



## 40 years of Elmos

1984 to 2024



# 40 years of Elmos

Foreword by the founders and the Elmos Management Board



**Dr. Klaus Weyer**

Founder, former CEO and current  
Chairman of the Supervisory Board  
of Elmos Semiconductor SE



**Prof. Dr. Günter Zimmer**

Founder, former Chairman of the Supervisory Board and  
current Honorary Chairman for life of the Supervisory Board  
of Elmos Semiconductor SE

The “Clean Room in the Ruhr Region” venture – back in 1984, introducing microchips to the Dortmund region dominated by the coal and steel industry was hardly imaginable. Nevertheless, the city of Dortmund and the state of North Rhine-Westphalia, recognizing early on that the coal and steel industry no longer had long-term prospects, were open to a structural reorientation. Even though Dortmund was a long way from Silicon Valley, we identified a gap in the market for customer-specific chips in smaller quantities that were not of interest to the large semiconductor manufacturers – and thus not offered. Conditions in Dortmund were favorable for founding a new company. The research at the neighboring TU Dortmund University was a big advantage and the university, with the Chair of Electrical Engineering Components the direction of Prof. Dr. Günter Zimmer, proved to be an innovative think tank. The envisaged CMOS technology was a big hit. When Intel subsequently began producing its microprocessors in CMOS, this was a quantum leap, making CMOS the leading semiconductor technology in many applications around the world. It also forms the basis for our company name: EL-MOS – Electronics in MOS technology.

Filling the automotive electronics market niche – still truly a niche at the time – succeeded in large part thanks to the visionary engagement of BMW in 1987. BMW wanted to improve driving safety and comfort with the aid of electronics. Our first products were for the control of the windshield wiper system and heated seats. The breakthrough came when we succeeded in delivering a chip for the display instruments in the dashboard, solving a big quality problem for BMW at the time. This attracted the interest of other car manufacturers and suppliers, fueling our company’s growth. The first capacity expansion was soon needed in 1989. Global competition in the automotive sector has been increasingly driven by innovations in electronics ever since. Elmos is represented in numerous applications, often as the market leader.

40 years of Elmos – four decades filled with experiences and events, changes, and continuous improvement. It has been 40 years of growth from a small start-up to the company we know today. 40 years that we shaped and experienced together. We want to take this opportunity to commemorate our late fellow shareholder Knut Hinrichs, without whom we would not be where we are today. And we want to thank every Elmosian. You ensure the success of our products through exemplary dedication every day, inspire our customers, develop new innovations, and drive the future of mobility. Thank you all.



Dr. Klaus Weyer



Prof. Dr. Günter Zimmer



**Dr. Arne Schneider**

CEO – Chief Executive Officer  
of Elmos Semiconductor SE



**Guido Meyer**

COO – Chief Operating Officer  
of Elmos Semiconductor SE



**Dr. Jan Dienstuhl**

CSO – Chief Sales Officer  
of Elmos Semiconductor SE

We are jointly celebrating 40 years of tireless dedication, outstanding innovations, and important successes for Elmos in the world of automotive semiconductors. This anniversary not only represents four decades of company history but, in particular, the people who shaped Elmos into what it is today.

When we look back on our company's beginnings, we recognize the courage, vision, and determination that were essential for a small idea to grow into a global market leader for analog mixed signal ICs. Continuously striving for innovation, understanding the product needs of our customers, strategic decisions at the right moment, and of course the tireless dedication of the Elmosians and our unique company culture have made us successful.

In this publication, we travel through time from the beginnings of Elmos in 1984 until today. Photos, anecdotes, and success stories document our unique journey. These pages are filled with memories of our shared accomplishments.

Yet, looking back is only part of our journey. We are also beginning a new chapter that promises to be just as exciting and successful. The rapid advancement of technology and ever-increasing focus on sustainability and intelligent mobility are opening up new ways for us to continue shaping the future of mobility. We are better positioned than ever before to rise to these new challenges and to convince our customers with the next generations of innovations. With our incomparable team, our technology expertise, and our enduring commitment, we are ready to continue building a successful future together.

Dr. Arne Schneider

Guido Meyer

Dr. Jan Dienstuhl

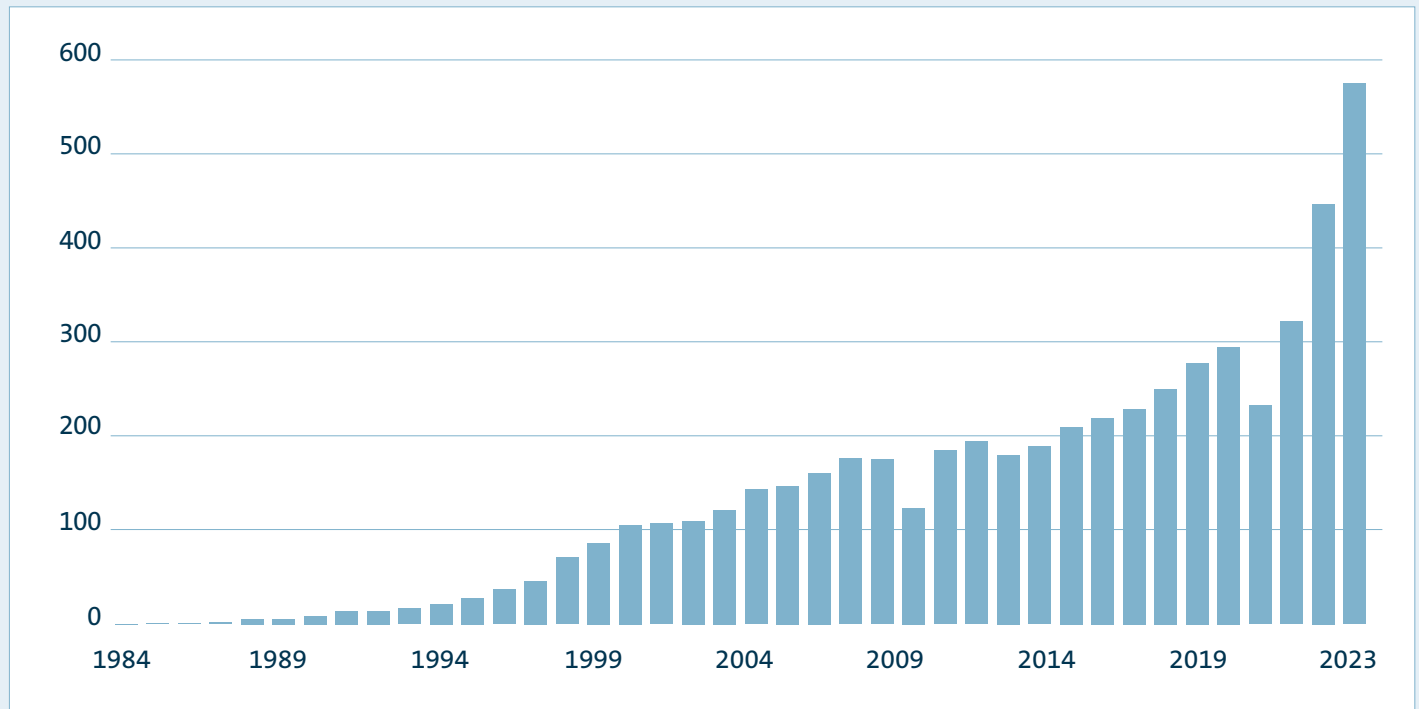


# Financial journey through time

40 years of sales development and 25 years on the stock exchange



Group sales since the company's founding in 1984 (in million Euro)

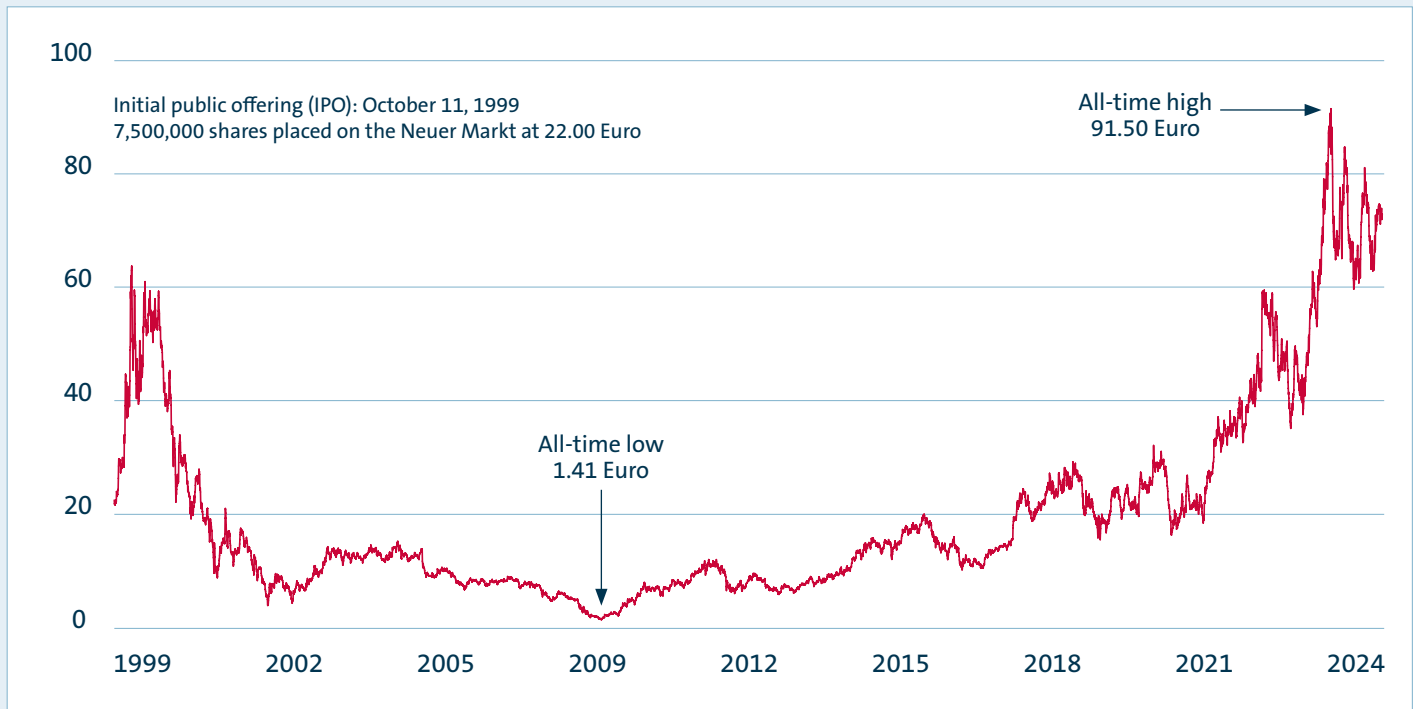


Cover pages of the annual reports





## Price development of the Elmos share (in Euro) since the IPO in October 1999



# 1980<sub>s</sub>



**1984** Prof. Dr. Günter Zimmer, Dr. Klaus Weyer, and Norbert Ellenberger embrace the idea of establishing a semiconductor production for customer-specific chips using CMOS technology. The three founders have many discussions about what can be achieved and what resources are required. Equity of 2.5 million DM is available. An investment volume of 10 million DM is not to be exceeded. Dortmund is ultimately identified as the ideal site for this start-up. A viable financing concept was developed together with the City of Dortmund, Sparkasse and a local property developer on the basis of the funding commitment from the state of North Rhine-Westphalia. Yet the idea is considered ridiculous by some, since a clean room for the production of microchips in the Ruhr Region still seems unimaginable at the time.

**1985** Construction of the building on Emil-Figge-Straße is in full swing. Elmos becomes the first company at the edge of the newly emerging “Technologiepark Dortmund”. Midsize companies with individual product requirements are the targeted customer group since they are being neglected by the large semiconductor manufacturers.

**1986** Construction of the company building and premises is complete. 4-inch wafer fabrication is up and running, ready to implement the ideas of the engineers. Market development is still in its beginnings. Initial customer-specific products (ASICs) are developed for industrial customers such as Leica and Miele. A chip for the Rowenta iron is the first big success.





**1987** Knut Hinrichs joins the business as a Managing Director and has a major impact on the sales strategy. Recruiting BMW as an Elmos customer is probably the most important strategic coup in the company's still young history. The Munich-based car manufacturer becomes aware of the semiconductor company because Elmos products enable innovative technical applications in cars. Initial products are used to control the windshield wiper system and heated seats. With BMW's investment in Elmos, additional capital flows into the company and, in particular, the contacts in the automotive market open up completely new opportunities.

**1989** The company's growth picks up speed, with steady expansion of both the product portfolio and the customer base. Space in the building gradually becomes confined as well. An initial structural expansion of production is therefore on the agenda in 1989.

**1990** The expansion has a positive impact on staffing as well. This year, the number of employees exceeds 100 for the first time. Thus, the staff has more than tripled over the past five years. Elmos is growing.

Earlier excerpt from the media: "Even if Elmos should eventually employ 70 people – the conceivable upper limit for Weyer at this time – he does not see any problems that cannot be overcome."

**1991** The increase in the number of employees keeps pace with sales, exceeding 20 million DM for the first time. Sales growth continues over the coming years, validating the automotive product focus.

# 1990<sub>s</sub>



**1995** The foundation is laid for the third construction stage in production. The first major technology step is taken at the same time: conversion from 4-inch to 6-inch wafers to make the production of serial products more cost-effective and meet the rising demand for Elmos products. Conversion during ongoing production is a major challenge for the expansion.

**1998** The third construction phase has been completed, more than doubling capacity. The more modern production facility increases competitiveness and secures the Dortmund site. The successful conversion is also reflected in the financial figures. While sales of around 90 million DM were achieved in 1997, the figure for 1998 is already 139 million DM.

**1999** IPO: Elmos goes public. The stock exchange bell rings for Elmos for the first time on October 11, 1999. 7,500,000 shares at 22.00 Euro are placed on the Neuer Markt. It is primarily institutional investors from abroad who provide the new stock corporation with fresh capital and thus enable further growth. With the introduction of the Euro, we say goodbye to the Deutsche Mark.

**2000** Turn of the millennium: we welcome a new age that will change cars significantly as electronics gradually replace mechanics. Microchips take over the automotive sector, launching long-term mega-trends such as driving safety and comfort that remain to this day and are continuously developing. Autonomous driving and electromobility are still fiction at this time.





# 2000s



**2001** Acquisitions are made to strengthen the core business. The chip packaging specialist European Semiconductor Assembly B.V. (eurasem) in the Netherlands, later renamed to Elmos Advanced Packaging, is acquired in 2001, making it part of the Elmos Group. In the same year, the Elmos Group gains access to silicon-based sensor systems (MEMS) with the acquisition of Silicon Microstructures Inc. (SMI), USA, expanding the Elmos product portfolio with pressure sensors until 2019.

**2003** March 21 is the last day of trading for the Neuer Markt segment of the German Stock Exchange. Almost six years after its launch on March 10, 1997, the once highly praised "growth segment" is discontinued and the Neuer Markt is history. The Elmos share also suffered considerably since the onset of market distortions in the spring of the year 2000.

**2004** We celebrate our 20th anniversary with customers, neighbors, and friends. The motto for the customer workshop is "The future of automotive semiconductor and sensor technology". Many of our customers are invited: representatives of Audi, BMW, Hella, Kostal, Siemens VDO, Volkswagen, and others present their views and visions, leading to ideas for new, innovative products.

**2005** Knut Hinrichs, our CEO for many years, passes away after a severe illness. For almost 20 years, he significantly shaped the company's fortune. He made a major contribution to the company's positive development.

A milestone in securing the future is the cooperation agreement with the Fraunhofer Institute for Microelectronic Circuits and



# 2000<sub>s</sub>



Systems (IMS) in Duisburg which was headed by Prof. Dr. Günter Zimmer from the beginning. The cooperation agreement was concluded with his involvement. The 8-inch wafer production facility there will become an integral part of future production planning. At the same time, production in Dortmund is also expanded and the conversion to 8-inch starts with the help of the new partner IMS.

Succession in the Management Board is initiated at the end of the year. Dr. Anton Mindl joins the Management Board in October and takes over as CEO at the beginning of 2006. In the coming years, Nicolaus Graf von Luckner and Jürgen Höllisch join the Management Board alongside Dr. Anton Mindl and Reinhard Senf. The founders Prof. Dr. Günter Zimmer and Dr. Klaus Weyer now provide support in their role as members of the Supervisory Board.

**2006** Seeds sown over the past years are bearing fruit. The first products from the new production facility in Duisburg are delivered and the new test department (in the so-called fourth building section) in Dortmund commences operation.

**2007** Application-specific standard products (ASSPs) are becoming more and more important every year. This year, BMW decides to integrate a new FlexRay™ network chip from Elmos into the next generation of vehicles. Other manufacturers will follow over the coming years. Many other innovative products are launched in addition to the network components. Contracts are concluded with distribution partners for broader sales. The strategic focus on ASSPs lays the foundation for the successful growth of Elmos – to this day.





**2008** Record: Elmos has delivered a total of 100 million semiconductors to the Swedish customer Autoliv, a world-leading company for automotive safety applications. The customer-specific chips are used in airbags and other safety applications. Elmos has been successfully working with Autoliv at the highest level of quality for about 14 years. To boost competitiveness in the increasingly contested automotive semiconductor market, Elmos signs a cooperation agreement with the Korean foundry MagnaChip. The aim is a transfer of the Elmos 350nm technology for more production capacity and a joint development of future-oriented smaller node sizes in 180nm. The failure of the Lehman Brothers investment bank in the USA on September 15, 2008 triggers a global financial crisis plunging banking and financial systems into the worst disaster since the 1930s.

**2009** Elmos is not immune to the global financial crisis. Customers cancel their orders one after the other, as a result short-time work is introduced at Elmos and cost-cutting measures are initiated. The capital markets collapse and the Elmos share closed at an all-time low of 1.41 Euro on March 12, 2009. This means that Elmos is valued at only 27 million Euro on the stock exchange. But Elmos has taken precautions: as early as 2007, long before the first signs of the crisis, the financing was put on a future-proof basis, turning the crisis into an opportunity. The expansion into Asia and the extension of the product portfolio can be driven forward despite the difficult economic conditions: the world's first bus-networked ultrasonic parking solution goes into serial production with Elmos ICs in Asia. A milestone for Elmos – not only because embedded software is used as a critical success factor for the first time.



# 2010<sub>s</sub>

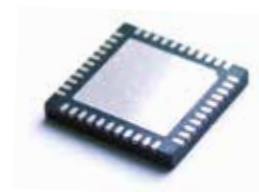


**2010** The company's successful crisis management is also praised by the general public. Elmos is awarded the personnel management prize "New Deals" by a high-ranking jury. A befitting celebration is finally held: for two days, Elmos welcomes around 500 customers, neighbors, and friends at the 25+1-year anniversary party. "Mobility 2020ff..." is the motto for the customer workshop. Many political and industry representatives come for a visit.

"The history of Elmos shows that the intelligent interplay of universities, industry, and politics establishes the framework for the founding of innovative companies. If we want to be among the world's technology and economic leaders, we must have innovations, new knowledge, marketable products, intelligent processes, and useful services." Hannelore Kraft, prime minister of North Rhine-Westphalia.

A slogan is developed in collaboration with the employees to better communicate the innovative power of Elmos externally: "Setting Standards in Innovation". This slogan symbolizes the strategic focus on more innovative standard products (AS-SPs), which make new application solutions possible thanks to differentiating product features. Production efficiency is also increased further: in cooperation with the Fraunhofer Institute IMS in Duisburg, the first 8-inch wafer is successfully launched in the Dortmund production facility. After a 5-year break, Elmos pays a dividend again for the first time. Since then, Elmos has paid an annual dividend, success-oriented but moderate.





**2011** The market is talking about topics such as the “building of the future” and “smart devices”. The new offices in Seoul, Singapore and Shanghai are a big step towards internationality for the future. The first contracts are signed with Asian distributors. MagnaChip, the Korean foundry partner of Elmos, supplies serial wafers for the first time. At the same time, brand protection is extended to China. Test activities in Southeast Asia are intensified. The success also continues in Europe: new record with the delivery of 150 million ASICs to SAIA with whom Elmos has a 15-year partnership. Employee representatives join the Supervisory Board of Elmos Semiconductor AG for the first time: Sven-Olaf Schellenberg and Thomas Lehner are still members of the Supervisory Board today. Strategic and structural considerations for the future are given an organizational home: the “Corporate Development” department is founded.

**2012** New Elmos logo: the wafer “O” in the logo, frequently interpreted in a variety of ways, is discarded and the lettering is modernized with contemporary typography. The first tranche of the stock option plan for employees becomes exercisable and rewards the jointly created economic success of the company thanks to good share price performance. Expansion of the logistics center and energy supply: shipping grows with the specially created ELDO2 site and the Dortmund headquarters receive a new combined heat and power plant. Practiced environmental awareness meets maximum efficiency. In 2012, gesture control made by Elmos is introduced with the launch of the new Golf 7. VW actively promotes the feature for the display in the center console with worldwide commercials. Dr. Peter Geiselhart as the new CSO succeeds Jürgen Höllisch, a strong driving force behind the successful expansion to Asia over the past years.

# 2010<sub>s</sub>



**2013** More and more design wins are being achieved with ASSPs. Elmos covers 15% of its wafer requirements with its Korean foundry partner MagnaChip. Elmos starts a joint development of sensor solutions with Hyundai Autron. Elmos appreciates the high innovative strength of its engineers and for the first time awards the “Inventor of the Year” for special innovative achievements. The development subsidiary DMOS in Dresden celebrates its 10th anniversary. With the number of new patent applications, Elmos plays in the champions league compared to other companies. The now traditional Christmas card painting competition “Kids draw for Kids” is launched.

**2014** The first global board meeting of all Elmos sales companies is held in Dortmund, promoting international communication. Now with its own sales office in Tokyo, the Japanese automotive market is being served more intensive-

ly. In line, the customer Denso from Japan praises the Elmos corporate culture. A new image video entitled “Magic Moments”, carefully crafted with actual Elmos employees as actors, is presented. Dr. Arne Schneider succeeds Nicolaus Graf von Luckner as CFO. The first Works Council is established, replacing the previous employee representation body. 8-inch finally replaces 6-inch in wafer production.

**2015** Half a billion parking assistance ICs have been produced: growth requires more production capacity. Elmos has selected TSMC in Taiwan as its second foundry partner, thereby significantly increasing production capacity. The first ambient light chip goes into serial production with unprecedented start-up accuracy: error-free! This milestone marks the start of global market leadership in interior lighting with Elmos lighting control ICs. Elmos wins the Dortmund Business Award, of which the





employees are justifiably proud: it passes like a challenge cup through all departments.

**2016** A matter of the heart: the Elmos Foundation is established to support regional charitable causes and reduce poverty around the world. The Supervisory Board appoints Guido Meyer as the new Chief Operating Officer, succeeding Reinhard Senf. SMI in the USA celebrates its 25th anniversary. Once again, a major international OEM relies exclusively on Elmos technology in an application: this marks the start of the success of rear light driver ICs. In the annual report, the car is described as the next “smart device”, a trend that Elmos products serve excellently.

**2017** “Innovation Matters” – the new slogan is presented with an image video to further strengthen the Elmos brand.

The last available space in the 4th construction phase will be used for the testing extension. Elmos ASSPs are now highly attractive and marketable: a distribution contract with the world's largest distributor Avnet is a clear proof of this. Prof. Dr. Günter Zimmer is appointed Honorary Chairman for life by the Elmos Supervisory Board. On his own request, he is succeeded by Dr. Klaus Weyer as Chairman of the Supervisory Board. Both have made crucial contributions to the company since its founding.

**2018** Bucking the trend: competitors reduce their forecasts, Elmos confirms its outlook because its own products are convincing. This is also the title of the annual report: The 2018 financial year: As convincing as our products!

Official inauguration of the Backend 2.0: Founders, Management Board, Mayor of Dortmund, and Wirtschaftsförderung



# 2020<sub>s</sub>



Dortmund (Dortmund Business Development) open the new production facility in the 4th building section. The expansion creates 50 new jobs on more than 7,000 square meters. New website: the new site features revised content, additional services and functions, a clear structure and an appealing design. The Elmos Foundation publishes its first brochure under the motto "Zeichen setzen!" (making a mark) as it has been promoting and supporting projects and initiatives since 2016.

**2019** Expansion at the Dortmund site in new buildings of the technology park: the ultrasonic sensor team with new test lab. The team celebrates a milestone with one billion parking assist ICs sold since 1995. Elmos hosts a Hyundai/Kia delegation of the development subsidiary Autron to obtain a better understanding of the needs of OEMs and suppliers. The 20th Annual General Meeting is also the last in-person event before the pan-

demic. Dr. Jan Dienststuhl succeeds Dr. Peter Geiselhart as the new CSO. The new Elmos Design Center in Düsseldorf is opened. At the end of September, Elmos sells its subsidiary SMI, which specializes in micromechanical pressure sensors, in order to focus more strongly on its own core business. The strategic buyer is paying a very attractive price of 95 million US dollars for the company, which has recently been well positioned in the market. The sale strengthens Elmos strategically and financially.

**2020** Everything at a distance – COVID-19 changes all of our lives. Elmos responds quickly with remote office work, a virtual Annual General Meeting and vaccination programs for employees. Short-time work, canceled trade fairs and canceled Christmas parties – the world seems to stand still – but not at Elmos: the AG becomes an SE, a European Company. Microchips are in greater demand than ever before, and negotiations are





being held with Asian foundry partners to increase capacity. The next important step in the fablite strategy: Elmos gains another renowned foundry partner in Samsung and access to its state-of-the-art process technologies. The cooperation with the Fraunhofer Institute IMS Duisburg ends by the middle of the year in accordance with the contract. Using the crisis as an opportunity: Elmos acquires 1.54 million shares as part of a public buyback offer.

Passing the CEO's baton: Dr. Arne Schneider succeeds Dr. Anton Mindl after 15 successful years as CEO. During his time in office, not only was internationalization established, sales doubled and the core business focused through the sale of SMI, but above all the basis for future growth was laid. On the market side, these were the new product areas and international customers opened up by the ASSP strategy. On the production

side, the fablite strategy enabled more flexible and competitive production capacities and, above all, urgently needed new technologies with smaller structures. This enabled Elmos to develop into a global market leader in several product fields, overtaking the established competition – this portfolio structure still forms the foundation for further expansion today. Toni has also brought the next generation of managers on board and developed them into what they are today.

**2021** The growing expertise and relevance of embedded software at Elmos since the 2010s takes on a new dimension with the acquisition of Online Engineering at the end of 2020 and the founding of Area 21 Software GmbH. The pandemic continues to keep the world in a stranglehold, but Elmos counters with vaccination offers, virtual meetings and trade fairs. With the well-stocked ASSP product portfolio and long-standing customer



# 2020<sub>s</sub>



relationships as well as a forward-looking allocation of foundry capacity, Elmos continues to grow strongly. The test area is being continuously expanded. The sales team in Shanghai celebrates its 10-year anniversary. Elmos and the leading semiconductor IP supplier Arm enter into a long-term partnership for the next generation of automotive microcontrollers. From fablite to fab-less: Elmos and the Swedish MEMS foundry Silex Microsystems conclude a contract for the sale of wafer fabrication in Dortmund.

**2022** Elmos is lifted in the SDAX, making it one of the 70 most successful small caps. Dortmund Semiconductor GmbH is founded to prepare for the planned spin-off of the Elmos wafer fab. Political U-turn in Berlin: despite the prospect of approval, the Federal Ministry for Economic Affairs and Climate Action (BMWK) unexpectedly prohibits the sale of the wafer fab to Silex. Elmos sales staff in Korea celebrate

their 10-year anniversary. Elmos receives the NRW Global Business Award for its outstanding international expansion strategy. Margarita Mamberger takes over the position of CFO and will thus bundle the areas of Finance & Controlling, Purchasing, Legal, Human Resources and Compliance. The design subsidiaries GED and MAZ are legally merged with Elmos Semiconductor SE as the parent company. Elmos shows strong commitment to sustainability and realigns its sustainability reporting. The lockdown finally ends. Everyone enjoys live events, trade fairs, the summer party and the first internal Elmos Christmas market.

**2023** The Dortmund Chamber of Industry and Commerce recognizes Elmos as a "Hidden Champion made in Westphalia". The half-billion barrier is broken: a new sales record of 575 million Euro confirms that Elmos is on the path to success. The





future of the wafer the fabrication is secured: the sale of the wafer fab to the US company Littelfuse Inc. is unconditionally approved. This is recognized by the stock exchange with an all-time high of more than 90 Euro for the Elmos share. Elmos and Intellias enter into a strategic partnership for the development of automotive software. The local presence in China grows with the opening of a new office in Shenzhen. AI, a trending topic and rapidly developing field, is intensively discussed at Elmos. Construction of the Barista Café for the employees is decided. The design center in St. Petersburg, Russia is dissolved due to the war in Ukraine. Elmos offers continued employment for the team at the German sites to the extent permitted by law and provides assistance with visa processes, opening up new prospects for the affected employees. Ambitious climate protection goals are published by Elmos, with the goal of reducing greenhouse gas emissions from the company's activities by 40% by the year 2026 and becoming climate-neutral by 2035.

**2024** Successful start to the year: Elmos presents product highlights at CES 2024 in Las Vegas. After three very intensive years of allocation, the supply chains for automotive semiconductors gradually normalize. Customers thank Elmos for its outstanding performance and the security of supply during the semiconductor shortage. Elmos strengthens its local presence in the world's largest automotive market with JiWeiCheng in China. The new site is ceremonially opened by the Elmos Management Board and a high-ranking Chinese delegation. At the same time, the Indian market is also accelerated with an Elmos sales company in Pune. Jochen Vaihinger takes over the new position of Chief Technology Officer (CTO). All product development hardware and software teams, the development subsidiaries and the development department for the utilization of new foundry technologies report to this position.

**A double anniversary year: 25 years on the stock exchange and 40 years since the company's founding.**



# 2020<sub>s</sub>



## #TeamElmos

40 years of company history, success stories, unforgettable moments, and solidarity: we are more than just a team driven by innovation, passion, and our joint objectives. Elmos not only represents innovative technologies – we also value and support our more than 1,300 employees at our sites around the world. We jointly stand for diversity, sustainability, and continuous growth. Together, we form the foundation of our success and drive the automotive future as #TeamElmos.

## More than a job

Elmos offers more than just a job: interesting and fulfilling work content, constructive and successful team experiences and a positive working environment. A wide range of further training and development opportunities are encouraged. Active health offers range from regular health checks and various courses in the company's own gym to subsidized massages. Bicycle leasing and a company ticket (DeutschlandTicket) for local public transport increase mobility. Numerous events create variety in everyday working life, such as company runs, dragon boat races, food truck campaigns, summer parties, Christmas markets, individual team events, city cycling and much more.





## Social involvement

For Elmos, entrepreneurship and social responsibility go together. That is why the Elmos Foundation was established by the founders based on a clear conviction: success in business is inextricably linked to social responsibility. The objective of the foundation established in 2016 is to support charitable causes that are linked to the company, either thematically or regionally, or that help reduce poverty around the world. We strive to reach and support people personally through our foundation. That is why we support projects that we consider important and convincing.

## We practice sustainability

Growth and sustainability go hand in hand at Elmos. We do not want to be measured according to financial indicators alone. Instead, we strive to combine the success of our business with social acceptance, ethical action, and a high level of ecological awareness. That is why sustainability is an integral part of the company strategy and day-to-day activities at Elmos. We are convinced that sustainable solutions can only be achieved through a holistic approach. That is why we incorporate all three pillars of sustainability – economics, ecology, and society – and participate in numerous activities and projects.



# 2020<sub>s</sub>



## Outlook

The future will be characterized by technical, social, economic and ecological changes. The most important trends in tomorrow's mobility will be electromobility, autonomous driving, comfort, safety, networking and internationality. Elmos has developed into a leading company in the field of automotive semiconductors through intensive networking with customers, a profound understanding of applications and differentiating innovative strength. The claim to continue developing market-leading (worldwide #1) products in the Elmos segments remains unchanged. Product fields and customer base will also be continuously expanded in international competition in order to create the conditions for continuous growth.

It is precisely this trend, driven by the commitment of our employees over the past 40 years, that we want to continue, thus continuing to make the difference in the years and decades to come together.





Thanks to the high level of commitment of all employees, new ideas have been developed and implemented in the market – we have also been able to improve established products. We have achieved great success on both a commercial and technical scale!

Despite all the intensive work, the numerous milestones achieved and the ground-breaking innovations, we also had a lot of fun: we celebrated many parties and events together, creating many unforgettable memories.

**Thank you for 40 years of team spirit!**





#Elmos #InnovationMatters #AnalogMixedSignalExperts #TeamElmos

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