



In an Era of Constant Change, We Offer Solutions

Our world is facing big change: globalization, climate change and population growth call for new approaches and responsible behavior.

As a global company and market leader in our target markets, Infineon Technologies takes its responsibilities very seriously. Our semiconductor and system solutions for automotive, industrial electronics, information and communications technology as well as chipcard and security applications offer an answer to three of the main challenges confronting modern society:

- Energy efficiency
- Mobility
- Security

On behalf of our customers, Infineon's global workforce of approx. 30,000 is fully dedicated to transforming ideas into the technology of tomorrow.

Day in and day out, they put their heads together to come up with the ideal solution. Here at Infineon, we are highly aware that valuing and appreciating each and every employee's work – and fostering a corporate culture that promotes commitment, boosts trust and drives innovation – are the cornerstones of our success.

09/2014

Infineon profile

Headquarters: Neubiberg/Munich

Revenue in FY 2014: € 4,320 million

Global workforce: Approx. 30,000

Proportion of women worldwide: Approx. 37 %

Sites worldwide: Over 30 sites for Production, Research and Development

Nationalities:

Employees from over 80 nations spread out across sites in over 20 countries



After the birth of each of my three children, I spent several months on parental leave. This time off had no adverse impact on my career. Flexible working hours are particularly helpful in allowing me to perform my managerial duties while still having enough time for my family. I now enjoy a perfect balance between professional and family life!

Elisabeth Grobitzsch, Head of Wafer Test and Inspection, Dresden

Various Opportunities for the Future



Fascinating technology – Attractive fields of work – State-of-the-art products

5

Our Goal: People are what Make Infineon a High Performance Company

Infineon is a successful international company because of the experience, skills, and passion of men and women from more than 80 countries. Infineon combines business success with corporate responsibility.

These four core values are what drive our daily work:

- We commit
- We innovate
- We partner
- We perform

In doing so, the following are of the utmost importance:

Ambitious goals and a clear focus on results

We set ourselves ambitious targets and focus what we do on things that lead us to the aspired result.

■ Entrepreneurial decision-making

We take decisions entrepreneurially – accept responsibility for target attainment and are alive to opportunities and risks.

Lean and fast execution

We swiftly and efficiently implement decisions that have been made, instead of calling them into question time and again.

■ Passionate and talented people

We work with passion and confidence across organizational boundaries towards joint success.



Infineon is healthier than ever. Our business is resolutely geared toward energy efficiency, mobility and security. The people in our company are the key to this success. Their experience, knowledge and passion drive us to new heights. For a High Performance Company like Infineon, success depends on creating an attractive working environment for our employees. Only then can we continue to develop outstanding products and write exciting new chapters in our success story.

Reinhard Ploss, Chief Executive Officer (CEO)

Our Way: An Attractive Working Environment for People with Passion

Our employees work with a passion toward ensuring Infineon's success. Together we make Infineon a High Performance Company. That's why we offer varied and exciting tasks to the people who accompany us on this journey and share our pioneering spirit – whether they be seasoned experts or just embarking on their career.

The Essential Ingredients for Creating an Attractive Working Environment:

1. Diversity Management: Variety and Appreciation

We have a corporate culture which appreciates and values each and every employee's individuality and promotes equal opportunities. We want to be able to meet the challenges presented by people's different personal circumstances and needs, and attach particular importance to cultivating diversity.

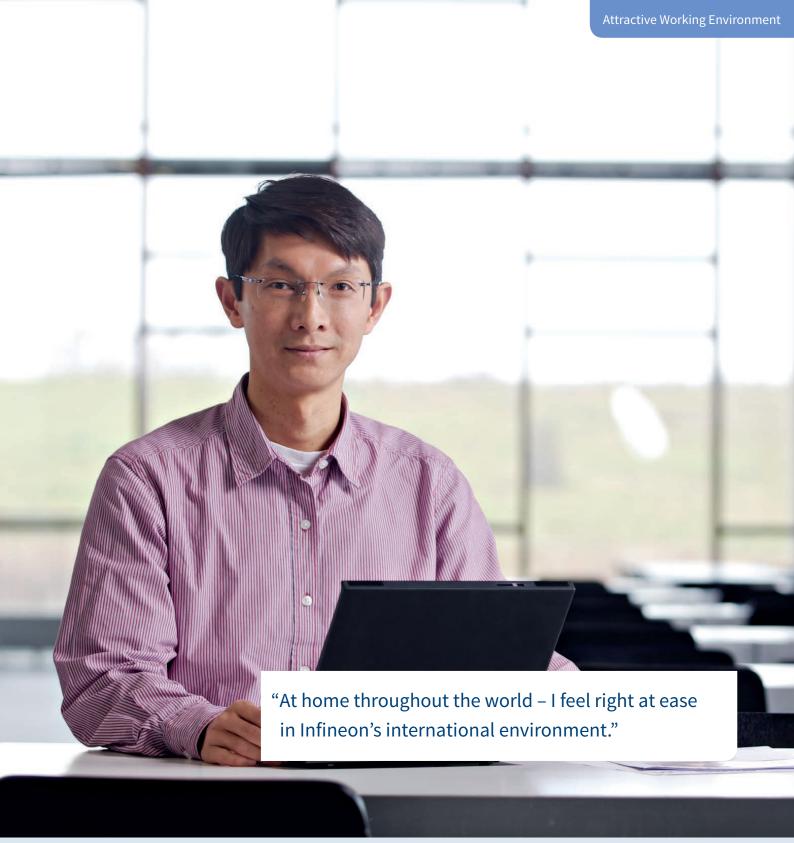
2. Development and Promotion

We offer outstanding professional development opportunities with attractive tasks, responsibilities and career paths to all members of the Infineon team: whether as a Technical Expert or Manager. This ensures that each individual can fully realize their potential in accordance with their talents, capabilities and personal interests.

3. Health and Care

We want our employees to stay healthy. To this end, our occupational health management system offers a wide range of programs. The company's social counseling service helps to ensure that any crisis do not culminate in illness by working on a solution together. That's what we call care.





So what do I particularly like about Infineon? For one, the fact that my job is really varied. We are constantly challenged to come up with new solutions for new products. And then of course, there's the fact that Infineon offers an open and international atmosphere. Even colleagues who don't speak German find it easy to feel part of the team – after all, we primarily communicate in English. And furthermore, thanks to the company's excellent IT infrastructure, we are not tied to a particular workstation, meaning that I enjoy great flexibility with regard to my place of work and working hours.

Ngoc-Hoa Huynh, Project Manager Package, Munich



My technical expertise is valued here – and great importance is attached to a healthy balance between professional and family life. This means I was able to be a mother of two and still meet the demands of my managerial position at the headquarters in Munich. I am really impressed by the holiday care program at the Campeon site and my daughter had great fun there. The expansion of the child daycare center is further evidence of Infineon's growing dedication to providing a family-friendly atmosphere. My decision to work for some time in Singapore was very easy, because Infineon also supports me and my family there.

Grit Sommer, Head of Package Concept Automotive, Singapore



My wife and I want to share responsibility for taking care of our three children. We've made a deal that I take our two youngest children to kindergarten and also pick them up at 4 p.m. every day. That's why I leave the office at 3:30. Everyone in my team knows about this part-time setup, and of course I'm also willing to do whatever I can to support my 12 employees with flexible working-time solutions in line with their personal situations. Some time ago, for example, I hired two women engineers as part-time employees, and one of them is now on parental leave. Naturally, we've already planned for her return.

Martin Roeckerath, Group Leader Failure Analysis, Warstein

Diversity: Living, Valuing and Utilizing Variety

Respecting Lifestyles and Unlocking Potential



To us, valuing diversity means much more than simply recognizing and respecting our employees' national and cultural identity. We consider it just as important to respond to and address the various interests and needs associated with different lifestyles. Those can be defined by employee's age, culture, possible disability, gender, religion or sexual orientation. By doing so, we not only protect our employees against discrimination in the workplace, but also help them to pinpoint ways of fully exploiting their potential and developing even further.

Our company is fully committed to fairness and valuing each member of our workforce – by signing the "Diversity Charter", we have pledged to create a working environment which is free of prejudice and marginalization.

Ensuring Equal Opportunities

As a global company, equality of opportunity is a fundamental prerequisite in ensuring our success. That's why we pursue the goal of fostering an enthusiasm for a career in the fields of natural science and technology equally among women and men. We also aim to provide equal support to both genders and to increase the percentage of women in managerial positions. The changes in the organization that support our goal of the successful career development of female executives are an important factor in our success here.

The percentage of women in managerial positions at Infineon will be increased globally – it is projected to rise from the current 12.5% to 15% by 2015 and to 20% by 2020.

Increasing our Awareness of Family Issues

Our goal is to establish an awareness of family issues as a central plank of our corporate culture. That's why we are committed to improve the working conditions of both women and men with the aim of establishing an even better balance between private and professional life – as demonstrated by our wide variety of flexible working arrangements which are tailored to meet the needs of the modern family.



Infineon brings together the expertise of many different personalities throughout the company. In our view, their diversity in terms of age, culture, gender, qualifications and religion offers invaluable potential. We are permanently and firmly committed to creating a working environment that meets our employees' needs. This enables us to promote cooperation for the achievement of our common goals. Equal opportunity, fairness, and appreciation are therefore important factors for our innovative strength and our success in international markets.

Sabine Herlitschka, CEO of Infineon Technologies Austria AG

How We Help You to Balance Your Professional and Private Life

Our working life is undergoing major change: the importance of meeting the challenges presented by one's career while simultaneously having enough time for private interests and family life is growing. Our flexible working arrangements allow employees to balance their career goals and private interests with the company's operating requirements. This makes everyone happier, which in turn is a major boost for motivation and performance.

Flexible Working Hours: Greater Personal Responsibility Leads to Greater Freedom

Many of our employees are free to decide for themselves how to schedule their working day. The concept of flexible normal working hours is part of our corporate culture. This is because we are well aware that self-responsibility and individuality are crucial to both creativity and productivity.

Part-time Work: Flexible and Tailored to the Individual

In line with the interests of the company, we are able to offer part-time work models tailored to the specific needs of our employees. Depending on an employee's stage in life and situation, this can mean giving them more time for their children, to care for a sick family member, to do volunteer work, or to pursue a hobby. Our semi-retirement system is a good alternative for many of our older team members, as it offers them a smooth transition between working full-time and full retirement, while also ensuring an effective knowledge transfer.

Sabbatical: Time to Recharge Your Batteries

Everybody has dreams. We are happy to support our employees when they decide to fulfill their long-held wishes or goals – no matter whether they want to learn a new language, go on an extended holiday or simply recharge their physical or spiritual batteries. An extended break from work could be just the thing they need. Our sabbatical program gives our team members the opportunity to make their dreams come true.

Teleworking: Working from Home

Thanks to modern IT infrastructure, such as laptops and mobile phones, there is no reason why you can't work from home yet still keep in touch with colleagues and keep track of all work processes in real-time. Teleworking or home office can help you to find a happy medium between professional and private commitments, which is why they have proven so popular in our company.



Assume responsibility, perform to the best of your ability and experience success – for yourself, for us and for Infineon. It is important to me to promote a working environment which allows all employees to enthusiastically put their talents and strengths to full use for the good of all at Infineon. If you want to, you can use a range of opportunities for your career development, you can flexibly organize your working hours and you can ensure that you stay fit for the job. Our work is an important part of our lives. It is worth talking to us: we offer a variety of options – you choose the one that fits.

Thomas Marquardt, Global Head of Human Resources

Childcare: We Consider a Family-friendly Atmosphere a Top Priority

In addition to our flexible work models, Infineon's comprehensive childcare facilities ensure that parents are supported in meeting their family obligations. The in-house child daycare center at our headquarters in Munich was opened in 2006 and has a capacity to cater for over 120 children. It helps our employees to juggle their commitments to both job and family by staying open until 6 p.m. As do the holiday care possibilities at several sites, which are a major support to the parents of school-age children.

A child daycare center with flexible opening times and a modern concept was opened at the Villach site in Austria in 2012. This facility places a particular emphasis on fostering multilingualism and a technical understanding. At other large sites – such as Dresden and Regensburg – we have a cooperation with local child daycare centers. Infineon operates parents-child offices in Dresden and Warstein. Should you find our daycare services to be insufficient in certain situations, our company social counseling service will be happy to inform you of additional external options.

Care for Dependents: You Can Count on Our Support

We are fully aware that a truly family-friendly atmosphere also involves supporting employees who have to tend to the needs of care-dependent relatives within their own home. In accordance with legal stipulations, we allow employees to take leave from work in such situations – depending on the case at hand, employees are entitled to short-term leave of up to 10 working days or, in more extreme cases, "caregiver leave" of up to six months. Here too, the company's social counseling service is the place to contact.

Infineon Awarded for Its Balance Between Professional and Family Life



Due to the exceptionally family-friendly working conditions at Infineon – and all its German sites – the company was awarded the "audit berufundfamilie" (career and family) certificate by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in 2010.

The 2013 re-audit once again certified that we remain on the right track with our work-life balance programs.



Sometimes we have no one to watch our children during school vacations. That's when I take advantage of the parents-child office for a few hours. It's easy to book a slot and Anna-Maya and Jan-Felix always get excited whenever I tell them, "you're coming with Daddy to work!". The kids get down to business with Lego and I can take care of my business in peace and quiet in a well equipped office while they play.

Daniel Protasiuk, System Expert Production, Dresden



I've always liked to travel. We wanted to take a long trip as a family before the kids started school. My boss was very open to the idea when I told him about it. Because the sabbatical was arranged a year in advance, Infineon was able to plan thoroughly for my absence. My return after a year of traveling went very smoothly as well. The person who filled in for me during my absence is now a colleague of mine in my department. Our children currently attend an international school and the internationally focused kindergarten at the facility in Villach.

Enrico Erlach, Failure Analysis, Villach, Austria



How do we address the challenge of sharing the job of Communication Manager in Regensburg? The answer is through trust and flexibility – and a special day when both colleagues are in the office to hand over the job. This ensures that our colleagues can always rely on the job being done professionally, no matter who happens to be in charge on a particular day. This is how we're able to fulfill our desire to pursue interests largely unrelated to our jobs, for example, to do volunteer work or work as an expert in art history. Conversely, the sense of satisfaction we feel and the positive experiences we have help us work more effectively in our job at Infineon.

Barbara Zierer and Marcus Spangenberg, Communications, Regensburg

How We Support Your Career Development

An Optimal Career Start for Young People

At Infineon, young people are presented with real opportunities to develop and excellent prospects for the future – right from the start. They are free to choose between a wide range of attractive apprenticeship jobs and dual study programs. And their talents are nurtured and supported to transform them into the best in the industry. Even while still studying, students can avail of the opportunity to gain some invaluable work experience at Infineon and make important professional contacts: either as an intern, a student temp or in conjunction with their thesis. Graduates have the opportunity to join the company directly or enroll in one of our many trainee programs.

Taking the Lead: A Career in Management

This career path is ideal for people with an enthusiasm for leading others and who want to have an active input into shaping our company's strategy. We are happy to support our employees in developing the necessary leadership and management skills that allow them to successfully face the challenge of being a Line or Project Manager in Infineon's dynamic and international working environment.

Just the Thing for High-tech Enthusiasts: A Career as a Technical Specialist

This is ideal for employees with a passion for technology or those who wish to technically specialize in one of the company's main corporate functions – our "Technical Ladder" specialist career development program. This offers outstanding opportunities to acquire technical knowledge and advance to become a highly-regarded expert. You will also develop an in-depth understanding of issues that are relevant to both the business and its customers, something that is crucial to our success at developing innovative technologies for our focus areas of energy efficiency, mobility and security.



Back then when I first started with Infineon France, I was determined to expand my technological knowledge and carve out a technical career for myself. I pursued my goal and am currently a Principal on the Technical Ladder – which is comparable to a senior-management position. The esteem with which expert knowledge is regarded at Infineon is illustrated by the fact that I got several awards as a member of different acknowledged teams.

Jürgen Wagner, Process Integration, Regensburg

Recognizing Potential: Open Employee Dialog with STEPS

STEPS (Steps to Employees' Personal Success) is our program for the development of employees and managers. We strongly encourage the members of our team to take responsibility for both themselves and their career development, and set their own goals. These goals – and the individual development milestones needed to achieve them – are identified during an open discussion with the employee in question and the necessary measures are determined. The STEPS program plays a big role in identifying the talent and potential of employees and offers them support and opportunities in the field best suited to their abilities.

Customized and Innovative Further Education

We offer training and development opportunities to our employees in all fields throughout the world. Whether an English course or negotiation training, feedback training or a cleanroom behavior course, one thing is certain: all courses are tailored to suit the requirements of our company and impart our employees with the requisite know-how. Forums dedicated to internal management, technology and innovation also help to promote awareness for important strategic issues and act as an important innovation driver.

Gaining Global Experience

Our worldwide network is of major benefit to those who wish to upgrade their professional skills in an international environment. A period spent working abroad at any of our international sites will help them to expand their horizons, both professionally and privately. We will do everything in our power to ensure that our employees – and their families – will have a pleasant and successful sojourn overseas.



When I began working as an Operator at Infineon in Villach, I had no idea that my career path would lead me to Regensburg and Malaysia and then on to a management position in Villach. On my own initiative, I enrolled for a part-time course of study and received great support and acknowledgment from the company. My potential was recognized and consistently fostered during various discussions with my managers. During my time as a Module Manager in Regensburg, Infineon's mentoring and leadership training programs played a major role in preparing me for international management tasks. I benefited from all of this after I became Head of Operational Planning & Controlling in Kulim, Malaysia. Now I'm back in Austria as Director, and of course still working in an international environment.

Bernd Steiner, Head of Operational Planning & Controlling, Villach, Austria



We used to use a serial interface for wafer production, but we repeatedly had problems with "data gaps." This occasionally slowed down production because the robots didn't receive commands for further processing, for example. We felt that the standard solution offered by the manufacturer of the production system was too pricey, and this motivated us to come up with a less expensive alternative. I benefited here from my two-year stay in Kulim because I was able to team up my colleagues from there with my co-workers in Villach to implement a much more affordable high-speed interface that saved the company €237,000. This joint success was celebrated at a ceremony in which we were given our bonus letters in the presence of the executive management team.

Robert Unterköfler, Equipment Engineering in Villach, Austria

Sharing Knowledge via Mentoring and Coaching

Success of training and personal development also depends on creating an atmosphere of honest feedback and confidential advice. That's why we have set up an individual mentoring and coaching program for our employees. During mentoring sessions, experienced managers share their knowledge, network contacts and personal insights with less-experienced mentees. During coaching, external specialists support one of our team members in deploying his/her knowledge and skills in the best possible manner. The final pillar in our range of advisory services is known as peer coaching. During these sessions, peer colleagues with a wealth of experience meet with employees to discuss their situation and to make suggestions to give them new prospects for their future development.

Networks Boost Motivation and Promote the Exchange of Ideas

Networks offer motivated employees the opportunity to help shape our corporate culture. Networks link dedicated colleagues from various departments and sites and help them exchange information and experiences. Successful networks at Infineon include the "Working Mums" and the part-time worker get-togethers at Campeon. Within the framework of our company-wide Gender Diversity Network, selected male and female Infineon experts from Germany and Austria have met regularly in order to make the working environment the company offers both men and women even more attractive and fair in terms of equal opportunity. The work performed by these people from throughout the company forms the basis for efforts to more firmly establish the associated principles at each location through "satellite networks." The company's Leadership and Diversity Council, which consists of men and women from the executive management team, serves as "sounding board" for issues related to fairness and equal opportunity.

Celebrating Success as a Team

Competition is a great incentive for a high performance. Being the first to cross the finishing line is a source of both validation and motivation. The Infineon Awards are our way of acknowledging for all those business units, project groups, work groups and individual employees who have delivered an outstanding performance. Our employees also often go beyond their job descriptions and even cover more than their designated fields of work to come up with extraordinary improvements. This employee commitment is honored both monetarily and personally through bonus payments issued within the framework of Infineon's YIP (Your Idea Pays) idea management program. The successful completion of a project is also always a good reason to celebrate. Summer parties, along with sporting and cultural events attended by team members and their families are not just great fun, but also help to create an atmosphere that will be of benefit to take on future challenges at Infineon.



I entered the Technical Ladder as Staff Engineer a year after I joined Infineon. As Product Engineer it is my field of expertise to ensure a smooth yield ramp and good quality for the customer of our products. After I came back to Infineon in part-time at the end of my parental leave, I have been promoted to Senior Staff Engineer – in part time!

What I enjoy about the Technical Ladder? My technical know-how is appreciated and at the same time I can widen it through a broad range of high level trainings, such as "Leading as an expert". This allows me to develop myself beyond my technical expertise.

Martina Da Rold, Product Engineer, Munich



I spent many years as a Manager in the fields of Process Technology and Production. Then I was offered the opportunity to help shape the company's Diversity Management policy. Though the switch to a new position was initially quite challenging, today I wouldn't swap it for the world. I think it's great that Infineon allows you to change career midlife. In my new position, my professional experience as a female Manager in the field of technology – coupled with my network of contacts within the company – is of huge benefit. As is my personal experience as a mother in a multicultural family.

Gerlinde Bitto-Khalili, Head of Diversity Management, Munich



My back problem was a source of constant pain for a long time. Up until our health management team suggested that I do some regular back training. What a great tip! The exercise room is close to my job and the flexible opening times make it really easy to use – even for my colleagues who do shift work. What also really helped was the fact that my workstation was fitted out with an orthopedic chair and a height-adjustable desk. Now my back is healthy and I'm fully fit for work!

Petra Pausch, Systems Expert Production, Dresden

How We Help You to Stay Healthy

We care about our employees' health. Our occupational health management system offers a broad range of measures and programs. Having a company doctor at all sites is the mainstay of our health care policy. Our company doctor tends to all medical emergencies, treats illnesses on an outpatient basis and, in conjunction with the Infineon Medical Service Center, carries out all necessary occupational health checks. But we do not consider simple restoration of health to be enough. As a result, our company health management goes beyond the scope of acute medicine to encompass prevention-based health protection and active promotion of health at the company.

What We Do to Promote Health:

We Are On-site

An all-important plus factor: all services and facilities can be accessed in the immediate vicinity of our employees' workplace. And they can be used in such a flexible manner that they are compatible with all types of work-time models. This saves time and motivates employees to do more for their own health.

We Inform and Advise

Our employees receive tips on healthy and balanced nutrition, and the canteen offers a wide range of fresh meals. A health check provides an insight into personal risk factors such as body fat, cholesterol, blood sugar and the general condition of the cardiovascular system. And if a problem has been diagnosed, we help you to start a healthier life.

We Promote Sport and Exercise

Back pain is a widespread disease. Ergonomic improvements at the workplace and specific strengthening of the musculo-skeletal system are the right answer. The training and bodybuilding programs in our company health facilities have already helped many of our colleagues and made a valuable contribution to improving the quality of life and well-being. Our company sports groups have also been very popular – not least due to the low fees and the wide range of offerings with over 20 recreational sports. There's something for everyone: from popular ball games to swimming to different types of relaxation exercises and Nordic walking courses.

We Work on Our Strength Together

Our employees are both willing and able to take action aimed at improving their sense of well-being and overall health. For that matter, we provide our employees with the right instruments. For example, we offer the Fit4Health prevention program. This program supports every participant's ability for a responsible handling of their own health. As a result, health and well-being are made a personal experience through a palpable activation of body awareness and the reduction of risk factors. Specialist medical exams, practical training programs and coordinated theoretical learning units are combined to teach health-conscious behavior in everyday life. Additionally, we offer professional advice and support to help prevent substance abuse.

And, being fully conscious of the fact that our employees' work can sometimes be quite stressful, we try to ensure that their psyche withstands the pressure. Training in stress management and relaxation methods help our employees bring their well-being back on track and find a stable balance between the demands of everyday life.

We Encourage Preventive Check-ups and Early Detection

Prevention saves lives. That's why basic preventive health care measures are a major component in Infineon's occupational health management policy. At Infineon, employees can take an eyesight test, get vaccinations against the most important infectious diseases and have preventive check-ups for the early detection of skin and colon cancer – all in an effort to ensure that illness never becomes an issue in their lives.

You Can Count on Us in a Crisis

Personal difficulties – whether at work or at home – are also an alarm signal for your health. Our social counseling service is there to ensure that potential crises are identified at an early stage. At our German sites, it offers employee, management and team counseling sessions to help with any concerns you may have concerning your private or professional life. The goal is to provide practical assistance, encourage a reconciliation of interests and work out a joint solution that is acceptable to all parties involved. Needless to say, all conversations are highly confidential.

Infineon Receives Accolades for Successful Health Management

The repeated certification of our health management in Germany and Austria proves: we are on the right track.







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Infineon Technologies AG

Am Campeon 1–12 85579 Neubiberg Germany

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