



## Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Management training and leadership development
Coverage:	Elmos Group
Supported UN SDGs:	    
Addressed GRI standards:	401, 402, 404

Elmos employees in positions of leadership and management complete specific management training in addition to the regular training program.

Part of our strategic succession plan is being able to find candidates for vacant management roles also from within the company. Therefore, Elmos human resources development identifies employees with particularly high development potential and draws up individual professional development programs for these high-potential employees. This allows potential successors for key positions to be found at an early stage and employees to prepare for their new leadership position.

As an international company, we offer our employees the chance to work outside of their usual operating unit and at our international locations in Europe, Asia, and North America, depending on the requirements.

<b>ESG policies</b>	Employee training
<b>ESG KPIs</b>	Average hours of training per employee