




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>	●	<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> <p>With an agreement ratio of 81 percent to the statement “All in all, Infineon is a very good employer” in the survey from the 2018 fiscal year, we have achieved our target.</p>
 <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).

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.