Sustainability at Infineon

Supplementing the Annual Report 2022

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Introduction

Jochen Hanebeck
Chief Executive Officer

Sustainable action – more important than ever

Over the next ten years, decarbonization and digitalization will profoundly change the world we live in. We are just at the beginning of a far-reaching economic and social transformation. Dealing with issues such as the required transition of energy supplies, more efficient resource management, clean and intelligent mobility, connectivity and security in the Internet of Things calls for a bold approach, one that is underpinned by technology.

At Infineon, we see these global challenges as a great opportunity. Semiconductors play a crucial role in the transition to a sustainable society and economy. Without them, renewable energy, the charging infrastructure for electromobility and secure communication between connected devices are all inconceivable. Our know-how and our innovative capacity make Infineon a key player in the green transition and the digital transformation. Our solutions enable a “net-zero” economy and connect the real world with the digital world. This is our contribution to a future worth living.

Given the complex challenges, sustainable action – balancing economic, environmental and social considerations – is more important today than ever. For our company, sustainability has always been about more than just compliance with rules and regulations. Back in 2004, Infineon was one of the first semiconductor companies to join the UN Global Compact. Since then, its Ten Principles have constituted one of the main foundations of our commitment to being a socially responsible company.

Making life more environmentally friendly is part of our mission. For years, we have prioritized CO_2 avoidance and conservation of resources, especially in our manufacturing. As a result, we use resources in our production processes today in a much more efficient way than the global average in the semiconductor industry.

Yet we are not standing still. We want to continue to reduce our own carbon footprint. Our aim is to become a carbon-neutral company by the end of the 2030 fiscal year. This target includes not only all direct emissions but also indirect emissions from electricity and heat. By the end of the 2025 fiscal year, we want to have already reduced these emissions by 70 percent compared with 2019.

We are already making good progress towards these targets. In the 2022 fiscal year, for example, we switched the power supply for our semiconductor manufacturing in Austin (Texas, USA) completely over to renewable energy. All our other U.S. sites will have followed suit by the end of the 2022 calendar year. Our European sites have been running on green electricity since the 2021 fiscal year.

In addition to the continuous reduction in our own emissions, our products and solutions make a substantial contribution to better resource management and to climate protection. After deducting the CO_2 emissions from their manufacture, our products generate more than 97 million tons of CO_2 savings during their useful life. Our products therefore constitute a significant net benefit to the environment.

Renewable energy and electromobility are the main drivers of the strong growth in demand for our power semiconductors. Innovative compound semiconductors enable even higher levels of efficiency in energy conversion. We are therefore continuing to expand our manufacturing capacity for these materials, such as silicon carbide (SiC) and gallium nitride (GaN). Infineon is investing more than €2 billion in a third manufacturing module at its Kulim site (Malaysia). We laid the foundation stone in July. Thanks to state-of-the-art equipment and processes, the new manufacturing facilities will require fewer resources than existing factories. We are also creating capacity for precisely those next-generation semiconductors that help save even more energy and therefore result in CO_2 savings.

In this fiscal year, reporting on the EU Taxonomy forms part of our Sustainability Report for the first time. This means that we are complying with the latest regulatory requirements. However, our motivation goes far beyond that. An essential part of our extensive communications is to show how Infineon creates value and how it helps solve the problems of our time – in particular, climate change. The parameters reported in the Taxonomy confirm our strategy and underline the contribution made by our products and solutions to tackle climate change.

As a company with global operations, we are part of the regional economy and society in many places and we have an impact on local standards of living. Through our corporate citizenship activities, we support initiatives and organizations that improve local people's lives.

Infineon's continuous commitment to sustainability is also reflected in ratings by independent bodies and positive evaluations from our partners. Examples include the following:

- In the 2022 fiscal year, for the twelfth year in a row, Infineon was included in the Dow Jones Sustainability Index family. With its listing in the Dow Jones Sustainability™ Europe Index and in the Dow Jones Sustainability™ World Index, our company ranks among the leading companies for sustainability in the world. Moreover, Infineon was named in the Sustainability Yearbook in the 2022 fiscal year, also for the twelfth year in a row.

- After Infineon had been awarded Gold status by EcoVadis for six years in succession, it received the EcoVadis Platinum medal in the 2022 fiscal year. EcoVadis is an independent rating agency that rates suppliers on the basis of their environmental, social and financial performance.

- For the fourth year in a row, our company received an AA rating (based on a scale from AAA to CCC) in the MSCI Environmental, Social and Governance (ESG) Ratings.

These awards are both a confirmation of our approach and a motivation to continue with our efforts. We will make Infineon even better. In this report, we give you an overview of our sustainability strategy and of the progress we have made. We also give you an indication of what we as a company have resolved to do over the coming years.

Neubiberg, November 2022

Jochen Hanebeck
Chief Executive Officer

Key figures

including Syntronixs

Worldwide leader in semiconductor solutions that make life **easier, safer** and **greener**

Revenue of
€14,218 million

€1,798 million
research and development expenses

€2,310 million
of investments in property, plant and equipment and other intangible assets

including **€209 million**
of capitalized development costs

More than
90 sites and
30 countries with more than
110 nationalities in our teams

4 segments
with a Segment Result of
€3,389 million

56,194
employees

of whom **21 percent**
work in research and development

Notable events in the 2022 fiscal year

October 2021

Infineon and Hyundai Motor Group nurture start-ups with a focus on mobility of the future and digitalization

Under this agreement, Infineon will support start-ups with its technical know-how at the product level, in order to increase their success rate. The start-ups will also have the opportunity of closer collaboration, becoming part of Infineon's co-innovation space in Singapore. The main focus is on innovations relating to mobility of the future, smart city solutions and smart factory applications that contribute towards sustainability.

Infineon and Rainforest Connection develop real-time monitoring systems designed to detect wildfires

In this collaboration, Rainforest Connection is exploring the use of Infineon's gas sensing technologies to elevate and expand upon the capabilities of their current acoustic listening devices used to monitor and protect vulnerable rainforest ecosystems. This includes monitoring primates, birds, frogs, insects, bats and other organisms and protecting against the threat of illegal logging. This collaboration would enable protection to be extended to the threat of forest fires.

November 2021

Syntronixs Asia becomes part of Infineon

Infineon Malaysia acquires Syntronixs Asia, a Malaysia-based electroplating company. Founded in 2006, Syntronixs Asia has a workforce of more than 500 people and has been a major service provider for Infineon since 2009. The company specializes in precision electroplating, a key process in the assembly of semiconductors. The acquisition will enable Infineon to continue to ensure the high quality and durability of its products.

Infineon is one of the most sustainable companies in the world

Infineon is listed in the Dow Jones Sustainability™ Europe Index and in the Dow Jones Sustainability™ World Index. This means that for the twelfth time in a row Infineon has been included in the Dow Jones Sustainability Index family and therefore ranks among the leading companies for sustainability in the world.

December 2021

Infineon is one of Germany's best trainers

Infineon is a very successful participant in the study of Germany's best trainers 2021 conducted by the German business magazine "Capital" and the talent platform Ausbildung.de. In both categories, Training and Work-Study Programs, Infineon receives an award for the third time in a row. In the 2022 fiscal year, it is awarded five stars out of five.

Infineon receives the CDP[1] scoring level: Management for information in the area of climate change and water security

Since 2014, Infineon has been publishing information in the CDP on the opportunities and risks for the company resulting from climate change and water security. The number of points derived is then compared with other companies in the CDP activity group electrical and electronic equipment.

January 2022

Infineon is once again recognized as one of the best companies for sustainability

For the twelfth consecutive year, Infineon makes it into the Sustainability Yearbook published by S&P[2] Global in cooperation with RobecoSAM[3]. Infineon is once again among the ten best semiconductor companies in the world in terms of entrepreneurial sustainability.

1 CDP: Previously referred to as the Carbon Disclosure Project.
2 S&P: Standard and Poor's.
3 SAM: Sustainable Asset Management.

February 2022

Infineon backs compound semiconductors and invests more than €2 billion in new frontend manufacturing in Kulim (Malaysia)

Infineon strengthens its leading position in the market for power semiconductors by significantly expanding its manufacturing capacity in the area of compound semiconductors (SiC[1] and GaN[2]). The company is investing more than €2 billion in a third module at the Kulim site.

Infineon increases its commitment to quantum computing and participates in six new research projects

In addition to a number of existing initiatives and partnerships, the chip manufacturer is taking part in six more research projects that are part of a stimulus package for the future of quantum technologies supported by the German Federal Government. Working together with research institutes and partners from industry, Infineon is contributing its know-how in microelectronics and industrial manufacturing as well as its application expertise for future quantum computers.

Infineon receives a Platinum sustainability rating from EcoVadis

EcoVadis, an independent rating agency that monitors the sustainability of suppliers, analyzes Infineon with regard to environmental, social, ethical and financial influencing factors. For six years in a row, Infineon has been awarded Gold status. In the 2022 fiscal year, Infineon is awarded Platinum status for the first time.

March 2022

Infineon's commitment to humanitarian aid for Ukraine

For three weeks in March, Infineon employees donated money towards humanitarian aid for Ukraine. The total value of the 2,026 donations received is €230,798. Infineon doubles this amount, with the result that a final total of €500,000 is donated to the United Nations Refugee Agency (UNHCR). In addition, Infineon provides valuable emergency aid to various organizations to relieve the humanitarian disaster in the country.

April 2022

Jochen Hanebeck succeeds Dr. Reinhard Ploss as Chief Executive Officer

With effect from 1 April 2022, Jochen Hanebeck assumes the role of Chief Executive Officer of Infineon, succeeding Dr. Reinhard Ploss. Dr. Ploss was awarded the German title of CEO of the Year six times and served as CEO of Infineon for nine years. #ThankyouReinhard

Dr. Rutger Wijburg becomes the new Chief Operations Officer (COO)

On 1 April 2022, Dr. Wijburg is appointed as the new COO of Infineon's Management Board, succeeding Jochen Hanebeck in this role.

Infineon expands backend manufacturing in Batam (Indonesia)

Infineon is expanding its global production network. In Indonesia, the market leader in power ICs doubles its backend manufacturing space on the Batam site. The focus here is on assembly and testing chips for the automotive industry.

Infineon is awarded the title Partner of the Year 2021 by Hyundai Motor Group

Infineon receives the title Partner of the Year 2021 from Hyundai. Having been selected as an excellent partner of Hyundai in 2018, this is the second time Infineon has received the award. In 2021, the award to Infineon is in the category Special Award for Supply Competence. This is given to partners who are able to deliver outstanding results in stabilizing supply in difficult situations.

May 2022

Production site in Austin (Texas, USA) switches to green electricity

Infineon switches the power supply to its semiconductor factory in Austin fully over to green electricity. This is an important milestone, given the company's objective to switch supplies to all its U.S. sites over to green electricity by the end of the 2022 calendar year. All Infineon's European sites switched to green electricity in the 2021 fiscal year.

1 SiC: Silicon carbide.
2 GaN: Gallium nitride.

Infineon organizes global Diversity Days 2022

On global Diversity Days, all Infineon employees are able to learn and exchange ideas about Diversity & Inclusion (D&I). The days provide employees with more than 55 virtual and live sessions (over 40 hours) of informative content about a huge variety of D&I topics.

Infineon wins the German Innovation Prize

The German Innovation Prize is one of the most important accolades for pioneering innovations in Germany. It is awarded each year by the German business newspaper Handelsblatt, the German business news magazine Wirtschaftswoche, Accenture, and EnBW. This year, Infineon won the prize for its diffusion soldering technology. The process developed for CoolSiC™ MOSFETs with .XT connection technology makes discretes not only more robust but also 15 percent more efficient, yet with the same dimensions.

MSCI[1] ESG Research rates Infineon AA

The MSCI World ESG Index focuses on Environmental, Social and Governance aspects. The index works on the best-in-class principle. For the fourth consecutive year, Infineon is rated AA.

June 2022

Andreas Urschitz appointed Chief Marketing Officer (CMO)

Dr. Helmut Gassel, member of the Management Board and CMO of Infineon, resigned from the Board at his own request on 31 May 2022 and left the company. Infineon's Supervisory Board accepted his resignation with great regret. Andreas Urschitz, who until then had been President of Infineon's Power & Sensor Systems (PSS) segment, was appointed as his successor.

Technology for a sustainable future

Infineon launches a new series of events entitled "tech for" to discuss the opportunities and limits of technology for a worthwhile future. The subject of the first event is "tech for a sustainable future".

July 2022

Infineon in Kulim (Malaysia) receives Malaysia's Digital Economy Industry Appreciation Award

Infineon in Kulim receives the Prime Minister's Special Recognition Award for the largest foreign investment to date at the first Digital Economy Industry Appreciation Awards and opening of the Malaysia Digital Event on 4 July 2022.

Infineon in Batam (Indonesia) receives "National Lighthouse Industry 4.0" title

Infineon in Batam is awarded the title of "National Lighthouse Industry 4.0" by the Indonesian Ministry of Industry during the Business Round Table on 16 June 2022 in Jakarta (Indonesia) on the occasion of the state visit of the German President. Infineon in Batam is one of only four companies in Indonesia that have received this prestigious national award for Industry 4.0.

August 2022

Infineon's Supervisory Board to propose Deloitte as the new auditor for the 2024 fiscal year at the Annual General Meeting

Following the conclusion of the public tender process by the Audit Committee, the Supervisory Board of Infineon has decided to propose to the Annual General Meeting that Deloitte GmbH Wirtschaftsprüfungs-gesellschaft, Munich (Germany) be appointed as auditor for the 2024 fiscal year.

September 2022

Infineon is nominated for the German Sustainability Award 2022

The German Sustainability Award honors pioneers who make a particular contribution to greater sustainability in the economy in one of five trans-formation fields: climate, resources, biodiversity, supply chain or society. Infineon is nominated in the climate category.

1 MSCI: Morgan Stanley Capital International.

Sustainability strategy

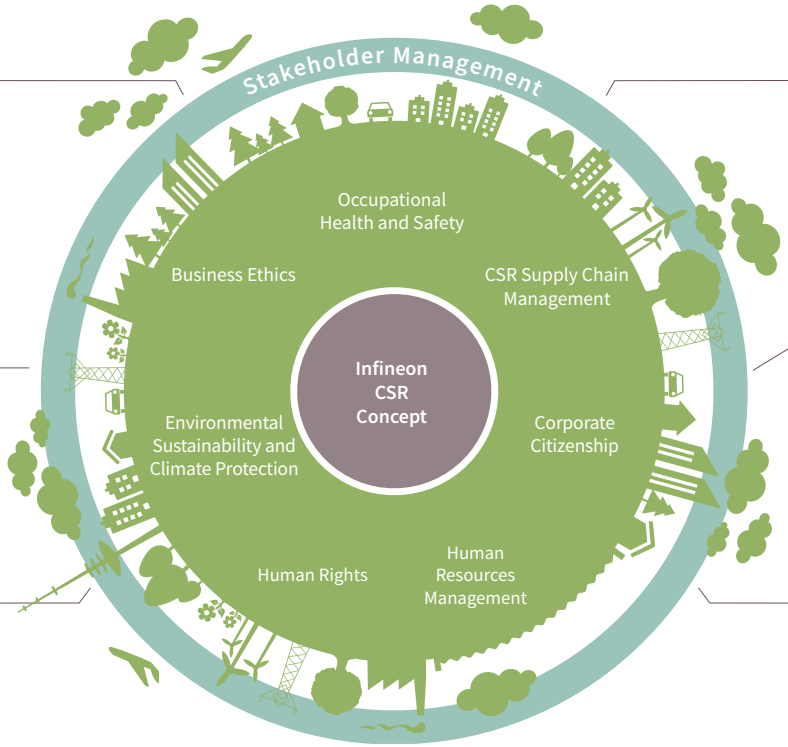
GRI 102-40, 102-42, 102-43, 102-44

We understand Corporate Social Responsibility (CSR) as our voluntary responsibility towards society, both international and local. Our commitment is based on compliance with current legal requirements, the Ten Principles of the United Nations (UN) Global Compact and the principle of sustainability as the symbiosis of economy, ecology and social engagement.

Based on these tenets we have identified seven fields of activity: Occupational Health and Safety, CSR Supply Chain Management, Corporate Citizenship, Human Resources Management, Human Rights, Environmental Sustainability and Climate Protection, and Business Ethics. CHART 01

We anchored our commitment to sustainability even more firmly in our organization by setting up a CSR Board in the 2021 fiscal year. It consists of two members of the Management Board and representatives of Infineon's specialist departments. The composition of the CSR Board enables it to cover the wide range of CSR topics and ensures that it can discuss current topics and determine at an early stage the measures the company should adopt.

CHART 01 Infineon CSR concept



Investors

- Annual General Meeting
- Roadshows and conferences
- Quarterly reporting
- Quarterly segments' presentation
- Annual Report
- Yearly financial statement communication
- Sustainability reporting

Customers

- Audits
- Services provided by experts
- Infineon Service Center 24/7
- Product requirement
- Roadshows
- Cooperation arrangements

Suppliers

- Suppliers' assessment
- Supplier Code of Conduct (formerly: Principles of Procurement)
- Compliance website
- Infineon Conflict Minerals Policy and Supplier Code of Conduct concerning the Responsible Sourcing of Conflict Minerals
- Combined Cobalt and Mica Declaration

Politics

- Political dialogs
- Cooperation with industry associations
- Workshops

Employees

- Surveys (e.g. engagement pulse check)
- Quarterly meetings with top management
- Daily internal news
- Compliance hotline 24/7
- Training
- Committees for CSR topics (e.g. Corporate Citizenship Panel)

Social stakeholders

- Participation in surveys and studies
- Corporate citizenship activities
- Conferences and workshops

About this report

GRI 102-42, 102-43, 102-44, 102-46, 102-48

This report documents Infineon's environmental and social performance during the 2022 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.

Information on Infineon's financial status and performance in the 2022 fiscal year has been published in the Annual Report 2022. www.infineon.com/annualreport

In the 2022 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. p. 18 ff. of the Annual Report 2022

In accordance with the EU Taxonomy Regulation and the related Delegated Acts, we disclose in this report for the first time the proportion of our Taxonomy-eligible Group-wide revenue, capital expenditure and operating expenditure for the 2022 fiscal year in relation to the two environmental objectives: "Climate change mitigation" and "Climate change adaptation".

The reporting period covers the 2022 fiscal year, from 1 October 2021 until 30 September 2022. We publish this report annually. The previous report was published in November 2021 as a supplement to the Annual Report 2021. Unless otherwise specified, the statements and key figures in this report refer to the 2022 fiscal year. In order to help readers identify and interpret the trends relating to quantitative disclosures, the present report includes data from at least the 2021 and 2022 fiscal years. Data relevant to Cypress, which became part of Infineon in April 2020, are included in the carbon neutrality goal we set with the 2019 calendar year as the base year.

Syntronixs as part of Infineon
With the completion of the acquisition of Syntronixs Asia, the company has become part of Infineon. Generally, the non-financial data of Syntronixs have not yet been consolidated in this report. In the 2023 fiscal year, we want to have completed the harmonization of processes and definitions required for the consolidation so that the non-financial data of Syntronixs will be integrated into the Sustainability Report 2023. Where data from Syntronixs have been included in the content of this report, this is explicitly disclosed in the relevant sections.

Reporting

This report has been prepared in accordance with the GRI[1] Standards: Core option. These reporting criteria are complemented by corporate rules. The information contained in this report also serves as our Communication on Progress for the UN Global Compact initiative (see the chapter "UN Global Compact Communication on Progress", p. 54 f.).

In the chapter "Sustainable Development Goals", Infineon also reports for the sixth time in a row on the processes and steps implemented to support the Sustainable Development Goals (SDG) of the UN. p. 56 ff.

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 (Revised)", the pertinent standard for assuring sustainability information. In addition, selected indicators were subject to a reasonable assurance audit. Two limited assurance reports by the independent auditor KPMG AG Wirtschaftsprüfungsgesellschaft are published at the end of this report. p. 68 ff.

The Infineon website contains explanatory notes on the main data and other information pertaining to this report. www.infineon.com/csr_reporting

Determining the content of the report

Infineon engages in continuous dialog with 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.

1 GRI: Global Reporting Initiative.

GRI 102-42, 102-43, 102-44, 102-46, 102-47

First, we identified Infineon's most important stakeholders, taking into account the dimensions set out in the Stakeholder Engagement Manual drawn up by the organization AccountAbility: responsibility, influence, proximity, dependency and representation. Secondly, consideration was given to general as well as sector-specific and company-specific sustainability standards appropriate for determining the material topics for assessing Infineon's sustainability performance. Thirdly, relevant topics were preselected based on our corporate strategy and stakeholder expectations. Finally, we assembled our in-house experts to discuss the topics chosen and any potentially related risks or opportunities that 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 in the course of these four steps. The results of this analysis and the material topics were then confirmed by the Infineon Management Board. This report describes these topics. In accordance with the GRI Standards framework on sustainability reporting, CHART 02 shows how Infineon evaluates impact along the value chain.

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 ensuring 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, not only the Risk and Opportunity Management System and the Internal Control System with Respect to Financial Reporting Processes but also the associated planning, management and internal reporting processes and our compliance management system. Further information is available in the chapter "Group strategy" as well as in "Risk and opportunity report" in the chapter "Report on outlook, risk and opportunity" in the Annual Report 2022.
p. 26 ff. and p. 64 ff. of the Annual Report 2022

Progress during the 2022 fiscal year, the achievement of our targets, and the associated key performance indicators are described in this report as well as in the chapters "Business model" and "Group strategy" in the Annual Report 2022. TARGETS p. 47 ff. as well as p. 19 ff. and p. 26 ff. of the Annual Report 2022

CHART 02 Material topics and impact along the value chain

Material topics	Reporting boundary[1]	Supply chain[2]	Infineon[3]	Customer[4]
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.
2 Production materials, products and services.
3 Production processes.
4 Product application.

Long-term viability of core business: The megatrends decarbonization and digitalization are long-term growth drivers for our company's business. Infineon's semiconductors provide the basic technology for the energy and mobility transition. Renewable energy and energy efficiency, sustainable mobility and security are globally important social priorities 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.

The steady progress of digitalization and connectivity is one of the most significant technological trends of our time, with the potential to change radically how companies and consumers interact with each other and with their environment.

GRI 102-46

The IoT connects the physical and digital worlds in unprecedented ways. Places, cars and computers, and even home appliances and industrial machines, are being equipped with electronic systems, software and sensors and connected with the internet.

This opens the door to a new dimension of connectivity and intelligence with far-reaching consequences for our society and our economy. The International Data Corporation (IDC) estimates that the number of connected devices (especially IoT devices and systems) will rise to 55.7 billion by the 2025 calendar year. By then, the data volume generated annually is expected to reach up to 80 zettabytes (1 zettabyte = 1,000,000,000 terabytes). Increasing connectivity opens up further opportunities for efficiency and also for decarbonization.

Our sensors, processors, security controllers, connectivity components and actuators set the standards for highly developed sensor technologies, cross-application control and optimized power management. They make the IoT smart, secure and energy-efficient. Additional information about this material topic can be found in the chapters “Contribution through sustainable products” and “EU Taxonomy” of this report as well as in “The segments” in the chapter “Business model” and in the chapter “Group strategy” in the Annual Report 2022. p. 36 ff. and p. 39 f. in this report and p. 23 ff. and p. 26 ff. of the Annual Report 2022

Contribution through sustainable products: Microelectronics made by Infineon is the key to attaining better living standards. Our inventiveness 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 and to decarbonization. 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. A large proportion of our annual expenditure on research and development is devoted to energy efficiency and climate protection.

According to the UN, the Earth will have up to 12.4 billion inhabitants by the 2100 calendar year, most of them living in cities. One consequence of this population growth will be a global rise in demand for energy. Generating energy from renewable resources rather than fossil fuels and using the energy produced 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. There are currently several hundred million industrial motors and billions of home appliances around the world, so the potential for energy savings is enormous.

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 our 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.

Additional information is provided in the chapters “Contribution through sustainable products”, “EU Taxonomy”, “Our responsibility along the supply chain” and “Sustainable Development Goals”. p. 36 ff., p. 39 f., p. 41 ff. and p. 56 ff.

Infineon enables the development of renewable energy as well as the energy-efficient storage, transmission and use of green electricity, such as through intelligent building management systems and sustainable mobility. Based on our analyses, every second plug-in hybrid vehicle or all-electric car produced in the world in the 2021 calendar year uses Infineon semiconductors in the inverter, the central element of the electric powertrain. In addition, semiconductors from Infineon are essential for the generation of wind or solar power and for the expansion of the private and public charging infrastructure. New semiconductor materials such as silicon carbide (SiC) and gallium nitride (GaN) and innovative package technologies increase the efficiency and range of electric cars and speed up the charging process. Moreover, connected and autonomous driving, as well as secured communication between the vehicles and the infrastructure, help to optimize traffic flows and improve the safety and efficiency of traffic.

GRI 102-46

Additional information on this material topic can be found in “The Infineon carbon footprint” in the chapter “Contribution through sustainable products” in this report, as well as in “The segments” in the chapter “Business model” in the Annual Report 2022. p. 37 of this report and p. 23 ff. of the Annual Report 2022

Responsible manufacturing: Respect for human rights and the promotion of cultural diversity and equal opportunity are essential for Infineon. As a signatory of the 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 set out mandatory rules on how to comply with human rights obligations. Additional information on this topic can be found in the chapters “Business ethics”, “Human rights” and “UN Global Compact Communication on Progress”. p. 14 ff., p. 17 and p. 54 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 Supplier Code of Conduct. The chapter “Our responsibility along the supply chain” contains further information on this topic. p. 41 ff.

The availability of natural resources is one of the greatest global challenges. Efficient resource management is therefore a central component of IMPRES. In the past, energy prices have been subject to fluctuations that were partly related to legal regulations. The economic benefit is another motivation for reducing our specific consumption by 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 ensure that we handle hazardous materials in a highly responsible way.

We are subject to many laws and regulations that apply to areas such as environmental and climate protection, as well as 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.

Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year with respect to scope 1 and scope 2 emissions. By the end of the 2025 fiscal year, Infineon aims to have already achieved 70 percent of this target (compared with the 2019[1] calendar year). The Group presented its plans at the Annual General Meeting in the 2020 fiscal year in Munich (Germany). Infineon wants to make an active contribution to global CO_2 reduction and to the implementation of the targets set out in the Paris Climate Agreement.

Additional information on these topics can be found in the chapters “Protection of our employees”, “Environmental sustainability and climate protection”, “Contribution through sustainable products”, “EU Taxonomy” and “Sustainable Development Goals”. p. 25 f., p. 27 ff., p. 36 ff, p. 39 f. and p. 56 ff.

Diversity and equal opportunity: Our Diversity & Inclusion (D&I) Framework is designed to create a corporate culture that values the individuality of each employee and promotes equal opportunities. International customer relationships demand inter-cultural 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 our D&I Framework. Changes within the organization that support, among other things, the successful career development of female managers are prerequisites for meeting our targets.

Promoting a healthy 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, we want to create an environment that provides both personal and professional opportunities for our employees. When we make human resources decisions, such as selecting, hiring, evaluating and promoting personnel, or organizing job changes, remuneration or staff training, we are guided by the principle of equal opportunities, relevant qualifications and performance. Equal opportunities also apply to the various aspects of diversity: sexual orientation and identity, age, ethnic origin and nationality, religion and ideology, and physical and mental ability.

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.

GRI 102-46

Additional information on this material topic can be found in the chapters “Business ethics” and “Human rights” and in “Encouraging diversity” in the chapter “Human resources management” as well as in the chapter “Sustainable Development Goals”. p. 14 ff., p. 17, p. 20 f. and p. 56 ff.

Corporate citizenship: At our sites, we support local communities in line with our sustainable business strategy. 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 in “Headquarters and manufacturing sites” in the chapter “Business model” as well as in “R&D sites” in the chapter “Research and development” in the Annual Report 2022. p. 22 and p. 35 of the Annual Report 2022

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 through our societal and social commitment as part of our corporate citizenship activities.

Examples of Infineon’s engagement are set out in the chapters “Corporate citizenship” and “Sustainable Development Goals”. p. 44 ff. and p. 56 ff.

Business ethics: To meet our own business ethics standards and, at the same time, act as a sustainable and responsible partner towards our stakeholders, we must consider, evaluate and address the risks, both within and outside the company. Each year, as part of the compliance management system, a formal assessment of our risks takes place, focusing in particular on corruption and antitrust law. The measures to be taken are summarized in the compliance program and implemented during the fiscal year.

Employees and business partners can report any possible breaches to the usual internal bodies (Management, Human Resources and Compliance) or contact our Infineon Integrity Line, which also accepts anonymous reports. The 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, investors, business partners and the public. 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”. p. 54 f.

Additional information on this material topic is given in the chapters “Business ethics”, “Human rights” and “Sustainable Development Goals” in this report, as well as in “Statement on Corporate Governance pursuant to sections 289f and 315d of the German Commercial Code (HGB)” in the chapter “Corporate Governance” in the Annual Report 2022. p. 14 ff., p. 17 and p. 56 ff. of this report and p. 82 of the Annual Report 2022

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 strategic focus areas (“Culture”, “Organization”, “People & Leadership” and “HR Processes & Infrastructure”), we summarize all the daily activities we undertake to promote employees’ performance and realize their potential in the best possible way.

In our Business Conduct Guidelines, we commit to upholding international human rights and labor standards, including protecting personal dignity and the privacy of every individual. Additional information about this is given in the chapters “Business ethics”, “Human rights” and “UN Global Compact Communication on Progress”. p. 14 ff., p. 17 and p. 54 f.

Our Occupational Safety and Health Management System has been certified in accordance with ISO[1] 45001 and is designed to ensure that the necessary measures are taken to minimize risks identified in the working environment that could endanger our employees.

Additional information on this material topic is given in the chapters “Human resources management”, “Protection of our employees” and “Sustainable Development Goals”. p. 18 ff., p. 25 f. and p. 56 ff.

1 ISO: International Organization for Standardization.

Business ethics

All employees are automatically enrolled in Business Conduct Guidelines training on an ongoing basis. For selected target groups, this also applies to training on the topics of corruption prevention and antitrust law.

Material topics

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

TARGETS
p. 47 ff.

Infineon is committed to do not only what is legally permissible, but also what is ethically right. We live in a culture in which high levels of integrity, reliability and quality are vital to win the trust of customers, investors and employees. For us, this means that we make commitments that are achievable and promises we can keep. 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 Business Conduct Guidelines[1] and the CSR Policy. Some of these principles go beyond the legal requirements, in which case we are guided by international standards and principles, such as the International Bill of Human Rights or the UN Global Compact Principles.

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, dealing in particular with corruption and antitrust law. The measures that need to be taken identified in the assessment are summarized in the compliance program and implemented during the fiscal year. The risk assessment entails both analyses at the Group level and structured interviews at the site and central function levels. The assessment essentially confirmed the known risk areas. The compliance program therefore includes detailed training and communication measures, business partner checks, processes and tools, the revision of regulations and general advice on compliance issues.

The Corporate Compliance Officer, heading a worldwide team, is responsible for coordinating the compliance management system. She reports directly to the Chief Financial Officer and on a quarterly basis to the Management Board, as well as to the Supervisory Board's Investment, Finance and Audit Committee. In addition to the development of our compliance program, the officer helps create guidelines, advises employees, receives complaints and information on relevant issues and heads the investigation of compliance cases.

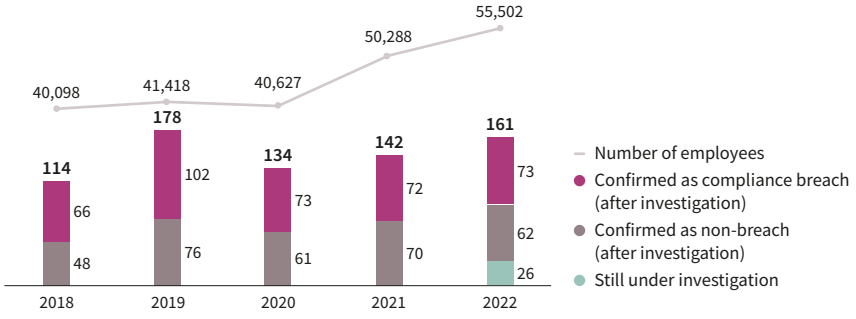
Following the successful Group-wide certification of the compliance management system in accordance with IDW[2] Standard PS[3] 980 in the 2019 fiscal year, reviews of the compliance management system are conducted by Internal Audit. These reviews form a significant part of the audit planning. Employees and business partners took advantage of the opportunities available, both internally (Management, Human Resources and Compliance) and externally (Infineon Integrity Line), to report actual

1 The Business Conduct Guidelines have been published in 17 languages.
2 IDW: The Institute of Public Auditors in Germany (German: Institut der Wirtschaftsprüfer) publishes Principles for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems.
3 PS: Auditing Standard (German: Prüfungsstandard).

or suspected violations during the 2022 fiscal year. There was an increase in the 2022 fiscal year in the number of reports made and investigations conducted. We attribute this rise mainly to the resumption of business trips and to the resulting increase in personal contact with our business partners. CHART 03 When assessing possible breaches, Infineon distinguishes between various degrees of severity. A number of employees in the low double digits left Infineon as a result of a compliance case, either after the termination of their employment or voluntarily. Moreover, in other cases, sanctions in accordance with labor law were imposed, such as cautions and formal warnings.

The Business Conduct Guidelines 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 members of corporate bodies worldwide when dealing with one another, our customers, investors, business partners or the public. All the company's employees and members of corporate bodies are trained on the content on a regular basis in web-based sessions or face-to-face. Since the 2021 fiscal year, all employees have been automatically enrolled in web-based Business Conduct Guidelines training (which forms part of the learning management system) on an ongoing basis. This also applies to training for selected target groups on the topics of corruption prevention and antitrust law. All these training sessions are repeated every three years. Business partners are contractually obliged to comply with the legal regulations. Suppliers acknowledge our Supplier Code of Conduct when signing the contract. In addition, we conduct business partner checks to ensure that we work together with law-abiding business partners with integrity.

CHART 03 Reports of possible compliance breaches



Tax management and governance

Our business activities worldwide generate a variety of different taxes in the various countries, including corporate taxes, production taxes and other levies. Infineon also pays income taxes for its employees. The same applies to indirect taxes such as VAT (value added tax). The taxes paid are an important part of our economic contribution in the countries where we operate. With our Tax Compliance and Governance Report, we disclose tax management and related governance matters and create an important basis for dialog with our stakeholders. Here, we conduct a continuing assessment of legal and regulatory requirements and the interests of these stakeholders. The Tax Compliance and Governance Report can be downloaded from our website.

www.infineon.com/tax_report

Personal data and the protection of privacy

Data protection is a high priority for Infineon. Our clear objective is always to process the personal data of employees, customers, interested parties, suppliers, investors and other partners in accordance with globally applicable data protection laws.

With the data protection management system which we have been operating successfully for many years and are continuously improving, we have adopted a structured and systematic approach that ensures compliance with globally applicable data protection laws. Within our management system, continual assessments are performed of changes to the legal framework, and potential

improvements are identified. The main results of these assessments are reported to management all the way up to selected members of the Management Board, and appropriate measures are taken in response.

We process and use personal data only for legitimate purposes and do not sell these data.

Further information on this subject can be found on the Infineon website.
www.infineon.com/DPMS

Diversity in Infineon's corporate bodies

The promotion of diversity within the company is an important factor in corporate success. At the balance sheet date, 30 September 2022, the Supervisory Board consisted of 16 members in total, nine men and seven women. Three of the members were between 30 and 50 years old, while 13 members were over 50. CHART 04 and CHART 05 The Management Board consisted of five members as of the balance sheet date, including one woman. Four of the members of the Management Board were over 50 years old, and one member was between 30 and 50 years old.

CHART 04 Age structure in Supervisory Board

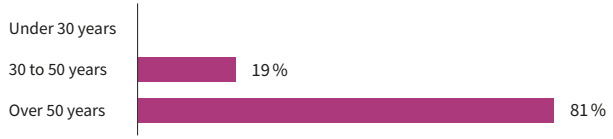


CHART 05 Supervisory Board by gender

Human rights

The protection of human rights and the promotion of fair working conditions form the basis of our corporate culture.

Material topics

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

TARGETS
p. 47 ff.

Standards and principles

Compliance with internationally proclaimed human rights and labor standards is a matter of course for us. We support and respect international standards and principles, such as the International Bill of Human Rights and its Universal Declaration of Human Rights, the fundamental principles of the International Labour Organization (ILO), the Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. We do not tolerate human rights abuses in any form, nor any form of forced labor, slavery, involuntary prison labor or 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 that are authorized by the respective government and demonstrably promote those participating. All work is performed without coercion of any kind and can be terminated by us and by our employees provided reasonable notice is given. Our employees are compensated in accordance with applicable wage legislation and in compliance with the locally applicable minimum wage, regulations on overtime hours and legally prescribed additional benefits.

Guidelines and publications

Our Business Conduct Guidelines reflect our ethical principles and are the main foundation for our everyday conduct. The Guidelines specify our requirements with regard to labor, ethics and integrity, the prohibition of child and forced labor, working hours and non-discrimination (see the chapter "UN Global Compact Communication on Progress", p. 54 f.). Our employees around the world receive regular training on the Business Conduct Guidelines. In the 2022 fiscal year, a Human Rights Officer as defined by the German Supply Chain Due Diligence Act (German: Lieferkettensorgfaltspflichtengesetz, or LkSG) was assigned. In addition, there is a whistleblower hotline, which our employees, suppliers, customers and business partners can contact openly or anonymously. All cases reported are investigated by our compliance experts (see the chapter "Business ethics", p. 14 ff.). In the case of potential human rights abuses, the Human Rights Officer must be involved in the process. The compliance management system ensures that reported violations of human rights and applicable labor standards are reported to the Management Board. Our CSR Policy describes our focus areas in this field and our voluntary commitment to implement the measures required. The CSR Policy is taken into consideration in our everyday business and applies to all our business relationships with our stakeholders.

The Infineon Technologies Slavery and Human Trafficking Statement, which was published in the context of the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015, underlines our complete rejection of any form of human trafficking or slavery. Infineon requires its suppliers to comply with all applicable laws, including those dealing with the protection of human rights, as well as with fair business practices (see the chapter "Our responsibility along the supply chain", p. 41 ff.). Additional detailed explanations are given in "Statement on Corporate Governance pursuant to sections 289f and 315d of the German Commercial Code (HGB)" in the chapter "Corporate Governance" in the Annual Report 2022. p. 82 of the Annual Report 2022

Human resources management

Infineon continues to address the key topics of diversity and equal opportunities, promotion of talent, and employee development. Continuing professional development moved gradually towards blended training[1].

Material topics
- Diversity and equal opportunity
- Labor relations

TARGETS
p. 48 ff.

Our engagement in human resources (HR) is an essential factor in our efforts to achieve sustainability. Our conviction that only contented and successful employees will ensure high performance in the long run characterizes all our employee development measures as well as our 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 HR 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 HR strategy is explained in greater detail in the Annual Report 2022. p. 32 of the Annual Report 2022

The HR concepts based on this strategy are described below.

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 to set its priorities. CHART 06

CHART 06 High Performance Behavior Model

1 Blended training involves a combination of virtual and classroom-based formats.

These descriptions of conduct play a significant role in the global Steps To Employees' Personal Success (STEPS) process. Feedback from teams to their managers is just as important as feedback from managers to their staff. Therefore, in addition to the STEPS dialogs, we have also established the format of Leadership Dialog, which is carried out every two years for all our managers starting from the Director level who have 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 and the conduct expected of managers as a result. In the 2022 fiscal year, we refined this to take account of current challenges and dynamics. The Infineon Leadership Principles contain eight expectations of conduct and the corresponding operationalization. Our Leadership Principles supplement the High Performance Behavior Model and provide guidance on management issues. CHART 07

CHART 07 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 training). Mentoring programs and learning-in-tandem also promote networking and achieve learning results that 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 with 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, development opportunities are available to employees, depending on their individual knowledge and talents, in a variety of careers, based on Infineon's needs. Four career paths have been established: the Individual Contributor path for professional careers, the Technical Ladder for technical experts, the Project Management route and the Management career track.

Training programs specific to the target group were developed in the 2020 fiscal year for all four career paths. These promote the development of relevant leadership skills.

As an international company, we want to offer our staff professional development opportunities that go beyond organizational and national boundaries. The summits, at which managers discuss talent development with the HR team, are an important instrument in this endeavor.

Health management

The commitment, performance and, fundamentally, the health of our employees make vital contributions to our success. The task of our health management is to maintain and improve the health of our employees. Our global management system IMPRES ensures the high quality of the services and measures we offer. In the course of the coronavirus pandemic, we were also able to devise measures to provide an appropriate response to specific situations on site.

Health management works closely together with occupational health and the social counseling services at the various sites and helps provide a healthy range of foods and an effective health program. One example in Germany is provided by training measures in the area of “Healthy Leadership”.

Encouraging diversity

The diversity of our employees is particularly important to us. We live in a culture that appreciates the individuality of each and every person. Therefore, we are committed to providing a working environment in which everyone can make their contribution, free of prejudice and able to benefit from equal opportunities – irrespective of age, ethnic origin or nationality, gender, physical or mental ability, religion or ideology, sexual orientation or identity.

Our global Diversity & Inclusion Framework is the basis for our activities, enabling our Diversity & Inclusion managers and local HR managers to support the needs of our employees effectively on the ground. Valuing the individual skills and qualities of all our employees and enhancing them through training is very much part of our corporate culture. The global starting points of our Diversity & Inclusion Framework are: awareness and competence, age diversity, gender diversity, cultural diversity and achieving a work-life balance.

The promotion of women to management positions is one of the key focus areas of our Diversity & Inclusion activities. At the end of the 2022 fiscal year, the percentage of women in middle and senior management positions was 16.5 percent. CHART 08 We continue to pursue our long-term goal of increasing the proportion of women in management positions to 20 percent by 2030. This long-term goal is also reflected in the compensation scheme for the Management Board laid down by the Supervisory Board.

In compliance with the German Law on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector, Infineon Technologies AG and Infineon Technologies Dresden Verwaltungs GmbH set themselves targets for the percentage of women in the first two leadership levels below the Management Board/ Board of Directors. These targets were defined in the 2017 fiscal year. The results and details on the targets can be found in our Statement on Corporate Governance on the Infineon website. www.infineon.com/declaration-on-corporate-governance

Infineon employs 55,502 people of different nationalities. The five most prevalent nationalities represent a total of 68.1 percent of the workforce, with Malaysian nationals accounting for 27.3 percent and German nationals for 22.3 percent. CHART 09

CHART 08 Women in management positions

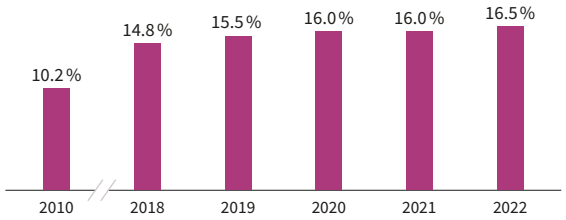


CHART 09 Employees by nationality

Employees by management classes and age structure

	Employees total	Under 30 years[1]	30 to 50 years[1]	Over 50 years[1]
Middle and senior level management[2,3]	10,094	0.2	57.4	42.4
Entry level management[2]	11,981	5.4	78.7	15.9
Non-management staff	33,427	35.6	51.8	12.6
Total	**55,502**	**22.7**	**58.6**	**18.7**

1 Figures expressed in percent based on the workforce as of 30 September 2022, 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.

Gender distribution and age structure: Out of 19,950 female employees, 28.5 percent are under 30 years old, 58.3 percent are in the middle age group and 13.2 percent are over 50 years old. Out of 35,552 male employees, 19.4 percent are under 30, 58.8 percent are in the middle age group and 21.8 percent are over 50 years old.

Employees by management classes and gender[1]

	Employees total	Female[2]	Male[2]
Middle and senior level management[3,4]	10,094	16.5	83.5
Entry level management[3]	11,981	29.9	70.1
Non-management staff	33,427	44.0	56.0
Total	**55,502**	**35.9**	**64.1**

1 In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as “diverse”.
2 Figures expressed in percent based on the workforce as of 30 September 2022, in the respective comparison group.
3 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.
4 Including the Management Board.

Qualifications and training

We see ourselves as enablers paving the way for outstanding performance. The continuing education of our staff is therefore important to us. We support our staff in developing their individual skills as much as possible and in applying those skills to the success of Infineon.

In the 2022 fiscal year, our staff participated in a total of 688,038 hours of training. 32.6 percent of training hours were provided to female employees and 67.4 percent to male employees. Production training hours accounted for most of the hours utilized, at 58.2 percent.

Training hours[1] per employee and functional area

	Per employee
Production	11.27
R&D	18.15
Sales and marketing	14.44
General administration	10.17
Total	**12.93**

1 Calculated on the basis of the monthly workforce in the 2022 fiscal year.

Training hours[1] by management classes and gender[2]

	Per employee	Female	Male
Middle and senior level management[3,4]	13.65	17.38	12.92
Entry level management[3]	19.46	21.06	18.79
Non-management staff	10.40	8.93	11.57
Total	**12.93**	**11.75**	**13.59**

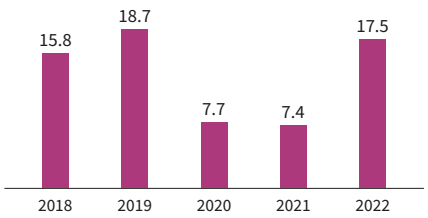
1 Calculated on the basis of the monthly workforce in the 2022 fiscal year.
2 In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as “diverse”.
3 At Infineon, the management function includes not only the leadership of employees but also leadership through specialist expertise as well as project management functions as defined in the internal job evaluation system.
4 Including the Management Board.

Our range of functional training 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 procurement, finance, manufacturing, quality management and the supply chain. With the online training platform Linkedin Learning, Infineon offers another modern learning channel for its employees. By the end of the 2022 fiscal year, 59 percent of the Infineon workforce (including shop floor employees without company devices) had activated their Linkedin Learning license. In total, 63,928 study hours have been completed.

Where it makes sense, Infineon has moved towards blended learning formats for its training. This means that, in these cases, we provide training for our employees and managers in a combination of virtual and classroom-based formats. In addition, we are fostering the use of Linkedin Learning. The rise in training costs is explained by a greater need for face-to-face training in a safe environment, following the coronavirus pandemic. The reasons include newly formed teams and a significant increase in demand for leadership training. CHART 10

CHART 10 Training expenses

€ in million



Fringe benefits

Fringe benefits are a longstanding tradition at Infineon and are offered in various forms. All benefits form an integral part of the overall remuneration system 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, in addition to employer and employee-financed pension plans, benefits granted include the items listed below (the exact arrangements are specific to each site):

Industrial accident insurance	Company car for work or as an additional benefit
Paid sick leave beyond the statutory minimum	Private car leasing from gross deferred compensation
Continued payment of wages to surviving dependents in the event of death	Long-service awards
Sabbaticals	Preventive health programs
Flexible transition to retirement pension	Family-friendly services, such as in-house kindergartens or working together with local organizations offering daycare 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 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, all sites already offer flexible working and/or teleworking.

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 based on work-related criteria, such as job requirements and performance, and in line with local market requirements. Gender differences have no impact on our human resources decisions. 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 the 55,502 employees (previous year: 50,288) worked in Asia-Pacific, Greater China and Japan (27,430 employees). 40.5 percent of all employees were employed in Europe (22,494); the majority of these were employed in Germany (14,099).

Employees by region and gender[1]

	2022			2021		
	Total	**Female**	**Male**	Total	Female	Male
Europe	22,494	5,978	16,516	20,362	5,279	15,083
Therein: Germany	14,099	3,839	10,260	12,998	3,506	9,492
Americas	5,578	1,887	3,691	5,363	1,791	3,572
Therein: USA	4,055	1,082	2,973	3,837	999	2,838
Asia-Pacific	23,850	10,670	13,180	21,466	9,727	11,739
Greater China	2,919	1,326	1,593	2,456	1,118	1,338
Japan	661	89	572	641	82	559
Total	**55,502**	**19,950**	**35,552**	**50,288**	**17,997**	**32,291**

1 In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as "diverse".

As of 30 September 2022, in the workforce as a whole, 1,920 female employees and 2,566 male employees had fixed-term contracts and 18,030 female employees and 32,986 male employees had permanent contracts. A total of 2,400 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 are therefore not included in the tables on this page.

Temporary agency staff are also excluded. As of 30 September 2022, 2,851 temporary employees were working for Infineon worldwide. Of these, 76.0 percent worked in production, giving Infineon the flexibility in its manufacturing to deal with fluctuations in capacity utilization.

As of 30 September 2022, Infineon also employed a total of 561 apprentices and students on work-study programs, 148 interns and 1,751 working students. 248 new apprentices and students on work-study programs were hired in the 2022 fiscal year.

Employees[1] by contract type

		2022			2021		
		Total	**Full-time**	**Part-time**	Total	Full-time	Part-time
Employees on permanent contracts	Male	32,986	31,884	1,102	30,427	29,450	977
	Female	18,030	16,766	1,264	16,533	15,346	1,187
Employees on fixed-term contracts	Male	2,566	2,554	12	1,864	1,850	14
	Female	1,920	1,898	22	1,464	1,454	10
Total		**55,502**	**53,102**	**2,400**	**50,288**	**48,100**	**2,188**

1 In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as "diverse".

New hiring and fluctuation rates

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 2022 fiscal year, there were 10,131 new hires worldwide, of which 3,893 were female and 6,238 male. CHART 11 5,456 employees were under the age of 30, 4,317 employees were in the age group of 30 to 50 and 358 employees were over the age of 50. CHART 12

Worldwide, there were 4,806 staff departures from Infineon in the 2022 fiscal year. Of these, the majority (2,587 employees) were in the Asia-Pacific region, where most new recruitment also occurred (5,087 employees).

Rates of new hires and terminations by region

	Total	Europe	Therein: Germany	Asia-Pacific	Greater China	Japan	Americas	Therein: USA
Newly hired employees	10,131	2,985	1,548	5,087	790	54	1,215	711
Rate of newly hired employees[1]	18.3	13.3	11.0	21.3	27.1	8.2	21.8	17.5
Staff departures	4,806	834	394	2,587	317	25	1,043	532
Rate of staff departures[2]	9.0	3.9	2.9	11.3	11.9	3.8	19.1	13.7

1 Figures expressed in percent based on the workforce as of 30 September 2022 in the respective region.
2 Figures in percent, calculated on the basis of the monthly workforce in the 2022 fiscal year.

CHART 11 Female/male[1] employees new entries

1 In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as “diverse”.

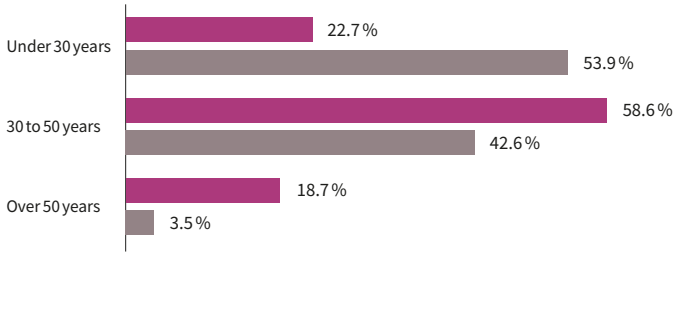
Of the departures, 1,882 were women and 2,924 men. 1,999 employees were in the under 30 age group, 2,200 in the middle age group (30 to 50 years) and 607 in the over 50 age group. The worldwide employee fluctuation rate during the 2022 fiscal year was 9.0 percent (previous year: 8.3 percent).

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. The average age of employees worldwide in the 2022 fiscal year was 39.3 years (previous year: 39.7 years). The proportion of employees below 30 years of age increased to 22.7 percent (previous year: 21.0 percent). On the other hand, the proportion of employees in the middle age group fell slightly (2022 fiscal year: 58.6 percent; previous year: 59.9 percent). The proportion of employees over the age of 50 also fell (2022 fiscal year: 18.7 percent; previous year: 19.1 percent). CHART 12

The average length of service decreased to 9.6 years (previous year: 10.3 years).

CHART 12 Age structure at Infineon



Protection of our employees

In the 2022 fiscal year, we invested around 41,552 hours in training and continuing education for our fire protection and occupational safety and health experts worldwide.

TARGETS
p. 48 ff.

Material topics
- Responsible manufacturing
- Labor relations

Ensuring a safe working environment is a very high priority at Infineon. Here we take a preventive approach. Our Occupational Safety and Health Management System has been certified in accordance with ISO 45001. Workplace-related risk assessments carried out worldwide ensure that workplace-related risks that may result in a danger to employees are identified and the protective measures required are implemented to minimize risks. Risks are evaluated according to the Nohl[1] risk matrix and measures are subsequently adopted based on the STOP[2] hierarchy. This means that substitution and technical measures take precedence over organizational or personal measures such as personal protective equipment.

As another element in our preventive approach, in the 2018 fiscal year we introduced the seven Golden Rules of Safety as part of our behavior-based safety program. We will continue to apply this program in the 2023 fiscal year. This preventive safety concept is reviewed and developed on a regular basis. Reports are then presented to management including selected members of 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 to assess how they could be improved. One example from everyday practice is the information brochure for our corporate headquarters Campeon (Germany), which includes tips and advice on topics such as the room climate and office acoustics.

In the area of fire prevention, we carried out regular safety training sessions and evacuation drills.

To protect the health of our employees and business partners during the coronavirus pandemic at manufacturing sites and office locations where the physical presence of the workforce was essential, Infineon took comprehensive precautionary and preventive measures to contribute to containing the virus.

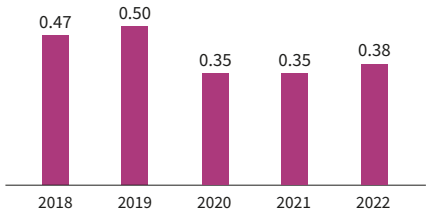
1 Nohl: A method devised by Jörg Nohl used to evaluate and assess occupational safety risks.
2 STOP: Substitution, Technical Protective Measures, Organizational Protective Measures, Personal Protective Measures.

In addition to the preventive measures taken, such as mobile working and the provision of masks or sanitizers, we took active steps to track cases of the coronavirus to prevent the spread of the disease to other employees. We participated in national vaccination and test strategies in accordance with the local conditions and the opportunities available.

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

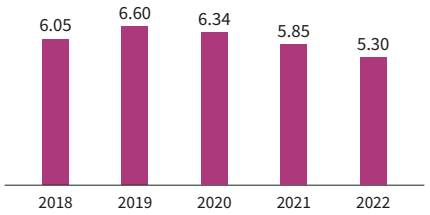
There were no fatal work-related accidents at Infineon in the 2022 fiscal year. Our Injury Rate of 0.38 in the 2022 fiscal year is presented in CHART 13. It increased slightly compared to the previous year. This was primarily due to the reduction in coronavirus pandemic measures, such as working from home. In the 2022 fiscal year, the Lost Day Rate decreased slightly to 5.30 and is illustrated in CHART 14.

CHART 13 Injury Rate[1]



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

CHART 14 Lost Day Rate[1]



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

Environmental sustainability and climate protection

Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year. Even before the end of the 2025 fiscal year, Infineon aims to have achieved 70 percent[1] of this target.

TARGETS
p. 49 ff.

Material topic
› Responsible manufacturing

Our global management system IMPRES integrates targets and processes relating to environmental sustainability as well as occupational safety and health. IMPRES has been certified worldwide in accordance with environmental management system standard ISO 14001 and in accordance with occupational health and safety standard ISO 45001. Additionally, it has been certified in accordance with the energy management system standard ISO 50001 at our largest European manufacturing sites as well as at our corporate headquarters Campeon (Germany). Changes in legal requirements and potential improvements in performance are continuously evaluated as part of our integrated management system. The main results of the evaluations are reported to management, including selected members of the Management Board, and the appropriate measures are decided on.

Sustainable use of resources at our manufacturing sites

Climate change is a global challenge. The consequences of changing climate conditions threaten regional ecosystems and present major challenges to humans. Climate change can only be tackled if all the players in society act boldly and decisively together. Countries, businesses and private individuals will increasingly need to consider social, ecological and economic aspects when making decisions. Comprehensive climate protection and sustainable action will be essential for success. In this context, another vital task will be dealing with the limited availability of natural resources to preserve our planet for future generations. Increasing resource efficiency offers both ecological and economic potential and is therefore a key pillar in our sustainability strategy.

Carbon neutrality and energy efficiency

Our carbon neutrality goal

Today, Infineon is already making a valuable contribution to climate protection through its products and solutions and its own efficiency measures. We plan to do even more. Infineon has set itself the goal of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions. We want to make an active contribution to global CO_2 reduction and to the implementation of the targets set out in the Paris Climate Agreement. By the end of the 2025 fiscal year, Infineon is aiming to reduce its own emissions by 70 percent compared with the 2019 calendar year. In the 2022 fiscal year, KPMG AG Wirtschaftsprüfungsgesellschaft, Munich (Germany) conducted an independent reasonable assurance audit, inter alia, of Infineon's scope 1 and scope 2 CO_2 emissions, in accordance with the relevant assurance standard for sustainability reporting, the International Standard on Assurance Engagements 3000 (Revised). p. 68 ff.

"Infineon is already one of the most sustainable semiconductor producers", says Infineon's CEO, Jochen Hanebeck. "CO_2 avoidance and resource efficiency in production have been a priority for us for years, as in the setting up of our 300-millimeter thin-wafer technology. With our goal of becoming carbon-neutral, we are strengthening our efforts through electricity from renewable sources and investment in exhaust air abatement that far exceeds the industry standard."

1 In terms of the scope 1 and scope 2 emissions compared with the 2019 calendar year.

To achieve its targets, Infineon focuses, in particular, on avoiding direct emissions and increasing energy efficiency. The continuing expansion of its energy efficiency program and its efforts to achieve intelligent exhaust air abatement are playing a key role here and are contributing significantly to a reduction in greenhouse gas emissions. To reduce emissions even further, the company is focusing on purchasing green electricity. To confirm this approach, Infineon joined the corporate initiative RE[1]100 in the 2021 fiscal year. RE100 is a global initiative bringing together many of the world's major businesses committed to 100 percent renewable energy. The group, which is led by the international non-profit organization Climate Group in partnership with CDP, represents more than 370 companies in a variety of economic sectors. Together, they are sending a strong message to political decision-makers and investors to accelerate the transition to a decarbonized economy.

In future, and to a lesser extent, it is also planned to offset emissions that cannot be avoided by purchasing CO_2 certificates that combine development aid and CO_2 avoidance.

Already by the end of the 2022 fiscal year, our scope 1 and scope 2 emissions were 23.4 percent below the emissions of the base year 2019. Factors contributing to this reduction were the expansion of smart abatement concepts and the implementation of energy efficiency programs as well as the switch to green electricity in Europe and North America.

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.

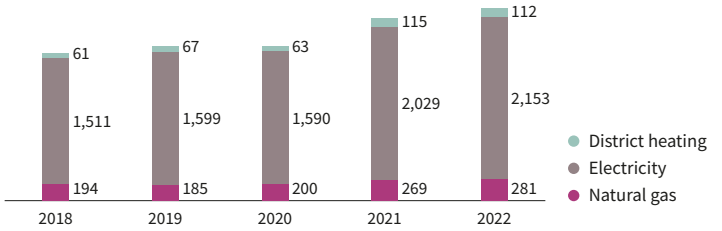
Within our manufacturing sites, the frontend sites consume most of the energy since the physical conditions for production are particularly demanding there. Thus, for example, an additional amount of energy is needed to establish the highly stable climatic conditions in the cleanrooms. In comparison,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

In the 2022 fiscal year, Infineon consumed 2,568 gigawatt hours of energy worldwide. Consumption by material energy source is shown in the following table and in CHART 15.

Energy consumption (direct/indirect)
in gigawatt hours

Direct energy (scope 1) renewable	**0.86**
Firewood	0.86
Direct energy (scope 1) non-renewable	**302.66**
Natural gas	280.60
Liquid gas	0.63
Petrol	0.03
Petrol (cars)	2.76
Diesel	1.30
Diesel (cars)	15.17
Fuel oil	2.17
Indirect energy (scope 2)	**2,264.48**
Electricity	2,152.63
District heating	111.51
Electricity (cars)	0.34
Total	**2,568.00**

CHART 15 Energy consumption
rounded, in gigawatt hours



1 RE: Renewable electricity.

Already in the 2021 fiscal year, Infineon switched to purchasing 100 percent green electricity for its sites in Europe. In the 2022 fiscal year, the North American site in Austin (Texas, USA) followed suit. This is another milestone for the company, given its aim to complete the switchover to green electricity in the USA by the end of the 2022 calendar year. CHART 16 shows the percentage of total electricity consumption that relates to green electricity.

Infineon is endeavoring to minimize its energy consumption. For years, it has maintained special energy teams at its sites who are responsible for the optimization and continuous evaluation of our energy efficiency. At our production sites in Dresden (Germany), Regensburg (Germany) and Villach (Austria), significant amounts of heat are already being generated from integrated energy recycling via the recovery of exhaust heat, thereby greatly reducing the demand for energy to produce heating power. At our main manufacturing sites, we have implemented the methodology of the energy management system standard ISO 50001 in accordance with local requirements. The ongoing transition to the latest 300-millimeter technology and the promotion of Industry 4.0 are helping to increase efficiency.

CHART 16 Green electricity as a percentage of total electricity consumption

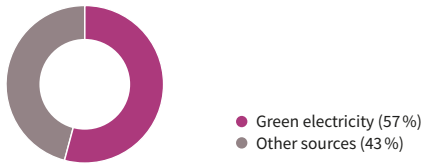
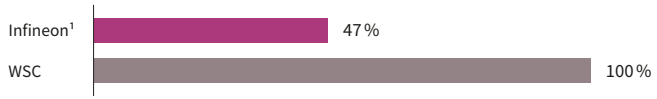


CHART 17 Standardized electricity consumption

per square centimeter manufactured wafer



1 Frontend sites worldwide.

The World Semiconductor Council (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 53 percent less electricity to manufacture one square centimeter wafer in the 2021 calendar year. CHART 17

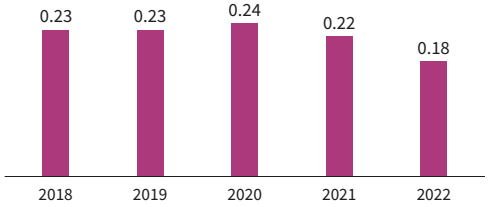
In the 2022 fiscal year, energy consumption per unit of revenue was 0.18 kilowatt hours per euro. Figures from previous fiscal years are also shown in CHART 18 as a comparison.

Greenhouse gas emissions

At an early stage, Infineon started developing strategies to reduce energy consumption as well as the amount of material used to the minimum technically necessary, thereby limiting CO_2 emissions. Greenhouse gas emissions are classified into scope 1, 2 and 3. The classification of direct and indirect emissions into scope 1, 2 and 3 is performed as set out in the Greenhouse Gas (GHG) Protocol. The calculation of CO_2 emissions is based on the ISO 14000 family of standards. These are set out in Publicly Available Specification (PAS) 2050 issued by the British Standards Institution to determine the ecobalance specific to products and in the Principles of the GHG Protocol to prepare an ecobalance (relevance, completeness, consistency, transparency and accuracy).

CHART 18 Energy consumption per unit of revenue

in kilowatt hours per €



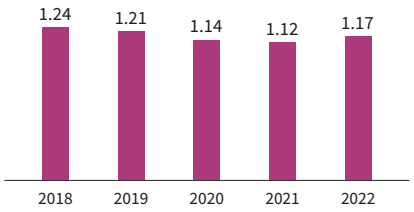
Scope 1 emissions

The semiconductor industry uses greenhouse gases in wafer-etching processes for structuring wafers as well as for cleaning production equipment. This includes perfluorinated compounds (PFC), namely perfluorinated and polyfluorinated carbon compounds, sulfur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). These greenhouse gases cannot be replaced by another class of substances and account for 80.7 percent of scope 1 emissions. The increasing level of product complexity has led to rising demand for these gases. Where possible and appropriate, we counter this trend by continually optimizing our processes through more efficient production methods and through smart abatement concepts. The use of alternative gases with higher utilization rates and lower global warming potential helps minimize the increase in emissions wherever possible. Our voluntary investment in PFC abatement enables us to avoid around two thirds of our potential direct scope 1 emissions, which corresponds to avoiding around 738,054 tons of CO_2 per year. In other words, if we had not taken these voluntary measures to reduce our emissions, our scope 1 emissions would have been three times higher (around 990,033 tons of CO_2 equivalents).

We report our PFC emissions using normalized emission rates (NER) which normalize the emissions over the manufactured wafer. Despite the complexity of our products and the high number of process steps, our NER in the 2022 fiscal year was 1.17 tons of CO_2 per square meter – significantly below the 2020 WSC target of 2.2 tons. CHART 19 Our frontend sites have a high degree of coverage with efficient PFC abatement systems.

CHART 19 Normalized Emission Rate

in tons of CO_2 per square meter, frontend sites



Furthermore, we have set ourselves the target of implementing measures that will generate total emission savings of 50,000 tons of CO_2 equivalents by the end of the 2024 fiscal year[1]. We expect to achieve this mainly through PFC reduction measures. In addition to our PFC reporting, we calculate emissions for other relevant substances used at our main manufacturing sites on an annual basis. In the 2022 fiscal year, 6.70 tons of sulfur oxides (SO_X), 71.00 tons of nitrogen oxides (NO_X), 37.64 tons of carbon monoxide (CO), 655.02 tons of volatile organic compounds (VOC), and 9.52 tons of particulate matter were emitted.

Our scope 1 emissions in the 2022 fiscal year totaled 312,076 tons of CO_2 equivalents.

Scope 2 emissions

The Scope 2 Guidance[2] issued by the World Resources Institute stipulates that companies must calculate and disclose two figures for their scope 2 emissions: using market-based accounting to calculate a provider-specific emission factor and using location-based accounting derived from the regional or national grid average. By applying the provider-specific emission factors of the energy sources used (market-based accounting), our scope 2 emissions totaled 574,595 tons of CO_2 equivalents in the reporting period.[3] This approach was selected in order to illustrate the implementation achieved so far in terms of regenerative energy supply.

We have also performed and will continue to perform regular reviews at our sites to identify potential in our own electricity supply. At our frontend site in Dresden (Germany), for example, we have been operating a highly efficient cogeneration unit for some years now. The potential for our own green electricity production on our sites is limited due to the topology of the buildings and other factors and is in the lower single-digit percentage range with regard to our total electricity consumption.

1 Cumulative from the 2021 fiscal year.
2 GHG Protocol Scope 2 Guidance (2015).
3 Based on the regional or national grid average (location-based accounting), our scope 2 emissions are 909,013 tons of CO_2 equivalents.

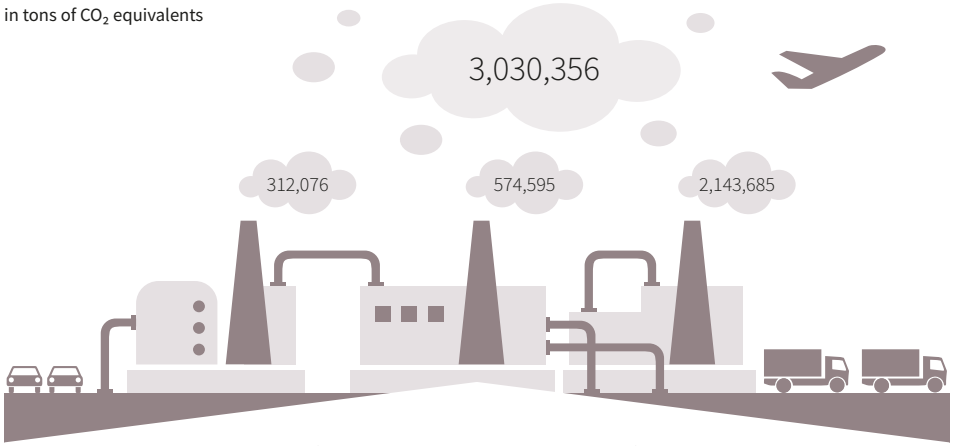
Scope 3 emissions

Scope 3 emissions include, for example, 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 (for example, transmission losses) and manufacturing service providers. Scope 3 emissions totaled 2,143,685 tons of CO_2 equivalents.

The following emissions have been included in the calculation of the Infineon carbon footprint:[1]

CHART 20 CO_2 burden

in tons of CO_2 equivalents



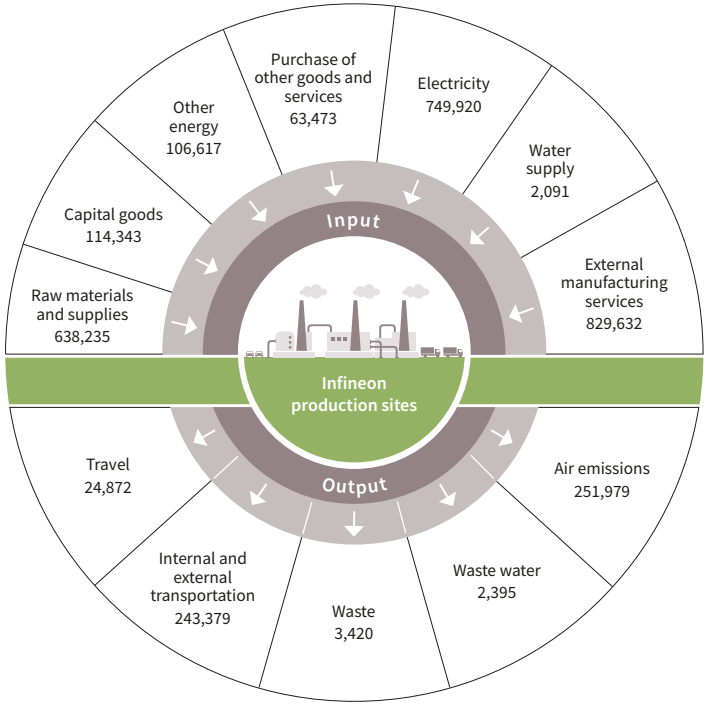
Scope 1 – Direct	Scope 2 – Indirect	Scope 3 – Indirect
PFC	Electricity	Fuel and energy supply
Gas	District heating	Water supply
Diesel		Waste water
Fuel oil		Waste
Petrol		Raw materials and supplies
Firewood		Capital goods
Own vehicles		Travel
		Transportation
		Manufacturing service providers

The Infineon environmental footprint in the 2022 fiscal year was around 3 million tons of CO_2 equivalents. CHART 20 This was higher than in the 2021 fiscal year, mainly due to the improved availability of scope 3 data and a significant increase in procurement volumes.

CHART 21 illustrates emissions by origin. The input streams show emissions generated, for example, in the course of supplying materials. The output streams show emissions that were generated directly (during production) and through internal and external transportation.

CHART 21 Allocation input and output of emissions by origin

in tons of CO_2 equivalents



1 Additional information about water supply, waste water and waste is provided in “Water management” and “Waste management” in the chapter “Environmental sustainability and climate protection”.

Water management

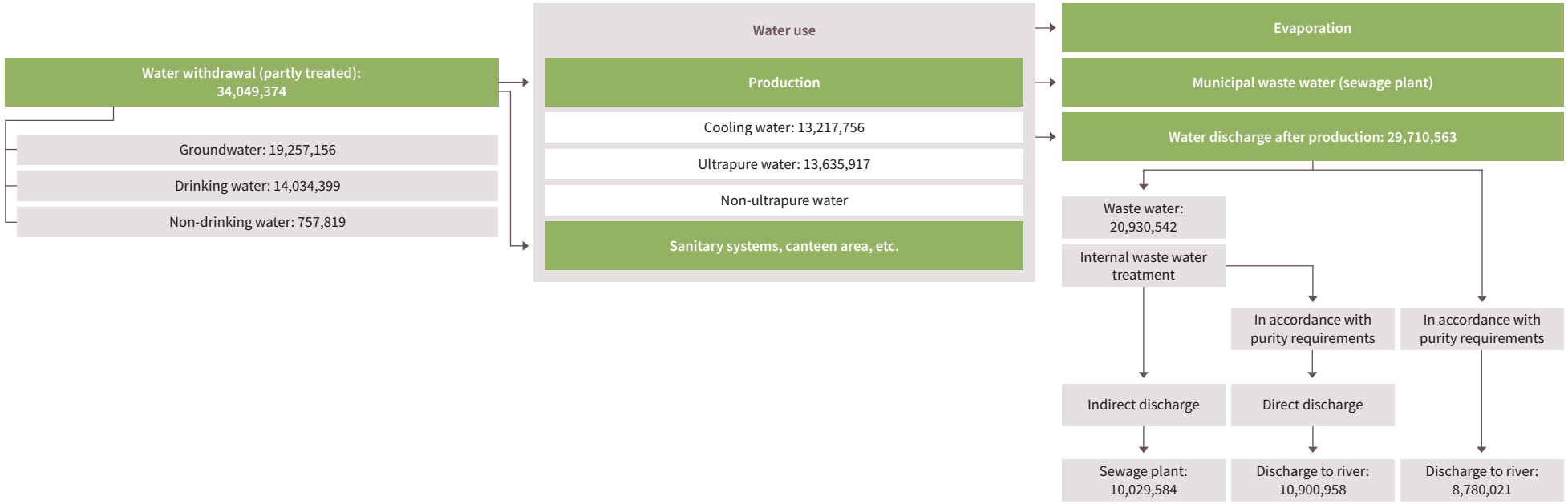
Infineon's water balance for the 2022 fiscal year is shown in schematic form in CHART 22.

Water is used at our manufacturing sites, for example, to cool equipment or to generate 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 we withdraw does not meet the applicable purity standards, it is subject to further treatment.

Part of the withdrawn water can be reused after its initial use. During the reporting period, 2,655,734 cubic meters (19.48 percent) of ultrapure water and 2,139,673 cubic meters (10.22 percent) of production waste water were reused.

CHART 22 Water balance

in cubic meters



Infineon withdrew 34,049,374 cubic meters of water during the reporting year. 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 CHART 23.

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 regulations. The percentage of water discharged is shown in CHART 24.

The 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 30 percent less water to manufacture a square centimeter wafer in the 2021 calendar year than the global average of the WSC. CHART 25

Based on the assessment of the potential risks of water stress we conducted using the Aqueduct Water Risk Atlas developed by the World Resources Institute (with reference to Aqueduct 3.0 data in the 2021 fiscal year), we were able to identify areas with a high or extremely high risk of water stress. Three of our sites are located in such areas: Mesa (USA), Temecula (USA) and Tijuana (Mexico). The water withdrawal at these three sites comprises 1.74 percent of our total water withdrawal. These sites use only water provided by local suppliers. To reduce the demand for fresh water, the three sites implement effective water recycling measures using reverse osmosis systems. The water discharge after production (for instance, into municipal sewage plants) for these three sites is 1.09 percent of the total water discharge.

We used the same method of assessment to determine potential future scenarios, with the result that by the end of the 2030 fiscal year other sites might find themselves in areas with water scarcity. In this context, we plan to develop measures within the IMPRES framework in accordance with local circumstances, such as consuming water more efficiently by using it multiple times in the process cycle.

CHART 23 Water withdrawal

rounded, in thousand cubic meters

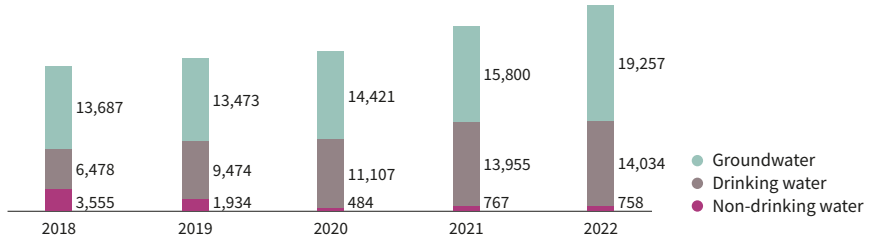


CHART 24 Water discharges

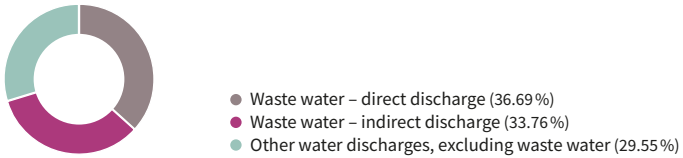


CHART 25 Standardized water consumption

per square centimeter manufactured wafer

1 Frontend sites worldwide.

To ensure and continue to improve sustainable water consumption, we promote the exchange of knowledge in various ways. Two examples of this are the IMPRES workshop series that took place in the 2022 fiscal year in conjunction with the regions worldwide and our best practice sharing program, which involved the major production sites and the corporate headquarters Campeon (Germany).

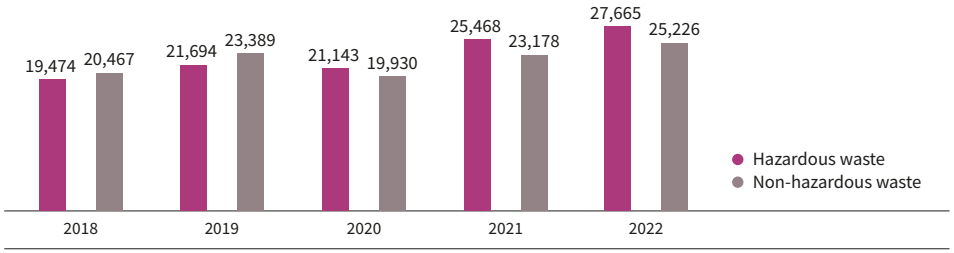
A high priority is given to sustainable water consumption, as well as to our commitment to and communication with our stakeholders. By participating in CDP Water Disclosure, we also inform our stakeholders about how we handle water and about the associated risks and opportunities.

Waste management

The manufacturing process for semiconductors requires a large number of chemicals and other production materials. Waste resulting from our own manufacturing facilities is treated externally. It comprises mainly chemicals, sludge and municipal solid waste. Our sustainable waste management is based on the classification and separation of waste and the use of safe treatment methods in accordance with local legal regulations. In the 2022 fiscal year, the total amount of waste generated was 52,891 tons, with 25,226 tons classified as non-hazardous and 27,665 tons classified as hazardous. CHART 26 In addition, 39,493 tons of the total waste generated was diverted from disposal, and 13,398 tons of the total was directed to disposal. Besides statutory requirements, it is fluctuating production levels that have the greatest impact on the amount of waste generated and the treatment methods used. Nowadays, there are many technically viable and cost-effective processes for the treatment of waste. Infineon favors waste recycling over waste disposal. Consequently, waste is recycled rather than disposed of wherever possible. In the 2022 fiscal year, Infineon was able to send 72.09 percent of the non-hazardous waste and 72.23 percent of the hazardous waste for recycling, resulting in an overall recycling rate of 72.16 percent. The various waste treatment methods can be seen in the following tables.

CHART 26 Waste generation

in tons



Waste diverted from disposal

in metric tons (t)

Hazardous waste	
Recycling	19,981
Preparation for reuse	1,325
Total	**21,306**
Non-hazardous waste	
Recycling	18,187
Preparation for reuse	0
Total	**18,187**

Waste directed to disposal

in metric tons (t)

Hazardous waste	
Incineration with energy recovery	2,554
Incineration without energy recovery	718
Landfill	262
Other disposal operations	2,825
Total	**6,359**
Non-hazardous waste	
Incineration with energy recovery	1,859
Incineration without energy recovery	283
Landfill	4,812
Other disposal operations	85
Total	**7,039**

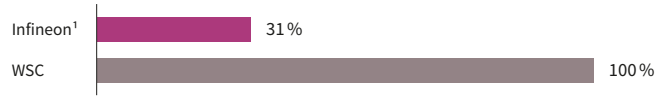
The WSC has defined the waste generated in grams per square centimeter manufactured wafer as the unit for measuring the efficiency of waste management. In the 2021 calendar year, our worldwide frontend sites generated approximately 69 percent less waste per square centimeter manufactured wafer than the WSC global average. CHART 27

The data relating to the waste generated by our operations come primarily from invoices provided by the waste management contractors. These data are recorded, collated and monitored in our central electronic database. As part of our IMPRES management system, we perform regular reviews of external waste management contractors to ensure they comply with in-house and legal regulations and are authorized to handle relevant waste categories.

Of course, the main aspects of our sustainable waste management are to avoid waste and to preserve the value of the resources we use by applying the principles of the circular economy. In its manufacturing, Infineon also requires solvents, which can be purified after use by distillation in such a way that they can then be reused to a significant extent as solvents, if this makes technical and economic sense. On the one hand, this reduces the purchase of new goods, and on the other hand, it reduces the waste generated. In the 2022 fiscal year, 215.63 tons of the solvent propylene glycol methyl ether acetate (PGMEA) was recovered externally by distillation of waste containing PGMEA and was reused in manufacturing.

CHART 27 Standardized waste generation

per square centimeter manufactured wafer



1 Frontend sites worldwide.

Contribution through sustainable products

Ecologically positive carbon footprint: During their use-phase, Infineon products enable CO_2 emission savings of around 100 million tons of CO_2 equivalents.

TARGETS
p. 50 ff.

Material topics

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

Infineon's climate strategy is based on two pillars. In addition to continuing to reduce its own emissions, Infineon actively contributes to climate protection through its innovative products and solutions. "These are two sides of the same coin. Our products are essential components of the mobility and energy revolution. We feel responsible in equal measure for our company and for reducing our footprint. Driving forward digitalization will help us optimize our resource efficiency," says Constanze Hufenbecher, Chief Digital Transformation Officer of Infineon.

Key to greater sustainability and solving climate-related challenges are new technologies that achieve more using fewer resources and save emissions at the same time. "Making more out of less" is the approach Infineon is taking to help develop better solutions for existing problems and play an active role in shaping a worthwhile future.

"To be successful in the long run, business excellence has to go hand in hand with strong environmental and social performance. With its innovative solutions, Infineon helps to make more out of less and thus actively contributes to addressing global challenges like climate change," says Dr. Sven Schneider, Chief Financial Officer of Infineon.

We conduct regular analyses of current trends as part of our definition of new products in order to identify sustainable business models. Further information can be found in "The segments" in the chapter "Business model" in the Annual Report 2022. p. 23 ff. of the Annual Report 2022

Semiconductors from Infineon help generate electricity from renewable energy sources. They also offer increased efficiency at all stages of the value chain in the energy sector: in generation, transmission, storage, and in particular, in the use of electricity. They form the basis for the intelligent and efficient use of energy: in industrial applications, power supplies for computers and consumer electronics, as well as in motor vehicles.

Products and solutions from Infineon make end products more energy-efficient during their lifetime and thus make an essential contribution to improving the environmental footprint. In industrial applications such as drives or motor control units, for example, products from Infineon reduce power losses, which results in greater operational efficiency. Semiconductors also play a key role in the success of electromobility. In particular, they ensure that the electricity produced by the battery is converted as efficiently as possible into motion. Among other things,

Infineon supplies the key components for the main inverter, which plays a decisive role in controlling the drive in electric cars. Our high-performance products also enable the production of energy from renewable sources using wind power turbines and photovoltaic systems. Thus Infineon is making a significant contribution to decarbonization in the area of energy supply and in end applications.

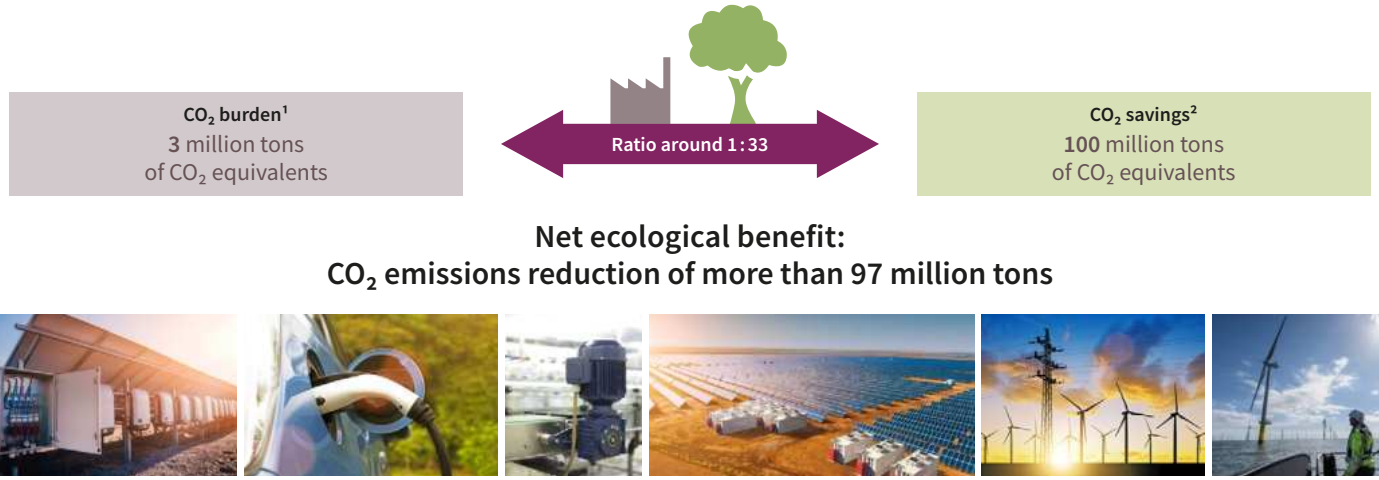
The Infineon carbon footprint

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

In calculating the Infineon carbon footprint, we have considered the entire manufacturing process in accordance with the GHG Protocol, including all the utilities (raw materials and supplies), as well as internal and external logistics, including final distribution to customers. The results of the Infineon carbon footprint calculation are reported to specifically designated management representatives on a regular basis. In various areas of application (automotive electronics, industrial drives, photovoltaics as well as wind energy), our products can achieve CO_2 savings during their lifetime of around 100 million tons of CO_2 equivalents. That corresponds to the average annual electricity consumption of more than 179 million inhabitants in Europe.

Thus, with its products and innovations in combination with efficient production, Infineon achieved an environmental net benefit of more than 97 million tons of CO_2 equivalents. CHART 28

CHART 28 Infineon carbon footprint



1 This figure takes into account manufacturing, transportation, own vehicles, travel, supplier-specific emissions, water/waste water, direct emissions, energy consumption, waste etc. as well as direct and indirect energy-related emissions by manufacturing service providers. It is based on data collected internally and publicly available conversion factors and relates to the 2022 fiscal year.

2 This figure is based on internally established criteria, which are described in the explanatory notes. The figure relates to the 2021 calendar year and takes into account the following application areas: automotive electronics, industrial drives, photovoltaics as well as wind energy. CO_2 savings are calculated based on the potential savings generated by technologies in which semiconductors are used. The CO_2 savings are allocated based on Infineon's market share, semiconductor share and the lifetime of the technologies concerned, based on internal and external experts' estimations. Despite the fact that carbon footprint calculations are subject to imprecision due to the complex issues involved, the results are nevertheless clear.

Our product example: CoolSiC™ power module by Infineon significantly reduces engine noise and energy consumption for streetcars

Phasing out the use of fossil fuels, a global trend, has challenging implications for many industry sectors, including transport. The trend towards green mobility, for example, is an indication that short-haul domestic flights will decline, and fewer car journeys will be made, which will in turn favor growth in rail transport. Government measures to encourage decarbonization are fostering this trend. In Europe, there are plans for billions of euros of investment in various schemes to fund the railways. More changes are on the way, since diesel locomotives and diesel railcars are gradually being replaced by environmentally friendly electric solutions.

However, given the future requirements of green mobility, new technologies need to be developed where the prime focus is improving energy efficiency. To address this trend, Infineon will be launching power semiconductors with CoolSiC™ MOSFET and .XT technology in an XHP™ 2 package onto the market, specifically designed to meet the requirements of rail transport.

In a joint field test conducted by Siemens Mobility and Stadtwerke München (SWM), the Infineon XHP™ 2 power module proved itself. An Avenio streetcar in Munich (Germany) was equipped with these power modules and tested in passenger service for a year, covering around 65,000 kilometers. Siemens Mobility concluded that using power semiconductors based on silicon carbide (SiC) had made it possible to reduce the energy consumption of streetcars by 10 percent. At the same time, it was possible to achieve a significant reduction in engine noise during operation.

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 the requirements set out in the European chemicals legislation known as REACH [Regulation (EC) 1907/2006 Registration, Evaluation, Authorisation and Restriction of Chemicals].

The use of certain substances defined by the European legislature as hazardous in end products is regulated by two key European directives: firstly, Directive 2000/53/EC on end-of-life vehicles (ELV Directive) and, secondly, Directive 2011/65/EU on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS Directive) in conjunction with Delegated Directive 2015/863/EU.

None of Infineon's products fall within the scope of these directives. However, our customers expect our products to meet legal requirements in their applications. Infineon products comply 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, as part of the DA5 (DA5: Die Attach, five cooperation partners) consortium, we are working to find lead-free alternatives for high-temperature solders, which are necessary for specific applications because of their properties.

EU Taxonomy

Infineon's products and solutions enable decarbonization and create added value for society.

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p. 53

Material topics

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

As part of the European Green Deal, which set a target for the EU to become climate-neutral by 2050, the European Commission resolved in its Sustainable Finance action plan to set up a framework to facilitate sustainable investment, known as the EU Taxonomy. The Taxonomy Regulation (2020/852), to be applied by certain companies from 1 January 2022, sets out a standardized classification system for environmentally sustainable economic activities. To qualify as environmentally sustainable, an activity must make a substantial contribution to one of the six environmental objectives:

1. Climate change mitigation	4. Transition to a circular economy
2. Climate change adaptation	5. Pollution prevention and control
3. Sustainable use and protection of water and marine resources	6. Protection and restoration of biodiversity and ecosystems

The classification system distinguishes between Taxonomy eligibility and Taxonomy alignment. Taxonomy-eligible economic activities are, in principle, capable of making a substantial contribution to one of the environmental objectives set out above. Taxonomy-aligned economic activities demonstrably make a substantial contribution to one of the environmental objectives. Proof of Taxonomy alignment must be furnished through a multi-stage review process that involves complying with Technical Screening Criteria as well as with minimum safeguards and verifying that no significant harm is being done to any of the other five environmental objectives.

Whereas the EU Taxonomy Regulation was published in June 2020, the Delegated Act on environmental objectives 1 ("Climate change mitigation") and 2 ("Climate change adaptation") and the legislation relating to reporting obligations were published in the 2021 calendar year. To specify and clarify issues regarding implementation, the EU Commission also made two FAQ[1] documents available. The EU Taxonomy stipulates that companies under the obligation to report shall disclose the Taxonomy-eligible proportion of turnover, capital expenditure and operating expenditure for environmental objectives 1 and 2 in their annual reports and/or sustainability reports published as from January 2022. It also stipulates that, as from the coming calendar year, these publications should include disclosures of Taxonomy alignment, and it is anticipated that the disclosures required will be expanded to include environmental objectives 3 to 6.

We consider the reporting on the Taxonomy as an integral part of our communication about how Infineon creates added value and how our products and solutions can contribute to overcoming societal challenges such as climate change. "Innovation is key and semiconductors are the critical building blocks to drive decarbonization and the digitalization of our world. At Infineon, we are enabling a climate-neutral economy and we are connecting the real world with the digital world," says Jochen Hanebeck, CEO of Infineon. We have described the contributions made by our products and solutions to climate change mitigation in the chapter "Contribution through sustainable products". p. 36 ff. The Taxonomy information published in this Sustainability Report underlines this and confirms our strategy.

1 FAQ: Frequently Asked Questions.

The Infineon[1] approach to classification

To meet the reporting obligation set out in the EU Taxonomy Regulation, a cross-functional project team was established. All Infineon products and solutions were assessed in the classification. First of all, as part of the determination of Taxonomy eligibility, the portfolio was divided into appropriate groups crossing over the segments. Criteria here included the fact that the attribute contained identical or similar characteristics of the products/solutions and was clearly able to be assigned to a particular group based on relevant parameters. The cross-functional project team could then make its assessment of Taxonomy eligibility.

Infineon's business activities can currently be classified as economic activities under the heading "3. Manufacturing" (primarily under the sub-heading "3.6 Manufacture of other low carbon technologies"), as described in the Delegated Act on the two first environmental objectives.

When generating the reporting parameters, we concentrated exclusively on revenue-generating, Taxonomy-eligible economic activities in Annex I to the Commission Delegated Regulation (EU) 2021/2139. Our products and solutions, due to their many different areas of application, are used, for example, as parts or components in the area of electromobility and in renewable energy and home appliances. While assessing Taxonomy eligibility, our approach was to consider those semiconductors as Taxonomy-eligible that can in principle be used for the relevant economic activity. The reason is that the actual use for a Taxonomy-eligible economic activity cannot be traced in each case. An example from our Taxonomy-eligible portfolio is inverters for the conversion of direct current into alternating current in photovoltaic systems.

In the course of our assessment and generation of the reporting parameters, we also consulted the EU Commission's FAQ documents referred to above to clarify and understand the implementation of the Taxonomy Regulation. In this Sustainability Report, we were not able to take into account any EU documents providing additional clarification that were published after the end of the 2022 fiscal year.

The parameters we are required to report for environmental objectives 1 and 2 on our first application of the EU Taxonomy in the 2022 fiscal year are disclosed in the following table.

Taxonomy-eligible and Taxonomy-non-eligible economic activities

	Revenue		Capital expenditure		Operating expenditure	
	€ in millions	in %	€ in millions	in %	€ in millions	in %
Taxonomy-eligible economic activities	8,204	57.7	1,764	72.4	1,120	51.1
Taxonomy-non-eligible economic activities	6,014	42.3	673	27.6	1,071	48.9

Revenue according to the EU Taxonomy is the revenue disclosed in the consolidated statement of profit or loss. To determine the proportion of Taxonomy-eligible revenue, the Taxonomy-eligible revenue is considered in relation to total Group revenue. Additional information on revenue and on the analyses of revenue by segments, product groups and regions is included in the Annual Report 2022 in the "Notes to the Consolidated Financial Statements" and in the "Segment reporting" section of the Notes. p. 102 ff. and p. 149 ff. of the Annual Report 2022

Capital expenditure according to the EU Taxonomy comprises additions to intangible assets (especially capitalized development costs), additions to property, plant and equipment, and right-of-use assets in accordance with IFRS[2] 16.

Operating expenditure comprises mainly costs relating to research and development, repairs and maintenance of property, plant and equipment, and short-term leases.

The Taxonomy-eligible proportions of revenue, capital expenditure and operating expenditure were calculated directly from Infineon's financial systems if a connection with a Taxonomy-eligible activity could be established from master data held in the financial systems (such as revenue or significant elements of research and development expenses). If no direct relationship to a Taxonomy-eligible activity was apparent in the financial systems and financial planning processes, the Taxonomy-eligible proportion of the capital expenditure and operating expenditure was calculated using a revenue-based allocation key.

The reporting parameters for the Taxonomy-eligible proportions of economic activities mentioned above will differ from the proportions of Taxonomy-aligned economic activities that will be disclosed in the coming fiscal years.

1 Including Syntronixs.
2 IFRS: International Financial Reporting Standards are international accounting standards that apply to companies and are issued by the International Accounting Standards Board (IASB).

Our responsibility along the supply chain

Integrated supplier management for us means working together with suppliers in an environmentally and socially responsible way.

Material topics
- Contribution through sustainable products
- Responsible manufacturing

TARGETS
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Sustainability as an integral part of supplier management

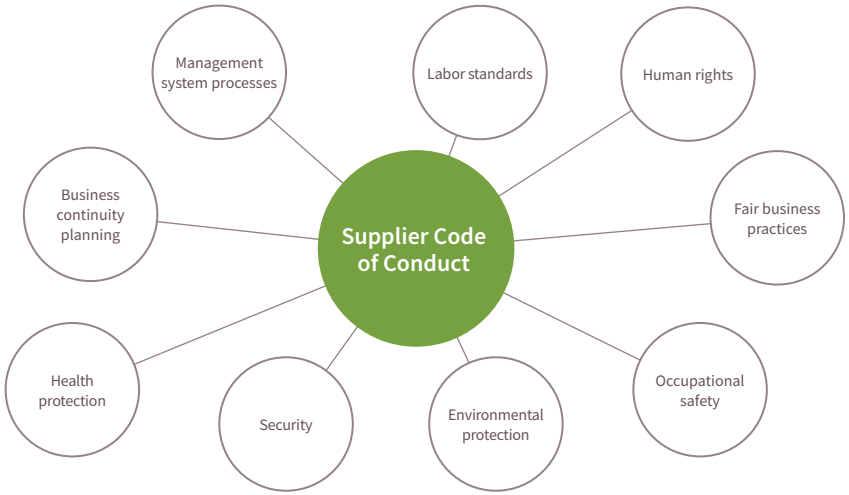
A long-term partnership between Infineon and its suppliers is a core element of our corporate philosophy. Through integrated management of our supplier relationships, we aim to act in an environmentally and socially responsible way in our own field of operations and beyond.

Our Supplier Code of Conduct is based on internationally recognized guidelines, such as the Principles of the UN Global Compact, the standards of the Responsible Business Alliance (RBA) and the fundamental principles of the International Labour Organization as well as our Business Conduct Guidelines. The requirements described therein cover the topics shown in CHART 29. By anchoring sustainability requirements and monitoring measures in the procurement process, we increase the effectiveness of our supplier management, reduce possible risks, create transparency along the supply chain and initiate improvement processes at suppliers. Our main suppliers are also contractually obliged to uphold our environmental, occupational safety and health as well as CSR commitments. To enter into a business relationship with us, these suppliers are required to commit to our basic principles.

As part of this long-term partnership, all our suppliers are managed centrally in a supplier management portal where data is updated as necessary.

We offer our suppliers a central portal for the 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 be certified in accordance with international standards.

CHART 29 Supplier Code of Conduct



At the same time, our supplier management portal is also used to evaluate suppliers. When we select new suppliers, evaluate existing ones and make decisions regarding future supplier development, compliance with our requirements is mandatory.

More than 100 new suppliers and new subsidiaries of existing suppliers are therefore categorized every quarter according to their products and services. Depending on this categorization, the supplier receives up to ten questionnaires on various topics in the supplier management portal. The responses received are evaluated by the relevant Infineon specialist departments. The supplier is approved only following a successful evaluation. When necessary, improvement measures are jointly agreed with the supplier. This procedure supports a fast and up-to-date assessment. The annual re-evaluation of selected suppliers serves to determine whether or not corrective measures need to be initiated. In the 2022 fiscal year, more than 360 suppliers, representing approximately 75 percent of the procurement volume, were re-evaluated with regard to the topics mentioned.

In addition to our established supplier management processes, we are currently undertaking a project designed to make further improvements in risk management in the areas of human rights and environmental protection in the supply chain and to adapt to new circumstances. As part of this project, one of the decisions made in the 2022 fiscal year was to include country risk and industry risk in our risk management. In specific terms, this means that, in addition to the annual re-evaluation of selected suppliers, a review of compliance with our requirements will be conducted of other suppliers who could present high risk potential in the area of environmental protection and human rights as a result of their activities in certain countries or industries. As part of a feasibility study, more than 100 suppliers were asked to provide information about their sustainability program using standardized questionnaires and analyses. The results are fed into the expanded risk management system.

Environmental sustainability and climate protection in the supply chain

With the publication of our climate targets in the 2020 fiscal year, an initiative was launched where we work together with suppliers to drive forward environmental sustainability and climate protection in the supply chain. The main priorities of this initiative are scope 3 emissions and the circular economy. In the 2022 fiscal year, for example, at our manufacturing site in Dresden (Germany), close collaboration with suppliers enabled a new refurbishment process for structured wafers that were rejected in the course of manufacturing.

Going beyond contractually agreed environmental requirements with suppliers, supplier performance in the area of CO_2 measurement, targets and reduction measures was a criterion in the re-evaluation of selected suppliers in the 2022 fiscal year and formed part of our strategic discussions with suppliers. The coming fiscal year will see a particular focus on increasing the transparency of the CO_2 data and our suppliers' existing reduction targets and measures.

Infineon products without DRC[1] conflict minerals

The U.S. Dodd-Frank Act (Dodd-Frank Wall Street Reform and Consumer Protection Act) was adopted in 2010. It contains disclosure and reporting obligations for companies listed on stock exchanges in the USA concerning the utilization of "conflict minerals" that originate from the DRC or its adjoining countries. The term "DRC conflict minerals" applies to tantalum, tin, gold and tungsten, inasmuch as their extraction and/or trade directly or indirectly finances or benefits armed groups in the DRC or adjoining countries. The use of the materials mentioned is essential for the functionality of our products.

Respect for human rights is a matter of course for Infineon. Avoiding conflict minerals in the supply chain means that we are contributing towards the prevention of human rights abuses. Infineon is not listed on U.S. stock exchanges and therefore not legally required to publish a report on conflict minerals. Nevertheless, as a member of the Responsible Minerals Initiative, we uphold our voluntary commitment to responsibility

1 DRC: Democratic Republic of the Congo.

within the supply chain. At the same time, our comprehensive declaration on the use of conflict minerals supports those of our customers who are required to perform due diligence within their supply chains to fulfill their reporting duties in accordance with the requirements of the U.S. Securities and Exchange Commission (SEC).

Since Infineon does not source 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 OECD[1] 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 for our supply chain are set forth in the Infineon Conflict Minerals Policy and the Supplier Code of Conduct concerning the Responsible Sourcing of Conflict Minerals, which are published on our website. www.infineon.com/csr_reporting

In the 2022 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 full 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 that our suppliers continue purchasing only raw materials from smelters that meet the Responsible Minerals Assurance Process requirements or those of an equivalent audit program.

Voluntary cobalt and mica (layered silicates) assessment for Infineon products

The DRC has around 50 percent of global cobalt reserves and produces the largest quantity of cobalt in the world. Serious concerns have been raised in several reports about the social and environmental impact of cobalt extraction, including child labor and unsafe working conditions in cobalt mines. As a responsible company, Infineon has therefore, as of the 2020 fiscal year, expanded its activities relating to social and environmental responsibility in the supply chain and voluntarily included cobalt in its due diligence program for the responsible procurement of minerals. We also identified all suppliers of material containing cobalt in the course of our investigation in the 2022 fiscal year and requested them to report cobalt smelters in their supply chain.

Mica is a name given to a group of minerals known as layered silicates, which are frequently used as insulation in power diodes, semiconductors and rectifiers and can contribute towards insulating semiconductors fully from their packages, dissipating heat and keeping components cool. The mica group represents 37 types of minerals with layered structures (layered silicates) that allow them to be split into thin flakes or sheets. In two major mica-producing countries, India and Madagascar, mica supply chains rely heavily on artisanal and small-scale extraction as well as manual processing. We continued to expand our due diligence program in the 2022 fiscal year and checked our production materials for the use of mica.

To ensure transparency, we make the results of our assessment available to our customers in the form of a combined Cobalt and Mica Declaration (Extended Minerals Reporting Template).

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

Corporate citizenship

Infineon is currently engaged in corporate citizenship activities in 19 countries.

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Material topic
› Corporate citizenship

Infineon and its employees understand corporate citizenship as a voluntary social and societal contribution to the communities in which we operate. Infineon has defined four areas of activity in the field of corporate citizenship: Environmental Sustainability, Education for Future Generations, Local Social Needs and Responding to Natural and Humanitarian Disasters.

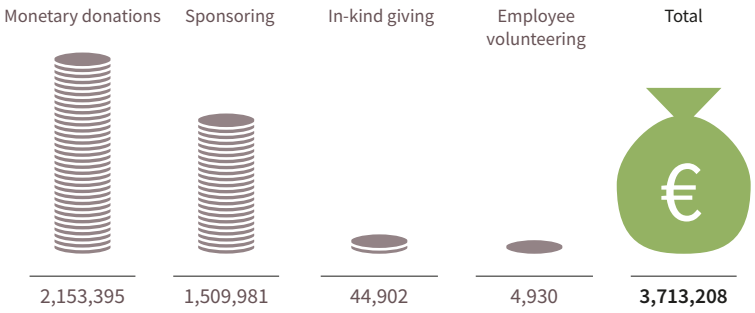
These focus areas of engagement are contained in our Corporate Citizenship and Sponsoring Rule. This Rule ensures that our corporate citizenship activities are performed transparently and in line with our ethical principles. We have also appointed a citizenship representative for this topic at all our major sites. The request and approval process in the area of corporate citizenship is also defined in the Corporate Citizenship and Sponsoring Rule, which is binding worldwide. This Rule describes the opportunities for involvement and determines the role of specialist departments and of the Management Board as part of the request and approval process.

Infineon supported 234 activities worldwide in the 2022 fiscal year. 9 percent of the donations were local investments in the communities with which we interact, and 91 percent were donations to charitable purposes.

Our corporate citizenship expenditure in the 2022 fiscal year is illustrated in CHART 30.

CHART 30 Corporate citizenship expenditure 2022

in €



Monetary donations	Sponsoring	In-kind giving	Employee volunteering	Total
2,153,395	1,509,981	44,902	4,930	**3,713,208**

Examples of the corporate citizenship activities of Infineon in the 2022 fiscal year

Environmental Sustainability

- Support for planting trees in a forest reserve in Batam for the preservation of nature and habitat (Indonesia)
- Donation to the Society of Entrepreneurs and Ecology (SEE) for reforestation projects and the restoration of panda habitats (China)
- Support for planting mangrove trees to protect the natural tsunami barrier and prevent sea and river erosion (Malaysia)

Education for Future Generations

- Support for the Girls‘ Day hosted by Frauenförderwerk Dresden to promote education for young girls in Science, Technology, Engineering and Mathematics subjects (Germany)
- Support for Yokohama National University to promote teaching of technical subjects (Japan)
- Support for the Politehnica University of Bucharest for the organization of student competitions in MINT[1] subjects (Romania)
- Sponsorship of the X-STEM[2] San Diego conference to promote education in MINT subjects for young people (USA)

Local Social Needs

- Donation to the Center for Great Expectations to support young mothers (USA)
- Donation to the Asociaţia Dăruieşte Viaţă to support vulnerable children (Romania)
- Donation to the Hungarian Red Cross to help homeless people (Hungary)
- Donation of everyday hygiene products and food to various foundations in Batam during the coronavirus pandemic (Indonesia)

Responding to Natural and Humanitarian Disasters

- Donation to various organizations in Europe to support refugees and victims of the war in Ukraine (Germany, Romania, Hungary)
- Support for victims of devastating floods (Malaysia)

1 MINT: Mathematics, IT, Natural Sciences and Technology.
2 STEM: Science, Technology, Engineering and Mathematics.

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

Industry associations
- 5G Alliance for Connected Industries and Automation (5G-ACIA)
- 5G Automotive Association (5GAA)
- 6G Smart Networks and Services Industry Association (6G-IA)
- Advanced Research & Technology for EMbedded Intelligent Systems (ARTEMIS-IA)
- Association for European NanoElectronics ActivitieS (AENEAS)
- Association representing the Smart Security Industry (EUROSMART)
- Autonomous Vehicle Computing Consortium (AVCC)
- CAR 2 CAR Communication Consortium (C2C-CC)
- Charter of Trust
- China Semiconductor Industry Association (CSIA)
- Computing Technology Industry Association (CompTIA)
- European Quantum Industry Consortium (QuIC)
- European Semiconductor Industry Association (ESIA)
- European Technology Platform on Smart Systems Integration (EPoSS)
- Federal Association for Information Technology, Telecommunications and New Media (BITKOM)
- Federation of Austrian Industries (IV)
- German Association of the Automotive Industry (VDA)
- German Electrical and Electronic Manufacturers' Association (ZVEI)
- Global Semiconductor Alliance (GSA)
- Groupe Speciale Mobile Association (GSM Association)
- Quantum Technology & Application Consortium (QUTAC)
- SEMI (formerly: Semiconductor Equipment and Materials International)
- U.S. Semiconductor Industry Association (SIA)
- World Semiconductor Council (WSC; organization of regional semiconductor associations)

Standardization organizations
- Automotive Electronics Council (AEC)
- Automotive Industry Action Group (AIAG)
- AUTomotive Open System ARchitecture (AUTOSAR)
- Bluetooth Special Interest Group (Bluetooth SIG)
- Connectivity Standards Alliance (CSA)
- European Telecommunications Standards Institute (ETSI)
- FiRa Consortium
- German Commission for Electrical, Electronic & Information Technologies of DIN and VDE (DKE)
- German Institute for Standardization (DIN)
- Global Standards for the Microelectronics Industry (JEDEC)
- International Electrotechnical Commission (IEC)
- International Organization for Standardization (ISO)
- Mobile Industry Processor Interface Alliance (MIPI)
- Near Field Communication (NFC) Forum
- Trusted Computing Group (TCG)
- USB Implementers Forum (USB-IF)

Others
- European Cyber Security Organisation (ECSO)
- Platform Industrial Internet
- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- United Nations Global Compact

Our sustainability targets

Targets for the 2022 fiscal year	Status	Description
Overall goals		
Set ambitious climate protection and diversity goals as part of the compensation system for the Management Board for the 2022 fiscal year.	●	Climate protection and diversity goals were defined as part of the compensation system for the Management Board.
Incorporate the main sites formerly operated by Cypress into the integrated management system IMPRES by the end of the 2024 fiscal year by conducting internal systems audits at the main sites in the 2022 calendar year and obtaining external certification of the sites in the 2023 calendar year.	◐	The main sites formerly operated by Cypress will have been audited by our external certifiers and thus included in the audit planning of the management system by the end of the 2022 calendar year. This step has been brought forward as a result of the change in certifier.
Business ethics		
Adapt and continue to optimize the compliance management system, especially by recording, evaluating and implementing regulatory requirements such as those set out in current and proposed legislation (for instance, the EU Whistleblowing Directive).	●	To ensure that we work together with business partners with integrity, the compliance management system was expanded to include a new process, the Business Partner Integrity Check.
Human rights		
Continue to develop a risk-based approach in the area of sustainability in supply chain management, by setting up a supply chain project spanning the various functions.	●	In the 2022 fiscal year, a cross-functional project that sets out defined milestones and specific and joint responsibilities was launched in Infineon's departments.

● Target achieved ◐ In progress ○ Target not yet achieved

Targets for the 2022 fiscal year	Status	Description
Human resources management		
In the long term, we want the proportion of women in management positions to reach 20 percent. With the development of division-specific targets and measures, which are regularly reviewed by the relevant management groups or by the Management Board, this target should be achieved. Another measure is to increase the visibility of talented women within the Group.	◐	The proportion of women in middle and senior management positions in the 2022 fiscal year was 16.5 percent. This is therefore an important step towards achieving our long-term target.
The existing global target of 80 percent overall employee satisfaction remains unchanged for the time being. The measures we are adopting to achieve this target include continuing to develop leadership skills and ensuring balanced workloads.	●	In the 2022 fiscal year, we achieved the global target we had set ourselves, with 82 percent of employees agreeing with the statements “I would recommend Infineon as a great place to work” and “How happy are you working at Infineon?” in our engagement pulse check. This survey of employees is conducted twice a year using the People Success Platform GLINT.
At least 90 percent of all our managers (from Director level with five or more direct employees) 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, recognize their strengths 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 leadership dialogs and the training of internal or external moderators for the leadership dialogs.	◐	In the course of the leadership dialogs, managers receive structured feedback from their employees. This enables them to reflect on their own management behavior, recognize their strengths and identify potential improvements, thereby improving collaboration with and within the team. As a result of the ongoing exceptional situation caused by the coronavirus pandemic that continued to prevail at times in the 2022 fiscal year, most dialogs were conducted virtually, while others had to be postponed. Currently, around 84.1 percent of managers have conducted their leadership dialogs.
Protection of our employees		
Integrate the three main locations formerly operated by Cypress into the behavior-based safety program by introducing the seven Golden Rules of Safety and implement this program at regular occupational safety training sessions at these locations.	●	Successful implementation of the behavior-based safety program by introducing the seven Golden Rules of Safety using information material and training sessions at the three main locations formerly operated by Cypress.

● Target achieved ◐ In progress ○ Target not yet achieved

Targets for the 2022 fiscal year	Status	Description
Environmental sustainability and climate protection		
Carbon neutrality		
Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions defined by the GHG Protocol. By the end of the 2025 fiscal year, emissions should already be reduced by 70 percent compared with the 2019[1] calendar year.	◐	By the end of the 2022 fiscal year, our emissions were already 23.4 percent lower than the emissions in the base year 2019. We are therefore meeting the timetable we set for achieving our climate targets.
Energy management		
Implement projects and measures in the 2022 fiscal year to increase energy efficiency, giving total annual potential energy savings of 20 gigawatt hours. The implementation of site-specific measures in the area of infrastructure and manufacturing will support the achievement of this target.	●	In the 2022 fiscal year, we implemented measures that generated energy savings of more than 32 gigawatt hours.
Greenhouse gas emissions		
Implement measures that will generate total emission savings of 50,000 tons of CO_2 equivalents by the end of the 2024 fiscal year.	◐	In the 2022 fiscal year, additional PFC abatement systems were installed, for example at our site in Kulim (Malaysia).
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 specific water consumption below 8.5 liters per square centimeter manufactured wafer. This is a long-term goal that is in accordance with our sustainability strategy. One of the measures for achieving this target is regular communication between the main sites so that potential improvements can be identified and implemented.	●	Our specific water consumption was below 8.5 liters per square centimeter manufactured wafer.
Waste management		
Regardless of growing product complexity, our aim is to keep specific waste generation below 27.5 grams per square centimeter manufactured wafer. This is a long-term goal that is in accordance with our sustainability strategy. 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 waste reduction measures. This target should be reached in particular through regular communication between the sites so that potential improvements can be identified and implemented.	●	Our specific waste generation was below 27.5 grams per square centimeter manufactured wafer.

● Target achieved ◐ In progress ○ Target not yet achieved

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.

Targets for the 2022 fiscal year	Status	Description
Contribution through sustainable products		
Update the calculation of the Infineon carbon footprint, considering all the segments.	●	In the 2022 fiscal year, the Infineon carbon footprint was updated, considering all the segments. It is published in this report.
Our responsibility along the supply chain		
Maintain a DRC conflict-free supply chain and conduct another evaluation of 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 in customer-specific requirements, present a significant challenge.	●	An evaluation was conducted of 100 percent of suppliers of conflict minerals with regard to the origin and use of conflict minerals. The Infineon supply chain is DRC conflict-free. The results of our evaluation are made available to our customers in the form of a declaration (Conflict Minerals Reporting Template).
Conduct a due diligence assessment for 100 percent of suppliers of products containing cobalt to create transparency in the supply chain regarding the origin of cobalt and publish the results in the form of a Cobalt Declaration.	●	A due diligence assessment was conducted of 100 percent of suppliers of products containing cobalt with regard to the origin and use of products containing cobalt. In addition, our supply chain was investigated with regard to the use of mica, and the results are made available to our customers in the form of a combined Cobalt and Mica Declaration (Extended Minerals Reporting Template).
Corporate citizenship		
Evaluate our current reporting and management platform to make it more user-friendly and to improve the efficiency of the process by assessing internal requirements and possible external solutions.	●	We have conducted a best practice exchange with the main users of our existing platform to determine potential improvements and define the requirements for a new solution. Based on this profile of requirements, we will identify a platform that we will implement in the future.

● Target achieved ◐ In progress ○ Target not yet achieved

Targets for the 2023 fiscal year

Overall goals	Set ambitious climate protection and diversity goals as part of the compensation system for the Management Board for the 2023 fiscal year.
	Incorporate the main sites formerly operated by Cypress into the integrated management system IMPRES by the end of the 2023 fiscal year by obtaining external certification of the sites.
Business ethics	Restructure the risk assessment process, linking it with the self-assessment process for Group companies and locations. This should ensure that all significant compliance risks are identified, evaluated and transferred into the annual compliance program.
Human rights	Introduce a declaration of principles on human rights as part of Infineon's CSR strategy.
	Gradually introduce training on human rights for our employees worldwide.
Human resources management	In the long-term, we want the proportion of women in management positions to reach 20 percent. With the development of division-specific targets and measures, which are regularly reviewed by the relevant management groups or by the Management Board, this target should be achieved. Another measure is to increase the visibility of talented women within the Group.
	The existing global target of 80 percent overall employee satisfaction remains unchanged for the time being. The measures we are adopting to achieve this target include continuing to develop leadership skills and ensuring balanced workloads.
	At least 90 percent of all our managers (from the Director level with five or more direct employees) 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, recognize their strengths 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 leadership dialogs and the training of internal or external moderators for the leadership dialogs.
Protection of our employees	Introduce a global digital software solution to report and process work-related accidents and commuting accidents at all the main production sites and at the corporate headquarters Campeon (Germany).

Targets for the 2023 fiscal year

Environmental sustainability and climate protection	**Carbon neutrality**
	Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions defined by the GHG Protocol. By the end of the 2025 fiscal year, emissions should already have been reduced by 70 percent compared with the 2019[1] calendar year.
	Energy management
	Implement projects and measures in the 2023 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.
	Greenhouse gas emissions
	Implement measures that will generate total emission savings of 50,000 tons of CO_2 equivalents by the end of the 2024 fiscal year.[2]
	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 specific water consumption below 8.5 liters per square centimeter manufactured wafer.
	Identify and evaluate the main water-saving measures of the last five fiscal years in order to continue to improve our water management and to derive quantified reduction targets.
	Waste management
	Regardless of growing product complexity, which typically requires an increase in the use of raw materials and supplies, our aim is to keep specific waste generation below 27.5 grams per square centimeter manufactured wafer. This is a long-term goal that is in accordance with our sustainability strategy.
	Identify and evaluate the main waste-saving measures of the last five fiscal years in order to continue to improve our waste management and to derive quantified reduction targets.

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.
2 Cumulative from the 2021 fiscal year.

Targets for the 2023 fiscal year

Contribution through sustainable products	Update the calculation of the Infineon carbon footprint, considering all the segments.
EU Taxonomy	Analyze the options for automated evaluation and interpretation of the information required by the EU Taxonomy.
Our responsibility along the supply chain	Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for 100 percent of the relevant suppliers.
	Conduct a due diligence assessment for 100 percent of suppliers of products containing cobalt or mica to create transparency in the supply chain regarding the origin of cobalt and mica and publish the results in the form of a combined Cobalt and Mica Declaration.
	Implement an enhanced risk management system for human rights and environmental protection in the supply chain.
	Introduce training in the procurement organization to raise awareness of risks in the areas of environmental protection and human rights.
	Analyze the CO_2 reduction targets and measures of all our major suppliers.[1]
Corporate citizenship	Implement best practice sharing sessions and training with the corporate citizenship representatives to follow a proposal for the distribution of donations by focus areas as part of our corporate citizenship strategy in the 2023 fiscal year.

1 Major suppliers are here taken to mean suppliers who together account for more than 50 percent of the scope 3 emissions.

UN Global Compact Communication on Progress

GRI 102-41

UN Global Compact Principles	Measures implemented
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and **Principle 2:** make sure that they are not complicit in human rights abuses.	› Our Business Conduct Guidelines define our responsibility towards our customers, employees, suppliers, community and societies as well as to our investors around the world, including respect for and protection of human rights. Our CSR Policy describes our strategic CSR focus areas and our voluntary commitment to fulfill the corresponding obligations. Both our strategic objectives and our daily actions must always be based on high ethical and legal standards. › Training for all employees on Business Conduct Guidelines which reflect our commitment to protect international human rights. New employees are automatically enrolled in web-based training or offered classroom-based training. Our employees must participate in regular training to keep their skills up to date. › We conducted various evaluations in the area of human rights at our manufacturing sites around the world. On the basis of these evaluations, we concluded that our activities are in compliance with the International Bill of Human Rights and with the Fundamental ILO Conventions. › We require our suppliers and service providers to comply with the provisions set out in our Supplier Code of Conduct. Infineon obliges its suppliers to protect human rights. A violation would result in consequences for the business relationship with the affected supplier. › In the 2022 fiscal year, a Human Rights Officer as defined by the German Supply Chain Due Diligence Act (German: Lieferkettensorgfaltspflichtengesetz, or LkSG) was assigned.
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; **Principle 4:** the elimination of all forms of forced and compulsory labour; **Principle 5:** the effective abolition of child labour; and **Principle 6:** the elimination of discrimination in respect of employment and occupation.	› Our Business Conduct Guidelines prohibit discrimination and any form of forced labor. › There are various options available for reporting compliance violations, ranging from a report to the supervisor to a report to the Corporate Compliance Officer or the relevant Regional Compliance Officer. Cases can also be submitted, openly or anonymously, via the Infineon Integrity Line. The Compliance Officer investigates any cases received and decides whether to launch an internal investigation. The Infineon Integrity Line is a whistleblower hotline that provides the reporting party with the opportunity for dialog with a Compliance Officer under the highest standards of data protection and without compromising anonymity. Infineon also investigates reports from people outside the company received through our reporting channels. › We react rigorously to demonstrated violations with balanced and suitable measures within the limits of company and legal regulations. Here we follow the principle of proportionality. We therefore decide on an individual case basis which consequences are appropriate, necessary and suitable. › Around 74 percent of our employees work at sites that have entered into collective agreements and where independent employee representatives are in place. › More than 87 percent of our employees work at production sites where committees are in place that also offer employers, employees and/or independent employee representatives the opportunity to discuss and receive advice on topics relating to environmental protection, occupational safety and health. › We uphold and promote the fundamental principles defined in the conventions of the International Labour Organization, such as protection from discrimination in the selection, hiring, employment and promotion of employees, and the right to form workers' councils, as well as the rejection of child labor and all forms of forced labor. Persons under the age of 15 are not allowed to work at Infineon. Exceptions apply for countries subject to ILO Convention 138 (minimum age reduced to 14 years) or for job training or training programs that are authorized by the relevant government and demonstrably promote those participating.

UN Global Compact Principles	Measures implemented
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges; **Principle 8:** undertake initiatives to promote greater environmental responsibility; and **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.	› Our IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health) is globally certified in accordance with ISO 14001 and ISO 45001. Our major European manufacturing sites and our corporate headquarters Campeon (Germany) are also certified in accordance with ISO 50001. › Our IMPRES policy is an essential part of our management system, which contains binding internal strategies, processes, goals and requirements in the areas of environmental protection, energy, occupational safety and health. › The responsible member of the Management Board defines the framework for the objectives in this area within the Infineon Group. As part of these definitions, the management responsible sets appropriate targets at site level and ensures the achievement of the targets. Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions. By the end of the 2025 fiscal year, it should have already reduced CO_2 emissions by 70 percent compared with the 2019[1] calendar year. › Internal environmental, energy, occupational safety and health audits and external certification audits take place at the sites in the context of our multi-site certification.
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	› In order to further increase awareness of the topic of preventing corruption in the company, this topic is included in the web-based Business Conduct Guidelines training. In addition, specific web-based training on the prevention of corruption is continuously and automatically rolled out for particular target groups. All new employees belonging to these target groups are automatically signed up for mandatory web-based training sessions. We also conduct business partner checks to ensure that we work together with law-abiding business partners with integrity. › The rules that apply to the reporting of compliance violations are set out in our Business Conduct Guidelines.

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.

Sustainable Development Goals

The United Nations Agenda 2030 for Sustainable Development is an expression of the conviction of the international community of states that the global challenges we face can only be mastered together. The Agenda creates a foundation for shaping worldwide economic progress in harmony with social justice and within the ecological boundaries of the Earth. The heart of the Agenda is an ambitious catalog with 17 Sustainable Development Goals. Infineon reports below on which measures have been or will be implemented for relevant goals and where our business model can contribute to realizing the goals of the Agenda 2030.

Goal	Description	Implementation at Infineon
	*Ensure healthy lives and promote well-being for all at all ages*	Training and continuing education in the area of environmental protection, occupational safety and health are available to employees, including specialized experts. In the 2022 fiscal year, our worldwide specialized experts in the areas of occupational safety and health, as well as in fire prevention, invested around 41,552 hours in training and continuing education measures. Infineon also offers projects in the area of ergonomics and health measures. In addition, all employees have the opportunity to report work-related accidents directly to their managers, the medical department or via our accident reporting tool to ensure the best and most rapid treatment possible.
	*Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all*	We are committed to high-quality education as a part of the focus area “Education for Future Generations” of our corporate citizenship program. 71 percent of Infineon’s donations and sponsoring activities relate to this area.
	*Achieve gender equality and empower all women and girls*	No one should be personally attacked, discriminated against, harassed or excluded because of their gender, age, ethnic origin or nationality, physical or mental ability, religion or ideology, or sexual orientation and identity. Our Business Conduct Guidelines reflect this. We take decisive action against every form of discrimination, sexual harassment, physical violence, coercion or verbal abuse. Employment of women and equal opportunity for women in taking on management roles is an integral part of Infineon’s Diversity & Inclusion policy and programs.

Goal	Description	Implementation at Infineon
	*Ensure availability and sustainable management of water and sanitation for all*	We ensure that our employees have access to drinking water, sanitary facilities and hygiene at our sites. One of the initiatives we took as part of our social and environmental commitment was to support the renovation of sanitary facilities at a school in Batam (Indonesia).
	*Ensure access to affordable, reliable, sustainable and modern energy for all*	Semiconductors from Infineon enable more efficient generation of electricity from renewable sources. Furthermore, they offer increased efficiency at all stages of the value chain in the energy industry: in generation, transmission and, in particular, in the use of electric energy. They form the basis for the intelligent and efficient use of electric energy – for example, in industrial applications, power supplies for computers and consumer electronics as well as in vehicles.
	*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*	We respect and promote the fundamental principles set out in the International Labour Organization conventions in our daily actions. Infineon supports special activities that promote decent work opportunities for everyone. We also continued to respond globally to the coronavirus pandemic in the 2022 fiscal year, ensuring that our employees had access to mobile working wherever possible. This included making available the IT required for digital collaboration, providing virtual learning opportunities and adopting hygiene measures as well as health and safety measures in the workplace.
	*Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation*	Our environmental management system enables more efficient use of resources and the use of clean and environmentally friendly technologies and industrial processes. Infineon has defined specific processes for taking environmental aspects into account in the purchasing of manufacturing equipment and services.
	*Make cities and human settlements inclusive, safe, resilient and sustainable*	Population growth and increasing urbanization require sustainable solutions for everyday applications. With its sensors, controllers, power semiconductors and security solutions, Infineon enables intelligent, secure and energy-efficient IoT solutions for smart homes, smart cities, Industry 4.0 and connected smart vehicles. Our components not only contribute to sustainable and efficient mobility but also enable secure contactless payment systems, control systems and robotic solutions that work quickly and reliably. Additionally, they reduce dependence on physical contact, making everyday life easier and safer.

Goal	Description	Implementation at Infineon
	*Ensure sustainable consumption and production patterns*	The availability of natural resources is one of the largest global challenges. Efficient resources management is therefore a central part of IMPRES. The manufacture of semiconductors requires the use of chemicals, which we handle with a great sense of responsibility. As part of IMPRES, we commit to our responsibility in the supply chain by concentrating on the procurement of environmentally friendly materials for the manufacture of our products.
	*Take urgent action to combat climate change and its impacts*	We recognize the urgent global challenge of reducing greenhouse gas emissions. We contribute to this effort with innovative products and solutions that help reduce emissions during their entire use-phase. Ensuring resource efficiency in manufacturing is also an essential pillar of our sustainability strategy. Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions. By the end of the 2025 fiscal year, emissions will be reduced by 70 percent compared with the 2019[1] calendar year. In addition, Infineon provides a transparent overview of greenhouse gas emissions as part of its annual reporting.
	*Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss*	In the context of the focus area Environmental Sustainability of our corporate citizenship program, we engage in special projects aimed at protecting ecosystems. An example of this was our financial support for the planting of mangrove trees to protect the natural tsunami barrier and prevent sea and river erosion in Malaysia. Soil protection and biodiversity are generally a permanent part of IMPRES.
	*Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels*	We promote a peaceful and equal society by complying with international standards and principles, such as the International Bill of Human Rights and the Principles of the UN Global Compact. We do not tolerate child labor and, with the Infineon Technologies Slavery and Human Trafficking Statement, we underline, for example, our complete rejection of any form of human trafficking or slavery. Our Business Conduct Guidelines set out a code of conduct that forms the essential foundation of our daily actions when dealing with one another and with our customers, investors, business partners and the general public. Our stakeholders also have opportunities, both internal and external, such as the anonymous Infineon Integrity Line, to report actual and suspected violations.

1 In line with our carbon neutrality goal, with the 2019 calendar year as the base year, the relevant data of Cypress are included.

GRI Content Index

MATERIALITY DISCLOSURES SERVICE 2022

For the Materiality Disclosures Service, GRI Services reviewed the GRI Content Index to ensure that it is clearly presented and that the references for Disclosures 102-40 and 102-49 align with appropriate sections in the body of the Sustainability Report or Annual Report. The service was performed on the German version of the report.

	Topic[1]	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
GRI 100: Universal Standards				
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
1. Organizational profile				
102-1	Name of the organization	Cover, 74		
102-2	Activities, brands, products, and services		3, 23 – 25	
102-3	Location of headquarters		22	
102-4	Location of operations		22, 35	
102-5	Ownership and legal form		57 – 59	
102-6	Markets served		23 – 25, 49	
102-7	Scale of the organization	4		
102-8	Information on employees and other workers	18 – 24		
102-9	Supply chain	41 – 43		
102-10	Significant changes to the organization and its supply chain		76 – 78	
102-11	Precautionary Principle or approach	27, 55		
102-12	External initiatives	54 – 58		
102-13	Membership of associations	46		
2. Strategy				
102-14	Statement from senior decision-maker	2 – 3	4 – 7	
102-15	Key impacts, risks, and opportunities	9 – 13	61 – 75	
3. Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	14 – 16		
102-17	Mechanisms for advice and concerns about ethics	14 – 16		
4. Governance				
102-18	Governance structure	14, 18, 25, 27	79 – 83	
102-20	Executive-level responsibility for economic, environmental and social topics	14 – 45		
102-21	Consulting stakeholders on economic, environmental, and social topics	8 – 13		

1 The wording of the GRI Disclosures is based on the relevant GRI Standards.

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
5. Stakeholder engagement				
102-40	List of stakeholder groups	8		
102-41	Collective bargaining agreements	54		
102-42	Identifying and selecting stakeholders	8 – 10		
102-43	Approach to stakeholder engagement	8 – 10, GRI Content Index		For the definition of our stakeholders we evaluated international sustainability guidelines and directives, such as the OECD Guidelines for Multinational Enterprises, and applied the EFQM (European Foundation for Quality Management) Model for Excellence and the UN Global Compact Blueprint.
102-44	Key topics and concerns raised	8 – 10		
6. Reporting practice				
102-45	Entities included in the consolidated financial statements	GRI Content Index	157 – 162	www.infineon.com/annualreport
102-46	Defining report content and topic Boundaries	9 – 13		
102-47	List of material topics	10		
102-48	Restatements of information	9, GRI Content Index		The representation of information in the 2022 fiscal year has not significantly changed compared to the previous fiscal year.
102-49	Changes in reporting	GRI Content Index		The reporting of the 2022 fiscal year has not significantly changed compared to the previous fiscal year.
102-50	Reporting period	9		
102-51	Date of most recent report	9		
102-52	Reporting cycle	9		
102-53	Contact point for questions regarding the report	74		
102-54	Claims of reporting in accordance with the GRI Standards	9		
102-55	GRI content index	59 – 67		
102-56	External assurance	68 – 73	165 – 171	
GRI 200: Economic Topics				
Economic performance				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 45		
103-3	Evaluation of the management approach	14 – 45		
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	44, GRI Content Index	2, 85 – 89	Retained economic value is not reported. Splitting direct economic value generated and distributed (EVG&D) by region or market is not relevant.

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
201-2	Financial implications and other risks and opportunities due to climate change	11 – 12		
201-3	Defined benefit plan obligations and other retirement plans		97 – 98, 119 – 123	
201-4	Financial assistance received from government	GRI Content Index	100, 103	Splitting of “received benefits” by country is not relevant. Governments do not participate in Infineon.
Indirect economic impacts				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 45		
103-3	Evaluation of the management approach	14 – 45		
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	44 – 45		
203-2	Significant indirect economic impacts	GRI Content Index	20 – 31	Through the use of products in which our semiconductors are used, Infineon has indirect economic impacts, for example, in efficiency improvements. The significance of those impacts was – due to external parameters – not determined in each individual case.
Anti-corruption				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 15		
103-3	Evaluation of the management approach	14 – 15		
GRI 205: Anti-corruption 2016				
205-2	Communication and training about anti-corruption policies and procedures	14 – 15, 55, GRI Content Index		Compliance training is also carried out at management level and Board level. Splitting training participation by individual regions or employees category is not a global control parameter for Infineon.
Anti-competitive Behavior				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components		64 – 68	
103-3	Evaluation of the management approach		64 – 68	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		130 – 133	

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
Tax				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	9 – 13		
103-3	Evaluation of the management approach	9 – 13		
GRI 207: Tax 2019				
207-1	Approach to tax	15		The Tax Compliance and Governance Report can be downloaded from our website: www.infineon.com/tax_report
207-2	Tax governance, control, and risk management	15		The Tax Compliance and Governance Report can be downloaded from our website: www.infineon.com/tax_report
207-3	Stakeholder engagement and management of concerns related to tax	15		The Tax Compliance and Governance Report can be downloaded from our website: www.infineon.com/tax_report
207-4	Country-by-country reporting	GRI Content Index		In the countries in which it operates, Infineon pays all taxes in compliance with the tax laws applicable in the relevant jurisdiction. Further information and legally required disclosures on the subject of tax are provided in the Annual Report, so it is not necessary to disclose country-specific information here. www.infineon.com/annualreport
GRI 300: Environmental Topics				
Energy				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	27 – 35		
103-3	Evaluation of the management approach	27 – 35		
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	28 – 29		
302-2	Energy consumption outside of the organization	28 – 29, 31, GRI Content Index		The description of scope 3 emissions is based on the Infineon carbon footprint, which includes the whole energy consumption of Infineon, and is reported in metric tons of CO_2 equivalents. The other steps, that is, the use-phase of the products by the customer as well as their disposal, cannot be automatically calculated due to the different potential applications and fields of use of Infineon products.
302-3	Energy intensity	28 – 29, 31, GRI Content Index		Due to the confidentiality of specific information, Infineon reported the specific energy consumption in kilowatt hours per euro.
302-4	Reduction of energy consumption	49		
302-5	Reductions in energy requirements of products and services	36 – 38		

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
Water and effluents				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	27 – 35		
103-3	Evaluation of the management approach	27 – 35		
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	32 – 34, GRI Content Index		Besides the water balance, information regarding water stress on the three sites is also provided. None of our suppliers has reported water-related risks.
303-2	Management of water discharge-related impacts water	32 – 34		
303-3	Water withdrawal	32 – 34, GRI Content Index		Since no salty seawater is used, the water utilized is considered as fresh water. The data is reported in percent.
303-4	Water discharge	32 – 34		
303-5	Water consumption	31 – 34, GRI Content Index		We report water withdrawal according to 303-3. Water discharge includes water from production, evaporation and municipal waste water. The data for water from production is available to us. However, the data for evaporation and municipal waste water is not available, thus the determination of water consumption cannot not take these data into account. Water storage is not relevant for us.
Emissions				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	27 – 35		
103-3	Evaluation of the management approach	27 – 35		
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	29 – 31		
305-2	Energy indirect (Scope 2) GHG emissions	30 – 31		
305-3	Other indirect (Scope 3) GHG emissions	31		
305-4	GHG emissions intensity	29 – 31, GRI Content Index		Reported by the NER calculation. Herewith only PFC emissions were taken into account, since these are the most significant source of CO_2 emissions.
305-5	Reduction of GHG emissions	30, 49, 52, GRI Content Index		The avoided CO_2 emissions were reported in the form of energy under Disclosure 302-4. These are corresponding to 19,337 tons CO_2 equivalents.
305-7	Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions	30		
Effluents and waste				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	27 – 35		
103-3	Evaluation of the management approach	27 – 35		

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
GRI 306: Effluents and Waste 2020				
306-1	Water discharge by quality and destination	32 – 34		
306-2	Waste by type and disposal method	34 – 35		
306-3	Waste generated	34 – 35		
306-4	Waste diverted from disposal	34 – 35		
306-5	Waste directed to disposal	34 – 35		
Supplier environmental assessment				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	41 – 43		
103-3	Evaluation of the management approach	41 – 43		
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	41 – 43		
GRI 400: Social Topics				
Employment				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	18 – 24		
103-3	Evaluation of the management approach	18 – 24		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	24		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	22		
Occupational health and safety				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	25 – 26		
103-3	Evaluation of the management approach	25 – 26		
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	13, 25		
403-2	Hazard identification, risk assessment, and incident investigation	25 – 26, GRI Content Index		Accidents can be reported at any time via clearly defined processes. Accident analysis and any necessary changes in the risk assessment are carried out by the required experts and, if necessary, the employee representation together with the employee.

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
403-3	Occupational health services	19 – 20, 25 – 26		
403-4	Worker participation, consultation, and communication on occupational health and safety	54		
403-5	Worker training on occupational health and safety	25		
403-6	Promotion of worker health	19 – 20		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25 – 27, 41		
403-8	Workers covered by an occupational health and safety management system	25, 27, GRI Content Index		Around 81 percent of Infineon employees worldwide work at sites that are certified as part of our IMPRES Management System.
403-9	Work-related injuries	25 – 26, GRI Content Index		In addition to the general accident data, in the 2022 fiscal year we have sorted the information by gender. The female employees had an Injury Rate (IR) of 0.36 and a Lost Day Rate (LDR) of 3.75 and the male employees had an IR of 0.39 and a LDR of 6.26. In the 2022 fiscal year, Infineon received no notifications worldwide of employees who described their gender as “diverse”. Reporting of the accident rate and lost days rate by region is not a global control parameter. Infineon has currently no globally harmonized information for the reporting of occupational diseases. The absenteeism rate is not a global control parameter.
Training and education				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	18 – 24		
103-3	Evaluation of the management approach	18 – 24		
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	21 – 22		
Diversity and equal opportunity				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	18 – 24		
103-3	Evaluation of the management approach	18 – 24		
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	16, 20 – 21		
405-2	Ratio of basic salary and remuneration of women to men	23, GRI Content Index		Gender differences have no impact on remuneration. Each employee receives appropriate, transparent remuneration for their work, in compliance with all legal standards.

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
Non-discrimination				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 16		
103-3	Evaluation of the management approach	14 – 16		
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	14 – 15		
Forced or compulsory labor				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 16, 17, 41 – 43		
103-3	Evaluation of the management approach	14 – 16, 17, 41 – 43		
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	41 – 43		
Human rights assessment				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	17		
103-3	Evaluation of the management approach	17		
GRI 412: Human Rights Assessment 2016				
412-2	Employee training on human rights policies or procedures	17, GRI Content Index		Infineon carried out just under 11,700 hours of training on the Code of Conduct (Business Conduct Guidelines). This also includes information relating to human rights.
Local communities				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	44 – 45		
103-3	Evaluation of the management approach	44 – 45		
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments and development programs	8, 44 – 45		
413-2	Operations with significant actual and potential negative impacts on local communities	GRI Content Index		During the 2022 fiscal year, our worldwide corporate citizenship representatives did not find any adverse effects.

	Topic	Page Report Sustainability at Infineon 2022	Page Annual Report 2022	Remark
Supplier social assessment				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	17, 41 – 43		
103-3	Evaluation of the management approach	17, 41 – 43		
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	41 – 43		
Customer health and safety				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	36 – 38		
103-3	Evaluation of the management approach	36 – 38		
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	38		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index		During the 2022 fiscal year, Infineon did not identify any incidents of non-compliance with regulations and voluntary codes related to the impacts of products and services on health and safety.
Marketing and labeling				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	36 – 38		
103-3	Evaluation of the management approach	36 – 38		
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	38		
Customer Privacy				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	9 – 13		
103-2	The management approach and its components	14 – 16		
103-3	Evaluation of the management approach	14 – 16		
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	15 – 16		Infineon has not received any substantiated complaints concerning breaches of customer privacy, nor has it identified any leak, theft or loss of customer data.

Assurance Reports

Assurance Report of the Independent Auditor regarding Sustainability Information[1]

To the Management Board of Infineon Technologies AG, Neubiberg
We have performed an independent limited assurance engagement on the sustainability information published in "Sustainability at Infineon – Supplementing the Annual Report 2022" (further: "Report") including the "Explanatory Notes" of Infineon Technologies AG (further: "Infineon") for the fiscal year from October 1, 2021 to September 30, 2022, published in the Report as well as at www.infineon.com/csr_reporting.

For the following non-financial disclosures, we performed a reasonable assurance engagement:

- Proportion of women in management positions
- Technical PFC reduction and energy efficiency measures
- CO_2 emissions (Scope 1 and 2) for fiscal year 2021/2022

The selected non-financial disclosures are referred to below as "Proportion of women in management positions" and "CO_2 emissions and reduction".

Management's Responsibility
The legal representatives of Infineon are responsible for the preparation of the report in accordance with the principles and standard disclosures of the GRI Sustainability Reporting Standards of the Global Reporting Initiative (Core Option), in combination with internal guidelines as well as internally developed criteria for the reporting and calculation of the indicator "CO_2 savings enabled through our products" (further: Reporting Criteria).

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the assured information and the use of assumptions and estimates for individual sustainability disclosures which are reasonable under the given circumstances. Furthermore, the responsibility includes designing, implementing and maintaining systems and processes relevant for the preparation of the information in a way that is free of – intended or unintended – material misstatements.

Practitioner's Responsibility
Our responsibility is to express a conclusion with limited assurance on the sustainability information in the Report including the "Explanatory Notes" and with reasonable assurance on the selected non-financial disclosures "Proportion of women in management positions" and "CO_2 emissions and reduction" based on our work performed.

We conducted our work on the sustainability information in the Report including the "Explanatory Notes" in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the International Auditing and Assurance Standards Board (IAASB) as a limited assurance engagement. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the sustainability information in the Report including the "Explanatory Notes", published online at www.infineon.com/csr_reporting for the period from October 1, 2021 to September 30, 2022, has not been prepared, in all material respects, with the aforementioned Reporting Criteria. We do not, however, issue a separate conclusion for each sustainability disclosure. In a limited assurance engagement, the evidence gathering procedures are more limited than in a reasonable assurance engagement and therefore less assurance is obtained than in a reasonable assurance engagement. The choice of audit procedures is subject to the auditor's own judgement.

1 Our engagement applied to the German version of the Report. This text is a translation of the Independent Assurance Report issued in German, whereas the German text is authoritative.

Within the scope of our limited assurance engagement, we performed amongst others the following procedures:

- Interviewing employees at Group level in order to gain an understanding of the process for determining material sustainability topics and the respective boundaries of Infineon
- A risk analysis, including a media research, to identify relevant sustainability aspects for Infineon in the reporting period
- Reviewing the suitability of internally developed Reporting Criteria
- Evaluation of the design and implementation of the systems and processes for determining, processing and monitoring of sustainability disclosures included in the scope of this engagement, including the consolidation of the data
- Inquiries of personnel at Group level responsible for determining disclosures on concepts, due-diligence processes, results and risks, for conducting internal controls and consolidation of the disclosures
- Evaluation of selected internal and external documentation
- An analytical review of the data and trend explanations of quantitative information submitted by all sites for consolidation at Group level
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data based on samples at Cegléd (Hungary) and Wuxi (China)
- Assessment of the overall presentation of the disclosures

For the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”, we conducted our work in the form of a reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). Accordingly, we have to comply with our professional duties and to plan and perform the assurance engagement in such a way that we, respecting the principle of materiality, reach our conclusion with a reasonable level of assurance. The choice of assurance procedures is subject to the auditor‘s own judgement.

Within the scope of our reasonable assurance engagement we performed, amongst others, the following procedures:

- A risk analysis, including a media research of relevant information about Infineon’s sustainability performance in the reporting period with respect to the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”
- Evaluation of the design and implementation of systems and processes for identifying, processing and monitoring disclosures, including the consolidation of data for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”
- Performing control-based assurance procedures to assess the design and effectiveness of internal controls for determining, processing and monitoring of disclosures, including the consolidation of data at the Group level for the selected non-financial disclosures “CO_2 emissions and reduction”
- Performing substantive assurance procedures, in particular reviewing internal and external documentation for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”

- Analytical evaluation of data and trends of quantitative disclosures for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction” which are reported by all sites to Group level for consolidation
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction” at the sites in in Regensburg and Dresden (Germany), Villach (Austria), Kulim (Malaysia), Wuxi (China) and Cegléd (Hungary)

In our opinion, we obtained sufficient and appropriate evidence for reaching a conclusion for the assurance engagement.

Assurance of the auditor’s independence and quality

In performing our engagement, we have complied with the independence and quality assurance requirements of national laws and professional standards, in particular the Professional Code of Ethics for Public Accountants and Certified Public Accountants and the IDW Quality Assurance Standard: Requirements for Quality Assurance in Auditing Practice (IDW QS 1).

Conclusion

Based on the procedures performed and the evidence received to obtain assurance, nothing has come to our attention that causes us to believe that the sustainability information in “Sustainability at Infineon – Supplementing the Annual Report 2022” including the “Explanatory Notes” published online at www.infineon.com/csr_reporting, for the fiscal year from October 1, 2021 to September 30, 2022, is not prepared, in all material respects, in accordance with the Reporting Criteria.

In our opinion, the selected non-financial disclosures “Proportion of women in management positions“ and “CO_2 emissions and reduction” of Infineon Report for the period from October 1, 2021 to September 30, 2022 have been prepared, in all material respects, in accordance with the Reporting Criteria.

Restriction of Use/Clause on General Engagement Terms

This assurance report is issued for the purposes of the Management Board of Infineon, Neubiberg only. We assume no responsibility with regard to any third parties.

Our assignment for the Management Board of Infineon, Neubiberg and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and German Public Audit Firms) (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (www.kpmg.de/bescheinigungen/lib/ aab_english. pdf). By reading and using the information contained in this assurance report, each recipient confirms having taken note of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the attached General Engagement Terms with respect to us.

Munich, November 25, 2022

KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

Stauder
Wirtschaftsprüfer
[German Public Auditor]

Vogl
Wirtschaftsprüferin
[German Public Auditor]

Assurance Reports

Assurance Report of the Independent Auditor regarding the Combined Separate Non-Financial Report[1]

To the Supervisory Board of Infineon Technologies AG, Neubiberg

We have performed an independent limited assurance engagement on the Combined Separate Non-Financial Report (further: "Report") of Infineon Technologies AG and the Group (further: "Infineon") as well as the sections "Group strategy", "Report on outlook, risk and opportunity", "Business model", "Research and development" and "Corporate Governance" of the Combined Management Report, which have been qualified as part of the Report by reference, according to Sections 315b and 315c in conjunction with 289b to 289e HGB (German Commercial Code) for the fiscal year from October 1, 2021 to September 30, 2022.

For the following non-financial disclosures, we performed a reasonable assurance engagement:

- Proportion of women in management positions
- Technical PFC reduction and energy efficiency measures
- CO_2 emissions (Scope 1 and 2) for fiscal year 2021/2022

The selected non-financial disclosures are referred to below as "Proportion of women in management positions" and "CO_2 emissions and reduction".

Management's Responsibility

The legal representatives of Infineon are responsible for the preparation of the Report in accordance with Sections 315b and 315c in conjunction with 289b to 289e HGB and with Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of June 18, 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (further "EU Taxonomy Regulation") and the supplementing Delegated Acts as well as the interpretation of the wordings and terms contained in the EU Taxonomy Regulation and in the supplementing Delegated Acts by the Company as disclosed in Section "EU Taxonomy" of the combined separate non-financial report.

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the Report and the use of assumptions and estimates for individual disclosures which are reasonable under the given circumstances. Furthermore, this responsibility includes designing, implementing and maintaining systems and processes relevant for the preparation of the Report in a way that is free of – intended or unintended – material misstatements.

The EU Taxonomy Regulation and the supplementing Delegated Acts contain wordings and terms that are still subject to substantial uncertainties regarding their interpretation and for which not all clarifications have been published yet. Therefore, the legal representatives have included a description of their interpretation in Section "EU Taxonomy" of the combined separate non-financial report. They are responsible for its tenability. Due to the innate risk of diverging interpretations of vague legal concepts, the legal conformity of these interpretations is subject to uncertainty.

Practitioner's Responsibility

Our responsibility is to express a conclusion with limited assurance on the Report, including the selected qualifying sections in the Combined Management Report, and with reasonable assurance on the selected non-financial disclosures "Proportion of women in management positions" and "CO_2 emissions and reduction" based on our work performed.

We conducted our work on the Report, including the selected qualifying sections in the Combined Management Report, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information", published by the International Auditing and Assurance Standards Board (IAASB), as a limited assurance engagement. This standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the Report, including the selected qualifying sections in the Combined Management Report, for the period from October 1, 2021 to September 30, 2022 has not been prepared, in all material respects, in accordance with Sections 315b and 315c in conjunction with 289b to 289e HGB and with the EU Taxonomy Regulation and the supplementing Delegated Acts as well as the interpretation of the wordings and terms contained in the EU Taxonomy Regulation and

1 Our engagement applied to the German version of the Report. This text is a translation of the Independent Assurance Report issued in the German language, whereas the German text is authoritative.

in the supplementing Delegated Acts by the legal representatives as disclosed in Section “EU Taxonomy” of the combined separate non-financial report. We do not, however, provide a separate conclusion for each disclosure. In a limited assurance engagement, the evidence gathering procedures are more limited than in a reasonable assurance engagement and therefore less assurance is obtained than in a reasonable assurance engagement. The choice of audit procedures is subject to the auditor’s own judgement.

Within the scope of our engagement, we performed amongst others the following procedures:

- Interviewing employees at Group level in order to gain an understanding of the approach to identifying material issues and corresponding reporting boundaries of Infineon
- A risk analysis, including a media research, to identify relevant sustainability aspects for Infineon in the reporting period
- Reviewing the suitability of internally developed Reporting Criteria
- Evaluation of the design and implementation of the systems and processes for determining, processing and monitoring of disclosures relating to environmental, employee and social matters, respect for human rights and combating corruption and bribery, including the consolidation of the data
- Inquiries of personnel at Group level responsible for determining disclosures on concepts, due-diligence processes, results and risks, for conducting internal controls and consolidation of the disclosures
- Evaluation of selected internal and external documentation
- An analytical review of the data and trend explanations of quantitative information submitted by all sites for consolidation at Group level
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data based on samples at Cegléd (Hungary) and Wuxi (China)
- Reconciliation of disclosures in the combined separate non-financial report with the corresponding disclosures in the consolidated financial statements and the Combined Management Report
- Assessment of the overall presentation of the disclosures
- Inquiries of Group level personnel in order to understand the processes for identifying relevant economic activities according to the EU Taxonomy Regulation
- Understanding the design and implementation of systems and processes for the identification, processing and monitoring of turnover, capital expenditure and operating expenditure disclosures for taxonomy-eligible economic activities
- Evaluation of the process for the identification of taxonomy-eligible economic activities and the corresponding disclosures in the combined separate non-financial report

The legal representatives have to interpret vague legal concepts in order to be able to compile the relevant disclosures according to Article 8 of the EU Taxonomy Regulation. Due to the innate risk of diverging interpretations of vague legal concepts, the legal conformity of these interpretations and, correspondingly, our assurance thereof are subject to uncertainty.

For the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”, we conducted our work in the form of a reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). Accordingly, we have to comply with our professional duties and to plan and perform the assurance engagement in such a way that we, respecting the principle of materiality, reach our conclusion with a reasonable level of assurance. The choice of assurance procedures is subject to the auditor’s own judgement.

Within the scope of our reasonable assurance engagement we performed, amongst others, the following procedures:

- A risk analysis, including a media research of relevant information about Infineon’s sustainability performance in the reporting period with respect to the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”
- Evaluation of the design and implementation of systems and processes for identifying, processing and monitoring disclosures, including the consolidation of data for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”
- Performing control-based assurance procedures to assess the design and effectiveness of internal controls for determining, processing and monitoring of disclosures, including the consolidation of data at the Group level for the selected non-financial disclosures “CO_2 emissions and reduction”

- Performing substantive assurance procedures, in particular reviewing internal and external documentation for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction”
- Analytical evaluation of data and trends of quantitative disclosures for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction” which are reported by all sites to Group level for consolidation
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data for the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction” at the sites in Regensburg and Dresden (Germany), Villach (Austria), Kulim (Malaysia), Wuxi (China) and Cegléd (Hungary)

In our opinion, we obtained sufficient and appropriate evidence for reaching a conclusion for the assurance engagement.

Assurance of the auditor’s independence and quality

In performing our engagement, we have complied with the independence and quality assurance requirements of national laws and professional standards, in particular the Professional Code of Ethics for Public Accountants and Certified Public Accountants and the IDW Quality Assurance Standard: Requirements for Quality Assurance in Auditing Practice (IDW QS 1).

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report of Infineon including the selected qualifying sections in the Combined Management Report, for the fiscal year from October 1, 2021 to September 30, 2022, is not prepared, in all material respects, in accordance with Sections 315b and 315c in conjunction with 289b to 289e HGB and with the EU Taxonomy Regulation and the supplementing Delegated Acts as well as the interpretation disclosed in Section “EU Taxonomy” of the combined separate non-financial report.

In our opinion, the selected non-financial disclosures “Proportion of women in management positions” and “CO_2 emissions and reduction” of Infineon for the period from October 1, 2021 to September 30, 2022 have been prepared, in all material respects, in accordance with Sections 315b and 315c in conjunction with 289c to 289e HGB.

Restriction of Use/Clause on General Engagement Terms

This assurance report is issued for the purposes of the Supervisory Board of Infineon, Neubiberg, only. We assume no responsibility with regard to any third parties.

Our assignment for the Supervisory Board of Infineon, Neubiberg, and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and German Public Audit Firms) (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (www.kpmg.de/bescheinigungen/lib/ aab_english.pdf). By reading and using the information contained in this assurance report, each recipient confirms having taken note of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the attached General Engagement Terms with respect to us.

Munich, November 25, 2022

KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

Stauder
Wirtschaftsprüfer
[German Public Auditor]

Vogl
Wirtschaftsprüferin
[German Public Auditor]

Imprint

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Forward-looking statements

This report contains forward-looking statements about the business, financial condition and earnings performance of the Infineon Group. These statements are based on assumptions and projections resting upon currently available information and present estimates. They are subject to a multitude of uncertainties and risks. Actual business development may therefore differ materially from what has been expected. Beyond disclosure requirements stipulated by law, Infineon does not undertake any obligation to update forward-looking statements.

Notes:

The following were brand names of Infineon Technologies AG in the 2022 fiscal year: Infineon, the Infineon logo, CoolSiC™, XHP™.

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