

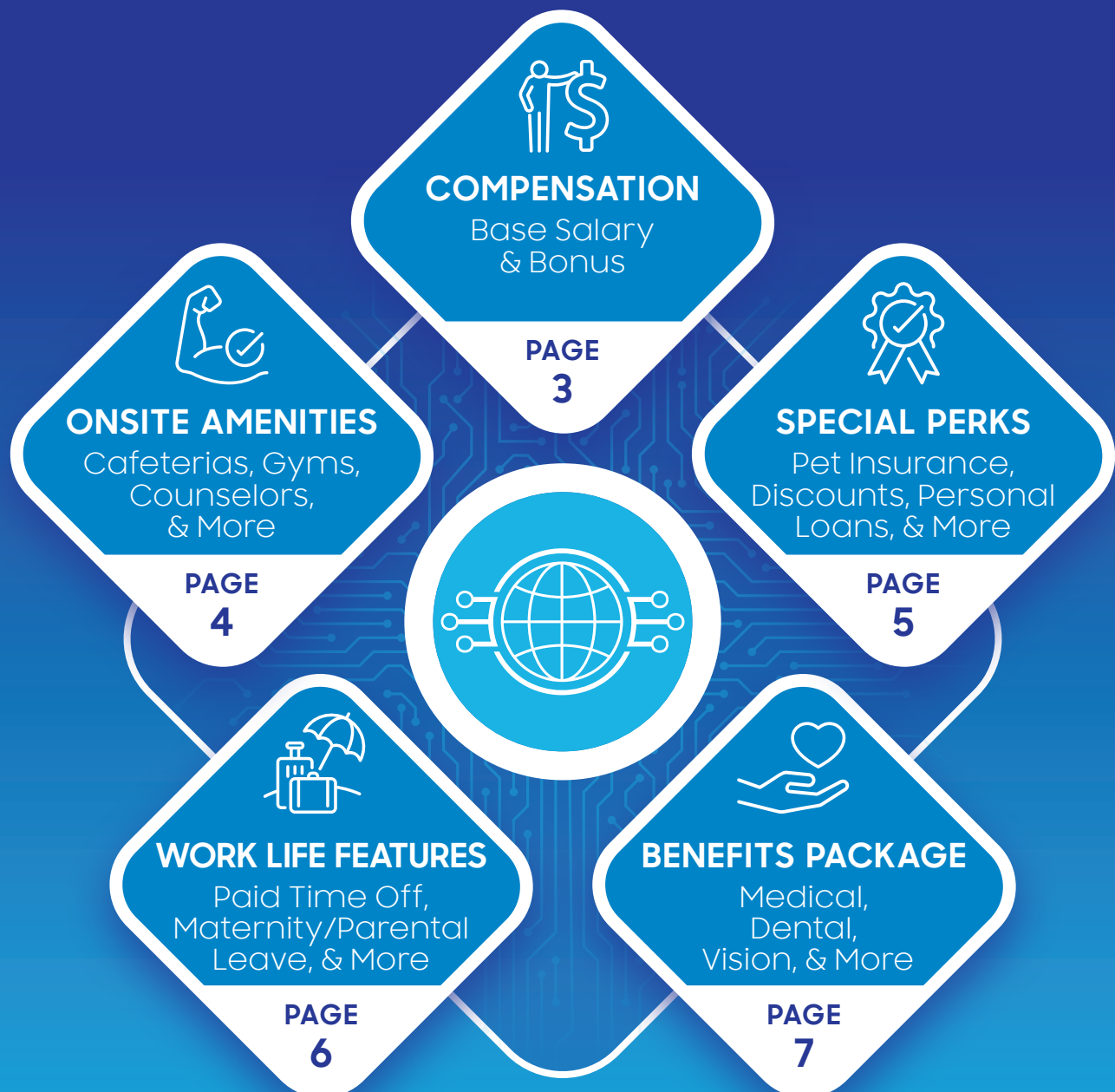


# Welcome to the Samsung Experience

# The Samsung Experience

Thank you for considering Samsung Austin Semiconductor (Samsung)! We know that our employees are the key to our success. Through our values of Integrity, Teamwork, Learning, Family, Quality, Accountability, Customer Focus, and Safety, we are working together to be our best each and every day.

In turn, Samsung is here to support individual employees in being their best. This guide gives you and your family an overview of our benefits and compensation because they are a valuable part of the total rewards package.



# Compensation

At Samsung, your compensation is a core part of your total rewards. Our compensation program is an investment in your talent and serves as a key component of your financial wellness.

Our compensation program is market-competitive, aligns with Samsung core values, and drives results. Our compensation is:

- Externally competitive
- Internally equitable
- Performance- and results-based

There are two key elements of our total compensation (base salary and bonus), each designed to reward your contribution now and in the future.



In addition to your salary and bonus, we also have Award Programs designed to reward you based on specific achievements.

## BASE SALARY

Your annual base salary reflects the market pay level for your role as well as your individual performance.

Your base salary may increase through:



### MERIT INCREASE

Rewards your performance during the year and factors in your position within your salary range



### PROMOTION INCREASE

Recognizes advancing to a higher level role with an increase in scope and responsibilities

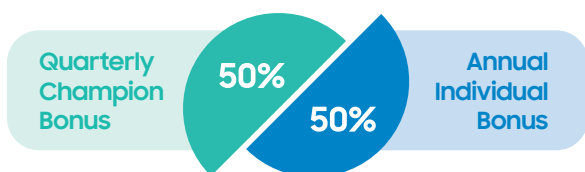


### EQUITY (MARKET) ADJUSTMENT

Aligns your salary closer to the external market (if needed)

## BONUS

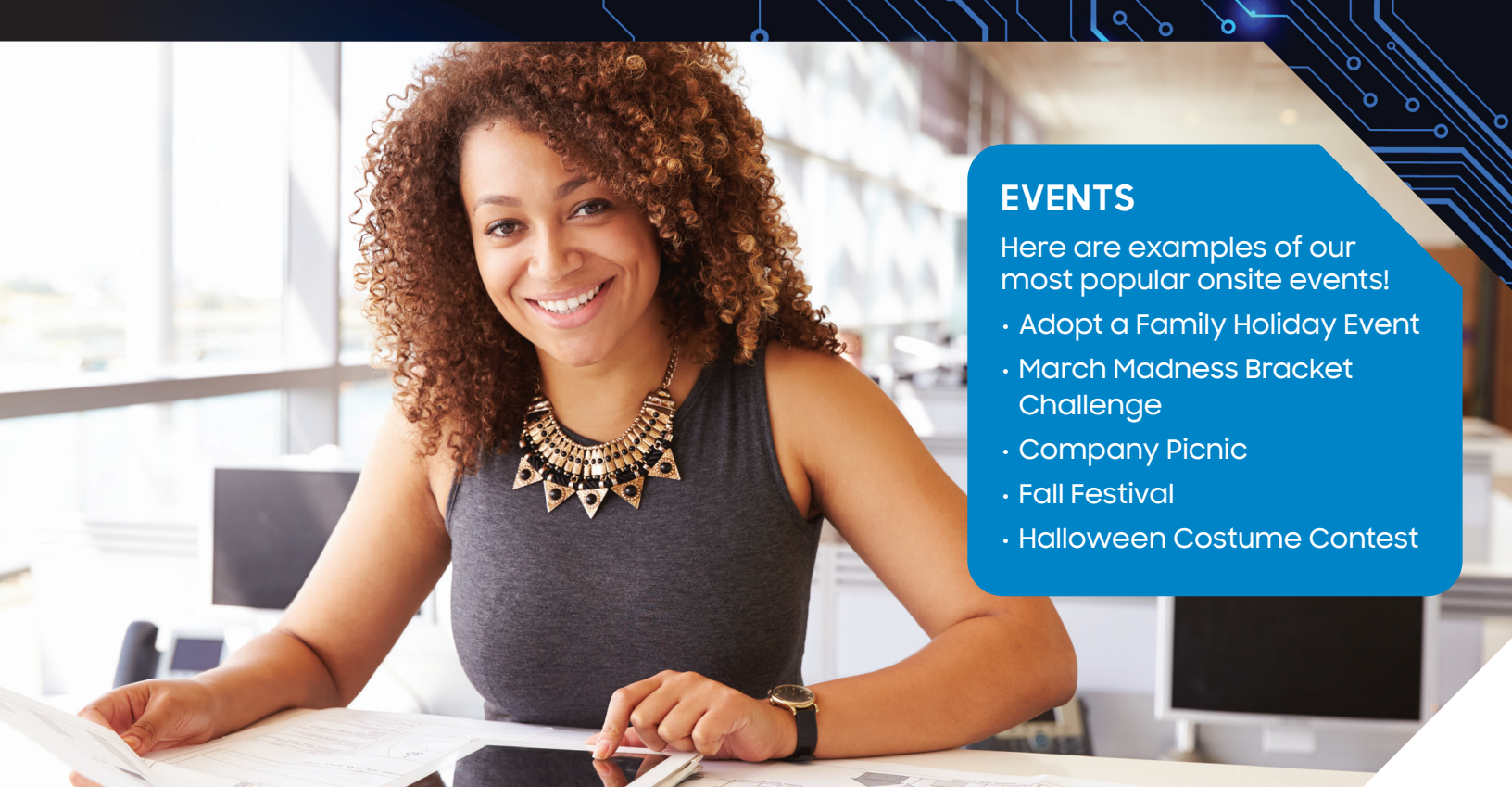
Your target bonus opportunity is expressed as a percentage of your annual base salary. Your actual payout is based on achieving individual or organizational goals.



## ADDITIONAL TYPES OF PAY

- **SHIFT DIFFERENTIAL:** Extra pay for employees for working certain shifts.
- **OVERTIME PAY:** Extra pay for hourly employees working outside their regularly scheduled hours/days.





## EVENTS

Here are examples of our most popular onsite events!

- Adopt a Family Holiday Event
- March Madness Bracket Challenge
- Company Picnic
- Fall Festival
- Halloween Costume Contest

# Onsite Amenities

Samsung is committed to providing a healthy and thriving working environment. Here are some of the onsite amenities you'll have access to.

## CAFETERIAS

Two cafeterias offer breakfast, lunch, and dinner services as well as a full service Seattle's Best Coffee bar

- \$30/month credit to use in the cafeteria
- Up to a \$30/month match credit to use in the cafeteria
- 15% discount on all food and beverages

## SAMSTRONG FITNESS

- **INDOOR:** Two free fitness centers with premier commercial equipment for strength training and cardio, as well as live fitness classes such as yoga; onsite fitness instructors can also develop a personalized exercise program just for you
- **OUTDOOR:** Basketball and tennis courts, soccer fields, frisbee golf, and jogging trail

## COUNSELORS

Free, confidential sessions with onsite licensed counselors that give you a convenient way to talk with a professional about anything on your mind (described on page 14)

## HEALTH SUPPORTS

An array of services to help you keep your health in check

- Occupational Nurses
- Blood Pressure Machines
- Mother's Room

## COMPANY STORE

In the TexSAS store that is open to all employees, you can purchase Samsung apparel, personal accessories, and so much more

## DE-STRESS

Employee Lounge featuring:

- Ping Pong Tables
- Foosball Tables
- Arcade Games

Throughout the facility:

- Pool Tables, Dart Boards, and other recreational activities



In addition to the primary benefit options, Samsung offers a wide range of special perks through vendor partnerships.



## Special Perks

BENEFIT	HIGHLIGHTS
<b>Auto, Home, Renters, and Boat Insurance</b>	Allows you to buy insurance at special group rates
<b>Personal Loan Program</b>	Offers you online, interest installment loans to support you financially if you have a personal hardship
<b>Student Loan Refinancing</b>	Gives you access to refinancing student loan debt at lower interest rates than federal or private loan options (payroll deduction not available)
<b>Identity Protection</b>	Offers proactive identity and credit monitoring, social media reputation monitoring, digital wallet storage, password management solution, \$1,000,000 identity theft insurance policy, and more
<b>Pet Insurance</b>	Gives you the ability to use any veterinarian anywhere—including specialist and emergency providers
<b>Legal Services</b>	Provides services like estate planning, financial matters, family law, and more
<b>Discounts</b>	Gives you discounts on automotive, entertainment, telecommunications, food/drinks, home/garden, sport, fitness, family, and more
<b>College Savings Plan</b>	Provides tax advantaged benefits for higher education costs via a 529 plan
<b>Samsung Discounts</b>	Offers discounts on Samsung products
<b>Business Travel Accident</b>	Automatically provides you global assistance service if you travel for Samsung business
<b>Real Appeal Weight Loss</b>	Free digital weight loss program available to employees and adult dependents
<b>Tutoring Services</b>	A free, convenient, and safe learning experience for you and your family; expert tutors whenever students need them on more than 40 subjects

# Work Life Features

## PAID TIME OFF (PTO)

Samsung believes you should have opportunities to enjoy time away from work to help maintain a healthy work-life balance in addition to 10 paid holidays each year. New hires begin their employment with 40 hours of PTO available in their bank. No PTO will be accrued for the first 7 paychecks since that PTO is granted up front. Beginning on the 8th paycheck, normal accrual will begin. Full-time employees will accrue PTO based on the table to the right. Additional PTO accrued for working a company-observed holiday is not included in the table to the right.

YEARS OF SERVICE COMPLETED	TRADITIONAL SHIFT		COMPRESSED WORK WEEK (CWW)	
	Annual Accrual (hours)	Bi-Weekly Accrual (hours)	Annual Accrual (hours)	Bi-Weekly Accrual (hours)
0-1	160.0	6.15	168.0	6.46
2	170.0	6.54	178.5	6.87
3	180.0	6.92	189.0	7.27
4	190.0	7.31	199.5	7.67
5	200.0	7.69	210.0	8.08
6	210.0	8.08	220.5	8.48
7	220.0	8.46	231.0	8.88
8	230.0	8.85	241.5	9.29
9+	240.0	9.23	252.0	9.69



## LEAVES OF ABSENCE/ BACK-UP CARE BENEFITS

As of your hire date, Samsung offers an array of leaves and back-up care to support you as you care for others at no cost to you.

### MATERNITY LEAVE

- Moms receive 100% of base salary for 10 work weeks following the birth of your child.

### PARENTAL LEAVE

- As a new parent (including birth moms), you can receive 100% of base salary for 6 work weeks because of the birth of a child, adoption of a child, or placement of a child related to foster care.

### BACK-UP DEPENDENT CARE

- If you occasionally need back-up care when your regular daycare, child care, or elder care is not available on short notice, you can take advantage of the back-up dependent care program up to 5 times a year.

## RECOGNITION

Employees are recognized and rewarded for their contributions daily, monthly, and quarterly through the many programs at Samsung. Recognizing years of service, safety, and exceptional efforts continue to make Samsung a great place to work!


In addition, Samsung encourages and rewards employees for patent filings.

## VOLUNTEER/GIVING

**VOLUNTEER EVENTS**—Samsung is committed to providing a healthy and thriving working environment. Employees volunteer in the community with a variety of nonprofits such as Girl Scouts of Central Texas, United Way for Greater Austin, Keep Austin Beautiful, and Breakthrough Austin.

**EMPLOYEE GIVING CAMPAIGN**—The Samsung Employee Giving Campaign provides an opportunity for employees to make a charitable gift to any nonprofit organization of their choice. Employees are able to double their donation to any 501(c)(3) organization of choice with 100% company match up to \$1,000.





Samsung is  
pleased to offer  
you a competitive,  
comprehensive  
benefits package.

# Benefits Package

## ELIGIBILITY

You are a benefits eligible employee on your first day at Samsung if you are:

- A full-time or part-time regular employee; and
- Scheduled to work 30+ hours a week.

You can also enroll your eligible dependents residing in the U.S. (generally legal spouse, common law spouse, qualified domestic partner, and qualified children up to age 26) in the medical, dental, and vision plans you enroll in plus optional life and AD&D plans.

## YOUR BENEFITS AT A GLANCE

### PRIMARY BENEFITS<sup>1</sup>

Medical (including Pharmacy)  
HSA and FSA Accounts  
Dental<sup>2</sup>  
Vision<sup>2</sup>  
Life  
Disability  
401(k)  
Employee Assistance Program (EAP)

### SECONDARY BENEFITS<sup>1</sup>

Critical Illness insurance<sup>1,3</sup>  
Hospital Indemnity insurance<sup>1,3</sup>  
Accident insurance<sup>1</sup>

<sup>1</sup> You must enroll in these benefits during your initial 30-day enrollment period as a new hire or Open Enrollment.

<sup>2</sup> If you enroll in a Samsung medical plan, you'll automatically receive a base level of these benefits.

<sup>3</sup> If you enroll in either Samsung HSA medical plan, you will automatically receive these benefits.

MEDICAL

Medical Costs

**Base vs. Buy-Up**

If you elect a Samsung medical plan, you automatically receive coverage for base dental and base vision coverage at no additional cost. You can elect buy-up coverage for an additional premium.

MEDICAL PLAN	COVERAGE LEVEL	BI-WEEKLY PREMIUM
Base HSA Plan (HDHP) UnitedHealthcare	Employee (EE) Only EE +Spouse EE + Child(ren) EE + Family	\$0.00 \$13.00 \$11.00 \$16.00
Buy Up HSA Plan (HDHP) UnitedHealthcare	Employee (EE) Only EE +Spouse EE + Child(ren) EE + Family	\$10.00 \$24.00 \$19.00 \$35.00
Choice Plus Copay Plan (PPO) UnitedHealthcare	Employee (EE) Only EE +Spouse EE + Child(ren) EE + Family	\$20.00 \$48.00 \$46.00 \$70.00

How the Plans Compare

Here's how each plan covers the most core services and prescription drugs. Each plan also covers diagnostic lab tests/X-rays, urgent care, hospital care, emergency room visits, mail order drugs, and much more.

	BASE HSA PLAN (HDHP)		BUY UP HSA PLAN (HDHP)		CHOICE PLUS COPAY PLAN (PPO)	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible	\$2,000 Individual / \$4,000 Family (Medical and RX combined)		\$1,500 Individual / \$3,000 Family (Medical and RX combined)		\$250 Individual \$750 Family	\$300 Individual \$900 Family
Coinsurance %	20% After Deductible	50% After Deductible	20% After Deductible	50% After Deductible	10% After Deductible	30% After Deductible
Annual Out-of-Pocket Maximum	\$4,000 Individual \$8,000 Family	\$8,000 Individual \$16,000 Family	\$3,000 Individual \$6,000 Family	\$6,000 Individual \$12,000 Family	\$3,000 Individual \$9,000 Family	\$5,000 Individual \$15,000 Family
Preventive Care including related lab tests & X-rays (PCP only) <sup>1</sup>	Covered at 100%	50% After Deductible	Covered at 100%	50% After Deductible	Covered at 100%	30% After Deductible
PCP Office Visit & Telemedicine Visits	20% After Deductible	50% After Deductible	20% After Deductible	50% After Deductible	\$20 Copay	30% After Deductible
Specialist Office Visits	20% After Deductible	50% After Deductible	20% After Deductible	50% After Deductible	\$35 Copay	30% After Deductible
Retail Prescription Drugs (30-day supply)	Tier 1: \$10 copay Tier 2: \$30 copay Tier 3: \$50 copay (after deductible)	30% After Deductible	Tier 1: \$10 copay Tier 2: \$30 copay Tier 3: \$50 copay (after deductible)	30% After Deductible	Tier 1: \$10 copay Tier 2: \$30 copay Tier 3: \$50 copay	30% After \$50 Deductible
Critical Illness and Hospital Indemnity	Coverage included through MetLife					N/A

<sup>1</sup> Must follow Preventive Care Guidelines.



## HEALTH & DEPENDENT ACCOUNTS

These accounts give you the opportunity to set aside money on a pre-tax basis and use it—tax free—to pay for eligible expenses.



	HSA	LIMITED PURPOSE HEALTH CARE FSA	HEALTH CARE FSA	DEPENDENT CARE FSA
About the Plan	If you participate in an HSA medical plan, an HSA allows you to use tax-free dollars to pay for medical, dental, vision, and prescription expenses	A great option if you chose to participate in an HSA medical plan and want to have even more tax-free dollars available for dental or vision expenses	A Health Care FSA allows you to use tax-free dollars to pay for medical, dental, vision, and prescription expenses	A tax-free option to pay for eligible child or elder daycare expenses
Contributions	Total contributions (you + Samsung) are up to \$3,650 if single coverage or up to \$7,300 if family coverage + \$1,000 if age 55+*	You can contribute between \$200 and \$2,700	You can contribute between \$200 and \$2,700	You can contribute between \$200 and \$5,000 (or up to \$2,500 if married filing separate)

The HSA is a special feature of the HSA Medical Plans.

### 6 HSA Advantages

Here are six advantages of an HSA:

- 1. Samsung Contributions.** Samsung contributes into your HSA each pay period.
- 2. Flexibility.** Any money you don't use by the end of the calendar year rolls over into the next year and earns interest.
- 3. Triple Tax Savings\*.** There are no taxes on the money you (or Samsung) put in your account, no taxes on the interest or investment returns your account earns, and no taxes on the money you spend on eligible expenses.
- 4. Control.** You decide how much to put in your account (based on IRS limits) and when to spend or save the money in your account.
- 5. Portability.** The account is yours, your balance rolls over year-to-year, and you keep it even after you no longer work at Samsung.
- 6. Growth Potential.** When your HSA balance reaches \$500, you can invest your balance to earn even more.

\* HSA contributions and earnings are not subject to federal taxes or state taxes (in most states).



## DENTAL

Samsung offers you two dental plan options through the UHC PPO network:

- Base Dental Plan
- Buy-Up Dental Plan

If you are enrolled in a Samsung medical plan, you and any eligible dependents will automatically be enrolled in our base dental plan at no additional charge and you can elect buy-up coverage. The same dependents you enroll in medical coverage are automatically enrolled in your dental coverage.



### Buy-Up Dental and Vision Costs

PLAN TYPE	PLAN	COVERAGE LEVEL	BI-WEEKLY PREMIUM
DENTAL	Buy-Up Dental Plan UnitedHealthcare	Employee (EE) Only EE +Spouse EE + Child(ren) EE + Family	\$5.00 \$13.00 \$10.00 \$19.00
VISION	Buy-Up Vision Plan VSP	Employee (EE) Only EE +Spouse EE + Child(ren) EE + Family	\$5.00 \$13.00 \$10.00 \$19.00



## VISION

Samsung offers you two vision plan options through the VSP PPO network:

- Base Vision Plan
- Buy-Up Vision Plan

If you are enrolled in a Samsung medical plan, you and any eligible dependents will automatically be enrolled in our base vision plan at no additional charge and you can elect buy-up coverage. The same dependents you enroll in medical coverage are automatically enrolled in your vision coverage.





# LIFE

Samsung offers you an array of life insurance options.

## Life Insurance

As an employee, you and your eligible dependents automatically receive a base level of life insurance coverage at no cost to you. You can choose additional optional coverage for yourself as well as additional optional coverage for your eligible family members if you choose optional coverage for yourself. Life insurance pays benefits if you or your covered family members die while you're covered.

## Accidental Death & Dismemberment (AD&D) Insurance

As an employee, you automatically receive a base level of AD&D coverage at no cost. You can choose additional optional coverage for yourself and coverage for your eligible family members if you choose optional coverage for yourself. AD&D coverage gives you or a covered family member extra financial protection if you die or suffer a loss of a limb as a result of bodily injury from an accident. It pays benefits in addition to the life insurance you have. If dismembered, the plan pays a percentage of the death benefit for a covered disabling injury such as loss of eyesight or a limb.

Here's a summary of your options:

BENEFIT	WHO'S COVERED	BASIC (company provided)	OPTIONAL
Life Insurance	You	2x your base annual earnings up to \$500,000	Up to 8x your annual base earnings (up to \$1.5M)
	Your Spouse or Domestic Partner	\$10,000	Up to \$250,000 in \$10,000 increments (but not more than your employee optional life insurance coverage)
	Your Eligible Child(ren)	\$5,000 for each child	\$5,000 or \$10,000 for each dependent up to age 26
Accidental Death & Dismemberment (AD&D) Insurance	You	2x your base annual earnings up to \$500,000	Up to 8x your annual base earnings (up to \$1.5M)
	Your Family	N/A	% of employee optional AD&D coverage: <ul style="list-style-type: none"> <li>Spouse or domestic partner and children: 50% (spouse or DP) and 10% (child)</li> <li>Spouse or domestic partner only: 60%</li> <li>Child(ren) only: 15%</li> </ul>
Universal Life Insurance (with accelerated benefit for chronic conditions)	You	N/A	\$20,000, \$40,000, \$60,000, \$80,000, or \$100,000
	Your Spouse	N/A	\$10,000, \$20,000, or \$30,000

DISABILITY

Samsung provides disability coverage at no cost to you. If you are out of work for an extended period of time due to a disabling injury or illness, disability insurance is designed to replace a portion of your income and maintain your lifestyle.

Short-Term Disability (STD)

If you are unable to work for more than 7 consecutive calendar days because of a non-work-related injury or illness (including pregnancy), you may be eligible for STD benefits. The plan pays these benefits based on your length of service with Samsung:

SERVICE	NUMBER OF WEEKS	BENEFIT
0 to 90 days	0	None
91 days to less than 1 year	up to 6	66.67% of weekly earnings
1 year but less than 2 years	up to 13	66.67% of weekly earnings
2 years but less than 5 years	up to 26	75% of weekly earnings up to 13 <sup>th</sup> week and then at 66.67% of weekly earnings up to 26 <sup>th</sup> week
5+ years	up to 26	75% of weekly earnings

Long-Term Disability (LTD)

Samsung provides LTD coverage at no cost to you. If you are unable to work for 180 consecutive calendar days, you may be eligible for LTD benefits. The plan pays a benefit of 60% of your monthly base earnings up to \$15,000. You will continue to receive LTD benefits as long as you continue to be disabled—up until you reach Social Security Normal Retirement Age.





## 401(K)

Saving today for tomorrow is one of the smartest moves you can make. That's why Samsung offers you a generous, competitive, and flexible 401(k) Plan through Fidelity for your financial well-being.



Here's how the 401(k) Plan works:



### YOU CONTRIBUTE

You can contribute up to 80% of your annual salary up to \$20,500\*—either pre-tax or after-tax (Roth) as noted below—and you're responsible to make sure you don't overcontribute.

If you're age 50 or older, you may make an additional "catch up" contribution (up to \$6,500\* a year).

In addition to contributing to your 401(k) Plan account on a pre-tax basis, you can designate some or all of your contributions to be after-tax Roth 401(k) contributions. While your combined pre-tax and after-tax contributions are subject to the IRS annual contribution limits, the Roth after-tax option provides you another way to save for the future. Qualified distributions of any Roth portion of your account are tax-free when you receive them.

### SAMSUNG CONTRIBUTES

Samsung matches 100% of the first 3% you contribute, and 50% of the next 3% you contribute (applies to pre-tax or after-tax, but not both).

You can transfer/rollover previous accounts to Fidelity (after you receive your first paycheck).

If you reach your 401(k) contribution limits before the end of the year, Samsung will no longer contribute.

### MONEY GROWS

You invest your money in the plan funds you choose, and your account grows tax free.

If you invest it pre-tax, you delay paying taxes on the money until you take it out. If you invest it after-tax, you'll have already paid taxes on the contributions so your distribution is tax free.

In general, penalties apply if you take it out before you reach retirement age.

\*2022 IRS limits

# EMPLOYEE ASSISTANCE PROGRAM (EAP)

Samsung provides you an EAP for you and any of the family members in your household at no cost to you.

You can seek assistance for:

- Depression, stress, and anxiety
- Relationship difficulties
- Child and elder care support
- Substance abuse and recovery
- Eating disorders
- Financial advisors
- Legal advice

CONFIDENTIAL, FREE OPTIONS		
TRADITIONAL EAP For You & Your Family		WORKSITE EAP For You As An Employee
In-Person	Virtual	At Worksite
<ul style="list-style-type: none"><li>• Ten, 30- to 60-minute sessions per person, per issue, per year (with prior authorization)</li><li>• Any combination of in-person and virtual</li></ul>		<ul style="list-style-type: none"><li>• Unlimited 30- to 60-minute, in-person, onsite sessions</li></ul>

The free onsite EAP sessions are a special service that Samsung offers. They offer you a convenient way to talk with a professional about anything on your mind.



## This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.





*This Benefits Guide is intended to provide a general level overview of the Samsung Total Rewards Package. Samsung reserves the right to modify, change, or discontinue any plans, programs, or benefits at its sole discretion, at any time with or without notice. The benefits Summary Plan Descriptions (SPDs) are the governing documents for Samsung benefit plans and provide details. The SPDs and Summaries of Benefits and Coverage (SBCs) are available online through the benefitsolver enrollment site.*

**SAMSUNG**  
**AUSTIN SEMICONDUCTOR**