



**Elmos
ESG Policies**

Section: Social
 Chapter: Employees and working conditions
 Policy: Occupational health and safety
 Coverage: Elmos Group
 Supported UN SDGs:



Addressed GRI standards: 403, 404

Elmos takes great pride in being able to offer its employees attractive and safe workplaces at all locations around the world. We set the highest standards in terms of occupational health and safety, which is why the Elmos occupational health and safety management system at the main location in Dortmund, Germany, has been certified according to the strict requirements of ISO 45001. As of December 31, 2025, around 73% of the Elmos Group's employees worked at our location in Dortmund.

Continuous improvement and promotion of occupational health and safety, as well as compliance with corresponding standards and guidelines, are core objectives in our Health & Safety (H&S) Strategy. Frequent successful participation in occupational health and safety training is compulsory for all employees.

Elmos occupational health and safety standards are defined in the Elmos Semiconductor SE "Occupational Health and Safety, Environmental Protection, and Energy Policy", which applies globally to all locations. The goals of improving occupational health and safety, and the level of achievement, are regularly evaluated in Management Board reviews and adjusted if necessary.

Depending on the area in which they work, all employees receive comprehensive personal protective equipment, such as gloves, protective suits, protective goggles, ear defenders, and dust masks, free of charge. The occupational health and safety officer coordinates all occupational health and safety activities and reports directly to the responsible member of the Management Board. In addition, specially trained employees are responsible for compliance with all relevant legal requirements and standards, and for the continuous improvement of occupational health and safety in their area. This applies particularly to areas that tend to be exposed to a higher level of risk, such as safety officers, hazardous materials officers, laser protection officers, or fire prevention officers.

By applying a systematic risk assessment for relevant activities in all organizational areas, existing hazards for employees and contracted external company employees are identified and assessed and the effectiveness of countermeasures is evaluated. This is particularly relevant for the area of machine safety. Not only normal operation is considered, but also set-up operation, trial operation and maintenance work. Existing risk assessments are updated regularly. If hazards are identified for which no measures exist yet, these measures are budgeted and planned. Potential emergency situations are also identified. Process plans are drawn up for conceivable emergencies, also with the help of external experts (e.g. the local fire department).

Internal audits in accordance with ISO 45001 and workplace inspections are key instruments for reviewing and continuously improving the occupational health and safety management system. While internal audits ensure compliance with the ISO 45001 standard, workplace inspections, which are also attended by members of the works council and the company doctor, examine all aspects of occupational health and safety on site at individual workplaces.

ESG KPIs	Occupational accidents
Certificates	Occupational Health and Safety Management System Certificate ISO 45001:2018
Accompanying documents	Occupational Health and Safety, Environmental Protection, and Energy Policy (German only)
