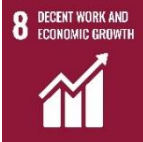





Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Fixed term (temporary) contracts and external temporary work
Coverage:	Elmos Group
Supported UN SDGs:	 

Addressed GRI standards: 401, 402

Elmos may use fixed-term temporary contracts and external temporary work to increase manufacturing flexibility and absorb fluctuations in capacity. These instruments enable Elmos to respond at short notice and flexibly to an increasingly rapidly changing market environment.

Elmos strives to minimize its use of fixed-term temporary contracts and particularly external temporary work as much as possible and considers these instruments merely as an option to increase flexibility, such as managing peaks in demand. However, these tools can help to optimize our competitiveness, thereby contributing to overall job security.

The vast majority of Elmos employees are in direct, permanent employment relationships.

ESG KPIs	Employment relationships
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