



Elmos ESG Policies

Section:	Governance
Chapter:	Compliance
Policy:	Intellectual property (IP)
Coverage:	Elmos Group
Supported UN SDGs:	
Addressed GRI Standards:	201, 418

Intellectual property (IP) refers to all products of the human mind that the law protects against unauthorized use by third parties, in short, information worthy of protection. Intellectual property can exist both within Elmos (with employees) and with business partners (such as project partners). As an innovative company in the high-tech industry, the protection of intellectual property is of high relevance to Elmos. We therefore handle such information with the necessary care and an appropriate sense of responsibility. The mission of our IP management at Elmos is to ensure freedom of action in Elmos markets, to protect Elmos from third-party claims, and to identify, claim, and defend Elmos' intellectual property by maximizing the number of effective patents.

Intellectual property includes, for example, inventions, company secrets, documented knowledge, business data, concepts, brands, artistic works such as presentations, knowledge and experience. Where possible and appropriate, we protect intellectual property by registering industrial property rights. In doing so, we are guided by national and international laws and regulations on industrial property protection and comply with the German employee inventions act, the German patent, utility model, design and trademark law as well as European patent law and international patent application law.

The responsibility for avoiding the infringement of third-party rights and safeguarding the company's own intellectual property lies with the Management Board. The Patent Committee is responsible for coordinating the IP strategy and IP policy with the business strategy. Day-to-day tasks are coordinated by the IP Operations department. This includes, for example, reporting inventions and registering property rights, for which there is a dedicated procedural instruction. It describes the entire invention disclosure process and the relevant responsibilities. Our employees, especially project managers and designers, receive regular training on the topics of IP protection, information security and therefore also on how to handle sensitive information such as intellectual property.

As of November 2025, the PatOrg database contains 1,090 German Elmos patents and utility models as well as 844 patent applications. On Google Patents, almost 4,300 Elmos patents and patent applications worldwide can be found. This underlines the high level of innovation at Elmos. We honor the inventive spirit of our employees with regular inventor events.

ESG policies	Anti-trust law Compliance management system (CMS) Quality and crisis management
ESG KPIs	Innovative strength
Accompanying documents	Code of Conduct for Employees General Purchase Conditions
