elmos

Elmos Semiconductor SE
ESG Policies

Section:	Governance
Chapter:	Quality und product safety
Policy:	Quality and crisis management
Coverage:	Elmos Group
Supported UN SDGs:	
Addressed GRI Standards:	2-25, 404, 416

At Elmos we practice a first-time-right and zero-defect strategy which has been consistently implemented in all areas of the Company for many years. Thus, we achieve an outstanding level of quality - in our business, production, and service processes as well as in our products. In order to maintain this high level, Elmos attributes utmost importance to quality and safety - on the corporate level as well as on the product level.

At the corporate level, this applies to all operational processes. Our core processes, from product definition over development and production up to sales are supported by management processes (corporate management, information security) and support processes (supplier management, facility management, IT, Human Resources). Regular checks of the implemented processes and tools, seamless product support along the value chain, continuous analyses and state-of-the-art statistical procedures ensure a high level of quality. To this end, our **quality management system** has been certified in accordance with the demanding **IATF 16949** (includes ISO 9001) and is audited annually in monitoring and repeat audits. Our emergency plan describes measures (such as redundancies in power supply or safety stock) to prevent emergencies (such as power failure, fire or storm) and to maintain operational processes after an emergency occurred. Depending on the risks and effects of the emergency, customers and interested parties are informed about the extent and duration of the situation, when it has had an impact on the business process.

In addition to the general emergency plan presented here, additional **specific emergency plans** are in place for selected subsidiaries, individual buildings at our headquarters, and for special topics such as IT, elevator systems, or force majeure. All documents contain, among other things, detailed descriptions of procedures and clearly defined responsibilities.

To supplement the aforementioned emergency plans, we have established a comprehensive **risk management system (RMS)** aimed at safeguarding the continued existence of the company. It complies with the statutory requirements for a risk management system pursuant to Art. 91 par. 3 of the German Stock Corporation Act (Aktiengesetz, AktG). As part of the RMS, risks are identified, suitable countermeasures are defined, compliance with and effectiveness of these measures is monitored, and responsibilities for compliance with the corresponding processes are defined.

At product level, the main focus lies on aspects of product safety. As our products are predominantly safety-relevant electronic systems for cars, our Group-wide functional safety processes are certified according to **ISO 26262** (Functional Safety - FuSi). In addition to requirements for the products themselves, the certification already calls for the application of certain methods during development and production. Our semiconductors, for example, are extensively tested with regard to their quality and function at various stages of the production process in order to identify possible manufacturing defects as early as possible and ensure fault-free operation of the semiconductors later on.

To be able to also meet our high standards of quality and safety in the future, all employees receive regular training on the above-mentioned topics. All new employees receive an introduction to the Elmos quality system during the course of their orientation days, for example.

ESG Policies	Employee training
	Compliance management system (CMS)
	Supply chain management
ESG KPIs	Average hours of training
Certificates	IATF 16949:2016
	ISO 26262