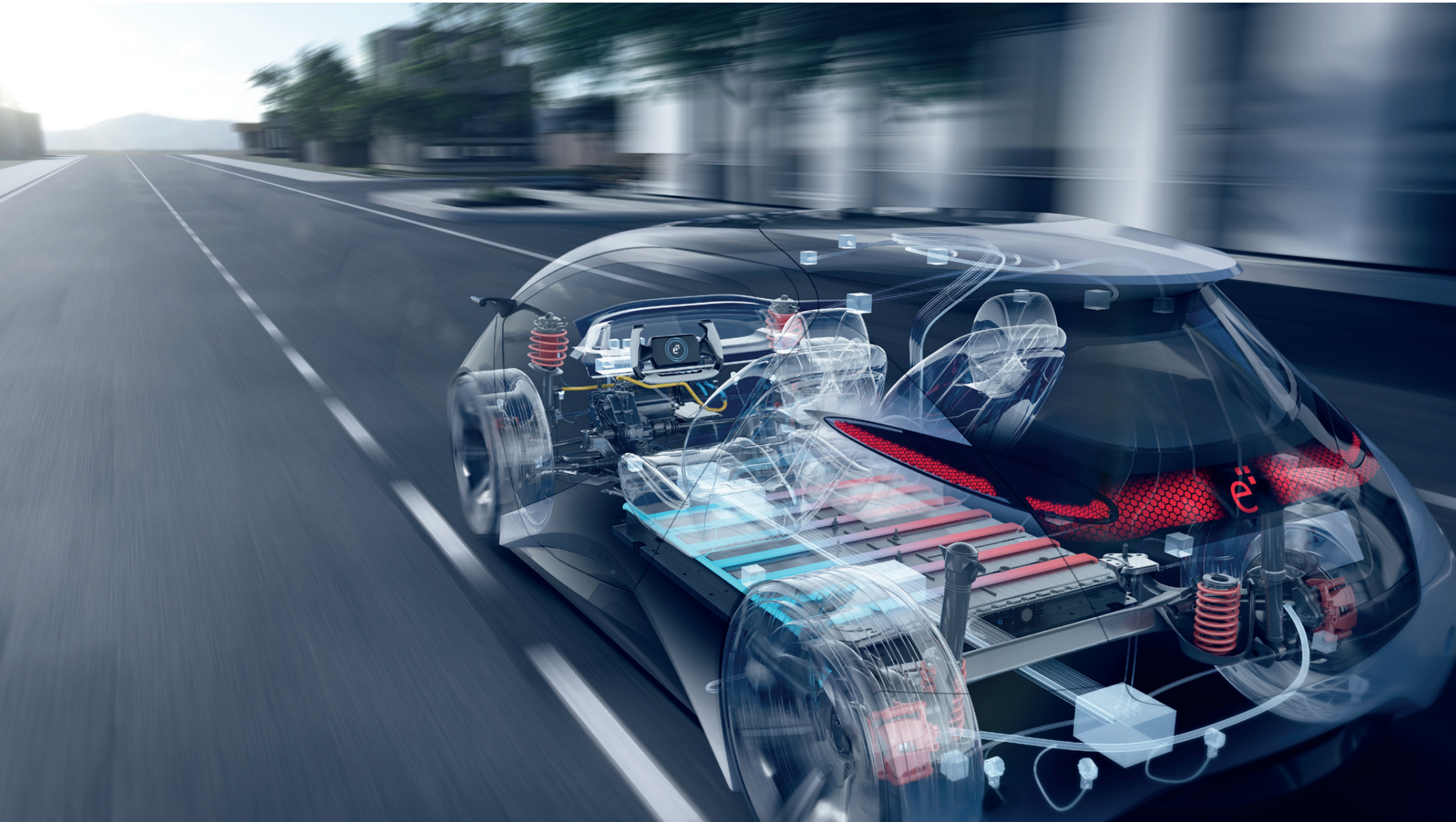


Sustainability and Non-financial Group Report 2024

Extract from the Annual Report 2024



ESG highlights 2024 at Elmos as a fabless company

Sustainability is a fundamental part of our corporate strategy and our commitment to environmental, social and economic sustainability is firmly anchored in our company.



Environmental

ISO 14001

Environmental Management System



ISO 50001

Energy Management System

86.6%

Share of renewable energies in external electricity procurement



20.4%

Reduction in Scope 1 and 2 emissions (compared to the base year 2022)



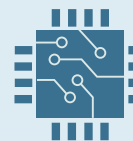
Social

> 1,100 employees at 19 locations in 9 countries



41%

Share of employees in Research and Development



19

Training hours (per person)



Governance

581.1 million Euro

Group sales



Product contribution of Elmos Group sales

69% for more environmental protection and efficiency



77% for more safety and health



60% for more comfort and well-being



IDW PS 980

Successful examination of the Compliance Management System (CMS)



Sustainability

and non-financial Group report (Combined non-financial report of Elmos Semiconductor SE and the Group)

General information

General disclosures (ESRS 2)

Basis for preparation

General basis for preparation of sustainability statements (BP-1)

This non-financial report (hereinafter referred to as the Sustainability Report) serves to fulfill the reporting obligations in accordance with Sections 315b and 315c German Commercial Code (HGB) in conjunction with Sections 289b to 289e German Commercial Code (HGB) and Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation). This report is a consolidated Group Sustainability Report that has been prepared for the first time in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). As the CSRD has not yet been transposed into German law, this Sustainability Report is not included in the management report. It was audited by the Supervisory Board, but not by the auditor.

Based on the sale of the wafer fab in Dortmund to Littelfuse Inc., which was closed at the end of 2024, this Sustainability Report primarily represents the organizational structure of Elmos as a fabless company without its own wafer fab.

The entire value chain is taken into account as part of the materiality analysis. The policies, metrics and targets mentioned in this report relate primarily to the Elmos Group with a focus on the sole production site in Dortmund. As the semiconductor industry's value chain is highly complex, the data points presented primarily cover the Company's own activities, as well as the upstream value chain, here, for example, in the form of upstream emissions in the Corporate Carbon Footprint. Our products can be used in a wide range of applications. As a Tier 2 supplier, we have no reliable information on downstream processes such as the further processing or use of our products.

Disclosures in relation to specific circumstances (BP-2)

The starting point for these data points is primary data. Where necessary, this primary data was combined with estimates, assumptions or secondary data. This primarily concerns the Corporate Carbon Footprint, for example, the Scope 3 emissions for employee mobility. No significant measurement uncertainties are known.

Forward-looking information is based on assumptions and estimates made by the Management Board of Elmos. We cannot guarantee that expectations will turn out to be correct. The assumptions may carry risks and uncertainties, and as a result actual events may differ materially from the forward-looking statements.

Governance

The role of the administrative, management and supervisory bodies (GOV-1)

The Management Board consisted of three members in the reporting year. The Management Board is jointly responsible for the overall management of the Company in accordance with the Articles of Incorporation, the rules of procedure and the relevant laws. From the 2025 fiscal year, the Management Board will consist of two members. The Supervisory Board consists of a total of six members, two of whom are employee representatives. Elmos Semiconductor SE also has its own works council. There are five other works councils and one general works council within the Elmos Group. Detailed information on the role of the executive bodies of Elmos Semiconductor SE and a qualification matrix of the members of the Supervisory Board can be found in the Statement on Corporate Governance and in the report of the Supervisory Board in this Annual Report. The skills listed in the qualification matrix are also required of the members of the Management Board.

All members of the Management Board and Supervisory Board in office during the reporting year are male (100%). Four of the six members of the Supervisory Board are considered independent by Elmos. The percentage of independent members of the Supervisory Board is, therefore, 67%.

The CEO of Elmos Semiconductor SE has overall responsibility for sustainability. In this way, the topic of sustainability is firmly anchored in the Company's organization. In addition to the CEO, the executive body at Elmos in the reporting year also consists of a Management Board member responsible for Production and a Management Board member responsible for Development and Sales. Overall responsibility for monitoring impacts, risks and opportunities (IROs) lies with the Management Board.

The Supervisory Board of Elmos Semiconductor SE deals with sustainability issues as a whole. This also includes a discussion of the Company's sustainability strategy, sustainability reporting and key ESG targets. The Supervisory Board is also responsible for monitoring sustainability reporting and auditing the Sustainability Report.

Risks are monitored by the respective risk owners via the Group-wide Risk Management System (RMS). Overall responsibility for the RMS lies with the Management Board. To this end, the Management Board has initiated a risk management process and given it a firmly anchored place within the Company's organization in the context of a Risk Management team. Risks are assessed, monitored and reported at an operational level by the RMS team, which reports regularly to the Management Board. In close cooperation with internal experts, the RMS team reviews the assessments made as part of the materiality analysis at least once a year and shares its findings with the CEO.

The Risk Management team is made up of representatives of the individual companies and the Division Heads or designated Risk Managers. The team is responsible for central coordination within the Company, risk reporting and reporting to the Management Board. The effectiveness and appropriateness of the Risk Management System are regularly reviewed by internal and external controls. The Management Board informs the Supervisory Board at least once a year, or more regularly if required, about the impacts, risks and opportunities.

At the beginning of the year, the Management Board defines annual targets together with the respective heads of the specialist

departments. The majority of these targets are aimed directly or indirectly at material impacts, risks and opportunities. Target achievement is monitored over the course of the year and evaluated on an annual basis. The connection between IROs and targets is discussed in more detail in the topic-specific standards.

All members of the Management Board and Supervisory Board have sustainability-related expertise, partly due to their many years of professional experience. In addition, they have access to internal experts (particularly in the areas of Facility Management, Human Resources and Investor Relations, Public Relations & ESG) and external expertise (primarily through trade fairs, events, customer contacts, consultants, etc.). As part of the assessment of the material impacts, risks and opportunities, the executive bodies contribute their skills and expertise in relation to sustainability matters.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

In the reporting year, the Investor Relations, Public Relations & ESG team regularly informed the Management Board about material impacts, risks and opportunities, the implementation of due diligence in the area of sustainability and the results and effectiveness of the policies, actions, metrics and targets. The Management Board in turn informs the Supervisory Board at least once a year about the aforementioned topics.

The Management Board and Supervisory Board consider the impacts, risks and opportunities by establishing the identified topics as part of Elmos' corporate strategy and our daily work. There were no compromises in connection with material impacts, risks and opportunities in the reporting year.

Integration of sustainability-related performance in incentive schemes (GOV-3)

The remuneration of the members of the Supervisory Board of Elmos Semiconductor SE consists exclusively of fixed remuneration components in cash. The remuneration of the members of the Management Board of Elmos Semiconductor SE consists of fixed remunera-

tion (basic salary, fringe benefits and pension commitments) and variable remuneration (variable non-share price-related remuneration components and variable share price-related remuneration components).

Target-related bonuses form one component of the non-share price-related Management Board remuneration. One component of this is the further development of the Company regarding sustainability (ESG). Climate targets are also mapped within this module. Nevertheless, the achievement of the remuneration-relevant targets is primarily based on energy and resource-related topics or on their positive development within the Company and thus indirectly also on emissions and a corresponding reduction in emissions. The proportion of sustainability-related remuneration is flexible and is determined individually for each member of the Management Board each year. In the reporting year, it amounted to between 3% and 5% of the target-related bonus.

The remuneration system is developed by the Supervisory Board and approved by the Annual General Meeting.

Statement on due diligence (GOV-4)

Elmos is guided by the international instruments of the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises and thus also by the due diligence processes specified in the frameworks. The most important aspects and steps of the due diligence processes are described in more detail in this Sustainability Report.

Risk management and internal controls over sustainability reporting (GOV-5)

The internal control system (ICS) and the risk management system (RMS) of Elmos consist of a number of structures, processes, and measures for the control and monitoring of central business processes and management decisions. The aim is to identify risks and limit known risks in order to ensure that business runs smoothly – including with regard to sustainability reporting. In particular, approval processes and the principle of dual control are strictly adhered to.

As part of the risk management system (RMS), risks, including sustainability-related risks, are assessed according to the two criteria of probability of occurrence and amount of damage. The probability of occurrence indicates how likely it is that the damaging event will occur. The amount of damage indicates the impact to be expected when the damaging event occurs. The amount of damage should be assessed as quantitatively as possible. It is also possible to emphasize certain risks by assigning them "priority 1." This assessment is based on the amount of damage, the probability of occurrence and the assessment of the person responsible for the risk. Priority 1 risks are listed separately and tracked or managed.

With regard to sustainability reporting, non-compliance with or inadequate implementation of the increasing governance and ESG disclosure requirements was identified as a potential risk as part of the RMS, but was not assessed as material.

The Investor Relations, Public Relations & ESG team is responsible for preparing the Sustainability Report. In preparation for meeting the requirements of the CSRD/ESRS, Elmos underwent an audit readiness assessment in 2024 in cooperation with the auditors. The specialist knowledge already available within the team is expanded through regular participation in further training and information events. Technical input for the report is provided by the individual specialist departments, in particular, Facility Management, Human Resources, Finance and Purchasing. Through intensive exchange with the auditors and internal specialist departments, potential risks in connection with reporting can be reduced and, at best, eliminated.

The Sustainability Report is reviewed by the relevant specialist departments, approved by the Management Board and audited by the Supervisory Board.

Strategy

Strategy, business model and value chain (SBM-1)

Elmos develops, produces and distributes mixed-signal semiconductor solutions, primarily for automotive applications for use in motor vehicles and, to a lesser extent, for non-automotive applications for use in industry. Our components communicate,

measure, regulate and control safety, comfort, powertrain and network functions. Further information on this can be found in the “Business model and strategy” section of the combined management report.

Sustainability is a fundamental part of our corporate strategy, and our commitment to social, ecological, and economic sustainability is firmly anchored within our Company. We perceive sustained added value in a comprehensive way and regard it as an integral part of our strategy, management processes and goals, as well as our business model. We orient the success of our business activities not only towards financial key figures, but also want to connect that success with social acceptance, a high level of ecological awareness, and correct ethical conduct. We define and think about sustainability holistically and consider all three aspects of sustainability in the process: Environmental, social and governance. That is why growth and sustainability go hand in hand at Elmos to help us achieve long-term profitable growth and make a positive contribution to the environment and society.

The semiconductor business is the Elmos Group’s only business segment. The production of semiconductors as an electronic component is covered by code C.26 of the statistical classification of economic activities in the European Community (NACE). Total sales here amounted to 581.1 million Euro in the reporting year.

For 40 years, Elmos innovations have been enabling new functions, making mobility safer, more comfortable and more energy-efficient worldwide and thus making a significant contribution to reducing greenhouse gas emissions and thus to climate change mitigation.

Elmos products make a major contribution to greater environmental protection and efficiency, safety and health, as well as comfort and well-being. Applications in the areas of motor control & thermal management and smart home, in particular, contribute to greater environmental protection and efficiency. Applications in the areas of airbags, exterior lighting and ultrasonic environment detection make a particular contribution to greater safety and health. Ambient lighting, optical ICs, ultrasonic environment detection and smart home applications are the main contributors to greater comfort and well-being.

		Contribution to increased		
		environmental protection and efficiency	safety and health	comfort and well-being
Application	Automotive			
	Airbags	low	high	low
	Ambient lighting	medium	low	high
	Exterior lighting	medium	high	low
	Motor control and thermal management	high	medium	medium
	Optical ICs (including gesture control)	-	medium	high
	Power management (including eFuses)	medium	low	low
	Sensor ICs (including battery management)	medium	medium	low
	Ultrasonic sensors for environment detection	low	high	high
	Non-automotive			
Industrial automation	medium	medium	-	
Smart home	high	medium	high	

An analysis of our product applications shows that more than 69% of Group sales make a substantial contribution to increased environmental protection and higher efficiency. More than 77% enhance safety and health in road traffic, at home, or in industrial processes. In addition, over 60% of sales increase the sense of comfort and well-being of end consumers. For the purposes of this sales analysis, all applications with a high or medium impact are considered to make a significant contribution, while applications with a low or no impact are not considered.

In other words, Elmos semiconductor solutions are already making our world greener, safer, and more comfortable. However, as the majority of our products can serve several purposes at the same time (environmental protection, safety and comfort), it is difficult to define specific targets here. Nevertheless, we want to focus our

product portfolio and the development of new semiconductor applications even more strongly on the topics of sustainability and climate change mitigation in the future, in order to be able to offer further innovative solutions for the significant reduction of greenhouse gas emissions in our product segments. However, this depends to a large extent on the implementation of the relevant applications by customers and end customers in the end market, which Elmos cannot influence.

Elmos divides its markets into the following regions: EU countries, Asia/Pacific, America and Other. Additional information can be found in the “Sales development” section of the business report. The number of employees as of December 31, 2024 by geographical area for Elmos as a fabless company is broken down as follows: 1,206 employees in Europe, 72 employees in Asia/Pacific and 11 employees in America.

Interests and views of stakeholders (SBM-2)

As part of the materiality analysis, Elmos distinguishes between six key stakeholders: Employees, customers, suppliers, investors, society and legislation.

Employees are internal stakeholders, whereas the other five groups are external stakeholders. Workers in the value chain are covered via the stakeholder group of suppliers. They, in turn, are divided into three groups: suppliers and service providers in the upstream value chain (primarily foundry and OSAT partners), workers from external companies who carry out work on the Company premises and service providers in the downstream value chain (e.g. logistics service providers). We also incorporate the interests of the six stakeholder groups in the further development of our corporate and sustainability strategy and our business model.

We are in contact with all our stakeholders via various communication channels. For example, we make contact with our investors at the Annual General Meeting and at roadshows and conferences. We meet our customers at trade fairs, individual workshops and customer meetings. An exchange with society takes place through the Elmos Foundation (“Elmos Stiftung”) and through cooperation with colleges and universities. Detailed information on

exchanges with our employees can be found in this Sustainability Report in the section on the own workforce (ESRS S1).

The purpose of our intensive communication is to meet the interests and expectations of the individual stakeholder groups and to further develop the Company in sustainability issues. Suggestions received via the communication channels shown in the table are collected and evaluated by the relevant departments. If adjustments need to be made, these are implemented in consultation with the Management Board and then communicated to the relevant stakeholder group.

The interests and expectations of the stakeholders can be understood very well thanks to the intensive contact with the groups mentioned. Elmos is aware of legal requirements, voluntary commitments, customer-specific requirements and social focus topics and takes them into account in its sustainability activities where appropriate.

As part of the regular and periodic exchange of information, the administrative, management and supervisory bodies are informed of the views of the stakeholders by the specialists in charge. This also includes sustainability-related topics.

	Interests and expectations	Communication channels
Employees	<ul style="list-style-type: none"> Secure workplaces Fair payment Career opportunities Employer attractiveness & additional benefits 	<ul style="list-style-type: none"> Employee communication Training & further education Works meetings Corporate events Works council
Customers	<ul style="list-style-type: none"> Innovative solutions High-quality products Delivery capability Technology & innovation roadmap 	<ul style="list-style-type: none"> Long-term partnerships Customer support Trade fairs Publications Workshops & audits
Suppliers	<ul style="list-style-type: none"> Compliance with contracts Legal standards 	<ul style="list-style-type: none"> Long-term partnerships Supplier Code of Conduct Supplier surveys Risk management & audits
Investors	<ul style="list-style-type: none"> Positive business development Profitability & growth Capital market communication 	<ul style="list-style-type: none"> Annual General Meeting Financial reports Press releases Roadshows & conferences
Society	<ul style="list-style-type: none"> Responsibility for the environment and wider society Positive contribution 	<ul style="list-style-type: none"> Elmos Foundation Collaborations with universities and science/academia Donations
Legislation	<ul style="list-style-type: none"> Strict adherence to all applicable laws Compliance with regulations, permits, guidelines Active collaboration 	<ul style="list-style-type: none"> Certifications Associations Working groups Workshops Surveys

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Area	Standard	Sub-topic	Materiality of the impacts	Financial materiality
Environmental	Climate change (ESRS E1)	Climate change mitigation	Negative and positive	Opportunity
		Energy	Negative and positive	Opportunity
Social	Own workforce (ESRS S1)	Working conditions	Positive	Risk
		Equal treatment and opportunities for all	Positive	-
		Other work-related rights	Positive	-
	Workers in the value chain (ESRS S2)	Working conditions	Negative	-
		Equal treatment and opportunities for all	Negative	-
		Other work-related rights	Negative	-
Governance	Business conduct (ESRS G1)	Corporate culture	Positive	Risk
		Corruption and bribery	Positive	Risk

Around 100 IROs (impacts, risks and opportunities) were identified in the course of the double materiality analysis. 22 of these were assessed as material for Elmos. This results in a reporting obligation for Elmos in accordance with the four topic-specific standards (ESRS) presented in the table. The other six topic-specific standards (ESRS) are immaterial for Elmos and, therefore, not reportable in accordance with the CSRD. Detailed information on the material impacts, risks and opportunities identified follows in the topic-specific disclosures. Elmos was already aware of the IROs identified as part of the materiality analysis and actions were implemented accordingly. The analysis therefore does not result in any significant changes to the business model.

Based on the overall assessment of risks, it can be stated that, from today's perspective and on the basis of the risk-bearing capacity analysis, there are no risks that endanger the Company's continued existence. Furthermore, the Executive Management of Elmos is confident that the Group's earnings and innovative strength will provide a solid basis for future business performance and ensure the necessary resources to pursue the opportunities available to the Group.

All disclosures are subject to the disclosure requirements of ESRS. No additional Company-specific information is provided.

Impact, risk and opportunity management

Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)

The materiality analysis is based on the sub-topics of the ESRS. The methodology used to determine the materiality of the 37 sub-topics distinguishes between positive and negative impacts, as well as risks and opportunities. The main assumption is the continued existence of Elmos in its current form.

The following procedure was used to assess the **impacts**: as explained in the stakeholder analysis, Elmos distinguishes between internal and external stakeholders. In the course of the materiality analysis, the Compliance Committee and relevant specialist divisions were identified as internal stakeholders in addition to employees. External stakeholders are customers, suppliers, investors, society and legislation. As part of the materiality analysis, the stakeholder perspective was taken via corresponding representatives in the form of internal experts. To this end, discussions were held with the experts in which the sub-topics of the ESRS were examined and assessed in terms of their materiality. In addition, the sustainability reports of key suppliers, in particular, the available materiality analyses, were taken into account for the supply chain perspective. At the same time, a comparison was always carried out between the

ESRS topics and the existing ESG reporting, in particular, the ESG policies and ESG KPIs published on the website at www.elmos.com in the Sustainability section. To determine the materiality of impacts, the scale, scope and, in the case of negative impacts, remedy are assessed on a four-point scale. This determines the severity of an impact. In the case of potential impacts, the probability of occurrence is also included in the assessment.

The existing Group-wide risk management system (RMS) was used to assess **risks and opportunities**. The risks identified as part of the RMS were examined for risks potentially relevant to the materiality analysis. Relevant risks were included in the materiality analysis together with their gross assessment in the RMS. Opportunities for Elmos arise primarily from the business activity itself, i.e. from the sale of developed products. To determine the materiality of risks and opportunities, the effect and probability of occurrence are assessed on a four-point scale.

In the assessment methodology described above, based on a four-point scale, the range of aggregated impacts, risks and opportunities can range from 1 to 4. The materiality threshold was set at >2.5, which is the upper half of the possible range.

The quantification of the criteria considered was primarily carried out in consultation with internal experts. The assessment of the scale criterion was based on the ESG KPIs published on the website. For example, the order of magnitude of the individual indicators or their development over time was taken into account.

This is the first Elmos sustainability report based on CSRD or ESRS. The materiality assessment is reviewed at least every three years and on an ad hoc basis.

Disclosure requirements in ESRS covered by the undertaking's sustainability statement (ESRS 2 IRO-2)

This is a full report in accordance with ESRS. The disclosure requirements covered can be seen from the headings used.

The information presented in this sustainability report was collected in close cooperation with various specialist departments. Wherever possible, information from IT systems and software programs based on certified management systems was used.

Policies adopted to manage material sustainability matters (MDR-P)

The following explanations are relevant for all topic-specific standards. In order to meet information needs and provide a uniform framework for action for all stakeholders, Elmos has been publishing various sustainability-related documents on the Group's website at www.elmos.com for many years, including selected ESG policies, in both German and English.

The overarching document relating to sustainability is the ESG/sustainability strategy, in which Elmos commits to environmental, social and economic sustainability. The strategy addresses the aspects of vision, sustainability as part of the corporate strategy, communication, organization, materiality analysis and risk analysis. Policies relating to topic-specific standards are introduced later in the Sustainability Report.

The scope of application of the individual ESG policies is indicated in each document. Selected policies only affect the only production site in Dortmund. As a rule, however, the scope of application is the Elmos Group.

All ESG policies are drafted by the Investor Relations, Public Relations & ESG team, approved by the respective divisions and adopted by the Management Board. The topicality of the documents is checked at least once a year. All stakeholders, primarily employees and business partners, are responsible for implementing the ESG policies.

Metrics and targets

Tracking the efficacy of policies and actions through targets (MDR-T)

Various sustainability-related targets already exist within the Elmos Group, primarily within the framework of the ISO management systems implemented at Elmos, but also beyond that. In the course of sustainability reporting, some selected targets are presented with reference to the material impacts, risks and opportunities. The overall responsibility for setting targets lies with the Management Board. The respective divisions implement measures and monitor target achievement.

Additional mandatory information

Specific actions and resources in relation to material sustainability matters (MDR-A) are addressed in the topic-specific standards.

The metrics in relation to material sustainability matters (MDR-M) are disclosed in the topic-specific standards.

As the interests and views of stakeholders are already taken into account, no significant changes were made to the strategy or business model with regard to sustainability-related issues in the reporting year.

A long-term time horizon (> 5 years) is applied for IROs relating to the products. A short-term time horizon (1 year) is used for all other IROs.

The option to omit information relating to intellectual property, know-how or the results of innovations was not exercised.

No information has been included in this report by external reference. References within the report are marked accordingly at the relevant points.

Elmos is financed by equity, promissory note loans, and bank loans.

Operating expenditure (OpEx) and/or capital expenditure (CapEx) for material sustainability aspects outside of reporting in accordance with the EU Taxonomy are negligible in relation to total expenditure.

Environmental information

Climate change (ESRS E1)

Strategy

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

Material impacts, risks and opportunities in the area of climate change

Sub-topic	Description	Impact / risk / opportunity	Positive / Negative	Potential / Actual	Distribution	Explanation
Climate change mitigation	Saving greenhouse gas emissions through Elmos products	Impact	Positive	Actual	Downstream	Semiconductor solutions in vehicle electronics make a significant contribution to reducing global greenhouse gas emissions.
	Generating sales through climate-friendly products	Opportunity	Positive	Potential	Own activity	There is great sales potential in climate-friendly semiconductor solutions.
	Output of greenhouse gas emissions in production	Impact	Negative	Actual	Own activity	The majority of emissions are generated in Scope 3, i.e. in the upstream value chain. Elmos can primarily influence Scope 1 and 2 emissions. Corresponding climate targets have already been formulated.
	Output of greenhouse gas emissions in the supply chain	Impact	Negative	Actual	Entire value chain	Although the semiconductor industry is not defined as an energy-intensive industry, the energy required in the production process is associated with greenhouse gas emissions.
Energy	Saving energy and increasing energy efficiency through Elmos products	Impact	Positive	Actual	Downstream	The majority of our products are designed to help customers' applications become more efficient. This means that automotive semiconductor solutions make a significant contribution to energy savings and therefore to climate change mitigation.
	Generating sales through energy-efficient products	Opportunity	Positive	Potential	Own activity	There is great sales potential in energy-efficient semiconductor solutions.
	Energy consumption in production	Impact	Negative	Actual	Own activity	Our only production site in Dortmund, in particular, has energy requirements for semiconductor manufacturing.
	Energy consumption in the supply chain	Impact	Negative	Actual	Entire value chain	The production of semiconductors requires high levels of energy along the entire value chain, particularly for the processing of wafers.

In the course of the materiality analysis carried out, the two material positive impacts, two material opportunities and four material negative impacts in the area of climate change shown in the table were identified. This means that the sub-topics of climate change mitigation and energy are material in the area of climate change.

To assess the resilience of our business model and our strategy with regard to environmental aspects, the CSRD requires a resilience analysis. This consists of our Group-wide risk management system (RMS) anchored in the compliance management system (CMS) and a separate climate risk and vulnerability analysis for the only Elmos production site in Dortmund. The upstream and downstream value chain are taken into account in the RMS.

Risks, including climate-related risks, are regularly identified as part of the RMS and their impact on the Company's objectives and continued existence is analyzed. Each risk identified in the RMS is evaluated and appropriate countermeasures are defined. Compliance with the measures and their effectiveness is monitored.

In a standardized process, the risk managers report to the risk management team once a year on the current status of material risks. Based on the RMS list, the risk managers review the assessment of all existing risks in their respective areas of responsibility and add new risks as required. In addition, the risk management team requests quarterly updates from the divisional managers. Ad hoc risks and losses incurred are communicated immediately if they are urgent. More information on the risk management system (RMS) can be found in the "Opportunities and risks" section of this Annual Report.

In order to identify actual and potential climate-related physical risks, both chronic and acute, a climate risk and vulnerability analysis was carried out for the only production site in Dortmund with production as a key system element. Detailed information on this can be found in the ESG policy "Environmental protection and management" at www.elmos.com in the Sustainability section. The climate risk and vulnerability analysis has shown that the production site in Dortmund is not exposed to any current or

future material climate risks thanks to its advantageous location. The resilience analysis, therefore, does not result in any material climate-related physical risks for Elmos, neither chronic nor acute.

In addition, climate-related transition risks, also known as transitory risks, were analyzed. These are recorded via the existing risk management system (RMS) and were taken into account accordingly in the materiality analysis. Examples include the tightening of environmental regulations, significant increases in energy costs or non-compliance with or inadequate implementation of increasing governance and ESG disclosure requirements. None of the risks considered were classified as material.

Impact, risk and opportunity management

Policies related to climate change mitigation and adaptation (E1-2)

Elmos has various ESG guidelines in the environmental area, including an overarching ESG policy on "Environmental protection and management." Elmos has also published the separate document "Climate targets" and a document on the "Corporate Carbon Footprint". In it, we commit ourselves to the climate targets set out below. Elmos is also committed to climate change mitigation along the supply chain. Our Code of Conduct for Suppliers and Business Partners calls for active environmental protection, for example, by minimizing energy consumption and reducing greenhouse gas emissions.

Thanks to our innovative semiconductors, we enable energy efficiency first and foremost through our products. But we also focus on energy efficiency in the production process. Elmos is part of the Germany-wide initiative "Energy Efficiency and Climate Protection Networks," which has developed into one of the most successful instruments of the National Action Plan on Energy Efficiency (NAPE). Elmos is thus actively supporting the energy efficiency targets of the German government. Production processes and workflows are constantly analyzed for potential efficiency improvements. The following policies are directly related to the material IROs identified in the area of climate change.

Relevant policies in the area of climate change

Title	Contents
ESG policy: Environmental protection and management	<ul style="list-style-type: none"> Management systems in accordance with ISO 14001 and ISO 50001 Process and product responsibility Application examples Climate risk analysis
ESG targets: Climate targets	<ul style="list-style-type: none"> System boundary Climate targets Status of target achievement Climate change mitigation measures
ESG KPI: Corporate Carbon Footprint	<ul style="list-style-type: none"> Explanation of the "Scopes" System boundary Greenhouse gas emissions Key drivers Previous year comparison
Code of Conduct for Suppliers and Business Partners	<ul style="list-style-type: none"> Corruption Human rights Environmental protection Handling information and data Whistleblower system
ESG policy: Energy efficiency of Elmos products	<ul style="list-style-type: none"> Energy efficiency of Elmos semiconductors Energy efficiency through Elmos semiconductors

Actions and resources in relation to climate change policies (E1-3)

Notable measures with decarbonization levers that were implemented in the reporting year relate primarily to the areas of energy efficiency and renewable energies. Our approach is based on investment rather than compensation. We will, therefore, gradually switch our external electricity procurement completely to renewable energy by purchasing guarantees of origin and invest in the installation of photovoltaic systems on the roofs of buildings at our Dortmund site. In addition, the heating system at our logistics site was replaced in the reporting year, resulting in natural gas savings. We are also investing in the maintenance and optimization of our combined heat and power plant (CHP), which is still a highly efficient electricity-producing technology.

In addition to these more substantial measures, we are also taking many smaller energy-saving steps, such as using high-efficiency pumps, optimizing cooling systems, and replacing fluorescent lighting with modern LEDs. These activities are implemented as part of our ISO 50001-certified Energy Management System and our ISO 14001-certified Environmental Management System. The certifications are reviewed annually or confirmed in repeat audits. In addition, an energy efficiency analysis was carried out by an external service provider during an on-site inspection of the main location in Dortmund in the reporting year. The results compiled in the final report confirm the effectiveness of our Energy- and Environmental Management Systems, as Elmos has already leveraged and implemented all significant potentials in the area of energy efficiency. By implementing the aforementioned measures, Elmos was able to reduce Scope 1 and 2 emissions by 20.4% in the 2024 fiscal year compared to the base year 2022 and is, therefore, well on the way to achieving its own ambitious climate targets, which are explained in more detail below.

Metrics and targets

Targets related to climate change mitigation and adaptation (E1-4)

Our main target is to reduce the greenhouse gas emissions produced by Elmos. The focus here is on reducing the emissions directly caused and for which Elmos is responsible, i.e. Scope 1 and 2 emissions. In November 2023, the following climate targets were therefore adopted for Elmos as a fabless company without its own wafer fab. Climate target 1 is a gradual reduction of Scope 1 and 2 emissions by 40% compared to the base year 2022 by 2026 – i.e. an annual reduction of 10%. Climate target 2 is complete climate neutrality in Scope 1 and 2 by 2035 – i.e. a 100% reduction in Scope 1 and 2 emissions.

The market-based method is used to calculate Scope 2 emissions for target achievement. A GHG emission reduction target for Scope 3 has not yet been adopted due to the highly complex and global supply chain and the limited ability of Elmos to influence the main sources of greenhouse gas emissions.

The targeted savings relate to the base year 2022. The emissions for 2022 are 4,470 t CO₂e in Scope 1 and 3,321 t CO₂e in Scope 2.

No guidelines or the like were consulted when setting the objectives and the objectives were not externally validated. Based on the sale of the wafer fab in Dortmund to Littelfuse Inc., which was closed at the end of December 2024, the Elmos climate targets and our Corporate Carbon Footprint are based on the organizational structure of Elmos as a fabless company without its own wafer fab. Other potential future developments were not taken into account when setting the climate targets. As the production site in Dortmund is currently operating at full capacity and is expected to continue to do so in the future, no future developments with a significant impact on the status quo are currently expected.

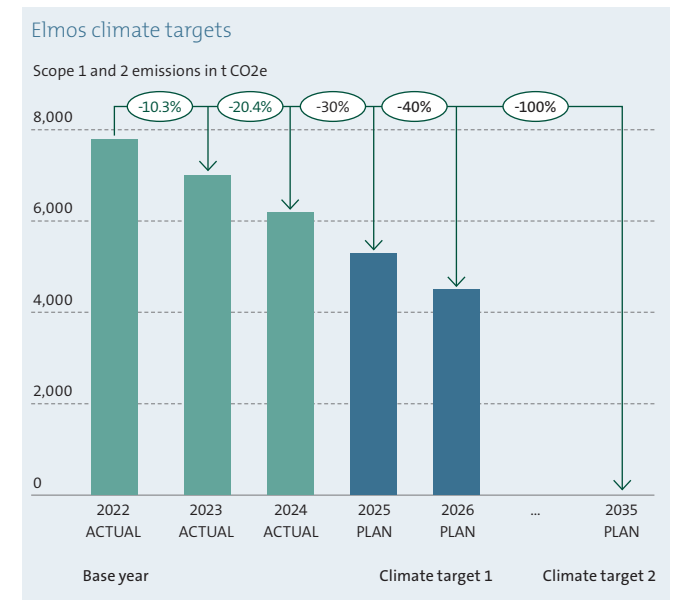
Based on the Technical Summary “Pathways to Net-Zero” of the Science Based Targets Initiative (SBTi) from October 2021, cross-sectoral reduction paths of 42% by 2030 and 90% by 2050 compared to the base year 2020 are specified. For Elmos, this results in an emissions budget of 4,519 t CO₂e for 2030 and an emissions budget of 779 t CO₂e for 2050 with the base year 2022. Elmos’ ambitious climate targets meet or exceed these limits. It can be deduced from this that the emission savings targeted by Elmos for Scope 1 and 2 are compatible with the 1.5° target.

Climate target 1 will be achieved, in particular, through the aforementioned gradual purchase of guarantees of origin, investments in climate change mitigation (e.g. own photovoltaic systems) and other measures to increase efficiency. All necessary measures have been successfully implemented since the target was set. Climate target 2 will then be achieved by converting the combined heat and power plant (CHP) in the medium term. Viable options and alternatives for the CHP plant will be analyzed in the coming years and implemented by the time the target is to be reached at the latest, for example, switching the energy source to biogas or hydrogen or switching to a climate-friendly technology such as heat pumps. The municipal heating plan of the City of Dortmund also plays a central role in the future energy supply of the site, although this has not yet been adopted.

Parameter	Climate target 1	Climate target 2
Description	Emission reduction in Scope 1 and 2 by 40% compared to the base year 2022	Emission reduction in Scope 1 and 2 by 100% compared to the base year 2022
Target	-40%	-100%
Target horizon	2026	2035
Reporting year	-20.4%	-20.4%
Status	■	■
Relevant IRO	Output of greenhouse gas emissions in production	

Beyond 2035, climate neutrality in our own activities is to be maintained as a matter of course, i.e. emissions in Scope 1 and 2 are to be kept constant at 0.

In addition to the overarching climate targets, we continuously invest in smaller and larger measures to increase energy efficiency, which ultimately contribute to an additional reduction in emissions.



Additional target in the area of climate change

Parameter	Share of renewable energies in external electricity procurement
Description	To achieve climate target 1, we will gradually switch our external electricity procurement to electricity from renewable sources. We will achieve this by purchasing guarantees of origin. Selected roof areas at our production site in Dortmund are also suitable for PV systems. We are installing PV systems on these roof areas to generate our own green electricity. In the reporting year, a capacity of 68 kWp was installed.
Target	100%
Target horizon	2026
Reporting year	86.6%
Status	■
Relevant IRO	Energy consumption in production

Transition plan for climate change mitigation (E1-1)

Elmos sees its climate targets, which were approved by the Management Board and Supervisory Board, as a transition plan for climate change mitigation. In terms of our own activities, energy is the most important decarbonization lever. We will, therefore, switch our entire energy supply to energy from renewable sources by 2035.

In terms of products, Elmos is first and foremost an “enabler.” Elmos semiconductors contribute to environmental protection and energy saving in various ways, both in the products themselves and in the applications in which they are used. For this reason, the development of Elmos semiconductors focuses on energy efficiency and environmental protection. We are constantly trying to reduce the environmental impact of our products through innovation. This can be seen, for example, in smaller structure sizes, which are

associated with lower material requirements, or an increase in the energy efficiency of products and a resulting reduction in energy requirements.

The assets to be mentioned with regard to potentially included greenhouse gas emissions are essentially our test facilities and our combined heat and power plant (CHP). Some of the test systems are located at our OSAT partners. Corresponding emissions from these facilities are recorded in Scope 3 and are not included here. As a significant reduction in the energy requirements of the test machines is difficult to achieve, Elmos is instead aiming to reduce the resulting emissions by purchasing guarantees of origin for electricity from renewable sources. In addition, we keep the efficiency of the systems up to date at all times through appropriate maintenance and servicing work.

According to our Corporate Carbon Footprint, the Scope 3 category “Use of products sold” was not classified as material. This means that there are no enclosed greenhouse gas emissions at product level.

Energy consumption and mix (E1-5)

Based on the sale of the wafer fab in Dortmund to Littelfuse Inc. closed at the end of 2024, the energy consumption is based on the organizational structure of Elmos as a fabless company without its own wafer fab. The figures shown are energy purchases. A large proportion of the natural gas purchased is converted on site. In this way, electricity is produced with the help of the CHP unit. To avoid double counting, energy generation by the CHP plant is not differentiated further.

Energy consumption and mix	Year 2023	Year 2024
(1) Fuel consumption from coal and coal products (GWh)	0	0
(2) Fuel consumption from crude oil and petroleum products (GWh)	0	0
(3) Fuel consumption from natural gas (GWh)	20.0	22.8
(4) Fuel consumption from other fossil sources (GWh)	0	0
(5) Consumption of purchased or acquired electricity, heat, steam and cooling and from fossil sources (GWh)	3.7	1.8
(6) Total fossil energy consumption (GWh) (sum of lines 1 to 5)	23.7	24.6
Share of fossil sources in total energy consumption (in %)	68.3%	68.0%
(7) Consumption from nuclear sources (GWh)	0	0
Share of consumption from nuclear sources of total energy consumption (in %)	0%	0%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (GWh)	0.2	0.2
(9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (GWh)	10.8	11.4
(10) Consumption of self-generated non-fuel renewable energy (GWh)	0	0
(11) Total renewable energy consumption (GWh) (sum of lines 8 to 10)	11.0	11.6
Share of renewable sources in total energy consumption (in %)	31.7%	32.0%
Total energy consumption (GWh) (sum of lines 6 and 11)	34.8	36.1

The production of semiconductors as an electronic component is covered by code C.26 of the statistical classification of economic activities in the European Community (NACE). This makes the semiconductor industry a climate-intensive sector. Elmos operates exclusively in the field of semiconductors. All net revenue is allocated to this sector. The energy purchased by Elmos as a fabless company amounted to 36.1 GWh in the reporting year. Net revenue amounted to 581.1 million Euro. The energy intensity is, therefore, 0.062 GWh / million Euro.

Energy intensity per net revenue	Year 2023	Year 2024	Δ
Total energy consumption from activities in climate-intensive sectors per net revenue from activities in climate-intensive sectors (GWh / million Euro)	0.060	0.062	+2.9%

Description of the processes to identify and assess material climate-related impacts, risks and opportunities (ESRS 2 IRO-1)

A detailed description of the process for identifying and assessing material climate-related impacts, risks and opportunities is provided in ESRS 2. As the Corporate Carbon Footprint forms the basis for the definition of actions and targets in the area of climate change, a description of its calculation methodology follows here. The Elmos Corporate Carbon Footprint (CCF) is prepared internally by the Investor Relations, Public Relations & ESG team in cooperation with the relevant divisions without external support. The framework is the internationally recognized Greenhouse Gas Protocol (GHG Protocol). It divides emissions into three categories:

- **Scope 1:** direct emissions from burning fuel in the Company's own facilities
- **Scope 2:** indirect emissions from energy sourced externally
- **Scope 3:** indirect emissions from upstream and downstream supply chains

Based on the sale of the wafer fab in Dortmund to Littelfuse Inc., which was closed at the end of December 2024, our Corporate Carbon Footprint is based on the organizational structure of Elmos as a fabless company without its own wafer fab. The emissions associated with the manufacturing of semiconductors within the Dortmund wafer fab are, therefore, included in Scope 3, as are those from external foundries. The calculation of the carbon footprint used data from the entire Elmos Group as a fabless company, i.e., the emissions from all sites where data was available.

A wide range of activity and usage data was collected in coordination with the relevant departments. This concerned everything from energy and water usage, to waste volumes, raw materials and transportation. The footprint is, therefore, based

primarily on primary data. Assumptions and estimates had to be made at selected points, such as in the area of employee mobility. We used emission factors from various national and international databases, as well as selected supplier-specific emission factors to calculate emissions. The calculation made it possible to identify the actual and potential future sources of greenhouse gas emissions for Elmos.

Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

The gross Scope 1 GHG emissions for the reporting year amounted to 4,854 t CO₂e. The main drivers in Scope 1 are the emissions produced by the natural gas used in the combined heat and power plant (CHP). 270 t CO₂e are attributable to the vehicle fleet. The use of wood pellets at our Dresden site generates an additional 6 tons of CO₂e in biogenic emissions.

The gross Scope 2 GHG emissions for the reporting year amounted to 1,344 t CO₂e market-based and 4,850 t CO₂e location-based. The difference between the market-based and location-based Scope 2 emissions results from the purchase of guarantees of origin with which we actively invest in the expansion of wind and hydropower plants. The Scope 2 emissions are almost exclusively attributable to purchased electricity. Steam, cooling and a large proportion of the heat are generated by the combined heat and power plant at our main site and are, therefore, not recorded separately. Some selected locations heat electrically. They account for 26 t CO₂e of the Scope 2 emissions mentioned (both market-based and location-based).

Scope 1 and 2 emissions cover the entire Elmos Group with a few exceptions (individual locations with insignificant greenhouse gas emissions).

Seven of the 15 categories are included in Scope 3 – with a focus on the upstream value chain. The remaining categories are either irrelevant or immaterial, or we do not currently have any valid data pertaining to them. In total, gross Scope 3 GHG emissions for the reporting year amounted to 110,878 t CO₂e. In Scope 3, the majority of emissions are attributable to purchased goods and services (Category 1), including greenhouse gases from the wafer fab in Dortmund. All production machinery in Dortmund is equipped

with extremely efficient exhaust gas scrubbers, which eliminate a large proportion of the theoretical emissions. This makes an active contribution to climate change mitigation. Other purchased goods include processed wafers from foundries, plastics and packaging materials. Another driver is transportation logistics (Category 4: upstream transportation and distribution).

Total GHG emissions for the reporting year amounted to 117,077 t CO₂e (market-based) and 120,756 t CO₂e (location-based).

	Base year 2022	Year 2023	Year 2024	Δ
SCOPE 1 GREENHOUSE GAS EMISSIONS				
Gross Scope 1 GHG emissions (t CO2e)	4,470	4,260	4,854	+14%
SCOPE 2 GREENHOUSE GAS EMISSIONS				
Gross market-based Scope 2 GHG emissions (t CO2e)	3,321	2,727	1,344	-51%
Gross location-based Scope 2 GHG emissions (t CO2e)	3,321	3,969	4,850	+22%
SIGNIFICANT SCOPE 3 GREENHOUSE GAS EMISSIONS				
Total gross indirect (Scope 3) GHG emissions (t CO2e)	93,653	135,749	110,878	-18%
1 Purchased goods and services	84,828	127,088	104,165	-18%
2 Capital goods	1,934	438	0	-100%
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	2,271	2,026	1,999	-1%
4 Upstream transportation and distribution	3,690	5,014	3,537	-29%
5 Waste generation	118	111	93	-16%
6 Business travel	148	438	395	-10%
7 Employee commuting	664	634	690	+9%
TOTAL GREENHOUSE GAS EMISSIONS				
Total GHG emissions (market-based) (t CO2e)	101,444	142,735	117,077	-18%
Total GHG emissions (location-based) (t CO2e)	101,444	144,058	120,756	-16%
GHG INTENSITY PER NET REVENUE				
Total GHG emissions (market-based) per net revenue (t CO2e / thousand Euro)	0.23	0.25	0.20	-19%
Total GHG emissions (location-based) per net revenue (t CO2e / thousand Euro)	0.23	0.25	0.21	-17%

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (E1-9)

Neither significant climate-related physical risks nor significant climate-related transition risks were identified as part of the climate risk and vulnerability analysis. Therefore, there are no expected financial effects to report.

Key opportunities in the area of climate change (ESRS E1) are revenue generation through climate-friendly products and energy-efficient products. However, these cannot be conclusively quantified due to numerous influencing factors. These include the success of Elmos and our customers, market changes or shifts in our customers' portfolios, but also market turbulence caused by geopolitical or economic uncertainties, for example. Overall, however, Elmos considers the medium and long-term growth prospects for automotive electronics to be positive. A wide range of trends – such as advances in driver assistance systems up to autonomous driving, powertrain electrification, digitalization, innovative system architectures, and increasing requirements in terms of safety and comfort applications – is fueling the increased use of electronics in vehicles.

Additional mandatory information

Information on the EU Taxonomy can be found in the corresponding chapter of the report. They primarily comprise our innovative products. However, these are not linked to our climate targets. There is no CapEx plan for the EU Taxonomy.

Elmos is not active in the coal, oil or gas sectors.

Elmos is not subject to EU Regulation 2016/1011.

As no significant risks were identified in the climate risk analysis and the associated consideration of various climate scenarios, the analysis was not relevant for the definition of the climate targets.

The financial resources used for climate change mitigation actions in the 2024 fiscal year outside of reporting in accordance with the EU Taxonomy are insignificant compared to the Company's total investments and total expenses and are, therefore, negligible.

Elmos does not participate in either the European or the German emissions trading system.

GHG removals and GHG mitigation projects financed through carbon credits, were not identified as material in the course of the materiality analysis. Elmos did not develop or finance projects for the extraction and storage of greenhouse gases in the reporting year, neither within nor outside its upstream and downstream value chain.

Internal carbon pricing was not identified as material in the course of the materiality analysis. Elmos does not apply an internal carbon pricing system.

Reporting in accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Determination of relevant environmental objectives and economic activities of Elmos in the context of the EU Taxonomy

Semiconductor solutions for the automotive industry make a significant contribution to reducing global CO2 fleet emissions. Elmos contributes to this with a wide variety of automotive components, for example, with ICs specifically for hybrid and electric vehicles, efficient LED lighting, highly efficient control for air conditioning systems, aerodynamic optimization, as well as temperature and heat management, sensors for automatic lighting and highly efficient heating systems.

As already explained in the general disclosures (ESRS 2), Elmos operates exclusively in the semiconductor segment. The production of semiconductors as an electronic component is covered by code C.26 of the statistical classification of economic activities in the European Community (NACE). There are no other Taxonomy-related activities or business segments in the Elmos Group.

In the Annex to the technical assessment criteria of the Delegated Regulation of June 4, 2021 supplementing the EU Taxonomy Regulation, the NACE code C.26 relevant for Elmos was assigned to Section 3.6 ("Manufacture of other low-carbon technologies"), among others. According to the description in Section 3.6, the manufacture of other low carbon technologies is aimed at substantial greenhouse gas emission reductions in other sectors of the economy. It enables other sectors of the economy to contribute substantially to fulfilling

environmental objectives or to significantly reduce greenhouse gas emissions (enabling activity). The relevant economic activity of the EU Taxonomy for which Elmos technologies make a significant contribution to meeting environmental targets is the manufacture of energy-efficient building equipment (Section 3.5). With the extension of the Delegated Regulation of June 27, 2023, the automotive share of Elmos' economic activity can be allocated to Section 3.18 ("Manufacture of automotive and mobility components"). Section 3.18 covers the manufacture of mobility components to deliver and improve the environmental performance of zero-emission vehicles. This is also an enabling activity. By manufacturing semiconductors for the automotive industry, especially for highly efficient systems and applications, for low-emission drive concepts or for hybrid or electric vehicles, Elmos makes a contribution to the production of low-carbon transportation technologies (Section 3.3). Non-automotive applications are, therefore, assigned to activity 3.6, while automotive applications are assigned to activity 3.18.

The analysis of economic activities based on the requirements of the EU Taxonomy has shown that Elmos' products make a significant contribution to environmental target 1 (climate change mitigation). Elmos' activities do not contribute substantially to the other environmental objectives 2 (climate change adaptation), 3 (sustainable use and protection of water and marine resources), 4 (transition to a circular economy), 5 (pollution prevention and control) and 6 (protection and restoration of biodiversity and ecosystems).

Determination of Elmos' Taxonomy-eligible turnover within the framework of the EU Taxonomy

For the 2024 reporting year, Taxonomy-eligible turnover is identified using the Elmos ESG product matrix. It can be found in the general disclosures (ESRS 2) in the "Strategy" section. Within the sales analysis for the EU Taxonomy, all applications with a high or medium impact on protecting the environment and efficiency are considered to make a significant contribution to environmental objective 1 (climate change mitigation), while applications with a low or no impact are not considered. In the Elmos Group, all sales attributable

to semiconductors that could enable a significant contribution to the fulfillment of environmental objectives by increasing efficiency, directly or indirectly reducing consumption, or reducing a vehicle's or building's CO2 emissions (such as ICs for energy-saving LED control of ambient and rear lighting, ICs for optimized and efficient motor control and thermal management, semiconductors for efficient power and battery management, and home automation and industrial automation solutions) make a significant contribution to greater environmental protection and efficiency. According to the assessment criteria of the EU Taxonomy, all other sales from products for applications that have a low or no impact on protecting the environment and efficiency do not qualify as Taxonomy-eligible, although the use of parking assistance systems, for example, considerably reduces urban parking traffic and, therefore, indirectly contributes to reducing CO2. The basis for sales is sales in accordance with IAS 1 or revenue recognized in accordance with IFRS 15 in the consolidated financial statements. As a result, 69.1% of Elmos' Group sales were identified as Taxonomy-eligible.

Determination of Elmos' Taxonomy-eligible capital expenditure (CapEx) within the framework of the EU Taxonomy

The Company is not able to prepare a clear breakdown of capital expenditure (CapEx) based on environmentally sustainable criteria. Among other things, this is because all types of semiconductors, including those that may not be Taxonomy-eligible, are tested on a testing machine. We, therefore, determine Taxonomy-eligible and Taxonomy non-eligible capital expenditure in an approximate manner, either on the basis of Taxonomy-eligible turnover or the number of units sold of all Taxonomy-eligible products, depending on the type of capital expenditure. For example, capital expenditure on land and buildings was broken down on the basis of the number of units sold of the Taxonomy-eligible products, as this capital expenditure is apportioned using a more value-neutral approach based on cost allocation, and the value or complexity of a product has no effect on the use of that type of investment. By contrast, with regards to capital expenditure on property, plant and equipment that are deployed directly in the production process (such as technical

equipment for the testing process or testing machines), we used turnover to determine Taxonomy-eligible capital expenditure so as to take into account the varying degrees of utilization of production machinery by our different types of semiconductors, depending on their complexity, while applying a value-based method. Higher-value ("more expensive") semiconductors tend to spend longer on testing machines or undergo more complex testing programs than simple ("cheaper") semiconductors. Higher-value products therefore use testing machines longer and place a greater strain on technical equipment than simple products. In these cases, a value-based calculation according to turnover is preferable compared to a value-neutral breakdown by number of units. The same applies to product-related or project-related capitalized development expenses, and thus materially to intangible assets, because higher-value or more complex projects generally require more development resources, meaning that a higher proportion of development expenses can be capitalized than in the case of semiconductors that were less complex and simpler to develop. Additions to property, plant and equipment and intangible assets according to the consolidated financial statements were used as a basis for total capital expenditure (Taxonomy-eligible and Taxonomy non-eligible). According to this analysis, 69.6% of the Elmos Group's capital expenditure (CapEx) can be classified as Taxonomy-eligible.

Determination of Elmos' Taxonomy-eligible operating expenditure (OpEx) within the framework of the EU Taxonomy

A clear and specific breakdown of Taxonomy-eligible and Taxonomy non-eligible expenditure is also not possible in the case of operating expenditure (OpEx) and would, in our view, be of very little informative value in any case. Depending on the cost type, we again used either turnover or number of units sold to approximately determine the OpEx KPI. For all relevant, EU Taxonomy-based expenses that are directly linked to product development, we used the proportion of turnover accounted for by our defined Taxonomy-eligible activities, because higher-value products tend to require higher research and development expenses, and in particular

more human resources. We treated other expenditure not related to product development, such as expenditure for maintenance and repair of buildings, as typical cost allocations and broke this expenditure down based on the number of units sold of the Taxonomy-eligible products. In accordance with the EU Taxonomy, direct, non-capitalized costs relating to research and development, building renovation measures, short-term leasing, maintenance and repair were used as the basis for total operating expenses, i.e. Taxonomy-eligible and non-Taxonomy-eligible operating expenses. In addition, all other direct expenses in connection with the day-to-day maintenance of property, plant and equipment by the Company or third parties to whom activities are outsourced that are necessary to ensure the continuous and effective functioning of these assets were taken into account. Accordingly, the share of Taxonomy-eligible operating expenses (OpEx) of the Elmos Group is 69.3%.

Determination of Taxonomy-aligned economic activities of Elmos within the framework of the EU Taxonomy

The determination of the Taxonomy-aligned economic activities for Elmos is divided into two parts, one for products according to activity 3.6 and the other for products according to activity 3.18. With regard to activity 3.6, we had to realize that fulfilling the very complex technical screening criteria and thus proving Taxonomy alignment of our products would only be possible with an enormous amount of effort. The full life-cycle assessment required to verify the savings in GHG emissions, audited by an independent third party, would involve a disproportionate amount of time and money for the Company. Furthermore, such an assessment would have to be based on many uncertain assumptions. It would then be necessary to additionally verify, in accordance with the technical assessment criteria, whether the respective product actually is the best performing technology available on the market. This means that a supplier would have to demonstrate that its products or solutions are better in terms of emissions savings than any competitor products available on the market. It is not difficult to see that demonstrating this is not feasible at all in practice because the detailed information on all relevant competitor products required for this purpose is not

available. Due to these extremely complex requirements of the technical screening criteria for economic activity 3.6, which would either not be met at all or only with disproportionately high effort, Elmos reports 0% for Taxonomy-aligned turnover, CapEx and OpEx for activity 3.6 in the reporting year.

In contrast, it is possible to report Taxonomy-aligned products in category 3.18. For this purpose, we reviewed our activities according to the technical assessment criteria defined in Annex I EU 2023/2485. Almost all Elmos automotive semiconductors can be installed in vehicles with internal combustion engines (ICEs), in hybrid vehicles (HEVs/PHEVs), as well as in zero-emissions vehicles, i.e., battery electric vehicles (BEVs) and vehicles with a fuel cell (FCVs). However, it should be noted that Elmos is generally not aware of the specific models or platforms in which its ICs are used or the quantities involved. For this reason, the share of Elmos semiconductors in zero-emissions vehicles (BEVs & FCVs) is determined on the basis of data on global automobile production for 2024. According to S&P Global (S&P Global Mobility Automotive Powertrain Production – January 2025), a total of around 89.5 million vehicles were produced worldwide in 2024, 14.7% of which are zero-emissions vehicles with an electric powertrain (BEVs) or a fuel cell (FCVs). Hybrid models are not taken into account in this regard as, according to the EU Taxonomy, only vehicles not causing any direct CO2 exhaust emissions can be considered Taxonomy-aligned.

In addition to the significant contribution to an environmental objective, the technical assessment criteria for Taxonomy-aligned activities also require the avoidance of significant adverse effects (the do no significant harm criteria) on other environmental targets.

For compliance with the DNSH criteria for the EU environmental target **2. Climate change adaptation**, Elmos has subjected the main location in Dortmund, which is the only production site in the Elmos Group worldwide, to a detailed climate risk and vulnerability analysis. The outcome of the assessment was that, thanks to the location of the Elmos production site, no current or future material climate risks were identified.

The criteria for environmental objective **3. Sustainable use and protection of water and marine resources** primarily relate

to regulatory and statutory requirements, which Elmos is obliged to comply with anyway, especially at its only production site in Dortmund. A detailed description can be found in our ESG policy on water management, which can be found in the Sustainability section of www.elmos.com. In addition, the Elmos Environmental Management System is certified in accordance with the demanding ISO 14001 standard, which requires the identification and evaluation of potential risks to the environment. As a result, this risk analysis shows that Elmos' economic activities do not affect the EU's third environmental objective.

With the DNSH criteria for environmental objective **4. Transition to a circular economy**, the focus is primarily on general requirements, such as product design for a long life, recycling in the production process and the provision of information on substances of concern. Elmos semiconductors are designed for longevity and durability as a rule. The average product cycle of the products is 6 to 10 years, a period that is usually aligned with the service life of a car, although the actual life and functionality of the ICs is normally much longer. In addition, Elmos has implemented a comprehensive Waste Management System with a focus on transparency, environmental protection, resource cycles, occupational safety and decontamination. As a result, Elmos can point to a waste recycling rate of over 90% at all times. With regard to the provision of information on substances of concern, please refer to our statements on conflict minerals, ELV, REACH, and RoHS, which are available at www.elmos.com.

With regard to the EU environmental target **5. Pollution prevention and control**, there are no indications that Elmos is in breach of the requirements stipulated by the EU Taxonomy. Because Elmos complies with the necessary regulations and directives, the possibility that Elmos uses, manufactures, or markets substances of very high concern as defined by the EU Taxonomy can therefore be ruled out.

With regard to the EU environmental target **6. Protection and restoration of biodiversity and ecosystems**, we would like to refer you to our ESG guideline on biodiversity, which can be found at www.elmos.com in the Sustainability section. The risk analysis

described in this policy – which is based on the Key Biodiversity Areas within the Biodiversity Risk Filter of the WWF Risk Filter Suite of the World Wide Fund For Nature (WWF) – shows that Elmos' economic activities are not detrimental to this environmental objective.

In summary, it can, therefore, be determined that the requirements for avoiding significant adverse effects and complying with the do no significant harm (DNSH) criteria of the other EU environmental objectives are met.

In addition to the technical assessment criteria, our processes have also undergone a review regarding their compliance with the minimum safeguards of the EU Taxonomy in order to determine Taxonomy-aligned economic activities. A gap analysis was prepared for this purpose to ensure compliance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, including the fundamental principles and rights set out in the eight core conventions of the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights. The analysis centers on issues such as human and labor rights, bribery and corruption, taxation and fair competition, as well as the responsible use of science, technology, and innovation. At Elmos, the minimum protection requirements are ensured by using the existing, comprehensive compliance management structures. These include the Group-wide Compliance Management System (CMS), the Codes of Conduct for employees, suppliers, and business partners, the policies on human rights, the statements on conflict minerals and on ELV, REACH, and RoHS, and numerous guidelines on social issues and corporate governance, which can be found at www.elmos.com in the Sustainability and Corporate Governance section. No significant gaps were determined as part of the gap analysis, meaning that compliance with the minimum safeguards is also deemed to be in place.

As a result, Elmos was able to slightly increase its Taxonomy-aligned shares across all three KPIs (turnover, CapEx, OpEx) compared to the previous year. The shares of Taxonomy-aligned turnover and Taxonomy-aligned operating expenditure (OpEx) of Elmos were both 9.0%. The share of Taxonomy-aligned capital expenditure (CapEx) amounted to 8.9%.

Explanatory notes on the EU Taxonomy disclosures

All disclosures relate to the reporting period from January 1, 2024, to December 31, 2024 (previous year: January 1, 2023, to December 31, 2023).

In line with the consolidated financial statements of Elmos Semiconductor SE, the key financial indicators were determined in accordance with IFRS and stated in million Euro.

The financial indicators within the scope of the EU Taxonomy reporting obligation (turnover, CapEx, OpEx) are based on data from the consolidated financial statements of Elmos Semiconductor SE as of December 31, 2024 and were determined in accordance with the requirements and definitions in Annex I (KPIs of non-financial companies) of the Delegated Regulation of July 6, 2021 and reported in accordance with the requirements in Annex V of the Delegated Regulation of June 27, 2023.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure for 2024

Fiscal year 2024	2024			Substantial contribution criteria						DNSH criteria (do no significant harm)						Minimum safeguards	Taxonomy-aligned (A.1.) or Taxonomy-eligible (A.2.) proportion of turnover in 2023	Category enabling activity	Category transitional activity	
Economic activities	Code	Turnover	Proportion of turnover in 2024	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity					
		million Euro	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N					Y; N
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of automotive and mobility components	CCM 3.18.	52.0	9.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	n/a	Y	Y	Y	Y	Y	Y	7.8%	E		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		52.0	9.0%	9.0%	0%	0%	0%	0%	0%	n/a	Y	Y	Y	Y	Y	Y	7.8%			
Of which enabling		52.0	9.0%	9.0%	0%	0%	0%	0%	0%	n/a	Y	Y	Y	Y	Y	Y	7.8%	E		
Of which transitional		0	0%	0%						n/a	n/a	n/a	n/a	n/a	n/a	n/a	0%		T	
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL											
Manufacture of other low-carbon technologies	CCM 3.6.	48.9	8.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											10.8%
Manufacture of automotive and mobility components	CCM 3.18.	300.7	51.8%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											53.4%
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		369.4	60.2%	60.2%	0%	0%	0%	0%	0%											64.2%
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		401.7	69.1%	69.1%	0%	0%	0%	0%	0%											72.1%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		179.4	30.9%																	
TOTAL		581.1	100.0%																	

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure for 2024

Fiscal year 2024	2024			Substantial contribution criteria						DNSH criteria (do no significant harm)						Minimum safeguards	Taxonomy-aligned (A.1.) or Taxonomy-eligible (A.2.) proportion of OpEx in 2023	Category enabling activity	Category transitional activity
Economic activities	Code	OpEx	Proportion of OpEx in 2024	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity				
	million Euro	%	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of automotive and mobility components	CCM 3.18.	4.7	9.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	n/a	Y	Y	Y	Y	Y	Y	7.9%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		4.7	9.0%	9.0%	0%	0%	0%	0%	0%	n/a	Y	Y	Y	Y	Y	Y	7.9%		
Of which enabling		4.7	9.0%	9.0%	0%	0%	0%	0%	0%	n/a	Y	Y	Y	Y	Y	Y	7.9%	E	
Of which transitional		0	0%	0%						n/a	n/a	n/a	n/a	n/a	n/a	n/a	0%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of other low-carbon technologies	CCM 3.6.	4.5	8.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								10.9%		
Manufacture of automotive and mobility components	CCM 3.18.	27.2	51.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								53.5%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		31.7	60.3%	60,3%	0%	0%	0%	0%	0%								64.4%		
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		36.4	69.3%	69.3%	0%	0%	0%	0%	0%								72.2%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		16.2	30.7%																
TOTAL		52.6	100.0%																

Social information

Own workforce (ESRS S1)

Strategy

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

Material impacts, risks and opportunities in the area of the own workforce

Sub-topic	Description	Impact / risk / opportunity	Positive / Negative	Potential / Actual	Distribution	Explanation
Working conditions	Attractive workplaces with good working conditions and many additional benefits	Impact	Positive	Actual	Own activity	Elmos is an attractive high-tech employer with a unique corporate culture. In addition to fair salaries, a high level of social benefits, individual career opportunities and a good work-life balance, Elmos offers numerous advantages for attracting and retaining employees.
	Holistic, occupational health management	Impact	Positive	Actual	Own activity	Elmos has established a comprehensive health management system for its employees with many benefits, such as vaccinations, a gym with an extensive range of courses, sporting events and Company reintegration management.
	Positive contribution to society through social commitment	Impact	Positive	Actual	Own activity	Social commitment at Elmos is primarily promoted by the Elmos Foundation ("Elmos Stiftung"), which was established in 2016. The Elmos Foundation focuses its charitable work on three areas: supporting projects for the promotion of education and science, regional activities at the locations of the Elmos Group and running campaigns combating global poverty. Further information can be found at www.elmos-stiftung.de/en/ .
	Lack of availability of (key) employees / possible loss of know-how	Risk	Negative	Potential	Own activity	As an innovative company in the semiconductor industry, attracting and retaining highly qualified employees is a fundamental task for Elmos. Due to the tight labor market, particularly for skilled workers and engineers, there is a risk that qualified employees will leave the Company, or that the Company will not be able to attract qualified employees. This could have a negative impact on the Company's performance.
Equal treatment and opportunities for all	Skills development through training and further education	Impact	Positive	Actual	Own activity	Elmos places great emphasis on promoting and supporting young people and is highly committed to vocational training, which it sees as an important investment in the future. In addition, we offer all employees a comprehensive internal and external training and development program.
	Group-wide promotion of equal treatment and diversity	Impact	Positive	Actual	Own activity	Elmos attaches great importance to equal opportunities and employee diversity and promotes a corporate culture based on appreciation, equality and mutual respect.
Other work-related rights	Respect and promotion of human rights	Impact	Positive	Actual	Own activity	Elmos is aware of its due diligence for the compliance with human rights. Elmos acts in accordance with internationally applicable human rights and, in particular, does not tolerate any form of human trafficking, child labor, forced labor or other forms of exploitation. There is neither a risk of forced labor nor a risk of child labor within Elmos.

In the course of the materiality analysis carried out, the seven material IROs shown in the table were identified for the own workforce, of which six are positive impacts and one is a risk. These material IROs affect all employees at Elmos and result directly from the Elmos corporate philosophy.

This means that the sub-topics of working conditions, equal treatment and opportunities for all and other work-related rights are material with regards to the own workforce.

Impact, risk and opportunity management

Policies related to own workforce (S1-1)

Notable policies and documents related to the identified material IROs in the own workforce are listed in the table below. They all cover the Company's entire workforce.

Relevant policies in the area of the own workforce

Title	Contents
Code of Conduct	<ul style="list-style-type: none"> Conflicts of interest Competition and antitrust law Handling information, data and Company property
Policy Statement on Human Rights	<ul style="list-style-type: none"> Upholding human rights Anti-discrimination Diversity and equal opportunities Fair payment Freedom of association and collective bargaining
Occupational Health and Safety, Environmental Protection, and Energy Policy	<ul style="list-style-type: none"> Legal compliance Employees' sense of responsibility and employee participation Continuous improvement
ESG policy: Recruiting	<ul style="list-style-type: none"> Personnel needs Personnel request Recruitment channels Staff selection Hiring
ESG policy: Additional benefits	<ul style="list-style-type: none"> Health management Continuing and professional education Career opportunities Company events Retirement

ESG policy: Occupational health and safety	<ul style="list-style-type: none"> ISO 45001 – Occupational health and safety Training courses Protective equipment Risk assessment
ESG policy: Health promotion	<ul style="list-style-type: none"> Company medical service Course offer Company reintegration management
ESG policy: Social engagement	<ul style="list-style-type: none"> Elmos Foundation Promotion of education and science Local activities Combating poverty around the world
ESG policy: Employee training	<ul style="list-style-type: none"> Personnel development Compulsory training Specialist training and further education
ESG policy: Diversity and equal opportunities	<ul style="list-style-type: none"> Applicants Equality Promotion
ESG policy: Upholding human rights	<ul style="list-style-type: none"> International standards and principles Human trafficking and exploitation Training courses Whistleblower system
ESG policy: Anti-discrimination	<ul style="list-style-type: none"> Discrimination and disadvantage Exclusion Authorized representatives
ESG policy: Fair and equal pay	<ul style="list-style-type: none"> Minimum wages and social benefits Variable remuneration components Management Board remuneration
ESG policy: Whistleblower system	<ul style="list-style-type: none"> Whistleblower portal Reporting an infringement Checking whistleblowing reports Confidentiality and integrity

Elmos is aware of its due diligence for the compliance with human rights and demands this in the Code of Conduct for employees. All our employees worldwide receive regular training on the Code of Conduct. In addition, Elmos' whistleblower system is available across the company for anonymous reports of Code of Conduct and compliance violations. In the event of incoming reports, these are investigated by the Chief Compliance Officer and significant violations of applicable labor standards and human rights are reported to the Management Board.

In its corporate activities, Elmos is guided by international standards and principles such as the UN Universal Declaration of Human Rights, the fundamental principles of the International Labor Organization (ILO), the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN 17 Sustainable Development Goals.

Human trafficking, forced labor and child labor are explicitly addressed in the Policy Statement on Human Rights, the Group-wide Code of Conduct and the ESG guideline on upholding human rights.

At Elmos, we want to offer all employees worldwide a working environment that is free of any form of discrimination and disadvantage. We do not tolerate employees, business partners or third parties being discriminated against, harassed or insulted. We respect the dignity, privacy, and right of personality of every single individual.

For this reason, the ESG guidelines "Anti-discrimination" and "Diversity and equal opportunities," among others, address these aspects. No one may be discriminated against, attacked, harassed or excluded on the basis of gender, skin color, ethnic or social origin, nationality, religion, ideology, political views, disability, age, marital status, sexual identity or orientation. This begins in the selection process, where special attention is paid to equal opportunities and anti-discrimination. Any form of sexual and non-sexual harassment, corporal punishment and coercion will not be tolerated.

Processes for engaging with own workers and workers' representatives about impacts (S1-2)

Elmos attaches great importance to an active exchange between Executive Management and employees. For this reason, Elmos pursues a pronounced employee communication via a wide variety of communication channels. Works meetings, for example, offer the opportunity to engage in open and constructive dialog. There is also a lively exchange between management and the works council in numerous committees. For further communication with employees, the Management Board sends German and English video messages several times a year, as well as event-related messages to employees on current and important topics. Elmos also publishes an employee magazine in German and English at least twice a year. Relevant brief information is shared by e-mail and on the intranet around once a week. The Elmos intranet provides key information, assistance, and documents. Current reports and information are also displayed on large monitors at various locations around the respective Company site. Elmos maintains a suggestion system that invites employees to submit suggestions, requests for changes, and ideas for optimization at any time. In addition, the employees elect two employee representatives to the Supervisory Board of Elmos Semiconductor SE every five years.

Employee surveys are conducted annually to maintain and increase employee satisfaction. Employee appraisals are held at least once a year between employees and their supervisors, in which employees are given feedback on their work results and work behavior. The meetings are also a place for supervisors to get feedback from their employees about their leadership and cohesion within the team. Any suggestions for improvement, requests, or pointers that employees may have for their supervisors are discussed.

Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)

Compliance with applicable laws and statutes and with all internal rules and regulations is a top priority for Elmos. We pursue a strict zero tolerance policy in relation to compliance violations and have a Group-wide compliance management system (CMS) in place. One key element of our CMS is providing a whistleblower system with various reporting channels, including full anonymity when desired. Whistleblowers have the option of submitting a report by letter, e-mail or via a web-based whistleblower portal, for example. The portal is available in German and English. The Elmos whistleblower system meets the requirements of the German Whistleblower Protection Act (HinSchG) and the Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law, and is compliant with the EU General Data Protection Regulation (GDPR). Elmos has pledged to treat all incoming reports as confidential and investigate them conscientiously and initiate the necessary actions. Whistleblowers receive feedback on their report as soon as possible, and in any event within three months. If necessary, they are also notified of any follow-up measures that are planned or have already been taken and the reasons for these actions (such as internal research or inquiries).

Employees are informed about the whistleblower system as part of regular training on the Code of Conduct. The whistleblower system can be accessed both via the Elmos website and the intranet.

Elmos views confidentiality and integrity as top priorities. No one who reports a suspected compliance violation in good faith need fear disadvantages or reprisals, even if the suspected violation turns out to be unjustified. We do not tolerate retaliation against whistleblowers, but protect them resolutely.

Taking action on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4)

In addition to the existing measures and established processes, such as participation in job and career fairs and an extensive range of training and development courses, the following measures were implemented in the reporting year to further increase the positive impacts.

A Barista Café was opened at our main location in Dortmund as a meeting place for breaks and inspiring discussions. An employee survey was conducted to measure employee satisfaction. The range of courses offered in our company gym was expanded, and we took part in various company runs. New first aiders were also trained. The presence in social media, such as LinkedIn and Instagram, was strengthened. And numerous teams have organized various events, such as a visit to the BVB stadium, archery, an exhibition visit and joint dinners.

Other benefits that go above and beyond the norm include an in-house cafeteria at the main location in Dortmund, a multi-story parking lot with separate bicycle parking spaces, e-charging stations for e-bikes and company cars, a free in-house gym with an extensive program of courses, the offer of massages and free fruit and water. In addition, an internal health team facilitates certain medical examinations and vaccinations for employees.

Responsibility for reviewing the effectiveness of the individual measures lies with the respective divisions, in particular, the HR department.

Metrics and targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5)

Based on the sale of the wafer fab in Dortmund to Littelfuse Inc. which was closed at the end of 2024, the key personnel metrics are based on the organizational structure of Elmos as a fabless company without its own wafer fab.

Parameter	Participation rate in mandatory compliance training	Occupational accidents measured on the basis of the 1,000-man ratio
Description	To ensure the continuous development of all employees, Elmos offers numerous training and further education courses. Important training courses on key topics (e.g. Compliance, Code of Conduct, cyber security, occupational safety, environmental protection and energy management) must be repeated at regular intervals by all employees and successfully completed.	We set the highest standards in occupational safety. The Elmos Occupational Health and Safety Management System for the main site in Dortmund is, therefore, certified in accordance with the strict requirements of ISO 45001. As part of this system, we are consistently committed to reducing (reportable) accidents at work.
Target	>95%	<10.6
Target horizon	Annually	Annually
Reporting year	92%	6.9
Status	■	■
Relevant IRO	Skills development through training and further education	Attractive workplaces with good working conditions and many additional benefits

Characteristics of the undertaking's employees (S1-6)

2024	Female	Male	Total
Number of permanent employees	290	938	1,228
Number of temporary employees	16	45	61
Number of employees	306	983	1,289
Number of full-time employees	230	931	1,161
Number of part-time employees	76	52	128
Number of employees	306	983	1,289

Figures as of December 31, 2024 in number of persons. Figures include trainees, students and temporary employees.

Employee turnover in the reporting year was 2.5%, measured by voluntary resignations of full-time and part-time employees in relation to the average headcount.

Characteristics of non-employee workers in the undertaking's own workforce (S1-7)

To increase flexibility, for example to cover peak demand, Elmos also employs freelancers and temporary workers in exceptional cases, usually through third-party companies. These instruments enable Elmos to respond at short notice and flexibly to an increasingly rapidly changing market environment. Their use can contribute to optimizing our competitiveness and thus to securing employment in general. Elmos endeavors to reduce the use of non-direct employees, especially temporary workers, as much as possible. However, the vast majority of Elmos employees already have direct and permanent contracts. As of December 31, 2024, Elmos only had 5 temporary workers (2 women and 3 men).

Diversity metrics (S1-9)

In the reporting year, 237 employees (18%), 58 women and 179 men, were under 30 years old, 672 employees (52%), 174 women and 498 men, were between 30 and 50 years old and 380 employees (29%), 74 women and 306 men, were over 50 years old. The average age was 42 years. Information on the gender distribution of Top Management can be found in the statement on corporate governance in this Annual Report.

Adequate wages (S1-10)

In our Company, female, male and non-binary employees are treated equally. There are no known differences between employees' wages or salaries that could be attributed to gender alone. Elmos remunerates all employees fairly and appropriately and guarantees at least statutory minimum wages, applicable working time regulations and overtime regulations, as well as statutory and voluntary social benefits. In addition, Elmos also grants variable remuneration components and special payments, e.g. in the form of target agreements or depending on the Company's success.

Social protection (S1-11)

93% of the workforce is employed in Germany and, therefore, enjoys comprehensive statutory social protection, particularly with regard to illness, unemployment, accidents at work and disability, parental leave and retirement. All other employees of the Elmos Group are also employed in countries that offer a minimum standard of social protection. In addition, Elmos offers its employees numerous voluntary social benefits and health promotion measures.

Training and skills development metrics (S1-13)

As an innovative company in the semiconductor industry, specialists with excellent training are of particular importance to Elmos. In order to ensure the continuous development of all employees and to prepare them for new challenges, Elmos offers numerous training and further education courses at all levels. All our employees, regardless of gender, are promoted on the basis of their qualifications and skills. Elmos employees in leadership and management positions complete specific leadership and management training courses in addition to the regular training program.

Important training courses on key topics (e.g. Compliance, Code of Conduct, cybersecurity, occupational safety, environmental protection and energy management) must be repeated by all employees at regular intervals and successfully completed. Employees undergo further specialist training and development

courses depending on their area of responsibility. The specific training requirements are determined as part of the annual employee appraisals.

In addition, Elmos is highly committed to vocational training, which it sees as an important investment in the future. Elmos offers a total of 11 different apprenticeships and dual study programs at its German locations, primarily at its main location in Dortmund. High-quality training at Elmos is tailored to our needs as an innovative, high-tech company and offers young people an excellent starting point for their professional careers.

The majority of employees regularly take part in the performance and career assessments described above. In the reporting year, 60% took advantage of the annual employee appraisals.

The average number of training hours in the reporting year was 19 hours per person. The figure was 21 hours for women and 19 hours for men. Employees in the management category completed an average of 25 hours of training in the reporting year, with women completing 30 hours and men 24 hours. Employees in the skilled worker category completed an average of 18 hours of training, with women completing 20 hours and men 18 hours.

Health and safety metrics (S1-14)

We set the highest standards in occupational safety. The Elmos Occupational Health and Safety Management System for the main location in Dortmund is, therefore, certified in accordance with the strict requirements of ISO 45001. The system covers 83% of employees. The other Elmos locations are development or sales offices without their own production facilities. The risk of accidents is very low for these locations.

There were no fatalities in the reporting year. At the main location in Dortmund, there were 6 reportable occupational accidents and 7 reportable commuting occupational accidents in the reporting year. The latter are not directly the responsibility of Elmos and can only be influenced by us to a limited extent. The rate of reportable occupational accidents per 1,000,000 hours worked

at the main location in Dortmund was 5.8 in the reporting year. Elmos has no information on reportable work-related illnesses.

Work-life balance metrics (S1-15)

Elmos supports a good work-life balance and the compatibility of family and career with numerous measures and offers for all employees. In addition to the prevailing legal frameworks, such as maternity protection and parental leave, these include a regulation on working remotely, which offers employees a great deal of flexibility, flexitime and trust-based working time models for flexible working hours, individual part-time models to reconcile private obligations such as caring for relatives and work, and paid special leave, e.g. for weddings, anniversaries, births, relocations or bereavement.

In the reporting year, 5% of employees took family-related leave for maternity leave, parental leave or care leave, of which 47% were women and 53% men.

Incidents, complaints and severe human rights impacts (S1-17)

Overarching figures on Compliance incidents are reported in the section on business conduct (ESRS G1). No reports were received via the whistleblower system in the reporting year. Overall, there were no incidents or complaints, neither serious nor material, relating to human rights in connection with the employees of Elmos, especially not in the area of discrimination. As there were no incidents, there were also no related payments.

Additional mandatory information

There is no correlation between the IROs identified in the own workforce and the climate targets.

No information is provided on the resources available and used to take measures with regard to material impacts on the own workforce.

There are no particularly vulnerable groups at Elmos. Therefore, specific political commitments regarding inclusion or support measures for people from vulnerable groups are not material for Elmos.

The topics of collective bargaining coverage and social dialogue were not identified as material in the course of the materiality analysis. This is because Elmos Semiconductor SE and its subsidiaries are not subject to collective bargaining. Furthermore, Germany is the only EEA country in which Elmos has a significant number of employees. With the exception of the employees of Online Engineering GmbH, all employees in Germany are represented vis-à-vis the management by works councils. Additional information can be found on our website.

In the course of the materiality analysis, the topic of persons with disabilities was not identified as material. For legal reasons, Elmos is not allowed to ask employees about their disability status. Nevertheless, we have set up a representative body for severely disabled employees to ensure equal rights for employees with disabilities.

Compensation metrics were not identified as material in the course of the materiality analysis. There are no known differences between employees' wages or salaries that could be attributed to gender alone. Additional information can be found in the report on equality and equal pay in this Annual Report.

Workers in the value chain (ESRS S2)

Strategy

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

Material impacts, risks and opportunities in the area of workers in the value chain

Sub-topic	Description	Impact / risk / opportunity	Positive / Negative	Potential / Actual	Distribution
Working conditions	Non-compliance with the Code of Conduct for Suppliers and Business Partners with regard to working conditions in the supply chain	Impact	Negative	Potential	Entire value chain
Equal treatment and opportunities for all	Non-compliance with the Code of Conduct for Suppliers and Business Partners with regard to equal treatment & discrimination in the supply chain	Impact	Negative	Potential	Entire value chain
Other work-related rights	Non-compliance with the Code of Conduct for Suppliers and Business Partners with regard to human rights in the supply chain	Impact	Negative	Potential	Entire value chain

In the course of the materiality analysis carried out, the topics shown in the table were identified as material. All workers in the value chain can be affected by the three identified material potential negative impacts. The effects identified as part of the materiality analysis are directly related to the complex and international industry in which Elmos operates and thus also to the Elmos business model. No significant risks and opportunities were identified within the materiality analysis.

Along the supply chain, regulations on working conditions, equal treatment and discrimination, as well as human rights are defined in our Code of Conduct for Suppliers and Business Partners, for example. Compliance with the Code of Conduct is stipulated in our General Purchase Conditions. In addition to their compliance, we expect our business partners to at least comply with national legislation.

Workers in the value chain who may be affected by the impacts identified in the materiality analysis can be divided into three groups: The first group comprises our suppliers and service providers in the upstream value chain. This mainly relates to our foundry and OSAT (Outsourced Semiconductor Assembly and Test) partners. It

should be noted here that the main suppliers of Elmos are large and established high-tech companies, which are generally also listed on the stock exchange and thus are of public interest. These suppliers generally have modern and established structures, processes and policies in place to minimize negative impacts related to workers in the value chain.

The second group comprises workers from external companies who carry out work on the Company premises. This primarily relates to the main location in Dortmund and manual activities such as building cleaning, green maintenance or servicing and maintenance work, as well as other external service providers for administration, sales or development.

The third group comprises service providers in the downstream value chain, such as logistics service providers.

No significant risk of child or forced labor in our direct supply chain has been identified in the analyses conducted to date, including with external support. However, due to the business activities of Elmos and its focus on the Asian market, this risk cannot be ruled out in the indirect upstream supply chain due to industry and country risks. For example, risks are generally attributed to

the electrical industry due to the product-related use of conflict minerals. Based on the ITUC Global Rights Index, the same applies to selected countries in Asia, such as China, India, Korea, Malaysia and Thailand.

As part of the materiality analysis, the sub-topics of working conditions, equal treatment and opportunities for all and other work-related rights were identified as material in the area of workers in the value chain.

Impact, risk and opportunity management

Policies related to value chain workers (S2-1)

In connection with the identified IROs, the Code of Conduct for Suppliers and Business Partners, compliance with which is prescribed in the General Purchase Conditions, should be mentioned, in particular. In addition, the following documents compiled in the table are relevant with regard to the identified material IROs in the area of workers in the value chain.

Relevant policies in the area of workers in the value chain

Title	Contents
General Purchase Conditions	<ul style="list-style-type: none"> • Orders and prices • Delivery dates and deadlines • Invoicing and payment • Acceptance and notification of defects • Compliance and Code of Conduct
Code of Conduct for Suppliers and Business Partners	<ul style="list-style-type: none"> • Corruption • Human rights • Environmental protection • Handling information and data • Whistleblower system
Terms of sale and delivery	<ul style="list-style-type: none"> • Confidentiality / Prices • Deliveries • Payments • Warranty
Policy Statement on Human Rights	<ul style="list-style-type: none"> • Human rights compliance • Anti-discrimination • Diversity and equal opportunities • Fair payment • Freedom of association and collective bargaining
ESG policy: Whistleblower system	<ul style="list-style-type: none"> • Whistleblower portal • Reporting an infringement • Checking whistleblowing reports • Confidentiality and integrity
ESG policy: Supply chain management	<ul style="list-style-type: none"> • Selection of suppliers • Human rights • Raw materials from controversial sources • German Supply Chain Due Diligence Act (LkSG)

In addition to compliance with the Code of Conduct for Suppliers and Business Partners, we expect our business partners to at least comply with national legislation and to observe the declarations, guidelines and recommendations on which our Code of Conduct for Suppliers and Business Partners is based. In order to comply with the applicable human rights, we, therefore, also demand compliance with the UN Universal Declaration of Human Rights, the fundamental principles of the International Labor Organization (ILO), the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the 17 UN Sustainable Development Goals.

Other notable ESG documents are the policies “whistleblower system” and “supply chain management.” The whistleblower system presented in the section on the own workforce (ESRS S1) is also accessible to workers in the value chain. In this way, potential violations can and should be identified and appropriate countermeasures initiated. The aforementioned documents place a particular focus on the workforce in the upstream value chain, i.e. on suppliers. All documents are publicly available in German and English on the Company website.

Processes for engaging with value chain workers about impacts (S2-2)

Elmos expects its suppliers and business partners to uphold and ensure compliance with the principles described in the Code of Conduct for Suppliers and Business Partners or comparable (minimum) standards. Suppliers and business partners must ensure, as far as possible, that their subcontractors also comply with appropriate standards. Suppliers and business partners are at liberty to introduce more extensive behavioral guidelines with higher requirements for ethical and social conduct for themselves and their employees. Suppliers and business partners undertake to make their employees aware of the content of the Code of Conduct and the obligations arising from it. They undertake to work towards ensuring that the Company’s actions comply with the principles of the Elmos Code of Conduct for Suppliers and Business Partners, in particular, by introducing and, if necessary, adapting guidelines and processes.

The working group on the supply chain (including the Purchasing, Quality, Human Resources and Legal departments) is involved in the development and revision of the Code of Conduct for Suppliers and Business Partners and also takes aspects of our suppliers and business partners into account. This indirectly takes into account the perspective of these workers in the value chain. The Management Board is responsible for adopting the Code of Conduct for Suppliers and Business Partners.

Processes to remediate negative impacts and channels for value chain workers to raise concerns (S2-3)

Elmos has set up a digital whistleblower system that is freely accessible on the company website. The whistleblower system consists of two modules. In addition to notifications within the Company (Compliance module), there is another module specifically for reports in the supply chain. We refer to this digital whistleblower system set up by Elmos in our Code of Conduct for Suppliers and Business Partners, among other things. At this point, we refer to the information on the whistleblower system already provided in the section on the own workforce (ESRS S1). The process for dealing with incoming reports is also described there. There are also other channels for providing information, such as e-mail, telephone or mail. No reports were received via the various channels in the reporting year.

So far, no significant negative impact on workers in the value chain has been caused, nor has it been necessary to take mitigation actions.

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions (S2-4)

Before a business relationship can be entered into with a new supplier, the supplier is systematically examined and evaluated. Preliminary surveys, including on compliance with human rights and environmental standards, are carried out for this purpose. There is also a query about financial stability.

In the reporting year, we introduced a new risk management process for our suppliers in collaboration with an external service provider to increase the transparency of our value chain and to comply with the German Supply Chain Due Diligence Act (LkSG).

Based on information on industry and country risks, as well as publicly available reports, all suppliers are assessed in the four areas of labor rights, human rights, health and safety and the environment with regard to any risks that may exist. An overall rating is calculated in conjunction with our ability to exert influence, which results from our purchasing volume from the suppliers. This evaluation distinguishes between four classes: no priority, low priority, medium priority and high priority.

Elmos then takes a closer look at product-relevant suppliers and service providers that are assigned a medium or high priority. These suppliers are sent questionnaires on the topics in which risks have been identified. If necessary, supplier-specific measures are identified, implemented and monitored after the questionnaires have been processed. The analysis is repeated at least once a year. As part of our IATF certification, selected suppliers can also be audited on site in a process audit if required.

Targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S2-5)

Parameter	Monitoring of key suppliers and service providers	Compliance in the value chain
Description	As part of our risk analysis, all key suppliers directly involved in the value chain of Elmos are to be monitored. These are primarily suppliers and service providers who are involved in the development and creation of our products.	Elmos has set up a whistleblower system with various reporting channels for reporting compliance incidents. Within the digital reporting system, there is a separate module for reporting violations within the supply chain. The aim is not to receive any reports of critical incidents. Should this nevertheless be the case, Elmos has established a dedicated process for dealing with such reports.
Target	100% of key suppliers and service providers	0 critical reports
Target horizon	Annually	Annually
Reporting year	100% of key suppliers and service providers	0 critical reports
Status	■	■
Relevant IRO	Non-compliance with the Code of Conduct for Suppliers and Business Partners	Non-compliance with the Code of Conduct for Suppliers and Business Partners

Additional mandatory information

There are no employees working in the operations of a joint venture or a special purpose entity in which the reporting company holds an interest.

There are no workers who are particularly vulnerable to adverse impacts due to their inherent characteristics or special circumstances.

There are no workers who may be more at risk due to certain characteristics, a certain working environment or the performance of certain activities.

No cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises involving workers in the value chain were reported in the upstream and downstream value chain.

No significant actual negative impacts were identified in the materiality analysis, only significant potential negative impacts. This means that no specific actions have had to be taken to date. Positive effects result from the business activities of Elmos. However, no significant positive effects on the workers in the value chain have been identified. There are, therefore, no targeted actions.

To date, no serious problems or incidents relating to human rights have been reported within the upstream and downstream value chain.

No information is provided on the resources available and/or used to manage material effects.

The materiality analysis did not identify any material risks or opportunities relating to workers in the value chain (ESRS S2).

Governance information

Business conduct (ESRS G1)

Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1)

Material impacts, risks and opportunities in the area of business conduct

Sub-topic	Description	Impact / risk / opportunity	Positive / Negative	Potential / Actual	Distribution	Explanation
Corporate culture	Good corporate governance and corporate culture with an appropriate compliance management system (CMS)	Impact	Positive	Actual	Own activity	Strict compliance with applicable laws and all of the rules and regulations in place at the Company is a fundamental principle at Elmos and an important part of the corporate culture.
	Compliance risks (e.g. acceptance of benefits, bribery, data protection violations, violations of antitrust law)	Risk	Negative	Potential	Own activity	Despite our comprehensive compliance management system (CMS), potential compliance risks and violations cannot be completely ruled out.
Corruption and bribery	Positive and good corporate ethics	Impact	Positive	Actual	Own activity	We actively strive to adhere to our ethical principles and the Elmos Code of Conduct, as well as combat corruption and bribery at our Company. Elmos condemns all forms of corruption and bribery and does not tolerate any conduct aimed at gaining an unfair advantage in business activities.
	Corruption or money laundering and the associated loss of reputation, fines or criminal consequences	Risk	Negative	Potential	Own activity	A potential loss of our reputation as a result of corruption or money laundering could also entail a significant financial risk.

In the course of the materiality analysis carried out, a total of four IROs were identified as material, two of which were a positive impact and two of which were financial risks.

This means that the sub-topics of corporate culture and corruption and bribery are material in the area of business conduct.

Corporate culture and business conduct policies (G1-1)

Notable policies and documents related to the identified material IROs in the area of business conduct are listed in the table below.

Relevant policies in the area of business conduct

Title	Contents
Code of Conduct	<ul style="list-style-type: none"> Conflicts of interest Competition and antitrust law Handling information, data and Company property
Anti-corruption guideline	<ul style="list-style-type: none"> Gifts from third parties Gifts to third parties Invitations from third parties Invitations to third parties
General Purchase Conditions	<ul style="list-style-type: none"> Orders and prices Delivery dates and deadlines Invoicing and payment Acceptance and notification of defects Compliance and Code of Conduct
Code of Conduct for Suppliers and Business Partners	<ul style="list-style-type: none"> Corruption Human rights Environmental protection Handling information and data Whistleblower system
ESG policy: Compliance management system (CMS)	<ul style="list-style-type: none"> IDW 980 – CMS Chief Compliance Officer and Compliance Committee Internal Audit Training courses
ESG policy: Business ethics and anti-corruption	<ul style="list-style-type: none"> Corruption and bribery Conflicts of interest Whistleblower system

ESG policy: Whistleblower system	<ul style="list-style-type: none"> Whistleblower portal Reporting an infringement Checking whistleblowing reports Confidentiality and integrity
ESG policy: Supply chain management	<ul style="list-style-type: none"> Selection of suppliers Human rights Raw materials from controversial sources German Supply Chain Due Diligence Act (LkSG)

For the Supervisory Board and Management Board of Elmos, corporate governance means the implementation of responsible and sustainable business management with the appropriate transparency across all areas of the Group. The Supervisory Board and Management Board regularly deal with the requirements of the German Corporate Governance Code (GCGC). Elmos reports on Corporate Governance within the framework of the declaration of conformity with the GCGC.

The whistleblower system can also be used to report cases of corruption and bribery. Detailed information on this can be found in the section on the own workforce (ESRS S1). Reports are processed according to the procedure described there.

For new employees, training on the Code of Conduct is mandatory, among other things. In addition, all employees receive training on the Code of Conduct every two years. Furthermore, in-depth training courses are held for employees in the relevant areas, e.g. on trade compliance and corruption prevention, competition and antitrust law. The focus here is particularly on employees who take part in association meetings and meetings of funding projects or who work in sales. Elmos imparts the necessary basic knowledge through online and classroom training.

Prevention and detection of corruption and bribery (G1-3)

Elmos condemns all forms of corruption and bribery and does not tolerate any conduct aimed at gaining an unfair advantage in business activities. We actively strive to adhere to our ethical principles and the Elmos Code of Conduct, as well as combat corruption and bribery at our Company. To this end, Elmos has a Group-wide compliance management system (CMS) and its own anti-corruption policy. The

following regulations are consistently implemented in the Company: Prohibition of bribery and corruption, maximum limits for gifts and the handling of invitations, obligation to render correct accounts, obligation to keep confidential information secret and prohibition of anti-competitive behavior.

The Management Board has delegated responsibility for compliance within the Company to the Chief Compliance Officer. The Chief Compliance Officer is responsible for the timely, efficient and adequate implementation of the CMS. The Chief Compliance Officer acts autonomously and independently. The necessary powers have been transferred to the Chief Compliance Officer by the Management Board. In addition, Internal Audit carries out non-event-related audits in various areas of the Company. Evaluating the audit reports helps to improve and develop the CMS. Elmos aims to continuously improve compliance within the Group and to further integrate it as an essential part of the Elmos culture.

The Chief Compliance Officer reports directly to the CEO and informs the entire Management Board regularly, at least once a quarter. The Management Board reports annually to the Supervisory Board and the audit committee on compliance. The Chief Compliance Officer's quarterly reports are summarized and prepared for this purpose.

Elmos already had the adequacy and implementation of its compliance management system (CMS) audited by an external, independent auditor in accordance with the "IDW Assurance Standard: Principles for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems (IDW AsS 980)" in 2022. In addition, Elmos successfully completed the compliance audit in accordance with IDW PS 980 with the effectiveness test in the fiscal year 2024.

Suppliers and business partners are provided with the relevant documents, such as our General Purchase Conditions and the Code of Conduct for Suppliers and Business Partners, when a contract is concluded. In addition, all documents mentioned in this report, such as the ESG policies, are available in German and English on the Elmos sustainability website and are, therefore, freely and publicly accessible to all stakeholders. The Code of Conduct is handed out to

all new employees in printed form with the recruitment documents. It is also available on the website and, together with accompanying information, on the company intranet.

There are no particularly high-risk functions. All employees must complete compliance training courses that address the various aspects of compliance and provide instructions for the respective areas of work.

The Company regularly informs and supports the members of the Supervisory Board with regard to new laws and current case law on relevant topics. In addition, there is a regular exchange, at least once a year, between the Supervisory Board and the auditor on new legal and regulatory requirements in the areas of Compliance, Internal Control, Risk Management and Corporate Governance, as well as Accounting, Financial Reporting and Sustainability Reporting.

Metrics

Confirmed incidents of corruption and bribery (G1-4)

There were no confirmed cases of corruption or bribery in the reporting period. This meant that no fines had to be paid. As there were no incidents, no actions had to be taken.

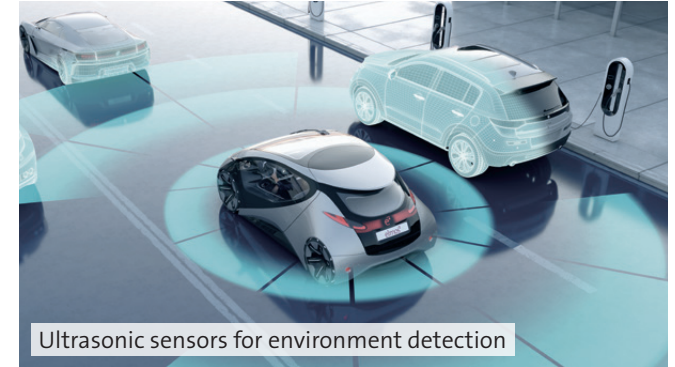
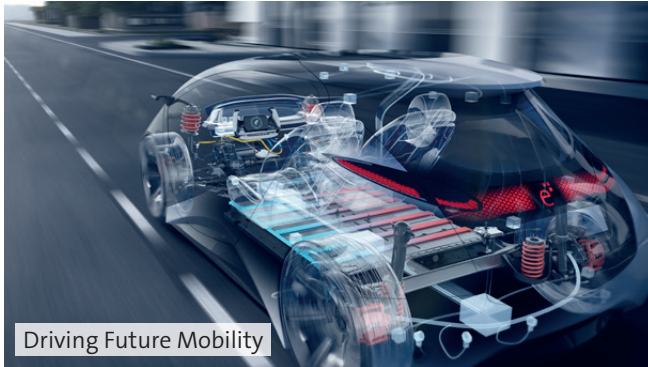
Additional mandatory information

The management of relationships with suppliers, including payment practices, was not identified as material in the course of the materiality analysis. However, anchoring the requirements relating to human rights, occupational health and safety and environmental sustainability in our Code of Conduct for Suppliers and Business Partners and in the Policy Statement on Human Rights under the German Supply Chain Due Diligence Act (LkSG) promotes the effectiveness of our Supply Chain Management, as it enables us to increase transparency along the value chain, identify potential risks and initiate appropriate measures. Additional information on our supplier management can be found in the section workers in the value chain (ESRS S2).

Political influence and lobbying activities were not identified as material in the course of the materiality analysis. Outside of association activities, Elmos does not exert any direct political

influence on legislative decisions and does not engage in active or proactive lobbying. However, as a leading company in the semiconductor industry, Elmos regularly exchanges information, opinions and experience with members from industry, politics and society. Additional information can be found on our website.

Elmos does not work with live animals or animal products and, therefore, has no corresponding animal welfare guidelines.



Elmos product contribution

environmental protection, safety, comfort

In its 40-year history, Elmos has established itself as one of the world's most experienced companies for analog mixed-signal semiconductors in the automotive sector. Elmos accompanies the structural change in the automotive industry with unique solutions and thus plays a decisive role in shaping the mobility of tomorrow. Our pioneering products form the interface between the analog and digital worlds and ensure greater safety, efficiency, comfort and environmental protection. We are a global leader in many of our application areas and continuously develop intelligent innovations that offer added value for our customers and end users.

Automotive applications (Share of sales in FY 2024: 92%)

As a specialist in advanced automotive applications, our ICs (integrated circuits) provide pioneering solutions for the challenges of global automotive megatrends and enable the use of intelligent electronics in modern vehicle architecture. The innovative product portfolio from Elmos supports autonomous driving; it is an important component of modern Advanced Driver Assistance Systems (ADAS), it improves environmental protection through consumption-optimized or emission-free drives, it increases

the efficiency of systems throughout the vehicle, it enables the development of modern on-board networks and software functions and maximizes the safety, comfort and well-being of drivers and passengers.

Ultrasonic sensors for environment detection

Elmos is particularly focused on applications in the area of safety for vehicle occupants and other road users. Elmos ICs for ultrasonic sensors are indispensable for maximum safety in Advanced Driver Assistance Systems (ADAS) and in autonomous or semi-autonomous driving, as they enable highly precise detection of the area around the vehicle.

Measuring distances and detecting the environment using ultrasonic sensor ICs is a long-time proven, reliable, and highly efficient key technology. As a market leader, Elmos has already delivered more than 1 billion ultrasonic ICs worldwide.

Elmos ultrasonic ICs support modern driver assistance systems by providing precise 360-degree detection of the surrounding area at low speeds, for example, in the city or in slow-moving traffic on the highway, at ranges of up to six meters. Ultrasonic systems are exceptionally reliable and work in any light or weather conditions. They are also highly versatile thanks to their compact design, as well as cost-effective. The environment sensor technology with Elmos ultrasonic ICs detects obstacles, pedestrians, cyclists or animals extremely quickly and very accurately. In emergency situations,

automated systems often react far more rapidly than humans and can, therefore, prevent accidents or at least reduce the impact, for example, with emergency brake assistants. The latest generation of Elmos ultrasonic ICs with AI-based sensor technology enables even more precise environment detection around the vehicle in near real time, while at the same time reliably detecting interference signals, e.g. from cobblestones, and distinguishing them from real dangers around the car. This means that obstacles can be detected even earlier and more accurately than before. The latest generation of Elmos ultrasonic ICs also requires only around a quarter of the energy of previous ICs, despite significantly higher performance. This pioneering development will primarily be used for autonomous driving at levels L2 to L4 and in electric vehicles.

In addition to increased safety, ultrasonic ICs in park assist systems ensure stress-free parking without the need for instruction in almost any parking space, thus preventing damage to vehicles and infrastructure. Advanced systems featuring ultrasonic technology detect parking spaces and take over parking and exiting operations fully automatically, even in the smallest of parking spaces, regardless of whether the space is perpendicular or parallel. This allows parking spaces to be used efficiently and significantly reduces urban parking traffic.



Interior lighting

Lighting is an important topic for the appealing aesthetics of modern vehicles and for the well-being of the occupants. There are new applications in the interior and exterior of vehicles in which entire areas can be efficiently illuminated with LEDs and individually designed. Nowadays, attractive and harmonious interior lighting with modern interior lighting concepts is standard in almost all vehicle segments. New dynamic ambient lighting concepts with the help of Elmos ICs develop the lighting experience further, create emotions, increase the comfort and well-being of the occupants, and warn in time of potential dangerous situations.

Ambient lighting concepts with Elmos LED controllers make it possible to illuminate the interior, dashboard, center console, doors, or headliner in almost any shape, color, and color temperature completely individually. Using LEDs can significantly increase energy- and cost-efficiency. LEDs save up to 80% in energy compared to traditional light bulbs and have a significantly longer life. LEDs contain no harmful or toxic chemicals, can be recycled and are, therefore, considered very environmentally friendly.

Exterior lighting

Elmos semiconductors for automotive rear lights have been setting new standards for very bright and constant light intensity with low energy consumption and individual design options for many years now.



Compared to conventional light bulbs, LED rear lights reach maximum brightness far more quickly, which can reduce the reaction time for the following traffic, especially when braking, which, in turn, reduces the braking distance. In addition to the higher safety standards, Elmos LED rear light drivers offer vehicle manufacturers a wealth of new design options for a striking and dynamic vehicle rear, combining great design freedom with high functionality, safety and energy efficiency.

We are also developing new drivers for OLED applications in rear lights and for front grille designs. Illuminated front grilles are increasingly becoming an important new feature in modern vehicles, as the "illuminated grille" creates strong and unique brand effects. In addition, lighting concepts in the front grille support the vehicle's communication with other road users or pedestrians – an important function in driverless autonomous driving.

Airbags

In addition to active assistance and safety systems, passive safety systems, such as airbags, contribute significantly to the safety of vehicle occupants and prevent or even reduce serious or fatal accidents. Elmos airbag ICs enable the airbag control unit to deploy the relevant airbags – or several airbags simultaneously if necessary – in fractions of a second in the event of a front, rear or side crash, or to activate restraint systems such as the belt tensioner.



Some modern vehicles are fitted with up to 30 different airbags to provide occupants with the best possible protection in the event of an accident.

In fully autonomous driving, the possible applications and number of airbags will continue to grow in the future because the different postures and adjustable seat angles in a self-driving car would mean that conventional restraint systems such as the three-point safety belt would only provide insufficient occupant protection in the event of an accident. To do this, the system must precisely detect the position of the occupants in the vehicle so that the correct airbags are deployed in the event of an accident.

Elmos ICs do more than provide better protection for vehicle occupants. Special pedestrian airbags soften the impact that a pedestrian or cyclist has on a vehicle and significantly reduce the effects of an accident.

And from an environmental point of view, airbags also contribute positively in a way that should not be underestimated. Installing airbag systems means that lightweight materials can be used, thus considerably reducing the weight of the vehicle chassis without compromising the safety of its occupants.



Motor control

As the electrification of vehicles progresses, the demand for intelligent electromechanical components such as actuators, fans and pumps is rising sharply. In modern vehicles, several dozen of these little assistants enable the electronic and automatic control of a variety of systems and functions in the interior and exterior of the vehicle. The increasing use of motor control ICs is mainly driven by comfort functions and the thermal management system, which is essential for all electric vehicles to increase efficiency and range.

Elmos is already a leading global specialist for reliable IC solutions for DC, BLDC and stepper motors. Our latest generation of products will be launched in 2025, including a new optimized controller for high-performance brushless motors and a range of fully integrated motor drivers for different power ranges. These new products enable highly efficient and low-noise drive solutions for a variety of motor types in a power range from under 5 watts to over 1 kilowatt. This means that applications such as valves, pumps, active radiator grille shutters, fans, air conditioning flaps and all types of actuators can be operated very efficiently and almost silently. In addition to the innovative hardware, Elmos also provides a modern, qualified software platform for the motor control ICs, which enables complete system solutions and significantly reduces development times for new applications.

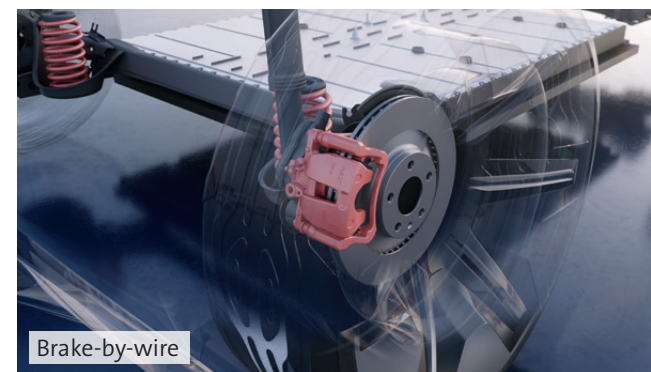


Thermal management

In the field of electromobility, thermal management plays a crucial role in optimizing the efficiency, charging times, and ranges of hybrid and electric vehicles. Our portfolio in this area is constantly growing. Elmos' thermal management products cover the three core elements – engine, battery, and interior – and enable intelligent cooling and thermal management in modern vehicles.

To ensure perfect interaction between the coolant and refrigerant circuits, Elmos motor control ICs regulate a large number of pumps, valves, and flaps throughout the vehicle, thus maintaining an optimal operating temperature for all mechanical and electronic components. This increases the efficiency of the drive system and reduces energy and fuel consumption.

Unlike in vehicles with internal combustion engines, the heat for heating the interior of battery-powered vehicles must be generated by the battery alone. Optimum and highly efficient temperature control is therefore very important, especially in winter, in order to use as little energy as possible from the battery. Elmos motor control ICs also help here. Smart air-conditioning shutters and vents allow the airflow in the interior to be regulated with great precision. Individual climate zones allow each occupant to enjoy a personal feel-good temperature without having to heat or cool the entire vehicle cabin and consume unnecessary energy.



Elmos' innovative applications in the area of thermal management support the expansion of electromobility, enable a reduction in vehicle emissions, and thus make a significant contribution to protecting the environment.

Sensor ICs (including battery management)

Elmos sensor ICs are the important interface between the analog and digital world. Elmos sensor ICs have been setting standards for more than 25 years, for example, for measuring pressure and temperature in vehicles. In electric vehicles, Elmos semiconductors for Battery Management Systems (BMS) monitor the operating and charging status of the battery system, regulate the charging and discharging cycle as well as power output to the various loads, and maintain the voltage and operating temperature of the battery within an optimal range. This increases the safety, performance, and service life of the battery.

Brake-by-wire systems supported by Elmos brake pressure sensor ICs are gradually replacing conventional braking technologies in vehicles. Compared to classic mechanical braking systems, they offer optimum control and a significantly faster response time. They also allow the braking behavior to be tailored to the driver's individual requirements.

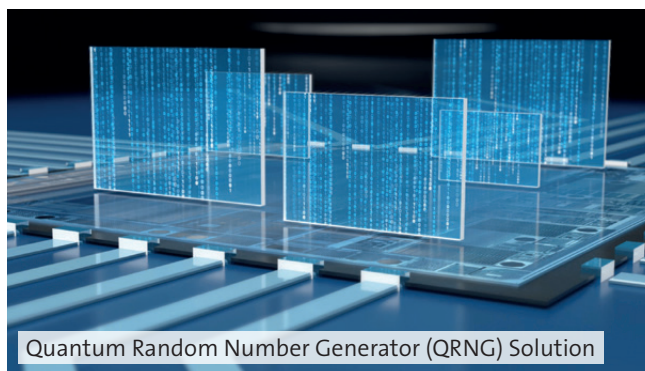


Power management (eFuse)

Based on proven technology, we have developed new fully integrated rain sensors for the windshield, which raise the detection quality of water and dirt to a new level. A perfectly functioning rain sensor has an important task in the age of automated driving, namely to ensure a clear view of the centrally mounted front camera, and of course functional safety is also a must here.

Power management (including eFuse)

The switch to E/E zone architectures, which are essential for autonomous driving, the change to a 48-volt electrical system and increasing digitalization and software-defined vehicles, are increasing the demand for innovative and intelligent solutions for electronic fuses. Modern vehicle designs require a high and reliable supply of energy, especially in the case of electric and hybrid vehicles. With the new eFuse product family, classic fuses can already be replaced today. Unlike conventional fuses, electronic fuses respond extremely quickly and reliably. In addition, eFuses are more sustainable because, unlike fuses, they do not have to be replaced after triggering. Electronic safety systems also enable the creation of flexible and software-defined vehicle system architectures and help to reduce weight by reducing the number of wiring harnesses in the vehicle.



Quantum Random Number Generator (QRNG) Solution

Cybersecurity

As cybersecurity threats increase due to the rapid rise of AI and quantum computing, the need for secure and robust encryption is growing rapidly. Increasing connectivity, digitalization and software updates in modern vehicles are also increasing the requirements being placed on data protection and cybersecurity. Elmos is developing the world's smallest quantum random number generator IC (QRNG) for this purpose. Based on quantum mechanical principles, the QRNG IC enables true random number generation and thus provides more effective protection against cyber attacks of all kinds. The Elmos QRNG IC can be easily integrated into various applications such as IoT, automotive and car-to-X communication, which underlines the versatility of the QRNG IC's application possibilities.

Non-automotive applications (Share of sales in FY 2024: 8%)

Elmos ICs contribute to greater environmental protection, safety, and comfort beyond the automotive sector, too.

Smart home

With its semiconductor applications for smart installation and building technology, Elmos makes homes safer and more energy-efficient. Advanced semiconductor technology makes it possible



Smart home

to connect a wide variety of functions in homes or buildings and control them centrally and easily using a smartphone or tablet.

Advanced motion and presence detection using the Elmos PIR (passive infrared) smart sensor helps reduce electricity consumption in buildings or sends alerts about unwelcome intruders. Elmos semiconductors are used in HVAC systems in buildings in order to regulate room temperatures in the most efficient and energy-saving way possible, for example.

Industrial automation

Elmos semiconductors facilitate the transformation of industrial automation into Industry 4.0. Digital solutions and the connectivity of machines have made industrial processes increasingly efficient and flexible, while also enhancing productivity and quality. Costs, energy consumption, and emissions can be reduced simultaneously. Elmos semiconductors are used in a number of different areas of application, such as in temperature and pressure monitoring, power supply, or the connection of machinery with industrial processes.