Microchips for the mobility of the future

Join #TeamElmos

elmos

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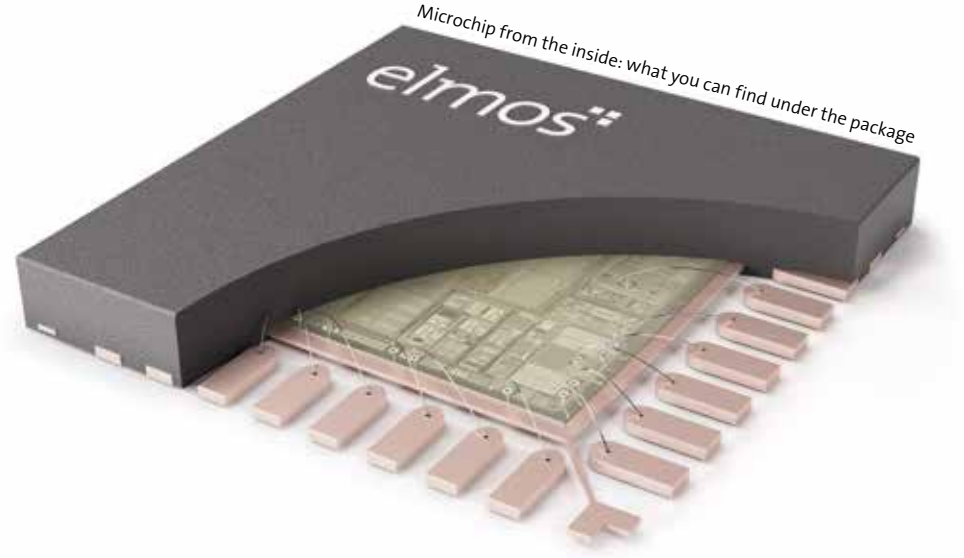


Microchip from the inside: what you can find under the package

Welcome to Elmos

Innovative microchips for the mobility of the future: This brochure describes our company culture and our passion for smart semiconductors. Elmos not only represents innovative technologies – we also value and support our employees. We offer attractive benefits, a pleasant work environment, and numerous development opportunities. The health and wellbeing of our employees is very important to us. That is why we emphasize aspects such as workplace ergonomics, occupational health, and a good work-life balance.

Would you like to help shape the automotive future? At Elmos, you have the opportunity to contribute your knowledge and creativity while growing as part of a dynamic team. We offer various training programs, internships, and dual study programs to support and promote talented young people.

A successful career naturally includes fair compensation and individual working time models. Since Elmos values performance and success, we offer attractive salary packages and flexible working hours.

Join our unique team and discover the range of possibilities offered by Elmos as an employer.

Join #TeamElmos and shape the automotive future with us!

Elmos microelectronics for automotive applications (examples)

Electrification & Efficiency

Comfort & Premium

Safety & ADAS

Autonomous Driving
- 360° sourround sensing

Ambient Lighting
- Stripes
- Floor light
- Roof light
- Reading light
- Door panels light
- Cup-holders light
- Dashboard surfaces
- Footwell light
- Entry light

Airbag
- Passenger
- Pedestrian

Exterior Functions
- Aerodynamic flaps
- Wiper control
- Front light leveling

Rear Lighting
- Dynamic rear light
- Brake light
- Turn indicator light
- Reverse light
- Fog light
- Daytime running light

Safety Warning (ADAS)
- Blind spot detection
- Side distance
- Cross traffic
- Emergency brake
- Pre-crash

Power
- eFuse
- USB-C supply
- Antenna supply

Interfaces
- LIN/CAN bus transceiver
- PSI5 sensor transceiver

Park Assistance
- Standard parking
- Automatic parking

Front Lighting
- High & low beam
- Daytime running light
- Turn indicator light
- Grille light
- C2X – car communication

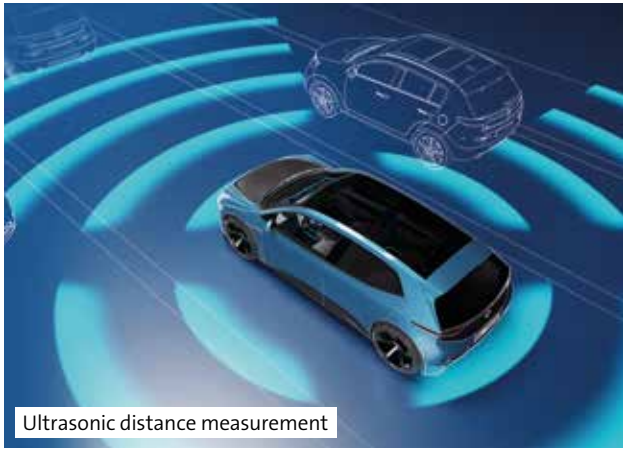
Sensing
- Pressure
- Force
- Torque
- Position
- Temperature

Thermal Management

Engine
- Cooling fan
- Active grille shutter
- Water pump
- Water valve
- Oil pump

Cabin
- Air flap
- Air fan
- Air vent
- Expansion valve
- PTC heater

Battery
- Cooling fan
- Water pump
- Water valve


Ultrasonic distance measurement

Dynamic rear light

Smart climate control

Autonomous driving

Ambient light

Electromobility

Elmos microchips move the world

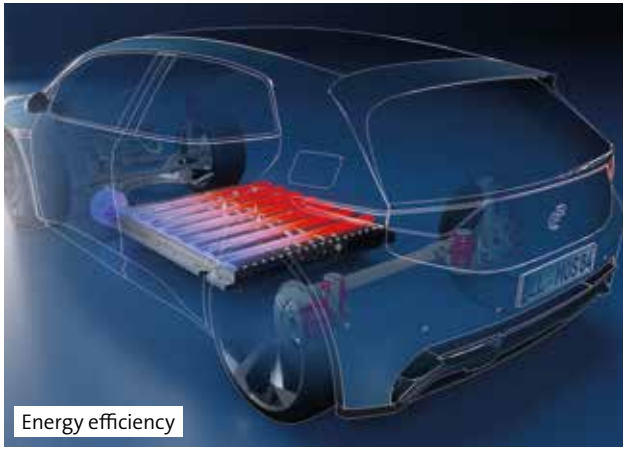
Elmos has been developing intelligent microchip solutions for over 40 years, primarily for the automotive industry. As a fabless company and specialist for analog mixed-signal ICs, Elmos makes the mobility of the future safer, more comfortable and more efficient. The innovative products of Elmos enable reliable driver assistance systems, intelligent sensors, efficient motors and new LED lighting concepts in modern vehicles. As a market leader in cutting-edge applications, Elmos is powering global megatrends such as autonomous driving, electromobility and software-defined vehicles.

From the development to the distribution of Elmos semiconductors: Our highly specialized teams develop, design, produce, and test the integrated circuits for our innovative future mobility products. Elmos is one of the most experienced suppliers of analog mixed-signal semiconductors for the automotive industry. We are globally positioned with sales and design centers and represented in all key markets.

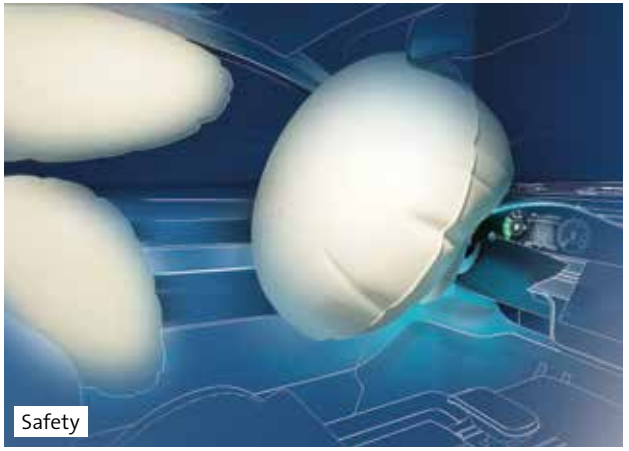
Elmos – driving future mobility

Digitization

Power management (eFuse)


Energy efficiency

Environment detection


Safety

Parking assistant

We are globally and locally strong

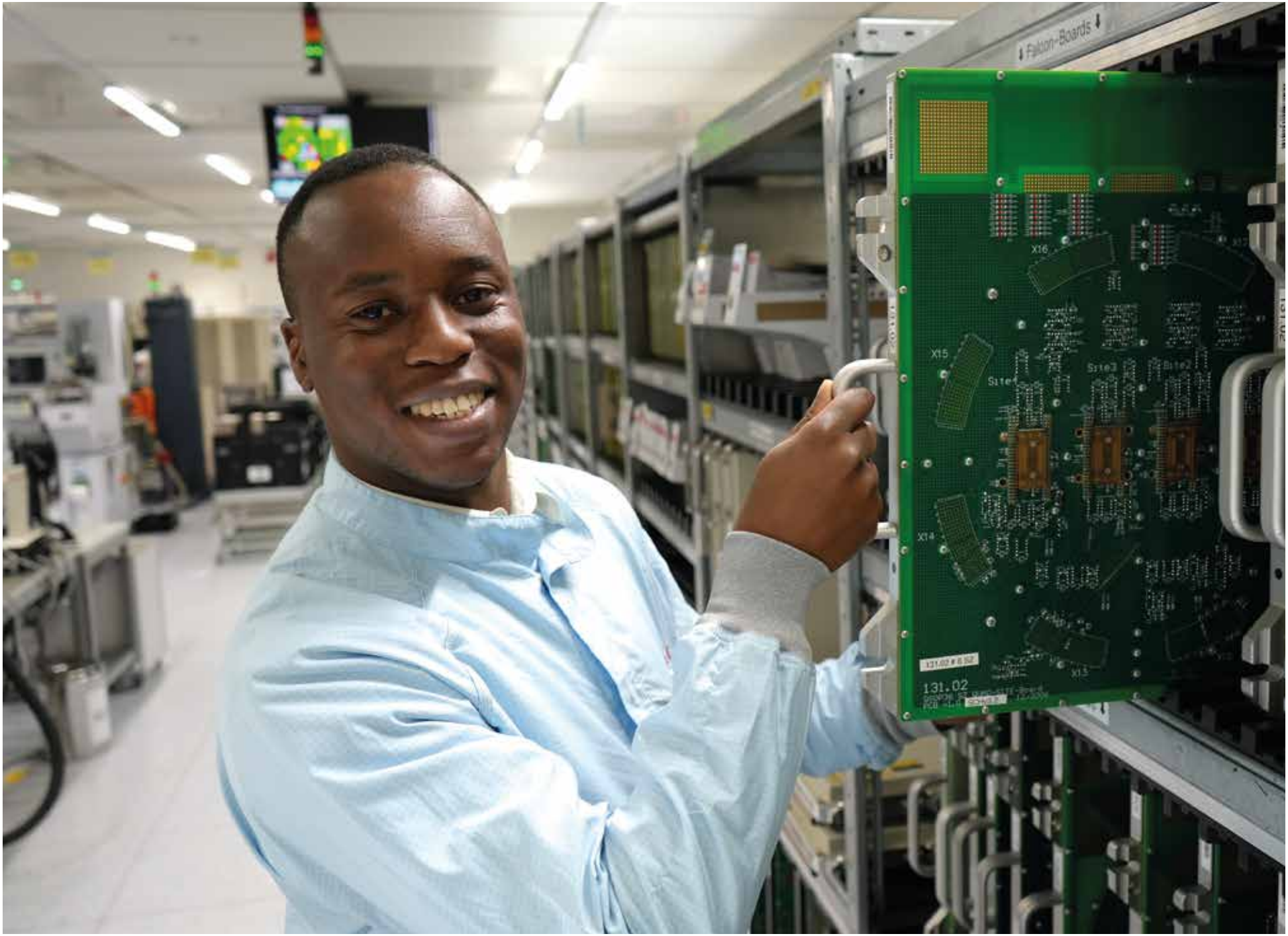
5
mega trends
electrification & efficiency, comfort & premium, safety, ADAS & autonomous driving, SDV

5
product segments
Ranging, Sensing, Motor Control, Lighting, SDV & Safety

20
locations worldwide
in 10 countries
HQ: Leverkusen, Germany
Main Site: Dortmund, Germany

>40
years experience
in analog mixed-signal IC solutions

>1,100
employees
thereof ~500 product developers and engineers


Falcon-Boards
X16
X15
X14
131.02

Elmos as an employer – join #TeamElmos

Elmos is a global corporate group with more than 1,100 employees at 20 sites around the world. Our company culture based on flat hierarchies promotes team-oriented work and is always open to questions and new ideas. We cooperate with leading companies in the industry to create innovative, competitive semiconductor solutions. Our success is based on game-changing expertise, an in-depth understanding of applications, and close collaboration with our customers.

Career: We are always looking for motivated people to make our team stronger. Career development and growth are important to us: We offer outstanding opportunities for career growth for you in an innovative, positive work environment. Choose from a range of options to launch your career with us. From an internship to a study program or cooperation as part of a bachelor or master thesis, the opportunities for joining us are varied and exciting.

Company culture: Working here means being part of #TeamElmos. As an "Elmosian", you will get to know passionate colleagues who want to make a difference. The environment is ideal for innovations to flourish. As a global company, we have a cosmopolitan culture based on mutual respect – regardless of gender, origins, religion, or physical limitations.

More than a job: Elmos offers more than just a job. We are aware of our social responsibility to our employees. Your life at and outside of work is enriched by a good work-life balance, active health offers, corporate social benefits, and much more.

What we offer our employees

We support each other through the open exchange of knowledge and a constructive, supportive atmosphere. We are committed to our environment and society in our actions. With decades of experience and today's knowledge, we create innovations for the future.

Welcome Day and onboarding: When you start, we will welcome you with a Welcome Day. This is an ideal opportunity to get to know our company, our vision, our products, and our corporate culture at first hand. As part of a one-year induction program, you will be trained in all the skills, tools and techniques you need to make the most of your start at Elmos. Of course, the focus is also on networking with your Elmos colleagues to enable ideal integration and collaboration.

Further training: We support and promote your further training, offering a selection of courses to expand your personal and professional know-how. In addition to technical training for specific tasks, you can take various courses, such as Business English or German courses with subsequent certification, project management courses (IPMA), and even programming languages such as SQL. Training in soft skills, the use of Microsoft Office applications, and presentations complete the selection.

Promotion of new talent and career development program: We identify and substantiate your potential through an individual career development program and support you accordingly. This support tailored to your needs opens the door for you to pursue a management or technical career.

Annual employee performance appraisal: Constructive feedback is very important to us. You review the past year in an annual meeting with your supervisor. The outlook for the coming year is jointly discussed as well. The annual employee appraisal interview is a welcome opportunity to establish your progress, reflect on personal development goals, and also to give feedback to your supervisor and the team.

4

VORSICHT
CAUTION
WATCH YOUR HEAD
Leere Trays In
Q-Bin
WARNUNG

Direct insurance: You have access to direct insurance from various companies in the form of deferred compensation through the monthly payroll.

Parking garage: The parking garage is free for all Elmos employees to use. Bicycles can be safely parked there as well.

Cafeteria: All Elmos employees can enjoy breakfast as well as a balanced lunch at the cafeteria. The menu changes every week with a variety of delicious dishes and beverages. Traditions such as our Pizza Thursday also ensure that the cafeteria in Dortmund is always popular. Elmos provides free fruit and water to promote employee health. Sites outside of Dortmund have many lunch options as well.

Barista Café: Our Barista Café on the Elmos Campus in Dortmund is a special highlight. It offers premium specialty coffees, delicious pastries, and snacks.

Employee suggestions for improvement: Innovation Matters! We work and live by this guiding principle at Elmos. Naturally, our employees are the main driving force behind innovations. We are committed to promoting your ideas and suggestions for improvements. Rewarding good ideas with a bonus is therefore a matter of course.

Elmos patents: Driving innovation together! Our many inventors at Elmos are always distinguishing themselves with ground-breaking new ideas. Elmos currently has more than 800 patents in a wide variety of product segments. Good cooperation between our development departments around the world and Elmos patent management helped us reach this impressive number and continues to drive future technology research.

Employees recruit employees: We also need your help to support lasting growth at Elmos. You can recommend friends, acquaintances, or relatives for posted positions and earn attractive bonuses for successful recruitment.

Corporate benefits: With an extensive selection and exclusive price advantages for all Elmos employees, the corporate benefits offer savings for you every month on new products and services, travel, and much more. There really is something for everyone!

Our company culture is part of our success strategy

Our culture is based on mutual respect. It encompasses appreciation, openness, helpfulness, and courtesy. Elmos is also a place for personal encounters. We promote active internal employee communication and regularly hold events and company parties.

Elmos Insider: The Elmos Insider is an internal employee magazine published twice a year for our employees in a print and an online version. The magazine covers current topics, company news, trade fairs, events, awards, and much more. Current Elmos news as well as the presentation of new employees is published regularly online in the short format Elmos Insider Express.

International environment: We proudly practice diversity and bring together know-how from around the world. This international environment helps us learn from each other and provides opportunities for further development. It is promoted by close cooperation with our locations around the world.

Events: All employees are welcome at our various Elmos events. The Elmos Christmas market and our legendary summer party have been traditional highlights for years. Our food truck events offering free food and drinks are very popular as well.

HR management on site: All central HR functions are combined at our Dortmund site. This is where you find contact persons for a variety of topics such as payroll, management development, the promotion of new talent, continuing training and education, and recruiting.

Elmos Foundation: Established in 2016, the Elmos Foundation is a project close to our hearts. Our support is primarily provided at the national level, but also at the international level. For example, we support the local swimming club so that as many children as possible learn to swim at an early age. However, supporting educational projects in the Global South is also important to us. We want to reach people who are involved in charitable projects directly. Our approach is to provide targeted support. We support projects run by individuals or smaller organizations whose personal commitment we believe in. For more information about the Elmos Foundation, visit **www.elmos-stiftung.de.**

Elmos relief fund: With the "Elmos Unterstützungskasse e.V." relief fund, we offer assistance to both active and former employees and their immediate relatives in times of need. This can take the form of guidance as well as financial support.

Your health is important to us

Workplace health promotion is an important social standard at Elmos. We are more than just an employer, and are aware of our responsibility towards our employees. In this spirit, we offer regular preventive examinations (flu vaccine, skin screening, back check, diabetes care etc.), health days, and other opportunities such as blood drives or bowel cancer prevention.

Gym: Active and athletic in the morning, during lunch, or after work: Use our company gym free of charge at the Dortmund site for the perfect integration of sports into your daily life. Professional trainers are available to instruct you in the fitness facility and for yoga as well as other courses. A choice of massages is also offered for your personal relaxation.

Sports events: At Elmos, good cooperation is also promoted outside the office through various sports events. Take part in annual company runs, support the team in the dragon boat race, or get together with colleagues for a soccer game after work.

Bicycle leasing: Fit and active every day. Cycling is fun, promotes good health, and helps protect the environment. All Elmos employees have the opportunity to lease a bicycle with attractive terms. City bike, e-bike, cargo bike, or folding bike: Select the bicycle of your choice and also use it in your free time.

Workplace ergonomics: In addition to height-adjustable desks, eye health is of course a crucial aspect that must not be disregarded. That is why we cover the cost of computer workstation glasses. All employees who perform a significant part of their work on a screen are eligible for this benefit. Cost coverage requires a medical examination according to the Ordinance on Preventive Occupational Health Care (ArbMedVV), certifying that such glasses are needed. The examination can be performed by a company physician, eye specialist, or optometrist.

Operational integration management (OIM): At Elmos, we strive to promote, protect, or restore the health of our employees, to improve employee satisfaction, and to reduce time missed and the cost of illnesses. We offer support within the OIM framework to facilitate the return to work and to design the workplace situation so that the capacity for work can be maintained and/or improved.

Ready for an apprenticeship or a study program at Elmos?

The high-quality apprenticeship program at Elmos is tailored to our needs as an innovative, high-tech company, offering an outstanding basis for your future career. Many of our apprentices complete their apprenticeship with the top grade “excellent” and receive awards from the Chamber of Industry and Commerce. We are proud of our apprentices!

Our mission is to support young people in their career. Elmos therefore offers apprenticeships in numerous occupations as well as dual study programs. We assist you in your occupational development, identify your interests and potential, offer appropriate suggestions, and open many new doors.

The apprenticeship program at Elmos offers our apprentices more than just a look at the various departments and their work tasks. We also assist with educational matters. Exam preparation courses are offered before the final examinations along with factory training for certain apprenticeships.

Our trainers and training officers are chosen with the greatest care and have already received recognition and awards from the Chamber of Industry and Commerce. Elmos apprentices regularly finish with very good results and earn honors at the state and federal levels thanks to our trainers, who impart their knowledge and skills at the highest level.

Personal Development: In addition, Elmos offers “Inner Engineering”, a work-integrated development program for apprentices and dual students in their second year of training. Through 15 workshops, participants strengthen their personal, social, and communication skills, reflect on their strengths and goals, and gain greater self-efficacy and clarity about their own path.

Our commercial apprenticeships and study programs

- -> Industrial clerks (m/f/d)
- -> Commercial clerks (m/f/d) for office management
- -> Commercial clerks (m/f/d) for digitalization management
- -> Dual study program (m/f/d) in business administration
- -> Specialists (m/f/d) for warehouse logistics

Our technical apprenticeships and study programs

- -> IT specialist (m/f/d) in system integration
- -> IT specialist (m/f/d) in application development
- -> Electronics technician (m/f/d) for operating technology
- -> Physics laboratory technicians (m/f/d)
- -> Dual study program (m/f/d) computer science
- -> Practice-integrated study program (m/f/d) electrical engineering and information technology
- -> Practice-integrated study program (m/f/d) IT engineering
- -> Practice-oriented study program (m/f/d) electrical engineering

PHOENIX
PHOENIX DES LUMIÈRES

Compensation and working hours

30 vacation days and special leave: All full-time employees are entitled to 30 regular vacation days. In addition, only half the regular working hours are expected on Carnival Monday, Christmas Eve, and New Year's Eve. Special leave is also granted for occasions such as a wedding or change of principal residence.

Educational leave: We grant our employees up to five days' paid educational leave per year for voluntary continuing training and education that is recognized under the Employee Continuing Education Act (AWbG). For us, your growth and development – both professionally and personally – is important.

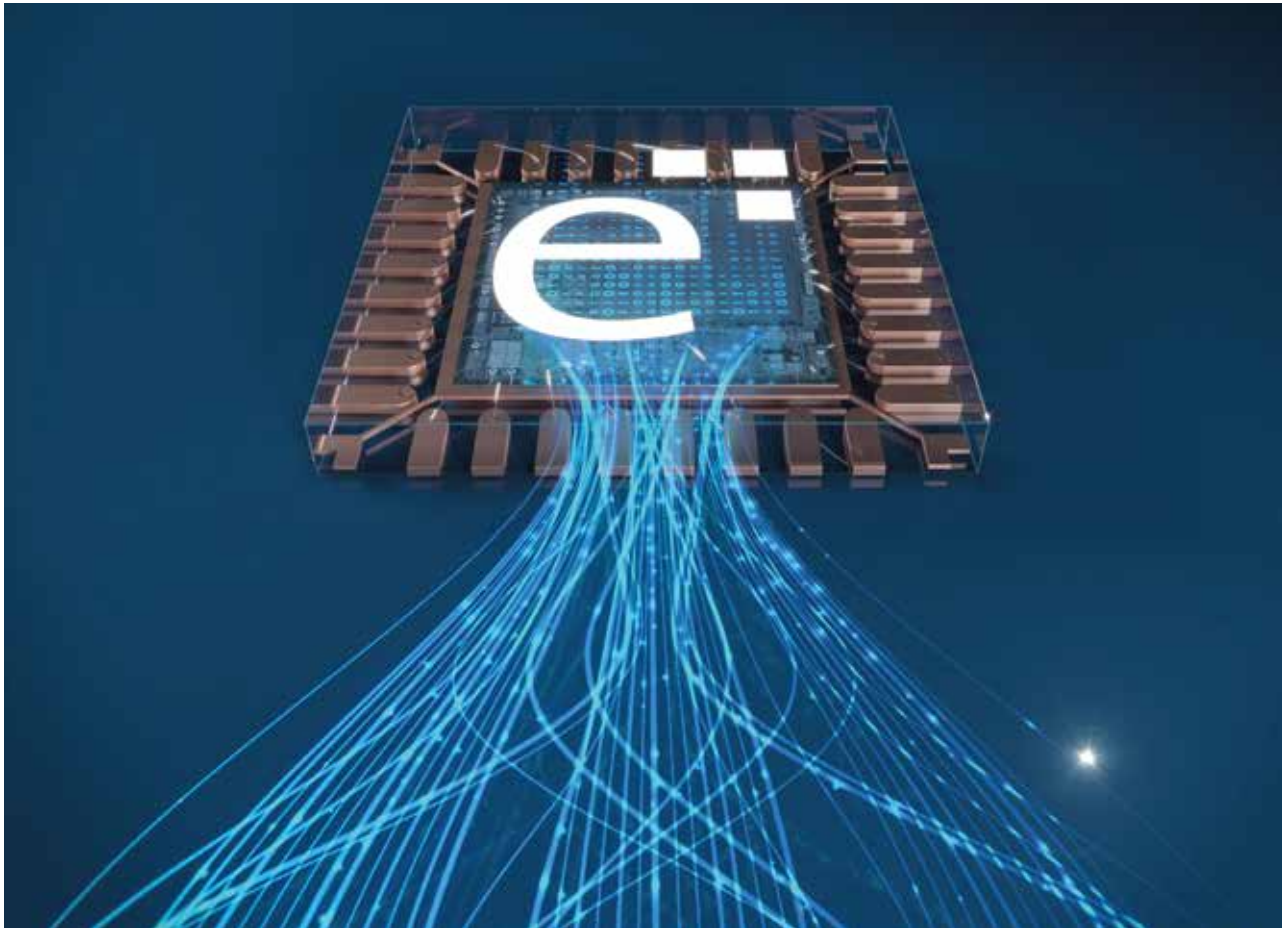
Accident insurance: At Elmos, you are automatically covered by a group accident insurance policy to secure your livelihood in case of an accident.

Payment of tax-exempt Sunday, holiday, and night premiums: Since our production runs 24 hours a day, 365 days a year, production employees work in a continuous shift system. This means the working time is divided into four shifts: An early, late, night, and nonworking shift. Corresponding remuneration for this commitment is a matter of course for us: We pay premiums for Sundays, holidays, and for the night shift.

Flexitime, flexible working time models: Your work should fit your life as well as possible. Working time preferences differ and may also change over the course of your life. That's why we offer flexible working time models that can be customized in consultation with your supervisor if this is compatible with your job.

Parental leave: Family comes first. Parents naturally want to spend a lot of time with their children, particularly when they are young. To provide the best possible support, Elmos offers flexible parental leave models based on legal guidelines, with the flexibility to adapt them in coordination with your supervisor.

Mobile work: A flexible work environment with the option of mobile work improves the work-life balance and promotes productivity. We have recognized this and offer the option of mobile work to Elmos employees whose position allows this.



In addition to economic growth, a strong and positive company culture is important to us. With us, you will not only find exciting tasks and projects, but also a community of dedicated and motivated colleagues.

Join #TeamElmos and let us shape the future of automotive mobility together!

Find the job for you through our application portal:

https://aktuelle-jobs-elmos.career.softgarden.de/en/

More information:

YouTube

LinkedIn

Instagram

www.elmos.com

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