



Ready for Mission Future

Infineon Technologies Austria
Fiscal year 2021

www.infineon.com/austria





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We would like to thank all our employees who contributed to this annual brochure.



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From an extended workbench to a global player on the semiconductor market



1970
Siemens diode production is launched in Villach



1979
Start of chip production on 4-inch (100-mm) wafers

Construction of development center for microelectronics in Villach



1999
Siemens semiconductor division becomes Infineon Technologies

1997
Villach becomes global competence center for power electronics

Start of chip production on 6-inch (150-mm) wafers

1972
Construction of production plants on the current Villach site



1984
Start of chip production on 5-inch (120-mm) wafers

1987
Expansion of the development center in Villach

1998
Construction of the development center in Graz

1999
Joint venture between DICE Development Center and Johannes Kepler University in Linz





2000
Infineon Group
goes public

2004
Establishment
of IT services
in Klagenfurt

2006

Opening of development
center in Bucharest, Romania

Opening of front-end factory in
Kulim, Malaysia

Launch of competence center
for automotive and industrial
electronics (KAI)

2016

Expansion of global business responsibility
after integration of International Rectifier

2018

Decision to expand
the R&D locations in Villach, Graz
and Linz by an additional 860
R&D workplaces

Investment decision for the
construction of a new, fully
automated 300-millimeter chip
factory in Villach

2012

New R&D building
in Villach

Expansion of
production in Villach

2013

Start of chip production on 12-
inch (300-mm) thin wafers

2015

Building complex for research,
development and production
with Industry 4.0 pilot area
erected in Villach

2003

Partial transfer of
headquarters for
industrial electronics
to Villach

2017

Global competence center
for new semiconductor
materials in Villach

2000

Start of chip production on
8-inch (200-mm) wafers

2019

Infineon acquires
100% of DICE
Development Center, Linz

2021

Completion and start of production of
the new 300-millimeter chip factory

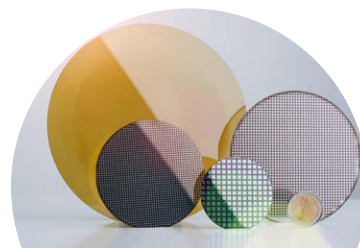
2020

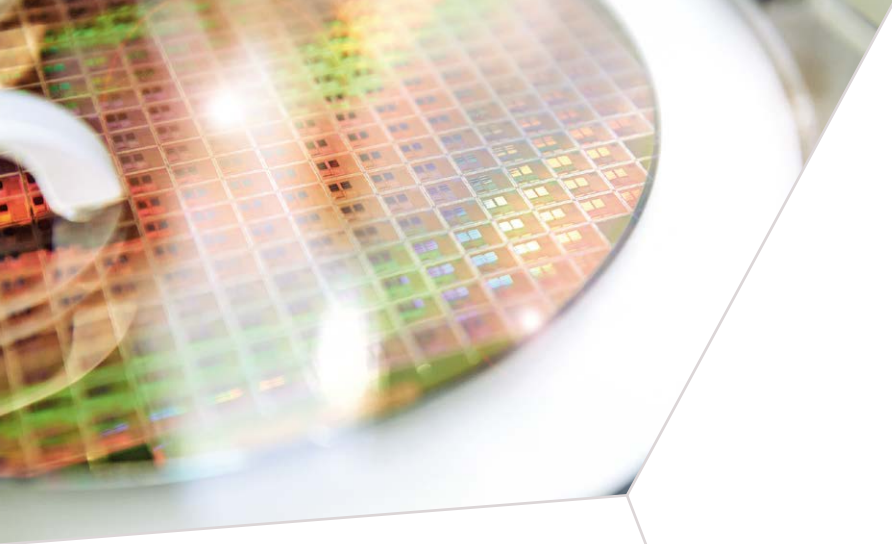
Completion of a new R&D building
for 600 R&D workplaces in Villach

Expansion of the R&D location Graz with
room for 290
additional R&D workplaces

Relocation to the new building at the R&D
location in Linz with space for a total of 400
R&D workplaces. Name changed to Infineon
Technologies Linz GmbH & Co KG

First GaN product produced
in Villach (CoolGaN™)





Leading factory for innovative semiconductors

Production at the Villach site is considered an innovation factory in the global Infineon network.



The fiscal year 2021

Revenue

€3.898 billion

Earnings before tax

€361 million

R&D Expenditure

€516 million

Local expertise,
global responsibility

Global business responsibility for 12 product lines from three business units in the Group Infineon Austria's know-how can be found in many everyday applications.



Austria's most research-focused company

Local competencies and global research responsibilities in the areas of energy efficiency, mobility and safety

Guideline for sustainable growth

Infineon Austria incorporates the SDGs into its corporate strategy.



Welcome to the big world of very small things

Infineon Technologies Austria AG is a subsidiary of Infineon Technologies AG – a world leader in semiconductor solutions that make life easier, safer and greener.

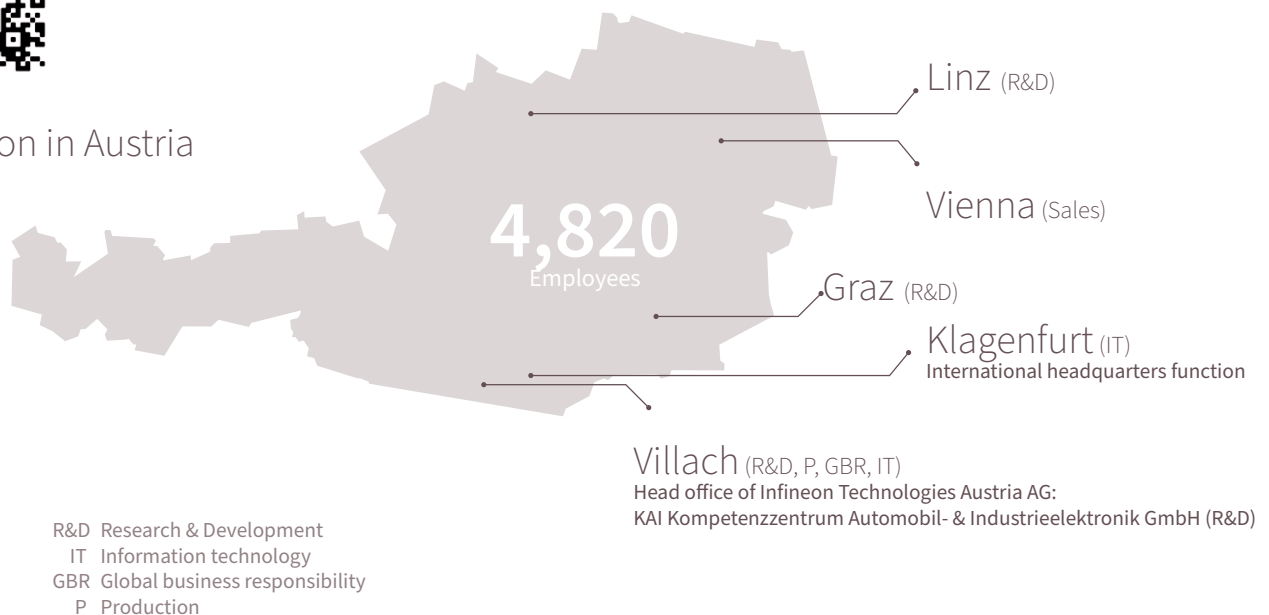
Infineon Austria pools competencies for research and development, production and global business responsibility. As the country's most research-focused company, Infineon Austria has been a pioneer for the digital revolution.

Shaping the future

Though barely visible, semiconductors have long become an indispensable part of our everyday lives. As one of the world's top ten semiconductor companies, the Infineon Group plays a key role in shaping a better future. Through microelectronics, we connect the real world with the digital one. Our semiconductors allow efficient energy management, intelligent mobility, and secure, seamless communication in an increasingly connected world.



Infineon in Austria



Infineon at a glance

Infineon Technologies AG		
Sales	€11.060 billion	+29%
Employees throughout the group	50,280	
Infineon Technologies Austria Group		
Sales	€3.898 billion	+25% ¹
Earnings before tax	€361 million	+84% ¹
Total investments	€464 million	+20% ¹
Total employees	4,820	+7% ¹
Proportion of women overall	18.4%	
Employees in R&D	2,100	
Employees in product and process development and quality assurance	526	
Additional permanent external employees via third companies	2,450	
Degree candidates and doctoral students ²	187	
Apprentices	84	
Interns and vacation/industrial placements ²	1,170	
Research and Development		
R&D Expenditure	€516 million	+4% ¹
R&D Expenditure as a percentage of sales	13%	
Initial patent applications	217	
Production		
Products (basic types)	approx. 2,000	
Production volume	8.7 billion chips	
Audits and customer visits	7	

¹ Compared to the fiscal year 2019/20.

² Aggregated values for the fiscal year 2020/21, as of September 30, 2021, including domestic shareholdings.

The fiscal year 2021

In fiscal year 2021 (accounting reference date: September 30, 2021), the Infineon Technologies Austria Group achieved strong growth in all key figures.

The Austrian subsidiary of the German semiconductor group achieved **sales** of €3.898 billion, marking an increase by 25 percent against the previous year's figure. The **earnings before taxes** amounted to €361 million, a substantial increase of approximately €165 million or 84 percent over the previous year. This growth was due to the high demand for microelectronics in all markets. Digitalization and electrification in particular are key factors in this development. Nevertheless, the backdrop remains challenging due to the COVID pandemic as well as the current delays along the entire supply and value chain. Globally, demand for microelectronics currently continues to exceed supply, resulting in a longer-term chip shortage.

In the fiscal year 2021, **investments** were increased by 20 percent and amounted to €464 million. Investments focused primarily on property, plant and equipment for the new, fully automated chip factory for 300-millimeter power

semiconductors in Villach, production infrastructure and research and development for new semiconductor materials (silicon-carbide, gallium nitride) as well as innovation projects.

The new, fully automated chip factory for production on 300-millimeter thin wafers in Villach was commissioned in August 2021 and officially opened in September 2021. Full expansion is planned for the next four to five years. Infineon is the world market leader in the field of power semiconductors and is ideally equipped to meet demand with its two 300-millimeter sites in Villach and Dresden.



Infineon Austria has been the global competence center for new semiconductor materials such as silicon-carbide (SiC) and gallium nitride (GaN) since 2017. They are another key to a more climate-friendly world. These semiconductor materials switch power even more efficiently, allowing for even smaller components. Already today, they are being used in a variety of applications, such as solar power systems, electric cars, computer centers and charging stations. As a global pioneer in solutions based on these new semiconductor materials, Infineon is investing heavily in research and development, and is driving volume production in these product areas.



The Board of Infineon Technologies Austria AG:

Dipl.-Ing. Dr. Sabine Herlitschka, MBA
CEO and Technology Director

Area of responsibility: Research & Development,
Human Resources, Communications

Dipl.-Ing. (FH) Oliver Heinrich (right), CFO

Area of responsibility: Finance, IT, Purchasing, business responsibility
for product lines, Business Continuity and Compliance

Dr. Thomas Reisinger (left), Operations Director

Area of responsibility: Production, Technology,
Quality Management, Infrastructure and Logistics

The guideline for sustainable growth

Being internationally competitive from our location in Austria and optimally contributing to the Group's success – these are the Infineon Austria's sustainable objectives. The Strategy 2025 "SMART Growth" is the guideline for this mission, which is consistently implemented at all levels of the company. The seven coordinated target areas are based on our strengths at Infineon in Austria.

For sustainable development

Infineon Austria's strategy embeds sustainable action in all measures. The measures of the strategic target areas are also defined and continuously expanded with regard to their impact on the United Nation Sustainable Development Goals (SDGs). All target areas of the Strategy 2025 currently take the following SDGs into account:

A pronounced high-performance culture

Innovation, creativity and continuous striving for improvement are a living part of our day-to-day activities at Infineon Austria. For this strategy, the company was awarded the Global Excellence Award by the European Foundation for Quality Management (EFQM) in 2018.

By 2025, Infineon Austria will...

- ... have expanded its market leadership in power electronics through business success in the digital world.
- ... be the world's leading competence center for power electronics in the areas of silicon and new semiconductor materials.
- ... drive innovation forward by offering a growing, well-connected R&D and manufacturing environment.
- ... utilize digitalization for faster learning, agility and cost competitiveness.
- ... globally attract and develop the best talents.

SUSTAINABLE
DEVELOPMENT
GOALS



Analog, Mixed Signal, Power & System Competencies

The Austrian development areas strengthen the entire Group with their specific competencies.

Market Leadership with Product 2 System

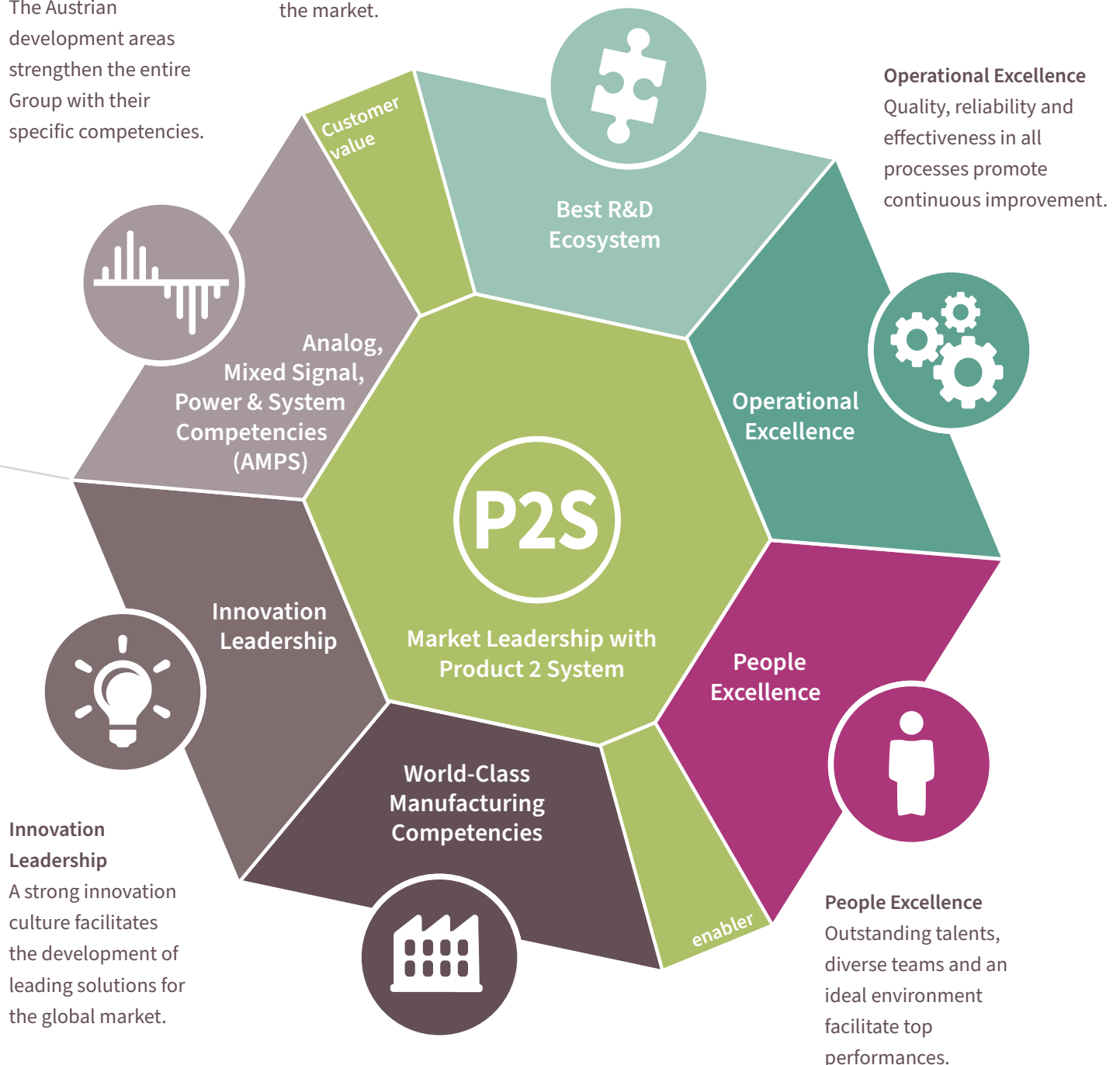
The company's excellent understanding of applications supports the development of system solutions to provide the optimal benefits for customers and a strong position on the market.

Best R&D Ecosystem

Best research and development performance through the active shaping of the framework conditions and networks.

Operational Excellence

Quality, reliability and effectiveness in all processes promote continuous improvement.



World-Class Manufacturing Competencies

Exceptional manufacturing skills differentiate and create a clear competitive edge.

Local expertise, global responsibility

Infineon Austria represents an effective combination of innovative research, high-quality production and successful marketing. The Group utilizes this expertise, and has assigned global business responsibility for twelve product lines from three divisions to its subsidiary in Austria.

Energy efficiency as a driving force

The subject of energy efficiency occupies an important position for Infineon. The goal is to provide chips and system solutions that reduce consumption throughout the entire energy cycle. From its location in Austria, the Infineon Power & Sensor Systems Division handles responsibility for the product lines Power Management ICs, High Voltage Power Conversion, Enterprise Power, Ultra-Low Voltage Switches, Medium Voltage Switches, Low Voltage Switches, and Power Management Controller & Driver. Typical applications for these products are mains adapters for notebooks, smartphones and tablets. Furthermore, 50 percent of the servers around the world use Infineon power semiconductors for power conversion. These energy-saving chips are also used in wireless charging technology and battery-operated tools.

Energy efficiency meets mobility

Power semiconductors from the Chips & Discretes product lines, and Intelligent Power Modules and Gate Drivers from the Infineon Industrial Power Control division are an important part of the electronic controls of drive mechanisms. These include, for example, inverters in wind turbines and photovoltaic units, refrigerators, pumps, fans and compressors, as well as motor controls in above-ground and underground trains. The product

lines High Voltage Gate Driver and Discretes & Chips from the Infineon Automotive division run the global business in electromobility subsectors such as control electronics components for electric vehicle drive mechanisms from Austria.

Recognized global player

Infineon's global market success also confirms its Austrian business activities: For years, the Group has been the global market leader in power semiconductors. Infineon is a leader in the automotive sector as well as in the area of integrated safety circuits, and is excellently positioned in important growth markets such as the United States and China.

Worldwide 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 Infineon's IT infrastructure, including the design and operation of all servers, PCs and networks and the IT Service Desk: the central point of contact for all service requests. One of the key tasks of the Klagenfurt IT experts is running the worldwide computer centers for production and development at Infineon. Essential elements of the areas of production automation and enterprise applications are developed and supported here. More than 200,000 systems in the Infineon network are managed and protected from the Network Operation Center. The Cyber Defense Center was established in response to increased threats to data security.



Global business responsibility for 12 production lines within the Group

Power & Sensor Systems

- › Power Management ICs
- › High Voltage Power Conversion
- › Enterprise Power
- › Ultra-Low Voltage Switches
- › Low Voltage Switches
- › Medium Voltage Switches
- › Power Management Controller & Driver

Industrial Power Control

- › Chips & Discretes
- › Intelligent Power Modules
- › Gate Driver

Automotive

- › High Voltage Gate Driver
- › Discretes & Chips

Connected Secure Systems

Divisions
Infineon Austria product lines

Shaping the future

Infineon Austria's recipe for success includes short development periods, the highest quality and a focus on customer-oriented system solutions with a "from product to system" approach. The thematic focal points include the development of power semiconductors and thin wafer technologies, as well as sensors, micromechanics, new semiconductor materials and contactless security applications.

For the third time in a row, Infineon Austria is Austria's most research-focused industrial company.

(Top 500 Ranking 2020 published by the business magazine trend)

Initial patent applications

217

R&D Expenditure

€516 million

Employees in R&D

2,100

R&D expenditure as a percentage of sales

13%

153

Research collaborations

6

endowed professorships in Austria

As part of the European funding project IPCEI on Microelectronics 1, Infineon Austria contributes to strengthening Europe as a center of innovation and technology.



Connect.Create.Challenge.

Infineon Hub, the innovative networking and working space for science, business and industry in Vienna.



Promoting ideas

In the fiscal year 2020/21, 1,906 suggestions for improvements with an equivalent value of €6.4 million were realized.

Villach

Global competence center for power electronics since 1997

Technology from Villach can be found in:

Industrial Power Control

- › Photovoltaic systems and wind parks
- › Refrigerators and induction stoves

Automotive

- › Comfort electronics
- › Autonomous driving
- › Electronic power steering
- › Electric and hybrid vehicles
- › Charging infrastructure for electric vehicles

Power & Sensor Systems

- › Wireless chargers
- › LED lighting
- › 5G mobile infrastructure
- › Servers



Our R&D locations in Austria

KAI

Competence center for automotive and industrial electronics (KAI)

One of the core competencies of the Infineon Austria subsidiary is research into the reliability of modern power semiconductors. With its technical, methodological and scientific expertise as well as extensive measurement equipment, the KAI team conducts research on the robustness and reliability of new semiconductor technologies as well as on new materials and methods. For 15 years, it has been supporting Infineon's key business areas, such as automotive, power and industrial electronics.

Linz

Development center for high-frequency components

Technology from Linz can be found in:

Automotive

- › Radar chips for driver assistance systems
- › Distance warning systems
- › Automatic emergency braking
- › Autonomous vehicles

Power & Sensor Systems

- › Smartphones & tablets
- › Reception modules for 5G base stations



Graz

Global competence center for contactless technologies since 1998

Technology from Graz can be found in:

Connected Secure Systems

- › NFC ATM cards
- › Payment and credit cards
- › Smart wearables
- › Electronic passports
- › Security components for PCs and tablets
- › Health insurance cards (e-cards)
- › Blockchain tokens
- › Microcontrollers for industrial applications

Automotive

- › Tire pressure sensors
- › Control of automatic transmissions
- › Battery management systems
- › Power Management IC

Power & Sensor Systems

- › 3D image sensor chips for Augmented Reality and Virtual Reality





Market success through innovation

New ideas and new solutions are an essential basis for success for Infineon Austria as well as for Austria as a technology site. For a number of years, Infineon has been pursuing a strategy that focuses on excellent innovation management.

The right culture for innovation

Innovation requires a lively and competitive culture of ideas, involving all areas and levels equally throughout the year: employees and partners such as universities, research institutions, start-ups or the maker community. The annual “Innovation Accelerator” is one element that characterizes this culture. In this internal competition, Infineon finances the implementation of the best project ideas for one year. These are projects that implement Infineon’s strategy, provide new solutions and applications to enter new markets, generate new skills, competencies and methods, and ultimately contribute to Infineon’s success.

The interdisciplinary and interactive exchange of experiences and ideas is the main focus of the Innovation Days. During this event, excellent achievements are awarded the Infineon Austria Innovation Award. More than 550 projects have been submitted so far. The results facilitate new inventions, and thus the development of new market potential. A prize for the best PhD theses is also awarded. In the last eight years, from the submissions received, more than 280 inventions have been registered.

Promoting inventiveness

Within the scope of our employee suggestion scheme, employees contribute innovative ideas for improvements. In the fiscal year 2021, the program entitled “Your Idea Pays” (YIP) realized 1,457 suggestions for improvements, amounting to a financial value of €6.3 million.

With the annual Infineon School, the company promotes exchanges with students from all over the world. Through lectures by Infineon experts and prestigious instructors, the young scholars expand their knowledge in the field of microelectronics and are offered a glimpse into the world of Infineon Austria. In 2021, the Infineon School was conducted on an entirely virtual basis.

Infineon Austria offers online, hybrid and onsite events via the Infineon Hub at the Vienna University of Technology. This networking and working space for science, business and industry, which opened its doors in October 2018, allows Infineon’s doctoral and master’s students to discuss and develop ideas with researchers, experts and lecturers. The hub not only connects tech experts with students and science specialists, but also offers space for innovative exchange with the maker community and start-ups.

Full power for greater energy efficiency

Power semiconductors play a key role in electronic devices. They convert mains power from the outlet to the requirements of the respective device, with the aim of minimizing energy losses that mostly take the form of waste heat. The activities in Villach focus on the development of increasingly smaller and more energy-efficient chips to be used in automotive, manufacturing and consumer electronics.

Effective energy-saving chips

The many years of development experience in Villach are bearing fruit: Infineon is the world market leader in power semiconductors. To maintain this success, the team in Villach is already working on the next generation of chips, made of new materials such as silicon carbide (SiC) and gallium nitride (GaN). These chips can convert power much more efficiently, making units smaller and lighter. Current applications include charging stations for electric cars with significantly shorter charging times or the mobile infrastructure for 5G networks.

Smart, safe and clean vehicles

The goal in the automotive research field is to design the next generation of vehicles. Power electronics, microcontroller solutions and sensor technologies designed in Villach enable innovative applications for the cars of the future. These include, for example, 3D magnetic sensors, which are able to measure movements

in all directions. This makes them universally deployable for joystick-type applications, for example for multimedia systems in cars and consumer electronics.

Another key area is the development of “smart” switches for intelligent power distribution in vehicles. These make it possible to detect and isolate faults in the entire on-board system. This field of application takes on a whole new dimension due to the functional safety requirements of connected and autonomous vehicles. Products developed according to ISO26262 can be used for so-called “dependable” systems. Together with Infineon’s zero-defect quality, these products enable the development of highly available and fail-safe components for the mobility of the future.

Analog, digital and more

Expertise at Villach contributes to the connection of the real with the digital world. Here, the focus is on the development of circuits that process digital as well as analog signals. One key aspect is the field of microcontrollers with worldwide responsibility for analog-mixed-signal know-how. In the field of power management, numerous power driver solutions have been developed for industrial applications and data centers. Sensors for computers and consumer electronics are another area of focus. In addition to a variety of other analog-mixed-signal solutions, we have also achieved system competence for 5G base stations and advanced the development of the high-speed mobile communications network of the future.



Learn more about automotive dependability
powered by Infineon





Contactless, secure, mobile

Whether we are talking about microcontrollers, the Near Field Communication (NFC) transmission standard, security chips for payment cards and sovereign documents or 3D image sensor chips – the global competence center for contactless technologies is a driving force in innovations in security, mobility, and the Internet of Things.

Energy-efficient solutions

In light of the rapid electrification and digitalization trends, demand for more efficient and safe microelectronics solutions is rising continuously. In order to meet this need, Infineon's development center Graz is expanding its range of responsibilities and is developing particularly fast, powerful and energy-efficient microcontrollers for use in many areas of everyday life. The focus is on the development, design and layout of innovative microcontrollers that are used, for example, in household appliances, power tools, charging stations and batteries for e-bikes, solar systems or industrial robots and automation systems. Above all, they enable secure data processing for the Internet of Things.

Secure data transmission

Both contact-based and contactless security chips are designed to meet a range of standards for data transmission, with the aim of further increasing data transmission rates and finding new form factors for contactless applications.

Building on its expertise in contactless payment systems, Infineon is working on new chip solutions that make payment even more convenient, hygienic and secure. With biometric payment cards, the cardholder's fingerprint is used for authentication instead of a PIN. The finger is placed on the card, where it is identified by a sensor and then matched with the fingerprint stored on the card. The microcontroller developed by the Graz team ensures secure data transmission of the confirmation from the sensor to the security chip and back to the reader.

Intelligent vehicles

For the automotive market, the Graz researchers have developed a variant of the 3D image sensor chip. The module is used for interior sensing, for driver monitoring and drowsiness detection as well as gesture control and uses technology that is already used in the consumer sector, for example in smartphones. Here, the knowledge of 3D image capture was successfully combined with the quality requirements of the automotive world.



Find out more about the research location Graz

High-frequency development

With its development center for high-frequency parts in Linz, Infineon is a pioneer in the field of radar technologies for driver assistance systems: back in 2009, the Linz team launched the world's first 77 GHz radar chip using silicon-germanium technology. These radar sensors are an essential component of modern driver assistance systems and make driving safer and more comfortable, for example as adaptive cruise control or in lane change and automatic emergency braking systems.

With far more than 250 million 77 GHz radar chips sold, Infineon is the technology and world market leader in this segment. Radar sensors are nowadays part of the standard equipment of every new car in the mid-range segment.

With the innovations included in Infineon's latest radar generation, the Linz team succeeded in combining all the necessary high-frequency components in a single chip. This high level of integration allows particularly compact radar-based assistance systems that are also 70 percent less expensive and twice as powerful. This means that all areas of application can be served equally well: in addition to the standard "front radar" with a range of over 300 meters, compact "corner radars" can be set up at the four corners of the vehicle for improved side visibility, which are then complemented by an additional rear-facing radar. Due to the high level of integration, it was possible to reduce the cost of producing a sensor to such an extent that radar chips are now installed as standard equipment in Golf class vehicles. With this successful development, Infineon Linz 2021 won first place in the Upper Austrian Innovation Award in the large company category.

Innovations for the mobility needs of tomorrow

The highly integrated sensors from Linz are an essential prerequisite for partially automated driving and pave the way for future autonomous driving.

Together with Johannes Kepler University, Infineon Linz is working on the further development of such radar sensors. Future vehicles will be equipped with imaging radar sensors capable of detecting and localizing road users with very high accuracy – even in fog, against strong lights or with other visual limitations. This research work contributes to greater safety on the roads and was awarded the Upper Austrian State Prize for Road Safety in 2021.

For better reception

Another development focus for the team in Linz revolves around high-frequency components for mobile telephony and navigation applications, such as aerial switches and amplifiers. With the help of these, end devices can achieve very high data rates, even under unfavorable reception conditions. This area of focus also includes the development of front-end modules for receiving antennas for the next generation of 5G base stations.



Find out more about the research location Linz



Good alone, better in a network

Partnerships and research networks are an essential success factor in strengthening a knowledge-based industrial location in the face of global competition. Therefore, Infineon Austria cooperates with leading research establishments and is involved in many strategically relevant partnerships on a regional, national and international level. The company has had a leading involvement for years in EU research initiatives for the further strengthening of Europe's leading role in the development and manufacture of innovative microelectronics.

Strengthening Europe as a center of innovation and technology

Since March 2021, Infineon Austria has been part of the European funding project "Important Project of Common European Interest (IPCEI) on ME1", thereby contributing to strengthening the European microelectronics industry. The goal is to develop new generations of semiconductors based on existing technologies and to move them on to stable mass production in the shortest time possible. These include MOSFET and SMART technologies as well as ~~silicon-carbide~~ (SiC) and gallium nitride (GaN), rectifiers and MEMS applications. The objective is to accelerate the development and attainment of market maturity of cutting-edge technologies "made in Europe" and to ensure Europe's independence in high-tech solutions for electrification and digitalization as well as for CO₂ reduction.

Sabine Herlitschka, CEO of Infineon Austria, is also chairperson of the ECSEL Joint Undertaking (JU). The program operated by the European Union and 29 member states aims to strengthen the global innovation and competitiveness of European electronic components and systems.

Advancing cutting-edge research together

Networking and deepening and expanding shared competencies in microelectronic and nanoelectronic systems – this is what Infineon is pursuing with collaborations in Austria. Our R&D partners include domestic research institutions such as the AIT Austrian Institute of Technology, Joanneum Research and Silicon Austria Labs. Infineon is also involved in nationwide platforms such as ECSEL (Electronic Components and Systems for European Leadership Austria), the Industrie 4.0 Österreich organization, and the Silicon Alps Cluster.

Research for next quantum level

In the "OptoQuant" project, Infineon Austria will be collaborating with the University of Innsbruck as well as Joanneum Research to study high-performance quantum computers over the next three years. These have the potential to solve complex tasks many times faster than traditional computers. This would allow faster development of drugs, vaccines or new materials. The goal of the research project is to develop ion-based quantum processors with integrated optics to increase reliability, precision and the number of controllable qubits. The prerequisites for this were already created as part of the European research project "Piedmons", led by Infineon Austria, by developing novel ion-based quantum processors which were then optimized for industrial implementation.





Partnerships with “added value”

In view of the accelerated digital transformation, the promotion and exchange of knowledge and know-how are crucial factors. Infineon Austria maintains partnerships with universities to create the best framework conditions for the education and further development of young talents in the natural sciences and technical disciplines in Austria.

Fraunhofer Austria in October 2019, as well as the master's program “System Test Engineering” at the FH Joanneum in Graz are supported by Infineon, as well. Since July 2020, Infineon Austria CEO Sabine Herlitschka has also been the Chairwoman of the Supervisory Board of Carinthia University of Applied Sciences.

Knowledge and technology transfer

For example, Infineon is actively involved in a total of six endowed professorships at the University of Innsbruck, the Technical Universities in Vienna and Graz, and at the Alpen-Adria University in Klagenfurt. In addition, Infineon established the joint “Emerging Applications Lab” at the Management Center Innsbruck in 2016. There, students and Infineon experts join forces to develop system demonstrators with the latest Infineon chip solutions for the global market, such as a CO₂ sensor used to measure air quality. The successful cooperation will be continued: in 2021, Infineon will invest a total of €800,000 in the innovation lab for another two years. The Innovation Center “Digitalization and Artificial Intelligence” (KI4LIFE) at the University of Klagenfurt, which was founded by

Doctoral theses: success through excellence

Scientific papers and doctoral theses are another important contribution when it comes to the cooperation between universities, research facilities and industry. Infineon Austria provides students with a clearly defined and diverse roadmap for their doctoral theses within the scope of a three-year PhD Excellence Program. The PhD Initiative is a vibrant community and profits from a range of activities, allowing participants to network, learn from each other and discuss ideas with top-ranking specialists in the field of semiconductors. In 2021 alone, Infineon Austria supervised and supported around 81 dissertations under the PhD program.

Infineon Austria supports 6 endowed professorships

Technical University Graz:
Data science

Technical University Graz:
Fully-automated driving

University of Innsbruck:
Power electronics

University of Klagenfurt
and Technical University Graz:
Industry 4.0
adaptive and connected
production systems

University of Klagenfurt:
Sustainable
energy management

Technical University Vienna:
Human-Centered
Cyber-Physical Production
and Assembly Systems

The key to our success: our employees

Infineon stands for a strong employee orientation. After all, it is our employees who make a fundamental contribution to the company's success with their commitment, creativity and expertise. And they are the ones who shape the culture at our sites throughout Austria.

For the 4th time in a row,
Infineon Austria is among the
Top 10 employers in Austria

Randstad Employer Brand Research 2021

International employees

~28%

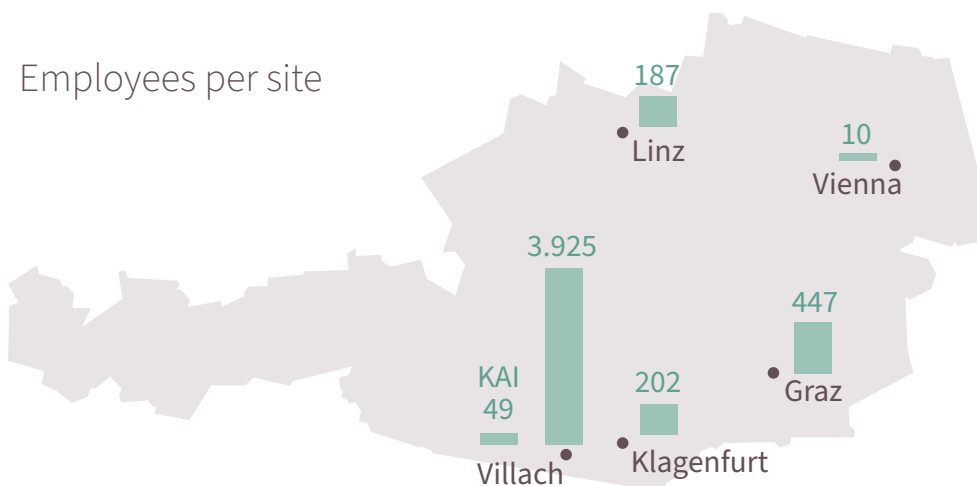
nations (excl. AT)

72

Women's share

18.4%

Employees per site





Reconciling work and family life

is important to Infineon Austria. This is also underscored by the berufundfamilie audit.

Diversity and inclusion as a success factor

With its commitment to promoting “Diversity & Inclusion”, the Infineon Group was ranked **second** out of a total of 850 companies in 16 European countries in the “**Financial Times Diversity Leaders 2021**”. The survey, conducted by Financial Times and statista, rated employers on age diversity, gender diversity, inclusion, LGBTQ+ and diversity in general.



Welcome2Villach

As part of the regional cooperation between industry and tourism, Infineon has co-founded the platform Welcome2Villach.at. The goal is to increase awareness of Villach’s attractiveness as a business location with a high quality of life, especially for international specialists.



Infineon Austria is one of the most family-friendly companies in Austria 2021

according to an independent data survey carried out by the women’s magazine freundin and the rating platform kununu, based on employer ratings

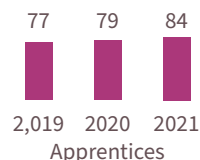


State-certified training company

Infineon offers young professionals a dual apprenticeship in electrical engineering (plant and operating technology) and metal technology (mechanical engineering technology) – a vocational training that also allows the student to acquire the Austrian high school leaving certificate (Matura).



Find out more about Apprenticeship 4.0 at Infineon



People create value

People are the focus of all our actions. Only with committed, healthy and successful employees will we be able to shape a successful future. This is also reflected in our human resources strategy: “People create value. HR fosters people engagement.”

New ways of working

The work of the future will be shaped by megatrends such as digitalization, artificial intelligence and the collaboration of man and machine. New tasks and hybrid work models give rise to new opportunities. The global Covid-19 pandemic in particular has shown how rapidly digital transformation can occur. Infineon is also addressing this issue and is actively shaping the internal and external framework conditions with various initiatives and measures. These include flexible working time models, the possibility of working from home, bilingual childcare facilities and a comprehensive health promotion program. Infineon supports its employees in reconciling their careers with their families and in creating a healthy work-life balance, offering, among other things, family care periods such as the “Dad month”, or training and education

in the context of educational leaves, part-time work, or sabbaticals. This is also reflected in the Randstad Employer Brand Research 2021 study. For the fourth time in a row, Infineon Austria is ranked among the Top 10 of Austria’s most attractive employers in the overall ranking.

Supporting commitment – individually and systematically

Infineon develops and implements many initiatives to develop a management culture in line with the times, promote education and further training, inspire young talents to take an interest in technology, and systematically release the potential of diversity for the achievement of corporate success.

The company’s educational initiatives are aimed at all ages – from childcare to universities, Infineon actively arouses interest in science, technology, engineering, and mathematics (STEM).



Taking the right steps

“Leadership Excellence” is another cornerstone of Infineon Austria’s global success. Comprehensive management skills are needed in order to achieve the demanding strategic and operational goals. Eight specifically defined leadership principles offer guidance in leadership issues.

Dialogs and feedback


Regular dialog between managers and their employees is at the heart of the Leadership Excellence program. STEPS (Steps to Employees’ Personal Success) is a staff development instrument for goal and career planning that supports such dialog as well as mutual feedback as an essential element of management culture. Its agile approach ensures that feedback can be gathered and targets adjusted throughout the entire fiscal year. The management discussion is an instrument for managers to reflect on their management style together with their team and to define areas for improvement. In the production environment, the feedback process has also been made more agile and flexible: since September 2021, the annual analog employee review has been supplemented by STEPS as well as the digital documentation of goals and career steps during the year.

Continuous development

The most important basis for promoting the development of management skills is Infineon’s global “Leadership Excellence” program. In a systematically structured format across all levels of the organization, this prepares new managers for their management responsibilities and also assists experienced managers in fulfilling their duties. The “Leadership Excellence” program is offered in several stages, depending on the respective management responsibility. For other career paths, such as project managers, “Leading Essentials” programs are offered. Their contents enable staff to lead from their respective roles and responsibilities.

Talent for the future

Customized trainee programs offer attractive entry options for top graduates. Through job rotation, systematic network-building, training measures, regular feedback loops and the exchange of knowledge, young talents are prepared to take over demanding end functions. Infineon Austria has launched the Junior Talent Program (JTP) to give young talents the opportunity to develop their personal strengths as well as their personal knowledge in the semiconductor business. The 18- to 24-month trainee program is aimed at university graduates in technical and scientific fields. The program encourages their individual strengths, develops their social and methodological skills and expands their networks.



Part of your life.
Part of tomorrow.

Embodying diversity together

As Infineon grows, so does the diversity of our workforce. Employees from 73 nations currently contribute to the company's success, 18.4 percent of whom are women. A multicultural and multigenerational global workforce symbolizes and requires a new way of thinking. With its "Diversity & Inclusion" strategy, Infineon is strongly committed to women in technology and in management positions, promotes internationality and generational management, and accordingly focuses even more closely on creating an inclusive working environment – free of prejudice and with equal opportunities for all. This contributes to individual personal development, creates an atmosphere of recognition, appreciation and belonging, and promotes creativity as well as innovation.

Promoting women in technology

Infineon Austria employs measures such as the Women's Day in Villach to provide interested young women studying technical subjects with an insight into the outstanding professional opportunities available in the high-tech sector. In order to promote career opportunities for women, measures such as mentoring, maternity leave management and career planning are being implemented, and female technicians in top positions are given visibility as role models – both internally and externally.

Actively promoting integration

To help foreign workers feel at home outside of work, too, there is close cooperation with the Carinthian International Center (CIC). This networking platform was founded by Infineon and, with its 36 current member companies and institutions and more than 1,500 individual members from 75 countries, has been making a significant contribution to the integration of foreign employees and their families for over ten years. Infineon also supports a similar initiative, the Club International (CINT), in Graz. Every year, as part of the cross-company integration initiative "Lehre mit Asyl" (Apprenticeship with Asylum) by Carinthian companies, Infineon creates additional apprenticeships for people granted asylum. Infineon is also training two apprentices with special needs in sheet metal technology.

Generation management

A particular focus is on cross-generational learning. Learning partnerships have been established with the specific aim of promoting the active exchange of knowledge among all age groups. One example of this is the "Werkstatt 21", where experienced employees support young people at the beginning of their professional careers. Conversely, apprentices bring new ideas and modern approaches to the workplace. The goal of generational management measures at Infineon is to maintain health, productivity and an innovative spirit across all age groups in the long term.





Combining career and family

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

International care concepts

For this reason, Infineon has created a range of facilities and options, such as multilingual daycare centers in Villach in collaboration with the childcare organization Sonnenstrahl. With only a few days when they are closed and flexible and longer opening hours, these facilities address the needs of our employees in particular. The International Daycare Center (IDC), located close to the Infineon site in Villach, offers 120 daycare places for

children aged twelve months to six years, coming from 29 different countries. The innovative educational concept with an international orientation, bilingual care and a focus on technology and science will also be continued in the newly built daycare center in Judendorfer Straße in Villach. This second IDC location, opened in October 2019, offers a further 70 daycare places, so that the two International Daycare Centers together provide a total of 190 daycare places.

The International School Carinthia (ISC) in Velden, a private all-day school which uses English as its main language and German as its second language, pursues similar aims. 367 children are taught there according to both the Austrian curriculum and the learning goals of the International Baccalaureate.

Inspiring a passion for technology

Infineon Austria wants to inspire a passion for technology for young and old alike and uses a variety of initiatives to raise awareness for the natural sciences and associated phenomena. Since 2014, it has succeeded in reaching more than 70,000 children, teenagers and students throughout Austria in this way.

Experiencing technology

Under the guidance of Infineon experts, children at the International Day Care Center perform scientific experiments in miniLABs. At the Girls' Day, elementary-school-aged girls can discover their talents and abilities in the technical field in a fun way. With these activities, Infineon Austria encourages students to pursue technical and scientific training and careers. Children are also given an insight into the world of technology at the Summerkids vacation program organized by the Carinthian International Center. For more than ten years, teenagers aged 13 to 14 have been introduced to the professional world of semiconductors within the framework of the SEMI High Tech University in cooperation with the Carinthian University of Applied Sciences.

Attractive educational offers

Gifted students with above-average motivation and potential are taught in the Infineon high-performance class at the Lastenstraße polytechnic college in Klagenfurt, which specializes in mechanical and electrical engineering. Over the past few years, Infineon has accompanied one school class up to their Matura (Austrian Higher School Certificate) exams, and is still in contact with many of the graduates. Currently, Infineon is overseeing the second high-performance class of HTL Lastenstraße, which as of the

school year 2020/21 is in its fourth academic year. Infineon also supports the "virtual class" at the Mössingerstraße polytechnic college in Klagenfurt. This class uses the latest digital teaching concepts to create spaces of opportunity for students at different levels of education. These can be used to create interdisciplinary project groups as well as expanding the students' knowledge in specific areas of interest.

Smart World – Smart Learning

Linking digital technologies and skills with industrial tasks – that is the goal of the "Smart Learning" pilot classes launched in 2019 at Carinthia's five polytechnic colleges (Wolfsberg, Villach, Klagenfurt Mössingerstraße and Lastenstraße, and since September 2020 also Ferlach). Together with the Carinthian Directorate of Education, Infineon Austria is an initiator and supporter of this groundbreaking model that prepares young talents for the digital working world. "Smart learning" means using digital technologies to learn and teach technology and combining them with analog learning experiences, such as working in teams or social interactions. The concept is designed to run for at least five years. The seven pilot classes include a total of 210 students.

As part of the Smart Learning initiative, Infineon opened a digitalization lab, or "DIGI-Lab" for short, at the polytechnic college in Wolfsberg in October 2021, creating a pioneering learning and teaching environment that strengthens the town as an education and business site. New technologies for Industry 4.0 and smart manufacturing are made accessible, optimally preparing students for their future careers.



Promoting talents

Digitalization and societal change require new strategies for education and training. This is why Infineon Austria is undertaking a number of measures to promote and develop talent.

Strengthening competencies

Infineon attaches great significance to training and development in all areas as a decisive factor in being competitive. Our approach is based on the 4E model, which allows for a mix of different learning styles and promotes the holistic and continuous development of learning. The main focus is on the execution of technical tasks at the workplace (Experience). Knowledge is also acquired by learning in a network, as well as through feedback and conscious cooperation with colleagues (Exposure). Traditional learning and development activities (Education) constitute another important part. Using a suitable infrastructure as well as appropriate tools, such as webinars and virtual training rooms, learning on demand is made possible directly at the workplace (Environment). The varied and high-quality internal and external training and development opportunities we offer range from specialist and methodological competencies to courses on interpersonal and management skills as well as new learning formats.

Digital learning formats

With the “LinkedIn Learning” platform, Infineon promotes new ways of learning. The platform allows employees to deepen their knowledge with more than 15,000 learning videos and online courses and to further develop their individual skills anywhere and anytime. As a part of the ongoing digitalization efforts, the range of e-learning courses offered is continuously being expanded, while established training courses are being converted from face-to-face to virtual. Thanks to additional PC stations in the production area, the digital learning offer is also available to our production employees in the clean room.

Future-oriented training

For young skilled workers, Infineon Austria offers a double apprenticeship in electrical engineering (plant and industrial engineering) and metal technology (mechanical engineering) that also allows the student to acquire the Austrian high school leaving certificate (Matura). At the moment, a quarter of the apprentices are female. In September 2020, the new training format Apprenticeship and Studies was introduced, which is specifically aimed at high school graduates. The combination of a dual apprenticeship in process engineering and electrical engineering (systems and operations engineering) at Infineon Austria and the part-time “Systems Engineering” degree program at Villach University of Applied Sciences opens up a wide range of career opportunities for young talents.



Innovation factory

Leading factory for innovative semiconductors

Power semiconductors for applications in automotive and industrial electronics are the main product in Villach. The site is considered the innovation factory of the front-end production network, with partner factories in Germany and Malaysia.

We are ready for Mission Future

A glimpse at our new high-tech chip factory



1.55 million
silicon discs (wafers) with

8.72 billion
chips produced (FY 2021)

~2,000
product types processed
simultaneously

approx. 1,000
individual work steps for each wafer

1,682
items of equipment



wafer diameters:

150 mm

200 mm

300 mm

~600,000
wafer movements a day



Maximum reliability and precision

Accuracies up to well below 100 nanometers, i.e. approximately 700 times less than the diameter of a human hair, demonstrate the Villach site's vast technological competence.



Global competence center for new semiconductor materials in the Infineon Group

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 processes and manufacturing competencies are continuously developed, most of all by employing digital technologies. This modern environment makes Infineon Austria a pioneer when it comes to smart production.



The future is being created in Villach

Villach's high-volume production innovations focus on the areas of single-process technology, equipment engineering, new materials, thin wafers and state-of-the-art automation, digitalization and production concepts. The optimized pooling of research, development and production as well as cross-departmental teams permit short processing times from the idea through to the finished product. The best example of this is the world's first production of power semiconductors in 300-millimeter thin wafer technology. The particularly thin energy-saving chips ensure even more efficient energy conversion in electronic systems. At the same time, mass production is made much more productive. A 300-millimeter wafer allows the production of more than twice as many chips in one production run as a 200-millimeter wafer.

European high-tech manufacturing for power electronics

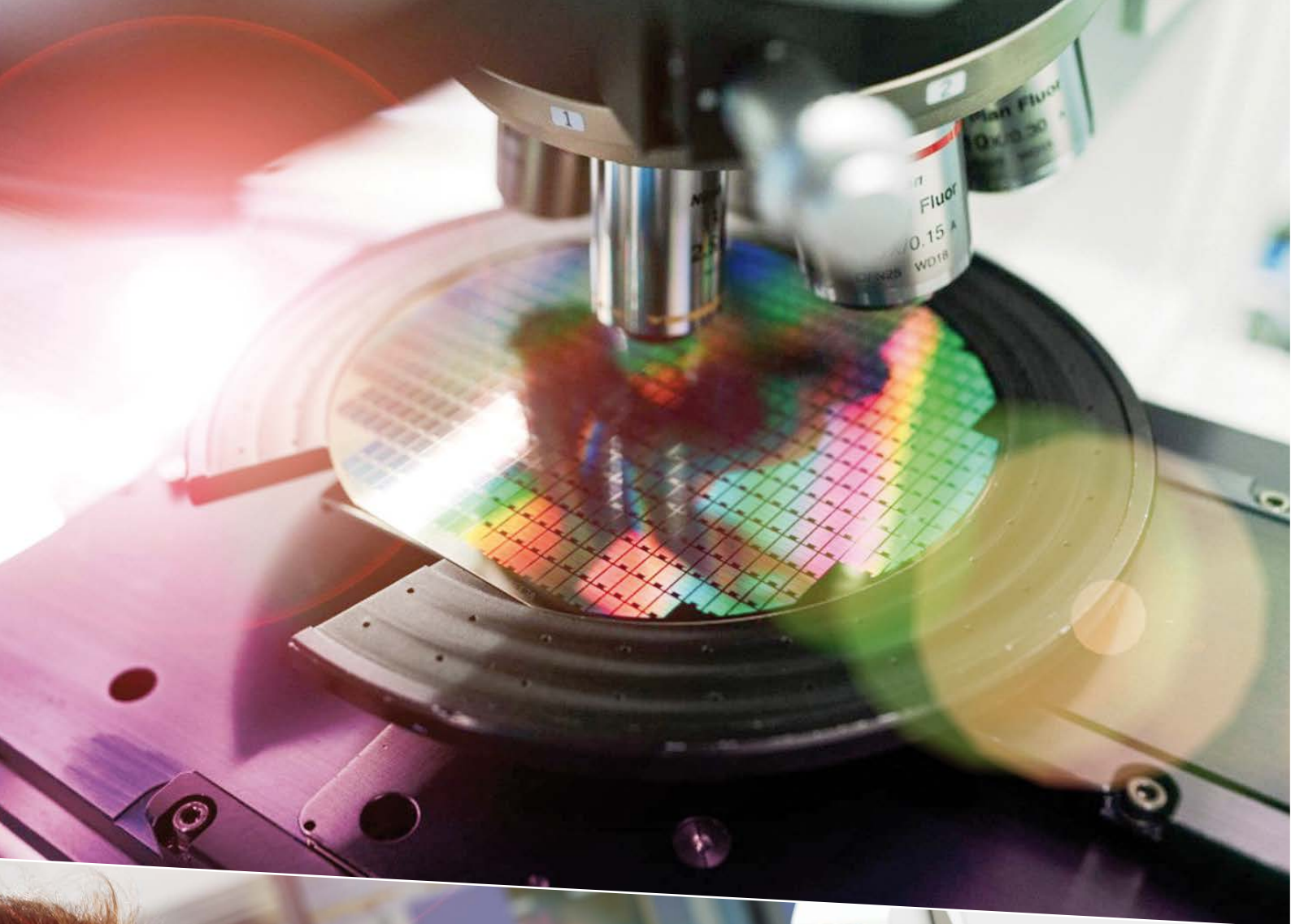
In September 2021, Infineon opened its new high-tech chip factory for power electronics on 300-millimeter thin wafers at the Villach site, thereby setting the course for sustainable, profitable growth. With an investment volume of €1.6 billion, the semiconductor group is realizing one of the largest investment projects in the European microelectronics sector.

The gross floor area of the new chip factory is around 60,000 m². Production will be gradually ramped up over the next four to five years. More than two-thirds of the 400 additional positions for highly skilled workers needed to operate the factory have already been filled.

The chip factory is one of the most modern in the world and relies on full automation and digitalization. As a "learning factory", artificial intelligence approaches are used predominantly in the area of predictive maintenance. Thanks to a wealth of data and simulations, networked plants know at an early stage when they will need to be serviced.

Infineon now has two large power semiconductor manufacturing facilities for 300-millimeter thin wafers, one in Dresden and one in Villach. Both manufacturing sites are based on the same standardized production and digitalization concepts and can be controlled as if they were "one" factory. Production volumes for different products can be moved quickly between sites. This increases productivity and allows Infineon to respond even faster to its customers' needs. With the virtual mega-factory, further increases in resource and energy efficiency are possible, as well as an optimization of the ecological footprint.





The driving force for technology leadership

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

The thinner, the better

Infineon Austria has expertise that is unique in the world: it produces 40-micrometer (0.04 millimeters) thin silicon wafers in high volumes. By comparison, a normal sheet of paper is around 110 micrometers (0.11 millimeters) thick.

New materials for new markets

The use of new semiconductor materials such as silicon carbide (SiC) and gallium nitride (GaN) enables particularly high-performance and fast-switching systems solutions to be produced with maximum reliability and low electricity consumption. Products from these technologies are used in markets that are key for the future, such as solar energy

and wind power, charging stations for electric cars, and mobile infrastructures for 5G networks.

The development and production activities for SiC and GaN are being steadily expanded in Villach. This involves improving semiconductor process technologies, creating state-of-the-art production facilities and expanding the existing production infrastructure. This makes the Villach innovation factory the global competence center for these novel semiconductor materials within the Infineon Group.

MEMS expertise

MEMS – microelectromechanical systems – are also produced in Villach. These microsystems are used every day in many areas, for example as tire pressure sensors. The further development of MEMS components will result in an expansion of Infineon's local product, technology and production skills.

Continuous improvement

Customers expect the highest quality. This is also what drives Infineon Austria. Our approach is called Zero Defects, which means not delivering a single defective component to our customers. Infineon adheres to this through continuous improvement, minimizing deviations and consistently eliminating them.

On the test bench

Every single chip goes through comprehensive inspections throughout the production process and is subsequently thoroughly tested. Continuous certification of our production in accordance with the ISO 9001:2015 quality management standard and the IATF 16949:2016 automotive standard supports us in doing this. Smart automation in production and the introduction of Advanced Process Control regulation mechanisms ensure further quality improvements.

Purity as the highest requirement

Producers of semiconductor components particularly need high-quality resources and materials as well as ultrapure ambient conditions. Villach uses clean rooms up to class 1, which means that 28 liters of air contain no more than one

dust particle over 0.5 micrometers in diameter. By comparison, a hospital operating theater contains 1,000 to 10,000 particles, clean mountain air approximately 100,000 particles and normal ambient air about one million particles.

Stringent testing

In the test lab (Reliability Product Testing Center) at the Villach site, the quality components for automotive and industrial facilities are tested for reliability under the most stringent conditions. The results achieved serve as the basis for production and delivery approval, and ensure market readiness.

Excellent product quality

In 2021, Infineon was awarded the “Best Customer Quality Award” in the automotive sector by Delta. With its “Focus on the customer” strategy, the company qualified for this high award level. With six zero-defect years in a row, Toyota awarded Infineon the Honor Quality Award for excellent product quality in the automotive sector in 2020.



Networked manufacturing

We started about 5 years ago with an Industry 4.0 pilot area in Villach, where various systems, such as energy consumption, intelligent product control and mobile maintenance, were gradually optimized and then rolled out to the rest of production. Our new highly automated 300-millimeter chip factory is currently the most modern in Europe and incorporates all available mechanisms and concepts of a learning factory. The use of sensor technology in combination with communication and data processing systems makes it possible for decisions to increasingly be taken autonomously during production.

Data for greater competitiveness

In future, the greater interlacing of development and production will enable new products or processes to be shown in dynamic simulations. The aim is to capitalize on the added value of the multitude of data generated within the company on a daily basis. These findings will be used to accelerate development processes and improve prediction accuracy and the quality of decision-making, which will in turn improve productivity. Suppliers and other sites will be increasingly integrated into the overall process.

Examples of new fields of work

Infineon Austria carefully examines and designs any changes to functions in manufacturing resulting from the digital transformation, including as part of structured change processes. In the past, the training programs for apprentices and forepersons (“Apprenticeship 4.0”) were redesigned, while targeted qualification measures were introduced for existing staff.

The new requirements not only change existing functions, but also create new job profiles. Data scientists analyze large data volumes and utilize the resulting information in cooperation with the relevant technical experts. Specially trained technicians monitor production in control stands and operate the systems. Specially trained production logistics specialists control the processes of an automated factory. In this regard, we are networking closely with production in Dresden, which is based on the same standardized manufacturing and digitalization concepts, especially for the automated 300-millimeter production line, and are learning from our colleagues within the production network.





Social responsibility

Our contribution to a future worth living

“Easier, safer and greener”: this is the driving aspiration behind Infineon Austria’s development and production of innovative products. This is also clearly evident both within the corporate culture itself and in all our dealings with stakeholders.

The Infineon Group has been listed in the Dow Jones Sustainability™ Index for twelve consecutive years, making it one of the most sustainable companies in the world.

For the Infineon Group, less is more



44%
less electricity



17%
less water
than the global average*



67%
less waste



Good for the environment:
This brochure is printed on
CO₂-neutral and FSC, Blue
Angel and Ecolabel certified
recycled paper made from
100% waste paper.

*The calculation is based on the square centimeters of processed wafer area in front-end production and the consumption according to the WSC definition. The figures relate to the 2020 calendar year and front-end production.

Winner of the Impact Award 2021

Infineon Austria received the Money4Change Impact Award in the “Corporate” category from Mercer and Institutional Money for implementing the Sustainable Development Goals in its corporate strategy.



Scan the QR code to find out more about environmental, safety and energy management at Infineon Austria

By 2030, the Infineon Group will be CO₂ neutral

Infineon Austria is contributing to this with its carbon footprint, made possible by its products and solutions.

Carbon footprint

enabled by products and solutions of the Infineon Group



~0.1 million tons
of CO₂ burden

ratio ~1:58



~7 million tons
of CO₂ savings

Net ecological benefit:
CO₂ reduction by approx. 7 million tons

Voluntary commitment since 1997

- › EMAS (Eco Management and Audit Scheme) of the European Union
- › EMAS Award: 2009, 2013 and 2018
- › active contribution to achieving the United Nations Sustainable Development Goals (SDGs)

Infineon Integrated Management Program for Environment, Energy, Safety and Health (IMPRES) Matrix certification in accordance with the standards:

- › ISO 14001:2015 (environmental management)
- › ISO 45001:2018 (occupational safety management)
- › ISO 50001:2018 (energy management)



“Green Way”: environmentally-friendly commuting

Since March 2019, around 600 employees have been regularly using the free Jobticket – an offer by Infineon Austria allowing its employees to use public transport to get to work.

Commitment to the environment and society

Since the beginning of 2020, the Infineon Education Fund has supported the maintenance and expansion of the Caritas Carinthia Learning Cafés.

Together with Arge NATURSCHUTZ, Infineon Austria promotes forest and green areas, making a strong statement for more biodiversity in the region.





For the environment and society

In Austria, Infineon stands for being an attractive employer, one that takes on responsibility towards society and the environment and promotes environmental consciousness within the region.

Sustainable mobility solutions

As the largest employer in the region, Infineon Austria has been implementing the corporate mobility management program “Green Way” since 2016, making a major contribution to infrastructural development and the transport revolution. The company promotes sustainable commuting. Creating traffic links to the public transport network is an important priority for Infineon Austria. For example, the accessibility of the Villach site by bus has been steadily improved over the past few years, both within the city and with direct connections to surrounding regions. With a job ticket, Infineon offers its employees free travel to work by public transport.

Promoting education – creating prospects for the future

Since the beginning of 2020, the company has been supporting Caritas Carinthia projects for disadvantaged Carinthian children and young people living in poverty with the Infineon Education Fund. The main focus is on the expansion of the Caritas Learning Cafés. In the 2020/21 school year, the cooperation was continued and increased to €60,000.

This has ensured the continued support of 30 children and young people at the Infineon Learning Café in Villach and allowed for the expansion of a new Learning Café in Spittal an der Drau. In the Learning Cafés, students between the ages of six and 16 receive free assistance with their homework. They are supervised by volunteer study guides. Infineon employees also volunteer here in their free time. This initiative will be continued in the school year 2021/22 and expanded to Graz.

Together for better preservation of nature

As part of its social commitment, Infineon Austria also focuses on ecological sustainability and collaborates with Arge NATURSCHUTZ. In this way, the company is helping to protect and promote the forest and green areas in the immediate vicinity as well as the animal species inhabiting them. Infineon employees are also committed to greater nature conservation and in 2021 planted a total of 50 organically certified bird cherry trees – symbolizing 50 years of Infineon in Austria – on a plot of land owned by Arge NATURSCHUTZ.

Health²

Health promotion multiplied by prevention equals healthy employees and the awarding of the quality seal of approval for workplace health promotion. Prevention, exercise, nutrition and mental health are promoted with the support of the Medical Service Center at the Villach site, with both a male and a female doctor as well as two nurses on hand. This includes the company's vaccination program, to which Covid-19 vaccinations were added during the coronavirus crisis. In 2021, around 4,000 free and voluntary Covid vaccinations (first and second vaccination) were administered in the company vaccination line at Infineon in Villach. The Health Team, a work group made up of members from various departments, provides support for all health-related issues. At the beginning of 2021, the project “Health2Go – Gesundheit zum Mitnehmen” (Health to go) was launched to promote workplace health – funded by the Fonds Gesundes Österreich (Healthy Austria Fund). Online fitness and health offerings and virtual workshops in the areas of stress management and burnout prevention contribute to general well-being. The extensive health offering is rounded off by the option of external psychological counseling, which is anonymous and free of charge.

A holistic approach to sustainability

As a global player in the semiconductor industry, energy efficiency and energy savings are essential pillars of our corporate philosophy. Next step: By 2030, the Infineon Group will be CO₂-neutral and thereby make an active contribution to global CO₂ reduction. In order to achieve this goal, the main objectives will be to avoid direct emissions, to further reduce the energy requirements of the plants and processes, and to offset indirect emissions by purchasing green electricity with guarantees of origin.

At the innovation factory in Villach, Infineon Austria also implements pioneering digitalization and automation methods in real-time operations which will be used and further developed in the new chip factory and contribute to greater energy efficiency. This includes energy management for on-site buildings, production facilities and supply areas. The building infrastructure and systems are equipped with sensors, automatic control devices and smart meters for the intelligent control and regulation of the facilities. This allows energy consumption to be adjusted even more precisely to the respective production capacity. The data collected in this way is used for computer models and simulations to determine further savings potential.

Green hydrogen for chip production

A milestone in terms of sustainable production and closed-loop recycling is the production and recycling of green hydrogen. From the beginning of 2022 onwards, the hydrogen required as process gas in production will be generated directly on site in Villach from renewable

energy sources. It is produced with the highest purity requirements by means of electrolysis using electricity from hydropower, taking into account the corresponding economic and ecological conditions on site. This eliminates CO₂ emissions during the original production as well as during transport. This green hydrogen will be recycled after its use in chip production and will serve to fuel buses in public transportation. To implement this project, which is unique in Europe, Infineon is collaborating with Postbus, Linde, OMV and the provincial government of Carinthia. With these and other measures, the site is making a major contribution to the Infineon Group's goal of becoming climate-neutral by 2030.

Ecological value added

When designing new procedures, technologies and innovations, Infineon attaches great importance to environmental compatibility and sustainability. Today, 80 percent of the heat required at the Villach site is already provided by intelligent recycling from the waste heat of the cooling systems which in the future will save around 20,000 tons of CO₂ every year. The extensive use of exhaust air purification systems reduces direct emissions to almost zero. Infineon Austria uses electricity produced 100 percent by hydroelectric power and other ecologically friendly energy sources. A diverse range of measures – from air conditioning in the production area to converting to LED lighting – contribute to increasing energy efficiency. This resulted in additional total savings of 10,143 GWh of energy (heat) during the fiscal year 2021.



Outstanding achievements

Innovation

Upper Austrian State Prize for Innovation, Infineon Linz	2021
Upper Austrian Road Safety Award, Infineon Linz	2021
Innovation Award “Austria’s Best” (ÖGVS & trend), winner electrical engineering and physics	2020
futurezone Award “5G Innovation of the Year” for the European research project “UltimateGaN”	2019
Best Joint Innovation Award, Huawei Core Supplier Convention	2018
Successful Practice Award from the University of St. Gallen, Benchmarking Digital	2018
Fraunhofer Survey: Top 5 out of 272 European companies in technology management	2017
2 Sesames Awards for first post-quantum cryptography on contactless security chip	2017
Austrian State Prize for Innovation	2013
Innovation and Research Award of the Province of Carinthia	2012

Quality and delivery reliability

“Best Customer Quality Award” in the automotive sector, Delta	2021
Toyota Honor Quality Award	2020, 2019, 2018
Top Supplier Award 2019, Rohde & Schwarz	2019
Partner of the Year, Hyundai Kia Motors Company (HKMC)	2018
Supplier of the Year, Inventec Corporation	2018
Best Quality Award, Huawei Core Supplier Convention	2018
EFQM (European Foundation for Quality Management) Global Excellence Award, Winner	2018
Best Partner of Business Cooperation, Lite-On Technology Corporation	2017
Goertek “Best Partner Award” for MEMS microphones	2017
Samsung Electronics “Quality Award” for low-noise amplifiers	2017
Most efficient production operation in Austria, special award for maintenance	2015
Austrian State Prize for Company Quality	2012

Employer

Austria’s most family-friendly employers, freundin & kununu	2021
Top 10 Employers in Austria, Rank 8, Randstad Employer Brand Research	2021
State-certified training company	2019
Integration Award for “Lehre mit Asyl”, State of Carinthia	2019
Certificate berufundfamilie audit	2019, 2016, 2013
Best employer, category “Electronics, Electrical Engineering, and Medical Devices”, ‘trend’ survey	2018
trendence Employer Branding Award, “Innovation of the Year”	2018
Career’s Best Recruiter	2017, 2016, 2013

Environmental protection, health and sustainability

Money4Change Impact Award, 1st place in the category “Corporate”, Mercer & Institutional Money	2021
GreenTech Award “Future made in Austria” (ÖGVS), winner of the special award for climate protection technologies	2020
VCÖ Mobility Award, 1st place for Carinthia and Austria	2018
EMAS Award	2018, 2013
Seal of Quality in Corporate Health Promotion	2018, 2016, 2012
Smoke-Free Company, Carinthia	2016
Trigos Carinthia Award	2012

Other Awards

Rose of Recognition, Association of Women Academics (VAÖ)	2021
Sabine Herlitschka, Ring of Honour of the City of Villach	2020
Golden Apple Award for BEST Winter Course “Smart Tech: The Force Awakens” at Infineon in Graz	2020
Investment Award, Region Europe, Annual Investment Meeting Dubai	2019
Nomination Austrian State Prize for PR, category winner “Internal PR & Employer Branding”	2018
Export Prize awarded by the Austrian Federal Economic Chamber, “Industry”	2018
Sabine Herlitschka, Die Presse Austrian of the Year, “Companies with Responsibility”	2018
Thomas Reisinger, Best Manager, ÖPWZ Forum KVP & Innovation	2018
HERMES.Business.Prize, category “International Companies”	2017
EVA B2B Event Award, 3rd place in Employee Events for “Infineon Family Day”	2017
Sabine Herlitschka, Manager of the Year, Carinthia	2016
Global Player Award of the Austrian Economic Chamber, Foreign Trade Austria	2015



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