directed to Italian suppliers, while 15% went to foreign suppliers; in particular, only **2%** of total spending was allocated to non-EU suppliers.

Supplier spending trend (2022-2024):



Supplier spending breakdown (2024):



KASK has voluntarily prepared this report, which refers to the year 2024 and includes KASK and its eyewear brand KOO.

The sustainability report is issued annually.

The drafting of the Sustainability Report was possible thanks to the coordination of the Project Manager, who is currently responsible for managing ESG activities at KASK, and with the support of Aon Advisory & Solutions. The process involved all major company departments.

For any information or further details, you can write to sustainability@kask.com

KASK

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This report is also an act of listening.

Listening to those who entrust us with their safety, to those who work passionately behind every product, to nature, which compels us to slow down and rethink. The future belongs to those who are not afraid to change: we want to do so with respect, expertise, and determination. To those who accompany us on this journey, we express our gratitude. To those who believe that protecting people also means caring for the world, we pledge our commitment.

Angelo Gotti

Founder and CEO of KASK S.p.A.