



Elmos Semiconductor SE ESG/Sustainability strategy

Section: ESG/Sustainability strategy

Coverage: Elmos Group

Supported UN SDGs:

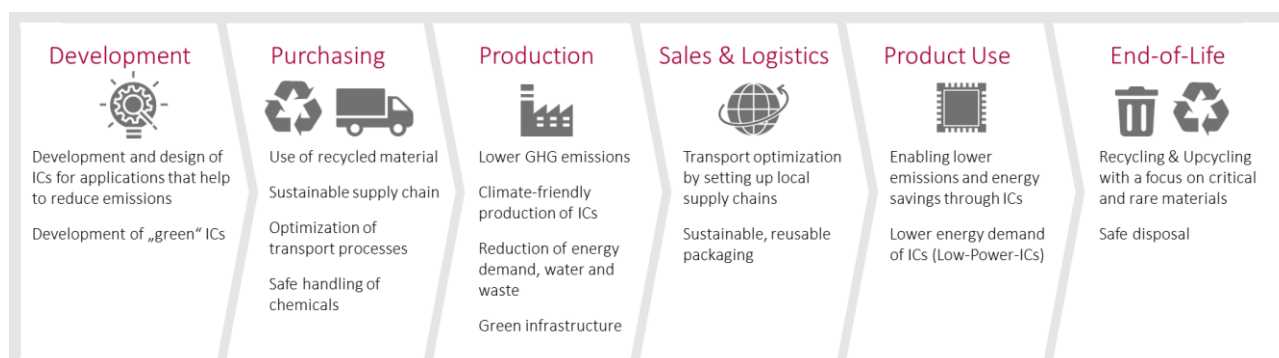


Addressed GRI Standards: 2-22, 2-29

Vision: The innovative microelectronics developed by Elmos make a significant contribution to improving human lives and protecting our environment. We shape the mobility of the future, and our products make the world more sustainable, safer, and a better place to live – that is our vision and the foundation of our daily actions.

Sustainability as part of our corporate strategy: Sustainability is a fundamental part of our corporate strategy, and our commitment to social, ecological, and economic sustainability is firmly anchored within our company. We perceive sustained added value in a comprehensive way and regard it as an integral part of our strategy, management processes and goals, as well as our business model.

We align the success of our business activities not only with financial key figures, but also want to connect that success with social acceptance, a high level of ecological awareness, and correct ethical conduct. We define and think about sustainability holistically and consider all three aspects of sustainability in the process: economy, environment, and society. That is why growth and sustainability go hand in hand at Elmos to help us achieve long-term profitable growth and make a positive contribution to the environment and society. We are aware of our social and environmental responsibilities, which are reflected in numerous activities and projects throughout the company and along our value chain. The figure below illustrates this holistic approach along the entire supply chain, taking the environmental criterion as an example:



Communication: The interests of our stakeholders are among the factors we take into account in refining and advancing our corporate and sustainability strategies as well as our business model. The figure below presents the interests and expectations (*interests and views, grey*) of the identified stakeholder groups alongside the communication channels chosen by Elmos (*organization, dark blue*). We use the channels mentioned to stay in regular contact with the various groups (*engagement*).

 Investors

Interests and expectations

- Positive business development
- Profitability & growth
- Comprehensive IR communication

Communication channels

- Annual General Meeting
- Financial reports
- Press releases
- Roadshows & conferences

Customers 

Interests and expectations

- Innovative solutions
- High quality products
- Delivery capability
- Technology & innovation roadmap

Communication channels

- Long-term partnerships
- Customer support
- Trade fairs
- Workshops & Audits

§ Legislators/Authorities/Politics

Interests and expectations

- Strict legal compliance
- Compliance with permits, regulations and guidelines
- Active collaboration

Communication channels

- Certifications
- Working groups
- Workshops
- Surveys

Suppliers 

Interests and expectations

- Compliance with contracts
- Legal standards & best practices

Communication channels

- Long-term Partnerships
- Supplier Code of Conduct
- Supplier surveys
- Risk management & audits

 Employees

Interests and expectations

- Secure and safe workplaces
- Fair payment
- Career opportunities
- Attractive employer & benefits

Communication channels

- Employee communication
- Training & promotions
- Corporate events & staff meetings
- Works council

Society 

Interests and expectations

- Responsibility for environment and society
- Positive contribution

Communication channels

- Elmos Foundation
- Collaborations with universities & science
- Donations

The *purpose* of all of our communication is to fulfill the interests and requirements of the individual stakeholder groups. Suggestions submitted via the various communication channels are collected and evaluated by the specific departments involved. If adjustments are needed, they are made in coordination with our management and then communicated to the relevant stakeholder group (*outcome*).

Our commitment to increased sustainability is also presented transparently to our stakeholders as part of our regular ESG reporting. A large number of ESG-related documents and key figures from the areas of environment, social, and governance together with more in-depth information on the ESG strategy adopted by Elmos and the materiality assessments of the Elmos Group and the Elmos Foundation is available in the Sustainability section on our website at www.elmos.com. These demonstrate the high standards Elmos adheres to with regard to sustainability.

Organization: We are continuously working to expand the positive influence we can have on key sustainability issues. At Elmos, ESG-relevant issues as well as the publication and communication of ESG activities, key figures, and policies are coordinated by the Investor Relations department, which regularly exchanges information on sustainability issues and stakeholder requirements with specialists from all relevant departments, in particular Human Resources, Facility Management, Purchasing, and Sales as well as the Environmental Protection and Occupational Safety Officer. In the future, all ESG-related activities at Elmos will be managed by a dedicated ESG working group chaired by the CEO of Elmos Semiconductor SE, thus anchoring sustainability even more strongly within the company's organization.

Materiality analysis: The basis for developing the Elmos sustainability strategy, which takes the entire value chain into account – starting with our suppliers and our own activities all the way through to our product portfolio and added value for our customers – is a materiality assessment. Further information on this is available in a separate document under “Sustainability” at www.elmos.com.

Risk analysis: At Elmos, sustainability is an integral part of the risk management system (RMS). Environmental, social, economic, and business-related risks are identified at regular intervals, with an assessment of their impact on the company's goals and identification of corrective actions to be taken. More-detailed information on risk management and internal control systems is presented in the “Opportunities and risks” section of our Annual Report.

Additional documents	Company profile ESG policies ESG KPIs Sustainability and non-financial report Certificates Accompanying documents
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