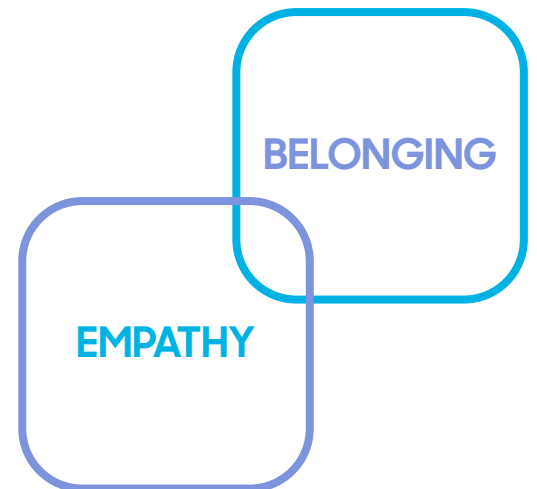




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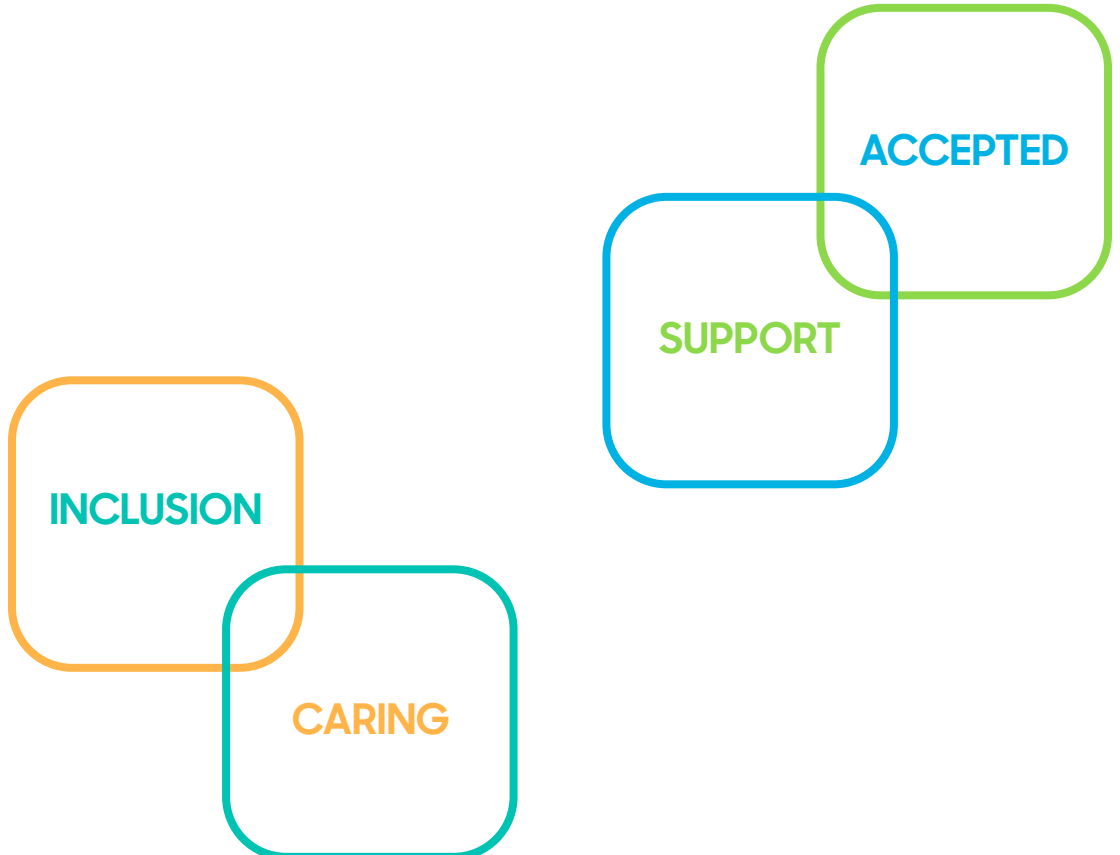
A Note About Diversity, Equality & Inclusion (DE&I)

At Samsung Austin Semiconductor, we aim to create a diverse team where everyone belongs and has equal opportunities, inspiring our talent to be their true selves. Together, we are building a better tomorrow for our customers, partners and communities.

We are pleased to host a growing number of employee resource groups on-site – Women in Technology at Samsung, the Military Appreciation Group, and our newest employee resource group, the Pride employee resource group – and look forward to expanding the family of employee resource groups.

In addition, our community service outreach includes time and financial investments in Blue Chip Charities, excellent local organizations that have been vetted by our Community Affairs Team and that are supported through Samsung Austin Semiconductor’s annual philanthropy, including nonprofits that connect with underserved communities to enhance equity in a variety of areas. We are proud to support community engagement and events that highlight our commitment to diversity as a corporate citizen.

This report highlights our key areas of progress and opportunities for engagement in 2022. We are proud of our accomplishments and look forward continuing to foster an environment where employees can thrive as their best selves.



In 2022, members of our employee resource groups (ERGs) took a survey offering feedback on their sense of belonging here at Samsung Austin Semiconductor:

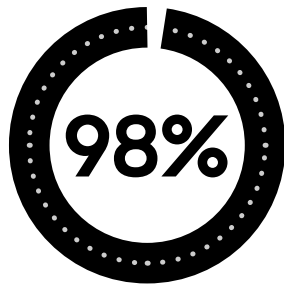
2022 BELONGING SURVEY Results



- Believe that ERGs are an important asset



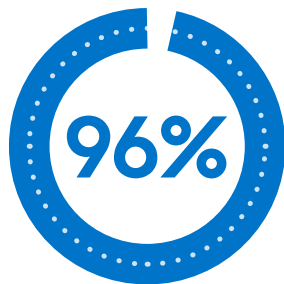
- Think ERGs at Samsung Austin Semiconductor help foster being open to other perspectives
- Feel a sense of belonging here
- Believe that ERGs energize and motivate others through active conversation



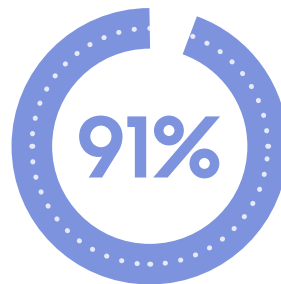
- Would recommend joining an ERG to a new employee
- Believe ERGs improve engagement and culture
- Agree that ERGs foster a culture of inclusion
- Agree that ERGs model inclusivity and actively support people and culture initiatives



- Think Samsung Austin Semiconductor should have more ERGs
- Agree that ERGs promote the development and advancement of underrepresented groups



- Believe ERGs motivate others through meaningful peer relationships



- Participants who have a direct supervisor/manager that supports their participation in an ERG



- Feel a sense of belonging in the ERG
- Believe that ERGs create a sense of belonging for its members



- Agree that ERGs increase the hiring trend of diverse talent

Celebrating EMPLOYEE Voices

Over the nine years that WITS has been established, we are proud to have been able to increase awareness and opportunities for women and girls in STEM both here at Samsung Austin Semiconductor, and in the Austin area. We look forward to continuing to foster a community that supports women in STEM.

~Megan Detwiler, Women in Technology at Samsung Chair



Being our authentic selves in a welcoming and inclusive environment is what elevates our company from a just a workplace to a community that I want to be a part of.

~ Iyayi Agbontaen, Samsung Austin Semiconductor employee



We are pleased to join the other employee resource groups that highlight and increase awareness of the unique and diverse contributions that our members bring to the Samsung Austin Semiconductor community.

~ Wesley King, Pride ERG Chair



Employee resource groups bring a sense of belonging and connection to the workplace. When there is a sense of inclusion in the organization and you feel the needs of your community are addressed and cared for, then you become more invested in the company and its mission.

~ Mia Gonzalez, Samsung Austin Semiconductor employee



When employees feel the safety of belonging, they become empowered to present new ideas that result in the innovation that is synonymous with the Samsung brand. We are proud of our diversity, equity, & inclusion efforts at Samsung Austin Semiconductor and look forward to enhancing those efforts as we move forward.

~ Ryan Greuter, Vice President, Taylor Fab Engineering



Celebrating EMPLOYEE Voices

Employee resource groups at Samsung Austin Semiconductor support the diversity and inclusion initiatives that are central to Samsung's values. From honoring Memorial Day and Veterans Day to celebrating service branch birthdays and volunteering as a group, being a member of Military Appreciation Group has been a great way to connect with other employees.

~Mike Atencio,
Military Appreciation Group Co-chair



Samsung drives innovation through diversity, equity and inclusion. I have seen our employee commitment grow as we have grown our employee resource groups.

~ President Bonyoung Koo,
Corporate Executive Vice President,
Samsung Austin Semiconductor



Black History Month is a time to reflect on the resilience of my ancestors who overcame challenges to make a better life for people like me. It's a time to reflect on the history of our nation and what we can learn from it, even today.

~ Martin Thierry, Director,
Cleans & Chemical Mechanical
Planarization Engineering



Diversity, equity, and inclusion is at our core and makes us a better company for current and future employees. Our commitment to diversity is one of the ways that we attract and support the best and the brightest in the industry. When our people feel a sense of belonging, we get collaborative teamwork, creative problem-solving, and diverse perspectives that makes us a better company and resonates with our customers.

~ Jonathan Taylor, Corporate Vice-President,
Fab Engineering and Public Affairs



Looking Back at 2022 Events

Through community outreach and philanthropy we connect with local organizations working toward advancing equity in workforce development, academic achievement, and serving society's most vulnerable populations.

Through community outreach and philanthropy, we connect with Central Texas organizations advancing equity in workforce development, academic achievement, and serving the most vulnerable populations.

Samsung Austin Semiconductor encourages our employees to engage and give back through their personal involvement and in partnership with the company. Below are highlights of key employee & company events.

2022 Historical Juneteenth Parade



Left: Fireside chat with Girl Scouts of Central Texas, a Samsung Austin Semiconductor community partner.

Below: Women in Technology member volunteering with Girlstart, a Samsung Austin Semiconductor community partner.



Women in Technology at Samsung



Commitment to Gender Equity

The mission of our Women in Technology at Samsung employee resource group is to unite, empower, and create a community to inspire women to achieve their full potential in career, life and leadership at Samsung Austin Semiconductor.

The organization hosted monthly successful networking events with an average attendance of approximately 65. The group gained 226 new members in 2022. The photo below highlights our celebration of International Women’s Day and our commitment to gender equity in science and engineering. In 2022, the employee resource group provided 124 participants with mentors during its annual mentoring cycle. Mentoring helps improve employee satisfaction and talent retention.

CULTURE MOMENTS



Women in Technology at Samsung at Society of Women Engineers Conference

Honoring International Women’s Day

Shaping the Engineers of the Future

Women in Technology at Samsung volunteers set up a booth at the Society of Women Engineers’ Annual Conference to encourage young women to educate students on a career at Samsung Austin Semiconductor.

In addition to representing Samsung Austin Semiconductor as the Society for Women Engineers Annual Conference, Women in Technology at Samsung takes a hands-on approach to mentoring girls and young women with organizations such as Girl Scouts and GirlStart to expose girls to science, technology, engineering, and mathematics.



Military Appreciation Group



Commitment to Supporting the Military

Our Military Appreciation Group fosters a sense of community for those who have served in the United States armed forces, or appreciate those who've served. The Military Appreciation Group supports all branches of the United States military, including the Air Force, Army, Coast Guard, Marines, Navy and Space Force. Established in 2018, the Military Appreciation Group's mission is fulfilled by building esprit de corps by focusing on employee engagement with professional development, networking, mentoring, recruitment and community outreach. In 2022, Military Appreciation Group's enrollment increased by 37%. In addition to hosting celebrations honoring the inception, "birthdays", of each branch of the military, they hosted a variety of events including the 3-point contest in March.

Top: Members of Military Appreciation Group at a Carry the Load volunteer event.

Bottom: Celebrating Veteran's Day with a Military Appreciation Group 5K.



Commitment to Veterans

Texas has an estimated 1.5 million veterans with unique

and valuable experiences and skill sets, and we welcome them into the Samsung community. Samsung Austin Semiconductor has earned the We Hire Vets designation, committed to supporting veterans and their families. Our company is collaborating with the Texas Workforce Commission and the Texas Veterans Commission to hire vets and integrate them into the workplace.



PRIDE Employee Resource Group

PRIDE Samsung Austin Semiconductor Welcomes the Pride Employee Resource Group

In June 2022, we welcomed the Samsung Austin Semiconductor Pride Employee Resource Group.

This group fosters a sense of community and support within Samsung Austin Semiconductor for all employees with an emphasis on LGBTQIA+ employees. The employee resource group hosted monthly meetings as well as spearheaded the float on the Austin Pride Parade.

CULTURE MOMENTS (CONT.)



Above: Pride ERG Kick-off Event
Left: Samsung Austin Semiconductor Pride Parade float



Family Is a Corporate Value

In 2022, Samsung Austin Semiconductor earned a Best Place for Working Parents® designation for our family-friendly policies. We take our commitment to family seriously – it is a corporate value – and we are proud to support all types of families and encourage parents to prioritize their loved ones.

Everyone Plays a Role

Here's how you can take action to foster an inclusive culture!



Commit

to DE&I actions and share



Participate

in DE&I learning



Join & Engage

with our ERGs



Be Open

to other perspectives



Individual Actions



Be an Ally

for underrepresented talent via networking mentorship, sponsorship

Team Actions



Make DE&I part of your monthly team interactions



Partner with Talent Acquisition to increase diversity representation in the candidate pipeline



Participate in DE&I Learning as a team



Embrace new TA hiring practices



Support ERG volunteers and leverage ERGs to help develop talent



Set and align on DE&I goals that support business activities and team success

Looking Forward to the Future

As Samsung Austin Semiconductor continues to grow in our scope & breadth we are looking forward to reinforcing and building our diversity, equity, and inclusion efforts. For more information, contact Michele Glaze at p.glaze@samsung.com or visit our website at www.samsung.com/us/sas/