

About this report

GRI 102 – 46; 102 – 48; 102 – 49

This report documents Infineon's environmental and social performance during the 2019 fiscal year. We would like to illustrate how sustainability contributes to Infineon's business success and how our activities in this area create value for all our stakeholders.

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Information on Infineon's financial status and performance in the 2019 fiscal year has been published in the Annual Report 2019.

P see page 29 ff. of the Annual Report 2019 for information about the business model

In the 2019 fiscal year the German CSR Directive Implementation Act requires Infineon to publish a Non-Financial Statement. This Non-Financial Statement is published as a combined separate Non-Financial Report within this Sustainability Report. The legally required information is contained in the chapters highlighted with a gray page border. References to information within the Combined Management Report are also a part of the Non-Financial Report.

The reporting period covers the 2019 fiscal year, from 1 October 2018 until 30 September 2019. We publish this report annually. The previous report was published in November 2018 as a supplement to the Annual Report 2018.

Unless otherwise specified, the statements and key figures in this report refer to the 2019 fiscal year.

In order to help readers identify and interpret the trends relating to quantitative disclosures, the present report includes at least the data from the 2018 and 2019 fiscal years.

Reporting

This report has been prepared in accordance with the "GRI Standards": "Core" option. These reporting criteria are complemented with corporate rules.

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The information contained in this report also serves as "Communication on Progress" for the United Nations Global Compact initiative (see the chapter "UN Global Compact Communication on Progress").

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KPMG AG Wirtschaftsprüfungsgesellschaft, Munich (Germany), has provided independent "limited assurance" regarding the specified sustainability performance information provided in this report in accordance with the International Standard on Assurance Engagements 3000, the pertinent standard for assuring sustainability information.

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The Infineon website contains the explanatory notes on the main data and other information pertaining to this report. Two limited assurance reports of the independent auditor KPMG AG Wirtschaftsprüfungsgesellschaft are published at the end of this report.

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Determining the content of the report

Infineon engages in continuous dialog with all its stakeholders. In our materiality analysis we evaluate the expectations and requirements of our internal and external stakeholders with regard to sustainability in various topics in accordance with the framework for sustainability reporting, the "GRI Standards".

First, we identified Infineon's most important stakeholders, taking into account the dimensions "Responsibility", "Influence", "Proximity", "Dependency" and "Representation" in the so-called "Stakeholder Engagement Manual" drawn up by the organization "AccountAbility".

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In a second step, consideration was given to general as well as sector- and company-specific sustainability standards appropriate for determining the material topics for assessing Infineon’s sustainability performance. Afterwards, relevant topics were pre-selected on our corporate strategy and stakeholder expectations.

In a fourth step, we assembled our in-house experts to discuss the topics chosen and any potentially related risks or opportunities which could impact the long-term performance of the organization. The various Infineon divisions and departments use different communication channels and continuously engage in conferences, forums, industry association activities and surveys to ensure targeted communication with the corresponding stakeholder groups.

The legal definition of materiality was taken into account during the course of these four steps. The results of this analysis and the material topics were then confirmed by the Infineon Management Board. The present report describes these topics.

GRI 102 – 47; 103 – 1

In accordance with the “GRI Standards” framework on sustainability reporting, the table below shows how Infineon has evaluated impact along the value chain.

Material aspects and impact along the value chain

Material aspects	Reporting boundary ¹	Supply chain (Production materials, products, services)	Infineon internal (Production processes)	Customer (Product application)
Long-term viability of core business	Internal/external	Medium	High	High
Contribution through sustainable products	Internal/external	Medium	High	High
Responsible manufacturing	Internal/external	Medium	High	Low
Diversity and equal opportunity	Internal	Low	High	Low
Corporate citizenship	Internal/external	Low	High	Low
Business ethics	Internal/external	Medium	High	Medium
Labor relations	Internal	None	High	None

¹ Reporting refers to activities within and/or outside the company.

Effective risk and opportunity management is a key element of our business activities. It supports the achievement of our strategic goals, namely sustainable profitable growth and preservation of financial resources through efficient use of capital. We have established a variety of coordinated risk management and control system elements oriented towards the realization of our risk strategy. These elements include in particular the systems “Risk and Opportunity Management System” and the “Internal Control System with Respect to Financial Reporting Processes” as well as the associated planning, management and internal reporting processes and our Compliance Management System. Further information is available in the “Group strategy” and “Risk and opportunity report” chapters of the Annual Report 2019.

P see page 29 ff. and page 79 ff. of the Annual Report 2019

TARGETS see page 37 ff.

P see page 29 ff. of the Annual Report 2019

The progress during the 2019 fiscal year as well as the achievement of our targets and the associated key performance indicators are described in this report as well as in the chapter “Group strategy” of the Annual Report 2019.

Long-term viability of core business: Energy efficiency, mobility and security are important key fields of action for the global society that offer enormous growth potential. Infineon occupies leading positions in these sectors. We expect our innovative power and technological expertise to continue to drive sustainable and profitable growth going forward.

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The steady progress of digitalization and networking is one of the most vital technological trends of our time, with the potential of radically changing how companies and consumers interact with one another and with the surrounding infrastructure. In the “Internet of Things” (IoT) the physical and virtual worlds converge in ways never seen before. More and more physical “objects” – ranging from people and places to cars and computers all the way to household appliances and industrial machines – are being equipped with electronic systems, software and sensors and connected to the internet.

This opens the door to a new dimension of connectivity and intelligence with far-reaching consequences for our society and our economy. As a worldwide leading provider of semiconductor solutions, Infineon supplies manufacturers in all market segments with key components for applications in the IoT. International Data Corporation (IDC) estimates that, at a growth rate of 17.5 percent, there will be 28.1 billion installed IoT devices and systems by the 2020 calendar year. At that time the data volume generated annually is expected to reach 40 zettabytes (1 zettabyte = 1,000⁷ bytes). At the same time, the world market for IoT solutions will grow by 20 percent annually, from US\$1.9 trillion in the 2013 calendar year to US\$7.1 trillion in the 2020 calendar year.

Our sensors, processors, security controllers and actuators set the standards for highly-developed sensor technologies, cross-application control and optimized power management: They make the IoT intelligent, secure and energy-efficient. Additional information on this material topic can be found in the chapter “Contribution through sustainable products” in this report as well as in the chapter “Group strategy” of the Annual Report 2019.

P see page 29 ff. in this report and page 29 ff. of the Annual Report 2019

Contribution through sustainable products: Microelectronics made by Infineon is the key to attaining better living standards. Our invention power and commitment let us create value for customers, staff and investors. We understand how technical systems can be made increasingly efficient through the use of semiconductors, providing sustainable solutions for the world of today and the world of tomorrow. This makes our customers more successful and is an important contribution to society. We make life easier, safer and greener – with technology that achieves more, consumes less and is accessible to everyone.

The manufacture of sustainable products is an integral part of our business strategy. Two thirds of our annual research and development expenditures can be allocated to energy efficiency and climate protection.

According to the United Nations the earth will have approximately 10.9 billion inhabitants by the year 2100, most of them living in cities. One consequence of this development will be a worldwide rise in the need for energy. Using energy more efficiently is one of the greatest challenges of the future, and semiconductors play a decisive role here.

The biggest lever in energy savings is increasing efficiency of use. The savings potential represented by today’s worldwide several hundred million industrial motors and billions of household appliances is gigantic.

In accordance with our environmental policy, possible environmental impacts are investigated at the earliest possible stage and are taken into account in the development of products and processes. Infineon has created an integrated management system for this purpose, IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health). This applies to all our company activities, from procurement, development and manufacturing all the way to the sale of our products. All our actions are based on compliance with applicable legislation and regulations. For more information see the chapters “Contribution through sustainable products” and “Our responsibility along the supply chain”.

P see page 29 ff. and 32 f.

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We want to make driving a car safer for everybody. Our systems should support drivers and significantly reduce the number of accidents. Radar chips from Infineon send and receive high-frequency signals and pass them on to the radar electronic control unit (ECU). The radar ECU then determines the distance between the car and other vehicles and their speed in order to warn the driver in good time and to initiate a braking maneuver in case of an emergency. Another system detects signs of driver fatigue (microsleep) or distraction. Infineon is also working in the area of “eCall” (Emergency Call), an emergency call system integrated in the car. In case of an accident, “eCall” automatically transmits the location and other important data to the emergency services, drastically reducing the amount of time needed before reaching the driver.

Today, Infineon already has solutions that meet the high requirements of active and passive assistance systems. They enable, for example, piloted driving in traffic jams and automated parking. In the future, car-to-car communication will improve safety and efficiency in road traffic. For example, it will be possible to warn drivers of road damage or accidents on their route.

P see page 30 in this report and page 39 ff. of the Annual Report 2019

Additional information on this material topic can be found under “The Infineon CO₂ footprint” in the chapter “Contribution through sustainable products” in this report as well as in the chapter “The segments” in the Annual Report 2019.

P see page 12 f., page 14 and page 42

Responsible manufacturing: Respect for human rights is essential for Infineon. As a signatory of the United Nations (UN) Global Compact, Infineon made a voluntary commitment to uphold the Ten Principles outlined there. Principles 1 and 2 relate to human rights. In our Business Conduct Guidelines we anchor our mandatory compliance with valid human rights. Additional information on this topic can be found in the chapters “Business ethics”, “Human rights” and “UN Global Compact Communication on Progress”.

P see page 32 f.

We also demand that our supply chain upholds these principles. This is why we have defined a Group-wide approach aimed at ensuring the necessary transparency within the supply chain. We expect our suppliers to commit to the values outlined in our Principles of Purchasing. The chapter “Our responsibility along the supply chain” contains further information on this topic.

The availability of natural resources is one of the greatest global challenges. Efficient resource management is therefore a central component of IMPRES. The energy prices have been subject to fluctuations and increases in the past that were partly related to legal regulations. This economic benefit is another motivation for reducing our specific consumption, namely increasing our energy efficiency, and has been part of our sustainability strategy for years.

Manufacturing semiconductors requires a wide variety of chemicals. At Infineon we guarantee that we handle hazardous materials in a highly responsible way. We are subject to many laws and regulations which apply, among others, to the areas of environmental and climate protection, as well as to the field of energy. Present or future environmental legislation and other government regulations, or amendments thereto, could require an adjustment to our operating activities and result in higher costs. Infineon keeps abreast of planned legislative changes and engages in these issues in various associations and organizations on an ongoing basis.

P see page 21, 22 ff. and page 29 ff.

Additional information on these topics can be found under “Sustainable use of resources at our manufacturing sites” in the chapter “Environmental sustainability” as well as in the chapters “Protection of our employees” and “Contribution through sustainable products”.

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Diversity and equal opportunity: Infineon's diversity management provides a framework for a corporate culture that values the individuality of each employee and promotes equal opportunities. International customer relationships demand great intercultural competence. Qualified job applicants expect an open working environment. As an international company, staff diversity is particularly important to us. The promotion of women to leadership positions is a key aspect of Infineon's diversity management. Changes within the organization that support the successful career development of female managers are prerequisites for meeting our targets.

Promoting an adequate work-life balance is also essential for the professional success of our employees and is part of our human resources work. As emphasized in our Business Conduct Guidelines, our employees are paid on the basis of work-related criteria such as job requirements and performance.

P see page 12 f., page 14 and 17 f.

Men and women are paid equally at Infineon. Additional information on this material topic can be found under "Encouraging diversity" in the chapter "Human resources management" as well as in the chapters "Business ethics" and "Human rights".

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Corporate citizenship: We are present at locations around the world dedicated to sales, research and development as well as manufacturing. The global presence of our sites is illustrated at the end of the report.

We support local communities at our sites in line with our sustainable business strategy. With our presence in different regions we benefit the communities in various ways – by creating jobs, with our innovative products and solutions and with the taxes we pay as well as our social commitment as part of our corporate citizenship activities.

P see page 34 ff.

The chapter "Corporate citizenship" in this report illustrates individual examples of Infineon's engagement.

Business ethics: We need to be aware of risks both inside and outside the organization in order to meet our own high business ethics standards and simultaneously interact with our stakeholders as a sustainable and reliable partner. As part of the Compliance Management System, each year a formal assessment of our risks is made, especially in terms of corruption and antitrust law. The necessary measures derived from the assessment are summarized in the compliance program.

Employees and business partners can report any indication of breaches to the usual internal bodies (Management, Human Resources and Compliance) or use an anonymous hotline and an external ombudsman.

The Infineon Business Conduct Guidelines define our basic principles for ethical and legal conduct. They are an important foundation for our everyday activities. They apply to all employees and members of corporate bodies around the world when dealing with one another and with our customers, shareholders, business partners and with the public.

P see page 42 and 50 f.

Infineon reports on the measures implemented in the context of the UN Global Compact's Principles in the chapter "UN Global Compact Communication on Progress". In the chapter "Sustainable Development Goals" Infineon reports for the third time on the processes and steps implemented in support of the United Nations Sustainable Development Goals.

P see page 12 f. and page 14 in this report and page 99 ff. of the Annual Report 2019

The chapters "Business ethics" and "Human rights" in this report, as well as the "Corporate Governance Report" in the Annual Report 2019 contain additional information on this material topic.

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Labor relations: We are convinced that effective human resources and a secure working environment are prerequisites to our business success. Long-term high performance is only viable with satisfied and successful employees. In our daily activities we undertake to promote employees' performance and realize their potential in the best possible way based on the three pillars "Leadership excellence", "Promoting talent" and "Our workforce".

The integration of refugees in our society and in our labor market is one of the most important challenges of the upcoming years. Infineon participates in the education initiative of the "Stifterverband für die Deutsche Wissenschaft" (Donors' Association for the Promotion of Sciences and Humanities in Germany) for the integration of refugees, and thus helps manage this challenge.

Our occupational health and safety management system has been certified in accordance with the OHSAS 18001 standard at all of our large manufacturing sites as well as at our corporate headquarters. The system is designed to ensure that the required measures are taken to minimize risks identified in the working environment that could endanger our employees.

P see page 14, page 15 ff. and page 21

The chapters "Human rights", "Human resources management" and "Protection of our employees" in this report contain additional information on this material topic.

Business ethics



MATERIAL TOPICS

- > Business ethics
- > Diversity and equal opportunity
- > Responsible manufacturing
- > Labor relations

THE COMPLIANCE MANAGEMENT SYSTEM WAS CONFIRMED THROUGHOUT THE GROUP.

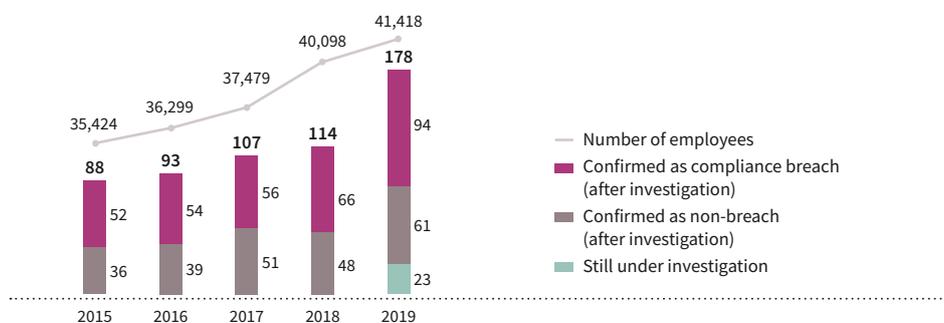
TARGETS  see page 37 ff.

Infineon is committed to being guided by not only what is legally permissible, but also by what is ethically right. Infineon requires that its employees and business partners respect and observe all applicable laws, rules and regulations. Essential principles of ethical behavior are defined in the Infineon Business Conduct Guidelines and the CSR policy. These principles go in part beyond legal requirements. In order to implement these principles, Infineon has introduced a Compliance Management System for all Group companies.

The Compliance Management System includes an annual formalized risk assessment, in particular with regard to corruption and antitrust law. This evaluation then serves as the basis for the definition of the necessary measures which are ultimately summarized in the compliance program. The risk assessment entails both analyses at the Infineon Group level and structured interviews at the site and central function levels. The assessment essentially confirmed the known risk areas. The compliance program therefore focuses on detailed training and communication measures, additional processes and tools as well as the refinement of regulations.

The Corporate Compliance Officer, heading a worldwide team, is responsible for coordinating the Compliance Management System and reports directly to the member of the Infineon Technologies AG Management Board responsible for Finance. In addition to the development of the Infineon compliance program, the officer helps create guidelines, advises employees, receives complaints and information on relevant issues and heads investigations of compliance cases.

Reports of possible compliance breaches



During the 2019 fiscal year Infineon Technologies AG had an independent corporate auditing firm confirm the appropriateness, implementation and effectiveness of its Group-wide Compliance Management System for the areas corruption prevention and antitrust law according to the IDW¹ PS 980 standard.

Employees and business partners took advantage of the available internal and external possibilities (Management, Human Resources department, Compliance, anonymous whistleblower hotline and ombudsman) to report actual or suspected violations during the 2019 fiscal year. The number of reports and the number of subsequent investigations in the last fiscal year again increased compared to the previous year. We fundamentally attribute this to the increased number of employees and the increased familiarity with the reporting options.

The Infineon Business Conduct Guidelines² form the central element of our Compliance Management System. As a code of conduct, the Guidelines are an essential basis for our daily actions and apply to all employees and corporate bodies worldwide when dealing with one another, with our customers, shareholders, business partners or with the public. All of the company's employees are trained on the content on a regular basis in web-based sessions or face-to-face. Every employee confirms the awareness of and adherence to the Business Conduct Guidelines.

Business partners have to contractually covenant compliance with the legal regulations. Suppliers acknowledge the Infineon "Principles of Purchasing" when signing the respective contract. When necessary, business partners are also directly familiarized with our rules for the prevention of corruption.

1 The corporate auditing association (Institut der Wirtschaftsprüfer IDW) publishes the principles of proper inspection of compliance management systems.

2 The Business Conduct Guidelines have been published in 14 languages.

Human rights



MATERIAL TOPICS

- › Labor relations
- › Diversity and equal opportunity
- › Business ethics
- › Responsible manufacturing

INFINEON COMPLIES WITH THE FUNDAMENTAL PRINCIPLES OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO).

TARGETS



see page 37 ff.

Compliance with internationally proclaimed human rights and labor standards is a matter of course for us.

The Infineon Business Conduct Guidelines embody our commitment and define our standards as well as their implementation in this area for all employees worldwide. Those standards are in compliance with the “International Bill of Human Rights” and the “Fundamental Principles” of the International Labour Organization (ILO).

Our employees receive regular training on the Business Conduct Guidelines. In addition, we have implemented external hotlines which our employees, suppliers, customers and business partners can contact, openly or anonymously. All cases reported are investigated by our Compliance experts (see chapter “Business ethics”). The Compliance Management System ensures that violations of human rights and of applicable labor standards are reported to the Management Board.

We do not tolerate any form of forced labor, bonded or involuntary prison labor. All work is performed without coercion of any kind and can be terminated by each employee by means of appropriate resignation.

We do not tolerate child labor. The term “child” refers to persons under the age of 15. Exceptions apply for certain countries subject to ILO Convention 138 (minimum age reduced to 14 years) or for job training or training programs which are authorized by the respective government and which demonstrably promote those participating.

Our employees are compensated in accordance with applicable wage legislation and in compliance with the respective applicable minimum wage, regulations on overtime hours and legally prescribed additional benefits.

Infineon requires its suppliers to comply with all valid laws including those dealing with human rights as well as fair business practices (see chapter “Our responsibility along the supply chain”).

The “Corporate Governance Report” in the Annual Report 2019 contains additional detailed explanations.

P see page 12 f.

P see page 32 f.

P see page 99 ff. of the Annual Report 2019

Human resources management



MATERIAL TOPICS

- > Labor relations
- > Diversity and equal opportunity

IN THE 2019 FISCAL YEAR INFINEON INVESTED €18.7 MILLION IN THE FURTHER TRAINING OF ITS STAFF.

TARGETS  see page 37 ff.

Our engagement in human resources (HR) is an essential factor in our efforts towards sustainability. Only contented and successful employees will ensure high performance in the long run. And this conviction characterizes all our employee development measures as well as measures for attracting new employees. We use regular employee surveys to monitor our progress with regard to employee satisfaction.

In addition to the HR department, the Chief Executive Officer of Infineon Technologies AG, in the role of Labor Director, is directly involved in human resources policy. On a regular basis, the strategic deployment of HR management is discussed with all members of the Management Board and the objectives for the following fiscal year are defined. Our Human Resources strategy is explained in greater detail in the Annual Report 2019.

S see page 37 f. of the Annual Report 2019

The HR concepts based on this strategy are described in the following.

Development of employees and managers

An organization cannot progress without open and honest feedback. This basic premise is reflected in our values, which are collectively defined in our “High Performance Behavior Model”. These values are not purely theoretical: The “High Performance Behavior Model” shows how we aim to achieve Infineon’s targets and set priorities.

High Performance Behavior Model



These descriptions of conduct play a significant role in the global STEPS process (“Steps To Employees’ Personal Success”). Feedback from managers to staff is just as important as feedback from teams to their managers. Therefore, in addition to the STEPS dialogs, we have also established the format of the “leadership dialog”, which is carried out every two years for all of our managers starting at the Senior Manager level with direct responsibility for five or more employees.

Good leadership is essential to Infineon’s success. In the 2019 fiscal year we defined what “Excellent Leadership” means at Infineon together with the corresponding conduct expected of managers. The Leadership Principles contain eight expectations on conduct and the corresponding operationalization. The Leadership Principles supplement the “High Performance Behavior Model” and provide guidance in case of management questions.

Infineon Leadership Principles



We support our managers in the successful implementation of the Principles and in their management tasks with numerous learning and development opportunities at the various leadership levels. We work on specific examples at face-to-face training events and in eLearning sessions (web-based trainings). Mentoring programs and learning-in-tandem also promote networking and achieve fast learning results which can quickly be put into practice. The “Infineon Leadership Excellence Program” provides a training framework to support managers as far as possible in their leadership role and management responsibility. In addition to this program we also offer training on a range of topics required for specific target groups, such as the “New Leader Orientation Program” – an in-house workshop for new managers.

Promoting talent

At Infineon, depending on their individual knowledge and talents, development opportunities are available to employees in a variety of careers, based on Infineon’s needs. Four career paths have already been established: the professional career as an “Individual Contributor”, the “Technical Ladder” for technical experts, the “Project Management” career and the “Management” career path.

As an international company, we wish to offer our staff development prospects beyond organizational and national boundaries. The “Summits”, in which managers discuss the specific development of our talents with the HR team, are an important instrument in this endeavor.

Health management

An important contribution to our corporate success are the commitment, performance capabilities and, fundamentally, the health of our employees. The task of our health management is to work towards maintaining and improving the health of our employees. Our international management system IMPRES ensures the high quality of the services and measures we offer. Health management works closely together with occupational health and the social counseling services at the respective sites and helps provide a healthy range of foods and an effective health program. One example in Germany is the qualification measures in the area of “Healthy Leadership”.

Encouraging diversity

The diversity of our employees is particularly important to us. We live out a culture that appreciates the individuality of each and every person and that promotes equal opportunity regardless of age, disability, ethnic-cultural origin, gender, religion, ideology or sexual orientation. Our global diversity management program with diversity managers at all major sites guarantees that we support the needs of our employees on site and continue to develop our culture of diversity.

The promotion of women to management positions is one of the key focus areas of our diversity management policy. We set the ambitious goal of increasing the percentage of female managers to 15 percent by the end of the 2020 fiscal year. We already achieved this goal by the end of the 2019 fiscal year with 15.5 percent women on the middle and senior management levels (in the 2018 fiscal year the share of women was still 14.8 percent). We remain committed to our long-term target of 20 percent women in management positions.

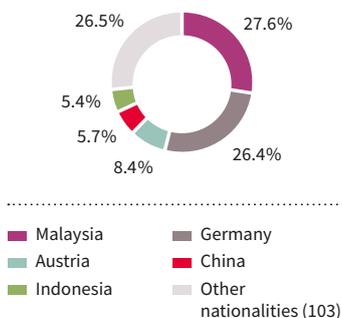
In compliance with the “Law on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector”, relating to Infineon Technologies AG and Infineon Technologies Dresden Verwaltungs GmbH targets for the percentage of women in the first two leadership levels below the Management Board and respectively the Board of Directors have been set. These targets were defined in the 2017 fiscal year and are to be achieved by 30 June 2022. Details on the targets can be found in our Corporate Governance Statement on the Infineon website.

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declaration-on-corporate-governance

Women in management positions



Nationalities



Infineon employs a total of 41,418 persons of different nationalities. The five most prevalent nationalities represent a total of 73.5 percent of the workforce, with Malaysian nationals accounting for 27.6 percent and German nationals for 26.4 percent.

	Employees total	Under 30 years ¹	30 to 50 years ¹	Over 50 years ¹
Middle and senior level management ^{2,3}	7,009	0.1	61.1	38.8
Entry level management ²	8,087	3.6	81.7	14.7
Non-management staff	26,322	33.4	53.9	12.7
Total	41,418	21.9	60.6	17.5

¹ Figures expressed in percent based on the workforce as of 30 September 2019, in the respective comparison group.
² At Infineon, the management function includes not only the leadership of employees but also leadership through specialist expertise as well as project management functions as defined in the internal job evaluation system.
³ Including the Management Board.

Distribution of gender and age structure: Out of 15,041 female employees 28.4 percent are under 30 years old, 58.9 percent are in the middle age group and 12.7 percent are over 50 years old. Out of 26,377 male employees 18.2 percent are under 30 years of age, 61.6 percent are in the middle age group and 20.2 percent are over 50 years old.

	Employees total	Female ¹	Male ¹
Middle and senior level management ^{2,3}	7,009	15.5	84.5
Entry level management ²	8,087	27.9	72.1
Non-management staff	26,322	44.4	55.6
Total	41,418	36.3	63.7

1 Figures expressed in percent based on the workforce as of 30 September 2019, in the respective comparison group.

2 At Infineon, the management function includes not only the leadership of employees but also leadership through specialist expertise as well as project management functions as defined in the internal job evaluation system.

3 Including the Management Board.

Qualifications and training

We regard ourselves as forerunners for outstanding performance. Accordingly, the continuing education of our staff is very important to us. We do all we can to support them in optimally developing their respective individual abilities and apply these abilities towards the success of Infineon.

In the 2019 fiscal year, our staff participated in a total of 704,187 hours of training. 31.8 percent of training hours were given to female employees and 68.2 percent to male employees. Production training hours accounted for the majority of the hours utilized, at 58.1 percent.

Training hours ¹	Per employee
Production	14.01
R&D	24.49
Sales and Marketing	28.51
Administrative	16.99
Total	17.02

1 Calculated on the basis of the monthly workforce in the 2019 fiscal year.

Training hours ¹	Per employee	Female	Male
Middle and senior level management ^{2,3}	21.87	26.41	21.05
Entry level management ²	27.12	29.47	26.22
Non-management staff	12.77	11.03	14.18
Total	17.02	14.76	18.32

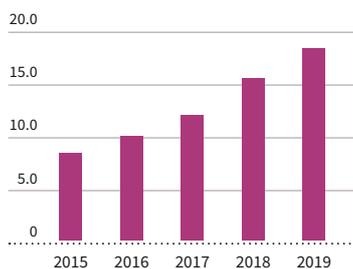
1 Calculated on the basis of the monthly workforce in the 2019 fiscal year.

2 At Infineon, the management function includes not only the leadership of employees but also leadership through specialist expertise as well as project management functions as defined in the internal job evaluation system.

3 Including the Management Board.

Training expenses

€ in millions



Our range of functional trainings is made available primarily via the global “Functional Academies” (operating in specific segments and fields). Together with other internal trainers, these academies work together to provide coordinated learning that builds professional expertise. For example, there are academies in the fields of purchasing, finance, manufacturing, quality management and supply chain.

Fringe benefits

Fringe benefits are a long-standing tradition at Infineon and are also offered in various forms. All benefits form an integral part of the overall remuneration concept 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.

In Germany, Austria, Asia-Pacific, Greater China and Japan, for example, in addition to employer and employee-financed pension plans, benefits granted include the items listed below (the exact arrangements are specific to each location):

Industrial accident insurance	Company car for work or as additional benefit
Paid sick leave beyond the statutory minimum	Private car leasing from gross deferred compensation
Continued wage payment to surviving dependants in the event of death	Long-service awards
Sabbatical	Preventive health programs
Flexible transition to retirement pension	Family-friendly services, such as in-house kindergartens or collaboration with local organizations offering day care facilities and vacation care for children

In addition to the benefits above, in Asia-Pacific, Greater China and Japan, site-specific group life insurance and group hospital insurance are also offered, extending beyond the statutory requirements. One noteworthy example is the attractive company pension plan in the USA. Infineon also encourages various work-time models intended, for example, to keep working hours flexible, depending on individual employees' circumstances. These models include trust-based working hours, part-time work and teleworking arrangements. Thus, for example, in Asia-Pacific, Greater China and Japan 77 percent of all sites already offer flexible working time and 62 percent of all sites offer teleworking options.

Compensation

Infineon wants to attract and retain the best available talent and for that reason attractive, market-oriented remuneration and appropriate participation in the company's success are a matter of course. We pay our staff on the basis of work-related criteria, such as job requirements and performance, and in accordance with the respective local market requirements. Men and women are paid equally at Infineon. Each employee receives appropriate, transparent remuneration for their work, in compliance with all legal standards.

Number of employees

Infineon is active on a worldwide basis. Almost half of the 41,418 employees (previous year: 40,098) worked in Asia-Pacific, Greater China and Japan (18,933 employees). 45.0 percent of all employees were employed in Europe (18,622); the majority of these were employed in Germany (12,087).

In the workforce as a whole, as of 30 September 2019, 1,455 female employees and 1,760 male employees had fixed-term contracts and 13,586 female employees and 24,617 male employees had permanent contracts. A total of 1,982 employees were working part-time as of that date.

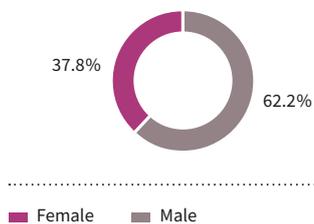
Employees who were, for example, on parental leave or in the non-working phase of early retirement part-time working arrangements, are not active employees and therefore not included in the following tables.

Employees by geographical region	2019			2018		
	Total	Female	Male	Total	Female	Male
Europe	18,622	4,813	13,809	17,411	4,480	12,931
Therein: Germany	12,087	3,257	8,830	11,328	3,037	8,291
Americas	3,863	1,563	2,300	3,914	1,652	2,262
Therein: USA	2,039	621	1,418	1,976	610	1,366
Asia-Pacific	16,674	7,616	9,058	16,494	7,636	8,858
Greater China	2,051	1,008	1,043	2,085	1,024	1,061
Japan	208	41	167	194	41	153
Total	41,418	15,041	26,377	40,098	14,833	25,265

		2019			2018		
		Total	Full-time	Part-time	Total	Full-time	Part-time
Employees on permanent contracts	Male	24,617	23,772	845	23,320	22,622	698
	Female	13,586	12,470	1,116	12,927	11,876	1,051
Employees on fixed-term contracts	Male	1,760	1,751	9	1,945	1,931	14
	Female	1,455	1,443	12	1,906	1,893	13
Total		41,418	39,436	1,982	40,098	38,322	1,776

Furthermore, as of 30 September 2019 Infineon employed a total of 390 apprentices and dual students, 148 interns as well as 1,224 working students. 123 new apprentices and dual students were hired in the 2019 fiscal year. Temporary employees are also excluded from the data above. As of 30 September 2019, 2,204 temporary employees were working for Infineon worldwide, of whom 997 were female and 1,207 male. Approximately 73 percent of the temporary employees worked in production, giving Infineon flexibility in its manufacturing in the context of fluctuations in capacity utilization.

Female/male employees new entries



New hiring and fluctuation

Fluctuation rates and the number of new hires are important indicators for us in our efforts to satisfy our demand for high performance and to achieve excellence in management. In the 2019 fiscal year there were 4,698 new hires worldwide, of which 1,775 were female and 2,923 male. 2,354 employees were under the age of 30, 2,163 employees in the age group of 30 to 50 and 181 employees over the age of 50.

	Total	Europe	Therein: Germany	Asia-Pacific	Greater China	Japan	Americas	Therein: USA
Newly hired employees	4,698	1,806	1,035	1,926	195	28	743	252
Rate of newly hired employees ¹	11.3	9.7	8.6	11.6	9.5	13.5	19.2	12.4
Staff departures	3,424	718	356	1,659	224	12	811	208
Rate of staff departures ²	8.3	3.9	3.0	9.8	10.7	5.9	20.5	10.3

1 Figures expressed in percent based on the workforce as of 30 September 2019, in the respective region.
2 Figures in percent, calculated on the basis of the monthly workforce in the 2019 fiscal year.

Age structure (new entries)



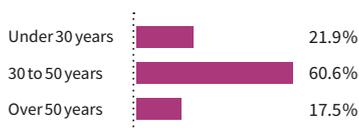
Worldwide there were 3,424 staff departures from Infineon in the 2019 fiscal year. Of these, the majority (1,659 employees) were in the Asia-Pacific region, where the majority of new recruitments also occurred (1,926 employees). Employee fluctuation in the Americas region decreased from 27.5 percent in the previous year to 20.5 percent in the 2019 fiscal year. This decrease is attributable to local management and successful measures at the manufacturing site in Tijuana (Mexico).

Of the departures, 1,605 were women and 1,819 men. 1,680 employees were in the under 30 age group, 1,344 in the middle age group (30 to 50 years) and 400 in the over 50 age group. The worldwide employee fluctuation rate during the 2019 fiscal year was 8.3 percent (previous year: 9.7 percent).

Age structure and length of service

Demographic change also impacts the age structure at Infineon. In order to counteract the effects of demographic change at the individual sites, we take appropriate steps in the areas of work organization, qualification and knowledge transfer, talent management, health management as well as corporate and management culture, depending on local need.

Age structure



The average age among employees worldwide is 39.2 years; it is slightly higher in the 2019 fiscal year than in the previous year (38.7 years). The share of employees below 30 years of age is 21.9 percent (previous year: 24.0 percent). The share of employees in the middle age group has increased (2019 fiscal year: 60.6 percent, 2018 fiscal year: 59.5 percent). The share in the group of employees over the age of 50 increased as well (2019 fiscal year: 17.5 percent, previous year: 16.5 percent).

The average length of service increased slightly to 9.9 years (previous year: 9.7 years).

Protection of our employees



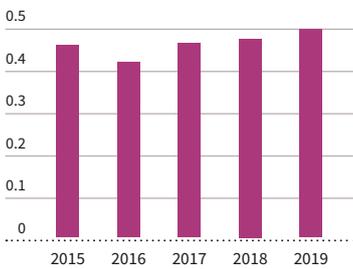
MATERIAL TOPICS

- › Labor relations
- › Responsible manufacturing

IN THE 2019 FISCAL YEAR WE INVESTED APPROXIMATELY 40,900 HOURS IN TRAINING AND CONTINUING EDUCATION FOR OUR SPECIALIZED EXPERTS WORLD-WIDE IN THE AREAS OF OCCUPATIONAL SAFETY AND HEALTH AS WELL AS IN FIRE PREVENTION.

TARGETS see page 37 ff.

Injury Rate (IR)¹



¹ The Injury Rate is calculated as follows: total number of injuries/total hours worked x 200,000. Holidays and public holidays are included in the working hours.

Lost Day Rate (LDR)¹



¹ The Lost Day Rate is calculated as follows: total number of lost days/total hours worked x 200,000. Holidays and public holidays are included in the working hours.

Ensuring a safe working environment is a very high priority at Infineon. Here we take a preventive approach. Our occupational health and safety management system, certified according to OHSAS 18001, has been implemented at all major manufacturing sites as well as at corporate headquarters. Workplace-related risk assessments carried out worldwide ensure that workplace-related risks that may result in a danger to employees are identified and required protective measures are taken to minimize risks. This preventive safety concept is reviewed and developed on a regular basis; the corresponding reporting goes to management, including the Management Board.

Qualified safety experts supervise the implementation of the protective measures. Creating safe and ergonomic workplaces is a matter of course for us. In addition to work areas in production and other technical areas, office workplaces are also analyzed in terms of improvements. One example of realization in everyday practice is the information brochure for our corporate headquarters Campeon (Germany), which includes tips and advice on topics such as indoor climate and office acoustics.

In the area of fire prevention we regularly carried out safety training sessions and evacuation drills at all significant manufacturing sites as well as at corporate headquarters. As another element in our preventive approach, we have implemented the seven “Golden Rules of Safety” as part of our behavior-based safety program.

The recording and evaluation of work-related accident figures in the course of our general data collection process is performed in accordance with “GRI Standards” requirements on the basis of the standardized Injury Rate (IR) and the Lost Day Rate (LDR). All work-related accidents that have led to more than one lost day have been taken into account.

There were no fatal work-related accidents at Infineon in the 2019 fiscal year. Our Injury Rate of 0.50 in the 2019 fiscal year is presented on the margin in the graphic above. The Lost Day Rate of 6.60 in the 2019 fiscal year is illustrated in the margin in the graphic below. The increase of the Injury Rate and consequently the Lost Day Rate can be explained by a rise of behavior-based accidents with a low number of days lost. With our behavior-based safety program, we address the causes.

Environmental sustainability



MATERIAL TOPICS

> Responsible manufacturing

**66 PERCENT OF THE WASTE
GENERATED IS RECYCLED.**

TARGETS see page 38 ff.

Our global management system IMPRES integrates targets and processes relating to environmental sustainability as well as occupational safety and health. IMPRES is certified in accordance with ISO 14001 and OHSAS 18001 worldwide. Additionally, it has been certified in accordance with ISO 50001 energy management standard at our largest European manufacturing sites as well as at our corporate headquarters. Changes in legal requirements and potential performance improvements are continuously evaluated as a part of this integrated management system. The essential results of the evaluations are reported to management and the appropriate measures are decided on.

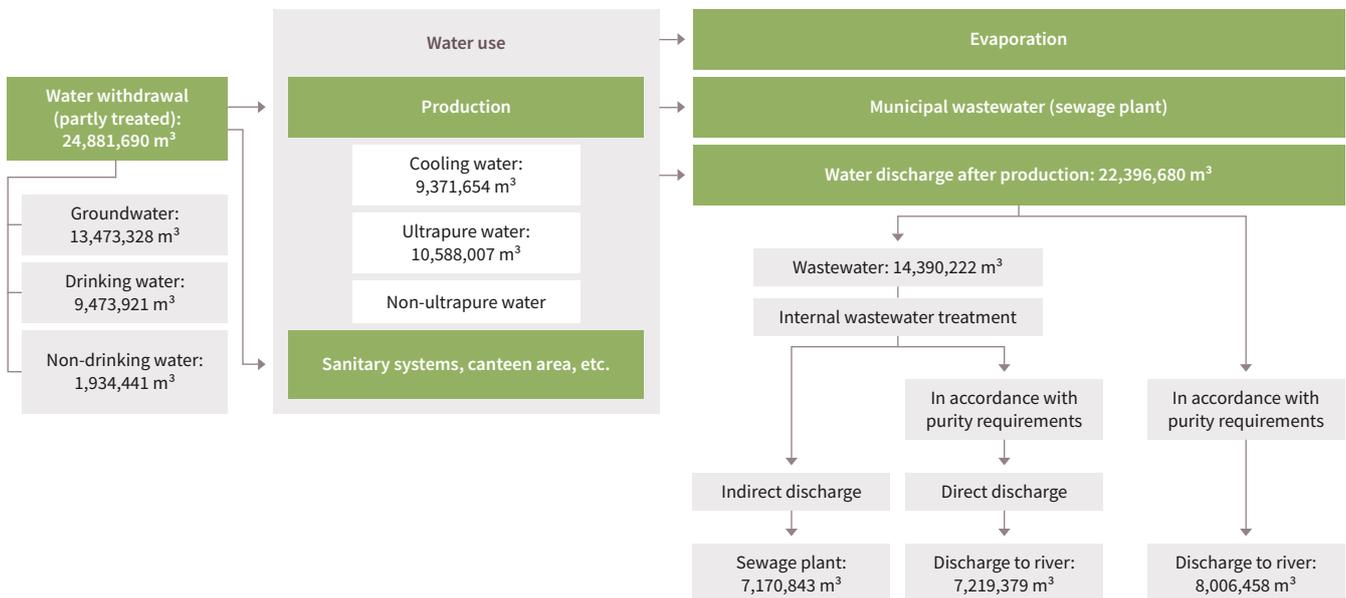
Sustainable use of resources at our manufacturing sites

The limited availability of natural resources is one of the greatest global challenges. Increasing resource efficiency enables both environmental and economic potential and is an essential pillar in our sustainability strategy.

Water management

Infineon's water balance for the 2019 fiscal year is shown in schematic form in the following chart.

Water balance
in cubic meters (m³)

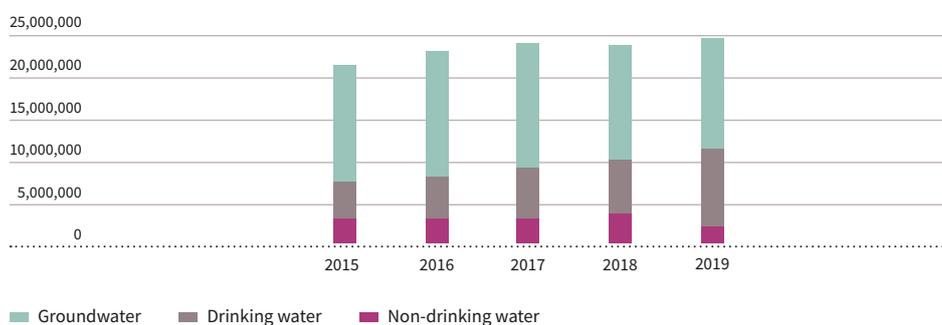


Water is used at our manufacturing sites, for example, for cooling equipment or for generation of ultrapure water. A significant share of our water withdrawal, which is used as cooling water, is returned in at least the same degree of purity. If the water that we withdraw does not meet the applicable purity standards, it is subject to further treatments.

Part of the withdrawn water can be re-used after its initial use. During the reporting period, 1,538,138 cubic meters (14.53 percent) of ultrapure water and 1,244,359 cubic meters (8.65 percent) of production wastewater were re-used.

Infineon withdrew 24,881,690 cubic meters of water during the year under report. Infineon sources water either from its own groundwater wells or from local providers, who supply both drinking and non-drinking water of lesser quality than drinking water. Our water sources are shown in the following graph.

Water withdrawal
in cubic meters (m³)



Standardized water consumption
per square centimeter manufactured wafer

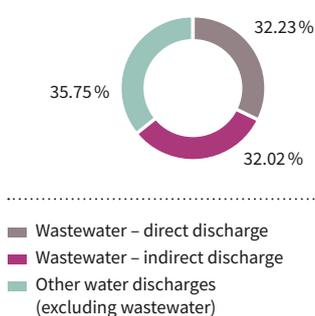


¹ Frontend sites worldwide.

The World Semiconductor Council (WSC) has defined “water consumption in liters per square centimeter of manufactured wafer” as the unit for measuring the efficiency of water use. The Infineon frontend sites consumed approximately 32 percent less water to manufacture a square centimeter wafer in the 2018 calendar year than the global average of the WSC.

According to the definition of the World Business Council for Sustainable Development (WBCSD), water stress begins with an available total amount of renewable water resources of less than 1,700 cubic meters per person in the population per year. We used the “Global Water Tool Version 2015” of the WBCSD to perform a risk analysis at country level. The results show that only our manufacturing site in Singapore is located in a water stress area. This site consists primarily of office and test operations with a comparatively low level of water consumption. Although during the 2019 fiscal year only 0.60 percent of our total water volume was consumed there, we implemented measures to ensure efficient water use at the site as well. Two buildings at the site have been awarded the “Water Efficient Building” certificate by the local water authority “PUB”.

Water discharges



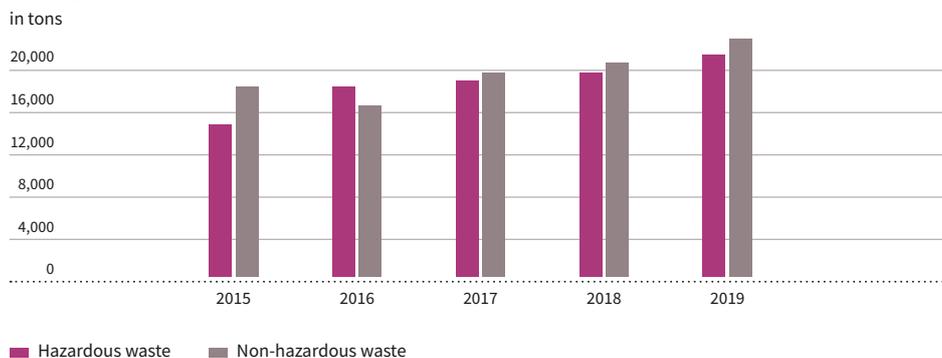
After water has exited the production area, it is either directly or indirectly discharged, depending on its level of purity, the technical conditions and official permissions. The percentage of water discharged is shown in the chart “Water discharges”.

The high priority given to sustainable water consumption is demonstrated through our participation in the United Nations CEO Water Mandate. On our website we publish the Infineon “Communication on Progress” for this initiative of the UN Secretary-General. By participating in CDP Water Disclosure we also inform our stakeholders about how we handle water and the associated opportunities and risks.

Waste management

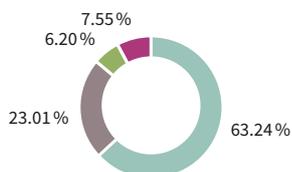
Our sustainable waste management is based on classification and separation of waste and the use of safe disposal methods. In the 2019 fiscal year the total amount of waste generated was 45,083 tons, with 23,389 tons classified as non-hazardous and 21,694 tons classified as hazardous. Besides statutory requirements, fluctuating production has the greatest impact on the amounts of waste generated and the disposal methods used.

Waste generation

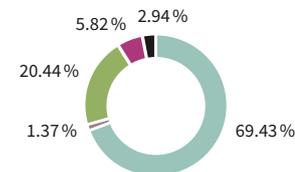


In the 2019 fiscal year, 69.43 percent of the non-hazardous waste and 63.24 percent of the hazardous waste were sent to recycling. The percentages of the various waste management methods are illustrated in the charts below.

Waste management methods for hazardous waste



Waste management methods for non-hazardous waste



Standardized waste generation per square centimeter manufactured wafer



¹ Frontend sites worldwide.

The WSC has defined the “waste generated in grams per square centimeter manufactured wafer” as the unit for measuring the efficiency of waste management. Compared to the WSC global average, in the 2018 calendar year our worldwide frontend sites generated approximately 65 percent less waste per square centimeter manufactured wafer.

At the Villach (Austria) site, for the last three years reusable plastic packing which is sent back and forth between sites has been used in wafer transport, primarily for the site’s deliveries to Warstein (Germany) and Cegléd (Hungary). This saves up to 70,000 cartons and up to 140,000 pieces of foam plastic per fiscal year. This reusable packing was developed by Infineon employees on a cross-site basis in collaboration with suppliers.

Energy consumption (direct/indirect)
in gigawatt hours

Direct energy (Scope 1) renewable	1.14
Firewood	1.14
Direct energy (Scope 1) non-renewable	202.31
Natural gas	184.89
Liquid gas	0.93
Petrol	0.05
Petrol (cars)	0.47
Diesel	0.46
Diesel (cars)	14.47
Fuel oil	1.04
Indirect energy (Scope 2)	1,665.83
Electricity	1,598.79
District heating	67.04

Energy efficiency and climate protection

Efficient energy management

At Infineon, energy is used mainly in the form of electricity. Primary energy sources such as oil and gas play only a minor part.

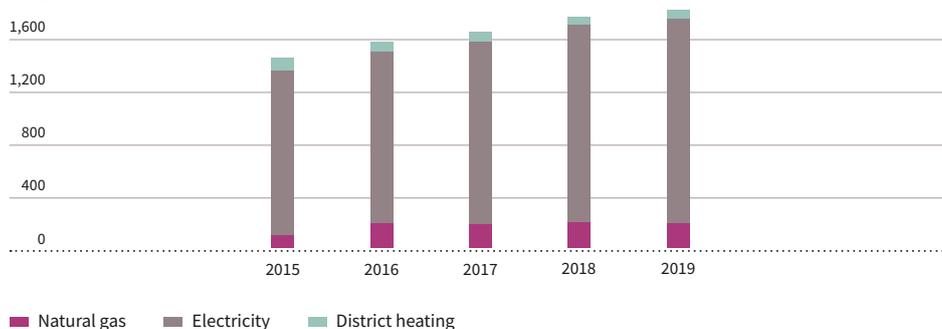
Within our manufacturing sites, the frontend sites consume the majority of the energy, since the physical conditions for production are particularly demanding there. Thus, for example, an additional amount of energy is needed to establish the highly stable climatic conditions in the cleanrooms. In comparison, the backend sites have lower energy consumption due to the nature of their processes. Research and development sites and the offices have the lowest energy demand.

In the 2019 fiscal year Infineon consumed approximately 1,869 gigawatt hours (GWh) of energy worldwide.

Consumption by material energy source is shown in the following graph and in the adjoining table.

Energy consumption

in gigawatt hours



Standardized electricity consumption
per square centimeter manufactured wafer



¹ Frontend sites worldwide.

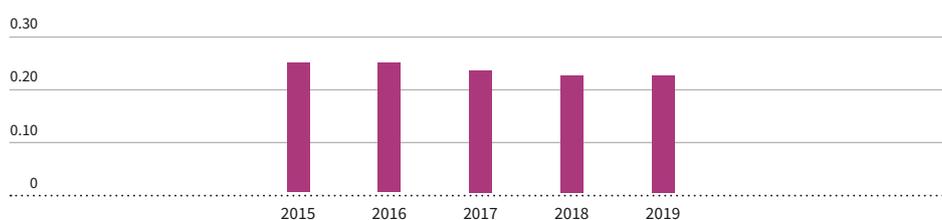
At our main manufacturing sites we have implemented the systematic of the energy management standard ISO 50001 according to local requirements, and continually analyze options to further improve energy efficiency.

The WSC has defined “electricity consumed per square centimeter manufactured wafer” as the unit for measuring the energy efficiency of frontend sites. Compared to the global average value of the WSC, our frontend sites worldwide used approximately 52 percent less electricity to manufacture one square centimeter wafer in the 2018 calendar year.

In the 2019 fiscal year, the energy consumption per revenue was 0.23 kilowatt hours per euro. Figures from previous years are also shown in the following graph as a comparison.

Energy consumption per revenue

in kilowatt hours per €



Greenhouse gas emissions

Infineon started developing strategies to reduce the amount of material used to the technically necessary minimum at an early stage, thereby limiting CO₂ emissions.

Greenhouse gas emissions are classified into Scope 1, 2 and 3. The classification of direct and indirect emissions in Scope 1, 2 and 3 is performed as set out in the “Greenhouse Gas Protocol”. The Scope 2 guidelines require companies to calculate and disclose two values for their Scope 2 emissions: “market-based accounting”, based on provider-specific emission factors, and “location-based accounting”, based on the average for the regional or national network.

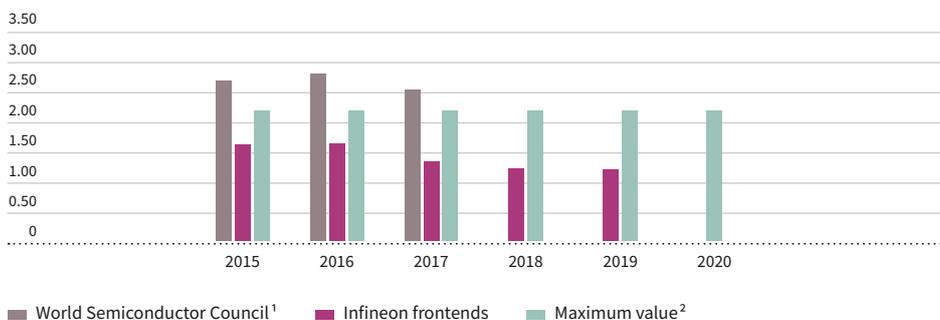
Scope 1 emissions

The semiconductor industry uses greenhouse gases in wafer-etching processes for structuring wafers as well as for cleaning production equipment. This includes perfluorinated compounds (PFCs), namely perfluorinated and polyfluorinated carbon compounds, sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). These greenhouse gases cannot be replaced by another class of substances and account for around 86 percent of Scope 1 emissions.

The increasing level of product complexity results in the tendency towards increased demands for these gases. We are reacting to this trend with continuous optimization of our processes through more efficient manufacturing methods and intelligent abatement concepts. The use of alternative gases with higher utilization rates and lower greenhouse gas potential helps minimize the increase in emissions wherever possible.

Since the 2015 fiscal year, we have changed our PFC reporting from absolute values to the Normalized Emission Rate (NER) by normalizing the emissions per manufactured wafer surface. The WSC has set the objective to achieve an average normalized emission rate of 2.2 tons of CO₂ per square meter by the year 2020. This corresponds to a reduction of 30 percent compared to 2010. We have set the target of falling below this 2020 target value of the WSC at an earlier point in time. With a NER of 1.21 we have once again achieved this target this fiscal year.

Normalized Emission Rate
in tons of CO₂ per square meter



¹ The WSC did not publish official NER values for the 2018 and 2019 calendar years.

² Derived from the WSC's objective value not to be exceeded.

In addition to the PFC reporting, we calculate emissions for other relevant substances used at our relevant manufacturing sites on an annual basis. In the 2019 fiscal year, 6.03 tons of sulfur oxides (SO_x), 93.41 tons of nitrogen oxides (NO_x), 19.84 tons of carbon monoxide (CO), 496.76 tons of volatile organic compounds (VOCs), and 7.12 tons of particulate matter were emitted.

The total Scope 1 emissions in the 2019 fiscal year are equivalent to 264,203 tons of CO₂.

Scope 2 emissions

Considering provider-specific emission factors of the energy sources used (“market-based accounting”), our Scope 2 emissions totaled 664,770 tons of CO₂ equivalents¹ in the reporting period. This approach was selected in order to illustrate the implementations achieved so far in terms of regenerative energy supply. The energy concept of our corporate headquarters Campeon (Germany) is a good example of sustainability. The architects’ objective was an efficient and environmentally friendly use of energy. They developed a concept that combines a good indoor climate with energy-efficient cooling. This concept makes air conditioning unnecessary in the office areas and instead uses well water that flows through the ceilings for cooling. In addition, our corporate headquarters is connected to a geothermal system. In this way, we are making an active contribution to climate protection.

Scope 3 emissions

Scope 3 emissions refer to emissions generated for the provision and disposal of all raw materials and supplies as well as other utilities, operational materials and other process media, goods transportation, travel and energy supply activities (transmission losses). Scope 3 emissions totaled 467,148 tons of CO₂ equivalents.

The following emissions have been included in the calculation of the Infineon CO₂ footprint:

Calculation of the CO₂ burden
in tons of CO₂ equivalents

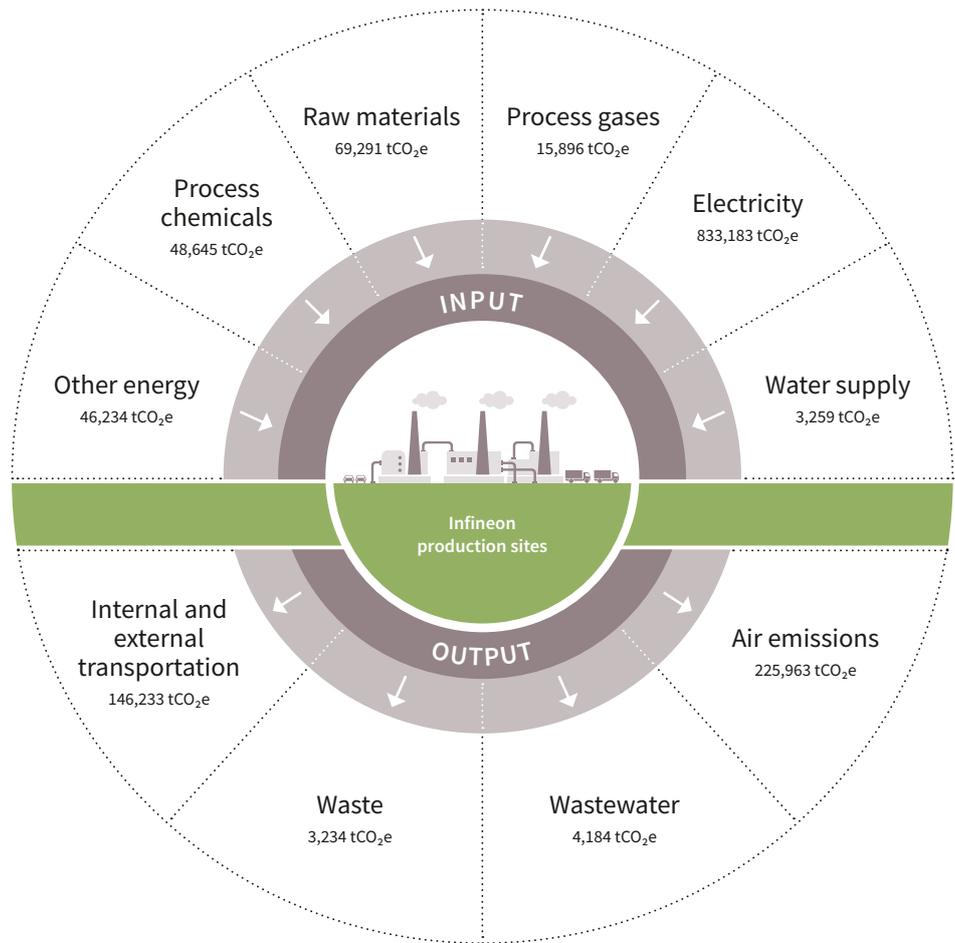


¹ Based on regional or national network averages (“location-based accounting”) Scope 2 emissions (i.e. electricity and district heating) amount to 753,254 tons of CO₂ equivalents.

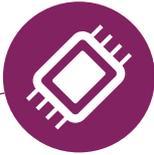
Altogether, the Infineon environmental carbon footprint totaled approximately 1.40 million tons of CO₂ equivalents in the 2019 fiscal year.

The following chart illustrates the emissions by origin. The input streams show emissions generated in the course of supplying the materials. The output streams show emissions that were directly generated (during production) and through internal and external transportation.

Allocation input and output of emissions by origin
in tons of CO₂ equivalents (tCO₂e)



Contribution through sustainable products



MATERIAL TOPICS

- › Responsible manufacturing
- › Contribution through sustainable products
- › Long-term viability of core business

ECOLOGICALLY POSITIVE CO₂ FOOTPRINT: DURING THEIR USE-PHASE, INFINEON PRODUCTS ENABLE CO₂ EMISSION SAVINGS OF ROUGHLY 56 MILLION TONS OF CO₂ EQUIVALENTS.

TARGETS



see page 39 ff.

Semiconductors from Infineon help generate electricity from renewable energy sources. They also offer increased efficiency in all value added stages of the energy sector: in generation, transmission and in particular in the use of electricity. They form a basis for the intelligent and efficient use of energy: in industrial applications, power supplies for computers and entertainment electronics as well as in motor vehicles. Semiconductors and solutions from Infineon make end-products more energy-efficient during their lifetimes and thus make an essential contribution to the improvement of the environmental footprint.

For example, in industrial applications such as drives or motor control units, products from Infineon reduce power loss and thus improve efficiency. Products from Infineon are also used in technology fields such as LED lamps and induction cookers. The production of energy from renewable sources with large wind power turbines and photovoltaic parks is also enabled by our high-performance products.

Infineon HybridPACK™ – Semiconductors are a key enabler in electro-mobility

In electrified cars, Infineon's HybridPACK™ family power modules serve as the energy bridge between the battery system and the electric drive. They convert the battery's direct current (DC) into alternating current (AC) to drive the electric motor, and convert the AC generated during braking back to DC to charge the battery. The amount of energy lost in these processes has an impact on the range of an electric car: The smaller the loss, the smaller the necessary battery and the greater the advantages in terms of resource conservation and cost-efficiency. Hyundai-Kia Motors Company named Infineon "Partner of the Year 2018" for its power modules in hybrid and electric vehicles (for example HybridPACK™). The world's fifth-largest automobile manufacturer has presented the award since 2002; Infineon is the first semiconductor manufacturer to receive it. The award selection committee stated that "Infineon has shown excellent performance in developing and quickly ramping a new power module. Our collaboration in creating the Double Sided Cooling products with their increased electrical performance will support Hyundai's further growth in electro-mobility. We are also expecting a good long-term partnership in the future."

The Infineon CO₂ footprint

When calculating a CO₂ footprint a variety of complex processes and a multitude of influencing factors need to be considered. Therefore, carbon footprint calculations are subject to certain estimates. We have further optimized our approach in order to further improve the accuracy of such estimates.

The calculation of CO₂ emissions is based on the ISO 14000 standard series, which is further specified by the PAS (Public Available Specification) 2050 guideline issued by the BSI (British Standards Institution) for determining product-specific environmental impacts, as well as by the principles of the “Greenhouse Gas Protocol” for determining carbon footprints (relevance, completeness, consistency, transparency and accuracy).

In calculating the Infineon CO₂ footprint, we have considered the entire manufacturing process in accordance with PAS 2050, including all of the utilities (raw materials and supplies) as well as internal and external logistics including final distribution to customers. The results of the Infineon CO₂ balance are reported to management on a regular basis.

During their use-phase, Infineon products in the fields of automotive electronics, industrial drives, servers, lighting, photovoltaics, wind energy, mobile phone chargers and induction cookers enable CO₂ emission savings amounting to approximately 56 million tons of CO₂ equivalents.

Thus, with its products and innovations in combination with efficient production, Infineon achieved an environmental net benefit of more than 54 million tons of CO₂ equivalents.

Carbon footprint



1 This figure considers manufacturing, transportation, function cars, flights, materials, chemicals, water/wastewater, direct emissions, energy consumption, waste, etc., and is based on internally collected data and externally available conversion factors. All data relate to the 2019 fiscal year. Manufacturing service providers are not included.
 2 This figure is based on internally established criteria, which are explained in the explanatory notes. The figure relates to the 2018 calendar year and considers the following fields of application: automotive, LED, induction cookers, servers, renewable energy (wind, photovoltaic), mobile phone chargers as well as drives. CO₂ savings are calculated on the basis of potential savings of technologies in which semiconductors are used. The CO₂ savings are allocated on the basis of Infineon market share, semiconductor content and lifetime of the technologies concerned, based on internal and external experts' estimations. Despite the fact that CO₂ footprint calculations are subject to imprecision due to the complex issues involved, the results are nevertheless clear.

Compliance with legal and customer-specific requirements

The processes involved in manufacturing semiconductors are complex and require a wide variety of special chemicals and materials. At Infineon, we responsibly manage the handling of hazardous substances to safeguard human health and the environment.

Our products meet all of the requirements set out in the European chemicals policy REACH (Regulation EC 1907/2006 “Registration, Evaluation, Authorisation and Restriction of Chemicals”).

Two important European directives regulate the use of certain substances defined by the European legislature as hazardous in end-products, the directive 2000/53/EC (ELV directive: “End-of-Life Vehicles”) and the directive 2011/65/EU (RoHS directive: “Restriction of the use of certain hazardous substances in electrical and electronic equipment”).

No Infineon product is in the scope of these directives. However, our customers expect Infineon products to meet legal requirements in their applications. Infineon products comply with these requirements and are conform with the substances restrictions in the aforementioned legal regulations and thus meet customer requirements.

Furthermore, we provide our customers with information on the chemical composition of the materials contained in our products.

Infineon constantly works to develop and implement alternatives for certain materials, such as lead. Thus, for example, we participate in the DA5 (DA: Die Attach, five cooperation partners) partnership working to find lead-free alternatives for high temperature solders, which are necessary for specific applications because of their properties.

Our responsibility along the supply chain



MATERIAL TOPICS

- > Responsible manufacturing
- > Contribution through sustainable products

ALL INFINEON PRODUCTS ARE DRC CONFLICT-FREE.

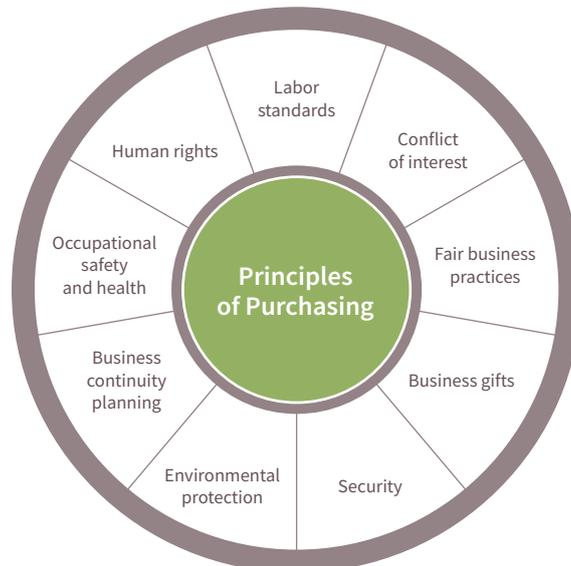
TARGETS



see page 39 ff.

A long-term partnership between Infineon and its suppliers is a core element of our corporate philosophy. In the course of this partnership, all our suppliers are managed centrally in a supplier management portal where data is updated as necessary. This system is also used for supplier evaluation. The compliance with our requirements in the areas of environmental protection, occupational safety and health as well as CSR are highly relevant when selecting new suppliers, evaluating existing suppliers, and also for future supplier development.

Principles of Purchasing



Our Principles of Purchasing are based on internationally recognized guidelines, such as the Principles of the UN Global Compact and the fundamental principles of the International Labour Organization (ILO) as well as our Business Conduct Guidelines. The requirements described therein cover the topics shown in the diagram “Principles of Purchasing” above. By anchoring sustainability requirements and monitoring measures in the purchasing process we increase the effectiveness of our supplier management, reduce possible risks, create transparency along the supply chain and initiate improvement processes at suppliers.

Furthermore, our main suppliers are contractually obliged to uphold our environmental, occupational safety and health as well as CSR commitments. Only suppliers that have committed to our basic principles can enter into a business relationship with us.

Our expanded supplier management portal offers our suppliers a central portal for registration and automated update of relevant information such as compliance, sustainability, environmental protection, occupational safety, labor standards and social standards. Additionally, this portal allows suppliers to submit updated certifications. We encourage all suppliers to have themselves certified according to international standards.

More than 100 new suppliers and new subsidiaries of existing suppliers are thus categorized every quarter according to their products and services. Depending on this categorization, the supplier receives up to eleven questionnaires on various topics in the supplier management portal. The responses received are evaluated by the respective Infineon specialist departments. The supplier is not approved unless it gets a successful evaluation. When necessary, improvement measures are jointly agreed with the supplier. This procedure supports a fast and up-to-date assessment. Furthermore the annual reevaluation of selected suppliers serves to determine whether or not corrective measures are to be initiated. Each year approximately 375 existing suppliers, representing approximately 75 percent of the purchasing volume, are reevaluated according to the topics mentioned above.

Infineon products without DRC conflict minerals

The US Dodd-Frank Act (Dodd-Frank Wall Street Reform and Consumer Protection Act) was adopted in July 2010. It contains disclosure and reporting obligations for companies listed on stock exchanges in the USA concerning the utilization of so-called “conflict minerals” that originate from the Democratic Republic of Congo (DRC) or its adjoining countries. The term “DRC conflict minerals” applies to tantalum, tin, gold and tungsten, inasmuch as their extraction and/or trade does directly or indirectly finance or benefit armed groups in the DRC or adjoining countries.

The use of the materials mentioned is absolutely necessary for the functionality of our products.

Respect for human rights is a matter of course for Infineon. The avoidance of conflict minerals throughout the supply chain is a firm contribution towards the prevention of human rights abuses. Infineon is not listed on US stock exchanges and therefore not legally required to publish a report on conflict minerals. Nevertheless, as a member of the “Responsible Minerals Initiative” (RMI), we uphold our voluntary commitment towards our responsibility within the supply chain. At the same time, our comprehensive declaration on the use of conflict materials supports those of our customers who are required to perform due diligence within their supply chains in meeting their reporting duties in accordance with the requirements of the United States Securities and Exchange Commission (SEC).

Since Infineon does not purchase these metals directly from mines or smelters, we identify their origin in close cooperation with our direct suppliers. For this purpose we have introduced a standardized process throughout the organization based on the “OECD¹ Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas” in order to create the necessary transparency within our supply chain.

Our targets and requirements towards our supply chain are set forth in the Infineon “Conflict Minerals Policy” and the “Supplier Code for a Responsible Sourcing of Conflict Minerals”, which are published on our website.

In the 2019 fiscal year, Infineon identified 100 percent of its potential suppliers of conflict minerals and evaluated them with regard to their use of conflict minerals. Based on the thorough response of our suppliers and in accordance with the requirements of the OECD guidance, we can duly state that all Infineon products are DRC conflict-free. Moreover, we request our suppliers to continue purchasing only raw materials from smelters that meet the “Responsible Minerals Assurance Process” (RMAP) requirements or those of an equivalent auditing program.

@ [www.infineon.com/
csr_reporting](http://www.infineon.com/csr_reporting)

¹ OECD: Organisation for Economic Co-operation and Development.

Corporate citizenship



MATERIAL TOPIC

> Corporate citizenship

INFINEON IS CURRENTLY ENGAGED IN CORPORATE CITIZENSHIP ACTIVITIES IN 17 COUNTRIES.

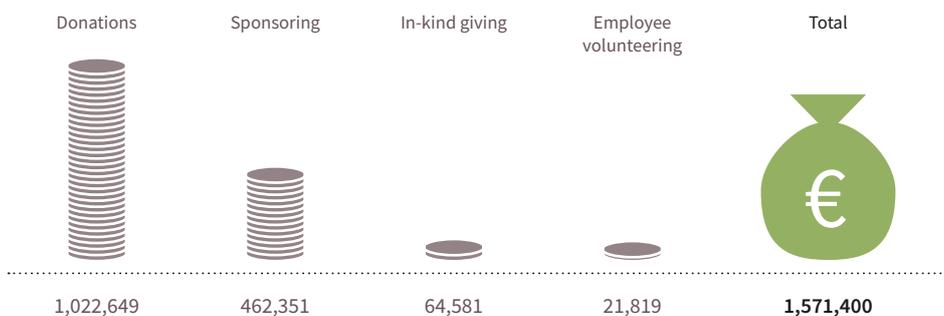
TARGETS  see page 39 ff.

Infineon and its employees understand corporate citizenship as a voluntary social contribution to the communities in which we operate. Infineon has defined four areas of activity in the field of corporate citizenship: “Environmental Sustainability”, “Local Social Needs”, “Education for Future Generations” and “Responding to Natural and Humanitarian Disasters”. These focus areas of engagement are contained in our rule “Corporate Citizenship and Sponsoring”. This rule ensures that our corporate citizenship activities are performed transparently and in line with our ethical principles. We have also appointed a citizenship representative for this topic at all our major sites.

The request and approval process in the area of corporate citizenship is also defined in the aforementioned rule “Corporate Citizenship and Sponsoring”, which is binding worldwide. This rule describes the possibilities for involvement and regulate the involvement of central functions and of the Management Board as part of the request and approval process.

Infineon supported 302 activities worldwide in the 2019 fiscal year. 8 percent of the donations were investments in the local communities we interact with. 92 percent were donations to charitable activities.

Corporate citizenship expenditure 2019
in €



Examples of the corporate citizenship activities of Infineon 2019



Environmental Sustainability

- › Support for planting mangroves in Kedah state in order to conserve the forests for upcoming generations (Malaysia)
- › Sponsorship of the “Rende Foundation” with a focus on environmental protection (China)
- › Support for the “Plant-for-the-Planet Foundation”, which plants trees for a better world (Germany)

Education for Future Generations

- › Support for the “Lakeside Research Days 2019”: Research event to promote exchange between science and industry (Austria)
- › Sponsorship of the prizes for the “Smart Model Car Contest” held at Hanyang University (Korea)
- › Support for the “I.E.C.T. Summer School on Entrepreneurship”: The objective of the Summer School is to support scientists, researchers and early-stage start-ups and to show them how they can bring their ideas and research to market readiness (Austria)
- › Support for “Politecnico di Milano” university in the development of a joint research program (Italy)
- › Support for the “International School Carinthia”: Promotion of education in an international environment (Austria)
- › Volunteer activities at “Beach Cities Robotics”: Support for STEM¹ education and robotics competitions (USA)



Local Social Needs

- › Support for the “Second Harvest Food Bank”: Fighting hunger (USA)
- › Donation to “Lebenshilfe Pirna-Sebnitz-Freital e.V.”: The association represents in particular the interests of those with mental or multiple disabilities, with chronic psychological illnesses in all age groups as well as their parents, family members and guardians (Germany)
- › Donation to the charitable home “Rumah Amal Kulim”: The home used the donation to purchase a van which brings special-needs children to their daily education (Malaysia)
- › Support for the “Vobis” association: Promoting language skills and integration of refugees and immigrants in Carinthia (Austria)
- › Support for the St. Jude Children’s Research Hospital: The St. Jude Children’s Research Hospital is a world-renowned and leading hospital for malignant illnesses, in particular acute leukemia, in children (USA)
- › Volunteer activities at the “SDN 5 Sei Beduk” school in Batam (Indonesia): Support for renovation of restrooms and for planting trees in order to inspire young people and encourage them to care for society in the future (Indonesia)



Responding to Natural and Humanitarian Disasters

- › Support for the UNICEF water program in South Sudan, in which the creation of permanent access to a water source in a crisis zone provides children and families with clean water (South Sudan)
- › Donation to the organization “Lifewater International” for providing the village of Gohjota with clean water (Ethiopia)
- › Donation to the “American Red Cross”: Humanitarian aid for disaster areas affected by the wildfires in California (USA)



1 STEM: Science, Technology, Engineering and Mathematics.

Memberships and partnerships

Infineon is involved in numerous industry associations and standardization organizations including for example:

Industry associations

- › World Semiconductor Council (WSC; organization of regional semiconductor associations)
- › Global Semiconductor Alliance (GSA)
- › Industrial Internet Consortium (IIC)
- › Alliance for the Internet of Things Innovation (AIOTI)
- › European Semiconductor Industry Association (ESIA)
- › Association representing the Smart Security Industry (EUROSMART)
- › China Semiconductor Industry Association (CSIA)
- › US Semiconductor Industry Association (SIA)
- › Federal Association for Information Technology, Telecommunications and New Media (BITKOM)
- › German Electrical and Electronic Manufacturers' Association (ZVEI)
- › German Association of the Automotive Industry (VDA)
- › 5G Automotive Association (5GAA)
- › Association for European NanoElectronics Activities (AENEAS)
- › Advanced Research & Technology for EMbedded Intelligence and Systems (ARTEMIS-IA)

Standardization organizations

- › International Electrotechnical Commission (IEC)
- › International Organization for Standardization (ISO)
- › Global Standards for the Microelectronics Industry (JEDEC)
- › Near Field Communication Forum (NFC Forum)
- › Mobile Industry Processor Interface (MIPI) Alliance
- › Universal Serial Bus Implementers Forum (USB-IF)
- › TCG-Trusted Computing Group (Computer Security Standards)
- › European Telecommunications Standards Institute (ETSI)
- › Automotive Open System Architecture (AUTOSAR)
- › German Institute for Standardization (DIN)
- › German Commission for Electrical, Electronic & Information Technologies of DIN and VDE (DKE)
- › Automotive Industry Action Group (AIAG)

Others

- › United Nations Global Compact
- › Platform Industrial Internet
- › Responsible Minerals Initiative (RMI)
- › European Cyber Security Organisation (ECSSO)
- › European Technology Platform on Smart Systems Integration (EPoSS)

Our sustainability targets

TARGETS FOR THE 2019 FISCAL YEAR	STATUS	DESCRIPTION
 <p>Business ethics</p> <p>On-schedule revision of the web-based training on the Business Conduct Guidelines in the 2019 fiscal year. All employees worldwide are required to complete the training. The participation of our employees will be ensured by means of an automated reminder system and escalation process to the manager.</p>	●	The web-based training for Business Conduct Guidelines was revised in the 2019 fiscal year.
 <p>Human rights</p> <p>Review of the supply chain assessment method in terms of sustainability as part of continuous improvement. Therefore, standardized software solutions available on the market will be evaluated in the 2019 fiscal year based on sustainability criteria. The evaluation criteria will contain among other things internationally valid human rights as a focus area.</p>	●	The various approaches for supplier evaluation were reviewed based on sustainability criteria. The United Nations “Universal Declaration of Human Rights” was the basis for assessing the topic of human rights. The focus topics of the Charter are processed by the software solutions in varying degrees of detail. The Infineon supplier evaluation covers the focus topics of the Charter.
 <p>Human resources management</p> <p>Increasing the share of women in management positions to 15 percent by the 2020 fiscal year. Our long-term goal is a 20 percent share of women in management positions. This target is to be achieved by developing division-specific targets and measures, which will be inspected on a regular basis by the responsible management groups and by the Management Board. Another measure is increasing the internal visibility of talented females.</p> <p>The currently existing global target of 80 percent overall employee satisfaction will remain unchanged for the time being. The measures for achieving this goal include in particular the further development of leadership skills as well as ensuring balanced workloads.</p> <p>At least 90 percent of all our managers (Senior Manager level with five or more direct employees and higher) will conduct a leadership dialog with their employees within two years. The leadership dialogs provide managers with structured feedback from their employees. This makes it possible for them to reflect on their own management behavior, to strengthen it and identify potential improvements. This improves collaboration both with and within the team. The measures for achieving this target include regular monitoring of the completion of the leadership dialog and the training of internal or external moderators for the leadership dialog.</p>	●	We were able to increase the share of women in middle and senior management levels from 14.8 percent in the previous fiscal year to 15.5 percent in the 2019 fiscal year. This means we have achieved the defined target.
 <p>Protection of our employees</p> <p>Implementation of a behavior-based safety program by the end of the 2020 fiscal year at all manufacturing sites included in IMPRES and at the corporate headquarters Campeon (Germany), in addition to measures already in existence. Here we launched communication of the “Golden Rules of Safety” in the 2018 fiscal year. Additional supporting information materials will be developed in the 2019 fiscal year and made available to the sites.</p>	●	Information material on the “Golden Rules of Safety” was developed in the 2019 fiscal year. The information material was provided to the sites for communication and training purposes and implemented at all manufacturing sites included in IMPRES, as well as at the corporate headquarters Campeon (Germany).
	○	The leadership dialogs provide managers with structured feedback from their employees. This makes it possible for them to reflect on their own management behavior, to strengthen it and identify potential improvements. This improves collaboration both with and within the team. At present a share of approximately 81.8 percent (previous year: 81 percent) of managers has conducted their leadership dialogs within the last two years. Compared to the last fiscal year we were able to increase this share by 0.8 percentage points.

TARGETS FOR THE 2019 FISCAL YEAR	STATUS	DESCRIPTION
 Environmental sustainability		
Water management		
<p>Due to the increasing complexity of our products, the use of water in manufacturing increases too. Regardless of this growing product complexity, our water consumption will nevertheless remain under 8.5 liters per square centimeter manufactured wafer. The measures for achieving this target include regularly occurring exchange between the sites for identification and realization of potential improvements.</p>	●	Our specific water consumption was below 8.5 liters per square centimeter manufactured wafer.
Waste management		
<p>Regardless of growing product complexity, our aim is to keep the specific waste generation below 27.5 grams per square centimeter manufactured wafer. The typically increasing complexity of our products requires an increase in the use of raw materials and supplies. This also means an increase in the amount of waste generated. Therefore, this target is a challenge and a practical reference unit for the effectiveness of our measures aimed at waste reduction. This target is to be achieved in particular through regularly occurring exchange between the sites for identification and implementation of potential improvements.</p>	●	Our specific waste generation was below 27.5 grams per square centimeter manufactured wafer.
<p>Implementation of measures at the frontend sites in order to save 300 tons of the solvent propylene glycol methyl ether acetate (PGMEA) by the end of the 2020 fiscal year. This target is to be achieved primarily through the distillation of waste containing PGMEA by external recycling contractors and through the reuse of the recovered PGMEA in manufacturing.</p>	●	In the 2019 fiscal year 344.64 tons of the solvent PGMEA were recovered by distillation of waste containing PGMEA and were reused in manufacturing. This corresponds to a 114.9 percent target achievement.
Efficient energy management		
<p>Implementation of projects and measures by the end of the 2020 fiscal year for increasing energy efficiency, totaling annual potential energy savings of 25 gigawatt hours. The realization of site-specific measures in the area of infrastructure and manufacturing will support the achievement of this target.</p>	●	In the 2019 fiscal year we completed measures which saved 23.1 gigawatt hours of energy. Over the last two fiscal years, total savings of 46.5 gigawatt hours were achieved.
<p>Completion of an energy assessment of the data centers at all manufacturing sites included in IMPRES and of the corporate headquarters Campeon (Germany) in order to identify additional possible energy efficiency potential by the end of the 2019 fiscal year. The analysis developed will be conducted at the sites included in IMPRES.</p>	●	In the 2019 fiscal year an energy assessment was conducted in order to derive suitable and reasonable measures for further increasing energy efficiency.
Greenhouse gas emissions		
<p>In the 2019 fiscal year, the PFC-relevant emissions of the frontend sites will remain below the World Semiconductor Council target value of 2.2 tons of CO₂ equivalents per square meter manufactured wafer surface. The challenge here is the constantly increasing complexity of our products and thus the associated increase in the number of process steps requiring the use of climate-relevant gases. Measures for achieving this target include smart abatement concepts as well as the use of alternative gases with higher utilization rates and lower greenhouse potential, where technically possible and economically feasible.</p>	●	Our PFC-relevant emissions were below 2.2 tons CO ₂ equivalents per square meter manufactured wafer surface.
<p>Performance of a comprehensive efficiency analysis (ABC analysis) of our PFC abatement concept at all frontend sites by the end of the 2019 fiscal year in order to identify additional possible optimization potential.</p>	●	The comprehensive efficiency analysis (ABC analysis) of our PFC abatement concept was performed in the 2019 fiscal year at all frontend sites. In accordance with this analysis, all relevant PFC emission flows at the Infineon sites are directed to thermal treatment wherever economically and ecologically reasonable.

TARGETS FOR THE 2019 FISCAL YEAR	STATUS	DESCRIPTION
 <p>Contribution through sustainable products</p> <p>Updating of the Infineon CO₂ footprint as well as achievement of a ratio of CO₂ savings through our products in the use-phase compared to the emissions generated in manufacturing our products of at least 30 to 1.</p>	●	The CO ₂ footprint was updated. The proportion of CO ₂ savings by our products during their use-phase was by the factor 40 higher than the corresponding emissions in manufacturing those products.
 <p>Our responsibility along the supply chain</p> <p>Maintaining a DRC¹ conflict-free supply chain and conducting a renewed evaluation with regard to the use of conflict minerals for 100 percent of the relevant suppliers. Here, the dynamic development of the product portfolio and the resulting modification in the supplier topology, as well as the increase of customer-specific requirements present a significant challenge.</p> <p>Review of the supply chain assessment method in terms of sustainability as part of continuous improvement. Therefore, standardized software solutions available on the market will be evaluated in the 2019 fiscal year based on sustainability criteria.</p>	●	<p>A comprehensive supplier evaluation was conducted and the DRC conflict-free supply chain was maintained.</p> <p>The various approaches for supplier evaluation were reviewed based on sustainability criteria. The focus was on the topic areas of Environmental, Social and Governance. Software solutions address these topic areas to different degrees of detail. The Infineon supplier evaluation covers all essential topics.</p>
 <p>Corporate citizenship</p> <p>Application of the methodology defined in the 2018 fiscal year for evaluating the impact of our corporate citizenship activities by regularly occurring exchange among the sites. The evaluation for previous years will also be integrated in order to enable derivation of a trend.</p>	●	The methodology was applied. Based on the results a regular exchange of experience was established involving the relevant sites. This exchange is ongoing.

1 DRC: Democratic Republic of Congo.

TARGETS FOR THE 2020 FISCAL YEAR


Business ethics

In the 2020 fiscal year all employees will be trained on the updated version of the Business Conduct Guidelines. The training is obligatory for all employees worldwide. The participation of our employees will be ensured by an automated reminder system and escalation process to the manager.


Human rights

Evaluation of the possible impact on supplier management at Infineon from the German National Action Plan (NAP) for Business and Human Rights.


Human resources management

The target of maintaining a share of women in management positions of at least 15 percent by the end of the 2020 fiscal year remains in place. Our long-term goal is a 20 percent share of women in management positions. This target is to be achieved by developing division-specific targets and measures, which will be inspected on a regular basis by the responsible management groups and by the Management Board. Another measure is increasing the internal visibility of talented females.

The currently existing global target of 80 percent overall employee satisfaction will remain unchanged for the time being. The measures for achieving this goal include in particular the further development of leadership skills as well as ensuring balanced workloads.

At least 90 percent of all our managers (Senior Manager level with five or more direct employees and higher) will conduct a leadership dialog with their employees within two years. The leadership dialogs provide managers with structured feedback from their employees. This makes it possible for them to reflect on their own management behavior, to strengthen it and identify potential improvements. This improves collaboration both with and within the team. The measures for achieving this target include regular monitoring of the completion of the leadership dialog and the training of internal or external moderators for the leadership dialog.


Protection of our employees

Implementation of a behavior-based safety program by the end of the 2020 fiscal year at all manufacturing sites included in IMPRES and at the corporate headquarters Campeon (Germany), in addition to measures already in existence.

Transition of our occupational health and safety management system from OHSAS 18001 to ISO 45001 and certification of all manufacturing sites covered by IMPRES and of the corporate headquarters Campeon (Germany).


Environmental sustainability
Water management

Due to the increasing complexity of our products, the use of water in manufacturing increases too. Regardless of this growing product complexity, our aim is to keep our water consumption under 8.5 liters per square centimeter manufactured wafer. The measures for achieving this target include regularly occurring exchange between the sites for identification and realization of potential improvements.

TARGETS FOR THE 2020 FISCAL YEAR

Waste management

Regardless of growing product complexity, our aim is to keep the specific waste generation below 27.5 grams per square centimeter manufactured wafer. The typically increasing complexity of our products requires an increase in the use of raw materials and supplies. This also means an increase in the amount of waste generated. Therefore, this target is a challenge and a practical reference unit for the effectiveness of our measures aimed at waste reduction. This target is to be achieved in particular through regularly occurring exchange between the sites for identification and implementation of potential improvements.

Implementation of measures at the frontend sites in order to save 300 tons of the solvent PGMEA by the end of the 2020 fiscal year. This target is to be achieved primarily through the distillation of waste containing PGMEA by external recycling contractors and through the reuse of the recovered PGMEA in manufacturing.

Efficient energy management

Implementation of projects and measures by the end of the 2020 fiscal year for increasing energy efficiency, totaling annual potential energy savings of 25 gigawatt hours. The realization of site-specific measures in the area of infrastructure and manufacturing will support the achievement of this target.

Transition of the energy management system according to ISO 50001 at the European manufacturing sites which are certified under IMPRES and at our corporate headquarters Campeon (Germany) to the new standard ISO 50001:2018.

Greenhouse gas emissions

In the 2020 fiscal year, our aim is to keep the PFC-relevant emissions of the frontend sites below the World Semiconductor Council target value of 2.2 tons of CO₂ equivalents per square meter manufactured wafer surface. The challenge here is the constantly increasing complexity of our products and thus the associated increase in the number of process steps requiring the use of climate-relevant gases. Measures for achieving this target include smart abatement concepts as well as the use of alternative gases with higher utilization rates and lower greenhouse potential, where technically possible and economically feasible.



Contribution through sustainable products

Updating of the Infineon CO₂ footprint as well as achievement of a ratio of CO₂ savings through our products in the use-phase compared to the emissions generated in manufacturing our products of at least 30 to 1.



Our responsibility along the supply chain

Maintaining a DRC conflict-free supply chain and conducting a renewed evaluation with regard to the use of conflict minerals for 100 percent of the relevant suppliers. Here, the dynamic development of the product portfolio and the resulting modification in the supplier topology, as well as the increase of customer-specific requirements present a significant challenge.



Corporate citizenship

A proposal for an internal communication strategy for CSR and sustainability topics will be formulated in the 2020 fiscal year.