

**SAMSUNG**

# **CORPORATE RESPONSIBILITY REPORT**

**20  
24**



PEOPLE | SOCIAL | GOVERNANCE



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# 01 Introduction

**In 2024, Samsung Austin Semiconductor focused on transformation and innovation to maintain its competitive edge in this dynamic industry.**

Despite the challenges presented by the market, Samsung Austin Semiconductor's dedicated employees, contractors, vendors and community partners united to create a vibrant vision for the future of semiconductors made here in Texas.

Samsung Austin Semiconductor's motto for 2024 was a continuation of its 2023 message of "Together We Will"—a call to action to reach a collective goal by working across the Austin and Taylor sites.

Samsung Austin Semiconductor's commitment to corporate responsibility remained strong as it invested in building a talented workforce and forged partnerships with organizations that empower young minds and uplift underserved communities in Central Texas.



The remarkable contributions and unwavering support from its employees and partners allowed Samsung Austin Semiconductor to achieve significant milestones in 2024, including the U.S. Department of Commerce's CHIPS Direct Funding Agreement awarding a maximum of \$4.745 billion. The award will enhance Samsung's record investment and fuel innovation while transforming the town of Taylor, Texas into an expansive hub of leading edge semiconductor manufacturing.

To showcase the Taylor campus, at the beginning of 2024, Samsung Austin Semiconductor participated in the Consumer Electronics Show in Las Vegas as part of the Samsung Semiconductor Technology Showcase.

Samsung Austin Semiconductor extended its roots in Central Texas by actively engaging the local community through volunteer programs and philanthropic efforts. By investing in professional growth for its employees, it is investing in the future of Samsung Austin Semiconductor.

As the company looks forward, Samsung Austin Semiconductor wants to recognize all the impactful achievements that are driving meaningful change within the company and the community.

**Samsung Austin Semiconductor appreciates the continued support and partnership on this exciting journey.**





# 02

## BY THE Numbers

**\$19.8B**  
ECONOMIC IMPACT  
IN 2024  
(Austin and  
Taylor campuses)

**\$7M** IN  
CORPORATE  
GIVING

**8,821**  
VOLUNTEER  
HOURS

**4,500**  
EMPLOYEES

**\$613,000**  
EMPLOYEE  
GIVING



03

# CHIPS Act





# CHIPS Act

In December of 2024, Samsung Electronics was awarded up to \$4.745 billion in direct funding under the CHIPS Incentives Program's Funding Opportunity for Commercial Fabrication facilities.

The award follows the preliminary announcement made at Samsung's new location in Taylor, Texas on April 15, 2024 which included hundreds of guests including Gina Raimondo, then-Secretary of Commerce, and many elected officials from the local and state level.



This historic investment will bring thousands of high-paying jobs to our state, boost the economy and strengthen our national security for years to come.

I'm proud to have played a role in this pivotal moment and am confident Samsung's work here will leave behind a better America – and a better world – for future generations.

– Rep. Michael McCaul  
Chairman  
U.S. House Foreign Affairs Committee

SUPPORT  
THE CREATION OF  
**12,000**  
CONSTRUCTION  
JOBS





This funding will support Samsung's investment of more than \$37 billion in the coming years to turn its existing presence in Central Texas into a comprehensive ecosystem for the development and production of chips in the United States, including two new leading-edge logic fabs and a research and development fab in Taylor, as well as an expansion to its existing Austin facility.

The size and scope of the investment demonstrates Samsung's ongoing commitment to the United States, where it has been manufacturing since 1996.

**3,500+**  
MANUFACTURING  
JOBS WITHIN THE NEXT  
FIVE YEARS





# 04Economic Impact

In 2024, Samsung’s Austin and Taylor campuses pumped \$19.8 billion into Central Texas. The campuses supported 38,498 jobs in the area along with \$2.6 billion in workers’ salaries.

Due to market conditions, the semiconductor manufacturing industry remained soft resulting in a decrease in overall spending at both the Austin and Taylor campuses. This is reflected in the \$7 billion decrease in the company’s economic impact in 2024 compared to 2023.

[Click here to download the full report.](#)

	AUSTIN CAMPUS	TAYLOR CAMPUS		COMBINED TOTAL IMPACT
	OPERATIONS IMPACT	CONSTRUCTION IMPACT	OPERATIONS IMPACT	
ECONOMIC OUTPUT				
Direct	\$6.12B	\$3.82B	\$103.12M	\$10.04B
Indirect & induced	\$4.84B	\$4.79B	\$81.66M	\$9.72B
Total	\$10.96B	8.61B	\$184.78B	\$19.76B
EMPLOYMENT				
Direct	4,907	8,868	1,110	14,885
Indirect & induced	11,291	9,768	2,554	23,613
Total	16,198	18,636	3,664	38,498
SALARIES				
Direct	\$519.66M	\$836.76M	\$103.12M	\$1.46B
Indirect & induced	\$375.40M	\$728.40M	\$74.50M	\$1.18B
Total	\$895.07M	\$1.56B	\$177.62M	\$2.64B
REVENUES FOR LOCAL GOVERNMENTS				
Total	\$211.63M	\$4.88M	\$3.95M	\$220.47M



# Awards & Recognition

Samsung Austin Semiconductor firmly upholds its commitment to sustain an environment that promotes growth and prosperity. The recognition it receives emphasizes its dedication to its employees and the Central Texas community.

**AUSTIN MAYOR'S HEALTH  
AND WELL BEING COUNCIL**  
Moving the Needle Workplace Award

**AUSTIN GIVES AWARDS**  
Generous Business Award  
– Community Leader Finalist  
  
Volunteer of the Year Finalist  
– Bobbi Black,  
Samsung Austin Semiconductor employee

**BEST PLACE FOR  
WORKING PARENTS**



**GREATER AUSTIN  
BUSINESS AWARDS**  
Hire Local Champion Award

**GREATER AUSTIN ASIAN  
CHAMBER OF COMMERCE**  
Business of the Year Award

**BEST WORKPLACE  
FOR COMMUTERS**

**AUSTIN REGIONAL  
MANUFACTURERS ASSOCIATION**  
Company of the Year Finalist

**SKILLPOINT ALLIANCE**  
Top Superhost  
Volunteer Award

**HIRE VETS GOLD  
MEDALLION AWARD**







# Investing in Our Communities



“Our mission is to make a meaningful difference to the Central Texas community by thoughtfully investing our people and resources.”

– Michele Glaze | Director  
Communications and Community Affairs

Samsung Austin Semiconductor’s commitment to the communities it calls home extends beyond its fab walls. The company takes its role as a corporate citizen seriously and being a good corporate citizen is about co-prosperity.

In 2024, through its philanthropic initiatives, Samsung Austin Semiconductor supported more than 60 community organizations in Central Texas with more than \$7 million in support.

To recognize and celebrate all the amazing work these community partners do, Samsung Austin Semiconductor hosted ‘Friend-Chip’ events in Austin and Taylor.





## IMPACT OF OUR GIVING

In collaboration with civic and community organizations, Samsung Austin Semiconductor is tackling the needs of its local community with an emphasis in the Austin, Manor and Taylor areas. The company's efforts have focused on various areas, including improving access to food, mental health support for teachers and closing the gap in STEM readiness.

### MANOR ISD

With Samsung's Austin campus in the Manor Independent School District, it is committed to empowering their scholars with the help of Manor Schoolhouse Foundation and Manor Whole Child.

During the 2024 holiday season, Samsung Austin Semiconductor employees adopted 44 families, making the holidays brighter for 143 Manor ISD children. With the help of its sponsorship, Manor Schoolhouse Foundation awarded innovation grants to educators who are implementing exciting and new programs to keep their students engaged and inspired.

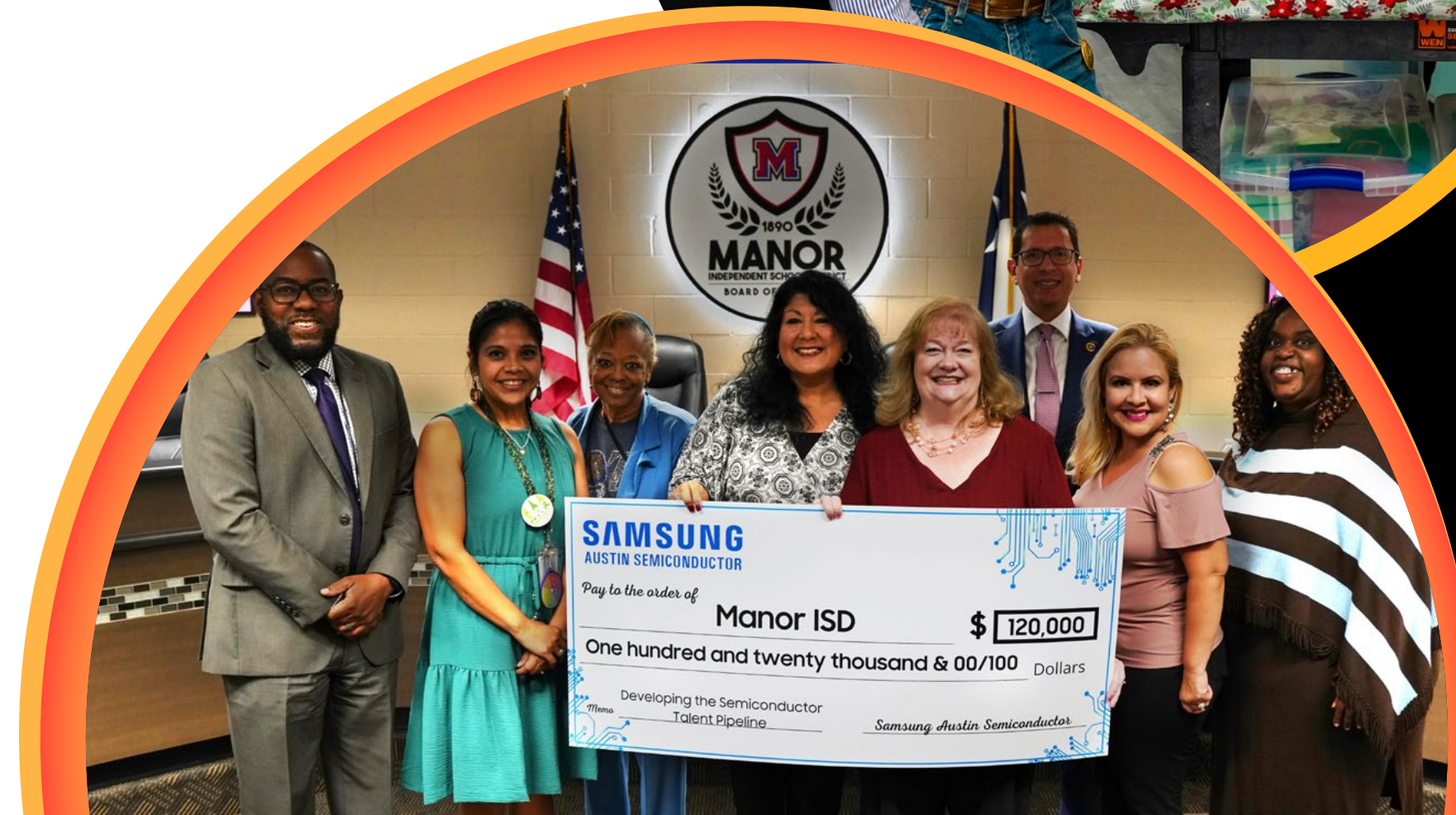
“We're looking to develop our students to be science innovators to help our community grow.”

– Djeanne Cocjin  
Science Teacher | Manor Excel Academy



### GIRL SCOUTS OF CENTRAL TEXAS

One of Samsung Austin Semiconductor's favorite events to sponsor every year is the Samsung STEM Challenge hosted by the Girl Scouts of Central Texas. Its support helped cover the cost of membership dues for about 2,700 Girl Scouts who otherwise could not afford to participate.







## ROUND ROCK EXPRESS AND THE NOLAN RYAN FOUNDATION

For the first time ever, Samsung Austin Semiconductor joined forces with the Round Rock Express Minor League Baseball team and the Nolan Ryan Foundation to support Community ISD Nights.



Georgetown ISD: Dr. Devin Padavil



Round Rock ISD: Dr. Hafeedh Azaiez



Pflugerville ISD: Dr. Quintin Shepherd



Manor ISD: Dr. Robert Sormani



As part of its support for area educators and students, the school nights included the donation of hundreds of tickets to Taylor, Manor, Round Rock, Hutto, Pflugerville and Georgetown Independent School Districts. To further enhance its impact, each school district received a special fundraising code, with a portion of proceeds going to the school district. District superintendents kicked off their night with a first pitch!



Hutto ISD: Jeni Neatherlin



Taylor ISD: Dr. Jennifer Garcia-Edwardsen



# GREAT PEOPLE SUPPORTING GREAT CAUSES

Samsung Austin Semiconductor is all about community—inside and outside its gates. As part of its #WeChipIn efforts, the company encourages employees to volunteer and give back to the organizations that matter to them.



**\$136K**  
COMPANY MATCH

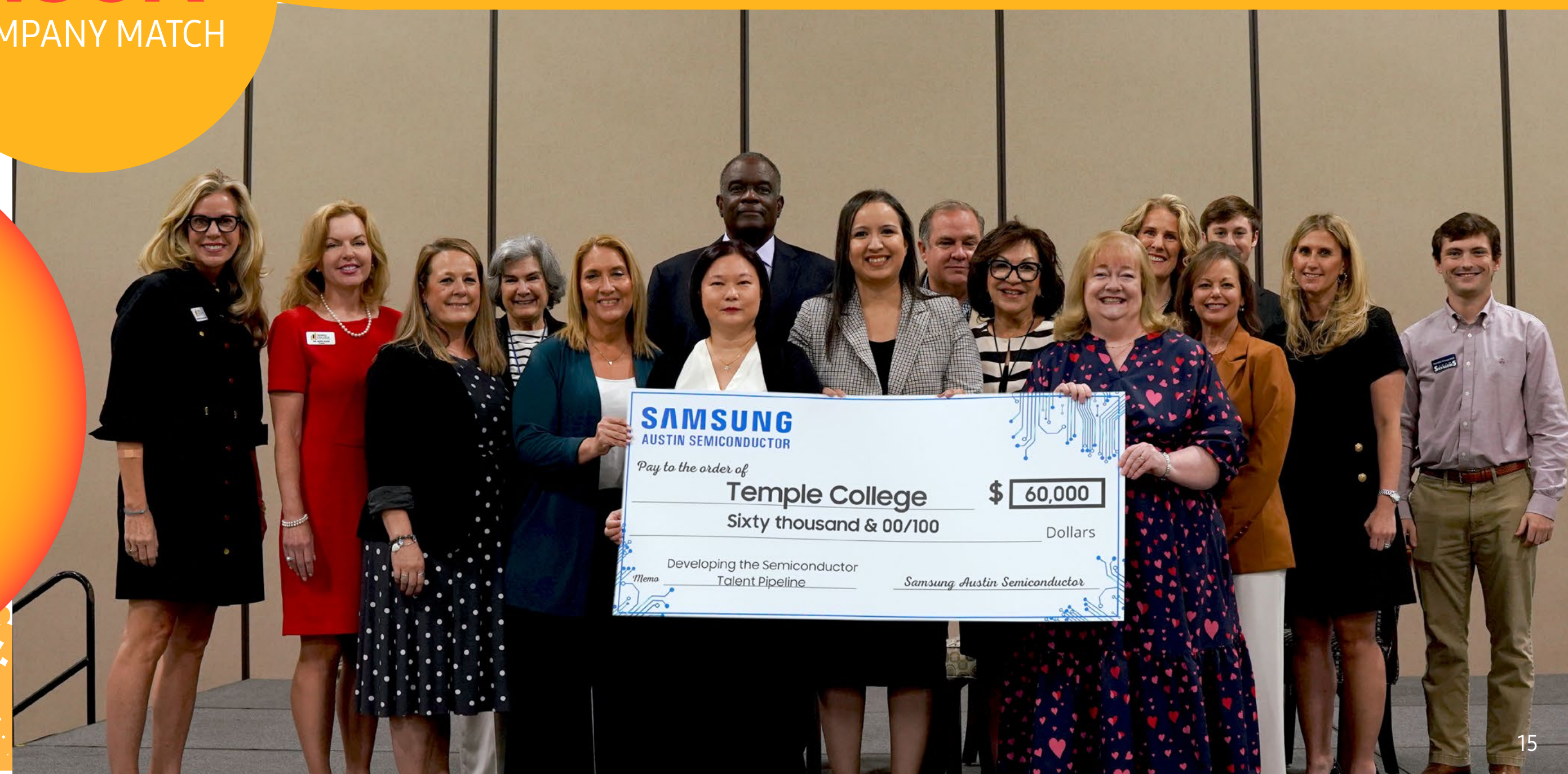
## DONATING MADE EASIER

In 2024, Samsung Austin Semiconductor made it even easier for its employees to give back through tap-to-donate kiosks. All employees have to do is tap the kiosk with their badge and \$1 is automatically deducted from their paycheck and donated to the monthly organization. The kiosks are located near building entrances, making them accessible for employees to donate with a tap as they come and go through the doors.

**8,821**  
TOTAL  
VOLUNTEER  
HOURS

EACH EMPLOYEE  
RECEIVES  
**16 HOURS**  
OF VOLUNTEER TIME  
OFF EACH YEAR

**\$474K**  
DONATED BY  
EMPLOYEES TO  
ORGANIZATIONS

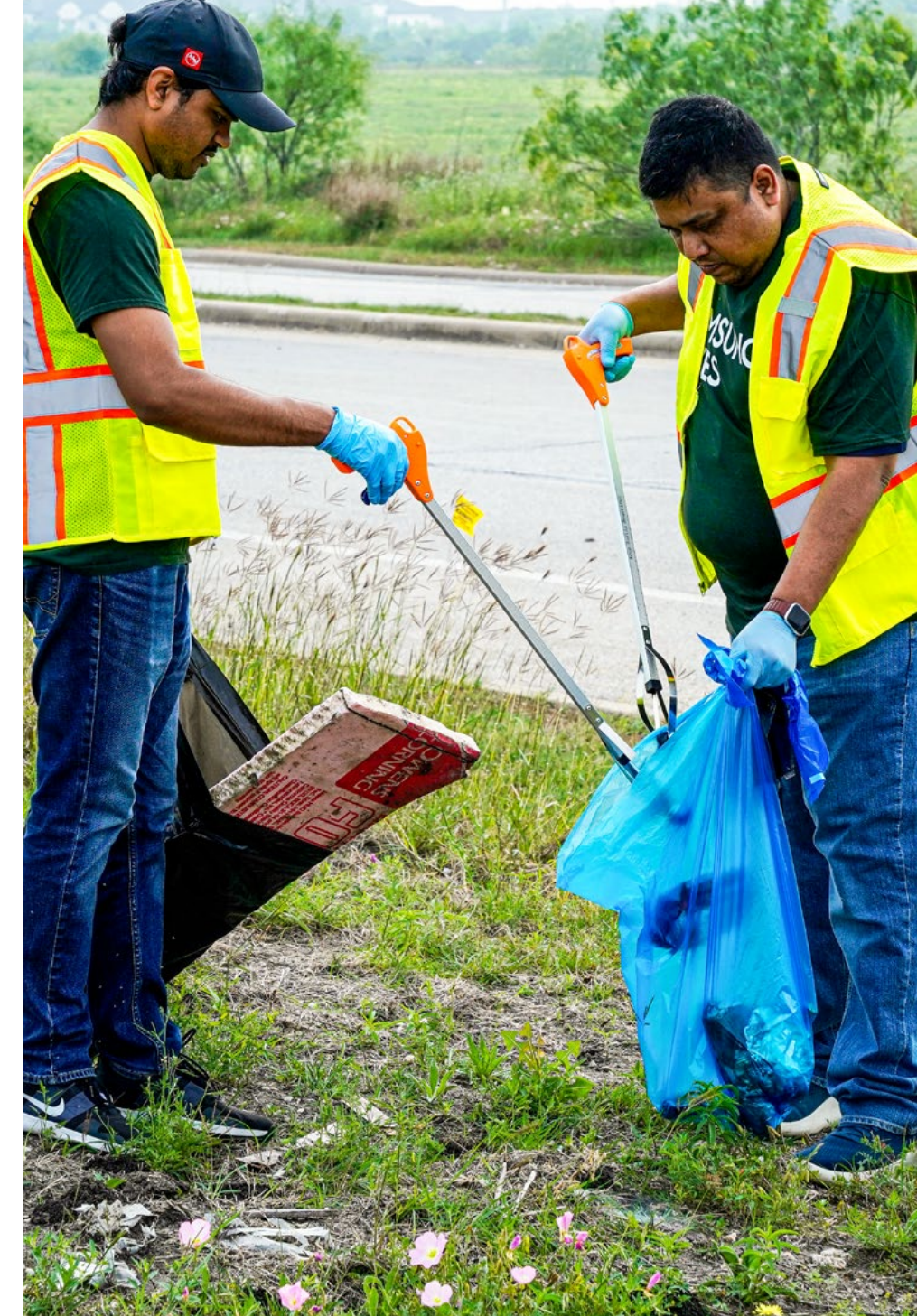






**#WECHIPIN**

From Keep Austin Beautiful Day to the Texas Mamma Jamma Ride, Samsung Austin Semiconductor employees always bring the energy and commitment when it comes to showing support for the community.



## KEEP AUSTIN BEAUTIFUL

As the presenting sponsor of the city-wide clean-up event since 2014, Samsung Austin Semiconductor always looks forward to this day to help beautify Austin. Dozens of employees donned their safety vest and gloves to pick up litter along Samsung Boulevard.

**Samsung Austin Semiconductor employees collected 40 bags of trash!**

## TEXAS MAMMA JAMMA RIDE

After months of fundraising, Samsung Austin Semiconductor's team of 28 riders blew past its goal of \$25,000 and crossed the finish line with \$29,060 raised for the Texas Mamma Jamma Ride. The event raises money to support the Big Pink Bus which provides mobile mammograms to underserved communities in Central Texas.

As a Platinum sponsor of the event, Samsung Austin Semiconductor amplified its employees' fundraising by offering a 2-to-1 match. Employee and breast cancer survivor, Bobbi Black, raised the most money in the individual category with \$9,837 raised.





## TAYLOR ISD

Taylor Independent School District expanded access to advanced curriculum for more students in 2024. As the new career and technical education (CTE) center is being built, the district is preparing its students and families to determine if a program in CTE is a good choice for their family.



## BOYS AND GIRLS CLUB OF EAST WILLIAMSON COUNTY

Samsung Austin Semiconductor's donation helps support staffing costs associated with Educational Programming provided at the Boys & Girls Club of East Williamson County (BGCEWC). In assessing current after school attendees, the nonprofit determined all students were able to advance to their next respective grade level at the end of the 2024 school year, which is a primary objective of the club.



## COLORADO RIVER ALLIANCE

Samsung Austin Semiconductor's partnership with the Colorado River Alliance helps educate area youth about sustainable use of water resources and the protection and conservation of the Colorado River—a river that provides drinking water for millions of people.

With Samsung Austin Semiconductor's assistance, Colorado River Alliance staff and volunteers provided 1,595 middle school students, including Manor Middle School, with 4,134 hours of hands-on education to facilitate critical-thinking and encourage the use of scientific techniques that also equip them with tools and understanding to steward water resources. Additionally, 1,146 community members visited the Mobile River and learned the source of their water during a community event.



## IN THE COMMUNITY

The impact of Samsung Austin Semiconductor's community engagement is significant. By actively participating in community events, the company fosters a sense of belonging and strengthens the bonds within the community.

In Taylor, Samsung Austin Semiconductor actively engages with its direct neighbors to answer any questions about the new site and give timely updates on the project. When the Immanuel Lutheran Church reached out in need of lighting for their live nativity scene during the holidays, Samsung E&C America, Inc. (SECAI), the lead general contractor for the Taylor fab, was able to provide two portable lights.

Samsung Austin Semiconductor enjoys being able to connect with the Central Texas community at events like Taylor's Music on Main and Manorpalooza.

To make festivities even brighter, Samsung Austin Semiconductor sponsored fireworks at Manorpalooza, Taylor's Fourth of July celebration and the Taylor High School graduation.



Welcome to **SAMSUNG**



**Building a  
Strong Workforce**



Samsung Austin Semiconductor's success largely depends on a qualified and dynamic workforce in Central Texas. Its 5-Star Workforce Development Plan focuses on building and retaining a skilled workforce, starting from elementary school and extending through higher education.

## WORKFORCE DEVELOPMENT: BY THE NUMBERS

24

TAYLOR ISD  
INTERNS

757

HIGH SCHOOL  
STUDENTS VISITED  
THE AUSTIN CAMPUS

711

VOLUNTEER HOURS  
DEVOTED TO WORKFORCE  
DEVELOPMENT  
ACTIVITIES

26

ON-SITE TOURS  
GIVEN

\$1 MILLION

EACH DONATED TO THE  
UNIVERSITY OF TEXAS AUSTIN,  
TEXAS A&M UNIVERSITY

39

OFF-SITE VISITS AND  
PRESENTATIONS





## EDUCATIONAL PARTNERSHIPS


To help create career pathways for more technicians, in 2024, Samsung Austin Semiconductor alongside Tokyo Electron, NXP, Applied Materials and Infineon, collaborated with Austin Community College (ACC) to launch the Semiconductor Technician Advanced Rapid Start (STARS) Training Program. In its first year, **37 Samsung Austin Semiconductor** employees went through the program and upleveled their career.



## WHAT IS STARS?

- Four-week technical training program
- Designed to upskill existing, high-potential employees identified
- Course covers topics related to electro-mechanical systems



I am grateful for this experience. The STARS program helps me train or assist others so we can all grow as a team. 

– Javier Prieto  
Equipment Technician | Metals Department



## INVESTMENTS IN TECHNICAL SCHOOLS, HIGHER EDUCATION

In 2024, Samsung Austin Semiconductor reinforced our commitment to higher education and developing the semiconductor manufacturing talent pipeline with more than \$3 million in investments to three top engineering schools: The University of Texas at Austin, Texas A&M University and University of Illinois Urbana-Champaign. The multi-year investments in these universities support fellowships, scholarships, capstone projects and equipment.

Samsung Austin Semiconductor currently has partnerships with Austin Community College (ACC), Skillpoint Alliance, Texas State Technical College and Temple College to provide training programs for positions that are in high demand. At ACC, Samsung Austin Semiconductor made a [\\$200,000 investment](#) to expand the college's semiconductor training program in 2024.

The University Recruiting team ushered in **125 INTERNS FROM 27 DIFFERENT SCHOOLS.**

As future engineers, accountants and business leaders, the students gained invaluable insight into the world of semiconductors.

Samsung Austin Semiconductor also onboarded **35 COLLEGE ORIENTATION RECRUITMENT PROGRAM (CORP) HIRES IN 2024.**

CORP is an entry-level program geared towards college seniors who will graduate with a BS or MS in Engineering (Chemical, Mechanical, Electrical) or STEM (Computer Science, Physics, Chemistry).





## THE UNIVERSITY OF TEXAS AT AUSTIN

Samsung Austin Semiconductor is building upon its workforce development initiatives with multi-year partnerships with top engineering schools like The University of Texas at Austin (UT Austin).

In mid-November, Samsung Austin Semiconductor executives visited the Cockrell School of Engineering to celebrate the partnership and present the school with its second investment of \$1 million. The investment will fund another 40-plus engineering undergraduate scholarships and graduate fellowships, pilot the engineering freshman summer bridge program and sponsor capstone projects.

The team also toured the campus, visited the school's teaching fab lab and learned more about how the school works to enhance the semiconductor workforce and promote cutting-edge research with the help of Samsung Austin Semiconductor's investment.

Since Samsung Austin Semiconductor's initial [\\$1 million investment in 2023](#), the school is advancing semiconductor manufacturing in Texas with its lab and programs.

The partnership with UT Austin also helped spur the school's new Master's of Semiconductor Science and Engineering.

Starting in the fall of 2025, the program will give students a deep understanding of the science of semiconductors and how to engineer and manufacture these devices.



# 41 STUDENTS

STUDENTS ENROLLED AT  
THE UNIVERSITY'S COCKRELL  
SCHOOL OF ENGINEERING  
RECEIVED THE 2023-2024  
SAMSUNG SCHOLARSHIP



Nowhere else will students have the opportunities to work with leading semiconductor companies, access to world-class facilities for education and research and the chance to conduct hands-on research like they will as part of our semiconductor science and engineering program. ”

– Roger Bonnacaze  
Dean of the Cockrell School of Engineering | UT Austin



## TEXAS A&M UNIVERSITY

In College Station, Texas, Samsung Austin Semiconductor's partnership with Texas A&M University is continuing to expand with another \$1 million commitment to the College of Engineering. The investment helps fund scholarships, fellowships and capstone projects.



**As a junior in mechanical engineering at Texas A&M University, this scholarship has allowed me to focus on my studies and pursue my interest in semiconductor technology, specifically in understanding the thermal deformation of semiconductor chips.**

– **Chakradhar Chireddy**  
Texas A&M University Student

As a Platinum sponsor of Texas A&M's Engineering Project Showcase, the company sponsored five capstone projects. The 28 students worked on projects ranging from pump failure models to developing a methodology to monitor power supply health.

For the second year in a row, one of the projects led by Samsung Austin Semiconductor's Infra Technology team took home first place among 72 teams in the highly competitive Computer Engineering category for their "Diesel Generator Monthly Test Automation" project.

Derek Grant, a Texas A&M alumnus and senior manager on Samsung Austin Semiconductor's Infra Electrical team, provides his expertise on students' capstone projects. For the 2023-2024 year, Samsung Austin Semiconductor sponsored five projects through the capstone program.

[Click here to watch a video about one of the capstone projects.](#)



**Many of these students are interested in or have already interned in the semiconductor industry and we get the chance to help them become semiconductor professionals that will one day be high-performing Samsung employees.**

– **Derek Grant**  
Senior Manager | Infra Electrical





## UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

In September of 2023, when Samsung Austin Semiconductor announced a multi-year partnership with the University of Illinois at Urbana-Champaign (UIUC), the focus was to meet the growing demands of the semiconductor industry.

Less than a year after that announcement, UIUC established Samsung Technology Track Scholarships and implemented a new undergraduate minor in Semiconductor Engineering. In August, when UIUC staff and students (recipients of the Samsung Technology Track Scholarships) visited Samsung Austin Semiconductor's Austin campus, the company announced the school was receiving an additional \$1 million investment as part of the partnership.

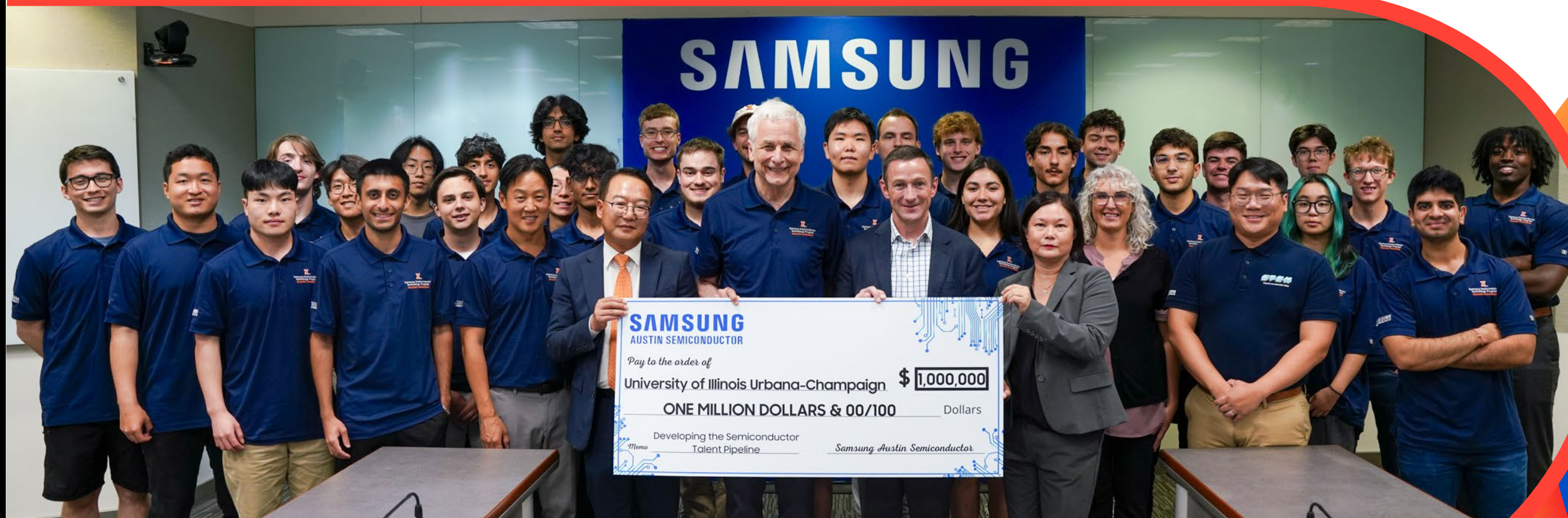
The investments have allowed the Grainger College of Engineering to provide scholarships and expand and improve the curriculum that advances the semiconductor ecosystem.



We're really proud of the minor in semiconductor engineering which is a collaboration among six departments. 

– Bruce Hajek  
Chair in Engineering  
University of Illinois at Urbana-Champaign

Bernard Ko graduated with an electrical engineering degree from UIUC in 2008 and currently leads the Etch team of nearly 500 people. Bernard recalled the school lab where students can make 4-inch wafers. That same lab where Bernard's interest in semiconductors started is still in use today and Samsung Austin Semiconductor's recent investments have allowed the school to make improvements to that course.





## TAYLOR ISD INTERNSHIPS

Samsung Austin Semiconductor welcomed its third class of Taylor Independent School District interns in the summer of 2024. Over six weeks, 24 students were assigned to a variety of departments across the Austin and Taylor campuses.

The paid internship gives interns the opportunity to learn about the semiconductor industry as well as network and give back to their hometown of Taylor, Texas through volunteer efforts.

The culmination of the internship ended with a celebration on July 19 with the students' family members, Taylor ISD officials, local elected officials and Samsung Austin Semiconductor executives.



**When you have good people willing to help you, teach you and teach you their skill—a lot is possible.** 

— **Melanie Badillo**  
2023 and 2024 Intern







While your peers are out enjoying their summer break, you decided to get paid, but also expose yourself to industry and give up your summer break. 📖

– Mayor Dwayne Ariola  
City of Taylor







The Workforce Development team hosted its first onsite [Robotics Camp](#) for employees' children.

From building the robot to programming it, these young innovators learned valuable STEM skills while in a fun environment—at their parents' workplace!

Electrical engineer Larry Koo enrolled his 9-year-old son in the camp because he wanted to expose his son to aspects of engineering.

“ Not only is he making new friends, he's learning a lot about what we do as engineers. From building to programming to troubleshooting, which is the biggest part of the program. ”

– Larry Koo  
Senior Engineer | Taylor Infra Technology Construction





# Employees: The Key to Our Success



## CULTURE

Samsung Austin Semiconductor conducts an annual employee survey, Samsung Cultural Index (SCI), as a tool to identify areas of strength and opportunities for improvement in our organizational culture in order to build a workplace with trust, collaboration and creativity.

Samsung Austin Semiconductor encourages employee participation in the survey because it is one of the most direct avenues to understand locally how its employees perceive the company culture. In turn, this helps inform change and impact at a local level.

The SCI Survey consists of 30 statements and three open-ended questions. The 30 statements are based on three themes:

(WORK ENGAGEMENT) (TEAM COLLABORATION) (COMPANY PRIDE)

In 2024, 87.9 percent of employees completed the SCI survey and from those, employees presented approximately 12,600 written comments, which included approximately 6,500 written comments on “Areas where the company can improve.” Comments gathered during the survey are reviewed in detail and offer valuable qualitative input in addition to the categorical responses.

After a hiatus during and following the COVID-19 pandemic, the SCI Action Committee was re-launched in August 2024. Historically, this committee is a catalyst for turning employee feedback into opportunities for awareness and action on behalf of Samsung Austin Semiconductor’s local workforce.



### Meet Kellie Alvarado

Talent Experience | People Team

Kellie co-led the design and re-launch of the SCI Action Committee.



**The best part about being involved in it is the connecting and cross-functional collaboration that we do, which gives us the ability to tap into diverse perspectives, knowledge and skills, leading to innovative solutions and stronger relationships among team members.**




## INVESTING IN OUR PEOPLE

It is vital to invest in employees with career development opportunities and programs that enhance intellectual wellbeing. Through teamwork, continuous learning and leadership, Samsung Austin Semiconductor employees are encouraged to grow along with the company.

### Meet Mike Martinez

Manager | IT Strategy



Trust and listening are two skills I learned this year that stand out to me and allowed me to excel. As a team, we trusted each other enough to listen to what we had to say, how we felt we could contribute and what values were meaningful to each other to work together internally and externally. 



## TALENT DEVELOPMENT

Talent Development offers a wide range of comprehensive training programs tailored to employees' specific role and career goals, covering everything from professional development to leadership development. In 2024, the Talent Development team's overarching mission was to establish itself as a trusted partner consistently delivering high quality, impactful learning experiences. With this driving mission, they increased employee engagement in Talent Development training by 16 percent over the previous year.

**131**  
NEW LEADERS  
GRADUATED FROM  
LEADERSHIP  
BOOT CAMP

**546**  
EMPLOYEES  
PARTICIPATED IN  
THE DISC  
DYNAMICS  
TRAINING

**5**  
NEW COMPUTER  
BASED TRAINING  
SERIES  
INTRODUCED

**2**  
NEW LEADERSHIP  
CLASSES  
INTRODUCED

**10%**  
INCREASE IN  
INDIVIDUAL  
DEVELOPMENT  
PLAN CREATION

- Introduced structure for potential successors through the development and delivery of guidelines to evolve into more training programs.
- Assigned new leadership pathways to increase visibility of the training available to each leader.



## PEOPLE HIGHLIGHTS

The key to Samsung Austin Semiconductor's success is the people who work here, whose talent, creativity and dedication demonstrate why its "Made in Texas" products are some of the best in the world. The culture centers on creating a sense of community for its employees, promoting innovation and serving as a good corporate citizen.

With more than 4,500 employees, Samsung Austin Semiconductor is committed to providing a healthy and thriving working environment.





## Meet Rafael Lainez

Director | Yield Enhancement and Manufacturing Engineering

A Samsung employee since 1997, Rafael believes the most meaningful part of working at Samsung Austin Semiconductor has been the people. About his colleagues, he says, “A lot of them are still here, and I have met people that started out of college, married Samsung teammates and formed families. That is what has made Samsung Austin Semiconductor special to me.”



## Meet Chelsea Skinner

Training Strategy Professional | Taylor Project – Infra



In any workplace, it’s very easy to forget that the people around us are human. Showing kindness and gratitude through your words and actions can be one of the best ways to remind those around you of the value they bring to a team or company. ”



## BENEFITS

Samsung Austin Semiconductor's benefits are designed to meet employees' needs, both at work and at home. It believes in providing resources to help its employees, their families and the community thrive and grow.

### Our employee benefits portfolio includes:

#### Health and Wellness

- 100% employer paid medical/dental/vision plan
- Options with Samsung HSA contributions
- Employee assistance program (EAP)
- 100% employer paid on-site counseling

#### Lifestyle Perks

- Samsung 401K plan contribution match
- Charitable matching program
- Tuition reimbursement, student loan refinancing and college savings plan
- Back-up dependent care benefits
- Samsung product discounts

#### On-site Perks

- On-site dining and free monthly allowance
- Free on-site gym and recreational facilities
- Samsung resource groups, community groups and recreational clubs
- Awards and recognition program

#### Time Away from Work

- Paid time off (PTO) and paid volunteer time off (VTO)
- 100% employer paid parental leave program

For the third year consecutive year, Samsung Austin Semiconductor has earned the National Best Place for Working Parents designation.



## Meet Ronald Gabriel

Manager | Benefits and Wellness  
Human Resource Management

As part of the Benefits and Wellness team, Ronald provides important guidance related to all employee benefits, including health insurance, retirement plans and more. The team focuses on programs and policies that promote a healthy work-life balance and ensures employees can be engaged in their overall well-being with access to the many benefits offerings which Samsung Austin Semiconductor offers.

“My favorite benefits are the on-site counselors and fitness facilities. This helps support my mental and physical well-being. Employees have access to free, unlimited onsite counseling services to support mental health and well-being as part of our employee assistance program (EAP).”



# A GREAT WORKPLACE

While Samsung Austin Semiconductor is a hub for cutting-edge technology, it's also a place where employees thrive in a dynamic and engaging workplace. Beyond the innovation, Samsung Austin Semiconductor fosters an environment with fun events and activities that promote camaraderie and collaboration.

Throughout the year, Samsung Austin Semiconductor hosts a variety of events designed to bring employees together. From the Fall Festival filled with games and food to festive holiday contests that spread cheer, there's always something happening.

In April, Samsung Austin Semiconductor hosted an eclipse party for the solar eclipse since the Austin and Taylor campuses were in the path of totality. This event was a great opportunity to step outside of the building and witness an incredible moment of darkness.

## Meet Rob Dickmeyer

Manager | Business Innovation  
Audit & Treasury

Rob went eclipse chasing in search of good weather and ended up in Arkansas with his three Nikon cameras and a laptop setup to capture the moment.



The laptops controlled the cameras, automating the capture process. Parts of the eclipse only last one or two seconds, so it's not really possible to photograph all parts of the eclipse without automation.





Team-building activities are also a regular feature that help create a positive work environment where employees feel valued and connected.



**250**  
ATTENDED PHOTOS  
WITH SANTA

**4,700**  
EMPLOYEES AND  
THEIR FAMILIES  
ATTENDED THE  
FALL FESTIVAL



**100s**  
PARTICIPATED IN  
OFFICE OLYMPICS

**3**  
DOZEN ENTRANTS FOR  
HALLOWEEN COSTUME  
CONTEST



At the Austin campus, the Workplace Solutions team made improvements to common areas such as:

- Outdoor dining patio
- Additional seating areas throughout the campus
- Covered bleachers on the soccer field
- Covered benches along the walking trail
- New phone pods on various floors to enhance productivity and privacy







# People and Culture



# EMPLOYEE RESOURCE GROUPS

Samsung Austin Semiconductor is committed to providing a workplace of equal and merit based opportunity for all.

Its five employee resource groups (ERGs) are a big part of this; they are in place to support the company culture, amplify messages about the organization and help build a greater sense of dignity and belonging for all employees.

Samsung Austin Semiconductor plans include continuing to support and grow ERGs and related resources.

Access to ERGs and their programs are available to all employees, without restrictions. Employees are encouraged to participate as they see fit.

ERG members act as ambassadors, promoting a deeper sense of belonging among colleagues and motivating them to contribute back to the community. This involves collaboration across functional boundaries, as well as skills such as visualization, strategizing, self-leadership, leading others and driving change—all essential aspects of corporate social responsibility.

With **inclusion** as the theme for 2024, the ERGs worked together to host more events as well as joint volunteerism efforts.

Samsung Austin Semiconductor also maintains an open process for employee submissions of interest for review and approval of the formation of new ERGs or employee clubs.



**SAMSUNG AUSTIN  
SEMICONDUCTOR  
EMPLOYEES  
IDENTIFYING AS:**

**39.61%**  
White/Caucasian

**23.91%**  
Asian

**22.32%**  
Hispanic/Latino

**7.54%**  
Black/  
African American

**3.43%**  
No Response

**2.59%**  
2 or More Races

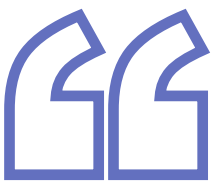
**.37%**  
American Indian/  
Native American

**.22%**  
Native Hawaiian/  
Pacific Islander



# WOMEN IN TECHNOLOGY AT SAMSUNG

As the first ERG founded in Samsung North America, the Women in Technology at Samsung employee resource group (ERG) celebrated its 10th anniversary in 2024. [A decade ago](#), when the Women in Technology at Samsung (WITS) ERG at Samsung Austin Semiconductor was created, its mission was to create a more inclusive and thriving workplace.



Though we've made a difference, we still have gains to make.

- Tara Baccus  
2024 WITS Chair



14%  
MEMBERSHIP  
INCREASE TO 1,044

223  
PEOPLE PARTICIPATED  
IN MENTOR RING

1,488  
TOTAL HOURS OF  
SPONSORED LEARNING

12  
NETWORKING EVENTS



More than 50 volunteers with the Women in Technology at Samsung (WITS) employee resource group helped 10,000 children explore at **STEM Girl Day at UT Austin**. The students learned about circuits, built structures and even got dressed up in cleanroom bunny suits.



It shows kids this is something they can do when they grow up. It encourages their curiosity and that's one of the best ways to get kids interested in STEM.

- Elianne Gonzalez  
2024 WITS Vice-Chair





## MILITARY APPRECIATION GROUP

In 2024, the Military Appreciation Group (MAG) increased its membership by 62% with nearly 400 total members. MAG hosted six meetings (two in conjunction with other ERGs) and three outreach events.

Every year, Samsung Austin Semiconductor partners with the Texas Chapter of Korean War Veterans to commemorate National Korean War Veterans Armistice Day on July 27.

In 2024, the Military Appreciation Group had the honor of hosting nearly three dozen Korean War veterans and their families for lunch and a tour of the Austin campus. After the event, the veterans visited the Texas State Capitol to place wreaths at the Texas Korean War Veterans Memorial.



After a deployment with the Air National Guard in the Middle East, employee Andrew Kavanah presented Samsung Austin Semiconductor with an American flag that was flown on a HC-130J Combat King II during a combat mission.





# PRIDE EMPLOYEE RESOURCE GROUP

Since Pride’s launch in 2022, the group has grown to 186 members. In 2024, the Pride ERG focused on working with HR to support efforts to maintain a workplace that promotes dignity, respect and opportunity for all employees.

Pride collaborated with other ERGs to host events on a variety of topics such as psychological wellness and African-American LGBT historical figures. The group organized events for Pride month and members participated in the Austin Pride Parade.







## BLACK EMPLOYEE NETWORK

In its second year as an ERG, the Black Employee Network grew to more than 230 members and hosted more than a dozen events to engage the Samsung Austin Semiconductor employee population and the Austin community.

The biggest accomplishment for the Black Employee Network in 2024 was all of the volunteer and community outreach activities they were involved in. Led by the ERG's outreach team, the Black Employee Network was able to average two volunteer events every month and volunteered more than 500 hours, including events hosted by local nonprofit organizations.





## HISPANIC EMPLOYEE RESOURCE GROUP

In its first full year, the Hispanic ERG grew by 100 members and hosted 16 events in 2024. During Hispanic Heritage Month, the group hosted fun and informational events for the Samsung Austin Semiconductor workforce including special guests. The month was topped off with a lively performance by Manor ISD's Pioneer Crossing Elementary School's Folklórico dance troupe.

The group's biggest accomplishment this year was developing the "Elevate Together - Crezcamos Juntos Skills Enhancement Initiative." The initiative provided education, training resources and interactive working sessions to help improve employees' skills.





# Government Relations

Samsung Austin Semiconductor's Government Relations team fosters strong relationships with elected officials, key staff and other various stakeholders to influence policies and initiatives. These collaborations aim to promote the growth of the semiconductor manufacturing sector in Texas, addressing key business priorities and contributing to the industry's advancement.

## HIGHLIGHTS:

Hosted numerous tours for elected officials, including Speaker of the House Mike Johnson and Congressman Lloyd Doggett.

Hosted a Holiday reception in Taylor to express gratitude to federal, state, county and local elected officials and key stakeholders for the ongoing work in Taylor and the greater Central Texas community.

Samsung Austin Semiconductor supported the adoption of Austin Energy's Resource Generation Plan to meet the community's energy needs through 2035 and beyond.

Coordinated events with Gov. Greg Abbott including the opening of Samsung Highway and the governor's visit to South Korea where he visited Samsung's Pyeongtaek semiconductor manufacturing campus.

Mentored Taylor High School interns, fostering their interest in government, public policy and economic development.





## SAFER TRANSPORTATION ROUTES

Through its partnership with local and state agencies, Samsung Austin Semiconductor has been able to address road improvements and safety around the Taylor campus. In mid-January, a traffic signal at FM 973 and CR 404 was activated to provide traffic control measures.

**In June 2024**, Samsung Highway opened to traffic ahead of schedule. Samsung Highway is part of Williamson County's Southwest Taylor Improvements. This initiative includes various developments near the new Samsung factory and is aligned with the County's Long-Range Transportation Plan. The plan aims to address current and future growth by ensuring a high level of safety, mobility and quality of life for residents and communities.

As the area continues to grow, more transportation projects are on the horizon to improve mobility in the area, such as the SH130 expansion. At the end of 2024, the Capital Area Metropolitan Planning Organization (CAMPO) approved **\$250 million in state funding** for the widening of SH 130 from Gattis School Road in Round Rock to IH-35 north of Georgetown. This vital project, which will expand the highway from two to three lanes in each direction, is scheduled to begin in 2027.



“ This highway will serve as the gateway to the largest foreign direct investment project in Texas history. Texas is more dedicated than ever to the future of chips and Samsung in our great state. We are proud that the chips that run our future will be ‘Made in Texas’ by Samsung for generations to come. ”

– Gov. Greg Abbott | State of Texas



## THE SOUTHWEST TAYLOR IMPROVEMENTS

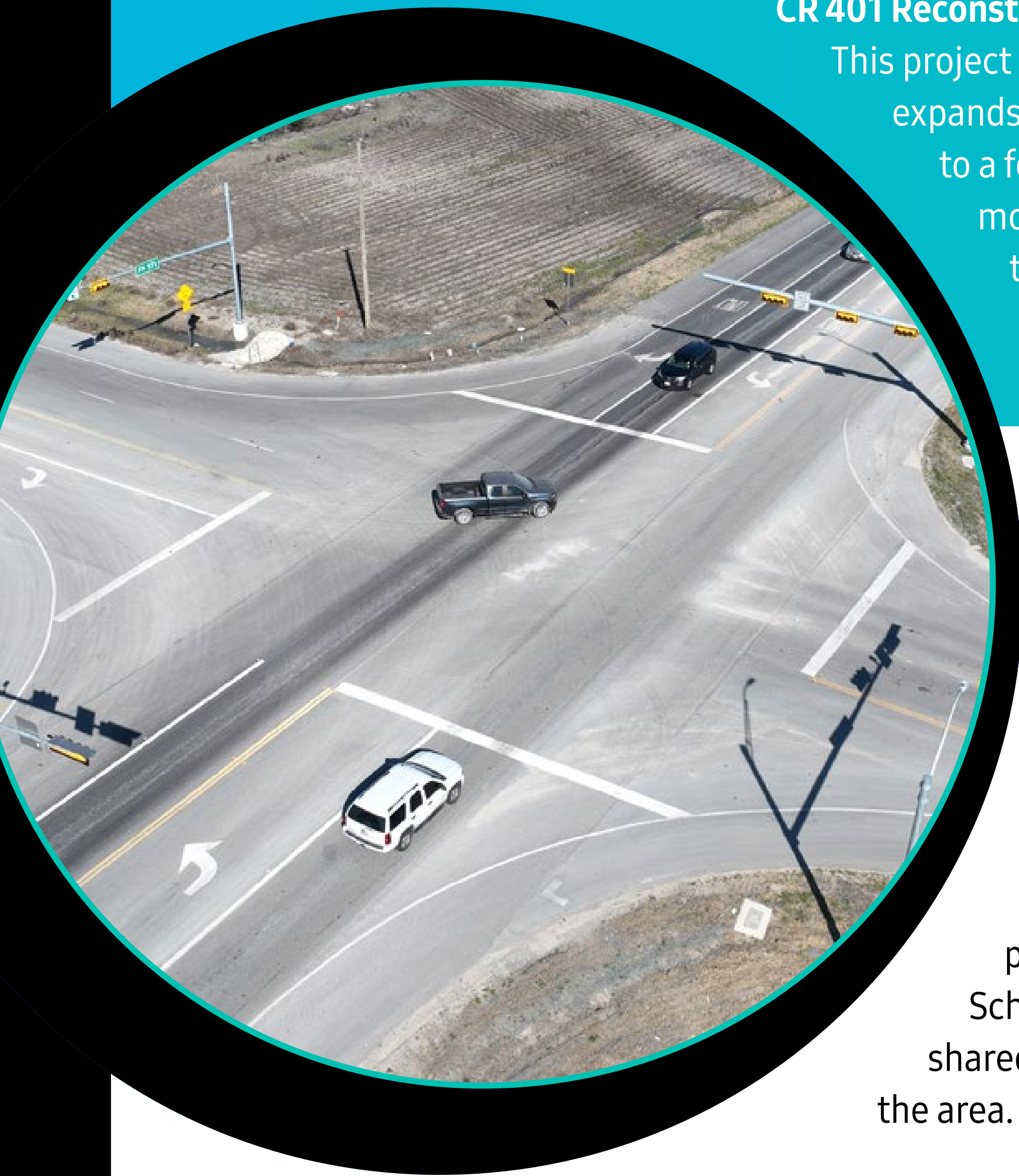
### CR 401 Reconstruction and Extension -

This project ties CR 401 into U.S. 79 and expands the existing two-lane CR 401 to a four-lane roadway to provide more capacity for vehicles to safely travel in the area. This project was completed in 2023.

### CR 404 and FM 973 Improvement Project -

This project widened both roads to three lanes; one lane in each direction with a center turn lane. This project was completed in 2023.

**Samsung Highway** – This project constructed a four-lane road to reduce curves on CR 404 and increase safety. The road now connects FM 3349 to FM 973.



In Austin, the Austin Transportation and Public Works Department broke ground on the extension of East Braker Lane in February 2024, pictured right. Located just south of Samsung's Austin campus, this project will extend East Braker Lane from its current endpoint at Dawes Place to Samsung Boulevard.

The project will relieve congestion on East Parmer Lane and provide alternate routes to Samsung and Pioneer Crossing Elementary School. This 0.75-mile road extension will include sidewalks, crosswalks, shared-use paths and other design features that will enhance road safety in the area.



I've emphasized that these long-sought improvements will enhance both mobility and safety for our community. By reducing travel times, we are ensuring that Williamson County residents will spend more time with their families and less time stuck in traffic. ”

– Russ Boles | Pct. 4 Commissioner | Williamson County





# Operating Responsibility

## GOVERNANCE

Samsung Austin Semiconductor is committed to raising the bar on standards for safe working conditions and to responsibly and ethically conduct our business in a manner that respects human rights and the environment. As such, Samsung Austin Semiconductor undergoes external audits and provides customized training that supports continuous improvement upon these goals.

Similar to International Organization for Standardization (ISO) audits, the Responsible Business Alliance (RBA) audit spans multiple days and requires that randomly selected workers briefly take time from their work in order to attend interviews conducted by the RBA auditors. In 2023, Samsung Austin Semiconductor received the Gold level recognition—the highest RBA recognition awarded. The external review occurs biennially.

The RBA standards focus on worker and workplace safety, environmental sustainability, business ethics and other corporate compliance standards.

## SECURITY

As part of the People Operations Team, Security Assurance supports Samsung Austin Semiconductor by providing a secure environment for its employees, contractors and guests so they can focus on excellence.

The Security Assurance team delivers comprehensive security services. Their functions include maintaining robust physical security measures, implementing stringent cyber security protocols, conducting thorough compliance auditing and managing reception services. These measures are designed to protect Samsung's assets and ensure a safe and productive workplace.





# 12 Connect

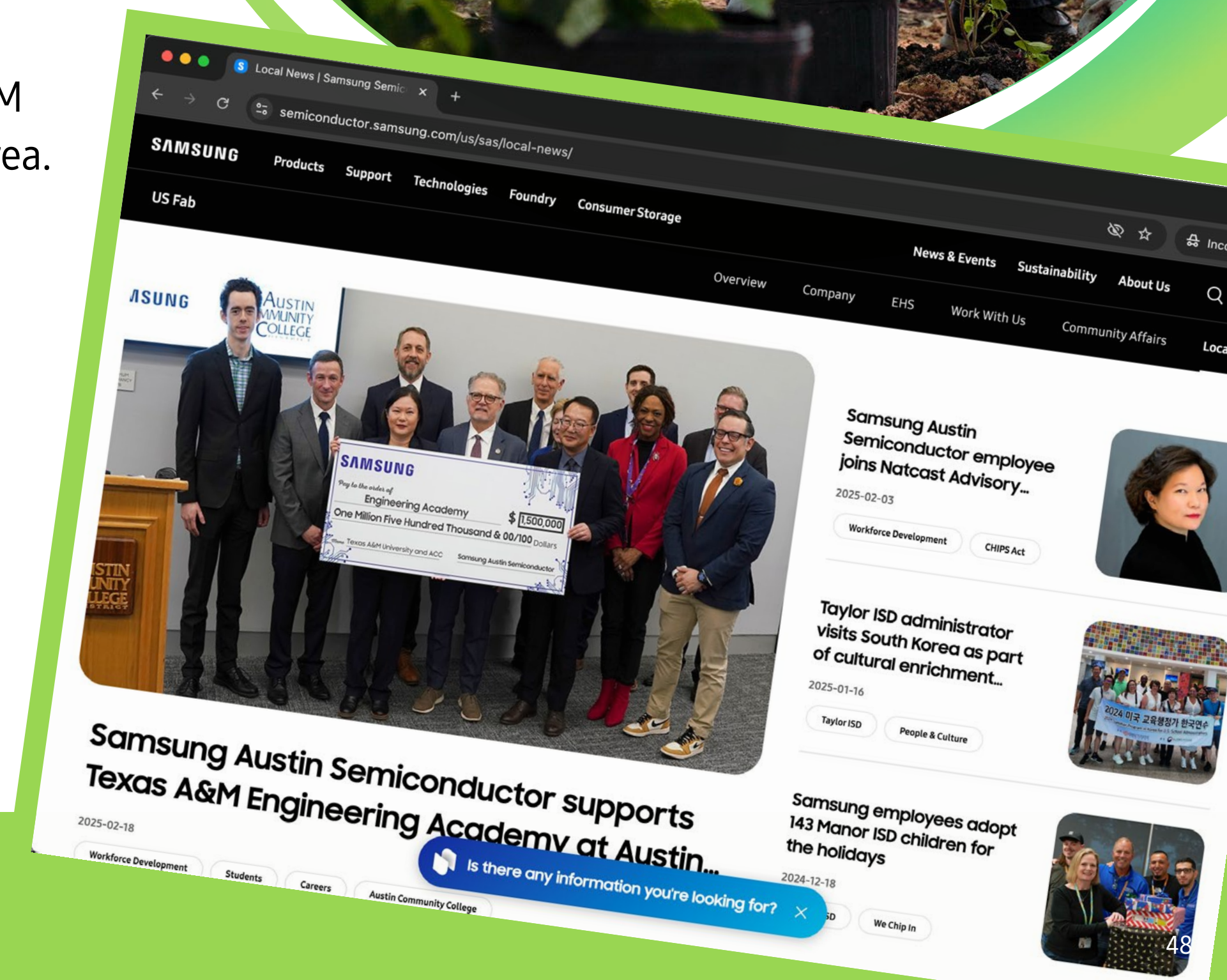
Being socially responsible means building trust within the community, giving back to the community, providing opportunities to our employees, acting with integrity and being ethically responsible.

Samsung Austin Semiconductor has supported structures around initiatives and efforts on how it gives to the community and how it keeps the community informed.

The company supports programs that focus on bridging the STEM education gap and assisting underserved communities in our area.

It partners with nonprofits, school districts, government institutions and organizations to bolster opportunities for everyone in the community.

The public can stay abreast of happenings at Samsung Austin Semiconductor through its website, social media channels and [newsletter](#).



For more information, [click here](#) for Samsung Electronics' 2024 CSR report.



# CLOSING

Connect with us.

[Semiconductor.samsung.com/us/sas](https://Semiconductor.samsung.com/us/sas)



Samsung Austin Semiconductor is focused on becoming the world's best foundry while being a responsible corporate citizen and a strong community partner. As the company nears its 30th anniversary in Central Texas, it remains committed to fostering a positive workplace and ensuring that the communities it calls home thrive alongside it.

