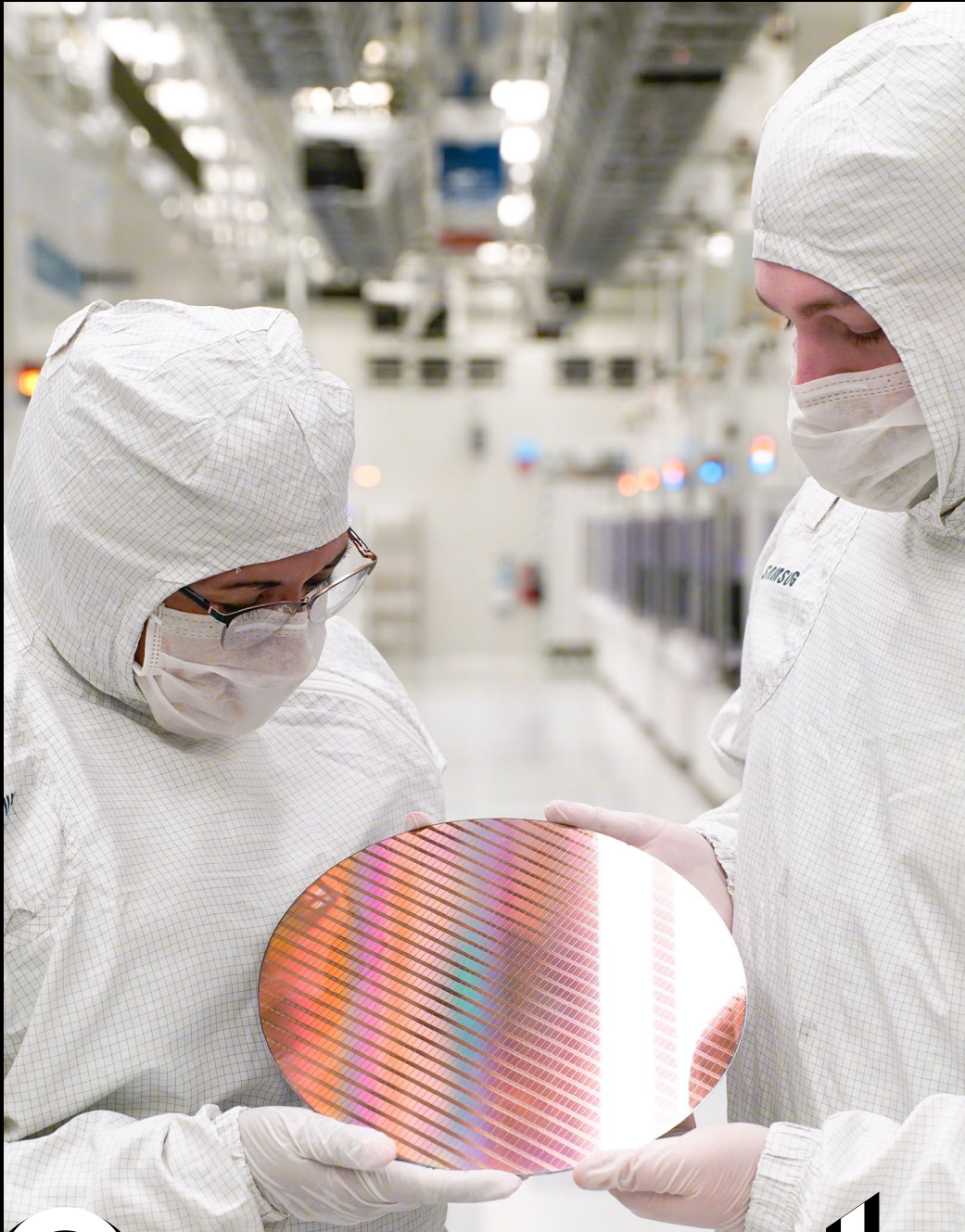


Samsung Austin Semiconductor



2025

Corporate Responsibility

REPORT



PEOPLE

SOCIAL

GOVERNANCE



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01

Introduction

In 2025, Samsung Austin Semiconductor embraced its rally cry, “Extreme Innovation: Create the Future,” and pushed the boundaries of innovation amid a challenging market. Dedicated employees relentlessly pursued quality and reliability, ensuring the company could continue delivering premium products to customers worldwide.

Samsung Austin Semiconductor

Extreme Innovation Create the Future

2025 World’s Best Foundry

While 2025 presented new challenges, there were significant milestones for Samsung Austin Semiconductor.

One of the most significant achievements was moving several hundred employees into the new Taylor office building in Q4. The move marks the beginning of the company’s footprint in Taylor, with the new fabrication facility slated to become operational by the end of 2026. The Austin campus also implemented several new product introductions.

In 2025, the company launched a fresh set of core values shaped by the voices of its 4,500-strong workforce.

As a responsible corporate citizen, Samsung Austin Semiconductor distributed millions of dollars in grants to local organizations, enhancing the quality of life in Central Texas. Additionally, significant investments with Workforce Development partners are building a robust talent pipeline for advanced semiconductor manufacturing.

When collaboration is coupled with advancements in technology, Samsung Austin Semiconductor will continue to grow and innovate in Central Texas.

This report highlights Samsung Austin Semiconductor’s accomplishments and demonstrates how the company is committed to its employees, the region and innovation.

02 By the Numbers

\$10.9B
ECONOMIC IMPACT
IN 2025

(Austin and
Taylor campuses)

\$5M +
IN CORPORATE
GIVING

5,930
VOLUNTEER
HOURS

4,500
EMPLOYEES

\$871K
EMPLOYEE
GIVING

03

Economic Impact

In 2025, Samsung Austin Semiconductor’s Austin and Taylor campuses pumped \$10.9 billion into the Central Texas economy. Also, the campuses supported 28,746 jobs in the area along with \$2 billion in workers' salaries.

	AUSTIN CAMPUS	TAYLOR CAMPUS		COMBINED TOTAL IMPACT
	OPERATIONS IMPACT	CONSTRUCTION IMPACT	OPERATIONS IMPACT	
ECONOMIC OUTPUT				
Direct	\$1.55B	\$1.72B	\$2.36B	\$5.63B
Indirect & induced	\$1.24B	\$2.18B	\$1.89B	\$5.31B
Total	\$2.80B	\$3.89B	\$4.25B	\$10.94B
EMPLOYMENT				
Direct	3,342	6,674	1,150	11,166
Indirect & induced	7,432	7,591	2,557	17,580
Total	10,774	14,265	3,707	28,746
SALARIES				
Direct	\$359.26M	\$627.73M	\$134.60M	\$1.12B
Indirect & induced	\$262.69M	\$551.96M	\$98.42M	\$0.91B
Total	\$621.94M	\$1.18B	\$233.02M	\$2.03B
REVENUES FOR LOCAL GOVERNMENTS				
Total	\$179.44M	\$5.47M	\$33.29M	\$218.20M

04

Awards & Recognition

Samsung Austin Semiconductor is dedicated to fostering an environment that encourages growth and success not just for the company but for the region. The accolades we received in 2025 reflect the company's commitment to both its employees and the Central Texas community.

SKILLPOINT ALLIANCE - Named a finalist in the Outstanding Manufacturing Mentor category.

GREATER AUSTIN BUSINESS AWARDS - Named a finalist in the American Heart Association Nation of Lifesavers Award.

AUSTIN REGIONAL MANUFACTURERS ASSOCIATION - Winner of Company of the Year.

AUSTIN NAACP: Recognized as a Longtime Supporter at the 60th Annual DeWitty & Overton Banquet.

BEST PLACE FOR WORKING PARENTS

BEST WORKPLACE FOR COMMUTERS

HIRE VETS GOLD MEDALLION AWARD



Every month, Samsung Austin Semiconductor's Environmental, Health, Safety and Sustainability team hosts four sessions for CPR/AED and First Aid training that are all instructor-led. All employees are encouraged to sign-up for the class. In the past decade, nearly **5,000 employees** have gone through CPR training.

05

A New Chapter in Taylor

In fall of 2025, Samsung Austin Semiconductor marked a pivotal milestone by opening the office building at the Taylor campus.



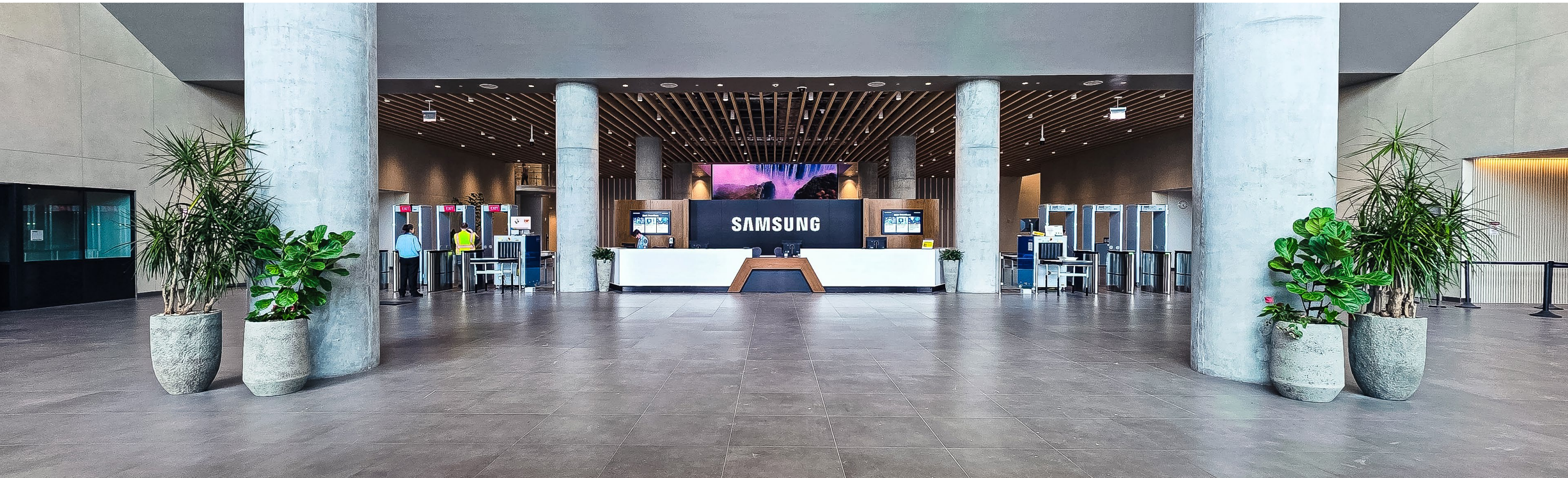
The modern workspace incorporates collaborative zones, a 300-person auditorium, two cafeterias, coffee shop, fitness center and more.

The front of the office building is lined with Georgia loblolly pines, a lazy river and a Texas-shaped water fountain.

The Taylor campus will continue to evolve as construction on the fab continues into 2026. With the new facility, Samsung Austin Semiconductor is poised to bolster its U.S. manufacturing footprint, creating a safe, resilient foundation for the next generation of semiconductor technologies.

In September, Gov. Greg Abbott announced that Samsung Austin Semiconductor received a \$250 million grant from the Texas Semiconductor Innovation Fund (TSIF) for its semiconductor fabrication facility in Taylor.

Gov. Greg Abbott meeting with Dr. Young Hyun Jun, head of Samsung Electronics Device Solutions Division and Memory in September 2025.



This \$4.73 billion investment by Samsung in their Taylor semiconductor fabrication facility will provide a more secure domestic supply of chips for critical U.S. industries and ensure the most advanced chips that will power next-generation technologies are Made in Texas.”

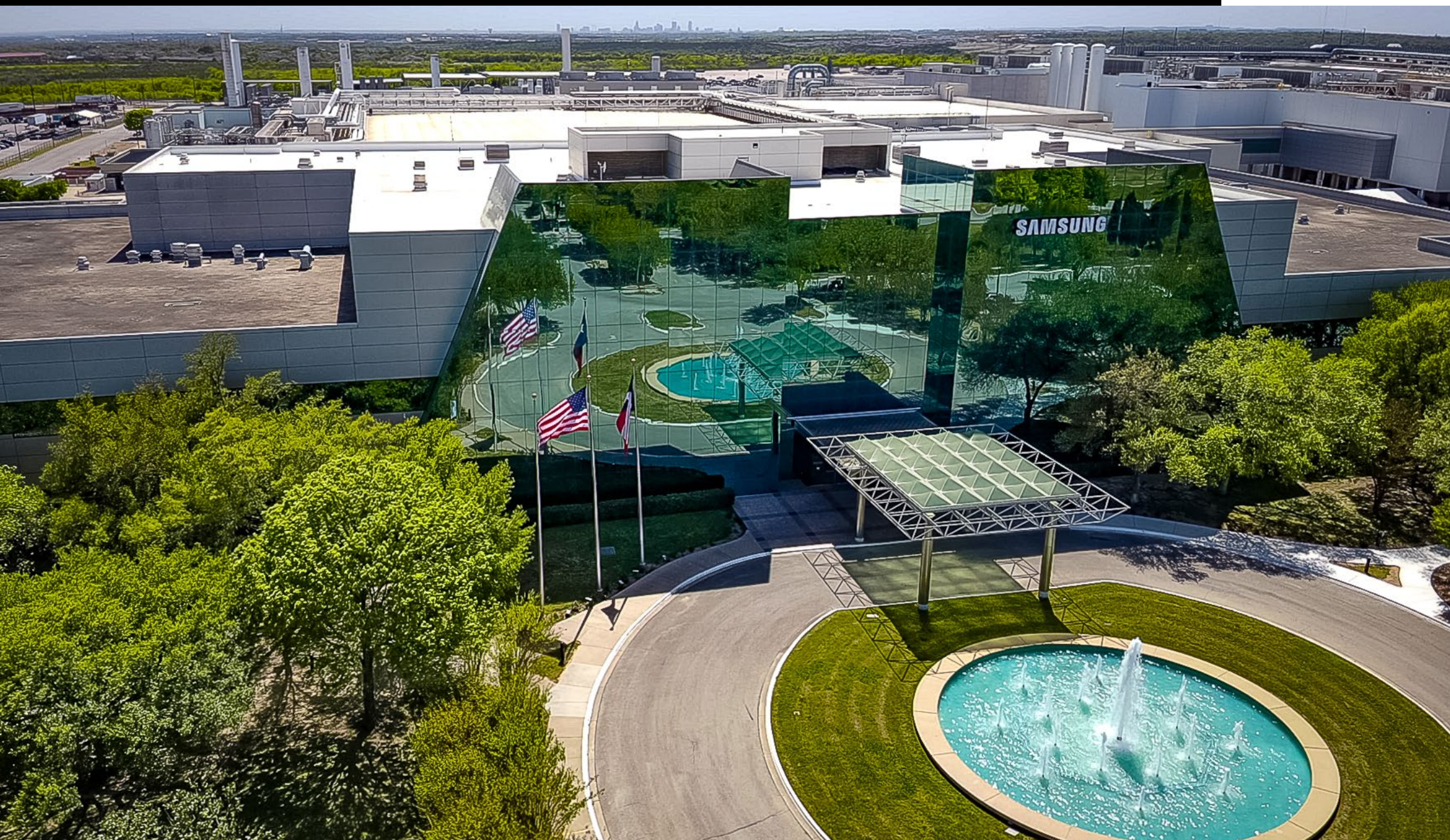
Gov. Greg Abbott
State of Texas

OUR PEOPLE
Clay Barker

Clay Barker is a member of the Workplace Solutions Space Management team for Taylor and has been working on the Taylor project for the past three years.



The Taylor Workplace Solutions team is a small and tightly-knit group of subject matter experts. Since the design and construction phase, we have been working hard to make the new office building’s amenities—including fitness center, cafés, auditorium, coffee bar, atrium spaces—both enjoyable and impactful for the entire organization.”



CONTINUED GROWTH IN AUSTIN

At the company's Austin campus, the business focused on its customers, delivering exceptional products, bridging new technologies and new product introductions.

In August 2025, **Apple announced** it will work with the fab in Austin to “launch an innovative new technology for making chips, which has never been used before anywhere in the world.”



The Austin campus also received some major upgrades including the installation of covered parking for more than 1,100 parking spots. In the same year, the west parking lot was expanded to provide an additional 330 parking spots.

At Samsung Austin Semiconductor, safety is the first and foremost principle of management. In 2025, the Semiconductor Industry Association was recognized the company's Austin fab as the safest fab the U.S. Read more about our safety culture in the latest version of the **Environmental, Health, Safety and Sustainability Report**.

06 New Values for a New Era



**Adaptive
Resilience**



**Bold
Innovation**



**Customer
Centricity**



**Unified
Purpose**



**People
Focus**

As Samsung Austin Semiconductor expands in Central Texas, the company recognized the need for values that resonate with its local operations—values that represent a new era of focus and drive for the company.

After months of collaboration and gathering feedback, the company replaced its previous values and introduced five new core values. The new values were presented to the entire organization during an event in October 2025.

“It was important to us that this not be a top-down decision by Human Resources leadership,” explained David Gentry, vice president and leader of Samsung Austin Semiconductor’s People team. “Rather, that our own employees have a seat at the table to assess and inform these principles moving forward.”

Samsung Austin Semiconductor invited special guests to join and share how each of these values has inspired or informed their own paths to success. Guests offered unique insights for not only how the values relate to their respective industries, but also how they see these values will resonate for Samsung moving forward.

Donnie Maib, director of Olympic sports athletic performance at The University of Texas at Austin, spoke about Adaptive Resilience, citing being adaptive as “the one quality or trait in 30-plus years of coaching and working with the most elite, world-class athletes” that helps people succeed. Resilience, he noted, comparatively to challenges in the semiconductor industry, is “a learned trait—something you have to consistently put yourself in to grow and not be fixed in place.”

JJ Gottsch, CEO of the Austin Gamblers, a professional bull riding team in the Professional Bull Riders Team Series, talked about Bold Innovation. He reminded employees that being an industry leader requires taking risks—sometimes big and uncertain risks.

John Perkins from Samsung’s Foundry Sales division brought home the company’s value for Customer Centricity home with a simple paradigm shift for the heart of our decision-making strategy: “It requires us to put ourselves in their [the customers’] shoes and make decisions based on what they need and what their end customers need.”



JJ Gottsch



Donnie Maib



John Perkins



Pat Guzman

Pat Guzman-Weema, director of operations and compliance for OneStar Foundation, invoked important learnings based on the devastating floods over the 2025 July Fourth weekend. Guzman-Weema highlighted how companies like OneStar Foundation and Samsung, who contributed **\$900,000 and volunteer support** to One Star's Rebuild Texas Fund and recovery efforts, become the best and strongest versions of themselves when we are unified in its purpose. While sometimes this unification comes in the face of adversity, she reminded everyone that purpose should be more than a mission statement on a wall. "We're talking about a living, breathing mindset that guides every decision, and that is our north star."



What sets us apart is each and every single one of you [our Samsung employees]. No other semiconductor company has you working for them. That's why 'People Focus' is really at the heart of all our decisions."

- David Gentry

Vice President | People Team



Gentry wrapped up by driving home that People Focus underscores all of the company's values and is therefore at the heart of all decisions, because Samsung employees are what sets the company apart in this global competitive environment.

07 People Focus



EMPLOYEES: THE KEY TO OUR SUCCESS

Samsung Austin Semiconductor conducts an annual employee survey, Samsung Culture Index (SCI), to identify areas of strength and opportunities for improvement in its organizational culture. SCI is one of the company's most important listening tools and a direct avenue to understand locally how employees perceive the company culture.



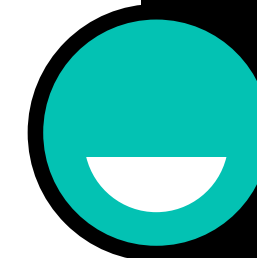
Employee participation is encouraged so every individual voice may be heard. In turn, this helps inform change and impact at a local level in order to build a workplace with trust, collaboration, engagement and company pride.

The results, which are shared across the business, fall into three overarching dimensions, and are used in several ways. Company leadership reviews feedback in the form of open comments submitted anonymously by employees in addition to the overall survey results. Additionally, each department receives their team's results, which they use to drive action plans based on areas of identified opportunity. Companywide, the SCI survey informs ongoing initiatives to engage employees collaboratively in the process of improving company culture in response to findings.



SCI SURVEY DIMENSIONS AND RESULTS:

In 2025, 84.5% of all eligible Samsung Austin Semiconductor employees completed the SCI survey, with additional written comments submitted on “areas where the company can improve.” The direct feedback is a valuable qualitative supplement to the categorical response in these areas:

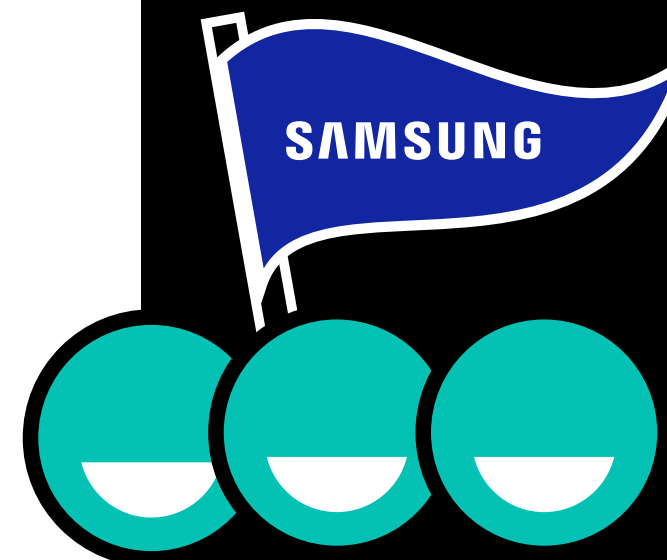
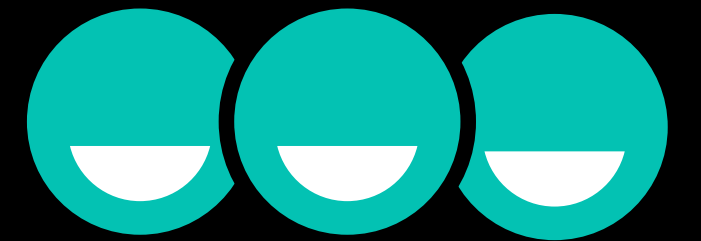


Joyful Work—Work Engagement

surveys employee perceptions regarding opportunities for growth, efficiency, engagement and work satisfaction.

Coworkers—Team Collaboration

focuses on elements of collaboration, respect, performance management and team satisfaction amongst colleagues/coworkers.



Proud Company—Company Pride

looks at perceptions with the company's systems, policy and management through the lens of communication, trust in management, fairness and organizational satisfaction.

OUR PEOPLE

Michelle Schoeplein

Engineer II | Implant Engineering

Michelle Schoeplein is an active member of the SCI Committee and also volunteers regularly with education outreach events as a Samsung Champion.



Being a member of the SCI Committee has been a blessing to me, because I have had the opportunity to help others realize the benefits and opportunities we are fortunate to have by working for this people-first company. This committee has allowed me to be an ambassador for my colleagues to make positive changes that make work more enjoyable for everyone!"



I've learned the value of seeking objective guidance and being open to feedback, which has allowed me to better focus on my career goals."

Nada Faqih
Professional II | Talent Acquisition



Throughout my career, I've always been involved with training or mentoring efforts. I've found this to be the most rewarding part of working in the industry."

Jonathan Hardin
Process Operations Manager | Etch

IMPACT OF MENTORING

Whether employees are mentoring young students or participating in a mentorship committee at work, mentoring has a positive impact on both the mentor and the mentee.

At Samsung Austin Semiconductor, its Women in Technology at Samsung (WITS) employee resource group has an active mentorship program, open to all, that empowers employees to grow, learn and support each other.

Jonathan Hardin currently leads the WITS Mentorship program and Nada Faqih is his mentee.

For Hardin, the most rewarding part of being a mentor is working with a mentee over an issue that he's seen in the past and giving them the knowledge that he's used to help them move forward.

For Faqih, being a mentee has allowed her to grow and broaden her horizons by being open to different perspectives.

EMPLOYEE ENGAGEMENT

Employee engagement is what connects talent, technology and market success. By nurturing purpose, growth, mutual respect, well-being and recognition, Samsung Austin Semiconductor ensures employees are engaged in the day-to-day work that drives breakthrough technologies, fosters cross-functional collaboration and ultimately delivers superior value to its customers, partners and stakeholders.



SAMSUNG AUSTIN SEMICONDUCTOR LAUNCHED ITS SIXTH EMPLOYEE RESOURCE GROUP (ERG) IN THE SPRING WITH THE ASIAN PLUS ERG

President and CEO of the Greater Austin Asian Chamber of Commerce, Mark Duval, spoke at the event, commending the Asian Plus ERG on their involvement in the local community. “Samsung is such an incredible organization here as a leader in the community, as a leading employer and a leading technology company. So, bringing together all the benefits that you are in the various ERGs that you have, to me, it’s magic and we’re glad to be a part of it,” said Duval.



The Asian Plus ERG also coordinated the company’s much anticipated return to the Austin Dragon Boat Festival with resounding success. With 25 rowers and dozens of supporters, the group clocked their best team times and showcased team culture.



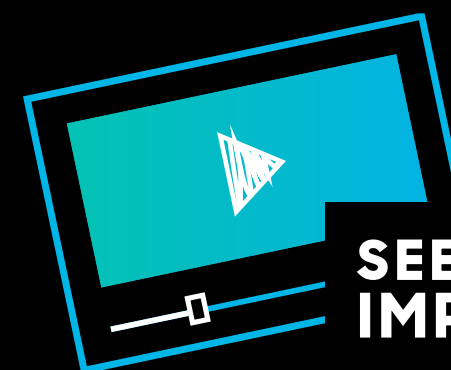
Innovation is very important to me and central to our business in Fab Engineering. Employee-led groups help our business drive innovation. They accomplish this in large part due to the diversity of backgrounds ERGs bring together.

Byung Goo ‘BG’ Jeon
Senior Vice President | Fab Engineering

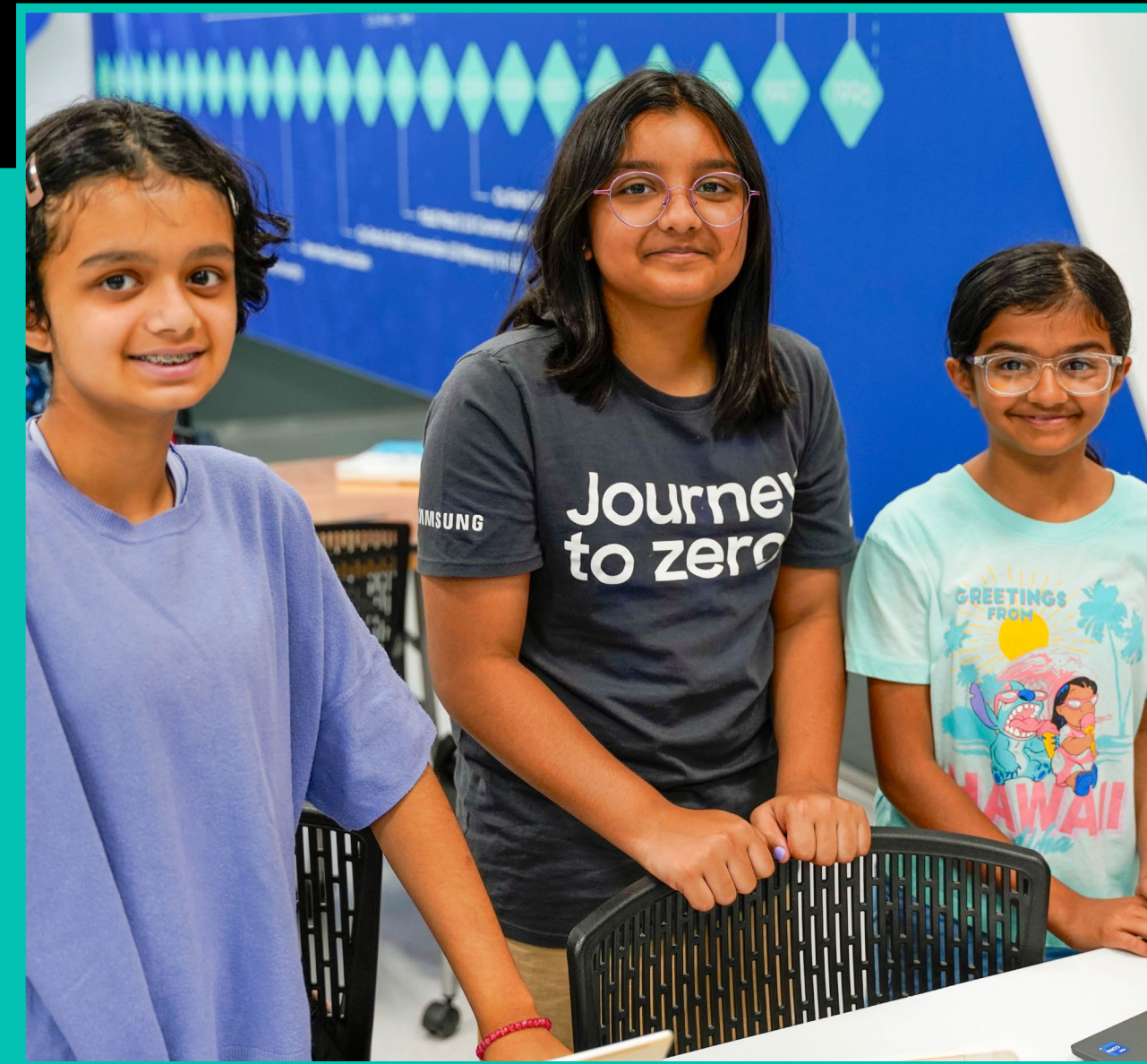
Samsung Austin Semiconductor **Robotics** CAMP Class of 2025

Samsung Austin Semiconductor hosted a summer robotics camp available to employees' children for a week full of hands-on technical learning.

Incoming seventh grader Yuvan—who competed in a regional robotics competition last year and has experience coding drones, video games and robots—enjoyed the competitive aspect, making new friends who shared the same interests and improving his robotics skills.



SEE THE
IMPACT



I enjoyed being with people that actually understand how we do something and the technique of the robot building,” Yuvan said. “We’ve been doing a lot of trial and errors, and finally got it and all the coaches have been helping me and giving me suggestions.

Yuvan



SUMMER IN THE COMMUNITY



This summer, employees brought their passion, creativity and generosity to the heart of Central Texas. From festive parades to giving back to local school districts, their enthusiasm made each event unforgettable.

CARRY THE LOAD

Samsung Austin Semiconductor's Military Appreciation Group (MAG) held its 13th annual Carry the Load relay in May. The team marched 4.5 miles to honor the memory of fallen veterans and first responders.



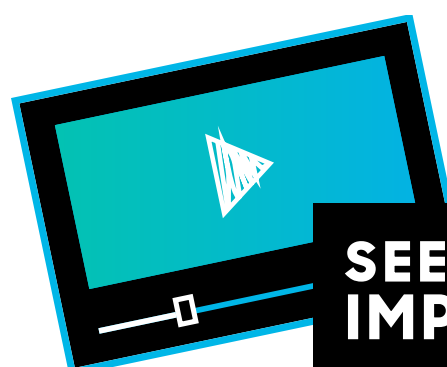
Carry the Load is important to me because it brings awareness and support to the veteran community as a whole. More specifically it honors those who made the ultimate sacrifice so that we could enjoy the freedoms we have today.

Brian Park
Chair | Military Appreciation Group



JUNETEENTH PARADE

Juneteenth, celebrated annually on June 19, commemorates the end of slavery in the United States. The Black Employee Network participated in the Central Texas Juneteenth Parade and Festival in east Austin, bringing energy and much-needed fans for the crowd.



**SEE THE
IMPACT**



The east Austin community was very appreciative of Samsung Austin Semiconductor's generosity and participation. We helped make an impact in the community during this year's celebration. Thanks to all who joined in to help make it a success!"

La Toya Morrison
Chair | Black Employee Network



PRIDE PARADE

The Pride employee resource group (ERG) joined thousands of others at Austin Pride Parade in downtown Austin. The event was a vibrant celebration of inclusivity and community spirit.



**SEE THE
IMPACT**

"It was inspiring to see our employees, along with their friends and families, come together to celebrate at the Austin Pride Parade



Josh Leibowitz
Chair | Pride ERG





LIFE AT SAMSUNG

At Samsung Austin Semiconductor, work is not just about innovating and improving on the semiconductors the company makes, but it's about creating an environment where everyone can flourish. From team-building activities to family days, Samsung Austin Semiconductor is fostering a culture that values both professional growth and personal well-being.

INVESTING IN OUR PEOPLE

By offering continuous learning and career development, Samsung Austin Semiconductor empowers talent to bring fresh ideas and boosts engagement.

Talent Development offers a wide range of comprehensive training programs tailored to employees' specific role and career goals, covering everything from professional development to leadership development. In 2025, the team's mission was to progress leaders from awareness to mastery of critical leadership competencies.

2,670EMPLOYEES
ATTENDED**191** TRAINING
SESSIONS**3** NEW
LEADERSHIP
COURSES
INTRODUCEDINTRODUCED
**ANATOMY
OF TRUST**
FOR ALL ROLESENGAGED LEADERS
THROUGH MONTHLY
**LEADERSHIP
IN A YEAR** ARTICLES
& TRAINING
RESOURCES**15** COMPUTER-BASED
TRAININGS WERE
PROVIDED TO
INCORPORATE
AWARENESS
TO MASTERY SKILLS**45.42%**
OF LEADERS
ENGAGED IN
DEVELOPMENT
CLASSES

OUR PEOPLE

Robyn Waltho

Talent Development

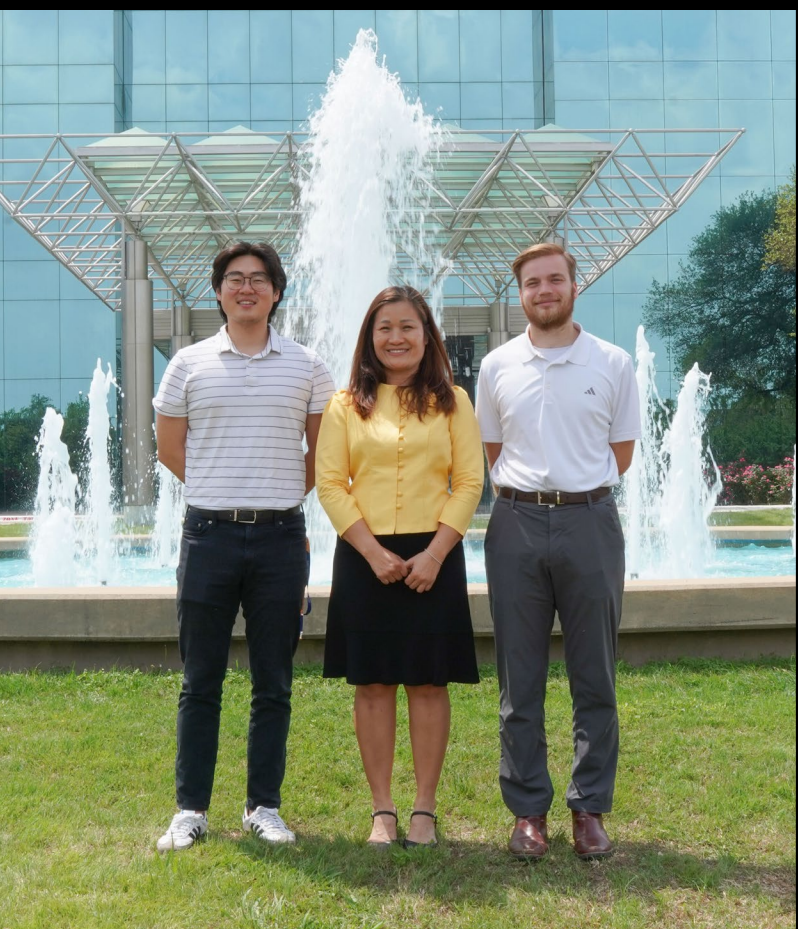
Robyn Waltho is an instructor on the Talent Development team where she helps employees level up and implement new training initiatives.

Waltho’s favorite part of the job? “Having the opportunity to positively impact the individuals that I encounter every single day, their work teams and the organization at large.”



The Talent Development team offers a wide range of courses for all associates and also for leadership. Whether someone is looking to fine tune their communication, emotional intelligence, DiSC knowledge, time management, or much more, we have a class for that! We have in-person and computer-based courses in select subjects tailored to help the needs of every individual.

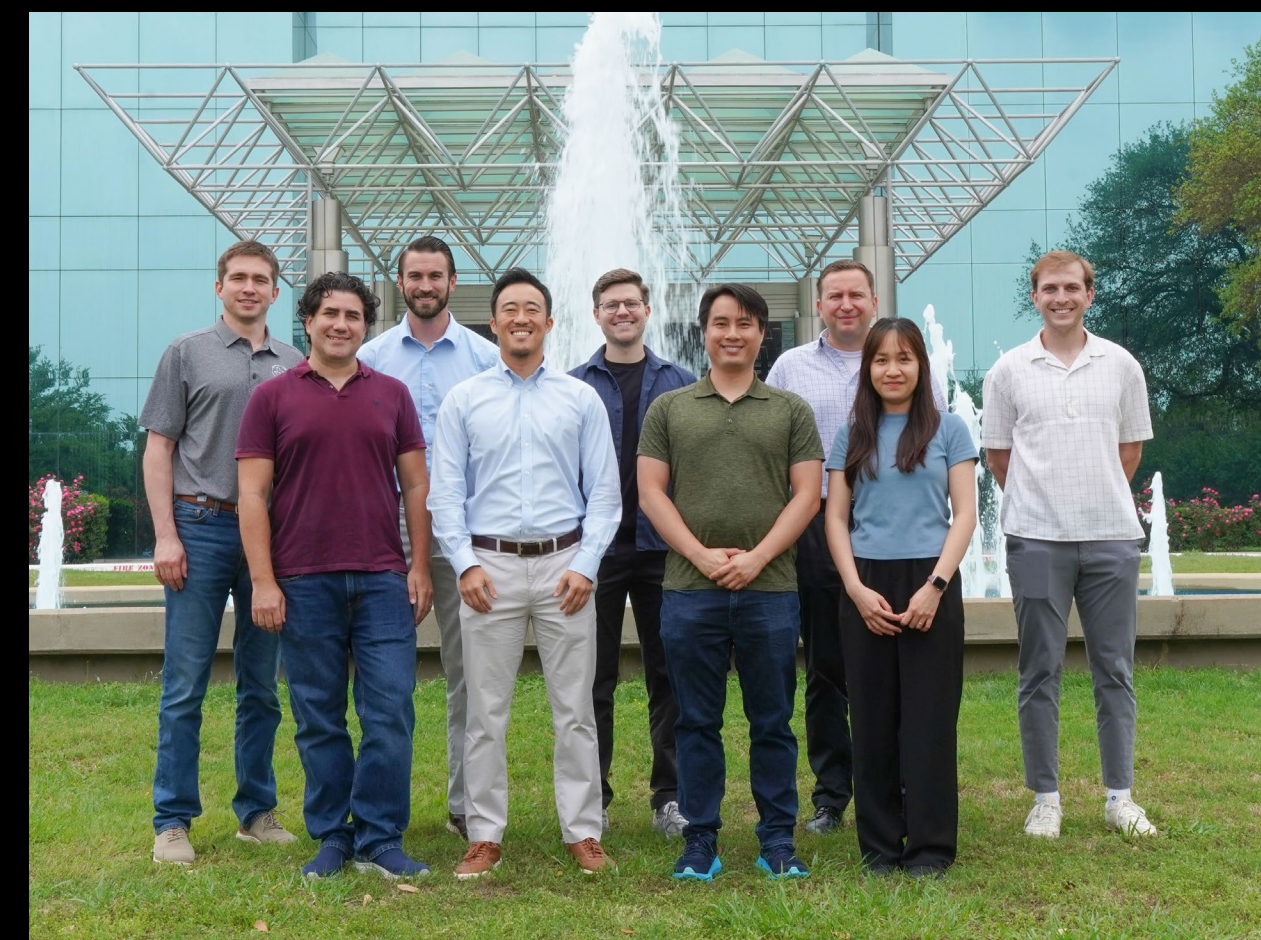
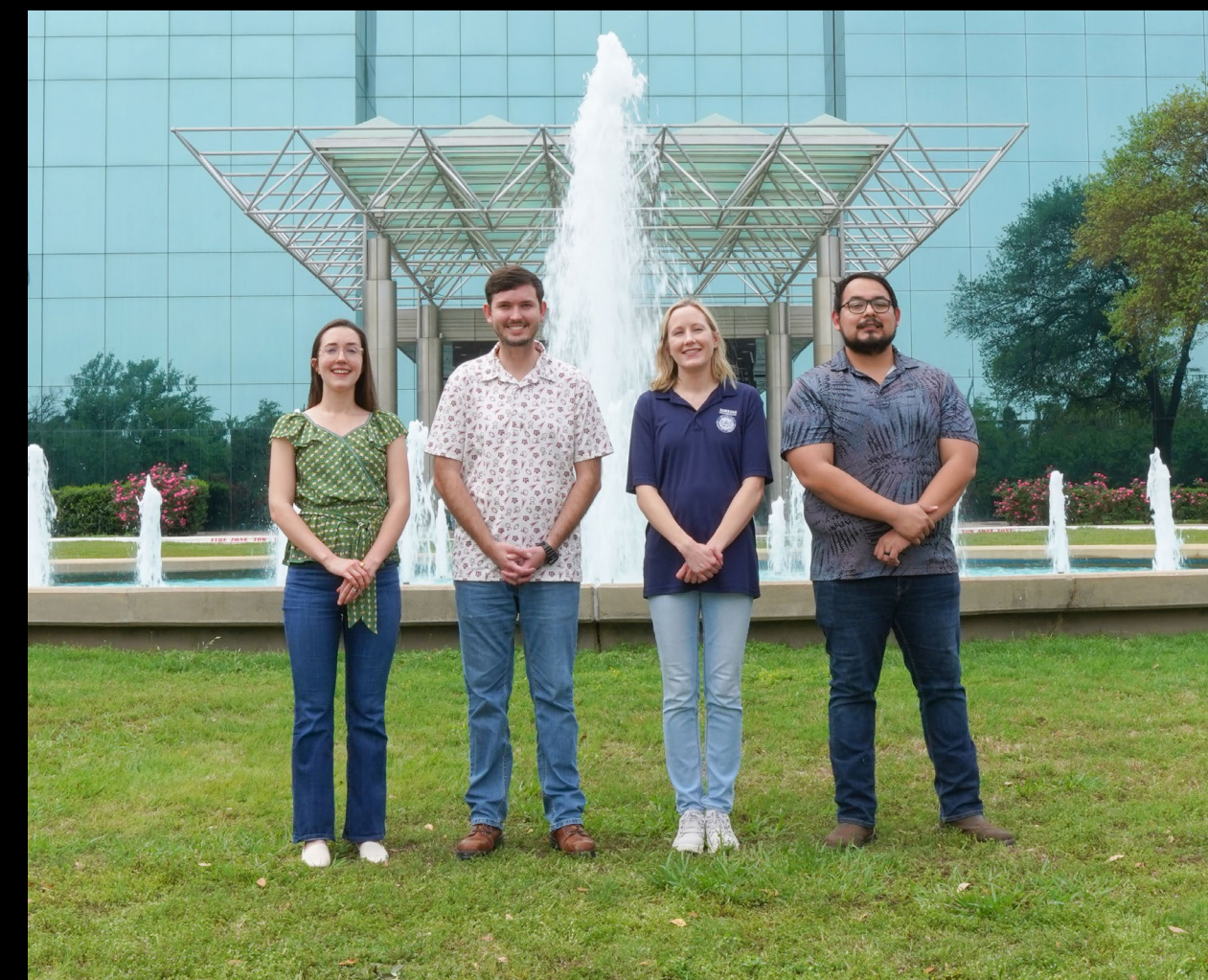
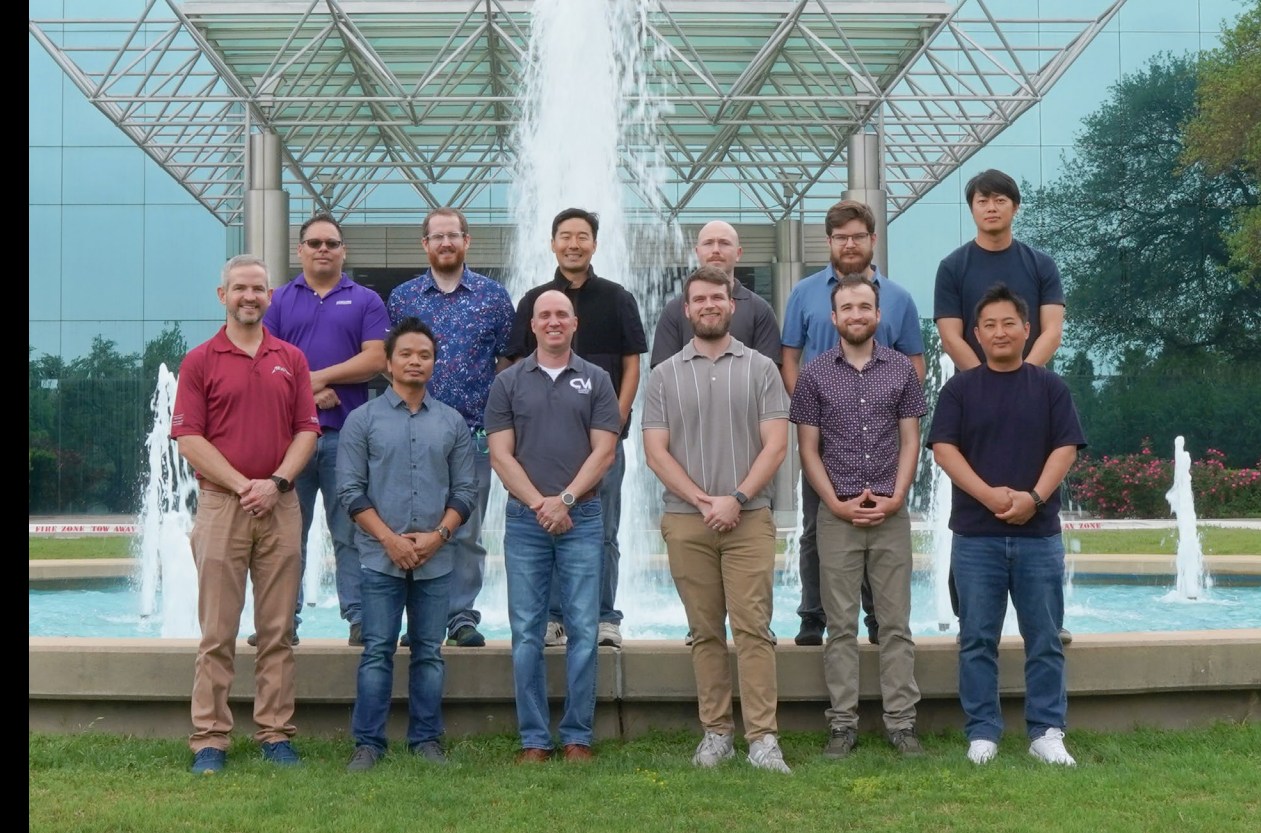


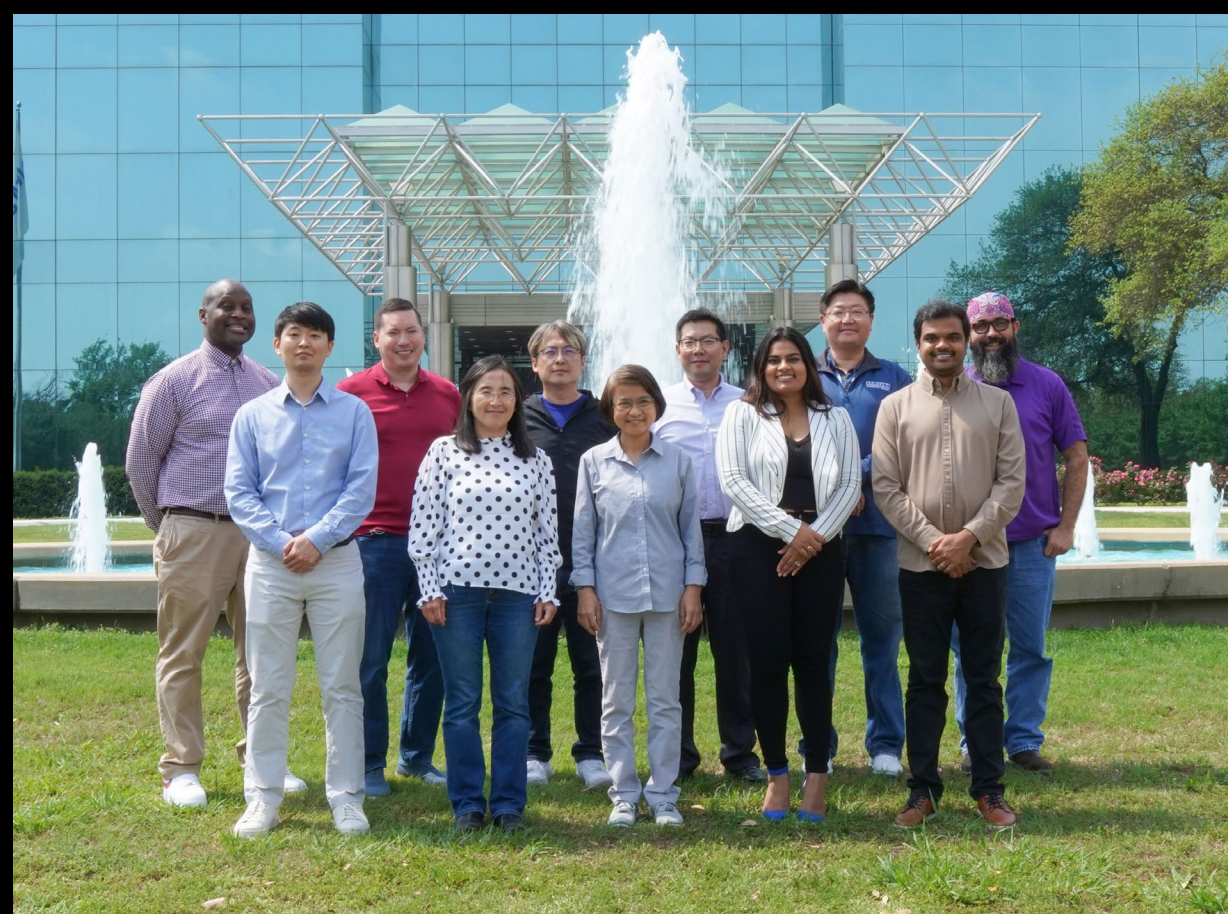
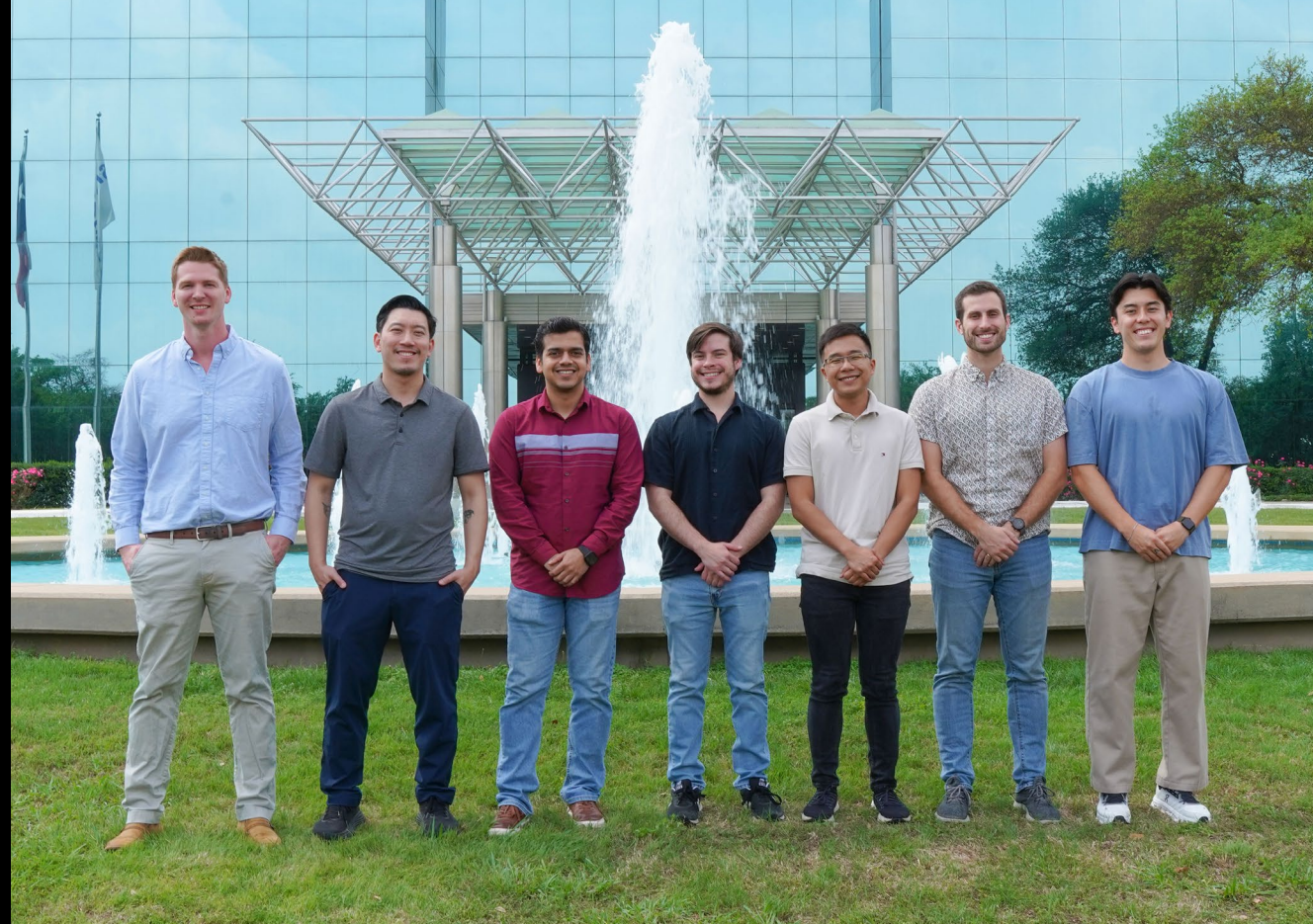


PROMOTIONS

Teamwork is an important asset at Samsung Austin Semiconductor and nowhere is it more apparent than in this year's annual promotions. More than 400 employees received promotions, including numerous technicians who were promoted to Master Technicians.

All these individuals have provided transformational results and are committed to creating the future of the company. Congratulations to everyone on all the hard work and achievements!







BENEFITS & WELLNESS

Samsung Austin Semiconductor believes its employees' well-being is at the heart of the company's success and it goes beyond the workplace. Samsung Austin Semiconductor offers comprehensive benefits and wellness programs designed to support every aspect of life. From health insurance and fitness initiatives to financial planning and mental health resources, the Benefits team is helping employees thrive.

During Health and Wellness Week, the team focused on encouraging employees to adopt healthier habits, reduce stress and explore different aspects of physical and mental well-being.



It was an exciting opportunity that our team could provide for employees to learn more about all the benefits Samsung offers. I am especially happy that we could offer biometric screenings on-site. This is the first one our team has hosted and we hope to continue to improve future Health & Wellness Weeks.

Ellie Jeung
Benefits and Wellness



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



TIME AWAY FROM WORK

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

ON-SITE PERKS

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



HEALTH & WELLNESS

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

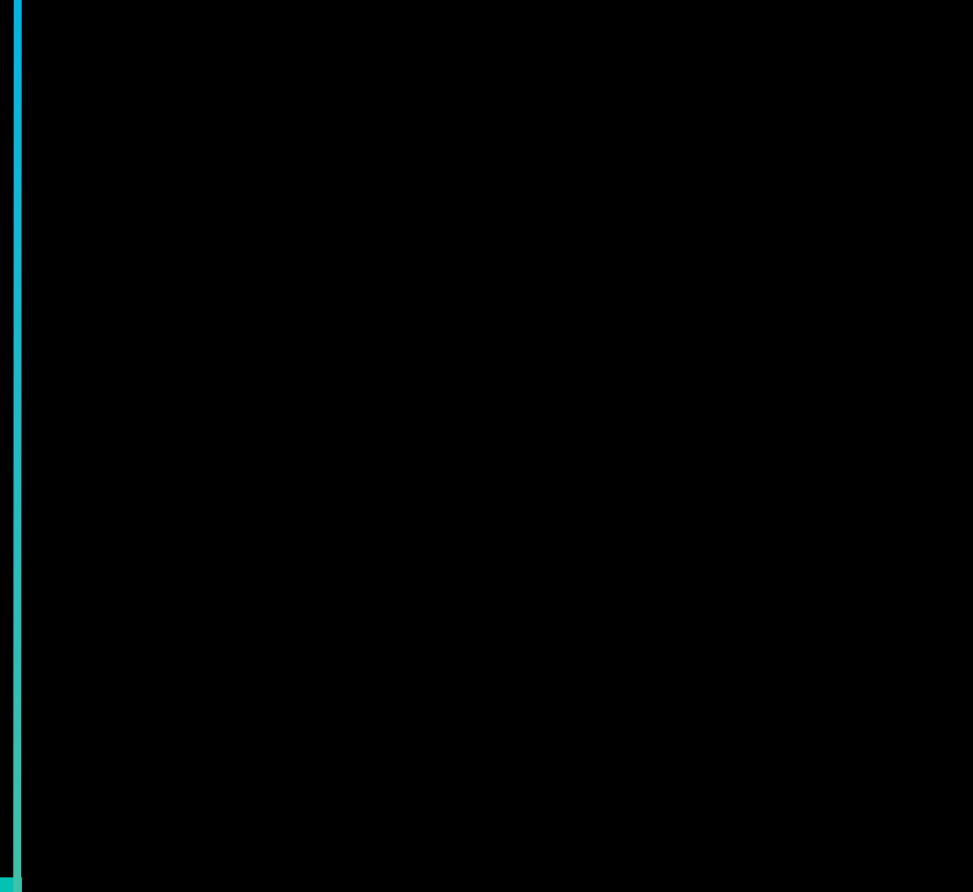


LIFESTYLE PERKS

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



08 Community Impact



Samsung Austin Semiconductor is proud to be part of the Central Texas community that has supported its growth, inspired its innovation and shaped its future. Commitment means investing in people, places and programs that enrich lives and strengthen resilience across the region. Below are some of the ways the company has given back—today and for generations to come.



In 2025, Samsung Austin Semiconductor provided substantial support to nearly 60 community organizations across Central Texas, including Austin, Manor, Taylor, Travis County and Williamson County, with contributions exceeding \$6 million.

The company prioritizes investments in organizations that focus on youth STEM education, health and wellness, food insecurity, sustainability and the development of a strong workforce, along with other initiatives aimed at enhancing the well-being of the community it serves.

In addition to the company's philanthropic efforts, Samsung Austin Semiconductor employees contributed \$482,453 to 461 charities in 2025, while the company contributed an additional \$388,968 in matching funds.

By the Numbers

GIVING IMPACT IN 2025

\$6M TOTAL CHARITABLE GIVING

50+ ORGANIZATIONS SUPPORTED

5,930 EMPLOYEE VOLUNTEER HOURS

\$871K EMPLOYEE DONATIONS

\$1M DONATED TO SUPPORT FOURTH OF JULY FLOOD RELIEF EFFORTS

Welcome to Samsung



Our community partnership with Samsung Austin Semiconductor is important because it combines corporate innovation with grassroots support to empower and support local youth."

Daniel Anstee
Area Director
Boys and Girls Clubs of Central Texas



GIRL SCOUTS OF CENTRAL TEXAS

Since 2013, Girl Scouts of Central Texas has organized the Samsung Austin Semiconductor STEM Challenge.

The two-day event combines hands-on engineering projects with outdoor adventure. Samsung STEM Challenge (Fall 2025) served 130 Girl Scouts from 15 different cities.



BOYS AND GIRLS CLUB OF EAST WILLIAMSON COUNTY

Since Samsung Austin Semiconductor announced its expansion to Taylor in 2021, it has prioritized supporting community organizations that are enriching the lives of local residents, including the Boys & Girls Club of East Williamson County.

In 2025, with the company's support, the club was able to allocate funds to its academic success program called "Project Education" which supports grade progression through group educational activities and targeted intervention such as homework assistance.

Our long-standing partnership with Samsung Austin Semiconductor ensures that every girl—regardless of background—can see herself as a future engineer, innovator and leader," says Paula Bookidis, CEO of Girl Scouts of Central Texas. "Samsung Austin Semiconductor's support of programs like the Samsung Austin Semiconductor STEM Challenge and Tech Girls has a measurable impact on girls' confidence, skills and long-term opportunities.



GIVING IMPACT

When devastating floods hit Central Texas in July, Samsung Austin Semiconductor and its employees immediately stepped in to help those affected by floodwaters.

Samsung Austin Semiconductor donated \$1 million to support flood relief efforts through the Rebuild Texas Fund, a state-appointed fund under the OneStar Foundation, to help provide immediate relief as well as long-term recovery operations in the areas that need it the most.

In the days after the floods, employees mobilized to volunteer with the Austin Disaster Relief Network and Samsung Austin Semiconductor coordinated volunteer efforts and special donation campaigns. Employees ended up donating more than \$60,000 to flood relief efforts benefiting the Community Foundation of the Texas Hill Country and the Central Texas Community Foundation.

Tom Beesley, a senior engineer in Cleans/Equipment department, saw the desperate need for help in northwest Travis County so he utilized his Volunteer Time Off to offer a helping hand and picked up a chainsaw to help with debris removal.



As a proud Texas-based company for nearly 30 years, we are deeply committed to supporting our neighbors and helping them recover from these devastating floods”

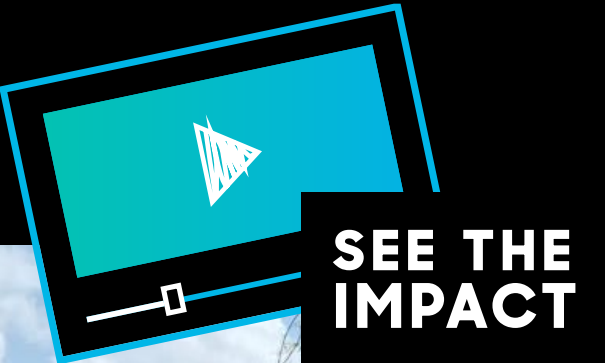
Bonyoung Koo
President | Samsung Austin Semiconductor

“Seeing a large group of people come together and achieve what seems impossible will always be awe-inspiring in my mind.

Tom Beesley
Senior Engineer | Cleans/Equipment



Matt Trinh, a master technician on the Metals team, and Michele "Mic" Messina from the Chemical Vapor Deposition team, helped a flood victim clear debris around their home. "It was a very humbling experience," Trinh said. "The homeowner rolled up her sleeves and worked alongside our volunteer group cleaning up her property. Despite having lost everything, she was cheerful, considerate and appreciative of our presence. She personified [#SandyCreekStrong](#)."



RECOGNIZING FRIEND-CHIPS

By working with dozens of community partners, Samsung Austin Semiconductor is able to drive long-term prosperity for the Central Texas region.

The Friend-Chip events hosted in Austin and Taylor are dedicated to celebrating the company's partnerships with these organizations and recognize the far-reaching impact of their work. From providing nutritional meals to offering STEM-education programs that inspire the next generation of innovators, these organizations are the heartbeat of the community and Samsung Austin Semiconductor is proud to work with them.



'WE CHIP IN' AWARDS

Whether it's lending their expertise to mentor young students or volunteering at local food banks, Samsung Austin Semiconductor employees volunteer thousands of hours every year.

The "We Chip In" awards recognize employees who are going above and beyond to make a difference in the community.

The top three winners in 2025 embody the 'We Chip in' spirit and inspire others to give back.



First place: Jessica Riley – with her help, employees volunteered more than 500 hours with various nonprofits in 2024.



Second place: Michelle Albarran – volunteered and coordinated various volunteer events in 2024 with organizations such as Caritas, Central Texas Food Bank and more.



Third place: Michael Karpinski – with his assistance, the Product Operations Manufacturing team adopted 14 Manor Independent School District children during our annual holiday Adopt-a-Family campaign in 2024.



"Jessica has dedicated much of her time in promoting STEM for children through Samsung events and has also worked very hard to bring about a positive workspace for her department."

CANVILLE

Engineering skills were put to the test, but instead of building wafers, employees ‘can’structed Texas-themed items out of cans benefiting the Central Texas Food Bank.

The Central Texas Food Bank helped judge the designs and while it was a close call, the cowboy boot from the Automated Material Handling System (AMHS) team took home the win.

“The idea of a cowboy boot worked for our team, as a lot of team members spend their weekends at their ranch,” engineer Lynda Palacios said. “The biggest challenge was organizing time to build everything. We’re glad to have this fun opportunity to work together and support the Central Texas Food Bank!”



The design is quintessentially Texan. Good use structurally of the cans and as we uncovered, having the group name in the background, that took it over the top. We're grateful for the partnership with Samsung—investing in what the Central Texas Food Bank is doing year-round.”

Mark Jackson
Chief Development Officer
Central Texas Food Bank



The winning team received a \$100 Cause card to donate to the nonprofit(s) of their choosing. The other two teams received \$50 Cause cards.



IN THE COMMUNITY

Samsung Austin Semiconductor not only builds advanced chips, it builds stronger communities through strategic partnerships.

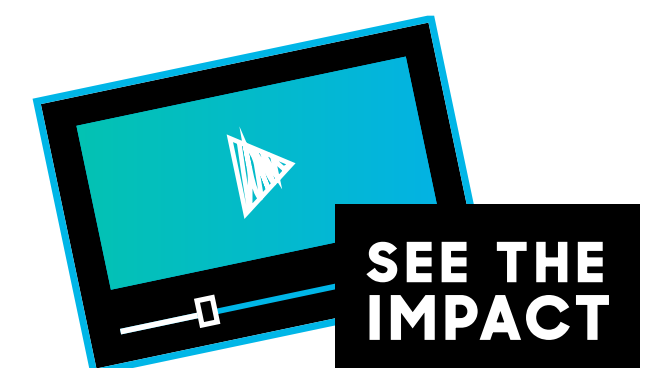


ROUND ROCK EXPRESS COMMUNITY ISD NIGHTS

Samsung Austin Semiconductor teamed up with the Round Rock Express for the second time to support local school districts as part of Community ISD Nights. These fun summer game nights include sponsorship of six Express home games on the lineup. As part of Samsung Austin Semiconductor's support for area educators and students, the school nights included the donation of 500 tickets to Taylor and Manor ISDs and 400 tickets to Round Rock, Hutto, Pflugerville and Georgetown ISDs.

During each school night, the district's superintendent or representative took the mound on behalf of their community to throw out the first pitch.

At Taylor ISD's night, Samsung Austin Semiconductor collaborated with Round Rock Express to provide a special field trip for its community partner, the Boys and Girls Club of East Williamson County.





KEEP AUSTIN BEAUTIFUL DAY

As the presenting sponsor of Keep Austin Beautiful Day, Samsung Austin Semiconductor hosts a special cleanup at its Austin campus to beautify Samsung Boulevard. More than three dozen employees and their families volunteered, and in the span of two hours, an impressive 495 pounds of trash and 16 tires that had been illegally dumped along the road, were picked up.

Ahead of Keep Austin Beautiful Day, Samsung Austin Semiconductor produced a special video with the organization's CEO Rodney Ahart, to talk about the nonprofit's impact on its 40th anniversary.

STUFF THE BUS

To ensure students had everything they needed for a successful school year, Samsung Austin Semiconductor hosted its annual Stuff the Bus campaign for Manor and Taylor Independent School Districts. Money was raised by selling snow cones and ice cream as well as offering a special donation match for employees. Employees donated nearly \$3,000 in addition to shopping and donating boxes of school supplies.



SEE THE IMPACT



SPREADING HOLIDAY CHEER

Before the year came to a close, Samsung Austin Semiconductor teams celebrated the season of giving by delivering holiday cheer to 52 families in Manor and Taylor.

During the company’s annual Adopt-a-Family initiative, 28 teams purchased gifts for 91 Manor Independent School District students and 25 students with the Boys and Girls Club of East Williamson County.



BOYS AND GIRLS CLUB OF
EAST WILLIAMSON COUNTY

MANOR ISD



31 FAMILIES 91 KIDS

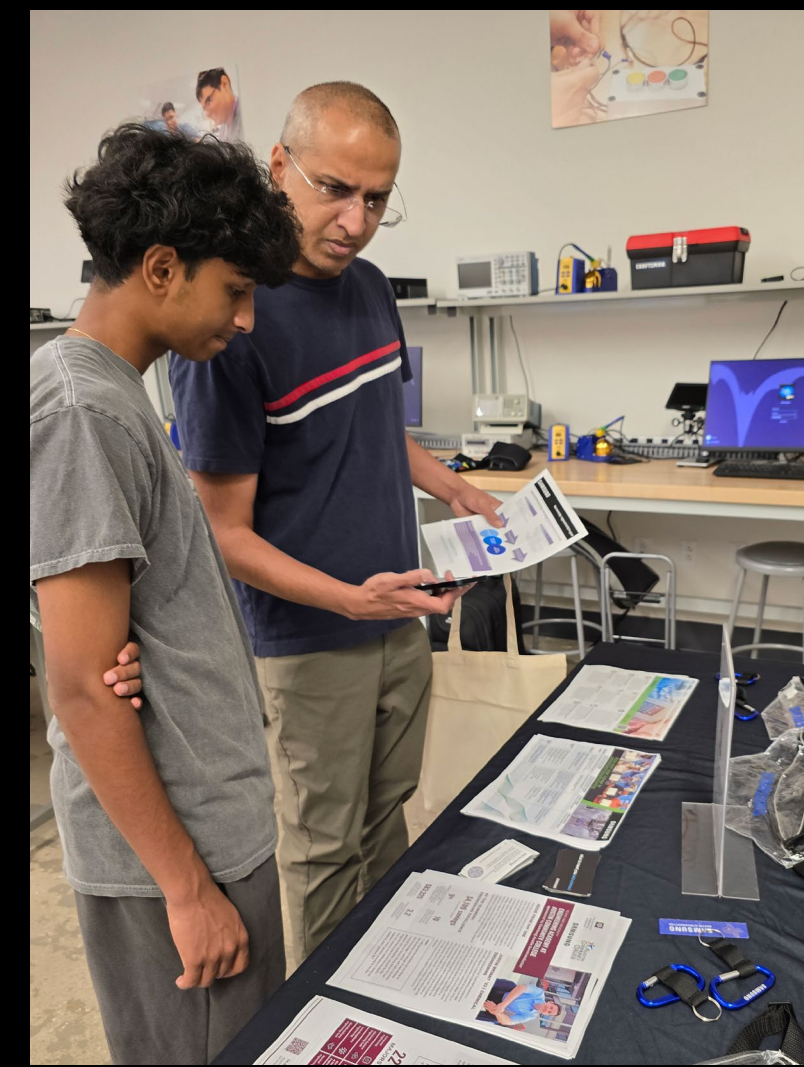
14 FAMILIES 25 KIDS

Michael Karpinski and his teammates from Product and Manufacturing Operations have raised more than \$30,000 in the past decade for Adopt-a-Family.

Adopt-a-Family really is the highlight of my holidays. There is no excuse why any child should go without gifts, clothing or food - especially at Christmas. It makes me very proud of my coworkers to see what we have been able to accomplish and how much everyone is willing to donate—both in money and time.”

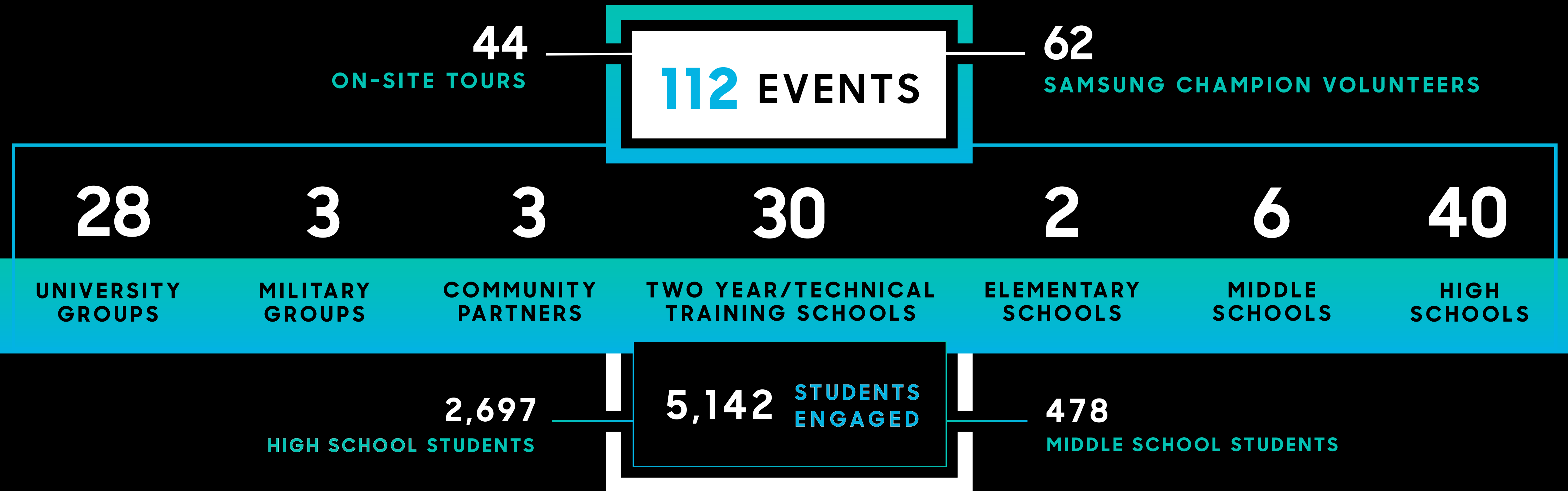
Michael Karpinski
Senior Engineer | Product and Manufacturing Operations

09 Education Outreach



Samsung Austin Semiconductor actively invests in STEM-education programs and provides area public school districts with tours of its manufacturing site, coordinates speakers for school career fairs and more. Organized tours offer students and community partners a close-up look at the semiconductor manufacturing facility and even an exclusive look inside the fab from an observation deck.

By the Numbers



To encourage employees to leverage their expertise, Samsung Austin Semiconductor has a program called 'Samsung Champions' where nearly 200 employees help with a variety of educational outreach events.



I am proud to fuel the next generation of technicians and engineers by bridging the gap between potential and opportunity."

Alfonso Delgado
Manager | Diffusion Engineering

TAYLOR ISD INTERNSHIPS

Samsung Austin Semiconductor hosted its fourth cohort of high school interns from Taylor Independent School District (ISD) in 2025. More than 60 students applied and 45 of those were interviewed at their high school campuses by Samsung Austin Semiconductor employees across several departments.

Taylor ISD superintendent Dr. Jennifer Garcia-Edwardsen joined her students on their first day of their summer internship to provide them with words of encouragement.

“The Samsung experience has not only equipped our students with real world skills, but it has also shaped the future of Taylor ISD—and what an incredible opportunity when opportunity meets hard work.”

Dr. Jennifer Garcia-Edwardsen
Superintendent | Taylor ISD



Before **Eva Neill**, a Legacy Early College High School graduate, even completed her second internship with Samsung Austin Semiconductor, she had secured a full-time position as a technician on the Environmental team.



Before my first year doing this internship, I was undecided on what I wanted to do once I completed high school,” Neill said. “I initially intended to take a gap year in order to pursue potential areas of interest or jobs that could help me find a career, however, interning with Samsung helped me find my area of interest.”



The interns worked across various departments, gaining valuable experience with the global company.

As part of the six-week internship program, the students also get the opportunity to give back to their hometown with volunteer events. The group of 24 paid high school interns rolled up their sleeves to assist with multiple projects, including beautifying Murphy Park, mentoring young students at the Boys & Girls Club of East Williamson County and packing and distributing food at Shepherd’s Heart Food Pantry.



SEE THE
IMPACT



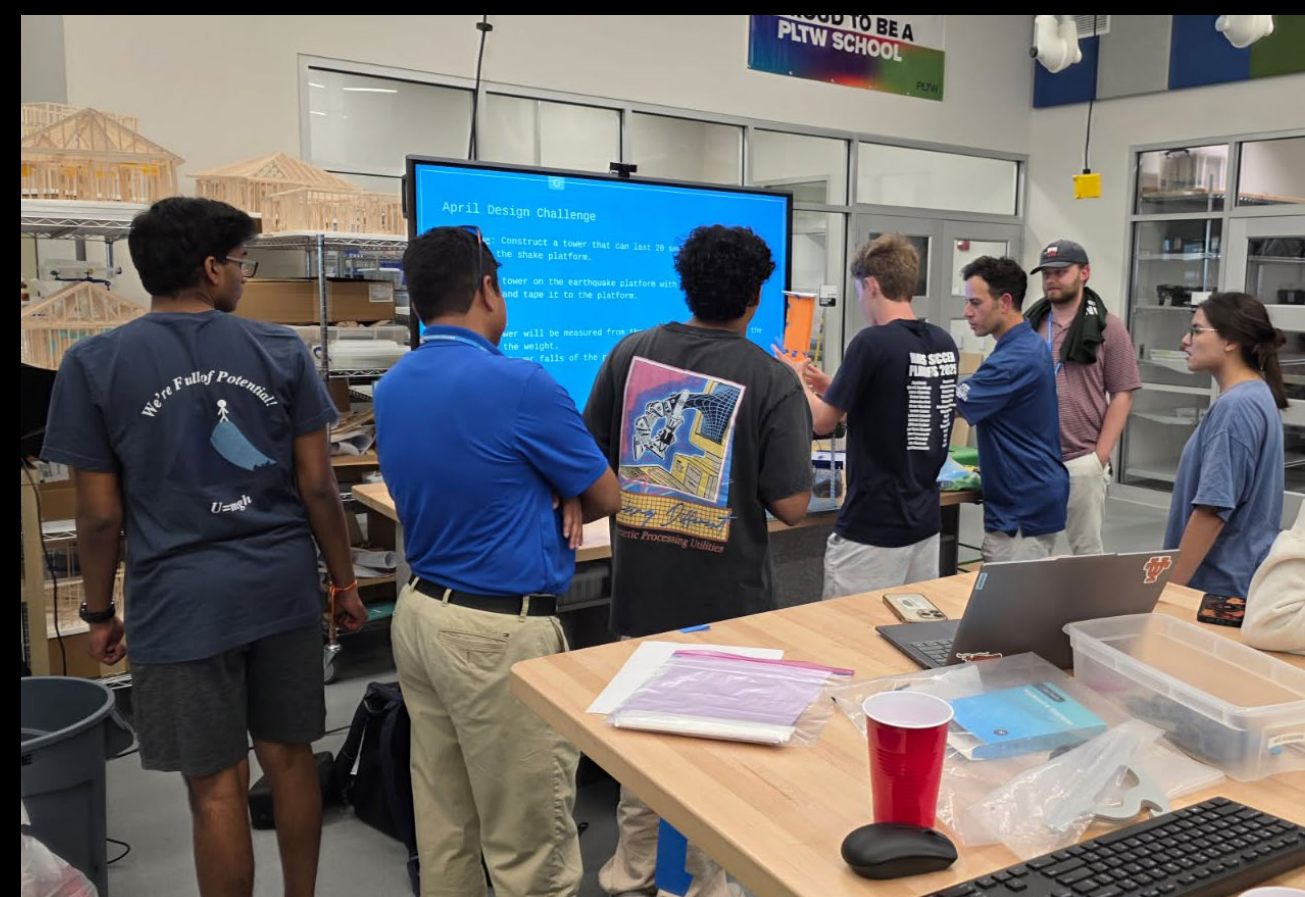
ENGINEERING CHALLENGE ACCEPTED

Employees from the Gas Chemical Systems and Facilities Electrical teams partnered with Round Rock Independent School District's McNeil High School's Engineering Club for an exciting after-school engineering challenge. The goal? To design and construct a tower capable of withstanding an earthquake simulation while holding a substantial weight. Employees volunteered on their own personal time—as a team—to offer guidance and expertise as the students built their structures.



It was great to see the interaction and exchange of ideas between the Samsung team and students while designing the towers.”

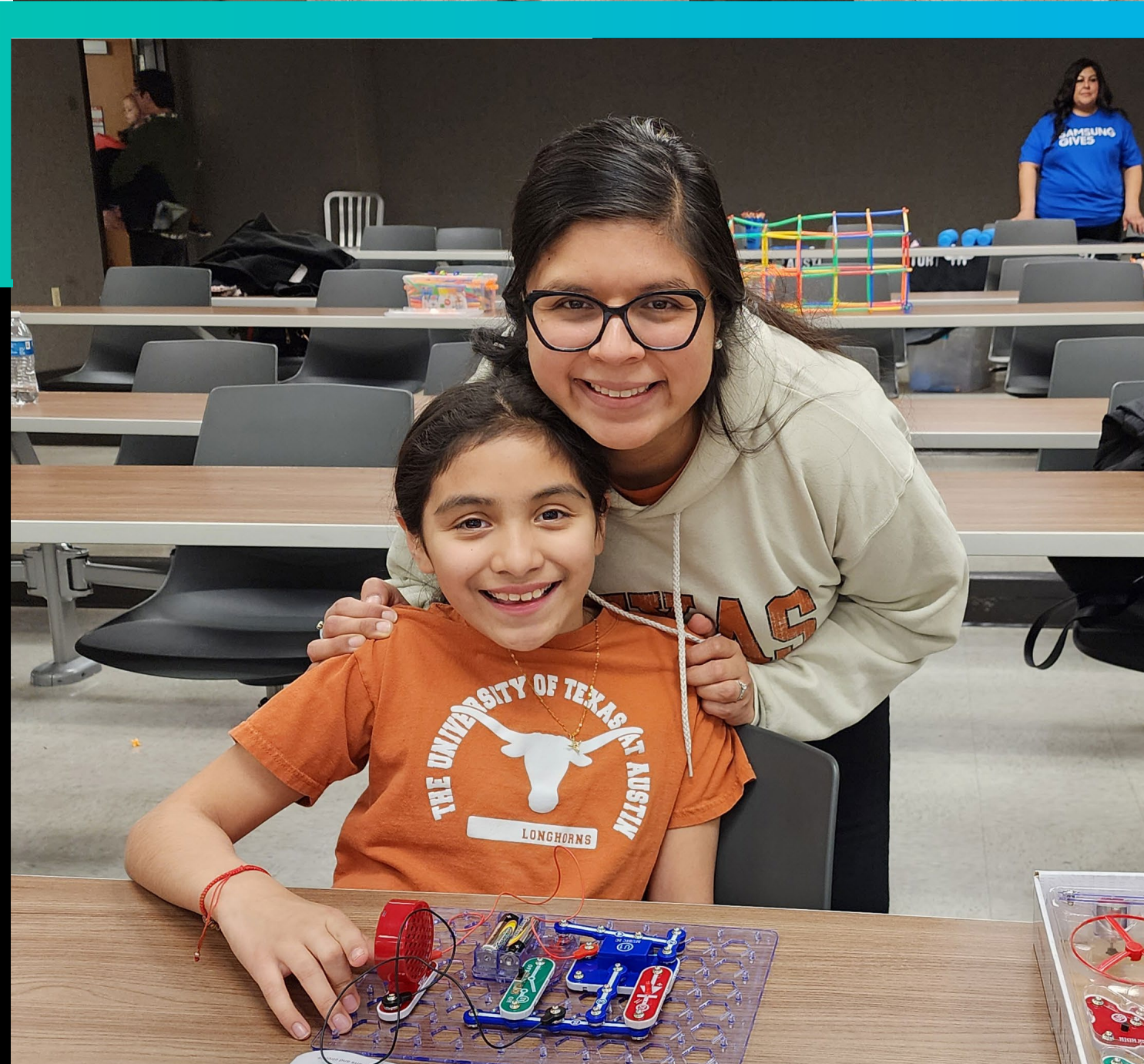
Mark Seymour
Manager | Gas Chemical Systems



UT STEM GIRL DAY

Inside the Samsung Austin Semiconductor classroom at [STEM Girl Day at UT Austin](#), more than 1,000 students donned cleanroom smocks and tested their science skills by building snap circuits.

Dozens of volunteers from the Women in Technology at Samsung (WITS) employee resource group (ERG) helped guide the students through the activities. This year marked the 11th year of WITS hosting the “Circuit Science: Semiconductor” activity at STEM Girl Day at UT Austin.



Being an outreach chair is ensuring that Samsung gives back to the community and this event gives families a chance to get a sneak peek into Samsung Austin Semiconductor. We aim to engage with young students and help ignite their interest in STEM.”

Zarrah Pasigna
WITS Outreach Coordinator

10 Building a Strong Workforce

As the advanced semiconductor manufacturing industry grows in Central Texas, Samsung Austin Semiconductor partners with educational institutions to develop the talent pipeline needed. From two-year vocational programs to engineering schools, the company understands it is imperative to invest in various career pathways for a skilled workforce.





\$5.9M
INVESTED IN
WORKFORCE
DEVELOPMENT
PARTNERSHIPS



EAST WILCO JOB EXPO
AND BUSINESS FAIR:

60 VISITORS
AND CAPTURED
23 RESUMES

FAB INTERNSHIP PROGRAM:

95 APPLICANTS **7** SELECTED AS INTERNS
5 TRANSITIONED TO THE
SAMSUNG AUSTIN SEMICONDUCTOR
FAB APPRENTICE PROGRAM



WORKFORCE DEVELOPMENT



VISITED 9 UNIVERSITIES
AND COLLECTED
APPROXIMATELY
2,885
IN-PERSON
APPLICATIONS



15 REGIONAL HIGH SCHOOL TEACHERS
FROM NINE DIFFERENT SCHOOL
DISTRICTS PARTICIPATED IN
TEACHER EXTERNSHIP PROGRAM
TO LEARN MORE ABOUT SAMSUNG
AUSTIN SEMICONDUCTOR AND THE
SEMICONDUCTOR INDUSTRY

668
RESUMES
FROM UNIVERSITY
OF ILLINOIS
URBANA-CHAMPAIGN

543
RESUMES
FROM TEXAS A&M
UNIVERSITY

469
RESUMES
FROM UNIVERSITY OF
TEXAS AT AUSTIN



40
EMPLOYEES
RECEIVED
TUITION
REIMBURSEMENT

WORKFORCE PARTNERSHIPS



TEXAS STATE TECHNICAL COLLEGE

Located 10 miles northwest of the Samsung Taylor site, Texas State Technical College's (TSTC) Williamson County campus is expanding to meet the demands of the advanced manufacturing industry in Central Texas.

In February 2025, the college held a groundbreaking for a \$47 million, 70,635-square-foot building that will expand the existing industrial maintenance program and add a new advanced manufacturing technician program, including a specialized tracks in semiconductor, automation and robotics.

For the past couple of years, Samsung Austin Semiconductor has been working with TSTC and the State to help allocate funds to expand technical training programs to meet the growing skills gap in Texas. According to the college, funding from the Capital Construction Assistance Project (CCAP) is being used to construct and expand its facilities. The college aims to have students in the building by spring 2027.

Samsung Austin Semiconductor partners with leading engineering schools to design specific courses related to the semiconductor industry and to increase enrollment in engineering with the support of scholarships, fellowships and capstone projects.

In 2025, donations of \$1 million were each made to University of Illinois Urbana-Champaign (UIUC), Texas A&M University and The University of Texas at Austin.



For TSTC to keep up with the demands for a qualified and skilled workforce, this Williamson County expansion is critical to the staffing needs that Samsung has brought to this region."

Kwee Lan Teo
Workforce Development

In 2025, Samsung Austin Semiconductor invested **\$100,000** in TSTC as part of its commitment to providing quality training programs and developing the talent pipeline needed for advanced manufacturing in Central Texas.

TEXAS A&M UNIVERSITY

Texas A&M University's partnership is focused on increasing participation in engineering programs and promoting semiconductor research and curriculum to grow the talent pipeline. The company's multi-year investment in Texas A&M University helps fund scholarships, fellowships and capstone projects.

Samsung Austin Semiconductor is proud support the next generation of engineers as a sponsor of Texas A&M's Engineering Project Showcase. More than 1,500 students displayed 300-plus innovative projects at this year's event.

35 SCHOLARS

51 CAPSTONE STUDENTS

10 CAPSTONE PROJECTS

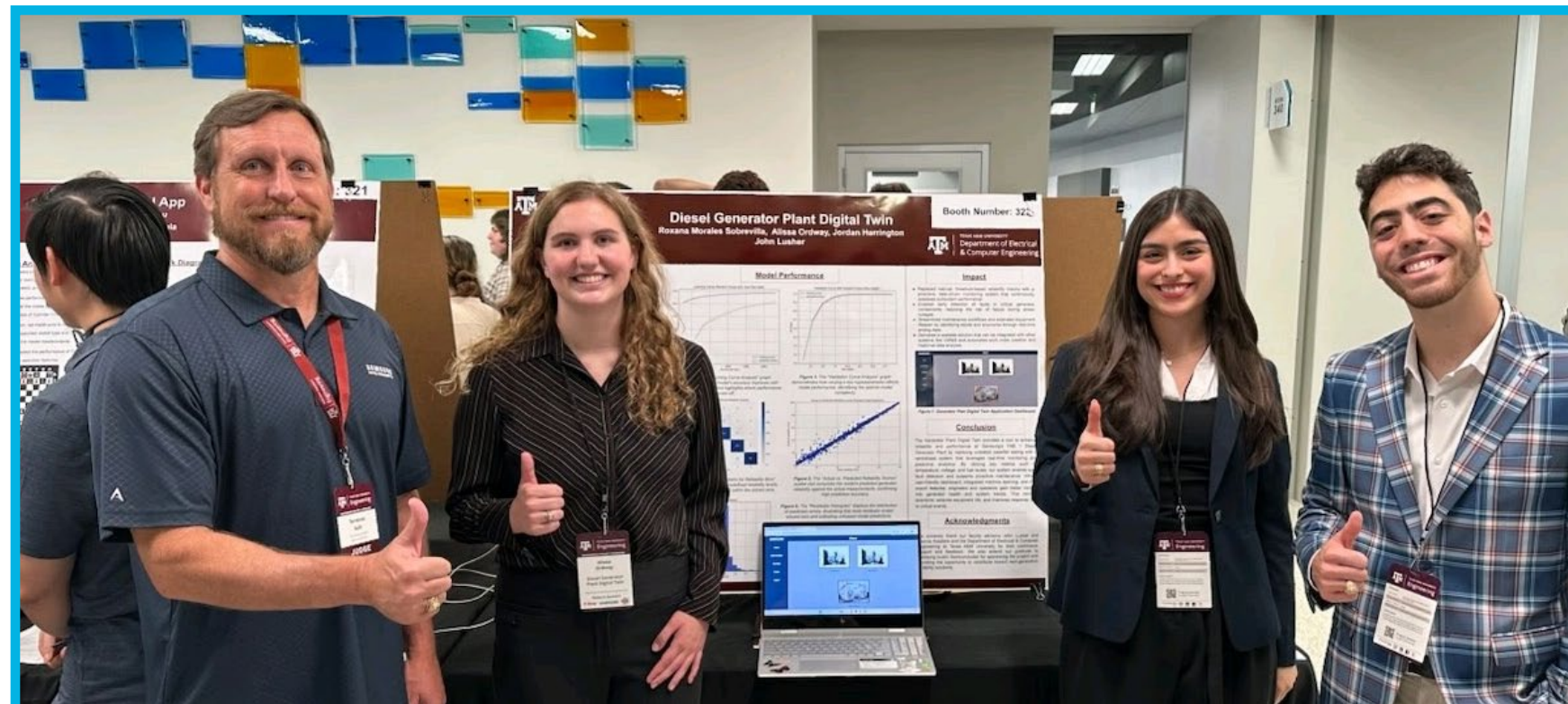
31 FELLOWSHIPS



Samsung Austin Semiconductor employees also sponsored a project titled "Diesel Generator Plant Digital Twin."

The project enhances reliability by collecting real-time analog data (temperature, pressure, voltage, fuel levels) and applying machine learning to detect anomalies and predict failures. Infra Electrical senior engineer, Dan Getman, mentored the students on the project and says it was a great experience working with them on a real-world application.

"It is very rewarding to be a part of their earliest introduction into industry, and to get a glimpse into the capabilities of the next generation of engineers. Opening their eyes to the world of industry standards, principles of reliability and giving them the opportunity to create something new and useful has been very gratifying," says Getman.



SAMANTHA MERTON

Texas A&M University

Eight years ago, Samantha Merton was homeless. Today, Merton is studying electrical engineering at Texas A&M University. Merton, class of 2027, is pursuing her degree with help from the Samsung Semiconductor Scholarship, which was established in 2023 as part of its 5-Star Workforce Development plan. Along with being a scholarship recipient, in the summer, Merton interned in the company's Quality and Reliability department.



Every night, I pray for financial stability throughout my bachelor's degree to become the best engineer I can be and inspire others."

Samantha Merton
Texas A&M University

ENGINEERING ACADEMY AT AUSTIN COMMUNITY COLLEGE

In February, Samsung Austin Semiconductor invested **\$1.5 million to support the Texas A&M Engineering Academy at Austin Community College** (ACC) at the Highland Campus. This innovative partnership between ACC, Texas A&M University and Samsung Austin Semiconductor provides an affordable and accessible pathway for aspiring engineers while addressing a critical workforce need in Texas.

The Texas A&M Engineering Academy at ACC, the first program of its kind, allows students to co-enroll at ACC and Texas A&M. Students complete their foundational courses at ACC, benefiting from small class sizes, personalized support and state-of-the-art facilities before transitioning to Texas A&M to complete their engineering degrees.



This partnership is transforming the way we prepare students for careers in engineering. Together with Texas A&M and Samsung, we’re building a stronger, more inclusive pipeline of engineering talent that will shape the future of our region.”

Dr. Russell Lowery-Hart
Chancellor | Austin Community College

OUR PEOPLE

Justin Bryant

Engineer II | Diffusion

Justin Bryant launched his career with Samsung Austin Semiconductor after graduating from Texas A&M University in 2022 with a degree in chemical engineering—a milestone he attributes to the opportunities provided by the Texas A&M Engineering Academy at ACC.



The Engineering Academy allowed for me to stay locally and attend school at a reduced tuition cost and really let me focus on my academics and develop as an engineer.”

At the Academy, Bryant says he not only learned coding and tested principles of physics, but the program also enhanced his problem solving, communication and leadership skills.

“I will always be grateful for my time in the Academy and though it was limited, the knowledge I gained will last a lifetime.”

THE UNIVERSITY OF TEXAS AT AUSTIN

26 SCHOLARS

31 STUDENTS IN
MASTER'S PROGRAM

10 CAPSTONE STUDENTS

2 CAPSTONE PROJECTS



Samsung Austin Semiconductor and The University of Texas at Austin (UT Austin) have been nurturing a wide-ranging partnership to develop the talent pipeline to support the semiconductor ecosystem in Central Texas. In 2025, Samsung Austin Semiconductor contributed another \$1 million to UT Austin to support scholarships, fellowships and capstone projects.

In 2025, UT Austin launched a new master's degree program that will help fill the demand for semiconductor scientists and engineers and give students a chance to lead the next wave of innovation in the booming semiconductor industry.

Samsung Austin Semiconductor's director of Quality and Reliability, Dung Dau, graduated from UT Austin with a chemical engineering degree in 1998. Dau attended a "topping off" ceremony for the school's new Engineering Discovery Building. The celebration marks the completion of the building's structural frame.



"Any UT alumni who spent time in the Chemical and Petroleum Engineering building at UT will understand and appreciate how this new building is going to be a much better space for collaboration and innovation for both undergraduate and graduate students," Dau said. "The UT faculty and administrators who attended the topping off ceremony shared their appreciation of the support our company has given and look forward to continuing the collaboration between the school and Samsung Austin Semiconductor."



FAB APPRENTICE PROGRAM



In 2025, Samsung Austin Semiconductor had 95 applicants for the Fab Internship Program and seven were selected as interns and five transitioned to the Fab Apprentice program.

In the summer of 2025, two Fab interns received recognition for helping the Implant team identify and address issues related to high current tools.

One of the Fab interns, Justin Martinez, along with another Fab intern, worked with engineer Caleb Emesiani to help design and create an in-house solution.

“Working on this project with the Fab interns was incredible,” Emesiani said. “They were eager to get started and once we got the ball rolling, we were able to execute quickly and smoothly.”

While the project was a learning experience for everyone involved, Emesiani was impressed by the Fab interns’ willingness to learn, which is an asset in the semiconductor industry.

“With any project, you will learn things along the way, and with every audit the interns demonstrated their adaptability, which is key in a culture as dynamic as Samsung Austin Semiconductor’s,” Emesiani said.

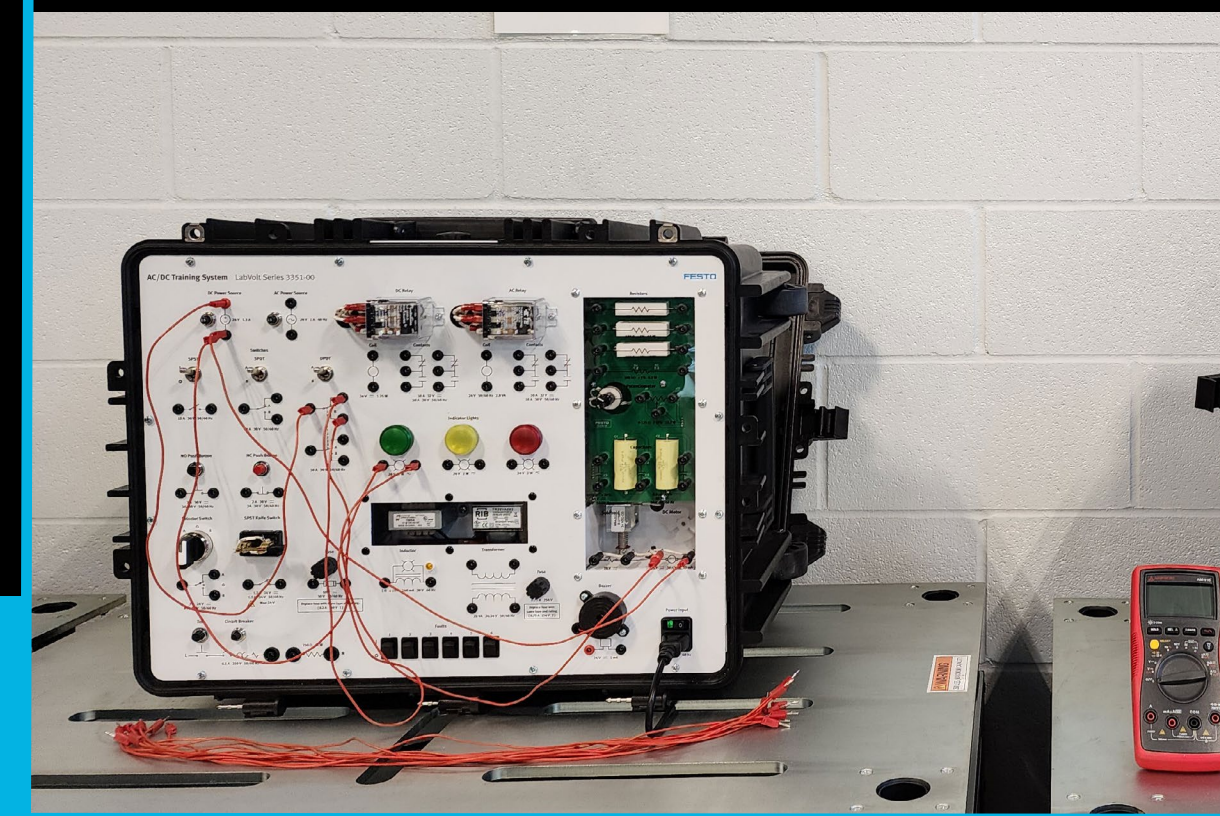
CTE PROGRAMMING

When Taylor ISD high school students returned from summer break, they were greeted with a new career and technical education (CTE) building at Taylor High School.

The CTE building houses state-of-the-art equipment purchased with [Samsung Austin Semiconductor's \\$1 million investment](#), including centrifugal pump training machines, 3D printers, robotics, AC/DC training systems, programmable logic controllers (PLCs), CNC machines and more.

By partnering with Texas State Technical College (TSTC), the program's curriculum is designed to provide students hands-on learning with a strong foundation in electromechanical systems, with plans to expand into manufacturing as the program grows.

Taylor City Councilmember Shelli Cobb said the CTE programs being offered at Taylor High School will set their students up for success, "We are opening the doors to new opportunities, greater potential and a stronger future for our students."



It opens up the opportunities for our students, opens up their eyes to what their possibilities could be. I want to thank Samsung for their partnership."

Matt Wamble
Principal | Taylor High School

"This bond has allowed us to not only create this space, but put all the equipment in this space for our kids to use their hands, think creatively and help prepare our students for jobs in the growing semiconductor industry in our own backyard.

Dr. Jennifer Garcia-Edwardsen
Superintendent | Taylor ISD



PAVING A PATH FOR FUTURE ENGINEERS

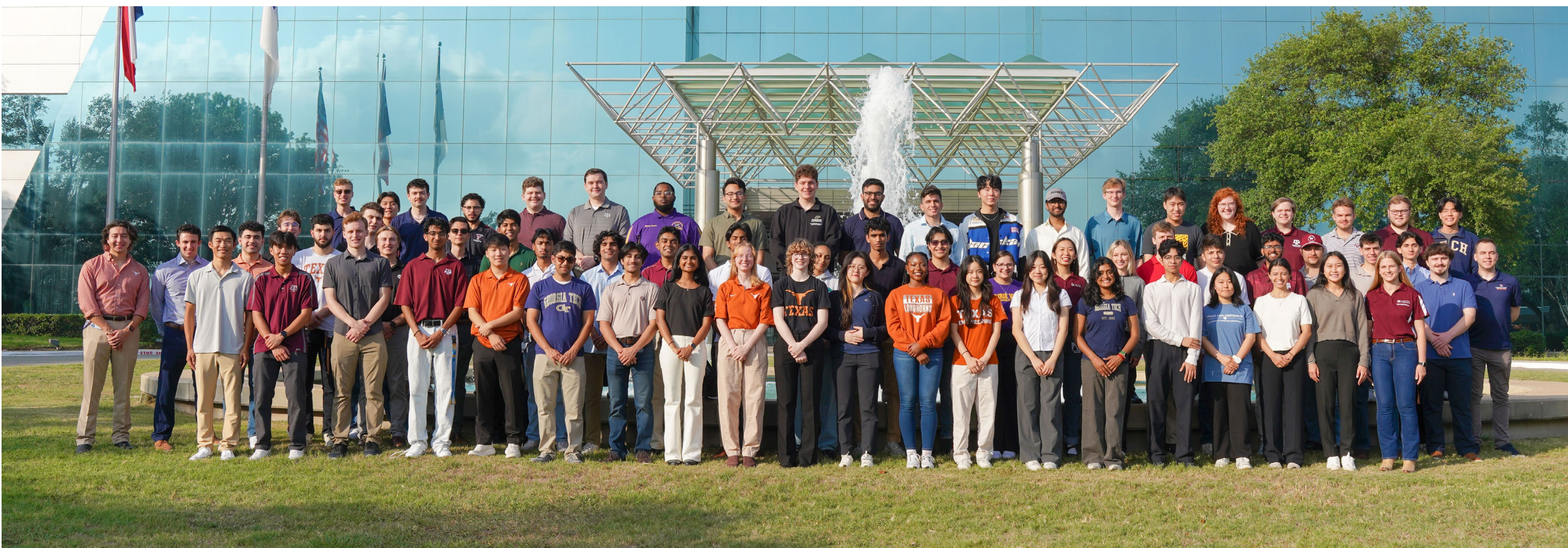
INTERNS

At Samsung Austin Semiconductor, its brightest growth drivers are the fresh, innovative minds that join as interns. For the summer of 2025 class, Samsung Austin Semiconductor's Talent Acquisition team reviewed approximately 3,000 resumes and whittled the final list down to 132 students.

The 132 interns represented 18 leading universities—including UT Austin, Texas A&M University, Georgia Tech, Arizona State, Princeton, Purdue and many others.

During their 11-week internship, students are assigned to departments such as diffusion, etch, metals, photolithography and more. The practical experience interns gain today sets the stage for tomorrow's engineers, ensuring a steady flow of talent that fuels the company's long-term strategic goals.

Along with learning about the semiconductor industry, the interns also got the chance to experience Life at Samsung by playing in friendly soccer tournaments and enjoying an ice cream social.



One of the aspects that makes our university recruitment so successful is the involvement of Samsung employees. Being able to share their experience and expertise as volunteers during recruitment events is truly invaluable. It's especially

helpful when we're able to connect them with students at their alma mater and keep talent pipelines strong."

Eric Hartsfield
University Recruiting

WHAT THE INTERNS ARE SAYING



"I'm learning so much and I find this work to be very rewarding in that I can help my team. I know that what I'm doing will definitely make their lives easier and that's what motivates me."

Tayler Edwards
The University of Texas at Austin

"Proud to take this step toward my goal of becoming a chemical engineer and excited to support the work happening at the Taylor, Texas facility. Here's to a summer full of learning and growth!"

Bruna Souza
Texas A&M University



"Through this experience, I was able to make my first steps into the door of the semiconductor industry as well as absorb meaningful knowledge of the foundry business through engineers and technicians."

Andrew Rubio
Arizona State University

COLLEGE ORIENTATION RECRUITMENT PROGRAM

Samsung Austin Semiconductor's College Orientation Recruitment Program (CORP) is an entry-level engineering role that gives new hires an overview of Samsung Austin Semiconductor and its operations.

In 2025, Samsung Austin Semiconductor hired 21 employees for CORP and the new hires represented 11 schools. This year, Talent Acquisition ensured that CORP Engineers received their assignments in advance, enabling them to hit the ground running and familiarize themselves with their departments on their first day. This proactive approach significantly enhanced their overall experience and integration into the team.



CORP Engineers participated in a Business Continuity Management task force where they got to work with multiple groups and work on cross collaboration projects while understanding the company's culture and business environment

86%
OF THE CORP
ENGINEERS
WERE RETURNING
INTERNS

OUR PEOPLE

Rebecca Pollock

Human Resources

Rebecca Pollock is a People Experience Partner on the Human Resources Management Onboarding team and works closely with new CORP hires and college interns.

Pollock says one of the highlights from her job is seeing...



...the significant growth and success of our college intern and CORP programs. By curating meaningful experiences, I've seen our new talent not only integrate seamlessly into our culture but also bring innovative ideas and make a real impact on our projects."

11 Public Affairs



GOVERNMENT RELATIONS

Samsung Austin Semiconductor's Government Relations team worked throughout 2025 to advance the company's interests at the local, county, state and federal levels. This relationship-driven engagement led to more than 200 distinct interactions with key elected and public officials at multiple levels of government. These successful interactions drove advocacy and garnered results.

LEGISLATIVE PRIORITIES

The Government Relations team’s engagement at the state level was particularly notable in 2025 because the 89th Texas Legislative Session began on Jan. 14, 2025 and concluded on June 2, 2025. During this time period, the team analyzed thousands of pieces of legislation and ultimately actively tracked more than 750 bills that could impact the business, including 109 priority bills. In the 89th Session, Samsung Austin Semiconductor formally supported 24 pieces of legislation and formally opposed four pieces of legislation.



2025 Session By The Numbers

4,000+ BILLS ANALYZED

750+
BILLS TRACKED

109
PRIORITY BILLS

24 BILLS SUPPORTED

4 BILLS OPPOSED

KEY
PRIORITIES

WATER



ENVIRONMENT



FOREIGN OWNERSHIP



During the 89th Texas Legislative Session, Samsung Austin Semiconductor had nearly 40 meetings with state leaders to advocate for career and technical education (CTE), alignment between education opportunities and workforce needs and data collection to support smarter resource allocation at the State level and for employers; HB 20 and HB 120 were both Governor’s office priorities and will benefit the CTE pipeline by encouraging more students to seek credentials, training and dual-credit opportunities.

ELECTRICITY,
NUCLEAR ENERGY



EXTENSION OF
R&D TAX CREDIT



WORKFORCE
DEVELOPMENT



U.S. SEN. JOHN CORNYN VISITS SAMSUNG

In August, Samsung Austin Semiconductor hosted United States Senator John Cornyn at its Austin campus to discuss the CHIPS Act and other relevant topics related to the semiconductor manufacturing industry. Jon Taylor, executive vice president of Infrastructure Technology, facilitated the Q&A session with Cornyn.

Cornyn authored the Creating Helpful Incentives to Produce Semiconductors (CHIPS) for America Act, now law, to restore semiconductor manufacturing back to American soil by increasing federal support to stimulate advanced chip manufacturing. Funding for the programs created in the CHIPS for America Act was signed into law as part of the CHIPS and Science Act in 2022. Cornyn also touched on education and having the workforce needed for the advanced semiconductor manufacturing industry.



What's been very gratifying has been the support we've seen from Gov. Greg Abbott and the Texas legislature and the incredible positive impact that Samsung has had, particularly with this incredible expansion in Taylor but also right here in Travis County which has created so many good and well-paying jobs"

John Cornyn
U.S. Senator - Texas

TRANSPARENCY

In the U.S., Samsung Electronics has an employee-funded Political Action Committee called “S-PAC.” The S-PAC helps the company tell the story of job creation and the importance of chip manufacturing in the U.S.

In 2025, Samsung employees throughout the country donated hundreds of thousands of dollars to champion issues pertinent to the business.



HOSTING LAWMAKERS

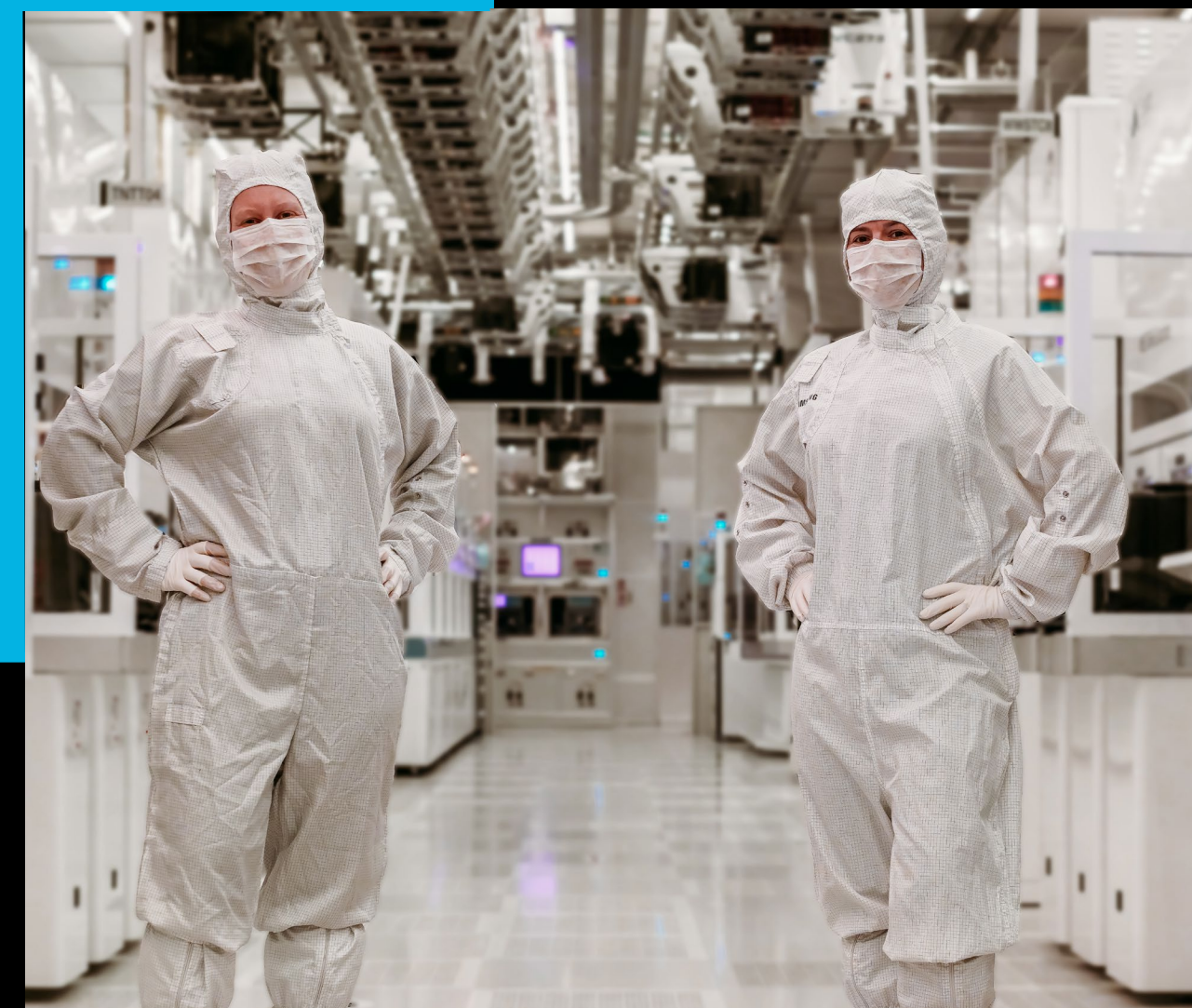
Throughout the year, lawmakers from the local level to the federal level are visiting Samsung Austin Semiconductor’s two campuses to get a closer look at advanced semiconductor manufacturing and the impact it has on the country’s security and global supply chain.



HIGHLIGHTS FROM 2025:

- ❑ City of Austin executives
- ❑ Texas State Agencies: Texas Economic Development & Tourism Office, Texas Department of Public Safety, Texas Department of Information Resources (DIR), Texas Department of Transportation (TxDOT)
- ❑ City of Taylor leaders
- ❑ Williamson County leadership
- ❑ U.S. Congressional Staff: Women’s High Tech Caucus, a non-partisan, nonprofit organization with a mission to provide resources and opportunities for professional women in Washington, D.C. in the technology policy space.

12 Operating Responsibly



Samsung Austin Semiconductor is committed to operating responsibly with integrity, transparency and high ethical standards. When appropriate and lawful, the company engages with foreign governments and domestic governmental entities only in strict compliance with all applicable laws governing government ethics.



GLOBAL POLICY AND PROCEDURES MANUAL

Annual corporate compliance audits ensure that Samsung Austin Semiconductor is complying with global policies and procedures required by Samsung Electronics, its customers and other contractual stakeholders. All areas of operations, including but not limited to labor, environmental, health and safety, confidential data protection, trade controls, privacy, business ethics and integrity and responsible sourcing are reviewed, scored and continuously improved.

RBA CODE OF CONDUCT

Samsung Austin Semiconductor undergoes external validation reviews by the Responsible Business Alliance (RBA) at minimum every two years. The validation process reviews the company’s operations and governance under the RBA Code of Conduct standards in order to maintain site recognition for the RBA Validated Assessment Program (VAP).

The RBA’s Code of Conduct standard applies to all in-scope workers in the facility and its supply chain, including any on-site suppliers and contractors.

The RBA expectation is that companies are to follow the stricter of: local law, the RBA Code of conduct or customer requirements (if applicable). Conversely, the RBA does not expect a company to violate local law in order to comply with the RBA Code.

In 2025, Samsung Austin Semiconductor achieved Gold status.

REPORTING CHANNELS

Samsung Austin Semiconductor is committed to a “speak up” culture where anyone can ask questions, seek guidance or report concerns of potential wrongdoing without fear of retaliation.

Concerns involving unethical behavior, fraud, theft, discrimination, harassment, violations of the Code of Conduct, employee rights and working conditions must be immediately reported directly to People Team, Corporate Counsel, Internal Audit or through the Ethics Hotline.

The Ethics Hotline is available to all personnel with access to the company network and allows anonymous reporting.

Various stakeholders may also report through additional external channels, including but not limited to the North America Weblines, the North America Privacy Portal and the Samsung Electronics reporting website.

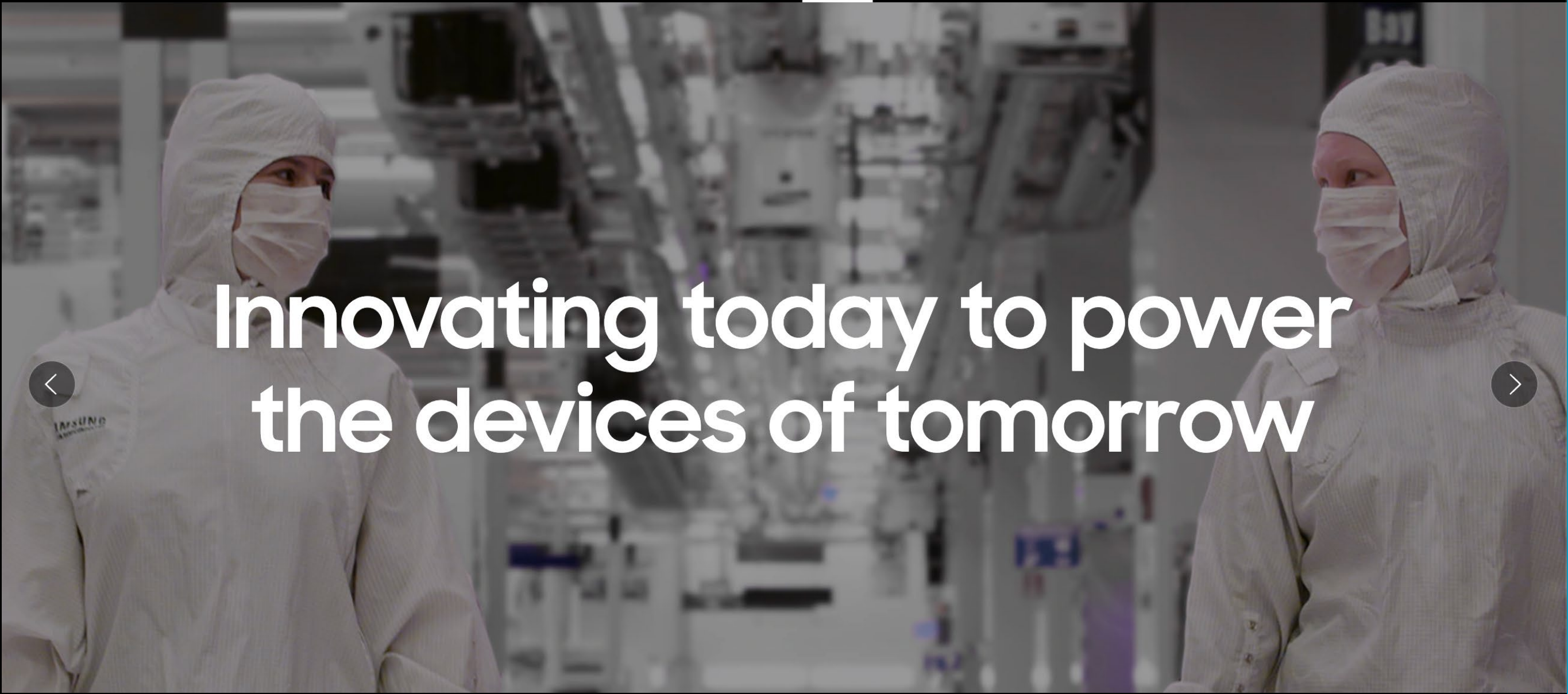
13 connect with us

For more information about Samsung Austin Semiconductor, visit the [company's website](#).

To learn more about Samsung Austin Semiconductor's Environmental, Health, Safety and Sustainability efforts, read the latest [edition of the report](#) on the company's website.

The company also produces a weekly newsletter titled [We Chip In](#).

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



Oct. 23, 2025

Friend-Chip Celebrations



In 2025, Samsung Austin Semiconductor achieved remarkable milestones in its corporate responsibility initiatives. The company's commitment to its employees, customers and community remained steadfast as it approaches its 30th year in Central Texas.



By fostering an environment where innovation flourishes through diverse perspectives, the company is well-equipped to address complex challenges with creativity and resilience.

As it looks ahead to 2026, Samsung Austin Semiconductor is poised to build on three decades of success. Together, the organization will continue to lead with purpose and make a meaningful impact.