



Annual General Meeting 2025

Key points speech Dr. Herbert Diess, Chairman Supervisory Board

- **Infineon is shaping the future with pioneering innovations and a focus on sustainability.**
Infineon is driving decarbonization and digitalization. The company aspires to be a technology leader. In the field of power electronics, Infineon leverages not only silicon but also the new semiconductor materials silicon carbide and gallium nitride. These enable even more efficient and therefore CO₂-saving solutions. Infineon also provides its customers with innovative solutions in the area of the Internet of Things that create great added value. Artificial Intelligence plays a central role here and opens up great opportunities for the company. However, Infineon sees itself as more than a technology leader. The company is also a leader in the field of sustainability. It pursues an ambitious climate strategy. This includes a commitment to a science-based climate target and the calculation and publication of the CO₂ footprint of its products (Product Carbon Footprint).
- **Structural optimization of the Management Board remuneration system resolved.**
In November 2024, the Supervisory Board resolved structural changes to the Management Board remuneration system. The aim is to link Management Board remuneration even more closely to shareholder interests and align it with the corporate strategy. Specifically, the following changes are planned:
 - In the future, the members of the Management Board are to receive part of their short-term variable remuneration, referred to as the Short-Term Incentive, in shares. They must hold the shares at least until the required number of shares has been accrued in accordance with the Share Ownership Guidelines.

- As part of the long-term variable remuneration, or Long-Term Incentive, the target structure is to be adjusted in the area of financial targets. First, two equally weighted peer groups will apply to the Total Shareholder Return (TSR) target in the future. The first is a focused peer group made up of competitors according to clearly defined criteria. The second peer group represents the companies in the DAX40 benchmark index excluding financial service providers. Second, Infineon's target business model (Target Operating Model) with its long-term key financial figures over the semiconductor cycle is to be added as a new target. These key financial parameters are revenue growth, adjusted free cash flow in relation to revenues and the Segment Result Margin.

- **Qimonda proceedings ended following agreement with insolvency administrator. No claims against former members of the Management Board.**

Infineon reached a settlement with the Qimonda insolvency administrator in August 2024, thus ending the legal dispute that had been ongoing since the end of 2010. After the settlement was reached, the Supervisory Board examined whether there were any indications of possible recourse claims against the former members of the Management Board. The Supervisory Board concluded that claims for possible breaches of duty are not predominantly probable. The Supervisory Board therefore decided not to assert any claims.

- **Upcoming Supervisory Board elections: Competence and continuity.**

The mandates of the employee representative members of the Supervisory Board will end effective as of the end of the 2025 Annual General Meeting. The new employee representatives were already elected by Infineon employee delegates in December. As a result, there will be no personnel changes, with one exception: Mr. Scholz, member of the Supervisory Board from IG Metall, no longer stood for re-election. He will be succeeded by Mr. Irmischer. Furthermore, on the shareholder side, the mandates of Ms. Clever-Steg, Dr. Eichiner, Dr. Spiesshofer and Ms. Suckale are coming to an end. All four Supervisory Board members are standing for re-election for a further four years. They represent key areas of expertise on the Supervisory Board and make a valuable contribution to the company's success: Ms. Clever-Steg is primarily involved in digitalization topics. Dr. Eichiner has extensive financial expertise thanks to his many years of experience as a DAX CFO and current Chairman of the Audit Committee. Dr. Spiesshofer's professional experience, including as CEO and in the areas of corporate strategy and M&A, makes him a great asset to the Supervisory Board and the company. Ms. Suckale, who is also an experienced board member, significantly strengthens the Supervisory Board's expertise in the areas of human resources and legal.