



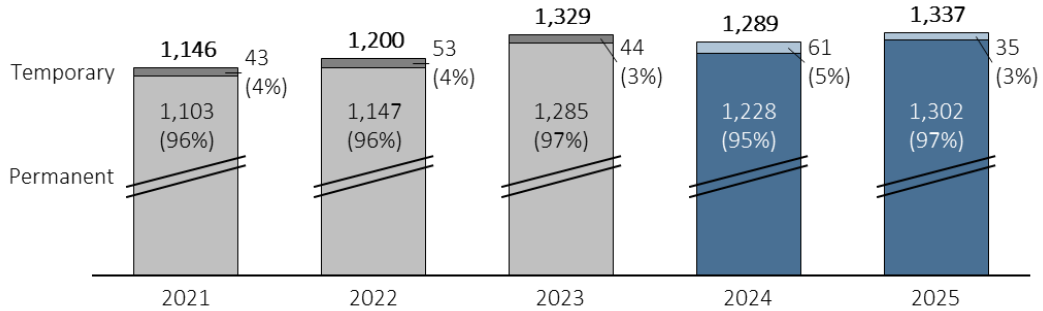
**Elmos  
ESG KPIs**

Section: Social  
 Chapter: Employees and working conditions  
 KPI: Employment relationships  
 Coverage: Elmos Group<sup>1</sup>  
 Supported UN SDGs:

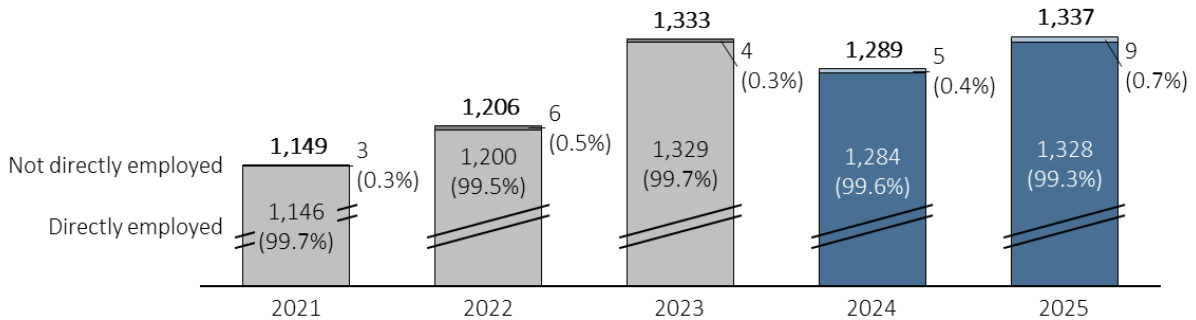


Addressed GRI standards: 401

Permanent and temporary contracts at the Elmos Group as of December 31, 2025



Directly and not directly employed employees at the Elmos Group as of December 31, 2025



**ESG policies** Fixed term (temporary) contracts and external temporary work  
**Accompanying documents** Code of Conduct for Employees

<sup>1</sup> The gray data up to and including 2023 represent the main location in Dortmund including the wafer fab. 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, students and temporary workers are included from 2024 onwards.