



## Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Freedom of association and collective bargaining
Coverage:	Elmos Group
Supported UN SDGs:	   
Addressed GRI standards:	402, 407

Elmos offers attractive, fair, and safe jobs with a unique corporate culture characterized by team spirit, openness, and mutual respect throughout the company, which is why open and constructive dialogue for employees and employee representatives is a matter of course.

We respect our employees' fundamental rights to freedom of association and collective bargaining, as defined for example in the standards of the International Labour Organization (ILO).

Elmos employees have the opportunity to self-organize and join and become actively involved in trade unions or similar interest groups. The specific structure of the co-determination and employee rights is based on valid local laws. Elmos employees who exercise these rights will in no way be disadvantaged, discriminated against, or intimidated.

In Germany, employees are represented towards the management by the works council. In accordance with the German Works Constitution Act (BetrVG), the works council has a right to information, participation, and co-determination in social, personnel-related, and financial matters. Specific committees have been established to exercise this right.

In accordance with the SE's Employee Involvement Agreement, two out of six members of the Elmos Semiconductor SE Supervisory Board are employee representatives. The two employee representatives are elected by the employees.

<b>Accompanying documents</b>	Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners
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