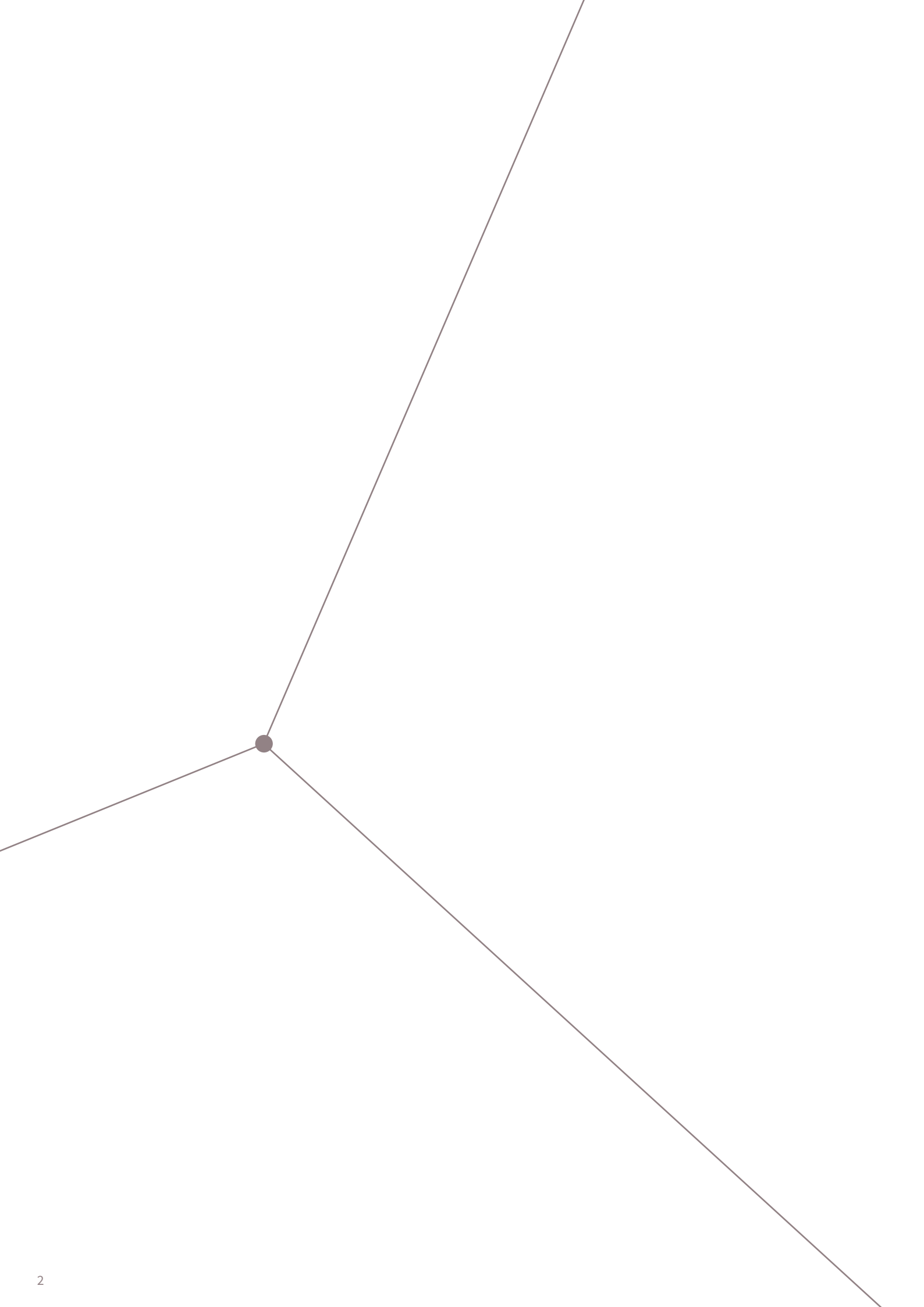


Business Conduct Guidelines

Infineon’s code of ethics



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Business Conduct Guidelines

Dear Colleagues,

Infineon is a reliable partner. This is a promise we make to our business partners, investors, employees and the general public. In return, we ask them to place their trust in us. We rely on your personal responsibility and integrity, and we are confident that we can honor our promise.

But how can we ensure we behave in a legally and ethically correct manner in every single situation? The new Business Conduct Guidelines are a binding set of principles that help us make autonomous decisions in the execution of our duties. Compliance with these guidelines protects us and our company against inappropriate behavior.

However, we also want to facilitate our day-to-day activities. In practice, we rely on good common sense. If there are any doubts, asking yourself a few simple questions might be helpful:

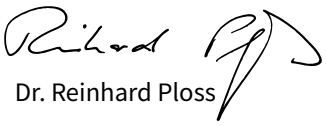
- Am I behaving correctly and not acting in my own interest?
- Is my action or decision legal? Does it conform to the letter and spirit of the Business Conduct Guidelines and other internal regulations?
- Does my action or decision safeguard Infineon's reputation as a company with high ethical standards?
- Does my action or decision pass the "publicity test", i.e. convey a positive image of Infineon in a newspaper report or TV program?

If we can answer these questions with "yes", then it is very likely we are making the right decision. If in doubt about any particular situation, contact your manager or your Compliance Officer.

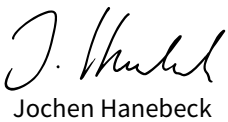
Every one of us contributes to the success of Infineon. Inappropriate behavior, even by one single employee, can cause considerable damage to Infineon and could have adverse financial consequences. By keeping the Business Conduct Guidelines in mind while at work, we ensure that we are acting in accordance with current laws and are complying with internal requirements.

Please read the new Business Conduct Guidelines carefully. Use them as a guide for your day-to-day behavior and your business-related actions and decisions. This will allow us to combine entrepreneurial success with responsible behavior – and enable us to honor our promise.

Thank you for your support!


Dr. Reinhard Ploss


Dr. Helmut Gassel


Jochen Hanebeck


Dr. Sven Schneider

At a glance

- The Business Conduct Guidelines (BCG) apply to all Infineon employees worldwide
- Answers to legal and ethical questions



2. Preamble

Integrity is our guiding principle in dealings with our customers, shareholders, business partners, employees and the general public.

These guidelines provide an overview of important regulations that are intended to provide support in legal and ethical questions. The BCG must be lived by every one every day. Only then can we live up to our goal of acting responsibly and legally.

The BCG apply to all persons employed at Infineon and members of corporate bodies of Infineon Technologies AG and its affiliates worldwide and are absolutely binding for all of us. However, they cannot, by their nature, answer all questions we may encounter in our everyday work. We therefore need to be committed to the letter and spirit of the BCG and be guided not only by what is legally permitted, but also what is ethically right.

3. We comply with the law and keep our promises

Violations of the law can cause great damage: fines, claims for damages or an impairment or loss of reputation – for the company worldwide and the individual employees.

Compliance with the law is therefore the prime obligation for us at all times and all places in the world. Lawful behavior always has absolute priority. This applies even if an individual believes this behavior may be counterproductive or may not support their business or financial goals.

Any Infineon employee who commits an offense must expect disciplinary consequences as a result of breaching their or her employment obligations.

Our integrity is a valuable asset. Therefore, our ethical standards have to go even beyond legal requirements: We only promise what we are able to deliver – and we live up to our promises. Our reliability and the quality of our products, services and communication are of utmost importance in order to earn the trust of customers, investors and colleagues. Betraying this trust, for example by compromising on quality in development or production, might jeopardize the success of the whole company, even if it seems to be a minor issue.



At a glance

- Prevailing law is a binding framework
- Violations of regulations have consequences
- Promises are honored

At a glance

- Fair competition is paramount
- Always comply with anti-trust and competition law
- Contacts with competitors require approval
- Corruption is not compatible with Infineon's value culture
- Acceptance of valuable gifts and invitations only in exceptional cases
- Ensure transparency in potential conflicts of interest
- No sideline work for or collaboration with a competitor
- Scrutinize the integrity of business partners
- Prevent money laundering



4. We are fair market players

4.1 We abide by competition and anti-trust law

We are committed to fair competition for the benefit of all market participants. Every one of us is obligated to comply with competition and anti-trust law regulations when dealing with business partners or third parties. There are no exceptions; violations are not tolerated.

Restrictive agreements with competitors, customers, suppliers or distributors are strictly prohibited. Abusing a dominant market position is also prohibited. Due to the high risk of an illegal exchange of information, contacts with competitors must first be approved by the Compliance Office. More detailed regulations can be found in the Global Rule “Anti-trust Law”.

4.2 We reject corruption

We want to compete and win over customers by virtue of the quality of our products and value of our services – not through unfair means. Corrupt conduct is not compatible with our value culture and is not tolerated. The mere impression of corruption must be avoided at all times. Infineon supports national and international efforts to combat corruption. We reject bribery, in whatever form.

None of us may exploit the company’s connections to their own advantage or that of a third party and thus adversely affect Infineon. Accepting private benefits from third parties (such as money, services or discounts) is prohibited because they may impede objective business decisions.

In contacts with government bodies in Germany and abroad, we never make payments or give non-cash benefits to officials in order to gain orders or advantages for Infineon. If officials or business partners ask for or offer a personal benefit, you must not consent under any circumstances and must notify your superior and the Compliance Office immediately.

4.3 We accept valuable gifts and invitations only in exceptional cases

Gifts may be made or accepted only if permitted under the local legal system and only if decisions are not and may not be perceived as being influenced by them. The same applies to invitations to events, lunches or dinners and to other privileges of any kind.

To protect the individual employee and the company, potentially critical situations require the prior approval of the responsible Compliance Officer or a person authorized by the latter. More detailed regulations can be found in the Global Rule “Gifts & Invitations”.

Gifts and other privileges may be subject to income tax on benefits-in-kind. All applicable tax regulations must be observed.

4.4 We deal with conflicts of interest openly

We respect the personal interests and private life of all employees. We take great care in avoiding conflicts between private and business interests or even the mere impression thereof. Employees must disclose possible conflicts of interest in business decisions to their superior. Personnel decisions must also not be influenced by private interests or relations. The following applies specifically:

We disclose our participating interests
Infineon employees must, of their own accord, notify their superior and the HR department in writing if:

- they hold or acquire a direct or indirect participating interest in a competitor and can influence the management of that company
- they hold or acquire a direct or indirect participating interest in a business partner of Infineon and have dealings with the company in question as part of their work

The same applies if related persons (e.g. family members) hold or acquire such participating interests.

We disclose our sideline work
Paid sideline work and seats in other business enterprises (such as on the Management Board, Administrative Board, Supervisory Board or Advisory Board) must be reported to the HR department. The above may be prohibited if:

- they adversely affect the employee's work
- they conflict with the employee's duties at Infineon
- there is the risk of a conflict of interest

The decision is made by the employee's manager.

Any direct or indirect activity for a company that is in direct or indirect competition with Infineon is not permitted.

Occasional writing activities, lectures and charitable activities are not deemed to be sideline work. Details and deviations for legal reasons in the individual countries (e.g. the U.S., Italy) are specified in agreement with the Corporate Compliance Officer.

4.5 We choose our business partners carefully

We likewise expect our business partners to act with integrity in their business dealings. That is why, as and when required, we scrutinize our business partners to ascertain whether they provide safeguards to ensure compliance with the law and abide by the human rights and social standards acknowledged by Infineon. We will not enter into a business relationship with a partner who violates relevant national laws or international conventions, conceals its true identity or ownership structure, launders money or finances terrorism, or with a partner who fails to make appropriate efforts to correct such situations.

We expect our suppliers to meet the requirements defined in our “Principles of Purchasing”.

4.6 We prevent money laundering

Money laundering, the introduction of illegally earned money into the legal business and financial system, e.g. by exchange or transfer, is a crime in many countries. Every one at Infineon is obliged to comply with German and foreign regulations on money laundering at work. This includes the duty to obtain adequate information on the contractual partner’s business environment, the contractual partner itself and the purpose of its intended business transaction before the transaction takes place. If there are doubts or suspicions about whether financial transactions are permissible, the responsible Compliance Officer must be consulted immediately.

4.7 We comply with export control laws

We observe the export control and customs regulations of the countries in which we do business. Employees entrusted with importing, exporting or transferring goods, services, hardware, software or technology are obliged to comply with prevailing sanctions programs, export control and customs laws and regulations, as well as guidelines and processes in their work.

5. We treat each other with respect

5.1 We observe and protect human rights and basic social rights

We are especially committed to respecting and protecting human rights and have undertaken to uphold the principles of the United Nations Global Compact in relation to human rights, labor standards, the environment and anti-corruption.

We also observe and promote the basic fundamental principles defined in the conventions of the International Labor Organization (ILO), such as:

- the protection against discrimination in selection, hiring, occupation and promotion of employees
- the right to form employee representative bodies
- the rejection of child labor and any form of forced labor

We abide by local statutory requirements and grant in particular the following in accordance with regional conditions:

- fair pay and fringe benefits
- reasonable working hours
- paid vacation

We comply with the regulations on the legal minimum age and the special protective regulations for employment of minors.

5.2 We promote an employee culture of openness and respect

Mutual respect should be at the core of our collaboration. Employees from 90 countries work at Infineon. This diversity sets us apart and makes Infineon a successful international company.

No one may be personally attacked, disadvantaged, harassed or excluded because of their ethnic origin, skin color, nationality, faith, ideology, gender, age, disability, marital status, union or political affiliation, appearance, sexual identity or orientation. We take decisive action against any form of discrimination, sexual harassment, physical violence, physical coercion or verbal abuse.

Professionalism and performance are possible only in a working climate founded on respect, trust, tolerance and fairness. Bullying is not tolerated at Infineon.

In personnel decisions such as selection, hiring, promotion, change of job, compensation and training of our employees, we are guided by the principle of equal opportunity and criteria such as qualification and performance.



At a glance

- Observe human rights
- Practice and set an example for a culture of respect
- Lead by example
- Respect employee representative bodies
- Promote preventive healthcare and work safety

5.3 We lead by example

We want to create an environment that opens up personal and professional prospects for our employees. Our leadership style should empower employees to achieve outstanding performance and results. We therefore expect our managers to behave as role models. They should give guidance through their performance, openness and social skills and ensure a good working atmosphere.

Superiors place trust in their employees and give them as much personal responsibility and freedom as possible. They set clear, ambitious, yet realistic objectives, acknowledge their employees' achievements and provide freedom for ideas and innovations. As part of their management duties, they prevent unacceptable conduct and are responsible for ensuring there are no violations of the regulations that could have been avoided by due care and supervision within their sphere of responsibility.

5.4 We value employee representative bodies

We respect and acknowledge the right of employees to form representative bodies to conduct collective bargaining negotiations on working conditions. The management at the locations and the employee representative bodies must work together closely in a spirit of trust. This is the basis for a constructive and cooperative dialog, with the aim of achieving a fair balance of interests.

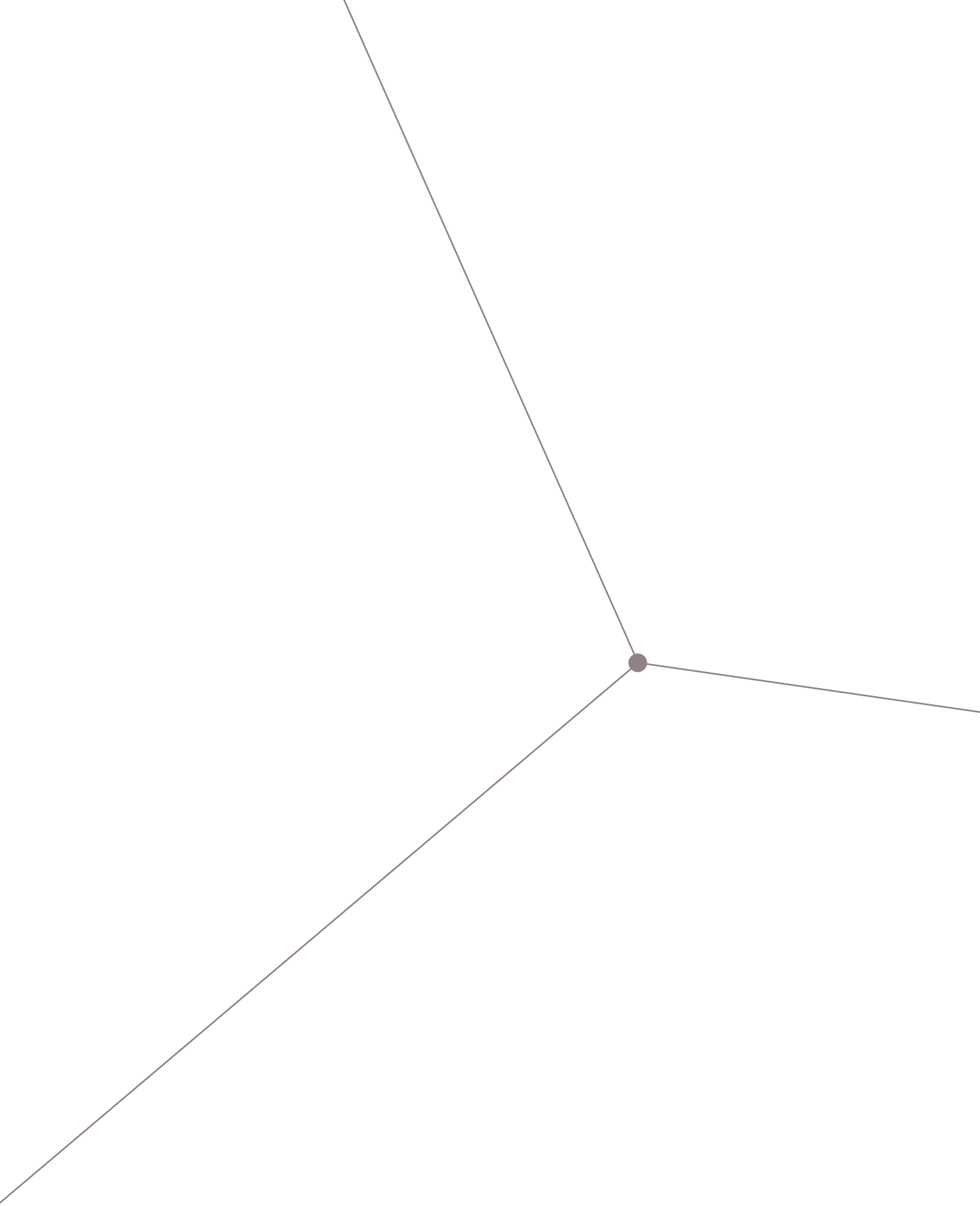
Even in the event of disputes, we still strive to maintain a sustainable working relationship.

5.5 We promote health and safety at work

Ensuring safety at work and promoting and preserving the health of employees are key objectives of the company. By means of continuous improvements in the working environment as well as through diverse prevention and healthcare campaigns, we help to achieve these goals.

We believe strengthening personal health literacy is an opportunity for every one since it also helps us maintain our performance and work satisfaction. Health and work safety can be significantly influenced by employees' personal behavior – every one is obliged to avoid risks to their own health by acting prudently, and to report shortcomings or gaps in work safety to their manager.

We also organize our working environment in such a way that a good work-life balance can be achieved.



At a glance

- Treat company property with care
- Maintain documentation neatly and transparently
- Always observe data protection requirements
- Safeguard company secrets
- Never exploit insider knowledge



6. We handle company equipment and information carefully

6.1 We treat the property of Infineon with care

Infineon's assets also include operating and work equipment. We always treat such equipment properly and carefully and protect it against loss, theft, damage or misuse. We use the equipment solely for the company's purposes. Occasional private use is permitted, as long as it is in line with internal policies and is not done to commit crimes or regulatory offenses, or to divulge business secrets.

Information that incites racial hatred, glorification of violence or other crimes, or information with content that is sexually offensive against the respective cultural background must never be downloaded or disseminated.

6.2 We protect Infineon's intellectual property

The company's intellectual property is at the core of our commercial success. Protecting our intellectual property rights, such as patents and brand names, as well as our technical know-how is therefore a primary obligation of all employees. We acknowledge and respect the intellectual property of our competitors and business partners and use it only with their explicit permission or where legally permitted.

6.3 We safeguard company secrets

Every one of us is obliged to maintain confidentiality of business and company secrets and other non-public information that is entrusted to us or which we otherwise become aware of as part of our work. This relates to all internal matters of the company, such as details of its organization, as well as matters relating to business, production, research and development, and company figures, unless they are already in the public domain. Inquiries from the media and analysts must always be passed on to the respective public or investor relations unit. Anyone who acts as a representative of Infineon externally or who could be perceived as being a representative of Infineon, but is not authorized to act as one, should make it clear that they are acting in a personal capacity.

This applies in particular to social media. Infineon's Social Media Guidelines must be observed.

Likewise, we respect and protect the business and trade secrets of other companies. We only use information from third parties if we have obtained it from generally accessible sources or in an otherwise lawful manner.

6.4 We comply with the regulations on data protection and information security

Protection of personal data (of employees, customers and suppliers) is a high priority. We record, process and use personal data only to the extent permitted by law, regulations and our internal guidelines and policies. Every one of us is obliged to comply with the statutory and company regulations on data protection and information security to protect personal data entrusted to us and to protect confidential and secret documents against misuse and loss. The Global Rule “Data Protection” contains more detailed regulations.

We undertake to uphold an adequate standard of IT security in order to ensure the confidentiality, integrity, availability, verifiability and traceability of information that needs to be protected.

In cases of doubt, the responsible Data Protection Officers must be involved.

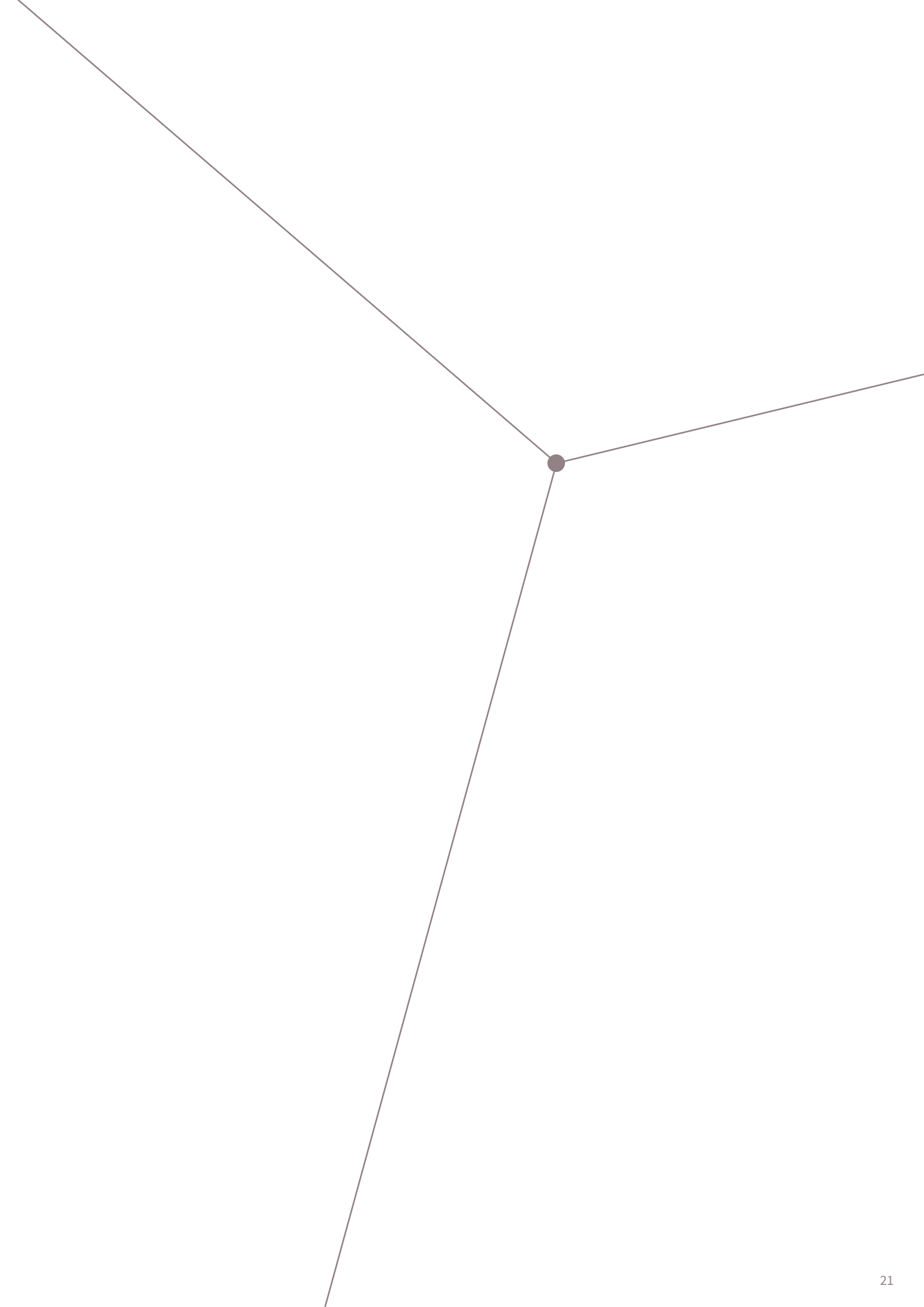
6.5 We promote transparency, openness and reliability in documentation

Trust in our global activities on the part of our investors is built on transparency, openness and reliability. We therefore comply with the statutory requirements for proper accounting and financial reporting. Any records and reports produced for internal purposes or distributed externally must be truthful, complete and understandable. Data and other records must always be complete, correct and up-to-date and meet system requirements. The obligation to provide truthful details also applies in particular to accounts for travel and other expenses.

6.6 We do not exploit our insider knowledge

Infineon does not tolerate insider dealing. Anyone who comes into contact with insider information is obliged to handle it responsibly and in accordance with the Global Rule “Insider Law”. Insider information is specific information about circumstances not generally known to the public and which is likely to have significant influence on the price of listed securities.

It is prohibited by law to use insider information to acquire or sell securities or to recommend their sale or purchase. Violation of this prohibition may have serious consequences not only for the affected employees, but also for Infineon. Insider information must therefore be treated with confidentiality and must not be disclosed without justification – not even to other employees, family or friends.





At a glance

- Act in a sustainable and environmentally conscious manner
- Assume responsibility for our social environment
- Comply with the general conditions for social commitment

7. We are sincere in our social responsibility

7.1 We are committed to sustainability, quality and product safety

Infineon assumes its responsibility for the economic, environmental and social needs of current and future generations and is committed to acting in a sustainable manner. We therefore attach particular importance to constantly controlling and improving the quality of our products. We expect our employees to deal responsibly with potential risks and to report them to their manager.

7.2 We protect our environment

Preserving our natural resources is an integral part of our corporate strategy. We make life easier, safer and greener – with technology that achieves more, consumes less and is accessible to every one. The development of energy-efficient technologies and products is a core element of our efforts to help conserve resources. In our individual actions, too, we are obliged to consider the effects on the environment and avoid possible burdens on the environment or reduce them to an acceptable minimum.

7.3 We show social commitment

Infineon believes responsible corporate governance also includes social commitment (corporate citizenship). We therefore support selected non-profit institutions and initiatives in the following fields:

- Environmental protection and sustainability
- Disaster relief
- Technical and scientific education of future generations and
- Social needs at the Infineon sites

through monetary and non-monetary donations and sponsorship.

We do not make donations in the expectation of a service or a decision in our favor or as a quid pro quo for such a decision. Every donation and sponsorship is subject to a transparent approval process. More detailed regulations can be found in the Global Rule “Corporate Citizenship”.

Infineon, in principle, makes no donations to political parties, politicians or political organizations.

8. We ensure that the Business Conduct Guidelines are observed and enforced

8.1 We regularly take part in training on the BCG

In order to make these BCG known and provide a regular reminder, Infineon conducts regular compliance training courses for employees to inform them about the content of the BCG and the legal requirements to be observed. In addition, special compliance training sessions are held for employees of individual risk groups.
Every one is obliged to take part in the compliance training that is mandatory for their area of work.

8.2 We report misconduct proactively

We can only achieve the objectives of Infineon's BCG if every one plays their part.. Managers ensure employees in their sphere of responsibility know and abide by the BCG.

If our employees discover someone is violating or has violated the BCG or statutory or internal regulations, we expect them to report the matter. Only then can we jointly avert damage to our employees and the company.

There are various options to report compliance violations:

- 1. Notification to your superior
- 2. Report to the Corporate Compliance Officer, the responsible Regional Compliance Officer or the external ombudsman
- 3. Tip-offs can be posted – openly or anonymously – on the portal for reports. The Compliance Officer looks into every tip-off and decides whether to instigate internal investigations.

Options two and three are not only open to employees, but also to suppliers, customers and other third parties. You can find more details on Infineon's whistleblowing system in the Global Rule "Management of Compliance Cases".

Details and local deviations for legal reasons in individual countries may be specified in agreement with the Corporate Compliance Officer.

No one who reports a suspected compliance violation in good faith needs to fear disadvantages, even if the suspected violation turns out to be unjustified. In the same way, we treat employees accused of misconduct fairly. We therefore urge you to report also your own mistakes as soon as possible.

We attach great importance to transparency. Identifying and responding to mistakes in good time helps ensure small problems do not become large ones. We therefore expect employees to cooperate without reservation in investigations or inquiries initiated by the company in connection with an alleged violation of the law or a violation of the BCG.



At a glance

- Take part in BCG training sessions
- Report suspected cases of misconduct proactively
- Prosecute culpable violations of rules rigorously, but always in a fitting manner
- Contact data

8.3 We prosecute culpable violations in a fair and comprehensible manner

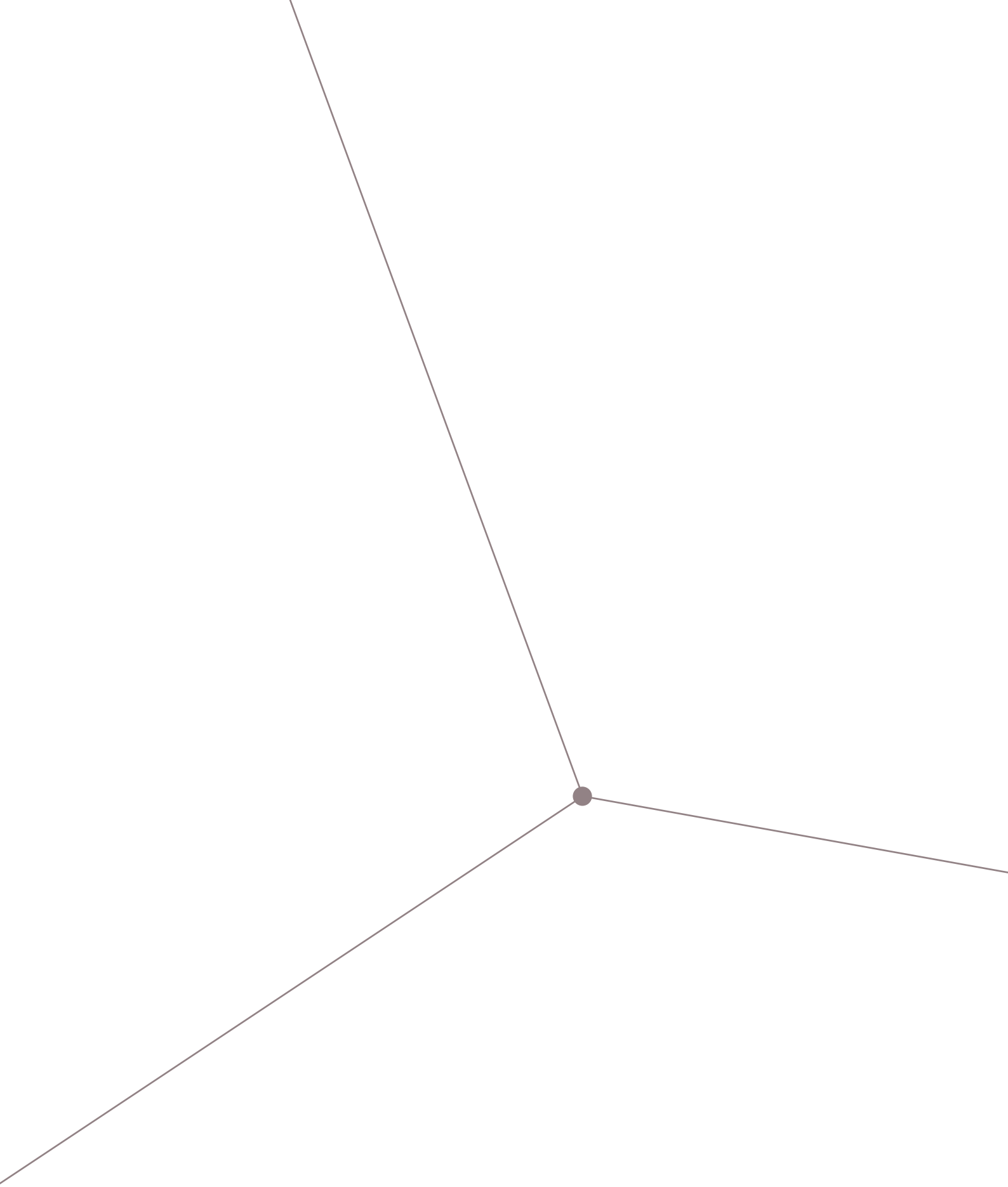
We take stringent action if misconduct is proven, with fair and comprehensible measures subject to company and statutory regulations. As part of this, we ensure our response is always fitting, and determine for each case which consequences are suitable, necessary and reasonable.

8.4 Here is the right place for questions on Infineon's BCG

If employees have any questions regarding the BCG, e.g. how individual provisions should be interpreted, their superior, the Corporate Compliance Officer or the responsible Regional Compliance Officer are available to offer advice. The same applies if employees wish to clarify doubts as to whether a certain action complies with Infineon's BCG.

Employees can find information about the Infineon Compliance Program on the intranet.

Persons outside the company can contact the email address compliance@infineon.com at any time.



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