



HR Report 2025

Shaping What's Next: Digital HR & Human Impact



People create value
Engagement drives people

www.infineon.com/hrreport



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A close-up, angled view of a silicon microchip. The surface is covered in a grid of square dies, each with intricate circuit patterns. The colors range from deep blue to bright yellow, indicating different layers or temperatures. A large white diagonal shape cuts across the right side of the image.

25 Years Infineon Matters to me



Dear Readers,

2025 marked a major milestone for Infineon: 25 years since our IPO. Over the past 25 years, our semiconductors have evolved into a driving force for digitalization and decarbonization, shaping a more sustainable future for all of us.

This anniversary is not only a celebration of our innovative journey and successful transformation, it also marks a renewed and continuous commitment to our people. For me, it is the dedication, resilience, and pioneering spirit of our workforce that truly defines Infineon. From our humble beginnings to our current position as a leading global semiconductor company, people have always been at the heart of our drive for progress and determination to shape a future worth living.

2025 proved to be another eventful year, both geopolitically and economically. At Infineon, we responded by setting a clear direction, acting with both foresight and courage. We combined our ambition for profitable growth with sustainability, further sharpening our competitive edge.

In HR, we continue to thrive.

Digital transformation and generative AI have sparked enthusiasm for our HR work. Yet embracing progress is not only about technology – it's also about leadership. Many of our most powerful insights this year stem from within: from a willingness to drive change.

While that is no small task, looking ahead to 2026 and beyond, we remain ambitious – and optimistic. As we reflect on our progress, we also recognize the responsibility that comes with growth. With a sense of purpose and a vast range of capabilities, we are ready for what lies ahead.

In this report, you will explore how we motivate, engage, and care for our internal and external talent. We invite you to meet our workforce and see how we are developing the future of work at Infineon in all sorts of ways – from fostering a culture that cares to promoting STEM initiatives.

Markus Fink
Executive Vice President & CHRO



Executive summary

HR and business

As a strategic partner, HR plays a key role in enabling Infineon's business success. In this chapter, you'll gain concrete insights into how the HR team contributes to our growth targets through best practices and positive action focused on:

- Welcoming new colleagues and aligning cultural workflows following the Marvell acquisition
- Embedding sustainability as an integral part of the company culture
- Shaping future-focused HR networks and CSR programs like DGFP and JOBLINGE
- Expanding global HR efforts across new growth sites in Asia, Europe, and Central America
- Advancing decarbonization and digitalization by driving workforce transformation

Talents

Attracting, developing, and retaining talent is essential for our long-term success. Talent development is a key priority underpinning our HR work. This chapter highlights how we enable progress by:

- Investing in young professionals through tailored development programs
- Strengthening our Employer Value Proposition (EVP) through global campaigns
- Promoting diversity and inclusion with dedicated programs and initiatives like "Charta der Vielfalt"
- Empowering future leaders and showcasing female role models
- Supporting employee wellbeing through initiatives like Health Week and sustainability-focused benefits

Digital transformation

HR is evolving with technology to meet future demands. This chapter explores how we are shaping this transformation by:

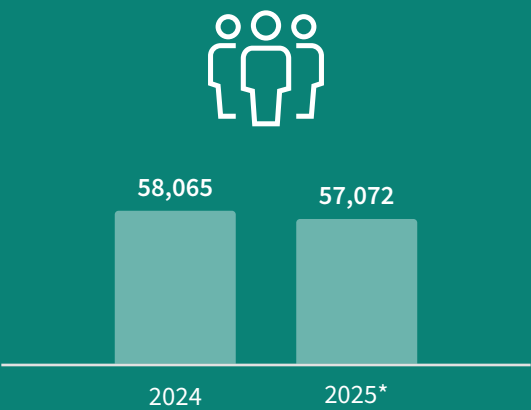
- Implementing a new HR digital strategy and roadmap to modernize and scale services
- Leveraging generative AI in MyHR to improve knowledge management and the user experience
- Exploring agentic AI trends to achieve greater efficiency
- Driving efficiency and transparency in reorganizations through a fully digital ReOrg solution

Infineon in numbers

per 30 September 2025

Number of employees

(Infineon worldwide)

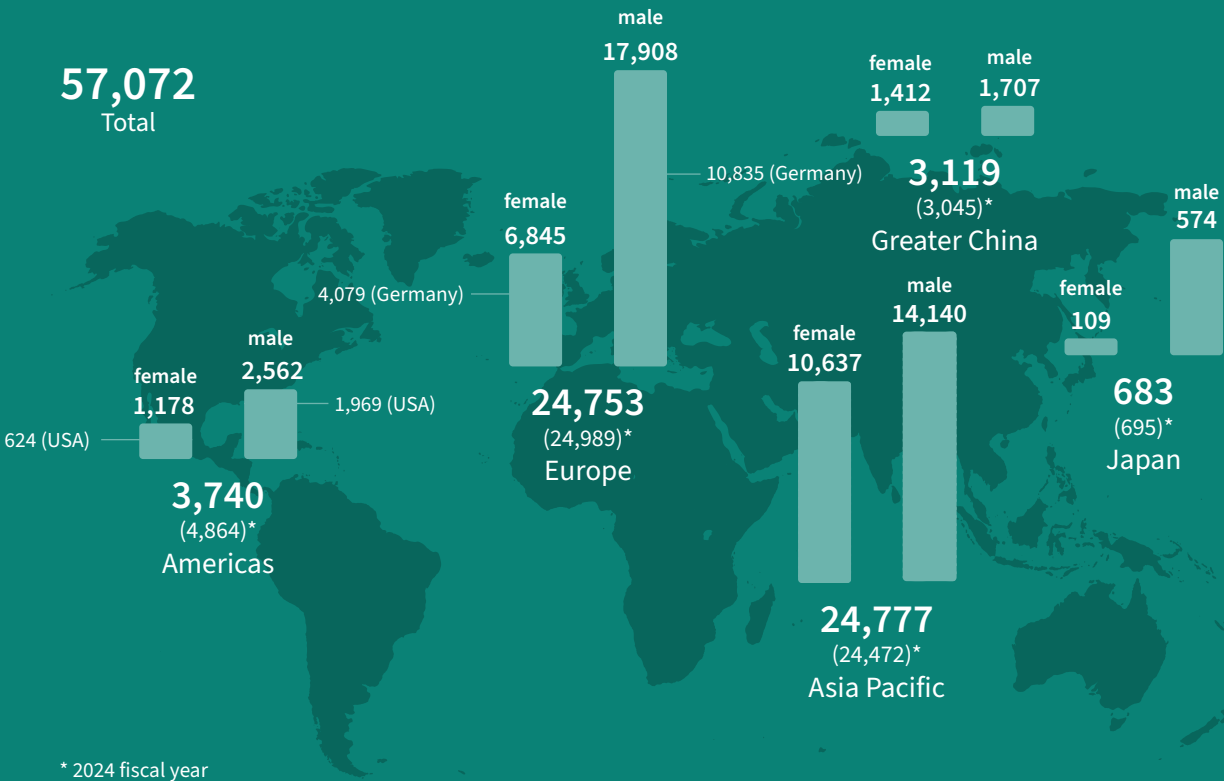


FTE in 2025: 56,017

This is the number of employees and FTE (full-time equivalent) per 30 September of the fiscal year.

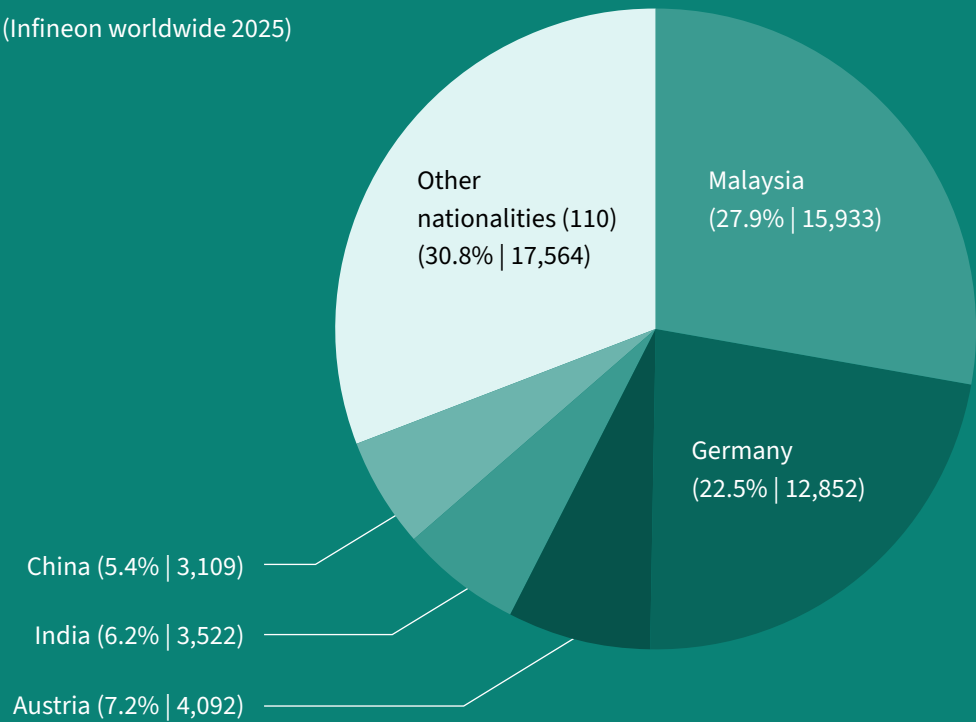
* Without management board

Employees by region



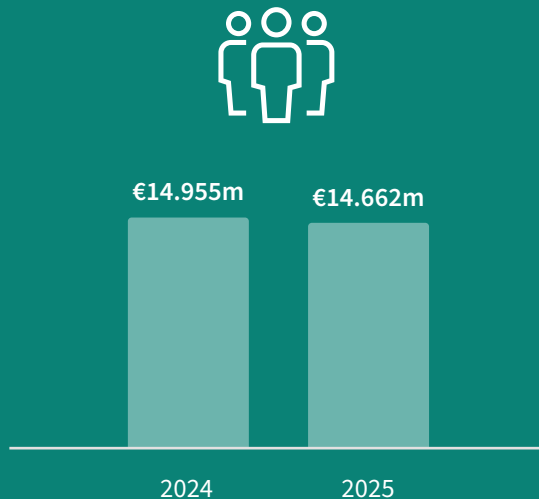
Nationalities

(Infineon worldwide 2025)

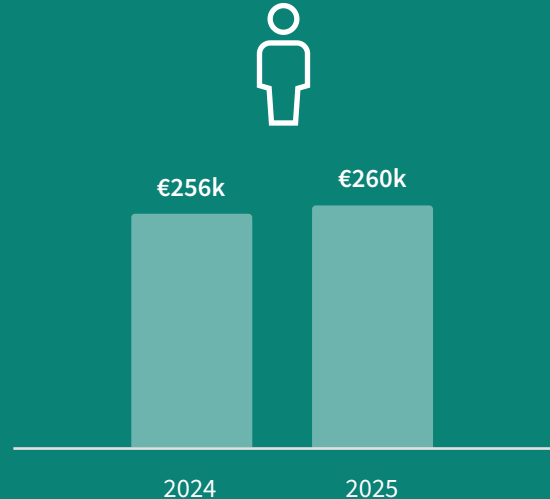


Infineon in numbers

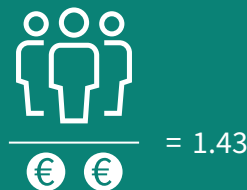
Revenue



Revenue per employee



Human Capital ROI



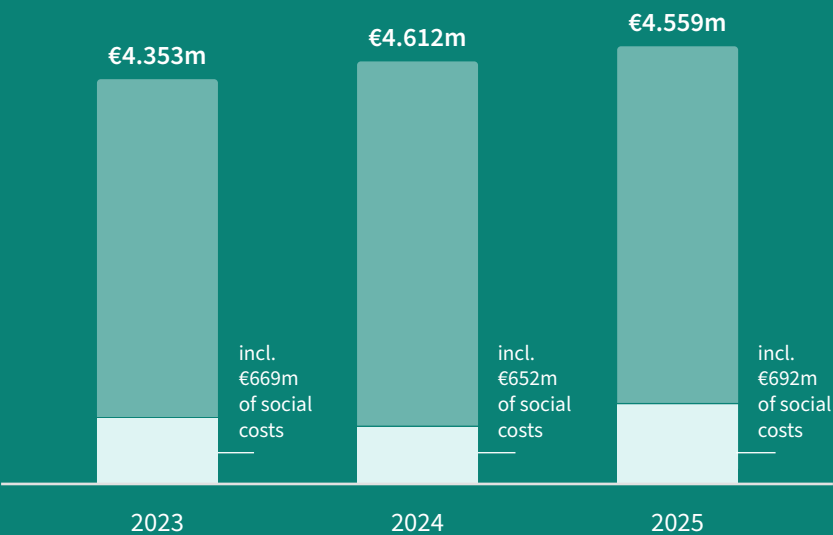
$$\text{HC ROI} = \frac{\{\text{Revenue} - (\text{Expenses} - [\text{Pay} + \text{Benefits}])\}}{[\text{Pay} + \text{Benefits}]}$$

ISO 30414 certification

We have been re-certified to the ISO 30414 Human Capital Reporting standard. We were among the first companies worldwide to receive this ISO certification in 2022. It is the only official international human capital reporting standard, enabling the comparable collection and reporting of HR data. It covers 23 metrics, including leadership and organizational health, giving us a transparent blueprint to communicate our employees' contributions to our company performance.

Personnel expenses in € million

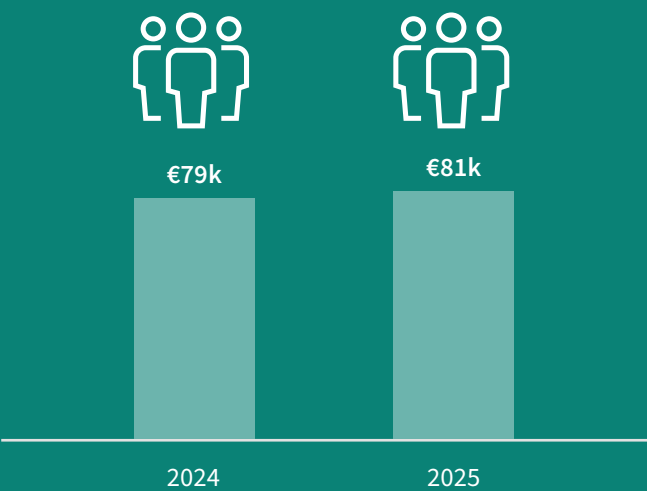
(Infineon worldwide)



Additionally, in 2025 there were € 89m of costs with externals (employees with contract of employment by staffing agency).

Personnel expenses per FTE in € k

(Infineon worldwide)



This calculation is based on the average number of employees in 2025 fiscal year.



»Over the past 25 years, Infineon has been shaped by the passion, creativity, and dedication of our people. It is the power of different backgrounds and perspectives that strengthens our ability to innovate, drives our success, and helps us tackle the challenges of our times. Together, we are shaping a future that is not only sustainable but also full of opportunities for everyone.«

Jochen Hanebeck
Chief Executive Officer
Labor Director

HR and business

We shape a responsible and future-ready HR function to empower people and growth.





WELCOMING NEW TALENT:

Infiniteon acquires Marvell's Automotive Ethernet business

In a bold step to accelerate our growth in the automotive sector, we have acquired Marvell's Automotive Ethernet business with its strong global footprint.

Key automotive trends – such as software-defined vehicles (SDV) and the E/E evolution toward zonal architectures – rely on Ethernet communications. This transaction will allow us to expand our portfolio targeting these trends more effectively. More precisely, the transaction further strengthens our MCU business by creating the most comprehensive system solutions combining our automotive MCU product offering with Ethernet switches and PHY transceivers. The acquisition also opens up new IoT opportunities in the area of humanoid robots, for instance.

Effective 15 August 2025, the acquisition brought approximately 400 highly skilled employees into our Automotive (ATV) division in the newly established Ethernet Solutions business line. Their expertise is set to play an instrumental role in shaping next-generation vehicle architectures.

Here at Infiniteon, we are proud to be at the forefront of innovation, offering great opportunities to drive growth in R&D and to jointly learn and develop as one team. We believe that technology is only as strong as the people behind it. That's why this acquisition is not just about expanding our product portfolio – it's about welcoming new talent into our global community. We are committed to ensuring a smooth and respectful integration, where every new team member feels valued, supported, and inspired to grow.

**We fit together. We grow together.
And we shape the future of mobility together.**

Sustainability as part of our culture



»At Infineon, we develop technologies that make life easier, safer, and greener, while reducing our environmental footprint and embedding sustainable practices across our operations. Sustainability is more than that – it's the way we think and act. That's why we have made responsible behavior part of our sustainability strategy. We encourage our employees to take purposeful action, fostering a commitment to shaping a better tomorrow. Together.«

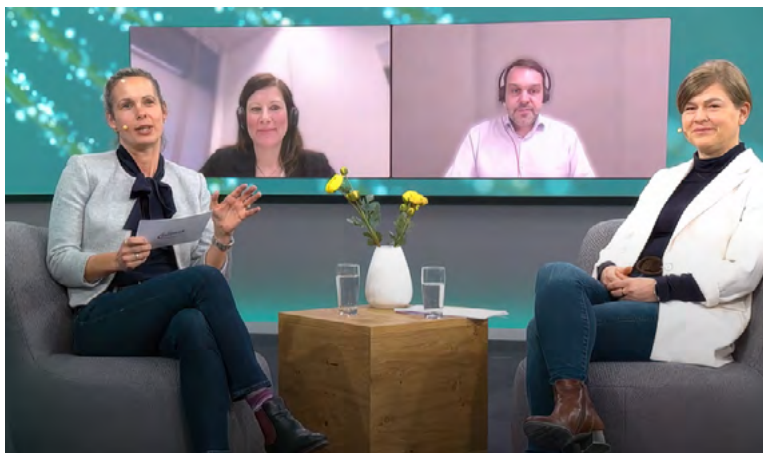
Elke Reichart
Chief Digital and Sustainability Officer



#talkSustainability sessions 2025,
hosted by Head of Global Sustainability,
Corinna Wolf

#talkSustainability

In the 2024 fiscal year, we started our Global Environmental Sustainability Strategy (GESS) focused on four areas of action: sustainability at our sites, sustainability in our supply base, sustainability as part of our culture, and sustainability with our products. With the support of the HR team, the global team formulates and navigates our environmental sustainability strategy and objectives to ensure that sustainability principles are embedded at every level of the organization. Content-wise, the team focuses on greenhouse gas emissions and water conservation in distressed areas.



Sustainability as part of our culture

Our employees are actively committed to creating a more sustainable world

We make sustainability a part of our culture in many different ways, including going the extra mile in business travel and mobility, attracting talent, and integrating sustainability into our High Performance Company Monitor, and our behaviors and practices.

Business travel

Travel guidelines: We travel in a way that is safe and sustainable for us, our company and the environment.

Hotels: We aim to book hotels with sustainability programs whenever possible, labeling them in our booking portal as “preferred” based on their sustainability efforts.

Trains: We promote domestic and international rail travel whenever feasible and provide assistance as needed. For selected destinations, we actively encourage this behavior by proactively suggesting train alternatives to colleagues who requested flights.

Cars: We utilize Battery Electric Vehicles (BEVs) for our carpool and encourage the use of BEV rentals. We connect people during business trips to share rides.

Public urban mobility: We support services such as bike sharing.

Flights: We negotiate fares that include carbon offset certificates.

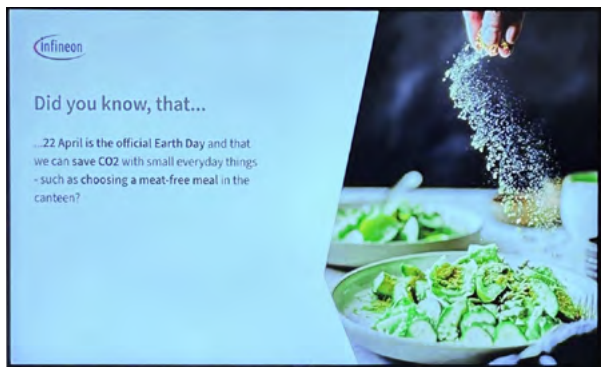
Mobility

Green fleet goal: By 2030, our aim is to have only Battery Electric Vehicles (BEVs) in our fleet. Our management board leads by example and has been ordering BEVs exclusively since October 2023. Overall, electrified vehicles (EVs) have been gaining momentum within our fleets in recent years. Since fiscal year 2025, EVs have accounted for more than half of our two largest fleets, which are based in Germany and Austria.

Bus shuttles: Bus shuttles are available at various locations including Tijuana, Batam, Malacca, Singapore, Cegléd, Wuxi, Beijing, and Shanghai. In Wuxi, these shuttles are even electric.

Public transport: At certain locations, we subsidize public transport tickets such as the “climate ticket” in Austria.

Bike leasing program: Launched in Germany, Ireland, and Austria.



Talent attraction

Sustainability is a major element of our positioning as an employer and is reflected across all talent touchpoints:

Print assortment: We simplify, reduce, and digitalize our global print assortment to streamline updates and leverage sustainability aspects, facts, and figures to attract, engage, and retain talent.

Careers website: We feature testimonial stories framing our contribution to a greener world.

Social media: We promote environmental and climate sustainability initiatives on various social media platforms.

Merchandise: We offer eco-friendly and certified merchandise articles for career fairs and events.

Career events: We organize dedicated career events to promote jobs that contribute to shaping a better future.

Behavior and practices

Trainings: Environmental training is mandatory at all locations. Additionally, we established a Sustainability academy that will be launched globally next fiscal year.

IT equipment: Old IT equipment is recycled and resold at some locations.

Sustainability communication: We launched regular #talkSustainability panel discussions, videos, and blog post series. Furthermore, activities were organized for the 2025 Earth Day.



Opening of JOBLINGE basecamp,
Munich

Future of HR and Corporate Social Responsibility (CSR)

As expectations around corporate social responsibility and workforce transformation grow, companies are increasingly extending accountability beyond financial performance to also include the social impact of their operations and their future-readiness. At the intersection between corporate citizenship, organizational development, and talent management, we are actively shaping the agenda in a variety of ways.

By anticipating trends and aligning with key stakeholders, we aim to make a meaningful contribution to society while preparing for the future of work—responsibly, collaboratively, and with purpose.

Infineon's global commitment to CSR

At Infineon, CSR is more than a principle – it's a practice embedded in our global culture. Across continents, our teams are actively engaged in initiatives that promote sustainability, education, and community wellbeing. Here are a few standout examples that reflect our commitment.

JOBLINGE: “basecamp” in Munich

Supported by partner companies Allianz, BMW Group, Infineon, Lufthansa, and Siemens, the JOBLINGE basecamp in Munich is devoted to addressing youth unemployment and the growing skills shortage. Located in the city center, basecamp provides a modern learning environment for young people without training or job prospects. Through targeted support in the form of application coaching, workshops on topics like AI, and programs focused on science, technology, engineering, and mathematics (STEM), the initiative helps youths build confidence and pursue meaningful careers.

A key element of the program is one-on-one mentoring by employees from the partner companies. These corporate volunteers offer practical guidance, share their career experiences, and provide encouragement. More than 400 young people have already benefited from the initiative.

JOBLINGE





Infiniteon employees contributing to Business@School

Business@School: Entrepreneurship education

Business@School, an initiative by the Boston Consulting Group, brings real-world business experience into the classroom, equipping students with the tools to understand companies and entrepreneurship – subjects often absent from conventional school curriculums.

Each year, high school students from over 70 schools across Germany and Europe form project teams and progress through three phases: analyzing a DAX-listed company, evaluating a local SME, and, finally, developing their own startup idea in a format similar to Shark Tank. The program fosters creativity and confidence, especially among students who might not initially envision themselves pursuing a business career. Remarkably, some student ideas have even resulted in patents or the launch of real startups.

By mentoring these students, Infineon volunteers help promote equal opportunities and provide early exposure to the business world, also empowering the next generation of innovators.

BUSINESS @SCHOOL
A BCG INITIATIVE

Empowering inclusive education in India

Infineon India supports the Ashwini Angadi Foundation, which empowers individuals from marginalized communities – both with and without disabilities – through inclusive education, skills development, and cultural engagement. A CSR grant of INR 2 million is helping to drive this mission forward, enabling transformative impact at grassroots level.



Ashwini Angadi Foundation supported by Infineon India



Eco action in Malaysia

In Kulim, Infineon volunteers joined a coral propagation and tree planting program on Pulau Songsong island, celebrating World Environment Day. This initiative underscores our commitment to biodiversity and environmental preservation in the region.



World Environment Day in Malaysia



Clean-up in Singapore

Environmental stewardship in Singapore

The InfineonCares team in Singapore partnered with the Public Hygiene Council and Waterways Watch Society for the “Keep Clean, Singapore” initiative. Employees cleaned the Kallang riverside by foot, bike, and kayak, collecting 46 kg of trash. This hands-on effort not only raised awareness about littering and water scarcity, but also demonstrated our team’s dedication to environmental action.





Infineon, together with other semiconductor companies in Dresden, is visiting schools in the surrounding area

STEM education on wheels in Dresden

Infineon Dresden continues its support for the Fabmobil project – a mobile lab that brings microelectronics and STEM workshops to schools across Saxony. In collaboration with Bosch, GlobalFoundries, and X-FAB, the initiative offers students hands-on experience in 3D printing, soldering, and programming. The goal is to spark curiosity and open career pathways in technology for students. The Fabmobil project is funded by Saxony's State Ministry of Culture. It is supported by the semiconductor companies Bosch, GlobalFoundries, Infineon, and X-FAB. This collaboration allows us to carry out the tours and offer high-quality educational opportunities.

These examples illustrate how our CSR efforts are locally rooted yet globally aligned – driven by employee passion and a shared purpose to create positive change.

Redefining the future of work

Top 40 HR minds 2025 by Personalmagazin

We are pleased that our Executive Vice President and CHRO, Markus Fink, has been named one of the “Top 40 HR Minds” by the editorial team of Personalmagazin in Germany, in acknowledgement of his HR management skills. This recognition highlights his significant role in shaping key HR topics at Infineon

and his contribution to the continuous development of our people strategy. In the context of the future of HR, his work focuses on aligning business needs with workforce transformation, thus helping to define a modern and responsible approach to HR at Infineon.



Top 40 HR minds 2025 event in Frankfurt



German association for personnel management (DGFP)

We are proud to shape the future of HR through our active engagement with the DGFP, Germany’s largest HR association. In July 2025, Markus Fink was elected to the DGFP Honorary Board, joining influential leaders from industry, academia, and public institutions. Through the DGFP, we collaborate with peers to tackle key HR challenges, including workforce transformation, digitalization, and skills development. This engagement amplifies our voice in national HR discussions and reinforces our commitment to leading responsibly, shaping the HR agenda, and fostering sustainable work environments.



DGFP board inaugural meeting



International growth sites

International growth is essential in the rapidly evolving semiconductor industry. By expanding in key regions, we respond to shifting dynamics, technological advancements, and customer needs. Our sites in India, Portugal, Germany, Malaysia, Mexico, and Thailand are vital hubs for engineering, manufacturing, R&D, and services. They enhance global customer support, contribute to decarbonization and digitalization, and foster employee development, local talent, and community engagement.

India: Bangalore and Ahmedabad

India is emerging as a leader in semiconductor innovation, with Infineon contributing for over 25 years. Our Global Capability Center in Ahmedabad opened in March 2025 and expands capabilities in chip design, software, IT, supply chain, and systems engineering in a sustainable, innovation-driven environment.



Infineon Ahmedabad Global Capability Center



Local HR team in Bangalore

In Bangalore, our R&D hub supports semiconductor development across diverse applications. With over 2,300 experts, Infineon India co-develops solutions for regional and global markets, reinforcing India's growing importance in the semiconductor industry.



Portugal: Porto

With over two decades of experience, Porto is a key site delivering high-quality services and supporting multiple internal organizations like Finance, HR, Procurement, and IT, to name just a few.

Rebranded as Infineon Technologies Business Solutions, the site reflects its expanded scope and critical contribution to implementing cutting-edge business and automation solutions. Moving forward, we aim to further grow Porto's capabilities and strengthen its role as a driver of operational excellence.

With a strong team of over 800 skilled professionals, Porto continues to uphold Infineon's high standards while contributing to our success on both regional and global levels.



Infineon Porto



Germany: Dresden

The Dresden site is expanding its production and investing in people. Our Smart Power Fab will create 1,000 new jobs by 2026. Tailored onboarding, language support, and intercultural training help integrate international talent.

The site blends cutting-edge semiconductor manufacturing with a people-focused approach, supporting a diverse, inclusive workplace and regional development in Saxony.

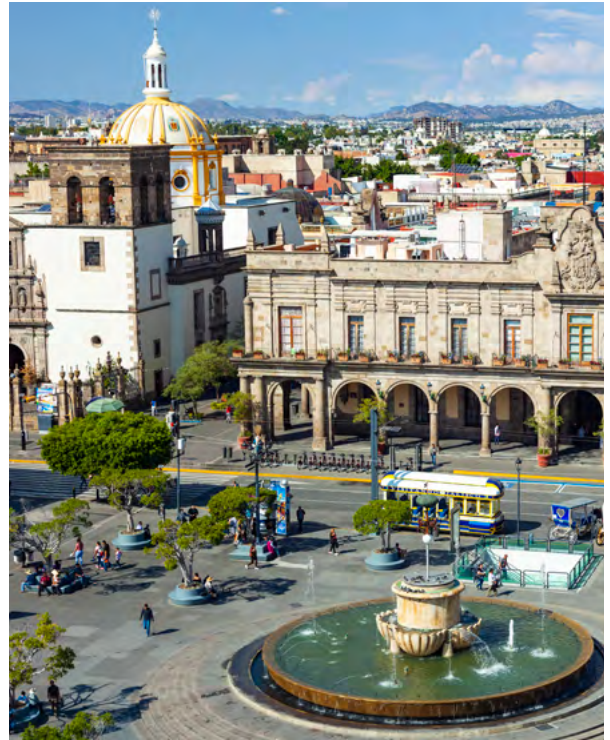


Construction site of Infineon's Smart Power Fab in Dresden, April 2025

Mexico: Guadalajara

Launched in 2023, our Guadalajara site in Mexico's primary tech hub connects us with customers, R&D centers, and distribution partners. With space for over 200 professionals, it contributes significantly to our global operations.

Supported by universities and government bodies, the site fosters innovation and offers opportunities in a vibrant tech ecosystem.



Infineon Guadalajara



Malaysia: Penang

Penang, a former Cypress site, is now a key Southeast Asia hub for shared services, R&D, and engineering. It supports demand in sectors like automotive and IoT.

With strong regional expertise and collaboration with universities, Penang ensures continuous innovation and reflects our commitment to sustainability and community development.



Infineon Penang



Infineon Thailand

Thailand: Bangkok

Bangkok serves as a strategic hub for Southeast Asia, enabling regional customer service and partnerships. Infineon has launched construction of a new back-end fab in Samut Prakan, south of Bangkok, further expanding its manufacturing footprint in Asia. Aligned with Thailand's digital transformation goals, we invest in talent and collaborate with universities and stakeholders. Our operations also prioritize sustainability and energy efficiency, supporting both global growth and regional development.





»Decarbonization and digitalization remain strong growth drivers, accelerating customer demand for energy-efficient and smart semiconductor solutions. To meet this demand, we focus on a globally diversified value chain. Internationality plays a key role, especially at fast-growing R&D and manufacturing sites and is a key success factor for high-performing teams.«

Alexander Gorski
Chief Operations Officer

Structural improvements to strengthen competitiveness

Decarbonization and digitalization remain the key drivers of our profitable growth. To realize the full potential of our company, we continuously strive to further strengthen our competitiveness and business performance. In May 2024, we launched the company-wide Step Up program. Through Step Up, we aim to achieve high triple-digit million euro improvements to our segment result by the end of the 2026 fiscal year.

Here at HR, we are working closely with relevant stakeholders to support the strategic direction of this program and continue to facilitate the implementation of defined improvement activities. This includes close collaboration with our employee representatives.

We are pleased to have successfully concluded most personnel-related measures under this program and, moving forward, will continue to focus on non-personnel-related measures.





»In an increasingly volatile macroeconomic environment, we stay the course by setting clear priorities and investing in our teams' capabilities. At Infineon, it is our people – through their adaptability and commitment – who enable us to navigate uncertainty and seize opportunities. Together, we are building a strong foundation for sustainable, profitable growth and long-term success.«

Dr. Sven Schneider
Chief Financial Officer



»The employee representatives were heavily focused on the Step Up program and the agreements to be negotiated in connection with it. They succeeded in securing very attractive conditions for the employees affected by Step Up through the Leaver Premium program, better phased retirement options, the relocation program, and the bonus to share program.

By engaging regularly with company management, the employee representatives were able to negotiate working conditions at Infineon in a constructive atmosphere, which – in turn – was reflected in Step Up.«

Johann Dechant
Group Works Council Chairman

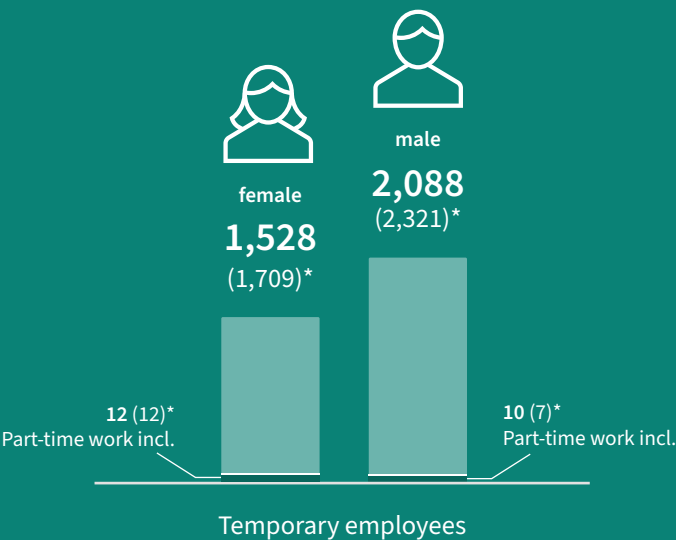
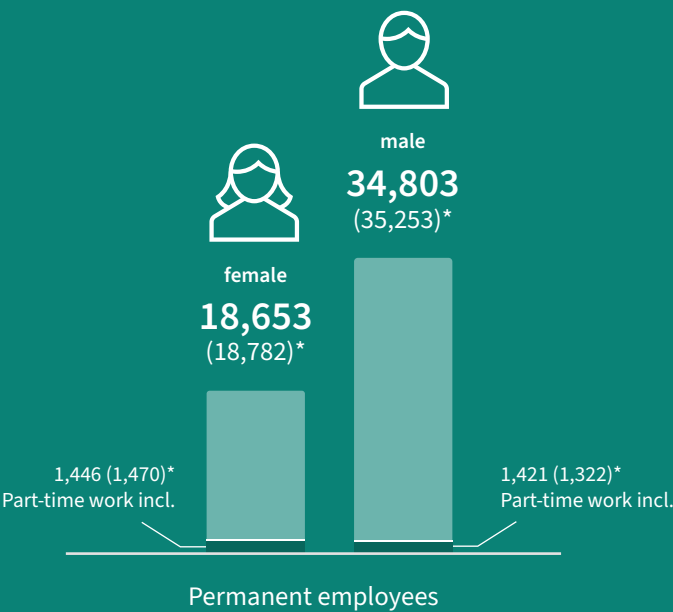


Talents

We attract, develop, and retain talent to secure long-term success.

Workforce permanent and temporary

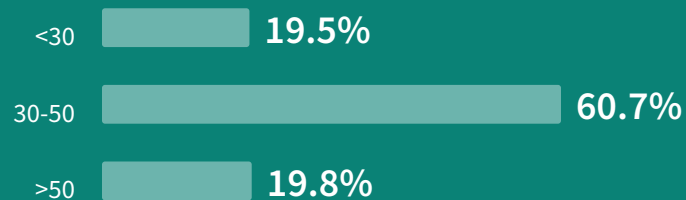
(Infineon worldwide)



* 2024 fiscal year

Age profile

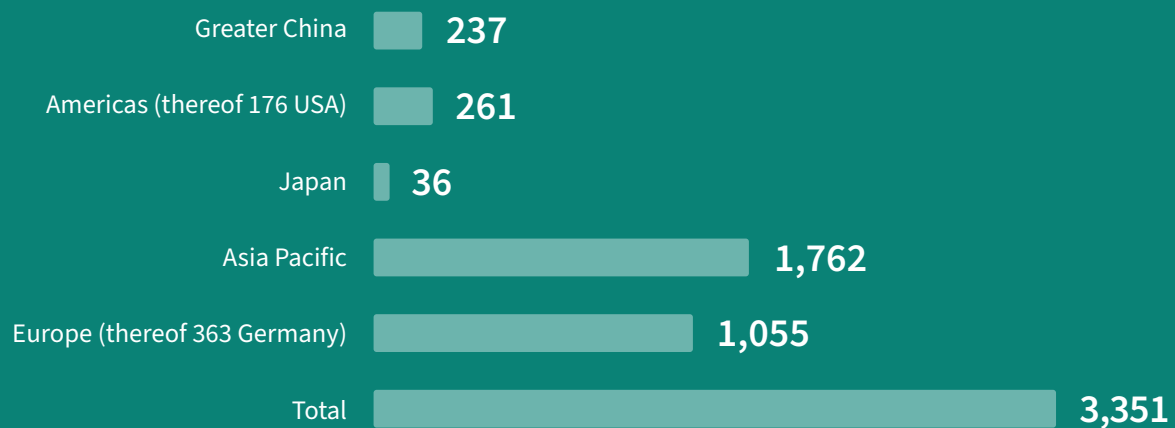
per 30 September 2025
(Infineon worldwide)



Age in years/proportion of employees

New hires by regions

in FY 24/25



YOUNG PROFESSIONALS:

Joining forces to make a difference in STEM

Securing tomorrow's talent starts today. We are committed to inspiring young people to pursue careers in STEM so they can shape the future of the semiconductor industry. We focus on early engagement, impactful collaboration, and future-ready learning to empower the next generation across all stages of education.

CHIPS of Europe: Inspiring tomorrow's semiconductor talent

To address the talent shortage in the semiconductor industry, we are contributing to the EU-funded CHIPS of Europe project. It aims to strengthen STEM education and inspire students to consider careers in microelectronics.

In its first year, CHIPS of Europe organized more than 90 events, engaging students, teachers, and schools through hands-on workshops, internships, school visits, and career fairs. Infineon HR contributed to (over 30) activities across multiple locations. These included interactive events that provided insights into semiconductor technology and career opportunities, as well as teacher-focused initiatives designed to bring STEM concepts into the classroom.

Infineon HR also collaborates with academic and industry partners to develop high-quality educational materials and share best practices in semiconductor education. This includes providing learning resources, co-creating training materials, and working together on curriculum updates to ensure education meets the needs of a rapidly evolving industry.

CHIPS of Europe is one of seven collaborative projects in which we are actively involved, reflecting Infineon HR's commitment to empowering educators, inspiring students, and fostering partnerships that build a strong foundation for Europe's semiconductor ecosystem. By connecting schools, universities, and industry, we are helping to address the talent gap and prepare a skilled and diverse workforce for the future.

CHIPS of Europe events



#skills4chips

We are engaged in the skills4chips flagship project funded by the Federal Ministry of Research, Technology and Space (BMFTR). Based on the Microtec Academy, the project partners aim to develop state-of-the-art training courses and learning formats, which can be widely used by all stakeholders in the microelectronics ecosystem.

At the skills4chips conference, we presented an industrial perspective on the future of semiconductor skills and explained how we are preempting future needs through dual study and apprenticeship programs and through European projects like CHIPS of Europe.



WISSENSFABRIK

As a member of the “Wissensfabrik” networking hub bringing together educational institutions and companies, we offer educational materials to schools that want to embed practical STEM subjects in their teaching curriculum.

The IT2School project gives pupils insights into the digital world, covering everything from basic Internet technologies to microcontroller programming. The material is provided free of charge to schools and is easy for teachers to use. They are often supported by Infineon employees. IT2School helps spark early enthusiasm for microelectronics among school children.



#empowerGirl

#empowerGirl is a public-private partnership launched by the MINTvernetz STEM networking hub and supported by “Bündnis für Frauen in MINT-Berufen” (Alliance for Women in STEM Professions), industry associations, and companies such as Infineon. It is thus an invaluable vehicle for us to attract young female talent.

Through this initiative, companies offer internships tailored to the interests of girls via a joint platform that brings students and companies together. The aim is to give girls (or anyone who identifies as female) more practical insights into scientific and technical professions and a chance to engage with that space.



The proportion of women in STEM professions is still low, partly due to poor levels of confidence among girls about their skills in math, physics, or chemistry. Beyond that, they often have stereotypical ideas about jobs in mechanical engineering, the automotive industry, or IT. #empowerGirl addresses these preconceptions, giving girls an insight into the world of STEM professions.

#empowerGirl participants



Digital Insights

Digital Insights offers pupils from year 9 onwards authentic insights into leading companies in the IT and tech industry. Joining Microsoft, SAP, Siemens, Allianz, and BMW Group, Infineon is now also helping to make subjects such as AI, chip technology, and web applications tangible for young people. As one of the founding partners, MINT-EC provides a national network of excellence for secondary schools with an outstanding math, science, and technology profile. The aim of MINT-EC is to help flagship schools

transition into STEM talent incubators with the support of high-caliber programs for pupils, teachers, and school management.



Empowering the next generation of graduate talents

To further enhance our Graduate and PhD Excellence Programs, we have established a comprehensive “Early Career Talent Programs” framework, ensuring a consistent and high-quality experience for all participants. PEP is a flagship program that embodies our commitment to scientific excellence and innovation.

PEP: Bridging academic research and industry

PEP provides a unique opportunity for excellent PhD candidates to develop their skills and advance their doctoral research in an international high-performance environment. Over the course of three years, participants will benefit from a comprehensive framework that combines onboarding elements with networking, feedback, training, and career development opportunities, enabling them to grow both personally and professionally. While pursuing their PhD dissertation, participants gain wide and deep experience that prepares them for a successful career and supports our organization’s long-term competitiveness.

Shaping the future: Building a sustainable talent pipeline

Investing in the development of PhD candidates is an integral part of our strategy as a high-tech company. PEP enables participants to apply their research in a real-world environment that drives their future career. By building a talent pipeline of technical experts and leaders, we are positioning ourselves for long-term success and creating a dynamic link between academic research and industrial innovation. This enables us to shape our future and advance the field of technology with a new generation of technical experts and leaders.

PEP is currently available in Germany and Austria and is designed to expand globally in the future.

Rolling out our Employer Value Proposition (EVP)

In last year's HR report, we unveiled our first Employer Value Proposition (EVP), developed with input from our employees and market insights. This marked a significant step in defining what makes Infineon a unique and inspiring workplace. This year, we are delighted to share the strides made in bringing our EVP to life, from the recognition of our strategic efforts to the achievement of major roll-out milestones.





»We convey what makes us stand out as a company – and as an employer. Our Employer Value Proposition highlights our purpose: driving decarbonization and digitalization, which shows why Infineon is the best place to work – together.«

Andreas Urschitz
Chief Marketing Officer

Celebrating success:

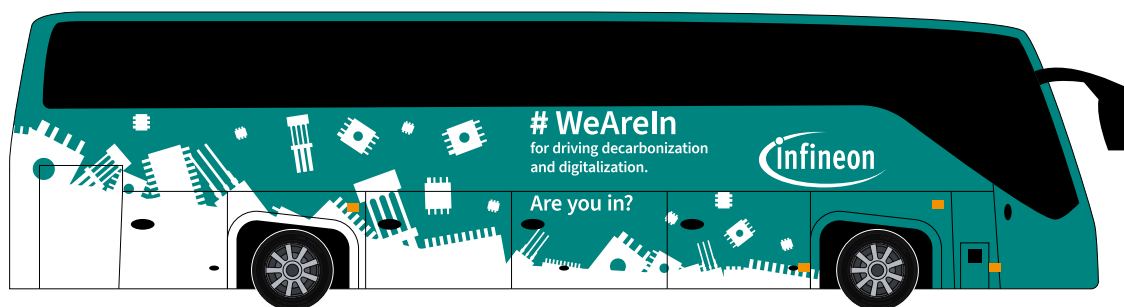
We were honored with two prestigious Employer Branding Awards in the German-speaking region (Germany, Austria, Switzerland). We received Silver in the “Strategy” category for the global EVP project from analysis to design, plus Bronze in the “Attraction” category for the successful local implementation in Austria. This recognition reaffirms our commitment to building a compelling, globally aligned employer brand that is locally relevant to attract top talent.



Local photo and video productions took place in India and Thailand to elevate our Employer Brand in strategic locations with globally aligned content that locally resonates

Scaling roll-out efforts:

Building on this success, the global roll-out of our EVP continues to gain momentum. Our global employer branding video has garnered over 30,000 engagements to date, generating broad awareness and interest. Integrated campaigns have also been carried out in several key countries, with implementations now underway in India and Thailand. Rolling out our EVP in these markets, in line with hiring needs, marks another step in our journey to establish Infineon as an employer of choice across diverse cultural and professional landscapes.





Employer Branding Award



Infineon's participation in Pride March Munich 2025
 Elke Reichart, Chief Digital and Sustainability Officer and
 Severine Fiegler, Global Head of Talent Acquisition and Diversity & Inclusion

A STRENGTH THAT DRIVES DISCOVERY:

Diversity and Inclusion

Diversity and Inclusion at Infineon

When we work on products and solutions to make life easier, safer, and greener for generations to come, we need as many perspectives as possible. Because no single person has all the answers. Promoting the representation of differences and being inclusive allows us to exchange perspectives and unlock opportunities.

Diversity is about who we are. Inclusion is what we make of it.

Our holistic view of Diversity and Inclusion (D&I) recognizes that representation of diversity is vital but diversity is nothing without inclusion. This means we all need to work daily for everyone to be heard, valued, and respected.

The best Infineon for everyone!

An environment where everyone can thrive is good for everyone. People who are accepted at work and who have a sense of belonging are happier and feel more comfortable in engaging. This is exactly the type of atmosphere it takes to drive innovation and create a better future for us all. At Infineon, we are convinced that we need the best talent to successfully implement and execute our corporate goal of building a more ambitious, responsible, and timely decision-making culture. And one of the best ways to attract and retain talent is by actively promoting and supporting D&I.



International Women's Day 2025
Empower Equality: Focus on Actions!
Speakers: Severine Fiegler, Global Head of Talent Acquisition and Diversity & Inclusion and Elisabeth Tyroller, CFO Automotive Division



Global Diversity Days 2025 Activities
Many minds, one mission



20%

We set an ambitious gender diversity target, aiming for a 20% share of women in leadership positions by 2030*, supported by a variety of recruiting, development, and retention activities for our female talents.

*US legal disclaimer: Infineon Americas is an equal employment opportunity (EEO) employer, and employment decisions are solely based on skills and competencies. We do not utilize any employment targets or quotas in this region, and all managers are required to comply with applicable laws and policies for the Americas region.

Gender differences have no impact on our human resources decisions. This is reflected in our low gender pay gap, which was less than 1 percent in the 2025 fiscal year. Each employee receives appropriate, transparent remuneration for their work in compliance with all legal standards.

To foster community and peer-to-peer engagement, we support our Employee Resource Groups such as Infineon PRIDE, Spoorthi Women Community, Working Parents at Infineon, and many more. We ensure workplace accessibility and adapt work environments to the capabilities of each employee. Additionally, we offer talent programs, flexible working arrangements, and employee health and wellness activities.

Through diverse initiatives and support systems, such as our D&I toolbox and our D&I learning & training offerings, we aim to create an inclusive work environment where all employees feel valued and empowered. Held for the eleventh time, the Infineon Diversity Days provided a global platform to spark conversations about D&I.

The global HR D&I community, in collaboration with employees and supported by external guest speakers, organized a vibrant program of 32 online events and over 45 on-site activities across all regions. This year's Diversity Days explored meaningful ways to create a workplace where every voice matters, innovation thrives, and inclusion is at the core of everything we do.

The high number of registrations for the online and on-site sessions underscores the ongoing interest in and relevance of D&I for our company culture. This event truly brought the 2025 Diversity Days motto to life: Many minds, one mission.







Living our values:

Infineon CEO receives Charta der Vielfalt “Voice for Diversity” award

Jochen Hanebeck, CEO of Infineon Technologies, has been named the first-ever recipient of the “Voice for Diversity” award by Charta der Vielfalt e.V. This recognition honors individuals who courageously and visibly stand up for an inclusive and democratic society.

At the German Diversity Day in Berlin, he was celebrated for his strong public stance against right-wing populism and his clear advocacy for openness, diversity, and cohesion – especially in the lead-up to the 2024 European Parliament elections.

“No one person alone has all the answers. On the contrary: I am convinced that it is the power of the many that makes the difference,” he said, emphasizing the value of diverse perspectives in shaping our future.



Markus Fink at a panel discussion during the German Diversity Day 2025

Female leadership and role models

In 2025, Infineon Germany hosted and participated in four meaningful events to foster gender diversity. They were organized by HR Global Talent Acquisition and Diversity, Health, and Inclusion and headed by Severine Fiegler, VP.

Female Leaders Night

In January, the “**Infineon Female Leaders Night Vol. 4**” focused on “**Women’s Careers in R&D**”. About 50 female leaders working in R&D in the semiconductor and related industries joined us for this special night. Particularly insightful was the speech given by Margret Suckale, member of the Infineon Supervisory Board. Alexander Rahm (Global Head of Infineon’s R&D Organization) introduced the R&D Organization

of our company and underlined the importance of having a diverse leadership team and workforce in this field. Dr. Sophie Vandré (SVP Development Digital Security & Identity Solutions), and Jennifer Sirrine (VP Software) openly shared their career learnings and motivational thoughts for women working in R&D for high-tech companies – where female leaders are still the exception.





In July, “Infineon Female Leaders Night Vol. 5” was hosted by our second-largest division, PSS (Power and Sensor Systems), and Adam White, Division President, as a strong supporter of diversity. On stage, in a very inspirational speech, he shared his passion for the topic and why he is convinced that diverse teams perform better—even in extremely difficult times. The motto of the evening was: **“From Uncertainty to Opportunity – Winning in Challenging Times”**. Related to that topic, Claire Wang, COO PSS, and Magdalene Böbel, SVP Business Line Head, shared their thoughts, strategies, and best practices as leaders and female role models with the audience. More than 50 guests enjoyed the energizing summer night at our Campeon rooftop terrace.

Global Summit of Women

In July, we sponsored the “2025 Global Summit of Women” in Berlin. The event focused on expanding women’s economic opportunities globally at a time when this is becoming more and more challenging. It brought together female leaders from business, government, and civil society to exchange ideas, network, and find solutions for expanding women’s economic opportunities. The summit is committed to empowering women and advancing leadership across borders. It highlighted the need to address both the opportunities and risks presented by the digital era, particularly regarding women’s participation in science and technology. Discussions emphasized the importance of gender equality for sustainable human development, and women leaders from around the world shared successful strategies and solutions.



“Lunch & Learn with GSA WLI” (Women’s Leadership Initiative of the Global Semiconductor Alliance)

As part of our cooperation with the GSA WLI, we hosted our first “Lunch and Learn” event in Munich in July. This series is designed to unite women from various companies within the industry, offering a space to connect, network, and gain insights from peers’ success stories. We were very glad to host about 75 women from Infineon and across the industry. These events aim to inspire, empower, and support women’s growth, while also giving them the recognition they deserve. One of our own female talents shared her story, outlining her journey from intern at the company to CEO of a subsidiary.

All events leaned into our goal of making Infineon more visible and attractive and of strengthening our positive reputation as an employer that takes diversity seriously and provides a home for ambitious women. We wish to be perceived as a great place for development and growth, and a great place for innovation.



A culture that cares: Corporate Health Management

The commitment, performance and, most importantly, the health of our employees make vital contributions to our success. Our global health management system IMPRES ensures the high quality of the services and measures we offer.

Our employees worldwide are offered regular workplace health promotion programs covering areas such as mental health, exercise, and healthy management behavior. Our health management team works closely together with occupational health and social counseling services at our various sites, helping to provide a healthy range of foods and an effective health program.



Germany: Health Week 2025 “Focus on Mental Health”

Nearly 5,800 employees participated in this year’s Health Week, engaging with a broad range of offerings designed to support mental health. Our employees were able to discover new perspectives and gain inspiration through a variety of professional lectures and a keynote speech. Active relaxation sessions, such as mind-body classes, rounded off the program and allowed the employees to recharge their batteries.

The health management team put together an impressive hybrid offering spanning 45 events across our German sites, featuring a mix of online and in-person activities. Info booths at the designated locations provided a great opportunity for employees to connect face-to-face with their local health teams, who shared valuable insights into the health services and activities available to employees.

Info sessions in Warstein



Fringe benefits

Fringe benefits are offered in various forms. All benefits form an integral part of the overall remuneration system and reflect Infineon's responsibility to its staff. The scale and nature of the benefits are determined in accordance with the relevant regional statutory and standard market requirements. No distinction is made in this respect between full-time and part-time staff.

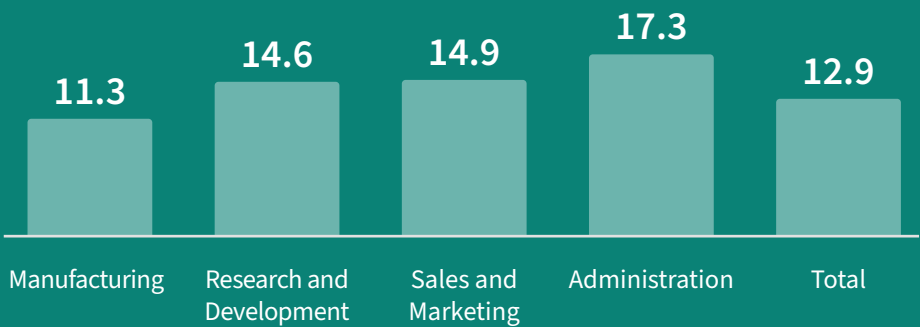
Infineon offers a wide range of country-specific benefit packages, including career and development opportunities, flexible working arrangements, health and welfare promotion programs, and support in achieving a balance between work and family life. Monetary benefits also play an important role. Benefits relating to pensions, risk protection, and medical insurance enable us to make a significant contribution to the financial security of our workforce. In addition, we support sustainable mobility for our employees with company cars, subsidized public transport, company bicycles, or shuttle services. To ensure that the benefits we provide are continually updated to meet future needs, we conduct regular reviews of what we offer our employees, using both internal data and the results of external surveys.



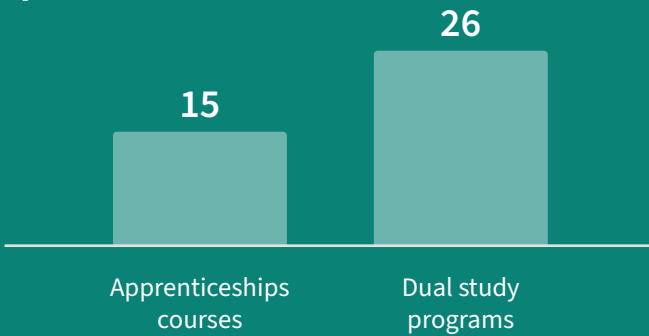
Upskilling and leadership development

We believe that investing in our people is key to driving business success.

Training hours per employee (functional area)



Apprenticeships



Training and development expenses per employee



per 30 September 2025 (Infineon worldwide)

Paving the way for a journey that matters

We enhanced our onboarding offerings to provide a seamless and engaging experience for our new hires. We added to and improved the information on our MyHR platform and streamlined the pre- and onboarding journey via a centralized hub page covering global components, including the fundamentals of an onboarding plan and our Buddy Program.

In parallel, our Global Onboarding Journey offers a structured introduction to our culture, processes, and tools, while our Global Newcomers Community provides company-wide updates and practical advice to support integration of new hires at Infineon.

For more in-depth engagement, we launched initiatives such as quarterly “**Infineon at a glance**” sessions, which provide a unique insight into our business and product portfolio, and an upskilling session on our brand strategy and design. We also introduced the “**Chip In: Infineon New Hire Community**”, where newcomers can connect directly online with our Global Onboarding Experience team in a more interactive setting.



Group photo taken during welcome session in Batam, Indonesia

We rolled out the “**I am new**” project, partnering with local stakeholders to develop onboarding pages with key information about each Infineon location. Notably, through the creation of a unified company presentation, we have successfully piloted a standardized global onboarding event with our non-shop floor workforce in Asia, which will be followed by the Americas and Europe regions, ensuring greater



New welcome kit design

consistency in our onboarding deliverables across all regions. New welcome kits were launched in alignment with the company’s corporate design and Employer Value Proposition, while also improving the kit ordering process and cost efficiency.

Based on data-driven insights from the analysis of our global onboarding surveys, we look ahead to 2026 with the aim of refining our current onboarding offerings, creating new deliverables focused on fostering the knowledge of new employees throughout Infineon, extending our unified welcome event to our global shop floor workforce, and empowering hiring managers to take ownership of onboarding.



Group photo taken during welcome session in Taiwan

Spreading the word

New ways to communicate our development portfolio

To better promote our Talent Development Portfolio, we've refined our communication strategy and explored new channels to reach our audiences.

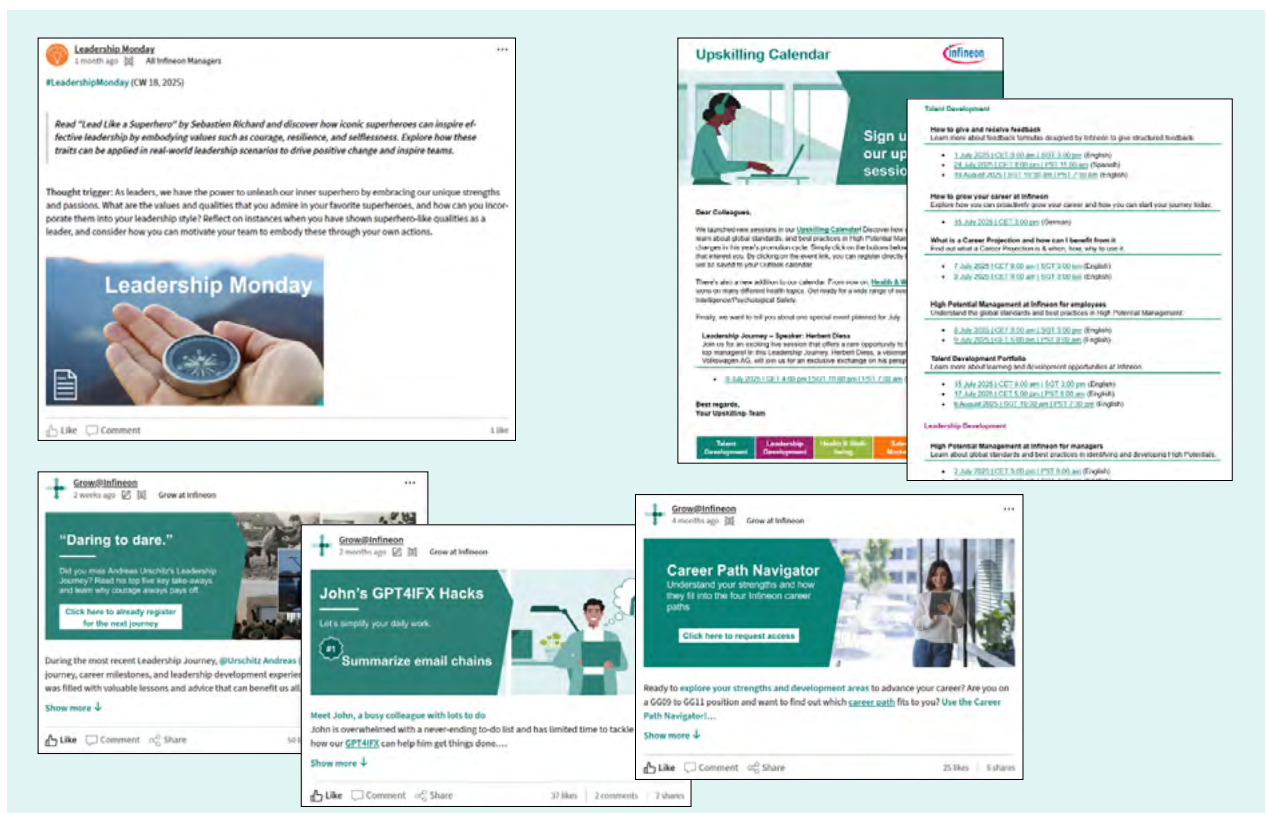
One of our key initiatives is **Grow@Infineon**, an internal social media channel that shares bite-sized content on talent development offerings, career stories, and more. Since its launch, we've built a community of 650 followers, with a reach of up to 2,500 views per week. This accessible format serves as a perfect entry point for employees exploring development opportunities.

We've also introduced **two targeted e-mails**: The first is our quarterly **Talent Development Newsletter**, covering available training spots, new offerings, and trending content curated especially for leaders. With around 8,000 leaders and 2,397 proactive subscribers, we are reaching a wider audience and these individuals can in turn spread

the word. We share information on upcoming **upskilling sessions** every other month via a simple **reminder**. Participants can easily register for these free sessions, focused on topics that are on our employees' minds, including hacks for hybrid leadership, useful insights on our performance management cycle, and training devoted to health and wellbeing. 6,881 subscribers are regularly informed about new learning options and can register with just one click.

Our **Leadership Monday** provides weekly tips and leadership hacks to around 8,000 leaders through the exclusive "Leaders' Network" intranet space. This initiative has enhanced our leaders' skills and fosters a sense of community and collaboration.

By connecting our employees with the right resources, we're empowering them to grow and succeed – and we're excited to build on this momentum.





Getting inspired

by our top managers and learning from their career stories:

The Talent Development department recently adopted the **Leadership Journey** concept, doubling the number of registrations for its first session featuring Andreas Urschitz. 1,500 colleagues listened to his decisions and leadership visions, as well as his mistakes and the pitfalls he faced, and were inspired for their own career aspirations. These live sessions offer rare insights to hear directly from our top managers as they share their life stories and

career milestones. Our colleagues can experience the thrill of rapid-fire questions from the moderator and receiving quick, insightful answers. The sessions also include an open Q&A, where colleagues can ask their burning questions and engage directly with our leaders. There is no recording; it's just one hour of pure, authentic conversation. These sessions will be offered four times per year, and new journeys for 2026 are already in planning.



A new addition to our leadership training landscape

Focus on individual contributors

Launched in 2025, the Individual Contributor Excellence Program (ICEP) empowers employees to strengthen their influence and effectiveness.

Key learning objectives include reflecting on one's role and impact, leading and challenging oneself, improving working relationships, and communicating effectively in diverse environments. Participants learn to leverage diversity for better decision-making, present ideas persuasively, and influence others without formally leading them.

The program had a strong start with positive feedback from global sessions. Participants rated the knowledge transfer to their day-to-day work at 5.3/6 and the relevance of content at 5.5/6.

The ICEP supports our broader strategy by nurturing a workforce adept at navigating dynamic environments and driving innovation. Investing in individual contributors reflects our commitment to empowering employees and shaping the company's future.

The program is part of our comprehensive Career and Leadership Training Landscape, which supports employees across all career paths. Excellent leadership, whether formal or collaborative, is one of the foundations of our success. Skilled leaders help to achieve operational and strategic goals, and a dedicated leadership journey for all employees in all career paths helps build key management and leadership skills. This includes our foundational programs, Leading Basics and New Leaders Orientation, our career-path-specific training programs, Leading as a Project Manager and Leading as an Expert, as well as our advanced follow-up programs. Our programs focused on people management, namely the Infineon Leadership Excellence Programs and the INSEAD Infineon General Management Program, round out our development offering.



Leading the future

Our new global high-potential leadership program ILEAD

A key component of our high-potential management approach is the ILEAD program, launched in spring 2025. ILEAD stands for “Infineon Leadership Excellence Acceleration and Development” and is a global, cross-divisional, and cross-functional program for high potentials on the Management Career Path. It prepares participants for more complex leadership roles and supports our belief that the future of our company will be shaped by our (top) leaders.



ILEAD is a holistic one-year learning journey that combines the best elements of the academic world with exchange and networking opportunities for up to 40 participants. In partnership with INSEAD, one of the world's leading business schools, we aim to create a sustainable pipeline of future (top) leaders who can drive innovation and growth in a complex, dynamic market.



ILEAD participants

Program highlights include:

- Learning at the world-renowned faculty at INSEAD's prestigious Fontainebleau campus in France and the Asia campus in Singapore, as well as through online modules
- Personalized mentoring and coaching
- Interactive sessions with our global top management team to gain deeper insights into our strategy and vision
- A strong networking community that connects participants from various countries and functions to further strengthen collaboration within Infineon

Digital transformation

We implement our OneHR digital strategy to modernize services and boost efficiency.



HR digital roadmap

Our HR digital strategy defines our approach and commitment to digitalization within HR. We are dedicated to enhancing our HR customer experience and improving efficiency for both HR and our customers by reducing manual effort.

To effectively translate our HR digital strategy into action, we have developed our HR digital roadmap. This roadmap articulates our mid-term digitalization plan, enabling HR and IT HR to plan realistically and drive digitalization effectively. With a rolling three-year timeline, we commit to annual reviews and updates, ensuring we remain aligned with evolving priorities.

Our HR digital roadmap follows a well-defined prioritization framework. We assess the strategic priority of all potential digitalization projects against criteria aligned with the three guiding principles of our HR digital strategy: automation, customer centricity, and scalability. In addition, we consider resources and budget requirements, ensuring our roadmap remains both realistic and achievable.

Four priorities shape our HR digital roadmap:

- 1. Enhance digital HR solutions:** Continuously enhance our HR platforms, introduce new services, and drive automation to better serve our HR customers
- 2. Strengthen MyHR (ServiceNow) as HR one-stop-shop:** Further automate HR services, leverage GenAI in HR knowledge management, and create value for our shop floor colleagues
- 3. Create value from data:** Systematically analyze data to enhance customer centricity, drive process efficiency, and support data-based decision-making
- 4. Simplify our tools and platforms:** Consistently consolidate standalone tools into our core HR platforms, adhering to our best-of-suite approach

Global OneHR conference

To drive our digital transformation, we focus on strong communication and onboarding. At our recent **global OneHR conference**, we shared details on the digital strategy across the HR organization and continue to update colleagues on future initiatives.



Generative AI: Knowledge management project

At Infineon, empowering our employees and managers with easy access to the right information is essential for fostering productivity, collaboration, and good decision-making.

For HR, this means offering innovative, best-in-class solutions equipped with the tools to efficiently find and utilize HR knowledge.

In January 2025, a cross-functional team from all Infineon sites, HR departments, and IT introduced an enhanced knowledge management feature in MyHR. This solution consolidates all HR information in a single, intuitive platform that leverages advanced search capabilities, including natural language understanding and AI-generated summaries, to deliver faster and more comprehensive results.

Key benefits:

- **Time savings:** Employees don't need to spend valuable time searching through lengthy content or across multiple platforms. The system provides concise, AI-generated summaries.
- **Improved accuracy:** The platform understands natural language, allowing it to interpret the intent and context of search queries and deliver more relevant results than conventional keyword-based searches.
- **Comprehensive responses:** Information from multiple sources is combined to provide complete answers and even recommend relevant services from the catalog, ensuring users get the support they need.
- **Localized information:** Managers receive country-specific information by default, while also allowing them to access country-specific details for their team members if required.





Global knowledge management project team

Results in figures

After six months, the results already showed a positive trend, with benefits including an enhanced user experience, reduced time spent on information retrieval, and improved overall efficiency:

75% of users found the AI-supported search results helpful.

25% drop in cases opened for general questions from go-live until 30 September 2025.



Agentic AI: The next evolution of AI in HR

Following the breakthrough of generative AI (GenAI), which focused on creating content based on user input, agentic AI marks a fundamental shift. AI systems are becoming increasingly proactive. Depending on how it is configured, agentic AI can act independently, execute tasks, and make decisions autonomously. At its core is the automation of repetitive, non-linear activities through digital agents that no longer require human initiation. Agentic AI is particularly promising in processes that are not strictly rule-based, require learning capabilities, or involve dynamic tasks.

At the same time, it's important to note that if a task is highly complex for humans, it will also pose a challenge for agentic AI. There is no doubt that agentic AI has the potential to complement humans but not to replace them – particularly not in strategic or complex decision-making scenarios.

Looking ahead here at Infineon HR, agentic AI represents the next big thing. Our goal is to relieve HR and our internal customers of routine tasks through the targeted use of this technology, achieve greater efficiency, and create space for high-value, strategic, and value-adding activities. In doing so, we aim to yet again position ourselves as pioneers of technological innovation in HR.

A digitalized approach to reorganization

As Infineon continues to grow, the ability to shape organizational structures quickly and effectively is a critical success factor. For HR, this means delivering scalable, strategic solutions that support change with clarity, speed, and compliance.

In September 2025, we introduced a new cross-functional solution co-developed by HR, IT, and Finance that redefines how reorganizations are managed globally. This integrated approach harmonizes and digitalizes the way we design, approve, and implement organizational changes.

At its core, the solution connects our ServiceNow “MyHR” environment with the Ingentis tool for simulation and compliance checks and our HCM SAP for semi-automated data maintenance.

The result is an end-to-end, digitalized process that reduces manual effort, increases transparency, and improves data quality. It empowers HR to focus on strategic consultation and enables managers to take ownership of their future organizations.



Key benefits:

- **Real-time simulation and validation:** Managers and HR Business Partners can visualize and adjust structures before implementation, ensuring faster, high-quality decisions aligned with our Organizational Design principles.
- **Cross-functional coordination:** The MyHR platform ensures that all relevant functions are connected from the start, reducing silos and manual handovers.
- **Time savings:** The streamlined process – with fewer manual steps, improved system integration, and clearer guidance – is expected to reduce turn-around times and administrative workload.



Reorganization project team

AI trends in HR

acatech's Human Resources Working Group: The future of (HR) work in times shaped by multiple transformations

Coordinated by acatech, the Human Resources Working Group is a cross-industry forum devoted to the future of HR work. It brings CHROs from leading technology and service companies together with scientists and researchers to explore structural change. Infineon joins 21 other industry stakeholders and 12 professors from various disciplines.

Operating as an independent, evidence-based think tank, the group addresses transformation processes driven by digitalization, demographic change, sustainability, and geopolitical uncertainty. HR must actively shape structural change, promote new technologies, and drive business success from a strategic C-level perspective. The aim is to unite business, research, policy-makers, and social partners to develop concrete solutions for transformation.

In its most recent project, the HR Working Group is drilling down on the **dual role of CHROs in the adoption of AI**. On the one hand, they act as enablers within the organization, paving the way for employees at all levels to acquire the skills required to use AI responsibly and productively. At the same time, the HR function is an AI user, deploying it strategically to evolve its capabilities beyond those of a straightforward service provider to become a proactive agent of change, making its organization fit for the future.

To illustrate this dual role, a **typical HR persona called Luca Moretti** was developed as part of the project. She is confronted with the central tasks and challenges that a CHRO faces in connection with the AI transformation. She provides a structured sounding board for testing, reflecting on, and systematically evolving the role of CHROs in the AI age. You can find more information [here](#).



LUCA MORETTI



ALTER:
48 Jahre

JOB:
Personalvorständin und
Arbeitsdirektorin

ARBEITGEBER:
> 100.000 Beschäftigte

EIGENSCHAFTEN:
resilient • visionär •
gewinnend • neugierig •
empathisch • gestaltend

KOMPETENZEN:

- Strategischer Weitblick
- Brücken bauen
- Agilität
- Agenda Setting
- Technologieaffinität

LUCAS MISSION:

- HR mit KI strategisch weiterentwickeln [Details](#)
- Organisation für KI-Adoption enablen [Details](#)

acatech HR-KREIS



Thank you

“To everyone in our global HR team. 2025 was about transformation – and you were at the heart of it. What stood out this year was not just what we achieved, but how well we managed it: with openness, motivation, and a shared belief in the value of people.”

Markus Fink

Executive Vice President & CHRO



Facts and figures



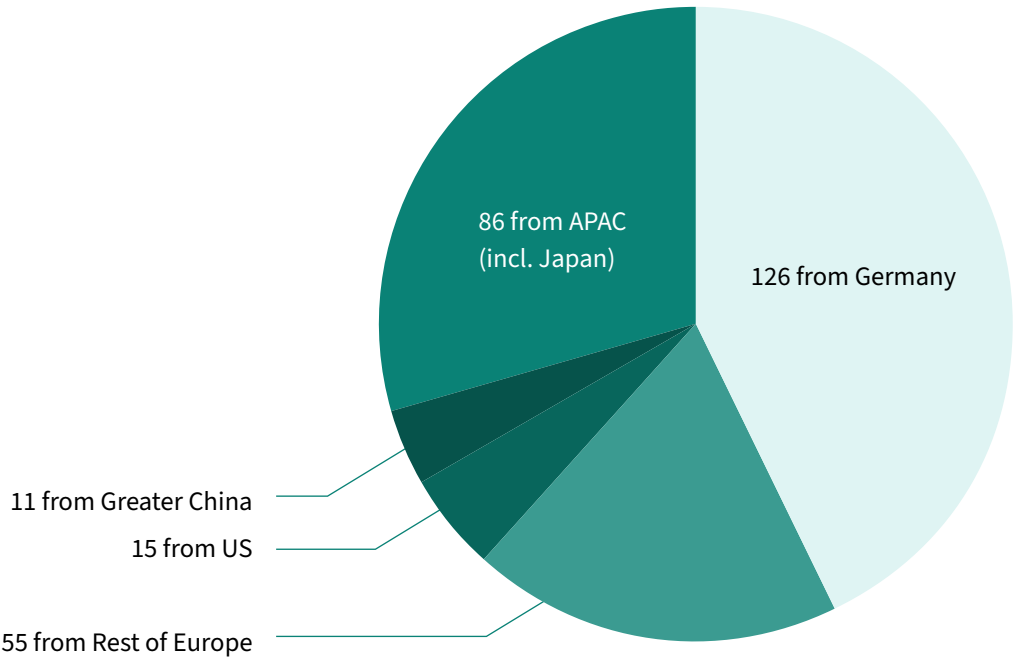


Workforce

per 30 September 2025
(Infineon worldwide)

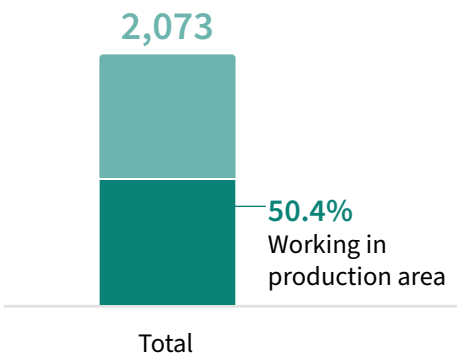
Assignments*

Total number
of Assignments
293

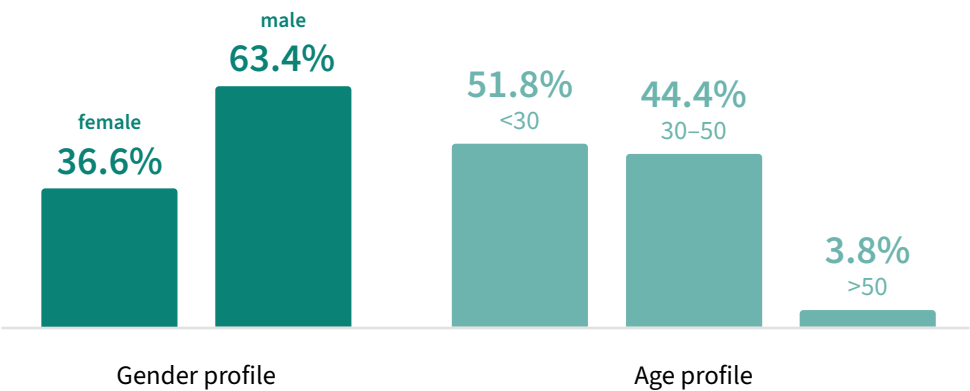


*International assignments offer our employees the opportunity to work at an Infineon site abroad.

Temporary agency staff



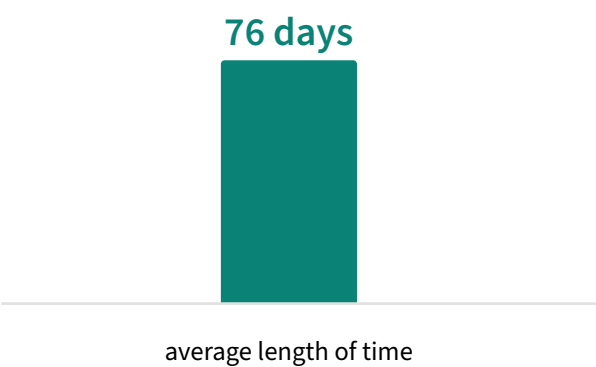
New hires



Workforce

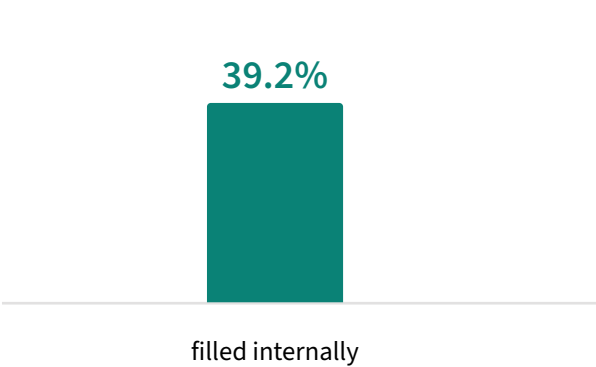
per 30 September 2025
(Infineon worldwide)

Time to fill vacant positions



Our evaluation of the Time to Fill is aligned with external benchmarking standards. We measure the average number of days from when the job is entered into the recruiting tool after all approvals are received, until we have a positive (written) confirmation by the candidate.

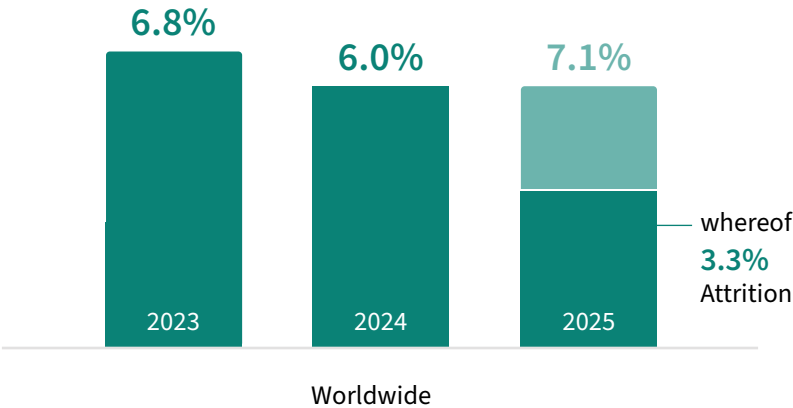
Percentage of positions



This calculation only includes professional indirect positions. Direct (operator) and student positions are not considered.

Employee turnover rate

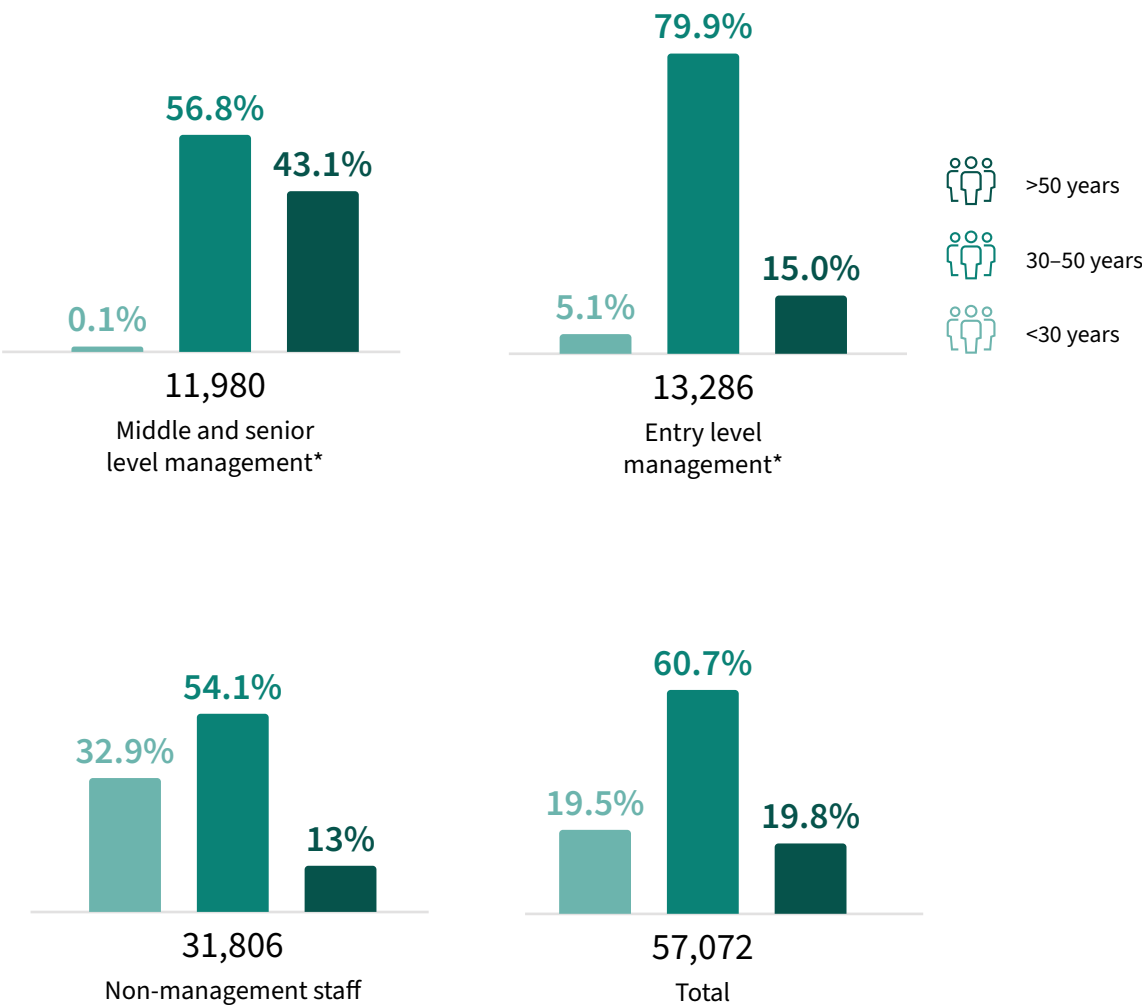
(incl. voluntary resignations
and other reasons for leaving)



Workforce

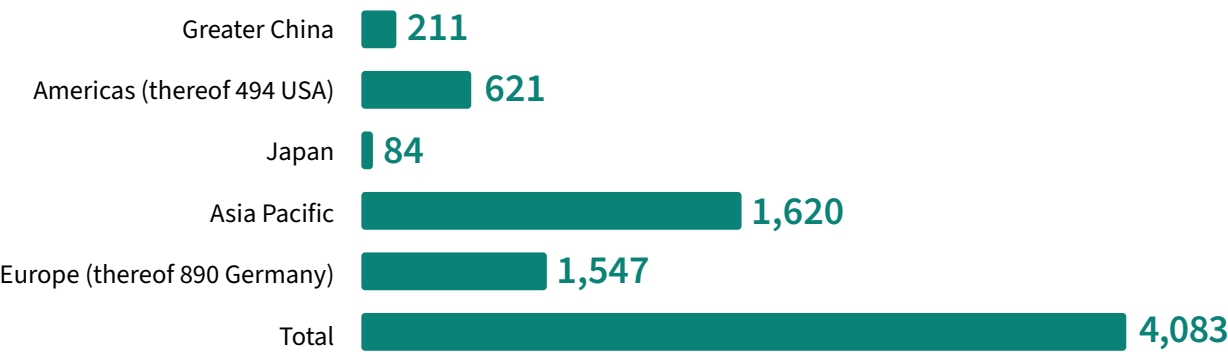
per 30 September 2025
(Infineon worldwide)

Age profile per level

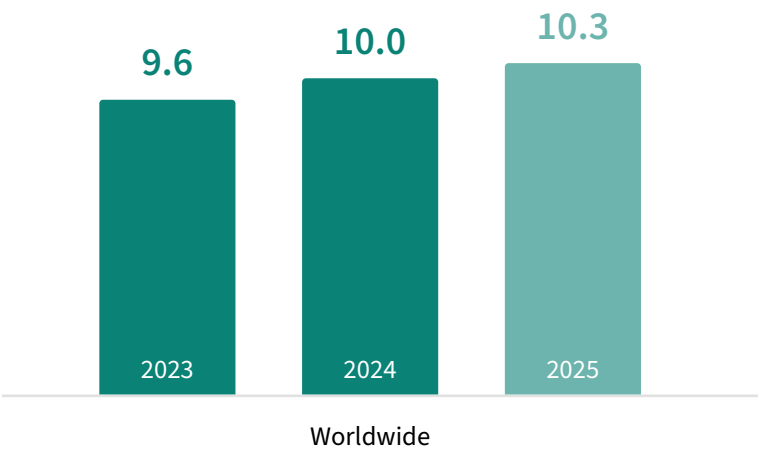


* Infineon defines a management function as both employee management and management on the basis of technical expertise according to the internal job assessment system.

Terminations by regions

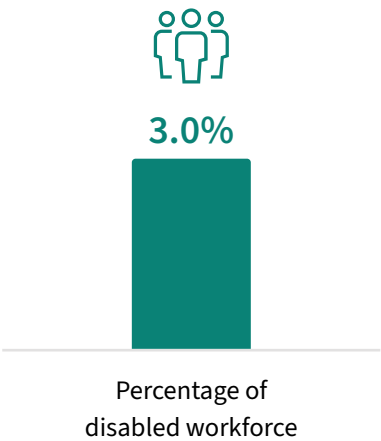


Length of service in years



Diversity and Inclusion

Disability

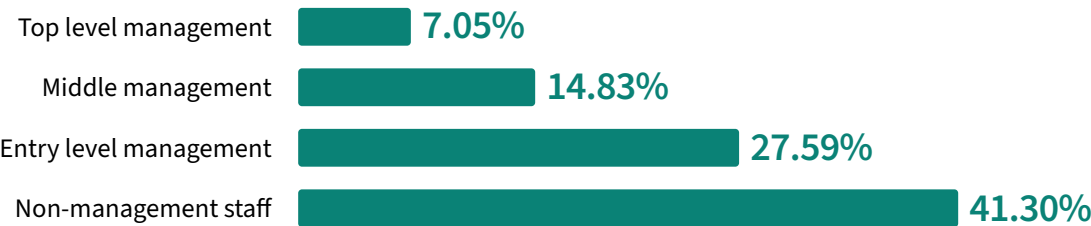


In Germany, Infineon employed 3.0% of persons with severe disabilities (as of 30 September 2025, prepared 30.09.2025). Information on the employment of persons with disabilities at Infineon sites in other countries is only recorded on the basis of voluntary declarations by employees in different ways. Therefore, the percentage of employed persons with disabilities is only reported for Germany.

Share of women in management revenue-generating functions

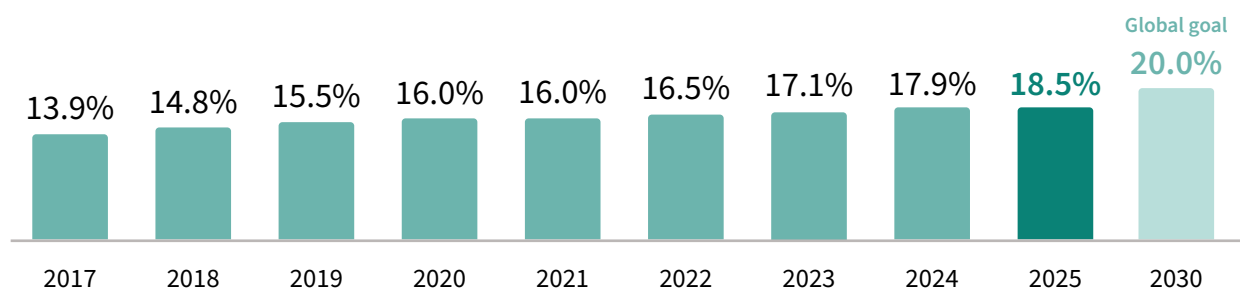


Share of women in STEM-related positions



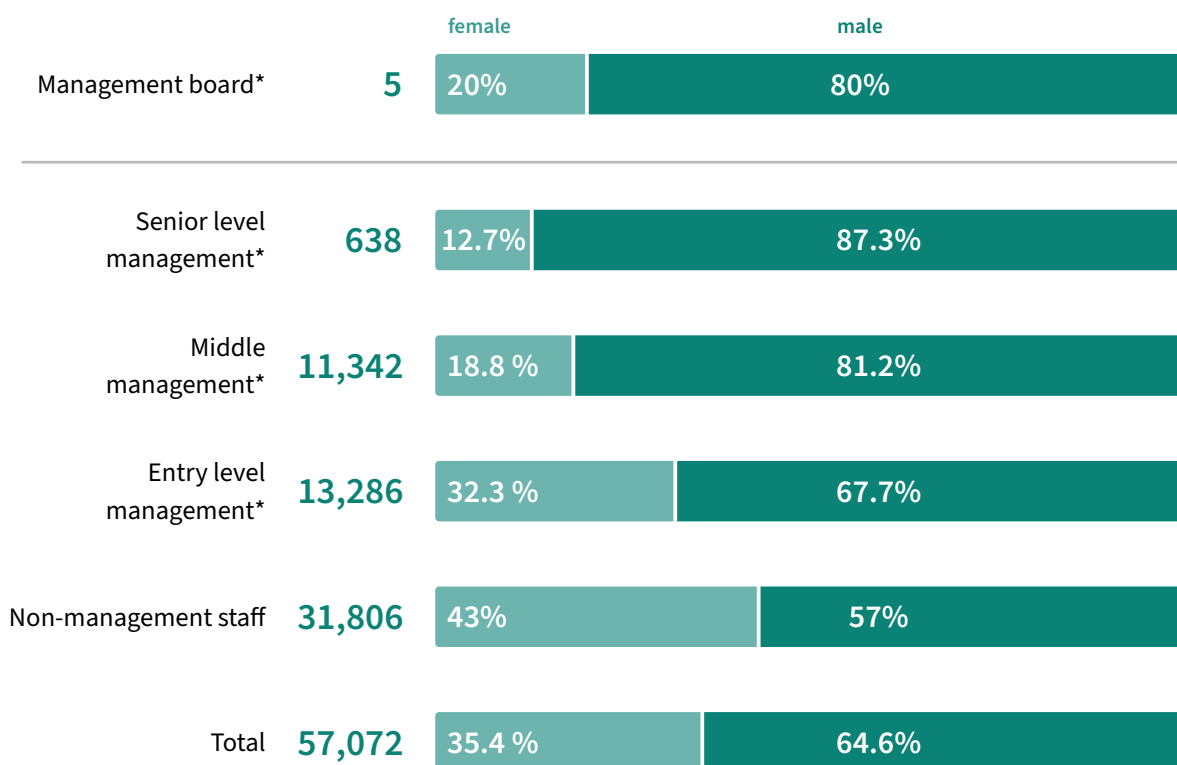
Women at management level

(Infineon worldwide 2025*)



* As of 2021 fiscal year numbers include Cypress data.

Female/male employees per level

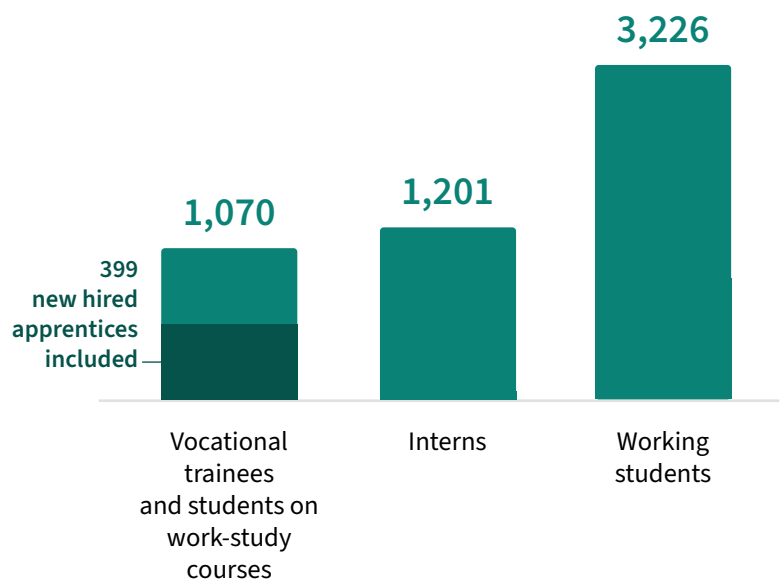


* Infineon defines a management function as both employee management and management on the basis of technical expertise according to the internal job assessment system.

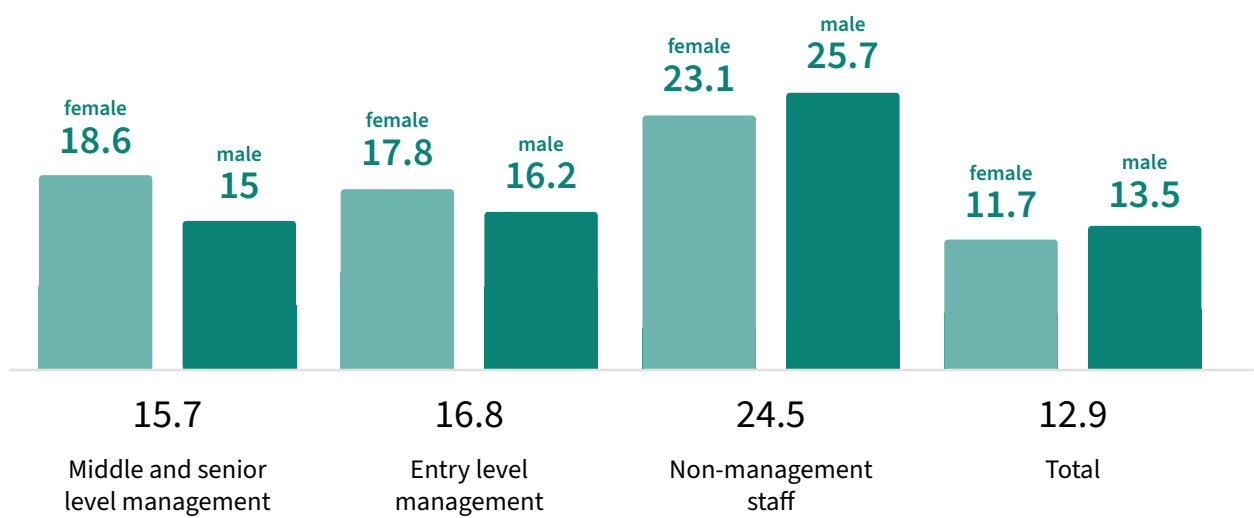
Training

(Infineon worldwide 2025)

Employees in training



Training hours per employee (level)



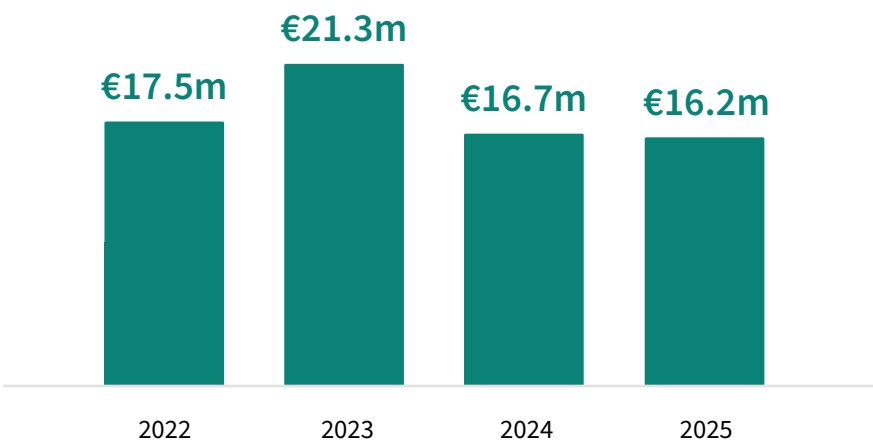
Percentage of trainings completed on compliance and ethics

Our goal is to ensure that all Infineon employees are continuously trained on a binding set of principles on legal and ethical manners. The recertification of this training takes place every three years. In total, 96% of all employees have completed the training as of 30.09.2025.

96%

Employees have completed the training

Further training expenses



Infineon has moved towards blended learning formats for its training. We provide training for our employees and managers in a combination of virtual and classroom-based formats. In addition,

we foster the use of LinkedIn Learning. By using the expertise of internal trainers, we have been able to decrease the expenses in training, assuring at the same time the maintenance of its quality.

LinkedIn Learning consumption



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