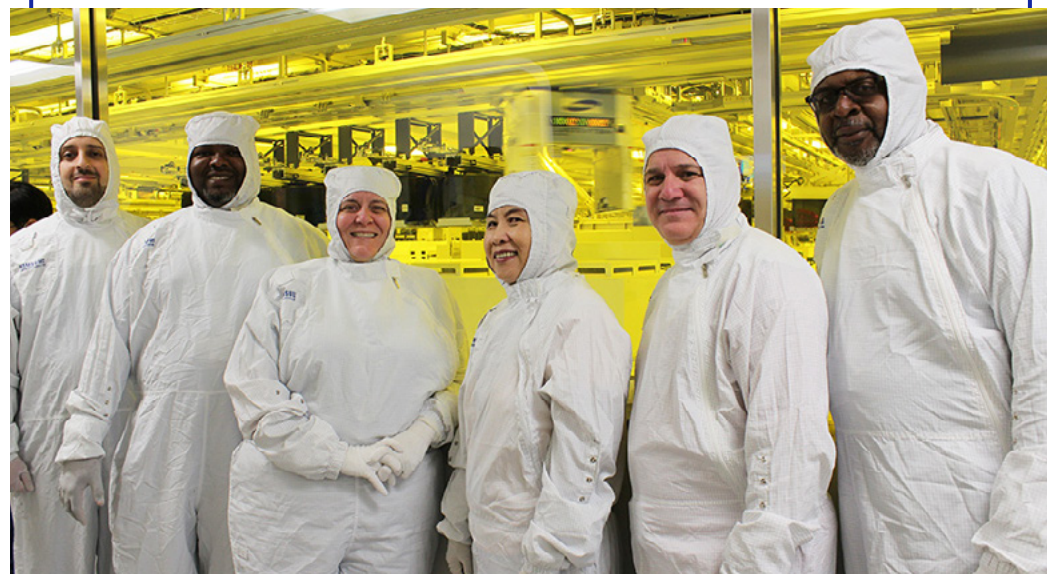
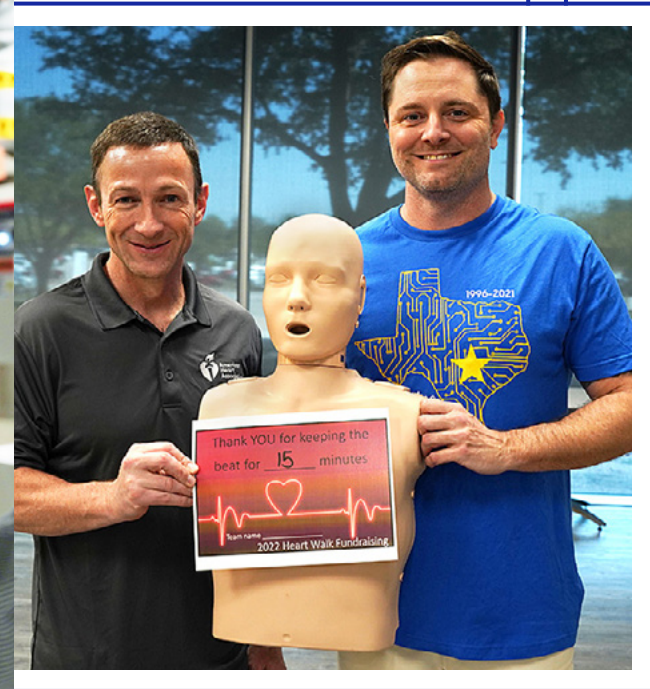


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Our People Report is part of Samsung Austin Semiconductor's series of reports for Corporate Social Responsibility.



Our People

A company is as great as its people. Samsung Austin Semiconductor is proud to boast some of the greatest talent in our industry. Supporting our leading advanced semiconductor manufacturing capabilities and a global customer base, our employees represent a talented group of individuals who are powering experiences for an inspired future.

The People Behind Our Success

- We believe in fostering a corporate culture that supports innovation, promotes the growth of our people alongside the company, and embraces diverse perspectives and backgrounds.
- Through Samsung Austin Semiconductor's values of Safety, Integrity, Teamwork, Learning, Family, Quality, Accountability and Customer Focus, we are working together to be our best each and every day.

Samsung Austin Semiconductor matches the commitment from employees by investing in our people with a comprehensive total rewards package that includes compensation, benefits and bonus opportunities. Providing career development and training is also an important part of how our company retains and develops top talent that will grow alongside the company in Central Texas. Team members also have access to resources and programs to enhance physical, emotional and intellectual well-being.

Our people show up in the community as well as their work. Samsung Austin Semiconductor's engaged workforce is extremely active in carrying core company values along with their individual experience and passion into the communities where they live and work.

From the original site located on East Parmer Lane in northeast Austin, Samsung Austin Semiconductor is growing and expanding its workforce and advanced manufacturing influence in Central Texas. As of 2022, this includes more than 4,500 direct employees working at a temporary satellite office near Pflugerville, the Taylor construction site, and the Austin campus.



Together We Can

With Samsung investing in the development of a new advanced manufacturing site in Taylor, Texas, the company's vision for success expanded in 2022 as work ramped at all locations. For the first time since the Austin fab opened, employees are crossing both county lines and international boundaries to support the growth of semiconductors and become the world's best foundry.



2022 Best Foundry Goal

SAMSUNG
AUSTIN SEMICONDUCTOR

Work Well. Live Well. Grow Together.

Samsung Austin Semiconductor supports employees with great amenities, services and offerings to help balance working and living well.

Work Well.

- Total Rewards for employees include compensation, quarterly bonuses, and a range of benefits.
- FlexWork options include flexible shifts and hybrid remote work options (eligibility based on business need).
- Access to full-service onsite cafeterias and coffee bar with delicious and healthy meal options, including authentic Korean cuisine and vegetarian choices around-the-clock.
- Monthly dining credit of \$30 with additional dining meal credit match up to \$30 per month, including our Long Vista location.
- Access to well-appointed fitness centers onsite.
- Fitness and wellness offerings include group classes, personal training, weight lifting and more.
- Outdoor amenities include basketball and tennis/pickle ball courts, a soccer field, hiking/jogging trail and disc golf course.
- Classes are offered with a Korean language and culture expert.
- Employee lounge and spaces feature ping-pong tables, foosball, billiards and more.
- A regular shuttle operates between work sites with an employee app for ease of use.



Work Well. Live Well. Grow Together.

Samsung Austin Semiconductor supports employees with great amenities, services and offerings to help balance working and living well.

Live Well.

- Generous paid-time off, including 40 hours up front for all employees upon start date.
- The Employee Assistance Program (EAP) offers free mental health support with licensed counselors onsite.
- Onsite health clinics at each location provide on-demand medical and health support and access to licensed occupational RNs around the clock.
- Vaccinations including COVID-19, boosters and Influenza are available for employees and partners.
- Onsite wellness resources include mother's rooms and blood pressure machines.
- Employees have access to special perks including options for discounted tickets to local events.
- Common onsite service offerings to help personal productivity include car detailing and oil changes.
- Employees can also participate in an intramural soccer team that meets regularly and hosts games and championship matches.

Grow Together.

- Comprehensive health plan coverages are offered to employees and their eligible dependents.
- Employees are encouraged to support their communities with paid time off for volunteerism.
- More amenities to support work/life productivity and balance are coming with the site in Taylor, Texas once manufacturing operations begin.

Healthcare Benefits

Samsung Austin Semiconductor provides an excellent benefits package that in which employees and their eligible dependents may choose to participate. Coverage includes:

Medical	Pharmacy
Dental	Health Savings Account
Vision	401(k) Retirement Account
Optional Life and Accident Insurance	Employee Assistance Program
Critical Illness Insurance	Hospital Indemnity Insurance

Even though the cost of living went up in 2022, Samsung Austin Semiconductor managed to provide high-quality, competitive benefit plans while maintaining our employees' cost low.



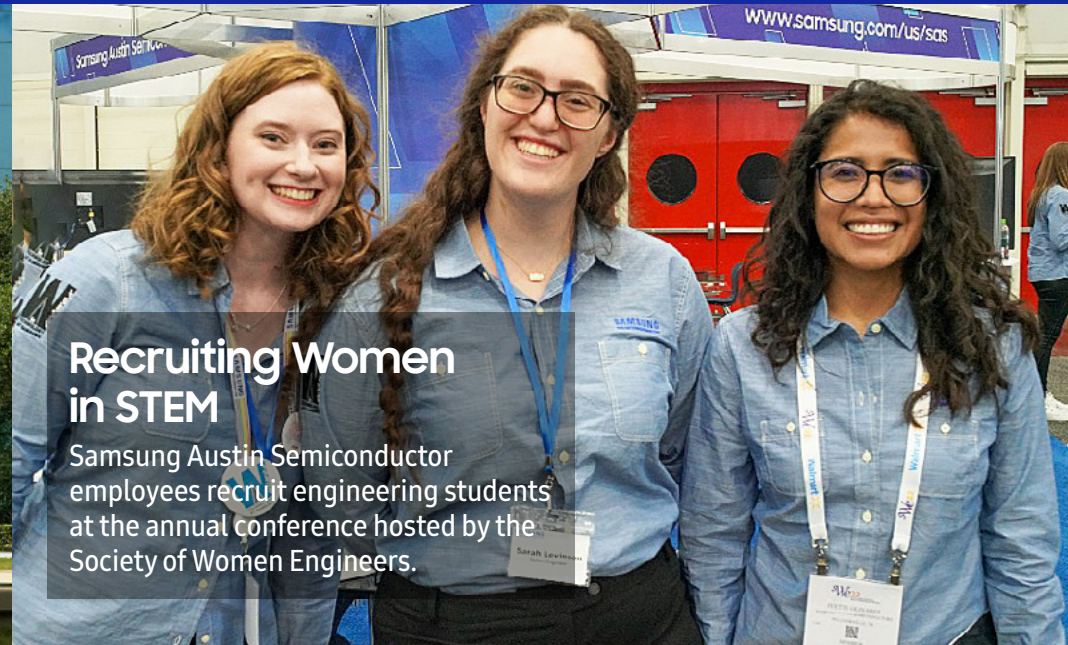
Careers

With more than 4,500 employees, Samsung Austin Semiconductor has career opportunities for everyone. This includes engineers, with experience in fields such as chemical, mechanical, electrical engineering and more, trained and untrained technicians, IT, health, safety and technical professionals, persons experienced in various trades backgrounds and shared service professionals.



Growing Together

Samsung is growing in Central Texas and our workforce is growing with it. In 2022, Samsung Austin Semiconductor hired more than 1,300 new employees. Employees are now dispersed across our three locations in Austin, Pflugerville and Taylor.



Recruiting Women in STEM

Samsung Austin Semiconductor employees recruit engineering students at the annual conference hosted by the Society of Women Engineers.

Commitment to the Future of Our Workforce

We pride ourselves on creating career pathways and actively support the development of students at the middle, high school and collegiate level. Outreach programs promote and develop an interest in STEM fields. With internships, students explore their interests and are able to get a foot in the door in the industry with hands-on experience. Our employees are also passionate about what they do and dedicate work and volunteer time to getting young people excited about opportunities in this industry and serve as role models to the next generation of engineers.



Inspiring Interest in STEM

Employees work with local middle school students to demonstrate the value of STEM with fun, hands-on activities.

Workforce Development

Looking to the future, the semiconductor industry must meet the challenge of growing and developing a strong pipeline of talent equipped to sustain this specialized field. Semiconductors are the brains behind much of our modern technology from automobiles to high performance computing, the Internet of Things (IoT), medical devices, smartphones, consumer devices and more. This means that semiconductors have a more important role than ever before.

Building Robust Career Pathways

Building robust career pathways is imperative to increase the talent pool and prepare them for work in the industry. Offering specialized hands-on training for incoming and current employees ensures competitiveness on behalf of our customers who are leaders in the global marketplace. Samsung Austin Semiconductor views this as a transformative opportunity and a chance to affect economic development for the Central Texas region. For this reason and more, the company invested in establishing a new group focused on workforce development in 2022.

By planning and implementing outreach initiatives and collaborating closely with local municipalities, industry associations, educational institutions and technical schools, the Workforce Development department is making great strides.

According to the National Association of Manufacturers and sources from Deloitte and The Manufacturing Institute, "during the next decade, **4 million manufacturing jobs will be needed and 2.1 million are expected to go unfilled** if we do not inspire more people to pursue modern manufacturing careers."

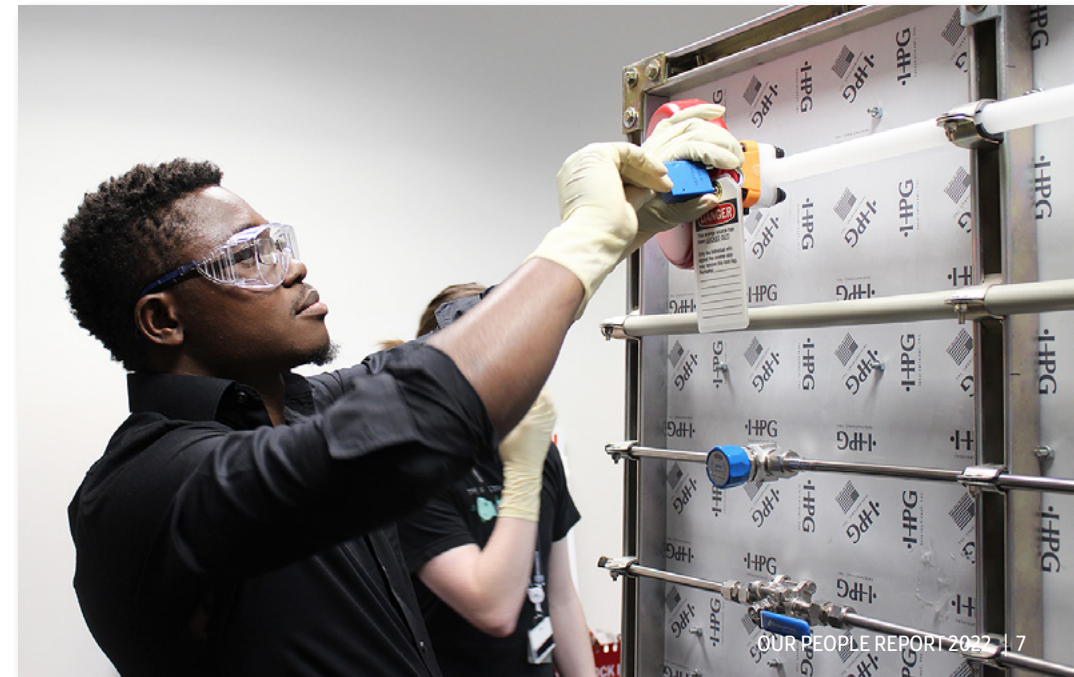
Sources:
National Association of Manufacturers "Facts About Manufacturing | NAM"
The Manufacturing Institute "Creating Pathways for Tomorrow's Workforce Today: Beyond Reskilling in Manufacturing"

Nurturing Opportunities for Students and Young Talent

A career in advanced manufacturing starts with awareness and interest. STEM Academy, middle and high school outreach programs at Samsung Austin Semiconductor are just one way that we provide access to education and training, and help inspire young people to pursue related paths.

In 2022, Samsung Austin Semiconductor initiated a high school internship program for students from the Taylor Independent School District as Samsung implemented plans for development of the new site in Williamson County.

Career Pathway Programs including the High School Graduate Internships Program (HSGI) provides a direct pathway for students who are interested in our subsequent Fab Apprentice Program for a career as a Technician.

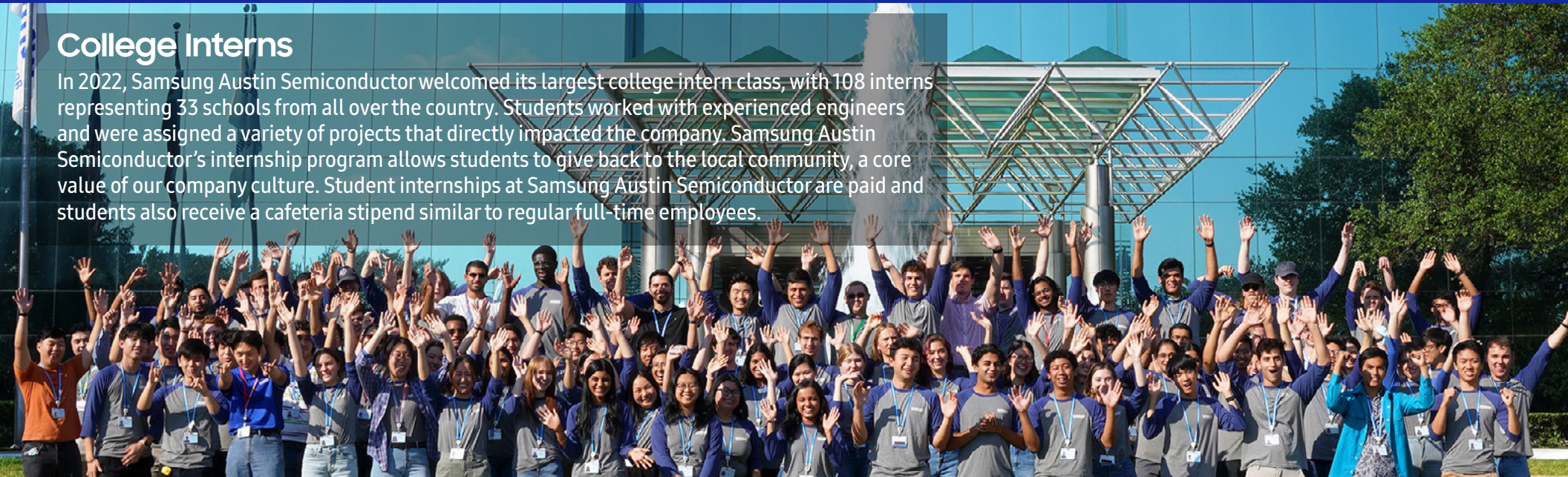


Workforce Development (continued)

Looking to the future, the semiconductor industry must meet the challenge of growing and developing a strong pipeline of talent equipped to sustain this specialized field. Semiconductors are the brains behind much of our modern technology from automobiles to high performance computing, the Internet of Things (IoT), medical devices, smartphones, consumer devices and more. This means that semiconductors have a more important role than ever before.

College Interns

In 2022, Samsung Austin Semiconductor welcomed its largest college intern class, with 108 interns representing 33 schools from all over the country. Students worked with experienced engineers and were assigned a variety of projects that directly impacted the company. Samsung Austin Semiconductor's internship program allows students to give back to the local community, a core value of our company culture. Student internships at Samsung Austin Semiconductor are paid and students also receive a cafeteria stipend similar to regular full-time employees.



Taylor High School Interns

Eager to forge great collaborative partnerships with the community, our summer internship program expanded in 2022 to include 22 interns from Taylor Independent School District.



200 CORP Engineers

Samsung Austin Semiconductor also hired more than 200 College Orientation Recruitment Program (CORP) engineers in 2022—the most in its history.



Career Pathways by the Numbers

In 2022, Samsung Austin Semiconductor hosted numerous individuals just beginning their career journey. As part of our workforce development programming these individuals worked alongside and learned from experts in their fields of interest. This is just one way that people forge strong connections and get hands-on support for their professional pursuits.

14
4-year/2-year/certification visits to our campus.

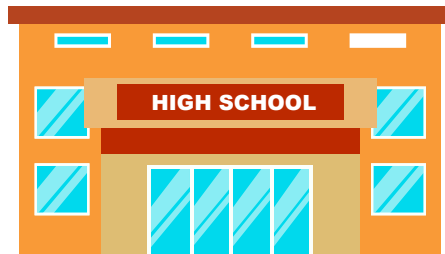
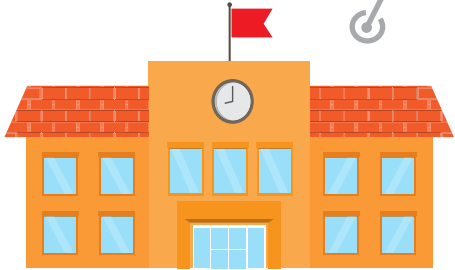
108
College interns



200+
College Orientation Recruitment Program (CORP) participants welcomed

28
K-12 visits to our campus

28
K-12 events conducted at school campuses to generate excitement in STEM careers (e.g. career fairs, manufacturing days, robotics competitions).



28
High school interns (22 from Taylor) and 6 with the High School Graduate Internship Program (HGSI)

Career Pathways

Key professional pathways into Samsung Austin Semiconductor include inroads for careers in the Technician and Engineering fields.

Technician Career Track

Those interested in career opportunities as a technician can leverage the following programs to pursue a career track as a technician in our fab manufacturing environment.



High School Graduate Internship (HSGI) Program

During this 10-week internship, aspiring technicians are given the eye-opening experience of a career in the semiconductor and manufacturing industry.

Fab Apprentice Program

Following successful completion of the HSGI program, selected students may be enrolled into the Fab Apprentice program.

While completing an associate's degree at a partner college or university, students have the opportunity to work at Samsung part-time. For students who maintain a GPA of 3.0 or higher, the company will pay for 100% of the cost of tuition and books. After graduating from the program students may apply for a full-time position as a technician at Samsung Austin Semiconductor.

Engineering Career Track

Students who have completed or are working to complete a degree program, especially those with an engineering background, can leverage these options to put their degree programs to practice with real hands-on experience.

College Summer Internship

Our competitive internship program offers college students an engaging, fast-paced, 3-month internship where they are assigned a project and engage with departments including analytics, automation, diffusion, etch, metals, photolithography, and more. Select students are invited to transition into our College Orientation Recruitment Program (CORP).

College Orientation Recruitment Program (CORP) Engineer

This full-time, entry-level role kicks-off a new career with a comprehensive orientation and technical training program. CORP engineers are given an overview of the company's processes and operations, knowledge of our semiconductor fabrication and manufacturing principles, and exposure to working in a large, global organization. The program also features networking, social and community service activities. Current CORP engineers and alumni can build their connection to the Samsung Austin Semiconductor family.

Additional Opportunities to Learn and Grow

Becoming the world's best foundry is impossible without great people, which is just one reason why we support the personal and professional growth of our employees. Plentiful resources are available for career development and continuing education to enable employees to thrive.

Samsung U

Samsung U

Our employees are always learning and growing and have access to plentiful virtual and in-person classes across a wide range of topics from certifications to safety and compliance, and technical skills development for example. Far beyond required work training, resources help employees learn transitional job skills, help nurture leadership and improve soft skills to excel; they can also learn more about Korean language and culture.



Learning and Development

Our robust in-person and online training options are available to everyone and include a range of topics from Agile to programming, management and cultural awareness for example.



Tuition Assistance Program

Provides employees with reimbursement up to the maximum IRS allowance on eligible tuition expenses for undergraduate and graduate level courses as part of an approved degree plan.



Training at Our Headquarters

Training programs can include travel to Samsung headquarters in Korea to learn from other cutting-edge technology experts in chip manufacturing.



Recruitment

In 2022, recruiting was a top priority as more than a thousand employees were hired. Ranging from university relations to professional sourcing events to a national diversity conference, Samsung Austin Semiconductor was engaging potential employees at all levels.



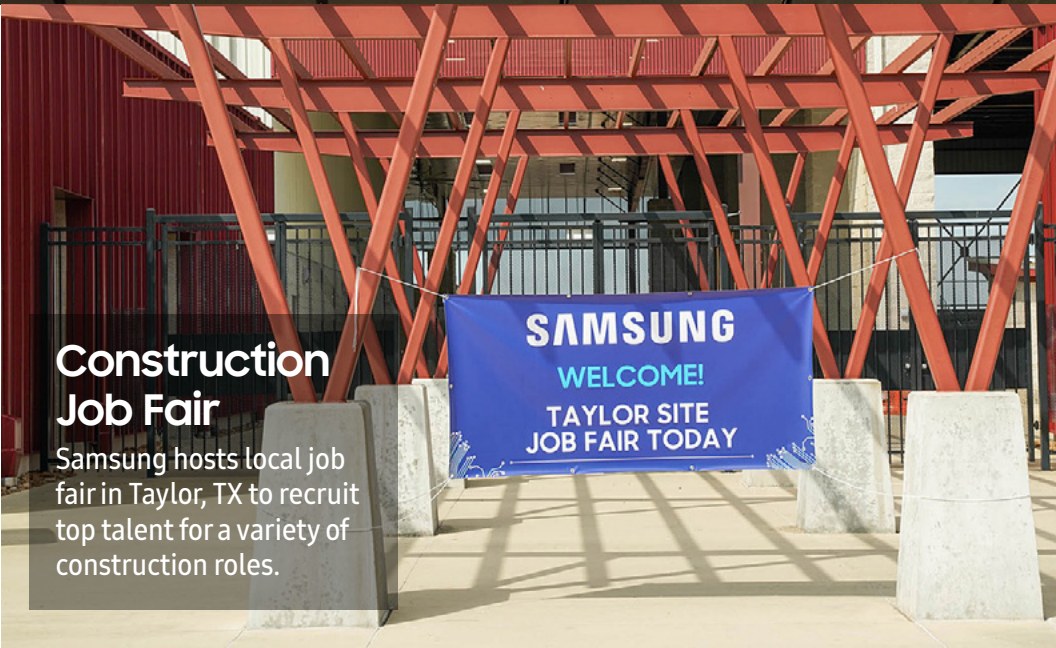
Social Media Tour for University Relations

In an effort to recruit the next wave of semiconductor experts in an ever growing industry recruiters visited college campuses across the region to attract top talent.



College Recruitment Tours

During the fall of 2022, students at universities throughout Texas, Arkansas, Colorado, Florida, Georgia and Oklahoma had the chance to learn about career opportunities in the semiconductor industry during an extensive college recruitment tour for disciplines including Chemical, Electrical, Mechanical, Industrial and Computer, and STEM majors such as Computer Science, Physics and Chemistry.



Construction Job Fair

Samsung hosts local job fair in Taylor, TX to recruit top talent for a variety of construction roles.



Opportunities for Women in Technology

Our recruitment team collaborated with Women in Technology at Samsung for the Society of Women Engineers WE '22 conference held in October in Houston, Texas. As a result, Samsung Austin Semiconductor met with hundreds of eager college students looking for internship opportunities and established connections with professional in engineering and adjacent fields to share their passion for working in the semiconductor industry.

Our Vibrant and Engaged Workforce

Samsung employees enjoy celebrating and spending time together. We work hard, so infusing work with fun, celebration and other unique opportunities is also important. Throughout the year employees participate in employee recognition celebrations, holiday-themed activities, volunteerism opportunities, employee resource groups and much more. Our active and committed workforce is one of the things that sets us apart.



Employee Appreciation Day

Employees enjoy popcorn as a part of Employee Appreciation Day. This annual, company-wide event is designated to show employees how much their hard work is appreciated.



Putting the Fun in Fundraising

Pie-in-the-Face fundraiser to help support efforts to prevent heart disease.



Fancy Footwork

One of the ways employees connect, exercise, and have fun through the intramural soccer league.



On-site Recreation

With an on-site basketball court, employees relieve stress while getting fresh air with colleagues during lunch time and after-work basketball games.

Our Vibrant and Engaged Workforce (continued)

Bringing together friends, family, and fun.



Fab Cleanroom "Bunny"

In April our cleanroom bunny helped welcome the spring with a little extra spring in her step.



Spring Fling

We kicked off the unofficial start of summer with our 2022 Spring Fling. After a two-year break due to COVID-19, employees had a chance to get together with their families for fun, games, and food at the Austin site.



Our Vibrant and Engaged Workforce (continued)

The holidays are for everyone as employees participate in fun activities and contest from Halloween all the way through the end of the year.



Halloween Spirit

Our annual costume contest in October did not disappoint. Employees showed up with super-charged ensembles to compete for prestige.



Holiday Antics

Holiday season kicks off at Halloween with the employee costume contest and pumpkin carving contest. Winners in this photo entered in such categories as best group costume, most creative costume, funniest costume, and more.



Ugly Sweater Contest

Employees come out with their most creative holiday sweaters to compete for the most festive one.



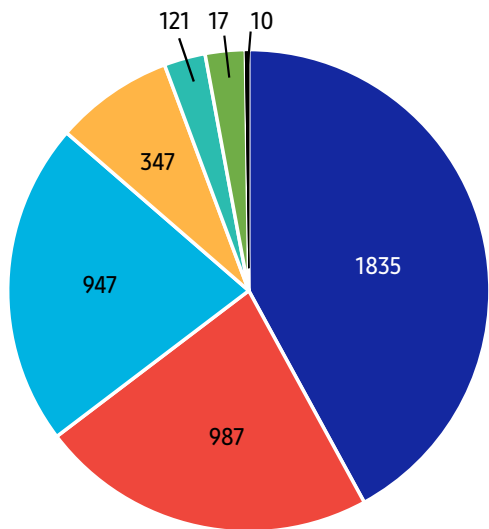
Showing Appreciation

At the end of their tenure, WITS leaders were presented with a limited edition doll in a bunny suit as a token of appreciation.

Diversity and Inclusion

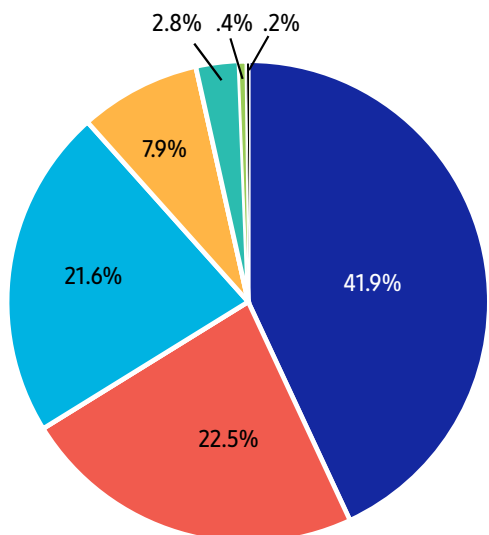
A diverse workforce is key to serving our diverse customer base. Our path to a diverse workforce is an evolving strategy. We strive to build a community where everyone belongs, has equal opportunities, and is encouraged to be their authentic selves. Recruiting and supporting individuals from varied cultural backgrounds, life experiences and perspectives, is important to this objective and helps our business thrive.

Samsung Austin Semiconductor Employees in the U.S. Identifying As:



Number of Employees

- White (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- Hispanic or Latino
- Black or African American (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)
- American Indian or Alaska Native (not Hispanic or Latino)
- Native Hawaiian or other Pacific Islander (not Hispanic or Latino origin)



Percentage of Employees

- White (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- Hispanic or Latino
- Black or African American (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)
- American Indian or Alaska Native (not Hispanic or Latino)
- Native Hawaiian or other Pacific Islander (not Hispanic or Latino origin)



Showing Pride

Employees, friends and family showing support at the Austin Pride Parade.



Juneteenth Parade

In 2022 employees came together for the first time in the company's history to participate as a group in Austin's respected Juneteenth Parade, on behalf of Samsung Austin Semiconductor.

Employee Resource Groups

Several outstanding employee resource groups (ERGs) support initiatives for diversity, equity and inclusion among employees. These ERGs provide opportunities for camaraderie, personal and professional growth, networking, stewardship of diversity, equity and inclusion objectives, and much more.

PRIDE

Started: 2022

Mission: The Samsung Austin Semiconductor Pride employee resource group (ERG) which serves and supports the lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA+) community within Samsung through programs, educational opportunities, community philanthropy events, and relevant communications.

Vision: Fostering an atmosphere of belonging for all Samsung personnel (including employees, direct contractors, and vendors).

In June 2022, Samsung Austin Semiconductor welcomed the Pride ERG which creates an environment where employees can show up feeling safe to be their authentic selves. Diversity and inclusion is integrated into the fabric of how we do our work, and we look forward to building on what we have to ensure that

our employees feel valued for what they bring to the table.

On the heels of the inauguration, members led the initiative and plans for employees to participate in the Austin Pride Parade (August 2022). Many hopped aboard the company Pride float.



Welcoming the Pride ERG

In June 2022, the Samsung Austin Semiconductor Pride ERG held its inaugural meeting



Pride Parade

Employees, friends and families represented Samsung Austin Semiconductor in the annual Pride parade.

Employee Resource Groups (continued)

Valuing our service men and women.



Started: 2018

Mission: The Military Appreciation Group at Samsung Austin Semiconductor provides support and resources for employee veterans and Military Appreciation Group members-at-large by building esprit de corps through networking and outreach activities.

Established in 2018, the Military Appreciation Group supports all branches of the United States military by focusing on employee engagement with professional development, networking, mentoring, recruitment and community outreach.

Along with Memorial Day, Veterans Day, Women's Veterans Day and service branch birthdays, you'll find members of the Military Appreciation Group out and about on and offsite supporting initiatives including Carry the Load, attending military recruiting events and much more.

Commitment to Service Members and Veterans



Texas has an estimated 1.5 million veterans with unique and valuable experiences and skill sets, and we welcome these individuals into the Samsung community. As of 2022, approximately 15% of our workforce is comprised of veterans. Samsung Austin Semiconductor has earned the "We Hire Vets" designation, committed to supporting veterans and their families. Our company collaborates with the Texas Workforce Commission and the Texas Veterans commission to hire vets and integrate them into the workplace.

Celebrating the Armed Forces

The Military Appreciation Group celebrates the birthdays of each branch of the armed forces.



Carry the Load

Our Military Appreciation Group supports the Carry the Load fundraiser.

Employee Resource Groups (continued)

Connecting women and girls to the impact of science, technology, engineering and math on our world.



Women in Technology at Samsung (WITS)

Started: 2014

Mission: Women in Technology at Samsung (WITS) was established 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 mission is fulfilled through networking, mentorship, retention, community outreach, and leadership development opportunities. Monthly meetings provide members with an opportunity to collaborate and come together with fellow professionals.

WITS has a large and active membership that regularly engages employees within and outside Samsung's boundaries. In 2022, the group celebrated International Women's Day initiatives to promote equitability in the workplace.

“ The employee resource group for women at Samsung Austin Semiconductor has built a community of women and allies who support each other at work and beyond! ”

- Katie Van Strander,
Chair of our Women in
Technology at Samsung
employee resource
group

Inspiring Interest in STEM

Advocates went out into the community to work with organizations such as Girlstart, Girl Scouts and The University of Texas at Austin advancing opportunities and interest in STEM fields.



Celebrating International Women's Day

WITS members gather in honor of International Women's Day and express commitment to global gender equity.

