"IFX 16+Health" Healthcare program for leading executives (GG 16+) through cooperation partner "Prevention First"

Dear executive,

You belong to an employee group that is subject to great demands. The long-term maintenance of your health and performance is very important to us.

This is why we have signed a cooperative agreement with **Prevention First**, a practice group that specializes in preventative services. Every 3 years, we will be offering you a holistic, professionally oriented healthcare program whose costs will be covered by the company.

During a one-day *checkup*, your doctor will give you an objective evaluation of your current health and the possible risk factors facing you. An easy-to-understand interpretation of all exam results in the form of *individual consultation* will describe to you the benefits of a healthy lifestyle and motivate you to implement this based on a *health plan*. By comparing results with your doctor during *follow-up examinations* and discussing the achievement of your goals, the checkup will become your health program. This will lead to constant improvement of your health competence.

We also understand healthcare as a *managerial responsibility* – your own health competence will serve as a model to others and motivate your own employees correspondingly.

As an attachment to your employment contract, the enclosed leaflet also contains further important company-related information **(Attachments 2, 2a).** The most current description of Prevention First and its medical orientation as well as the content and course of the healthcare program can be found in the Internet under www.preventionfirst.de. Please note that other providers (e.g. Deutsche Klinik für Diagnostik Wiesbaden, Kreisklinik München-Perlach) may not be used!

Healthcare measures must be able to be tested and evaluated for their lasting effects. All data collected by Prevention First in connection with the exam results will remain strictly confidential and only in a form that is guaranteed to be anonymous **(Attachment 3)**. Prevention First will forward the consolidated data directly to our Global Coordinator Health Protection for evaluation so that we can react at an early stage to health risks and as a result, plan and implement adequate healthcare programs.

We kindly request that you support this process **(Attachment 4)**.

We thank you for your cooperation and wish you a successful, informative and motivating day with Prevention First – for your health and our common success!

Attachments accompanying the invitation healthcare program for leading executives *
Attachment 2: Leaflet on healthcare program for leading executives
Attachment 2a: Registration form for health checkup with Prevention First
Attachment 3: Information on anonymous data collection by Prevention First
Attachment 4: Declaration of consent that Prevention First may pass on your data to Infineon

* Legally binding are the German versions of the attachments

Attachment 2

- Leaflet -
Healthcare program for management executives

Infineon Technologies AG would like to promote the healthcare of its management executives and hereby encourages them to participate in a healthcare program once every three years (at 3-yearly intervals).

The healthcare examination presents the employee *) with a comprehensive overview of his / her current state of health and of any potential risk factors, as well as advising him / her on methods to implement a healthy way of life.

By evaluating anonymous volumes of data, the company has the potential to be proactive in its response to ensuing health risks and to implement adequate measures to lower the risk of illness induced absenteeism (see declaration of consent appendix 4 of the invitation letter).

1. Scope of healthcare examinations

Infineon, together with **Prevention First - the collaborative preventative medicine praxes of Dr. Scholl and other GbR** (from hereon referred to as "Prevention First") have contractually agreed that Prevention First shall provide medical health check-ups to management executives within the framework of agreed services. These are designed to update employees on their current state of health and to advise each individual on how to sustain a healthy life and avoid illness.

2. Costs

Costs incurred by the healthcare check-ups through Prevention First are covered by the company.

Irregular expenses incurred outside of the agreed services, as defined in the framework contract with Prevention First, shall be borne by the employee.

Travel costs and costs for meals and potential overnight accommodation shall also be borne by the employee.

3. Registration

Please register by contacting the Prevention First Institute by telephone. Contact details for your location can be found on the internet at www.preventionfirst.de.

We would also ask you to fill out the registration form and to present this to Prevention First on the day of your examination (see appendix 2a of the invitation letter).

4. Invoice

The invoice will be sent directly to Infineon. The provider is aware of the correct address.

5. General

Members of a state health insurance company should check potential cost liabilities prior to the start of the examination, particularly if higher costs are to be expected than shall be covered by the company. Notably, healthcare measures approved by the health insurers can potentially be incorporated into the examination.

Moreover, it is possible, then, that necessary follow-up examinations be handled under the framework of an initiated medical treatment program. On the premise that such services are covered by the employee's health policy, the costs incurred would be borne by the insurers as legitimate medical costs.

Eligibility for a medical examination - within 3 calendar years (every 3 years) - begins with an employee's initiation into the circle of management executives. The employee may choose the date for his/her examination within the 3-year period, however, for tax reasons, the examination may not be performed in the same year as a claim is submitted for a subsidised convalescence program.

Following transfer back from areas not covered by the healthcare examinations, (e.g. in the case of some affiliated companies or abroad), the 3-year period begins again from the year of return.

It is in the interest of the employee to participate in the medical examination every three years.

Medical examinations for management executives form part of a voluntary service provided by the company, against which - even if repeated - no legal claim can be made or substantiated. This service can be redefined at any time and at the company's discretion, particularly in the event of changes to tax regulations.

▶ **<u>As a precaution, please take note of the following:</u>**

Should it be identified by means of a tax audit, that the prerequisites pertaining to eligibility for a medical examination have not been fulfilled by the employee, then the employee may be liable for subsequent taxation.

Attachment 2a

Prevention First Health Check-Up Registration Form

Employee Information

Personnel Group / Employee No. /

Last Name, First Name

Address
(Street / Street No. , Postal Code / City or Place)

Telephone No. work /
(area code / number) mobile /

Cost center

Employee Work Address

Company

Department

Mailing Address

With my signature I confirm that I have not participated in any preventive medical check-up within the last three years.

Place and Date _____ Employee Signature _____

Certificate of Participation

Examination conducted on: _____

Place and Date _____ Employee Signature _____

Place and Date _____ Signature of Physician _____

Please submit the completed registration form to Prevention First on the day of the examination!

Information regarding anonymous Data Collection by Prevention First

The primary task of the Prevention First health check-up is to provide a personal consultation based on medical examination results, in order to maintain the health of the participant.

For the guidance of corporate measures regarding the improvement of employee health, any high incidence of employee health risk factors or illnesses are of interest to the corporate management.

All medical data collected as part of the Prevention First health check-up will be properly documented in the patient's medical file and are held under medical confidentiality.

All Infineon employees receive an information form on the day of the examination and are requested to provide (or otherwise deny) written consent for the anonymous statistical analysis of their examination data. The statement of consent is voluntary and there are no disadvantages for the participant by denying consent. The statement of consent may also be revoked at any point in time.

Assuming the written statement of consent for the analysis is provided, after completion of the check-up, the data relevant to the analysis is entered in a special databank (PF-Studie).
The PF-Studie databank allows for a corporate-specific analysis during the data export.

The analysis focuses on cardiovascular risk factors and metabolic diseases.

In order to provide anonymity, the analysis is only conducted after there are at least 100 participants. There are no analysis results for specific Prevention First and Infineon locations. There is also no analysis result based on gender.

The data analysis and reporting is conducted by *Gesellschafter von Prevention First – Institut für Präventivmedizin, in Rüdesheim am Rhein.*

Medical confidentiality is maintained at all times and is not in any way compromised by the analysis.

Data transmission to Infineon through Prevention First
- Declaration of consent -

To further improve employee health care, Infineon plans to conduct a statistic analysis of the data collected by the Prevention First examinations. This analysis will be conducted by averaging and identifying overall trends in order to make a generalized diagnosis. This analysis will be conducted anonymously and gender-neutral in full confidentiality with no statements regarding individual persons and will be conducted in full accordance with the law.

In order to support such an analysis, I hereby declare my consent and permit Prevention First to transmit data in the form of an anonymous and gender-neutral generalized diagnosis to Infineon. This data will be stored confidentially and will only be used for statistical analysis purposes.

☐ Yes, I hereby agree ☐ No, I do not agree

Last Name, first name **Date of birth**