



Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Health, safety, and hygiene measures in the COVID-19 pandemic
Coverage:	Elmos Group
Supported UN SDGs:	  
Addressed GRI standards:	403

With the outbreak of the COVID-19 pandemic, we implemented far-reaching and targeted protective and hygiene measures across the whole group at an early stage to protect our employees and their health. In some cases, measures were introduced long before public authorities issued official regulations to ensure occupational health and safety in the pandemic.

Elmos set up the Coronavirus Task Force, a cross-functional team with the support of the company medical service and headed by the Chief Operating Officer, in January 2020 to coordinate activities. The primary tasks of the Coronavirus Task Force are as follows: analyze the current infection situation; ensure implementation of and compliance with official regulations; define, implement, and monitor the performance of protective and hygiene-related measures; coordinate the test strategy and vaccination campaign; regularly communicate with employees; report to the Management Board and, if necessary, to the Supervisory Board.

A special portal was set up on the intranet to provide employees with up-to-date information; in addition, regular coronavirus notifications are also issued.

In order to prevent infection and minimize contacts, the following are just some of the protective and hygiene-related measures that have been in place at all locations since January 2020: obligatory mask-wearing throughout the company premises; social distancing; online internal and external meetings; temporary closure of social facilities (e.g. cafeteria, gym); free masks, disinfectant, and self-tests; suspension of business travel and corporate events; permission for all employees to work from home where possible and the expansion of the requisite IT and internet infrastructure; free coronavirus rapid tests at Elmos locations; vaccinations for all employees and their family members; Annual General Meeting held entirely virtually.

Thanks to the comprehensive range of measures and outstanding discipline shown by all Elmos employees, we managed to maintain business operations without any significant disruptions.

Due to declining infection figures in many regions and a decrease in severe courses of the disease, part of the protective measures have successively been relaxed or lifted since the middle of 2022. Elmos will closely monitor the further course of the pandemic and tighten the protective and hygienic measures again immediately if necessary.

ESG policies	Work-life balance and reconciliation of work and family life Occupational health and safety Health promotion of our employees
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