



**Elmos  
ESG KPIs**

Section: Social  
 Chapter: Apprenticeship and employee training  
 KPI: Average hours of training  
 Coverage: German locations of the Elmos Group<sup>1</sup> / Elmos Group<sup>2</sup>  
 Supported UN SDGs:



Addressed GRI standards: 404, 405

Average hours of training per person<sup>1</sup>

|               | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------|------|------|------|------|------|
| Management    | 14   | 11   | 20   | 25   | 22   |
| thereof women | -    | -    | -    | 30   | 36   |
| thereof men   | -    | -    | -    | 24   | 19   |
| Professionals | 10   | 13   | 18   | 18   | 17   |
| thereof women | -    | -    | -    | 18   | 18   |
| thereof men   | -    | -    | -    | 20   | 16   |
| Total         | 11   | 13   | 18   | 19   | 17   |
| thereof women | -    | -    | -    | 21   | 20   |
| thereof men   | -    | -    | -    | 19   | 17   |

Compliance training coverage<sup>2</sup>

|                 | 2018 | 2020 | 2022 | 2024 |
|-----------------|------|------|------|------|
| Code of Conduct | 100% | 99%  | 98%  | 92%  |

All employees worldwide receive training on the Code of Conduct every two years. In addition, in-depth training courses are held on topics such as trade compliance and corruption prevention.

**ESG policies** Apprenticeship  
 Employee training  
 Management training and leadership development

**Accompanying documents** Code of Conduct for Employees