



Salary Increases at Infineon Technologies AG in the 2023 fiscal year

IFAG HR CB
January 2023



Overview

- › Overview of income measures incl. history IFAG
- › Overview income measures
 - IFAG
 - AT / ÜT employees and new standard compensation for GG13 employees.
- › Timelines for income increase planning



Overview Income Measures IFAG



Difficult macroeconomic situation with high inflation, waves of layoffs in technology companies and fears of recession

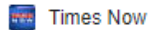
FORBES > MONEY

Microsoft And Amazon To Layoff A Total Of 28,000 Employees - Why We Are Seeing Some Of The Highest Layoffs In Tech History



Tech Layoff Wave Continues: Intel Is Cutting Hundreds of Jobs

Intel aims to slash \$3 billion from its annual budget in this year, after revenues dipped by about 20% in 2022. ... Intel has confirmed it will...



SAP Layoffs: Software giant SAP announces layoffs to focus on 'core business', 3,000 employees to be fired

Software Giant SAP has announced layoffs. SAP Layoffs will be held in order for the German company to focus on its "core business". Around 3,000...

PERSONAL FINANCE

Amazon, Google, Meta, Microsoft lay off thousands — but tech jobs are still hot in 2023, Indeed finds



Infineon in contrast, with fundamentally stable growth indicators and solid long-term planning

More than 67,000 global tech-sector employees have lost jobs in 2023: layoff-data tracker

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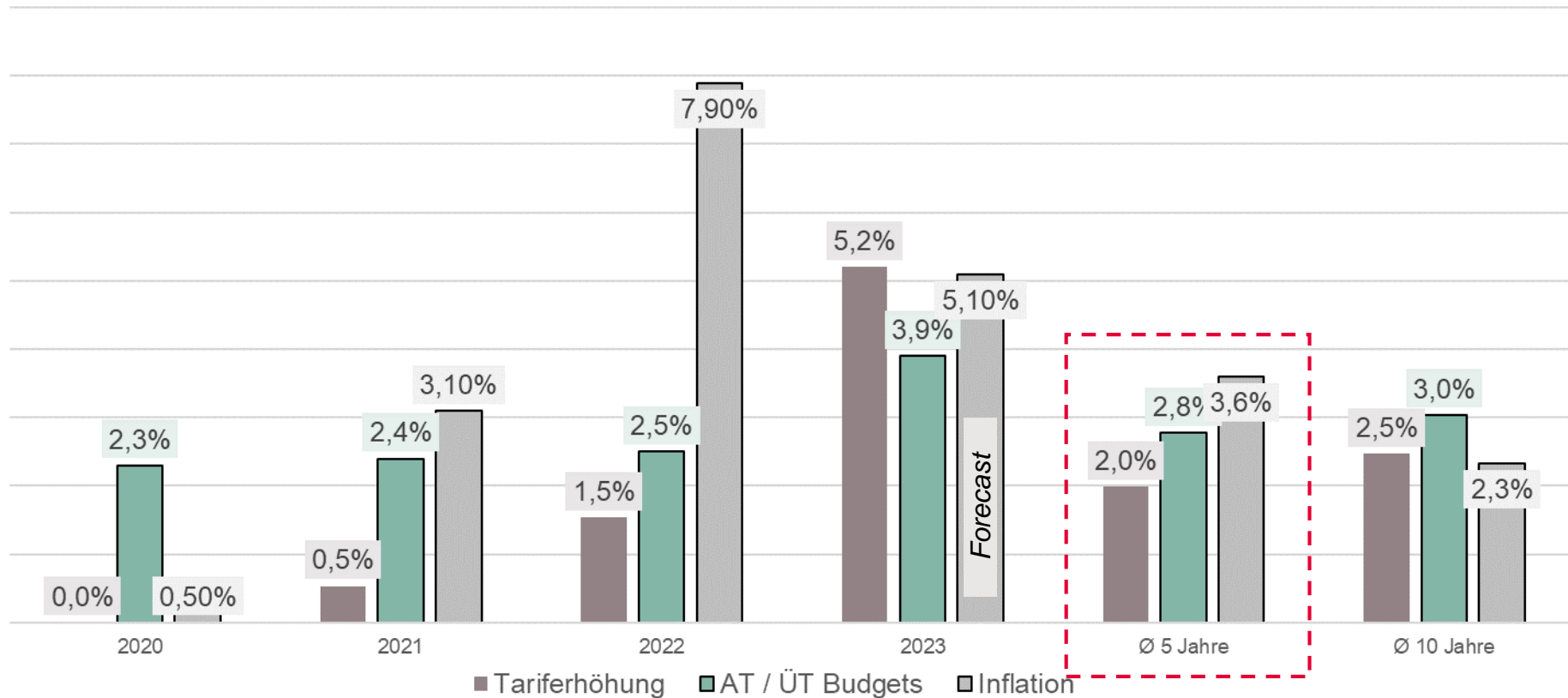
	Company	Location ...	# Laid Off	Date	%
1	Google	SF Bay Area		1/20/2023	6%
2	Meta	SF Bay Area	12000	11/9/2022	13%
3	Amazon	Seattle	11000	11/16/2022	3%
4	Microsoft	Seattle	10000	1/18/2023	5%
5	Salesforce	SF Bay Area	10000	1/4/2023	10%
6	Amazon	Seattle	8000	1/4/2023	2%
7	Booking.com	Amsterdam	8000	7/30/2020	5%
8	Cisco	SF Bay Area	4375	11/16/2022	5%
9	Philips	Amsterdam	4100	10/24/2022	5%
10	IBM	New York ...	4000	1/25/2023	2%
11	Uber	SF Bay Area	3900	5/6/2020	14%
12	Twitter	SF Bay Area	3700	11/4/2022	50%
13	Uber	SF Bay Area	3700	5/18/2020	13%
14	Better.com	New York ...	3000	3/8/2022	33%
15	SAP	Walldorf	3000	1/26/2023	3%

TECH

Google, Microsoft, Amazon and other tech companies have laid off more than 70,000 employees in the last year

IFAG: Comparison of income increases (tariff | AT / ÜT and relative to inflation)

Budgets Tarif | AT / ÜT Budgets | Inflation

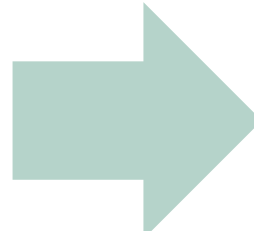


- › above-average budget for income increases. In addition, all employees receive an additional inflation bonus (not reflected in the chart above).
- › The budget for this fiscal year will be distributed with the regular income planning process in March 2023 and will take effect from **April 1, 2023**. The standard compensation plus for AT / ÜT employees will increase to **€117,000** as a result.

IFAG: Overview of income measures

> AT / ÜT

- Increase budget of **3.9%** in 2023 and new standard compensation plus, increasing from €113,000 to €117,000
- Payment of an **inflation bonus** (total €3,000 net) to all employees in 2023 and 2024
- In deviation from the collectively agreed increase, standard compensation will not be increased as of June 01, 2023, but already as of April 01, 2023.



AT / ÜT

Effective date

- > April 01, 2023

Budget (Mandatory & Merit):

- > From 01 April 2023: Increase budget of 3.9%

Standard salary

- > From April 01, 2023: Increase by 5.4%
- > From April 01, 2024: Increase by 3.3%

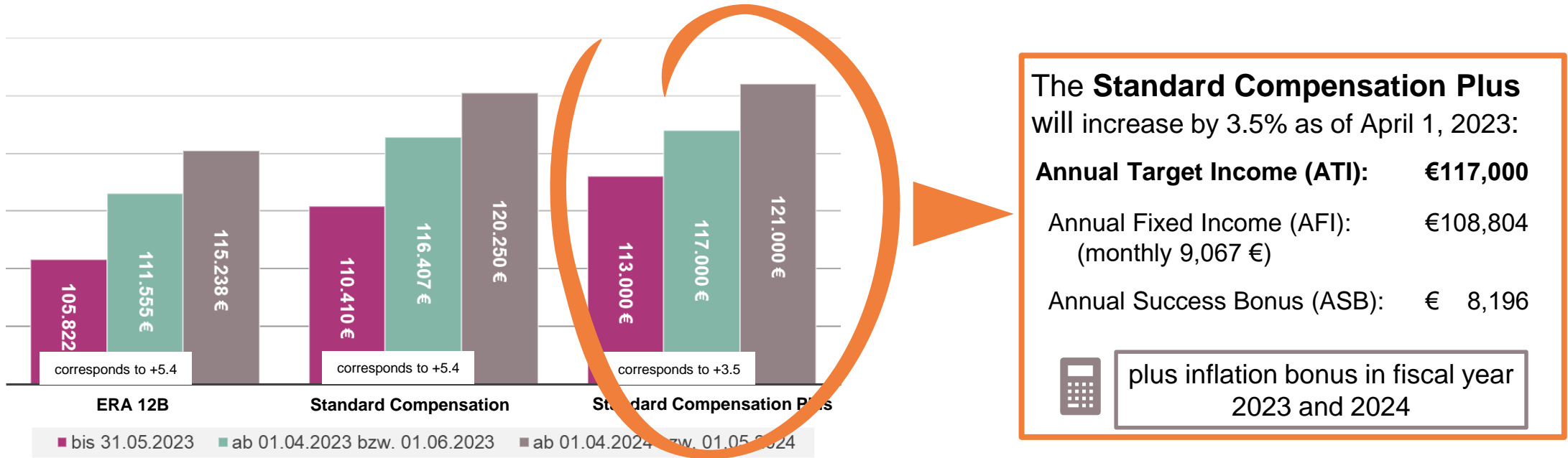
Inflation bonus

- > Payment of a tax- and social contribution-free inflation bonus in two installments.
 - 1,500 EUR (net) in April 2023
 - 1,500 EUR (net) in April 2024

Increase for AT / ÜT in fiscal year 2023 thus corresponds to approx. 6.0% (3.9% + 2.1% inflation bonus). Additional cost for promotions, for example, are not taken into account.

Average salaries were used as the basis for calculating the inflation bonus. The sum of the salaries is used as the basis for calculating the budget increase values. For employees working part-time, there are correspondingly different values, which are regulated in more detail in the applicable collective agreement for employees with collectively agreed remuneration.

IFAG: Standard Compensation and Standard Compensation Plus



Infineon's Standard Compensation amounting to €116,407 in 2023 is more than 2.7% ≈ €3,000 higher than the Standard Compensation for companies covered by collective agreements in the M&E market which is at €113,351.



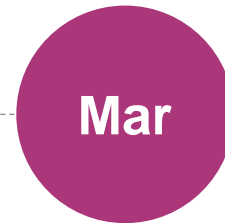
Timeline Increases IFAG



IFAG: Timing of increase planning for ÜT/AT

Increase process preparation

Compensation Planning Tool (CPT) setup for Managers



Salary planning completed

CPT increase and inflation payment effective April 01

CPT Planning

Planning of all increases measures in CPT



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