



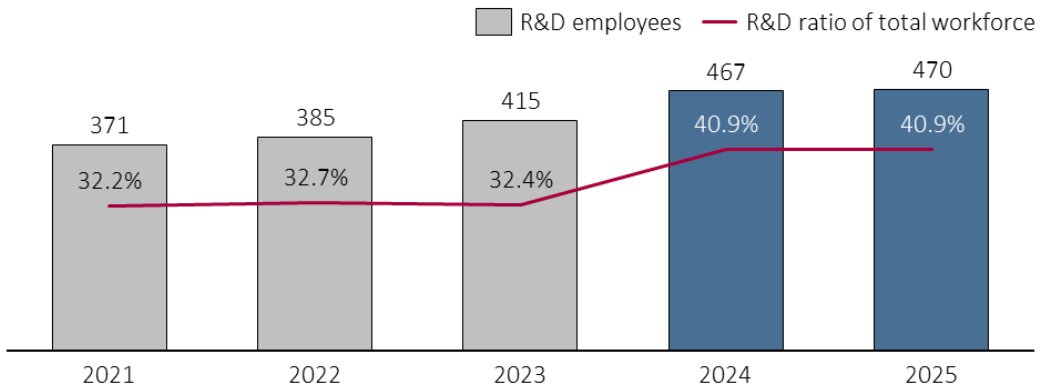
**Elmos
ESG KPIs**

Section: Governance
 Chapter: Research and Development
 KPI: Innovative strength
 Coverage: Elmos Group¹
 Supported UN SDGs:

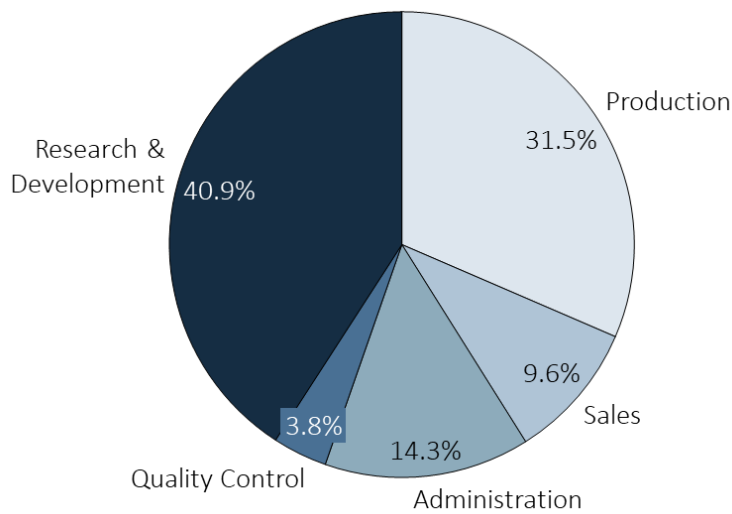


Addressed GRI standards: 2-6

Employees in research and development, annual average



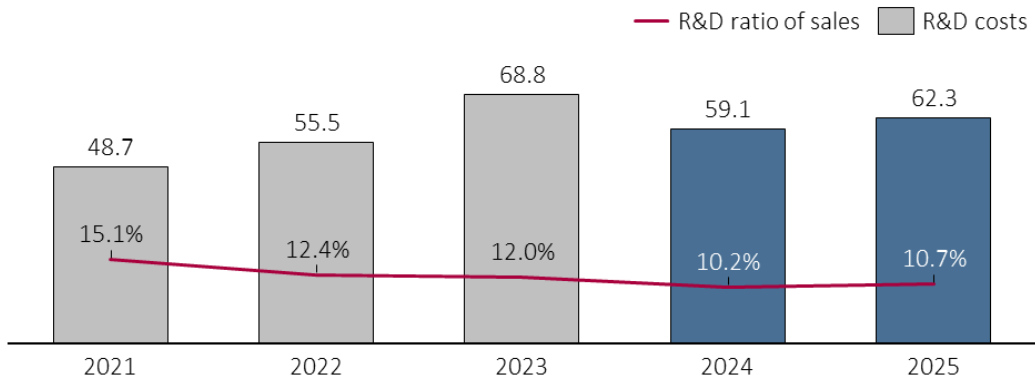
Employees by area, annual average 2025



¹ The gray data up to and including 2023 includes the wafer fab in Dortmund. Based on the sale of the wafer fab to Littelfuse Inc. completed at the end of 2024, the blue data from 2024 onwards represents Elmos as a fabless company without its own wafer fab. Apprentices and students are not included.

More than 40% of our employees work in research and development. The high proportion of R&D employees represents the pursuit of innovation and technological progress.

Research and development expenses (in million Euro)



Elmos invests more than 10% of sales in research and development.

Research and development expenses increased by 3.2 million to a total of 62.3 million in 2025 (2024: 59.1 million). At 10.7% of sales (2024: 10.2%), research and development costs remained at a solid level. This means that we have sufficient development capacity in all our application areas to develop innovative solutions for our customers.

ESG strategy	ESG/Sustainability strategy
ESG policies	Environmental protection and management Energy efficiency of Elmos products
Additional documents	Annual Report