




## Elmos Semiconductor SE ESG Policies

---

Section:	Governance
Chapter:	Management Board
Policy:	Remuneration System of the Management Board
Coverage:	Elmos Group
Supported UN SDGs:	 

Addressed GRI standards: 2-19

---

The remuneration of the members of the Management Board of Elmos Semiconductor SE comprises a fixed remuneration (base salary, fringe benefits and pension benefits) and a variable remuneration (variable non-share-based remuneration components and variable share-based remuneration components).

The remuneration is aligned towards the Company's sustainable positive development. Various key figures and targets – including sales and the EBIT margin, the fiscal year's operating and strategic targets, and the share price – serve as reference for the Management Board's multidimensional performance assessment.

Thus, the Company's development in its different aspects, some of which cannot be measured in financials, is reflected. The successful definition and implementation of the business strategy shows in the financial indicators applied as well as in the achievement of the targets for each fiscal year, breaking down individual aspects of the corporate strategy into sections and specifying them. This also covers the further development of the company in terms of sustainability/ESG.

The Annual General Meeting approved the remuneration system of the Management Board of Elmos Semiconductor SE, which is published on the Elmos website.

Changes to the remuneration system of the Management Board will be submitted to the next Annual General Meeting on May 10, 2023 for approval or resolution.

---

<b>Accompanying documents</b>	<a href="#">Management Board on the Elmos Website</a> <a href="#">Corporate Governance on the Elmos Website</a>
-------------------------------	--

---