



365

Living Today, Thinking in Tomorrow

Infineon Technologies Austria
Fiscal Year 2015

www.infineon.com/austria





We make life easier, safer and greener – with technology that achieves more, consumes less, and is accessible to everyone. Microelectronics from Infineon is the key to a better future.



Part of your life.
Part of tomorrow.

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From the extended workbench to a pioneer for Industry 4.0

- 2015 Setup of R&D and production building complex with the Industry 4.0 Pilot Area in Villach
- 2013 Start of chip production on 12-inch (300mm) thin wafers
- 2012 Expansion of production and new R&D building in Villach
- 2006 Launch of the competence center for automotive and industrial electronics (KAI)
Opening of the development center in Bucharest, Romania
Opening of the frontend factory in Kulim, Malaysia
- 2004 Founding of IT Services in Klagenfurt
- 2003 Partial transfer of headquarters for industrial electronics to Villach
- 2000 Going public of the Infineon Group
Launch of chip production on 8-inch (200mm) wafers
- 1999 The Siemens semiconductor division becomes Infineon Technologies
Joint venture of the DICE development center with Johannes Kepler University in Linz
- 1998 Construction of the development center in Graz
- 1997 Villach becomes a global competence center for power electronics
Launch of chip production on 6-inch (150mm) wafers
- 1987 Expansion of the development center in Villach
- 1984 Launch of chip production on 5-inch (120mm) wafers
- 1979 Construction of the development center for microelectronics in Villach
Launch of chip production on 4-inch (100mm) wafers
- 1972 Construction of the production plants at the current site in Villach
- 1970 Siemens diode production is founded in Villach



Infineon Technologies Austria AG

Welcome to the big world of very small things

Infineon Technologies Austria AG is a Group subsidiary of Infineon Technologies AG, a world leader in semiconductor solutions that make life easier, safer and greener. Its main seat is in Villach, with further branches in Graz, Klagenfurt, Linz and Vienna.

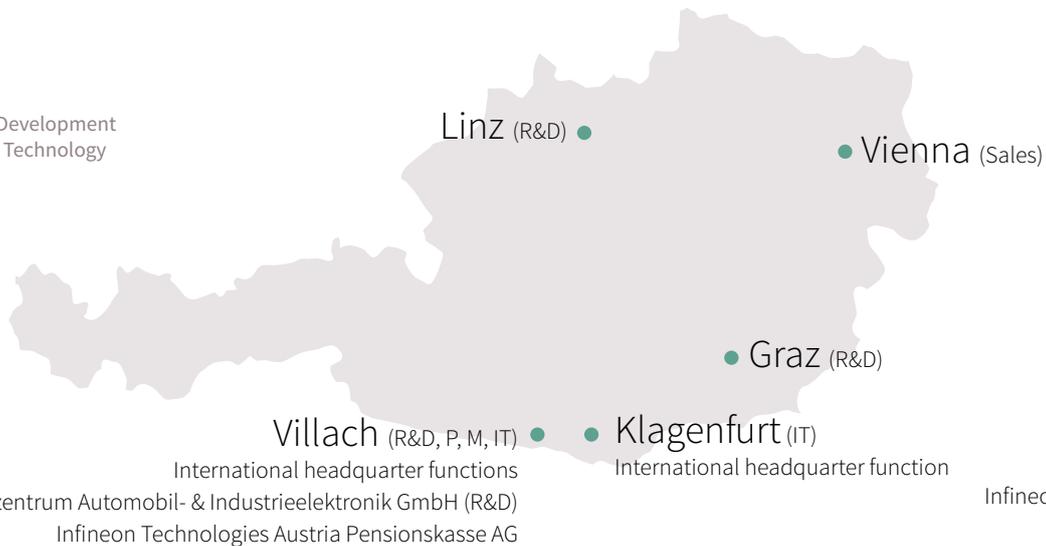
Austria is the only location of the Group outside of Germany where Infineon pools competences for research and development, production and global business responsibility. Since 2013, Infineon has been the strongest company in Austria in terms of research. Our success is founded on employees from approximately 60 countries.

They have established Infineon as an important leading business in Austria.

Part of your life. Part of tomorrow.

Energy efficiency, mobility and security are three global mega trends in modern society. They are also the central challenges that Infineon addresses with its semiconductor and system solutions. Whether in the car, in the smartphone, industrial electronics or with debit cards and ID cards – know-how from Infineon Austria is found in many everyday applications.

- R&D** Research & Development
- IT** Information Technology
- M** Marketing
- P** Production



Infineon at a glance

Facts and figures 2015

Infineon Technologies AG

Sales	€5,795 million*
Employees, worldwide	35,400

Infineon Technologies Austria

Sales	€1,427.1 million + 10%
Profit on ordinary activities	€152.1 million + 2%
Investments	€111.6 million + 1%
Employees, total	3,493 + 5,7 %
Women's share, total	16% + 5,3 %
Employees in R&D	1,269 + 5,7%
Employees in product and process development as well as quality assurance	approx. 410
Additional permanent external employees through third companies	approx. 1,900
Graduates and postgraduates**	104
Apprentices	47
Interns & vocational/temporary industrial workers**	919

Research and Development

Initial patent applications	260
R&D expenditures in percent of sales	25

Production

Products (basic types)	1,862
Production volume	15.5 billion chips
Audits & customer visits	34

*incl. International Rectifier from January 13 to September 30, 2015

**Aggregated values.

Fiscal year 2015, as of September 30, 2015,
incl. domestic subsidiaries

Expansion of Villach, Industry 4.0, research collaborations

The Fiscal Year 2015

The **sales** of the Infineon Technologies Austria Group in the fiscal year 2015 (Oct. 2014 to Sept. 2015) amounted to €1,427.1 million, reaching a new record in the company's history. The previous year's sales was exceeded by €126.6 million or approximately ten percent. The **profit on ordinary activities** was €152.1 million, corresponding to an increase of €3 million or about two percent as compared to the previous year. **Expenses for research & development (R&D)** amounted to €363 million, corresponding to a research rate of approximately 25 percent of the overall sales. The company's **investments** were €111.6 million and thus increased by one percent. On the balance sheet date, 3,493 people were employed by Infineon Austria – 5.7 percent more than in the year before. The company has thus, once again, outperformed its record figures from the previous year.

The Infineon Group completed its **acquisition of International Rectifier** in January 2015, strengthening its leading position in power semiconductors worldwide. Integration has already progressed and opens up attractive opportunities for Infineon Austria, which will be substantiated in the fiscal year 2016.

The **European research project PowerBase**, with its focus on energy efficient chip technologies, started in May 2015

under the management of Infineon Austria. With 39 partners from nine countries and with a volume of €87 million, it was the largest microelectronics research project coordinated from Austria to date.

Sabine Herlitschka, CEO of Infineon Austria, was called into the **Austrian Council for Research and Technology Development**, the consulting body of the Austrian government, in July 2015.

Infineon Austria endowed a **professorship for power electronics** at the University of Innsbruck in 2014. €1.5 million will be invested in the university education offered by the Faculty of Technical Sciences over five years. The first lectures started in the winter term of 2015.

Further development of the Villach site has advanced according to the principles of **Industry 4.0** in 2015. A newly constructed building network, in which research, development and production are closely connected, was opened in October 2015. The expansion will be funded with investments and research expenses amounting to a total of €290 million by 2017. 130 out of the approximately 200 new R&D jobs planned for the period from 2014 to 2017 had been filled by the balance sheet date.

The Management Board of Infineon Technologies Austria AG:

- › Chief Executive Officer and Chief Technology Officer:
Dipl.-Ing. Dr. Sabine Herlitschka, MBA (center)
Responsibility: Research & Development, Human Resources, Communications
- › Chief Financial Officer:
Dipl.-Ing. (FH) Oliver Heinrich (right)
Responsibility: Finances, Business Responsibility, IT, Purchasing and Business Continuity
- › Chief Operating Officer:
Dr. Thomas Reisinger (left)
Responsibility: Frontend Production, Infrastructure, Quality Management





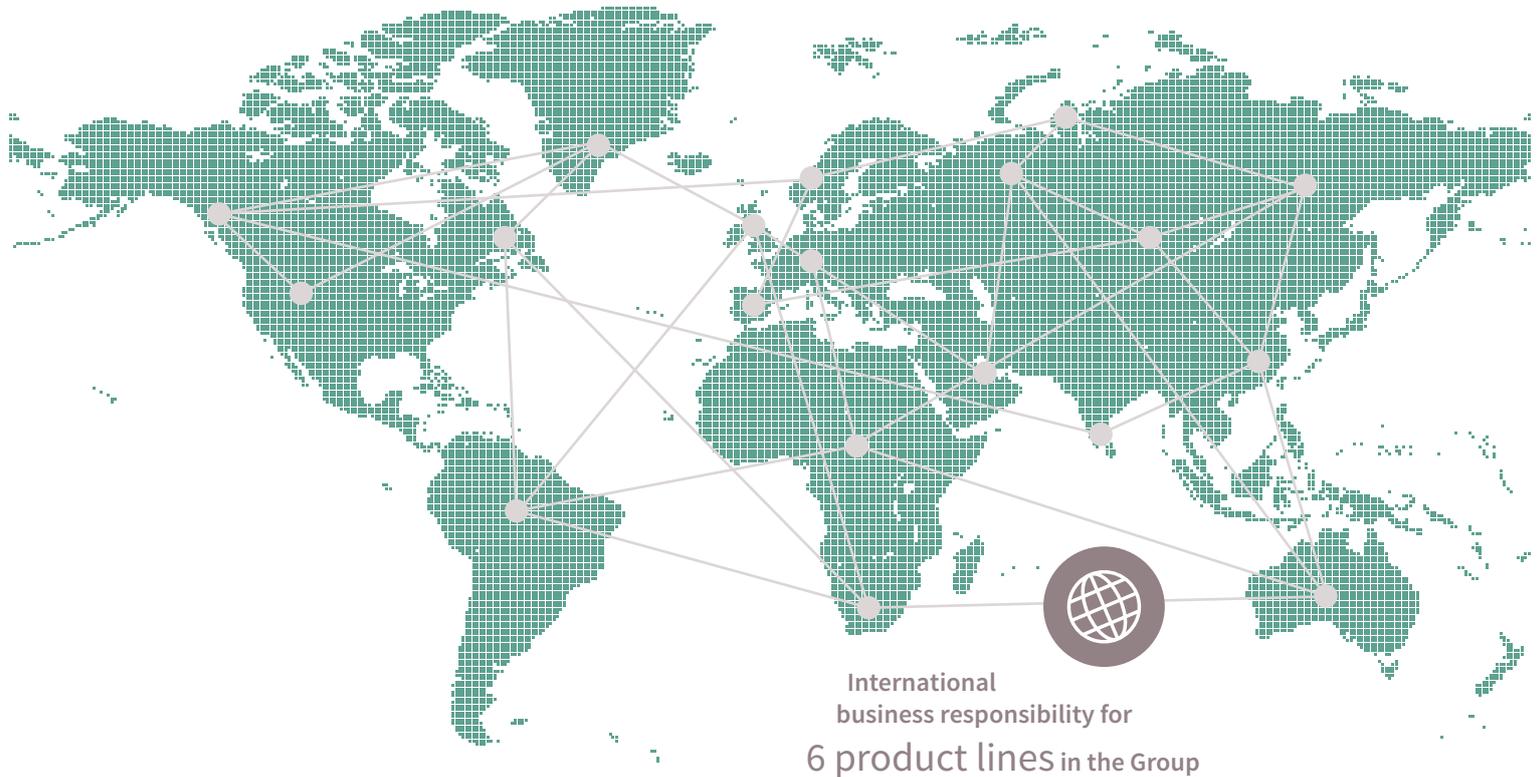
Strategy 2020 – SMART Growth

The guideline for sustainable growth

Being internationally competitive from our location in Austria and contributing to Group success in the best manner – these are the sustainable objectives of Infineon Austria. The Strategy 2020 “SMART Growth” is the guideline for its actions. The seven coordinated target fields are based on the strengths of Infineon in Austria:

- › **Market Leadership with Product 2 System:** Excellent application understanding supports the development of system solutions to provide the best advantages for customers and a strong position on the market.
- › **Analog, Mixed Signal, Power & System Competencies:** The Austrian development areas strengthen the entire Group with their specific competences.
- › **Innovation Leadership:** A strong culture of innovation facilitates leading solutions for the global market.
- › **World-Class Manufacturing Competencies:** Outstanding manufacturing competencies differentiate and create a clear competitive edge.
- › **Best R&D Ecosystem:** Best services in research & development through the active shaping of the framework conditions and networks.
- › **Operational Excellence:** Quality, reliability and effectiveness in all processes promote continuous improvement.
- › **People Excellence:** Outstanding talents, diverse teams and an ideal environment facilitate top performances.

The targets: global competitiveness and optimal contribution to corporate success



Global business activities

Local expertise, global responsibility

Infineon Austria represents an effective combination of innovative research and high-quality production. The Group uses this know-how and has assigned its subsidiary in Austria global business responsibility for six product lines – as the only site of the Group.

Energy efficiency as a driving force

Energy costs are rising, resources are becoming scarce. Accordingly, the subject of energy efficiency holds an important position with Infineon Austria. The target is to provide chips and system solutions that reduce consumption throughout the entire energy cycle: from production to transfer to use by the customers.

The Infineon Power Management & Multimarket Division handles the responsibility for the **Medium Voltage Classes, Computing, Power Management IC and High Voltage Power Conversion** product lines from its location in Austria. Typical applications for their semiconductor products are mains adapters and chargers for notebooks, smartphones and tablets, as well as power supplies for servers. For example, 45 percent of the servers around the world use Infineon power semiconductors for power conversion. Besides this, these energy savings chips are also used in LED lighting.

Energy efficiency meets mobility

Power components of the **High Voltage Discretets & Solutions** product line of the Infineon Industrial Power Control Division are an important part of the electronic controls of all kinds of drives in industrial applications. This includes pumps, fans and compressors, as well as motor controls in high-speed and regional trains, rapid transit and underground trains.

Electric and hybrid vehicles are increasingly becoming a common sight on our streets. The product line **EDT Drivers, Discrete, Die** of the Infineon Automotive Division operates the global business from Austria in selected areas of electromobility, such as control electronics components for the drives of electric vehicles.

Recognized global player

The success of Infineon on the global market confirms the success of Austrian business activities as well. In 2014, the Group expanded its global leadership in power semiconductors with a market share of 19.2 percent, thereby holding the top spot for the twelfth time in a row.* In the scope of the Export Award 2015 from the Austrian Economic Chamber, Foreign Trade Austria, Infineon Austria was honored for its success on the global market with the special Global Player Award.

* Study of US market research institute IHS Inc., September 2015

Global IT management in Klagenfurt

Infineon Technologies IT Services GmbH, headquartered in Klagenfurt's Lakeside Science & Technology Park, is another global competence center. Since 2004, it has been globally responsible for the IT infrastructure of Infineon, including the design and operation of all servers, PCs and networks, as well as being the central point of contact for all service requests, and the home of the IT Service Desk.

In 2011, the computing center for all Infineon developers around the world was consolidated in Austria. It is now one of the focal areas of the Klagenfurt IT experts. Further global functions have been relocated to Klagenfurt, including the areas of access control, video surveillance and security operation, as well as the global operation of all Infineon internet services to warrant the increased IT security requirements. Furthermore, essential parts of the areas of Factory Integration and IT Enterprise Application Platforms are supported in Klagenfurt, which means software solutions for microchip production and the operation of business process platforms such as SAP.

Infineon Divisions

Power Management & Multimarket



Automotive



Industrial Power Control



Chip Card & Security



Infineon Austria – global business responsibility for the product lines:

- > Computing
- > Medium Voltage Classes
- > High Voltage Power Conversion
- > Power Management IC
- > EDT Drivers, Discrete, Die
- > High Voltage Discretets & Solutions

Infineon Technologies
IT Services GmbH in Klagenfurt:
global responsibility for IT infrastructure Innovation

Technology of the future

Market success through innovation

New paths, new ideas, new processes and new solutions are an essential basis for success for Infineon and for Austria as a technology site, now and in the future. Therefore, Infineon Austria has been enforcing a strategy for years that puts excellent innovation management at the focus in the company, not only with its employees but also in cooperation with partners such as universities, research institutes and start-ups.

Innovations need the right culture

Innovations do not come from thin air. The company needs a vivid and competitive culture of ideas, including all areas and levels equally throughout the year. The annual innovation projects are one element that characterizes this culture. In this internal competition, Infineon Austria finances the nominated projects for one year.

Outstanding innovative achievements are awarded the Infineon Austria Innovation Award every year. Since its founding, there have been about 300 submissions. The results enable new inventions and thus the development of new market potential. Among others, the Learning Award, which honors special teachings and measures taken from mistakes made, is awarded.

An award for PhD theses has been given for the first time as well. In the last three years alone, more than 60 inventions have been registered from the submissions.

The Innovation Days are another example of our initiatives. They take place every year with altering subjects, but always focusing on the interdisciplinary and interactive exchange of experiences and ideas.

In the scope of an employee suggestion scheme, approaches for innovations and ideas for improvement are quite often produced bottom-up as well. The program titled Your Idea Pays (YIP) led to 1,356 improvement suggestions in the fiscal year of 2015, amounting to a financial value of €10.6 million.

Tangible success

Power300 is one of the “made in Austria” lighthouse projects. It is the first and only production of energy savings chips in 300 millimeter thin wafer technology, also the winner of the Austrian State Prize for Innovation in 2013.

Another success story is the silicon microphone partially developed and produced in Austria. The miniaturized product is now used a million times over in smartphones, hands-free kits and headsets, tablets and hearing aids, and has very quickly turned Infineon into the world's second largest provider of this technology.



Lighthouse projects

300mm thin wafer technology energy savings chips
Miniaturized silicon microphone

Vivid culture of ideas

1,356 suggestions for improvement
in 2015, valued at €10.6 million



Global research tasks

With effort and excellence to the top

According to the top 500 ranking in business magazine “trend”, Infineon Austria was in terms of research the strongest industrial company in Austria in 2014. In the fiscal year 2015, approximately 25 percent of the overall sales went into research and development. There are 1,269 experts working in the development centers in Villach, Graz and in the Danube Integrated Circuit Engineering (DICE) holding company in Linz, developing new solutions, technologies and innovations.

Characteristic for Austria ...

Local competences and global research tasks have been developed continually at Infineon Austria in recent years in the areas of Energy efficiency, mobility and security. The concept for success includes short development-cycles, the highest quality and a focus on customer-oriented system solutions with a “from product to system” approach. The content-related focal points include the development of power semiconductors and thin wafer technologies, as well as sensors, micromechanics, new semiconductor materials and contactless security applications.

... characteristic for the world

Infineon Austria shapes developments at the global peak of the high-tech world, especially in terms of exchanges within international collaborative research projects. This way, e.g. silicon sensors for experiments in the European Organization for Nuclear Research (CERN) are being developed together with the Institute of High Energy Physics at the Austrian Academy of Sciences. They aim to help find new elementary particles similar to the Higgs boson. The project came in second at the renowned Houska Research Award in 2014.



Strongest industrial
research company
in Austria

260 new patent registrations
25 % R&D expense rate in sales
€363 million R&D expenses
1,269 employees in R&D

Innovations from Villach

Full power for more energy efficiency

For nearly four decades, microelectronics for automotive and industrial applications have been developed in Villach. The global Infineon competence center for power electronics was established here in 1997.

More effective and smaller energy savings chips

Power semiconductors play a key role in electronic devices. They convert mains power from the outlet to the requirements of the respective device. Their most important task is to keep the energy loss – usually in the form of exhaust heat – as low as possible. The activities in Villach therefore focus on the development of increasingly small and energy efficient chips to be used in the mains units and chargers of home electronics, from lighting to servers. Wind farms, photovoltaic facilities and power distribution through smart grids also require highly efficient electronics.

The long years of experience development in Villach bear fruit: Infineon is the global market leader in power semiconductors, e.g. with approx. six billion CoolMOS™ products sold. To maintain this success, the team from Villach is already working on the next chip generation, made of new materials such as gallium nitride (GaN) and silicon carbide (SiC). These chips can convert power much more efficiently and facilitate further miniaturization in the application. Chargers and mains units are smaller and lighter as a result.

Smart, safe and clean vehicles

Designing the next generation of vehicles is the aim in the automotive research field. Power electronics and sensors enter into an efficient symbiosis here. As one of the largest manufacturers of integrated sensors in the world, Infineon has delivered in excess of 3.5 billion smart sensor components for automotive applications in total. For example, sensors for electronic seat adjustment, airbag systems, air conditioning control valves or steering angle control units are being developed in Villach. This results in smart cars with higher passive safety.

Know-how from Villach is found in many other car applications as well, including light systems that do not dazzle the oncoming traffic even with the high beam, and the electronic optimization of combustion engines to reduce CO₂ emissions. It ensures smart solutions with increased comfort and with lower energy consumption. Such research is what expands the range of possible uses in vehicles and thus develops mobility concepts for the future, such as for electric and hybrid vehicles.



Since 1970

Global competence center
for power electronics

Combination in
one location



Production



International
business responsibility



Research & Development

Analog, digital and more

The technical competences from Villach contribute to the further development of Infineon's leading position in the analog, mixed signal range on the global market. Here, the focus is on the development of circuits that – as the name implies – process digital as well as analog signals.

Specifically, the development teams focus on analog, mixed signal solutions in the areas of power management, microcontrollers, clock systems, sensors, driver circuits for high-voltage switches and converters, amplifier circuits and various other analog circuits.

These components are used in many different applications in telecommunications, healthcare, computer electronics and the automotive industry. The Infineon MEMS-based (microelectromechanical systems) silicon microphone, used millions of times around the world, was partially developed in Villach as well.

Technology from Villach is found in:

- > LED lighting
- > Servers
- > Photovoltaic systems and wind farms
- > Airbag systems
- > Electronic power steering
- > Electric and hybrid vehicles



Did you know that chargers and mains units are made much smaller and lighter by energy efficient gallium nitride chips? It is an important step on the path to a matchbox-sized laptop mains unit.



Global competence center
for contactless technologies



Since 1998

Did you know that worldwide
Infineon security chips are
integrated in approx. the half of
all passports and IDs?
And that Infineon Austria
has developed the fastest
passport of the world?

Innovations from Graz

Contactless, secure, mobile

While Villach is responsible for power electronics, Graz handles contactless technologies and security technologies. Infineon operates its global competence center for everything that is radio-connected at the development center in Styria. Whether we are talking about the Near Field Communication (NFC) transmission standard, the radio components for cars, such as tire pressure sensors, or security chips – the team in Graz has been driving innovations in security and mobility since 1998.

Technology from Graz is found in:

- > NFC ATM card
- > Debit and credit cards
- > Security chips for PCs
- > Health cards (e-card)
- > 3D imager (gesture control)
- > Control of automatic transmissions

Security is paramount

Contact-based as well as contactless security chips with different standards for data transmission are developed to further increase data transmission rates and find new form factors for contactless applications. These chips are used in important Austrian card and ID card projects, such as NFC-supported ATM cards, the social security e-card and in the electronic passport. Additionally, they are used in tickets for public transport, e.g. based on the advanced security standard CIPURSE™ in Barcelona, and in systems for debit and credit cards. Security components, such as the Trusted Platform Module (TPM), also improve the hardware security of PCs and tablets.



Who controls the engine?

Graz is also the seat of the Powertrain competence center of Infineon. Here, specific integrated circuits for automotive applications along vehicle power trains are developed. Among other things, these are circuits for the diesel and gasoline engine controls, high-precision power controllers for the precise control of automatic transmissions or controllers for automotive generators. The latter is a perfect example of the innovative power in Graz: the new approaches have been named one of two reference designs by the German Association of the Automotive Industry (VDA). Every eighth car in the world is equipped with a generator controller by Infineon Austria – and the numbers are still rising.

For the new BMW 7 car, the Powertrain team from Graz developed the components for damping control. This resulted in smart, convenient electronics, ensuring a better driving experience.

Innovations from Linz

High-frequency development

With the Danube Integrated Circuit Engineering (DICE) holding company, Infineon Austria operates a development center for high-frequency parts in Linz. The focus is on 77 GHz radar chips for driver assistance systems – a product range in which Infineon is the global market leader, with ten million chips sold to date. These systems make driving cars safer and more comfortable thanks to active action taken by the system during driving, e.g. by pedestrian recognition, distance warning, automatic emergency braking or blind spot monitoring. These systems are among the fastest-growing applications in the automotive industry. They are also one of the basic requirements for fully autonomous driving.

Radar chips made with know-how from Linz were used when Audi demonstrated with the **A7 Piloted Driving Concept** in January 2015 that autonomous driving has ceased to be a vision of the future.

Innovation through cooperation

The development center, with approx. 80 employees, was created in 1999 as a spin-off of the Johannes Kepler University Linz. In 2009, the development team presented the first 77 GHz radar chip in the world using silicon-germanium technology. Today, the fourth generation of these chips is already under development. The other key areas of activity include aerial switches and receiving amplifiers for communication and navigation applications. These products are used by all renowned manufacturers of mobile phones and navigation systems.

Technology from Linz is found in:

- > Radar chips for driving assistance systems
- > Distance warning systems
- > Automatic emergency brakes
- > Autonomous vehicles
- > Aerial switches
- > Receiving amplifiers



Did you know that every new car in the world contains an average of 25 Infineon chips? Infineon is the global market leader for radar chips for distance warning systems – thanks to the know-how from Linz.



Since 1999





National and international research collaborations

Good alone, better together

Partnerships and research networks are an essential success factor when it comes to strengthening a knowledge-based industrial location to become globally competitive. Therefore, Infineon Austria cooperates with leading research facilities and contributes its know-how to many strategically relevant collaborations on a national and international level.

Developing power electronics across the EU

For years, the company has held a leading position in EU research initiatives, such as the projects Enhanced Power Pilot Lines and eRamp (Excellence and Speed in More than Moore Technologies). It wants to strengthen and develop its leading role as a European competence location for the development and production of innovative power electronics. The PowerBase (Enhanced Substrates and GaN Pilot Lines Enabling Compact Power Applications) project, which started in 2015, develops the next generation of energy savings chips made from new materials such as gallium nitride, and makes them ready for industrial mass

production. Under the management of Infineon Austria, it is the largest microelectronics research project in Europe coordinated from Austria, with 39 partners from nine countries and a volume of €87 million.

National clusters pool competences

Networking and creating shared competences with microelectric and nanoelectronic systems – this is what Infineon is pursuing with collaborations in Austria. Partnered local research facilities include the AIT – Austrian Institute of Technology, Joanneum Research and CTR – Carinthian Tech Research.

Furthermore, Infineon is active in clusters in Carinthia, Styria and Upper Austria as well as in nationwide platforms, such as ECSELAT (Electronic Components and Systems for European Leadership Austria), the work group of the Austrian Federal Ministry for Traffic, Innovation and Technology on Industry 4.0 and in the area of electromobility in the Austrian Mobile Power initiative.

With the PowerBase project, Infineon Austria manages the largest microelectronics research project in Europe coordinated from Austria to date.

Project volume: €87 million
39 partners from 9 countries



Approximately 120
collaborative research projects



Infineon Austria supports
4 endowed professorships:

- › University of Innsbruck
Power Electronics
- › University of Klagenfurt
Sustainable Energy Management
- › Graz University of Technology
Data Science
- › Vienna University of Technology
Industry 4.0

Educational collaborations

Partnerships with “teaching values”

Infineon Austria maintains partnerships with educational institutions to create the best framework conditions for education and further training of young talents in scientific and technical disciplines in Austria.

Knowledge and technology transfer

Since 2011, a partnership has been maintained with Graz University of Technology (TU Graz) on the subject of energy efficient electronic systems at the Faculty of Electrical Engineering and Information Technology. The long-term cooperation with TU Graz has been further intensified thanks to a cooperation agreement signed in 2015. A two-year working program with research and training focuses in the areas of energy efficient electronic systems, chip design, sensors or security has been launched.

In 2014, Infineon established the first endowed professorship for power electronics in Austria. €1.5 million will be invested in university education at the Faculty of Technical Sciences at the University of Innsbruck over the course of five years. The professorship was awarded in November 2015. The first lectures were held in the winter term of 2015.

Infineon will support students in multiple ways, among other things, by offering practical training positions, assisting with master’s and doctoral theses, and by giving expert lectures. Infineon also cooperates with the Management Center Innsbruck concerning lectures on power electronics.

In cooperation with Carinthian business partners, Infineon supports the endowed professorship for Sustainable Energy Management at the Alpe-Adria University of Klagenfurt. Infineon’s commitment is supplemented by the financial participation by the Infrastructure Ministry in the endowed professorships for Industry 4.0 at the TU Vienna and for Data Science at the TU Graz.

Doctoral theses at the highest level

Doctoral theses are another important contribution when it comes to the cooperation between universities, research facilities and industry. Infineon Austria therefore funded and supported more than 70 doctoral theses in the scope of the PhD initiative last year.

Employees at Infineon Austria

People are our success

Excellent employees are the foundation of Infineon Austria. They contribute significantly to the company's success with their motivation, flexibility and technical competence, and characterize the culture in the locations across Austria.

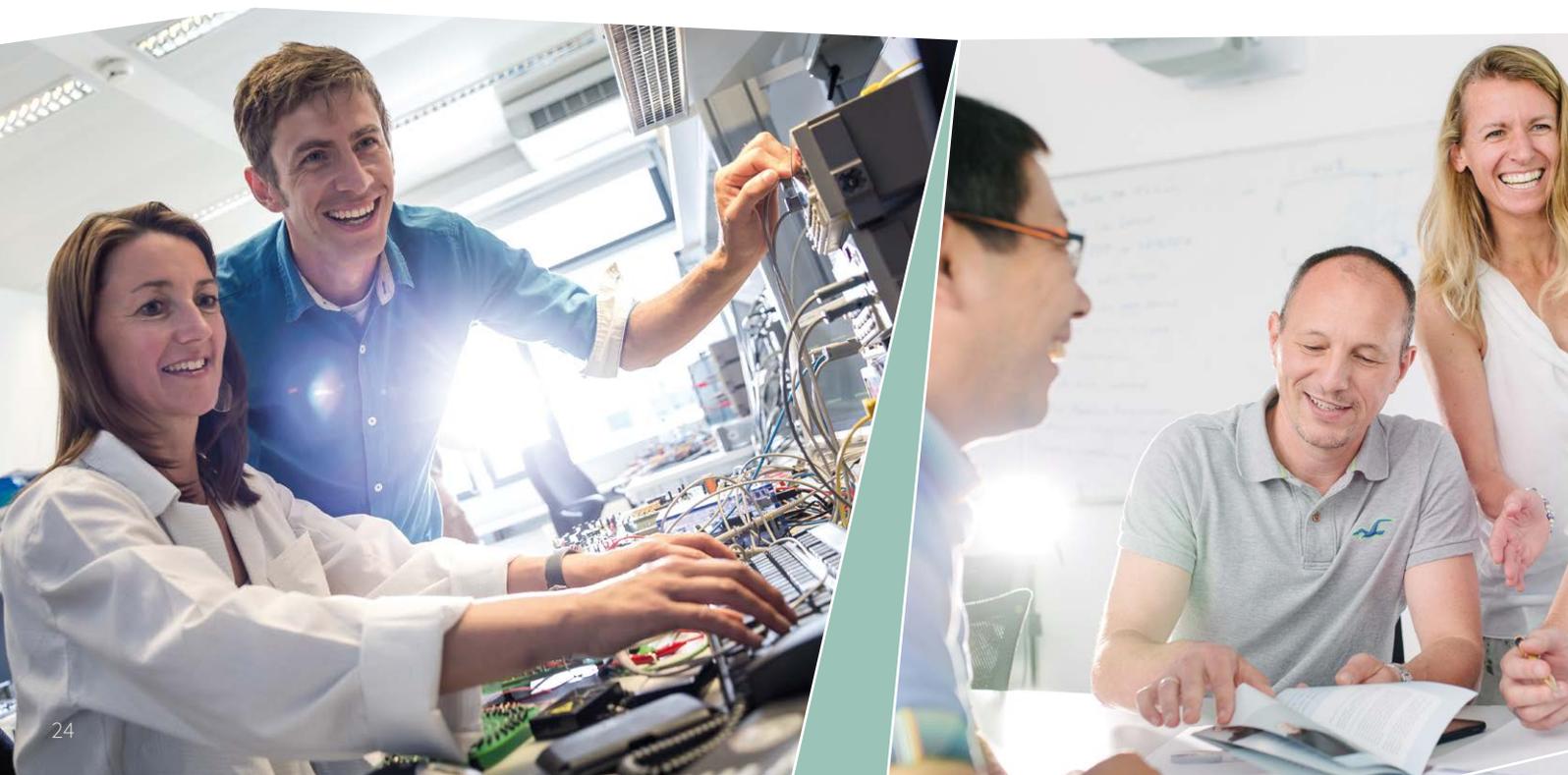
Actively shaping conditions

It is essential that Infineon Austria offers an attractive working environment. The company therefore actively shapes the internal and external framework conditions with different initiatives and measures. This includes flexible working time models, teleworking options, bilingual childcare facilities and a comprehensive program for health promotion. In doing so, Infineon lays the foundation for good reconcilability of career and family, and a healthy work-life balance.

Targeted promotion

Infineon Austria develops and implements many initiatives that develop current management culture, promote education and further training, inspire young talents to take an interest in technology, and release the potentials of diversity, specifically for corporate success.

The company's educational initiatives attract all ages – from childcare to universities, Infineon Austria actively arouses interest in mathematics, information technology, natural sciences and technology (MINT).



Sustainable management culture

Taking the right steps

Leadership 2020 is the name of the Infineon Austria program that was founded as part of the corporate strategy specifically for managers. The target is to develop management competences to sustainably strengthen the leadership culture in the company.

Dialog and feedback

Regular dialog between managers and their employees are at the heart of the program. STEPS (Steps to Employees' Personal Success), an instrument for staff development, supports the dialog and the mutual feedback as an essential element of management culture.

Development of management competences is tackled together in the scope of annual management conferences, the last one took place in spring 2015 with approximately 150 managers. This initiative is supplemented by a special program for young managers.

Continuous development

As a decisive factor for the competitiveness of Infineon Austria, education and further training is very important in all areas. The offer of internal and external training courses in the fields of social, methodical, technical and managerial competences are accordingly diverse, individual and qualitatively excellent. Extra-occupational training and further training options in external educational institutions supplement subject-specific training in which internal experts pass on their know-how to colleagues.

In the scope of career management, an essential development path was implemented this year with the project management career, supporting the importance of project work for our company's success.





22%
employees
from abroad

3,493
employees from
approximately 60 countries

16%
women's share

A corporate culture for everyone

Experiencing diversity together

Infineon Austria strives to recruit people with outstanding qualifications for the company in the long term – regardless of their age, gender, origin or skin color. The figures prove our success: 22 percent of our employees are from abroad. About 60 countries are represented in the company. There is a reason for this diversity: attractive framework conditions on the one hand, projects with a global format on the other.

Supporting networks

Infineon's diversity management is based on three pillars: a strong commitment to women in technology and management positions, internationality and generation management. Specifically in active networks, Infineon Austria ensures fruitful interaction inside and outside of the company.

The Gender Diversity Network, with active multipliers in Villach and Graz, drives targeted measures in the Group to increase the women's share in technology and management.

To ensure the comfort of foreign workers outside of work, there is a close cooperation with the Carinthian International Club (CIC) network initiative. Founded in

2009, under the leadership of Infineon, it currently has 33 member operations and more than 770 individual members. It makes an important contribution to the sustainable integration of foreign employees and their family members. Infineon has been promoting a similar initiative with the Club International (CINT) in Graz since 2012.

Initiating knowledge transfer

A special focus of the diversity initiative is on knowledge transfer and generation management. The target is to maintain health, productivity and an innovative spirit across all age groups in the long term.

Networks

- > Gender Diversity Network
- > CIC (Carinthian International Club) in Carinthia
- > CINT (Club International) in Graz

"We consider diversity to be an inestimable potential. The more different minds we have to tackle our challenging tasks, the more diverse and creative the approaches to a solution will be."
Sabine Herlitschka, CEO of Infineon Austria



Work-life balance

Combining career and family

Offering employees a working environment that promotes innovation and creativity is particularly important at Infineon. The prerequisites for this are a culture of trust, open-mindedness and flexibility on the one hand and a good balance between career and private life on the other.

Individual needs

For this reason, Infineon Austria has brought many offers and options to life. The International Day Care Center (IDC), the child day care center at Infineon in Villach, takes care of shift workers' needs with only a few closed days, flexible and longer opening hours. Daycare in German and English is helpful for the children of foreign employees.

The same target is pursued by the International School Carinthia (ISC) in Velden, a private all-day school with English as the main language and German as the second language. Children there are taught according to the Austrian curriculum as well as according to the learning targets of the International Baccalaureate.

Audit supports the path

The high value Infineon Austria places on the reconcilability of career and family is also supported by the "berufundfamilie" audit. This state-awarded quality seal and regular reviews support the path taken.

Initiatives for young people

Inspiring interest in technology

Technology is the foundation for future concepts that maintain and increase our quality of life. Old or young – Infineon Austria wants to arouse enthusiasm for technology and raise awareness for natural sciences and their phenomena with different initiatives.

Experiencing technology

In the International Day Care Center, children perform science experiments in miniLABs under the instruction of Infineon experts. There is an annual Girls' Day, where primary-school aged girls are able to discover talents and interest in the technical field in a playful manner. Children are also given an insight into the world of technology in the Summerkids vacation program – organized by the Carinthian International Club.

Since 2007, teenagers aged 13 and 14 have been introduced to technical professions every year in the scope of the SEMI High Tech University in cooperation with the Carinthian University of Applied Sciences.

Open for young minds

Together with the Carinthian Industrialists' Association, Infineon enables school classes to visit the company, learn about modern professions and gain some new technological experience.

The students in the Infineon high-performance class at the Polytechnic college Lastenstraße, specializing in mechanical and electrical engineering, in Klagenfurt, are also given this experience.



Recruiting & Training

Finding talents, promoting talents

Recruitment market, lack of skilled labor, Generation Y – changed framework conditions require a new recruitment strategy. The Talent Attraction Team uses a number of measures to find the right talents and acquire them for Infineon Austria.

Insight and exchange

The newly founded platform, iNext, enables an exclusive and continuous exchange with the experts at Infineon for technical students. iNext stands for Infineon Network of Exceptional Talents and is organized by students.

The high-potential program at TU Vienna, TUtheTOP, encourages the exchange of knowledge between Infineon and students. For the fifth time already, the company has been a partner here. At the University of Vienna, Infineon's NaturTalente supports a similar initiative for outstanding students in the MINT subjects.

The Infineon Gender Diversity Network gives interested young women from technical fields of study insights into the career options in the high-tech industry with the annual Women's Day in Villach and Graz.

Talents for the future

The Junior Talent Program by Infineon Austria offers attractive entry options to top graduates, mainly from

technical and scientific fields. For a period of 18 to 24 months, young men and women are supported in expanding their competences and thus contributing to the innovative power of Infineon. Knowledge exchange, domestic and foreign job rotation, training and regular feedback are as much a part of the program as are management responsibilities in individual projects and dialog in the international network.

Young talents from various corporate areas can thus prove their potential in the customized "Juniorenkreis" development program. In the scope of the 18 month program, individual strengths are promoted, social and methodical competences are developed and networks are expanded.

Apprenticeship with added value

The double apprenticeship as a mechatronics technician (automation technology) and electrical technician (plant and industrial engineering) offers professional training with diverse career opportunities. In the scope of this apprenticeship, the Austrian high school leaving certificate (Matura) can also be acquired. At the moment, about one third of the apprentices are female. To increase this share, Infineon aims to introduce girls to the fascination of technology as a partner in the "Mädchen – Lehre – Technik" project together with the Girls' Center in Klagenfurt.





Production & Technology

Leading factory for innovative semiconductors

Power semiconductors for applications in automotive and industrial electronics are the main product in Villach. The site is an integral and important part of the frontend production network with partner factories in Germany and Malaysia. This means that Villach is where the future is made – for Infineon and for the people.

High-precision work for market success

In the fiscal year 2015, 15.5 billion chips were produced in Villach. The electronic parts are processed on silicon discs called wafers. These parts are produced and tested in different technologies and complexities in up to 1,200 production steps and with four different wafer diameters. In total, the factory produces approximately 1,900 basic product types simultaneously in the best quality, around the clock and 365 days a year. Maximum reliability and precision are required: accuracies up to well below 100 nanometers, i.e. approximately 700 times less than the diameter of a human hair, prove the site's vast technological competence.



Factory 2015: Awarded the most efficient production plant in Austria in the category "Groups"

22,000 m² class 10+ clean room area
 Approximately 1,900 product types being processed simultaneously
 Up to 1,200 individual production steps per wafer



Knowledge-based production

Synergies in research, development and production at the site drive the development of new, pioneering products to production maturity. To strengthen global competitiveness, production technologies and manufacturing competences are continually developed, most of all by the recent development of production according to the principles of Industry 4.0. This modern environment makes Infineon Austria a pioneer in terms of smart production.

THE Factory 2015

This performance also achieved external recognition. The Villach factory was named the most efficient production plant in Austria in the “Groups” category by Fraunhofer Austria Research and “Industriemagazin”. Additionally, Infineon received the special prize in the category “Maintenance”.



Innovation Factory Villach



15.5 billion
chips produced (FY 2015)



Wafer diameters
100 mm
150 mm
200 mm
300 mm



800,000 wafer movements per day
Up to 15 km path traveled per finished wafer



More than 1,500 plants

Quality as a leading criterion

Continuous improvement

Customers expect the highest quality. This is also what drives Infineon Austria. Our approach is called Zero Defect, which means delivering not a single defective part reaches our customers. Infineon Austria bases its innovation and learning culture on this by continuous improvement, minimizing deviations and consistently eliminating them.

On the test bench

During the entire production process, every single chip goes through comprehensive inspections and is subsequently tested thoroughly. Continuous certification of our production in accordance with the ISO 9001:2008 quality programs and ISO TS 16 949:2009 automotive standard supports us in doing so. Smart automation in production and the introduction of Advanced Process Control regulation mechanisms ensure further quality improvement.

To adjust this quality even better to the customers' wishes, Villach closely cooperates with other Infineon sites in Europe and Asia. Many international customers

were impressed by the high production quality and the processes at the site last year during visits and audits.

Purity as the highest requirement

Producers of semiconductor components specifically need high-quality resources and materials as well as very clean ambient conditions. Villach uses class 1 and class 10 clean rooms. Class 1 means that 28 liters of air contain no more than one dust particle with more than 0.5 micrometers in diameter. By comparison, an operating theater in the hospital contains 1,000 to 10,000 particles, clean mountain air approx. 100,000 particles and normal ambient air about one million particles.

In the endurance test

In the test lab (Reliability Product Testing Center) at the Villach site, the quality parts for automotive and industrial facilities are tested for reliability under the harshest conditions. The results acquired there serve as the basis for production and delivery release and ensure market readiness.



Combination as a recipe for success

Excellence from the idea to the product

The recipe for successful innovation in production is a combination of research, development and high-volume manufacturing in Villach. Optimized pooling of competences and cross-departmental teams permit short processing times from the idea to the finished product.

Villach's production innovations focus on several areas: single-process technology, equipment engineering, new materials and future-oriented automation, digitalization and production concepts.

Success story Power300

The best example for this is the world's first production of power semiconductors in 300 millimeter thin wafer technology. These particularly thin energy saving chips

ensure even more efficient energy conversion in electronic systems. At the same time, mass production is made more productive. A 300 millimeter wafer will result in about two and a half times the number of chips in one production run than a 200 millimeter wafer could produce.

After Infineon Austria had produced the first chips using this technology in 2011, another milestone was reached in early 2013: the successful qualification of a completely continuous production line and the customer release for production. In mid-2015, the volume production of this new generation of power semiconductors for automotive applications commenced in Villach. At 60 micrometers (0.06 millimeters), these new chips are among the thinnest of their kind in the world and essentially contribute to reducing the CO₂ emissions by vehicles.



Comprehensive production competences

Driving force for technology leadership

The trend towards increasingly small and light end devices is also a great challenge for the production of power semiconductors. Our answer to this is thin wafer technology and innovative basic materials.

The slimmer, the better

Infineon Austria has the globally unique competence of producing up to 40 micrometer (0.04 millimeters) thin silicon wafers at high volumes. The next step is halving the thickness again to produce wafers with a thickness of 20 micrometers at high volumes. For comparison: the wafers would be five times thinner than a normal sheet of paper.

New materials for everyday use

The use of new semiconductor materials such as silicon carbide (SiC) and gallium nitride (GaN) facilitates the implementation of particularly high-performance and quick switching mains units with maximum reliability and low

electric consumption. Products from these technologies are used in promising markets for the future, such as solar energy and wind power, drives in public transport, hybrid and electric cars and household appliances. Besides this, the energy saving chips of the future allow further miniaturization in their application and are an important step on the path towards the matchbox-sized laptop mains unit – or one installed in a practical plug.

MEMS strengthen market success

Since 2008, MEMS – microelectromechanical systems – have been produced in Villach. These micromachines are used in diverse areas, e.g. in tire pressure sensors or as a nano-format silicon microphone. The further development of MEMS components not only expands the local product, technology and production competences, but also drives the global market success. The proof: every third smartphone in the world now contains a silicon microphone “made in Austria”.

Did you know that every third smartphone in the world has a silicon microphone produced in Villach, ensuring good sound?



Industry 4.0

Factory of the future

The semiconductor industry is a dynamic environment. Only if you manage to master the increasingly complex subjects and actively move towards increased innovation in development and production will you remain globally competitive and ahead on the market.

Industry 4.0, the networked and knowledge-intensive production, offers the opportunity of accelerating innovation and improving productivity and quality. Infineon Austria implements this as a pioneer in Austria. The building complex for research, development and production in Villach, which was completed in October 2015, represents the heart and brain of Industry 4.0 activities.

Evolutionary development

The first elements of a smart factory are already in use in Villach. Thus products are permanently and uniquely localized in production. Every finished product reports measured data back to the production units via the run-through manufacturing process to automatically optimize the conditions for subsequent products.

In the Industry 4.0 pilot area, special facilities from semiconductor production – ion implantation – are consolidated in a defined area, optimized step by step and then rolled out in the remaining production. The use of sensor systems in combination with communication and data processing systems makes it possible to increasingly make self-controlled decisions during production.

Data for more precise planning

The stronger connection of development and production will facilitate displaying new products or processes in dynamic simulations in future, which permits more precise planning. Suppliers and other sites will be increasingly integrated into the overall process.

Examples of future workplaces

Infineon Austria carefully analyses the changes that Industry 4.0 brings to production jobs. Targeted qualification measures for present staff have been introduced and new job profiles have been created. Work Area Controllers will monitor production with mobile control stands and monitor the systems. Visual assistance systems, such as tablets or data glasses, support employees with information processing.

“We want to use the solutions developed in Villach throughout the entire Infineon group and in the network with customers and suppliers.”

Dr. Reinhard Ploss, CEO of Infineon Technologies AG





Corporate social responsibility

A motor for a future worth living in

For Infineon Austria, sustainability means a good balance between successful business management and more conscious interaction between humans and the environment. “Simpler, safer and greener”: these three words manifest clearly in the development of increasingly more energy efficient products and in the corporate culture itself. The role-model effect that arises from this is a strong driving force for further activities for a future worth living in.

Targets to protect humans and environment

In 2005, Infineon combined work safety, health and environmental protection, as well as energy management, in IMPRES (Infineon Integrated Management Program for Environment, Energy, Security and Health). In this, integrated and preventive processes, strategies and the corresponding targets for Infineon Austria according to the various focus areas are summarized. The result of statutory requirements and many voluntary services over nearly two decades has been recognized by external, independent test offices and received awards from these.

Health²

Health support multiplied by prevention equals healthy employees and the repeated awarding of the the quality seal of approval for corporate health improvement. Supported by the Medical Service Center at the Villach site, and with two doctors and a nurse on hand, prevention, exercise, nutrition and mental health are promoted. The Health Team also plays a supporting role. It is a work group made up of different departments, which focuses on the subject of health at the site under the motto “by employees for employees”. With a range of fitness and health offers, an annual health day, an internal mediator team and training courses in the areas of stress management and burnout prevention contribute to general well-being. This is supplemented by the option of external psychological consulting – free of charge and anonymously.

Voluntary commitment since 1997

- › EMAS (Eco Management and Audit Scheme of the European Union)
- › Environmental management standard ISO 14001
- › EMAS award: 2013 and 2009
- › The first company validated pursuant to the EMAS-III regulation in Austria
- › For the sixth time in a row, among the most sustainable companies in the Dow Jones Sustainability Index

IMPRES definition

- › Matrix certification according to the standards:
- › ISO 14001 (environmental management)
- › OHSAS 18001 (safety management)
- › ISO 50001 (energy management)

In the Infineon Group, less is more



–40%
less electricity



–21%
less water



–50%
less waste

per cm² produced wafer as compared to the global average

Energy management

Energy Efficiency 2020

The Industry 4.0 pilot area in Villach, which was launched in October 2015, implements pioneering digitalization and automation methods in real-time operations. The project also makes sustainable contributions to increasing energy efficiency and provides essential savings across the entire value-added chain. The energy demand for production is split into 30 percent for support facilities for clean rooms and 70 percent for production facilities. Building infrastructure and systems will be equipped with sensors and smart meters to ensure the smart control and regulation of facilities in the future. This coordinates energy consumption with the respective production usage even more precisely. The data collected is used for computing models and simulations to gain further saving potential.

Long-term commitment pays off

When designing new procedures, technologies and innovations, Infineon Austria emphasizes the importance of environmental compatibility and sustainability. The company switched the heat supply at the production site in Villach from natural gas to district heating some time ago,

contributing to a sustainable regional and autonomous heat supply. This way, nearly 70 percent less energy from natural gas were needed in recent years and approximately 3,000 tons of CO₂ in emissions per year were saved internally. With up to 20 percent exhaust heat use and continuous system improvements, the factory in Villach is also one of the most energy efficient semiconductor plants in the world. The e-fuelling station, constructed together with Carinthian energy supplier Kelag with an integrated photovoltaic system, is also exemplary. The use of electric vehicles for business travel supports a kind of mobility that is environmentally sound and preserves resources.

The continuous improvement of energy efficiency is promoted in the 2020 Energy Efficiency Project. In the scope of best-practice sharing, there is also a continuous exchange of experiences with other Infineon sites and outside of the semiconductor industry. Detailed information on environmental, security and energy management at Infineon Austria can be found in the annual environmental statement on our website www.infineon.com/austria.

Emission reduction made possible by Infineon products and solutions



~1.6 million t
CO₂ burden



1:23
ratio



~36.5 million t
CO₂ savings

Ecological net benefit: CO₂ reduction by approx. 35 million tons

Outstanding performances

Innovation	
Austrian State Prize for Innovation	2013, 2000
Innovation and Research Award of the Province of Carinthia	2012, 2009, 2005
DICE – Innovation Award of the Province of Upper Austria, 3rd place in 2008	2010, 2008
FIT-IN Project Award “Beyond Serial CMOS Links”	2007
CONEX Business Process Award	2006
Leonardo Award	2004

Quality & Delivery Reliability	
Most efficient production plant in Austria, special award for “Maintenance”	2015
EFQM Excellence Award, finalist	2014
Austrian State Prize for Corporate Quality	2012, 2001
Jury Award for Innovation, and nomination for the State Prize for Corporate Quality	2011
Artesyn “Strategic Supplier Status”	2010
Toyota “Best of Excellent Quality Award”	2009
Tridonic.Atco “Excellent Supplier 2008”	2008
Tridonic.Atco “Performance Certificate”	2010
European Supply Chain Excellence Award	2008
Recognized for Excellence 4*qualityaustria	2008
Sony Energy Devices Appreciation Award	2007
Emerson Marquee Supplier	2007

Equal Opportunities & Promotion of Talents	
Career’s Best Recruiter	2013
Basic certificate berufundfamilie audit	2013
Business Award for Integration	2010
KNEWLEDGE State Prize 2009	2010
Trigos Carinthia Award	2010, 2008
State Prize for Equal Opportunities in R&D	2009
Special Prize ebiz egovernment award	2009, 2008
ebiz egovernment award Carinthia	2008
Anton Benya Promotional Award	2008

Environmental Protection, Health, Other Awards	
Global Player Award of the Austrian Economic Chamber, Foreign Trade Austria	2015
EMAS Award	2013, 2009
Trigos Carinthia Award	2012, 2007
“Workplace Health Promotion” quality seal	2012, 2009, 2006
Fund for a Healthy Austria “Workplace Health Promotion”, 2nd place	2008
ÖKO-Audit Award	2001

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