

Our sustainability targets

Targets for the 2023 fiscal year	Status	Description
<p> Overall goals</p> <p>Set ambitious climate protection and diversity goals as part of the compensation system for the Management Board for the 2023 fiscal year.</p> <p>Incorporate the main sites formerly operated by Cypress into the integrated management system IMPRES by the end of the 2023 fiscal year by obtaining external certification of the sites.</p>	<ul style="list-style-type: none"> ● ● 	<p>Climate protection and diversity goals were defined as part of the compensation system for the Management Board.</p> <p>All the main sites formerly operated by Cypress were incorporated into our IMPRES matrix certification in the 2023 fiscal year on the basis of external audits.</p>
<p> Business ethics</p> <p>Restructure the risk assessment process, linking it with the self-assessment process for Group companies and locations. This should ensure that all significant compliance risks are identified, evaluated and transferred into the annual compliance program.</p>	<ul style="list-style-type: none"> ● 	<p>The risk assessment process was expanded to include a two-stage model, whereby certain high-risk companies and sites were identified at Group level (1st stage). These high-risk companies were assessed in detail at local level (2nd stage) using structured questionnaires, and the risks identified there were transferred to the compliance program.</p>
<p> Human rights</p> <p>Introduce a declaration of principles on human rights as part of Infineon's CSR strategy.</p> <p>Gradually introduce training on human rights for our employees worldwide.</p>	<ul style="list-style-type: none"> ● ● 	<p>In the 2023 fiscal year, we published Infineon's Human Rights Policy. This supports our CSR framework with a focus on human rights.</p> <p>In the 2023 fiscal year, we rolled out a separate and global human rights training program. This includes topics such as an explanation of fundamental human rights, the role of companies and international organizations, and the measures Infineon is taking to respect human rights.</p>
<p> Human resources management</p> <p>In the long term, we want the proportion of women in management positions to reach 20 percent. With the development of division-specific targets and measures, which are regularly reviewed by the relevant management groups or by the Management Board, this target should be achieved. Another measure is to increase the visibility of talented women within the Group.</p> <p>The existing global target of 80 percent overall employee satisfaction remains unchanged for the time being. The measures we are adopting to achieve this target include continuing to develop leadership skills and ensuring balanced workloads.</p>	<ul style="list-style-type: none"> ① ● 	<p>The proportion of women in middle and senior management positions in the 2023 fiscal year was 17.1 percent. This is therefore a further step towards achieving our long-term target, as it was a slight improvement on the prior fiscal year.</p> <p>In the 2023 fiscal year, we achieved the global target we had set ourselves, with 85 percent of employees giving a positive response to the questions "Would you recommend Infineon as a great place to work?" and "How happy are you working at Infineon?" in our engagement pulse check. This survey of employees is conducted twice a year using the People Success Platform GLINT.</p>

● Target achieved ① In progress ○ Target not yet achieved

Targets for the 2023 fiscal year	Status	Description
<p> Human resources management</p> <p>At least 90 percent of all our managers (from the Director level with five or more direct employees) will conduct a Leadership Dialog with their employees within two years. The Leadership Dialogs provide managers with structured feedback from their employees. This makes it possible for them to reflect on their own management behavior, recognize their strengths and identify potential improvements. This improves collaboration both with and within the team. The measures for achieving this target include regular monitoring of the completion of Leadership Dialogs and the training of internal or external moderators for the Leadership Dialogs.</p>	<p>🕒</p>	<p>In the course of the Leadership Dialogs, managers receive structured feedback from their employees. Currently, around 82.2 percent of managers have conducted their Leadership Dialogs in the past two years. We consider it important to ensure that these dialogs about targets continue to take place and that the percentage of dialogs conducted continues to increase. We therefore actively communicate with managers on this subject and have now also introduced an automated calendar reminder for the next Leadership Dialog. These reminder functions are currently being enhanced. We are constantly expanding and training our pool of moderators, in order to provide the best possible support for our managers.</p>
<p> Protection of our employees</p> <p>Introduce a global digital software solution to report and process work-related accidents and commuting accidents at all the main production sites and at the corporate headquarters Campeon (Germany).</p>	<p>●</p>	<p>In the 2023 fiscal year, a digital software solution to report and process work-related accidents and commuting accidents was developed, so that the main production sites and the corporate headquarters Campeon will be able to provide reports on this subject at the beginning of the 2024 fiscal year.</p>
<p> Environmental sustainability and climate protection</p> <p>Carbon neutrality</p> <p>Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions defined by the GHG Protocol. By the end of the 2025 fiscal year, emissions should already have been reduced by 70 percent compared with the 2019¹ calendar year.</p> <p>Energy management</p> <p>Implement projects and measures in the 2023 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.</p> <p>Greenhouse gas emissions</p> <p>Implement measures that will generate total emission savings of 50,000 tons of CO₂ equivalents by the end of the 2024 fiscal year.²</p>	<p>🕒</p> <p>●</p> <p>🕒</p>	<p>By the end of the 2023 fiscal year, our emissions were already 56.8 percent lower than the emissions in the base year 2019. We are therefore meeting the timetable we set for achieving our climate targets.</p> <p>In the 2023 fiscal year, we implemented measures that generated energy savings of more than 34 gigawatt hours.</p> <p>The implementation of the measures is progressing as planned. In the 2023 fiscal year, the installation of additional PFC abatement systems brought into operation led to a reduction of 24,101 tons of CO₂ equivalents.</p>

● Target achieved 🕒 In progress ○ Target not yet achieved

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.
2 Cumulative from the 2021 fiscal year.

Targets for the 2023 fiscal year	Status	Description
 Environmental sustainability and climate protection		
Water management		
Due to the increasing complexity of our products, the use of water in manufacturing increases too. Regardless of this growing product complexity, our aim is to keep our specific water consumption below 8.5 liters per square centimeter manufactured wafer.	●	Our specific water consumption was around 8.1 liters per square centimeter manufactured wafer.
Identify and evaluate the main water-saving measures of the last five fiscal years in order to continue to improve our water management and to derive quantified reduction targets.	●	We set up a group to share ideas about the main sites offering significant potential savings.
Waste management		
Regardless of growing product complexity, which typically requires an increase in the use of raw materials and supplies, our aim is to keep specific waste generation below 27.5 grams per square centimeter manufactured wafer. This is a long-term goal that is in accordance with our sustainability strategy.	●	Our specific waste generation was around 21.5 grams per square centimeter manufactured wafer.
Identify and evaluate the main waste-saving measures of the last five fiscal years in order to continue to improve our waste management and to derive quantified reduction targets.	●	We set up a group to share ideas about the main sites offering significant potential savings.
 Contribution through sustainable products		
Update the calculation of the Infineon carbon footprint, considering all the segments.	●	The Infineon carbon footprint was updated in the 2023 fiscal year and is published in this report.
 EU Taxonomy		
Analyze the options for automated evaluation and interpretation of the information required by the EU Taxonomy.	●	The analysis was conducted, and implementation is taking place in a two-stage process for the assessment of Taxonomy eligibility and Taxonomy alignment.

● Target achieved ● In progress ○ Target not yet achieved

Targets for the 2023 fiscal year	Status	Description
 Our responsibility along the supply chain		
<p>Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for 100 percent of the relevant suppliers.</p>	●	<p>In the 2023 fiscal year, an evaluation was conducted of 100 percent of suppliers of conflict minerals with regard to the origin and use of conflict minerals. The evaluation concluded once more that the Infineon supply chain is DRC conflict-free. The results of the evaluation are made available to our customers in the form of a declaration (Conflict Minerals Reporting Template).</p>
<p>Conduct a due diligence assessment for 100 percent of suppliers of products containing cobalt or mica to create transparency in the supply chain regarding the origin of cobalt and mica and publish the results in the form of a combined Cobalt and Mica Declaration.</p>	●	<p>In the 2023 fiscal year, a due diligence assessment was conducted of 100 percent of suppliers of products containing cobalt with regard to the origin and use of products containing cobalt. In addition, our supply chain was investigated with regard to the use of mica, and the results are made available to our customers in the form of a combined cobalt and mica declaration (Extended Minerals Reporting Template).</p>
<p>Implement an enhanced risk management system for human rights and environmental protection in the supply chain.</p>	●	<p>The planned enhancement of our risk management system for human rights and environmental protection in the supply chain was implemented. Among other things, additions were made to the Infineon Supplier Code of Conduct in the 2023 fiscal year, and the role of sustainability criteria in the supplier selection process was reinforced. A risk analysis to identify and mitigate risks relating to environmental protection and human rights throughout the supply chain was also conducted.</p>
<p>Introduce training in the procurement organization to raise awareness of risks in the areas of environmental protection and human rights.</p>	●	<p>In addition to worldwide training on the topic of human rights, 13 hours of live training sessions were provided within the procurement organization, focusing on human rights and environmental protection. More than 78 percent of employees in procurement took advantage of this training opportunity.</p>
<p>Analyze the CO₂ reduction targets and measures of all our major suppliers.¹</p>	●	<p>The CO₂ reduction targets and measures of all our major suppliers were analyzed based on data from the CDP Supply Chain Program and additional research and discussions. The data offer a clear basis for collaboration and supplier development in the area of climate protection.</p>
 Corporate citizenship		
<p>Implement best practice sharing sessions and training with the corporate citizenship representatives to follow a proposal for the distribution of donations by focus areas as part of our corporate citizenship strategy in the 2023 fiscal year.</p>	●	<p>In the 2023 fiscal year, best practice sharing sessions and training took place.</p>

● Target achieved ● In progress ○ Target not yet achieved

¹ Major suppliers are here taken to mean suppliers who together account for more than 50 percent of the scope 3 emissions.

Targets for the 2024 fiscal year

	<p>Overall goals</p>	<p>Set climate protection and diversity goals as part of the compensation system for the Management Board for the 2024 fiscal year.</p> <hr/> <p>Introduce a new digital platform for non-financial reporting; increase resilience and reduce the manual workload for data transfer by 50 percent.</p>
	<p>Business ethics</p>	<p>Restructure the risk assessment process, linking it with the self-assessment process for Group companies and locations. This should ensure that all significant compliance risks are identified, evaluated and transferred into the annual compliance program.</p>
	<p>Human rights</p>	<p>Conduct a risk analysis of human rights using self-assessments or audits at 100 percent of IMPRES certified sites.</p>
	<p>Human resources management</p>	<p>Infineon has set itself the long-term goal of increasing the proportion of women in management positions to 20 percent. With the development of division-specific targets and measures, which are regularly reviewed by the relevant management groups or by the Management Board, this target should be achieved. Another measure is to increase the visibility of talented women within the Group.</p> <hr/> <p>Continue to reach the existing global target of 80 percent overall employee satisfaction. The measures we are adopting to achieve this target include continuing to develop leadership skills and ensuring balanced workloads.</p> <hr/> <p>At least 90 percent of all our managers (from the Director level with five or more direct employees) will conduct a Leadership Dialog with their employees within two years. The Leadership Dialogs provide managers with structured feedback from their employees. This makes it possible for them to reflect on their own management behavior, recognize their strengths and identify potential improvements. This improves collaboration both with and within the team. The measures for achieving this target include regular monitoring of the completion of Leadership Dialogs and the training of internal or external moderators for the Leadership Dialogs.</p>
	<p>Protection of our employees</p>	<p>Introduce a global training campaign on our seven Golden Rules of Safety, with a different focus in each fiscal year.</p>

Targets for the 2024 fiscal year

 Environmental sustainability and climate protection	Carbon neutrality Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions as defined by the GHG Protocol. By the end of the 2025 fiscal year, emissions should already have been reduced by 70 percent compared with the 2019 ¹ calendar year.
	Energy management Implement projects and measures in the 2024 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.
	Greenhouse gas emissions Implement measures that will generate total emission savings ² for greenhouse gases of 50,000 tons of CO ₂ equivalents by the end of the 2024 fiscal year.
	Water management Implement projects and measures in the 2024 fiscal year with annual recycling potential of 6 million cubic meters of water. This corresponds to the average annual water consumption of over 114,000 inhabitants in Europe. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.
	Waste management Increase the amount of solvent recovered, with the aim of reusing 800 tons of solvents in manufacturing.

¹ In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.

² Cumulative from the 2021 fiscal year.

Targets for the 2024 fiscal year

	Contribution through sustainable products	Update the calculation of the Infineon carbon footprint; save at least 125 million tons of CO ₂ equivalents with our products during their useful life.
	EU Taxonomy	Implement automated processes for the evaluation and interpretation of information relating to Taxonomy eligibility.
	Our responsibility along the supply chain	<p>Evaluate 100 percent of selected suppliers representing at least 70 percent of the procurement volume with regard to our sustainability requirements.</p> <p>Promote capacity building initiatives for suppliers to raise awareness of how to address specific human rights issues and mitigate the associated risks in their area of operations.</p> <p>Implement a global supplier engagement program to reduce CO₂ emissions in the supply chain (scope 3).</p> <p>Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for 100 percent of the relevant suppliers.</p> <p>Conduct a due diligence assessment for 100 percent of suppliers of products containing cobalt or mica to create transparency in the supply chain regarding the origin of cobalt and mica and publish the results in the form of a combined cobalt and mica declaration.</p>
	Corporate citizenship	Enhance and update the platform that is used for the reporting and management of the corporate citizenship program, followed by extensive training of the main users on the new functions.