

Our sustainability targets

Targets for the 2024 fiscal year	Status	Description
Overall goals		
Set climate protection and diversity goals as part of the compensation system for the Management Board for the 2024 fiscal year.	●	Climate protection and diversity goals were defined as part of the compensation system for the Management Board.
Introduce a new digital platform for non-financial reporting; increase resilience and reduce the manual workload for data transfer by 50 percent.	●	In the 2024 fiscal year, we successfully introduced a new digital platform for non-financial reporting. This solution enabled us to increase the resilience of reporting and reduce the manual workload for data transfer by more than 50 percent.
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 into the annual compliance program.	🕒	<p>Detailed compliance risk scenarios in relation to antitrust law and corruption were developed. Questionnaires were completed in all relevant Group companies worldwide. On this basis, net and gross risks were calculated and assessed and the effectiveness of all compliance measures was evaluated.</p> <p>At Group level, central functions were interviewed using these compliance risk scenarios, to ensure a comprehensive compliance risk assessment. For every compliance risk scenario in every relevant Group company, a specific compliance risk level was determined. If compliance risks exceeded the compliance risk target set, specific risk minimization measures were defined and transferred into the annual compliance program.</p>
Human rights		
Conduct a risk analysis of human rights using self-assessments or audits at 100 percent of IMPRES certified sites.	●	In the 2024 fiscal year, a risk analysis was conducted using self-assessments or audits at 100 percent of certified IMPRES sites, selected research and development sites, and selected offices.
Human resources management		
Infineon has set itself the long-term goal of increasing the proportion of women in management positions to 20 percent. 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 2024 fiscal year was 17.9 percent. This was a slight improvement on the prior-year figure of 17.1 percent and a further step towards achieving our long-term target of 20 percent.
Continue to reach the existing global target of 80 percent overall employee satisfaction. The measures we are adopting to achieve this target include continuing to develop leadership skills and ensuring balanced workloads.	●	In the 2024 fiscal year, we achieved this target, with 83 percent of employees giving a positive response to both questions in our engagement pulse check: “How happy are you working 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.

● Target achieved 🕒 In progress ○ Target not yet achieved

Targets for the 2024 fiscal year	Status	Description
<p>Human resources management</p> <p>At least 90 percent of all our managers (from the Director level with five or more direct employees) will conduct a Leadership Dialog with their employees within two years. The 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.</p>	🟡	In the course of the Leadership Dialogs, managers receive structured feedback from their employees. By the end of the 2024 fiscal year, around 84.1 percent of managers had conducted their Leadership Dialogs.
<p>Protection of our employees</p> <p>Introduce a global training campaign on our seven Golden Rules of Safety, with a different focus in each fiscal year.</p>	🟡	Due to internal prioritization, the global training campaign has been paused for the time being. This year, local training measures continued to be implemented in accordance with global principles of behavior-based occupational safety.
<p>Environmental sustainability and climate protection</p> <p>Carbon neutrality</p> <p>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 2019¹ calendar year.</p>	🟡	By the end of the 2024 fiscal year, our emissions were already 66.3 percent lower than the emissions in the base year 2019. We are therefore meeting the timeline we set for achieving our climate targets.
<p>Energy management</p> <p>Implement projects and measures in the 2024 fiscal year to increase energy efficiency, giving total potential annual energy savings of 20 gigawatt hours. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.</p>	🟢	In the 2024 fiscal year, we implemented measures that generated energy savings of more than 47 gigawatt hours.
<p>Greenhouse gas emissions</p> <p>Implement measures that will generate total emission savings for greenhouse gases of 50,000 tons of CO₂ equivalents by the end of the 2024 fiscal year.²</p>	🟡	Due to the postponement of the installation of PFC abatement systems at one of our production sites, we did not quite achieve our target of generating total emission savings for greenhouse gases of 50,000 tons of CO ₂ equivalents by the end of the 2024 fiscal year. However, this was compensated for by the energy savings described above.

🟢 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.
 2 Cumulative from the 2021 fiscal year.

Targets for the 2024 fiscal year	Status	Description
Environmental sustainability and climate protection		
Water management		
Implement projects and measures in the 2024 fiscal year with annual recycling potential of 6 million cubic meters of water. This corresponds to the average annual water consumption of over 114,000 inhabitants in Europe. One of the ways this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.	●	In the 2024 fiscal year, we implemented recycling measures that generated water savings of more than 18 million cubic meters.
Waste management		
Increase the amount of solvent recovered, with the aim of reusing 800 tons of solvents in manufacturing.	●	Solvents amounting to 900 tons were recovered and reused in manufacturing.
Contribution through sustainable products		
Update the calculation of the Infineon carbon footprint; save at least 125 million tons of CO ₂ equivalents with our products during their useful life.	●	The Infineon carbon footprint was updated in the 2024 fiscal year and is published in this report. During their use phase, our products enabled CO ₂ emission savings of around 130 million tons of CO ₂ equivalents.
EU Taxonomy		
Implement automated processes for the evaluation and interpretation of information relating to Taxonomy eligibility.	●	The automated interpretation of the generation of key figures was implemented in the 2024 fiscal year.

● Target achieved ● In progress ○ Target not yet achieved

Targets for the 2024 fiscal year	Status	Description
Our responsibility along the supply chain		
Evaluate 100 percent of selected suppliers representing at least 70 percent of the procurement volume with regard to our sustainability requirements.	●	In the 2024 fiscal year, an evaluation of 100 percent of more than 390 strategic suppliers, representing over 70 percent of the procurement volume, was conducted with regard to our sustainability requirements.
Promote capacity building initiatives for suppliers to raise awareness of how to address specific human rights issues and mitigate the associated risks in their area of operations.	●	In the 2024 fiscal year, measures were successfully implemented to raise awareness and support the development of suppliers selected on the basis of risk. These include individual training sessions, knowledge sharing, and subject-specific training programs offered by the Academy of the Responsible Business Alliance in which suppliers participated. Moreover, local compliance days were held at selected sites to raise awareness among suppliers of our Supplier Code of Conduct.
Implement a global supplier engagement program to reduce CO ₂ emissions in the supply chain (scope 3).	●	To reduce our scope 3 emissions, we rolled out a program in the 2024 fiscal year which involves working together with those suppliers who have the greatest impact on our scope 3 emissions. We work actively with more than 100 suppliers to motivate them to set their own science-based targets and to implement corresponding reduction measures.
Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for 100 percent of the relevant suppliers.	●	In the 2024 fiscal year, an evaluation was conducted of relevant suppliers of conflict minerals with regard to the origin and use of these minerals. Based on the available responses of our suppliers, we can duly state that Infineon products are DRC conflict-free. The results of the evaluation are made available to our customers in the form of a declaration (Conflict Minerals Reporting Template).
Conduct a due diligence assessment for 100 percent of 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.	●	In the 2024 fiscal year, a due diligence assessment was conducted of relevant suppliers of products containing cobalt with regard to the origin and use of these products. In addition, our supply chain was investigated with regard to the use of mica, and the results are made available to our customers in the form of a combined cobalt and mica declaration (Extended Minerals Reporting Template).
Corporate citizenship		
Enhance and update the platform that is used for the reporting and management of the corporate citizenship program, followed by extensive training of the main users on the new functions.	●	The new platform for the reporting and management of the corporate citizenship program was developed and introduced. Training was provided to all relevant users.

● Target achieved ● In progress ○ Target not yet achieved

Targets for the 2025 fiscal year

Overall goals

Set climate protection and diversity goals as part of the compensation system for the Management Board for the 2025 fiscal year.

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.

Human rights

Introduce three performance indicators for the human rights risk management system to ensure continuous improvement in the effectiveness of the process.

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.

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.

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.

Protection of our 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.

Targets for the 2025 fiscal year

Environmental sustainability and climate protection

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 2019¹ calendar year.

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 this target will be achieved is by adopting site-specific measures for infrastructure and manufacturing.

Greenhouse gas emissions

Fully equip the new manufacturing facilities in Kulim (Malaysia) and Dresden (Germany) with PFC abatement systems.

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.

Waste management

Implement measures to enable the recovery and further reuse of 700 tons of solvents in manufacturing.

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

Contribution through sustainable products

Update the calculation of Infineon’s carbon footprint; save at least 130 million tons of CO₂ equivalents with our products during their useful life.

EU Taxonomy

Work together with industry associations to clarify legal uncertainties in the interpretation of the EU Taxonomy.

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.

Conduct at least ten audits of suppliers selected using a risk-based approach, focusing on human rights and working conditions.

Organize a sustainability event for selected suppliers to support the development and implementation of science-based targets (SBTs).

Maintain a DRC conflict-free supply chain and conduct another evaluation of the use of conflict minerals for the relevant suppliers.

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.

Corporate citizenship

Introduce a system to gather feedback from stakeholders and beneficiaries to continue to enhance the effectiveness of our corporate citizenship activities.