Human Resources Development –

A key success factor for High Tech companies

Dr. Michael Neuhaeuser

Vice-President and General Manager Infineon Romania

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Infineon worldwide

- Infineon provides semiconductor and system solutions, focusing on three central needs of our modern society:
  Energy efficiency, Communications and Security
- Revenue in FY 2009: 3.027 billion EUR
- Some 25,000 employees worldwide (as of Jan 2010)
- Strong technology portfolio with about 22,900 patents and patent applications
- **More than 30 major R&D locations**

Infineon Romania

- Founded in April 2005
- Located in the northern part of Bucharest
- R&D Center, > 200 employees
- 3500m² office, research and laboratory area

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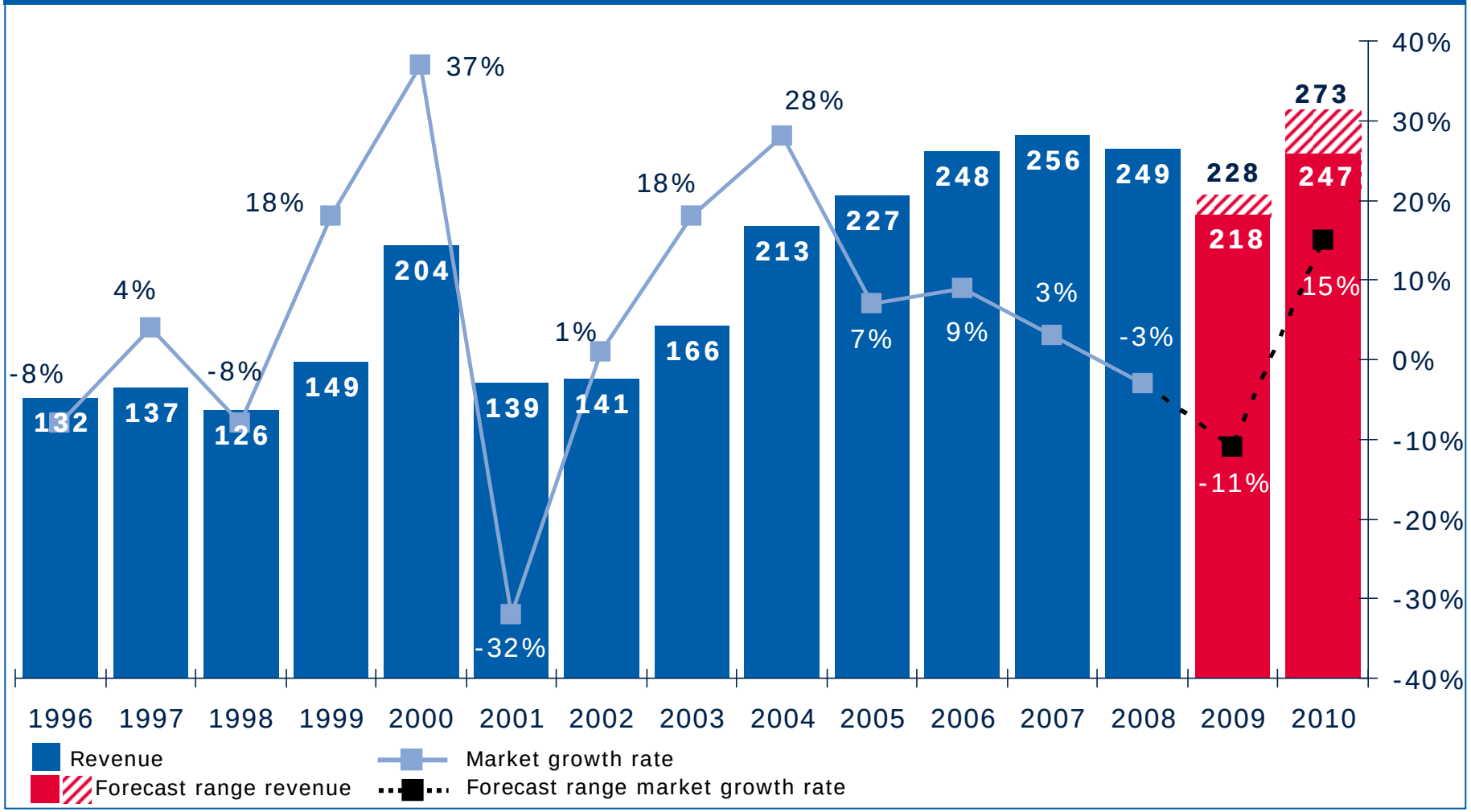
Positive outlook for global semiconductor market

Revenue in US Dollar billion and market growth rate



Source: WSTS for historical data; Forecast: ∅ of VLSI, Gartner, iSuppli, WSTS, IC Insights, Future Horizons; market growth rate y-o-y

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Infineon - Worldwide R&D Network (excluding Europe)

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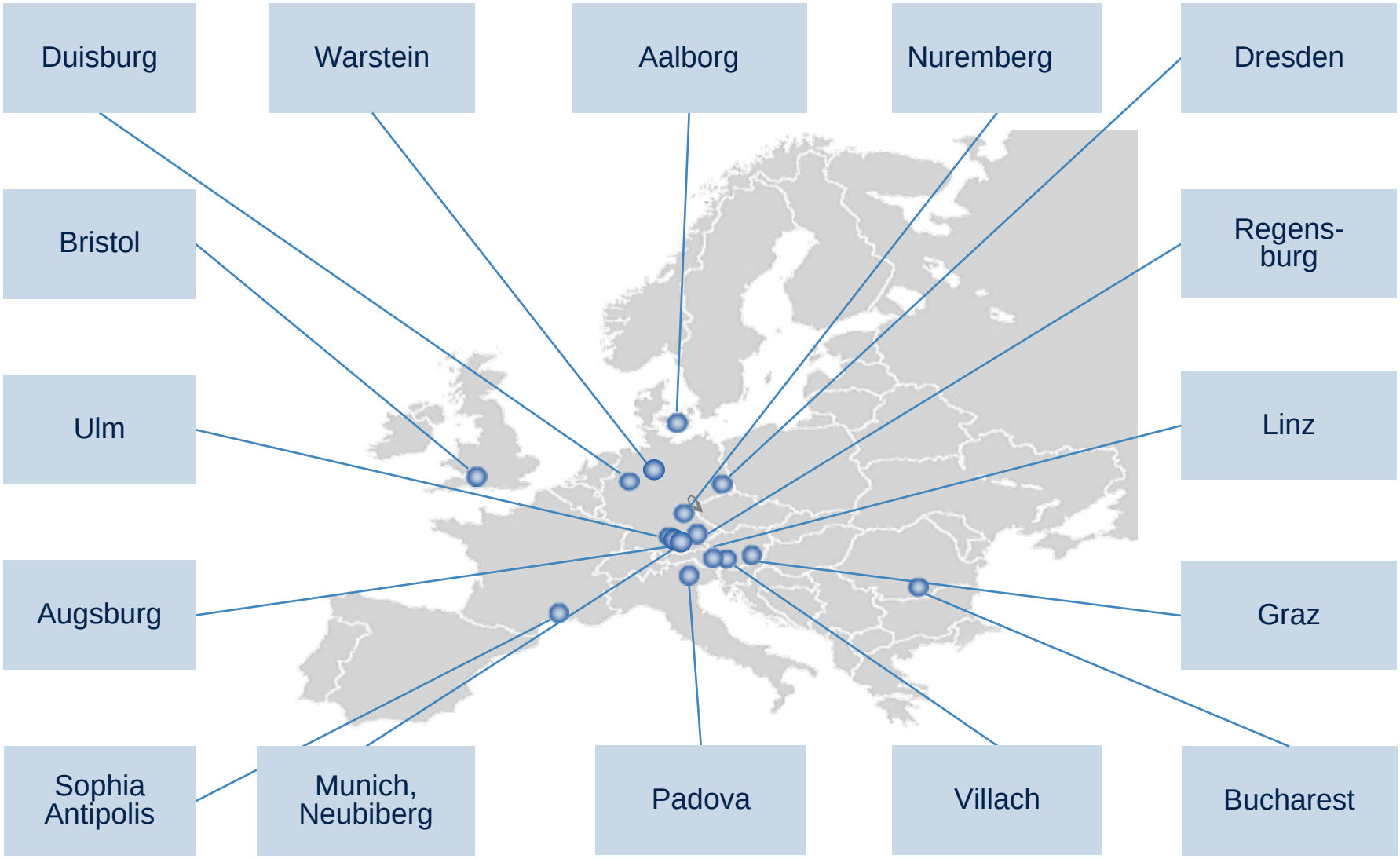
Infineon - R&D Network in Europe



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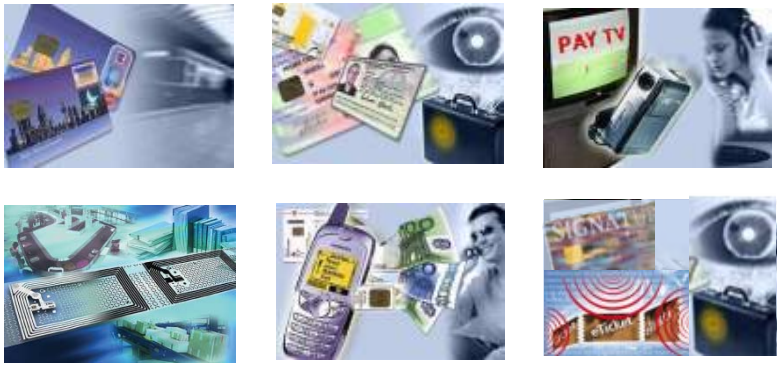
Infineon Romania core competencies

Automotive applications

Chip Cards and Security



Concept Engineering | **Analog Design** | **Digital Design** | **Analog IC Layout**

Design Flow Support | **Test Engineering** | **Product Engineering** | **Product Support**

Infineon Romania is working over the complete value chain, from concept to product ramp-up for state of the art semiconductors

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Romania: Automotive Industry Map

OEM

- Renault (complete value chain in Romania)
- Ford

TIER 1 SUPPLIERS

Electrical systems

Cables, bus systems, embedded systems

- Dräxlmaier
- Delphi Packard
- Continental
- Kromberg&Schubert
- Alcatel
- Lear Corporation
- Alcoa Fujikura
- Leoni Wiring Sys.
- Suleve

Interior equipment

Cockpit, seats, dash-board, air conditioning

- Johnson Controls
- Faurecia
- Continental
- Valeo
- Calsonic Kansei

Propulsion

Power train, exhaust systems, engines

- Borla
- Cortubi
- Honeywell Garett
- Pulsor
- Compponente Auto Topoloveni

Body

Body, roof, glass, doors, lighting etc.

- Autoliv
- BOS
- Hella
- Bosch
- Rolem
- Valeo
- Gean Otomative

Running gear

Suspension, brakes, axles, steering, tyres

- Continental
- Michelin
- Pirelli
- Takata Corporation
- Bega Tehnomet

Production is moving East and more R&D is being carried out by the OEMs and suppliers (e.g. Renault, Infineon, Honeywell, ON Semi).

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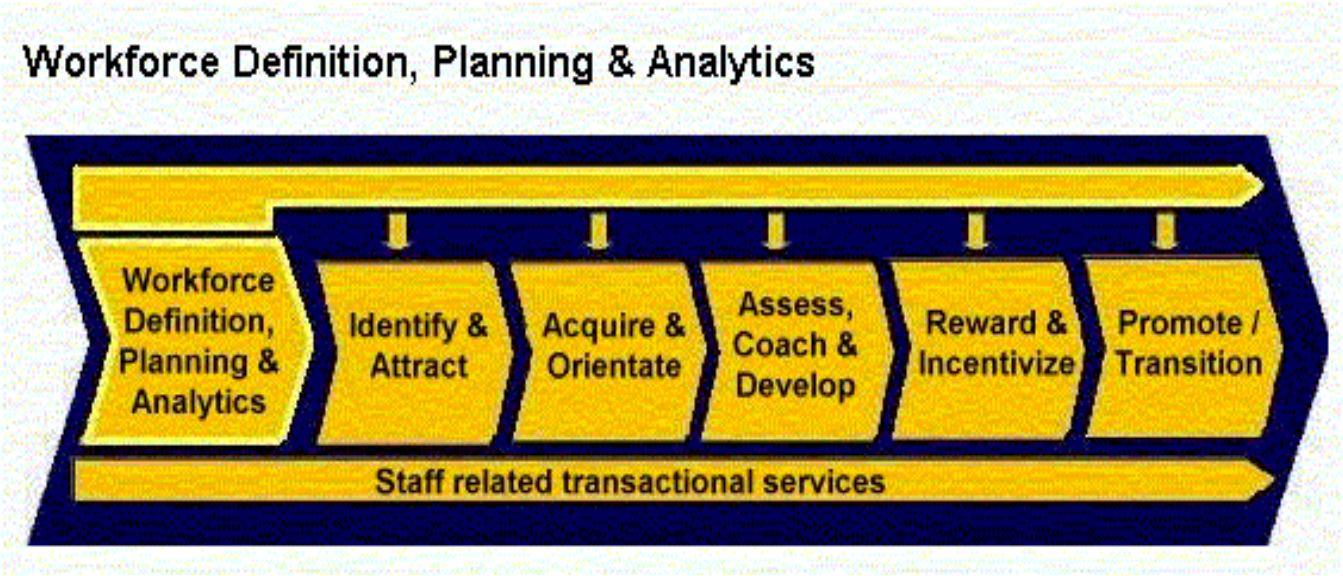
Our people are our capitel: Professional HR processes are necessary



Key Objective:
Strategic planning for all human capital management related processes and issues

Services Include:
Strategic workforce planning
Organizational development
Labor relations managements

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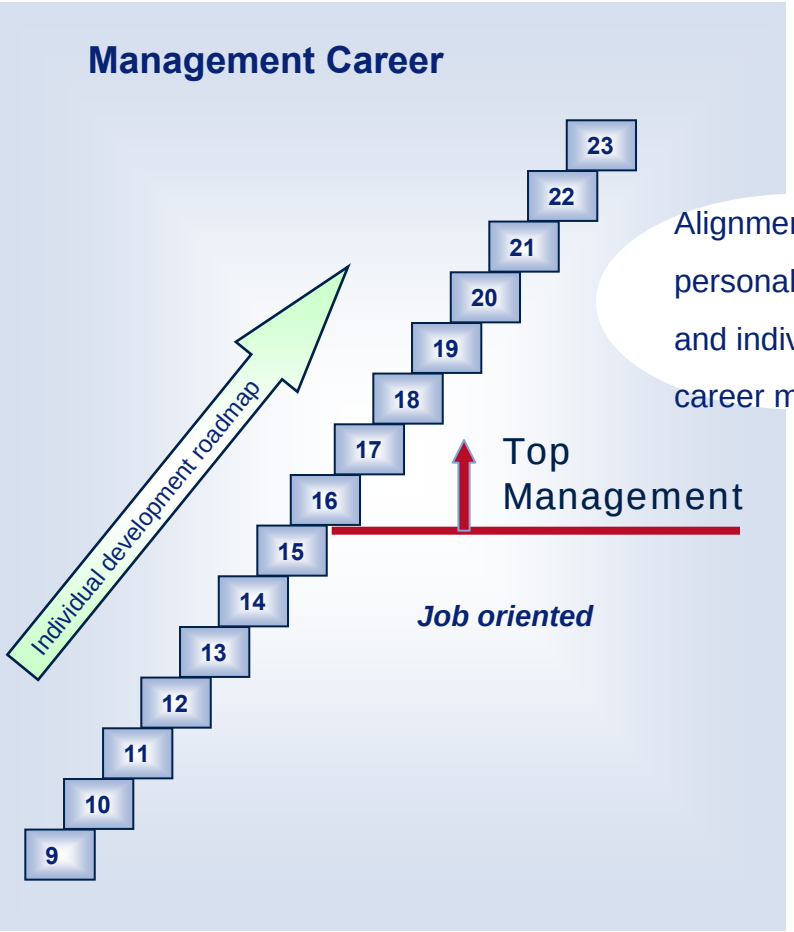
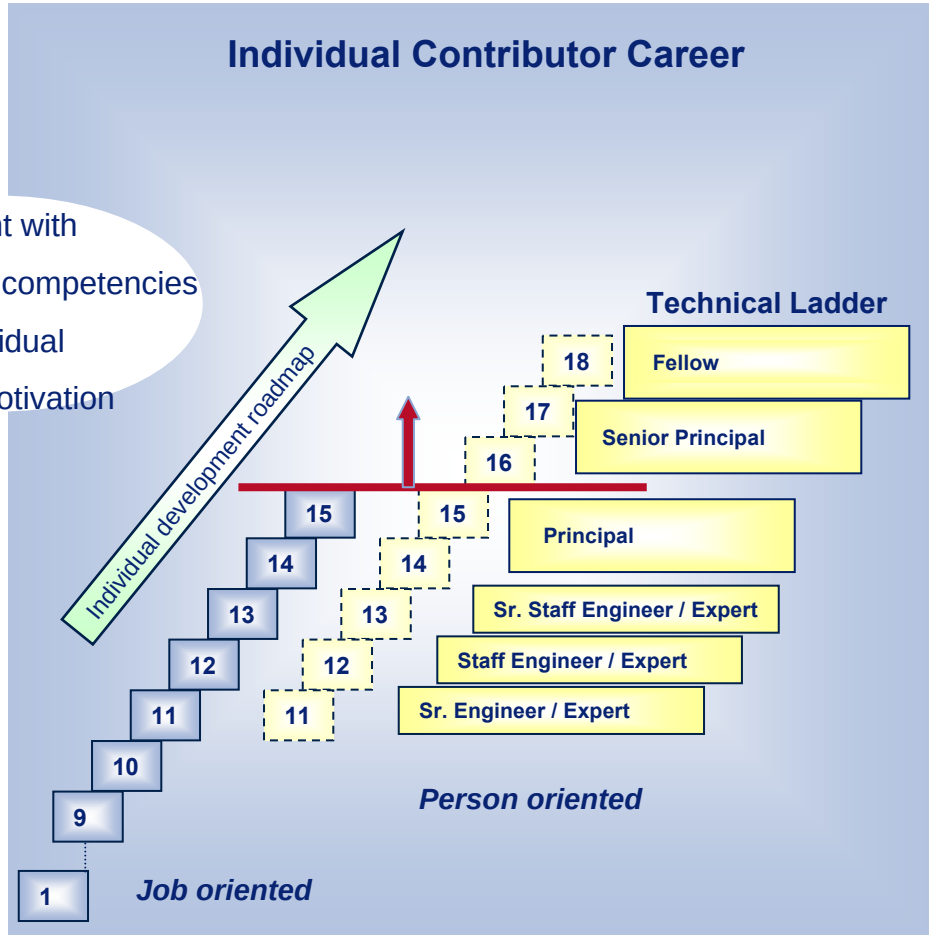
Infineon offers many career paths and invests in the education of their people



Alignment with personal competencies and individual career motivation



For technical experts we are offering a very attractive career path !

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Concepts in Romania to attract the bests

- New concepts in cooperation across Universities – R&D institutes – Industrial partners to develop a strong cooperation platforms and enable a more focused education

Industry can provide leadership and support for Romanian learning system that guides students in making informed career preparation decisions, developing skills and knowledge, and preparing them to compete effectively in a global economy

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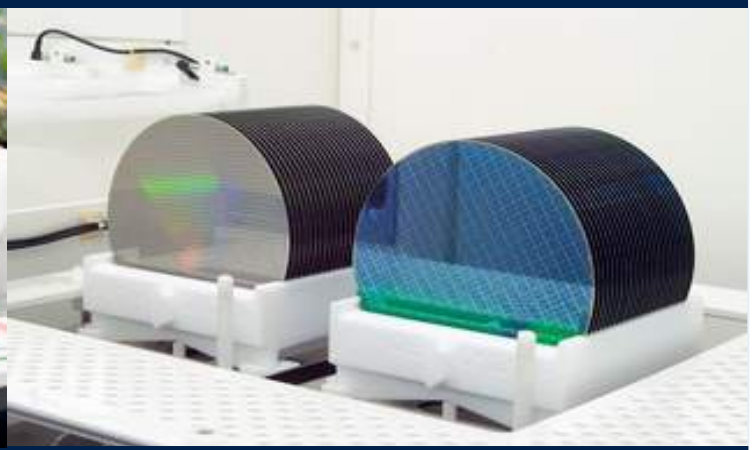
Be an **Innovation Star** – Infineon's common innovation culture

INNOVATION it is all about **PEOPLE** the rest is **TECHNOLOGY**



- **Management Leadership**
- **Technical Ladder Leadership**
- **Employee Attitude**
- **Innovation Culture**
- **Technology & Architectures**
- **Core Competencies**
- **Products & Processes**
- **Business Models**

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Enough?

ENERGY EFFICIENCY
COMMUNICATIONS
SECURITY

Innovative semiconductor solutions for energy efficiency, communications and security.