



## Elmos ESG targets

Section:	Sustainability targets
Coverage:	Elmos Group
Supported UN SDGs:	
Addressed GRI Standards:	2-22

Within the Elmos Group, sustainability-related targets already exist, particularly within the framework of the ISO management systems implemented at Elmos, but also beyond that. Some selected targets are presented in our sustainability reporting with reference to the identified material impacts, risks and opportunities. Overall responsibility for setting targets lies with the Management Board. The implementation of actions and the monitoring of target achievement is carried out by the respective departments. Further information on actions and metrics in connection with the sustainability targets and beyond can be found at [www.elmos.com](http://www.elmos.com) in the sustainability section.

### Sustainability targets in the area of climate change

Parameter	Climate target 1	Climate target 2	Share of renewable energies in external electricity procurement
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	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.
Target	-40%	-100%	100%
Target horizon	2026	2035	2026
Reporting year	-20.4%	-20.4%	86.6%
Status	●	●	●
Relevant IRO	Output of greenhouse gas emissions in production		Energy consumption in production

### Sustainability targets in the area of the own workforce

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

### Sustainability targets in the area of workers in the value chain

Parameter	Monitoring of key suppliers and service providers	Compliance in the value chain
<b>Description</b>	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.
<b>Target</b>	100% of key suppliers and service providers	0 critical reports
<b>Target horizon</b>	Annually	Annually
<b>Reporting year</b>	100% of key suppliers and service providers	0 critical reports
<b>Status</b>	●	●
<b>Relevant IRO</b>	Non-compliance with the Code of Conduct for Suppliers and Business Partners	Non-compliance with the Code of Conduct for Suppliers and Business Partners

---

<b>Additional documents</b>	Company profile & product contribution Materiality analysis & ESG/Sustainability strategy ESG policies ESG KPIs Sustainability and non-financial report Certificates Accompanying documents
-----------------------------	---

---