

elmos[®]



ESG Presentation

March 2025

Our ESG/Sustainability Strategy & Materiality Analysis


- Sustainability is an integral part of our **corporate strategy**, management processes and business goals.
- Success is not only measured by financial KPIs. Social acceptance, ecological awareness and correct ethical conduct are also important **success measures**.
- Growth and sustainability go hand in hand to realize long-term **profitable growth** combined with a **positive contribution** to the environment and society.
- Awareness for social and ecological responsibility is demonstrated by numerous **activities** and projects throughout Elmos and along the **value chain**.
- The Company’s development in terms of sustainability (ESG) is also part of the **Remuneration System** of the Management Board.

The foundation of our ESG strategy is a **double materiality analysis**. In 2024, this analysis was revised and redesigned according to the requirements of the CSRD (Corporate Sustainability Reporting Directive) and the corresponding ESRS (European Sustainability Reporting Standards). It distinguishes positive and negative impacts as well as risks and opportunities (IROs). Elmos identified the following sub-topics of the ESRS to be material.

Environmental

ESRS E1: Climate change

- Climate change mitigation
- Energy



Social

ESRS S1: Own workforce

- Working conditions
- Equal treatment and opportunities for all
- Other work-related rights



ESRS S2: Workers in the value chain

- Working conditions
- Equal treatment and opportunities for all
- Other work-related rights

Governance

ESRS G1: Business conduct

- Corruption and bribery
- Corporate culture



We have already implemented many **activities** in all three areas of sustainability – **environmental, social and governance** – and we will continue to work on making an even **more positive contribution to our society and environment** in the future.

ESG: Key Element of our Corporate Culture



Environmental Protection and Climate Action

Energy Management System based on ISO 50001

Environmental Management System based on ISO 14001

Definition of **Climate Targets** based on CCF (Scope 1 & 2)

Numerous activities and **investments for environmental protection**, reduction of emissions and waste, for example:

- Procurement of renewable electricity
- LED building lighting at the production site in Dortmund
- Internal water treatment and recycling system
- PV-system at the production site in Dortmund
- Switching to more environmentally friendly refrigerants for the chillers in Dortmund
- Re- & upcycling, focusing on critical and rare materials



Social Responsibility for Employees and Society

Strict compliance with **human and labor rights** by all employees and business partners through our **human rights policies** and **Code of Conduct**

Zero tolerance policy towards any form of discrimination, disadvantage or harassment

Diversity and equal opportunities for all Elmos employees

Highest standards for occupational **health and safety** and many free offers for a healthy lifestyle

Examples of support by the **Elmos Foundation**:

- Engineers without borders in Bangladesh, Cameroon, and Nepal
- Children aid projects in Kenia, Peru, and Argentina
- Various student scholarships in Germany



Responsible Corporate Governance

- Monitoring of strict compliance with laws, regulations and guidelines through a Group-wide **Compliance Management System (CMS)**
- **Risk Management System (RMS)** incl. due diligence on potential human rights and environmental risks with our suppliers
- Prohibition of corruption and bribery as well as anti-competitive behavior, enforced through an **anti-corruption policy**
- Performance-related **remuneration** of the Management Board, also based on **ESG-performance**
- **Whistleblower system** with various reporting channels to report violations fully anonymous
- Transparent and **comprehensive communication with all stakeholders** incl. ESG-related topics

ESG Reporting & Communication with our Stakeholders



- **We know our stakeholders:** Interests and expectations of our stakeholders are incorporated in our business and ESG strategy.
- **We listen to our stakeholders:** Suggestions are collected and evaluated. Improvements are implemented by the relevant departments.
- **We inform our stakeholders:** Our ESG efforts are communicated through our comprehensive ESG reporting coordinated by the Elmos IR, PR & ESG team.

Investors

| | |
|---|--|
| Interests and expectations <ul style="list-style-type: none"> ▪ Positive business development ▪ Profitability & growth ▪ Comprehensive IR communication | Communication channels <ul style="list-style-type: none"> ▪ Annual General Meeting ▪ Financial reports ▪ Press releases ▪ Roadshows & conferences |
|---|--|

Customers

| | |
|---|---|
| Interests and expectations <ul style="list-style-type: none"> ▪ Innovative solutions ▪ High quality products ▪ Delivery capability ▪ Technology & innovation roadmap | Communication channels <ul style="list-style-type: none"> ▪ Long-term partnerships ▪ Customer support ▪ Trade fairs ▪ Workshops & Audits |
|---|---|

Legislation

| | |
|--|---|
| Interests and expectations <ul style="list-style-type: none"> ▪ Strict legal compliance ▪ Compliance with permits, regulations and guidelines ▪ Active collaboration | Communication channels <ul style="list-style-type: none"> ▪ Certifications ▪ Associations ▪ Working groups ▪ Surveys |
|--|---|

Suppliers

| | |
|--|--|
| Interests and expectations <ul style="list-style-type: none"> ▪ Compliance with contracts ▪ Legal standards | Communication channels <ul style="list-style-type: none"> ▪ Long-term Partnerships ▪ Supplier Code of Conduct ▪ Supplier surveys ▪ Risk management & audits |
|--|--|



Employees

| | |
|---|--|
| Interests and expectations <ul style="list-style-type: none"> ▪ Secure workplaces ▪ Fair payment ▪ Career opportunities ▪ Attractive employer & benefits | Communication channels <ul style="list-style-type: none"> ▪ Employee communication ▪ Training & further education ▪ Corporate events & staff meetings ▪ Works council |
|---|--|

Society

| | |
|---|---|
| Interests and expectations <ul style="list-style-type: none"> ▪ Responsibility for environment and society ▪ Positive contribution | Communication channels <ul style="list-style-type: none"> ▪ Elmos Foundation ▪ Collaborations with universities & science ▪ Donations |
|---|---|

ESG Product Matrix & Product Contribution



- The innovative microelectronics developed by Elmos make a significant contribution to improving the lives of people and to protecting our environment.
- We shape future mobility, and our products make the world more sustainable, safer, and a better place to live.

Elmos Group – ESG product contribution¹ (based on fiscal year 2024)

Elmos products make a major contribution to environmental protection and efficiency, health and safety, as well as comfort and well-being.

The majority of Elmos products can be used for multiple purposes simultaneously:

- **69%** of Group sales make a substantial contribution to **environmental protection and higher efficiency**.
- **77%** of Group sales enhance **health and safety** in road traffic, at home, or in industrial processes.
- **60%** of Group sales increase the **comfort and well-being** of end consumers.

Already today, Elmos semiconductor solutions make our world **greener, safer, and more comfortable**.

In the future, we plan to align our product portfolio and the development of new semiconductor applications even more closely with sustainability and climate protection so that we can provide additional innovative solutions that substantially reduce greenhouse gas emissions in our product segments.

| | | Contribution to increased | | |
|-----------------------|--|---|-------------------|------------------------|
| | | environmental protection and efficiency | safety and health | comfort and well-being |
| Application | Automotive | | | |
| | Airbag | 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 | |

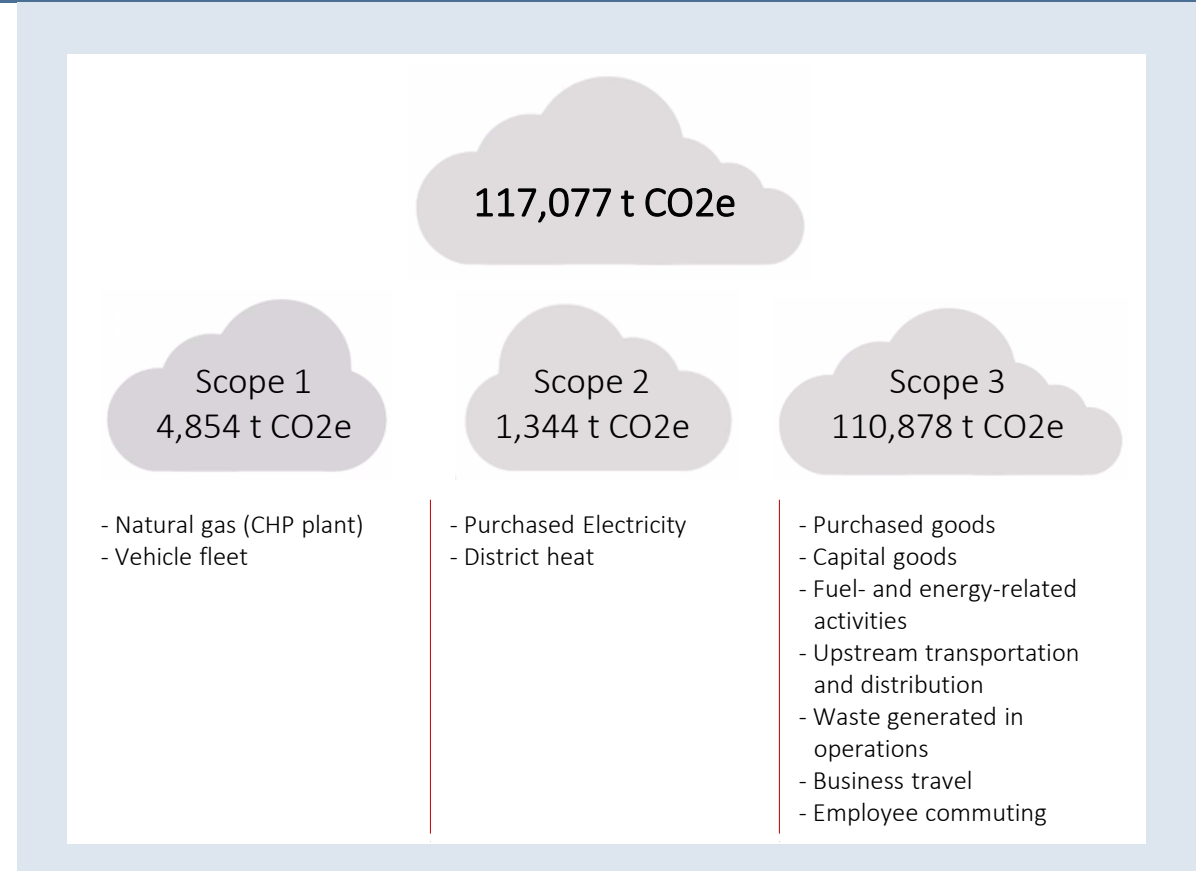
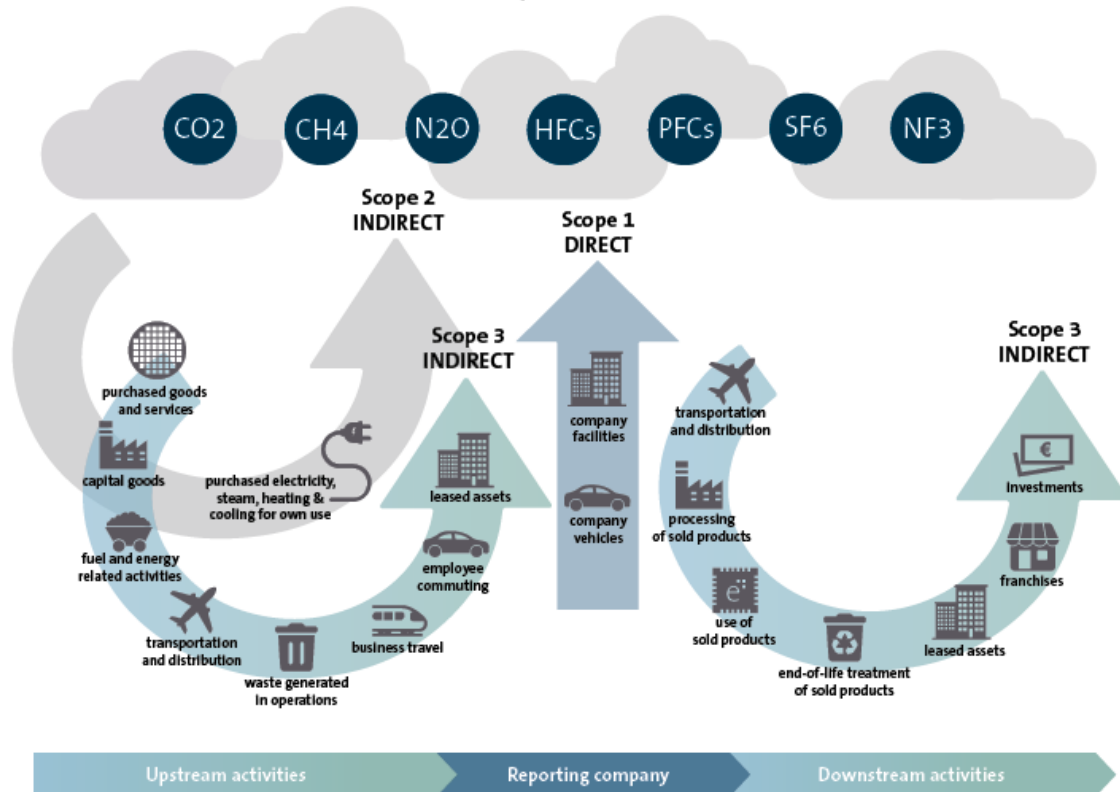
¹ Based on data for 2024. All applications with a high or medium impact are considered to make a significant contribution.

Elmos Corporate Carbon Footprint (Scope 1-3)

Since 2023, Elmos is calculating its comprehensive Corporate Carbon Footprint covering Scope 1 to 3 annually.

- The Corporate Carbon Footprint is based on the internationally recognized reporting standard Greenhouse Gas (GHG) Protocol.
- The Corporate Carbon Footprint represents Elmos as a fables company as this is our new setup.
- The Corporate Carbon Footprint builds the basis for the Elmos emission reduction targets and external GHG reporting.

Overview of GHG Protocol scopes and emissions across the value chain



Elmos Climate Targets & Renewable Energy Target

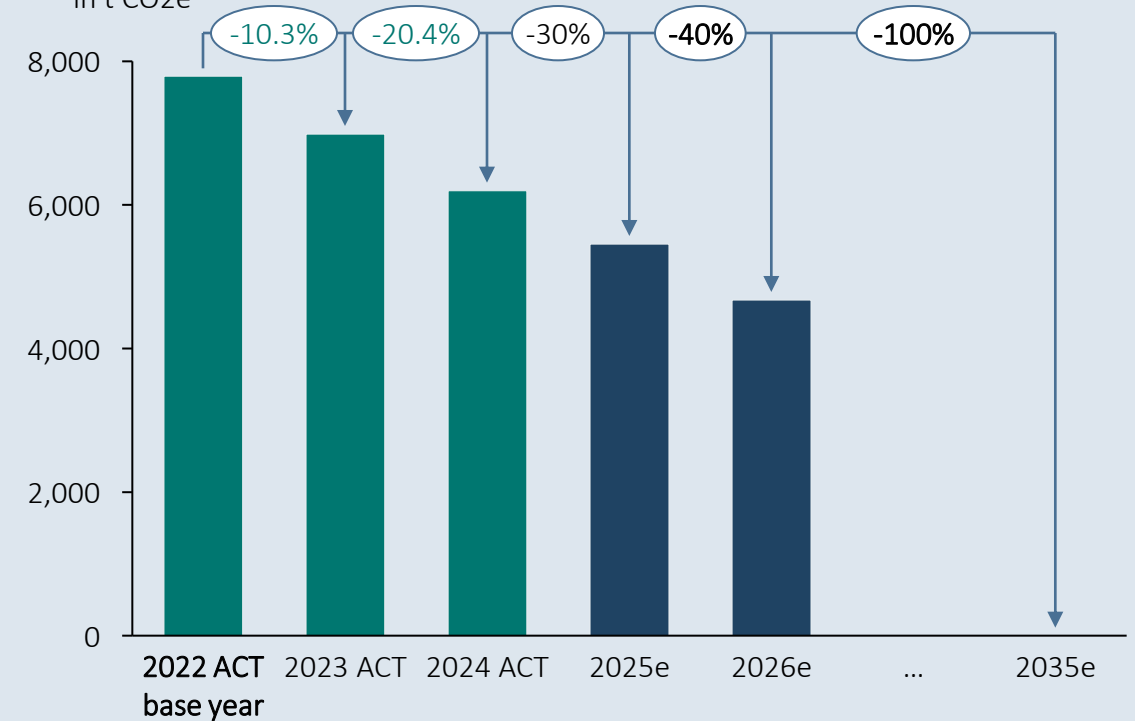
Elmos Climate Targets

- Climate Target 1: Elmos wants to reduce its GHG emissions **as a fables company** for its own activities (Scope 1 & 2) by **40% until the year 2026** compared to the base year 2022.
- Climate Target 2: Elmos wants to become **climate neutral** for its own activities (Scope 1 & 2) by 2035.

Elmos Renewable Energy Target

- To achieve Climate Target 1, Elmos wants to gradually switch its external electricity procurement to electricity from renewable sources.
- Renewable Energy Target: Elmos wants to reach a share of **100% renewable energy** in the external electricity procurement by 2026.
- We will achieve this by purchasing Guarantees of Origin (GoO).
- In 2024, the share of renewable energy in our external electricity procurement was 86,6%.
- Selected roof areas at our production site in Dortmund are also suitable for PV systems. We install PV systems on these roof areas to generate our own green electricity. In 2024, 68 kWp were installed.

Scope 1 & 2 emissions in t CO2e



DISCLAIMER

This presentation contains forward-looking statements based on beliefs of Elmos' management. Such statements reflect the company's current views with respect to future events and are subject to risks and uncertainties. Many factors could cause the actual results to be materially different, including, among others, changes in general economic and business conditions, changes in currency exchange rates and interest rates, introduction of competing products, lack of acceptance of new products or services and changes in business strategy. Actual results may vary materially from those projected here. Elmos does not intend or assume any obligation to update these forward-looking statements.

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