



## Elmos Semiconductor SE ESG/Sustainability strategy

Section: ESG Materiality analysis

Coverage: Elmos Group

Supported UN SDGs:



Addressed GRI Standards: 3-1, 3-2, 3-3

The basis for developing the Elmos sustainability strategy, which takes the entire value chain into account – starting with our suppliers and our own activities all the way through to our product portfolio and added value for our customers – is a materiality analysis. This way we identify the key sustainability topics for Elmos. This includes aspects that we can influence as a company, such as our consumption of energy and resources, as well as aspects that have an impact on us, such as those that are considered to be material by our stakeholders and within our industry.







To identify these key topics, the 17 **Sustainable Development Goals (SDGs)** of the United Nations (UN) are used, which take into account all three dimensions of sustainability: society, ecology, and economy. Since, in particular, social issues are reflected and promoted in part through the Elmos Foundation, the main sustainability targets have been analyzed for both the Elmos Group and the Elmos Foundation.

### SUSTAINABLE DEVELOPMENT GOALS



**Material sustainability-related topics for the Elmos Group**

The Elmos Group develops innovative microelectronics, thereby shaping the mobility of the future for a more sustainable, safer world that is a better place to live. Within the scope of the materiality analysis for the Elmos Group, the following six goals were identified as areas where Elmos, as a business, has the greatest influence. The SDGs thus form the basis of our ESG activities and goals. For each sustainable development goal, the approach within the Elmos Group is outlined and exemplary ESG policies and KPIs are listed to underline how the Elmos Group can contribute to the identified goals:

SDG	Our approach	Selected Elmos ESG Policies and KPIs
	<ul style="list-style-type: none"> <li>• Holistic occupational health management</li> <li>• Culture of trust and appreciation for employees</li> <li>• Occupational health and safety protection</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational health and safety</li> <li>• Health promotion of our employees</li> <li>• Work-life balance and reconciliation of work and family life</li> </ul>
	<ul style="list-style-type: none"> <li>• Raising awareness about diversity-related topics</li> <li>• Part-time models and flexible working hours</li> <li>• Equal treatment and equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity and equal opportunities</li> <li>• Fair and equal pay</li> <li>• Anti-discrimination</li> <li>• Share of female employees</li> </ul>
	<ul style="list-style-type: none"> <li>• Holistic sustainability strategy</li> <li>• Increasing the future viability of the company</li> <li>• Partnership-based cooperation with customers, suppliers and business partners</li> </ul>	<ul style="list-style-type: none"> <li>• Upholding human rights</li> <li>• Anti-discrimination</li> <li>• Business ethics and anti-corruption</li> </ul>
	<ul style="list-style-type: none"> <li>• Innovation through internal idea management</li> <li>• Product solutions enabling ecofriendly mobility concepts and reduced emissions</li> <li>• Distinct research and development activities</li> <li>• Cooperative research projects with industry, universities and institutes</li> </ul>	<ul style="list-style-type: none"> <li>• Employee training</li> <li>• Average hours of training</li> <li>• ESG product matrix and product contribution</li> </ul>
	<ul style="list-style-type: none"> <li>• Production of durable products</li> <li>• Promotion of a circular economy</li> <li>• Environmentally conscious choice of materials and packaging</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental protection and management</li> <li>• Raw materials from controversial sources</li> <li>• Energy efficiency of Elmos products</li> </ul>
	<ul style="list-style-type: none"> <li>• Environmentally friendly, efficient and low-emission production</li> <li>• Measures for energy saving and emission reduction</li> <li>• Supporting the achievement of our customers' climate targets</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental protection and management</li> <li>• Energy efficiency of Elmos products</li> <li>• Energy procurement, renewable energy, GHG emissions, water balance, waste</li> </ul>

**Material sustainability-related topics for the Elmos Foundation**

The purpose of the Elmos Foundation includes the promotion of research, science, and education, regional support at the Elmos Group’s locations worldwide, and fighting poverty around the world. Through these aims, the Elmos Foundation makes key contributions to the following six SDGs:



The following table lists sample projects that receive or have received support from the Elmos Foundation separated by the three areas that make up the foundation’s purpose:

Promoting research, science and education	Supporting local activities at the locations of the Elmos Group	Fighting worldwide poverty
<ul style="list-style-type: none"> <li>– Deutschlandstipendium (student scholarship, TU Dortmund University and University of Duisburg-Essen),</li> <li>– RuhrTalente (student scholarship for adolescents),</li> <li>– Kitz.DO (children and youth technology center and student laboratory),</li> <li>– Get Racing Dortmund (student racing team of TU Dortmund),</li> <li>– <i>and more</i></li> </ul>	<ul style="list-style-type: none"> <li>– BB4U (equipment of youth leisure facilities in Dortmund),</li> <li>– Wohnen ohne Handicap e.V. (housing project for people with disabilities),</li> <li>– Konzerthaus Dortmund (promotion of Dortmund Concert Hall),</li> <li>– Theater- und Konzertfreunde Dortmund (promotion of culture in Dortmund),</li> <li>– Jungtop Community Welfare Center, Korea (school bags and running shoes for children in need),</li> <li>– <i>and more</i></li> </ul>	<ul style="list-style-type: none"> <li>– Engineers without borders (photovoltaic plants on schools in Bangladesh, small hydropower plant in Cameroon, reconstruction aid after earthquake in Nepal, deep well in Tanzania),</li> <li>– Sambhava (residential group for educational purposes, development cooperation and sports for children in Nepal),</li> <li>– Eruisaku (foundation for orphans and education in Nigeria),</li> <li>– <i>and more</i></li> </ul>

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<b>Additional documents</b>	<ul style="list-style-type: none"> <li>Company profile</li> <li>ESG targets</li> <li>ESG policies</li> <li>ESG KPIs</li> <li>Sustainability and non-financial report</li> <li>Certificates</li> <li>Accompanying documents</li> </ul>
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