


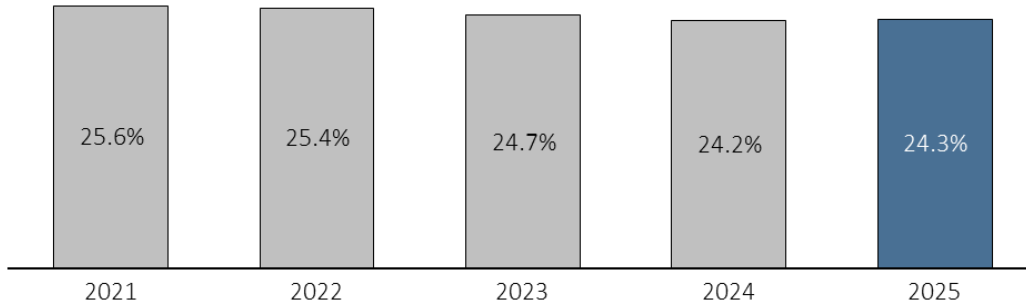




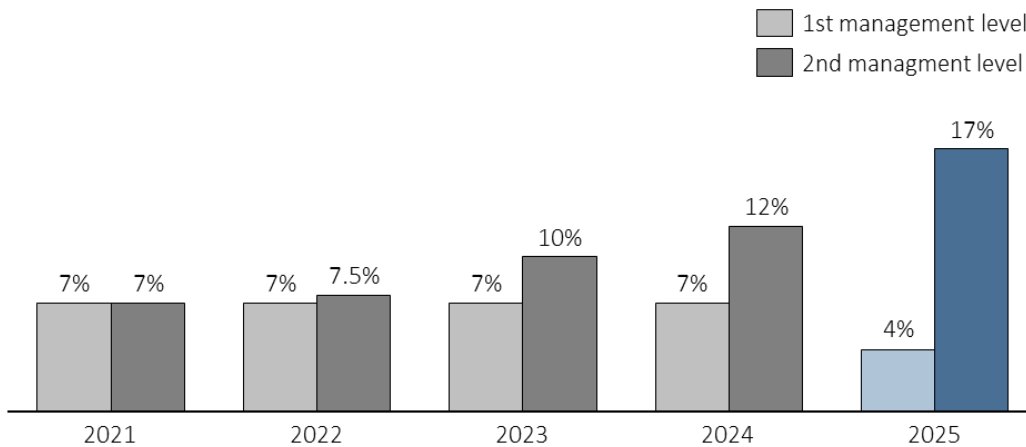
**Elmos
ESG KPIs**

Section: Social
 Chapter: Diversity and equal opportunities
 KPI: Share of female employees
 Coverage: Elmos Group
 Supported UN SDGs:   
 Addressed GRI standards: 405

Total share of women¹



Share of women in management levels²



¹ The gray data up to and including 2024 represents the Elmos Semiconductor SE prior to the implementation of the new group structure as an annual average. The blue data from 2025 onwards represents the entire Elmos Group as of December 31.

² The gray data up to and including 2024 represents the Elmos Semiconductor SE prior to the implementation of the new group structure as of December 31. The blue data from 2025 onwards represents the entire Elmos Group as of December 31.

ESG policies	Diversity and equal opportunities
Accompanying documents	Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners
Additional documents	Annual Report: Equality and equal pay report
