

UN Global Compact Communication on Progress

GRI 102-41

UN Global Compact	Measures implemented
<p data-bbox="138 368 264 392">Human Rights</p> <p data-bbox="138 418 376 467">Principle 1: Support for human rights</p> <p data-bbox="138 480 497 529">Principle 2: Non-complicity in human rights abuses</p>	<ul style="list-style-type: none"> <li data-bbox="763 424 2121 523">› Our Business Conduct Guidelines define our responsibility towards our customers, employees, suppliers, community and societies as well as to our shareholders 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. <li data-bbox="763 536 2121 611">› Training for all employees on Business Conduct Guidelines which reflect our commitment to respect and uphold international human rights. Every new employee is automatically signed up for a web-based training session or required to physically attend training. Every employee must revisit the training sessions on a regular basis. <li data-bbox="763 624 2121 699">› 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 conventions and fundamental principles of the International Labour Organization (Fundamental ILO Conventions). <li data-bbox="763 711 2121 761">› We require our suppliers and service providers to comply with permanently defined regulations in our Principles of Procurement. Infineon expects its suppliers to comply with human rights. A violation would result in consequences for the business relationship with the affected supplier.
<p data-bbox="138 783 197 807">Labor</p> <p data-bbox="138 833 423 882">Principle 3: Uphold freedom of association</p> <p data-bbox="138 895 490 944">Principle 4: Elimination of all forms of forced labor</p> <p data-bbox="138 957 353 1007">Principle 5: Abolition of child labor</p> <p data-bbox="138 1019 407 1069">Principle 6: Elimination of discrimination</p>	<ul style="list-style-type: none"> <li data-bbox="763 839 1547 863">› Our Business Conduct Guidelines prohibit discrimination and any form of forced labor. <li data-bbox="763 876 2121 1027">› There are various options available for reporting compliance violations, ranging from a report to the supervisor to a report to the Corporate Compliance Officer or the relevant Regional Compliance Officer. Cases can also be submitted, openly or anonymously, via the Infineon Integrity Line. The Compliance Officer investigates any cases received and decides whether to launch an internal investigation. The Infineon Integrity Line is a whistleblower hotline which provides the reporting party with the opportunity for dialog with a Compliance Officer under the highest standards of data protection and without compromising anonymity. Infineon also investigates reports from people outside the company received through our reporting channels. <li data-bbox="763 1040 2121 1090">› 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. <li data-bbox="763 1102 2121 1152">› Around 87 percent of our employees work at sites that have entered into collective agreements and where independent employee representatives are in place. <li data-bbox="763 1165 2121 1240">› More than 90 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. <li data-bbox="763 1252 2121 1378">› 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 which are authorized by the relevant government and which demonstrably promote those participating.

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Environment	
Principle 7: Precautionary approach to environmental protection	<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 OHSAS 18001 standards. Relevant EU frontend sites and our corporate headquarters are additionally certified under ISO 50001. In the 2020 calendar year, Infineon is in the certification process for ISO 50001:2018 and ISO 45001:2018. The former standards, ISO 50001:2011 and OHSAS 18001 are being superseded. This will enable us to ensure that we achieve a seamless transition and the continuing development of our Management System for Environmental Protection, Energy, Occupational Safety and Health.
Principle 8: Support initiatives for greater awareness of environmental responsibility	<ul style="list-style-type: none"> › 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.
Principle 9: Development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> › The responsible member of the Infineon 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.
Anti-Corruption	
Principle 10: Action against corruption	<ul style="list-style-type: none"> › In order to further increase awareness of the topic of preventing corruption in the company, this topic has also been integrated in the web-based Business Conduct Guidelines training. In addition, a web-based training unit focusing specifically on prevention of corruption is continuously rolled out for particular target groups. All new employees belonging to these target groups are automatically signed up for mandatory, web-based training sessions. › The topic of reporting compliance violations is generally described in the Infineon Business Conduct Guidelines. Details of the reporting and notification process in case of violations of laws, the Business Conduct Guidelines and other internal regulations are also part of the worldwide rule Management of Compliance Cases.

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