

Sustainability targets 2025

To ensure transparent and consistent reporting, we describe below the status of the targets for the 2025 fiscal year set out in the Sustainability Report 2024 and a concise description of the measures adopted.

Targets for the 2025 fiscal year	Status	Description
Overall goals		
Set climate protection and diversity goals as part of the compensation system for the Management Board for the 2025 fiscal year.	●	Climate protection and diversity goals were defined as part of the compensation system for the Management Board.
Business ethics		
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 to the annual compliance program.	●	Following our risk assessment at Group level, we conducted the risk assessment in selected local units in the 2025 fiscal year in accordance with our rollout concept. In addition, the self-assessment was implemented in selected units using a comprehensive tool.
Human rights		
Introduce three performance indicators for the human rights risk management system to ensure continuous improvement in the effectiveness of the process.	🕒	The introduction of the three performance indicators has been partially implemented. One indicator has been fully achieved, while two others have been prepared but not yet completed. This indicates that the process to improve human rights risk management is actively progressing, but has not yet been fully established.
Human resources management		
Infineon has set itself the goal of increasing the proportion of women in management positions to 20 percent by the end of the 2030 fiscal year. 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.	🕒	The proportion of women in middle and senior management positions at the end of the 2025 fiscal year was 18.5 percent. This was an improvement compared to the previous-year figure of 17.9 percent and a further step towards achieving our long-term target of 20 percent.
Continue to achieve the existing global target of 80 percent overall employee satisfaction. The measures we are adopting to reach this target include continuing to develop leadership skills and ensuring balanced workloads.	●	In the 2025 fiscal year, we achieved this target, with 84 percent of employees giving a positive response to both questions in our engagement pulse check: "How happy are you to work at Infineon?" and "Would you recommend Infineon as a great place to work?". This employee survey is conducted twice a year using the Glint People Success Platform.
At least 90 percent of all our managers (from Director level with five or more direct employees) will conduct a Leadership Dialog with their employees within two years. 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.	🕒	In the course of the Leadership Dialogs, managers receive structured feedback from their employees. By the end of the 2025 fiscal year, around 85 percent of managers had conducted their Leadership Dialogs within the last two years.

● Target achieved 🕒 In progress ○ Target not yet achieved

Targets for the 2025 fiscal year	Status	Description
Protection of employees Introduce a new ISO 45001 matrix certification for relevant smaller production and laboratory sites and selected office sites within the next four fiscal years. Then these sites will be fully integrated into the new matrix certification in accordance with our risk assessment.	○	The project began with the identification of relevant sites, the definition of a timeline, and training sessions. The first sites are already undergoing a gap analysis.
Environmental sustainability and climate change mitigation 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.	○	We achieved our interim target of reducing emissions by 70 percent by the end of the 2025 fiscal year compared to 2019, with an actual reduction of 83.6 percent. This places us on track to meet the timeline we set for reaching our climate goals. Key contributing factors included the installation of new PFC exhaust air abatement systems (avoiding 6,541 metric tons of CO ₂ equivalents), energy efficiency measures, and the global switch of all sites to 100 percent electricity from renewable sources. The sale of the Austin site (Texas, USA) also contributed to a reduction of scope 1 and 2 emissions of 28,533 metric tons CO ₂ -equivalents.
Energy management Implement projects and measures in the 2025 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.	●	In the 2025 fiscal year, we implemented measures resulting in energy savings of over 57 gigawatt hours per annum. These savings avoided emissions of approximately 29,682 metric tons in CO ₂ -equivalents.
Greenhouse gas emissions Fully equip the new manufacturing facilities in Kulim (Malaysia) and Dresden (Germany) with PFC abatement systems.	○	In the new production building in Kulim (Malaysia), 58 percent of the equipment involving PFC-related processes has already been installed and equipped with exhaust air abatement systems. The remaining equipment is scheduled for installation by the end of the 2030 fiscal year. Production equipment has not been installed at the new production module in Dresden (Germany).

● 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.

Targets for the 2025 fiscal year	Status	Description
Environmental sustainability and climate change mitigation		
Water management		
Implement projects and measures in the 2025 fiscal year with an annual recycling potential of 15 million cubic meters of water. This corresponds to the average annual water consumption of over 340.000 inhabitants in Europe. Site-specific measures for infrastructure and manufacturing will support the achievement of this target.	●	In the 2025 fiscal year, we implemented recycling measures at our sites that generated water savings of more than 16 million cubic meters.
Waste management		
Implement measures to enable the recovery and further reuse of 700 tons of solvents in manufacturing.	●	In the 2025 fiscal year, solvents amounting to 1,000 tons were recovered and reused in the production processes of our manufacturing facilities.
Contribution through sustainable products		
Update the calculation of Infineon's carbon footprint; save at least 130 million tons of CO ₂ equivalents with our products during their useful life.	n.a.	In aligning with the new European reporting standards applied to climate change, this report includes a greenhouse gas balance but does not present a CO ₂ balance in the format used in previous years (which included the CO ₂ savings enabled by our products). For detailed information on our greenhouse gas emissions, see the chapter "E1-6 – Gross Scopes 1, 2, and 3 and Total GHG emissions." p. 42 ff.
EU Taxonomy		
Work together with industry associations to clarify legal uncertainties in the interpretation of the EU Taxonomy.	●	Interpretations and analyses were discussed with industry associations due to potential legal adjustments set out in the EU Omnibus Regulation.

● Target achieved ● In progress ○ Target not yet achieved

Targets for the 2025 fiscal year	Status	Description
Our responsibility along the supply chain		
Conduct a risk analysis and implement preventive and corrective measures for 100 percent of suppliers where risks relating to human rights, the environment and governance have been identified.	●	A risk analysis was conducted in the 2025 fiscal year. Preventive and corrective measures were implemented for 100 percent of the suppliers where risks had been identified.
Conduct at least ten audits of suppliers selected using a risk-based approach, focusing on human rights and working conditions.	●	More than ten audits were conducted during the 2025 fiscal year of suppliers selected using a risk-based approach.
Organize a sustainability event for selected suppliers to support the development and implementation of science-based targets (SBTs).	●	In October 2025, a Supplier Sustainability Summit was held with direct suppliers, where best practices for developing and implementing science-based targets (SBTs) were shared and discussed.
Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for the relevant direct suppliers.	●	The assessment and due diligence of the relevant direct suppliers has been carried out, and appropriate measures have been initiated to remove smelters from the supply chain that do not meet the requirements of the Responsible Minerals Assurance Process or an equivalent audit program. The results have been published in the form of a Conflict Minerals Reporting Template (CMRT).
Conduct a due diligence assessment for relevant 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.	●	The assessment and due diligence of the relevant direct suppliers has been carried out, and the results have been published in the form of a combined cobalt and mica declaration.
Corporate citizenship		
Introduce a system to gather feedback from stakeholders and beneficiaries to continue to enhance the effectiveness of our corporate citizenship activities.	●	A method for collecting feedback has been implemented to measure the effectiveness of our corporate citizenship activities. Feedback was gathered from beneficiaries, local site representatives, and stakeholders involved in the approval process relating to the activities.

● Target achieved
 ● In progress
 ○ Target not yet achieved