

GlobalFoundries Community Impact Report

GlobalFoundries' (GF) historic \$13 billion expansion in New York and Vermont will help advance U.S. economic and national security by increasing capacity, strengthening supply chain resilience, and onshoring technologies in the United States for the first time that are fundamental to everyday applications that impact all Americans.

As part of its projects, GF is making commitments to invest in its workforce and community and create quality, family-sustaining jobs. In order to receive CHIPS incentives, GF has agreed to invest in apprenticeship programs; expand access to employment for economically disadvantaged individuals; utilize Project Labor Agreements (PLAs) for construction in both New York and Vermont; promote worker safety; safeguard the environment; and create benefits for local small businesses. These commitments align with the [Good Jobs Principles](#) published by the Departments of Commerce and Labor, and GF will also regularly report to the Department of Commerce on its efforts to uphold these commitments and other efforts to advance the Good Jobs Principles.

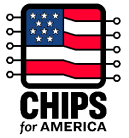
More information about the commitments included in GF's CHIPS award, as well as GF's other efforts to invest in workers and communities, can be found below.

Workforce and Community Investments

The Biden-Harris Administration's investment in GF would, over the next 10 years, support the creation of approximately 1,000 manufacturing jobs and 8,000 construction jobs in New York and approximately 1,000 construction jobs in Vermont. As part of its agreement to receive CHIPS incentives, GF has made significant commitments to invest in and support these workers and the broader community.

The Department of Commerce is also investing \$12 million dedicated to workforce development as part of the overall incentive package, which will be invested through a workforce intermediary. Through the [intermediary model](#), the Department of Commerce is working with companies to help them identify and utilize strategic partners to mobilize the regional workforce ecosystems to support the construction and facility workforces of large-scale semiconductor investments. Workforce intermediaries are required to consult with stakeholders across a region's workforce ecosystem, which must include education and training providers (such as high schools, career and technical education providers, community colleges, and higher education institutions), labor unions, state and local workforce development boards, child care organizations, and community-based organizations. By collaborating with a variety of strategic partners, intermediaries will create connective tissue in the community for recruiting workers and creating pipelines to good jobs, especially for economically disadvantaged individuals.

GF has pledged to work with the Center for Economic Growth as their intermediary to identify and utilize strategic partners to invest the \$12 million in workforce funding and mobilize the regional workforce ecosystems necessary for supporting both the construction and facility workforces. GF's priorities include: developing and cultivating a pipeline of talent for technician and other roles; enhancing and growing GF's workforce development and training partnerships with regional colleges

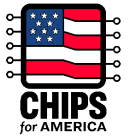


and universities; creating new and strengthening existing K-12 STEM outreach programs to excite and inspire young people to learn more and pursue education and careers in semiconductors; and employee training and education.

Facility Workforce

In addition, as part of its CHIPS award, GF has committed to support training and education programs for its facilities workforce. These commitments build upon GF's Maintenance Technician Apprenticeship Program, which was the first U.S. registered semiconductor apprenticeship program and graduated its first apprentices in 2022.

- **In addition to the \$12 million in dedicated workforce funding, GF will invest \$6 million annually in workforce development, training, and placement supports over the next 10 years**, including in curriculum development, infrastructure, transportation and mobility access, housing affordability and access, entry-level relocation expenses, and student loan repayment.
- **GF is scaling the Real Life Rosies Pre-Apprenticeship Program**, which is a 12-week pre-apprenticeship program that supports training in advanced manufacturing for women and individuals from underrepresented populations. This program currently operates in the Mohawk Valley, and GF would expand it to the Capital Region to help prepare diverse individuals to enter GF's apprenticeship program.
- **GF will expand its FIRST Robotics partnership**, which prepares young people for the future through a suite of life-changing youth robotics programs that build skills, confidence, and resilience, in the Capital Region.
- **GF will invest in equitable access to STEM education** by partnering with Micron and the National Science Foundation to launch new funding opportunities to support investments in a diverse semiconductor workforce, including through investing in Historically Black Colleges and Universities, Hispanic Serving Institutions, Asian American Native American Pacific Islander Serving Institutions, and Tribal Colleges and Universities. Within this framework, GF seeks to build workforce programs to place the graduates of Minority Serving Institutions and Historically Black Colleges and Universities in process technician, engineer, and technology development jobs.
- **GF will expand its Maintenance Technician Apprenticeship Program**, which is the first U.S. registered semiconductor apprenticeship program and graduated its first apprentices in 2022. The 18-month training program includes a combination of on-the-job training, instructor-led classes, web-based courses, and college courses at Hudson Valley Community College, all at no cost to participants. Participants are full-time paid employees who receive competitive benefits, opportunities for career advancement, and opportunities to continue coursework to pursue an Associates, Bachelors, or graduate degree through GF's education reimbursement benefit. GF aims to hire approximately 50 apprentices per year.
 - GF plans to expand the apprenticeship certification to incumbent employees and roll out a second apprenticeship program for Nanotechnology Engineering Technicians to allow GF plans to put their early career techs on a faster pathway to advanced technician levels.
- **GF will expand access to workforce programs in New York**. These programs will:
 - Cover the cost of tuition, books, and fees for approximately 50 equipment technician apprentices.
 - Fund tuition-free, hands-on training to individuals exploring technician roles within the semiconductor industry for approximately 50 students through a combination of job



shadowing and paid internship programs where tuition, books, and fees for students are provided for.

- Participate in the VET S.T.E.P. and internship program and other veteran transition programs by providing funding for short-term housing benefits.
- **GF will expand access to workforce programs in Vermont:**
 - Cover the cost of tuition, books, and fees for select equipment technician apprentices.
 - Fund tuition-free, hands-on training to individuals exploring technician roles within the semiconductor industry for students where tuition, books and fees for students are provided for.
 - Participate in the Army PAYS S.T.E.P. internship program and other similar transition programs for military veterans annually with short term housing benefits provided for.
- **GF will continue to comply with federal labor law as a condition of its CHIPS award.** Like all recipients of CHIPS funds, GF will be required to make representations to the Department of Commerce on a periodic basis affirming that it is in compliance with federal laws, including federal labor law.

GF will also continue its work on the following programs: SUNY Empire State to develop a curriculum tailored to military veterans; scholarships through the Jackie Robinson Foundation; the SEMI Mentoring program; the GF Maintenance Technician bootcamp; and Purdue’s “STARS” summer program, an 8-week summer experiential program GF supports and hosts for undergraduate engineering students to develop skills in chip design, fabrication, and packaging.

Construction Workforce

GF has also made commitments specific to its construction workforce:

- **GF is using PLAs for both projects.** In New York, the company will operate under an existing Project Labor Agreement (PLA) with Greater Capital Region Building and Construction Trades Council, and in Vermont, GF is finalizing a PLA for the purposes of this project with the Vermont Building Trades Council. The company will engage labor experts, as needed, to advise on the PLA, prevailing wage laws, industry standards, and best practices to ensure PLA compliance and fair compensation.
- **Consistent with the statutory requirements of the CHIPS Act, GF will include terms in its construction contracts requiring all Davis-Bacon covered construction contractors and subcontractors to comply with the Davis-Bacon and Related Acts.** In addition, the Department of Commerce is building a best-in-class Davis-Bacon compliance program to ensure that recipients of CHIPS funding comply with the law.
- **GF has adopted the CHIPS Women in Construction Framework**, which is part of U.S. Secretary of Commerce Gina Raimondo’s ongoing Million Women in Construction initiative that aims to expand the American construction workforce by doubling the number of women in construction over the next decade. Under the framework, companies will work with contractors, trade unions, and other community and workforce partners to implement best practices that will expand the construction workforce by increasing the participation of women and economically disadvantaged individuals.
- **GF will expand access and services for construction workers** by undertaking efforts to:
 - Maintain or enter into bids from contractors that make financial contributions to Registered Apprenticeship Programs, and encourage partnerships with pre-



- apprenticeship programs that support individuals without access to or familiarity with such Registered Apprenticeship Programs;
- Work with contractors to identify and recruit candidates from economically disadvantaged populations; and
 - Work with contractors to provide wraparound services and benefits to employees such as personal protective equipment, health and safety services, safety events, on-site amenities, and housing services.

Worker Safety

As part of its award, GF is committed to the following actions to protect its workers, including:

- **GF has committed to maintain a worker safety committee** for its facility workforce comprised of workers and management that meets regularly and is authorized to raise any health or safety concerns.
- **In both New York and Vermont, GF will review occupational health and safety chemical exposure limits and incorporate the most protective limits available** based on published standards (e.g., by the National Institute for Occupational Safety and Health (NIOSH) and American Conference of Governmental Industrial Hygienists (ACGIH)), including those that go beyond what is required by federal law, in the development of GF's safety procedures.
- **In New York and Vermont, GF will install tools and equipment assessed with SEMI S2**, the industry safety guideline for environmental, health, and safety practices, which incorporates several other standards, with respect to a range of activities, including but not limited to: equipment installation, gas effluent handling, exhaust ventilation, ergonomics, risk assessment, equipment decontamination, fire risk mitigation, and electrical design.
- **In Vermont, GF and/or its suppliers will decontaminate semiconductor manufacturing equipment in accordance with SEMI S12**, the industry safety guideline for manufacturing equipment decontamination. This includes by determining the following prior to equipment decontamination: the anticipated waste streams to be generated; the owner of each waste stream; the proper locations for reuse, recycling, or disposal; responsible parties for packaging and removal; and the needs of all parties involved with waste handling, storage, packaging, and disposal.

Environmental Commitments

As a reflection of GF's commitment to environmentally responsible manufacturing and operations, GF's award includes a number of commitments to safeguard the environment. In particular, the CHIPS investment to modernize GF's Vermont fab, which has been in operation for 67 years, will not only lead to higher chip output at the facility, but will improve the sustainability of fab operations there. GF has already taken significant steps to operate the Vermont fab in a climate-resilient manner, including by establishing itself as a carbon-neutral, independent utility. The fab's modernization will also include pollutant prevention measures to reduce greenhouse gas emissions and PFAS contamination, as well as upgrades to its wastewater treatment systems. Together, these initiatives represent a substantial mitigation of the Vermont fab's environmental impact.

Specifically, across its projects in New York and Vermont:

- **GF has committed to reducing indirect greenhouse gas (GHG) emissions associated with both its Vermont and New York operations.** GF will undertake efforts to install 10MW of solar



generation in Vermont and to operate its planned new fab in New York with carbon-free electricity by the end of the decade. In both Vermont and New York, GF will aim to achieve “Net Zero” GHG emissions by 2050.

- **GF will abate direct GHG emissions in both New York and Vermont.** GF will undertake efforts to abate direct GHG emissions from new equipment in both locations. Additionally, in Vermont, GF will undertake efforts to reduce GHG emissions from existing equipment by implementing one or more of the following activities: (1) chip manufacturing process improvements and source reductions; (2) use of alternative or substitute chemicals; and (3) vapor and process gas destruction technologies.
- **GF will achieve normalized water use of 0.32 liters/manufacturing index or less for its New York projects.** This commitment ensures sustainable water usage when the projects are fully operational.
- **GF will segregate the Top Antireflective Coating (TARC) waste stream and the known PFAS-containing chemicals contained therein** from other waste streams and direct the waste to a closed bulk storage system to be managed at a permitted off-site treatment and disposal facility. GF will continue investigation into substitutes to PFAS containing chemicals necessary in the manufacturing process and will report if chemical substitutes have been implemented.
- **GF will continue to comply with all applicable environmental laws**, including the Clean Water Act, Clean Air Act, Endangered Species Protection Act, and the Resource Conservation and Recovery Act to help ensure that every person has a right to breathe clean air, drink clean water, and live in a healthy community.

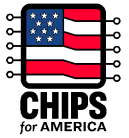
GF will publicly disclose on its company webpage its progress towards environmental responsibility goals adopted for the New York facility and the Vermont revitalization, as/when applicable, on an annual basis. These disclosures will focus on key metrics such as:

- Energy used and saved through conservation programs, and produced from clean energy sources.
- Water used, conserved, and recycled.
- Total waste generated and percentage total hazardous and nonhazardous waste destined for a landfill, incinerator, recycling facility, or treatment facility.

Child Care Commitments

In recognizing the critical importance of child care for its operations, GF is committed to the following child care initiatives:

- **GF will help employees find child care.** GF will provide cost-free referral services, tuition discounts and educational resources to employees at their New York and Vermont sites to assist employees in identifying and securing child care seats, including non-traditional hour child care seats.
- **GF will expand parental benefits for employees.** Consistent with existing practice, GF will provide Dependent Care Flexible Spending Accounts to its employees and increase their annual subsidy to \$2,000 for enrollees. Additionally, employees enrolled in “MVP health plan” will receive \$800 in wellbeing rewards, which can be used as reimbursements for primary and non-traditional hour care in eligible programs, such as participating after-school and summer care programs.



- **GF will offer an annual subsidy for its construction workforce.** For its construction workforce, GF will provide an annual child care subsidy of \$1,000 and will work with contractors to administer the subsidy in a way that best meets the needs of the workers.
- **GF will cover the cost of the Vermont Child Care Contribution Tax.** In Vermont, GF will pay the full amount of the 0.44% Child Care Contribution Tax, choosing not to pass on any costs to their employees. The money collected from the tax goes into the Vermont Child Care Contribution Special Fund, which will improve Vermont’s child care infrastructure.

Support for Small Businesses

As part of its CHIPS award, GF is committing to take actions to promote outreach to and participation of women-owned, minority-owned, and veteran-owned small businesses. These efforts will include measures such as: setting annual spending goals with respect to local businesses in the nearby area; developing and implementing a training plan to ensure decision-making employees are aware of supplier diversity and small business goals; tracking and monitoring awards and solicitations; including small businesses on solicitation lists; encouraging the solicitation of such businesses where practical; and maintaining public facing webpages describing community investments and opportunities in the region.

GF will publish its program goals consistent with current practice as part of its annual Sustainability Report, and the company will set annual spending goals for local businesses with operations in the region.