Infineon Technologies Slavery and Human Trafficking Statement

Status March 2023

Infineon Technologies AG is a global semiconductor leader in power systems and IoT. Infineon drives decarbonization and digitalization with its products and solutions. The company has around 56,200 employees worldwide and generated revenue of about €14.2 billion in the 2022 fiscal year (ending 30 September). Infineon is listed on the Frankfurt Stock Exchange (ticker symbol: IFX) and in the USA on the OTCQX International over-the-counter market (ticker symbol: IFNNY).

We cooperate with numerous suppliers who provide us with materials and services, or who manage parts of our supply chain. Only in close cooperation with our suppliers, we will achieve sustainable competitive advantages in the future. The California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 require certain businesses to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking in their supply chains. The disclosures are intended to provide consumers the ability to make better choices about the products and services they buy and the companies they support. As reflected in our commitment to the United Nations Global Compact we respect and promote internationally recognized human rights principles and standards, including the rights to personal dignity and privacy. As set forth in our Human Rights Policy, Business Conduct Guidelines as well as in our Supplier Code of Conduct, we do not tolerate human rights abuses in any form, nor any form of forced labor, slavery, involuntary prison labor or child labor. The term "child" refers to persons under the age of 15. Exceptions apply for certain countries subject to ILO[1] Convention 138 (minimum age reduced to 14 years) or for job training or training programs that are authorized by the respective government and which demonstrably promote those participating. We strictly oppose any form of human trafficking and slavery and do not tolerate any form of forced labor, bonded or involuntary prison labor. All work is performed without coercion of any kind and can be terminated by us and by our employees provided reasonable notice is given.

Effective risk and opportunity management is a key element of our business activities. It supports the achievement of our strategic goals, namely sustainable profitable growth and ensuring efficient use of capital. Our Human Rights Officer is responsible for our human rights risk management system. In this context, we conduct an annual (and ad hoc) human rights risk analyses at our manufacturing sites globally covering the relevant areas of the International Bill of Human Rights and the fundamental principles of the ILO. In accordance with our Business Conduct Guidelines and our Supplier Code of Conduct the above-mentioned principles shall apply to both, internal cooperation and conduct towards external partners. Infineon provides mandatory training focused on our Business Conduct Guidelines to all employees worldwide, including those with direct responsibility for supply chain management. The training includes, among other topics, work-related standards and principles as well as fair business practices.
Infineon requires its suppliers to comply with all applicable laws, including those dealing with the protection of human rights, as well as with fair business practices and to be committed to our values. These and other expectations towards suppliers are reflected in our Supplier Code of Conduct, which is binding for our suppliers.

1 ILO: International Labour Organization.

In the 2023 fiscal year, our Supplier Code of Conduct was revised with specific reference inter alia to human rights and environmental protection.

A long-term partnership between Infineon and its suppliers is a core element of our corporate philosophy. In the course of this partnership, our suppliers are managed centrally in a supplier management portal where data is updated as necessary. This system is also used for supplier evaluation. The compliance with our requirements in the area of Corporate Social Responsibility (CSR) is highly relevant when selecting new suppliers, evaluating existing suppliers, and also for future supplier development. To assess the compliance with our requirements, selected suppliers have to answer a CSR questionnaire. These questionnaires are then evaluated by Infineon specialists. In case any deviation is identified, this will be discussed directly with the supplier. Suppliers must implement measures immediately to solve the issues addressed and are blocked in our system for ordering in case of insufficient collaboration or improvement. If any answers appear to be unacceptable, Infineon reserves the right to audit a supplier. Infineon will apply appropriate legal measures, up to and including the termination of contracts, where company standards are not met. So far, Infineon has not used third party verifications nor independent or unannounced audits.

All employees, business partners, customers or other stakeholders who would like to report possible violations of regulations or internal guidelines can make their report to the Infineon Integrity Line, openly or anonymously. The Infineon Integrity Line is available to employees, suppliers, customers and other third parties, and considers local languages in addition to English. Infineon treats all reports confidentially and has a clear non-retaliation policy.

Avoiding "DRC[1] conflict minerals" in the supply chain means that we are contributing towards the prevention of human rights abuses. The term "DRC conflict minerals" applies to tantalum, tin, tungsten and gold (3TG), inasmuch as their extraction and/or trade directly or indirectly finances or benefits armed groups in the DRC or adjoining countries. In the 2022 fiscal year, Infineon identified 100 percent of its potential suppliers of conflict minerals and evaluated them with regard to their use and sourcing of conflict minerals. Based on the full response of our suppliers and in accordance with the requirements of the OECD[2] Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, we can duly state that all Infineon products are DRC conflict-free. Moreover, we request that our suppliers continue purchasing only raw materials from smelters that meet the Responsible Minerals Assurance Process (RMAP) requirements or those of an equivalent audit program. The RMAP standards are developed to meet the requirements of the OECD Due Diligence Guidance, the Regulation (EU) 2017/821 of the European Parliament and the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act.

Infineon is further evaluating appropriate auditing, verification and certification practices and processes to ensure the aims mentioned in this document.

For further information concerning Infineon's supply chain responsibility, please see "Sustainability at Infineon".

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Chief Financial Officer

1 DRC: Democratic Republic of the Congo.
2 OECD: Organisation for Economic Co-operation and Development.