



Sustainability at Infineon

Supplementing the Annual Report 2025



www.infineon.com

Contents

2	Introduction
4	Key figures
5	General disclosures
29	ESG Environmental information
30	E1 – Climate change
46	E3 – Water resources
50	E5 – Circular economy
50	Resource inflows (GRI reporting)
53	Resource outflows (ESRS reporting)
57	EU Taxonomy disclosures
63	ESG Social information
64	S1 – Own workforce
75	Entity-specific topic – Attracting and retaining qualified employees (GRI reporting)
78	S2 – Workers in the value chain
87	Occupational health and safety in the supply chain (GRI reporting)
90	Corporate citizenship program (GRI reporting)
93	Prevention of negative environmental impacts on affected communities (GRI reporting)
96	ESG Governance information
97	G1 – Business conduct
102	Sustainability targets 2025
106	Assurance Report
110	Appendix
119	Imprint

Navigation in the report by mouse click

- 🔄 Last page viewed
- 🔍 Search
- ☰ Table of contents
- ⬅ Previous page
- ➡ Next page

Further information

- 📄 Page reference
- 🖨 Reference to external documents

This interactive document is optimized for use with Adobe Acrobat.

Introduction

Role model in sustainability

Global energy demand continues to rise, with digital applications such as artificial intelligence driving the recent acceleration. The solution to this ecological challenge is clear: progress and climate protection must go hand in hand. This is what Infineon stands for. As one of the leading semiconductor providers for power systems and the Internet of Things, our products make life easier, safer, and greener – thanks to technology that boosts performance while using fewer resources.

For 25 years, the foundations of our corporate strategy have been decarbonization and digitalization. The two are inseparable because technological innovation is the key to a livable future.

Our commitment to sustainability goes beyond our products. 2025 was pivotal in demonstrating this commitment: the Science Based Targets initiative (SBTi) officially recognized our climate targets – for both direct emissions (scope 1 and 2), which align with the Paris Agreement's 1.5-degree target, and emissions across our entire value chain (scope 3). Our SBTi 1.5-degree target reflects our commitment to reducing our absolute direct and energy-related indirect emissions by at least 72.5 percent by 2030 compared to 2019. With our CO₂ neutrality strategy, launched back in 2020, we go beyond the SBTi requirements for scope 1 and 2. We remain committed to our goal of fully reducing these emissions by 2030 to achieve CO₂ neutrality. Technically unavoidable emissions will be compensated through the purchase of offsetting certificates.

The greatest leverage, however, lies in our supply chain. This is where the majority of emissions are emitted. Our goal, also validated by the SBTi: By 2029, 72.5 percent of our suppliers should be committed to a science-based target that covers emissions from purchased goods and services, capital goods, and upstream transportation and distribution. By doing so, we are not only advancing our own transformation but also setting standards for more climate-friendly value chains.



Jochen Hanebeck
Chief Executive Officer



Elke Reichart
Chief Digital and Sustainability Officer

As part of our holistic sustainability strategy, we are also focusing on the circular economy. This means taking a systemic approach that conserves resources, avoids waste, and reduces environmental impacts throughout the value chain – with the ultimate goal of using resources as efficiently as possible.

A prime example of how resource efficiency and innovative design go hand in hand is SECORA™ Pay Green – our sustainable solution for payment cards. The Infineon module combines a security controller, software, and antenna in a compact design that enables card bodies to be made from a single material. The homogeneous design makes payment cards easier to recycle, thereby contributing to CO₂ savings.

A livable future depends not only on the responsible use of resources but also on mutual respect. This is why we uphold human rights and adhere to the ten principles of the UN Global Compact – within our own operations and throughout our global supply chain. Complying with international standards and legal requirements is fundamental to us and a reflection of our guiding principles.

Our ambition is to be a role model in sustainability within our industry. Awards motivate us to continuously advance our efforts. In the reporting year, Infineon received the German Sustainability Award in the “Electrical Engineering and Electronics” category. According to the jury: “Infineon has assumed a leading role in the field of sustainability and serves as a ‘beacon’ for successful transformation.” This clearly underscores our role as a driving force behind the twin transformation of decarbonization and digitalization. The renewed rating of EcoVadis “Platinum” status in the reporting year – for the fourth consecutive year – further confirms our

position as one of the most sustainable companies, both nationally and internationally. This recognition places us among the top one percent of companies evaluated worldwide. Our repeated inclusion in the Dow Jones Sustainability™ World Index and the reaffirmed AAA rating in the MSCI Environmental, Social and Governance (ESG) Rating also demonstrate our long-term commitment. These honors affirm our ambition to set benchmarks in our industry.

In the reporting year, we consistently pursued our sustainability strategy. One thing remains clear: Sustainability is a task that is never truly complete. It is the foundation for a livable future and for our success as a company. This is precisely why Infineon continues to pursue this path with determination.

Neubiberg, November 2025

Jochen Hanebeck
Chief Executive Officer

Elke Reichart
Chief Digital and Sustainability Officer

Key figures

As a global semiconductor leader in power systems and Internet of Things (IoT) we enable game-changing solutions for green and efficient energy, clean and safe mobility, and smart and secure IoT.



57,077 (57,072¹)

employees of whom 25 percent work in research and development



€2,227 million

in research and development (R&D) expenses, an R&D ratio of 15.2 percent



€2,094 million

in investments in property, plant and equipment and other intangible assets, including €251 million in capitalized development costs



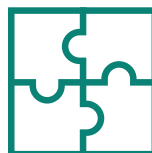
€14,662 million

in revenue



More than 105 sites

and 32 countries, with more than 115 nationalities in our teams



€2,560 million

Segment Result, with a Segment Result Margin of 17.5 percent



¹ In accordance with the European Sustainability Reporting Standards (ESRS), in this report we disclose our number of employees, excluding the five Management Board members.

Separate combined non-financial report

General disclosures

Basis for preparation

BP-1 General basis for preparation of the sustainability statement

As a global semiconductor leader, Infineon recognizes the importance of sustainability in its business activities. We report annually on our sustainability-related progress in a separate non-financial statement as a supplement to the annual report.

For the 2025 fiscal year, under the German Corporate Social Responsibility (CSR) Directive Implementation Act, Infineon is required to publish a consolidated non-financial statement and a non-financial statement for Infineon Technologies AG in accordance with sections 315b and 315c in conjunction with sections 289b to 289e of the German Commercial Code (HGB). We fulfill this obligation in the form of a combined non-financial statement (“sustainability statement”). We applied parts of the European Sustainability Reporting Standards (ESRS) as a framework in accordance with sections 315c (3) in conjunction with 289d HGB in preparing our consolidated non-financial statement. In the chapters where we report in accordance with the ESRS, we have complied fully with those standards unless otherwise stated. All other chapters were prepared with reference to the principles and standards of the Global Reporting Initiative (GRI). Detailed breakdowns of the reported content are provided in the ESRS Index and the GRI Index. [p. 113 ff.](#)

As the parent company, Infineon Technologies AG is required under sections 289b and 315b of the German Commercial Code (HGB) to submit both a non-financial statement and a consolidated non-financial statement. The Company has exercised the option to combine these two reports. The disclosures required under section 289c HGB for Infineon Technologies AG are included in the sustainability statement. The disclosures required under section 289c (2) and (3) HGB are therefore part of the general disclosures and topic-specific standards. No separate framework pursuant to section 289d HGB was applied to the parent company, as the policies, actions, targets, and metrics reported for the Group equally apply to the parent company.

This sustainability statement for the 2025 fiscal year covers the period from 1 October 2024 to 30 September 2025 and was prepared on a consolidated basis. The consolidated group covered by this sustainability statement is based on the consolidated group used in the financial reporting, comprising Infineon Technologies AG and its subsidiaries. Subsidiaries deemed financially immaterial were analyzed in terms of their societal and environmental impacts resulting from our business activities and are included in our non-financial reporting. The list of entities included in the consolidated non-financial reporting is provided in the “Appendix” chapter. [p. 118](#) The sustainability statement covers both our own business activities and our upstream and downstream value chains. The upstream and downstream value chains were taken into account in the double materiality assessment under ESRS to identify impacts, risks, and opportunities, as well as to disclose related concepts, measures, and targets. In preparing the statement, we did not make use of the option to omit certain information relating to intellectual property, knowhow, or innovation outcomes. We have also not omitted any information concerning upcoming developments or ongoing negotiations as defined by the Corporate Sustainability Reporting Directive (CSRD).

In August 2025, Infineon completed its acquisition of the automotive Ethernet business from Marvell Technology, Inc., U.S. (“Marvell”). Ethernet is a key technology for low-latency, high-bandwidth communication and connectivity solutions, which are critical for software-defined vehicles. It also offers significant potential for adjacent application areas such as humanoid robots. Marvell’s non-financial data is included in the key metrics presented in this report.

In the 2025 fiscal year, SkyWater Technology and Infineon agreed on the sale of the 200-millimeter manufacturing facility in Austin (Texas, USA). The non-financial data for the Austin site is included in the key figures for the first two quarters of the reporting year. Any deviations are explained in the methodological descriptions of the respective key figure.

In addition to the “General disclosures” section, the sustainability statement is divided into the chapters “Environmental information”, “Social information” and “Governance information”. Important to note is that the sustainability aspects defined by the ESRS do not fully correspond to those set out in the German Commercial Code (HGB). The double materiality assessment does however address the five aspects specified in the HGB (see the table opposite). Our double materiality assessment did not identify any material risks arising from our own operations, business relationships, products, or services that would be very likely to result in serious negative impacts on the non-financial aspects defined in section 289c HGB. The following overview outlines the overarching reporting topics we identified as material as part of our double materiality assessment. This includes an indication of whether the reporting is in accordance with ESRS or with reference to the GRI. Detailed breakdowns of the reported content are provided in the ESRS Index and the GRI Index. [p. 113 ff.](#)

Environmental information

- Climate change (ESRS E1)
- Water resources (ESRS E3)
- Resource inflows (GRI 301-1)
- Circular economy (ESRS E5)
- Disclosures on EU taxonomy (EU Taxonomy Regulation)

Social information

- Own workforce (ESRS S1)
- Talent attraction and retention (GRI 401-1, 404-3)
- Workers in the value chain (ESRS S2)
- Health and safety in the value chain (GRI 403-7)
- Corporate citizenship program (GRI 413)
- Prevention of negative environmental impacts on affected communities (GRI 413, 413-2)

Governance information

- Business conduct (ESRS G1)

In the chapters where we report in accordance with the ESRS, we comply fully with those standards. Selected chapters not reported in accordance with the ESRS were prepared with reference to the GRI. In addition to the reporting topics already mentioned, this sustainability statement also fulfills Infineon’s reporting obligations on environmentally sustainable economic activities applicable since the 2022 fiscal year under Regulation (EU) 2020/852 of the European Parliament and of the Council, which establishes a framework to facilitate sustainable investment and amends Regulation (EU) 2019/2088 (“EU Taxonomy Regulation”).

The Infineon Supervisory Board is responsible for reviewing the content of the sustainability statement.

The ESRS topic standards relevant for Infineon are assigned to the five aspects set out in section 315c (1) HGB in conjunction with section 289c (2) HGB as follows:

Transition to the ESRS

Aspect according to § 315c (1) HGB in conjunction with § 289c (2) HGB	Coverage in ESRS topical standards	Selected contents
Environmental concerns (Aspect 1)	ESRS E1 – Climate change ESRS E3 – Water and marine resources ESRS E5 – Resource use and circular economy	Greenhouse gas emissions, energy efficiency, as well as resource inflows and water consumption
Employee concerns (Aspect 2)	ESRS S1 – Own workforce	Policies and actions on health and safety, as well as equal treatment and equal opportunities for all
Social concerns (Aspect 3)	ESRS S1 – Own workforce ESRS S2 – Workers in the value chain	Dialogue formats and whistleblower systems
Respect for human rights (Aspect 4)	ESRS S1 – Own workforce ESRS S2 – Workers in the value chain	Processes for complying with human rights and environmental due diligence in the upstream value chain and in own business activities; supplier's labor standards
Anti-corruption (Aspect 5)	ESRS G1 – Business conduct	Instruments to fight corruption and bribery

We have identified additional entity-specific disclosures that are important to our stakeholders. These include the attraction and retention of qualified employees and our Corporate Citizenship program. These topics are covered in our sustainability report in separate chapters with reference to GRI standards ([p. 75 ff.](#), [p. 90 ff.](#)) and serve to supplement and substantiate ESRS-compliant disclosures.

BP-2 Disclosures in relation to specific circumstances

In accordance with the ESRS, Infineon defines its short-term horizon in this report as the period specified as the reporting period in its annual financial statements. The medium-term horizon is defined as one to five years, and the long-term horizon a period of more than five years.

Scope 3 greenhouse gas emissions were determined, in part, based on indirect sources and average data from different sectors. The basis for this calculation, along with the resulting degree of accuracy, is disclosed accordingly. The key figures required under ESRS E1-6 are provided in the chapter “E1 – Climate change”. [p. 42](#)

We relied on estimates to determine key figures in some instances where it was not possible to collect complete data. We describe our methodology and assumptions, as well as any resulting uncertainties in the associated value measurements, in the relevant topic-specific chapters. [p. 43 ff.](#), [p. 48 f.](#), [p. 52](#), [p. 54 ff.](#), [p. 71 ff.](#), [p. 77](#)

This sustainability statement was prepared according to sections 289b et seq. and 315b to 315c HGB and is partially compliant with ESRS. To fulfill our legal reporting obligations under commercial law, we declare the following:

- Our initial – albeit partial – use of the ESRS as a framework reflects the significance of the ESRS as reporting standards for sustainability reporting adopted by the European Commission.
- There are no significant risks arising from our own operations, business relationships, products, or services that are very likely to have a serious negative impact on the non-financial aspects as defined in section 289c HGB
- This sustainability statement fulfills Infineon’s obligations under Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (“EU Taxonomy Regulation”); see the chapter “EU Taxonomy disclosures.” [p. 57 ff.](#)

Infineon utilizes all phase-in options for report sections prepared in accordance with the ESRS. The sections of this report not prepared in accordance with the ESRS are reported with reference to the principles and standards of the Global Reporting Initiative (GRI). [p. 50 ff.](#), [p. 75 ff.](#), [p. 87 ff.](#), [p. 90 ff.](#), [p. 93 ff.](#)

The key figures reported for the 2025 fiscal year are not validated by any other external body responsible for quality assurance. When there are cases in which validation occurs, this is disclosed in the relevant section.

To enhance the readability of the sustainability statement, the Group refers to specific information presented in chapters of the annual report. The table below provides a list of these referenced disclosures:

Incorporation by reference

ESRS / Disclosure requirement	Datapoint	Document	Reference / Chapter
ESRS 2	SBM-1 40b)	Annual Report – Consolidated Financial Statements	Notes to the Consolidated Financial Statements – Segment reporting
ESRS 2	SBM-1 40a) ii	Annual Report – Combined Management Report	Review of financial performance
ESRS 2	SBM-1 42a)	Annual Report – Combined Management Report	Group strategy
ESRS 2	SBM-1 45b)	Annual Report – Combined Management Report	Group strategy
ESRS 2	GOV-5 36	Annual Report – Combined Management Report	Risk and opportunity report
ESRS E1	E1-6 55	Annual Report – Consolidated Financial Statements	Consolidated Statement of Profit or Loss
Disclosures on EU taxonomy	The Infineon approach to classification – Section c)	Annual Report – Consolidated Financial Statements	Notes to the Consolidated Financial Statements – Segment reporting
Disclosures on EU taxonomy	The Infineon approach to classification – Section c)	Annual Report – Consolidated Financial Statements	Notes to the Consolidated Financial Statements – Notes to the Consolidated Statement of Profit or Loss
ESRS S1	S1-6 50	Annual Report – Consolidated Financial Statements	Notes to the Consolidated Financial Statements – Notes to the Consolidated Statement of Profit or Loss

SBM-1 Strategy, business model, and value chain

Infineon is a global semiconductor leader enabling green and efficient energy, clean and safe mobility, and smart and secure IoT applications. Infineon develops, manufactures and markets a large number of semiconductors and semiconductor-based solutions.

Infineon operates in four segments:

Automotive: The Automotive segment shapes the future of mobility with products and solutions to make vehicles clean, safe, and smart. We cover all vehicle application areas: powertrains and energy management, connectivity and infotainment, body and comfort electronics, as well as safety and data security. Infineon is the world market leader in semiconductor solutions for cars.

Green Industrial Power: The Green Industrial Power segment specializes in semiconductor solutions for the intelligent management and efficient conversion of electrical energy throughout the entire value chain – from generation and transmission to storage and consumption.

Power & Sensor Systems: The Power & Sensor Systems segment encompasses a wide selection of power semiconductor, radio frequency (RF), and sensor technologies. We use these technologies to make electronic devices (e.g., power supplies, power tools, lighting systems, mobile devices) and industrial and consumer applications smaller, lighter, and more energy-efficient, as well as to develop new functionalities.

Connected Secure Systems: The Connected Secure Systems segment supplies comprehensive systems for a secure, connected world based on reliable, game-changing microcontrollers and wireless connectivity and security solutions.

Each segment's contribution to the Group's total revenue is presented in the chapter "Notes to the Consolidated Financial Statement" under "Segment reporting" of the Annual Report 2025. [p. 163 f. of the Annual Report 2025](#)

We are a globally operating company. The respective sales markets are also described in the chapter "Review of financial performance" of the Annual Report 2025. [p. 51 ff. of the Annual Report 2025](#)

The number of our employees by geographic region is presented in the table below:

Employees by region

	2025
Europe	24,753
Therein: Germany	14,914
Americas	3,740
Therein: USA	2,593
Asia-Pacific	24,777
Greater China	3,119
Japan	683
Total	57,072

Infineon's sustainability strategy is anchored in the Company's vision and mission. Our vision is to make life easier, safer, and more environmentally friendly through our innovative semiconductor solutions. Our mission is to be a trusted partner to our customers and help them develop innovative, sustainable solutions that positively impact people's lives. Our sustainability strategy is based on three pillars:

- Acting responsibly
- Enabling sustainable growth
- Mitigating climate change

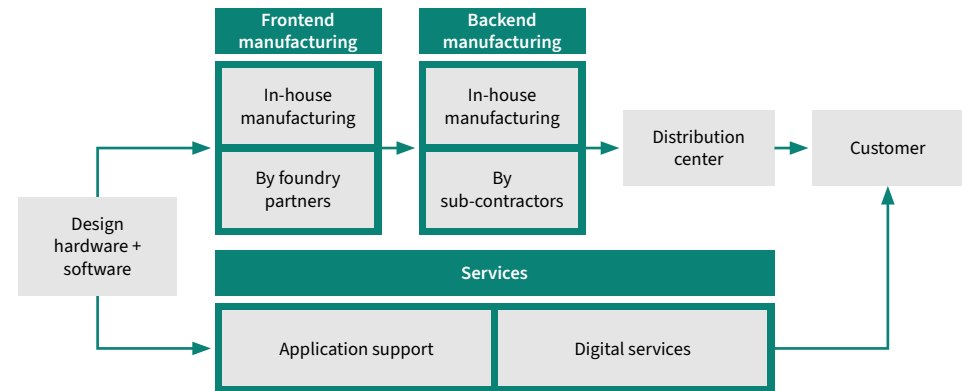
To meet our social responsibility, we take measures to uphold high occupational safety standards, implement a human rights risk management system, and promote sustainable management practices. We enable sustainable growth by offering solutions that help reduce our customers' environmental impact. To mitigate climate change, we work to reduce our own greenhouse gas emissions and increase the share of renewable energy in our operations.

In the 2025 fiscal year, we identified material impacts, risks, and opportunities (IROs) in connection with the elements mentioned above as part of our double materiality assessment. The IROs identified are listed in the topic-specific chapters, [p. 30 f.](#), [p. 46](#), [p. 50](#), [p. 53](#), [p. 64](#), [p. 75](#), [p. 78](#), [p. 87](#), [p. 90](#), [p. 93](#), [p. 97](#). Infineon's sustainability targets are defined at the consolidated level and apply collectively to all product and service groups, customer segments, geographic regions, and stakeholder relationships. Our sustainability targets, including their scope and area of application, are detailed in the topic-specific chapters. One of our top priorities is ensuring regular stakeholder engagement and open communication. Infineon's product portfolio and services support our sustainability targets by delivering solutions that enhance energy efficiency, reduce emissions, and promote secure, connected systems. The value of our efforts can be seen in major markets where the Company's technologies help enable more sustainable systems from the automotive industry and industrial applications to smart IoT solutions. With sustainability demands rising, Infineon faces challenges that include integrating renewable energy into existing systems and the ongoing development of high-efficiency technologies. Sustainability is firmly embedded in our strategy and centers on seven action areas: Occupational health and safety, corporate social responsibility (CSR) management in the supply chain, community and social commitment, human resources management, human rights, environmental sustainability and climate protection, and corporate ethics. Through this focus, Infineon aims to help shape a sustainable future that reflects both environmental and social responsibility. The Company's sustainability statement will continue to provide transparent reporting, offering stakeholders a holistic view of our progress and challenges in these areas.

Infineon has a comprehensive business model spanning all of the major phases of the semiconductor value chain. From research and development and design to frontend and backend manufacturing, all the way through to marketing and sales, Infineon ensures technological innovations are brought to market efficiently and reliably. Application-specific services and software have been gaining importance in

recent years. Infineon provides customers with targeted support when implementing solutions. Access to high quality raw materials such as silicon and special chemicals is a critical input factor for semiconductor wafers. In frontend manufacturing, these wafers are processed using optical, physical, and chemical methods to create transistors and their interconnections and thereby defining the chips' functionality. The wafers are transferred from the frontend site to a backend site, where the remaining processing steps take place. These steps include sawing the wafer into individual chips, as well as assembly and testing. Following the backend manufacturing, the chips are sold to customers via regional distribution centers. To optimize the use of capital and increase flexibility, we use external manufacturing partners in addition to our in-house manufacturing. In frontend manufacturing, this applies primarily to manufacturing processes with little potential for differentiation and, in backend manufacturing, to standardized package types. More information about our manufacturing strategy is provided in the chapter "Group strategy" in our Annual Report 2025. [p. 27 ff. of the Annual Report 2025](#) Infineon's outputs consist of highly specialized semiconductors that play an essential role in a range of industrial applications that include automotive, industrial automation, and IoT. These products deliver clear benefits to customers by improving energy efficiency and boosting the performance of technical systems. Infineon's position in the value chain as an integrated semiconductor manufacturer encompasses both the development and production of these complex products. Key economic players in this chain include raw material suppliers and external manufacturing partners in the upstream value chain. Our downstream value chain primarily focuses on our end customers, which is a diverse group including companies from the automotive, automation technology, consumer electronics, and communications technology sectors. Our relationships with these stakeholders are defined by close collaboration and long-term partnerships driven by a shared commitment to innovative and sustainable solutions.

CHART 01 The main stages of the semiconductor value chain



SBM-2 Interests and views of stakeholders

Interests and views of stakeholders

Infineon engages in regular and ongoing dialogue with a broad range of stakeholders through multiple channels. Infineon's key sustainability-related stakeholders include the following:

- Employees
- Customers
- Investors
- Policymakers (e.g., associations)
- Social interest groups (e.g., local communities, non-governmental organizations, civil society groups, opinion leaders)
- Suppliers
- Competitors
- Media
- Academic/scientific representatives

Below are examples of the channels used to engage the following stakeholders:

Employees: company meetings, employee surveys, training sessions, webcasts, meetings with employee representatives, and direct contact through HR

Customers: the new company website, sales teams, expert support, partnerships, trade fairs, surveys, and customer service centers

Investors: via Annual General Meetings, quarterly segment presentations, the annual report, webcasts, and roadshows

Policymakers: through public affairs departments, political dialogue, collaboration with industry associations, and workshops

Social interest groups: through participation in studies and surveys, corporate citizenship activities, conferences, and workshops

Suppliers: via procurement teams, trade fairs, supplier assessments, and the compliance website

The formats used to engage stakeholders vary by stakeholder group and are coordinated by the respective functions and departments based on the specific purpose. The aim of stakeholder engagement is to bring together diverse perspectives, address differing views, and foster mutual learning. The insights gained from these stakeholder engagement activities – along with further analyses and new ideas – are continuously integrated into the ongoing development of our sustainability strategy and reporting. A central aspect of this is respect for human rights, which is firmly embedded in both our strategic planning and operational practices. As part of the assessment of impacts, risks, and opportunities (IROs), we developed a broader

understanding of the perspectives, interests, and concerns of the affected stakeholders. This is outlined in more detail in the section titled “Consideration of stakeholder interests and viewpoints.”

Consideration of the interests and views of stakeholders

Infineon recognizes the importance of its key stakeholders’ interests and viewpoints and incorporates them as a foundation for the sustainability management approaches outlined in the topic-specific chapters. These management approaches provide a basis for the Company’s overarching strategic processes. When the strategy is revised, the interests and views of stakeholders are duly considered and inform decision-making.

For the IRO assessment conducted under the double materiality assessment, internal experts considered the views of various stakeholder groups. This involved applying the four-eyes principle, in which multiple approvers were responsible for review and approval.

The assessment of financial materiality required coordination with the existing Enterprise Risk Management system and the integration of potential risks into Enterprise Risk Management structures to ensure full and consistent financial evaluations.

Infineon did not revise its strategy or business models as a result of the IRO assessment, since the analysis confirmed the areas already identified as strategically relevant. Any adjustment to the strategy or business models are made as part of the annual strategic planning processes, the ongoing strategic dialogue across all business units, and through topic-specific management approaches. This ongoing process acknowledges that any change in corporate strategy can impact stakeholder relationships, regardless of whether they are driven by decisions related to sustainability or other factors.

Infineon continues to strive to address all relevant areas of expertise through its internal stakeholder structure, with subject-matter experts contributing valuable insights. This structured approach helps ensure that the Company's business strategies align not only with its economic objectives but also with stakeholder expectations. Further information on the strategy and its implementation can be found in the chapter "Group strategy". [p. 27 ff. in the Annual Report 2025](#)

The Company has also established a regular Corporate Social Responsibility (CSR) Board, which meets on a regular basis. This cross-functional body comprises mainly, in addition to the Chief Digital and Sustainability Officer and the Chief Financial Officer, the heads of the corporate departments and functions concerned with sustainability issues, or their representatives. The CSR Board regularly reviews all topics relevant to sustainability, ensuring that the views and interests of our stakeholders are taken into account by discussing topics from the various areas of the organization. Further information on the CSR Board can be found in the chapter "GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies". [p. 23 f.](#)

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

In the 2024 fiscal year, Infineon conducted its first double materiality assessment (DMA) in line with the requirements of the CSRD and the ESRS and reviewed it as part of its external reporting in the 2025 fiscal year. In addition to financial materiality, the DMA also takes non-financial materiality ("impact materiality") into account. Once a topic is identified as material under one of the two perspectives, we include it in our reporting. Further details on the underlying process are provided in the chapter "IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities." [p. 13 ff.](#) As of the end of our 2025 fiscal year, the legal transposition of the CSRD has not yet occurred in Germany. As outlined in the chapter "BP-1 General basis for preparation of sustainability statements," we report on the material topics of

material inflows, talent attraction and retention, fair compensation and occupational safety in the supply chain, corporate citizenship, and the prevention of negative environmental impacts on affected communities, with reference to the GRI framework. [p. 5 ff.](#) In line with the methodological requirements of the CSRD and ESRS, the materiality assessment also generally meets the requirements of the non-financial statement (section 289c [2] HGB) and those of the GRI standards. The material impacts of Infineon on the environment, risks and opportunities and their interaction with our strategy and our business model are described in the relevant topic-specific standards. [p. 30 ff., p. 46 ff., p. 50 ff., p. 53 ff., p. 64 ff., p. 75 ff., p. 78 ff., p. 87 ff., p. 90 ff., p. 93 ff., p. 97 ff.](#) These sections provide detailed information on the topics identified as material and include disclosures on relevant policies, targets, actions, and performance indicators related to the material impacts, risks, and opportunities.

Current and anticipated impacts on our strategy, business model, and value chain, and the resulting decisions are continuously reviewed to develop any necessary adjustments. In the reporting year, the impacts, risks, and opportunities identified did not lead to any changes to our strategy or business model. The material impacts of our business activities on society and the environment, as identified through the double materiality assessment in accordance with the ESRS, are presented in the relevant topic-specific chapters.

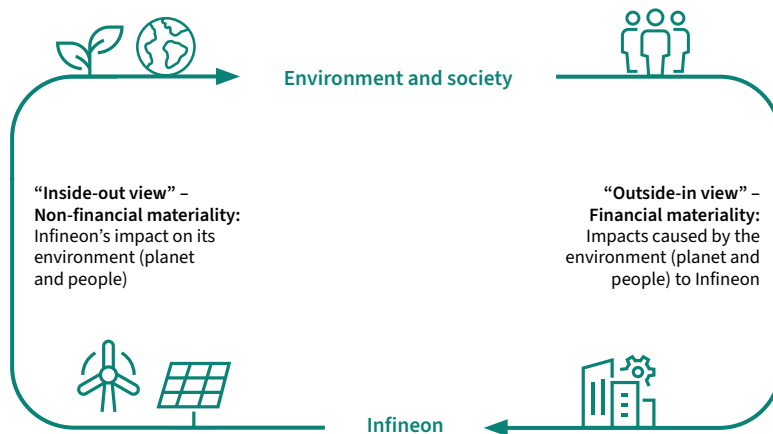
We continually assess the resilience of our strategy and business model to effectively address material impacts, risks, and opportunities. A core component of this process is our climate scenario analysis, conducted in line with the requirements of ESRS E1-IRO-1 and ESRS E2-SBM-3. This involves a scenario analysis based on three distinct time horizons. They reflect the expected lifespans of our assets and the periods over which climate risks may emerge and intensify. The time horizons are defined as short-term (through 2030), medium-term (through 2040), and long-term (through 2050). Further details on the underlying process are provided under

“Description of the processes to identify and assess material climate-related impacts, risks and opportunities” in the chapter “General disclosures.” [p. 15 ff.](#) We are also increasingly integrating our global environmental sustainability strategy into our overall corporate strategy and continually aligning it with the sustainability and digitalization topics. Physical climate risks are monitored through our business resilience measures and are reflected in the financial risk report. By regularly adjusting strategic goals and programs, Infineon ensures that it proactively addresses the challenges of company-specific climate change and other identified risks.

IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities

To identify our material impacts, risks and opportunities, we conducted a double materiality assessment according to the ESRS methodology. The aim of the analysis was, first, to identify all actual and potential material impacts of our business activities and sites along the value chain on society and the environment.

CHART 02 Double materiality



Second, we wanted to gain a full understanding of the sustainability-related financial risks and opportunities for Infineon that could result from stakeholder responses and the effects of climate change.

The process for conducting the DMA for the 2025 fiscal year was divided into the following four steps:

Create a common understanding and conduct a gap analysis

As this was our first time implementing a DMA in line with the ESRS, we began by thoroughly examining the requirements of the ESRS for conducting a DMA. In this process, we identified gaps in our previously established materiality assessment process.

Close gaps

We closed the gaps identified by making adjustments to our processes. This included, among other things, expanding the extended topic list to include potentially material topics that were not previously considered in line with the sustainability topics defined in the ESRS. We also thoroughly analyzed the value chain and factored it into subsequent process steps. We refined our assessment method and ensured the relevant stakeholders were identified.

Identify and assess potentially material impacts, risks and opportunities

In this step, we identified and documented our impacts, risks and opportunities (IROs). This included examining all topics outlined in ESRS 1 AR 16 along our value chain, taking into account our strategy and business model, as well as company-specific aspects. We assessed the stages of the value chain where IROs were likely to occur, paying particular attention to regions with an elevated risk of negative impacts.

This process was supported by input from internal subject-matter experts and by publicly available information and analyses. In addition, our stakeholder representation methodology ensured that affected communities were represented

by internal experts and thereby included in the assessment. All of the IROs identified were evaluated by subject-matter experts and validated and approved by applying the four-eyes principle under the established DMA approval framework. This thorough process ensures that Infineon's sustainability reporting is ESRS-compliant, while also helping to identify areas for improvement and growth. This process enables the Company to make informed decisions and further advance its sustainability performance. As part of the overarching materiality assessment, Infineon examined water consumption and resource use. The results of this assessment were verified in coordination with selected stakeholders, taking into account the Company's current activities and future plans.

To carry out a realistic and efficient analysis of Infineon's business activities and value chain as part of the double materiality assessment, we made the following working assumption: We treat our semiconductors as a homogeneous product. This assumes that the underlying technology and manufacturing processes are largely identical, regardless of the final application.

In evaluating impacts, we assessed both the severity and – for potential impacts – the likelihood of occurrence. The degree of severity is composed of the following factors:

- Scale: How grave are the impacts?
- Scope: How widespread are they?
- Irremediable character (applies only to negative impacts): How difficult is it to reverse them?

In the case of potential negative impacts on human rights, the severity of the impact takes precedence over its likelihood.

For evaluating both the severity and likelihood of occurrence, we used a five-point scale. This scaling approach is consistent with the impact and financial consequence assessments of Infineon's Enterprise Risk Management.

Financial materiality is also assessed using a five-point scale under the existing Enterprise Risk Management methodology to ensure compatibility with existing structures. This approach follows the logic of Infineon's group-wide risk and opportunity management system, factoring in the likelihood and magnitude of expected financial impacts. We use cash flow as the basis for determining the amount and likelihood of financial impacts. In addition, financial materiality is assessed on a net basis to align with our existing Enterprise Risk Management methodology. A more detailed description of our risk management process can be found in the section "GOV-5 Risk management and internal controls over sustainability reporting." [p. 28](#)

The time horizons considered when assessing the impacts, risks, and opportunities are the same as those defined in ESRS 1, section 6.4, paragraph 77.

Define thresholds and identify material topics

The materiality concept assumes that all IROs exceeding a company-defined threshold are considered material.

After compiling the results of the double materiality assessment, they were presented to Infineon's CSR Board and approved.

We review and re-evaluate the results of the materiality assessment on an annual and as-needed basis, paying special attention to topics falling just below the threshold.

Description of the processes to identify and assess climate-related material impacts, risks and opportunities

In August and September 2025, we conducted a climate scenario analysis in line with the requirements of ESRS E1-IRO-1 and ESRS E1-SBM-3. This involved a scenario analysis based on three distinct time horizons, reflecting the expected lifespans of our assets and the periods over which climate risks may emerge and intensify. The time horizons are defined as short-term (through 2030), medium-term (through 2040), and long-term (through 2050). This choice of time horizons aligns with our strategic planning and capital allocation horizons. The assessment identified both gross physical climate risks and gross transition risks, providing the basis for our net impact view and resilience evaluation. [p. 30 ff.](#) As part of the climate scenario analysis, we began by identifying gross risks representing the potential impacts of climate events without factoring in our existing mitigation and adaptation measures. Building on this, and incorporating the measures already in place, we then derived the remaining net risks. Both risk types were analyzed across three scenarios (two for physical risks and one for transition risks) that included, among others, the opposing endpoints of the full range of scenarios to ensure preparedness for all plausible risks. The following table shows the key gross material risks and opportunities we identified.

Overview of climate-related risks and opportunities identified (gross)

Type of risk	Threats / Transition events	Description (gross)
Physical risks – Wind	Acute: Storms, hurricanes	Storms are a material risk factor for 13 of Infineon's 25 sites.
Physical risks – Temperature	Acute: Heatwaves Chronic: Heat stress	Most sites where heat stress presents a material physical risk are already affected. The key regions are Asia and the southern United States. Both scenarios also show a sharp increase in heatwaves at 6 out of 8 sites in the Asia-Pacific region, whereas the impacts in the Europe region remain low.
Physical risks – Water	Acute: Flooding, drought Chronic: Water stress	Drought poses a low risk, and only 5 out of 25 sites are expected to reach the materiality threshold between 2040 and 2050. Flood-related risks currently affect only 4 out of 25 sites already exceeding the materiality threshold. Only one of these (Melaka, Malaysia) is a major manufacturing site. Areas suffering from water stress have already been identified today, especially in the USA and in parts of the Asia-Pacific region. Europe is currently not affected.
Transition risks	Market: Higher costs for raw materials	Raw material pricing leads to an increase in the cost of key raw materials, posing the most relevant risk to Infineon. In the course of the transformation, growing markets emerge that will intensify competition for raw materials and lead to rising prices.
Transition risks	Policy and Legal: Higher pricing of greenhouse gas emissions Increase in emissions reporting obligations	Pricing of greenhouse gas emissions poses a relevant transition risk for Infineon in a 1.5-degree scenario. Increased reporting obligations regarding greenhouse gas emissions not only result in higher administrative expenses but are expected to accelerate in the next few years.
Transition opportunities	Energy sources: Use of lower-emission energy sources	The use of lower-emission energy sources presents an opportunity for Infineon. The expansion of renewable power generation technologies in a 1.5-degree scenario results in lower electricity prices.
Transition opportunities	Market: Access to new markets	In the 1.5-degree scenario, the market for electric vehicles grows and electrification in other areas increases, opening up new markets for Infineon.

Physical risks

To identify and assess short-term, medium-term and long-term climate-related impacts and risks, we analyzed physical risks for our own business processes. This covers our 25 most important production and research and development sites.

Two scenarios were used to assess physical risks within the defined time horizons. First, we applied the high emissions scenario SSP¹5-8.5 from the Intergovernmental Panel on Climate Change (IPCC). The scenario assumes continued reliance on fossil fuels, resulting in global warming exceeding 4°C by 2100 and severe climate impacts such as heatwaves, habitat loss, rising sea levels, and more frequent severe storms. We also considered the “middle of the road” emissions scenario SSP2-4.5, which assumes a moderate reduction in greenhouse gas emissions and projects global warming of approximately 2.7°C by 2100. This allows us to factor in the potential effects of a stabilized but modestly ambitious international climate policy within the climate scenario analysis. Both climate scenarios are scientifically recognized and illustrate different physical climate-related impacts. By applying two scenarios – a worst-case scenario with very high physical risks and a moderate scenario in which social, economic, and technological developments deviate only slightly from historical trends – we are able to map out both extreme risk pathways and more plausible developments. This approach ensures that both the potential uncertainties of a worst-case scenario and the currently projected ranges of future physical impacts are taken into account.

We did not extend our assessment to the value chain, as our key suppliers have already carried out comprehensive climate scenario analysis aligned with internationally recognized frameworks such as the Task Force on Climate-Related Financial Disclosures (TCFD). This enables us to leverage existing insights and ensure our analysis remains consistent with the information available across the supply chain.

We identified material physical risks by assessing how our assets and operations are exposed to 28 physical hazards. We did this by taking the geographic coordinates of our production and research and development sites, along with our corporate headquarters, Campeon (Germany), and by evaluating each location’s vulnerability to these risks. Overall, we evaluated 675 physical hazards, of which only 62 were deemed relevant in the gross assessment. Most of our sites need to focus on just two to three physical risks, although a few exceptions exist. Many of the same gross hazards occur across most sites, allowing them to be mitigated with similar adaptation strategies. As a result, the remaining physical net risks are manageable.

The gross analysis showed that heat stress, heatwaves, and storms, including tropical cyclones, are the most common risks facing our sites. Heat stress was already a notable concern, particularly in Asia and the southern United States. The most significant challenge, however, stems from heatwaves, which under worst-case scenarios are not projected to reach material relevance in Europe and the Americas until 2040 and 2050, respectively, but are expected to increase significantly at several sites in the Asia-Pacific region by 2030 and affect six out of eight sites by 2050. Storms and tropical cyclones pose a material risk for 13 of the 25 sites and present a threat of significant structural damage and disruptions to power supply. Water stress is already apparent, particularly in the United States and Asia, though it currently affects only a limited number of sites. Among our major manufacturing sites, only Wuxi (China) shows potential exposure, although the risk remains low due to minimal water demand in the backend area. The European sites are not impacted by water stress. Closer examination shows that flooding exceeds the materiality threshold at just 4 out of 25 sites, which include a large production facility in Melaka (Malaysia), where backend operations could face significant impacts.

¹ SSP: Shared Socioeconomic Pathways.

Some deviations from these general patterns in the gross analysis are evident at our sites in Shanghai (China), Villach (Austria), and Batam (Indonesia). Notably, the Shanghai site faces five distinct physical climate risks, particularly due to heatwaves, which were identified as a potentially material risk for that site. At the Villach site in Austria, a potential drought risk was identified due to the high water demand associated with frontend production. While backend sites (such as Batam) generally consume less water, water scarcity could nonetheless affect production.

To address material climate-related risks, we have implemented structural, technical, and organizational measures (□ p. 35 ff.) across all sites to bolster their resilience and reduce potential impacts on employees and production processes.

Transition risks

For the transition risk analysis, we employed the IEA's "Net Zero emissions by 2050" scenario. This scenario outlines a concrete, feasible pathway to achieve Net Zero CO₂ emissions by mid-century, aligning with the Paris Agreement's goal of limiting warming to 1.5°C.

In our analysis, we evaluated our operational activities and asset base for potential exposure to climate-related transition events. We assessed all 15 transition events recommended under ESRS E1, along with various opportunities, using a qualitative methodology encompassing both transitional risks and opportunities. Potential risk events were categorized under Policy and Regulation, Technology, Markets, and Reputation, and assessed across the designated time horizons. Opportunities were evaluated under the categories Resource Efficiency, Energy Sources, Products and

Services, Markets, and Resilience. We then assessed the relevant transition risks and opportunities by evaluating both the likelihood and the financial magnitude of each transition event. Both dimensions were assessed using a five-point scale consistent with our double materiality assessment. □ p. 13 ff. Likelihood was ranked from one (very unlikely) to five (virtually certain), and magnitude from one (marginal) to five (major). The assessments were aggregated by taking the average of magnitude (one to five) and likelihood (one to five) to provide a full overview of the potential risks. A score of 3.1 or higher was considered a material risk or material opportunity. The evaluation was also based on a qualitative judgment and expert assessment, serving as an indicator of the significance of the risk or opportunity. The assessment covered relevant business activities and assets along our value chain.

The gross transition risk analysis revealed several potential stress points. A key risk driver is raw material procurement. In the 1.5-degree scenario, rising costs are expected for emissions-intensive key materials such as coating chemicals, bulk and on-site gases (BOSG), die attach materials, and gold wire, as well as increasing competitive pressure for certain production-critical inputs. These include electronic gases or silicon-based materials, whose demand is also rising in other high-growth industries such as solar. These materials are distinguished by their high emissions intensity and concentrated supply chains. Consequently, there is a risk of significant cost increases, margin pressure, and potential supply bottlenecks. Such developments could limit our operating flexibility, cause production delays, or increase our dependency on suppliers who are successfully transitioning to lower-emission production methods.

Additional strain could stem from the anticipated rise in CO₂ prices. While currently the semiconductor industry is not directly participating in the EU Emissions Trading System or CO₂ border adjustment mechanisms, indirect impacts already exist through the limited import of regulated materials such as steel. Moreover, we cannot rule out the possibility that our industry may be brought into the EU Emissions Trading System or national CO₂ pricing schemes in the future. Therefore, in the scenario analysis, we generally applied CO₂ pricing, which represents a potential cost risk.

Lastly, the growing demands of regulatory reporting also present a risk factor. As a company engaged in sustainability reporting, we are subject to requirements concerning data collection, reporting, and the involvement of suppliers. In addition, stricter climate-related regulations are expected to have a direct impact on production processes. Compliance with these requirements may call for the use of more energy-efficient methods, investments in low-emission equipment, and a greater reliance on renewable energy.

By implementing a broad-based decarbonization strategy (see the chapter “E1 – Climate change”, [p. 30 ff.](#)), we are able to significantly mitigate key transition risks. This approach not only strengthens the long-term resilience of our supply chain but also indirectly helps cushion rising raw material prices. Nevertheless, we still face market risks from our reliance on critical upstream components and the surging demand across industries, such as solar, that cannot be fully mitigated by existing measures.

However, we also see transition-related opportunities, particularly as climate-related regulations and incentives promote market shifts toward electrification. The global ramp-up of electromobility and renewable energy generation, particularly in the

automotive sector, opens up new avenues for growth. The anticipated increase in demand for electric vehicles, along with investments in green industrial infrastructure, is creating attractive growth potential, particularly for our Automotive and Green Industrial Power segments. Additionally, the increasing sustainability awareness among customers and end-users spurs demand for low-emission technologies. Given that semiconductors are integral to electromobility and renewable energy, we are well-positioned to capitalize on this development directly and further strengthen our market presence.

We also stand to benefit from the broader adoption of clean energy sources. The global build-out of renewables not only lessens the reliance on fossil fuels but also opens up potential for sustainable efficiency gains and cost savings. Infineon’s own energy supply has already largely transitioned to renewables. In the 2025 fiscal year, our energy was entirely sourced from renewables at all manufacturing sites. This not only boosts our resilience to rising CO₂ prices but also reduces our long-term operating costs and strengthens our competitive position.

Description of the processes to identify and assess material impacts, risks, and opportunities related to water and marine resources

With the help of the Aqueduct Water Risk Atlas, Infineon assessed potential water scarcity for the 2025 base year. The assessment took both the current situation as well as future developments into account. Increased water scarcity can have negative impacts and put pressure on local water resources in regions facing shortages. Further details on affected areas and sites are outlined in the chapter “E3 – Water resources”.

[p. 46 ff.](#)

Description of the processes to identify and assess material impacts, risks, and opportunities in compliance

Each year, we carry out a formal evaluation of material impacts, risks, and opportunities related to our operations, with a particular focus on corruption and antitrust issues. This process is guided by our business model and corporate strategy. From this, we derive the necessary measures, incorporate them into our compliance program, and implement them during the fiscal year.

To reflect our business model, we tailor the target audiences for our compliance training. A review of our sales and distribution channels, for example, revealed that it should be mandatory for our sales and marketing teams to enroll in our anti-corruption e-learning training. Our corporate strategy also played a key role in driving a more in-depth risk-opportunity analysis. As part of a go-to-market strategy project, our sales and marketing structure underwent significant change and altered our assigned compliance risks – risks that were then addressed with specific training initiatives.

Risk assessment is conducted both in the form of group-level analyses and through structured interviews at the site and organizational levels. We evaluate more than 40 different scenarios in our risk assessment, including procurement, sales, engaging with public officials, association activities, standardization, payment processes, M&A activities, and HR functions. We also assess the structure of our locations – such as administrative, production, and research and development facilities – and include this in our evaluation. We have not yet identified any risk that exceeds the pre-defined risk threshold. Therefore, no additional compliance measures were necessary to further mitigate those risks.

IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

In our sustainability statement, we have partially adhered to the disclosure requirements of the European Sustainability Reporting Standards (ESRS). The corresponding ESRS index can be found in the “Appendix” chapter. [□ p. 113 ff.](#) A list of all datapoints from other EU legislation, as outlined in Annex B of ESRS 2, is also available in the “Appendix” chapter. [□ p. 110 ff.](#) To determine the content to be disclosed in this sustainability statement, we applied a qualitative assessment. The assessment focused on evaluating whether information is relevant due to its importance to the subject matter it represents or to its suitability for meeting the decision-making needs of users.

GOV-1 The role of the administrative, management and supervisory bodies Management Board

Our five-member Management Board manages the affairs of the Company on its own responsibility. Each board member brings extensive relevant experience, particularly from the semiconductor industry, and areas such as technology and innovation, manufacturing and production, marketing and sales, finance, digitalization, HR and organizational development, corporate governance, CSR, and legal and compliance. The majority of board members had already held various leadership positions within the Company prior to their appointment by the Supervisory Board, and is therefore well-acquainted with the Company's sector, its products, and global locations. To the extent necessary, newly appointed members quickly familiarize themselves with these areas as part of their onboarding process.

Sustainability topics are primarily overseen on the Management Board by the Chief Digital and Sustainability Officer, Elke Reichart, while reporting and risk management remain under the purview of Chief Financial Officer Dr. Sven Schneider. Both are members of the CSR Board. The composition of the CSR Board allows it to effectively

cover the full range of CSR topics, ensuring that current issues can be addressed and corporate actions can be defined at an early stage. The main task of the CSR Board is to advise, coordinate, and make decisions – or prepare decisions for the Management Board – on core sustainability topics (concerning areas such as climate strategy, EU Taxonomy, new corporate sustainability reporting requirements, and sustainability in the supply chain). The Management Board evaluates and monitors the identified sustainability-related impacts, risks and opportunities identified through our double materiality assessment, and their related policies actions, and targets primarily through the CSR Board. Key decisions are also discussed and finally decided by the full Management Board.

The Management Board is regularly updated by the CSR Board on the status and progress of the sustainability strategy's implementation, the performance of targets tied to material impacts, risks, and opportunities and related measures, as well as other sustainability matters. Global Sustainability, our central sustainability department, serves as the key hub for strategy, strategic policies and projects, subject matter and procedural advice, external reporting, and stakeholder management. The department head is responsible for the content, defining and executing the strategy, targets, and guidelines, reporting to the Management Board, and translating the sustainability strategy into business-aligned actions.

Processes, controls, and procedures for monitoring, managing, and overseeing sustainability-related impacts, risks, and opportunities form an integral part of the standard procedures of Infineon's Group-wide risk and opportunity management system. A Group risk report presenting the material risks is prepared quarterly for the Management Board. Infineon has implemented a Group-wide internal control system (ICS), designed in part to ensure the accuracy of financial reporting. Initial steps have

been taken to integrate sustainability reporting into the ICS, with a plan to gradually expand its scope. Infineon also reviews the effectiveness of all controls annually.

Management Board members can supplement their own expertise at any time by drawing on the professional knowledge of the department heads represented on the CSR Board and from the staff of the central Global Sustainability department. This gives them continuous access to expertise as needed on all of the Company's material sustainability-related impacts, risks, and opportunities. If necessary, the Management Board can also seek advice and support from external experts at all times.

Supervisory Board

The Supervisory Board advises and supervises the Management Board in managing the Company. The Supervisory Board is kept fully and regularly informed by the Management Board in a timely manner (at least quarterly) of all relevant matters and coordinates the Company's strategy and its implementation with the Management Board. Certain key Management Board decisions are subject to the Supervisory Board's approval. Oversight and guidance by the Supervisory Board explicitly include sustainability topics. The Supervisory Board receives regular updates, especially concerning the sustainability strategy, its implementation, and key performance indicators. The Supervisory Board reviews and approves the sustainability statement of Infineon Technologies AG.

The Supervisory Board of Infineon Technologies AG currently consists of 16 members and, in accordance with the German Codetermination Act (MitbestG), is equally divided between shareholder and employee representatives. Shareholder representatives are elected by the Annual General Meeting, while employee representatives are elected by employee delegates at German Infineon sites in line with the Codetermination Act.

In forming the Supervisory Board, care is taken to ensure that, collectively, its members possess the professional competencies necessary for optimal performance of their duties (professional diversity). Professional diversity requires that the Board's expertise is broadly distributed so that it can act in the Company's best interest while considering the interests of all relevant stakeholders – such as employees, customers, investors, and the public – and offer active guidance for organizational and technological change. The Supervisory Board members, as a whole, are specifically required to have a solid understanding of the sector in which the Company operates – that is, the semiconductor industry. The Supervisory Board also brings together expertise in sustainability, /ESG and CSR, technological understanding, knowhow in personnel and organizational development (including diversity), as well as in the areas of manufacturing, production, marketing, and sales. It also includes strategic acumen and experience in mergers and acquisitions, software and digitalization expertise, and legal knowledge in a broad sense, particularly in areas such as corporate governance, compliance, and codetermination, along with experience in supervisory and committee work. The Supervisory Board, as a whole, also has experience with investors, knowledge of capital markets, and the financial expertise necessary for accounting, financial reporting, and auditing, among others. Accounting and auditing also encompass sustainability reporting and its audit.

The Supervisory Board's rules of procedure provide for five committees: the legally required Mediation Committee; the Executive Committee; the Investment, Finance, and Audit Committee; the Technology and Digitalization Committee; and the Nomination Committee, as recommended by the German Corporate Governance Code (Deutscher Corporate Governance Kodex – DCGK). Sustainability matters are dealt with not only in plenary sessions but also by the committees. The Executive Committee incorporates ESG considerations when setting the Management Board's remuneration policy and when deciding on targets, target curves, and target achievement parameters for the Management Board's variable compensation. Additionally, the Investment, Finance, and Audit Committee oversees all requirements related to sustainability reporting and, besides the Management Board, deals with the Group's risk report, which also addresses sustainability-related risks.

The Supervisory Board oversees the establishment of targets related to material impacts, risks, and opportunities and monitors the Management Board's progress toward those targets – both via the risk report and through the Management Board's regular reporting to the full Supervisory Board.

A majority of Supervisory Board members possesses strong sustainability expertise. As special ESG experts on the Board, Margret Suckale stands out in Social & Governance due to her education and prior professional roles, and Dr. Herbert Diess in the Environmental domain, thanks to his valuable subject matter expertise in electromobility. Dr. Diess has also gained considerable expertise in recent years in other future-oriented areas such as solar energy and renewables, particularly within the Environmental field. Supervisory Board members take responsibility for their own continuing education and training as required for their roles, particularly for ESG-related subjects. The Company adequately supports Supervisory Board members through routine internal training on certain topics and, specifically, new sustainability-related regulatory developments at the national and European levels.

The following tables show the gender diversity within Infineon's Management Board and Supervisory Board:

Composition of the Management Board

Member	Gender
Jochen Hanebeck	Male
Elke Reichart	Female
Dr. Sven Schneider	Male
Andreas Urschitz	Male
Dr. Rutger Wijburg	Male
Total	80% male, 20% female

The Supervisory Board appointed Alexander Gorski as the successor to Dr. Rutger Wijburg, effective 1 October 2025.

Composition of the Supervisory Board

	Member	Gender
Shareholder representatives	Dr. Herbert Diess (Chairman of the Supervisory Board)	Male
	Xiaoqun Clever-Steg	Female
	Dr. Friedrich Eichiner	Male
	Prof. Dr. Hermann Eul	Male
	Klaus Helmrich	Male
	Dr. Ulrich Spiesshofer	Male
	Margret Suckale	Female
	Ute Wolf	Female
Employee representatives	Johann Dechant	Male
	Annette Engelfried	Female
	Peter Gruber	Male
	Dr. Susanne Lachenmann	Female
	Melanie Riedl	Female
	Rico Irmischer	Male
	Mirco Synde	Male
	Diana Vitale	Female
Total		56.25% male 43.75% female

In the opinion of the shareholder representatives on the Supervisory Board, all members representing the shareholders (100 percent) are considered independent as defined in the German Corporate Governance Code (DCGK).

Further details on our integrated control and monitoring system are available in this chapter in the section “GOV-5 Risk management and internal controls over sustainability reporting”. [p. 28](#)

The role of the administrative, management, and supervisory bodies in compliance

Infineon has an independent, autonomous compliance department. This underscores Infineon’s firm commitment to full integrity, legal compliance, and ethical standards that protect the legitimate interests of employees, suppliers, customers, and shareholders, while safeguarding Infineon’s reputation. Beyond preventing misconduct, educating stakeholders about lawful conduct, and minimizing risks, compliance efforts also serve to firmly anchor Infineon’s reputation as a reliable and fair business partner, thereby supporting the Company’s overall success.

The Chief Compliance Officer of Infineon Technologies AG reports directly to the Chief Financial Officer. She is responsible for the ongoing development of the global compliance management system based on a sound risk analysis. This responsibility includes coordinating and implementing specific measures to mitigate the risks identified. The Chief Compliance Officer and the compliance team draft policies, advise employees, handle complaints and whistleblowing tips, including anonymous submissions, and initiate investigations into compliance matters. Responsible compliance officers also conduct regular mandatory training programs for employees on compliance topics. In cooperation with the Legal Department, all executive managers at Infineon group companies are trained in specific compliance and legal/governance topics. These measures are effective at reducing corruption at Infineon to near zero and are discussed in more detail in the chapter “Governance information” under “G1-3 Prevention and detection of corruption or bribery.” [p. 99 ff.](#) Within the Supervisory Board, the Audit Committee is responsible for addressing compliance issues. Quarterly, the Chief Compliance Officer reports to the Audit Committee on the structure and activities of the compliance organization and informs the committee of any compliance cases that have occurred.

The Chief Compliance Officer is supported by regional compliance officers and department compliance specialists. Infineon has also established a Global Compliance Panel, comprising the heads of Legal, Human Resources, Internal Audit, and Corporate Security and the Chief Compliance Officer. The panel's primary responsibility is to assess the Company's compliance status and to support the ongoing evolution of the Compliance Management System. A central element of this system is Infineon's whistleblower mechanism, the "Integrity Line," which allows employees to confidentially – also anonymously – report suspected violations of internal policies or laws. The Compliance department follows up on every report and, in some cases, involves the Global Compliance Panel to determine whether an internal investigation should be initiated. The whistleblower system is an effective tool in identifying and addressing potential misconduct early on.

The effectiveness of the Compliance Management System across audited group entities is ensured by regular internal and external audits.

The Supervisory Board ensures that the Management Board and Supervisory Board have the necessary expertise for responsible corporate governance through its Management Board appointment process, applying the diversity framework for Management board positions and the competency profile for shareholder representatives in the Supervisory Board. Principles of ethical and lawful governance are codified in our Business Conduct Guidelines, which are binding for all governing body members. Additional details on these guidelines are available in the "Governance information" chapter under "G1-1 Corporate culture and business conduct policies." [□ p. 97 ff.](#) Management Board members undergo mandatory online training on the guidelines, and Supervisory Board members are introduced to the guidelines as part of their onboarding. Continuing training and education of Supervisory Board members is also conducted as needed, especially in response to regulatory changes. These measures ensure that our top leadership remains equipped with current expertise.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

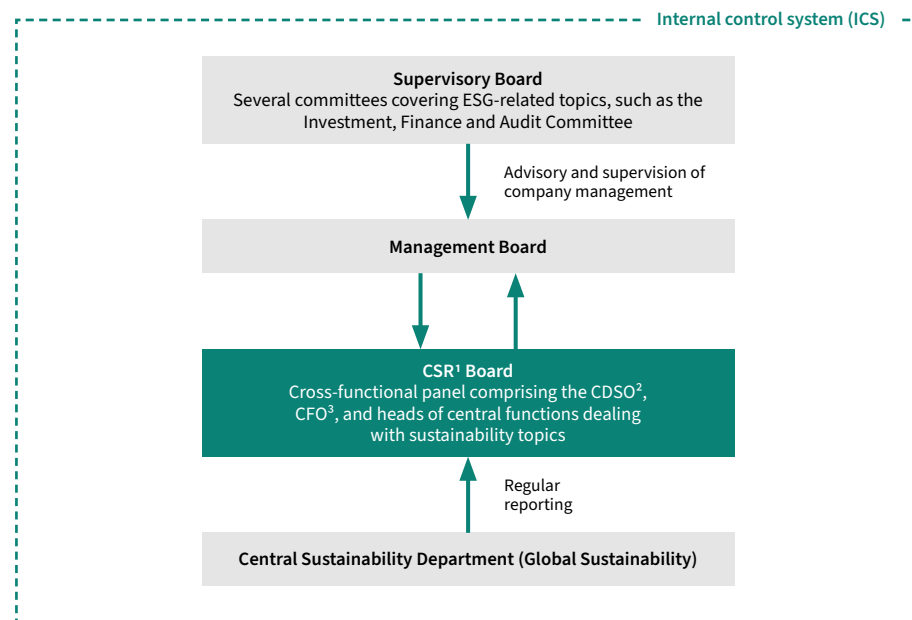
The Management Board is regularly briefed on material impacts, risks, and opportunities, as well as on associated concepts, initiatives, and key metrics through the CSR Board (which includes two Management Board members) as described in this chapter under "GOV-1 The role of the administrative, management and supervisory bodies". [□ p. 19 ff.](#) The CSR Board convenes regularly to review progress on major sustainability topics. The central sustainability department, Global Sustainability, regularly informs the Management Board through the CSR Board on the sustainability strategy and the status of its implementation, and any emerging sustainability requirements. Infineon's Management Board is responsible for executing and upholding the corresponding due diligence. This ongoing and/or event-driven internal reporting on human rights and environmental performance by the CSR Board is designed to ensure that informed decisions can be made at all times.

During the reporting year, the Management Board was informed via the CSR Board of the outcomes of the double materiality assessment and the identified sustainability impacts, risks, and opportunities and discussed them. Compromises involving our impacts, risks, and opportunities are only accepted when no legal breach occurs and all relevant codes and sustainability targets are followed. Any deviations from the Group's strategy are reported in this process. We take respective measures to reduce our negative impact on society and the environment.

During the reporting year, the Management Board and the Supervisory Board addressed all material impacts, risks, and opportunities. A list of the material impacts, risks, and opportunities can be found in the disclosure requirements for SBM-3 in the relevant topic-specific chapters. [□ p. 30 f., p. 46, p. 50, p. 53, p. 64, p. 75, p. 78, p. 87, p. 90, p. 93, p. 97](#)

The following illustration shows the sustainability-related responsibilities:

CHART 03 Sustainability-related corporate governance at Infineon



- 1 CSR – Corporate Social Responsibility
 2 CDSO – Chief Digital and Sustainability Officer
 3 CFO – Chief Financial Officer

GOV-3 Integration of sustainability-related performance in incentive schemes

In line with the suggestion of the German Corporate Governance Code, Supervisory Board remuneration consists of fixed remuneration. Sustainability performance incentives are built into the Management Board's remuneration system. The Management Board's remuneration system is closely linked to Infineon's strategy, playing a key role in driving the Company's goals. There are incentives designed to promote long-term, sustainable growth and increase profitability. Comparing Infineon's performance with that of relevant competitors is intended to ensure that it outperforms the average in the long term, thus aligning the interests of the Management Board and shareholders. At the same time, the Company recognizes its responsibility as part of society. Therefore, Management Board remuneration, and particularly the long-term variable remuneration (Long-Term Incentive, LTI), is also based on environmental-, social-, and governance-related non-financial performance criteria.

The LTI functions as a performance share plan with a four-year performance period. This performance period begins on 1 October of the period's first fiscal year and ends four years later on 30 September. The key performance criteria for measuring performance during the period are

- relative total shareholder return (TSR) compared to two selected peer groups;
- the financial targets from the long-term Target Operating Model (TOM), namely adjusted free cash flow relative to revenue, Segment Result Margin, and revenue growth; and
- the non-financial performance criterion composed of strategic ESG targets.

Under the LTI, total target achievement is calculated with a weighting of 40 percent for the relative total shareholder return (TSR), 40 percent for the TOM financial targets (comprising one-third adjusted free cash flow relative to revenue, one-third Segment Result Margin, and one-third revenue growth), and 20 percent for ESG objectives. This structure ensures that the LTI greatly supports Infineon's sustainable and long-term growth strategy while further aligning the interests of the Management Board with those of shareholders.

The ESG goals included in the LTI are defined as quantitative and qualitative environmental, social, and governance performance criteria. Among others, these include contributing to global climate protection (such as carbon neutrality) and promoting diversity at Infineon – both of which have a positive influence on innovation, employee engagement, and Infineon's financial performance. By linking these ESG targets closely with Infineon's business and sustainability strategy and current market requirements, incentives are created to steer the Company sustainably in the interest of stakeholders. ESG targets therefore play a key role in both aligning the interests of the Management Board and other stakeholders and ensuring the Company's long-term, sustainable success.

The ESG targets for each allocation are determined by the Supervisory Board before the start of the performance period. Typically the Supervisory Board defines up to three ESG goals, all equally weighted, though the Supervisory Board is entitled to select additional targets and set their relative weightings. The target achievement curves are determined at the start of the fiscal year.

For the LTI tranche issued on 1 April 2025, the Supervisory Board designated two equally weighted ESG targets – one environmental and one social.

The environmental target aims to reduce CO₂ emissions by the end of the performance period. This should be achieved, for example, by shifting to renewable energy (green electricity), through technical measures at the sites (such as reducing perfluorinated compounds, or PFCs), as well as measures to enhance energy efficiency. Additionally, development aid projects that deliver CO₂ savings can also support this target.

The social target is centered on enhancing diversity within the Company, particularly by increasing the share of women in management positions. A target range has been set: By the 2030 fiscal year, the share of women in management positions should increase to 20 percent. Other diversity aspects can also be taken into account in achieving this target.

Information on the Management Board's remuneration is detailed in the Management Board's remuneration system and in the separate remuneration report. [📄 Remuneration Report](#)

Integration of sustainability-related performance in incentive schemes with regard to climate change

Climate-related considerations are integrated as a core component in Infineon's remuneration systems. Management Board members are assessed based on their performance in achieving the Company's greenhouse gas reduction targets, as outlined in Chapter "E1 – Climate change" under "E1-4 Targets related to climate change mitigation". [📄 p. 39 ff.](#) This includes the technical measures to reduce PFCs and the energy efficiency measures associated with energy savings in CO₂ equivalents. Incorporating these sustainability goals into remuneration underscores Infineon's commitment to broad-based climate awareness and long-term business success.

GOV-4 Statement on due diligence

Overview of the main aspects and steps of the due diligence process in the sustainability statement

Core elements of the due diligence process	Sections in the sustainability statement
Embedding due diligence in governance, strategy, and business model	ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes ESRS 2 SBM-1 – Strategy, business model and value chain ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model
Engaging with affected stakeholders in all key steps of the due diligence processes	ESRS 2 GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies ESRS 2 SBM-2 – Interests and views of stakeholders ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities ESRS E1-2 – Policies related to climate change mitigation ESRS E3-1 – Policies related to water resources ESRS E5-1 – Policies related to resource use and circular economy ESRS S1-1 – Policies related to own workforce ESRS S1-2 – Processes for engaging with own workers and workers' representatives about impacts ESRS S2-1 – Policies related to value chain workers ESRS G1-1 – Business conduct policies and corporate culture

Core elements of the due diligence process	Sections in the sustainability statement
Identifying and assessing adverse impacts	ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities ESRS E1-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model ESRS E3-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model The Infineon approach to promoting circular economy (GRI) ESRS E5-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model ESRS S1-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model The Infineon approach to attracting and retaining qualified employees (GRI) ESRS S2-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model Occupational health and safety in the supply chain (GRI) Prevention of negative environmental impacts on affected communities (GRI) ESRS G1-SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Core elements of the due diligence process	Sections in the sustainability statement
Taking action to address those adverse impacts	ESRS E1-3 – Actions and resources related to climate change policies ESRS E3-2 – Actions and resources related to water resources Actions to promote efficient resource use and circular economy at Infineon (GRI) ESRS E5-2 – Actions and resources in related to resource use and circular economy ESRS S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns ESRS S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions Actions to promote the attraction and retention of qualified employees at Infineon (GRI) ESRS S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions Occupational health and safety in the supply chain (GRI) Prevention of negative environmental impacts on affected communities (GRI) ESRS G1-3 – Prevention and detection of corruption and bribery

Core elements of the due diligence process	Sections in the sustainability statement
Tracking the effectiveness of these efforts and communicating	Targets ESRS E1-4 – Targets related to climate change mitigation ESRS E3-3 – Targets related to water resources ESRS E5-3 – Targets related to resource use and circular economy ESRS S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities ESRS S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities Metrics ESRS E1-5 – Energy consumption and mix ESRS E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions ESRS E3-4 – Water consumption Key metrics related to Infineon's material inflows (GRI) ESRS E5-5 – Resource outflows ESRS S1-6 – Characteristics of the undertaking's employees ESRS S1-9 – Diversity metrics ESRS S1-14 – Health and safety metrics Key metrics for attracting and retaining qualified employees (GRI) Occupational health and safety in the supply chain (GRI) ESRS G1-3 – Prevention and detection of corruption and bribery

GOV-5 Risk management and internal controls over sustainability reporting

Our risk management and internal controls for sustainability reporting are based on the group-wide risk and internal control system (ICS) and intended to be continuously integrated into existing systems over time. We maintain harmonized elements of risk management and control that support the execution of our risk policy. Beyond the risk and opportunity management system and internal control system, these elements include the related planning, governance, and internal reporting processes, as well as our compliance management system.

As with our financial reporting, we apply the COSO framework to our sustainability-focused internal control activities. This framework outlines the elements of a control system (control environment, risk assessment, control activities, information and communication, and monitoring) and serves as the foundation for evaluating the suitability and effectiveness of our internal control system for sustainability reporting.

Responsibility for the processes and systems associated with ICS and Enterprise Risk Management lies with the risk management and ICS function within the finance department and with the risk and control officers who work at the segment and corporate function level. The responsibility for identifying, measuring, controlling, and reporting risks and opportunities and for reducing and controlling them lies with the management of the respective organizational unit. The results of our risk

assessment and internal controls throughout the sustainability reporting process are integrated into relevant internal functions and procedures through defined interfaces and coordination processes to ensure consistent and effective control.

Organizational implementation of the ICS and Enterprise Risk Management is carried out via a closed, multi-stage process that defines the way and criteria for identifying, measuring, controlling, mitigating, and reporting risks and opportunities and defines the monitoring of the overall system. In risk assessment, we follow an approach that assesses the probability of occurrence and the size of the financial impact and or qualitative impact (for example reputation) using a five-stage scale. We also use this approach in the context of non-financial reporting. Key elements of Enterprise Risk Management are a quarterly analysis of risks and opportunities, reporting of all included units, an analysis of the overall situation at the division and group level, and reporting to the Board of Management on the risk and potential situation, the results of the control tests, and the essential control and control measures. The Management Board regularly reports to the Supervisory Board's Investment, Finance, and Audit Committee on developments and outcomes related to the ICS and Enterprise Risk Management. When needed, the standard processes are supplemented by ad hoc reports on all significant risks identified between regular reporting intervals. For a more detailed description of our risk management process, please refer to the section "Risk and Opportunity Report" in the Annual Report 2025.

[p. 68 ff. in the Annual Report 2025](#)

No significant sustainability-related risks were identified in the reporting year.

ESG Environmental information

- Reduction in our CO₂ emissions (scope 1 and 2) of around 84 percent compared to the base year 2019
- Share of renewable sources in total electricity consumption of 100 percent

Targets

- Absolute reduction in greenhouse gas emissions (scope 1 and 2) by 72.5 percent by the end of the 2030 fiscal year compared to the base year 2019, as well as voluntary offsetting of remaining emissions with the goal of achieving carbon neutrality by the end of the 2030 fiscal year
- Scope 3: By the end of the 2029 fiscal year, 72.5 percent of our suppliers based on emissions should be committed to a science-based target

Measures

- Active cooperation with our suppliers to develop science-based targets
- Exhaust air abatement of perfluorinated compounds, measures to increase energy efficiency, transition to renewable electricity, and self-generation of renewable energy
- Collection, treatment, and reuse of wastewater from production processes (where possible)
- Waste management strategy: optimization of resource efficiency, promotion of circular processes, and reduction of waste

Key messages

- Infineon pursues ambitious and science-based targets.
- Infineon pursues a circular approach to minimize water consumption, reduce waste, and promote recycling.



E1 – Climate change

E1-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The following table shows the material impacts and opportunities of our business on society and the environment identified by the double materiality assessment. General information regarding the interaction of material impacts, risks, and opportunities with Infineon's strategy and business model can be found in the chapter "General disclosures" under "SBM-3 Material impacts, risks and opportunities and their interaction with strategy and the business model." [p. 12 f.](#)

The analysis demonstrates that we are adequately addressing the identified risks across various climate scenarios and maintaining our resilience. It is based on the net

risks identified in the climate scenario analysis (chapter "IRO-1 Description of the process to identify and assess material impacts, risks and opportunities", [p. 13 ff.](#)).

The transition risk analysis, based on the 1.5 degree Net Zero Emissions Scenario (NZE), shows that we are facing several relevant transition risks. Material stress factors stem from potential cost increases in emission-intensive intermediate products and materials, rising competitive pressure for certain production-critical input materials, higher CO₂ prices, and stricter regulatory requirements. By implementing a comprehensive decarbonization strategy, we can reduce the risks from rising CO₂ prices. We also confidently address increased reporting requirements in the 1.5-degree scenario, so that these are ultimately not considered material (chapter "E1-IRO-1 Description of the process to identify and assess material impacts, risks and opportunities," [p. 15 ff.](#)).

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model / strategy	Description
ESRS E1 – Climate change	Climate change mitigation	Positive impact	Actual	Long-term	Upstream value chain / Global	Based on the business model	As part of its climate strategy, Infineon actively urges its suppliers to implement their own climate strategies. This makes a positive contribution to decarbonization and increases the robustness of suppliers.
		Positive impact	Actual	Short-term	Downstream value chain / Global	Based on the business model	Infineon semiconductors are installed in PV inverters and wind power plants, enabling emission-free generation of electricity.
		Negative impact	Actual	Long-term	Upstream value chain / Global	Based on the business model	The process of raw material extraction is energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on climate change.
							The process of (silicon) raw wafer production is energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on climate change.
					Own activities / Europe	Based on the business model	Our own production is energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on climate change.
					Own activities / Rest of the world	Based on the business model	Our own production is energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on climate change.

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model/strategy	Description
	Climate change mitigation	Opportunity	n/a	Medium-term	Downstream value chain/Global	Based on the business model	Demand from our customers, for example for renewable energy (photovoltaic power plants and wind power plants) or electric cars could rise, which would lead to greater demand for semiconductors and higher sales figures.
ESRS E1 – Climate change	Energy	Negative impact	Actual	Long-term	Upstream value chain/Global	Based on the business model	Raw material extraction is very energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on energy-related emissions in our upstream value chain.
					Own activities/Global	Based on the business model	Silicon raw wafer production is energy-intensive. Traditional energy sources have negative impacts on energy-related emissions in our upstream value chain.
		Opportunity	n/a	Medium-term	Downstream value chain/Global	Based on the business model	Semiconductor production is energy-intensive. Traditional energy sources such as fossil fuels have negative impacts on energy-related emissions in our upstream value chain.
ESRS E1 – Climate change	Climate change adaptation	Negative impact	Potential	Long-term	Own activities/Global	Based on the business model	The energy saving potential attracts customers of our product and can be a marketing advantage.
							Climate change brings extreme weather events such as heat waves, storms, and floods, which pose a threat to our sites. This affects both the health of our employees and the safety of facilities and production.

We actively engage our suppliers through a structured program aligned with the Science Based Targets initiative (SBTi). This systematic approach not only supports decarbonization along the value chain but also enhances the long-term resilience of the supply chain, thereby indirectly reducing the risk of rising raw material costs. Overall, we are capable of addressing the identified transition risks and effectively capitalizing on existing opportunities. Early adaptation of the energy supply, ongoing

efforts to reduce our process emissions, and aligning our product portfolio with high-growth, sustainability-driven markets all contribute to strengthening our resilience to climate-related transition risks.

In the course of analyzing 28 physical climate hazards at the site level, heatwaves were identified as a material gross risk for us. For material risks, it has been shown that comprehensive adaptation measures (such as air conditioning, disaster protection,

and infrastructure improvements) can significantly limit potential impacts. In summary, we can largely mitigate physical climate risks through both preventive and reactive measures, which means that, in most cases, only limited net risks remain.

E1-1 Transition plan for climate change mitigation

Transition plan for climate change mitigation

Infineon is publishing a transition plan for the first time in the 2025 fiscal year within the scope of this report. This combines ongoing measures with decarbonization projects and demonstrates our ambition and our continuous efforts to harmonize our strategy and business model with the transition to a sustainable economy and to contribute to the limitation of global warming to 1.5 degrees Celsius. Our sustainability strategy defines key focus areas and targets and incorporates these into our corporate strategy, as well as serving as a strategic framework for our sustainability activities. The transition plan supplements Infineon's sustainability strategy with regard to climate change mitigation. Given increasing global electrification and rising demand for semiconductors, we are aware of our responsibility to manage our business sustainably and reduce our emissions, so that we can make a contribution towards macroeconomic decarbonization.

Compliance of our targets with the Paris Climate Agreement

As part of our sustainability strategy, we have defined specific targets to reduce our greenhouse gas emissions, as set out under "E1-4" in the chapter "Targets related to climate change mitigation". ¹ p. 39 f. These targets are in accordance with the Paris Climate Agreement, which seeks to limit global warming to 1.5 degrees Celsius. To implement these objectives, we developed science-based targets in the 2024 fiscal year for all emission areas (scope 1-3) in collaboration with the Science Based Targets initiative (SBTi) and had them externally validated. The targets below were officially confirmed and published in May 2025 by the Science Based Targets initiative (SBTi):

Scope 1 and scope 2: Reduce absolute greenhouse gas emissions by 72.5 percent by the end of the 2030 fiscal year compared with 2019.

Scope 3: Commit to ensuring that, by the end of the 2029 fiscal year, 72.5 percent of our suppliers will have science-based targets (SBTs) for their greenhouse gas emissions, measured in terms of emissions relating to purchased goods and services, capital goods, and upstream transportation and distribution.

Our responsibility extends beyond our SBTi targets, which is why we are staying committed to our original ambition of achieving carbon neutrality for scope 1 and scope 2 by 2030.

In the 2025 fiscal year, we received no information about any exclusions from the EU reference values agreed in Paris. This will be reviewed in the future on an annual basis.

To achieve the climate targets defined in our transition plan and reduce our emissions, we have identified various key focus areas relating to decarbonization. We do not anticipate any changes to our business model or product portfolio in this connection.

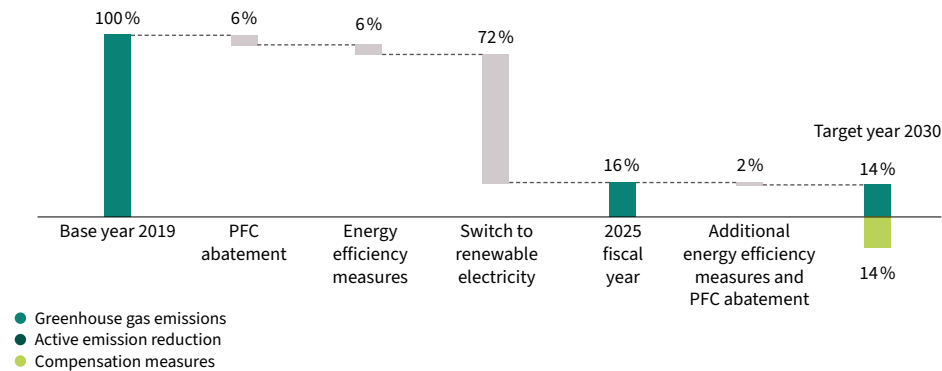
Decarbonization levers for scope 1 and scope 2

- PFC abatement. PFCs are perfluorinated compounds, namely perfluorinated and polyfluorinated carbon compounds, sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃), and energy efficiency measures to minimize energy demand
- Switch to green electricity¹
- Self-generated renewable energy
- Future voluntary compensation of unavoidable emissions using offsetting certificates over and above the SBTi target

¹ Green electricity is defined as electricity from renewable sources. These include solar power, wind power, hydropower and biomass.

The chart below shows the respective contributions made by the decarbonization levers towards the achievement of our targets in the 2030 fiscal year. For detailed background information about the various decarbonization levers, see “E1-3 Actions and resources in relation to climate change policies”. [p. 36 ff.](#)

CHART 04 Levers and measures of Infineon’s climate strategy

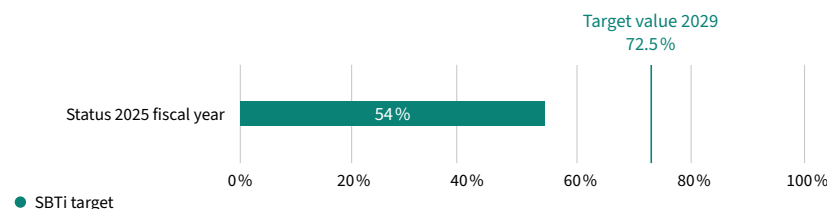


Decarbonization lever scope 3

– Supplier Engagement Program (see “E1-3 Actions and resources in relation to climate change policies,” in this chapter [p. 36 ff.](#))

The following chart illustrates our SBTi supplier engagement target for the 2029 fiscal year and the status in the 2025 fiscal year.

CHART 05 SBTi Supplier Engagement Target



Financial aspects of the transition plan

In the 2025 fiscal year, €2.2 million of capital expenditure (CapEx) was allocated to the decarbonization levers described, with an additional €4.9 million related to operating expenses (OpEx). These arise as a result of the implementation of decarbonization levers at our own sites, while measures in the upstream value chain are financed directly by our suppliers. The implementation of the supplier engagement target is therefore regarded as cost-neutral.

According to the EU Taxonomy Regulation, Infineon is subject to the Delegated Acts relating to climate change adaptation and/or climate change mitigation. As a result of a lack of clarity in the EU Taxonomy Regulation, Infineon is currently Taxonomy-non-aligned and consequently cannot publish any plans relating to Taxonomy-aligned operating expenses (OpEx) or capital expenditure (CapEx) in accordance with the EU Commission Delegated Regulation (EU) 2021/2139 (see the chapter “EU Taxonomy disclosures,” [p. 57 ff.](#)).

Locked-in greenhouse gas emissions

Locked-in greenhouse gas (GHG) emissions relate to future emissions over the useful life of Infineon’s assets or products, whether already in use or planned, as a result of existing infrastructure, equipment or long-term investment decisions. Infineon has conducted a qualitative assessment of potential locked-in GHG emissions and of its key assets and products to ensure that the decarbonization plan remains feasible and in accordance with the targets. Infineon has not identified any transition risks relating to locked-in emissions. However, we have identified a significant level of dependency on process gases such as PFC gases. Some of these have a high global warming potential and can only be reduced to a certain level, as they are essential for semiconductor production and there is currently no technical means of substituting them. To manage our GHG-intensive and energy-intensive assets, such as buildings and production tools, the following plans are being implemented.

We have energy efficiency targets to minimize our energy consumption as far as possible. Whether the remaining energy use nevertheless leads to locked-in emissions also depends on the future availability of carbon-neutral energy.

- **Energy efficiency measures:** Our energy efficiency programs include the use of regeneratively produced electricity to reduce carbon emissions from electricity consumption, the introduction of energy-efficient equipment and technologies, the implementation of measures to optimize processes, energy recovery, minimize the use of fossil fuels, and the use of process control technology and artificial intelligence to continue to optimize processes and reduce emissions.
- **PFC gases (perfluorinated compounds):** Reducing direct PFC emissions has long been a topic on which Infineon has focused. As part of our voluntary commitment, Infineon invests continually in PFC abatement systems. By investing voluntarily in ultra-modern exhaust air abatement systems, Infineon has already avoided over 84 percent of potential PFC emissions, which corresponds to a saving of around 694,920 tons of CO₂ equivalents. In addition to intelligent exhaust air abatement, Infineon is constantly optimizing its production processes by using more efficient techniques. These measures underline Infineon's commitment to making an active contribution to climate change mitigation and ensure sustainable semiconductor production.

As an active member of the Semiconductor Climate Consortium, we work together with industrial partners and other sectors in the value chain to speed up the process of finding solutions for the most urgent problems. As a result of our awareness of locked-in emissions, which we actively manage, we have come to the conclusion that locked-in emissions do not jeopardize the achievement of our targets for reducing greenhouse gas emissions and are not a driver of transition risks.

Integration of the transition plan into the business strategy and financial planning

Our transition plan is integrated into our overall business strategy and financial planning and regularly updated under the supervision of the CSR Board. (see the chapter “GOV-1 The role of the administrative, management and supervisory bodies,” [p. 19 ff.](#))

Infineon explicitly positions itself as a frontrunner in the green and digital transformation. Decarbonization and digitization are the two megatrends fundamentally driving growth and form the foundation of our Group strategy. Infineon's product strategy is focused on power semiconductors using silicon carbide (SiC) and gallium nitride (GaN), enabling energy-efficient solutions primarily for electric mobility, solar and wind energy, charging infrastructure, high-voltage direct current transmission, artificial intelligence (AI), and industrial applications. In addition, we are expanding our SiC production in Kulim (Malaysia) and Dresden (Germany) into manufacturing hubs for decarbonization technologies, for example, by deploying efficient production equipment, shifting to renewable energy, and installing exhaust air abatement systems. Our validated scope 1 to 3 climate targets affirm the incorporation and the integral role sustainability plays in our corporate strategy.

Our decarbonization pathway and required investments are evaluated every six months by the CSR Board and adjusted if necessary. Further information can be found in the chapter “General disclosures” under “GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies”. [p. 23 f.](#)

The key elements of the transition plan were acknowledged and approved by the Management Board and Supervisory Board of Infineon Technologies AG.

Progress in implementing the transition plan

As this is the first year we are publishing our transition plan, there is no prior version to compare progress against. However, in terms of the development of our greenhouse gas emissions, we can report a reduction. [p. 36 ff., p. 42](#) We are aware that achieving the scope 1 to 3 targets validated by the Science Based Targets initiative (SBTi) will continue to demand significant effort. The progress we have already made in the implementation is explained in more detail below. Decarbonization of scope 3 greenhouse gas emissions remains a complex, ongoing challenge that calls for ongoing attention. Infineon is committed to rigorously implementing the actions and tools described in the chapter “E1-3 Actions and resources in relation to climate

change policies” as part of our climate strategy and to consistently track our progress. [p. 36 ff.](#)

Since the publication of our last report, we have made progress in the continued development of our climate strategy. The key milestones we achieved include the following:

- **First publication of the transition plan**
This marks a fundamental step in formalizing our climate ambitions and ensuring transparency about our strategic direction.
- **Development and validation of targets with the Science Based Targets initiative (SBTi)**
Our emissions-reduction targets were developed in alignment with the SBTi and successfully validated.

Future plans to improve the quality and effectiveness of our transition plan include the following:

- **Refining the methodology for greenhouse gas calculation**
We continually improve our greenhouse gas inventory methodology to ensure transparency and accuracy and to make mitigation actions more visible and traceable. This increases the robustness of our results and supports better-informed decisions.
- **Preparing for decisions on long-term climate goals**
We are working to identify the actions necessary to lay the foundation for a decision on a long-term climate goal.

E1-2 Policies related to climate change mitigation and adaptation

Infineon’s approach is to reduce negative environmental impacts in its own operations – or avoid them, where possible – particularly in the areas of climate protection and energy, and to leverage and strengthen positive impacts. This commitment is embodied in our overarching Corporate Social Responsibility (CSR) policy. We

understand CSR as our voluntary responsibility to the global and local society. The overarching CSR Policy defines the guidelines for responsible and sustainable business activities. Its foundation lies in complying with the legal requirements at the locations where we operate. We also follow the ten principles of the United Nations (UN) Global Compact, which we joined in 2004. In alignment with these principles, we focus on seven key areas: Environmental Sustainability and Climate Protection, Business Ethics (including compliance with anti-corruption laws), Human Resources Management, Corporate Citizenship, CSR Supply Chain Management, Occupational Health and Safety, and Human Rights.

In the field of environmental sustainability and climate protection, Infineon’s strategies, actions and targets are integrated into IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health). The IMPRES management system is coordinated at the corporate level, while the implementation at each site is delivered by dedicated teams of specialists in environmental protection, energy management, occupational safety, and occupational health. IMPRES is certified worldwide according to ISO 14001 for environmental management systems, ISO 45001 for occupational health and safety management systems and, at our largest European manufacturing sites and our Campeon headquarters in Germany, additionally according to ISO 50001 for energy management systems. As part of the integrated management framework, legal changes and potential improvement opportunities are assessed on an ongoing basis. The key findings from the assessments are reported to management, followed by the determination of appropriate actions for climate change mitigation and climate change adaptation.

Infineon’s approach also includes reducing negative environmental impacts in the upstream value chain in the area of climate protection and energy and, where possible, avoiding them, amplifying positive impacts, and leveraging opportunities. To achieve this, we have deployed a group-wide framework to ensure transparency across our upstream supply chain.

Infineon expects its direct suppliers to commit to the values set forth in our Supplier Code of Conduct. Details of the Supplier Code of Conduct can be found in the chapter “S2 – Workers in the value chain”. [p. 78 ff.](#)

Our Supplier Code of Conduct encourages suppliers to implement management systems for the areas of environmental protection and occupational health and safety that comply with the ISO 14001 and ISO 45001 standards or similar standards. Infineon also expects its suppliers to comply with all applicable environmental laws and regulations. Our suppliers are also required to reduce their own greenhouse gas emissions, pursue energy-efficiency gains, and define science-based targets that meet the criteria of the SBTi. To address the physical climate risks identified, we have implemented binding occupational health and safety standards across all sites to mitigate the effects of heatwaves and heat stress. These standards include preventive measures designed to protect employees from hazardous heat exposure, especially during periods of heatwaves.

E1-3 Actions and resources in relation to climate change policies

Decarbonization levers for our scope 1 and 2 emissions

We have identified the following decarbonization levers for our scope 1 and scope 2 emissions (“CO₂ emissions (scope 1 + 2)”) and describe these in more detail below: Abatement of perfluorinated compounds (PFCs), measures to increase energy efficiency, conversion to renewable electricity, and own generation of renewable energy. We have already taken several of these actions and plan to do more in the future. We have long focused on reducing CO₂ emissions and improving resource efficiency in our manufacturing operations. A milestone toward achieving our ambitious goal of scope 1 and 2 CO₂-neutrality was our final switch to electricity from renewable energy sources in the 2025 fiscal year.

Abatement of perfluorinated compounds (PFCs)

The semiconductor industry uses process gases with a high climate impact in its etching processes for structuring wafers and to clean manufacturing equipment. These gases include perfluorinated compounds (PFCs). These are per- and poly-fluorinated carbon compounds, sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). These greenhouse gases cannot be substituted with another class of substances. In the 2025 fiscal year, they accounted for around 76 percent of our scope 1 emissions. The increasing complexity of products is resulting in a growing demand for these gases. We are addressing this trend when feasible and effective by continuously refining our production processes and implementing intelligent abatement solutions. When possible, we also use alternative gases with higher throughput and lower global-warming potential to help limit the increase in emissions. Our voluntary investments in state-of-the-art abatement systems enable us to avoid more than 84 percent of our potential PFC emissions, which is equivalent to avoiding around 694,920 tons of CO₂ equivalents.

Energy efficiency measures

Infineon is dedicated to minimizing energy consumption and has long-established, dedicated energy teams at each site to drive optimization and continuously review our energy efficiency. At our manufacturing sites in Dresden (Germany), Regensburg (Germany), and Villach (Austria), a portion of our heat demand is already being met today by integrated energy recycling through the use of production waste heat, reducing the energy required to generate heat. Across key production locations, we have rolled out ISO 50001-based energy-management systems in line with local requirements. (see “E1-2 Policies related to climate change mitigation” in this chapter, [p. 35 f.](#)). In addition, the ongoing transition to our newest 300-millimeter technology and the advancement of Industry 4.0 production capabilities boost efficiency, yielding 2.3 times more chips per wafer. Through our projects and the actions taken to increase energy efficiency, we were able to achieve a savings potential of 57 gigawatt-hours in the 2025 fiscal year – equivalent to around 29,682 tons of CO₂ equivalents¹ annually.

¹ Calculation based on location-based accounting (location-based Scope 2 greenhouse gas emissions).

Conversion to green electricity

In the 2021 fiscal year, Infineon began to gradually convert the supply of electricity to its manufacturing sites to green electricity. By the end of the 2025 fiscal year, we succeeded in achieving our goal of transitioning all production locations – including our Campeon headquarters in Germany – to 100 percent renewable energy.

To reinforce our commitment, we joined the RE100 initiative in 2021 fiscal year – a large global consortium of leading companies dedicated to 100 percent renewable energy. RE100, led by the nonprofit organization Climate Group in collaboration with the Carbon Disclosure Project (CDP)¹, represents more than 400 companies across a range of sectors. Together they send a powerful signal to policymakers and investors to accelerate the shift toward a decarbonized economy.

Self-generated renewable energy

We evaluated the potential for generating our own renewable electricity on-site at all locations. In the past 2025 fiscal year, we began installing photovoltaic systems at the Kulim (Malaysia) and Melaka sites (Malaysia). Our manufacturing sites in Warstein (Germany), Wuxi (China), Singapore, and Regensburg (Germany) have already been generating solar power for some time. Due to site constraints such as building topology and other factors, the potential for our own on-site green power generation remains in the lower single-digit percentage range of our total electricity consumption.

Offsetting

Additionally, we plan to offset residual, unavoidable emissions in the future through CO₂ credits focused on projects that combine development aid with CO₂ avoidance.

Decarbonization levers for our scope 3 emissions

In the 2025 fiscal year, supplier-related emissions from purchased goods and services, capital goods, and investments represented over two-thirds of our total scope 3 emissions. To achieve our SBTi-validated supplier engagement target, we strategically integrate our suppliers.

Our target, validated by the SBTi in the 2025 fiscal year, is to have at least 72.5 percent of our suppliers (measured by emissions volume of purchased goods and services, capital goods, and upstream transport and distribution) adopt science-based targets for their greenhouse gas emissions by the end of the 2029 fiscal year. We actively collaborate with our suppliers to achieve this, enabling them to define science-based targets with a minimum term of five years (“near-term targets”) and have these validated by the SBTi.

We introduced a structured “Supplier Engagement Program” aligned to each supplier’s capability and level of commitment.

As part of this program, we develop individual plans designed to encourage suppliers who have not yet set SBTi targets or publicly committed to do so to join our environmental efforts. Plans include a discussion guide to explain the fundamental importance and advantage of setting targets and a statement of intent to document formal commitments.

For suppliers who already have targets, we conduct annual reviews and monitor their reduction plans. If these targets are not met, our supplier managers and sustainability team contact the supplier directly to ensure the necessary adjustments can be made. With our suppliers who have already made significant progress, we promote collaborative projects that have positive ecological impacts and contribute to further emissions reduction.

For new procurement, we have embedded our SBTi requirements into the bidding process, underscoring our commitment to integrate sustainability into all business relationships. A supplier’s SBTi status plays a role in our emissions-intensive sourcing decisions.

¹ CDP: Formerly known as the Carbon Disclosure Project.

We monitor the status and progress of our suppliers against major climate-related metrics through our Supplier Carbon Scorecard, which serves as a basis for discussion on joint improvements.

We also provide training to our procurement teams and our suppliers to actively support the adoption of science-based targets.

Our latest progress shows that 54 percent of supplier-related emissions stem from suppliers with validated science-based targets. We therefore believe our target to reach a level of 72.5 percent by the end of the 2029 fiscal year is achievable.

We firmly believe that setting and achieving science-based reduction targets delivers clear benefits for both Infineon and its suppliers.

The OpEx and CapEx incurred in the 2025 fiscal year to implement these actions are disclosed in our transition plan (see “E1-1 Transition plan for climate change mitigation” in this chapter, [p. 33](#)).

Our ability to implement the necessary actions depends on the availability and allocation of resources. Continuous access to financing at affordable capital costs is crucial for implementing actions such as adapting to demand shifts, pursuing acquisitions, and sustaining major research and development investments. Without the appropriate availability and allocation of resources, including financial resources, we may be unable to take the necessary actions.

Adaptation measures for material physical climate risks

We have implemented a series of adaptation measures to address the physical climate risks identified at our sites. To mitigate the impact of flooding, structural, technical, and organizational protection measures have already been implemented at the manufacturing site in Melaka (Malaysia) and other exposed sites, in accordance with

the guidelines of disaster preparedness organizations. Through our largely redundant IT infrastructure, for example, at the site in Klagenfurt (Austria), along with established prevention concepts, production can largely be maintained even during extreme weather events. For heat stress, office and production buildings are fully air-conditioned, and binding occupational safety standards ensure employees are protected from health hazardous heat exposure.

In heatwaves, production processes are furthermore protected through the specialized infrastructure of semiconductor manufacturing, which takes place in fully climate-controlled clean rooms. Cooling capacities are continuously monitored and can be expanded as needed, so that the impact can be minimized even as exposure increases. Concerning drought, the front-end site in Villach (Austria) presents a potential risk due to falling groundwater levels. To ensure the security of supply, water withdrawal from our own wells is continuously monitored, and additional capacity can be constructed if required. To mitigate the effects of storms and tropical cyclones, local hazard conditions were taken into account as the manufacturing buildings were erected, and structural reinforcements, as well as technical and organizational measures, were implemented in accordance with the guidelines of local disaster relief organizations. These include reinforced building foundations and roof structures, lightning protection systems, and the use of flood barriers, backflow valves, and pumping stations to protect critical infrastructure points. Together with emergency response plans tailored to local conditions, these measures increase the resilience of our sites to structural damage and reduce the likelihood of prolonged disruptions to the energy supply. Potential damage from tornadoes is fully covered by existing insurance policies. We also take a comprehensive approach to managing water stress. A variety of water-saving initiatives have already been implemented at affected sites in the U.S. and Asia. [p. 47 f.](#) At the Wuxi (China) site, where a material risk has been identified, water demand is comparatively low due to its role as a backend site, which results in an overall low risk assessment.

E1-4 Targets related to climate change mitigation

In order to effectively manage our key climate impacts, risks, and opportunities, we have set ambitious targets for reducing our greenhouse gas emissions.

They were developed in alignment with the methodology used by the Science Based Targets initiative (SBTi) and validated in the 2025 fiscal year, thereby ensuring they are based on sound scientific evidence.

This pathway aligns with the International Energy Agency (IEA) scenario “Net Zero Emissions by 2050” and requires a progressive decarbonization of the power sector, improved energy efficiency, and the use of low-carbon technologies. The underlying methodology follows the SBTi’s target-setting guidelines for scope 3 greenhouse gas emissions. The targets for scope 1 and scope 2 emissions (formulated as combined and absolute targets) exhibit a 1.5 degrees Celsius ambition level. Our scope 3 target meets the required minimum ambition level.

The following greenhouse gases are included in our emissions inventory and target boundaries: carbon dioxide (CO₂), methane (CH₄), nitrous dioxide (N₂O), hydrofluorocarbons (HFCs), per- and polyfluorinated carbon compounds, sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Our emission reduction targets are defined as gross targets, which means we do not account for carbon credits (removals) or avoided emissions when measuring progress against our SBTi goals. Since the validation of the targets, no changes have been made to the targets or the associated metrics.

The base year for the scope 1 and scope 2 targets was set as 2019. Since there were no material changes in the Group reporting or the target boundaries, this year continues to serve as the reference point and has not been adjusted. The base year reflects typical operating conditions and was not influenced by extraordinary external factors. Because we have retained the original base year, our target achievement and our progress presentation over time remain unaffected.

No changes to the methodology have been made since its determination. Any future updates will be disclosed together with the rationale and the impacts on comparability.

The progress compared to our previous year’s climate protection target is presented in the chapter “Sustainability targets 2025” in the section “Environmental sustainability and climate protection” (see [p. 103 f.](#)).

Science-based scope 1 and 2 reduction targets

Infineon has committed to reducing its absolute scope 1 and scope 2 greenhouse gas emissions by 72.5 percent by the end of the 2030 fiscal year compared to our 2019 base year. In 2019, our reported emissions were 328,963.48 tons of CO₂ for scope 1 and 828,735.54 tons of CO₂-equivalent for scope 2. The proposed target for scopes 1 and 2 covers 100 percent of the scope 1 and 2 emissions reported in the base year 2019, thereby exceeding the 95 percent threshold set by the SBTi. We have not set any additional interim targets under our SBTi commitment. For the scope 2 greenhouse gas emissions included in the target boundary, we applied the market-based accounting method.

Further scope 1 and 2 reduction targets

We achieved our interim target of a 70 percent reduction by the end of the 2025 fiscal year compared with 2019 with a reduction of around 84 percent and continue to stand by our target of CO₂-neutrality by the end of the 2030 fiscal year.

Science-based scope 3 reduction target

Infineon has committed to ensuring that, by the end of the 2029 fiscal year, suppliers with SBTi-validated targets will account for at least 72.5 percent of emissions from purchased goods and services, capital goods, and upstream transportation and distribution. The proposed short-term scope 3 target meets the minimum two-thirds coverage required by the SBTi, and satisfies Criterion 6. Infineon has not defined interim targets.

Over the target period, we have adopted a cross-sector emission pathway aligned with limiting global warming to 1.5 degrees Celsius. We calculated a reference target value for scopes 1 and 2 consistent with the 1.5 degrees Celsius pathway, against which we measure our own GHG reduction targets in the respective scopes. A revised reference GHG reduction target value was set based on the baseline emissions and base year.

Our successes to date in reducing GHG emissions are consistent with the cross-sector pathway aligned to 1.5 degrees Celsius. We have revised our baseline emissions accordingly to establish the reference target value. Our assessment excludes any GHG reductions prior to 2019.

Infineon has committed to publicly reporting its full GHG inventory (see “E1-6 Gross Scopes 1, 2, 3 and Total GHG¹ emissions” in this chapter) and target-achievement progress in its annual GHG inventory, which is published in Infineon’s sustainability report.

Monitoring the effectiveness of strategies and actions

We continuously monitor the effectiveness of the changes made to address physical climate risks through site-specific actions. These efforts focus on mitigating the impact of climate-related events, ensuring business continuity during severe weather, and complying with structural protection and safety standards and occupational health requirements.

E1-5 Energy consumption and mix

Electricity is the predominant form of energy consumed by Infineon, with primary fuels such as oil and gas accounting for only a minor portion of overall usage. Among our manufacturing facilities, our front-end sites have the highest energy demand, primarily due to the stringent clean-room requirements in production. Maintaining highly stable climatic conditions in clean rooms requires substantial additional energy. Back-end sites, on the other hand, consume significantly less energy owing to their lower process-related consumption. Research and development sites, along with office locations, consume the lowest amount of energy on a relative basis.

¹ Greenhouse gas.

Our energy consumption in the 2025 fiscal year is presented below:

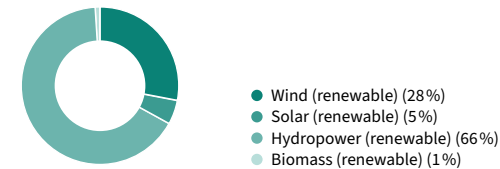
Energy consumption and mix

in MWh

	2025
(1) Fuel consumption from coal and coal products	0
(2) Fuel consumption from crude oil and petroleum products	1,857
(3) Fuel consumption from natural gas	205,155
(4) Fuel consumption from other fossil sources	18,624
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	57,795
(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	283,431
Share of fossil sources in total energy consumption (in percent)	11
(7) Consumption from nuclear sources	0
Share of consumption from nuclear sources in total energy consumption (in percent)	0
(8) Fuel consumption for renewable sources, including biomass	1,172
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	2,307,702
(10) Consumption of self-generated non-fuel renewable energy	1,256
(11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	2,310,130
Share of renewable sources in total energy consumption (in percent)	89
(12) Total energy consumption (calculated as the sum of lines 6, 7 and 11)	2,593,560

We generated a total of 1,256 MWh of energy. Of this, 0 MWh came from non-renewable resources and 1,256 MWh from renewable resources.

CHART 06 Green electricity as a percentage of total electricity consumption



The energy intensity presented below results from activities in sectors with a high climate impact. We have identified the manufacture of electronic components (NACE Code 26.11) as a sector with high climate impact. The energy intensity is calculated by dividing total energy consumption from activities in the sector with high climate impact by the revenue generated from activities in the sector with high climate impact. These revenue figures are reported in the Consolidated Financial Statements in the chapter “Consolidated Statement of Profit and Loss” in the Annual Report 2025.

p. 92 of the Annual Report 2025

Energy intensity per net revenue

	2025
Total energy consumption from activities in high climate impact sectors per net revenue generated from those activities (kWh/€)	0.18

Biogenic emissions play a subordinate role at Infineon. They stem primarily from the combustion of biofuels, such as those used in the pellet heating system at our Warstein (Germany) facility. Our total biogenic emissions amount to approximately 13 metric tons CO₂-equivalent.

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

	Retrospective			Change compared to previous year in %	Milestones and target years		
	Base year (2019)	2024	2025		2029	2030	Annual reduction rate up to 2030 vs. base year
Scope 1 GHG emissions							
Gross scope 1 GHG emissions (t CO ₂ e)	328,963	n.a. ¹	179,114	n.a. ¹		(72.5%)	(4.2%)
Percentage of scope 1 GHG emissions from regulated emissions trading systems (%)	0	n.a. ¹	0	n.a. ¹	0	0	0
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (t CO ₂ e)	906,020	n.a. ¹	994,253	n.a. ¹			
Gross market-based Scope 2 GHG emissions (t CO ₂ e)	828,736	n.a. ¹	10,349	n.a. ¹		(72.5%)	(4.2%)
Material scope 3 GHG emissions ²							
Indirect gross total (Scope 3) GHG emissions (t CO ₂ e)	1,486,529	n.a. ¹	2,549,477	n.a. ¹			
1. Purchased goods and services	1,175,603	n.a. ¹	2,062,118	n.a. ¹	(72.5%)		
2. Capital goods	0	n.a. ¹	193,015	n.a. ¹	(72.5%)		
3. Fuel- and energy-related activities not included in scope 1 or scope 2	186,885	n.a. ¹	70,025	n.a. ¹			
4. Upstream transportation and distribution	96,798	n.a. ¹	126,656	n.a. ¹	(72.5%)		
5. Waste generated in operations	8,996	n.a. ¹	4,549	n.a. ¹			
6. Business travel	18,247	n.a. ¹	38,125	n.a. ¹			
7. Employee commuting	n. a.	n.a. ¹	45,474	n.a. ¹			
8. Upstream leased assets	Contained in scope 1, 2, and 3.3	n.a. ¹	Contained in scope 1, 2, and 3.3	n.a. ¹			
9. Downstream transportation and distribution		n.a. ¹	Excluded	n.a. ¹			
10. Processing of sold products		n.a. ¹	Excluded	n.a. ¹			
11. Use of sold products		n.a. ¹	Excluded	n.a. ¹			
12. End-of-life treatment of sold products		n.a. ¹	Excluded	n.a. ¹			
13 Downstream leased assets	n. a.	n.a. ¹	9,515	n.a. ¹			
14 Franchises		n.a. ¹	Not relevant	n.a. ¹			
15 Investments		n.a. ¹	Not material	n.a. ¹			
Total GHG emissions							
Total GHG emissions (location-based) (t CO ₂ e)	2,721,512	n.a. ¹	3,722,844	n.a. ¹			
Total GHG emissions (market-based) (t CO ₂ e)	2,664,228	n.a. ¹	2,738,940	n.a. ¹			

¹ Phase-in option.

² Scope 3 emissions for the base year 2019 were not subject to the audit of this year's report.

Calculation methodology for greenhouse gas emissions:

We record greenhouse gas emissions across scopes 1 to 3 in accordance with globally recognized standards, and with reference to the Greenhouse Gas Protocol and the ISO 14000 standard series. This approach ensures comprehensive, transparent, and auditable accounting of emissions across our entire value chain.

For the 2025 fiscal year, we calculated scope 1 and 2 emissions under the “Direct and Indirect Energy” category. All consumption data – such as electricity, district heating, natural gas, gasoline, diesel, firewood, and light heating oil – are reported by our sites. Emissions are calculated using emissions factors provided by the International Energy Agency (IEA), the United Kingdom (UK) Department for Energy Security & Net Zero (DESNZ), and the Intergovernmental Panel on Climate Change (IPCC, Fourth Assessment). This creates a precise, consistent way to capture both direct and indirect energy emissions.

Scope 1 covers direct emissions from owned or controlled sources, such as fossil fuel use and process gases (PFCs)¹ in semiconductor manufacturing. Scope 2 captures indirect emissions from purchased energy, like electricity and district heating, where we apply a dual-calculation method using either market-based supplier data or site-specific averages from IEA emissions factors.

Scope 3 emissions encompass all other indirect emissions along the value chain and include several categories, each of which is calculated using specific methodologies. We use a combination of primary data (e.g., direct energy consumption) and secondary data (e.g., industry averages) where we could not refer to primary data. The degree of accuracy associated with this estimate is correspondingly limited. The data required for greenhouse gas accounting is updated annually. The methodology and data sources for each scope 3 category are described in the following sections.

- For categories **scope 3.1** (Purchased goods and services) and **scope 3.2** (Capital goods), an expenditure-based approach is used. The calculation is carried out based on procurement volume combined with supplier-specific emission factors, which Infineon collects from its suppliers through the Carbon Disclosure Project (CDP) Supplier Program. If no supplier-specific emission data are available, industry-average emission values provided by CDP are used to estimate the scope 3 emissions.
- The category **scope 3.3** (Fuel- and energy-related activities not included in scope 1 or scope 2) is also based on site-specific consumption data. This includes emissions resulting from the upstream production, transmission, and delivery of the fuels and energy carriers accounted for under scope 1 and 2. The emission factors used were sourced from the International Energy Agency (IEA) and the UK Department for Energy Security & Net-Zero (DESNZ).
- **Scope 3.4** (Upstream transportation and distribution) Given the specialization of our manufacturing facilities, significant transportation takes place between sites during production. This transportation is managed by external logistics service providers that supply detailed emissions data specific to Infineon’s operations based on the actual transportation activity.
- **Scope 3.5** (Waste generated in operations) The calculation is based on a waste-specific approach. The consumption data for waste types and quantities are reported by the respective sites and are combined with specific emission factors for the individual waste types. The corresponding emission factors are taken from the UK Department for Energy Security & Net-Zero (DESNZ).
- **Scope 3.6** (Business travel) emissions are derived from activity-based data drawn from flight and hotel bookings as well as rental and private vehicle travel, largely captured via internal booking systems and travel agency records. We use a hybrid

¹ In the past, CO₂ emissions in relation to N₂O as a process gas were not reported. In the interests of consistent reporting of PFC-related CO₂ emissions, these are also not included in this report, deviating from ESRs E1-6.

approach in which we apply actual activity data wherever available and extrapolate the remainder. By combining supplier-specific, activity-based, and spend-based approaches, we are able to track scope 3 emissions even for complex and diverse categories with high accuracy.

- **Scope 3.7** (Employee commuting) The calculation is based on the number of travel days per employee, the average distance between residence and workplace by region, and the various modes of transportation (car, public transit such as train or bus, bicycle, etc.). The corresponding emission factors are taken from the UK Department for Energy Security & Net-Zero (DESNZ).
- **Scope 3.8** (Upstream leased assets) includes emissions from the operation of leased assets that are not included in scope 1 and scope 2 emissions. All assets leased by Infineon are included in the Company's scope 1 and scope 2 emissions reporting.
- **Scope 3.9** (Downstream transportation and distribution) – see scope 3.11 (Use of sold products)
- **Scope 3.10** (Processing of sold products) – see scope 3.11 (Use of sold products)
- **Scope 3.11** (Use of sold products) For Infineon's products and solutions, these are intermediate products without direct end-use. Our products and solutions are often used across a wide variety of end-applications whose use and emissions profiles differ significantly. Only a small percentage of our products can be clearly attributed

to a specific end application. Any calculations of use-phase emissions would need to rely heavily on assumptions, given their broad range of applications and the limited transparency of downstream use. We exclude scope 3.11 (Use of sold products) emissions from the report due to a lack of knowledge about the application and associated energy consumption in the end-applications and the resulting high uncertainty in the estimates. This exclusion is consistent with the guidance of the Greenhouse Gas (GHG) Protocol, stating that when the end use of intermediate products is unknown, reporting for scope 3 categories 9, 10, 11, and 12 may be omitted. Selective exclusion of individual categories is not provided for under the GHG Protocol, as described in section 6.4 of the GHG scope 3 standard – Accounting for downstream emissions. Scope 3.12 (End-of-life treatment of sold products) – see scope 3.11 (Use of sold products)

- **Scope 3.13** (Downstream leased assets) – Energy consumption of leased assets is reported by the responsible Infineon sites using our centralized data tool. The emissions in CO₂ equivalents are then calculated using site-specific data from the IEA.
- **Scope 3.14** (Franchises) was identified as not relevant for Infineon.
- **Scope 3.15** (Investments) was evaluated based on Infineon's ownership stakes in companies, their revenues, and industry-average emission factors from the Carbon Disclosure Project (CDP) and was considered not material, totaling less than 3,000 metric tons of CO₂ equivalents.

During the reporting period, there were no significant changes within our company or value chain that impacted the emissions accounting.

We determined our material scope 3 categories by considering the estimated greenhouse gas emissions alongside the criteria outlined in the Greenhouse Gas (GHG) Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard. Factors such as financial expenditures, influence, transition risks and opportunities, and stakeholder perspectives were all taken into account in this identification process.

We review the materiality of all scope 3 categories and refine our calculation methodology on a continuous basis to increase the share of primary and supplier-specific data over time.

To calculate our greenhouse gas intensity based on net revenue, we use total greenhouse gas emissions as the numerator and total net revenue of €14,662 million as the denominator.

Our greenhouse gas emission intensity is shown in the table below:

GHG energy intensity per net revenue

In t CO ₂ e/€ million	2025
Total GHG emissions (location-based) per net revenue	253.9
Total GHG emissions (market-based) per net revenue	186.8

Our net revenue was taken from Infineon's income statement; see the chapter "Consolidated Statement of Profit or Loss" in the Annual Report 2025. [p. 92 of the Annual Report 2025](#)

E1-7 GHG removals and GHG mitigation projects financed through carbon credits

In the reporting year, Infineon did not have any projects aimed at removing or reducing greenhouse gases (GHGs) that were financed through carbon credits. Further information on Infineon's actions and targets is available in sections "E1-3 Actions and resources in relation to climate change policies" and "E1-4 Targets related to climate change mitigation and adaptation" of this chapter. As part of our carbon neutrality ambition we plan to offset unavoidable emissions using carbon credits that combine development aid and carbon avoidance.

E1-8 Internal carbon pricing

Infineon did not apply an internal carbon pricing system in the reporting year. Instead, what is referred to as a "shadow price" was used as an internal incentive mechanism to evaluate and manage the climate-relevant impacts of investment projects. This shadow price is factored into investment decisions to support the transition to a lower-carbon economy.

E3 – Water resources

E3-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The table that follows presents the material impacts of our business activities on society and the environment, as identified through our double materiality assessment in accordance with ESRS. Overarching information on how these material impacts, risks, and opportunities relate to our strategy and business model is provided in the chapter “General disclosures” under “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model.” [p. 12 f.](#)

E3-1 Policies related to water resources

Our approach to water resource management recognizes its vital importance of water to the environment, health, and our operations. Our manufacturing processes require water, particularly ultrapure water for wafer cleaning and etching processes, and cooling water to regulate the temperature of equipment and operations. A small portion of the water withdrawn is consumed, while the remainder is treated and either returned to the ecosystem or supplied to third parties. This withdrawal may impact the local availability of water resources. Key metrics on our water consumption can be found in section “E3-4 Water consumption” of this chapter. [p. 48 f.](#)

Infineon views water as a natural resource that is of material importance to our business operations. This perspective is embedded in our CSR Policy. Further details on our CSR Policy are available in section “E1-2 Policies related to climate change mitigation and adaptation” in chapter “E1 – Climate change.” [p. 35 f.](#) In the area of water management, Infineon’s strategies and actions are integrated into the Infineon Integrated Management Program for Environment, Energy, Safety and Health (IMPRES). IMPRES is certified according to ISO 14001 for environmental management systems, among others, at our manufacturing sites worldwide. In the area of water management, IMPRES includes the identification and assessment of the Company’s water consumption and efficiency, the definition of targets to reduce water use, and the development of strategies and actions for effective water use and resource management. It also involves monitoring and measuring water consumption and ensuring compliance with legal requirements. IMPRES covers not only the withdrawal and use of water resources within our operations but also the treatment of water. This includes optimizing water use and implementing efficient water recycling, reuse, and treatment processes. IMPRES is applied across all Infineon manufacturing sites, including those located in regions facing the risk of high or very high water stress. This ensures that locally adapted strategies for water use and management support operational processes while preserving local water resources. Additional information on IMPRES can be found in section “E1-2 Concepts related to climate protection” in the chapter “E1 – Climate change.” [p. 35 f.](#)

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model/strategy	Description
ESRS E3 – Water and marine resources	Water withdrawal and consumption	Negative impact	Potential	Long-term	Own operations/ global	Based on the business model	Water withdrawal and the resulting consumption in semiconductor manufacturing can put pressure on local water resources and lead to competition within the surrounding environment, particularly in regions facing water scarcity.

E3-2 Actions and resources related to water resources

A precise assessment of our water footprint requires a clear understanding of how water is used throughout our operations. Water consumption refers to the volume of water withdrawn for operational purposes that is not returned to the environment or to third parties. In the context of our manufacturing activities, the amounts of water lost through evaporation in cooling towers or scrubbers, as well as water incorporated into waste streams, are considered actual water consumption. In addition, we currently exclude municipal sanitary wastewater from our total wastewater volume. Consequently, these substreams are also included in our total water consumption. The majority of the remaining water is returned directly to the environment or provided to third parties. As a result, our water consumption is relatively low compared to our total water withdrawal, leading to a lower long-term impact on freshwater resources. Key metrics on our water consumption can be found in section “E3-4 Water consumption” in this chapter. [p. 48 f.](#)

Analysis for identifying areas with (high) water risk or water scarcity

Water scarcity serves as an indicator of competition for water resources and is informally defined as the ratio of human water demand to the available water supply. As part of its water management efforts, Infineon has examined potential water risks and identified water scarcity as the only significant risk. Against this backdrop, an annual water scarcity risk assessment is conducted using the World Resources Institute's Aqueduct Water Risk Atlas (Aqueduct 4.0 data). The analysis covered all manufacturing sites and was conducted in two steps to consider both current conditions and future developments.

In the first step, we assessed water scarcity for the base year 2025 using the Aqueduct Water Risk Atlas. This involved analyzing the ratio of total water demand to the availability of renewable surface and groundwater resources. The analysis helped to identify regions experiencing high or very high levels of water scarcity. The results are shown in the table below.

The second step was to analyze projected water scarcity conditions for the year 2030. This forward-looking assessment allows us to anticipate potential future challenges and incorporate these findings into our water strategy. This helps us to ensure that our resource planning and operations support sustainable and resilient water use.

The results of this analysis are shown in the following table:

Manufacturing sites with water scarcity

Site	Water scarcity (Base year 2025)	Projected water scarcity (2030)
Tijuana (Mexico)	Extremely high risk	Extremely high risk
Mesa (Arizona, USA)	Extremely high risk	Extremely high risk
Bangkok (Thailand)	High risk	High risk

Details on water withdrawals at these sites compared to our total water withdrawal are available in section “E3-4 Water consumption” in this chapter. [p. 48 f.](#)

Water recycling and reuse

To mitigate the negative impacts of our water withdrawals and consumption, Infineon places a strong focus on water recycling and reuse within our own operations. Water recycling is a method used to reduce both water withdrawal and consumption, particularly in industries like semiconductor manufacturing. It has the potential to lower the demand for natural or municipal water sources and generate cost savings. To evaluate the effectiveness of our aim to reduce water withdrawal and consumption, we track our recycling and reuse rate on an annual basis. The measures implemented and those planned apply to all Infineon manufacturing sites. Further information on progress monitoring is provided in section “E3-3 Targets related to water resources.”

[p. 48](#)

Additionally, our manufacturing sites – particularly those located in high water stress regions – pursue a variety of initiatives, actions, and technologies for water recycling. The focus lies both on continuing existing actions as well as developing new ones for the future. Wastewater from production processes is also collected, treated in our in-house wastewater recycling systems, and reused whenever possible.

The following are concrete examples of the actions already in place:

- At the Villach (Austria) and Regensburg (Germany) sites, for example, groundwater originally used for cooling processes is treated to generate ultrapure water through a combination of water purification technologies such as reverse osmosis and ultrafiltration.
- At sites, such as Bangkok (Thailand) and Mesa (Arizona, USA), wastewater from reverse osmosis systems is reused to supply wet scrubbers.
- Significant volumes of production wastewater are returned to the ultrapure water systems at sites like Tijuana (Mexico) and Dresden (Germany), where it is purified and reused in production.
- State-of-the-art water recycling technology has been installed at our new factory building in Kulim (Malaysia).

The following are concrete examples of planned actions:

- We intend to integrate the latest water recycling technologies into our new factory in Dresden (Germany) by fall 2026, which will significantly enhance our water recycling capacity going forward.

Infineon also launched a project in the 2024 fiscal year to identify water-saving opportunities at its manufacturing sites. This initiative includes planned investments at the Dresden (Germany) and Melaka (Malaysia) sites aimed at significantly improving their water recovery capabilities. These initiatives are expected to be completed by 2030.

E3-3 Targets related to water resources

During the reporting period, Infineon did not set any targets in accordance with the ESRS definition; however, a measurable and results-oriented target is currently in development. A corresponding timeline will be defined in the 2026 fiscal year. Regardless of this, Infineon aims to reduce its water withdrawal and consumption through recycling and reuse.

This aim is evaluated by analyzing our water-related performance indicators. Progress toward our recycling ambition to reduce water withdrawal is assessed annually and reported through key metrics such as total water withdrawal and volumes of recycled water. This allows for the transparent and comparable measurement of our progress. Details on water metrics can be found in section “E3-4 Water consumption” in this chapter. [p. 48 f.](#) In the reporting period, our recycling and reuse rate was 32 percent. The recycling rate was calculated as follows: $\text{Water recycling rate (percent)} = \frac{\text{Water recycling}}{\text{Water recycling} + \text{Water withdrawal} - \text{Evaporation}}$. Progress toward our previous year’s water management target is presented in the chapter “Sustainability targets 2025” in the section “Environmental sustainability and climate protection.” [p. 103 f.](#)

E3-4 Water consumption

To foster accountability and ensure the efficient use of water resources, Infineon tracks and evaluates its water withdrawals, usage patterns, recycling efforts, and discharge routes across all manufacturing sites. This data collection and analysis serve as the foundation for identifying water-saving measures. The approach ensures the level of transparency necessary to recognize and reduce the potential negative environmental impacts of our operations.

Central to Infineon's water management ambitions is a systematic process for assessing water use. Each Infineon manufacturing site is responsible for identifying and documenting all relevant measurement points related to water withdrawal, use, and discharge. These points are critical for monitoring water flows and ensuring the collection of reliable, accurate data.

To centralize and optimize its water management processes, Infineon uses a dedicated, centralized data recording tool. This tool serves as the backbone of our water-specific data management system, collecting and storing information from various sources. Inputs include supplier invoices for purchased water as well as direct on-site measurements. These measurements are performed using calibrated meters installed at various points in the water management cycle to ensure accurate data collection. Depending on the infrastructure and water metering technology available at each site, calculated estimates may be used to quantify water volumes. These estimates can be based on technically derived measurements or system design capacities and vary by location. Guidelines are in place to support, document, and validate these estimates through appropriate protocols.

The data collected allows Infineon to monitor, analyze, and track water-related key metrics globally. This data-driven approach ensures compliance with regulatory requirements and supports the identification of potential negative impacts related to water stress in specific regions where Infineon operates.

In addition, the centralized system enables the aggregation of water data at the corporate level. In line with ESRS requirements, Infineon calculates total water consumption by subtracting water discharge from water withdrawal.

The table below presents Infineon's key water management metrics for the 2025 fiscal year.

Water consumption within our own operations

	2025
Total water consumption in m ³	5,050,379
Total water consumption in m ³ in areas affected by water risks, including areas with high water stress	333,321
Total volume of recovered and reused water in m ³	16,319,282
Total volume of stored water and changes in storage in m ³	0
Water intensity ratio: total water consumption in own operations in l/€ in net revenue	0.34

In addition, water withdrawals in areas affected by water risks represent 1.7 percent of our total water withdrawals across all sites.

E5 – Circular economy

Resource inflows (GRI reporting)

Infineon's approach to promoting circular economy

As a global leader in the semiconductor industry, Infineon considers the circular economy a relevant approach to using resources more efficiently, minimizing waste, and sustainably reducing the environmental impacts of resource use.

Circular economy plays a role at Infineon in three areas:

CHART 07 Circular economy at Infineon



First, we closely examine how our products are designed with circularity in mind, for example, to optimize material inflows.



Second, we assess how our products help enable the circular economy.



Ultimately, our aim is to optimize resource use within our own operations according to circular economy principles (see the chapter “Resource outflows” [p. 53 ff.](#)).

As part of our efforts to optimize resource use, material inflows represent a material topic for Infineon, which we report in alignment with GRI standards. The table below outlines the material impacts of our business activities on society and the environment as identified in our double materiality assessment. General disclosures on how these topics align with our strategy and business model can be found in the chapter “General disclosures” under “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model.” [p. 12 f.](#)

A conscious approach to material inflows can help reduce environmental impacts and advance the circular economy. Due to our high quality standards in semiconductor manufacturing, both the purity and availability of resources are critical to our production processes. Infineon is committed to minimizing potential negative environmental impacts from material inflows within its own operations. This approach is reflected in our overarching CSR Policy, which outlines the principles of responsible and sustainable business conduct. Further details on our CSR Policy are available in section “E1-2 Policies related to climate change mitigation and adaptation” in the chapter “E1 – Climate change.” [p. 35 f.](#)

Infineon's strategies and actions for efficient resource use are also implemented through the Infineon Integrated Management Program for Environment, Energy, Safety and Health (IMPRES). In the area of resource utilization, IMPRES covers the identification and evaluation of resource reuse opportunities, the optimization of alternative materials, and the efficient use of resources across all operations.

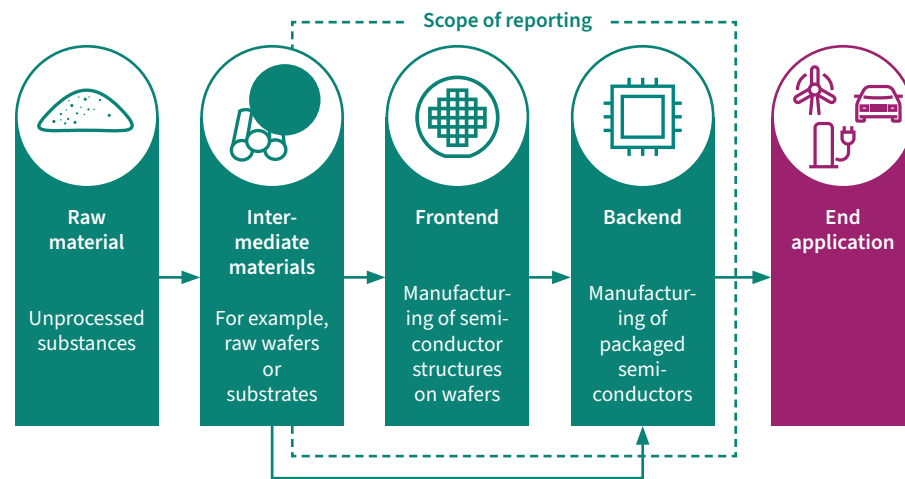
Material topic

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relation to business model / strategy	Description
Circular economy	Material inflows, including resource use	Negative impact	Potential	Short-term	Own operations / Global	Based on the business model	The manufacturing of semiconductors (frontend and backend) requires significant amounts of materials. A distinction is made between materials used during semiconductor production processes and those that remain in the final product. Given the high quality requirements, material purity is crucial. The use of secondary materials must be examined with particular care. Where this is not possible, primary materials are being used.

Additional details on IMPRES can be found in section “E1-2 Policies related to climate change mitigation and adaptation” in the chapter “E1 – Climate change.” [p. 35 f.](#)

Within our own production operations, we rely on various resource inflows essential to manufacturing our products at our own manufacturing sites. These include materials and resources specifically required for semiconductor production. Our focus follows the industry-standard division of semiconductor manufacturing into frontend and backend processing stages (see the chapter “General disclosures” under “SBM-1 Strategy, business model and value chain”). [p. 8 ff.](#)

CHART 08 Material resource flows¹



¹ A very simplified depiction has been used here to illustrate the material resource flows.

Materials that remain in the final product include, among others, wafer materials such as silicon and silicon carbide, metals, bonding materials, and substrate and packaging materials. A materiality threshold of more than 5 percent of the total material volume is applied, meaning only materials that exceed this proportion are taken into consideration. These materials are integral to the final product and largely define its physical properties and environmental footprint. Process materials – such as chemicals, gases, and photoresists – on the other hand, are primarily used in frontend manufacturing and are essential to production but do not remain in the final product. This distinction is critical, as it directly impacts the calculation and interpretation of product-level environmental key metrics.

Actions to promote efficient resource use and circular economy at Infineon *Product design with the circular economy and product carbon footprint in mind*

Transparency is a key step toward creating sustainable products. Since June 2024, Infineon has published product carbon footprint (PCF) data externally for representative product families and provides it upon request. These figures are updated annually. The PCF reflects the greenhouse gas emissions associated with manufacturing a product, expressed in kilograms of CO₂ equivalent, and allows for the comparison of climate impacts across different products.

Once we achieve transparency regarding sustainability aspects such as transportation, materials, direct emissions, PFC gases, and energy consumption, we can actively design products with circularity in mind. One example is Infineon’s innovation in the credit card sector.

SECORA™ Pay Green marks a milestone in the sustainability of payment cards. It redefines conventional cards through an innovative coil-on-module design that integrates the contactless antenna and enables fully recyclable card bodies. Compared to standard cards, this solution reduces the CO₂ footprint from material sourcing and logistics by over 60 percent and allows for up to 100 percent plastic avoidance. As a result, not only is the product carbon footprint reduced, but circularity is also enhanced at the system and end-product levels through the use of pure-material cards.

Infiniteon products that enable the circular economy

Beyond integrating circular economy principles into its own product portfolio, Infiniteon also assesses how certain products can contribute to circular economy approaches. For example, security solutions such as the OPTIGA™ Authenticate product family can enable the verification of spare parts and original components. This can improve reparability and potentially extend the product's lifespan. Under European regulatory initiatives like the "Right to Repair," such solutions can help foster component reuse and ensure the use of secure replacement parts.

Infiniteon is also involved in initiatives such as the large-scale European ECOsystem for greeN Electronics research project (EECONE), which it helps lead and coordinate. The project aims to drive sustainability in Europe's electronics industry by analyzing relevant technologies, starting with product design, through production and use, and ultimately to recycling.

Key metrics related to Infiniteon's material inflows

We report the following key metrics in relation to our material inflows:

Material inflows

Category	Description	Total weight of materials ³
Total weight of frontend materials	Raw wafers ¹ & boules ² (silicon, silicon carbide, and gallium nitride)	453.45 tons
Total weight of backend materials	Materials used in semiconductor manufacturing (with a material presence in the final product)	6,480.39 tons
Conflict minerals ⁴	Tin, tantalum, tungsten, and gold	138.44 tons

¹ Raw wafers: A raw wafer is an unprocessed, thin slice of semiconductor material cut from a boule. It does not yet contain any electronic circuits or structures and serves as a base material for further processing and the production of semiconductor chips and components.

² Boules: A boule (e.g., silicon carbide) is a cylindrical crystal produced through a specialized process and serves as a raw material for the manufacture of high performance semiconductor chips and components.

³ Total weight of materials used in the reporting period to manufacture our products and remaining in the product. Only non-renewable materials used were considered in the determination of the total material weight.

⁴ Conflict minerals here refer to the collective group of materials – tin, tantalum, tungsten, and gold. Through its conflict minerals program, Infiniteon ensures that such conflict minerals are globally sourced exclusively from smelters that comply with the requirements of the Responsible Minerals Assurance Process (RMAP) or an equivalent audit program. Further information can be found in the chapter "S2 – Workers in the value chain" of this report. [p. 78 ff.](#)

In the reporting year, the key metrics for the frontend and backend manufacturing areas were determined using specific methodologies. In frontend production, the metrics are limited to the production materials silicon, silicon carbide, and gallium nitride (on silicon substrates) in the form of raw wafers and boules. These were calculated by multiplying the number of purchased wafers by their respective average weights. Process materials were not considered or recorded for this reporting year.

In backend production, material declarations combined with actual production data form the basis for determining material inflows across Infiniteon's manufacturing sites. These data sheets provide the weight of the material remaining in the final products. Total material weights per product are derived by multiplying the per product material quantities by the production volumes of Infiniteon sites.

Resource outflows (ESRS reporting)

E5-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The table below shows the material impact of our business activities on society and the environment, as identified through the double materiality assessment in accordance with ESRS. Overarching information on the interaction of these material impacts, risks, and opportunities and our strategy and business model can be found in the chapter “General disclosures” under “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model.” [p. 12 f.](#)

E5-1 Concepts related to resource use and circular economy

At Infineon, we recognize the importance of managing resource outflows to reduce environmental impacts and advance the circular economy. Our primary focus is on minimizing waste generated across Infineon’s global operations. We adhere to the waste hierarchy, placing strong emphasis on avoiding and reducing waste. For waste that cannot be avoided, we prioritize material recovery through recycling. Where recycling is not feasible, waste is directed to incineration with thermal energy recovery, with the aim of minimizing landfill disposal. In all cases, we comply with applicable waste management regulations.

Infineon follows an approach aimed at leveraging and strengthening the positive environmental impacts of its business activities in waste management. This approach is embedded in our overarching CSR Policy, which defines the framework for responsible and sustainable corporate conduct. More information on our CSR Policy is provided in the chapter “E1 – Climate change” under “E1-2 Policies related to climate change mitigation and adaptation.” [p. 35 f.](#)

Infineon’s waste management strategies and measures are also implemented through IMPRES. In the area of waste management, IMPRES covers the identification and assessment of waste streams, the definition of reduction and reuse ambitions, the development of management programs and processes, and the assurance of legal compliance and continuous improvement. It also includes monitoring and measuring waste-related performance metrics. Further details on IMPRES can be found in the chapter “E1 – Climate change” under “E1-2 Policies related to climate change mitigation and adaptation.” [p. 35 f.](#)

E5-2 Actions and resources related to resource use and circular economy

Our sustainable waste management strategy focuses on enhancing resource efficiency, fostering circular processes, and continuously reducing waste from our own operations. Waste that cannot be avoided is sorted at the point of origin. We make certain this waste is collected separately and subsequently processed by external specialists.

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain /Region	Relationship to business model/strategy	Description
ESRS E5 – Resource use and circular economy	Waste	Negative impact	Potential	Medium-term	Own operations/global	Based on the business model	Our manufacturing processes generate waste that may have a negative environmental impact, such as through landfill disposal.

Infineon also implements sustainable practices within its own production operations. These actions reduce not only waste but also overall resource consumption. Examples include the reuse of wafer boxes, chemical recycling, and other innovative reprocessing methods, such as the following:

- A reuse process for our hard plastic wafer transport boxes has been rolled out at all relevant frontend sites. The boxes are returned to suppliers for reuse.
- We are increasing our efforts to reuse solvents in our frontend operations. In close collaboration with suppliers, solvents such as cyclopentanone (CPT) and propylene glycol methyl ether acetate (PGMEA) are continually cleaned and reprocessed after use to enable reuse in production.

The measures mentioned above have already been implemented and are being expanded on an ongoing basis.

E5-3 Targets related to resource use and circular economy

In the reporting period, Infineon did not establish targets in line with the ESRS definition. However, Infineon continues to pursue the aim of favoring waste recovery over disposal. As a result, waste is preferably directed toward recycling or reuse rather than disposal. This is continuously monitored using our centralized tool, which collects waste-related data and supports ongoing performance tracking. Details on our waste metrics can be found in section “E5-5 Resource outflows” of this chapter. [p. 54 ff.](#) Progress toward our previous year’s waste management target is described in the chapter “Sustainability targets 2025.” in the section “Environmental sustainability and climate protection”. [p. 103 f.](#)

E5-5 Resource outflows (waste)

As part of our commitment to transparent waste management, we publish detailed data on the total waste generated across our operations. Key metrics on waste generation for the 2025 fiscal year are shown in the tables below. Waste generated by Infineon primarily arises from production activities.

Total waste generated

In tons

Total amount of waste generated	64,427
of which: total amount of non-recycled waste	15,593
Percentage share of non-recycled waste	24 %

Waste for recovery

In tons

Hazardous waste	
Recycling	30,554
Preparation for reuse	1,682
Other recovery operations	0
Total	32,236
Non-hazardous waste	
Recycling	16,597
Preparation for reuse	1
Other recovery operations	0
Total	16,598

Waste for disposal

In tons

Hazardous waste	
Incineration (with energy recovery)	2,454
Incineration (without energy recovery)	588
Landfilling	126
Other disposal operations	4,640
Total	7,808
Non-hazardous waste	
Incineration (with energy recovery)	2,161
Incineration (without energy recovery)	458
Landfilling	4,961
Other disposal operations	205
Total	7,785

Additionally, less than 0.1 tons were reported as radioactive waste during the reporting period.

To ensure effective waste stream management, Infineon follows a consistent and systematic approach to recording, evaluating, and categorizing all relevant waste data. Each Infineon site is responsible for identifying, documenting, and tracking all waste streams, including hazardous and non-hazardous materials. A centralized tool is used at all sites to consolidate this information at the corporate level. This system provides a standardized platform for collecting, monitoring, and analyzing waste data, ensuring consistency and accuracy in reporting. Waste data is obtained from invoices issued by waste management service providers as well as through direct on-site measurements. For smaller sites, estimates are used.

The central tool enables Infineon to monitor and evaluate waste-related performance indicators across its global operations, offering insights into the effectiveness of waste management practices. This data-driven approach ensures compliance with both internal policies and external reporting standards.

Relevant waste streams and materials

The majority of Infineon's waste originates from its manufacturing processes and includes a wide range of materials. The following lists the key waste streams generated across our operations:

Chemicals and process residues

Concentrated acids used in etching, cleaning, and other production processes are part of our chemical waste. These materials are predominantly hazardous and are carefully collected and treated to prevent environmental contamination, with a focus on recovery wherever possible. Organic solvents used in manufacturing, such as in photoresist processes, constitute another waste stream. These substances are often hazardous and, where feasible, are specially treated and reprocessed for reuse in production. Before reuse, they must once again meet the strict purity and quality standards required for manufacturing.

Silicon sludges

Silicon sludges are produced during wafer slicing, polishing, and other silicon-based manufacturing processes. Infineon pursues initiatives to recover precious metals, such as palladium, from this waste stream. Alternatively, the sludges can be recycled and used as raw materials in cement kilns, thereby reducing the need for raw materials and supporting the circular economy.

Municipal waste (household-like waste)

Municipal waste includes non-hazardous materials such as general trash, food waste, and cafeteria refuse, as well as non-technical waste. This waste stream is managed through sorting programs aimed at maximizing recycling and recovery while minimizing landfill disposal.

Packaging waste

Packaging waste – including paper, cardboard, plastic, and wood – is largely generated from incoming raw material shipments. Infineon strives to recycle or recover such materials whenever feasible.

Each of these waste categories is managed through practices that ensure compliance with local regulations and alignment with Infineon's sustainability targets. For hazardous waste types – including concentrated acids, solvents, and silicon sludges – specialized external treatment processes are used in line with applicable regulations to neutralize harmful impacts, recover valuable by-products, and enable reuse of materials.

Non-hazardous waste streams, including municipal and packaging waste, are addressed through programs focused on waste reduction, recycling, reuse, and recovery with the aim of keeping materials out of landfills.

By determining the composition of our waste streams and developing targeted management strategies, Infineon ensures that waste generation is minimized, resource value is preserved, and environmental impacts across our operations are reduced.

Waste disposal service providers

Under the IMPRES program, Infineon regularly evaluates its waste disposal service providers to ensure they comply with both internal policies and legal regulations and are authorized to handle the relevant waste categories. Each site conducts an annual audit of its waste management processes. Disposal service provider audits are also carried out at the site level, which may occur multiple times a year depending on the waste category. This process includes verifying valid certifications, ensuring compliance with safe handling, transport, and disposal practices, and assessing the traceability of waste along the entire disposal or recycling chain.

EU Taxonomy disclosures

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 as 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 following six environmental objectives:

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

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 and do no significant harm to any of the other environmental objectives. Proof of Taxonomy alignment must be furnished through a multi-stage review process that involves complying with technical screening criteria and minimum safeguards. In publications since the 2023 calendar year, it has been mandatory to make disclosures of Taxonomy alignment.

We consider the reporting on the Taxonomy as an integral part of our communication. The EU Taxonomy Regulation and the related Delegated Acts contain formulations and terms that are still subject to significant uncertainties with regard to their

interpretation and for which clarifications have not yet been published in every case. For this reason, in our view, in its current form, it is not an adequate tool to demonstrate how Infineon creates added value or 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, Chief Executive Officer of Infineon. Infineon’s products and solutions enable decarbonization and deliver added value to society.

The Infineon 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 across 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”. Our products and solutions, due to their many different areas of application, are used, for example, as parts or components in the areas of electromobility, renewable energy, and home appliances. An example from our Taxonomy-eligible portfolio is inverters for the conversion of direct current into alternating current in photovoltaic systems. To avoid double counting, the allocation was made to an enabling activity only if a Taxonomy-eligible economic activity had not already been included in another category.

The result of our screening in the 2025 fiscal year was that none of our business activities fall under the economic activities with respect to environmental objectives 2 to 6. As a result of the extension of the categories under the heading “3. Manufacturing” in the context of environmental objective 1, we were able to allocate our economic activities to the following categories:

- 3.1 “Manufacture of renewable energy technologies”
- 3.5 “Manufacture of energy efficiency equipment for buildings”
- 3.18 “Manufacture of automotive and mobility components”
- 3.19 “Manufacture of rail rolling stock constituents”
- 3.20 “Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation”

The assessment of Taxonomy alignment is a three-step process in which a Taxonomy-eligible economic activity is evaluated to establish whether (a) it actually and demonstrably makes a substantial contribution to one of the environmental objectives, (b) it causes no significant harm to the other five environmental objectives, and (c) it meets minimum social safeguards. Criteria (a) and (b) are also summarized as technical screening criteria.

(a) How to meet the substantial contribution requirement with respect to one of the six environmental objectives is described and defined in the relevant category or in the corresponding economic activity. The assessment of the substantial contribution is, in principle, conducted taking account of Infineon product groups (such as “components for solar and wind power”) and documented accordingly using standardized test steps. Due to a high degree of heterogeneity in Infineon products and solutions and the resulting complex distribution structure, the allocation to the application differs in the various segments. Useful attributes here include, for example, customers or product features that can be clearly assigned (such as voltage range and main function). Product groups that are used in several end applications are allocated, where possible, to the economic activity based on their intended purpose.

(b) The second step in the technical screening criteria process is to ensure that the economic activity causes no significant harm to the other five environmental objectives. The phrase “use of”, as stated in Annex C to environmental objective 5 “Pollution prevention and control,” allows for interpretive ambiguity in its definition. This lack of clarity could result in a broad interpretation of the term “use of”. Due to the legal uncertainty involved in the interpretation of Appendix C regarding environmental objective 5 “Pollution prevention and control”, the relevant Taxonomy-eligible economic activities for this reporting year have been classified as Taxonomy-non-aligned. This assessment may change in the future when the interpretation has been clarified. For this reason, the assessment as to whether there has been any significant harm to any of the other environmental objectives will not be discussed further here.

(c) Based on the classification described, the assessment as to whether minimum safeguards are met, comprising the topics “Human rights”, “Corruption and bribery”, “Tax” and “Fair competition”, will not be discussed further here. However, information on our efforts in the areas is available in chapters “S1 – Own workforce”, “S2 – Workers in the value chain” and “G1 – Business conduct ” of this report. [□ p. 64 ff., p. 78 ff., p. 97 ff.](#)

When generating the reporting parameters, we concentrated exclusively on revenue-generating Taxonomy-eligible economic activities in Annex I to the EU Commission Delegated Regulation (EU) 2021/2139. In the 2025 fiscal year, the figures relating to our Taxonomy-eligible economic activities were as follows: revenue of €8,810 million (60 percent), capital expenditure of €1,477 million (50 percent), and operating expenditures of €1,416 million (49 percent). [□ p. 59 ff.](#) The decrease in taxonomy-eligible capital expenditures in the 2025 fiscal year was primarily due to acquisitions and is related to the acquisition of the Automotive Ethernet business from Marvell Technology, Inc.

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 the analyses of revenue by segment, product group, and region is included in the Annual Report 2025 in the “notes to the Consolidated Statement of Profit or Loss” and in the “Segment reporting” section of the “Notes to the Consolidated Financial Statements”. [p. 113 ff. and p. 163 ff. of the Annual Report 2025](#)

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 IFRS¹ 16.

Operating expenditures comprise 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 expenditures 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 expenditures was calculated using a revenue-based allocation key.

The following tables provide a summary of the relevant parameters Infineon is required to report with respect to the EU Taxonomy for the 2025 fiscal year.

Relevant EU Taxonomy parameters

	Proportion of turnover / Total turnover		Proportion of CapEx / Total CapEx		Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation (CCM)	0%	60%	0%	50%	0%	49%
Climate change adaption (CCA)	–	–	–	–	–	–
Sustainable use and protection of water and marine resources (WTR)	–	–	–	–	–	–
Transition to a circular economy (CE)	–	–	–	–	–	–
Pollution prevention and control (PPC)	–	–	–	–	–	–
Protection and restoration of biodiversity and ecosystem (BIO)	–	–	–	–	–	–

CCM: Climate change mitigation, **CCA:** Climate change adaption, **WTR:** Sustainable use and protection of water and marine resources, **CE:** Transition to a circular economy, **PPC:** Pollution prevention and control, **BIO:** Protection and restoration of biodiversity and ecosystem.

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

Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2025 fiscal year

2025 fiscal year		Substantial contribution criteria								DNSH criteria ("Do No Significant Harm")						Minimum safe-guards (17)	Proportion of Taxonomy-aligned A.1. or eligible A.2. turnover 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	Turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Circular economy (14)	Pollution (15)	Biodiversity (16)				
		€ million	in %	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0							n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0		
Of which enabling activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		E	
Of which transitional activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of renewable energy technologies	CCM 3.1	1,116	8	EL	N/EL	N/EL	N/EL	N/EL	N/EL								9		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	368	2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3		
Manufacture of automotive and mobility components	CCM 3.18	4,066	28	EL	N/EL	N/EL	N/EL	N/EL	N/EL								28		
Manufacture of rail rolling stock constituents	CCM 3.19	163	1	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1		
Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	3,097	21	EL	N/EL	N/EL	N/EL	N/EL	N/EL								18		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		8,810	60														59		
A. Turnover of Taxonomy-eligible activities (A.1. + A.2.)		8,810	60														59		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities		5,852	40																
TOTAL		14,662	100																

Y: Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; **N:** No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; **EL:** Eligible, Taxonomy-eligible activity for the relevant environmental objective.; **N/EL:** Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.

Template: Proportion of CapEx¹ from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2025 fiscal year

2025 fiscal year				Substantial contribution criteria						DNSH criteria (“Do No Significant Harm”)						Minimum safe-guards (17)	Proportion of Taxonomy-aligned A.1. or eligible A.2. CapEx 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Circular economy (14)	Pollution (15)	Biodiversity (16)				
		€ million	in %	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	J/N				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0							n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0		
Of which enabling activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		E	
Of which transitional activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of renewable energy technologies ²	CCM 3.1	203	7	EL	N/EL	N/EL	N/EL	N/EL	N/EL								10 ²		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	50	2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2 ²		
Manufacture of automotive and mobility components ²	CCM 3.18	642	21	EL	N/EL	N/EL	N/EL	N/EL	N/EL								35 ²		
Manufacture of rail rolling stock constituents	CCM 3.19	45	2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1		
Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation ²	CCM 3.20	537	18	EL	N/EL	N/EL	N/EL	N/EL	N/EL								22 ²		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		1,477	50														70 ²		
A. CapEx of Taxonomy-eligible activities (A.1. + A.2.) ²		1,477	50														70 ²		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy non-eligible activities		1,498	50																
TOTAL		2,975	100																

1 CapEx: Capital expenditures.

2 Previous year's figure was adjusted.

Y : Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; **N**: No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; **EL**: Eligible, Taxonomy-eligible activity for the relevant environmental objective.; **N/EL**: Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.

Template: Proportion of OpEx¹ from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2025 fiscal year

2025 fiscal year				Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")						Minimum safe-guards (17)	Proportion of Taxonomy-aligned A.1. or eligible A.2. OpEx 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Circular economy (8)	Pollution (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Circular economy (14)	Pollution (15)	Biodiversity (16)				
		€ million	in %	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y;N;EL; N/EL	Y/N	Y/N	Y/N	J/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0							n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0		
Of which enabling activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		E	
Of which transitional activities										n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of renewable energy technologies	CCM 3.1	165	6	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6		
Manufacture of energy efficiency equipment for buildings	CCM 3.5	67	2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3		
Manufacture of automotive and mobility components	CCM 3.18	557	19	EL	N/EL	N/EL	N/EL	N/EL	N/EL								21		
Manufacture of rail rolling stock constituents	CCM 3.19	24	1	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1		
Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	603	21	EL	N/EL	N/EL	N/EL	N/EL	N/EL								20		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		1,416	49														51		
A. OpEx of Taxonomy-eligible activities (A.1. + A.2.)		1,416	49														51		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities		1,446	51																
TOTAL		2,862	100																

¹ OpEx: Operating expenditures.

Y: Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; **N:** No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; **EL:** Eligible, Taxonomy-eligible activity for the relevant environmental objective.; **N/EL:** Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.

ESG Social information

- Infineon employs people from 115 countries.
- In accordance with our STEPS process, more than 95 percent of our employees received a regular assessment of their performance and professional development in the 2025 fiscal year.

Targets

- Global share of women in management positions of 20 percent by the end of the 2030 fiscal year
- Conducting a sustainability-related risk analysis and implementing preventive and corrective measures for 100 percent of direct suppliers

Measures

- Integrated management system for environment, energy, safety and health as a preventive approach
- Regular events such as Diversity Days, International Women's Day, and religious festivals to promote and appreciate diversity at Infineon
- Conducting audits at selected suppliers with regard to human rights and working conditions

Key messages

- Infineon strives for a diverse workforce in a culture of respect and tolerance.
- We do not tolerate human rights violations or environmental violations in our supply chain and are committed to sustainable and fair procurement.



S1 – Own workforce

S1-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The following table shows the material impact of our business activities on society, as identified through the double materiality assessment in accordance with ESRS. For overarching information on how these key impacts, risks, and opportunities relate to Infineon’s strategy and business model, see “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model” in the chapter “General disclosures”. [p. 12 ff.](#)

Our employees – whether in production, sales and customer service, internal functions, or research and development – are the key to Infineon’s successful products and services. Our entire business model is based on a diverse, motivated, and high-performing team, which is why they are at the core of our HR strategy.

Diversity & Inclusion

Infineon has identified a positive impact on its employees in relation to Diversity & Inclusion. This impact is considered central to our identity, the well-being and development opportunities of our employees, and our success as a technology- and innovation-driven company. It reflects our all-encompassing human resources strategy and is reinforced by our international and dynamic business model. We are committed to continuously fostering this positive impact through various initiatives, including training, employee-driven programs, and events centered around Diversity & Inclusion. For further detailed background information on these efforts, see “S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions.” [p. 68 ff.](#) All employees have the opportunity to benefit from these initiatives.

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model / strategy	Description
ESRS S1 – Own workforce	Equal treatment and equal opportunities / Diversity	Positive impact	Actual	Short-term	Own operations / Global	Based on the business model	Our Diversity & Inclusion strategy fosters diverse perspectives and supports the development of a diverse team. It promotes equal opportunities, strong integration into the corporate culture, and optimal development paths for all individuals, regardless of gender, age, cultural background, or sexual orientation. This, in turn, contributes to the overall well-being of our employees.
	Working conditions / health and safety	Negative impact	Actual	Short-term	Own operations / Global	Based on the business model	Despite comprehensive protective measures, certain operational risks—such as shift work and handling hazardous materials—pose inherent dangers and have contributed to accidents that have negatively impacted employee morale and well-being. Shift work can lead to fatigue and reduced alertness, thereby increasing the likelihood of accidents. Handling hazardous substances carries the risk of exposure or emergency situations and requires strict adherence to safe working practices.

Occupational health & safety

Our globally distributed semiconductor manufacturing involves the use of hazardous chemicals, and the production process requires shift work. Both of these factors have short-term negative impacts on the part of our workforce involved in production, including health issues resulting from workplace accidents. Such occurrences could, in turn, disrupt production processes. This material impact, identified through our double materiality assessment, is common across the contexts in which we operate and not linked to specific incidents.

Infineon has fully incorporated these considerations into its operations, and the production processes are continuously adjusted to mitigate such risks as effectively as possible.

No other topics were identified as material for Infineon during this reporting year.

Differences between employee groups mainly stem from their various roles within the Company. The health and safety impacts identified in our own workforce affect both our employees and external workers and largely occur in production. This is why these activities are each assessed separately in our double materiality assessment. We also place special emphasis on regional differences when managing our employees' interests, especially at international manufacturing sites, where there may be higher risks of negative impacts or limited realization of positive outcomes. Additionally, we individually analyze which employee groups may be particularly vulnerable in specific contexts and, where needed, broaden the scope of reporting to reflect this. For example, in the area of occupational health and safety, we include a wider range of employee groups.

S1-1 Policies related to own workforce

Infineon's HR strategy focuses on areas of action that are also reflected in the results of the double materiality assessment.

A central focus of our strategic approach is to attract, develop, and retain talent, thereby safeguarding our innovation capacity and competitiveness. For more detailed background information, see "Entity-specific topic – Attracting and retaining qualified employees." [p. 75 ff.](#) An inclusive work environment is important to Infineon.

Another key focus of our strategy is occupational health and safety – reflecting our responsibility as a global manufacturing company.

The foundation of our human resources strategy, which integrates all these focus areas, includes the Corporate Social Responsibility (CSR) Policy, our Human Rights Policy Statement, our Business Conduct Guidelines, and our integrated management system for environmental protection, energy, occupational safety, and health, referred to as IMPRES.

Corporate Social Responsibility Policy

Our CSR Policy reflects our commitment to sustainable business practices. We have defined key pillars of our CSR framework, including Human Resources Management, which encompasses the topics of Diversity & Inclusion, Human Rights, and Occupational Health and Safety. In these areas, we identify the negative and positive impacts on our workforce, as outlined in the introduction, and how we can leverage our potential for sustainable change.

The CSR Policy is designed to clearly define our core topics, related strategies, and key actions at Group level to embed and formalize our shared values and ambitions. For a more detailed description of our CSR Policy, see "E1-2 Policies related to climate change mitigation and adaptation" in the chapter "E1 – Climate change." [p. 35 f.](#)

Human Rights Policy Statement

Our CSR Policy is supplemented by our Human Rights Policy Statement. With this statement, we commit to upholding and promoting human rights along the supply chain. We place a strong focus on fair working conditions, equal opportunities, occupational safety, and the prevention of discrimination, child labor, and forced labor. The statement addresses all potential and actual impacts of Infineon on its own workforce. We therefore see it as our duty to integrate the principles laid out in this statement into our business practices, and we expect the same from our partners.

The Human Rights Policy Statement includes our commitments and expectations. In this context, we align our business conduct with various internationally recognized principles and standards, including the following:

- The principles of the UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- The International Bill of Human Rights and the Universal Declaration of Human Rights
- The core principles of the International Labour Organization (ILO)
- The standards of the Responsible Business Alliance (RBA)
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The OECD Due Diligence Guidance for Responsible Business Conduct
- The UN Sustainable Development Goals (SDGs)

To support the implementation of these principles, the Human Rights Policy Statement defines our key fields of action, focused on our main impacts in the areas of Diversity & Inclusion, Occupational Health and Safety, as well as on critical issues such as child labor and human trafficking. It also provides an overview of our implementation framework, including specific ongoing measures such as risk assessments and grievance mechanisms. Our risk management and related processes and actions are regularly reviewed and improved.

Business Conduct Guidelines

Infineon's Business Conduct Guidelines are the third key element concerning our own workforce. These guidelines serve as our code of conduct, outlining the ethical and legal standards expected of all our employees. They cover key topics such as occupational health and safety, mutual respect, an appreciative workplace culture, protection against discrimination, and equal opportunities. Our Business Conduct Guidelines address all forms of discrimination. No one at Infineon may be discriminated against or excluded based on ethnic origin, skin color, nationality, religion, beliefs, gender, age, disability, marital status, social background, union or political affiliation, appearance, sexual identity or orientation. Violations can be reported through various grievance channels. Further information on our grievance mechanisms can be found under "G1-1 Corporate culture and business conduct policies." [p. 97 ff.](#)

The above mentioned guidelines are available online for all stakeholder groups and apply globally to Infineon Technologies AG as well as all affiliated subsidiaries. Ultimate responsibility for these guidelines lies with our executive management respectively the Management Board. The Business Conduct Guidelines, fall under the responsibility of the Chief Financial Officer and the Chief Compliance Officer.

In the area of Diversity & Inclusion, we go beyond these guidelines and policies through our commitments to both the Diversity Charter and the Regensburg Declaration, anchoring them as fundamental pillars of our approach.

In cooperation with the Infineon works councils in Germany and Austria, we published the Regensburg Declaration to promote respectful and harmonious interaction among all individuals. The declaration strongly advocates for democracy and against right-wing extremism. It was communicated internally and underscores our commitment to equality and inclusion. At the 2024 works council conference, the participating works council members, our Chief Executive Officer, and our Chief Human Resources Officer signed the Regensburg Declaration, sending a clear signal.

IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health)

As part of our organizational framework, we have implemented a management system – IMPRES – to prevent occupational accidents. In addition to occupational health and safety, this system covers environmental and energy management. For further details on these concepts, see “E1-2 Policies related to climate change mitigation and adaptation” in the chapter “E1 – Climate change.” [p. 35 f.](#)

S1-2 Processes for engaging with own workers and workers’ representatives about impacts

At Infineon, embracing diversity within the Company means, among other things, actively listening to diverse perspectives and opinions and considering them in the Company’s decisions and activities. This is especially relevant to our most significant impacts concerning our employees, such as health protection, diversity, and the recruitment and retention of qualified talent. Responsibility for engaging our workforce rests with the Chief Human Resources Officer.

We use a range of direct and indirect formats to incorporate employee needs. One direct method of employee engagement is through surveys such as the Engagement Pulse Check. This is a company-wide annual survey that gathers the feedback of all employees on their experiences, concerns, and overall sentiment to inform targeted action.

All employees also have the opportunity to participate in quarterly meetings with top management and works council assemblies, where they can voice their concerns. Additionally, employees can respond to daily internal communications, helping to foster dialogue within the organization. A 24/7 compliance hotline is also available for reporting any issues related to legal or regulatory compliance. These channels also provide an opportunity for other topics to be raised that are individually or systematically relevant within the Company.

Other formats that reflect Infineon’s diversity of opinion include committees on CSR topics, such as the Corporate Citizenship Committee, or our CSR Board established in 2021, which is responsible for employee engagement. Further details on the CSR

Board’s composition and responsibilities can be found in the section “GOV-1 The role of the administrative, management, and supervisory bodies” in the chapter “Basis for preparation.” [p. 19 ff.](#)

To ensure the needs of particularly vulnerable employee groups are addressed, Infineon has implemented additional initiatives beyond the formats already mentioned. One initiative is employee resource groups, which provide a platform for underrepresented and vulnerable employees to share their concerns and raise diversity and inclusion topics that may have been previously overlooked. The Diversity & Inclusion team also hosts monthly conferences with regional volunteers to better understand local barriers and needs and coordinate targeted actions.

These various engagement formats ensure that employees are heard at different stages of a process, such as before new measures are introduced or to reflect on and assess existing issues. The effectiveness of each format for engagement and the scope of any follow-up actions are evaluated individually. Adjustments or the introduction of new communication channels are made as needed.

Environmental, safety, and health (ESH) committees are also available at Infineon manufacturing sites to help facilitate discussions involving occupational health and safety topics.

Formal communication pathways are defined in our Business Conduct Guidelines and Human Rights Policy Statement. An active feedback system is also in place; further details can be found in “G1-1 Corporate culture and business conduct policies” in the chapter “G1 – Business conduct.” [p. 97 ff.](#)

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

To support employee engagement, Infineon offers a variety of reporting channels and points of contact. The HR department relies on established processes to protect employees and coordinates with the Compliance department when handling reports or investigations through the Company’s grievance procedure.

In the event of compliance violations, employees can reach out to their supervisors, the Chief Compliance Officer, or the responsible Regional Compliance Officer. Reports can also be submitted, either openly or anonymously, via the Infineon Integrity Line. The Compliance department reviews every submission and determines whether an internal investigation is warranted. Further details about the Infineon Integrity Line are provided in “G1-1 Corporate culture and business conduct policies”. [p. 97 ff.](#)

We assess whether our employees are aware of and confident in using our structures and processes to voice their concerns or needs. To this end, the Compliance department annually monitors trends in the number of reports and investigations. This analysis indicates that this number remains almost unchanged. Our Business Conduct Guidelines also explicitly protect individuals – including employee representatives – from any form of retaliation for using these reporting channels.

When misconduct is confirmed, it is addressed with balanced and transparent actions in line with company policies and legal requirements. We apply the principle of proportionality, evaluating each case individually to determine the most appropriate, necessary, and reasonable response. The issues raised and addressed are followed up and monitored by the Compliance department to ensure the effectiveness of the reporting channels.

Human rights coordinators have been appointed and trained at our company headquarters in Campeon (Germany), across all manufacturing sites, and at selected research, development, and office locations. Their primary responsibilities include conducting internal inspections and supporting the implementation of preventive and corrective measures at their respective sites.

In the area of occupational health and safety, it is important to highlight Infineon’s integrated management system for environmental protection, energy, occupational safety, and health – IMPRES. Workplace analyses are an integral part of our approach for all workplaces, forming the basis for comprehensive protection concepts that are regularly reviewed and updated when workplace configurations change. If we have caused or contributed to a significant adverse impact in connection with occupational

health and safety at work, the circumstances are examined in detail and appropriate measures are derived. The effectiveness of these measures is reviewed at least once a year or as needed through inspections and audits. Where required, adjustments to the protection concept are made and root cause analyses are conducted, as required. At all certified sites, occupational health and safety experts and specialists in occupational medicine are available. Environmental, safety, and health (ESH) committees are also available at Infineon production sites to help facilitate discussions involving occupational health and safety topics.

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

In line with our HR strategy, we have taken a range of actions to actively manage our positive impact on diversity and inclusion (D&I) and mitigate actual negative impacts in the area of occupational health and safety as best as possible. The following section outlines the most important clusters of actions within each of these focus areas.

Diversity & Inclusion

Training & knowledge transfer

We offer a variety of training programs for leaders, including how to confidently navigate politically sensitive topics and discussions. Intercultural training is also a component of our curriculum.

To enhance hiring and succession planning and to increase the share of women in middle and senior management positions, our recruiters are trained on unconscious bias and competency-based selection methods. Our new AI-powered recruitment tool (Eightfold) also helps recognize bias in the hiring process.

A key resource for raising awareness and sharing knowledge is our D&I Toolbox. It supports the organization on all D&I matters, offering practical guidance on topics such as unconscious bias, inclusive language, and leading multigenerational teams.

Employee initiatives

To foster a sense of community and encourage peer exchange, we support employee-led initiatives such as “Infineon PRIDE” in Germany, the “Spoorthi Women Community” in India, “Working Parents at Infineon” in the U.S., and many more. Local Human Resources (HR) site leads and teams collaborate to discuss and implement possible actions that actively promote our values. These activities may be held virtually or live on site and are open to all interested employees.

Events & programs

One of our largest events is our annual Diversity Days, a well-established format at Infineon for over a decade. This event inspires a range of global and local activities aimed at highlighting and celebrating diversity. Through a mix of online and in-person events across all Infineon regions, we ensure that we can potentially reach all employees. A standout event is the Female Leaders Night, held for the fourth time in January 2025 at our company headquarters in Campeon, Germany. These events and programs are key to enhancing the internal visibility of female talent.

Other regular events, such as International Women’s Day or religious festivals, are also acknowledged and celebrated by us in order to recognize and foster diversity at Infineon. In addition, we are a member of initiatives such as the PROUT AT WORK think-tank, which is dedicated to advancing equal opportunities for people of all orientations and gender identities in the workplace.

The effectiveness of our Diversity & Inclusion efforts – reflected in the diversity of our workforce (for example: colleagues from over 90 nationalities in Germany alone) – demonstrates that we are cultivating a truly inclusive culture. We actively monitor promotions and succession planning to ensure equitable access to challenging roles and advancement. Additionally, we evaluate our measures and initiatives through

feedback gathered in our Engagement Pulse Check. [p. 67](#) These measures help us achieve our goal of a 20 percent share of women in middle and senior management positions worldwide by the end of the 2030 fiscal year.

Occupational health & safety

At Infineon, creating a work environment that supports the occupational health and safety of our employees is a top priority. We take a preventive approach and have implemented a range of related, ongoing core measures. To ensure we are addressing negative impacts effectively, we continuously conduct risk assessments to identify and implement appropriate safety and health interventions.

Training & knowledge transfer

At Infineon, we aim to communicate health and safety information to our global workforce in a way that is both comprehensive and easy to understand.

As part of our behavior-based occupational safety program, for example, we introduced the Seven Golden Rules of Safety, a preventive protection framework that is regularly reviewed, refined, and reported to the management all the way up to selected Management Board members. Qualified safety professionals support the implementation of these measures across our operations.

We also offer a broad range of training programs on relevant topics. In the area of fire safety, we regularly conduct safety trainings and evacuation drills as part of our crisis prevention strategy, to ensure we are prepared and respond effectively in emergency situations. At key sites, we also provide ongoing education and professional development opportunities to our global experts in occupational health and safety and fire protection.

Workplace risk assessments

To protect our workforce from potential hazards, Infineon conducts comprehensive risk assessments at all locations worldwide. These assessments help identify risks in the workplace and guide the implementation of appropriate safety measures to mitigate them effectively. We evaluate risks using the Nohl risk matrix¹ to arrive at the best estimate of both the likelihood of occurrence and the severity of damage. Based on this evaluation, we apply the STOP² hierarchy to prioritize quantitative measures, giving priority to substitution and technical solutions over organizational or personal protections, such as personal protective equipment. Accident analyses and any resulting changes to risk assessments are handled by qualified experts, if necessary in consultation with employees and their representatives.

In addition to production and technical workplaces, we also evaluate office environments for improvement opportunities, with a particular focus on preventing ergonomics-related health issues as part of our proactive approach.

Certifications & site audits

Our integrated management system, for environment, energy, occupational safety and health (IMPRES) is certified globally. Certifications include ISO 14001 for environmental management systems and ISO 45001 for occupational health and safety management systems. At our largest European manufacturing sites and our Campeon headquarters in Germany, we have also achieved ISO 50001 certification for energy management systems. We are committed to further advancing this management approach in line with these recognized standards.

Under our IMPRES integrated management system, accidents are reported and investigated on site by occupational safety experts. Corrective measures are taken when necessary to minimize the risk of recurrence. In addition, our sites focus on the behavior-based safety program, which includes training on how to report near misses and unsafe conditions. All work-related accidents receive medical attention if relevant.

We track and assess the effectiveness of our occupational health and safety efforts through both internal and external audits. For all measures, both in relation to Diversity & Inclusion and Occupational Health & Safety, we allocate resources during our round of annual planning. During each planning round, we align ongoing and one-off measures with Infineon's strategy and material impacts and record the budgets and staffing capacities assigned to each initiative.

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Diversity & Inclusion

Our general aim is to foster a highly diverse workforce supported by a corporate culture rooted in respect and tolerance, as outlined in our Diversity & Inclusion strategy and actions.

We have set clear quantitative targets regarding the share of women in leadership roles at Infineon.

Specifically, our goal – set in the 2021 fiscal year – is to achieve a level of global representation of women in middle and senior management positions of 20 percent by the end of the 2030 fiscal year. To reach this target, we have developed department-specific targets and actions, which are regularly reviewed by the responsible management teams and the Management Board.

An exception – but included in the following figures – to this globally valid target exists only in the United States, where, due to legal constraints, it is framed as an ambition or guiding principle rather than a formal target. Our hiring and promotion decisions worldwide are based solely on competence and qualifications. Apart from the women's quota mandated by Germany's Second Leadership Positions Act, there are no legally required gender-specific quotas.

1 Nohl: A method for assessing and evaluating risks according to Jörg Nohl in the area of occupational health and safety.

2 STOP: substitution, technical solutions, organizational protection, and personal protection.

This target was set in consideration of the interests of our stakeholders. Over the past few years, the proportion of women has evolved from a baseline value of 16.0 percent to the current level of 18.5 percent. Progress toward this target, including year-over-year developments, is detailed in the chapter “Sustainability targets 2025” in the section “Human Resources Management” [p. 102](#) Our Human Resources department continuously tracks and monitors our progress and trends to best support this topic and the achievement of our target. In addition, we also look for areas where we can improve, for example, with the help of our employee engagement surveys. Through these surveys, we closely track participation rates, overall satisfaction levels, and strive to ensure a high level of engagement.

Occupational health & safety

Since Infineon’s founding, preventing risks related to occupational health and safety has been a top priority in meeting our responsibility to our employees.

While we do not currently set specific quantitative targets for our recorded accident rates, we are committed overall to maintaining high health and safety standards. A specific target in this area is to obtain matrix certification in accordance with ISO 45001 for selected smaller Infineon sites by the end of the 2028 fiscal year. This initiative indirectly aims to increase the number of employees protected under a certified occupational health and safety management system. In the first phase set to be completed by the end of 2027, certification is planned for the following sites: Bangalore (India), Penang (Malaysia), Porto (Portugal), San Jose (California, USA), Shanghai (China), and Tokyo (Japan). Certification of additional sites is scheduled to follow by the end of the 2028 fiscal year. During the 2025 fiscal year, onboarding for the six sites in the first project phase was completed, and initial training sessions on ISO 45001 certification were conducted.

We have not set specific, quantifiable targets for occupational health and safety. However, through internal and external audits and regular reviews of our accident statistics, we monitor the achievement of our strategic goals and can identify discrepancies at an early stage.

Progress toward our previous year’s target related to our own workforce is outlined in the chapter “Sustainability targets 2025” in the section “Protection of our employees” [p. 103](#)

S1-6 Characteristics of the undertaking’s employees

For the purpose of ESRS disclosures, Infineon defines employees as active staff in accordance with the definition set out in the German Commercial Code (HGB). This definition excludes trainees, work students, interns, thesis and diploma candidates, employees on parental leave, temporary workers, and employees in their non-working phase of early retirement. An exception to this definition applies only to the reporting of occupational health and safety figures.

The tables below provide a detailed breakdown of our total workforce by gender and country. At Infineon, employee headcount is generally reported as of the 30 September reference date. Employee new hires and terminations, on the other hand, are tracked over the full fiscal year.

Number of employees (headcount)

	Number of employees
Male	36,891
Female	20,181
Non-binary	–
Undisclosed	–
Total number of employees	57,072

Employees by country (headcount)¹

Country	Number of employees
Malaysia	15,895
Germany	14,914
Austria	5,718
Other countries	20,545

¹ The breakdown by country includes those countries with 50 or more employees and representing at least 10 percent of the total workforce.

As of 30 September 2025, Infineon employed a total of 1,070 apprentices and students in work-study programs, 676 interns and similar groups, and 2,256 working students. During the 2025 fiscal year, a total of 399 apprentices and students in work-study programs were newly hired.

A total of 4,083 employees left the Company during the 2025 fiscal year, resulting in a turnover rate of 7.1 percent.

Further details on Infineon's workforce figures can be found in the Annual Report 2025. p. 113 ff. of the Annual Report 2025

Methodology

Employee headcount is reported as of the 30 September reference date. HR data is submitted to the relevant regional service center and then integrated into the global HR system. Employee turnover figures are evaluated and analyzed on a monthly basis and considered for the entire fiscal year. This includes all employees who left the Company voluntarily, through dismissal, retirement, death or other reasons. It does not take acquisitions or disposals into account. The turnover rate is calculated as the percentage of employee departures relative to the average total number of employees.

Data for the Austin (Texas, USA) site is included in the key figures up to the closing date of the completed sale.

Employee headcount by contract type (headcount)

		Number of employees
Number of employees	Male	36,891
	Female	20,181
	Non-binary	–
	Not disclosed	–
	Total	57,072
Number of employees with permanent contracts	Male	34,803
	Female	18,653
	Non-binary	–
	Not disclosed	–
	Total	53,456
Number of employees with temporary contracts	Male	2,088
	Female	1,528
	Non-binary	–
	Not disclosed	–
	Total	3,616
Number of non-guaranteed hours employees	Male	–
	Female	–
	Non-binary	–
	Not disclosed	–
	Total	–
Number of full-time employees	Male	35,460
	Female	18,723
	Non-binary	–
	Not disclosed	–
	Total	54,183
Number of part-time employees	Male	1,431
	Female	1,458
	Non-binary	–
	Not disclosed	–
	Total	2,889

S1-9 Diversity metrics

In terms of diversity, we report the gender composition both in absolute numbers and as a percentage for the top management level, along with the distribution of employees by age group.

Infineon defines top management as all employees in senior management positions, excluding members of the Management Board.

Gender distribution by headcount and percentage per management level

	Male	Female	Total
Non-management staff (headcount) ¹	18,127	13,679	31,806
Non-management staff (in %) ¹	57.0	43.0	100.0
Entry-level management (headcount) ¹	8,999	4,287	13,286
Entry-level management (in %) ¹	67.7	32.3	100.0
Middle management level (headcount) ¹	9,208	2,134	11,342
Middle management level (in %) ¹	81.2	18.8	100.0
Senior management level (headcount)	557	81	638
Senior management level (in %)	87.3	12.7	100.0

¹ These metrics are reported as company-specific data. Reporting across different categories is an important aspect of our diversity strategy. The breakdown serves as a key management indicator to analyze and ensure a pipeline of emerging talent at all levels who are prepared for future leadership roles.

Distribution of employees by age group

	Under 30 years	30 – 50 years	Over 50 years
Total in %	19.5	60.7	19.8

Methodology

We define our management levels internally as follows: entry-level management (Global Grade 11 and 12), middle management positions (Global Grade 13 to 15), and senior management. At Infineon, senior management is defined as leadership roles at Global Grade 16 and above. Our diversity metrics are collected centrally by the HR department. Data for the Austin (Texas, USA) site is included in the key figures up to the closing date of the completed sale.

S1-14 Health and safety metrics

For our occupational health and safety metrics, we apply an extended definition: in addition to internal employees, we include apprentices, working students, interns, thesis authors, doctoral candidates, and diploma candidates. We include these groups in our reporting to have better control over workplace safety across our operations.

The IMPRES Corporate Rule applies to all Infineon employees. The percentage of our workforce covered by our certified integrated management system for environment, energy, occupational health and safety (IMPRES) is 78 percent.

Occupational accidents

Number of work-related fatalities – Own employees	0
Number of work-related fatalities – Other workers operating at Infineon sites	0
Number of reportable occupational accidents	168
Ratio of reportable occupational accidents	1.36

Methodology

Infineon defines reportable occupational accidents as non-fatal or fatal incidents occurring during work that result in an absence of one or more full days. Commuting accidents are not included in the reported key figures. Reportable occupational accidents include accidents on Infineon-owned premises for which the Company holds a duty of care – such as parking areas – as well as incidents during work-related activities, such as business travel. All incidents are recorded locally and reported by gender as total accident numbers. Once reported by employees, ESH managers, or company medical staff, the cases are edited in our incident management tool. At the corporate level, anonymized data is available in real time, enabling daily reporting of occupational safety metrics.

The ratio of reportable occupational accidents is calculated as the number of such accidents divided by the total number of contractually agreed working hours, multiplied by one million.

Because not all Infineon sites are fully covered by the accident reporting system, we apply an extrapolation method for certain smaller locations. To determine the extrapolation factor, we divide the number of recorded reportable accidents at the Mesa (Arizona, USA), Porto (Portugal), Penang (Malaysia), and Munich (Germany) sites by their respective employee headcounts. These four sites are considered representative due to their size and operational functions. The resulting factor is then applied to employee headcount at sites not included in direct reporting and included in the overall accident rate calculation.

Entity-specific topic – Attracting and retaining qualified employees (GRI reporting)

The Infineon approach to attracting and retaining qualified employees

In addition to the impacts covered under the ESRS framework, Infineon has identified a third, company-specific impact area and strategic HR pillar – the attraction and retention of qualified talent. This topic is a company-specific material topic, as the ability to attract and keep skilled professionals is critical to Infineon’s innovation capabilities, competitiveness, and long-term success. The table below illustrates the material impacts of our business activities on society that we identified in our double materiality assessment. For broader context on how these material impacts, risks, and opportunities relate to our strategy and business model, please see “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model” in the chapter “General disclosures”. [p. 12 f.](#)

Concepts

Infineon recognizes the importance of attracting and retaining qualified employees as a core component of the corporate strategy in sustaining our competitiveness. Our talent acquisition framework reflects our dedication to creating an attractive work environment. We are committed to adhering to internal and external standards that ensure fair and transparent recruitment processes while supporting long-term employee retention. This commitment is communicated both internally and externally, for example, via the disclaimer included at the end of each job posting on our careers site. The text reads exemplary: “We are on a journey to create the best Infineon for everyone. This means we embrace diversity and inclusion and welcome everyone for who they are. At Infineon, we offer a working environment characterized by trust, openness, respect and tolerance and are committed to giving all applicants and employees equal opportunities. We base our recruiting decisions on the applicant’s experience and skills. We look forward to receiving your resume, even if you do not entirely meet all the requirements of the job posting. Please let your recruiter know if they need to pay special attention to something in order to enable your participation in the interview process. [Click here for more information about Diversity & Inclusion at Infineon.](#)”

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model/ strategy	Description
GRI – Own workforce	Company-specific: Attracting and retaining qualified employees	Negative impact	Potential	Short-term	Own operations/ Dresden, Kulim, San Jose, Villach, Melaka	Based on the business model	The shortage of skilled workers in semiconductor manufacturing, particularly affecting the sites in Dresden (Germany), Kulim (Malaysia), San Jose, Villach (Austria), and Melaka (Malaysia), can lead to an overload of the existing workforce. As a result, employees may not be able to fully realize their potential or make the most of their career opportunities.
				Medium-term	Own operations/ Rest of world	Based on the business model	The widespread shortage of skilled labor in the semiconductor industry can lead to an overload of the existing workforce. This may prevent employees from fully utilizing their talents and seizing career development opportunities.

Measures to support the attraction and retention of qualified employees

We firmly believe that attracting and retaining qualified employees requires a range of initiatives. We therefore make it a priority to offer career development opportunities, cultivate talent, create attractive workplace environments, and – where specific market conditions or challenges dictate – implement targeted programs to win and retain qualified professionals. To monitor the effectiveness of these initiatives, we use internal reporting and evaluation tools.

Employee and leadership development

We believe an organization cannot evolve without honesty and open feedback. This principle is embedded in our shared values – our “High Performance Behavior Model.” These values guide us in achieving our business goals and set the priorities.

The behavioral guidelines take shape through our global Steps To Employees’ Personal Success (STEPS) process. STEPS is a continuous goal-setting and feedback framework that includes an annual performance review. At the start of each fiscal year, employees and their managers agree on performance goals and behavioral expectations. These are checked and discussed at least quarterly in regular check-ins and adjusted as needed.

This process concludes with a feedback and appraisal meeting at the end of the fiscal year. Feedback from teams to their managers is just as important as feedback from managers to their staff. This is why we introduced the Leadership Dialog, a feedback format to complement STEPS. It is conducted every two years for all managers at the director’s level and above who lead five or more employees.

We support our managers in effectively applying our Leadership Principles and help them succeed in their leadership roles by offering a wide range of learning and development opportunities at various leadership levels. The Infineon Leadership Excellence Program provides a training framework designed to support managers in their leadership role and management responsibilities. In addition to this program, we offer targeted training on topics for specific groups, such as our New Leader Orientation Program, which is an internal workshop for new managers.

Talent development

At Infineon, employees can develop their careers according to their individual skills and talents along various career paths that reflect the Company’s needs. There are currently four career paths: the Individual Contributor for specialists, the Technical Ladder for technical experts, the Project Management path, and the Management path. Each of these four career paths is supported by training programs tailored to the respective target groups, fostering the development of the relevant leadership skills.

Other offers

We also offer targeted talent programs, such as our three-year Leading Others for Today & Tomorrow (LOFTT) program in Kulim. This program trains skilled workers for semiconductor manufacturing. In the 2025 fiscal year, 92 applicants were admitted to the program.

High employee satisfaction is a top priority for us. We assess the effectiveness of our initiatives by tracking the number of new hires and fluctuations. Our Engagement Pulse Check is also used to gauge overall employee satisfaction, both generally and with respect to our measures. More information on the Engagement Pulse Check is available in this chapter under “S1-2 Processes for engaging with own workers and workers’ representatives about impacts”. [p. 67](#)

Key metrics for attracting and retaining qualified employees

To meet our high-performance standard and attain leadership excellence, we use the employee turnover rate and number of new hires as key metrics. A persistently low turnover rate serves as a primary indicator of employee commitment and satisfaction, while our number of new hires reflects our appeal as an employer and supports talent acquisition.

The turnover rate is detailed in this chapter under “S1-6 Characteristics of the undertaking’s employees”. [p. 71 f.](#) In the 2025 fiscal year, we hired a total of 3,351 employees worldwide, consisting of 1,226 women and 2,125 men. Departures included 1,514 female employees and 2,569 male employees. Of the departing employees, 1,101 were in the under 30 age group, 1,973 were in the 30 to 50 age group, and 1,009 were in the over 50 age group.

Rates of new hires and terminations by region

	Total	Europe	Therein: Germany	Asia- Pacific	Greater China	Japan	America	Therein: USA
Newly hired employees	3,351	1,055	363	1,762	237	36	261	176
Rate of newly hired employees ¹	5.9	4.3	2.4	7.1	7.6	5.3	7.0	6.8
Staff departures	4,083	1,547	890	1,620	211	84	621	494
Rate of staff departures ²	7.1	6.2	5.9	6.6	7.0	12.3	14.4	15.7

¹ Figures expressed in percent based on the workforce as of 30 September 2025 in the respective region.

² Figures in percent, calculated on the basis of the monthly workforce in the 2025 fiscal year.

According to our STEPS process, more than 95 percent of our employees underwent a regular assessment of their performance and professional development in the 2025 fiscal year.

Assessments within the STEPS process

In %	Male	Female	Total
Non-management staff	96.7	93.6	95.3
Entry-level management	96.5	92.7	95.3
Middle management level	94.9	92.6	94.5
Senior management level	93.7	91.4	93.4

Methodology

To calculate the proportion of new hires, all new additions during the fiscal year are determined and compared against the workforce as of September 30, 2025, in each respective region.

To determine these key figures, we divided the number of employees who took part in a STEPS feedback or evaluation discussion during the fiscal year by the total number of employees reported under “S1-6 Characteristics of the undertaking’s employees.” The data is broken down by gender and employee category. [p. 71 f.](#) Data for the Austin (Texas, USA) site is included in the key figures up to the closing date of the completed sale.

S2 – Workers in the value chain

S2-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The following table presents the material impacts of our business activities on workers in the value chain with respect to child labor and forced labor, which were identified in our double materiality assessment. A broader overview of how these material

impacts, risks, and opportunities interact with Infineon's strategy and business model is provided under "SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model" in the chapter "General disclosures". [p. 12 f.](#)

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model / strategy	Description
ESRS S2 – Workers in the value chain	Other labor-related human rights / Child labor	Negative impact	Potential	Short-term	Raw material sourcing / Global	Based on the business model	Child labor can lead to extreme physical and psychological harm and even death. It can result in slavery and economic exploitation. In almost all cases, it prevents children from attending school and receiving medical care, thereby restricting their fundamental rights.
	Other labor-related human rights / Forced labor	Negative impact	Potential	Short-term	Raw material sourcing / Global	Based on the business model	Forced labor has a significant negative impact on the health and well-being of those affected.
					Silicon wafer production / Global	Based on the business model	Forced labor has a significant negative impact on the health and well-being of those affected.
					Logistics / Global	Based on the business model	Forced labor has a significant negative impact on the health and well-being of those affected.
					Logistics / Asia-Pacific	Based on the business model	The Asia-Pacific region has the highest number of people subjected to forced labor globally. Forced labor has a significant negative impact on the health and well-being of those affected.
		Negative impact	Actual	Short-term	Silicon wafer production / Asia-Pacific	Based on the business model	Infineon identified an actual negative impact involving a supplier who withheld migrant workers' passports, indicating a human rights violation.

Infineon is a semiconductor company committed to respecting human rights as part of its corporate strategy and associated policies and actions. Despite this, potentially negative impacts on human rights can occur in the semiconductor industry, particularly in certain regions of the world. Infineon defines workers in the value chain in accordance with the German Supply Chain Due Diligence Act. This definition generally includes not only all direct but also indirect suppliers. Due diligence obligations toward these suppliers are applied on a risk-based as well as an event-driven basis. In the following, the term “supply chain” is used in line with the definition set forth in the German Supply Chain Due Diligence Act and corresponds to the upstream part of the value chain.

The identified negative impacts can affect workers along the various stages of our upstream value chain, from raw material sourcing to the production of intermediate products, such as silicon wafers, and up to logistics. These negative impacts can occur globally, but they tend to be more common in the Asia-Pacific region.

Our risk analysis, conducted in line with the requirements of the German Supply Chain Due Diligence Act, identified an elevated risk of forced labor in China, Malaysia, Singapore, Taiwan, and Thailand, particularly within sectors like manufacturing (e.g., machinery, equipment, electrical and optical products), construction (and related specialized services), warehousing and transportation support, and staffing services. The risk of child labor is especially relevant to raw material sourcing in the supply chain. Given the complexity of our supply chain, limited transparency, and restricted access to external data – particularly concerning raw materials – we are currently unable to provide detailed country-level disclosures. However, we are actively working to improve transparency in this area (see “S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions”). [p. 82 ff.](#)

The (potential) negative impacts identified are considered systemic within the semiconductor industry and not specific to Infineon. Infineon works in collaboration with the Responsible Business Alliance (RBA), other industry peers, and direct suppliers to address these impacts collectively. The RBA is an international industry coalition committed to promoting responsible practices throughout the supply chain, and Infineon is actively engaged in its efforts.

In conducting our double materiality assessment, we incorporated the findings of our risk analysis as well as insights from our human rights risk management system. By analyzing affected stakeholders, conducting audits (including employee surveys), and assessing the compliance with sustainability standards of our direct suppliers, we identified specific groups of workers within the supply chain who are or could be negatively impacted. This has helped us understand whether and how certain workers in the supply chain may be vulnerable to elevated risks.

We recognize that migrant workers may be particularly vulnerable to negative impacts. This includes potential negative impacts that may indicate forced labor, such as illegal recruitment fees, wage deductions, and the confiscation of passports.

Our human rights risk management system enables us to gain detailed insight into negative impacts associated with our direct suppliers (see “S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions”). [p. 82 ff.](#) However, due to the complexity of our supply chain and limited industry-wide transparency, especially in the area of raw material sourcing, our visibility beyond our direct (Tier 1) suppliers remains limited.

S2-1 Policies related to value chain workers

We have established various policies to safeguard human rights in our supply chain and prevent, mitigate, and remediate potential negative impacts.

Under our Supplier Code of Conduct, our direct suppliers commit to our values, including upholding human rights. The code explicitly prohibits human trafficking, forced labor, and child labor. It also addresses risk factors specific to the semiconductor industry, such as labor brokers and migrant workers. Our suppliers are additionally required to responsibly source raw materials and minerals, including conflict minerals.

The Human Rights Officer and the Supplier Sustainability Team in our Procurement department are responsible for developing and monitoring the Supplier Code of Conduct, as well as reviewing it to ensure it is up to date.

Significant direct suppliers commit to Infineon's Supplier Code of Conduct by signing a contract. In addition, we conduct business partner due diligence to ensure we collaborate only with legally compliant, integrity-driven suppliers.

We have also adopted and published a Human Rights Policy Statement. This policy was created to outline Infineon's strategy for upholding human rights across our own operations and with suppliers worldwide. The policy statement details our priorities and expectations for respecting human rights and describes our comprehensive human rights risk management system. This includes our approaches to implementing due diligence through responsibilities, risk assessment, preventive actions, grievance procedures, remediation, effectiveness monitoring, and reporting. The policy statement applies to Infineon and all its subsidiaries. It is drafted and reviewed under the responsibility of our Human Rights Officer.

Our human rights strategy also encompasses the responsible sourcing of raw materials and minerals, particularly conflict minerals. This term refers to the raw materials tin, tantalum, tungsten, and gold, which are frequently mined in conflict-affected and high-risk regions and whose extraction may finance armed groups. With this in mind, our publicly available Conflict Minerals Policy states that our products must not contain any conflict minerals that directly or indirectly finance or benefit armed groups or conflicts such as the ongoing conflict in the Democratic Republic of the Congo (DRC) and neighboring countries. The policy also sets out our supply-chain requirements regarding conflict minerals, cobalt, and mica. It applies to Infineon and all affiliated entities worldwide, covering all segments of the supply chain that could contain conflict minerals. The development and oversight of this policy are the responsibility of the Sustainability department.

In addition, our Supplier Code of Conduct, Human Rights Policy Statement, CSR Policy, and Business Conduct Guidelines reflect our strategic priorities and formal commitments, including our commitment to respecting human rights (see "E1-2 Policies related to climate change mitigation and adaptation" in the chapters "E1 – Climate change" and "G1-1 Corporate culture and business conduct policies"). [p. 35 ff.](#), [p. 97 ff.](#)

Each of these guidelines includes provisions addressing respect for human rights and in alignment with relevant laws and international frameworks, including the UN Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the Ten Principles of the UN Global Compact (UNGC), and the Responsible Business Alliance (RBA) Code of Conduct.

We incorporate the interests of workers in our supply chain into the development of our policies and the design of our human rights risk management system, aiming to uphold their rights to the fullest extent. This process is conducted through multi-stakeholder initiatives, worker interviews during audits, training sessions, and our grievance mechanisms (see “S2-2 Processes for engaging with value chain workers about impacts” and “S2-3 Processes to remediate negative impacts and channels for affected communities to raise concerns” in this chapter). [p. 81 f.](#)

Our policies, such as the Supplier Code of Conduct and the Human Rights Policy Statement, refer to our grievance channels and the publicly available procedure for reporting legal and policy violations. If a violation such as a human rights infringement is identified, we work together with the relevant supplier or stakeholders to develop corrective measures. Further details about this process are outlined in “S2-3 Processes to remediate negative impacts and channels for affected communities to raise concerns.” [p. 81 f.](#)

S2-2 Processes for engaging with value chain workers about impacts

The perspectives of supply chain workers influence our decisions and actions aimed to identify, prevent, mitigate and, when necessary, remedy actual and potential negative impacts.

In the 2025 fiscal year, we began developing a structured process to systematically include the interests of supply chain workers and their representatives regarding actual and potential impacts.

This process is divided into the following five steps:

1. Identifying stakeholders
2. Assessing risks
3. Prioritizing stakeholders
4. Defining appropriate actions
5. Integrating the outcomes into the human rights risk management system

In the 2025 fiscal year, we prioritized an initial group of affected stakeholders. For the “workers in the value chain” stakeholder group, migrant workers were prioritized as a vulnerable group. By collaborating with non-governmental organizations and labor representatives, utilizing our grievance mechanism, and conducting worker surveys, we are able to gain valuable insights into their circumstances.

Infineon fundamentally aligns its worker-protection measures in the supply chain with international standards, such as the fundamental principles of the ILO, the UN Global Compact, and the OECD Due Diligence Guidance for Responsible Business. This approach is intended to integrate the interests of affected workers into our human-rights risk-management framework as effectively as possible. We also take their interests into account through RBA audits at our direct suppliers, which include interviews with supply chain workers, and feed those findings into the audit results.

Infineon offers an anonymous reporting channel called the Integrity Line to give supply-chain workers an additional means to express concerns or report alleged violations.

The head of our central Sustainability department is responsible for ensuring that insights gathered from stakeholder engagement are integrated into our human-rights strategy and drive its ongoing improvement. The frequency of these consultations varies and typically occurs when we plan new initiatives, revise requirements, receive new information on risks or negative impacts, or hold specific discussions after supplier audits. Compliance with stakeholder-inclusion requirements is monitored via sustainability assessments and supplier audits.

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

With defined responsibilities and a structured response-management process for our direct and indirect suppliers, we fulfill our responsibility and work to ensure that caused or contributed (potential) negative impacts on workers in the value chain,

such as those related to child and forced labor, are addressed through appropriate remediation. We assess the effectiveness of these remediation measures by reviewing the success of the defined actions on a case-by-case basis until their full implementation, among others, through the following:

- Requiring suppliers to provide evidence of implementation, such as excerpts of timesheets, employment contracts, or proof of recruitment fee reimbursements.
- Conducting a final audit to verify that the issues have been resolved, carried out by a certified external auditor.
- Obtaining confirmation from affected individuals or whistleblowers, for instance, in cases reported via the Integrity Line.

Our Infineon Integrity Line provides an anonymous reporting channel through which supply-chain workers can voice concerns. This reporting channel was established by Infineon. Our Supplier Code of Conduct further mandates that such reporting channels be made available at the workplaces of supply-chain workers. The Human Rights Officer and her team work together with the Supplier Sustainability team from the Procurement department and the Compliance department to handle reports related to potential negative human-rights impacts in the supply chain.

As part of evaluating the effectiveness of our grievance mechanism, we assess how well workers in our value chain are aware of and trust these reporting channels. In the 2025 fiscal year, we conducted a targeted survey following supplier training. Our publicly available procedure for reporting legal and policy violations, including suspected cases, ensures that all users of the channels are protected from retaliation.

Details of these principles, the grievance channel, and our follow-up process, including any remediation, are described under “G1-1 Corporate culture and business conduct policies.” [p. 97 ff.](#)

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

As part of our human rights risk management system, we develop risk-based measures to address the negative impacts identified.

Each year, Infineon conducts a risk analysis aimed at identifying (potential) negative impacts on workers at direct suppliers. The process consists of both an abstract risk assessment and a concrete risk assessment. During the abstract assessment, direct suppliers are evaluated based on country risk and industry risk. Direct suppliers that have been prioritized due to their high abstract risk potential, in consideration of the appropriateness criteria (under the German Supply Chain Due Diligence Act), are required to complete a self-assessment regarding their compliance with Infineon’s sustainability requirements. This serves to concretize the abstract risk. If a direct supplier is identified as high risk in the concrete assessment, appropriate measures are taken, such as training, depending on the severity of the identified risks and Infineon’s influence. This is aimed at preventing and/or minimizing the (potential) negative impacts identified.

Specific preventive and remedial actions are taken on a risk-based and incident-driven basis when further information reveals specific risks at our direct or indirect suppliers. Actions for improvement and escalation steps are deliberated and approved by our

Corporate Social Responsibility (CSR) Supply Chain Committee, a joint body of the Procurement and Sustainability departments. These actions and escalations may include the following:

- Supplier training
- Individual supplier coaching, including sharing best practices
- Targeted improvement measures (e.g., modifications to policies or processes),
- Sustainability audits
- Evaluation of the business relationship (termination of the relationship as a last resort)

These measures fundamentally address all human rights, including the (potential) negative impacts we identified related to forced and child labor. The selected actions are designed to prevent and minimize these identified risks.

Sustainability audits are a core element of our human rights risk management system. Each year, we nominate direct suppliers for these audits using a risk-based selection process. These audits follow the RBA's Validated Assessment Program (VAP) and are conducted either by internal sustainability experts or through external RBA-certified auditors. The audits cover areas such as supplier management practices and include interviews with their workers. The aim is to ensure that workers in the value chain know their rights, that freedom of association is upheld, and that a secure grievance mechanism is available. When irregularities are identified, we agree on corrective actions to improve working conditions. While RBA VAP audits are always conducted on site, our internal sustainability audits are sometimes conducted remotely and other times on site.

In addition, we provide our direct suppliers with complimentary training opportunities to help them implement human rights due diligence obligations.

Because we have prioritized forced labor as a risk within our human rights risk management system, we have taken specific actions to prevent and reduce negative impacts on workers. We offer direct suppliers training on work schedules and recruitment fees to raise their awareness of the factors that may lead to forced labor. We have also initiated a program for foreign migrant workers. The following actions were taken in the 2025 fiscal year as part of this program:

- We added several languages (Burmese, Nepali, and Bengali) to our Integrity Line, as the corresponding ethnic groups were identified as particularly affected among foreign migrant workers,
- We launched a collaboration with a local non-governmental organization to support the program with their expertise and
- We began developing a Foreign Migrant Worker Policy that will define, among other things, minimum ethical standards for the recruitment of migrant workers. We intend to publish this policy in the 2026 fiscal year.

Our human rights risk management system covers not only direct suppliers (Tier 1) but also includes a risk-based approach to dealing with negative impacts beyond Tier 1 to raw material sourcing, recognizing that this particular stage of the value chain may involve potential or actual negative impacts.

As part of our commitment to due diligence in raw material sourcing and responsible procurement practices, we plan to strengthen our efforts in this area. In addition to our existing focus on conflict minerals, cobalt, and mica under our conflict minerals program, we began broadening our scope in the 2025 fiscal year to include other high risk raw materials such as copper. In the 2026 fiscal year, we plan to extend the existing program covering conflict minerals, cobalt, and mica to create a raw materials program.

To this end, we have conducted an initial comprehensive raw material risk assessment, intended to become a core element of our future expanded approach to responsible raw material and mineral sourcing. This approach follows the OECD Guidelines for Due Diligence in Mineral Supply Chains from Conflict-Affected and High Risk Areas and integrates our existing processes for conflict minerals. As a member of the Responsible Minerals Initiative (RMI), we voluntarily commit to upholding social and environmental responsibility throughout our supply chain. At the same time, our detailed conflict minerals statement helps support customers who are subject to reporting obligations under the U.S. Securities and Exchange Commission (SEC) due diligence requirements.

Because Infineon does not source these metals directly from mines or smelters, we closely collaborate with our direct suppliers to ensure the transparency necessary. Within our conflict minerals program, we apply a standardized process to establish supply chain guidelines.

In the 2025 fiscal year, Infineon identified its relevant direct suppliers of conflict minerals and carried out a due diligence review of their use of such minerals and evaluated it. It is always our objective that these minerals are sourced exclusively from smelters that meet the requirements of the Responsible Minerals Assurance Process (RMAP) or a comparable audit program.

We have also integrated cobalt into our due diligence program for responsible raw material and mineral sourcing. In an assessment performed in the 2025 fiscal year, we identified potential suppliers of cobalt-containing materials and requested that they report the smelters in their supply chain via a standardized reporting template (Extended Minerals Reporting Template).

Another component of our due diligence program addresses mica usage. In the two key mica-producing countries, India and Madagascar, the supply chains depend

heavily on artisanal and small-scale mining and manual processing, which often involve child labor and forced labor. Consequently, we carry out annual reviews of mica use in our production materials. In the 2025 fiscal year, we did not detect the use of mica in our production materials.

To ensure transparency, we provide our customers with the results of our assessments via a conflict minerals statement (Conflict Minerals Reporting Template) and a combined Cobalt and Mica Statement (Extended Minerals Reporting Template).

In the 2025 fiscal year, we identified an actual human rights violation in our supply chain involving forced labor. The supplier in question had withheld the workers' passports. Following an investigation, several corrective actions were taken in response to this specific case, including

- the immediate return of identity documents to the affected workers;
- a focused audit of the supplier regarding recruitment fees; and
- a contract review with the supplier.

We also used the actual violation as a catalyst to intensify our initiatives aimed at preventing forced labor among migrant workers.

We ensured the effectiveness of the actions taken by continuously monitoring their implementation and verifying compliance through the supplier. To forestall future violations, we are developing additional preventive measures, including the planned publication of a Foreign Migrant Worker Policy by the end of the 2026 fiscal year.

In the 2025 fiscal year, our human rights risk management system underwent an internal audit to verify its effectiveness. We also track a key metric for mandatory internal human rights training (Human Rights Introduction Training), which is

primarily (Human Rights Introduction Training) and largely completed by personnel in our Procurement department. This training must be repeated every three years. Currently, the participation rate for all training courses conducted over the last three years is over 95 percent. We additionally draw on insights from surveys with our direct suppliers.

To minimize our contribution to negative impacts on direct suppliers, Infineon has adopted appropriate procurement strategies and purchasing practices. These practices align with industry standards and support the development of long-term, faithful relationships with suppliers.

By clearly communicating Infineon's sustainability requirements to direct suppliers and embedding these requirements in both supplier selection and contractual agreements, we emphasize Infineon's refusal to tolerate human rights violations and environmental law breaches within its supply chain. We also mitigate risks tied to the scope and nature of our operations – such as our significant presence in Asia – through a globally structured Procurement department. In addition, all procurement staff are required to complete our mandatory in-house Human Rights Introduction Training.

We have defined clear responsibilities to manage material potential and actual negative impacts. Dedicated units and roles at Infineon, such as our Human Rights Office, the Human Rights Officer, and the Supplier Sustainability Team within the Procurement department, bear the primary responsibility for designing policies and actions. Our procurement staff are the interface with direct suppliers and support the implementation of these measures. The responsible teams additionally have access to digital platforms (e.g., IntegrityNext, Integrity Line, Supplier Life Cycle Management Tool), membership networks (e.g., RBA, UN Global Compact), and training programs to ensure continuous knowledge sharing and effective management.

We have also established cross-functional decision-making bodies, including the Corporate Social Responsibility (CSR) Supply Chain Committee and the Human Rights Council, where representatives from other areas jointly discuss and approve risk mitigation measures.

The CSR Supply Chain Committee meets quarterly and plays a key role in our human rights risk management system. Its members include the Human Rights Officer, the Human Rights Office, and the Supplier Sustainability Team from the Procurement department. The committee's responsibilities include reviewing identified supply chain risks, deciding on appropriate risk mitigation measures, and assessing new requirements for the supply chain. The Human Rights Council supports the Human Rights Officer in carrying out her responsibilities. Its members include the Human Rights Officer, the Deputy to the Human Rights Officer, and representatives from Procurement, Communications, Human Resources, Compliance, and Legal departments. The council also meets quarterly to drive internal processes aimed at evaluating (potential) negative impacts on workers in the supply chain and within our own operations. The members advise the Human Rights Officer on topics such as updating the Human Rights Policy Statement and implementing preventive measures.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Infineon has defined clear targets for the 2026 fiscal year aimed at reducing (potential) negative material impacts linked to forced labor and child labor impacting workers in the value chain. The following objectives align with our human rights approach in the supply chain:

1. Complete a risk analysis and deploy preventive and corrective measures for 100 percent of direct suppliers identified as having human rights, environmental, or business conduct risks by the end of the reporting year.

2. Conduct a minimum of 15 audits with direct suppliers during the fiscal year who are selected through a risk-based approach, focusing on human rights and working conditions, by the end of the reporting year.
3. Execute an annual due diligence review of the supply chain concerning conflict minerals usage to increase transparency and ensure compliance with the Responsible Minerals Assurance Process (RMAP) or an equivalent audit program.
4. Implement an annual due diligence review of the supply chain concerning the usage of cobalt and mica to increase transparency and ensure compliance with the Responsible Minerals Assurance Process (RMAP) or an equivalent audit program.

These set targets apply to the upstream value chain, using the definition of “supply chain” under the German Supply Chain Due Diligence Act. The data used to define targets 1 and 2 comes from our human rights risk management system and for targets 3 and 4 from our conflict minerals program.

The targets will be measured again in the 2026 fiscal year, using the same 2026 fiscal year as the baseline year. Details on progress are provided in the chapter “Sustainability targets 2025” under “Human rights” and “Our responsibility along the supply chain”. [p. 102, p. 105](#)

We have revised our targets compared to the 2024 fiscal year: For target number 2, the number of required audits has been increased to drive continuous improvement. Additionally, the wording of targets 3 and 4 has been clarified. The underlying processes and actions remain unchanged.

The targets are developed collaboratively between the Human Rights Office and the Procurement department’s Supplier Sustainability Team. They are also responsible for tracking the progress toward meeting the targets. As part of this monitoring process, they assess the effectiveness of the actions taken and identify potential areas for improvement where necessary. Stakeholders have not been directly involved in target development to date. However, their interests have been considered through our human rights risk management system (see “S2-2 Processes for engaging with value chain workers about impacts”). [p. 81](#) When effectiveness assessments reveal opportunities to take further action, stakeholders may be directly involved in the process.

Progress toward our previous year targets related to workers in the value chain is discussed in the chapter “Sustainability targets 2025” under “Human rights” and “Our responsibility along the supply chain”. [p. 102, p. 105](#)

Occupational health and safety in the supply chain (GRI reporting)

The following table shows the material impacts in relation to “occupational health and safety” of our business activities on workers in the value chain, as identified through our double materiality assessment. These are health and safety impacts related to respect for human rights. Potentially precarious working conditions and inadequate safety measures in the extraction of raw materials and the production of silicon wafers can significantly impair the health of workers in the supply chain. More comprehensive information on how these material impacts, risks and opportunities interact with Infineon’s strategy and business model is provided in the section “SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model” in the chapter “General disclosures”. [p. 12 f.](#)

The potential negative impacts are considered in the semiconductor industry to be systemic rather than specific to Infineon. Given the nature of these material impacts, multiple worker groups within the value chain may be at risk. In the 2025 fiscal year, we initiated an analysis of these potentially affected groups and identified migrant workers as a particularly high-risk group (see the chapter “S2-SBM Material impacts, risks and opportunities and their interaction with strategy and business model”. [p. 78 f.](#)

Infineon actively promotes and implements international standards across its supply chain and expects its direct suppliers to do the same. Through our collaborative relationships with our suppliers, we help contribute to improved working conditions and occupational health and safety standards.

At the same time, Infineon is aware of the potentially negative impacts related to occupational health and safety. Despite efforts to promote international standards, Infineon may be indirectly involved in negative impacts through its business relationships. This can occur above all in the area of raw material sourcing and the production of intermediate products, such as raw wafers, if direct suppliers do not implement and adhere to the required occupational health and safety standards in their supply chain.

As a globally operating company, Infineon takes its role in the multinational community seriously and follows the approach of reducing and, where possible, avoiding negative impacts in the supply chain in the area of occupational health and safety.

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain /Region	Relationship to business model/strategy	Description
GRI – Occupational health and safety in the supply chain	Working conditions/Occupational health and safety	Negative impact	Potential	Short-term	Raw material sourcing/Global	Based on the business model	For our production, raw materials such as silicon, indium phosphide and gallium are extracted. Precarious working conditions due to insufficient or missing safety measures in raw material extraction can lead to serious occupational accidents. Lack of protective equipment can also impair the health of workers in the value chain.
					Silicon wafer production/Global	Based on the business model	For the manufacture of raw wafers, raw materials such as silicon, indium phosphide, and gallium are needed. Unsafe working conditions in raw wafer production and an unhealthy working environment can lead to serious accidents.

The obligations and expectations for direct suppliers regarding the observance of human rights, including occupational health and safety, are reflected in various policies such as the Policy Statement, the Supplier Code of Conduct, and the Conflict Minerals Policy. For further details, see “S2-1 Policies related to value chain workers”.

▢ [p. 80 f.](#)

Infineon has undertaken the following measures in the upstream value chain to identify and minimize the risk of negative impacts related to occupational health and safety.

As part of our long-term partnership with direct suppliers, Infineon provides a centralized portal for registration and periodic updates of relevant information. Each quarter, we categorize more than 100 newly onboarded suppliers and new subsidiaries of existing suppliers according to their product and service offerings. According to this categorization, the supplier receives up to nine questionnaires on various topics in the supplier management portal. The completed responses are evaluated by Infineon’s specialized departments, and suppliers are cleared only after a successful assessment. Actions for improvement are jointly agreed with suppliers if necessary. In addition to the evaluations from the centralized supplier management portal, we also employ a risk-based approach by inviting suppliers through our partner platform, IntegrityNext, to complete a sustainability self-assessment. This assessment evaluates whether the supplier meets our requirements on human rights, business conduct, and environmental protection. This includes adequate wages and health and safety policies. We encourage all our suppliers to undergo internationally recognized certification processes. In the 2025 fiscal year, more than 300 strategic suppliers representing over 70 percent of our procurement volume were reevaluated concerning these topics.

In addition to the continuous assessment of new suppliers and the annual reassessment of our strategic suppliers, we conduct an annual risk analysis focusing on human rights, environmental protection, and business conduct (see “S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions”). ▢ [p. 82 ff.](#) Direct suppliers with high risk potential are assessed for compliance with our requirements through standardized self-assessments. In the 2025 fiscal year, more than 260 direct suppliers completed the assessment, corresponding to a response rate of over 90 percent.

Infineon also conducts risk-based sustainability audits of direct suppliers in line with international standards (see “S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions”). ▢ [p. 82 ff.](#) In the 2025 fiscal year, we performed 15 sustainability audits at direct suppliers.

Based on self-assessments and audit results, Infineon identifies preventive and corrective actions for its direct suppliers. These actions may include a medium-term improvement plan agreed upon with the supplier or targeted training sessions. Drawing from the self-assessments, audit findings, and additional sources – such as on-site audit results and reports via the Infineon Integrity Line – areas for improvement were identified for 63 suppliers. For 100 percent of the suppliers with risks related to human rights, environmental issues, or business conduct identified by the end of the reporting year 2025, preventive and corrective actions were defined and agreed in the 2025 fiscal year.

As part of our efforts to continuously improve working conditions across the supply chain, Infineon conducted its first on-site human rights training session with selected suppliers at our manufacturing site in Melaka, Malaysia, during the 2025 fiscal year. In addition, our procurement employees participate in at least one specialized training session per year within the Procurement department on the human rights risk management system in the supply chain, in addition to global human rights training.

Our human rights risk management system underwent an internal audit during the 2025 fiscal year. Furthermore, the interests, perspectives, and rights of affected individuals within our supply chain are integrated into this system (see “S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions”). [p. 82 ff.](#)

To evaluate progress and monitor the effectiveness of our actions, Infineon has established targets, which have been discussed in detail under the topic forced and child labor (see “S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities”). [p. 85 ff.](#)

Corporate citizenship program (GRI reporting)

Within its own operations, Infineon has identified a potentially positive impact on affected communities through both existing and planned initiatives supported under its corporate citizenship program. Through these activities, Infineon aims to improve access to education, provide disaster relief, support nonprofit initiatives, and promote environmental protection. Among other things, this should lead to better career opportunities, build more resilient communities, and enhance societal well-being.

The potentially positive impact of Infineon's corporate citizenship program reaches a diverse range of communities and stems from the Company's active involvement in various topic areas, enabling it to make a meaningful contribution to society.

Affected communities are defined as groups of stakeholders living or working near Infineon locations, factories, or facilities, as well as along the upstream value chain.

Infineon defines corporate citizenship as voluntary social and community engagement aimed at supporting affected communities. The Company has identified four key areas

of focus: environmental sustainability, education for future generations, local social needs and assistance following natural and humanitarian disasters. Infineon structures its global, community-based corporate citizenship program around these focus areas and supports local communities through monetary and in-kind donations, sponsorships, and volunteer efforts. In addition, the Company implements long-term projects, such as supporting educational institutions like universities and schools, as well as ad hoc initiatives in response to unforeseen crises such as earthquakes.

This form of community support offers an opportunity not only to advance Infineon's business goals but also to promote and protect human rights, thereby contributing to the sustainable development of local communities.

The focus areas outlined above are anchored in Infineon's corporate processes through a globally binding Corporate Citizenship Rule. This rule ensures that the corporate citizenship program aligns with the Company's ethical principles and strategic objectives. It defines the different types of engagement, the related application and approval procedures, and the involvement of relevant departments and the Management Board in the review and approval process. The rule is available on the intranet and accessible to 100 percent of employees.

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain /Region	Relationship to business model/strategy	Description
GRI – Local communities	Corporate citizenship	Positive impact	Potential	Short- to medium-term	Own operations/ Global	Based on the business model	Through its corporate citizenship program, Infineon has a potentially positive impact on affected communities by implementing targeted measures to improve educational opportunities, which lead to better qualifications and improved career prospects. By providing support during natural disasters, Infineon contributes to the recovery and resilience of communities. Additionally, through its support of charitable and environmental initiatives, Infineon enhances social well-being and promotes cultural values, thereby fostering a sense of community and environmental awareness.

The CSR Policy is also relevant in this context. Further details on the policy and its contents can be found under “E1-2 Policies related to climate change mitigation and adaptation” in the chapter “E1 – Climate change”. [p. 35 f.](#)

In the 2025 fiscal year, the following examples of projects have been supported by Infineon:

Environmental Sustainability

- Promotion of voluntary reforestation in Carinthia and biodiversity through collaboration with Arge Naturschutz (Austria)
- Donation to provide clean drinking water, promote hygiene, and support sustainability in schools through rainwater usage and educational programs (India)

Education for Future Generations

- Promotion of technical education by introducing children to university and technology environments through a week of special lectures (Germany)
- Volunteering in schools to empower students and teachers with AI knowledge and promote sustainability through seminars, product demonstrations, and green initiatives (Indonesia)

Local Social Needs

- Encourage employees and their families to take low-carbon actions in the Company and in their communities (China)
- Support for the Warstein Youth Work Forum in providing a safe and supervised space where children and young people can spend time and interact with peers (Germany)

Responding to Natural and Humanitarian Disasters

- Donation for flood victims in Kedah (Malaysia)
- Support for the HOPE project in preparing and distributing hygiene kits to displaced families and children affected by wildfires (California, USA)

To ensure the desired effectiveness of its corporate citizenship program, Infineon began developing a framework in the 2025 fiscal year to evaluate both individual activities and the overall program.

As part of this effort, we consulted stakeholders, such as the Corporate Citizenship Committee. The insights gathered were incorporated into improvements to the program. We plan to further refine our approach in the 2026 fiscal year.

To support the management of the corporate citizenship program, Infineon uses an internal platform, among other tools. Training is provided to all relevant users, including local corporate citizenship representatives, to ensure effective use of the platform and processes, while fostering a deep understanding of the program itself. Additionally, local corporate citizenship representatives are designated at Infineon sites to ensure that the program is locally coordinated and implemented. These representatives act as key points of contact and play a role in strengthening initiatives at the local level.

In an effort to continuously improve the effectiveness of the corporate citizenship program, Infineon introduced an approach in the 2025 fiscal year to collect feedback from stakeholders and beneficiaries. This feedback enables targeted further development of initiatives and ensures that the projects and activities supported by Infineon have a positive impact.

Within the corporate citizenship program, Infineon also places a strong emphasis on including the perspectives of its employees. This is supported through CSR committees, such as the Corporate Citizenship Committee, which ensures that proposed corporate citizenship activities comply with the Corporate Citizenship Rule. The committee includes the Head of Corporate Communications, the Head of Corporate Compliance, and the Head of Global Sustainability. Activity approvals are managed through the corporate citizenship program platform.

Infineon's whistleblower system is also accessible to affected communities, enabling the Company to appropriately consider and address their concerns. For details on the underlying process for reporting and handling concerns, see "G1-1 Corporate culture and business conduct policies". [p. 97 ff.](#)

Prevention of negative environmental impacts on affected communities (GRI reporting)

Potential negative impacts on local communities have been identified both along the upstream value chain and within Infineon's own operations. The economic situation of affected communities can be negatively impacted if agricultural land use is restricted due to events such as chemical leaks.

The potential negative impacts identified are inherent to the semiconductor industry, as chemicals are used in production processes both within Infineon's own operations and throughout the supply chain and concern the manufacturing sites where semi-conductors are manufactured. Despite established safeguards, such as an ISO 14001-certified environmental management system and robust supplier management, environmental impacts may still arise. Raw material extraction, in particular, can result in environmental degradation and soil disruption potential negative impacts that are common across the industry.

In addressing impacts on local communities, Infineon acts in line with international standards and principles, including those of the ILO, OECD, and RBA (see "S2-1 Policies related to value chain workers" in the chapter "Workers in the value chain", [p. 80 f.](#)). The Company recognizes its responsibility to minimize potential negative impacts on local communities arising from both its own semiconductor production and upstream value chain activities and actively implements measures to mitigate such risks.

Nevertheless, isolated instances may still occur, whether within Infineon's own operations or deeper in the supply chain, particularly in relation to raw materials, and negatively impact local communities when standards and guidelines for chemical handling and raw material extraction are not followed.

Infineon is firmly committed to respecting human rights and protecting the environment and implements clear policies to translate this commitment into action.

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model/strategy	Description
GRI – Local communities	Country-related impacts	Negative impact	Potential	Short-term	Own operations	Based on the business model	The production of semiconductors involves the use of chemicals. Any leakage of these substances could negatively affect the surrounding environment.
					Silicon wafer production / Global	Based on the business model	Chemicals are used in the production of semiconductor precursors, such as raw wafers. A leakage of these chemicals could have negative impacts on the surrounding environment.
					Raw material sourcing / Global	Based on the business model	Raw materials such as silicon, gold, and copper are required for semiconductor production. The extraction of raw materials can have environmental impacts and, in turn, affect local communities.

The Human Rights Policy Statement and the CSR Policy apply equally to interactions with affected communities, both within Infineon's own operations and throughout the supply chain. The Human Rights Policy Statement reflects Infineon's pledge to uphold the rights of all stakeholders, including local communities. A detailed explanation of this statement is provided under "S2-1 Policies related to value chain workers" in the chapter "Workers in the value chain." [p. 80 f.](#)

Infineon's CSR Policy provides the overarching framework for promoting responsible and sustainable practices across all areas of the Company, including interactions with affected communities (see "E1-2 Policies related to climate change mitigation and adaptation" in the chapter "E1 – Climate change"). [p. 35 f.](#)

To specifically prevent and mitigate chemical-related impacts within its own operations, Infineon has implemented IMPRES, an integrated, certified management system. IMPRES encompasses environmental protection, occupational health and safety, and energy management (see "E1-2 Policies related to climate change mitigation and adaptation" in the chapter "E1 – Climate change"). [p. 35 f.](#)

Infineon's Supplier Code of Conduct sets out the Company's expectations that business practices across the entire supply chain align with its principles on sustainability and human rights. This includes addressing environmental protections and potential negative impacts on local communities (see "S2-1 Policies related to value chain workers" in the chapter "Workers in the value chain"). [p. 80 f.](#)

Infineon has implemented a range of measures within its own operations, including an ISO 14001-certified environmental management system. This underscores Infineon's ambition to systematically manage environmental aspects, drive continuous improvement, and thereby minimize the impact on local communities.

Our IMPRES system is certified according to ISO 14001, ISO 45001, and ISO 50001 standards, ensuring alignment with international requirements for environmental management, occupational safety, and energy management (see "E1-2 Policies related to climate change mitigation and adaptation" in the chapter "E1 – Climate change"). [p. 35 f.](#) At all manufacturing sites, specialized environmental, safety, and health (ESH) teams are in place to ensure compliance with these standards. The management system is monitored through on-site internal audits, audits conducted by the responsible central department, and reviews by an external certification body. Where necessary, corrective actions are taken based on audit results.

Our production processes are predominantly conducted in closed systems to minimize potential environmental impacts. We have also established procedures for the safe handling of hazardous substances, covering their receipt, storage, internal use, and disposal. Mandatory employee training on the proper handling of chemicals is a key element of our safety strategy. In addition, we have conducted risk assessments for all workplaces and implemented corresponding protective measures.

To address potential emergencies, our major manufacturing sites are equipped with an in-house fire department, and all locations have a trained Emergency Response Team (ERT). In addition to firefighting, the ERT is prepared to efficiently manage and contain potential chemical leaks. We have also implemented containment systems, double-walled piping, and specialized floor coatings to prevent the release of chemicals and protect against soil and groundwater contamination.

We also operate our own wastewater treatment facilities and work with certified waste management companies to ensure the proper disposal of chemical concentrates and waste materials. Wastewater and exhaust air are continuously monitored using sensors and analytical systems to ensure compliance with regulatory limits.

Through these measures, Infineon contributes to reducing the potential negative impacts of its production activities on affected communities.

To prevent and reduce potential negative impacts on affected communities along the supply chain, Infineon implements targeted measures through its human rights risk management system.

We conduct an annual risk analysis to identify direct suppliers with abstract or concrete risks related to human rights and environmental impacts. This process also covers potential adverse effects on land rights of affected communities. When relevant risks are identified, we implement targeted preventive and remedial measures such as training programs and sustainability audits (see “S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions” in the chapter “Own workforce”). [□ p. 68 ff.](#)

To prevent and mitigate potential negative impacts on affected communities beyond direct suppliers (Tier 1) in the supply chain, Infineon is committed to the responsible sourcing of raw materials and minerals. The current conflict minerals program will be gradually expanded over the coming year to cover additional minerals and raw materials (see “S2-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions” [□ p. 82 ff.](#) in the chapter “Workers in the value chain”).

To mitigate the negative environmental impacts on affected communities within our upstream value chain, Infineon has established targets to be met by the end of the 2026 fiscal year.

Within the framework of our human rights risk management system, our direct suppliers will undergo an abstract risk analysis that considers human rights, environmental, and corporate governance factors. Based on this analysis, we will implement targeted corrective and preventive measures to minimize potential risks and further strengthen supply chain sustainability.

To reinforce our approach, Infineon has set a target to conduct at least 15 audits of selected suppliers during the 2026 fiscal year. These suppliers are chosen using a risk-based approach informed by the results of the prior risk analysis.

With regard to the impact of raw material extraction on affected communities, we have defined the following targets:

- Conduct an annual due diligence review of the supply chain concerning the use of conflict minerals to provide transparency and ensure compliance with the Responsible Minerals Assurance Process (RMAP) or an equivalent audit program.
- Conduct an annual due diligence review of the supply chain concerning the use of cobalt and mica to provide transparency and ensure compliance with the Responsible Minerals Assurance Process (RMAP) or an equivalent audit program.

For further details, see “S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities” in the chapter “Workers in the value chain”. [□ p. 85 f.](#)

ESG Governance information

Targets

- Restructuring of the assessment process to identify material compliance risks

Measures

- Identification and assessment of corruption and bribery risks
- Comprehensive global training program to raise awareness and educate employees
- Continuous development of our compliance management system

Key messages

- We are committed to adhering to ethical standards and promoting transparency in our business processes.
- We take all reports of potential violations of laws and guidelines seriously and investigate them promptly, independently, and objectively.



G1 – Business conduct

G1-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

In our double materiality assessment, we identified an actual negative impact on our own workforce. We have integrated the prevention of corruption and bribery firmly into our corporate strategy and established a compliance management system based on this foundation. This system helps prevent corruption and bribery, thereby reducing the risk of misconduct within our business operations.

By identifying and assessing risks within our compliance management system, we can pinpoint business areas that may be particularly vulnerable to corruption and bribery. Ongoing external reviews of the system's effectiveness ensure that our strategy and business model remain resilient to corruption and bribery risks.

The following table outlines the material impacts of our business activities on society and the environment, as identified through our double materiality assessment. For overarching information on the interaction between these material impacts, risks, and opportunities and Infineon's strategy and business model, see "SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model" in the chapter "General disclosures". [p. 12 f.](#)

Material impacts, risks, and opportunities (IROs)

Topic	Sub- (sub-) topic	Positive or negative impact	Classification	Time horizon	Value chain / Region	Relationship to business model / strategy	Description
ESRS G1 – Business conduct	Corruption and bribery: prevention and detection, including training	Negative impact	Actual	Short-term	Own operations / Global	Based on the business model	Although we have an effective program in place to prevent corruption and bribery, incidents of misconduct related to these issues occurred within our own operations, which had a negative impact on corporate integrity.

G1-1 Corporate culture and business conduct policies

We have developed topic-specific policies to firmly anchor anti-corruption and bribery prevention principles in our corporate culture and to implement an effective compliance management system.

Our central policies for business conduct and culture are the CSR Policy (see "E1-2 Policies related to climate change mitigation and adaptation" in the chapter "E1 – Climate change") [p. 35 f.](#) and the Business Conduct Guidelines. The Business Conduct Guidelines serve as our code of conduct, addressing key topics such as compliance with legal requirements, fair competition, anti-corruption, respect for human rights, management of conflicts of interest, prevention of money laundering, cybersecurity, protection of company assets, and social responsibility. The goal is to ensure and promote ethical and legally compliant behavior in all interactions with customers, partners, and the public.

In addition to the Business Conduct Guidelines, Infineon has specific compliance policies. The Anti-Corruption Policy addresses different forms of corruption and the responsibility of Infineon employees to prevent such behavior. It sets out clear measures and enforces a zero-tolerance approach to avoiding any form of corruption.

The Gifts and Hospitality Policy establishes principles for their handling. It applies to both benefits provided to and received from third parties and public officials and outlines the necessary approval and reporting processes. This policy helps Infineon employees assess whether a gift complies with legal requirements and is not used to influence business decisions or official actions.

The policy for reporting and handling potential compliance violations outlines the available reporting channels and the principles and procedures for conducting internal investigations. Its purpose is to ensure that violations of applicable laws or the abovementioned internal policies are promptly identified and addressed.

Our procedural framework for reporting legal or policy breaches and suspected violations sets out the process for receiving and managing such reports. It aims to inform potential whistleblowers of the procedures and to identify and address potential violations.

Infineon's internal compliance manual documents the Company's compliance management system, including its policies, processes, and tools covering areas such as anti-corruption and compliance investigations. The purpose of the manual is to establish and maintain a company-wide framework for adhering to legal and internal regulations.

All of the policies mentioned apply to Infineon employees and corporate officers worldwide and fall under the responsibility of Infineon's Chief Compliance Officer.

The sub-topic of corruption in our Business Conduct Guidelines and our Anti-Corruption Policy is clearly aimed at combating corruption and bribery and is in line with the United Nations Convention against Corruption.

As part of our compliance management system, we have established comprehensive procedures for the prevention, detection, and remediation of corruption and bribery incidents and allegations. In the 2025 fiscal year, employees and business partners continued to make use of internal and external reporting channels to report actual and suspected violations.

In response to suspected breaches of legal requirements and the internal policies already mentioned, we have implemented clear protocols to ensure their proper identification, reporting, and investigation.

We accept the reports from our internal and external stakeholders through our Integrity Line. It is available in eleven languages and allows for anonymous reports if necessary. Reports can also be submitted via a telephone hotline, email, postal mail, or country-specific reporting channels.

All suspected cases of legal or policy violations, including incidents of corruption or bribery, can be reported through these channels.

All incoming reports are handled promptly, independently, and objectively by Infineon's Compliance department. Infineon protects the interests of whistleblowers by treating all information confidentially. Individuals who report a suspected violation in good faith do not need to fear any negative repercussions, even if the suspicion is ultimately unsubstantiated. Retaliation against whistleblowers is not tolerated.

The investigation process for a submitted report consists of the following steps: Whistleblowers first receive confirmation of receipt. Infineon then reviews and categorizes the report, and all plausible cases are investigated. The aim is to complete the investigation objectively within six months. Throughout the process, Infineon

maintains a dialog with the whistleblower to resolve ambiguities and clarify the facts. After the investigation is concluded, the Chief Compliance Officer or the Human Rights Officer issues recommendations for action, which are implemented in coordination with the relevant departments. The principle of proportionality is observed. Whistleblowers are informed of the investigation's outcome to the extent possible.

The effectiveness of the whistleblower system is reviewed regularly through internal and external audits and is also externally certified to ensure its effectiveness.

The compliance experts responsible for handling such cases operate independently of the management chain involved in the matter, ensuring objective and impartial investigations.

A structured process is also in place to communicate the outcomes of investigations into allegations or incidents of corruption and bribery to Infineon's governance, management, and supervisory bodies, thereby ensuring transparency and accountability within the Company. The Chief Compliance Officer reports directly to the Chief Financial Officer and provides quarterly updates to the full Management Board as well as to the Supervisory Board's Investment, Finance, and Audit Committee.

To raise awareness among our employees of our code of conduct and enable them to act accordingly in their daily work, we have implemented a global comprehensive compliance training program, documented in our compliance manual.

All employees are automatically enrolled in and required to complete our Business Conduct Guidelines training. We have also developed targeted anti-corruption training modules that are mandatory for selected employees, based on a prior risk assessment (see "G1-3 Prevention and detection of corruption and bribery" in this chapter). [p. 99 ff.](#) This risk-based approach ensures the implementation of preventive

measures to minimize potential harm and equips all employees with the necessary knowledge and skills to act ethically and in compliance with regulations. We are confident that our compliance training program contributes effectively to reducing the risk of misconduct while supporting the development and maintenance of a positive, law-abiding corporate culture at Infineon.

To ensure effective protection against corruption and bribery, it is essential to systematically identify and monitor areas within the organization that are particularly vulnerable to these risks. For this reason, we conduct risk assessments to pinpoint the functions within the Company that are most affected.

These functions include all managing directors and finance officers of our national subsidiaries, all Board members of the segments and the frontend and backend Boards. Additionally, this applies to all employees who report directly to the Management Board. These "high risk functions" undergo an intensive compliance review. These employees are also required to complete a compliance questionnaire in which they confirm, among other things, that they are not currently subject to any criminal proceedings or conflicts of interest.

G1-3 Prevention and detection of corruption and bribery

Our compliance management system is designed to prevent, detect, and respond to misconduct, including violations related to antitrust law, corruption, and bribery.

It is structured in accordance with the IDW Standard PS 980 and incorporates, among others, the principles of prevention, detection, and response across the topics outlined in our Business Conduct Guidelines. The adequacy, implementation, and effectiveness of our compliance management system in the area of anti-corruption were audited across the Group by an external auditing firm in accordance with IDW Standard PS 980, which issued an unqualified audit opinion. Additionally, the system's effectiveness is assessed through internal audits within the Group entities.

The compliance management system includes the coordination and implementation of targeted measures to mitigate identified risks. The Chief Compliance Officer and the compliance team are responsible for developing policies, advising employees, receiving complaints and reports, and overseeing investigations into compliance matters. In addition, designated compliance officers regularly conduct mandatory training on compliance-related topics for both employees and management. Infineon views these measures as effective tools to significantly reduce corruption within the Company.

The compliance management system is continuously enhanced through a sound risk assessment process. Each quarter, the Chief Compliance Officer, all regional compliance officers, and the Corporate Compliance Team conduct a risk assessment related to corruption and bribery. This assessment draws on reported and documented violations of the Business Conduct Guidelines, data from the approval and reporting processes under the Gifts Policy, and training completion statistics for mandatory compliance courses (Business Conduct Guidelines, anti-corruption, antitrust) provided by the HR department. Based on these insights, targeted measures are implemented to strengthen our processes and training programs, supporting the effective prevention, detection, and mitigation of corruption and bribery. These efforts are a cornerstone of our commitment to upholding ethical standards and fostering transparency in our operations, as they serve as a powerful tool for minimizing potential misconduct.

To ensure that our anti-corruption and anti-bribery measures are accessible and easy to understand for all relevant stakeholders, we have implemented a range of communication tools, including podcasts, articles, and intranet posts (“eMag”), as part of our compliance program, and have made our policies and training resources available on the intranet.

In addition, our training programs are designed to effectively impart knowledge on issues related to corruption and bribery. All employees and Management Board members receive regular training (at least every three years) either web-based, virtually, or in person, on both our general corporate principles and the specific topics of preventing corruption and bribery.

Training concerning our Business Conduct Guidelines provides information on our overall code of conduct, aiming to raise awareness among all employees and present practical, real-world examples. The training takes 45 minutes and is repeated every three years.

Anti-corruption training is mandatory for employees in departments such as sales, marketing, and procurement. This web-based course consists of two modules: a basic module, which is mandatory for a broad group of office staff and addresses corruption risks related to gifts and entertainment invitations. The second module is specifically designed for employees in procurement, sales, and marketing, and is also mandatory. It covers typical corruption scenarios and prevention measures. The goal of this training is to raise targeted awareness of corruption risks so that participants can apply these principles in their daily work. Each module takes 30 minutes and is repeated every three years.

As part of our compliance training framework, we also continuously develop additional training formats with new content – such as scenario-based sessions and virtual formats – to ensure effective and lasting knowledge transfer on relevant compliance risks, particularly for target groups with higher risk exposure. In the 2025 fiscal year, for example, a virtual anti-corruption training module was offered globally for the first time, expanding our existing training portfolio with a new format focused on avoiding corruption and bribery. This training is designed to reinforce foundational anti-corruption principles and covers common case scenarios.

It is offered as an optional program for all employees. The session lasts 60 minutes and can be repeated annually.

The mandatory training courses mentioned must be completed by all functions exposed to risk.

Managing directors and finance officers at our national subsidiaries also receive targeted training on corporate governance principles, responsibilities and liability, the business judgment rule, and tax compliance. These sessions aim to promote and exemplify a culture of compliance. The training module lasts 60 minutes. Supervisory Board members who are also Infineon employees are required to complete the anti-corruption training referenced above.

G1-4 Confirmed incidents of corruption or bribery

As part of our approach, we strive to further strengthen our effective compliance management system to prevent, address, and, when necessary, implement corrective measures against misconduct such as corruption and bribery, both within our own operations and among our business partners.

To enhance the efficiency of our compliance management system and drive continuous improvement, we established the following target regarding the prevention and detection of bribery and corruption, which builds on the target set for the 2025 fiscal year:

- Restructure the risk assessment process and link it with the self-assessment process for Group entities and sites by the end of the 2026 fiscal year. This initiative aims to ensure that all material compliance risks are identified, evaluated, and incorporated into the annual compliance program.

This target applies to the entire Infineon Group and covers all locations.

In the 2025 fiscal year, Infineon made substantial progress toward achieving the target. A detailed comparison of the current progress with the previous year's target can be found in the chapter "Sustainability targets 2025" under "Business ethics".
 p. 102 In September 2025, selected national subsidiaries were asked via an external tool to complete a self-assessment on the local implementation status of the compliance management system. The results are evaluated centrally and compared with the findings from the previous year's risk assessment.

This target was developed by the Compliance department, which represents the Company's interests regarding the principles of preventing corruption and bribery. These interests were the primary consideration in formulating the target.

Compliance cases

In the 2025 fiscal year, there were neither convictions nor fines for violations of corruption or bribery regulations.

To address existing incidents, we implemented the following measures:

In addition to the immediate termination of specific contractual relationships and the termination of cooperation with the persons concerned, compliance training courses were agreed with business partners and internal selection processes were adapted.

Sustainability targets 2025

To ensure transparent and consistent reporting, we describe below the status of the targets for the 2025 fiscal year set out in the Sustainability Report 2024 and a concise description of the measures adopted.

Targets for the 2025 fiscal year	Status	Description
Overall goals		
Set climate protection and diversity goals as part of the compensation system for the Management Board for the 2025 fiscal year.	●	Climate protection and diversity goals were defined as part of the compensation system for the Management Board.
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 to the annual compliance program.	●	Following our risk assessment at Group level, we conducted the risk assessment in selected local units in the 2025 fiscal year in accordance with our rollout concept. In addition, the self-assessment was implemented in selected units using a comprehensive tool.
Human rights		
Introduce three performance indicators for the human rights risk management system to ensure continuous improvement in the effectiveness of the process.	🕒	The introduction of the three performance indicators has been partially implemented. One indicator has been fully achieved, while two others have been prepared but not yet completed. This indicates that the process to improve human rights risk management is actively progressing, but has not yet been fully established.
Human resources management		
Infineon has set itself the goal of increasing the proportion of women in management positions to 20 percent by the end of the 2030 fiscal year. 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 at the end of the 2025 fiscal year was 18.5 percent. This was an improvement compared to the previous-year figure of 17.9 percent and a further step towards achieving our long-term target of 20 percent.
Continue to achieve the existing global target of 80 percent overall employee satisfaction. The measures we are adopting to reach this target include continuing to develop leadership skills and ensuring balanced workloads.	●	In the 2025 fiscal year, we achieved this target, with 84 percent of employees giving a positive response to both questions in our engagement pulse check: "How happy are you to work at Infineon?" and "Would you recommend Infineon as a great place to work?". This employee survey is conducted twice a year using the Glint People Success Platform.
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. 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. By the end of the 2025 fiscal year, around 85 percent of managers had conducted their Leadership Dialogs within the last two years.

● Target achieved 🕒 In progress ○ Target not yet achieved

Targets for the 2025 fiscal year	Status	Description
Protection of employees		
Introduce a new ISO 45001 matrix certification for relevant smaller production and laboratory sites and selected office sites within the next four fiscal years. Then these sites will be fully integrated into the new matrix certification in accordance with our risk assessment.	○	The project began with the identification of relevant sites, the definition of a timeline, and training sessions. The first sites are already undergoing a gap analysis.
Environmental sustainability and climate change mitigation		
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, as 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.	○	We achieved our interim target of reducing emissions by 70 percent by the end of the 2025 fiscal year compared to 2019, with an actual reduction of 83.6 percent. This places us on track to meet the timeline we set for reaching our climate goals. Key contributing factors included the installation of new PFC exhaust air abatement systems (avoiding 6,541 metric tons of CO ₂ equivalents), energy efficiency measures, and the global switch of all sites to 100 percent electricity from renewable sources. The sale of the Austin site (Texas, USA) also contributed to a reduction of scope 1 and 2 emissions of 28,533 metric tons CO ₂ -equivalents.
Energy management		
Implement projects and measures in the 2025 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.	●	In the 2025 fiscal year, we implemented measures resulting in energy savings of over 57 gigawatt hours per annum. These savings avoided emissions of approximately 29,682 metric tons in CO ₂ -equivalents.
Greenhouse gas emissions		
Fully equip the new manufacturing facilities in Kulim (Malaysia) and Dresden (Germany) with PFC abatement systems.	○	In the new production building in Kulim (Malaysia), 58 percent of the equipment involving PFC-related processes has already been installed and equipped with exhaust air abatement systems. The remaining equipment is scheduled for installation by the end of the 2030 fiscal year. Production equipment has not been installed at the new production module in Dresden (Germany).

● 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 2025 fiscal year	Status	Description
Environmental sustainability and climate change mitigation		
Water management		
Implement projects and measures in the 2025 fiscal year with an annual recycling potential of 15 million cubic meters of water. This corresponds to the average annual water consumption of over 340.000 inhabitants in Europe. Site-specific measures for infrastructure and manufacturing will support the achievement of this target.	●	In the 2025 fiscal year, we implemented recycling measures at our sites that generated water savings of more than 16 million cubic meters.
Waste management		
Implement measures to enable the recovery and further reuse of 700 tons of solvents in manufacturing.	●	In the 2025 fiscal year, solvents amounting to 1,000 tons were recovered and reused in the production processes of our manufacturing facilities.
Contribution through sustainable products		
Update the calculation of Infineon's carbon footprint; save at least 130 million tons of CO ₂ equivalents with our products during their useful life.	n.a.	In aligning with the new European reporting standards applied to climate change, this report includes a greenhouse gas balance but does not present a CO ₂ balance in the format used in previous years (which included the CO ₂ savings enabled by our products). For detailed information on our greenhouse gas emissions, see the chapter "E1-6 – Gross Scopes 1, 2, and 3 and Total GHG emissions." p. 42 ff.
EU Taxonomy		
Work together with industry associations to clarify legal uncertainties in the interpretation of the EU Taxonomy.	●	Interpretations and analyses were discussed with industry associations due to potential legal adjustments set out in the EU Omnibus Regulation.

● Target achieved ● In progress ○ Target not yet achieved

Targets for the 2025 fiscal year	Status	Description
Our responsibility along the supply chain		
Conduct a risk analysis and implement preventive and corrective measures for 100 percent of suppliers where risks relating to human rights, the environment and governance have been identified.	●	A risk analysis was conducted in the 2025 fiscal year. Preventive and corrective measures were implemented for 100 percent of the suppliers where risks had been identified.
Conduct at least ten audits of suppliers selected using a risk-based approach, focusing on human rights and working conditions.	●	More than ten audits were conducted during the 2025 fiscal year of suppliers selected using a risk-based approach.
Organize a sustainability event for selected suppliers to support the development and implementation of science-based targets (SBTs).	●	In October 2025, a Supplier Sustainability Summit was held with direct suppliers, where best practices for developing and implementing science-based targets (SBTs) were shared and discussed.
Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for the relevant direct suppliers.	●	The assessment and due diligence of the relevant direct suppliers has been carried out, and appropriate measures have been initiated to remove smelters from the supply chain that do not meet the requirements of the Responsible Minerals Assurance Process or an equivalent audit program. The results have been published in the form of a Conflict Minerals Reporting Template (CMRT).
Conduct a due diligence assessment for relevant 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.	●	The assessment and due diligence of the relevant direct suppliers has been carried out, and the results have been published in the form of a combined cobalt and mica declaration.
Corporate citizenship		
Introduce a system to gather feedback from stakeholders and beneficiaries to continue to enhance the effectiveness of our corporate citizenship activities.	●	A method for collecting feedback has been implemented to measure the effectiveness of our corporate citizenship activities. Feedback was gathered from beneficiaries, local site representatives, and stakeholders involved in the approval process relating to the activities.

● Target achieved
 ● In progress
 ○ Target not yet achieved

Appendices

Assurance report of the independent german public auditor on an assurance engagement to obtain limited and reasonable assurance in relation to the separate combined non-financial report

To Infineon Technologies AG, Neubiberg/Germany

Assurance Conclusion and Opinion

We have conducted a limited assurance engagement on the “Separate Combined Non-Financial Report” of Infineon Technologies AG, Neubiberg/Germany, combining the Separate Consolidated Non-Financial Report and the Separate Non-Financial Report of the parent, for the financial year from 1 October 2024 to 30 September 2025 (hereafter referred to as “the Combined Non-Financial Report”). In addition, we have performed a reasonable assurance engagement on the disclosures “share of women in management positions,” “technical PFC reduction and energy efficiency measures combined with savings in CO₂ equivalents” and “CO₂ emissions (scope 1 + 2)” included in the Combined Non-Financial Report. The Combined Non-Financial Report was prepared to fulfill Sections 289b to 289e German Commercial Code (HGB), 315b and 315c in conjunction with 289c to 289e HGB, including the disclosures contained therein to fulfill the requirements in accordance with Article 8 of Regulation (EU) 2020/852 for a combined non-financial statement.

Not subject to our assurance engagement are

- the references to information of the Company outside of the group management report, and
- the external sources of documentation or expert opinions mentioned in the Combined Non-Financial Report.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Combined Non-Financial Report for the financial year from 1 October 2024 to 30 September 2025 is not prepared, in all material respects, in accordance with Sections 289b to 289e and 315b and 315c in conjunction with 289c to 289e HGB and the requirements of Article 8 of Regulation (EU) 2020/852, and the specifying criteria presented by the executive directors of the Company.

In addition, based on the procedures performed and the evidence obtained, the disclosures subject to a reasonable assurance engagement comply, in all respects material to the Combined Non-Financial Report, with Sections 289b to 289e and 315b and 315c in conjunction with 289c to 289e HGB and the requirements of Article 8 of Regulation (EU) 2020/852 for a combined non-financial report, and the specifying criteria presented by the executive directors of the Company.

We do not express an assurance conclusion or assurance opinion on the above-mentioned parts of the Combined Non-Financial Report that were not covered by our assurance engagement.

Basis for the Assurance Conclusion and Opinion

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information,” issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in section “German Public Auditor’s Responsibilities for the Assurance Engagement on the Combined Non-Financial Report.”

We are independent of the entity in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements of the IDW Quality Management Standards and of the International Standard on Quality Management (ISQM) 1 issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion and opinion.

Emphasis of Matter – Principles of Preparation of the Combined Non-Financial Report

Without modifying our conclusion and opinion, we draw attention to the details provided in the Combined Non-Financial Report, which describe the principles of preparation of the Combined Non-Financial Report. According to these principles, the Company has applied the European Sustainability Reporting Standards (ESRS) to the extent described in sections “General disclosures” and “ESRS content index” of the Combined Non-Financial Report.

Responsibilities of the Executive Directors and the Supervisory Board for the Combined Non-Financial Report

The executive directors are responsible for the preparation of the Combined Non-Financial Report in accordance with the applicable German legal and European requirements as well as with the specifying criteria presented by the executive directors of the Company and for designing, implementing and maintaining such internal control as they have considered necessary to enable the preparation of a combined non-financial report in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e., fraudulent reporting in the Combined Non-Financial Report) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the Combined Non-Financial Report as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Combined Non-Financial Report.

Inherent Limitations in Preparing the Combined Non-Financial Report

The applicable German legal and European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative comprehensive interpretations have yet been published. The executive directors have disclosed interpretations of such wording and terms in the Combined Non-Financial Report. The executive directors are responsible for the reasonableness of these interpretations. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of the sustainability matters based on these interpretations is uncertain. The quantification of non-financial performance indicators disclosed in the Combined Non-Financial Report is also subject to inherent uncertainties.

These inherent limitations also affect the assurance engagement on the Combined Non-Financial Report.

German Public Auditor’s Responsibilities for the Assurance Engagement on the Combined Non-Financial Report

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Non-Financial Reporting has not been prepared, in all material respects, in accordance with the applicable German legal and European

requirements and the specifying criteria presented by the executive directors of the Company and to issue an assurance report that includes our assurance conclusion on the Non-Financial Reporting.

In addition, our objective is to express a reasonable assurance opinion, based on the assurance engagement we have conducted, on whether the concerned disclosures of the Combined Non-Financial Report are prepared, in all respects material to the Combined Non-Financial Report, in accordance with the applicable German legal and European requirements and the specifying criteria presented by the executive directors of the Company.

Furthermore, our objective is to issue an assurance report that includes our assurance conclusion and opinion on the Combined Non-Financial Report.

As part of a limited and reasonable assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also

- obtain an understanding of the process used to prepare the Combined Non-Financial Report, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Combined Non-Financial Report. In respect of the disclosures subject to a reasonable assurance engagement, we also obtain an understanding of the controls that are relevant for preparing these disclosures.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. In respect of the disclosures subject to a reasonable assurance engagement, we identify and assess the risks of material misstatement due to fraud or error, and design and perform procedures to address these risks and obtain reasonable assurance for our assurance opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources not within the entity's control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the entity's control, as both the entity's executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.

- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Combined Non-Financial Report.
- inquired of the executive directors and relevant employees involved in the preparation of the Combined Non-Financial Report about the preparation process, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Combined Non-Financial Report, and about the internal controls related to this process.
- evaluated the reporting policies used by the executive directors to prepare the Combined Non-Financial Report.

- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain.
- performed analytical procedures or tests of details and made inquiries in relation to selected information in the Combined Non-Financial Report.
- conducted site visits.
- considered the presentation of the information in the Combined Non-Financial Report.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Combined Non-Financial Report.

In performing our reasonable assurance engagement, we also

- obtained an understanding of internal controls also for control activities and monitoring of internal controls.
- conducted a test of design and implementation for controls relevant to the assurance engagement.
- intensified substantive procedures, where applicable by considering substantiated security of controls for obtaining reasonable assurance.
- conducted additional procedures to ascertain the estimates made by the executive directors.

Restriction of Use

We issue this report as stipulated in the engagement letter agreed with the Company (including the “General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)” dated 1 January 2024 of the Institut der Wirtschaftsprüfer (IDW)). We draw attention to the fact that the assurance engagement was conducted for the Company’s purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other than the aforementioned purpose. Accordingly, the report is not intended to be used by third parties as a basis for making (financial) decisions.

Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion and opinion are not modified in this respect.

Munich/Germany, 27 November 2025

Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

Signed:
Sebastian Dingel

Signed:
Eike Bernhard Hellmann

Appendix

List of datapoints for general and topic-specific standards based on other EU legislation

The table below lists all datapoints derived from other EU legislation, as specified in Appendix B of ESRS 2.

ESRS datapoints from other EU legislation

Disclosure requirement	Datapoint	Description	Legislation	Materiality
ESRS 2, GOV-1	21 (d)	Board's gender diversity	SFDR/BR	
	21 (e)	Percentage of board members who are independent	BR	
ESRS 2, GOV-4	30	Statement on due diligence	SFDR	
ESRS 2, SBM-1	40 (d) (i)	Involvement in activities related to fossil fuel activities	SFDR/P3/BR	Not relevant
	40 (d) (ii)	Involvement in activities related to chemical production	SFDR/BR	Not relevant
	40 (d) (iii)	Involvement in activities related to controversial weapons	SFDR/BR	Not relevant
	40 (d) (iv)	Involvement in activities related to cultivation and production of tobacco	BR	Not relevant
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050	EUCL	
	16 (g)	Undertakings excluded from Paris-aligned benchmarks	P3/BR	
ESRS E1-4	34	GHG emission reduction targets	SFDR/P3/BR	
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	SFDR	
	37	Energy consumption and mix	SFDR	
	40-43	Energy intensity associated with activities in high climate impact sectors	SFDR	
ESRS E1-6	44	Gross Scopes 1, 2, 3 and total GHG emissions	SFDR/P3/BR	
	53-55	Gross GHG emissions intensity	SFDR/P3/BR	
ESRS E1-7	56	GHG removals and carbon credits	EUCL	Not relevant
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks	BR	Not reported (phase-in option)
	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk	P3	Not reported (phase-in option)
	66 (c)	Location of significant assets at material physical risk	P3	Not reported (phase-in option)
	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency class	P3	Not reported (phase-in option)
	69	Degree of exposure of the portfolio to climate-related opportunities	BR	Not reported (phase-in option)
ESRS E2-4	28	Amount of each pollutant listed in annex II of the E-PRTR regulation emitted to air, water, and soil	SFDR	Not material
ESRS E3-1	9	Water and marine resources	SFDR	
	13	Dedicated policy	SFDR	
	14	Sustainable oceans and seas	SFDR	Not material

Disclosure requirement	Datapoint	Description	Legislation	Materiality
ESRS E3-4	28c	Total water recycled and reused	SFDR	
	29	Total water consumption in m3 per net revenue on own operations	SFDR	
ESRS E4, SBM-3 (ESRS 2)	16 (a) (i)	Activities negatively affecting biodiversity-sensitive areas	SFDR	Not material
	16 (b)	Land degradation, desertification, or soil sealing	SFDR	Not material
	16 (c)	Threatened species	SFDR	Not material
ESRS E4-2	24 (b)	Sustainable land/agriculture practices or policies	SFDR	Not material
	24 (c)	Sustainable oceans/seas practices or policies	SFDR	Not material
	24 (d)	Policies to address deforestation	SFDR	Not material
ESRS E5-5	37 (d)	Non-recycled waste	SFDR	
	39	Hazardous waste and radioactive waste	SFDR	
ESRS S1, SBM-3 (ESRS 2)	14 (f)	Risk of incidents of forced labor	SFDR	Not material
	14 (g)	Risk of incidents of child labor	SFDR	Not material
ESRS S1-1	20	Human rights policy commitments	SFDR	
	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	SFDR	
	22	Processes and measures for preventing trafficking in human beings	SFDR	Not material
	23	Workplace accident prevention policy or management system	SFDR	
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	SFDR	
ESRS S1-14	88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	SFDR/BR	
	88 (e)	Number of days lost to injuries, accidents, fatalities, or illness	SFDR	Not reported (phase-in option)
ESRS S1-16	97 (a)	Unadjusted gender pay gap	SFDR/BR	Not material
	97 (b)	Annual total remuneration ratio of the highest-paid individual to the median annual total remuneration for all employees	SFDR	Not material
ESRS S1-17	103 (a)	Incidents of discrimination	SFDR	Not material
	104 (a)	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	SFDR/BR	Not material
ESRS S2, SBM-3 (ESRS 2)	11 (b)	Significant risk of child labor or forced labor in the value chain	SFDR	
ESRS S2-1	17	Human rights policy commitments	SFDR	
	18	Policies related to value chain workers	SFDR	
	19	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	SFDR/BR	
	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	BR	
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	SFDR	

Disclosure requirement	Datapoint	Description	Legislation	Materiality
ESRS S3-1	16	Human rights policy commitments	SFDR	Reported with reference to GRI standards
	17	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	SFDR/BR	Reported with reference to GRI standards
ESRS S3-4	36	Human rights issues and incidents	SFDR	Reported with reference to GRI standards
ESRS S4-1	16	Policies related to consumers and end-users	SFDR	Not material
	17	Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD Guidelines	SFDR/BR	Not material
ESRS S4-4	35	Human rights issues and incidents	SFDR	Not material
ESRS G1-1	10 (b)	United Nations Convention against Corruption	SFDR	
	10 (d)	Protection of whistleblowers	SFDR	Not material
ESRS G1-4	24 (a)	Fines for violations of anti-corruption and anti-bribery laws	SFDR/BR	
	24 (b)	Standards of anti-corruption and anti-bribery	SFDR	

SFDR – Sustainable Finance Disclosure Regulation

BR – Benchmark Regulation

P3 – Pillar 3 Disclosure Requirements

EUCL – European Union Climate Law

GRI – Global Reporting Initiative

ESRS content index

Description		Page/Information
ESRS 2 – General disclosures		
BP-1	General basis for preparation of sustainability statements	5 – 7
BP-2	Disclosures in relation to specific circumstances	7 – 8
GOV-1	The role of the administrative, management and supervisory bodies	19 – 23
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	23 – 24
GOV-3	Integration of sustainability-related performance in incentive schemes	24 – 25
GOV-4	Statement on due diligence	26 – 27
GOV-5	Risk management and internal controls over sustainability reporting	28
SBM-1	Strategy, business model and value chain	8 – 10
SBM-2	Interests and views of stakeholders	10 – 12
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	13 – 19
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	19, 110 – 117
ESRS E1 – Climate change		
E1-1, GOV-3	Integration of sustainability-related performance in incentive schemes	25
E1-1	Transition plan for climate change mitigation	32 – 35
E1-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 30 – 32
E1-1, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	15 – 18
E1-2	Policies related to climate change mitigation and adaptation	35 – 36
E1-3	Actions and resources in relation to climate change policies	36 – 38
E1-4	Targets related to climate change mitigation and adaptation	39 – 40
E1-5	Energy consumption and mix	40 – 41
E1-6 ¹	Gross Scopes 1, 2, 3 and Total GHG emissions	42 – 45
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	45
E1-8	Internal carbon pricing	45
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not reported (phase-in option)
ESRS E3 – Water and marine resources		
E3-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 46
E3-1, IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to water and marine resources	18
E3-1	Policies related to water and marine resources	46
E3-2	Actions and resources related to water and marine resources	47 – 48
E3-3	Targets related to water and marine resources	48
E3-4	Water consumption	48 – 49
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not reported (phase-in option)

Description		Page/Information
ESRS E5 – Resource use and circular economy		
E5-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 53
E5-1	Policies related to resource use and circular economy	53
E5-2	Actions and resources related to resource use and circular economy	53 – 54
E5-3	Targets related to resource use and circular economy	54
E5-4	Resource inflows	Reported with reference to GRI standards
E5-5	Resource outflows	54 – 56
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Not reported (phase-in option)
ESRS S1 – Own workforce		
S1-1, SBM-2	Interests and views of stakeholders	10 – 12
S1-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 64 – 65
S1-1	Policies related to own workforce	65 – 67
S1-2	Processes for engaging with own workers and workers' representatives about impacts	67
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	67 – 68
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	68 – 70
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	70 – 71
S1-6	Characteristics of the undertaking's employees	71 – 72
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Not reported (phase-in option)
S1-8	Collective bargaining coverage and social dialogue	Not material
S1-9	Diversity metrics	73
S1-10	Adequate wages	Not material
S1-11	Social protection	Not material
S1-12	Persons with disabilities	Not material
S1-13	Training and skills development metrics	Not material
S1-14	Health and safety metrics	73 – 74
S1-15	Work-life balance metrics	Not material
S1-16	Compensation metrics (pay gap and total compensation)	Not material
S1-17	Incidents, complaints and severe human rights impacts	Not material
Entity-specific topic	Talent attraction and retention	Reported with reference to GRI standards

Description		Page/Information
ESRS S2 – Workers in the value chain		
S2-1, SBM-2	Interests and views of stakeholders	10 – 12
S2-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 78 – 79
S2-1	Policies related to value chain workers	80 – 81
S2-2	Processes for engaging with value chain workers about impacts	81
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	81 – 82
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	82 – 85
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	85 – 86
ESRS S3 – Affected communities		
S3-1, SBM-2	Interests and views of stakeholders	Reported with reference to GRI standards
S3-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Reported with reference to GRI standards
S3-1	Policies related to affected communities	Reported with reference to GRI standards
S3-2	Processes for engaging with affected communities about impacts	Reported with reference to GRI standards
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Reported with reference to GRI standards
S3-4	Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Reported with reference to GRI standards
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Reported with reference to GRI standards
Entity-specific topic	Corporate citizenship program	Reported with reference to GRI standards
ESRS G1 – Business conduct		
G1-1, GOV-1	The role of the administrative, supervisory and management bodies	22 – 23
G1-1, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12 – 13, 97
G1-1, IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	19
G1-1	Corporate culture and business conduct policies	97 – 99
G1-2	Management of relationships with suppliers	Not material
G1-3	Prevention and detection of corruption and bribery	99 – 101
G1-4	Incidents of corruption or bribery	101
G1-5	Political influence and lobbying activities	Not material
G1-6	Payment practices	Not material

GRI content index

Statement of use: Infineon has reported the information cited in this GRI content index for the period from 1 October 2024 to 30 September 2025 with reference to the GRI standards.

GRI 1 used: GRI 1: Foundation 2021

Topic ¹		Page Report Sustainability at Infineon 2025	Page Annual Report 2025
GRI-Standard			
GRI 2: General Disclosure 2021			
2-1	Organizational details	119	23, 38, 61–63
2-2	Entities included in the organization's sustainability reporting	5, 118	
2-3	Reporting period, frequency and contact point	5, 119	
2-4	Restatements of information	5–6	
2-5	External assurance	106–109	
2-6	Activities, value chain and other business relationships	4, 78–89	3, 24–26, 51, 82–85
2-7	Employees	4, 64–77	
2-9	Governance structure and composition	19–23	86–89, 168
2-10	Nomination and selection of the highest governance body	20–22	
2-11	Chair of the highest governance body	20–22	
2-12	Role of the highest governance body in overseeing the management of impacts	19–23	65–81
2-13	Delegation of responsibility for managing impacts	29–101	
2-22	Statement on sustainable development strategy	2–3	4–9, 12–18
2-23	Policy commitments	19, 22–23, 96–101	
2-24	Embedding policy commitments	65–67, 80–81	
2-26	Mechanisms for seeking advice and raising concerns	67–68, 81–82	
2-29	Approach to stakeholder engagement	10–12	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	13–19	
3-2	List of material topics	6	
3-3	Management of material topics	29–101	68–74
GRI 300: Environmental Topics			
Material inflows			
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	50–52	

¹ The wording of the GRI disclosures is based on the relevant GRI standards.

Topic		Page Report Sustainability at Infineon 2025	Page Annual Report 2025
GRI 400: Social Topics			
Employment			
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	77	
Occupational health and safety			
GRI 403: Occupational Health and Safety 2018			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73 – 74, 87 – 89	
Training and education			
GRI 404: Training and Education 2016			
404-3	Percentage of employees receiving regular performance and career development reviews	77	
Local communities			
GRI 413: Local Communities 2016			
413	Management approach disclosures	90 – 95	
413-2	Operations with significant actual and potential negative impacts on local communities	93 – 95	

List of companies consolidated in the non-financial reporting

Name of Company	Registered office
Cypress Semiconductor Corporation	Wilmington, Delaware, USA
Cypress Semiconductor Mexico, S. de R.L. de C.V.	Guadalajara, Mexico
Cypress Semiconductor Ukraine LLC	Lviv, Ukraine
Hitex (UK) Limited	Coventry, Great Britain
Hitex GmbH	Karlsruhe, Germany
IFFI Nordic AB, filial	Espoo, Finland
Imagimob AB	Stockholm, Sweden
Industrial Analytics IA GmbH	Neubiberg, Germany
Infineon Integrated Circuit (Beijing) Co., Ltd.	Beijing, People's Republic of China
Infineon Semiconductors (Shenzhen) Co. Ltd.	Shenzhen, People's Republic of China
Infineon Semiconductors (Wuxi) Co. Ltd.	Wuxi, People's Republic of China
Infineon Technologies (Kulim) Sdn. Bhd.	Kulim, Malaysia
Infineon Technologies (Malaysia) Sdn. Bhd.	Melaka, Malaysia
Infineon Technologies (Penang) Sdn. Bhd.	Melaka, Malaysia
Infineon Technologies (Shanghai) Co. Ltd.	Shanghai, People's Republic of China
Infineon Technologies (Thailand) Limited	Nonthaburi, Thailand
Infineon Technologies (Wuxi) Co., Ltd.	Wuxi, People's Republic of China
Infineon Technologies (Xi'an) Co., Ltd.	Xi'an, People's Republic of China
Infineon Technologies AG	Neubiberg, Germany
Infineon Technologies AG, Liaison Office Turkey	Istanbul, Turkey
Infineon Technologies Americas Corp.	Wilmington, Delaware, USA
Infineon Technologies Asia Pacific Pte Ltd	Singapore, Singapore
Infineon Technologies Australia Pty. Ltd.	Blackburn, Australia
Infineon Technologies Austria AG	Villach, Austria
Infineon Technologies Batam PT	Batam, Indonesia
Infineon Technologies Bulgaria Ltd.	Plovdiv, Bulgaria
Infineon Technologies Business Solutions, Unipessoal Lda.	Maia, Portugal
Infineon Technologies Canada Inc.	Toronto, Ontario, Canada
Infineon Technologies Cegléd Kft.	Cegled, Hungary
Infineon Technologies Center of Competence (Shanghai) Co., Ltd.	Shanghai, People's Republic of China
Infineon Technologies China Co., Ltd.	Shanghai, People's Republic of China
Infineon Technologies d.o.o. Beograd	Belgrade, Serbia
Infineon Technologies Denmark ApS	Jyllinge, Denmark
Infineon Technologies Dresden AG & Co. KG	Dresden, Germany
Infineon Technologies Duisburg GmbH & Co. KG	Duisburg, Germany
Infineon Technologies Epi Services, Inc.	Wilmington, Delaware, USA
Infineon Technologies Ethernet Solutions GmbH	Ettlingen, Germany
Infineon Technologies France S.A.S.	St. Denis, France
Infineon Technologies Holding B.V.	Rotterdam, The Netherlands
Infineon Technologies Hong Kong Ltd.	Hong Kong, People's Republic of China

Name of Company	Registered office
Infineon Technologies Iberia S.L.U.	Madrid, Spain
Infineon Technologies India Private Limited	Bangalore, India
Infineon Technologies Innovates G.K.	Tokyo, Japan
Infineon Technologies Ireland Ltd.	Dublin, Ireland
Infineon Technologies Israel Ltd.	Netanya, Israel
Infineon Technologies Italia s.r.l.	Milan, Italy
Infineon Technologies IT-Services GmbH	Klagenfurt, Austria
Infineon Technologies Japan K.K.	Tokyo, Japan
Infineon Technologies Korea Co., LLC	Seoul, Republic of Korea
Infineon Technologies LLC	Wilmington, Delaware, USA
Infineon Technologies Manufacturing (Thailand) Ltd.	Samut Prakan, Thailand
Infineon Technologies Manufacturing Porto, Unipessoal Lda.	Vila do Conde, Portugal
Infineon Technologies Memory Solutions Germany GmbH	Neubiberg, Germany
Infineon Technologies Memory Solutions India LLP	Bangalore, India
Infineon Technologies Memory Solutions Israel Ltd.	Netanya, Israel
Infineon Technologies Memory Solutions Japan G.K.	Tokyo, Japan
Infineon Technologies Memory Solutions Malaysia Sdn. Bhd.	Kuala Lumpur, Malaysia
Infineon Technologies Memory Solutions Romania S.R.L.	Bucharest, Romania
Infineon Technologies Memory Solutions Taiwan Ltd.	Taipei, Taiwan
Infineon Technologies Nijmegen B.V.	Nijmegen, The Netherlands
Infineon Technologies Nordic AB	Kista, Sweden
Infineon Technologies Philippines, Inc.	Muntinlupa City, Philippines
Infineon Technologies Polska sp.z.o.o.	Warsaw, Poland
Infineon Technologies Reigate Limited	Bristol, Great Britain
Infineon Technologies Romania & Co. Societate in Comandita	Bucharest, Romania
Infineon Technologies Semiconductor GmbH	Aschheim, Germany
Infineon Technologies Semiconductor Ireland Limited	Cork, Ireland
Infineon Technologies South America Ltda.	São Paulo, Brasil
Infineon Technologies Switzerland AG	Zurich, Switzerland
Infineon Technologies Taiwan Co., Ltd.	Taipei, Taiwan
Infineon Technologies U.K. Ltd.	Bristol, Great Britain
Infineon Technologies Vietnam Company Ltd.	Hanoi, Vietnam
International Rectifier HiRel Products, Inc.	Wilmington, Delaware, USA
KAI Kompetenzzentrum Automobil- und Industrieelektronik GmbH	Villach-St. Magdalen, Austria
MOTRON GmbH	Neubiberg, Germany
NoBug Consulting SRL	Bucharest, Romania
PT Infineon Technologies Indonesia	Batam, Indonesia
Rectificadores Internacionales, S.A. de C.V.	Tijuana, Mexico
Sillectra GmbH	Dresden, Germany
Spansion LLC	Wilmington, Delaware, USA
Syntronix Asia Sdn. Bhd.	Melaka, Malaysia

Imprint

Published by: Infineon Technologies AG, Neubiberg (Germany)
 Editors: Corporate Sustainability
 Copy deadline: 27 November 2025
 Fiscal year: 1 October to 30 September
 Independent auditors: Deloitte GmbH Wirtschaftsprüfungsgesellschaft,
 Munich (Germany)
 Designed by: HGB Hamburger Geschäftsberichte GmbH & Co. KG,
 Hamburg (Germany)
 Photography: Page 2: Werner Bartsch, Hamburg (Germany)

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.

Public

Visit us on the web: www.infineon.com



Infineon Technologies AG

Headquarters: Am Campeon 1–15, D-85579 Neubiberg near Munich (Germany), Phone +49 89 234-0
 Contact for Investors and Analysts: investor.relations@infineon.com, Phone +49 89 234-26655
 Media Contact: media.relations@infineon.com, Phone +49 89 234-28480
 Visit us on the web: www.infineon.com/sustainability