



## Elmos ESG/Sustainability strategy

Section: ESG/Sustainability strategy

Coverage: Elmos Group

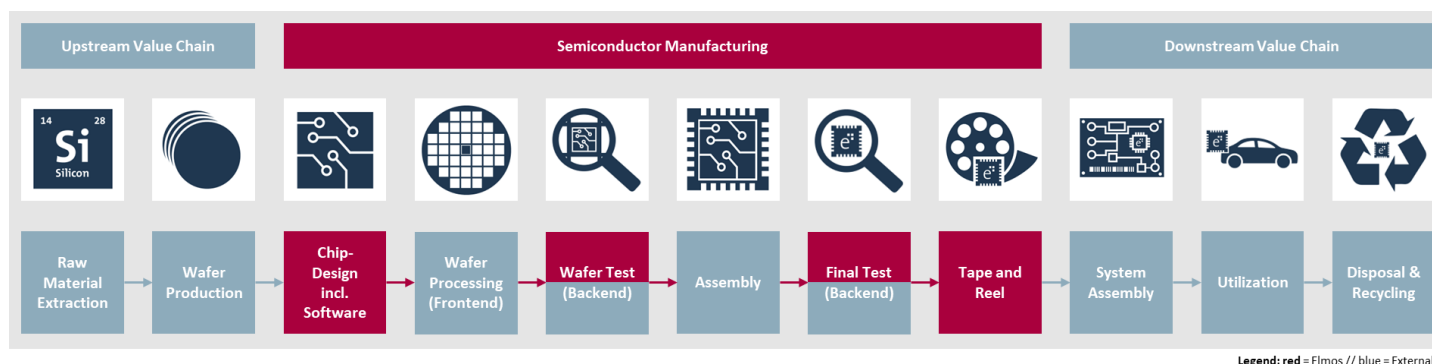
Supported UN SDGs:



Addressed GRI Standards: 2-22, 2-29

**Vision:** Elmos has been developing intelligent microchip solutions for over 40 years, primarily for the automotive industry. As a fabless company and specialist for analog mixed-signal ICs, Elmos makes the mobility of the future safer, more comfortable and more efficient. The innovative products of Elmos enable reliable driver assistance systems, intelligent sensors, efficient motors and new LED lighting concepts in modern vehicles. As a market leader in cutting-edge applications, Elmos is powering global megatrends such as autonomous driving, electromobility and software-defined vehicles, making a significant contribution to reducing greenhouse gas emissions and thus contributing to climate protection. Elmos products make a significant contribution to greater environmental protection and efficiency, safety and health as well as comfort and well-being. Elmos semiconductor solutions are already making our world greener, safer and more comfortable.

**Sustainability as part of our corporate strategy:** Sustainability is a fundamental part of our corporate strategy, and our commitment to social, ecological, and economic sustainability is firmly anchored within our company. We perceive sustained added value in a comprehensive way and regard it as an integral part of our strategy, management processes and goals, as well as our business model. We align the success of our business activities not only with financial key figures, but also want to connect that success with social acceptance, a high level of ecological awareness, and correct ethical conduct. We define and think about sustainability holistically and consider all three aspects of sustainability in the process: environment, economy, and society. That is why growth and sustainability go hand in hand at Elmos to help us achieve long-term profitable growth and make a positive contribution to the environment and society.



**Materiality analysis:** The basis for developing the Elmos sustainability strategy, which takes the entire value chain into account – starting with our suppliers and our own activities all the way through to our product portfolio and added value for our customers – is a double materiality assessment in accordance with CSRD/ESRS, in which various sustainability-related impacts, risks and opportunities have been considered and evaluated. Further information on this is available in a separate document in the sustainability section at [www.elmos.com](http://www.elmos.com).

**Communication:** In order to meet information requirements and provide a uniform framework for action for all stakeholders, Elmos has been publishing various sustainability-related documents on the Group's website at [www.elmos.com](http://www.elmos.com) for many years, including selected ESG policies and ESG KPIs, each in German and English. The scope of application of the individual ESG policies is indicated in each document. Selected policies only apply to the single production site in Dortmund. As a rule, however, the scope of application is the Elmos Group. All ESG policies are drafted by the Investor Relations, Public Relations & ESG team, are approved by the respective departments and are adopted by the Management Board. The timeliness of the documents is reviewed at least once a year.

**Organization:** The overarching responsibility for sustainability lies with the CEO of Elmos Semiconductor SE. In this way, the topic of sustainability is firmly anchored in the Company's organization. The Supervisory Board of Elmos Semiconductor SE deals with sustainability issues as a whole. This also includes the discussion of the Company's sustainability strategy, sustainability reporting and key ESG targets. The Supervisory Board is also responsible for monitoring sustainability reporting and reviewing the sustainability report.

**Risk analysis:** At Elmos, sustainability is an integral part of the risk management system (RMS). Environmental, social, economic, and business-related risks are identified at regular intervals, with an assessment of their impact on the company's goals and identification of corrective actions to be taken. More-detailed information on risk management and internal control systems is presented in the "Opportunities and risks" section of our Annual Report.

<b>Additional documents</b>	Company profile & product contribution
	Materiality analysis & ESG targets
	ESG policies
	ESG KPIs
	Sustainability and non-financial report
	Certificates
	Accompanying documents