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**003 Our Company**

- 004 Letter to the Shareholders
- 008 The Management Board of Infineon Technologies AG
- 010 The Infineon Share
- 012 A Look Back over the Past Financial Year
- 014 Sites Worldwide
- 016 Human Beings and the Environment
- 019 Our Employees
- 022 Automotive, Industrial & Multimarket
- 028 Communication Solutions
- 034 Qimonda

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**039 Financial Review**

- 040 Contents
- 041 Report of the Supervisory Board
- 047 Corporate Governance
- 050 Compensation Report
- 053 Operating and Financial Review
- 084 Consolidated Financial Statements
- 090 Notes to the Consolidated Financial Statements
- 148 Consolidated Financial Data 2002–2006
- 150 Financial and Technology Glossary
- 156 Financial Calendar

**Note:**

When we use the masculine singular pronoun in this Annual Report to refer to employees, we of course are referring to all employees, both male and female.

**Forward-looking statements:**

This annual report contains forward-looking statements. Statements that are not historical facts, including statements about our beliefs and expectations, are forward-looking statements. These statements are based on current plans, estimates and projections, and you should not place too much reliance on them. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update any of them in the light of new information or future events. Forward-looking statements involve inherent risks and uncertainties. We caution you that a number of important factors could cause actual results or outcomes to differ materially from those expressed in any forward-looking statement.