

Corporate Social Responsibility at Infineon

Driving decarbonization and digitalization. Together.

December 2025

restricted



Infineon ranks among the 15 percent[1] most sustainable semiconductor manufacturers worldwide

Sustainability at Infineon includes **social, ecological, and economic values.**

Infineon was one of the first semiconductor companies to voluntarily commit to the Ten Principles of the UN Global Compact.

Infineon meets **global societal challenges** such as climate protection, energy efficiency, and resource management with innovative products.

Infineon is committed to actively driving decarbonization and digitalization.

Infineon's climate target is to become **carbon-neutral by the end of 2030 fiscal year**[2].

Infineon has several external recognitions that confirms its performance.

[1] Based on the results of The Sustainability Yearbook 2023 by S&P Global.
[2] Scope 1 and 2.

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Global challenges emphasize the increasing importance of Sustainability and Corporate Social Responsibility (CSR)

Our strategy is based on Infineon's vision…

Driving decarbonization and digitalization. Together.

…mission

We make life easier. **We make life safer.** **We make life greener.**

…and a stakeholder management approach

We voluntary commit to…

United Nations Global Compact

Infineon entered the UN Global Compact in 2004 and **voluntarily committed to the Ten Principles**.

SUSTAINABLE DEVELOPMENT GOALS

We support the United Nations **Sustainable Development Goals (SDGs)** and incorporate them into our business model.



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Infineon’s global management system supports our sustainability strategy

Infineon Integrated Management Program for Environment, Energy, Safety and Health (IMPRES) is an internally developed management system which aims to fulfill the legal requirements and ensure:

- Efficient resources management
- High safety and health standards
- Environmental protection
- Efficient energy management

- It is structured and certified in accordance with:

ISO 14001[1] ISO 45001[1] ISO 50001[2]

> > Know more in our IMPRES policy



1 Since 2005 Infineon has a worldwide certification at all major manufacturing sites and corporate headquarters.
2 Since 2012 Infineon is certified at the largest European manufacturing sites and corporate headquarters.

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Our sustainability performance is recognized by leading rating agencies and investors

Rating	Score/listing		
	2019	Latest Update	
MSCI ESG	A	AAA	↑
Dow Jones Sustainability™ Index	Sustainability™ Index listing 83rd	Listed in DJSI World & Europe	↑
Sustainalytics	19.8 Low	13.4 Low	↑
CDP	Climate : B Water: B -	Climate: B Water: B	↑
Ecovadis	“Gold” award	“Platinum” award	↑
FTSE4Good Index	Index member	Index member	=
ISS ESG Corporate Rating	C+ Prime	C+ Prime	=
WDI	69%[2]	70%	↑

[1]Sector average score: 39; due to methodological changes no score for 2024 published
[2]For our first time response in 2023

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Our seven focus areas



Our focus areas support the global challenges and our commitments

We have identified seven focus areas



These areas described in our **CSR Policy** that sets guidelines for responsible and sustainable business operation, based on the fulfilment of the legal requirements where we operate and our voluntary commitments.

We measure and disclose our performance

- To be successful with our vision we define every year new sustainability targets, including targets for our seven focus areas to ensure an ongoing progress and continuous development.
- We are disclosing our performance in our Sustainability Report, successfully verified by Deloitte within a limited assurance and additionally selected indicators were subject to reasonable assurance audit.

To know more information about targets and assurance report:

- Sustainability at Infineon, Supplementing the Annual Report 2025
- Assurance Report of the Independent Auditor regarding Sustainability Information 2025

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Business Ethics: Our set of principles makes us a reliable partner

Our ethical principles promote a positive corporate culture

Honesty | **Fairness in market** | **Respect** | **Integrity** | **Social Responsibility** | **Ethics**

In order to implement these principles, Infineon has introduced a compliance management system for all Group companies.

Infineon Business Conduct Guidelines

Reflect our ethical principles and provide an overview of important regulations that are intended to provide support in legal and ethical requirements.

Are communicated to the employees worldwide through regular training to ensure the highest level of awareness and are available in several languages.

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Human Rights: We promote fair working conditions and respect for human rights

Together for Human Rights

Our commitment to internationally recognized human rights principles and standards, namely International Bill of Human Rights and its Universal Declaration on Human Rights is reflected in our:

CSR Policy | Supplier Code of Conduct | Human Rights Policy | Business Conduct Guidelines

Any suspicion of human rights violations or concerns can be raised by any stakeholder to either our Human Rights Officer, Compliance or through our whistleblower hotline Infineon Integrity Line.



In our **Human Rights Policy** we identify our priorities with regards to human rights, and detail Infineon efforts to ensure human rights are respected worldwide in the course of our business operations and with our business partners.

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Human Resources Management: Diversity is a pillar of our success

We progressed and are about to take the next step

Global longer-term goal of 20% by 2030

Gender

18.5% of women in middle and senior management positions

Age

Average Age: 39.7 years

Cultural

More than 115 nationalities

We take continuous measures to support diversity

- Training & awareness building for leaders
- Support & motivation for talents
- Suitable work environment
- Anchoring in people processes
- Continuous support of initiatives

> > Know more in our Sustainability report



This data refers to the 2024 fiscal year.

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Our Occupational Safety and Health System ensures high safety & health standards

We protect our employees

Our Occupational Safety and Health Management System is certified in accordance with **ISO 45001**

We perform **Workplace-related risk assessments** worldwide using the Nohl[1] risk matrix and adopt measures based on the STOP[2] hierarchy

We established the **Seven Golden Rules of Safety**
We promote a **Behavior-based safety program**

We perform regular occupational safety audits

Regular safety training sessions and evacuation drills conducted

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1 Nohl: A method used to evaluate and assess occupational safety risks devised by Jörg Nohl.
2 STOP: Substitution, Technical Protective, Organizational Protective and Personal Protective Measures.

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Environmental Sustainability and Climate Protection: We drive decarbonization through products and by reducing our own footprint

Climate strategy at Infineon

Carbon neutrality[1] by 2030 fiscal year

140 million tons of CO_2 equivalents is our net ecological benefit



1. Avoid direct emissions and increase energy efficiency:
   - Voluntary investing in PFC[2] abatement enabling us to avoid more than ¾ of our potential direct scope 1 emissions
   - 100% renewable electricity achieved.
   - Expansion of climate strategy to the supply chain by committing to a Science-Based Target that includes Scope 3
2. Provide customers with Product Carbon Footprint (PCF) data

Impact through products and solutions

Our products enable CO_2 emission savings of ~143 million tons of CO_2 equivalents



Microelectronics are a key lever for electrification and CO_2 reduction

1. Green energy: replacement of fossil fuels in power generation with renewable, clean and secure sources
2. Digitalization of conversion chain: optimization of the entire energy chain through connectivity and smart control
3. Clean electrification: electrification of consumption areas previously dominated by fossil fuels with renewable energies
4. Energy efficiency: promoting of energy efficiency technologies like wide-bandgap for higher power density and lower losses

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1 Scope 1 and 2.
2 Perfluorinated and polyfluorinated compounds

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Environmental Sustainability and Climate Protection: We use our resources efficiently

Water management at Infineon

Our progress toward increasing water recycling and reducing water withdrawal is also tracked through our recycling and reuse rate, which reached **32%** in the 2025 fiscal year.

Water consumption in the 2025 fiscal year per unit of revenue was around **0.34 liters per euro**.

Our water stress analysis**,** conducted using the World Resources Institute's Aqueduct Water Risk Atlas, shows that water withdrawals in areas affected by water risks represent **1.7 percent** of our total water withdrawals across all sites.

We are planning to make investments in our production sites in Dresden (Germany) and Melaka (Malaysia) to implement measures to increase their water recycling capacity.

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Waste management at Infineon

In the 2025 fiscal year, solvents like cyclopentanone (CPT) and propylene glycol methyl ether acetate (PGMEA) amounting to **1,000 tons** were recovered and reused in the production processes of our manufacturing facilities.

The total waste generated per unit of revenue was **4.36 grams per euro**.

A reuse process for our hard plastic wafer transport boxes has been rolled out at all relevant frontend sites. The boxes are returned to suppliers for reuse.

Infineon was able to send **68.07%** of the non-hazardous waste and **80.50%** of the hazardous waste for reuse or recycling, resulting in an overall recycling rate of **76.28%**.

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CSR Supply Chain Management: Due Diligence is managed following a risk-based approach

Infineon Supplier Code of Conduct

Our Supplier Code of Conduct is based on internationally recognized guidelines:

UN Global Compact, Fundamental principles of the International Labour Organization (ILO), Responsible Business Alliance (RBA), Infineon's Business Conduct Guidelines, German Supply Chain Due Diligence Act

All of our Suppliers shall comply with the requirements described in our Supplier Code of Conduct and agree on contractual control mechanisms to verify compliance with those.

Supply Chain Risk Assessment

01

FIRST STEP

Agreement to comply with the Infineon Supplier Code of Conduct

Suppliers agree to comply with essential business behavior requirements in the area of human-rights and environmental protection ("CSR minimum requirements") and agree on contractual control mechanisms to verify compliance.

02

SECOND STEP

CSR Assessments to proof level of compliance with CSR minimum requirements

Self-assessment questionnaire asks detailed questions regarding how suppliers manage compliance with CSR minimum requirements (~desk-based mini audit).

03

THIRD STEP

Third-party information & audits

Third-party information received via media, whistleblowing (e.g., Infineon Integrity Line) or audit reports from the Responsible Business Alliance (RBA) is reviewed and followed-up. Audits can be scheduled to monitor compliance and improvement.

Consequence Management to take action in case of gaps to CSR requirements

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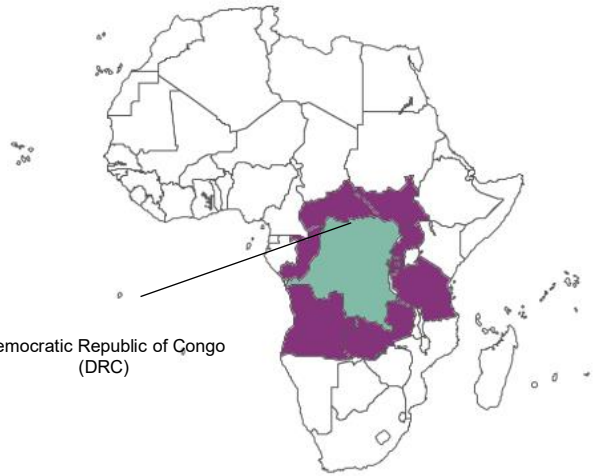
CSR Supply Chain Management:
Infineon is taking systematic steps for responsible sourcing

All Infineon products are DRC conflict-free according to the OECD Due Diligence Guidance

- As a member of the Responsible Member Intiative (RMI), we take action to **avoid the use of conflict minerals[1] in our supply chain** according to the OECD Due Diligence Guidance
- Processes regarding selection and change of materials are implemented to maintain the “DRC Conflict-Free” status of our products
- Suppliers of 3TG containing materials were requested to conduct a due diligence
- Cobalt and mica (layered silicates) due diligence was included in Infineon's responsible minerals sourcing program due to highlighted concerns over social and environmental impacts
- Upon request, we provide our customers the standardized Conflict Minerals Reporting Template (CMRT) issued by the RMI that traces the metals back through the supply chain

3TG

180.95 73	118,71 50	183,34 74	196,97 79
Ta	Sn	W	Au
Tantalum	Tin	Tungsten	Gold



We believe that the avoidance of conflict minerals throughout the supply chain that directly or indirectly finance or benefit armed groups in the DRC or adjoining countries is a firm contribution towards the prevention of human rights abuses.

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1 Products that do not contain conflict minerals from DRC are considered as DRC Conflict-Free.

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Corporate Citizenship: Infineon supports communities to cope with global challenges

Areas of activity



Promotion of technical education by introducing children to university and technology environments through a week of special lectures (Germany)

Encourage employees and their families to take low-carbon actions in the Company and in their communities (China)

Support for the HOPE project in preparing and distributing hygiene kits to displaced families and children affected by wildfires (California, USA)

Promotion of voluntary reforestation in Carinthia and biodiversity through collaboration with Arge Naturschutz (Austria)

Engagement possibilities

Cash Donations

Employee Volunteerism

In-kind Giving

Sponsoring

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1 STEM: Science, Technology, Engineering and Mathematics

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To know more about sustainability: https://www.infineon.com/sustainability

Find us on social media:

www.twitter.com/infineon

www.facebook.com/infineon

www.instagram.com/infineoncareers

www.infineon.com/linkedin

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