

2024 Samsung Austin Semiconductor

Our Journey to Zero

A report focused on our environmental, health, safety and sustainability efforts



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Foreword from the Director

At Samsung Austin Semiconductor, our commitment to environmental, health, safety and sustainability is pivotal to our success. As Samsung grows as a leader in innovation, we center our focus to drive positive impact in critical areas, and contribute to meaningful change on a global scale.

This annual report focusing on environmental, health, safety and sustainability celebrates our accomplishments, and examines our progress toward the ambitious goals set to challenge the status quo and inspire continual improvement. It also illustrates our dedication to addressing global challenges relevant to the semiconductor industry, and to exceeding standards of workplace safety and human health and well-being.

The core of our site's sustainability strategy includes education, engagement and integration. Sustainability is ingrained as an actionable value through the "Journey to Zero" initiative—a guiding vision that represents holistic and comprehensive change at the foundational and behavioral level.

Other actionable values are safety at work and at home, waste reduction, resource circularity, and greenhouse gas emissions reduction. Through strategic initiatives and programs, we empower employees and encourage everyone to examine how sustainability can be integrated into daily operations and all aspects of manufacturing.

Our newly established Sustainability team collaborates with leaders from across Samsung Electronics to cultivate a robust and informed strategy unique to the Samsung Austin Semiconductor sites. We are proud to inspire others in the industry to view operations through the sustainability lens, and to identify opportunities to accelerate progress with resilience and longevity in mind.

Our efforts stretch well beyond sustainability.

Through the "Journey to Zero" initiative, we have achieved our compliance and conformance index goals, and received recognition among the industry for our outstanding culture of safety. Carefully constructed governance structures ensure that safety and environmental considerations are integral to organizational decision-making, and that global best-practices are standard.

Since the announcement of our sustainability goals in 2021, we have made impressive strides towards becoming the sustainable change we hope to see in the world. A strategic global decarbonization roadmap paves the way for us to reach our net zero Scope 1 emissions goal, and to maintain our net zero Scope 2 emissions achievement. Our dedication to these commitments is demonstrated by the 50% reduction in Scope 1 emissions that we are proud to report this year.

With a watchful eye on the evolving technology sector and the dynamic needs of our local and global communities, Samsung has taken a step further by committing to Net Positive Water Impact. We are constantly learning and will continue to maintain an agile and proactive strategy to sustainability. We are unwavering in our commitment to meeting our climate-related goals and to contributing to a sustainable future for all.

We believe that transparency and accountability are key to fostering trust and driving collective. We invite you to join us on this journey— to learn with us from measurable outcomes achieved and hurdles encountered. Together, we will create a safer and more sustainable world—not just for us but for generations to come. Thank you for your continued support and partnership as we relentlessly pursue our ambition to be the world leader in sustainable semiconductor manufacturing.



David Ellingsworth

Senior Director of Environmental,
Health, Safety & Sustainability

Mission Statement

At Samsung Austin Semiconductor, Environmental, Health, Safety & Sustainability (EHS&S) is the first and foremost principle of management. Our mission is to protect our employees, our partners, our community, and the environment by instilling a 'Zero Harm' culture.

In 2024, the Environmental, Health & Safety Department became EHS&S with the addition of the Sustainability team. The incorporation of a dedicated Sustainability team allows for a more holistic approach to achieving our EHS&S mission. We strive to be an industry leader in EHS&S management by seeking out methods for continuous improvement, aligning with best practices and championing innovation. Our dynamic and focused approach to achieving excellence in 2024 was lead by the strategic goals below:

- 1. Build EHS&S** – We foster a culture of excellence by leading through example and continuously refining internal processes. While maintaining a disciplined approach to all aspects of our work, we prioritize the development and retention of top talent.
- 2. Reduce Risk** – We ensure comprehensive identification, evaluation, and mitigation of potential risks by enhancing and broadening the EHS&S risk assessment process throughout the organization, and introducing an overarching Management of Change process applicable to all sites.
- 3. Exceed Compliance** – We position our department beyond mere compliance and conformance by providing relevant, expert-driven training to all site employees, and by developing a permitting strategy for current and future operations.
- 4. Integrate Sustainability** – We drive a transformative approach to environmental sustainability by minimizing the impact from our operations, while aligning with corporate goals.
- 5. Operate Efficiently** – We identify opportunities for improvement within EHS&S systems and processes, and implement or design innovative solutions that enhance operation efficiency, streamline workflows and foster greater employee engagement. By leveraging strategic roadmaps and industry benchmarks, we drive continuous program improvement and stay at the forefront of EHS&S advancements.
- 6. Equip Taylor** – We prepare for Taylor site operations by integrating best known methods into construction, commissioning, and operations, and by implementing comprehensive, sustainable EHS&S programs that set the foundation for a safe and environmentally responsible facility.
- 7. Drive the Journey to Zero** – We challenge the status quo by leading and managing change to drive a positive shift in EHS&S culture. To inspire employees' participation and enhance overall EHS&S performance, we continuously introduce "Journey to Zero" initiatives that embrace new ways of thinking and working.
- 8. Manage Cost** – We incorporate sound business practices to our work – planning for short and long-term needs, resource allocation and financial discipline. We deliver accurate and timely financial forecasts that support informed decision-making in order to meet targets, milestones and project delivery expectations.

Journey to Zero

Journey to Zero is Samsung Austin Semiconductor's vision to achieve zero safety incidents, zero environmental incidents, zero waste and net zero carbon emissions. Exemplifying our commitment through action is at the heart of Journey to Zero.

We acknowledge the journey, accept the challenge and make no compromises in its execution.

Journey to Zero is defined by six elements which remain consistent each year, that provide a roadmap for improvement along with various initiatives and programs which support these focus areas.



Journey to zero

Sustainability Governance

The governance structure at Samsung includes a combination of high-level oversight and focused implementation teams that ensure accountability and alignment across the organization. Sustainability systems and processes benefit from dedicated leadership, and cross-functional teams that integrate sustainability into daily operations and decision making.

Sustainability Task Force Team

In 2024, the Sustainability Task Force Team (TFT) was redesigned in order to more efficiently develop and track sustainability projects, and to more precisely monitor progress towards site reduction goals for water usage, electricity usage, natural gas usage and greenhouse gas emissions. This cross-functional team of engineers continued to lead the company's sustainability efforts by developing innovative projects targeting operational efficiency and resource management throughout the manufacturing process. The team produced a detailed and measurable roadmap outlining the annual milestones required to achieve Samsung's long-term sustainability goals. Also developed were mid-term roadmaps for achieving net zero Scope 1 and Scope 2 carbon emissions and water usage reduction. Resource usage reduction was realized as a result of projects the team implemented throughout the year, and internal goals related to water, energy and emissions reductions were achieved.

Furthermore, the Sustainability TFT functioned as a tool to educate teams across departments on sustainability strategies, methods and goals. As engagement rises among teams through project participation, sustainability is embedded as an actionable value at Samsung.

Sustainability Committees

In order to increase sustainability visibility and engagement moving forward, the Sustainability team developed a plan for 2025 which includes the launch of two new sustainability committees; the Sustainability Executive Committee and the Sustainability Affairs Committee.

The Sustainability Affairs Committee will engage the departments on site which have sustainability impacts related to supply chain management, community engagement, stakeholder relations, compliance, ethics, and human rights. The purpose of this committee is to share internal progress on sustainability goals, monitor external sustainability developments through various lenses and discuss communication methods.

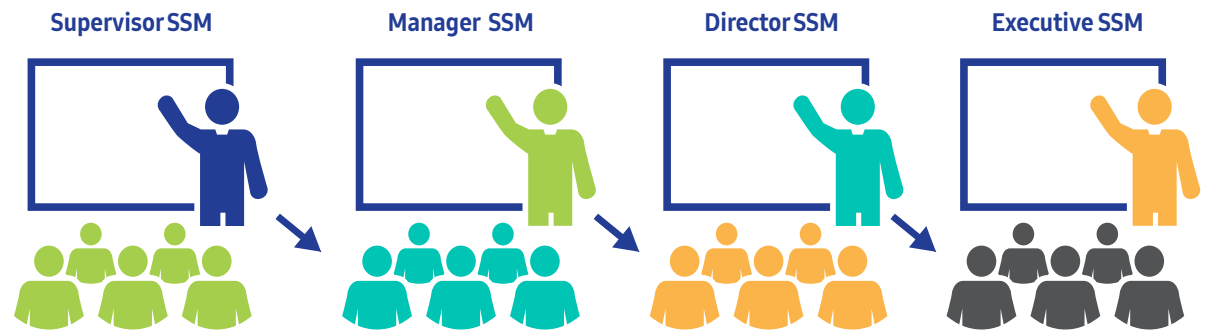
The Sustainability Executive Committee will be comprised of the C-suite executives at Samsung. The purpose of this committee is to provide executives with updates on sustainability performance and roadmap execution, and to discuss major strategy level proposals and initiatives.



Environmental, Health & Safety Governance

Sequential Safety Meetings

Our strategy for ensuring compliance, minimizing risk and protecting our employees, community, and environment is integrated into our organization through Sequential Safety Meetings (SSM). Meetings are required monthly for each department and are scheduled in a tiered structure with information rolled up sequentially by leadership level. Team Sequential Safety Meetings are hosted by supervisors, followed by manager level meetings, then director level meetings and finally, executive level meetings.



These monthly meetings serve as a platform for regular and standardized data sharing on safety performance by department, and as a forum for individuals to openly discuss safety issues and concerns. Monthly meetings are also utilized to raise awareness for emergency preparedness procedures, auditing process and training accessibility. Individual and department recognitions are shared during these meetings to applaud continuous improvement. Open communication during SSMs enhance safety awareness, hazard recognition, proactive prevention of safety risks, and trust between leaders and their direct reports.

The purpose of these monthly meetings is to engage each individual contributor with the Samsung culture of safety, and to efficiently provide updates to upper level management for more strategic and actionable insight. Additionally, these meetings ensure accountability and oversight through performance monitoring, and ensure that executive level leadership are equipped to make decisions with consideration for ethics, compliance and risk management.

Environmental and Sustainability

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Long-Term Environmental Goals

Samsung is committed to making technology that makes technology sustainable. As a leader in technological innovation, Samsung embraces the opportunity to drive positive environmental impact by improving resource circularity, reducing consumption, and eliminating pollution. Given our scale as one of the world's largest technology companies, our investments in sustainability have the opportunity to make a meaningful impact on the technology industry, and on the world. Environmental sustainability plays a pivotal role in our business. By maintaining practices that support environmental sustainability throughout all aspects of operation, we ensure the longevity and resilience of our business. Our sustainability strategy is inspired by the corporate level goals set by Samsung Semiconductor:



Aim to achieve company-wide net zero Scope 1 and 2 carbon emissions by 2050

Aim to minimize the increase of water withdrawal by 2030

Aim to achieve 99.9% waste recycling by 2030

Aim to treat air and water used in semiconductor production to 'natural state levels' by 2040

Carbon Footprint

Samsung conducts an annual Greenhouse Gas Emissions inventory in alignment with guidance from the Greenhouse Gas Protocol Corporate standard.

Scope 1 emissions are those that originate from process gas and natural gas usage during semiconductor manufacturing. The Sustainability Task Force Team continues to develop new and innovative projects to improve our emission abatement, reduce our consumption of chemicals with high Global Warming Potential (GWP), and achieve our net zero Scope 1 and 2 carbon emissions commitment by 2050.

In 2024, our reported Scope 1 Emissions were reduced by 51% from the previous year. This reduction is due, in part, to a change in calculation methodology to the EPA Stack Test Method. The methodology used accounts for the abatement systems we have on site which remove pollutants from emissions sources.

Scope 2 emissions are indirect greenhouse gas emissions associated with our site's energy usage including the purchase of electricity. Samsung purchases Renewable Energy Credits (RECs), and participates in Virtual Power Purchase Agreements (VPPA) alongside other large technology corporations to generate additional RECs in order for our business to be powered 100% by clean energy. In addition to the purchase of RECs, our sustainability roadmap includes actions focused on energy efficiency improvements and the implementation of on-site solar energy generation.

Scope 1
365,851*
TONS CO₂EQ

*Scope 1 emissions were calculated using the stack test method in accordance with CFR 40 Subpart I and are shown as reported to the EPA.

Scope 2
0**
TONS CO₂EQ

**Samsung Austin Semiconductor purchased RECs in order for our business to be powered 100% by clean energy. We are actively working to reduce our scope 2 emissions that are covered by RECs.

Water

Samsung understands and acknowledges the criticality of the water quality, availability and accessibility challenges that face the Central Texas region. As a commercial customer of Austin Water for our Austin Campus, Samsung recognizes that the solution to global water challenges will require responsible water management by corporate users. Water is essential for several key processes in semiconductor manufacturing, including cooling equipment, cleaning wafers and etching intricate circuits. While we are a significant water user, we are also deeply committed to minimizing our impact and striving for a sustainable future. In order to address our impact, Samsung Austin Semiconductor has committed to the following water related goals:

- **By the end of 2030, we are targeting an improvement of our water recycling rate from 37% to 58%**
- **By the end of 2031, we aim to achieve a Net Positive Water Impact (NPWI)**

Samsung plans to achieve Net Positive Water Impact, meaning that we will return more clean water to the local ecosystem than is consumed by our sites. Our approach to achieving NPWI is multifaceted, and focuses on positive environmental contribution through water replenishment projects, natural ecosystem restoration, improvement of community access to water sanitation, and the enhancement of water quality in our local basin. Such projects will address local challenges related to water availability, quality and accessibility. In addition to our restoration efforts, Samsung plans to reduce our water consumption and improve our water recycling process through the implementation of state-of-the-art water reclamation and recycling projects.



Landfill Diversion

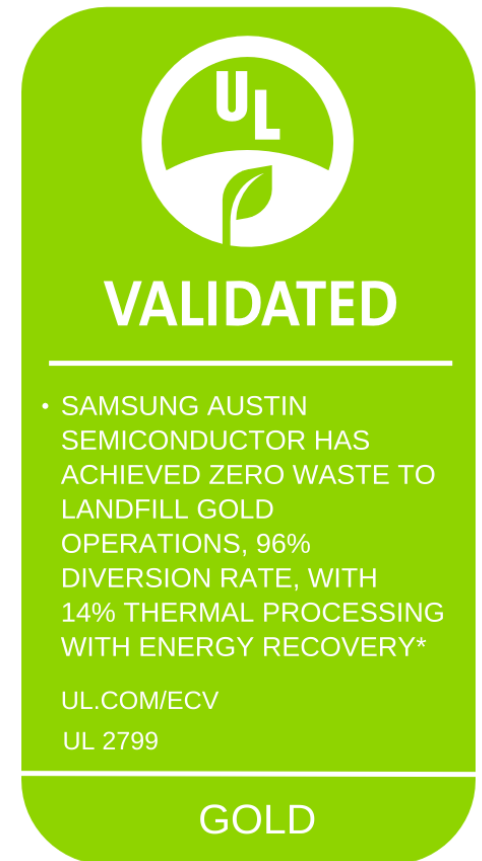
Since 2020, Samsung Austin Semiconductor's Austin campus has been awarded a Gold Zero Waste to Landfill (ZWTL) designation by Underwriters Laboratory (UL), a global, independent organization whose safety and sustainability certifications are recognized worldwide and across various industries. The UL 2799 Landfill Waste Diversion Claim Validation is focused on monitoring and measuring material flow and disposal from a business and it recognizes companies that minimize environmental impact by managing waste in responsible and innovative ways.

The Gold ZWTL validation certifies that Samsung Austin Semiconductor has recycled or reused at least 95% of all waste generated. Through the use of sitewide trainings, employee coaching and creative solutions for waste diversion, Samsung Austin Semiconductor achieved a 96.31% recycling rate in 2024. In addition to this, all Samsung subsidiaries were included in an integrated certification resulting in a Platinum ZWTL designation (99.5%+ recycle rate).

Samsung plans to continue making process improvements to obtain the Platinum designation for waste generated on site in the future.

To divert the remaining landfill waste, we are taking a closer look at all waste-generating processes to identify points of generation and evaluate potential treatment and reduction opportunities. We have gathered a large amount of data during the past year and we have made many operational changes to adjust accordingly. As an example, some of our previously landfilled waste items have been sent to energy recovery facilities that use the waste as an alternative fuel source.

General trash continues to make up the largest percentage of landfill waste at our Austin Campus. This waste stream is mostly sourced from cafes and office areas, and is often mixed with organics and recyclable wastes. To tackle this issue, we have been consistent in working with janitorial and cafeteria operations contractors, providing educational materials to all staff, and seeking employee and contractor feedback on confusing or unclear recycling topics. Achieving resource circularity at Samsung Austin Semiconductor is a top priority, and the EHS&S team continues to take action to ingrain waste recycling as a habit amongst all workers.



Energy

For the eighth year in a row, Samsung has committed to the use of 100% Clean Energy* through the purchase of Renewable Energy Credits (RECs) and participation in our Virtual Power Purchase Agreement (vPPA).

Our VPPA produced nearly 60 million kWh of electricity for our site in 2024. This clean energy is generated from windmill farms located in Ozona, Texas, and is allocated to Samsung through the creation of RECs. The remainder of the electricity used by our site is covered by the purchase of RECs to help us reach 100% clean energy usage. 100% of our RECs are Green-e certified, meaning that they have been registered and certified using independent industry standards.

The clean energy market in the state of Texas is unique to other global markets due to its independent grid. In order to manage regulatory, technological, and market risks, Samsung Austin Semiconductor is staffed with an energy procurement strategy team with extensive experience in the energy industry, and expertise in the complexities of the states energy market. This team closely monitors trends and regulations in order to refine a clean energy strategy that aligns with RE100 guidance.

*The claim “100% clean energy” refers only to our purchase of electricity.

60
MILLION KWH
OF ELECTRICITY
GENERATED
BY VPPA



Per- and Polyfluoroalkyl Substances (PFAS)

As a leader in semiconductor manufacturing, Samsung acknowledges that per- and polyfluoroalkyl substances (PFAS) are harmful to environmental sustainability, and understands the impact to supply chain stability caused by PFAS reliance. To address this, Samsung has committed to measure, segregate and arrange for treatment and disposal of known process organic waste containing PFAS.

PFAS are known to be present in many materials and processes in semiconductor manufacturing, including some that may not be fully understood by the semiconductor industry at this time. In 2024, the Samsung Environmental team developed a PFAS Control Program to document ongoing efforts to understand PFAS presence and ensure responsible manufacturing, storage and processing. As part of the PFAS control program, the Environmental team has developed a PFAS management roadmap and a PFAS Task Force Team to assess impact, ensure reporting compliance and to identify mitigation improvement opportunities and alternatives to PFAS. Additionally, Samsung has executed detailed PFAS modeling of certain critical process chemicals to demonstrate compliance with requirements of the Toxic Substances Control Act (TSCA).

To understand PFAS impact within our supply chain and meet reporting requirements, suppliers are asked to provide PFAS-related data through questionnaires. To monitor regulatory trends and properly manage supply chain risks, Samsung maintains membership with the Semiconductor Industry Association (SIA) PFAS consortium, and regularly participates in industry group discussions.



Electric Transportation

Samsung supports clean alternatives to transportation by providing on-site electric vehicle charging stations for employees who choose to reduce their personal carbon footprint by driving electric vehicles (EVs). The on-site stations feature six chargers with two ports each.

In 2024, 115 new drivers registered as charging station users and a total of 223,347 kWh of electricity was used for electric-powered transport throughout the year.

Further improvements to the EV charging program are scheduled for execution in 2025.

115
NEW EV CHARGING
STATION USERS



Safety

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Culture of Safety Engagement

Creating a culture of safety engagement is vital to any organization, particularly in complex industries like semiconductor manufacturing. A strong safety culture ensures that safety is not just a set of rules, but a shared value and responsibility among all employees.

Samsung aims to foster an environment where all employees feel empowered to prioritize safety, report hazards and suggest improvements without fear of reprimand. This proactive approach helps to identify and mitigate risks before they become incidents, ultimately reducing the likelihood of accidents and injuries. Moreover, a culture of safety engagement enhances employee morale, productivity and job satisfaction, as workers feel valued and protected. It also demonstrates our organization's commitment to ethical practices and regulatory compliance, which enhances our relationships with stakeholders.

By integrating safety into daily routines and decision-making processes, we sustain our impressive safety performance and continue to foster a workplace where safety is intrinsic.



"As a foundry, we are unwilling to settle for second best. Samsung Austin Semiconductor's business operates on principles that include safety, excellence and integrity. Upholding high standards ensures we can meet and exceed customer needs while providing the best place for employees to work and safeguarding the company."

EVP Bonyoung Koo

President, Samsung Austin Semiconductor

Culture of Safety Engagement

Safety Conductors

Engagement across departments has proven key to embedding safety into Samsung's culture. In order to ensure that no team is left behind with regards to safety best practices and developing strategy, each department has a designated Safety Conductor. Each Safety Conductor's role within their respective department is defined by four core objectives:

- compliance
- engagement
- improvement
- communication

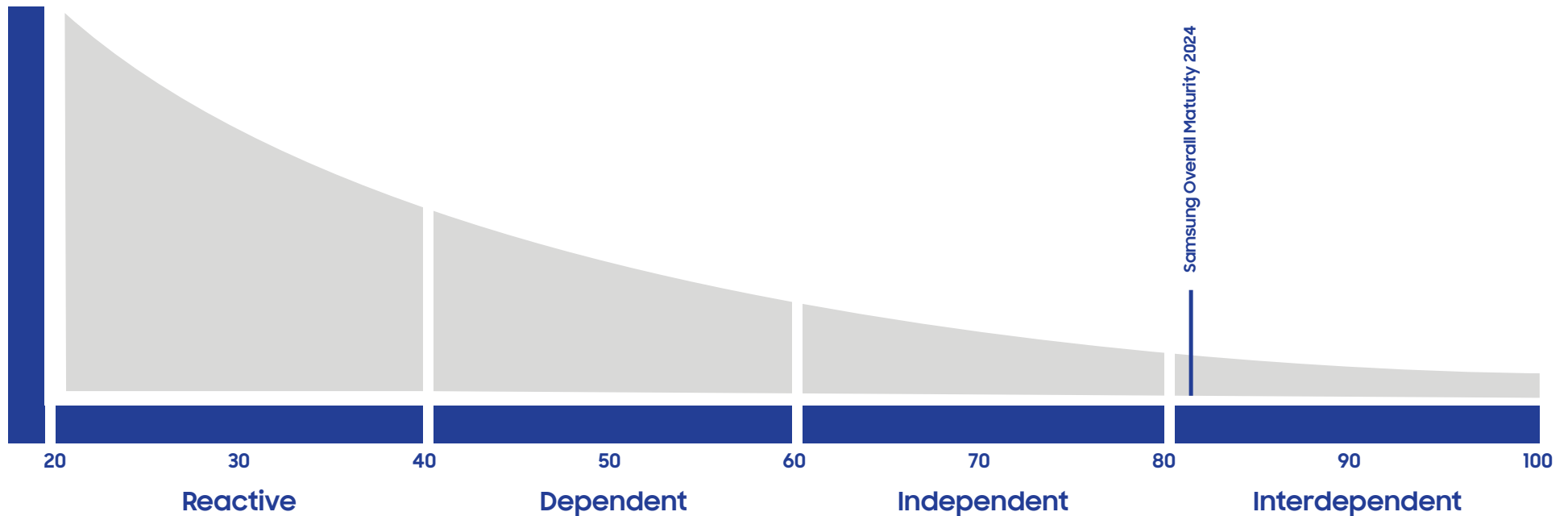
Safety Conductors are responsible for making sure that their department remains in compliance with all EHS&S requirements, and that any obstacles are escalated to management. Elements of compliance may include:

- safety audits
- compliance training
- proper personal protective equipment usage

Safety Conductors are also expected to take action to partner with team members and leadership to keep employees engaged in safe behavior. Aspects of employee engagement that Safety Conductors are responsible for maintaining include Sequential Safety Meetings, Leading Safety Metric progress tracking, and safety simulations and drills. Acting as safety subject matter experts, Safety Conductors develop initiatives within their team to improve safety culture and execution. Initiatives include safety improvement projects and department specific training. Safety Conductors attend a monthly meeting during which they can provide and seek feedback with the EHS&S team, and report back to their own departments on safety information, progress and challenges.



Culture of Safety Engagement



Safety Perception Assessment

Samsung completed its second Safety Perception Assessment in 2024. The assessment took a deep dive into the core of our EHS&S system. The primary purpose of the assessment was to evaluate our organizational safety culture by analyzing attitudes, behaviors, values and beliefs towards safety in its business groups. This unique assessment took a two layered approach with an anonymous employee and contractor survey, along with an on-site evaluation. During the Safety Perception Survey, more than 4,200 survey responses were collected, more than 10 areas were covered and more than 1,600 employee comments were logged. More than 70 documents were reviewed during the

document and data verification portion of the assessment. Also, on-site interviews and focus groups were performed that engaged 50-plus employees between Austin and Taylor sites. The Safety Perception Survey captures employee opinions on three areas of safety excellence: leadership, structure and processes. We are proud to have reached the interdependent phase of the Bradley Curve, one of the world's leading metrics for safety, and to receive a "World Class" ranking on our leadership performance levels.

Culture of Safety Engagement

Level-Up Safety Leadership Training

Samsung employees are the key drivers of our “Journey to Zero”, and we expect all individuals beyond the EHS&S team to act as safety leaders each and every day. We “level up” our commitment to safety by inspiring safety leadership through the Level Up Training program. This training program is designed to help employees build their confidence as leaders, and apply safety management practices in their day-to-day activities.

In 2024, we focused on enhancing the engaging elements of the Level Up course by building strong instructor training and development. Employees enhance their skills and knowledge base by sharing lessons learned from personal safety experiences, and understand their unique leadership style through a series of collaborative activities and a reflective diagnostics.



In 2024, we continued to capture those who missed the previous year’s sessions as well as new hires. In the upcoming year, we aim to reach 100% participation on site in safety leadership training.



Attendance reached
991 personnel,



with **62** Journey to Zero
courses held throughout
the year.



In total, **248** hours of
instructor-led training
were completed

Training

In 2024, the EHS&S Department expanded the training coordination team, greatly increasing work capacity and improving learning results for EHS&S department members and the Samsung employee population as a whole. For new members of the EHS&S department, an existing onboarding resource was improved. Onboarding checklists specific to teams and job roles were created and distributed, face-to-face onboarding sessions were held and additional new employee support was provided to new hires and transfers.

All EHS&S department members worked to create specific and detailed “bench manuals” to document the roles, responsibilities, processes and resources of all EHS&S job roles. These documents greatly assisted employees stepping into new roles in the department, and served as a helpful organizational tool for existing employees.

The Training Coordinators continued their work with EHS&S subject matter experts to create, assign and deliver improved learning experiences for employees. This included developing and using an instructional design checklist based on principles in the American National Standards Institute (ANSI) training standard, and making use of live, instructor-led training.

In addition to assigning training to workers related to the specific job roles they perform and hazards they face, the EHS&S department continued to educate Samsung employees about our Journey to Zero and our overall EHS&S strategies. This begins with a dedicated EHS&S session during New Employee Onboarding (NEO). NEO training includes a series of five online courses explaining our “Journey to Zero” program, with a detailed breakdown with each of the programs components: the Leading Safety Metric program, SSMs, the Zero Harm Habits program, the 8 Lifesaving Rules, and our department’s flagship safety training offering, Journey to Zero: Level Up.



Human Organizational Performance

In 2024, the EHS&S department developed and launched the Human and Organizational Performance (HOP) program. The first training for Samsung employees on HOP was delivered in December 2024, with a site-wide project launch planned for January 2025. The initial phases of the HOP program at Samsung were designed to increase organizational learning by involving all workers in order to study normal work, learn how work is really performed, what makes it dangerous or difficult to complete successfully, and what improvements we can make.

HOP is based on the belief that employees are the experts in how work is done and that if we actively seek out employee feedback and incorporate what we learn into our processes, we will be more capable of completing work successfully, safely and sustainably.

The HOP program is focused on the following five principles:

- Mistakes happen
- How leaders react matters
- Perceived criticism stops learning and improvement
- Context influences decisions and behaviors
- Learning is vital for improvement



Loss Prevention & Emergency Preparedness

At Samsung, the systems and process that govern loss prevention and emergency response planning are rooted in compliance with national codes and regulations including the National Fire Protection Association (NFPA), the Occupational Safety and Health Administration (OSHA), the International Building Code (IBC), the International Fire Code (IFC), as well as local requirements set by the Austin Fire Department.

The Loss Prevention team is responsible for developing, implementing and overseeing policies that align with these regulations. This includes regular audits, training programs and drills to ensure preparedness and compliance. Our EHS&S management is crucial in assessing the effectiveness of current strategies and making necessary adjustments based on evolving risks and regulatory changes.

Samsung employs a systematic approach to identify, assess and manage safety risks through emergency response planning. This involves conducting regular risk assessments that analyze potential hazards and vulnerabilities unique to the manufacturing environment. The team utilizes advanced methodologies, such as Failure Mode and Effects Analysis to prioritize risks. Subsequently, mitigation strategies are developed, including engineering controls, administrative policies, and employee training programs. Continuous monitoring and feedback loops ensure that our risk management approach remains dynamic and responsive to new challenges.

Quarterly business reviews are hosted by the Life Safety System team to ensure that safety systems are operating at the highest standards. These reviews facilitate open discussions about system performance, maintenance, and any emerging safety concerns related to gas detection technologies. Through collaboration, we ensure that we are utilizing the best practices and latest innovations to enhance our safety protocols.

A foundational culture of safety paves the way for reduced incidents, and resilience against operational risks. Meticulous planning and preparing for efficient emergency response mitigates hazards to human health and well-being, and minimizes our risk of downtime during incidents ensuring continuity of operations.



Employee Health and Wellness

Health Services
Ergonomics

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Health Services

We believe that the health and well-being of our employees is paramount to our success. That is why we provide access to on-site occupational health clinics which are available to our employees, vendors and contractors. Clinics are staffed by licensed medical professionals who are experienced in treating work and non-work related injuries and illnesses. Our goal is to provide prompt and efficient medical care to our employees by offering a wide range of medical services including injury care, preventive care and health screenings. Additionally, our medical professionals work closely with our Health & Safety team to identify and mitigate potential workplace hazards, ensuring a safe and healthy work environment for all employees.

There are three Health Services Clinics across our sites that support evaluation, treatment and referral services for work and non-work related health concerns. In addition to treating injuries and illnesses, our clinic administers work-related medical surveillance programs. This proactive medical monitoring is offered to employees in certain job functions and ensures exposure control and prevention strategies are effective.

In 2024, our Health Services Clinic underwent significant improvements through investment projects intended to enhance our services and employee experience. These improvements were designed and managed by the Occupational Health team, and included the acquisition of new equipment including vital monitors, an autoclave sterilization device, exam tables and an electrocardiograph (EKG).

Additionally, the clinic's interior facilities were upgraded with new office furniture, chairs and flooring. These updates were designed to elevate the level of care and experience for our employees, as well as improve the work environment and ergonomics for our clinic staff. By investing in our Health Services Clinics, we demonstrate our commitment to the well-being and success of our employees.



Ergonomics

Samsung's success in facilitating a safe and healthy workspace for all employees is dependent on proactive action. One of the key ways we prevent risk is through the application of ergonomics. We believe that ergonomic design and engineering is essential to reducing the risk of work related injuries and illnesses and improving employee productivity and job satisfaction.

Our Ergonomics team, made up of EHS&S members and trained employee volunteers, provides ergonomics evaluations and other resources to ensure employees can maximize the efficiency and safety of their work environment.

In 2024, the Ergonomics team led numerous ergonomic assessments and various site-wide employee engagement activities to teach employees to identify ergonomics risk factors in workplace tasks and environments. During engagement events, employees had the opportunity to discuss with the 'Ergo Team' ways to improve everyday tasks through engineering and administrative controls. The result of integrated ergonomics in the workplace is fewer errors, higher quality outputs and improved overall well-being.



Internal and External Engagement

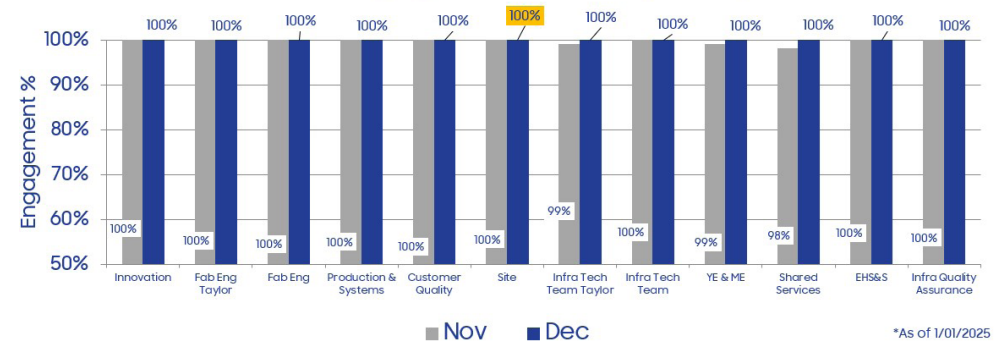
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Leading Safety Metric (LSM)

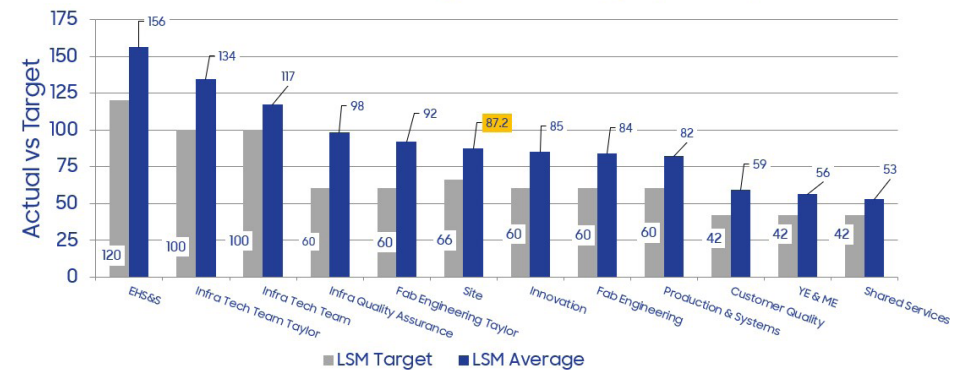
The Leading Safety Metric (LSM) program is a point-based system that was created to encourage employee engagement in the Samsung Safety Program, therefore improving our safety culture and reducing risk. The LSM initiative is founded on the belief that employees who actively engage in the topic of safety are less likely to be involved in a safety incident. Employees are incentivized to take preventative actions towards risk reduction and to take accountability for safety across departments. LSM is a leading metric because it incentivizes success rather than punishing failure, and it focuses on proactive measures. Points are awarded for environmental, health, safety and sustainability related projects or actions completed by employees.

Engagement was broadened in 2024 through the addition of HOP and Sustainability as eligible topics within the LSM program. Quarterly LSM awards are presented to the highest earning departments and individuals, and the top 10 LSM projects receive recognition from company leadership. As our EHS&S culture continues to evolve over time, previously eligible actions and projects are filtered out of the LSM program and considered normal job expectations. The program continually expands to include newly developed EHS&S systems, and more aggressive point goals are established each year.

LSM Engagement YTD* by Group



LSM Annual Target Tracking by Group



In 2024,
employees
submitted:

11,417
projects

and

186,283
actions.

The remainder of LSM points were earned by attending safety meetings, participating in EHS&S training or attending EHS&S educational events.

Zero Harm Habits

As a tactic to help us reach our Journey to Zero, employees at Samsung are trained to adopt the Zero Harm Habits. These are a set of six habits created to help guide the types of decisions and actions we make at work and at home in order to mitigate hazards and reduce risks.

To instill these habits in every employee, the EHS&S team executed the second annual series of site-wide Zero Harm Habit events. The purpose of these events is to actively engage employees in building these foundational habits. The Zero Harm Habits events encouraged employees across departments to actively participate with environmental, health, safety and sustainability related practices, and to initiate conversations about how we can change our behavior as a site to mitigate risk and improve culture. Each event held throughout the year focused on different habits, and was hosted by different teams within EHS&S to provide varied topics of expertise.



Zero Harm Habits: Industrial Hygiene

As a part of the Zero Harm Habits event sequence, the Industrial Hygiene team hosted a series of events focused on Ergonomics and hearing conservation. At the Ergonomics booth, the Ergonomics team partnered with attendees to identify ergonomic risk factors in the industrial environment, and brainstormed ways to improve task efficiency and reduce risk. A robotic arm demonstration allowed participants to conceptualize potential uses in the fab for lifting tasks.

At the hearing conservation booth, those who participated developed a better understanding of the importance of hearing protection, and experienced hands-on demonstrations of noise monitoring equipment and hearing protection.

Additionally, the team hosted an open house with on-site Health Services staff where employees, contractors and vendors were encouraged to participate in activities and evaluations promoting proactive health awareness. These included grip strength testing, vitals testing and heat stress awareness education.



Zero Harm Habits: Energy Management

To demonstrate our commitment to continuous improvement and sitewide engagement with regards to responsible energy management, the Energy Management team launched the second annual “Every Watt Counts” campaign. The campaign aimed to educate employees on our ISO 50001 certification, and on the contribution that each individual can make to reduce our site’s energy consumption. Survey responses to gauge employee awareness were collected, and educational trainings were assigned site wide. Employees were encouraged to submit their ideas to the Energy Savings Suggestion Box.

In addition, sitewide field engagement activities were hosted by the Energy Management team, and employees learned about their personal impact and the importance of energy usage reduction through a series of interactive games.

Every Watt Counts

Everyone can have a positive effect on energy conservation. Even the smallest actions can make a difference in reducing energy usage when everyone is pitching in and reinforcing habits that support positive differences. Here at Samsung Austin Semiconductor, and at home, every watt counts. Here are a few ways you can join energy saving objectives at Samsung Austin Semiconductor.

- Take the [“Every Watt Counts” survey](#) (1 LSM point awarded for completion)
- Submit a new energy reduction or improvement idea to the [ISO 50001 suggestion page](#) (1 LSM point awarded for completion)
- Submit an energy-saving LSM project in 2024
- Join any of the Journey to Zero first quarter energy awareness field engagement opportunities below.

Jan. 23 & 25 at the Parmer Lane campus:

- 11:00 a.m. - 12:30 p.m. in Sam's Cafeteria
- 11:00 a.m. - 12:30 p.m. in Copper Fab Cafeteria
- 6:00 p.m. - 7:30 p.m. in Sam's Cafe

Jan. 24 at the Long Vista campus:

- 11:00 a.m. - 12:30 p.m. in the Pecan Cafeteria

Zero Harm Habits: Environmental & Sustainability

The Environmental and Sustainability teams kicked off a series of educational engagement events with a week-long Earth Day celebration that included a gardening event and a compost giveaway.

The garden was planted by volunteers across the site with Texas native wildflowers to enhance the biodiversity of our site's ecosystem.

Compost sourced directly from our sites cafeteria was given out to employees to use in their own gardens at home.

The Earth Day celebration was concluded with a site wide trash cleanup.



Zero Harm Habits: Environmental & Sustainability

Following the Earth Day activities, the Environmental and Sustainability teams engaged employees in educational events focused on enhancing sitewide sustainability knowledge and proper waste sorting skills. The annual waste sorting coaching event helps employees to properly sort cafeteria waste items into compost, recycling and landfill, ultimately supporting Samsung in reaching our goal of minimizing the amount of waste we send to landfill. The annual sustainability engagement events support the development of a foundational knowledge base of sustainability concepts, therefore ingraining sustainability into everyday practices on site.



Zero Harm Habits: Life Safety Systems



The Life Safety Systems team spotlighted the importance of emergency preparedness and incident prevention through various informative events and games including fire extinguisher trivia, fire alarm training, emergency preparedness trivia, and an information booth on gas monitoring at work and at home. Thousands of employees participated and actively engaged in the Zero Harm Habits, Take Safety Home and Prepare for Emergencies.

Zero Harm Habits: Safety Week

The Safety team brought the annual ZHH events to a close with Safety Week – a week long series of safety related training sessions and safety equipment demonstrations. Topics covered during the safety exposition by external experts included:

- hearing protection
- fall protection
- eye protection
- respiratory protection
- dropped objects
- construction and welding safety

Subject matter experts internal to Samsung provided additional trainings on at home chemical safety, how to use personal protective equipment at work and at home, parking lot safety and lock-out tag-out procedure. The annual Safety Week events drive safety as a value at Samsung across all departments, and build confidence in employees to use safety equipment and practices effectively.



Contractor and Vendor Engagement

Samsung site operations are supported by thousands of on site contractors and vendors. A comprehensive process for selecting, training and retaining contractors and vendors is paramount to safe and continuous site operations. Contractors and vendors are critically evaluated each quarter for safety standards using a series of safety engagement and incident prevention metrics. This evaluation process is not just a procedural requirement, but is rooted in core company principles for Samsung.

Contractors and vendors are scored from a standard of criteria encompassing safety engagement, internal audits, site presence, contractor management enrollment, injury, near miss and stop work data.

Annually, awards are presented to recognize those who demonstrated a commitment to our strong safety culture through the Journey To Zero Safety Awards. These awards are presented to those who surpass Samsung Austin Semiconductor standards.

The 2024 winners of the Journey to Zero Awards were Applied Materials, Hanwha, Lasertec, Prime Controls, Mattson and Pfeiffer Vacuum.

Exceptional efforts by these partners are directly linked with safety being promoted above all else.



Contractor and Vendor Engagement

In 2024 the EHS&S team hosted The World Café – a collaborative event designed to align on site contractors on the Samsung safety culture, the Journey to Zero and the quality practices in place at Samsung . The purpose of The World Café is to engage leaders throughout the site in discussions that foster creative thinking and contribute to a collaborative environment.

Direct and indirect employees across levels contribute to building a safe worksite with values that are aligned among all business partners. The World Café provides a safe space that gives contractors the opportunity to express their opinions and concerns. Participants have the opportunity to discuss successful wins, as well as learning moments, with the goal of bringing forth best practices and pathways to success for the future.

The event was comprised of table discussions among 15 contracted companies and EHS&S department members, and speaking engagements by the senior director of EHS&S and the vice president of Facility Operations Management & Facilities Services.

The event also featured a collaborative artistic expression of Samsung's safety culture in the form of a mural. Main focus topics included communication, quality, partnership, injury prevention and safety culture. Opportunities for improvement identified through productive discourse during the World Café are elevated to executive level action leading to improved contractor support.



Volunteering



Texas Recycles Day

The sustainability team organized and executed the first annual celebration of Texas Recycles day with a site wide e-scrap event. Employees were encouraged to bring in their old electronics to be taken away for electronic waste recycling. With support from the Environmental and Sustainability teams, along with our on site waste management vendor, employees were able to divert hundreds of pounds of electronic waste from the landfill.



Volunteer Time Off (VTO)

As a strategy for team building and an engaging way to give back to the community, the EHS&S team uses their 16 hours each of VTO toward various volunteer events throughout the year. In 2024, the EHS&S team chose to donate their time to Central Texas Food Bank, TreeFolks and the Boys & Girls Club of East Williamson County.

Awards & Certifications



Excellence in Pretreatment Award: 13th Consecutive Year

Awarded by Austin Water to honor distinguished Significant Industrial Users who exhibit environmental stewardship by proactively preventing pollution and expertly managing wastewater discharge



Gold Certified Partner of the Austin Mayor's Health and Wellness Council

Recognition from the Austin Mayor's Health and Wellness Council of worksites that have invested in worksite health and increased access to preventive care, and are dedicated to finding positive innovative solutions to challenges posed by our health care system



Best Workplace for Commuters

Designation from Movability for employers that meet the National Standard of Excellence in commuter benefits

Compliance and Governance

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Compliance Assurance Program

In the interest of continuous improvement and alignment with global best practices, EHS&S upgraded the Compliance Assurance Program in 2024. The purpose of this program is to ensure that Samsung Austin Semiconductor policies comply with local, state and federal regulations while protecting the environment from pollution, and providing a safe workplace for employees, contractors, vendors and visitors. The program utilizes a tiered auditing protocol to ensure early identification of gaps, and compliance with legal requirements, ISO Management System standards and other customer and corporate compliance requirements including the Responsible Business Alliance Validated Assessment Program.

The redesign of the Compliance Assurance Program aimed to break down silos between teams, establish process consistency, drive engagement and partnerships among teams, and to identify and leverage relationships between compliance programs. New processes and systems were established to sustain the six essential elements of compliance assurance. In order to create accountability and alignment throughout the organization, compliance related goals are established for leaders, program owners collaborate across departments on conformance requirements, and all employees participate in compliance-critical audits and actions.



ISO Audits

In 2024, The Compliance Assurance Program was enhanced to provide a comprehensive framework for conformance to ISO management standards. This program provides a robust process for engaging employees across departments to ensure all aspects of site operations comply with federal, state and local requirements. Achieving program compliance demonstrates our commitment to workplace safety, environmental protection and the well-being of the surrounding community.

We maintain certifications with the following standards:

- ISO 14001 Environmental Management Systems
- ISO 45001 Occupational Health and Safety Management Systems
- ISO 50001 Energy Management Systems

Various audit methods allow Samsung Austin Semiconductor to maintain these certifications. Annual self-audits, third-party audits, and audits performed by our international headquarters ensure we meet all aspects of compliance, and encourage critique through diverse perspectives. During 2024, our site achieved zero findings in each management systems while receiving recognition for multiple positive observations. Samsung was applauded by auditors for our knowledgeable personnel, and the evident commitment by leadership to upholding EHS&S standards.

Employees understand and execute the strategies that support our ISO Management Systems through the SAVES and CARES initiative. Each employee carries an information card on their person at all times with crucial information on our ISO Management Systems.

CARES

Continual improvement

Always comply with regulations and internal policies

Reduce pollution and hazards

Execute objectives and targets

Share information with employees and contractors

SAVES

Set objectives, targets, and action plans

Achieve quantifiable results and meaningful communications

Value energy efficiency

Educate interested parties and ourselves on global best practices

Sustain our Energy Management System while seeking innovative methods and sources

Data Tables

Health & Safety

| Key Performance Indicator | Unit | 2024 |
|--|------|------|
| LSM Site Average | pts | 87.2 |
| LSM Engagement | % | 100 |
| Safety Site Resource Team Observations | # | 4433 |
| Risk Assessments | # | 24 |
| Risk Assessment Trainings | # | 68 |
| SSM Attendance | % | 94 |
| Industrial Hygiene Monitoring | # | 341 |
| Significant Workplace Injury Rate | # | .26 |
| Total Recordable Incident Rate | # | .02 |

Environmental & Sustainability

| Key Performance Indicator | Unit | 2023 | 2024 |
|--|--------|-------------|------------------------|
| Recycle Rate | % | 97.4 | 96.3 |
| CO2 Emissions | TCO2eq | 739,024 | 365,851 |
| Water Recycle | % | 39 | 37 |
| Water Recycle | Gal | 961 Million | 1,090 Million Gallons* |
| Water Usage (Increase from 2021 usage) | % | 12.4 | 4.5 |
| Clean Energy | % | 100 | 100 |

*The difference in total water recycled from the previous year is mainly due to a change in calculation methodology for improved accuracy.



Terms and Definitions

Beneficial Reuse – Using a material as a valuable commodity that would otherwise be classified as waste

Carbon Footprint – Total GHG emissions caused directly and indirectly by an individual, organization or product

Clean Energy – Energy derived from natural sources that are replenished at a higher rate than they are consumed.

Contractors/Vendors – On site indirect employees that are employed by a company that Samsung has hired to provide goods or services

Culture – A community's shared values

Electrocardiogram (EKG) – A diagnostic test that records the electrical activity of the heart

Electric Vehicle (EV) – A vehicle powered by electricity rather than diesel or gasoline

Ergonomics – The study of people's efficiency in their working environment

Environmental, Health, Safety & Sustainability (EHS&S) – Department at Samsung Austin Semiconductor responsible for protecting the health, safety, environment and sustainability of the employees and the surrounding community. The EHS&S department is made of individual teams including Occupational Health & Safety, Environmental, Sustainability, Loss Prevention and Process

Environmental Protection Agency (EPA) – United States governmental agency established to protect human health and the environment.

Failure Mode and Effects Analysis (FMEA) – A proactive method for identifying potential failure modes in a process, their causes and their potential effects

Global Warming Potential (GWP) – A measure of how much energy the emission of one ton of gas will absorb over a given period of time as compared to carbon dioxide.

Green House Gas (GHG) – Gases that trap heat in the atmosphere, most notably, carbon dioxide.

Human and Organizational Performance (HOP) – An approach to organizational performance that emphasizes human behavior, systems, and environmental factors to create resilient work environments.

International Building Code (IBC) – Minimum standards for the design and construction of buildings to ensure public safety, health, and welfare.

International Fire Code (IFC) – Minimum safety standards for fire prevention and protection in new and existing buildings, structures, and sites.

Industrial Hygiene (IH) – The science and practice that focuses on protecting and promoting the health and safety of workers

ISO Standard – A globally recognized standard to ensure consistency, quality, and safety of products.

Journey to Zero (JTZ) – Initiative created by EHS&S to achieve zero safety incidents, zero environmental incidents, zero waste, and net zero carbon emissions

Leading Safety Metric (LSM) – Point-based program created to encourage site-wide engagement in EHS&S initiatives

Level-Up – Training program created by EHS&S to train all employees to be safety leaders

Life Safety Systems (LSS) – Building components and technologies that protect occupants during emergencies by providing warning, assistance, and safe egress.

Net Positive Water Impact (NPWI) – Returning more to the local water ecosystem than is consumed by addressing water availability, quality, and accessibility in water-stressed regions. NPWI focuses on positive environmental contribution through actions like replenishment, restoring natural systems, improving community access to water and sanitation and enhancing water quality in a basin.

National Fire Protection Association (NFPA) – A Global non-profit organization dedicated to eliminating death, injury, property, and economic loss due to fire, electrical, and related hazards

Occupational Health – The physical, mental, and social well-being of workers.

Occupational Health and Safety Administration (OSHA) – U.S. federal agency responsible for ensuring safe and healthful working conditions

Per- and Polyfluoroalkyl Substances (PFAS) – A classification of widely used, long lasting chemicals, components of which break down very slowly over time

Process Gas – Gasses used in the process of semiconductor manufacturing.

Resource Circularity – A regenerative system where recycling is maximized, usage is reduced, and waste is eliminated

Terms and Definitions

Renewable Energy Credits (RECs) – When a clean energy source generates electricity and delivers it to the grid.

Safety Conductor – A designated member of each department that represents safety and disseminates safety information outside of the EHS&S department

Scope 1 – Greenhouse gas emissions generated directly from sources owned or operated by a company.

Scope 2 – Greenhouse gas emissions associated with the purchase of electricity or generation of steam, heat or cooling.

Semiconductor Industry Association (SIA) – Trade association and lobbying group that represents the U.S. semiconductor industry

Sequential Safety Meeting (SSM) – Mandatory safety meetings that take place once a month and are required for all employees on site

Sustainability – The ability to support ecological, human and economic health and vitality over time

Task Force Team – A group of specialists brought together to solve a problem

Toxic Substances Control Act (TSCA) – A federal law that regulates new and existing chemical substances

Virtual Power Purchase Agreement (VPPA) – A financial contract between a buyer and a clean energy project in which a buyer purchases RECs

Waste-to-Energy – the conversion of non-recyclable waste materials into usable heat, electricity or fuel.

Zero Harm Habits (ZHH) – Set of six behaviors established to achieve the Journey to Zero including: Drive Safely, Be Aware, Plan for Emergencies, Sort Waste, Ergonomics, and Safety at Home.

Zero Waste to Landfill Certification – A standard established by Underwriter's Laboratories focused on monitoring and measuring material flows.

About This Report

Covered Activities

This report covers activities from Samsung Austin Semiconductor. Environmental performance is reported based on data collected only from our manufacturing site located at 12100 Samsung Blvd., Austin, Texas 78754.

Covered Period

This report illustrates our environmental, health, safety and sustainability performance and activities from Jan. 1 to Dec. 31, 2024. This report includes some performance data that was reported in 2023 to demonstrate year-over-year trends and improvements. 2024 performance on people, social and governance related topics are not included in this report, and can be found in the Samsung Austin Semiconductor Corporate Responsibility CY 2024 report.

Reporting Cycle

Annual – previous edition published in November 2024

Related Information

Samsung Austin Semiconductor Website | <https://semiconductor.samsung.com/sas/>

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Samsung Austin Semiconductor teams:

- Health
- Safety
- Environmental
- Sustainability
- Facilities, Operations and Maintenance
- Communications and Community Affairs