







# CSR Management Organization



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- › We understand Corporate Social Responsibility (CSR) as our voluntary responsibility towards the society. Our commitment is based on compliance with current legal requirements, the Ten Principles of the UN Global Compact and the principle of sustainability as the symbiosis of economy, ecology and social engagement. Based on these tenets we have identified six fields of activity:

-  Business Ethics,
-  Occupational Health and Safety,
-  Environmental Sustainability,
-  CSR Supply Chain Management,
-  Corporate Citizenship,
-  Human Resources Management and Human Rights.

- › These principles are reflected in our CSR Policy that sets guidelines for a responsible and sustainable business operation. Our business operation sites follow instructions and decisions of the CSR department to manage local CSR issues and implement CSR actions in daily operation. The CSR department is responsible for overseeing the corporatwide CSR affairs, making decisions, and directly reporting to the Infineon Management Board. In order to ensure efficient resources management, Infineon established a global management system, IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety, and Health ), which integrates targets and processes relating to ecological sustainability (including energy management) as well as occupational safety and health protection. In the yearly CSR Board Management Review meeting, the board members review together with the CSR department the sustainability performance, target achievement, while formulating the following year's operational direction and goals.

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## Management Board

- › Decision-making on corporate-wide sustainability strategy, approve policies and management guidelines
- › Commitment to sustainability target setting and monitoring of the achievement



## CSR Department

- › Executive board consulting regarding decision-making on corporate-wide sustainability strategy
- › Supervise the planning and implementation of corporate-wide sustainability strategies
- › Development of corporate-wide sustainability action plans
- › Lead information disclosure efforts for corporate-wide sustainability performance



## CSR specific Programs

- › Provide consultancy, as well as expertise and experience sharing for sustainability issues
- › Develop action plans in response to specific sustainability targets
- › Monitor implementation progress of these plans and evaluate performance



## Sites/Entities/Departments

- › Implementation of sustainability policies and management guidelines Operational implementation of sustainability action plans
- › Reporting sustainability figures for non-financial disclosure
- › Support of the continuous improvement process
- › Monitor action plans implementation progress and site performance evaluation



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- › Identify material topics, risks and opportunities related to sustainability issues and determine responsive strategies
- › Sustainability target setting and promote the execution of sustainability action plans
- › Consolidation of sustainability information for non-financial disclosure
- › Support of the continuous improvement process

