

Samsung Community Impact Report

Samsung's investment of more than \$37 billion will transform its existing presence in Central Texas into a comprehensive ecosystem for the development and production of leading-edge chips in the United States. The CHIPS investment in Samsung would create over 12,000 construction jobs and more than 3,500 manufacturing jobs within the next five years, while stimulating regional commercial growth.

As part of its award, Samsung is making concrete commitments to invest in its workforce and local communities over the coming decades and beyond. Samsung has cultivated partnerships with local education providers, universities, trade associations, and other stakeholders to build a robust talent pipeline and apprenticeship programs to meet the growing demand for skilled workers. These commitments align with the [Good Jobs Principles](#) published by the Departments of Commerce and Labor, and Samsung will regularly report to the Department of Commerce on its efforts to uphold these commitments and other efforts to advance the Good Jobs Principles. These commitments, as well as Samsung's own proactive efforts, reflect the company's dedication to fostering a healthy, skilled workforce.

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

Workforce Commitments

Over the next five years, Samsung's projects are expected to create over 12,000 construction and 3,500 manufacturing and facility jobs in Central Texas. As part of its agreement to receive CHIPS incentives, Samsung has made significant commitments to invest in and support local workers, families, and the broader community.

The Department of Commerce is also investing \$45 million dedicated to workforce development as part of the overall incentives 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 necessary to support both 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, 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 recruiting pipelines and pathways to good jobs for the surrounding community, especially for economically disadvantaged individuals.

Samsung has pledged to partner with a workforce intermediary – Opportunity Austin – to help mobilize the regional workforce ecosystems necessary for supporting both the construction and facility workforces. Samsung's 5-Star Workforce Development plan will enhance existing and new workforce partnerships that will help close the talent gap that is critical to the success of the semiconductor



industry in the U.S. The plan will help bolster the talent pipeline and provide career pathways to more individuals, starting from grade-school children all the way to the collegiate level. As an employer and member of the Central Texas community for nearly three decades, Samsung Austin Semiconductor is confident this initiative is the next step in providing shared value to its local community.

Facility Workforce

Samsung will support several workforce-building programs in Texas, focusing on training career pathways and education:

- **Samsung will invest \$1 million annually to expand Department of Defense Skillbridge Programs, including expanding the company's current apprenticeship program to a Department of Labor-registered program.**
- **Samsung is committing \$2.4 million annually to support regional community colleges and community training providers** to help serve rural and/or economically disadvantaged individuals exploring or upskilling current technician roles within the semiconductor industry.
- **Samsung is committing \$6 million annually for higher education partnerships, scholarships, fellowships, mentorships, capstone projects, and other direct programs** to educate, train, recruit, hire, and retain engineers and widen the semiconductor STEM pipeline.
- **Samsung is committing \$2.45 million annually for communities in and around Taylor, TX to grow the STEM pipeline.**
- **Samsung will continue its Semiconductor Technician Advanced Rapid Training Start (STARS) program**, in collaboration with local partners like Austin Community College, including through supporting scholarships, interviews, rural expansion, outreach, and engagement.
- **Samsung is investing in at least two innovative clean fab spaces and related equipment and tools in Central Texas** for fab technician training programs.
- **Samsung will continue to comply with federal labor law as a condition of its CHIPS award.** Like all recipients of CHIPS funds, Samsung 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.

Construction Workforce

Samsung has also made concrete commitments specific to its construction workforce, including:

- **Samsung will, consistent with the statutory requirements of the CHIPS Act, include terms in its construction contracts requiring all construction contractors and subcontractors to comply with 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.
- **Samsung has committed to undertake efforts to achieve a registered apprenticeship utilization rate of 15% on the construction sites.**
- **Samsung 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 that provide wraparound services and benefits to employees .

Worker Safety Commitments

As part of its award, CPO is requiring Samsung to commit to the following actions to protect its workers at its Texas facilities:

- **Samsung has committed to establish or maintain a worker safety committee at each project site comprised of workers and management** that meets regularly and is authorized to raise any health or safety concerns.
- **Samsung will review occupational health and safety chemical exposure limits and incorporate the most protective limits available based on published standards** (including American Conference of Governmental Industrial Hygienists (ACGIH) threshold limit values and biological exposure indices or the Deutsche Forschungsgemeinschaft's Maximum Workplace Concentrations), or Samsung's own limits if more protective than such standards, for chemicals used in project facility operations.
- **Samsung will ensure that semiconductor manufacturing equipment is procured, installed, and commissioned in accordance with SEMI S2** – Environmental, Health, and Safety Guideline for Semiconductor Manufacturing Equipment, or other equally protective internationally recognized safety certifications.
- **Samsung will require its suppliers to conduct decontamination of 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 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 part of its award, CPO is requiring Samsung to commit to environmentally responsible manufacturing and operations for its projects.

For Samsung's projects in both Taylor and Austin, no later than the first anniversary of the start of commercial operations, **Samsung will publish on its company webpage the environmental responsibility goals** adopted for the projects for carbon-free electricity and water conservation, reuse, and recycling, and will annually report on its progress against those goals thereafter with appropriate metrics such as:

- Electricity (kWh) used, saved through conservation programs, and produced from clean electricity sources or covered by the purchase of renewable energy credits.
- Water used, conserved, and reused and recycled.
- Total waste generated and percentage of waste destined for a landfill, incinerator, recycling facility, or treatment facility.

In Taylor, Texas, CPO is requiring Samsung to make the following commitments:

- **Samsung will undertake efforts to procure and install greenhouse gas (GHG) emission abatement equipment**, such as regenerative catalytic system (RCS) technology, by no later than



the start of commercial operations, and **to implement additional GHG emission abatement measures** through semiconductor manufacturing process improvements and source reductions and/or use of alternative or substitute chemicals.

- **Samsung will undertake efforts to operate any completed facility in Taylor with 100% carbon-free electricity by the end of 2030.**
- Within one year of commercial operations, **Samsung will undertake efforts to achieve a water reclamation and reuse rate of at least 30%.** Samsung will also implement water conservation and restoration strategies with the goal of achieving a **Net Positive Water Impact for the Taylor facilities by the end of 2029.**
- **Samsung will segregate known process organic waste containing per-and polyfluoroalkyl substances (“PFAS”)** from all Taylor facility waste streams to closed bulk storage systems for off-site management by licensed and permitted treatment and disposal facilities.

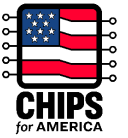
In Austin, Texas, CPO is requiring Samsung to make the following commitments:

- **Samsung will undertake efforts to procure and install greenhouse gas (GHG) emission abatement equipment**, such as regenerative catalytic system (RCS) technology, by the end of 2030, and to **implement additional GHG emission abatement measures** through semiconductor manufacturing process improvements and source reductions and/or use of alternative or substitute chemicals.
- **Samsung will undertake efforts to continue to operate the Austin facility with 100% carbon-free electricity.**
- **Samsung will undertake efforts to improve the Austin facility minimum water reclamation and reuse rate from 37% to 58% by the end of 2030.** Samsung will also implement water conservation and restoration strategies with the goal of achieving a **Net Positive Water Impact for the Austin facility by the end of 2031.**
- **Samsung will prioritize mitigation of PFAS in the environment from Austin facility operations by undertaking efforts to measure, segregate, and arrange for treatment and disposal** of known process organic waste containing PFAS from Austin Facility waste streams.

Child Care Commitments

Samsung has committed to providing affordable, accessible, high-quality child care for its workers across its facilities. The company will provide employees with a range of child care offerings, including:

- **Samsung will support working caregivers with cost defrayal** via offerings such as a Dependent Care Flexible Spending Account, tuition discounts with partner providers, backup care supports, and paid parental leave.
- **Samsung is working with a care navigation digital platform to support employees in finding and accessing quality child care providers** that align with employee needs, including flexible schedules and proximity to work or home.
- To increase supply, **Samsung plans to partner with additional providers to increase availability of child care services near their facilities and strengthen regional child care supply.**



Community Investments

To further support local communities and regional development, Samsung will continue making financial investments in Central Texas of at least \$5 million per year through 2028. These commitments will be directed toward addressing food insecurity, caring for the health and well-being of the community, closing the early childhood learning gap, and investing in K-8 youth.

Support for Small Businesses

As part of its CHIPS award, Samsung is committing to take actions to promote outreach to and participation of women-owned, minority-owned, and veteran-owned small businesses. These efforts are expected to include measures such as: setting annual spending goals with respect to local businesses in the nearby areas; 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.