



## Elmos ESG Policies

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<b>Section:</b>	Social
<b>Chapter:</b>	Employees and working conditions
<b>Policy:</b>	Fair and equal pay
<b>Coverage:</b>	Elmos Group
<b>Supported UN SDGs:</b>	
<b>Addressed GRI standards:</b>	401, 402, 405

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Elmos takes great pride in offering attractive workplaces at all of its locations that are characterized by an appreciative and respectful tone throughout the company.

Elmos pays its employees fairly and appropriately and at least in accordance with the statutory minimum wage. It also complies with all regulations on working hours, overtime as well as statutory and voluntary social benefits. In Germany, where almost 90% of the Elmos Group's employees are based, this means, for example, that a full-time position involves regular working hours of 40 hours per week and a maximum working time of 10 hours per day. All skilled workers must record their working hours digitally. Overtime is only permitted up to a certain extent and must be reduced regularly. In addition, all employees are entitled to paid vacation, usually 30 days per year for a full-time position.

To ensure equal pay a company agreement on the remuneration system for the production was drawn up in cooperation with the works council. This system differentiates various pay groups and pay grades based on qualifications and length of service. There is a comparable system for technical and development-related areas. In these areas, for example, remuneration is made up of a basic salary based on qualifications and experience and an individually defined target bonus.

In addition, Elmos also grants variable remuneration components and special payments, e.g. in the form of target agreements or depending on the Company's success.

Employees from the upper managements levels are paid on the basis of their position and level of responsibility, as well as the individual experience and performance of the employees themselves. In addition to stock-based compensation for the Management Board, Elmos has also established stock-based compensation models for executives. The stock price is a central criterion for our shareholders when it comes to investing in the Company. The linking of certain remuneration components to the stock price is therefore an important performance incentive for the Company's Management Board and management.

Employees of all genders are treated equally at our company as a matter of principle. All of our employees are hired and supported on the basis of their qualifications and abilities and irrespective of their gender. There are no known differences between their wages or salaries that could be attributed to gender alone. As a matter of course, Elmos complies with all laws and regulations concerning fair and equal pay throughout the Group.

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<b>ESG KPIs</b>	Share of female employees
<b>Accompanying documents</b>	Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners
<b>Additional documents</b>	Annual Report: Equality and equal pay report

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