



Infineon – An Attractive Place to Work

Asia Pacific

Success through Diversity

A wealth of opportunities for the future



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

In an era of constant change, we offer solutions

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

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

- Energy efficiency
- Mobility
- Security

Infineon's global workforce of approx. 26,000 is fully dedicated to transform ideas into the technologies of tomorrow.

Here at Infineon, we are highly aware that valuing and appreciating each and every employee's work – and fostering a corporate culture that promotes commitment, boosts trust and drives innovation – are the cornerstones of our success.

Infineon profile

Asia Pacific (APAC) Headquarters:
Singapore

Turnover 2012:
3.9 billion euro, 38% of this in APAC

Regional workforce:
Approx. 13,600 (as of Sep. 30 2012)

Proportion of women regional: 47.7%

Sites in APAC:
12 sites in 8 countries

Nationalities (global):
Employees from over 80 nations spread out across sites in over 20 countries



Singapore – Infineon's
Asia Pacific Headquarters



“As a mother, I want to have more time for my family –
A flex-time arrangement was the perfect solution”

Infineon helped me to manage my family life even better. I am now able to schedule my day to meet the needs of my kids and we have benefited so much from the flexi-hour scheme. Before, I had to stretch my energy to the maximum, to cope with two kids and their homework after work. Now, I can proudly tell everyone I am living a balanced lifestyle – all this without a maid or external help.

Lei Kong Yen Sharon, Material Planner, Singapore



“Furthering my career with great support from Infineon”

The management support I received helped me to exploit my full potential and enhance my technical know-how, making me the 3rd placed winner of the Infineon Global Project Award. I advanced from being a specialist to mentor and trainer. Having an employer who gives me so many opportunities to show what I am capable of and who supports me in every way possible, makes me proud to say that I work for Infineon Technologies.

Chek Hong Kok Adrian, Manufacturing Engineering Excellence, Malacca



“On the path to becoming a High Performance Company!”

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

Reinhard Ploss, Chief Executive Officer (CEO)

Our goal: Turning Infineon into a High Performance Company

This can only be achieved if every single individual and team at Infineon takes on an active role and fully identifies with the goal of becoming a High Performance Company. The Infineon Compass guides us on our way as we enter this new phase: it shows us what we strive to achieve, the path we have to take and the values that guide our actions.

These four core values are what drive our daily work:

We commit

We innovate

We partner

We perform

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

■ **Ambitious goals and a clear focus on results**

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

■ **Entrepreneurial decision-making**

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

■ **Lean and fast execution**

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

■ **Passionate and talented people**

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

Our way: An attractive working environment for people with passion

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

The essential ingredients for creating an attractive working environment:

1. Diversity Management: Variety and Appreciation

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

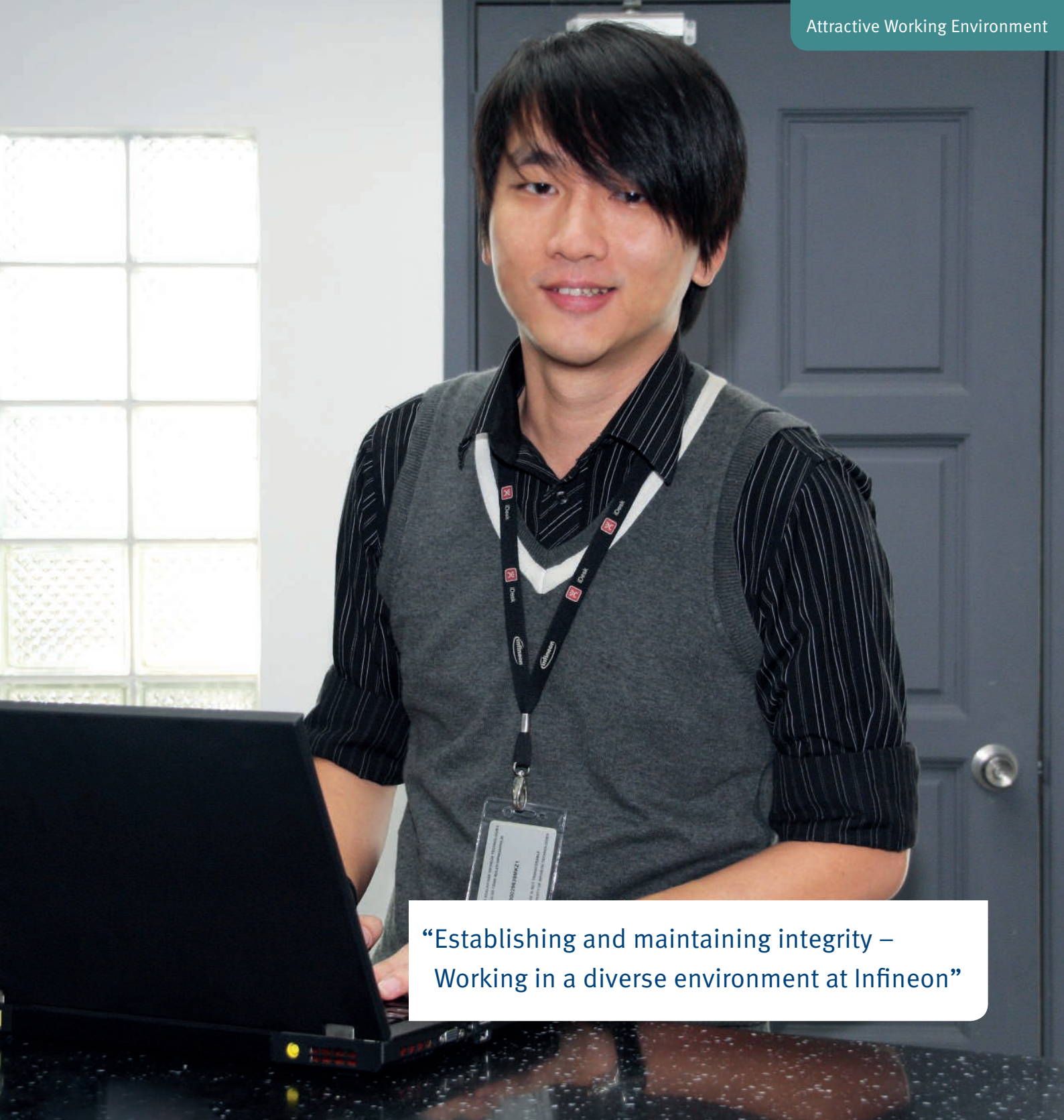
2. Development and Promotion

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

3. Health and Care

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





“Establishing and maintaining integrity –
Working in a diverse environment at Infineon”

Through my work as an engineer providing first-level troubleshooting support, I talk to people from all different sites and time zones. Whether in Germany, America or Asia, it is always interesting to have the opportunity to get to know others a little better and get different perspectives on either work or general issues. This way, I get an idea of what is happening on the other side of the world and I really enjoy working in this highly diverse atmosphere.

Ho Chih Chao Edmund, System Engineer, Malacca

Diversity: Living, valuing and utilizing variety

Respecting lifestyles and unlocking potential

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

Infineon Singapore is fully committed to fairness and valuing each member of our workforce – by signing the “Tripartite Alliance for Fair Employment Practices (TAFEP)”, we have pledged to create a working environment which is free of prejudice and marginalization.

Ensuring equal opportunities

As a global company, equality of opportunity is a fundamental prerequisite to ensuring our success. That's why we pursue the goal of fostering enthusiasm for a career in the fields of natural science and technology equally among women and men. We also aim to provide equal support to both genders and to increase the percentage of women in managerial positions.

The percentage of women in managerial positions at Infineon will be increased globally – it is projected to rise from the current 11% to 15% by 2015 and to 20% by 2020.

Increasing our awareness of family issues

We are committed to improving the working conditions of both women and men with the aim of establishing an even better balance between private and professional life – as demonstrated by our wide variety of flexible working arrangements which are tailored to meet the needs of the modern family.



Fair Employment Practices



“Caring for the elderly and working – Finding the balance”

With my father suffering from a degenerative brain disease and my mother requiring kidney dialysis, I came to the point where stress-relief meant good organization and planning of my day. An understanding boss, a great team, a regular exercise regime and the opportunity to work from home whenever necessary helped me a lot. As my parents’ care needs are still manageable, I have not yet taken up the offer to work from home but I know that one day this will become inevitable. I am planning to work one or two days from home, therefore allowing me to spend more time with my parents while still getting my work done.

Yan Huey Miin, Vice President, Finance and Business Administration, Singapore



“We offer a variety of options – You choose the one that fits.”

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

Thomas Marquardt, Global Head of Human Resources

How we help you to balance your professional and private life

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

Work arrangements: Flexible and tailored to the individual

Staggered working hours enable our employees to vary their start and end work time to suit their work and personal commitments. Infineon's part-time work models are designed to suit our employees. And they are not just geared toward families with children. Our re-employment policy – after having reached the retirement age – provides certainty to the employee and allows the company to tap into a pool of experienced employees.

Sabbatical: Time to recharge your batteries

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

Teleworking: Working from home

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

Childcare: We consider a family-friendly atmosphere a top priority

In addition to our flexible work models, Infineon's childcare facilities ensure that parents are supported in meeting their family obligations. The Cherie Hearts Preschool based within our facilities in Singapore provides a comprehensive range of child care and child education services to help our employees manage their commitments to both job and family. Similar centers are planned throughout the Asia Pacific region.

Care for dependents: You can count on our support

We are aware that a family-friendly atmosphere involves supporting employees who have to tend to the needs of care-dependent relatives within their own home. In accordance with legal stipulations, we allow employees to take leave from work in such situations – depending on the case at hand.



Braza Herminigildo Badillo and his son participating in “Little Ones at Work”, an annual event in Singapore where employees bring their children with them to work for a day.



“Infineon gave me the right kind of flexibility at work to nurture the potential of a working mum”

When my daughter was four and a half years old and my son one year old, I was left with no family support at home. Due to the new parental responsibilities of a working mum, I had to consider taking a break from work. But Infineon India's management went ahead and offered me the option of part-time work, which gave me the flexibility to both work and take care of family. This enabled me to keep myself updated with the technology and also gave me the satisfaction of being a great mother. After having worked part-time for one and a half years, I am now back to full-time work.

Vani Bhujang, Member Technical Staff, Bangalore



“ENGINE Campus Program – A platform for preparing Infineon for the future”

The ENGINE program is about shaping our Asian leaders (AP talent pool) for the global markets of tomorrow and bringing together the talents from different locations by fostering a team with a drive for change and results. After the 2-year campus program developed in conjunction with SMU (Singapore Management University), I am able to further encourage my functional team to strive for change and results as part of our High Performance Company philosophy.

Tan Ban Heng, Head of Center of Competence – Test Engineering, Kulim

How we support your career development

An optimal start for young people

At Infineon, young people are presented with real opportunities to develop and excellent prospects for the future – right from the start. Even while still studying, students become a vital member of a professional team, gain some invaluable work experience at Infineon and make important professional contacts: either as an intern, a student temp or in conjunction with their thesis. Once their studies have ended, they have the opportunity to join the company directly or enroll in one of our many trainee programs.

Taking the lead: A career in management

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

Just the thing for high-tech enthusiasts: A career as a technical specialist

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

APAC Talent Management

Fostering the development of our talents is a key focus of the Infineon Asia Pacific strategy and an essential aspect of being a High Performance Company. At Infineon, we believe that employee development ensures our continued success. Our talent management landscape consists of two signature programs: ENGINE – for talents on a management career path – and TechStar – for talents on our "Technical Ladder" program. These programs complement our local talent management activities and together we have a strong bench strength of talents to support future growth in the Asia Pacific region.

Recognizing potential: Open employee dialog with STEPS

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

Customized and innovative further education

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

Gaining global experience

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



“Thanks to Infineon for the great support on my career development”

When I first graduated and joined Infineon, my career plan was just a vague idea with no clear goal for my future. The Infineon Trainee System helped me to gain proficiency in my job and now I have even become an internal trainer, where I can pass on my knowledge to others, something which I personally regard as a value-add to my engineering job. I also appreciate the STEPS program to which I am highly committed, since I can get constructive feedback on my work, great recognition for my achievements and a continuous development plan for my career.

Du Weifeng, Process Engineer, Wuxi



“From Malaysia to Germany – A golden opportunity to spend 15 months in Regensburg”

My golden opportunity came when there was a vacancy in the Regensburg backend planning team. Thanks to the great support of my boss, I was given the opportunity to work in Regensburg for 15 months. This definitely helped my career development, as it enriched my diversified job portfolio and, not to forget, helped me establish good relationships with our European counterparts. I enjoyed my stay a lot and got to know the German working environment and appreciate their punctuality, all of which will be a great boost to future work communication.

Lim Seng Heng, Manager Resource Planning, Malacca



“Pursuing my dream – Commitment leads to action, and action brings my dream closer”

I'm a great believer in the old saying “where there's a will, there's a way”. That's why I was so happy when Infineon Kulim offered to support my further studies via their Training & Development Plan. I used the opportunity to advance my career and achieve my dream. I really appreciated the opportunities given by the management and my supervisor, and am thankful for the strong support they gave me.

Nur Ashikin Md Rashid, Associate Engineer, Operation Module 1, Kulim

Sharing knowledge via the Instructors' Club

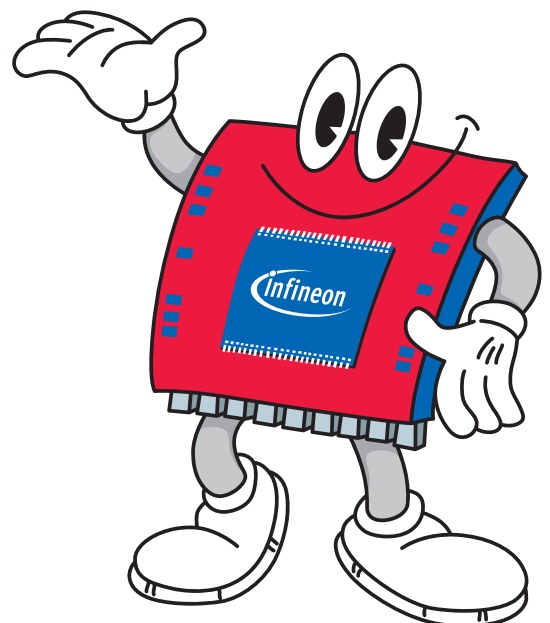
The Instructors' Club at our site in Malacca offers a platform for knowledge sharing and enhancing competency build-up. It first started in 1998 with 83 sessions of in-house training. Currently, we have over 70 registered in-house instructors willing to share knowledge and skills with the rest of the Infineon workforce.

YIP Your Idea Pays

YIP – that is Infineon's idea management program. YIP stands For "Your Idea Pays" and it means ideas pay, both for the company and for the employee. Thanks to YIP, every employee can contribute to Infineon's success. Any improvement idea – no matter how simple or complex, whether in areas like achieving cost savings, streamlining operations, enhancing product or process quality, increasing manufacturing output without additional investment or simplifying processes – is eligible for the YIP program.

Celebrating success as a team

Competition is a great incentive for high performance. Being the first to cross the finishing line is a source of both validation and motivation. The Infineon Awards are our way of acknowledging all those business units, project groups, work groups and individual employees who have delivered an outstanding performance. The successful completion of a project is always a good reason to celebrate. Summer parties, along with sporting and cultural events attended by team members and their families, are not just great fun, but also help to create an atmosphere that will be of benefit to meeting future challenges at Infineon.





“Harmony in the workplace – A great working environment at Infineon”

I would like to share with you one of the wonderful experiences I had with Infineon. I registered as a volunteer for the “2011 Infineon Family Day” at Wuxi, providing on-site support during the event. All Infineon staff met up together with their families to enjoy delicious food, interesting games and the opportunity to exchange experience about our work and family life. Children were happily playing together and people got to know each other even better. I was so happy to see my colleagues’ bright smiles and cheerful faces! Isn’t it wonderful to be part of the Infineon family?

Tingting Han, Assistant Executive, Wuxi



“Continue working even beyond my retirement age”

Being part of the Silver Project makes me feel proud and appreciated. I love my job and my colleagues, and am glad that I can work for Infineon for another 2 years before I retire. For me, this was the best decision because I do not feel like staying at home and putting my feet up. I can earn some more money to fulfill a big dream of mine and open a little bakery, where I would like to sell homemade cakes.

Salimah Bte Alwi, Quality Operator, Singapore

How we help you to stay healthy

We care about our employees' health and having a company doctor at all sites is a mainstay of our health care policy. Our company doctor tends to all medical emergencies, treats illnesses on an outpatient basis and, in conjunction with the Infineon Medical Service Center, carries out all necessary occupational health checks. But, we're not just interested in returning our employees to full health – our occupational health management system offers a broad range of measures and programs that also pays great attention to prevention and general fitness.



Infineon's programs are targeted toward instilling the right organizational culture and attitude aimed at achieving a healthy and vibrant lifestyle for employees. As a Gold-Award winner of the Singapore Health Award, our wide range of healthy lifestyle programs in Singapore runs throughout the year and includes a special program designed to help employees who are at a high risk of developing hypertension, in addition to activities such as health talks, health workshops, annual health screenings, healthy food bazaars, fun fitness programs, sports tournaments etc.

What we do to promote health:

We are on-site

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

We inform and advise

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



“Traditional Chinese Medicine – The Meridian Health Club”

I am the representative of the Meridian Health Club which takes place once a week to promote overall health and wellness with the natural, comprehensive and holistic approach of traditional Chinese medicine. As a simple way of boosting employees’ energy (Qi) and blood, I demonstrate how to apply acupressure on the body’s twelve main meridians. Having witnessed my technique, employees then have the knowledge to practice this simple procedure on a daily basis.

Tien Pei Hao Esperanza – Sales & Business Development, Representative of Meridian Health Club, Taipei
(The picture shows Esperanza’s colleagues Chang Melody and Hsu Sunny while practicing.)



“Promoting sport and exercise – The Bowling Club, Korea”

In order to spend more time with each other and share an activity we all love, we go bowling every two weeks. More than 10 people from different teams usually turn up for this night out. The game comes first and then we go for dinner together. Thanks to this activity, we get the chance to get to know each other even better and build a team of champions at the bowling alley and in the office. We don't compete in this game, we simply help each other out and exchange tips on how to improve our skills.

Jeong Kab Young James, Sr. Sales Engineer, Club Leader Bowling Club, Korea
(first row, middle)



Infinite Technologies


Visit us





www.infineon.com/careers


Stay connected

 www.infineon.com/facebook

 www.infineon.com/twitter

 www.infineon.com/linkedin

 www.infineon.com/xing

 www.infineon.com/youtube

Published by
Infineon Technologies AG
85579 Neubiberg, Germany

© 2013 Infineon Technologies AG.
All Rights Reserved.

Order Number: B192-H9786-X-X-7600
Date: 09 / 2013