



## Elmos Semiconductor SE ESG Policies

Section: Social  
 Chapter: Employees and working conditions  
 Policy: Employee training  
 Coverage: Elmos Group  
 Supported UN SDGs:



Addressed GRI standards: 401, 402, 404

Elmos aims to create a working environment where our employees are able to apply their skills and develop accordingly. As an innovative company in the semiconductor industry, specialists with excellent training are of particular importance to Elmos. Elmos offers a variety of training and further education across all levels to ensure that employees can continue to develop their skills and prepare for new challenges.

Employee development at Elmos encompasses all measures relating to education, support, and organizational development that are planned, realized, and evaluated in a targeted, systematic, and methodical manner.

Every new employee receives a comprehensive overview of the company, Elmos products, and quality standards in a two-day introduction event. They are also introduced to the relevant standards and guidelines in the areas of occupational health and safety, environmental protection, IT security, and compliance.

Important training on key topics (e.g. compliance, Code of Conduct, cyber-security, occupational health and safety, environmental protection, and energy management) must be repeated and successfully completed by all employees at regular intervals. Employees also receive specialist training depending on their area of responsibility.

We strive to achieve needs- and target-oriented employee development. Employees' need for specific training is defined in annual employee meetings, with an individual training plan being drawn up together with the employee development team from a wide range of internal training and external courses.

<b>ESG policies</b>	Management training and leadership development Employee communication and feedback process
<b>ESG KPIs</b>	Average hours of training
<b>Accompanying documents</b>	Code of Conduct for Employees