



# Infineon Corporate Social Responsibility Policy

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# Foreword Management Board

Microelectronics made by Infineon are the key to improving living standards. We understand how technical systems can become more efficient through the use of semiconductors and provide sustainable solutions for the world of today and the world of tomorrow. Inventiveness and commitment let us create value for customers, employees and investors.

We are striving for a deep understanding of our customers' systems, optimizing our products and solutions, and achieving adequate profitability in line with our targets. Therefore, incorporating sustainability into the management of our business and engaging responsibly with society is essential.

We understand sustainability as the symbiosis between economy, ecology and social engagement, and we are committed to cultural diversity and equal opportunities. This is reflected in our Corporate Social Responsibility Policy that sets guidelines for responsible and sustainable business operation, based on the fulfilment of the legal requirements where we operate and the commitment to follow the Ten Principles of the UN Global Compact, which we signed up for in 2004. Furthermore, internal rules and requirements, voluntary self-commitments, as well as our customers' requirements, form an additional framework for our approach.



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# Preamble

We understand Corporate Social Responsibility (CSR) as our voluntary responsibility towards society, both international and local. We strive to meet the needs of Infineon stakeholders in terms of CSR and to evaluate and include those in its daily operations whenever possible.

This CSR Policy describes our focus areas and voluntary self-commitment to fulfill the necessary measures in those areas.

Legal compliance is the basis of our acting whereas the UN Global Compact and its Ten Principles are the overall guidance and orientation for our approach and business. Internal rules and requirements, voluntary commitment(s) and self-agreement(s) as well as stakeholder requirements provide an additional framework.

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

This Policy must be considered in the day to day business of all Infineon employees and in all business relationships with stakeholders. The rule is worldwide binding. This document cannot answer all questions related to CSR programs and strategy. Therefore it refers to important further documents in the description of the CSR focus areas.



# Occupational Safety and Health



Since the creation of Infineon, the first priority in terms of our responsibilities for our employees is the prevention of safety and health risks.

- › Our safety and health strategies, processes, objectives and our globally internal requirements are included in our [IMPRES](#) (Infineon Integrated Management Program for Environment, Energy, Safety and Health) which is among others certified according to occupational health and safety management system standard ISO 45001.
- › As another element in our preventive approach, we introduced the seven Golden Rules of Safety as part of our behavior-based safety program. This preventive safety concept is reviewed and developed on a regular basis. Reports are then presented to management, including the Management Board.
- › Workplace-related risk assessments carried out worldwide ensure that workplace-related risks that may result in a danger to employees are identified and the protective measures required are implemented to minimize risks.
- › The task of our health management is to work towards maintaining and improving the health of our employees. Our global management system [IMPRES](#) ensures the high quality of the services and measures we offer.
- › We continuously work to improve our approach in matters of occupational safety and health by regularly checking the required technical and organizational procedures.
- › We consider the support of our objectives and targets in occupational safety and health as an obligation of every employee.

# CSR Supply Chain Management



A long-term partnership between Infineon and its suppliers is a core element of our corporate philosophy. According to the UN Global Compact we voluntarily address our commitment to communicate our policies and expectations to suppliers as an integral part of our CSR understanding.

- › We established CSR aspects as part of our supply chain management.
- › We expect our suppliers to support the Ten Principles of the UN Global Compact Initiative.
- › Our suppliers shall adhere to our [Supplier Code of Conduct \(formerly: Principles of Procurement\)](#) which are aligned with our [Business Conduct Guidelines](#) and to our [IMPRES Policy](#).
- › We require our suppliers to comply with all applicable laws and regulations.
- › We encourage our suppliers to have an environmental management system according to ISO 14001 or adequate as well as a safety and health management system according to ISO 45001 or adequate in place.
- › We adequately analyze our supply chain, when mapping risks, opportunities and impacts.
- › We adequately monitor suppliers' CSR performance within our sphere of influence.
- › We are contributing towards the prevention of human rights abuses by being [DRC<sup>1</sup> conflict-free](#) in our supply chain.

<sup>1</sup> DRC: Democratic Republic of the Congo.

# Corporate Citizenship



Our actions have an impact beyond our own business and are conducted in many countries in the world. They form an integral part of the local economy and local society and they help shape people's living standards. For this reason Infineon recognizes its voluntary responsibility to be a good citizen for the societies which we directly interact with.

- > We firmly believe that the trust, credibility, and goodwill that we have built in our communities help creating a positive social, working, and business environment.
- > We have defined four areas of activity in the field of [Corporate Citizenship](#): Environmental Sustainability, Local Social Needs, Education for Future Generations and Responding to Natural and Humanitarian Disasters.
- > These focus areas of engagement are contained in our Corporate Citizenship and Sponsoring Rule. This rule ensures that our Corporate Citizenship activities are performed transparently and in line with our ethical principles.
- > Employees are free to make suggestions on this topic on the basis of our Corporate Citizenship and Sponsoring Rule.

# Human Resources Management



We are a global company with employees from more than 100 countries, of different generations and with the widest possible variety of backgrounds. The diversity of our headcount is the cornerstone of our success: Diversity & inclusion is strategically important to Infineon and is a permanent fixture in our corporate culture. We work to create an integrative working environment in which everyone can make their contribution, free of prejudice and with equal opportunities.

- › Our employees are the key to success. Strengthening a positive employee experience and thus achieving a high degree of engagement also means continuously developing and fostering employees and managers.
- › We see ourselves as enablers paving the way for outstanding performance. The continuing education of our staff is therefore important to us. We support our staff in developing their individual skills as much as possible and in applying those skills to the success of Infineon.
- › As part of the business community, Infineon has a responsibility to respect human rights, labor standards and fair business practices, providing a better environment for business.
- › Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- › There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.
- › We respect the rights of workers to associate freely in accordance with local laws.
- › We value and appreciate our employees' diversity. We are convinced that mixed teams and diverse workforce are crucial to securing long-term success. Diversity shall be actively supported.
- › For our diverse teams we strive for an inclusive culture that enables all of our employees to personally develop according to their needs and to express their opinion. This plurality of opinions is the basis for our corporate innovative capability.
- › All work is voluntary, and workers shall be free to leave upon reasonable period of notice.



# Human Rights



Compliance with human rights and the promotion of fair working conditions is a matter of course for us and form the basis of our corporate culture. Infineon requires also its suppliers to comply with all applicable laws, including those dealing with human rights.

- › We support and respect international standards and principles, such as the International Bill of Human Rights and its Universal Declaration of Human Rights, the fundamental principles of the International Labour Organization (ILO), the principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights.
- › 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.
- › We do not tolerate human rights abuses in any form, nor any form of forced labor, slavery, involuntary prison labor or child labor. The term “child” refers to persons under the age of 15. Exceptions apply for certain countries subject to ILO Convention 138 (minimum age reduced to 14 years) or for job training or training programs which are authorized by the respective government and which demonstrably promote those participating.
- › We underline our complete rejection of any form of human trafficking or slavery with our [Infineon Technologies Slavery and Human Trafficking Statement](#), which was published in the context of the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015.

# Environmental Sustainability and Climate Protection



Key to greater sustainability and to solving climate-related challenges are new technologies which achieve more using fewer resources and at the same time save emissions. “Making more out of less” is the approach Infineon is taking to help develop better solutions for existing problems and play an active role in shaping a worthwhile future. We also take sustainability and reduction of emissions very seriously in the manufacture of our products.

- › Our strategies, processes, objectives in the area of environmental sustainability and climate protection, as well as our globally internal requirements are included in our [IMPRES](#) which is certified, inter alia, in accordance with the environmental management system standard ISO 14001.
- › We strive to have a continuous improvement of our energy performance by maximizing the use of our energy sources and energy-related assets, thus reducing both energy costs and consumption with our Energy Management System according to ISO 50001 standard which is integrated in [IMPRES](#).
- › We enable sustainable and energy-efficient end products and applications with our products and solutions, and thus contribute to meet the challenges of our global society such as climate protection and resources consumption.
- › We continuously work to further increase our ecological net benefit with our products and solutions on the one hand, and with our efficient processes and production on the other hand.
- › Our objective is to prevent personal injuries and damage to assets and to minimize impacts on the environment and the effects on climate change.
- › We consider the support of our objectives and targets in the area of environmental sustainability and climate protection as well as energy management as an obligation of every employee.
- › We continuously work to improve [IMPRES](#).
- › We as company set binding CO<sub>2</sub> targets since 2020: By the end of the 2030 fiscal year, Infineon will become carbon-neutral with respect to the scope 1 and scope 2 emissions. We want to make an active contribution to global CO<sub>2</sub> reduction and to the implementation of the targets set out in the Paris Climate Agreement. By the end of the 2025 fiscal year, Infineon is aiming to reduce its own emissions by 70 percent compared with the 2019<sup>1</sup> calendar year.

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

# Business Ethics



Integrity shapes how Infineon deals with investors, business partners, employees and the general public. This fundamental statement is the basis for the [Business Conduct Guidelines](#).

- › Our [Business Conduct Guidelines](#) are binding for all employees and form an integral part of each individual employment agreement.
- › Our [Business Conduct Guidelines](#) are a binding set of principles that help us make autonomous decisions in the execution of our duties. They provide support in legal an ethical questions and also contain specific requirements for instance for complying with competition law and anticorruption laws, data and information management and occupational safety and health & environmental protection.
- › We defined basic rules and principles for the conduct within the company and in relation to external partners and the general public in the guidelines.
- › We conduct regular compliance training courses for all employees to inform them about the content of the [Business Conduct Guidelines](#).
- › We additionally conduct special compliance training sessions for employees of individual risk groups. All employees are obliged to take part in the compliance training that is mandatory for each employee.
- › We have structured a certified Compliance Management System according to IDW PS<sup>1</sup> 980 standard. All employees, business partners, customers or other stakeholders who would like to report possible violations of national regulations or internal guidelines can make their report to the [Infineon Integrity Line](#), openly or anonymously. All reports are treated confidentially and include a non-retaliation policy.

<sup>1</sup> IDW PS: Institute of Public Auditors in Germany (German: Institut der Wirtschaftsprüfer) Auditing Standard (German: Prüfungsstandard).

# Contact

For more information on sustainability please visit our [homepage](#).

If you have any questions about this CSR Policy or our sustainability strategy please also contact us at any time via [E-Mail](#).



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