

Our contribution to the UN Global Compact principles

UN Global Compact principles	Measures implemented
<p>Human rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> › Our Business Conduct Guidelines define our responsibility towards our customers, employees, suppliers, community and societies as well as to our investors around the world, including respect for and protection of human rights. Our CSR Policy describes our strategic CSR focus areas and our voluntary commitment to fulfill the corresponding obligations. Both our strategic objectives and our daily actions must always be based on high ethical and legal standards. In the 2023 fiscal year, Infineon published a Human Rights Policy. It describes in detail how we make vigorous efforts to protect human rights worldwide in the course of our own business operations and in our dealings with our business partners. The policy complements our Business Conduct Guidelines, our CSR Policy and our Supplier Code of Conduct. › Training for all employees on Business Conduct Guidelines which reflect our commitment to respect international human rights. New employees are automatically enrolled in web-based training or offered classroom-based training. Our employees must participate in regular training to keep their skills up to date. The training must be repeated on a regular basis by our employees. In the 2023 fiscal year, we introduced a further key element, a separate training module on human rights, which is mandatory for all employees worldwide and needs to be repeated every three years. › We conducted various evaluations in the area of human rights at our manufacturing sites around the world. On the basis of these evaluations, we concluded that our activities are in compliance with the International Bill of Human Rights and with the Fundamental ILO Conventions. › We require our suppliers and service providers to comply with the provisions set out in our Supplier Code of Conduct. Infineon obliges its suppliers to protect human rights. A violation would result in consequences for the business relationship with the affected supplier. › In the 2022 fiscal year, a Human Rights Officer with global responsibility as defined by the German Supply Chain Due Diligence Act (German: Lieferkettensorgfaltspflichtengesetz, or LkSG) was assigned.
<p>Labour</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> › Our Business Conduct Guidelines prohibit discrimination and any form of forced labor. › There are various options available for reporting compliance violations, ranging from a report to the supervisor to a report to the Corporate Compliance Officer or the relevant Regional Compliance Officer. Cases can also be submitted, openly or anonymously, via the Infineon Integrity Line. The compliance department investigates any cases received and decides whether to launch an internal investigation. The Infineon Integrity Line is a whistleblower hotline that provides the reporting party with the opportunity for dialog with a (Regional) Compliance Officer under the highest standards of data protection and without compromising anonymity. Infineon also investigates reports from people outside the company received through our reporting channels. › We react rigorously to demonstrated violations with balanced and suitable measures within the limits of company and legal regulations. Here we follow the principle of proportionality. We therefore decide on an individual case basis which consequences are appropriate, necessary and suitable. › Around 75 percent of our employees work at sites that have entered into collective agreements and where independent employee representatives are in place. › More than 87 percent of our employees work at production sites where committees are in place that also offer employers, employees and/or independent employee representatives the opportunity to discuss and receive advice on topics relating to environmental protection, occupational safety and health. › We uphold and promote the fundamental principles defined in the conventions of the International Labour Organization, such as protection from discrimination in the selection, hiring, employment and promotion of employees, and the right to form workers' councils, as well as the rejection of child labor and all forms of forced labor. Persons under the age of 15 are not allowed to work at Infineon. Exceptions apply for countries subject to ILO Convention 138 (minimum age reduced to 14 years) or for job training or training programs that are authorized by the relevant government and demonstrably promote those participating.

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<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> › Our IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health) is globally certified in accordance with ISO 14001 and ISO 45001. Our major European manufacturing sites and our corporate headquarters Campeon (Germany) are also certified in accordance with ISO 50001. › Our IMPRES policy is an essential part of our management system, which contains binding internal strategies, processes, goals and requirements in the areas of environmental protection, energy, occupational safety and health. › The responsible member of the Management Board defines the framework for the objectives in this area within the Infineon Group. As part of these definitions, the management responsible sets appropriate targets at site level and ensures the achievement of the targets. Infineon has set itself the target of becoming carbon-neutral by the end of the 2030 fiscal year in terms of scope 1 and scope 2 emissions. By the end of the 2025 fiscal year, it should have already reduced CO₂ emissions by 70 percent compared with the 2019¹ calendar year. › Internal environmental, energy, occupational safety and health audits and external certification audits take place at the sites in the context of our multi-site certification.
<p>Anti-Corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> › In order to further increase awareness of the topic of preventing corruption in the company, this topic is included in the web-based Business Conduct Guidelines training. In addition, specific web-based training on the prevention of corruption is continuously and automatically rolled out for particular target groups. All new employees belonging to these target groups are automatically signed up for mandatory web-based training sessions. We also conduct business partner checks to ensure that we work together with law-abiding business partners with integrity. › The rules that apply to the reporting of compliance violations are set out in our Business Conduct Guidelines and in the Guideline on Reporting and Handling Potential Compliance Violations.

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