















## Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Employee benefits
Coverage:	German locations of the Elmos Group
Supported UN SDGs:	  
Addressed GRI Standards:	401, 403, 404

Elmos is an attractive high-tech employer with a unique corporate culture. Alongside fair pay, generous social benefits, and individual opportunities for continuing and professional education, Elmos offers many other employee benefits to recruit and retain employees. Here is a brief introduction to some of these benefits:

	Health Management	Not only do we ensure the health and safety of our employees in the workplace, we also strive to promote a healthy lifestyle through aspects such as preventive examinations and vaccinations. Elmos also participates regularly in local sporting events such as corporate runs, and we offer our employees an attractive leasing program for bikes, including e-bikes.
	Mobile Working	To improve their work-life balance, we offer our employees the option to work remotely.
	Flexitime	We offer our employees flexible working hours with core working hours and a time account.
	Continuing Education	Alongside extensive internal and external training and further education options, we also offer our employees free German and English language classes. The English classes can be taken right up to the level of a Cambridge certificate.
	Accessibility	Accessibility covers various aspects. For example, we make certain our buildings are accessible to wheelchair users, so there are ramps and elevators in various places. We also take care to ensure accessibility in our media (print and online). For example, we choose high contrast to help those who have difficulty seeing colors.
	Career Opportunities	We hold annual meetings with individual employees, discussing their desires and goals and exploring career opportunities. In addition, we maintain a talent pool, an internal platform for high potentials, as another way to support career development internally.

	In-House Gym	All employees can use the in-house gym at the company's headquarters in Dortmund free of charge. In cooperation with a Dortmund-based yoga studio, we also offer free yoga classes several times a week. Moreover, we offer massage services.
	Canteen and healthy diet	The cafeteria at our headquarters in Dortmund offers a wide selection of tasty, healthy dishes at low prices. We also provide fresh fruit from a regional merchant and water for our employees, free of charge. Beyond that, we organize on-site food events at our location in Dortmund.
	Company Events	In addition to official company meetings, we foster cohesion, community, and communication by holding additional company events for our employees, including summer festivals and Christmas celebrations and even an on-site Christmas market.
	Parking	We offer numerous bike and car parking spaces, along with electric charging stations for e-bikes and company-owned e-cars.
	Retirement Provision	Elmos provides an employer supplement as a contribution to employee capital formation. Employees can defer this supplement and use it for their occupational pension. For this, employees can choose to cooperate with one of several providers for their pension.
	Accident Insurance	Elmos maintains a group accident insurance covering all employees of Elmos Group affiliates in Germany. It provides extensive insurance coverage, including accidents occurring outside of work.
<b>ESG policies</b>	Employee training Work-life balance and reconciliation of work and family life Health promotion of our employees Employee communication and feedback process	