



Elmos Semiconductor SE ESG/Sustainability strategy

Section: ESG materiality analysis

Coverage: Elmos Group

Supported UN SDGs:



Addressed GRI Standards: 3-1, 3-2, 3-3

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 analysis. This way we identify the key sustainability topics for Elmos. This includes aspects that we can influence as a company, such as our consumption of energy and resources, as well as aspects that have an impact on us, such as those that are considered to be material by our stakeholders and within our industry.



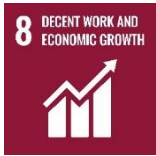



To identify these key topics, the 17 **Sustainable Development Goals (SDGs)** of the United Nations (UN) are used, which take into account all three dimensions of sustainability: society, ecology, and economy. Since, in particular, social issues are reflected and promoted in part through the Elmos Foundation, the main sustainability targets have been analyzed for both the Elmos Group and the Elmos Foundation.

SUSTAINABLE DEVELOPMENT GOALS



Material sustainability-related topics for the Elmos Group

The Elmos Group develops innovative microelectronics, thereby shaping the mobility of the future for a more sustainable, safer world that is a better place to live. Within the scope of the materiality analysis for the Elmos Group, the following six goals were identified as areas where Elmos, as a business, has the greatest influence. The SDGs thus form the basis of our ESG activities and goals. For each sustainable development goal, the approach within the Elmos Group is outlined and exemplary ESG policies and KPIs are listed to underline how the Elmos Group can contribute to the identified goals:

SDG	Our approach	Selected Elmos ESG Policies and KPIs
 3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Holistic occupational health management • Culture of trust and appreciation for employees • Occupational health and safety protection 	<ul style="list-style-type: none"> • Occupational health and safety • Health promotion of our employees • Work-life balance and reconciliation of work and family life
 5 GENDER EQUALITY	<ul style="list-style-type: none"> • Raising awareness about diversity-related topics • Part-time models and flexible working hours • Equal treatment and equal opportunities 	<ul style="list-style-type: none"> • Diversity and equal opportunities • Fair and equal pay • Anti-discrimination • Share of female employees
 8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> • Holistic sustainability strategy • Increasing the future viability of the company • Partnership-based cooperation with customers, suppliers and business partners 	<ul style="list-style-type: none"> • Upholding human rights • Anti-discrimination • Business ethics and anti-corruption
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<ul style="list-style-type: none"> • Innovation through internal idea management • Product solutions enabling ecofriendly mobility concepts and reduced emissions • Distinct research and development activities 	<ul style="list-style-type: none"> • Employee training • Average hours of training per employee • ESG product matrix and product contribution
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> • Production of durable products • Promotion of a circular economy • Environmentally conscious choice of materials and packaging 	<ul style="list-style-type: none"> • Environmental protection and management • Raw materials from controversial sources • Energy efficiency of Elmos products
 13 CLIMATE ACTION	<ul style="list-style-type: none"> • Environmentally friendly, efficient and low-emission production • Measures for energy and emission savings • Supporting the achievement of our customers' climate targets and enabling GHG reductions 	<ul style="list-style-type: none"> • Environmental protection and management • Energy efficiency of Elmos products • Energy procurement, renewable energy, GHG emissions, water withdrawal, waste

Material sustainability-related topics for the Elmos Foundation

The purpose of the Elmos Foundation includes the promotion of research, science, and education, regional support at the Elmos Group's locations worldwide, and fighting poverty around the world. Through these aims, the Elmos Foundation makes key contributions to the following six SDGs:



The following table lists sample projects that receive or have received support from the Elmos Foundation separated by the three areas that make up the foundation's purpose:

Promoting research, science and education	Supporting local activities at the locations of the Elmos Group	Fighting worldwide poverty
<ul style="list-style-type: none"> – Deutschlandstipendium (student scholarship, TU Dortmund University and University of Duisburg-Essen), – Ruhrtalente (student scholarship for adolescents), – Kitz.DO (children and youth technology center and student laboratory), – WRO world final in Dortmund (World Robot Olympiad), – Get Racing Dortmund (student racing team of TU Dortmund), – <i>and more</i> 	<ul style="list-style-type: none"> – Bieber Burmann For You (refurbishment of youth leisure facilities in Dortmund), – Kinderglück Foundation (Kitaletics daycare in motion, school bags for children just starting school) – Kinderhospiz (children's hospice), – Konzerthaus Dortmund (promotion of Dortmund Concert Hall), – Theater- und Konzertfreunde Dortmund (promotion of culture in Dortmund), – <i>and more</i> 	<ul style="list-style-type: none"> – Engineers without borders (photovoltaic plants on schools in Bangladesh, small hydropower plant in Cameroon, reconstruction aid after earthquake in Nepal), – Sambhava (residential group for educational purposes, development cooperation and sports for children in Nepal), – Eruisaku (foundation for orphans and education in Nigeria), – Children aid projects in Kenia, Peru and Argentina, – <i>and more</i>

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