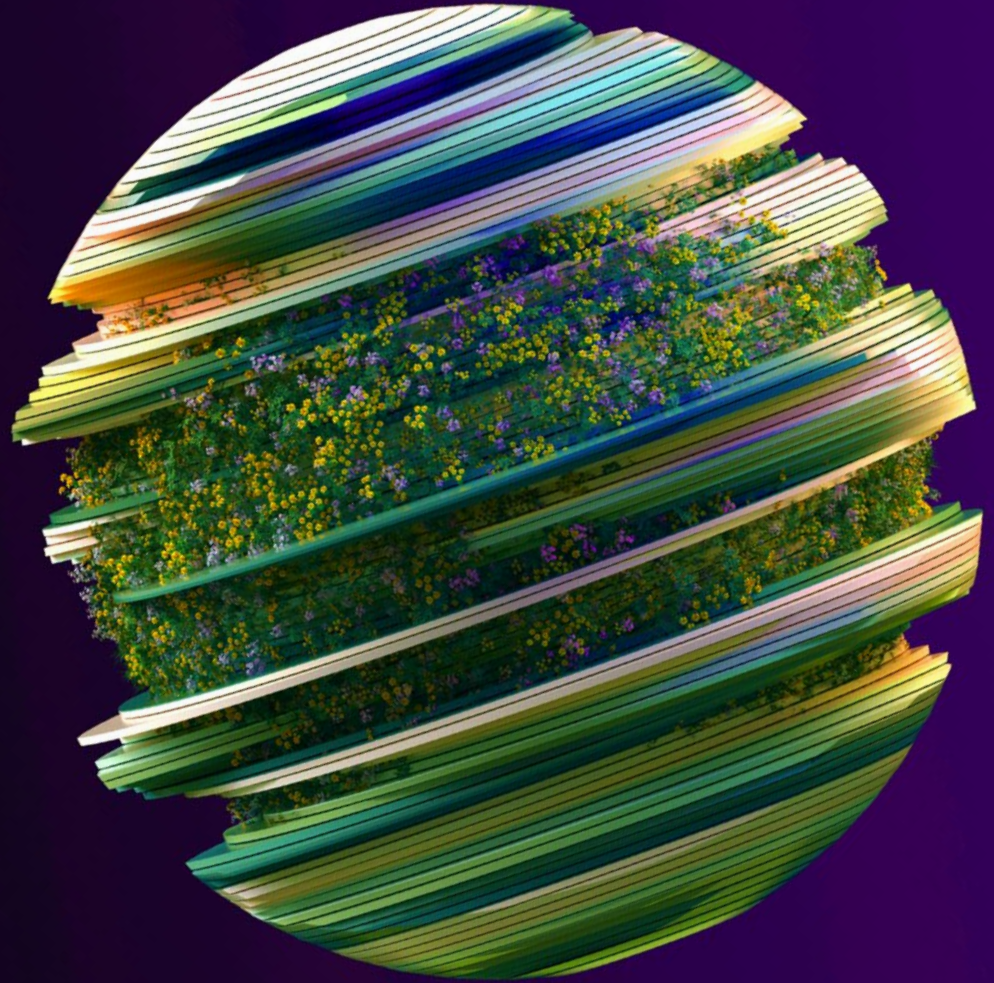




Corporate Responsibility Report

2023





Company Profile



CEO letter



Stakeholders and priorities



Governance



Human rights



Health, safety and well-being



Technology for humanity



People



Community impact



Sustainable manufacturing



Responsible sourcing



About this report



Annex



Corporate Responsibility Report

2023

Table of contents



Company profile





GF company profile

GlobalFoundries (GF) is a leading manufacturer of essential semiconductors. The complex, feature-rich chips we make enable billions of electronic devices that are pervasive in daily life and throughout nearly every sector of the global economy. With a focus on power efficiency and integrating more features on each chip, our differentiated portfolio of advanced semiconductor technologies is powering the innovations that are transforming how humanity lives, works and connects. With a talented and diverse workforce and an at-scale manufacturing footprint spanning the U.S., Europe and Asia, GF is a trusted technology source to a broad range of worldwide customers including the global leaders in semiconductor design.

With our specialized manufacturing processes, vast library of intellectual property, and differentiated technologies, we unlock value for customers by enabling them to create new devices and products that are more intelligent and intuitive, more connected and secure, and more powerful and energy efficient. GF serves high-growth markets with a focus on automotive, smart mobile devices, communications infrastructure and data centers, home and industrial Internet of Things (IoT), and personal computing. GF also serves the worldwide aerospace, defense and critical infrastructure

markets. Semiconductors are at the heart of technological advancement and progress. By providing a secure and reliable supply of chips to our customers, GF creates value for society by enabling these companies to both create products needed today and accelerate the innovation of more sustainable, safer, highly connected and increasingly useful products for the future.

Since GF's founding in 2009, we have invested more than \$23 billion to create a global manufacturing footprint with multiple state-of-the-art facilities across three continents, offering customers the flexibility and security their supply chains require. We currently operate four manufacturing sites, called fabs, located in: Dresden, Germany; Singapore; Malta, New York; and Burlington, Vermont. These world-class manufacturing sites across three continents provide the scale, technology differentiation, and geographic diversification that we believe are critically important to our customers' success. Our scaled footprint also gives us the flexibility and agility to meet the dynamic needs of our customers around the globe, help them mitigate geopolitical risk, and provide greater supply chain certainty. GF is committed to providing manufacturing capacity that grows with our customers for as long as they need it, where they need it.

“Our revenue in 2022 grew 23% year-over-year, and we delivered record gross margin and net income, making significant progress toward our long-term financial model.”

—Dr. Thomas Caulfield
President & CEO



Throughout 2022 and early 2023, GF announced several key partnerships with customers, as well as several new milestones and initiatives to augment the growth of our global manufacturing footprint and technology portfolio, including:

- GF announced strategic university partnerships with [Georgia Tech](#) (March 2023) and [Purdue University](#) (November 2022) to collaborate on joint semiconductor research, education and workforce development.
- In February 2023, auto manufacturer General Motors and GF [announced a strategic, long-term agreement](#) establishing a dedicated capacity corridor at GF's facility in Malta, New York, exclusively for GM's chip supply.
- In February 2023, onsemi [announced](#) the successful completion of its acquisition of GF's facility in East Fishkill, New York, a deal previously announced in April 2019.
- In August 2022, GlobalFoundries and wireless technology company Qualcomm [announced an extension of their long-term agreement](#) to secure a supply of GF chips manufactured in Malta, New York, through 2028.
- In August 2022, GF and STMicroelectronics announced intentions to create a [new, jointly-operated semiconductor manufacturing facility](#) adjacent to ST's existing facility in Crolles, France, to supply Europe and other markets with chips needed for automotive, IoT, and mobile devices.
- In June 2022, GF announced [the first tool was moved into](#) the newest facility on our Singapore campus, the milestone taking place just one year after breaking ground on the first phase of our Singapore expansion.
- In May 2022, GF and [Motorola Solutions](#) announced a long-term supply agreement for chips needed in devices that are widely used by public safety and critical infrastructure organizations around the world, enabling secure, flexible and reliable emergency communications vital to police, fire and other first responders.

“As we look to 2023, we will continue to deepen our engagements with our customers in bringing specialty and differentiated solutions to market.”

—Dr. Thomas Caulfield
President & CEO



Several of these wins took place amid the gathering economic headwinds that started impacting the semiconductor industry in the fourth quarter of 2022, and which continue to challenge the industry. Throughout 2023, GF will continue to deepen its engagements with customers in bringing specialty and differentiated solutions to market.

Semiconductor manufacturing is among the most complex and sophisticated manufacturing processes in the world. Requiring a strictly controlled environment called a cleanroom, the process includes a sequence of hundreds to thousands of processing steps in which electronic circuits are gradually built on a silicon surface. The resulting chips can be the size of a fingernail, or smaller, and feature billions of nanoscopic transistors.

To meet the current and future needs of our customers, GF offers a broad range of market-driven, purpose-built technology platforms that leverage our extensive patent portfolio and deep technical expertise. We focus on manufacturing feature-rich semiconductors that include digital, analog, mixed-signal, radio frequency, ultra-low power and embedded memory solutions that connect, secure and process data, and efficiently power the digital world around us. Customers depend on GF's securely manufactured chips and our differentiated semiconductor technologies for their growing number of applications that require low power, real-time connectivity and

on-board intelligence. GF's world-class manufacturing expertise is complemented by a global network of R&D, design enablement, and customer support operations. Through an intense focus on collaboration, GF has built strong strategic partnerships with a broad base of more than 250 customers (as of December 31, 2022) many of which are the global leaders in their field.

Underlying all we do is our company mission and values, including our longstanding and unwavering commitment to doing the right thing as a company. Just as the chips we manufacture are vital to the innovations that are leading to a cleaner, healthier future, GF is committed to minimizing our impact on the environment, driving positive change, and creating value through corporate responsibility.

2022 Financial Highlights*

FY'22 Revenue

8.1B

Up 23% year-over-year

FY'22 Adjusted Gross Margin **28.4%**

FY'22 Adjusted Net Income **\$1.72B**

FY'22 Adjusted EBITDA Margin **38.1%**

* For full financial information, including definitions of adjusted gross margin, adjusted net income, and adjusted EBITDA margin, please refer to the GF Q4 2022 Earnings Presentation: <https://investors.gf.com/static-files/8428d619-e836-4c03-b648-82cad958855e>, slide 10

Worldwide locations



Manufacturing Center	Trusted Foundry	R&D	Design Center	Regional Office
-----------------------------	------------------------	----------------	----------------------	------------------------



Awards

Over the past three years, GF has been recognized for exceptional CSR (Corporate Social Responsibility), EHS (Environmental, Health and Safety) performance with the following awards:

• ESG (Environmental, Social and Governance) Ratings and Frameworks

- **Morningstar Sustainalytics:** "2023 Industry Top-Rated ESG Companies" List, March 2023
- **Morningstar Sustainalytics:** "Low Risk" ESG Risk Rating, ranked 15th out of the 329 rated semiconductor companies, putting GF in the top 5% percent of the semiconductor industry, November 2022
- **Institutional Shareholder Services (ISS):** "Prime" Corporate ESG Performance, ranked among the top 10% of companies in the semiconductor industry, April 2022 and February 2023
- **Newsweek:** "America's Most Responsible Companies 2023" List, December 2022
- **Carbon Disclosure Project:** "B" rating Climate Change 2022; "B" rating for Water Security 2022

• Environmental

- **U.S. Environmental Protection Agency:** 2022 Environmental Merit Award – Feb 9 (2022)
- **National Pollution Prevention Roundtable:** 2022 Most Valuable Pollution Prevention Award – Feb 8 (2022) & Feb 9 (2022)
- **New York Power Authority (NYPA):** Corporate Sustainability Leadership Award (2022)
- **Casella Waste Systems:** Sustainability Leadership Award – Feb 9 (2022)

• Employee Health and Safety

- **Healthiest Employers of the Capital District** [Albany, NY] (2018-22)
- **Albany Business Review:** New York Capital Region's Healthiest Employers Award – Feb 8 (2020 and 2021)
- **Vermont Governor's Excellence Award:** Worksite Wellness – Gold level – Feb 9 (2022, 2021), Silver (2020)
- **EHS Today:** America's Safest Companies Award (2020)

• Talent: Workplace; Diversity, Equity & Inclusion

- **Albany Business Review:** "Women in Leadership" Award Winner – GF Feb 8 (2022)
- **JobsforHer:** 'DivHERsity Award' – GF India (2023)
- **Business Council of New York State:** Workforce Innovation Award (2022)
- **Global Equity Organization Awards:** Most Innovative Plan Award for Employee Stock Purchase Plan (2022)
- **Great Place to Work® Institute Singapore:** Great Place to Work – Certificate™ (2022)
- **Albany Business Review:** Leader in Diversity, Equity and Inclusion Award (2021)
- **HIRE Vets:** Medallion Award, Large Companies, Gold (2021)
- **HR Online:** Employee Experience Awards – GF Singapore (2021) Gold (Best Organizational Upskilling & Reskilling Strategy), Gold (Best Learning and Development Program), Bronze (Best in-House Certification Program)
- **HR Online:** HR Excellence Awards – Talent Management (Gold), Leadership Development (Bronze) – GF Singapore (2021)
- **Capital:** Best Employers in Dresden (2020, 2021)

- **Capital/Ausbildung.de:** Germany's Best Companies for Vocational Training (2020)
- **Frankfurter Allgemeine Zeitung:** German Innovation Leaders (2020)
- **WELT:** Best Employers in Germany (2020)
- **Plan Sponsor Council of America/PNC Bank:** Signature Award Financial Wellness & Communication (2020)

• Community: Philanthropy and Educational Partnerships

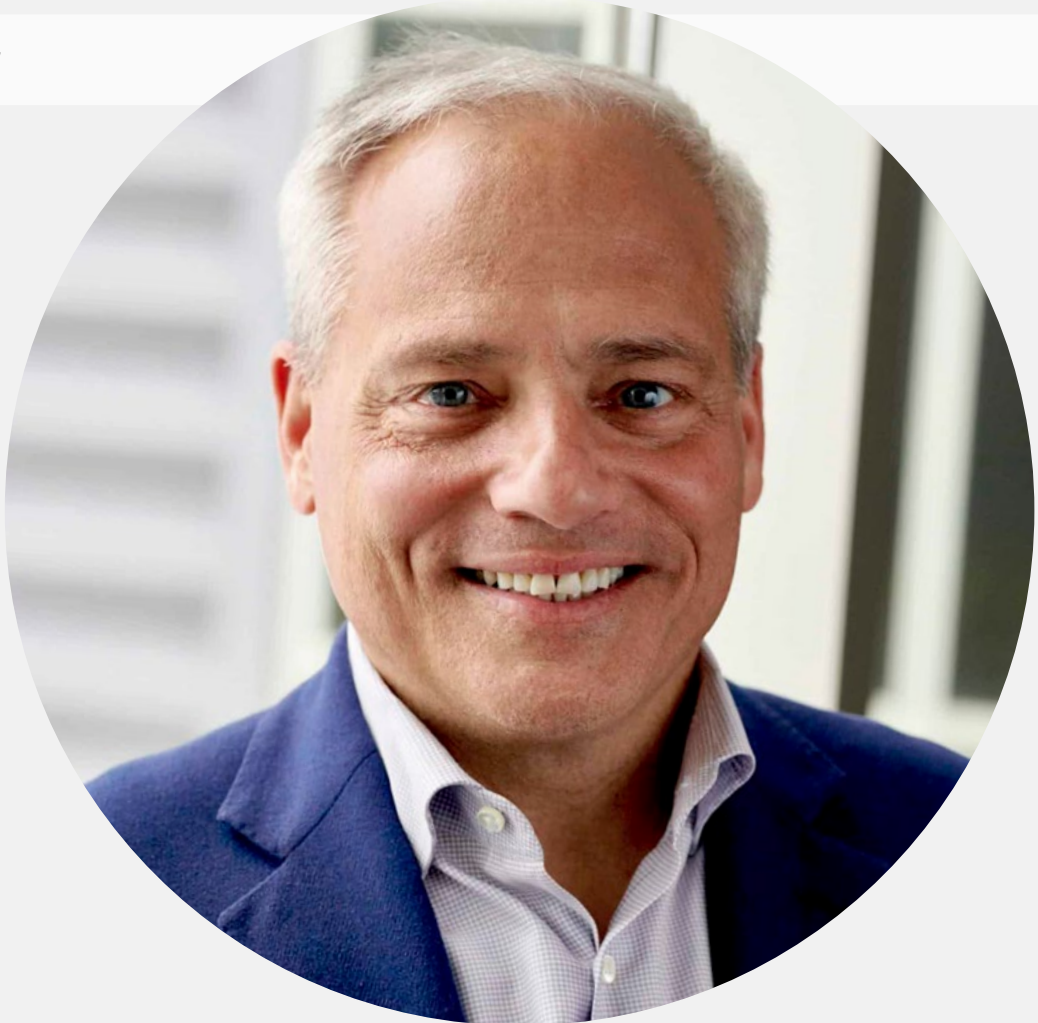
- **2022 Philanthropy Award** – Gold awarded by Singapore Children's Cancer Foundation
- **Hudson Valley Community College (HVCC):** Foundation Philanthropy Award for STEM & Education Partnerships (2021)
- **Community Chest Singapore:** Community Spirit Gold (2020)
- **Singapore Children's Cancer Foundation:** Appreciation Award Silver (2020)
- **Lake Champlain Chamber:** Community Impact Award (2020)

• Responsible Business Alliance (RBA) Validated Assessment Program (VAP) Audits

- **2023 Responsible Business Alliance (RBA) VAP Audit Recognition** – GF Fab 9 achieved the maximum score of 200 in its March 2023 VAP Audit
- **2022 Responsible Business Alliance (RBA) VAP Audit Recognition** – GF Fab 8 achieved the maximum score of 200 in its December 2022 VAP Audit
- **2021 Responsible Business Alliance (RBA) VAP Audit Recognition** – GF Fab 1 achieved the maximum score of 200 in its November 2021 VAP Audit



CEO letter



-
-
-
-
-
-
-
-
-
-
-

CEO Letter

GF's first full year as a publicly traded company included a series of opportunities and challenges for society, the semiconductor industry and our company. In 2022, the world emerged from an unprecedented global pandemic, a two-year crisis that made clear the resilience of the human spirit and innovation, but also accentuated the frailties of highly leveraged international supply chains. I am extremely proud of the GF team across the globe, for their commitment and dedication to supporting one another, for enabling our customers' successes, and for helping our company continue to deliver on our long-term goal of being the world's leading and most trusted global manufacturer of essential, feature-rich semiconductors. Our many accomplishments in 2022 were achieved amid the challenges and economic headwinds faced by the entire semiconductor industry starting late that year. Despite what looks like a challenging 2023, we are well positioned to achieve our long-term strategic model and continue to work with our customers to develop and manufacture innovative differentiated solutions.

It took 60 years for the semiconductor industry to grow to the position we are in today. And despite economic headwinds in the second half of 2022 and through 2023, we believe this industry remains on a trajectory to double in the next 10 years. However, the next 10 years are not going to look like the past 60 years. Our industry has gone through

a series of tectonic shifts starting with mainframes and minicomputers, to PCs, then handsets, and now we're in the era of the Internet of Things, or IoT. These shifts drive exponential growth with ten times more volume in each era, building on each previous application, not replacing them. We add functionality and utility. Devices get better, not cheaper.


Today, our industry's exponential growth is being fueled by IoT as it evolves from sensing at the edge to AI at the edge. The world's 1.3 billion smartphones sold annually are now augmented by more than 15 billion IoT devices, with 7,000 new intelligent devices being connected every minute. In this new era of IoT, instead of just collecting data and sending it to the cloud to be parsed and acted on, today's IoT devices are processing much of the data and acting – in other words, inference. This “intelligence at the edge” creates enormous energy savings and minimizes latency of response. IoT growth is being accelerated not only by the sharp increase of new applications for virtual reality and augmented reality, but with the game-changing arrival of new and emerging artificial intelligence (AI) systems.

This current era of semiconductors, driven by IoT, is the first time that growth in our industry is not driven by Moore's Law-scaling. With the ever-increasing reliance on IoT, smart mobile devices and autonomous vehicles, we are moving beyond a compute-centric industry to an era marked by the pervasive deployment of semiconductors.

This “new era of more” is driving our growth and is creating an explosion of data that necessitates more computational capability, better connectivity and improved energy efficiency. Semiconductor innovation is no longer just about shrinking transistor size, it's about adding features and capabilities on the chips we make to create energy efficient, secure and feature-rich solutions that meet the unique needs of our customers, with manufacturing where they want it, and at the best economics.

Along with the advancing IoT and AI, GF continues to play a leadership role in manufacturing the semiconductors that are shaping the future of automobiles. The shift from internal combustion engines (ICE) to autonomous, connected and electrified (ACE) vehicles is central to GF's vision. Our technology advancements support increased safety, enhanced user experience and, importantly, sustainability through vehicle electrification.

In this new world of pervasive deployment of semiconductors, power efficiency is the most critical factor. GF recognizes the importance of power optimization in our technology solutions, and how essential it is for off-setting the power consumption needs for society as well as the longevity and efficiency of battery-powered devices. High speed connectivity and high-performance RF (radio frequency) are also vital, in fact the best RF performance wins. Given the explosion of data in the world, GF's technology is geared towards supporting faster speeds and better bandwidth, enabling



efficient and low latency data transmission, crucial for today's data centers, IoT and smart devices. This performance is fortified by embedded intelligence and security. GF technology incorporates advanced digital capability and embedded memory to provide superior intelligence and security, ensuring our solutions can efficiently handle and secure vast amounts of data.

You'll read much more about how these features and power efficiencies are helping shape a more sustainable and healthier world in the "Technology Solutions for Humanity" section of this report.

The vast complexity and interdependency of the semiconductor ecosystem means the opportunity ahead for our industry is going to be limited or accelerated by our ability to partner and collaborate. GF is a leader in bringing people together and engaging with partners who share our values and vision for our industry. We are partnering with our customers who are reserving GF's manufacturing capacity for years to ensure supply for their future products and growth. We are partnering with world-leading companies, consortia, universities, researchers and others to continue expanding the differentiation and impact of our feature-rich technology. We are partnering with governments to help them achieve their strategic goals of growing domestic semiconductor manufacturing. Getting to the heart of this report, we are partnering to enhance our longstanding commitment to corporate responsibility. This includes being a leader in employee safety and wellbeing, in sustainable

operations and minimizing our impact on the environment, in cultivating an engaged, diverse and inclusive global workforce, in driving positive change in our communities, and undertaking our work every day with the utmost integrity.

Following are some highlights from this report I would like to share:

- Continuing to deliver on our Journey to Zero Carbon, GF's commitment to reduce our total greenhouse gas emissions 25% by 2030 even as we grow our manufacturing output.
- Keeping GF employees safe and health, achieving best-in-class recordable injury rates, and initiating a new comprehensive company-wide wellness initiative.
- Ensuring GF benefits from a diversity of perspectives by growing executive women and executive minority representation, and partnering with leading organizations to grow and cultivate our diverse workforce.
- Supporting our communities with our GlobalGives program, as GF and our employees donated \$1.4 million USD in 2022 to local, regional and global nonprofits.
- Introducing a new GF Supplier Diversity Program to strengthen our supply chains and further reinforce our responsible sourcing practices.

At GF, we target growth markets that matter to the world and society. We innovate feature-rich, differentiated, and purpose-built platforms to serve these markets. We build ecosystems critical for our customers success. We continue to grow our trusted global manufacturing footprint. All of these efforts are informed by our corporate responsibilities, which are fundamental to who we are as a company. These priorities underpin our day-to-day operations and our long-term strategic goals, and there is no process, project or corner of our company in which our corporate responsibilities are not critical factors in our decision making and actions. Prioritizing these responsibilities makes us better as a company and enables us to better deliver on our commitments to all our stakeholders – our customers, our employees, our suppliers, our shareholders and the communities we are part of. While we have achieved numerous and impactful successes as a global ONEGF team over the past year, we are on a journey and there is still much more work to be done. I hope this report, and all of the incredible efforts and outcomes it represents, inspires you as much as it inspires me.



Stakeholders and priorities



GF Corporate responsibility priorities and strategy

GF is dedicated to sustainable, ethical and responsible business practices. This includes stewardship of the personal and social well-being of our employees, our supply chain and the environment.

GF's commitment to corporate responsibility is fundamental to our culture and our value proposition to our customers, the communities in which we live and do business, and all of our global stakeholders.

GF Stakeholders and engagement channels

Our key stakeholders have a significant interest in our business and help shape our company and the products and services we provide. We regularly engage with our stakeholders, sharing perspectives and gaining valuable insight relevant to our operations and our company strategy, including our corporate responsibility strategy.

Employees

At GF, people are at the heart of everything we do, and we embrace the diversity of our teams as a competitive advantage. Our strength comes from a culture of inclusivity, empathy and respect. We take great pride in the dedication and commitment of our global workforce to collaborate

for breakthrough solutions. We nurture a performance-based culture and provide comprehensive total rewards programs in an environment that encourages individual development, collaboration, and new ideas. Employees engage and keep abreast of corporate and local site information through our GFCurrent platform, video messages from our CEO and other GF leaders, quarterly all-hands events, and Employee Resource Groups. Global or site-specific team events and ongoing corporate and employee communications also include opportunities to ask questions and provide feedback. GF seeks in-depth confidential employee feedback via our third-party administered ONEGF Pulse Surveys that occur twice per year. Our recent surveys have focused on engagement, manager effectiveness, diversity, equity & inclusion, and other emerging themes that impact the employee experience. GF management thoroughly reviews survey feedback, translates input into action plans, and shares the feedback and the action plans with employees at the company and team level.

Highlights

GF is dedicated to sustainable, ethical and responsible business practices. This includes stewardship of the personal and social well-being of our employees, our supply chain and the environment.

We regularly engage with our stakeholders, sharing perspectives and gaining valuable insight relevant to our operations and our company strategy, including our corporate responsibility strategy.

In early 2023, we revalidated our 2022 priorities using a materiality analysis process that identifies and prioritizes GF's actual and potential impacts on our stakeholders.

We have established Board level goals that are designed to drive progress in GF's priorities.



Customers

GF's mission is to innovate and partner with our customers to deliver technology and solutions for humanity. We work closely with our customers, from industry leaders to startups, to identify the right technology opportunities and deliver the right solutions across established and emerging applications in their market segments. Engagement channels include regular customer meetings, customer feedback surveys, customer inquiries and audits, as well as information sharing on supplier responsibility and human rights in dedicated information exchange platforms.

In every aspect of our customer engagement, we have programs in place to ensure our customers' intellectual property and sensitive information remain secure.

Investors

We maintain a transparent relationship with our shareholders, and actively engage with them via quarterly earnings conference calls, meetings with key executives and members of the Investor Relations team and participation in conferences. We also engage with and respond to surveys from ESG research firms, as well as company specific ESG questionnaires.

GF partner community

The GF Partner Community brings networks of high-growth companies together in the spirit of collaboration to enhance and advance the future

of automotive, industrial and consumer IoT, data center, networking, mobility, wired infrastructure and satellite communication. With more than 50 partners, it nurtures synergy and collaboration between partners and GF to reduce chip design and development barriers. GF also partners with worldwide universities to drive innovation through R&D partnerships, talent acquisition opportunities and degree partnership programs.

Communities

Along with our global footprint comes a responsibility to the communities in which we operate. GF stands committed to our responsibility as a great employer, good corporate citizen and major player in each of our communities, where we contribute to existing or emerging high-tech clusters that deliver significant economic benefits to those regions. GF believes strongly in philanthropy, and our employees around the globe make a difference by volunteering their time and donating money and goods to support a wide range of causes. GF has a long history of community involvement, with well-established programs and global and local teams dedicated to enriching the lives of the people in our communities around the world. Through our worldwide GlobalGives program, we provide employees with the opportunity to make a positive impact in their local communities through personal donations, company matched donations as well as through volunteering their time.





Suppliers

Our relationships with our suppliers are built on a foundation of trust and integrity. GF strives to establish long-term working relationships with our suppliers. Beyond the day-to-day working level interaction, we engage with our suppliers through periodic business reviews, supplier inquiries and audits, and our Global Supplier Rating (GSR) process. The GSR determines supplier performance with regard to Quality, Cost, Operations, Service, Technology, Business Continuity and Compliance, including supplier EHS and sustainability performance. GF's Supplier Code of Conduct includes specific human rights, health and safety, environmental and business ethics standards and conformance with the Responsible Business Alliance (RBA) Code of Conduct. We engage with suppliers whose employees perform work on GF sites to communicate and answer questions regarding site-specific rules and procedures, to minimize health and safety risks to their employees. We utilize supplier worker interviews, conducted during RBA audits at GF sites and at our suppliers' global operations, to obtain feedback on working conditions.

Governments

Across GF's global footprint, we work with governments to promote and drive semiconductor manufacturing, technology development, workforce development and other efforts to position

our company and our industry for success. These efforts include partnering with governments to deliver secure semiconductor manufacturing, strengthen and enhance the resiliency of the semiconductor supply chain and train and develop our global workforce through initiatives that grow the semiconductor talent pipeline.

Industry collaboration

Through our participation and leadership in industry trade associations, we gain valuable insight into the economic, social, and environmental trends that affect our business. These groups include the Responsible Business Alliance (RBA), Semiconductor Industry Association (SIA), the European Semiconductor Industry Association (ESIA), Singapore Semiconductor Industry Association (SSIA), the World Semiconductor Council (WSC), the Global Semiconductor Alliance (GSA), Semiconductor Equipment and Materials International (SEMI), and ZVEI (a leading German electronics trade association).

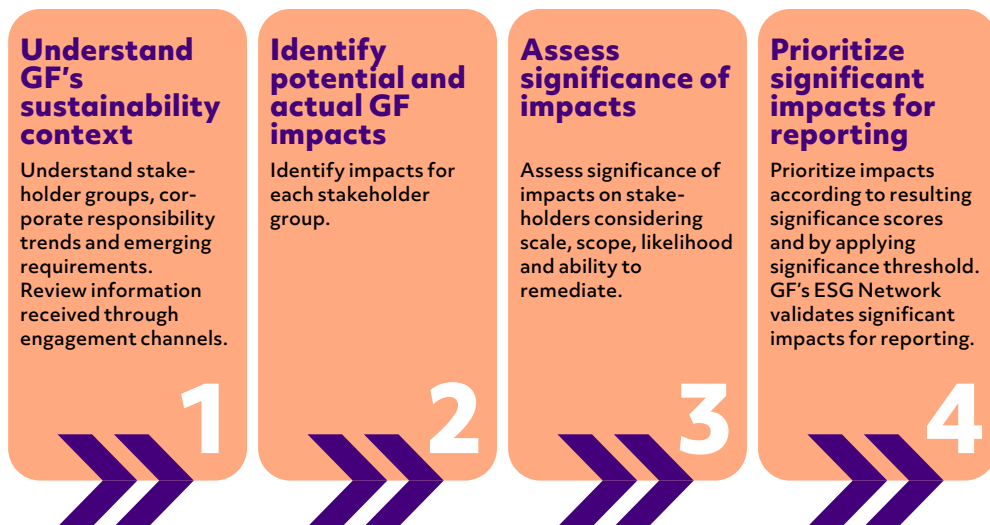
These associations engage in a wide variety of public policy matters ranging from technology, trade, responsible business and environmental policy, to promoting STEM education and the adoption of energy-efficient technologies. SIA, ESIA, the WSC and SEMI all have active EHS committees.



GF corporate responsibility priorities

We periodically review our corporate responsibility priorities to inform our strategy, actions and disclosures. In early 2023, we revalidated our 2022 priorities using a materiality analysis process that identifies and prioritizes GF's actual and potential impacts on our stakeholders (please see the process flow in [Figure 1](#)).

Figure 1. GF materiality analysis — process flow



The resulting material topic list, representing GF's corporate responsibility priorities and determining the scope and content of this report, was reviewed and approved by GF's Stewardship Committee in April 2023:

- Economic performance
- Health, safety and well-being
- Secure manufacturing
- Technology for humanity
- Ethics and compliance
- Human rights
- Responsible sourcing
- Talent
- Diversity, equity & inclusion
- Community engagement & support
- Climate risk mitigation
- Energy efficiency
- Water efficiency
- Environmental controls (waste, effluents, air emissions)

GF's corporate responsibility strategy

Our corporate responsibility priorities inform our strategy. We have established Board level goals that are designed to drive progress in GF's priorities, highlights of these are shown in [Table 1](#). GF's performance to these goals is discussed in detail in this report. Please refer to the [Annex: GF Corporate Goals Mapping](#) to the UN Sustainable Development Goals (SDGs) to learn how GF's goals support the UN SDGs.

Table 1. GF ESG Board level goal highlights

Environmental	GHG Emissions: Journey to Zero Carbon: Reduce Absolute GHG Emissions by 25% from 2020 to 2030
	Water: Improve Water Use Efficiency: 0.32 Liter per MI by 2025
Social	Maintain best-in-class safety performance. Total recordable Injuries per 200,000 hours worked: TRIR < 0.3 Lost-time injuries per 200,000 hours worked: LTIR < 0.2
	Grow leadership (Director level and above) diversity by 2025. Women in leadership: grow share of female leaders by 8% from 2020-2025. Underrepresented Minorities (URM) in leadership: Grow share of URM leaders in the U.S. by 5% from 2020-2025.
	Maintain a 100% conflict free supply chain for 3TG (gold, tantalum, tin, tungsten) and achieve it for cobalt by 2025
Governance	RBA VAP audit scores: Maintain best-in-class scores with combined GF Fab average ≥ 180 (Gold level).
	Enhance ESG Governance: Embed Board-level ESG goals as a component of the Company's incentive-based compensation program for the Senior Leadership Team beginning in 2023.





Governance



Governance

GF governance framework

Corporate governance addresses the way in which companies are directed, controlled and managed. Our [governance framework](#) is focused on four pillars: responsibility, fairness, transparency and accountability.

Board of Directors

The Board of Directors (the Board) has the ultimate responsibility to ensure appropriate governance across the organization and establishes the “tone at the top”. The Board reviews and determines the company’s strategy; monitors and assesses the company’s financial performance and health (including financial and non-financial metrics); establishes and monitors effective compliance systems and policies to ensure effective management of risks and compliance with laws; selects and evaluates the chief executive officer (CEO) and approves other key officers; determines the structure and compensation and oversees the performance of GF’s executive management; and ensures that corporate governance standards are implemented and maintained and that obligations to shareholders, including reporting, are met.

We have a separation of Board chairperson and CEO roles. A majority of our Board is comprised of independent directors pursuant to applicable

Nasdaq rules. The Board is committed to actively seeking out diverse candidates to include in the pool from which nominees for the Board are selected. Proposed appointments of Directors to the Board will be based on a prior analysis of the needs of the Board and consideration of the diversity of skills, knowledge, experience, age, race, ethnicity, gender, gender identity, sexual orientation or identity, and cultural background, as well as membership in underrepresented groups within its composition. Currently, our Board consists of both underrepresented minority and female board members. More information about GF’s Board Composition is available in GF’s [Corporate Governance Overview](#).

Board Committees

Four Board Committees support the Board in carrying out its governance responsibilities: Audit, Risk & Compliance; People and Compensation; Nominating and Governance; and Strategy and Technology, each of which operates pursuant to a separate charter adopted by our Board.

The Audit, Risk & Compliance Committee (ARCC)

is mandated by the Board to oversee the integrity of financial statements, compliance with legal and regulatory requirements; the effectiveness of internal systems and controls (including the company’s internal audit function); environmental, social and governance (ESG); Information Technology; the risk management function, and the


Highlights

GF’s Worldwide Standards: Code of Conduct (Code) is the foundation of our ethics and compliance program and an integral part of our Corporate Responsibility Management System.

We have established oversight and management of corporate responsibility topics aligned with our ESG governance structure.

Our governance framework is focused on four pillars: responsibility, fairness, transparency, and accountability.

GF is committed to designing, implementing, and maintaining an effective, structured Enterprise-wide Risk Management (ERM) System and Framework.



independence, qualifications and performance of the company's external auditors. All three ARCC members have been determined by our Board as "independent" as defined by the rules of the SEC and the applicable Nasdaq rules.

The People & Compensation Committee assists the Board in fulfilling its responsibilities concerning the hiring and compensation of our executives and in providing guidance to GF's management on personnel and compensation issues.

The Nominating and Governance Committee advises the Board on the development and review of corporate governance guidelines (including the structure, composition and function of the Board and its committees); makes recommendations to the Board regarding appropriate candidates to serve as Directors and their compensation; evaluates Director independence; and oversees the evaluation of our Board and Board Committees

The Strategy & Technology Committee assists the Board in its oversight responsibilities relating to strategy and technology matters, including long-term strategy and plans; strategic transactions; technology roadmap; and productivity and efficiency

GF's Chief Executive Officer

GF's Chief Executive Officer is responsible for managing the company's business and is accountable to the Board. The primary responsibilities of

our CEO and senior management broadly cover the management of the day-to-day operations of the business, strategic planning, budgeting, financial reporting, risk management and compliance.

Support for the Board and its Committees

With the ARCC, the Legal Department and the Internal Controls Department are mandated by the CEO to oversee corporate governance at GF. Together, the Legal and Internal Controls Departments ensure that the organization adheres to the company's corporate governance framework and associated policies and procedures, provide guidance, and ensure training sessions are conducted on a regular basis. Internal and external auditors play crucial roles in assisting the Board and management. External auditors are responsible for auditing the financial statements of the company. The Internal Audit organization plays an important role in providing the Board and senior management with objective assurance support for the business and consulting services. Internal Audit evaluates the effectiveness of risk management, internal controls, and governance processes, and makes recommendations for improvement. Internal Audit also acts as a bridge between the Board and management and reports directly to the ARCC.

More details about GF's governance structure, our Board of Directors, and Board Committees including Directors' biographies are available at GF's Investor Relations Page.



ESG governance

The Board oversees the Company's ESG matters and programs through the ARCC and the Company's management team presents updates to the ARCC at least biannually. The ARCC guides the company's approach to ESG-related strategy, policies and disclosures. Over the last two years, regular ESG reports to the ARCC have included reviews of Sustainable Finance matters, climate-related risks, GHG reduction goals, and performance for key programs such as Diversity and Inclusion, Environmental Management, Ethics, Responsible Sourcing and Human Rights due diligence. The ARCC's ESG-related recommendations are reported to the full Board for strategic decision-making. The ARCC also reviews the results of ESG-related audits, including those performed by GF's Internal Audit function. Through the ARCC, GF has established Board-level ESG goals; see [Table 1](#). Accountability for achieving these goals is placed on the company's Senior Leadership Team (SLT). In 2023, the Board's ESG goals became a component of the Company's incentive-based compensation program for the Senior Leadership Team.

Key ESG policy decisions and long-term goals are approved by the Chief Executive Officer, in addition to the oversight provided by the Board and the ARCC. GF maintains a Stewardship Committee, which is responsible for setting strategic direction, conducting management reviews, and providing guidance and approval regarding ESG related topics. These include GF's EHS and CSR management systems, Climate Risk Mitigation, Human Capital Development, Diversity & Inclusion and Supplier Responsibility. The Stewardship Committee membership includes senior executives representing the Legal, Finance, Manufacturing, Human Resources, Communications, Technology, Strategy, Business Operations and Global Supply Chain organizations. GF has also established an ESG Network spanning multiple organizations which is chaired by our Sustainability leader. The Network supports development and implementation of GF's long-term ESG strategy and ensures organizational readiness to address stakeholder expectations. GF's organizational approach to ESG Governance is shown in [Figure 2](#).

Authority for oversight and management of corporate responsibility topics have been established according to our ESG governance structure. The management approach to key ESG programs is described in the applicable sections of this report.

Figure 2. ESG governance at GF



Ethics and compliance

GlobalFoundries' Worldwide Standards: Code of Conduct

GF is committed to upholding the highest degree of ethical behavior in everything we do. Each of our employees and partners has the responsibility to carry out their duties in a manner consistent with this commitment.

[GF's Worldwide Standards: Code of Conduct \(Code\)](#) is the foundation of our ethics and compliance program and an integral part of our Corporate Social Responsibility Management System and has been approved by our Board. It sets forth the basic rules, standards and behaviors that we must follow to achieve our business objectives while upholding our values. The Code summarizes legal and ethical standards and provides practical advice covering issues including human rights, discrimination, harassment, environmental responsibility, protection of confidential information and intellectual property, anti-bribery and anti-corruption. It also explains the major elements of our ethics and compliance program and identifies where employees can seek help and support.

Focus on preventing corruption

In addition to the Code, GF has implemented and communicated our Anti-Bribery and Anti-Corruption, Gifts and Entertainment, Conflicts of Interest, Insider Trading, Anti-Money Laundering


and Fraud Controls policies to further emphasize to our employees and business partners our commitment to doing the right thing. These policies include plain-language definitions of core concepts, scenarios that serve as examples drawn from our employees' own experiences, and procedures to ensure compliance.

Ethics and compliance management

GF's Ethics & Compliance Office coordinates the ethics and compliance program and is responsible for promoting employee awareness, education and training, and for implementing a program to assess risks and proactively prevent and detect unlawful/unethical conduct. The Ethics & Compliance Office is a resource for employees to ask questions or raise concerns and is an integral part of our culture driven by executive leadership. Each year GF's CEO addresses all employees regarding the importance of maintaining the highest ethical and compliance standards as we perform our work.

The ARCC is the body charged by the GF Board of Directors to oversee the ethics and compliance program. The Ethics & Compliance Office is required to update the ARCC on key initiatives, metrics and investigations on a quarterly basis. The leader of the Ethics & Compliance Office has a direct line of communication with the ARCC Chair. The Ethics & Compliance Office also works closely with the GF Ethics Committee (which includes the Chief Human Resources Officer, Chief Financial





Officer, General Counsel, Chief Audit Executive and other senior operations leaders). The GF Ethics Committee meets quarterly for formal review of key initiatives, metrics and investigations.


The ethics and compliance program is implemented through a Compliance Network which consists of over 60 influential employees nominated from various GF sites and business functions around the globe. Network members serve as accessible, familiar contacts to employees and provide a direct conduit from each location to the Ethics & Compliance Office. Network members also help identify key compliance risks, drive engagement, and ensure that training and communications are tailored to the needs of the individual sites.

The Ethics & Compliance Office performs an annual assessment of company risk regarding potential violations of the GF Code (including corruption, fraud and our operations' human rights risks) and utilizes the input of subject matter experts and the Compliance Network to validate risk measures by category and region of operation. The results of this assessment are addressed through policies and programs covering a range of risk areas including anti-bribery and anti-corruption, human rights, protecting confidential information and insider trading, all of which are also encapsulated in the GF Code.

Asking questions, raising concerns, no retaliation

Employees, contractors and partners are encouraged to ask questions and raise concerns. Ethics & Compliance Office personnel are available in person, by phone or by email. In addition, GF maintains an Ethics First Helpline which is a confidential, anonymous whistleblower hotline administered by a third party. The Ethics First Helpline is available globally via links on both GF's intranet and external website. The Helpline is accessible 24 hours a day, 365 days a year and online access is available in English, German and Mandarin. Call center translation services are also available in over 200 languages enabling employees and any other person around the world another avenue to raise questions and/or report concerns. We proactively make this contact information known through various internal and external communications throughout the year and include it on all GF-issued purchase orders. We promptly review all reports, and the company is committed to protecting anyone who makes a good-faith report from retaliation or discrimination. Investigations of complaints are overseen by the Ethics & Compliance Office and supported confidentially by other internal organizations such as Internal Audit and Global Security as appropriate.

GF is committed to upholding the highest degree of ethical behavior in everything we do.



The Ethics & Compliance Office also evaluates conflicts of interest and gifts & entertainment disclosures and responds directly to employee inquiries on a variety of Code-related topics to ensure maximum engagement. Ethics & Compliance is a key member of the GF Charitable Donations Committee which reviews and approves prospective corporate charitable donations, utilizing a third-party platform to evaluate charitable causes and process employee donations and corporate matches.

Ethics and compliance training and communications

The Code is communicated to all employees when they begin work with GF. Code training is conducted upon hire and is repeated annually. Code training includes modules with a specific anti-corruption focus, including avoiding conflicts of interest, appropriate handling and disclosure of gifts and entertainment, and anti-bribery. We update the training annually based on the results of the risk assessment, investigations and other developments in the business or legal and customer requirements. The training, as well as the Code itself, is delivered in English, German and Mandarin to ensure that the content is easily understood by all GF employees across the globe. To conclude the training on the Code, employees must pass a test and certify their understanding of the Code. Training completion is monitored and enforced by the Ethics & Compliance Office and audited by Internal Controls.

Employees maintain over a 98 percent on time completion rate. Contractors also acknowledge understanding of and compliance with the Code.

GF provides additional focused training for targeted audiences. For instance, leaders at GF across the globe complete a two-hour instructor led course entitled “Leading with Ethics” that focuses on ethical behavior and decision-making. Employees throughout the company are also required to complete a course regarding material non-public information and insider trading awareness. “Avoiding Ethical Pitfalls”, an online targeted training to our global sales organization focuses on anti-bribery and anti-corruption, insider trading and protecting confidential information. New hires around the globe complete “Respectful Workplace” training and US employees complete annual “Preventing Workplace Harassment” training. These courses are part of a broader organizational engagement plan that includes articles, visual displays and E&C live presence and materials presented during department leadership meetings to ensure education regarding ethical issues. We also conduct a global Ethics Week to heighten focus regarding specific provisions of our Code of Conduct. In 2022, Ethics Week included video messages, online articles and games and in-person roundtable discussions between employees and their local Compliance Network members. In addition, approximately

400 leaders of our global executive team participated in an event led by a recognized expert on the causes of unethical decision making within large, global organizations designed to provide tools to help identify warning signs and promote a culture of integrity.

Public policy engagement

Across our global footprint, we work with governments, organizations and other stakeholders to discuss policy positions for our company, our customers and our communities. We engage with our stakeholders to promote policies that support our global mission of enhancing humanity through technology solutions. These engagements are aligned with GF’s priorities of enhancing innovation, environmental stewardship, strengthening the global supply chain and developing a global workforce.

Public Policy Priorities

Public policy topics important to GF include advancing manufacturing; investment in semiconductor manufacturing and innovation; creating more resilient and responsible supply chains; environmental sustainability and combating climate change; social equity; workforce development; diversity, equity, inclusion and belonging; tax law; and intellectual property protections.

Lobbying and Advocacy

GF's Government Relations team leads the company's political and legislative activities, adhering to the highest ethical standards and consistent with our Code and all applicable laws and regulations. In the U.S. and other nations, we engage at the federal and state/regional levels of government to share GF's perspective and advocate for public policies that advance our business interests and align with our company values and ESG goals. In the U.S., we disclose our lobbying activity as required by law, and file required reports in accordance with applicable regulations. We report our U.S. lobbying activities and expenses on a quarterly basis. The reports can be found in the Senate's Lobbying Disclosure Act Database. Outside the U.S., we similarly follow all national laws and regulations regarding the disclosure of our political engagement and lobbying activity.

In the U.S., GF does not have a Political Action Committee. Globally, we do not make direct contributions to political candidates. Our company collaborates with trade groups, coalitions and other organizations on policy objectives that align with our global mission and values.

Risk management and business continuity

GF is committed to designing, implementing and maintaining an effective and structured enterprise-wide Risk Management (ERM) System and Framework consistent with the ISO 31000 Risk Management Standard and the COSO framework¹ to meet our commitments to customers, shareholders, the community and employees. The ERM Executive Steering Committee, comprised of key members of GF's executive leadership team, is charged by the Company's management and Board of Directors to oversee the ERM System and Framework, in coordination with the ARCC.

GF's ERM System and Framework ensures integration of risk management practices into business processes and operations and drives effective and efficient action for safeguarding assets, achieving competitive advantage and enabling GF's growth and success.

Management and maintenance of risk mitigation and business continuity plans is an on-going task, and our manufacturing sites and critical business functions engage in a regular review and assessment of risks. Risks are identified through a variety

of assessment methodologies conducted by both internal and external resources. The frequency of these assessments depends on risk type but is typically annual. During this process, risks are prioritized, and mitigation strategies are identified, validated and measured.

The following are key elements of GF approach to business continuity:

- Global scale and operational resiliency with manufacturing operations in low risk geographies;
- Executive stewardship and broad organizational engagement;
- Business continuity and recovery planning;
- Crisis communication and command protocols for prompt and appropriate attention to threats;
- World-class Environmental, Health and Safety programs support loss prevention and mitigation;
- Proactive management of supply chain risks.

¹ COSO ("Committee of Sponsoring Organizations") is an advisory group that designs frameworks to help organizations with risk management matters.

Crisis management

GF is committed to company-wide readiness, response and recovery. Our Crisis Management Framework combines pre-threat assessment with an Incident Command System approach that supports the response process across all time zones and geographies. This enables GF to respond to and recover from a local, regional, national or global event of significance.

Early pre-threat assessment is accomplished through various internal and external monitoring systems. Assessment of potential impact is coordinated through an internal tool which serves as a global forum for communication of potential threats. This provides a means to prepare for a potential crisis situation, and to ensure appropriate escalation should it develop. The framework uses clear criteria for activation and escalation of the Global and Site Crisis Teams which include broad organizational representation. This ensures an integrated and consistent response regardless of the type of event.

Secure manufacturing – cybersecurity

Based on the standards set by GF's Code, GF SHIELD is GF's comprehensive, company-wide commitment and program to engage every employee to safeguard and protect our and our customers' intellectual property and products. With GF SHIELD, we have embraced our role as a relied-upon partner and a world-class secure and trusted foundry.

Protection of information, data and assets is the foundation of GF's partnerships with our customers and suppliers. GF SHIELD integrates information security, product security, operational security and cyber security into a comprehensive program that covers all phases of the customer experience. From the initial meeting, through development, design, fabrication, delivery and even disposal of product-related scrap – and every step between – GF SHIELD is in place to ensure a customer's products and sensitive information remain secure. Annually, we conduct comprehensive security training for all employees, covering Information Security, Cybersecurity, Operational Security, and Product Security. Each training module is updated at least annually, and employees are assigned one of the four modules each quarter. We average above a 97 percent on time completion rate for each module. We augment this training

“Security is fundamental to the way we serve our customers”

Cole Sinkford

Chief Information Security Officer

with corporate-wide and management communications regarding specific threats and reminders. Lastly, role-specific training is provided on an annual or as-needed basis for certain employees whose job roles require an enhanced level of security awareness and control as well as data privacy and government product security.

The GF SHIELD Core Team (made up of the GF SHIELD Regional Task Force leaders) coordinates strategy and tactical deployment of GF SHIELD elements and Regional Task Forces then work within their geographic region to implement and measure compliance to GF security policies at an operational level.

The governance structure for GF SHIELD includes frequent reviews with GF's senior leadership team (e.g., CEO, General Counsel, Chief Financial Officer, Fab General Managers) and two reviews per quarter with the ARCC. These reviews include alignment on GF SHIELD strategy, risk management, and execution to program plans. As part of GF SHIELD's cyber and information protection program, GF's Chief Information Security Officer maintains GF's global information and cyber security strategy, policies and procedures. The policies and procedures include Incident Response and Business Continuity planning procedures which are tested annually. In addition, GF maintains a global IT security policy detailing acceptable use of GF information resources.

The GF SHIELD program leverages and embraces GF's experience as a Trusted Foundry and supplier of advanced semiconductors to the U.S. government and the aerospace and defense industry, as well as GF's experience as a certified international Common Criteria standard (ISO 15408, CC Version 3.1) manufacturer, and adopts many of those stringent security capabilities to all GF locations and customers. This adoption is validated through internal and external audits and certifications including ISO 15408 (Information Technology — Security Techniques). This allows GF fabs to produce chips for financial transactions, smart cards and digital IDs as well as other products and applications for the public sector or industries that require an extra level of security and integrity in the production process. In addition, we maintain ISO 27001 (Information Security Management) certifications for Fab 1 in Dresden, Fab 7 in Singapore, and Fab 8 in Malta. GF also maintains its adherence to risk and compliance management through its Internal Audit function, which provides independent and objective assurance on matters related to GF SHIELD, internal risk and compliance management.





Human rights



Human rights

Our approach

GF is committed to protecting fundamental human rights, including avoiding being complicit in or contributing to human rights violations. [GF's Global Human Rights Policy](#) formalizes this commitment and highlights GF's human rights principles.

We provide a safe, fair and inclusive workplace based on a culture of respect, dignity and integrity. GF strictly forbids all forms of child labor and forced, compulsory or trafficked labor in the operation of our business and in our supply chain. We respect the rights of employees to associate freely and we maintain a zero-tolerance policy against harassment, including sexual harassment, or discrimination based on age, ancestry, color, marital status, medical condition, mental or physical disability, national origin, race, religion, protected genetic information, political and/or third-party affiliation, sex, sexual orientation, gender identity, veteran status, or any other characteristic that is protected by applicable law. GF will not condone, permit or tolerate intimidation or retaliation of any kind against any individual against an individual who raises a concern in good faith.

GF has set limits on working hours and consecutive days for hourly workers to not exceed 60 hours/week (including overtime) and to not exceed more than six consecutive days — except in emergency or unusual situations. We also believe in providing internally equitable and externally competitive wages, rewards and benefits that help foster employees' physical, financial, and emotional well-being. We follow applicable laws and meet or exceed wage and mandated benefits.


GF's Human Rights Policy, Code and Supplier Code of Conduct are aligned with the Responsible Business Alliance Code of Conduct ("RBA Code"), a set of globally recognized social (labor, human rights, health, and safety), environmental, and ethical industry standards. As a regular member of the RBA, we stand committed to the RBA Code, continuous pursuit of excellence in corporate responsibility and the RBA Code's escalation into our supply chain. GF's Human Rights Policy aligns with international norms and standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the International Labor Organization ("ILO") Declaration of Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development ("OECD") Guidelines for Multinational Enterprises, ISO standards, and the applicable laws of jurisdictions in which we operate.

Highlights

GF regularly conducts assessments of human rights in our own operations as well as in our supply chain.

GF's four manufacturing sites are all rated as "low risk" for non-conformance with the RBA Code and related human rights risks.

GF's four manufacturing sites perform RBA Validated Audit Program (VAP) audits every two years. Six of our most recent seven RBA VAP audits earned the maximum score of 200 ("Platinum" level) with zero findings.



GF regularly conducts assessments of human rights in our own operations as well as in our supply chain using RBA's self-assessment and audit tools. Potential human rights risks are identified through stakeholder communication channels, Ethics First Helpline reports, employee communications, and information received through GF's participation in sector initiatives on responsible business. When GF identifies or is made aware of instances of non-conformance with this Policy, the GF Code, the law or any other policy or procedure—whether in GF's own operations or in our supply chain—GF takes appropriate action to assess, contain and correct the non-conformance, mitigate potential impacts, and prevent recurrence.

Human rights risk assessments and audits

Assessment of conformance to our Code, our Human Rights Policy principles and the Labor section elements of the RBA Code² is performed annually as part of the ethics and compliance risk assessment process. We also utilize RBA's self-assessment questionnaires (SAQs) for our corporate programs and each of our manufacturing sites. The SAQs assess corporate and manufacturing site risks for each of the RBA Code's sections: Labor, Health and Safety, Environment, Ethics and Management Systems. To date, GF's corporate and site-level SAQs are all rated as "low risk" for non-conformance with the RBA Code.

In early 2023, GF introduced an enhancement to our Internal Audit program to include auditing conformance to RBA's Labor standards, which include Freely Chosen Employment, Young Workers, Working Hours, Wages and benefits, Humane Treatment, Non-Discrimination / Non-Harassment, and Freedom of Association. All GF manufacturing sites will be audited every other year. Audit findings, including any finding with a human rights impact, are addressed and mitigated according to GF's Internal Audit procedures and RBA standards.

We participate in the RBA's VAP (Validated Assessment Program), an independent third-party onsite audit program, that verifies conformance to each element of the RBA Code. The VAP process includes confidential worker interviews, audits of policies and procedures, site tours and a detailed review of records. The RBA VAP corrective action process includes defined timelines and closure auditing requirements based on the severity of audit findings.³ We share all RBA SAQs and VAP audit results with our customers.

(Please see more information in [Responsible sourcing](#) about how GF similarly uses RBA's self-assessment and auditing tools for risk assessment and monitoring of our suppliers' conformance to all sections and requirements of the RBA Code).



² These include RBA's Labor section standards: Freely Chosen Employment, Young Workers, Working Hours, Wages and benefits, Humane Treatment, Non-Discrimination/ Non-Harassment, and Freedom of Association.

³ Classification of VAP audit finding severity is as per RBA's VAP Audit Operations Manual.

All of GF's four manufacturing sites undergo VAP audits every two years. GF's most recent VAP audits at three of our four sites earned the maximum VAP audit score of 200 ("Platinum" level) with zero findings across all five categories audited (Labor, Safety and Health, Environmental, Ethics and Management Systems). The 2022 VAP audit score for our Singapore site was 162.4 ("Silver" level). The audit resulted in five major findings (one related to Labor and four related to Safety and Health) and one minor finding (related to Management Systems). All corrective and remediation actions have been completed. For the Labor finding, corrective and remediation actions included improving processes to detect if employees have paid any prohibited fees, revision of recruitment agency agreements, and working with an on-site supplier to reimburse their employees who paid recruitment fees. For the Safety and Health findings, corrective action included improvement of risk assessment for nursing employees, updating an emergency risk assessment, and updating procedures for radiation protection and machine licensing. The minor finding was closed by updating self-audit procedures. With all findings closed, GF plans to earn the maximum score of 200 for this facility in a VAP closure audit scheduled for Q2 2023⁴.

GF's 2020 – 2023 SAQ scores, risk ratings and VAP scores are listed in [Table 2](#) and [Table 3](#).

Table 2. GF's SAQ scores, SAQ risk rating since 2020

	2020	2021	2022	2023
GF Corporate	93.8 / 100 *	94.9 / 100 *	94.3 / 100 *	95.6 / 100 *
Fab 1	89.3 / 100 *	90.9 / 100 *	91.2 / 100 *	91.4 / 100 *
GF Singapore	89.5 / 100 *	89.8 / 100 *	88.2 / 100 *	88.3 / 100 *
Fab 8	89.5 / 100 *	90.2 / 100 *	90.3 / 100 *	90.3 / 100 *
Fab 9	88.8 / 100 *	88.7 / 100 *	89.0 / 100 *	88.4 / 100 *

* (low risk)

Table 3. GF's VAP audit results since 2020

	2020	2021	2022	2023
Fab 1		200 / 200 ^P		Scheduled
GF Singapore	200 / 200 ^P		164 / 200 ^S	Closure—Scheduled
Fab 8	200 / 200 ^R		200 / 200 ^P	
Fab 9		200 / 200 ^R		200 / 200 ^P

^P RBA VAP Platinum level recognition

^R RBA VAP Remote Recognition (Due to COVID-19, the Fab 8 2020 VAP audit was a hybrid audit and the Fab 9 2021 VAP audit was fully virtual. RBA currently provides "remote recognition" for such audits.

^S RBA VAP Silver level recognition

⁴ GF Singapore's closure VAP Audit is scheduled for June 30, 2023.

Human rights risk mapping

Using these risk assessment and audit processes, we have identified the following areas of potential or actual human rights risk relevant to GF's value chain (see [Table 4](#)).

In line with the GF Code, our Human Rights Policy, our RBA Code commitment and our Supplier Code of Conduct, we continue to focus on managing the potential and actual risks identified to prevent or remediate any actual human rights impact.

Table 4. Areas of potential or actual human rights risks relevant to GF's value chain

Human rights risk area (potential or actual)	Potentially affected groups		
	GF Employees	Communities/ Regions	Supply Chain Workers
Freedom from involuntary labor, child labor, or human trafficking			X
Preventing excessive working hours	X		X
Adequate wages and benefits			X
Freedom from harassment or discrimination, or inhumane treatment			X
Freedom of association and right to collective bargaining			X
Safety and well-being	X		X
Environmental protection and minimizing climate-related impacts		X	

GF is committed to protecting fundamental human rights.



Health, safety & well-being

Health, safety and well-being

Our approach

GF is committed to the safety and well-being of our employees, contractors, visitors and communities. This commitment is our North Star in GF's Journey to Zero. We strive to continuously minimize occupational injuries and illnesses in all our operations, with a goal of zero incidents.

The GF **Journey to Zero** emphasizes that all injuries are preventable, and together we can create a culture where the expectation of zero injuries and incidents is the norm. This fundamental principle underlies our Global EHS Policy, which commits us to providing safe and healthy working conditions that prevent injuries and illnesses, and to the elimination of hazards and the reduction of safety risks, utilizing the principles of behavior-based safety and a hierarchy of risk-mitigation controls.

Our Global EHS Policy and Standards are the foundation of health and safety programs at each manufacturing location. The Global EHS Standards provide a consistent set of procedural and performance requirements that apply globally throughout the company. They cover a wide range of health and safety aspects, including injury and illness prevention, emergency preparedness, electrical safety, chemical safety and industrial hygiene monitoring program requirements.

Our enterprise-wide health and safety management system is based on our EHS Policy and Standards and covers all activities performed at GF manufacturing sites. It is certified to the ISO 45001:2018 Health and Safety Management Systems standard (certificate available [here](#)).

"Consultation and Participation" is a key tenet of ISO 45001, with the intent to ensure employees and on-site contractors are fully engaged in the health and safety management system. Communication, engagement, and training are key components to facilitate safe behaviors at GF. This includes encouraging employees and contractors to raise safety concerns and report near misses and unsafe behaviors. GF addresses this through our Safety Committees, EHS training programs and awareness initiatives. GF provides and facilitates a wide scope of general and job-specific health and safety training as defined by regulatory requirements and our own determinations in accordance with the Global EHS Standards. GF employees at manufacturing sites must complete annual health and safety training that addresses how to protect themselves from potential hazards present in the workplace, prevent injuries, what to do in emergency situations, including evacuations, as well as providing an overview of general EHS procedures, practices and programs. Beyond this basic training, job-specific health and safety training is assigned according to job category to

Highlights

Achieved goal to keep employees safe within best-in class recordable rates – 2022 Recordable Injury Rate: 0.14

All GF manufacturing sites are certified to ISO 45001.

2022 Healthiest Employers® Award for GF Fab 8. GF was recognized specifically for our broad range of social and community well-being initiatives and programs.

Achieved goal to maintain best-in-class lost time rates – 2022 Lost Time Injury Rate: 0.11

GF 2022 Health Days 'Finding Your Balance'.

address specific risks. All contractors receive an EHS orientation before commencing work at GF premises. The contractor EHS orientation must also be completed annually.

At each fab site, GF's health and safety professionals, management and employees share responsibility for implementing the Global EHS Standards through local programs and operating procedures. Applying the behavior-based safety approach, our programs recognize and facilitate individual safety awareness and behaviors. As part of our risk assessment process, health and safety professionals engage with operational personnel to analyze potential process hazards and mitigate them according to the following hierarchy of controls:

- Elimination (such as eliminating the use of a material, or task step);
- Substitution (such as replacing a hazardous process or material with a less hazardous one);
- Engineering controls (including ventilation, equipment interlocks, enclosure, segregation, etc.);
- Administrative procedures (developing procedures, implementing training, etc.);
- Personal protective equipment (to manage any residual risks, after all other controls have been implemented).

Safety performance in the workplace

We measure progress on the Journey to Zero with a range of metrics – including leading and lagging indicators. We evaluate all occupational injuries and illness cases to identify their root causes and determine appropriate preventive measures and corrective actions. Case reports for occupational injuries and illnesses, along with evaluations that identify root causes and determine appropriate preventive and corrective actions, are shared across our global sites.

Our goal is to keep GF's annual employee injury frequency and severity rates at best-in-class levels, and we met both objectives in 2022:

- Kept employees safe with best-in class recordable rates – 2022 Recordable Injury Rate: 0.14
- Maintained best-in-class employee lost time rates- 2022 Lost Time Injury Rate: 0.11



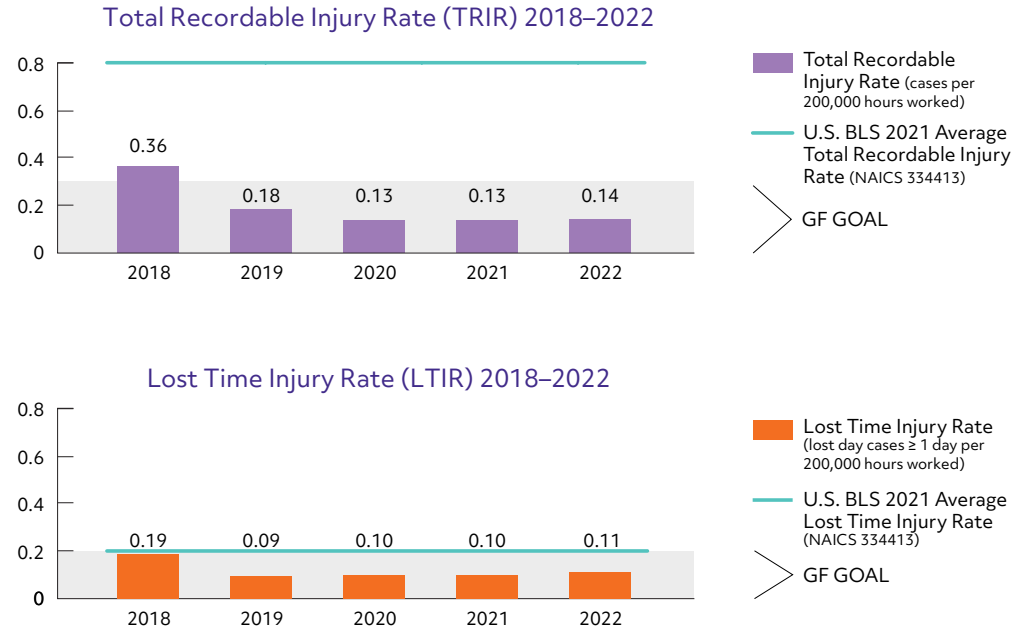
Figure 3 shows GF's corporate injury and illness rates from 2018 through 2022 in comparison to GF's goals and the 2021 U.S. Bureau of Labor injury rates for the semiconductor industry (2021 is the most recent year for which these governmental statistics are available).

During 2022, there were zero work-related fatalities or high-consequence work-related injuries⁵ affecting GF employees or contractor employees performing work at GF fab sites. For both GF employees and contractors, the main types of work-related injuries were from mechanical hazards, such as slip/trip/fall, struck by/struck against, and laceration injuries.

Managing chemicals safely

Semiconductor manufacturing takes place in a highly controlled cleanroom environment. Equipment and chemical/gas distribution systems are completely enclosed, providing an ultra-clean manufacturing space and safe working conditions. Stringent material handling procedures include automated chemical delivery systems and sophisticated manufacturing equipment that incorporates multiple engineering controls to minimize the risk of chemical exposure for employees working in the cleanroom and chemical distribution areas. GF thoroughly reviews all new chemicals before their introduction to our sites and ensures that proper safeguards and material handling procedures are

Figure 3: GF Corporate Total Recordable Injury Rate, and Lost Time Injury Rate (2018-2022) as Compared to GF Goals, and 2021 U.S. Bureau of Labor Statistics Rates for the Semiconductor Industry. The graph includes GF employee injuries only.



⁵ High-consequence work-related injury: As defined per GRI 403: Occupational Health and Safety 2018, this is a work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

in place. Our chemical management systems at each site provide employees with ready access to Safety Data Sheets (SDS), chemical safety training, and identification of appropriate personal protective equipment when necessary. Please find more information about our proactive approach to chemicals and material use [here](#).

Promoting health and well-being

We place great value on our employees' overall health and well-being and we received the 2022 Healthiest Employers® Award (Fab 8) for the fourth year in a row. GF was recognized specifically for its broad range of social and community well-being programs. Each of our manufacturing facilities has an on-site clinic and medical professionals who administer health and wellness programs in collaboration with Human Resources, in compliance with applicable data privacy rules. Our health professionals engage globally to share knowledge and drive continuous improvement. We encourage employees to live healthy, active lives and provide support through services such as vaccinations, health screenings and surveillance, dietary consulting, on-site fitness facilities, cardiopulmonary resuscitation and first aid training and safety tips for travelers.

Annually in September, our facilities across the globe hold a themed "Health Days" event for all employees with information campaigns and activities to promote health and emotional well-being and disease and injury prevention. The 2022 theme was 'Finding Your Balance' which focused on career, financial, emotional, physical and community well-being. Employees attended informative sessions about dealing with stress, change and crisis, benefited from assessments of personal health habits and vaccinations (flu shots and/or COVID 19 boosters) were offered on-site. Please find more information about our approach to well-being at work in the [People](#) section of this report.

COVID-19 employee protection measures

Throughout the COVID-19 pandemic, GF's strict on-site protocols, along with our extended work-from-home mandates, allowed us to protect our employees, contractors and visitors to GF facilities while we maintained our essential manufacturing operations. As the COVID-19 pandemic began to ease over the course of 2022, GF employees have increased their on-site presence while taking advantage of remote work opportunities where feasible. We have leveraged our learnings to ensure we are well-prepared in the event of a future epidemic/pandemic.





Technology for humanity

Technology for humanity

Our Approach

GF's mission is to innovate and partner with our customers to deliver process technology solutions for all humanity. The semiconductors we deliver to our customers are a core technology enabling energy efficiency across multiple end-markets, along with the associated reductions in greenhouse gases (GHGs).

Semiconductors are essential to the transportation and energy sectors, building more connected and power efficient systems and developing technology to improve human health and safety. GF's vision is to change the industry that is changing the world. Our technology solutions for humanity enable the strategies critical to tackling the most important challenges facing society, including climate change and the sustainable use of resources.

The semiconductor technology platforms GF offers are the building blocks of the digital systems for the automotive, home and industrial internet of things (IoT), smart mobile devices, and communication and datacenter end markets. We also provide other emerging technologies necessary for supporting sustainability for humankind.

GF's Differentiated Technology Platforms

GF partners with customers to create sustainable solutions tailored to their specific needs and markets. High energy efficiency is a key benefit running throughout GF's technologies, and a major R&D focus for GF is to create process innovations that further reduce power requirements. GF's portfolio of technology solutions that benefit humanity includes:



FDX™: GF's FDX™ platform offers a differentiated combination of high performance, energy efficiency, cost-effectiveness and flexibility. It integrates digital, high performance RF, analog and unique power management capabilities on a single chip, with a range of features including embedded non-volatile memory (eNVM). FDX-based systems can quickly toggle between high-performance or low-power operation, enabling substantial energy savings. It is especially well-matched for connected and low-power embedded applications such as those found in Home and Industrial IoT, mobile connectivity (including 5G and mmWave) and automotive radar.

Highlights

The wider use of smarter, feature-rich, and more connected Internet of Things (IoT) devices for personal and industrial applications continues to grow, and GF's technologies deliver substantial environmental benefits to the IoT ecosystem.

GF's many automotive-qualified semiconductor technologies make possible more energy-efficient, safer and autonomous operation, and more immersive driver experiences.

In partnership with customers, GF is working on ways to use its differentiated platforms including silicon photonics to increase the energy efficiency of data centers.

GF is developing next-generation GaN-on-silicon technology to deliver improved energy efficiency for solar energy, smart grid, RF wireless infrastructure, EVs, and other clean technology applications.

GF's technology solutions enable more energy-efficient, higher-performance smart mobile devices and communications networks that bring people together around the world.



SiPh: The GF Fotonix™ silicon photonics (SiPh) platform integrates photonic (light-based) and semiconductor technologies on the same chip to achieve high bandwidth and extremely energy-efficient data transmission in data centers. GF's SiPh technologies will play a vital role in the transition of data center communications from electrons to photons, greatly contributing to energy savings and scaling of generative AI models.



GaN: Gallium nitride (GaN) is an emerging technology ideally suited for high voltage operation of power control devices and RF power amplifiers with unmatched efficiency and reliability when compared with conventional silicon devices. It is well-suited for a wide range of clean technology applications because it manages high voltages and currents at extremely high energy efficiencies, and in harsh environments. We believe GF's next-generation GaN-on-silicon technology will enable game-changing performance and efficiency in applications including electric vehicles (EVs) and the charging infrastructure for EVs, power grids, solar energy, data center and cellular infrastructure.



Feature-Rich CMOS: GF takes mainstream silicon semiconductor technology and makes it feature-rich by integrating a range of functions including BCD for power management, high-voltage triple-gate oxide for display drivers and embedded non-volatile memory for micro-controllers. These features make the CMOS-based platforms useful for a diverse array of clean technology applications.



RF SOI: GF's industry-leading RFSOI technologies are used in high-growth, high-volume wireless and wi-fi markets. RFSOI enables longer battery life for mobile applications and high cellular signal quality for longer range. They are found in all modern cellular handsets and cellular ground station RF networks.



SiGe: GF's silicon-germanium (SiGe) bipolar CMOS (BiCMOS) platforms are used to create extremely energy-efficient power amplifiers, and for a range of very-high-frequency applications. They are key to optical and wireless networking, satellite communications and communications infrastructure, where they replace more power-consuming, costly and harder-to-integrate technologies that increase complexity.



FinFET: A System-on-a-Chip, or SoC, integrates many elements of a computer system onto one chip. GF's FinFET technology is used to build sophisticated, energy efficient SoCs for demanding, high-volume applications. These include high-performance computing and artificial intelligence (AI); mobile/consumer and automotive processors; high-end Internet of Things (IoT) devices; and high-performance transceivers and other circuitry for wired/wireless networking.

Relevance of Differentiated Technology to End Markets

Organized by end market, the following are some of the ways GF enables our customers' products to be energy efficient, reduce GHGs and improve the human condition.

Automotive

The transition to electrifying the automotive industry is well under way. [Data from the International Energy Agency \(IEA\)](#) show that electric vehicle (EV) markets are seeing exponential growth, with sales of more than 10 million in 2022. Some 14 percent of all new cars sold were electric in 2022, up from about nine percent in 2021 and less than five percent in 2020.

Society's transition to a low-carbon economy depends on vehicles becoming more electrified, connected and electronically controlled to reduce GHG emissions. This transition is made possible by advances in semiconductor technology. Today, a typical car uses between 50 and 150 chips, and some of the newest electric vehicles use more than 3,000 semiconductor chips. As vehicles continue to evolve and be equipped with additional features consumers desire, the number of chips is only increasing. These devices make possible more efficient battery designs and battery management systems; the integration of many in-vehicle systems to reduce vehicle weight and

extend driving range; and better safety systems which will ultimately reduce losses along with traffic and congestion. Outside of the vehicle itself, GF technologies are positioned to enable next-generation electric grid infrastructure upgrades that are necessary to support the ever-increasing number of vehicles that require reliable charging.

[GF's many automotive-qualified semiconductor technologies](#) make possible more energy-efficient, safer and autonomous operation, and more immersive driver experiences.

For example, GF's BCD and BCDLite® CMOS platforms offer differentiated power efficiency and are essential for EVs because they enable more efficient battery designs and better battery management systems, thereby extending driving range and/or reducing vehicle weight. GF's 40nm CMOS platform is used to make low-power micro-controllers for advanced driver assistance systems (ADAS) and to integrate and control numerous vehicle systems efficiently. GF's FinFET platform is used for increasingly sophisticated AI applications in ADAS systems, and to control the in-vehicle data network which connects the vehicle's different zones (e.g., the powertrain, brakes, ADAS, infotainment system, etc.). The complete integration of these technologies allows for better EV system management and eliminates the need for traditional wiring harnesses, which typically weigh more than [45kg](#) per vehicle. The result is improved

In everything
that we do,
innovation is at
the forefront
of making the
world more
sustainable.

vehicle range and a reduction in resources used for vehicle wiring.

Automotive radar is another area where GF's technology solutions support human needs. Radar is the basis for safety features like adaptive cruise control, automatic emergency braking, blind-spot monitoring and other ADAS functions. In coming years, more powerful radar further integrated with vehicle control systems will bring even greater levels of safety and autonomy.

Customers are using GF's 22FDX, 40 nm RF CMOS and BiCMOS technology platforms to develop automotive radar with higher imaging range and resolution, less latency and less power needed for a given level of performance. For example, GF is partnering with Tier 1 automotive supplier [Bosch](#) to develop an advanced millimeter-wave (mmWave) SoC for next-generation automotive radar based on GF's 22FDX platform. The automotive radar systems GF enables ultimately result in safer, more efficient and more connected transportation solutions for humanity.

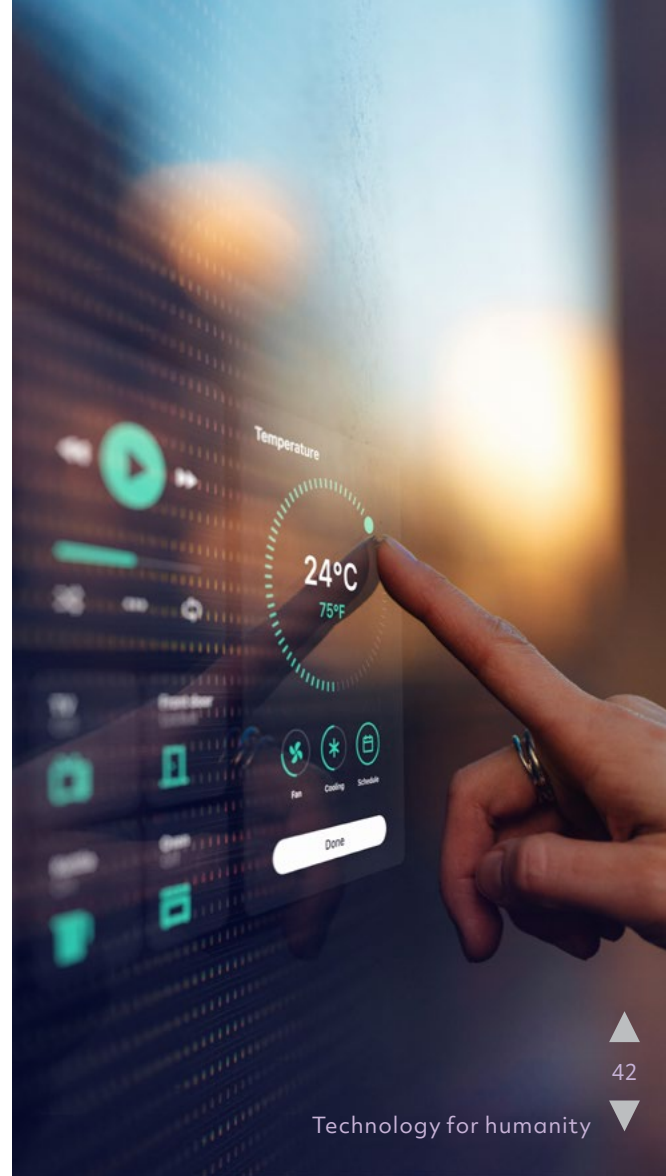
GF's growing number of automotive partnerships will help speed the transition to more efficient and safer automotive technologies. One example is [GF's partnership with General Motors](#) to reduce the number of unique chips needed for increasingly connected, electrified and computer-controlled vehicles. With this strategy, chips can be produced in higher volumes and are expected to offer better

quality and predictability. Through these strategic partnerships with customers, such as General Motors, GF will continue enabling increasingly electrified and connected vehicles.

Home and Industrial Internet of Things (IoT)

The use of smarter, feature-rich, connected and widely deployed IoT devices for personal and industrial uses continues to grow, and GF's technologies deliver substantial environmental benefits to the IoT ecosystem. First, GF's technology solutions result in ultra-low power consumption by IoT devices, which not only conserves energy but also reduces the amount of battery waste from battery-powered units. Second, many of the IoT products enabled by GF-manufactured chips are themselves designed for energy-saving applications, such as smart meter and smart city management systems. These IoT devices monitor then communicate the data wirelessly to utilities, who can use the data to operate more efficiently and reliably. On the consumer side, customers receive accurate and timely data that can help them reduce their power consumption.

For home and personal IoT devices, monitoring and control of devices, such as appliances, within the home enables customers to conserve energy by intelligently controlling their environment including heating/cooling and lighting which are largest consumers of energy in the home. Smarter IoT devices also contribute to reductions in power



consumption, as calculations are performed on the device itself, instead of expending the power to transfer data and perform the calculation on a cloud server.

Among the GF technologies which enable IoT devices is GF's 22FDX+, which offers differentiated power, performance, area and cost (PPAC) for high-frequency performance. PPAC is an industry figure of merit used to gauge a chip's power, performance and area versus its size and cost. For display applications, 22FDX offers low power per pixel size, enabling more power-efficient displays.

GF's FinFET platform, as well as 22FDX, is used to build network edge accelerators to wring the maximum possible performance out of smart IoT devices. In addition, GF's CMOS platforms are used to enable low-power single-chip microcontrollers for a host of consumer products where small size along with power savings is important.

GF's 22FDX platform is used to build products such as hearing aids, health and fitness monitors, and offers high levels of energy efficiency for high-performance audio components for personal entertainment. An example of a GF customer maximizing these benefits is Nordic's nRF94 platform that has the highest RF sensitivity with half the power consumption of their prior generation of products.

In industry, IoT applications are growing in all sectors, from agriculture to building automation, and manufacturing. GF's technology solutions support a wide range of energy-saving industrial applications, including motor control, process control, robotics, smart grid metering and monitoring, and many others.

Smart Mobile Devices

Wireless technologies are key to the way we live, and GF's technology solutions enable more energy-efficient, higher-performance mobile networks that bring people together around the world. With cellular handsets becoming truly omnipresent throughout the world, GF delivers several key technologies that allow for more efficient, compact and higher performance mobile devices, enhancing the user experience while minimizing power consumption.

GF's feature-rich RF (radio frequency) portfolio is designed for next-generation wireless connectivity, and vital to 5G and future 6G communications networks. GF is collaborating with industry leaders such as Qualcomm, Broadcom, Fujikura, MediaTek and others to address varied RF needs across smart mobile, IoT and communications infrastructure. GF's RF technologies enable state-of-the-art data transmission rates, range and battery performance. For example, GF's 8SW platform enables 5G connectivity in 85 percent of world's premier tier mobile devices.



RF versions of GF's 22FDX platform enable the integration of many wireless system components such as low noise amplifiers, power amplifiers, switches and transceivers. This gives their designers the opportunity to use a more highly integrated or even single-chip mmWave radio architecture in advanced 5G mmWave mobile devices. Doing so results in superior wireless performance and power efficiency. Evidence of the value of GF's 22FDX technology is demonstrated by the fact that it is used by two of the world's top three manufacturers of mmWave devices.

Beyond connectivity, GF's power management and feature-rich platforms enhance user experience in mobile, while managing the energy efficiency of the device. For example, GF is working with customer Cirrus Logic to use GF's 55 BCDLite solution in power-management applications in advanced smartphones, and the technology is already used in five of today's seven leading top-tier premium smartphones.


In addition, GF's SiGe power amplifier (PA) platforms are used in many of the world's top tier Wi-Fi solutions. They are used in both mobile phones and access points. GF's technologies provide high efficiency PAs which enables energy efficient products in both access points and mobile phones.

Communications and Data Center

Enterprise and cloud computing data centers use large amounts of electrical power to store and transport massive amounts of data within the data center, and to keep the data centers cool. To address this challenge, customers use GF's FinFET technology, along with integrated memory solutions, to develop AI accelerators that substantially reduce the power required within data centers. In addition, GF's BCDLite platform is used in next-generation power delivery systems for better, more efficient management of electrical power within data centers. Higher energy efficiency also means the data centers run cooler, reducing the demand on cooling systems.

A large data center may contain a significant amount of copper cables. Replacing as much of it as possible with fiber optics saves significant amounts of power while simultaneously increasing data transmission rates. GF has qualified its next-generation, GF Fotonix™, silicon photonics technology needed to do this. GF is working with customers on ways to use its silicon photonics platform to fundamentally reconfigure data centers. Doing so could decrease the overall energy used for data transport and enable more efficient pooling of compute resources within the data center.





GF is collaborating with industry leaders including Cisco Systems and Marvell, along with breakthrough photonic innovators including Ranovus, Ayar Labs and Lightmatter, to deliver innovative, unique, feature-rich silicon photonic-based solutions to solve some of the biggest challenges facing data centers today.

Silicon photonics is integral to the evolving field of quantum computing, which is expected to deliver great advances in areas including renewable energy, climate mitigation, sustainable agriculture, and many more. One way GF is helping to drive quantum computing forward is through its [partnership](#) with quantum computing pioneer PsiQuantum™ to build the world's first full-scale commercial quantum computer, using GF's silicon photonics technology.

Emerging Technologies

GF is investing in future technologies such as GaN-on-silicon to support society's transition to cleaner, more renewable ways to produce and use energy. While GaN is used today in products such as fast cell phone chargers, GF is developing next-generation GaN-on-silicon technology to deliver improved energy efficiency for solar energy, smart grid, RF wireless infrastructure, EVs, and other clean technology applications.

GaN-on-silicon is a key technical solution for many applications because GaN transistors are more efficient than silicon devices, meaning they generate less heat and therefore require less thermal management. GaN devices also offer faster switching speeds and higher electrical conductivity than silicon devices, and therefore can handle much higher power levels in power converters, a key component in many clean technology applications. Inverters are used to convert and regulate between AC and DC power, and GaN-based inverters would bring about much faster battery charging times for EVs, and more efficient capture of solar energy from photovoltaic systems.

In data centers, GaN technology's high energy efficiency can reduce power usage for processing. Because the technology typically operates at lower temperatures, but can tolerate higher temperatures than silicon, GaN will enable electronic solutions to be used in more extreme environments. In the data center example, this means less energy is required for data center cooling, creating an opportunity to reduce the facilities' carbon footprint.

Meeting Human Needs Through Technology

GF's technology solutions offer compelling advantages for our customers and to society at large. Through GF partnership, our customers design technology that addresses the world's most pressing challenges in ways that minimize climate impacts, reduce resource consumption, and meet the needs of humanity today — and tomorrow. GF has put in place strategic collaborations with customers in virtually every area of clean technology, from smartphones and wireless infrastructure, to EVs and their charging infrastructure, to power grids and solar energy, and in many other computing, networking, industrial and consumer applications. These collaborations enable our customers to create innovative solutions addressing the world's most important technological challenges in ways that benefit individuals, society and the planet.



People

People

Delivering excellence

At GF, we believe the world's greatest technological innovations start with our people. As a leading global semiconductor company, our purpose is underpinned by a corporate culture driven to achieve growth for our company, our shareholders and ourselves. Aligned with GF's values, mission and vision, our people are engaged, motivated and empowered to contribute to the overall success of GF. We are committed to a flexible, purpose-driven organization where employees thrive both at work and in their communities, their talents are valued, and their contributions are rewarded. The employee experience at GF focuses on empowering every employee to exemplify behaviors that foster a culture of lifelong learning and conscious inclusion.

Our people include some of the brightest minds in the world, working in a fast-paced, evolving industry that is driving the future of technology. Dedicated to promoting, advancing and celebrating our multi-cultural workforce, we have employees based in 13 countries, representing 83 nationalities with diverse backgrounds, skills and experiences who work together to achieve common goals. By working collaboratively and leveraging each other's strengths, our people deliver results that exceed expectations and drive our organization and industry forward.

Investing in people

Talent at the center

At GF, we make the chips that transform how we live, work and connect — powered by our people. Recognizing that talented and engaged employees are essential to achieving our success, we foster a culture of lifelong learning and innovation to enable our team to grow and thrive in a fast paced, evolving industry that is driving the future of technology.

Bringing on the best

As leaders in the semiconductor industry, our commitment to diversity informs and enables all our practices for attracting, recruiting, hiring and onboarding the best talent. Diverse candidate slates and interview panels are required when hiring for executive positions, allowing us to reach a broader range of talented candidates and live our commitment to fairness and inclusivity in recruitment, interviewing and hiring.

Candidate Experience: We have adapted and expanded our recruiting, hiring and onboarding practices by implementing a candidate care commitment, increasing touch points throughout the processes, improving communication timeliness to the candidate, and providing more comprehensive candidate resources to improve the candidate's overall experience.

Highlights

Executive women representation is 19.8%.

+3.8% since 2020

32%

of new college hires are women, outpacing representation

Executive US minority representation is 33%.

+9% since 2020

Retention of employees who take parental leave is 96% globally

86% of employees provided feedback in the last 2 engagement surveys

GF has 9 ERGs with 19 global chapters

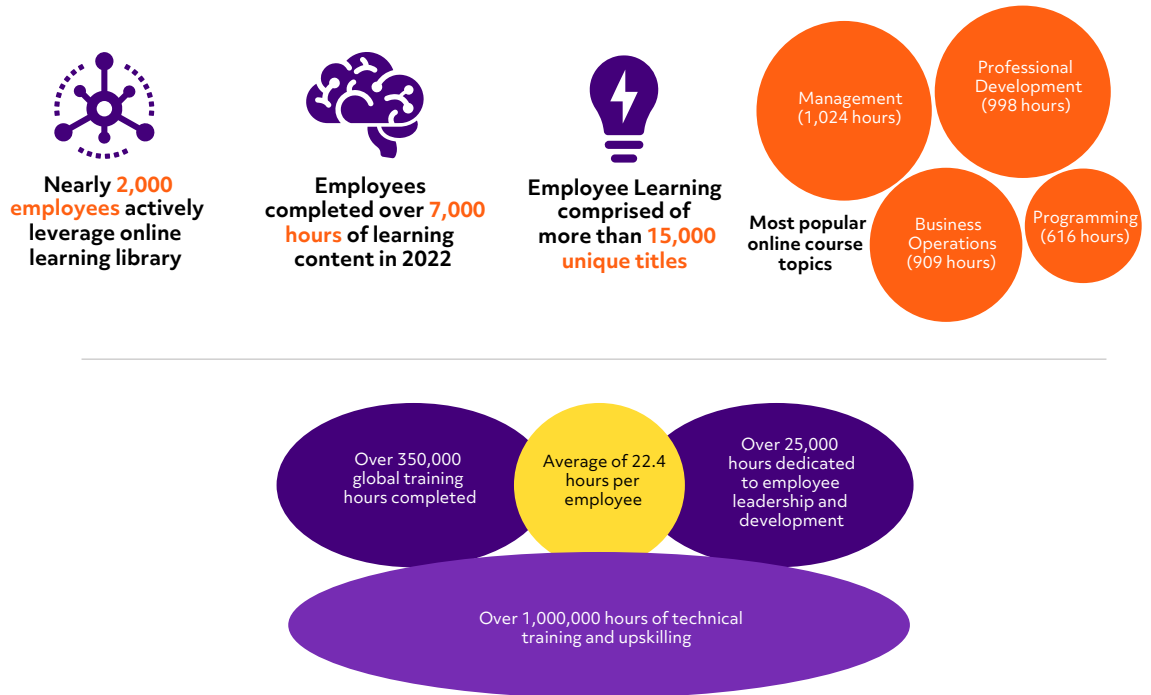
New College Graduate Experience: We have a virtual and in-person onboarding process that orients new graduate hires to our values, mission, business organization, locations and other essentials to promote better engagement and information retention.


Internship, Apprenticeship, Co-op Programs: We build deep relationships with leading colleges and universities with strong engineering and science programs to recruit and hire top diverse talent. Annually, GF hires over 400 interns, co-ops and apprentices across the globe. These students are developed to be our next generation of talent at GF. Our goal is to provide students with a meaningful work experience that will equip them with the skills to embark on a career in the fast-paced and growing semiconductor industry after graduation. Interns at GF are provided with a rich experience that includes interacting with our Employee Resource Groups (ERGs), volunteering, one-on-one mentorship, work assignments that prioritize growth and potential, professional development opportunities, and the chance to network with executives.

Lifelong learning & technical expertise

In today's fast-paced business world, the ability to adapt and learn continuously has become crucial for success. To stay competitive in an industry where technological advancements and market demands are constantly evolving, we embrace the concept of lifelong learning and cultivate a growth mindset among our employees. In 2022, our global instructor-led and web-based training totaled 357,242 hours, with an average of more than 22 training hours per employee.

Figure 4. GF talent assets





Our deep technical skill building offerings include extensive on-the-job training and custom learning plans by career ladder and job level. These programs provide opportunities for continual development of deep subject matter expertise and technical mastery. Our fab-based technicians, operators, and engineers receive significant amounts of on-the-job-training (OJT), which we estimate exceeded one million total hours in 2022. This increases the average training hours to approximately 100 hours per employee. Key technical expertise is built in areas including Photolithography, Thin Films, Etch, Diffusion, CMP, CFM, Test, Quality, Labs, Facilities, Factory Systems Setup team, IT, IT Security, Customer Engineering and Global Supply Chain.

Talent engagement

Listening and responding to employee feedback is essential. Our biannual engagement survey takes the pulse of employee sentiment with a record high 86% participation rate in 2022 and provides us with quantitative and qualitative data on engagement, employee satisfaction, belonging and manager effectiveness. We identify emerging themes to ensure employee feedback is understood and develop actions to create and sustain the work environment our people seek. Company results and actions are shared with all employees

at CEO quarterly all-employee townhall meetings. Managers can view their top strengths and opportunities and build action plans to address specific areas of improvement.

Talent development

We focus on leadership and professional skill development. We provide the opportunity for personal development through our performance management processes. All GF employees participate in this annual process which is designed to help GF employees and managers align and engage in goal setting and professional development planning to deliver results for our company, and for our employees' future and growth. Managers and employees partner to establish goals and development plans at the beginning of each year with ongoing feedback provided throughout the year, in addition to focused mid-year and end of year check-ins. These people-focused touchpoints allows for closer employee relationships and skills development and enable a high-performance culture.



To further accelerate development, we have implemented a multi-tiered strategy which includes:

- Designing a robust new manager training program that progresses to executive leadership development programs.
- Our *Leadership Foundations* development series is designed to help front-line and mid-line managers grow and refine their skills, network with other leaders and deliver stronger results. Each quarter features a new topic to explore to improve manager effectiveness and enhance manager/employee relationships.
- Experienced managers participate in *Leading @ GF*, a multi-day leadership development course that helps leaders invest in and empower their teams to deliver outcomes for our business and professional growth.
- Our *Exec Ed Focus* program provides deep, targeted development tailored to individual needs of those in the pre-executive population, including special leadership development sessions, mentorship and coaching.

- The *Global Mentoring Program* allows employees to engage with mentors and mentees across GF's global footprint to form meaningful relationships based on skill and competency areas they wish to develop.
- Our strong partnerships with universities and leadership programs allow for continuing education for employees, leadership training, executive assessments and coaching, and specific programming that focuses on women globally and underrepresented minorities in the U.S. Equally important are the transition assistance programs rooted in harnessing knowledge for the future. For example, GF's *Transition to Retirement* program enabled a number of experienced U.S. employees to transition over a multi-year period to ensure on-the-job knowledge transfer.

Building our Talent: Elements of Development @ GF

70%
On-the-job experience

- Expansion of current role
- Job rotation
- Lateral move
- Cross functional move
- Volunteer community involvement
- New technology venture
- Special projects
- Task forces
- Temporary assignment
- New visibility & exposure

20%
Relationship based learning

- Feedback
- Coaching
- Mentoring
- Roundtables
- Discussion circles
- Career discussions
- Networking

10%
Formal learning

- Instructor-led
- Self study
- Skillsoft
- Advanced Education
- External conference
- External professional groups

Workforce development

GF has built strong partnerships with the educational ecosystem and economic and workforce development organizations in the regions where we do business. The educational partnerships include primary and secondary schools, vocational centers, community colleges and junior colleges, adult and veteran continuing education, and universities. We collaborate with our partners to build out the desired programs in support of our technician, engineer, R&D, and business support hiring needs. Providing opportunities for the full community is of utmost importance to build the workforce.

Some key programs we continue to run across the globe are:

United States:

- Scaling the first-ever Registered Apprenticeship in the U.S. Semiconductor Industry;
- Accelerating the university pipeline through an inaugural University Summit;
- FIRST (For Inspiration and Recognition of Science and Technology) Robotics Engagement.

Germany:

- Student and school internship-program;
- Apprenticeship programs;
- Broad support of regional STEM-initiatives Girls Day;
- Promotion of GF brand presence in regional STEM-communities and establishing GF as important educational partner such as GlobalWomen ERG and Youth Education Group.

Singapore:

- Singapore Industry Scholarship
- Career Conversion Program;
- Postgraduate Industrial Program;
- Singapore Workforce Skills Qualifications.

For more information on how our programs are designed to reach the full diversity of our communities, please see the [Community Impact](#) section.

“We are built on a diversity of ideas, and our talent pipeline draws from different mindsets as well as skillsets. We continuously innovate from within and leverage our multi-cultural footprint and diversity of ideas that contribute to each new breakthrough.”

—Pradheepa Raman,
Chief People Officer

Diversity, equity, inclusion, and belonging

Advancing GF's journey

Since the inception of our Diversity, Equity, Inclusion and Belonging (DEIB) journey we have embraced the importance of setting goals, measuring progress and holding ourselves accountable. We have designed accountability measures for our leaders, so everyone understands the role they play in fueling meaningful and sustainable change. We set goals at the leadership level because DEIB drives better innovation and decision-making. It is also important to have diverse leaders who serve as role models for our multicultural workforce. Our three strategic priorities include diversity representation in leadership, creating inclusive and equitable cultures, and celebrating our differences. We are fostering an environment of conscious inclusion and are applying an equity-focused lens to all our people processes.

Table 5: GF DEIB leadership goals

Strategic priorities and objectives	Achievements
<p>Grow leadership (Director level and above) diversity by 2025.</p> <ul style="list-style-type: none"> Women in Leadership: Grow share of female leaders by 8% from 2020-2025. Underrepresented Minorities (URM) in Leadership: Grow share of URM leaders in the U.S. by 5% from 2020-2025. 	<ul style="list-style-type: none"> Year-end 2022 representation of Director level and above women is 19.8% an increase of 3.8% since 2020. We have exceeded our goals set for Director and above minority representation with a 9% increase since 2020, expanding our representation to 33%.
<p>Creating conscious Inclusion and equitable cultures</p> <ul style="list-style-type: none"> Creating an environment of inclusion and applying an equity-focused lens to all of our people processes. 	<ul style="list-style-type: none"> We require diverse slates for executive hiring. We have trained all managers in unconscious bias and over 1,000 senior leaders in inclusive leadership with over 6,000 hours of training invested since 2021.
<p>Engage and celebrate our diverse workforce</p> <ul style="list-style-type: none"> Build a stronger sense of belonging throughout GF. Increase ERG chapters and expand outside the U.S. 	<ul style="list-style-type: none"> Our Employee Resource Group (ERG) membership grew 30% in 2022, and Pride@GF was the fastest growing ERG with a 40% increase in membership. We added one new ERG and three more chapters. We now have 9 ERGs and 19 chapters globally and have established an ERG advisory board of senior executives to support objectives set in the annual strategy. Employee "sense of belonging" score has increased by 2.5 points since 2021. GF has donated \$375k to our Social Justice and Equity campaign since its inception over the past 3 years to nonprofits that fight systemic racism and advance racial justice and equity for Black, Hispanic, LGBTQ+, and Asian communities.

Care beyond boundaries

Inclusive leadership

GF knows that the best ideas come from a diverse and inclusive team and that our success rests on empowering individuals to bring their authentic selves and unique qualities to our company. Our leaders build inclusive and equitable teams that foster an environment that allows everyone the platform and opportunity to speak their mind, be heard, be respected and contribute to their full potential.

Since 2021, more than 1,000 senior leaders⁶ around the globe have participated in 6,000 hours of inclusive leadership training with our partners from [Inclusion Design Group](#). Leaders were taught about unconscious bias, cultural competencies, inclusion, allyship, social tolerance and equity. Every manager is required to take unconscious bias training and we have developed custom learning modules for managers to understand where biases show up in promotions, performance management, hiring and everyday interactions. As a global company collaborating across 13 different countries, we provide training on cross-cultural intelligence and offer [Aperian's GlobeSmart](#) platform to improve cultural awareness and better teaming across cultures.

⁶ Leaders includes managers, executives, and selected individual contributors

Belonging: Growing our ERGs & diverse communities

Our ERGs are an important part of GF's culture. GF has nine ERGs and 19 chapters globally. They encourage employees to be themselves, contribute their perspectives, and foster a culture of belonging. ERGs create a safe space to network and be heard, and play a key role in addressing inequities, advocating for their communities and supporting the needs of underrepresented populations.



GlobalWomen is an alliance of women and allies whose mission is to create a sustainable framework for the professional development of women at GF, working in partnership with our allies to drive initiatives that have a positive impact on our people, culture and business.



Asian Society for Inclusion and Awareness (ASIA) is dedicated to creating an inclusive and socially just environment for Asian employees and allies. ASIA aims to support and promote the interests of the Asian community through networking, mentoring and increasing awareness of Asian culture and values.



Black Resource Affinity Group (BRAG) embraces diverse experiences of black employees and provides a safe place to express individualism, while continuing to build inclusive cultures.



Early Tenure Professionals fosters, encourages and empowers career development of individuals who have recently entered into a "new" career role by offering academic, philanthropic and social programs.

Global Families

GlobalFamilies provides a community for employees and their families to share helpful resources that promote a work-life balance.

PRIDE@GF

Pride@GF is dedicated to providing an inclusive environment for members of the LGBTQ+ community and their allies, empowering employees to bring their full selves to work and informing and guiding GF to create a culture of inclusion.

REMOTE@GF

Remote@GF cultivates a sense of belonging and engagement among remote workers — connecting a diverse array of individuals around the globe.

unidos

Unidos (Hispanic/Latinx Resource Group) promotes and educates GF about the rich Hispanic/Latinx culture and heritage while cultivating advancement and growth of the Hispanic/Latinx employee population.

VRG Veteran Resource Group

United States Veteran's Resource Group (VRG) builds our veteran talent pool, fosters a professional network, and supports veterans throughout the community.



GlobalWomen empowers women at GF

The 2022 U.S. GlobalWomen conference was held in Saratoga Springs, New York, with the theme, "Unleash Your GlobalWomen SuperPowers." Over a full-day agenda, the speakers generated a conversation about leadership, mentorship, empowerment and career development.

The EMEA GlobalWomen inaugural conference was held in Dresden, Germany, with the theme, "Come Together - Grow Together." There were 170 participants from Bulgaria, the United Kingdom, Switzerland, and Germany. The day included inspiring keynote speeches, insights into personal career paths, lively discussions, exchange of experiences and networking.

GF's Veterans Resource Group develops veterans

The Veteran's Resource Group (VRG) has a mission to build our veteran talent pool, foster a professional network, and support veterans throughout the community. The group's motto is SERVE: Support, Empower and Recognize Veteran Expertise.

GF was honored to be a recipient of the 2022 HIRE Vets Medallion Award from the U.S. Secretary of Labor Martin J. Walsh. GF earned the Large Company, Gold award, meeting rigorous employment and veteran integration assistance criteria, ranging from veteran hiring and retention to providing veteran-specific resources, leadership programming, dedicated human resources, pay compensation and tuition assistance programs.



In the U.S., our Veteran representation is 7.9%, a 0.3% increase from 2021. We partner with veteran organizations such as VET S.T.E.P., a U.S. Department of Defense SkillBridge program which connects veterans in their last months of service with internships at partnering companies. Our partnership with the Army Partnership for Your Success (PaYS) program also connects GF with transitioning veterans in the U.S., and we are continuing to strengthen our partnership with the Vermont Air National Guard transition program.





PRIDE@GF – Creating more inclusive cultures for our LGBTQ+ community

Pride@GF was established in 2021 and has been one of GF’s fastest-growing ERGs. In the past year, the ERG has grown over 40% across the globe. We’ve taken many steps to support our LGBTQ+ community to be more intentional about inclusion and help employees bring their whole selves to work. This includes encouraging all employees to use gender inclusive language, making pronouns visible, enabling self-ID, simplifying the employee name change process, offering an inclusive benefits guide and gender-neutral restrooms. We offer educational training explaining the importance of pronouns, an introduction to the Trans community, gender identify and expression, and cis-gender allyship.

Social justice and equity

In 2020, our DEIB initiative began to closely align with GlobalGives, further demonstrating our core company value “Embrace” by driving awareness for underrepresented groups. This includes a partnership of our ERGs with GlobalGives to establish a special 200% match for curated nonprofits during their annual heritage months, which currently include Black History Month, Women’s History Month, Asian-American Pacific Islander Month, Hispanic Heritage Month and Pride Month, as well as U.S. military veteran observances. Consequently, over the last three years GF donated over \$375k USD to ERG-selected organizations supporting the Black, Hispanic, LGBTQ+, and AAPI communities. For more information on GF’s GlobalGives program, please visit the Community Impact section of this report. We are passionate about our future and the company we are becoming, including taking action to embrace a more socially conscious culture.

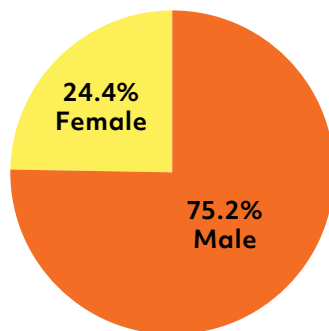
Over the last three years GF donated over \$375k USD to ERG-selected organizations supporting the Black, Hispanic, LGBTQ+, and AAPI communities.

Accelerate the future

Growing diversity representation

GF focuses on increasing representation through measuring important aspects of the employee lifecycle, including attraction, recognition, development and advancement of diverse talent, with a focus on women globally and underrepresented minorities in the U.S. GF continues to make progress in our executive representation for women and under-represented minorities through expanded executive accountability, creation of long- and short-term goals, implementation of diverse slates, and early identification and advancement of top talent. Please see [Figure 5](#) and [Table 6–8](#) for our representation data.

Figure 5: GF Global Gender Representation***



*** Numbers for gender does not total 100% due to inclusion of people who identify as non-binary or who choose not to disclose.

Table 6: GF gender representation by employee category***

Employee category	2022 Global workforce		Change from 2021
	Male	Female	Female
Entry level	69.5%	30.1%	+1.7%
Engineering roles	76.7%	22.9%	+0.4%
Non-technical roles	74.2%	25.4%	-0.2%
All managers	78.6%	21.3%	+0.6%
Directors and above	79.8%	19.8%	+1.6%
Vice President and above	81.7%	17.9%	+3.4%
Senior Vice President and above	78.5%	21.1%	+13.4%
Board of Directors	81.8%	18.2%	0.0%

*All Managers include Management career ladder (JL1-9)

**Entry level are exempt (non-hourly) professionals

*** Numbers for gender may not total 100% due to inclusion of people who identify as non-binary or who choose not to disclose

Table 7: GF U.S. racial and ethnic minorities representation

US workforce by race category	Overall totals	Change from 2021
All	25.7%	-0.3%
Asian	16.3%	-1.1%
Black / African American	3.7%	0.4%
Hispanic/ Latinx	3.4%	-0.1%
Two or more races	1.7%	+0.3%
Native American / Alaska Native	0.3%	0.0%
Native Hawaiian or Pacific Islander	0.2%	+0.1%

Table 8: U.S. minority leadership representation

Representation of US Minority Leadership	Overall	Change from 2021
Directors and above	32.3%	+4.6%
Vice President and above	34.0%	+14.6%
Senior Vice President and above	21.4%	+4.7%
Board of Directors	9.1%	0.0%

Advancing the next generation of diverse talent

We recognize we can do more to cultivate and grow our diverse talent. We're planning for future growth by expanding our diverse workforce with clear talent acquisition strategies including outreach to universities in each region and partners like Fairycodboss, Jobsforher, the National Society of Black Engineers, the Society of Hispanic Engineers, the Society of Women Engineers, oSTEM, and others. Our university relations team cultivates rich on-campus relationships with a variety of diverse student organizations.

GF has introduced Global Journey, a new re-entry program in partnership with iRelaunch for individuals who have taken a career break and are ready to return to work. This marks the next milestone of inclusivity at GF as a commitment to equitable career development and advancement opportunities. In addition, retention is monitored closely to understand the talent losses and reasons why individuals depart from the company. Retention strategies are developed to understand and address specific areas of concern.



After hire, our focus turns to developing diverse talent to prepare individuals for future roles within the company. GF provides differentiated leadership development programs regionally which includes on-the-job training, sponsorship and other professional development to further increase skill development, visibility and mentorship. We participate in the McKinsey Black, Hispanic, and Asian Leadership Academies. GF women enjoy growing their careers here with focused developmental opportunities internally and with our external partnerships with the Society of Women Engineers and Smith College.

GF's partnership with the Jackie Robinson Foundation

The Jackie Robinson Foundation (JRF) focuses on advancing higher education for minorities by providing generous, multi-year scholarship awards to highly motivated minority youths with an interest in STEM. GF is very excited to sponsor JRF scholars and engage in other meaningful activities around mentoring, professional development, recruiting, and participation in the JRF Leadership conference.

The GF and JRF partnership is a mutually beneficial engagement that offers JRF scholars valuable career opportunities as well as exposure to a rich network of professionals, while providing a meaningful opportunity to enhance GF's talent pipeline and strengthen our commitment to diversity and inclusion.



Will Billings, GF's Chief Accounting Officer and Executive Sponsor of our Black Resource Affinity Group (BRAG) delivered a keynote to the Jackie Robinson Foundation Scholars at their annual Leadership Conference.

Reflecting on the experience, he said: "To see the Scholars firsthand was inspiring, they are some of the brightest collegiate minds. I was honored to speak to them about my personal adversity, career journey, and rise to CAO at GF."



Rewards and well-being

Rewards GF

GF is committed to offering high-quality benefit options that are affordable, competitive and comprehensive for employees and their families across the globe. All full-time and part-time employees are offered equal benefits with some differences in time-off allocations, based on working hours in certain regions. Temporary employees are not eligible for benefits except where required under country-specific labor laws. Our benefits strategy includes risk protection benefits, such as healthcare and life insurance; financial benefits, such as retirement savings plans and in some countries pension plans; vacation and time off programs, including world-class parental and other leave programs; career development programs, such as educational assistance, global mobility opportunities, and professional and career skills development; and other location-specific benefits.

We are focused on developing and enhancing programs that encompass the whole person, helping them better manage their work and family.

Well-being

GF is committed to providing comprehensive programs that support an employee's well-being both inside and outside of the workplace. Over the past few years we have started to see a shift in the well-being needs of our employees as well as how we engage employees in our program offerings. To meet this employee need we launched a global wellness campaign in 2023 that builds on our existing programs to promote health and well-being.

The well-being program is anchored by seven key areas of well-being⁷ for our employees:

Purpose and business well-being

Supporting an employee's sense of belonging at an organization and being part of our broader mission.

Social well-being

The sharing, developing, and sustaining of meaningful relationships with others. Allowing employees to feel authentic and valued while providing a sense of connectedness and belonging.

Emotional well-being

Closely interlinked with mental and social well-being, emotional well-being is when employees experience positive emotions, moods, thoughts and feeling along with being able to adapt when confronted with adversity.



⁷ <https://zestforwork.com/a-holistic-approach-to-workplace-wellbeing/>

Career well-being

Empowering employees to align their role to their individual aspirations and their personal definition of career success.

Financial well-being

Being sensitive to employees' feelings about their financial obligations and financial future, and support them to make choices that allow them to enjoy life.

Mental well-being

A state of well-being is one in which you realize your own abilities and can thrive in various aspects of life such as relationships and family, your career, and your community.

Physical well-being

Having adequate physical activity, healthy foods and adequate sleep which allows us to prevent illness and injury as well as manage chronic health conditions through preventive and ongoing medical care.

Our Employee Assistance Program (EAP) provides employees across the globe with 24/7 counseling and support for not only themselves but also any members of their household. We offer up to eight free counseling sessions per issue, per year, which can encompass any area of well-being. Employees can also access online resources and tools to support their well-being both inside and outside of the workplace. To increase engagement

and promote well-being, we are offering monthly webinars hosted by EAP which focuses on a wide range of topics including employee burnout, mental health awareness, maintaining a healthy work-life balance, and creating a healthy financial outlook.



GF Flex – where life meets work

When life events occur, either big or small, we want to make sure our employees feel fully supported. By identifying and implementing flexible solutions to better support employee work-life integration and well-being, our employees can contribute their value in the way that works for the business, themselves, and their teams. Approximately 25 percent of the GF workforce participates in some type of flexible work arrangement, which may include fully remote, partial remote or flexible work hours.



Parental leave

As a commitment to support employees in all aspects of life, GF offers a competitive global paid parental leave program, inclusive of providing a minimum of 20 weeks paid maternity leave. This program globally meets all local and country-based parental leave requirements as well as providing time off for regions without a leave law requirement. Our parental leave programs are open to 100 percent of our regular employees across the globe. When employees are ready to return to work, they can participate in our GF Flex program which can help ease the stress of returning to work and further support their work-life balance and well-being. We are proud to see that employees are taking advantage of these programs and being supported in their return to work with an average global retention rate of 96 percent at year-end 2022 for employees who have taken parental leave in 2022. Please see [Figure 6](#) for GF's parental leave data.

Figure 6. GF 2022 parental leave data by gender

Retention rate after return from parental leave



Eligible population for parental leave in 2022



In 2022, 339 employees globally took parental leave



304 out of 339 employees returned after their leave ended



301 out of 339 employees were still employed 12 months after they returned from leave



Compensation practices

Our rewards programs are fundamental to the goals of our talent strategy. We provide robust compensation programs, which consist of base salary and variable pay programs across all levels of the organization, and for eligible employees, we also offer stock-based compensation consisting of Restricted Stock Units and Performance Share Units. We are proud to offer a global Employee Stock Purchase Program, matching 20 percent of employee contributions in addition to a seed grant of 50 shares for first-time enrollees. Our shared commitment to the success of GF is represented by nearly 80 percent employee participation in our ESPP program. In 2022, responding to global economic forces, we offered targeted 5 percent inflationary adjustments to the compensation of nearly 60 percent of our global workforce. This was in addition to our annual merit and promotion cycle.

At GF, we offer market-competitive compensation programs that are fair and equitable for all employees. GF regularly works with third-party experts leveraging statistical modeling techniques to monitor and advance global pay equity across many pay decision platforms. In the last several years, including 2022, we conducted several analytical reviews examining gender and race pay equity across base pay and promotions. Rooted in our values, pay transparency is at the forefront of enabling pay equity, holding ourselves accountable and encouraging action by others. In the US, we provide the pay ranges in all of our job positions, regardless of local requirements, and plan to implement a similar practice with our European postings later in 2023.





Community impact



Community impact

Doing good in our communities

As a major employer in several regions across the globe, GF is proud of our employees and their surrounding communities, so we take our role in our local communities very seriously. Embracing a culture of giving, compassion and community involvement makes GF a better place to work and is an important element of our reputation and corporate identity.

GlobalGives

In 2016, GF launched GlobalGives, formalizing corporate support for our teams' grassroots community efforts. The companywide initiative established a network of GlobalGives Champions representing every major GF location, connecting localized site programs into a larger, global effort. These regional champions enable a creative, localized approach that drives deeper employee engagement in every major location.

GlobalGives provides GF the ability to respond to the needs of our communities in times of crisis, working with our sites to identify the best fit for causes in each region. The GlobalGives giving platform enables corporate donations, employee donations, company matching and volunteer rewards across USD, Euro and SGD currencies. The inclusive nature of the program ensures every

employee is eligible to participate and has unrestricted access to the over 2 million global charities in the giving platform. GF offers every employee 100 percent company matching and \$10 USD⁹ per hour in volunteer rewards for up to a combined total of \$1,000 USD⁸ per employee per year. As a welcome gift, every new hire receives a \$20 USD⁹ credit in their giving account that they may give to the charity(ies) of their choosing. Whether employees give of their time or their money, GF helps them support the causes they care about most.

Key initiatives

Every year, GF employees make a difference by generously volunteering their time and donating goods and money to support a wide range of causes, helping to improve the quality of life in the communities we call home. GlobalGives has facilitated numerous localized campaigns, including food drives, school supplies and holiday gifts for children, annual Earth Day volunteerism and disaster relief, among others.

In addition to year-round philanthropic programs, GlobalGives directs energy and funding in the areas of STEM (science, technology, engineering, and mathematics), DEIB (diversity, equity, inclusion and belonging) and crisis response.

⁸ Or local currency equivalent

Highlights

GlobalGives launched Volunteer Rewards, gifting employees \$10 USD/hour for them to donate to the charity of their choice for every hour reported.

GlobalGives partnered with our ERGs to provide a special 200% company match for donations to curated nonprofits during their annual heritage months.

GlobalGives funds STEM education programs in every major GF location to help foster a love of Science, Technology, Engineering and Mathematics.

Collectively, GF and our employees donated \$1.4 million USD in support of our communities across the globe in 2022.

STEM & digital skills

From its inception, GlobalGives has held a special place for STEM education, funding localized programs in every GF location to help foster a love of Science, Technology, Engineering and Mathematics in underserved communities across the globe. Through our GlobalGives STEM initiative, we:

- Provide experiential learning opportunities for students and teachers;
- Facilitate curriculum development and mentoring for early college high school programs;
- Drive digital inclusion, enhancing digital and programming skills to encourage students; especially girls, to pursue education and career paths in STEM;
- Offer internships, job shadowing and employment opportunities in advanced manufacturing and other STEM fields.

Some of the specific programs we have created or supported to foster STEM include:

- [STEM@GF](#) – a multimedia resource that inspires students to explore technical fields through videos, hands-on activity lessons and information on career pathways. GF widely shares STEM@GF with educational organizations to inspire students to learn more about the field of semiconductors. Schools, teachers, parents and students can explore hands-on activities and videos to learn

about different career pathways into GF. STEM@GF is often augmented by additional site-specific programs, like equipment donations and STEM event sponsorships.

- GLOBALGirls – launched in 2017, GLOBALGirls brings STEM experiences to middle school girls to help address the gender gap in manufacturing and inspire the next generation of female science and technology leaders (Malta, NY; Burlington, VT).
- FIRST® Robotics – GF’s annual sponsorship of the FIRST® (For Inspiration and Recognition of Science and Technology) Robotics competition began in 2015. Supported in multiple GF locations, the program is designed to help students develop programming, mechanical and electrical skills while learning the value of teamwork and cooperation (Malta, NY; Burlington, VT; Dresden, Germany).
- “Jugend Forscht” (Youth in Science) in Saxony – in combination with the junior program “Schüler Experimentieren Saxony” (Students Experiment Saxony), Jugend Forscht is a regional competition sponsored by GF Dresden since 2009. The renowned competition encourages young people with scientific and creative talents to put their ideas into practice (Dresden, Germany).



- New York State Pathways in Technology (P-TECH) - GF is a strong business partner in this Early College High School program and provides mentorship and engagement with students in the areas of advanced manufacturing, cybersecurity, entrepreneurship, and clean energy, as well as leading digital citizenship and digital footprint workshops with students (Malta, NY).
- Donations – GF’s support of STEM often takes the form of monetary sponsorships or donations in kind, providing computers, monitors and other equipment to local schools and institutions to better address the needs of underprivileged students. Examples of 2022 programs include:
 - o Donations of Lego Education Spike Essentials kits for the local elementary school (Santa Clara, CA);
 - o Donation to Stillwater Public Library Renovation Project with Wi-Fi & Tech Computer Lab (Stillwater, NY);
 - o Equipment donations to the Essex CHIPS Teen Center computer lab (Burlington, VT).

GlobalGives & DEIB

Inclusivity is foundational to our GlobalGives initiative — it is the **ONEGF** way. This focus on inclusion ensures GlobalGives continues to expand its offering with the goal of providing value to employees across every region, function and stakeholder group.

In this spirit, starting in 2020, GlobalGives began to closely align with GF’s Diversity, Equity, Inclusion & Belonging (DEIB) initiatives, further demonstrating our core company value “Embrace” by driving awareness for underrepresented groups. This includes partnering with our ERGs to establish a special 200% match for curated nonprofits during their annual heritage months, which currently include Black History Month, Women’s History Month, Asian-American Pacific Islander Month, Hispanic Heritage Month and Pride Month, as well as US military veteran observances. Additionally, GF has committed \$100k in annual funding in the fight for social justice in the U.S. since 2020. In that same time frame, GF has sponsored Jackie Robinson Foundation scholarships and has committed \$160k in funding for this program in 2023. Visit the Diversity, Equity, Inclusion, and Belonging (DEIB) information in the People section of this report to learn more about GF’s DEIB initiative

“GF is proud of its employees and surrounding communities, and strives to show appreciation by supporting our neighbors”

Mike Cadigan

Chief Quality Officer and Executive
Steward of Global Gives

GlobalGives crisis response

GF is as committed as ever to our mission, vision, and values. There is no better example of living our values than when we come together as **ONEGF** to respond to communities in times of crisis.

In 2022, GlobalGives initiated relief campaigns for victims of Hurricane Fiona and Ian, flooding in Kentucky, Bangalore and Assam, and wildfires in Colorado. GF and its employees provided funding for family services in the wake of the shootings in Uvalde, Texas, and supported reforestation efforts in the Saxony Swiss National Forest. GlobalGives also enabled an extraordinary response to the humanitarian needs of the people of Ukraine.

Many GF employees in Dresden and beyond have personal ties to both Ukraine and Russia, so when war broke out, the call to action from GF employees was immediate and urgent, locally and globally.

GF launched a worldwide giving opportunity, seeded with a direct donation of \$25,000 USD, and fortified with a 200 percent employee match that has been extended through the end of 2023. The campaign benefits International Medical Corps, Save the Children, and UNICEF, as well as in-region organizations Deutschland Hilft and Polish Humanitarian Action. The GF Dresden team also worked directly with Dresden-based aid organization arche noVa e.V., enabling Ukrainian partner organizations to supply urgently needed goods to

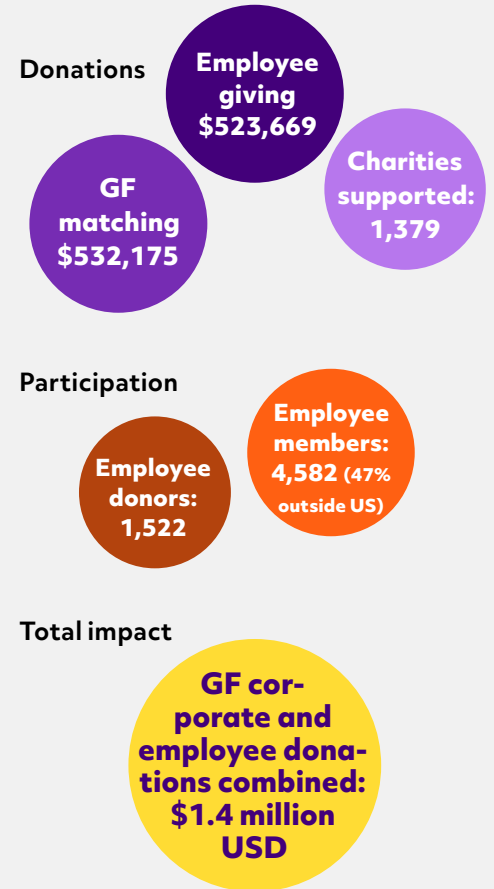
people in the areas of Chumakivska, Druzhkivska, Nyva Trudova, Mykolaivska, Novopokrovka, Apostolivska, and the city of Dnipro. As the initial campaign launched, GF Dresden employees were already volunteering, collecting supplies, and opening their homes to Ukrainian refugees.

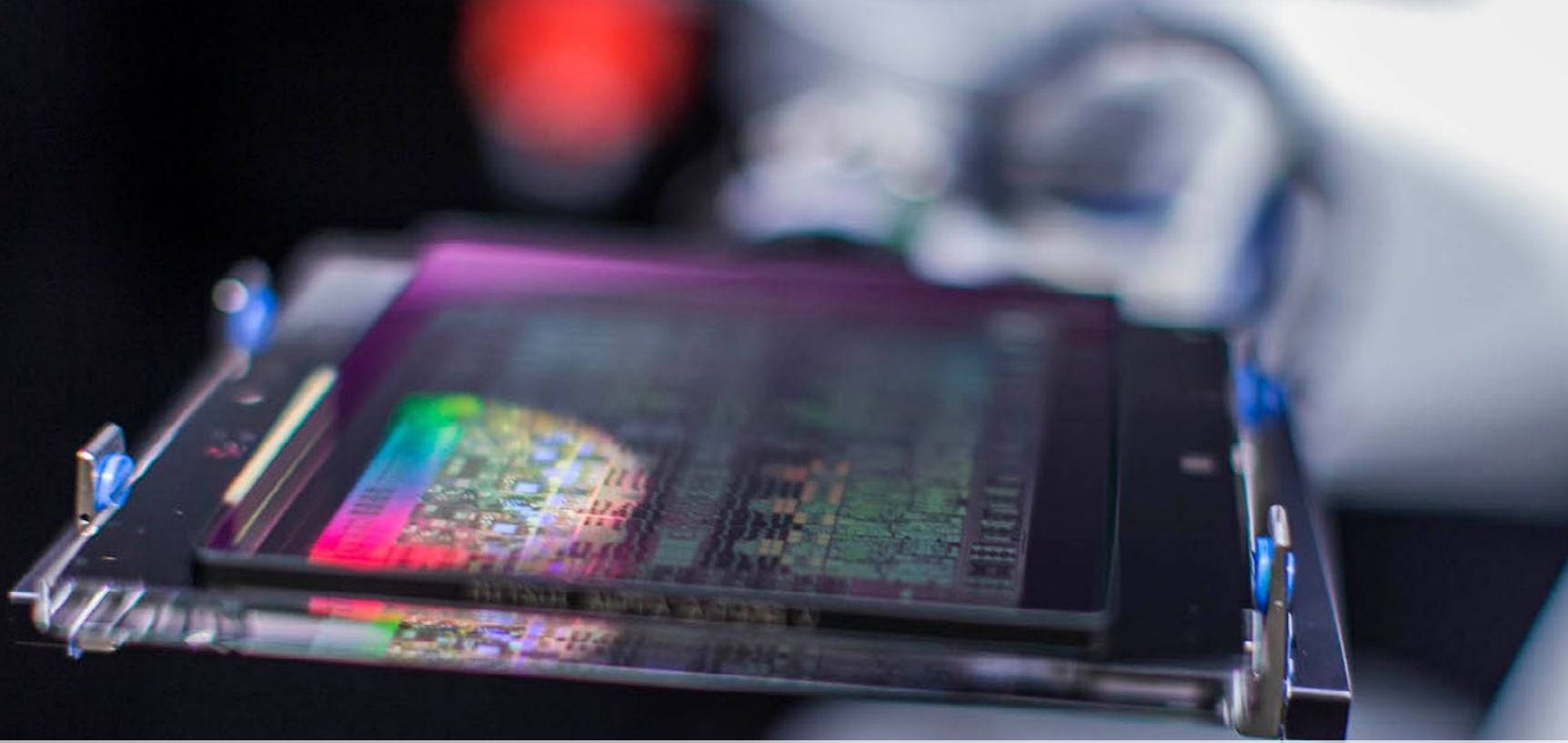
Part of GF's response to the crisis in Ukraine included co-sponsoring an employee-driven Ukraine Emergency Fundraiser Event in the U.S.. Supported by a team of volunteers that included GF employees, the sold-out event and associated giving campaign raised more than \$116,000 USD for Sunflower of Peace, a Boston-based charity active in Ukraine since 2014 and currently delivering medical backpacks to the front lines saving the lives of soldiers and civilians.

Altogether in 2022, GF and its employees raised a total of \$425,935 USD in humanitarian aid for the people of Ukraine, an incredible demonstration of GF employees working together as ONEGF to help others.

Visit the [GlobalGives Community page](#) to learn more about ongoing GF giving opportunities and campaigns.

Community impact by the numbers (2022)





Sustainable manufacturing



Sustainable manufacturing

Our approach

Our **Journey to Zero** is the leading theme of GF's approach to environmental sustainability. It represents GF's commitment to grow responsibly while continuously minimizing our impacts on the environment. On our Journey to Zero, GF follows a "Beyond Compliance" strategy to ensure that we meet or exceed environmental regulatory compliance obligations, customer requirements and voluntary initiatives to which we subscribe. We collaborate with our customers, suppliers, partners, academic and governmental bodies, and industry consortia to drive continuous environmental improvement in semiconductor manufacturing beyond the limits of our company. We engage with our communities by inviting neighbors to onsite townhall meetings where we respond to questions they may have. We engage internally by providing employees with information about GF's environmental programs at the site and corporate level. We seek employee participation because we know that some of the greatest ideas for environmental sustainability are generated by our global workforce. GF celebrates Earth Week with volunteer events, photo campaigns, quizzes and information about how employees can contribute to environmental sustainability at work and at home.

GF's Global EHS Policy and Standards are the foundation of our multisite ISO 14001 certified Environmental Management System. They are performance standards that incorporate what GF believes are best practices for global adoption across GF operations. We strive to continuously improve best practice by aligning with policy and regulatory developments, and the evolving voluntary initiatives and industry codes that GF subscribes to. Additionally, we apply knowledge drawn from collaboration with our customers, industry associations, and academic partners. Our Global EHS Standards define how we operate our fabrication plants (fabs) and other sites, and how we plan and build new sites. They cover a wide range of environmental topics, including Air Quality, Climate Protection, Chemical Management, Industrial Wastewater, Product Compliance, Resource Conservation and Pollution Prevention, Stormwater and Groundwater Protection, and Waste Management. They are reviewed and updated periodically as best practices evolve. The GF Global EHS Standards are complimented by assurance programs that govern regulatory compliance auditing and compliance assessments focused on the "beyond compliance" elements of the Standards.

Our newest expansion project, Module 7H in Singapore, exemplifies how GF follows our Global EHS Standards to drive inclusion of sustainability features into a new site development. For Module 7H,

Highlights

On track to achieve our 2030 goal to reduce absolute GHG emissions by 25 percent from 2020 baseline.

On track to achieve our 2025 environmental efficiency goals.

No water withdrawal from areas with high baseline water stress

Water reclaim: Increased water reclaim rate from 56% in 2020 to 64% in 2022

GF Module 7H expansion achieved Green Mark Gold status from Singapore's Building and Construction Authority.

In 2022, GF joined the SEMI Semiconductor Climate Consortium as a Founding Member

these include water reuse and recycling features, such as capturing rainwater for general non-potable uses, efficient air emissions and greenhouse gas abatement, as well as replacing fossil-fuel-burning combustion boilers with electricity-driven heat pumps. Both the Fab and Administration buildings of our Module 7H achieved Green Mark Gold status from Singapore's Building and Construction Authority.

Outside our own operations, we extend environmental provisions to our suppliers (see 10 Responsible Sourcing). GF requires that suppliers have implemented EHS management systems, conform with GF's materials compliance provisions, and comply with all provisions of the RBA Code, including its environmental provisions (see [GF Supplier Code of Conduct](#)). We engage with our major suppliers in our annual RBA supplier campaign to promote environmental sustainability throughout our supply chain, and to obtain our major suppliers' key environmental performance and goals, specifically their resource (water and energy) use, generation of waste and greenhouse gas emissions.

Even further upstream of our direct operations, GF funds research in collaboration with university and industry partners to identify innovations to further reduce the semiconductor industry's environmental footprint. These partnerships address some of our most material environmental topics, such as exploring novel process chemistry

solutions, developing innovative solutions for GHG emissions reduction and abatement, and identifying new technologies for specific wastewater treatment processes. Examples of collaboration include:

In 2022, GF joined the Semiconductor Climate Consortium as a Founding Member to collaborate across the supply chain to accelerate the reduction of greenhouse gas emissions across the semiconductor value chain.

Also in 2022, GF was the first semiconductor manufacturer to join the Sustainable Semiconductor Technologies and Systems (SSTS) research program at imec (Interuniversity Microelectronics Centre), a world-leading research and innovation center in nanoelectronics and digital technologies. GF collaborates with imec and other SSTS partners across the semiconductor value chain to study the environmental impact of chip design, development and manufacturing, and to share information and insights on resource conservation and decarbonization efforts.

Since 2021, GF has been a member of the Semiconductor PFAS Consortium, an international group formed to collect the technical data needed to formulate an industry-wide approach and better inform public policy and legislation regarding the semiconductor industry's uses of per- and polyfluorinated alkyl substances (PFAS). The consortium is working to reduce PFAS consumption, eliminate non-critical uses, identify viable alternatives, and control emissions.



Our resource conservation strategy and goals

Since our founding more than a decade ago, GF has focused on implementing pollution prevention and resource conservation programs that save water, energy and chemicals - reducing waste and corresponding emissions. We apply the pollution prevention hierarchy of source reduction, reuse, recycle, treat and dispose to enable cost savings while benefiting the environment at the same time. In 2022, GF applied our Journey to Zero theme to develop our next generation of resource conservation goals to accelerate environmental efficiency through the coming years. We utilize our normalized performance rate (normalized to our Manufacturing Index⁹) as our key metric to measure progress. We track performance data and report progress on our goals to our Stewardship Committee on a quarterly basis. Our quarterly environmental performance data collection process is governed by an internal specification within GF's EHS Management System.

In 2022, GF realized the following annualized savings:



35.2 GWh electricity;



816 thousand m³ water;



47,900 metric tons of carbon dioxide equivalents (MTCO₂e) of GHG emissions;



316 tons of chemical use and corresponding waste generation.

enabling progress on our journey to achieve our resource conservation goals. Please see [Table 9](#) which shows our progress at year end 2022.

⁹ We normalize data from operations using an industry standard Manufacturing Index (MI). The MI is derived from the number of wafers manufactured, the number of masking steps in our fabrication processes (reflecting process complexity), and the total area of wafers produced.

“As part of GF’s longstanding commitment to environmentally responsible manufacturing and operations, we are constantly looking for new ways to minimize our impact on the environment. This includes enhancing manufacturing emission controls, further improving energy efficiency, sourcing renewable and lower-carbon energy, and engaging through key partnerships.”

Stacey Barrick
Head of Global ESG

Table 9. Progress against GF's resource conservation goals at year end 2022

Topic	Goal	Year end 2022 progress
Electricity	Achieve less than 0.033 kWh /MI of normalized electricity consumption by 2025 (33% reduction from 2020 baseline)	On track: 0.042 kWh/ MI
Water	Improve water use efficiency by achieving a normalized water use of 0.32 liters /MI or less by 2025 (33% reduction from 2020 baseline)	On track: 0.36 Liter / MI
Greenhouse gas emissions	GF Journey to Zero Carbon Goal: Reduce absolute GHG emissions (combined Scope 1 and Scope 2) by 25% from 2020 to 2030	On track: While six percent higher than in 2020, 2022 marked a decrease from 2021 levels by two percent.
Waste (Hazardous and non-hazardous waste)	Revised goal: Achieve a normalized total waste generation of 0.81 Grams /MI or less by 2025 ¹⁰ (25% reduction from 2020 baseline)	0.97 Grams/MI (for more information, see Waste section)
	New goal: Achieve a normalized hazardous waste generation of 0.61 Grams /MI or less by 2025 (15% reduction from 2020 baseline)	0.72 Grams/MI
	Revised goal: Achieve 90 percent diversion of total waste (hazardous and non-hazardous waste) from landfill in 2023 ¹¹	88 percent in 2022 (for more information, see the Waste section)

¹⁰We have extended our 2022 Total Waste intensity goal to achieve less than 0.9 Grams /MI of normalized total waste generation (hazardous and non-hazardous waste) to a more ambitious 2025 Total Waste intensity goal.

¹¹We have extended our 90% 2022 landfill diversion goal to 2023.



GHG emissions — climate risk mitigation

We recognize the critical global environmental challenges, specifically climate change, impacting the environment, human society and the world-wide economy. Semiconductor manufacturing emits both direct (Scope 1) and indirect (Scope 2) GHG emissions. Scope 1 GHG emissions are those released from our facilities, comprising fluorinated GHGs (F-GHGs), N₂O and fluorinated heat transfer fluids (FHTF), as well as emissions from on-site combustion of fossil fuels such as natural gas, diesel and fuel oils. F-GHGs include HFCs (hydrofluorocarbons) such as CH₂F₂ and CHF₃ and PFCs (perfluorinated compounds) such as CF₄, C₂F₆, C₃F₈, C₄F₈, as well as NF₃ and SF₆. Scope 2 GHG emissions are those that result from externally generated electricity used at GF sites.

As an important step to align with climate science and minimize longer term exposure to climate change, in August 2021 we announced our **Journey to Zero Carbon** Initiative, building on GHG emission reduction strategies to conserve energy, implement additional emission controls and develop renewable and lower-carbon energy sources. Our goal is to reduce absolute Scope 1 and Scope 2 GHG emissions by 25% from 2020 to 2030 — even as we significantly expand our global manufacturing capacity.

Our Journey to Zero Carbon Initiative supports the aims of the Paris Agreement, which calls for significant absolute reductions by 2030 on a path to global "Net Zero" GHG emissions by 2050. At the same time, and all within the scope of this goal, GF is investing in significant capacity expansions at our existing facilities in the U.S. and Germany as well as our new 300mm fab (Module 7H) in Singapore.

GF monitors our energy consumption and greenhouse gas (GHG) emissions to understand our climate impacts. We manage our climate-related business risks by conserving energy, and water, by implementing emission controls and engaging with stakeholders, such as participating in initiatives to drive industry-wide reductions in GHG emissions. GF Fabs 1, 9 and 10 contributed to the success of the World Semiconductor Council's (WSC) industry-wide climate goal which achieved a 32 percent reduction in F-GHG emissions from 1995 to 2010. GF also adopted the WSC commitment to implement best practices for F-GHG reduction in all new semiconductor fabs. Fab 8 in Malta, NY, which started operations in 2012, and our new Module 7H in Singapore were both designed in accordance with the WSC best practices.

GF has taken measures to better understand the long-term business risks and opportunities associated with climate change, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In 2022, we conducted a TCFD-based climate risk and opportunity

assessment and evaluated key areas of potential risk using qualitative scenario analysis (please refer to the [Annex: TCFD table](#) in this report.) The potential impacts of climate change are complex, ranging from regulatory initiatives affecting energy sourcing and semiconductor process materials (including carbon taxes and related fees), severe weather events (such as storms, flooding and heat waves), chronic climate-related physical changes (such as prolonged droughts and chronic high temperatures) as well as supply chain impacts. For additional information on climate-related opportunities, please see [Technology Solutions for Humanity](#). GF also disclosed our approach to climate governance, climate-related risks and opportunities, and their impact on business strategies, metrics and targets through CDP (Carbon Disclosure Project).

We have incorporated identification and oversight of ESG risks, including climate risks, into our Enterprise Risk Management framework, which is consistent with the ISO 31000 Risk Management standard and the COSO framework¹². Within our ERM framework, responsibilities for identifying and managing risks, including climate-related risks, reside with the appropriate GF functional business owners. For example, GF manufacturing sites manage risks associated with potential physical risks of climate change on fab operations, maintaining appropriate business continuity plans and mitigation measures.

¹²COSO ("Committee of Sponsoring Organizations") is an advisory group that designs frameworks to help organizations with risk management matters.

Figure 7. Absolute and normalized direct (Scope 1) and indirect (Scope 2) GHG emissions — through 2022¹³

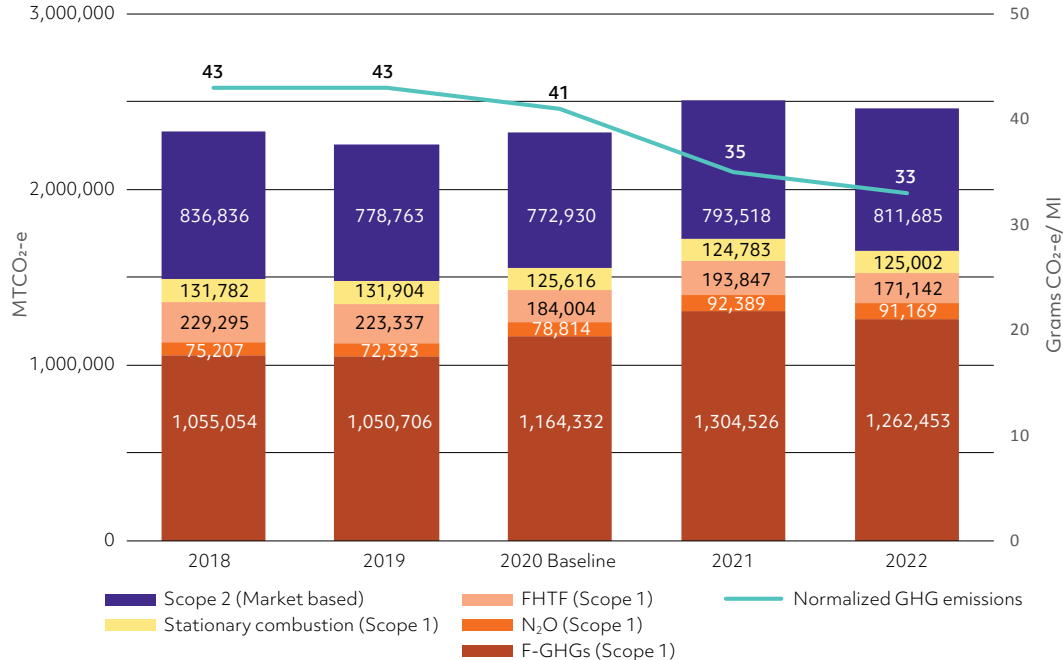


Figure 7 shows absolute and normalized direct (Scope 1) and indirect (Scope 2) GHG emissions from 2018 through 2022^{14,15}. 2022 combined absolute Scope 1 and Scope 2 emissions were six percent higher than the 2020 baseline. However, they decreased by more than 47,000 MTCO₂-e (two percent) as compared to 2021, marking a change in GF’s emissions trend as a consequence of the Journey to Zero Carbon emission reduction projects that GF has embarked on since 2021. Normalized 2022 Scope 1 and Scope 2 combined emissions decreased six percent compared to 2021 and 18 percent compared to 2020. In 2022 Scope 1 emissions were 67 percent of our combined Scope 1 and 2 GHG emissions and Scope 2 represented the remaining 33 percent. The most relevant contribution to Scope 1 emissions comes from F-GHG emissions. 2022 absolute F-GHG emissions decreased by three percent compared to 2021 to a level that is eight percent higher when compared to 2020, while normalized 2022 F-GHG emissions decreased 18 percent since 2020. F-GHG emissions continue to be a key focus in our GHG reduction strategy, specifically in our legacy 200mm fabs in Singapore and Burlington, VT that have inherently lower F-GHG destruction efficiencies than our newer 300mm fabs. Our 300mm fabs in Dresden (Fab 1) and New York (Fabs 8), along with Module 7H in Singapore, were designed to produce extremely low emissions of F-GHGs by using low-emission gases (specifically NF₃) in CVD

¹³Please note that this report shows GF’s GHG emissions inventory in MTCO₂-e (Metrics Tons Carbon Dioxide Equivalents), rather than in MTCE (Metric Tons of Carbon Equivalents) as in previous reports.

¹⁴GF quantifies GHG emissions using the following methods:

- “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)”;
- For semiconductor process related F-GHGs emissions specifically GF uses Tier 2 methods of IPCC Guideline for GHG Inventories V3, Chapt6 Electronics Industries and U.S. EPA reporting methods under Subpart I of the GHG Mandatory Reporting Rule (MRR);

- GWPs used are from IPCC Fourth Assessment Report (AR4 - 100 year)
- GF is using the market-based method to quantify Scope 2 GHG emissions from the “GHG Protocol Scope 2 Guidance”. The market-based method reflects emissions from the electricity that a company purchases, which in some cases may be different from the electricity that is generated locally and distributed via the local grid.

¹⁵GF’s 2022 GHG Inventory (Scope 1 and Scope 2) was verified in May 2023. Please find the verification statement in the Annex.

(Chemical Vapor Deposition) chamber cleaning, coupled with near-universal use of point-of-use abatement equipment for F-GHG-using processes.

Since 2021, GF has accelerated GHG reduction projects as we began to implement our Journey to Zero Carbon Initiative. In 2022, GF executed projects that annually save 47,900 MTCO₂-e. A selection of key 2022 projects to reduce Scope 1 emissions are described below. Additional projects that were implemented to save energy, saving corresponding amounts of Scope 2 emissions, are highlighted in the Energy subsection.

- Fluorinated heat transfer fluids (FHTFs) are used for temperature management in semiconductor manufacturing equipment. A companywide initiative to reduce the emissions of fluorinated heat transfer fluids (FHTFs) through efficiency and alternatives has begun to build momentum with 2022 FHTF emissions being 22,700 MTCO₂-e lower than in 2021.
- In 2022, GF Singapore commenced a multi-year project to reduce GHG emissions by retrofitting a set of CVD tools. The retrofits enable use of an NF3 remote clean for the CVD chamber clean process. This cleaning technology significantly reduces GHG emissions. Retrofits completed in 2022 are expected to result in annualized greenhouse gas emission reduction of more than 19,000 MTCO₂-e. At full completion of the retrofit projects, projected annual savings are nearly 88,000 MTCO₂-e.

- GF Singapore engineers successfully optimized C2F6 cleaning gas flow for a CVD chamber cleaning step for a specific deposition process. These improvements will reduce annual GHG emissions by more than 12,800 MTCO₂-e.
- Fab 9 continued to install additional point-of-use (POU) abatement units. These POU installations are part of a multi-year project to reduce GHG emissions. Over the entire project, a total of 38 abatement units are planned for installation. The annualized GHG emissions that will be saved by the 2022 projects implemented is equivalent to nearly 1,500 MTCO₂-e.
- In 2022, Fab 9 began a pilot project with Vermont Gas Systems, Inc. (VGS) and the University of Vermont to produce "green hydrogen" at Fab 9. The pilot will utilize a Vermont Gas Systems owned 1MW Hydrogen Electrolyzer, powered by solar energy. The green hydrogen will be used for onsite heating, reducing greenhouse gas emissions from the combustion of natural gas currently used for heating the site. Upon proof of concept, the program is planned to expand to produce a 60/40 natural gas/green hydrogen mixture to reduce the consumption of natural gas and associated combustion-related Scope 1 GHG emissions.



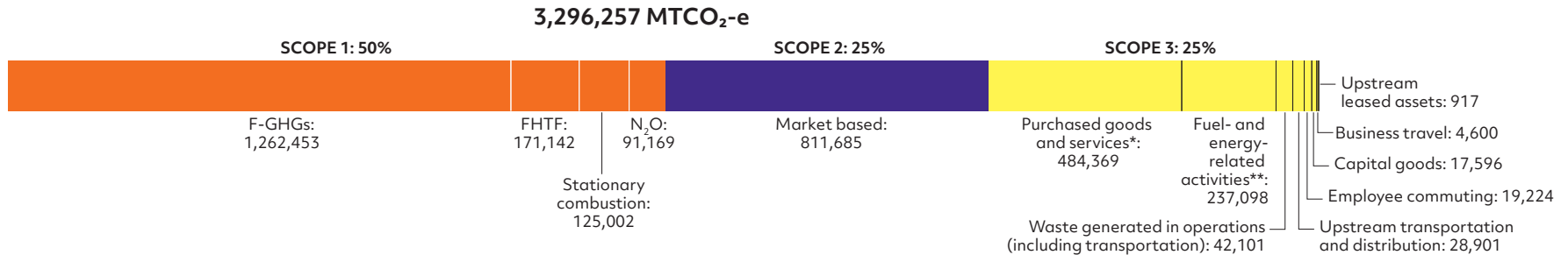
GF also quantifies an extended GHG inventory that includes Scope 3 GHG emissions in addition to Scope 1 and Scope 2. Scope 3 comprises indirect GHG emissions (not included in Scope 2) that occur in our value chain, upstream or downstream of GF's operational boundaries and control. The effort of the Semiconductor Climate Consortium, which GF joined as a Founding Member in 2022, aims to accelerate the reduction of greenhouse gas emissions across the whole semiconductor value chain, the industry's Scope 3 GHG emissions.

Figure 8 shows GF's 2022 extended GHG inventory by subcategory. We have identified two upstream emissions categories as the most significant contributors to our Scope 3 inventory (other categories represent comparably minor contributions to total Scope 3 emissions):

- Upstream emissions of GF purchased goods and services (chemicals and gases, wafers, lithography masks, as well as outsourced assembly and test services) made up more than 55 percent of GF's estimated Scope 3 emissions in 2022.

- Upstream emissions of fuel and energy related activities contributed 28 percent of GF's estimated Scope 3 emissions in 2022. These emissions relate to extraction, production, and transportation of fuels and energy purchased which are not already included in Scope 1 or 2 emissions.
- Other Scope 3 categories that were quantified included emissions from waste logistics and treatment, upstream logistics, capital goods, business travel, employee commuting and emissions associated with leased offices. The categories contributed a combined total of 14 percent to Scope 3 emissions in 2022.

Figure 8. GF 2022 extended GHG inventory: Scope 1, Scope 2 and Scope 3 GHG emissions by subcategory (in MTCO₂-e)



* Estimated using major suppliers' information obtained in annual supplier RBA request.

** Quantified using GF's own data on energy use and third-party average factors (Defra 2022, and EPA 2022).

Energy

Semiconductor manufacturing requires electricity to create and maintain the critical cleanroom conditions in our fabs, as well as for powering process tools, pumps and other equipment needed for our complex manufacturing processes. We continually improve and optimize these processes, identifying and implementing further efficiencies and energy-saving measures into our operations.

In 2022, GF executed projects that annually save more than 35 GWh. Key projects included:

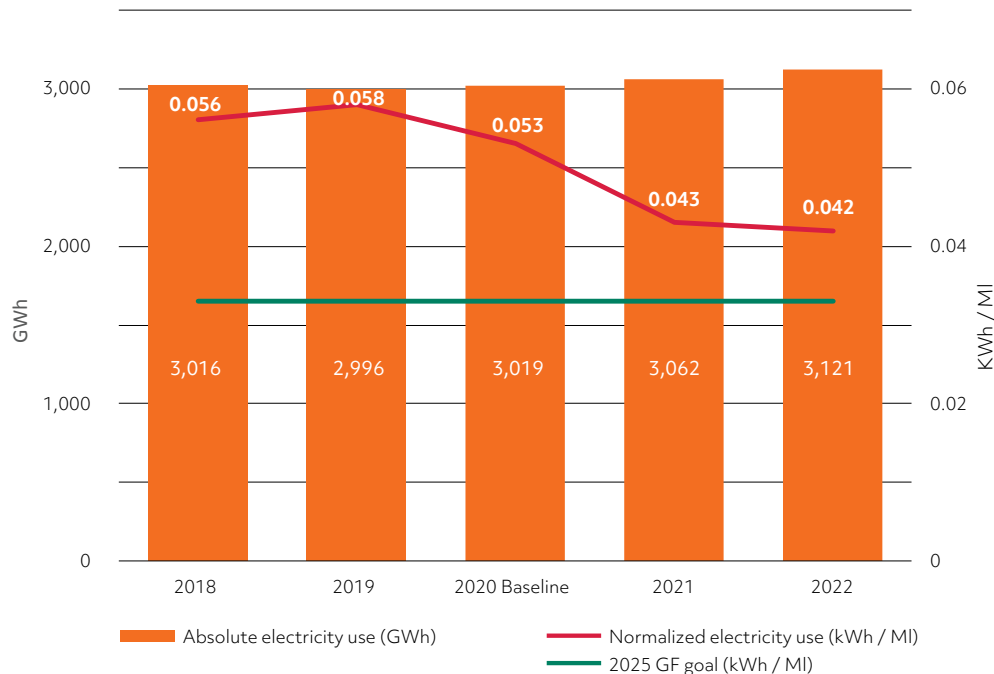
- At our Singapore site's GIGA+ fab, a multi-year project was completed that focused on the optimization of chiller operating configurations. The completed project is estimated to save more than 7,050 MWh annually, which also saves a corresponding annual amount of 2,860 MTCO₂-e in Scope 2 GHG emissions;
- GIGA+ fab engineers standardized process equipment utilities' configurations including scrubber exhaust, process chilled water and electricity. The resulting annual savings are estimated to amount to 3,320 MWh with a corresponding savings of 1,345 MTCO₂-e GHG in Scope 2 GHG emissions.

- GF Singapore conducted a project to reduce process chilled water (PCW) flow at Fab 7 to rates that better aligned with tool specifications. Electricity savings from the lower demand on PCW pumps amounted to more than 2,800 MWh annually with a corresponding savings of 1,135 MTCO₂-e in Scope 2 GHG emissions.
- Fab 1 reconfigured the operating schedule of compressed air turbo compressors for energy optimization. The change is estimated to result in annual savings of 800 MWh, corresponding to approximately 190 MTCO₂-e.
- Our Fab 1 site completed a retrofit to a higher efficiency heat exchanger in the process chilled water system. By improving the heat exchange efficiency, the required cooling water flow could be reduced thereby saving electricity for pumps. Savings of the retrofit amount to annual savings of 228 MWh, corresponding to more than 50 MTCO₂-e.



Figure 9 shows absolute and normalized electricity use at our manufacturing facilities from 2018 to 2022. Absolute electricity use remained relatively flat from 2020 to 2022 with a slight increase of approximately three percent from 2020 to 2022 while production increased by more than 25 percent at the same time¹⁶. As a result, normalized electricity use decreased more than 23 percent in 2022 compared to 2020. This decrease in normalized electricity use reflects GF's continued work over many years to achieve significantly higher productivity by keeping the absolute electricity demand nearly flat while increasing manufacturing output.

Figure 9. Absolute and normalized electricity use—through 2022



¹⁶ As measured in MI (Manufacturing Index)



Water

Water is vital to our planet. It is also necessary for semiconductor manufacturing. Water, specifically ultrapure water (UPW), is utilized in the complex semiconductor manufacturing process and must be treated to very high purity levels, removing particles, ions and dissolved gases before it can be used. UPW is specifically used in wafer cleaning processes which become even more water intensive as features on the manufactured wafer become smaller. GF's water conservation strategy is to reduce the amount of water withdrawn for use in manufacturing processes while increasing water recycling and reuse.

Understanding baseline water stress and water risk

GF uses the World Resources Institute's (WRI) "Aqueduct Water Risk Atlas" in our annual assessment to determine whether our manufacturing sites are located in, or withdraw water from, high water stress areas. No GF manufacturing site is located in areas currently assessed with a baseline water stress of "High" or "Extremely High".¹⁷ Reflecting the WRI water risk assessment, two GF manufacturing sites (Singapore, and Malta, NY)

are located in areas assessed with a baseline water stress¹⁸ of "Low". Of GF's other two manufacturing sites, one is located in an area with a baseline water stress of "Low to Medium" (Burlington, VT), and the other is "Medium to High" (Dresden, Germany). Evaluating future water stress scenarios for our GF manufacturing site locations using the Water Risk Atlas shows a greater than "high" water stress only for GF Singapore. GF is addressing it by continuing to drive water conservation and recycling projects. The water recycling rate at GF's Singapore Woodland campus has significantly increased year on

year and in 2022 was almost 93 percent. Moreover, we mainly source the Singapore PUB (Public Utility Board)-supplied NEWater for our Singapore site. NEWater is an alternative water source, comprised of reclaimed and treated wastewater supplied by the PUB. Using NEWater supports Singapore's water conservation strategy to reserve high-quality potable water for domestic consumption. GF Singapore's new Module 7H is designed to become GF's most water-efficient fab, including innovative water solutions that enable a very high level of water recycling and reuse.

Table 10. Water baseline stress analysis results for GF manufacturing sites according to WRI's "Aqueduct Water Risk Atlas"

GF manufacturing site	Country	Water baseline stress
GF Singapore	Singapore	Low (<10%)
Fab 1	Germany	Medium – High (20-40%)
Fab 8	USA	Low (<10%)
Fab 9	USA	Low – Medium (10-20%)

¹⁷According to World Resources Institute's (WRI) "Aqueduct Water Risk Atlas", "High" or "Extremely High" water stress is defined respectively as a range from 40% to 80% and a ratio above 80% of total water withdrawals to available renewable surface and groundwater supplies.

¹⁸Baseline water stress is expressed as the ratio of total water withdrawals to available renewable surface and groundwater supplies. Higher values indicate more competition among users.

GF sources (withdraws) water from third parties, but also has extensive water reclaim programs in place at our manufacturing facilities. “Reclaimed water” includes both recycled and reused water. Water recycling is the process that feeds previously used UPW back into the UPW purification plant. “Reused water” is utilized in operations that do not require the same purity requirements as UPW, such as cooling towers and scrubbers, which can accommodate lower-quality water sources.

Figure 10 shows 2018 to 2022 total water use by source, comprising water that was supplied (withdrawn) from third parties or from groundwater sources, as well as water that was used and subsequently reclaimed (recycled or reused) for use at GF.

GF sources most of its water from third party water utility providers. In 2022, 54 percent of GF’s water use was sourced from third party water utility providers, including 18 percent sourced from Singapore’s NEWater program. A smaller share (five percent of company-wide use in 2022) of water was sourced from groundwater at GF’s Fab 10¹⁹. While water withdrawal remained flat over the last years, a growing share of GF’s total water use was covered by recycled and reused water from water reclaim programs. GF has extensive water reclaim programs in place at our manufacturing facilities. Implementing projects and new approaches to further increase our recycle and reuse rates is a key part of GF’s water conservation strategy. We have made considerable progress in recent years, increasing our global water reclaim rate from 56 percent in 2020 to 64 percent in 2022. Figure 11 shows GF’s water recycling and water reuse rates from 2018 to 2022²⁰.

¹⁹Fab 10 was divested at the end of 2022.

²⁰Recycled water rate, respectively reused water rate is the volume of recycled, respectively reused water as compared to water withdrawal.

Figure 10. GF total water use by water source — through 2022

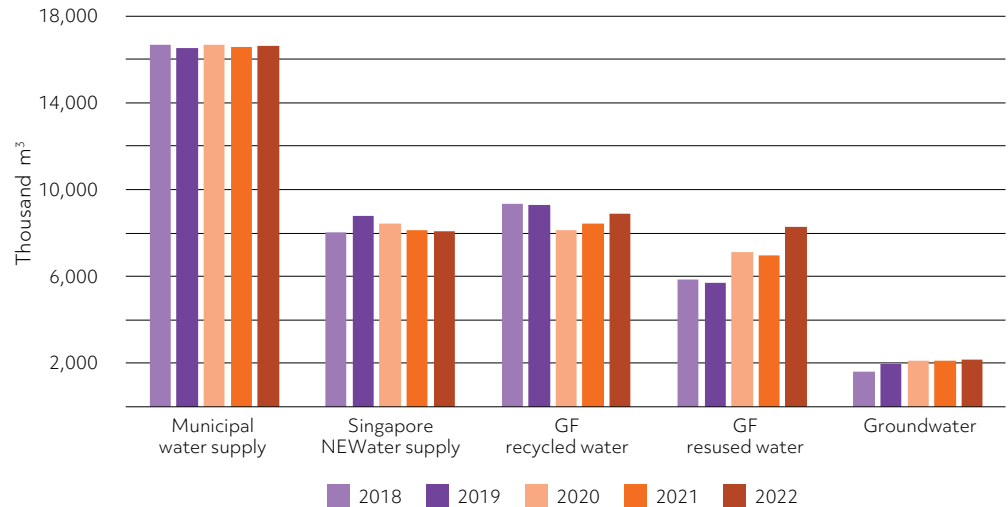
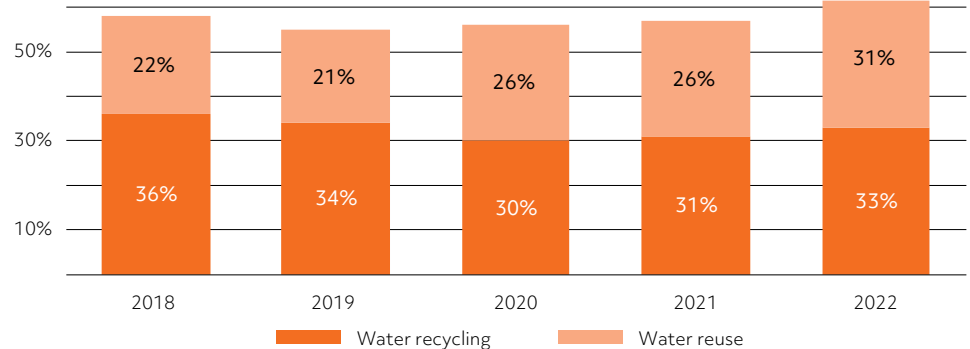


Figure 11. GF’s water recycling and water reuse rate — through 2022



Water conservation projects

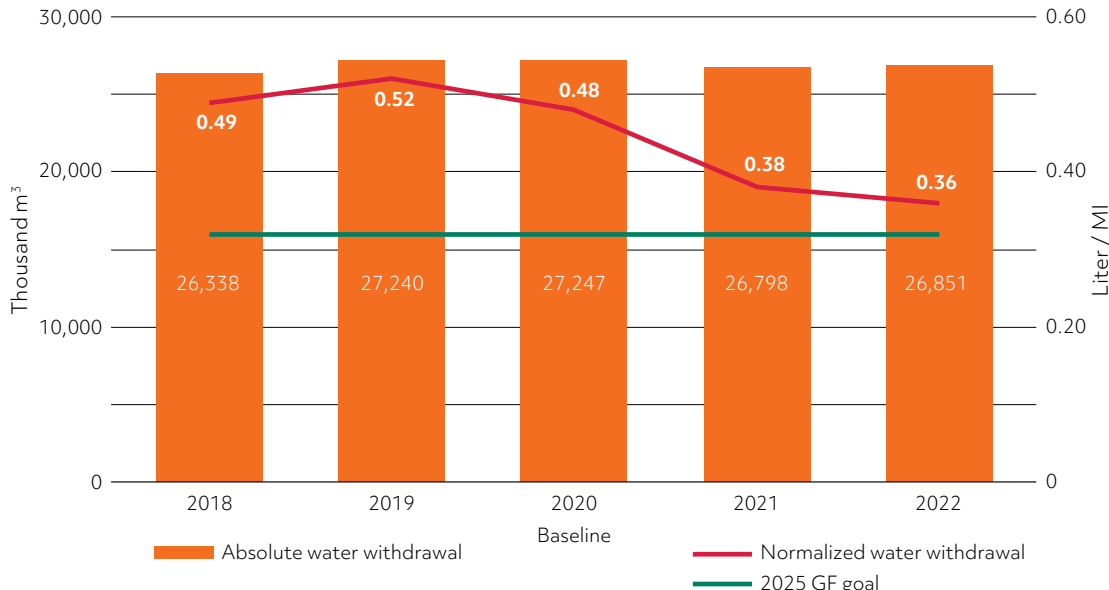
In 2022 GF executed projects that annually save more than 816 thousand m³ of water. Key projects included:

- Fab 8 performed a project that resulted in annual savings of approximately 318K m³ by moving analytical probes for earlier detection of contaminants in the drain and optimized water treatment in industrial reclaim water tanks;
- In another project, Fab 8 implemented a water conservation initiative for the industrial reclaim water system reducing usage at air pollution scrubber units by 20 to 50 percent resulting in annual water savings of approximately 208K m³;
- Fab 1 completed a number of water conservation projects in 2022. These included changing auto clean recipes at certain wet chemistry process tools that resulted in 20K m³ of annual ultra-pure water savings, and reducing rinse time from 10 to 5 minutes after specific wet-etch steps at a defined wet etch tool type, which resulted in 10K m³ of annual water savings;
- GF Singapore completed an upgrade to the Controlled Decomposition Oxidation (CDO) module's reclaim plant which treats local scrubber wastewater for reuse in the CDO system. The upgrade included the installation of additional reverse osmosis treatment, expanding the system's capacity. The project resulted in approximately 113K m³ per year of savings in reclaimed water;
- Water savings from the GF Singapore Fab 7 "Century Water Reclamation" project,

completed in 2021, came into full effect in 2022. This project was implemented to conserve more than 600K m³ of water annually by reclaiming wastewater from the Fab 7 condensate, slurry and DI (deionized water) reject streams. The wastewater now passes through activated carbon, ceramic filtration and catalytic treatment before being used in cooling towers and point-of-use scrubbers. This project was funded by a grant from the Singapore PUB).

Figure 12 shows absolute and normalized water withdrawal for our manufacturing facilities. Absolute 2022 water withdrawal slightly decreased by 1.5 percent since 2020 even though production increased²². GF's water intensity (our normalized rate of water withdrawal) decreased by nearly 24 percent compared to 2020 representing a significant improvement in water efficiency.

Figure 12. GF water withdrawal²¹ absolute and normalized — through 2022



²¹Water Withdrawal as defined by GRI 303-3 (GRI 303: Water and Effluents 2018)

²²As expressed in the number of MI (Manufacturing Index)

Water discharge and water consumption

GF's Global EHS Standards have strict requirements for groundwater and stormwater protection to prevent impacts to groundwater or stormwater runoff. The Global EHS Standard for industrial wastewater further specifies the techniques and management practices for proper wastewater treatment and discharge. The Standard includes requirements to apply best available technologies for the operation and construction of wastewater treatment facilities, to assess the potential impact proposed discharges could have to the receiving surface water body and/or the local sewer treatment facility, including toxicity in the receiving water body and performance impacts to the sewer treatment facility. Sites must maintain inventories of wastewater discharge, as well as plans, specifications, sampling protocols, operating and maintenance procedures, and provide secondary containment of industrial wastewater vessels and piping.

At each of our manufacturing sites, we operate wastewater treatment systems to manage effluent from production areas in accordance with our wastewater discharge permits. These facilities treat the wastewater by neutralization, removing trace metals and dissolved solids, and other treatment steps as needed to meet applicable regulatory requirements prior to discharge. GF Singapore, Fab 1 and Fab 8 discharge wastewater to municipal treatment facilities following on-site

pretreatment. Fabs 9 and 10 discharge directly to surface waters following a rigorous combination of industrial and biological treatment processes. In total, in 2022, we discharged 23.6 million cubic meters of treated wastewater from all manufacturing operations combined, of which nearly 34 percent (8 million cubic meters) were discharged directly to surface water.

Figure 13. Absolute and normalized GF water discharge and water consumption²³ — through 2022

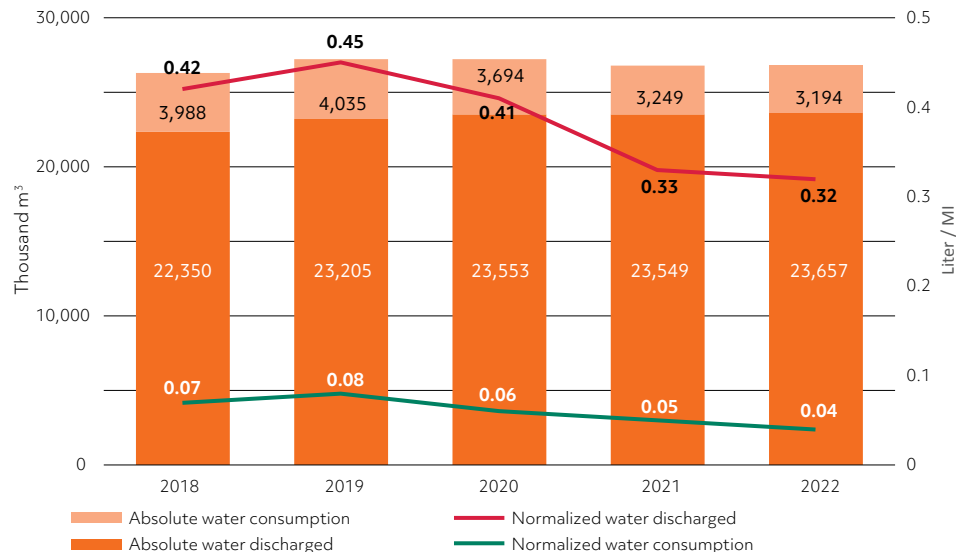


Figure 13 shows the volume of GF wastewater discharge as well as the volume of GF “water consumption”²³ through 2022. Water consumption is calculated as the delta between water withdrawal and wastewater discharge. Approximately 88 percent of water withdrawn is discharged back to public treatment facilities or surface water, resulting in total water consumption of less than 12 percent of total water withdrawal in 2022. The main contributor to GF water consumption is evaporation through cooling towers and exhaust.

²³per GRI 303: Water and Effluents 2018, water consumption is defined as “Sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated, transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party”.

Waste

GF focuses on pollution prevention and resource conservation to reduce chemical use and avoid waste generation. As determined by our Global EHS Standard on Pollution Prevention and Resource Conservation, we apply the pollution prevention hierarchy of source reduction, reuse, recycle, treat, dispose, to achieve cost savings while benefiting the environment at the same time.

GF carefully manages the waste generated from our manufacturing processes that cannot be avoided. Semiconductor manufacturing generates varied waste streams, ranging from spent process fluids, spent solvents, solids resulting from wastewater treatment to waste from construction projects, and general office waste. Waste streams fall into both hazardous and non-hazardous waste categories. GF's Global EHS Standards have precise requirements for waste management, including proper tracking, employee training, handling, as well as requirements for waste disposal and auditing of waste disposal facilities.

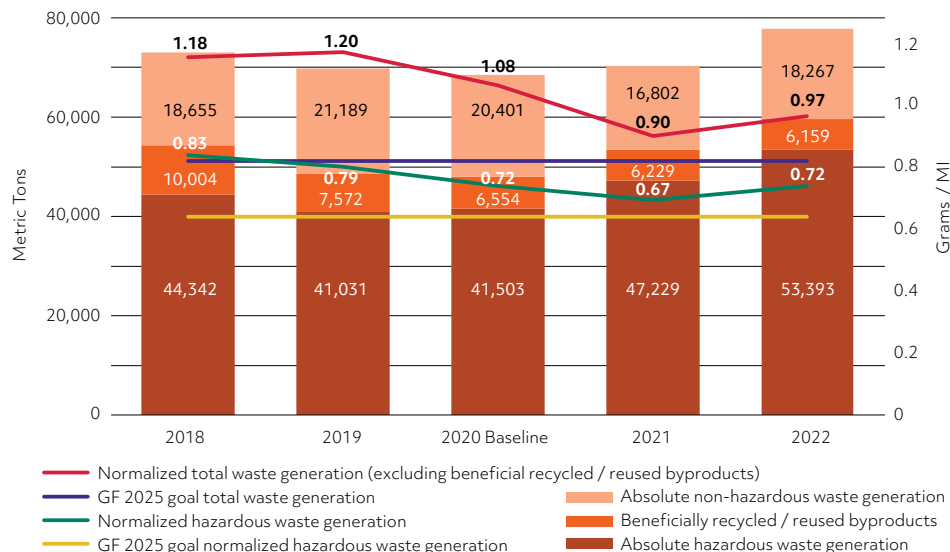
In 2022, GF executed projects that save chemicals and reduce waste generation. Key projects include:

- Fab 8's chemical mechanical planarization team completed a process optimization that matched cleaning recipes of tools to top performing equipment in the same tool group. The analysis results enabled a 52 percent reduction in the use of cleaning chemicals, equating to savings of over 41,000 liters of chemicals and other consumables.

- In 2022, numerous recipe optimization projects were completed at the Singapore Fabs resulting in the reduction of 128 tons of hazardous waste generation and chemical usage.
- Fab 1's water conservation project reported above where the Dresden team modified auto clean recipes at certain wet chemistry process tools also resulted in the conservation of 40 tons of cleaning chemicals.

Figure 14 shows absolute and normalized total waste generation, as well as absolute generation of hazardous waste²⁴, non-hazardous waste and byproducts beneficially recycled and reused, from 2018 through 2022.

Figure 14. Absolute total waste generation by waste type, normalized total waste generation, and normalized hazardous waste generation — through 2022



²⁴The classification of waste as "hazardous" is determined by the respective regulations that apply to our manufacturing sites.

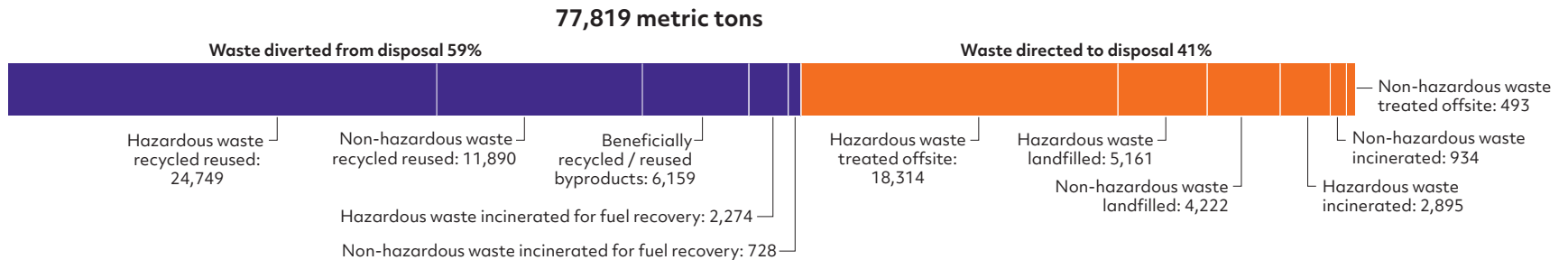
Absolute total waste generation increased by 16 percent from 2020 to 2022, while hazardous waste generation increased by 28 percent. Over the same period of time, the normalized total waste generation rate decreased 11 percent, while the normalized hazardous waste generation remained flat after a decrease in 2021. The 2022 increase of GF's total and hazardous waste generation – absolute and normalized – was primarily due to the generation and subsequent disposal of specific one-time event hazardous waste streams. The trend in our normalized total and hazardous waste generation as compared to 2020 reflects progress in resource conservation, achieved while GF significantly increased manufacturing output (as expressed in MI). We continue to actively investigate ways to reduce water and chemical use to ultimately reduce generation of waste.

Figure 15 shows GF's 2022 total waste volume generated by disposal path and by waste type (hazardous waste, non-hazardous waste, and the category of byproducts beneficially recycled and reused²⁵).

In 2022, 59 percent of GF's total waste generated was diverted from disposal, and was instead sent to material recycling, reuse and fuel recovery. Nearly 90 percent of GF's total waste generated was diverted from landfill. GF places a specific focus on limiting landfill disposal, so we set a goal and reduction initiatives within our Journey to Zero to maintain at least a 90 percent diversion of total waste from landfill in 2022 and in 2023. We achieved an 88 percent diversion rate in 2022, falling slightly short of our 2022 goal due to generation and subsequent disposal of specific one-time event waste streams that needed to be landfilled.

²⁵We also include the category "byproducts beneficially recycled and reused", which is applicable only to our U.S. sites because reclaimed material is excluded from the U.S. EPA definition of hazardous waste. Examples of beneficially recycled and reused byproducts include the reuse of spent sulfuric acid as a raw material in the manufacture of fertilizers or production of aluminum sulphate, or the reuse of spent solvents in other industries after external purification through distillation.

Figure 15. 2022 Total waste generation by disposal path and waste type (in metric tons)



Air emissions

GF's Global EHS Air Quality Standard has strict requirements for the management of air emissions. The Air Quality Standard specifies the management practices for maintaining an air emissions inventory and which practices to follow for installing and operating air emissions control devices. All our manufacturing facilities operate within air quality conditions permitted by local regulatory agencies. The primary air emissions from our facilities include corrosives (acids and bases) and volatile organic compounds (VOCs).

We employ wet scrubbers to neutralize corrosive emissions and treat the scrubber water in on-site wastewater treatment systems prior to discharge. For VOC emissions reduction, most sites use thermal oxidation or carbon adsorbers. Fab 9 in Burlington, VT uses carbon adsorption, while Fab 1 in Dresden, Fab 7 and Module 7H in Singapore, and Fab 8 in Malta, NY, all have control technology in place that utilizes rotary concentrators followed by thermal oxidation. This technology uses highly adsorbent zeolite materials to capture VOCs, which are subsequently desorbed, producing a low-volume exhaust stream with a higher concentration of VOCs. This more concentrated exhaust stream is then treated with greater efficiency through a combustion process that destroys approximately 98 percent of the VOCs.

Materials management and product compliance

At GF, we follow a proactive approach to use the least hazardous chemical that can fulfill our needs while meeting our technical and economic feasibility requirements. GF thoroughly reviews all new chemicals before their introduction to our sites and ensures that proper safeguards and material handling procedures are in place. This review is completed by subject matter experts on our Environmental, Health and Safety team. Additionally, all chemicals introduced must be approved in compliance with the GF Specification for Banned, Restricted and Declarable Materials Management (FE-0033) which includes both regulatory and customer-driven requirements. All GF products must also meet the banned, restricted and declarable requirements of the FE-0033 specification. Please see [here](#) for more information

We extend these requirements to our manufacturing partners that provide semiconductor foundry, assembly and test services. Applicable regulatory requirements include the EU Directive on restricted use of certain hazardous substances in electrical and electronic equipment (RoHS Directive), its sister directives in other jurisdictions, such as China RoHS, and other legislation that regulates substances contained in products (also called "articles"), and the EU Regulation on Registration, Evaluation, and Authorization of Chemicals

(REACH) provisions on the presence of designated Substances of Very High Concern (SVHCs).

Our specifications also require packing material suppliers to meet applicable substance restrictions. GF has programs in place to obtain analytical evidence of product compliance (such as RoHS and halogen-free requirements). We make these reports and other product compliance documentation available to our customers on our GlobalFoundryView data portal. All our fabs have either been certified under the Sony Green Partner program or maintain equivalent controls to ensure product compliance. Our certificates are available [here](#).

EHS compliance

We are committed to a "Beyond Compliance" approach, seeking to exceed the requirements of applicable regulations. We implement consistent and rigorous EHS standards, management systems, metrics, external reporting and compliance assurance programs. Our manufacturing sites perform internal reviews as part of their EHS Management Systems and are routinely inspected by regulatory authorities. In 2022, we received three notices of violations, none of which was significant. A financial penalty of \$3,000 SGD resulted from one of the NOV's, no other financial penalties resulted from government agency inspections and regular compliance reporting across our global locations.



Responsible sourcing

Responsible sourcing

Our approach

GF recognizes the critical role our suppliers play in an increasingly competitive environment that requires continual innovation, an unyielding quality mindset and a strong commitment to meet customer expectations. GlobalFoundries aims for a strong collaborative relationship with our suppliers that is based on responsible sourcing practices and enables mutual trust and benefit. At GlobalFoundries we interact with our suppliers based on the following priorities:

- We are committed to ethical and responsible sourcing.
- We ensure an uninterrupted supply of goods and services.
- We use our global footprint to maximize synergies between our manufacturing sites in the US, Europe and Asia.
- We ensure competitive sourcing to meet our stakeholders' cost targets.
- We foster business with diverse suppliers whenever possible.

Our manufacturing supply chain consists primarily of suppliers of highly specialized semiconductor manufacturing equipment and materials. We also work with suppliers of specialized business

services ranging from fab design and construction to IT (Information Technology) consulting. The majority of our manufacturing suppliers operate in the United States, Singapore, Germany, other EU countries, Japan and Taiwan. There are also a small number of suppliers from the People's Republic of China, Malaysia and Thailand. Due to the nature of the semiconductor foundry business (highly specialized materials, tools and services with relatively long qualification times), GF has developed long-term working relationships with many of its suppliers, and specifically with its most strategic suppliers.

Supplier diversity

Our supplier diversity program promotes business opportunities for diverse suppliers in the various communities we serve. By creating sound business relationships, we strengthen economic development and viability for all parties, while providing a value-added strategy creating a competitive advantage and an innovative edge.

The supplier diversity program is an important part of our sourcing efforts. This program helps us:

- Match qualified diverse suppliers with the needs of our internal business partners
- Build long-term business relationships with individuals that are reflective of our communities

Highlights

Maintained a 100% Conflict Free Supply Chain for 3TG (gold, tantalum, tin, tungsten).

GF is committed to human rights and responsible sourcing practices and therefore we maintain a robust supplier due diligence program.

2022 was the second year of increasing RBA VAP audit coverage for major supplier sites, reaching 15%.

Introduced GF Supplier Diversity Program - achieving our 2022 diverse supplier spending goal and setting a long-term goal to further increase diverse spend to 2.5 percent of global supplier spending.

- Create business opportunities for diverse suppliers
- Become more competitive in a diverse marketplace

We kicked off the supplier diversity program in 2022, with a goal of 1 percent of our global spend with diverse suppliers. We have implemented a third-party supplier diversity reporting and assessment system to identify diverse suppliers, accurately report diverse supplier spend as well as actively track the certification status of suppliers that have been certified as diverse. We achieved our initial goal of achieving 1% of our global spend diverse suppliers in 2022.

We are strongly committed to growing a diverse and inclusive global supply chain. Our goal is to continue growing our diverse supplier landscape and, in the long term, we target to spend 2.5% of our global spend with diverse suppliers. For more information, refer to our [Supplier Diversity Program | GlobalFoundries \(gf.com\)](#).

Responsible supply chain

Our approach

GF is committed to human rights and responsible sourcing practices and therefore we maintain a robust supplier due diligence program. We require suppliers to conform to requirements of the RBA

Code, including respecting human rights, prohibiting forced and child labor and meeting or exceeding all labor, safety, health, environmental and ethical standards, including the key principles of our Human Rights Policy. We incorporate the RBA Code requirements into our supply chain through our supplier management instruments such as [GF Supplier Code of Conduct](#), supplier agreements and purchase order terms and conditions. The GF Supplier Code of Conduct summarizes and reflects the essential business behaviors we require from all our suppliers to enable mutually beneficial relationships and is shared with GF suppliers upon onboarding, and annually thereafter.

GF utilizes RBA questionnaires and tools, or equivalent methods, to annually assess our major suppliers' conformance with the RBA Code and the GF Human Rights Policy principles. GF's major suppliers are designated annually according to documented criteria relating to supplier spend by commodity, supplier strategic importance and generic supplier and country risks. RBA's universal risk assessment tools inform GF about supply chain risk indicators, such as generic country / region risk, product and supply chain risk.

GF applies a risk-based approach for major suppliers to provide additional evidence of RBA Code conformity when needed. These additional verification steps range from targeted document reviews performed by GF staff to comprehensive

third-party RBA VAP (Validated Assessment Program) audits. Where non-conformities are identified, either in VAP audits or in a GF review, we monitor supplier closure actions as they implement necessary remediation and corrective measures. Responsible commodity managers work directly with their focus suppliers to ensure corrective actions are addressed. We also provide assistance to suppliers, as needed. GF analyzes our major suppliers' RBA VAP Audit findings to identify and better understand the most relevant responsible sourcing risks in our supply chain. Annual results of the RBA Code conformity assessment and verification process are included in our Global Supplier Rating process, which scores supplier performance with regard to Quality, Cost, Operations, Service, Technology and Business Continuity / Compliance. GF's Global Supply Chain organization receives annual training regarding the RBA Code and its requirements, with a specific focus on the results of the preceding year's major supplier RBA Code monitoring and verification program.

Additionally, GF continuously monitors our full direct supplier base via our Third-party Risk Management (TPRM) system. The system utilizes information available from the [Business and Human Rights Resource Center](#) and searches for matches with supplier entities that are registered in GF's supplier database. In 2022, GF did not identify any substantiated human rights "red flags" from our continuous TPRM system monitoring.

2022 Major supplier due diligence

On an annual cadence, we reach out to our major suppliers asking them to provide a signed certification acknowledging their understanding of the RBA Code, complete a supplier self-assessment questionnaire (SAQ), provide information on supplier audits (such as RBA VAP audits) and provide environmental information (such as climate and water-related metrics and targets).

The 2022 GF major supplier list covered suppliers with a cumulative spend of more than 80 percent in the primary commodities, which include silicon wafers, electronic grade and specialty chemicals, manufacturing tools, photomasks, and outsourced manufacturing services — mostly outsourced test and assembly (OSAT). Our 2022 major supplier list also included labor recruitment agencies and on-site service suppliers, such as janitorial, security and canteen services. In 2022 the list comprised 75 suppliers, most of which provide products and services to GF from multiple supplier sites (181 major supplier sites in total). [Figure 16](#) shows the numbers of supplier site self-assessments obtained in our major supplier due diligence programs from 2020 to 2022. In the 2022 major supplier program, 181 self-assessment responses were obtained from supplier sites. The vast majority (96 percent) of the

2022 self-assessment responses indicated a low risk for non-conformance to the RBA Code. Four percent of responses indicated a medium risk, and zero self-assessments were scored as high risk. GF staff specifically reviewed all relevant information where self-assessments were scored at medium risk of non-conformity to the RBA Code. GF staff conducted targeted document reviews for eight on-site service suppliers and for all (four) foreign worker recruitment agencies used during 2022.

GF continues to encourage suppliers to perform RBA VAP audits and share their results. RBA VAP Audit reports are “valid” two years from an Initial VAP Audit, the first audit in a VAP Audit cycle. Priority Closure Audits are used to verify closure of any “priority” –level audit findings (the most severe), and Closure Audits serve to verify closure of any other types of findings (“major” or “minor”). As shown in [Figure 17](#), 28 (about 15 percent) of our 2022 major supplier sites have performed initial VAP Audits in 2021 and 2022. This represents another year-on-year increase in the number of major supplier valid RBA VAP audits.

Figure 16. Average VAP Audit score by VAP Audit type for GF major supplier sites that completed an initial VAP Audit in the time period 2020 through 2022

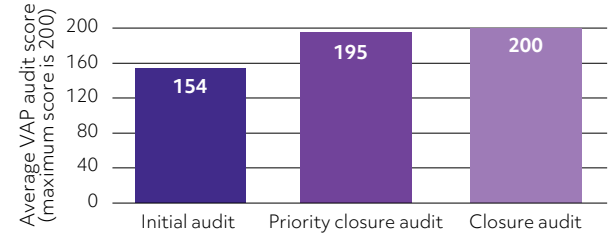
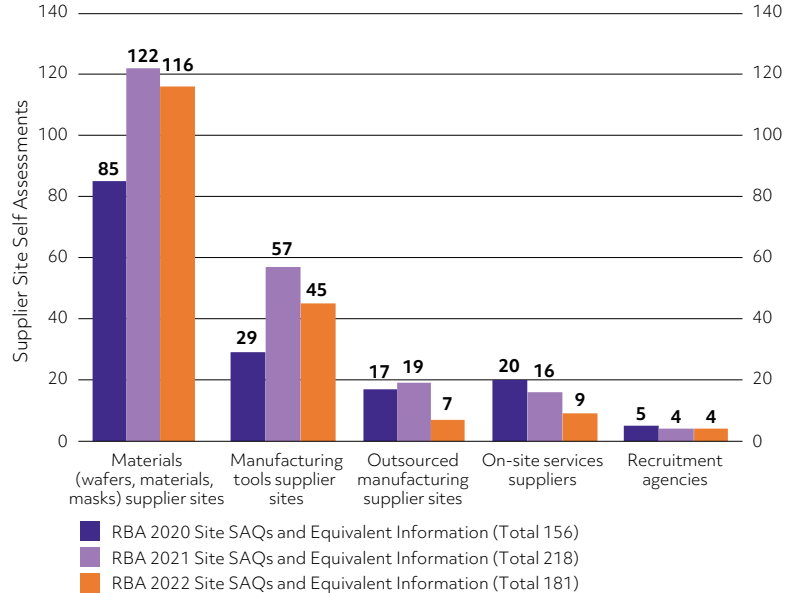


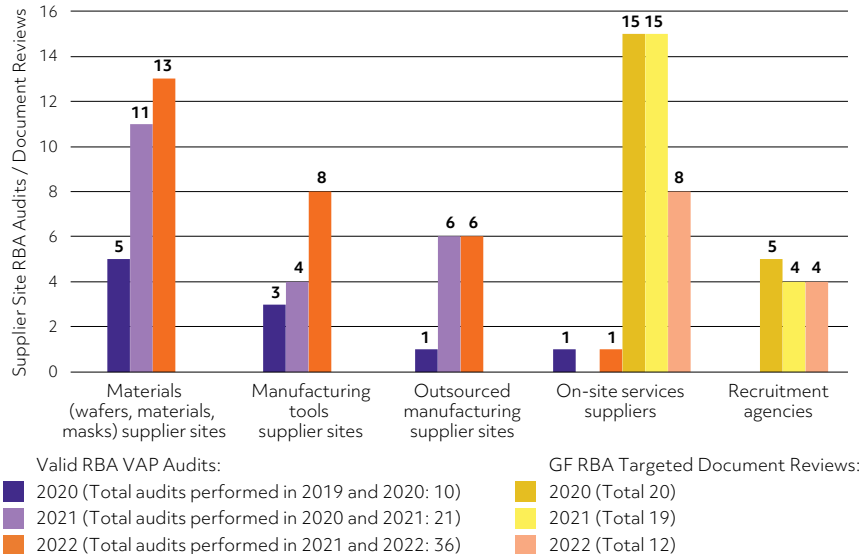
Figure 17. Number of supplier RBA self assessments by commodity: 2020–2022



Of the 28 major supplier sites that conducted an initial RBA VAP Audit in 2021 and 2022, 17 sites had corrective actions identified for closure within the RBA VAP process²⁶. As of April 2023, closure of corrective actions is complete for three and in progress for fourteen of these major supplier sites. Targeted document review also identified corrective action needs for five suppliers, two of which are closed and three of these are currently in progress to be closed. GF tracks the progress of findings closure through the RBA-Online platform.

Figure 18 shows the average scores achieved by VAP audit type in audits performed during the last two years at major supplier sites. The increasing audit scores from Initial VAP audits through Closure Audits demonstrate supplier learnings and progress in closing non-conformities. 2021 and 2022 RBA VAP Audits have been done at GF supplier sites in Belgium, France, Germany, the United States, Japan, Singapore, Taiwan, South Korea, Malaysia and the People's Republic of China.

Figure 18. Number of supplier sites with valid RBA VAP Audits and number of supplier sites with targeted document reviews by commodity: 2020–2022



²⁶ GF considers VAP audits with scores of less than 180 points (below RBA “Gold” Level) as needing corrective actions, confirmed through a VAP Closure Audit. Also, any Priority findings, discovered in an RBA Audit are required to be closed.

Where a VAP audit at a major supplier site identifies non-conformities, GF closely tracks supplier steps to implement corrective action and to remediate impacts of findings according to RBA's VAP Audit Protocol requirements. As shown in [Table 11](#), of the findings from GF's major supplier VAP audits in 2021 and 2022, six percent were classified as priority findings (the most severe finding category), 58 percent were

classified as major findings, and 36 percent as minor findings²⁷. Approximately 98 percent of all 2021–2022 findings have been closed or are proceeding towards closure as of April 2023. The RBA Code categories these findings pertained to are also shown in [Table 11](#). The most frequent types of findings in 2021 and 2022 major supplier VAP audits are listed in [Table 12](#) along with their required corrective and remedial actions.

Table 11. Non-conformities identified in 2021 – 2022 major supplier VAP Audits by RBA code section

RBA finding severity level	Number of findings	Percentage of findings	Percentage of findings by RBA code category
Priority non-conformity	12	6%	41% Labor (closure in progress) 25% Health and Safety (closure in progress) 8% Management Systems (closed) 25% Insufficient audit information (closure in progress)
Major non-conformity	127	59%	36% Labor 34% Management Systems 20% Health and Safety 6% Environment
Minor non-conformity	46	35%	41% Labor 28% Health and Safety 18% Management Systems 8% Environment 4% Ethics

²⁷Classification of VAP audit finding severity is as per RBA's VAP Audit Operations Manual.



Table 12. Most frequent non-conformities identified in 2021 – 2022 major supplier VAP Audits by RBA code subsection, with example details and required corrective and remediation action

Findings area	Percentage of major supplier VAP audit findings	Example detail of findings	Required corrective and remediation action
Labor – Working hours and consecutive days worked	12 percent of findings (No priority findings identified in this category)	Findings included exceedances of weekly working hours and consecutive workdays limits and missing procedures to effectively manage working hours	Implementation of work schedules that comply with RBA Code requirements for weekly working hours and consecutive days. Implementation of effective controls that ensure work schedules comply to RBA Code requirements.
Labor – Freely chosen employment	12 percent of findings (5 priority findings – closure is underway for all of these)	Findings included prohibited fees and penalties (recruitment fees, educational bonds, penalties to leave employment on short notice), excessive worker loan interest rates, withholding of personal documents, mandatory overtime, and lacking policies to clearly prohibit any form of involuntary labor.	Reimbursement of prohibited fees and penalties for affected workers; restoration of withheld personal documents to workers; implementation of effective procedures that prohibit mandatory overtime; implementation of effective controls and procedures that clearly prohibit any form of involuntary labor.
Management Systems – Supplier Responsibility	12 percent of findings (1 priority finding – closed in a priority closure audit)	Findings include missing or ineffective procedures to monitor and verify auditees’ next tier supplier conformance to the RBA Code.	Implementation of effective procedures to monitor and verify next tier supplier conformance to the RBA Code. Ensuring that suppliers implement corrective and remedial actions.
Health & Safety – Emergency Preparedness	9 percent of findings (3 priority findings – closure is underway for all of these)	Findings include inadequate emergency exits, inadequate emergency response procedures, or lack of emergency evacuation drills.	Implementation of retrofits to emergency exits to fully comply with RBA and legal standards; Implementation of effective emergency response procedures; Conducting at minimum annual emergency evacuation drills for every building per RBA requirements.
Health & Safety – Occupational Health & Safety	7 percent of findings (No priority finding identified in this category)	Findings included ineffective measures for risk assessment and control of worker exposure to potential safety hazards (including for pregnant women), missing or ineffective PPE (personal protective equipment) and lack of reasonable accommodation for nursing women.	Implementation of effective procedures to assess and control worker exposure to potential safety hazards and to ensure effective PPE is used.

Responsible minerals sourcing

GF requires all materials to be sourced responsibly — this applies specifically to materials potentially sourced from conflict-affected and high-risk areas. GF's Conflict Minerals Policy establishes due diligence expectations for sourcing of minerals and metals, such as tantalum, tin, tungsten and gold ("3TG") as well as cobalt. GlobalFoundries conflict minerals policy prohibits the use of tantalum, tin, tungsten, gold and cobalt if their sourcing contributes to financing armed conflict and human right abuses in the conflict regions in the DRC and adjoining countries. We actively encourage our suppliers to source from certified conflict-free smelters in the region in order to contribute to the DRC's and adjoining countries' economic development. Our corresponding responsible minerals sourcing program and its progress are reviewed periodically by the Stewardship Committee.

In the complex, multi-step silicon wafer manufacturing process, tantalum, tungsten — and in some cases, cobalt or gold — are added to achieve the desired functionalities of integrated circuits. The commodities we purchase that contain tantalum, tungsten, gold or cobalt include high-purity targets used in physical vapor deposition (PVD) and process gases and chemicals, all of which are used to deposit ultra-thin metal films onto the wafer surface. Tin and gold are used in post-wafer fab process steps, such as in interconnect materials

in wafer bump or wafer packaging, and in components used for semiconductor module assembly.

GF is a member of the Responsible Minerals Initiative (RMI) and applies RMI's due diligence tools, such as the Responsible Minerals Assurance Process (RMAP) and Risk Readiness Assessment (RRA) for conflict-affected and high-risk areas. GF's goal is to maintain our 3TG DRC conflict-free supply chain — a status that we initially achieved in 2016. Our restricted materials specification FE-0033 escalates this requirement to our supply chain.

As of year-end 2022, GF's supply chain included 38 tungsten, 40 tantalum, 105 gold and 68 tin smelters, of which more than 99 percent of smelters were validated as DRC conflict-free smelters²⁸. DRC conflict-free sourcing is defined by sourcing 3TG metals only from smelters listed as compliant by the Responsible Minerals Initiative's (RMI) Responsible Minerals Assurance Process (RMAP). We routinely provide due diligence information to support our customers' reporting needs.

To maintain our DRC conflict-free supply chain status, we manage our supply base with detailed requirements for responsible metals and minerals sourcing in a supplier specification that controls all direct materials (those that become part of GF products) containing 3TG metals. We partner with our suppliers, in at minimum, annual reviews of their due diligence practices and to identify all smelters in our extended supply chain and ensure



²⁸At YE 2022, 1 Tin smelter and 1 Gold smelter that had lost their respective RMAP conformant status were in the process to be removed from GF's supply chain, which was completed in Q1 2023.

they maintain RMAP conformance. Any new commodities including 3TG metals must be sourced only from RMAP compliant smelters.

In addition, as part of GF's risk management process for Responsible Minerals sourcing, if the supplier's conflict minerals declaration or Responsible Minerals sourcing practices do not meet our company expectations or if a smelter used in the supplier's supply chain becomes non-conformant with the RMAP protocols, the supplier shall either correct the gap immediately or if needed, develop and submit a corrective action plan. If a non-conformant smelter is unwilling to pursue corrective actions per the RMAP process, then GF will take steps to implement alternate sourcing of materials that is not dependent on that non-conformant smelter. Accordingly, in 2022, GF took steps to remove two tin smelters, two tantalum smelters and seven gold smelters from our supply chain, as they either lost their validated RMAP compliant status or changed their status from a smelter to a recycler only. At year-end 2022, one gold smelter and one tin smelter were in the process of being removed and more than 99% of GF's 3TG smelters were RMAP compliant.

For cobalt, we have implemented due diligence processes aligned with the RMI's Cobalt Initiative. In the beginning of 2021, only 9% of our cobalt smelters were RMAP conformant. In line with RMI's cobalt program, we worked with our cobalt

material suppliers who sourced from smelters that were not yet RMAP compliant to exert pressure on the smelters to achieve compliance as expeditiously as possible. This was a very successful effort and as of year-end 2022 83% of our cobalt smelters were RMAP conformant. We expect to achieve our goal to source 100% of cobalt containing materials from RMAP active or conformant smelters by mid-2023. In 2022, GF started to launch an Extended Minerals campaign, focusing on nine non-ferrous minerals in our supply chain. As a first step, we defined the materials and supplier scope and created a GF specific Extended Minerals Survey Template.

GF has expanded our supplier assurance processes to our extended minerals supply chain, using RMI's Risk Readiness Assessment (RRA) tool. The RRA is a self-assessment and reporting tool that by including minerals and metals producers (mines) and processors extends further upstream than the RMAP program, which focuses on smelters. The RRA enables a broader understanding of the environmental, social and governance risks in the minerals supply chain beyond DRC conflict-free minerals sourcing. It is a pre-requisite for the RMI's Responsible Mineral Assurance Process (RMAP) participating auditees. The RRA specifies good management practices ("industry norms") to successfully address potential business conduct, human rights and environmental risks.





About this report

About this report

The GF 2023 Corporate Responsibility Report is our ninth annual comprehensive corporate social responsibility and sustainability report, published on June 30, 2023. GF's Stewardship Committee has reviewed this report prior to publication.

The last report was published in 2022 and covered 2021 data. Data presented in this report reflect GF's performance for the reporting period of calendar year 2022, where not indicated otherwise. Data represented in report sections Health, Safety and Well-being and Sustainable Manufacturing reflect the performance of manufacturing facilities operated by GF in 2022, including Fab 5 (Silicon Manufacturing Partners Pte Ltd. ("SMP")) which is part of GIGA+ fab.

For an overview of GF facilities, please refer to [Company profile](#), [GF worldwide locations](#) as well as to page F-41 (list of subsidiaries) of GF 2022 Annual Report on Form 20-F.

We perform internal due diligence to ensure the accuracy of the information and data presented. We do not seek independent assurance of non-financial data, with the exception of GF's Scope 1 and Scope 2 GHG emissions data, which has been validated (please refer to [Annex: GHG verification statement](#).)

We use the Global Reporting Initiative (GRI) Sustainability Reporting Standards and self-declare that this report has been prepared in accordance with the GRI Standards. Please find detailed information in the [GRI index](#) of this report.

We value and encourage your feedback on this report. Please send comments or questions to CSR@globalfoundries.com.



Annex

- Site profiles
- GF corporate goals mapping to the UN Sustainable Development Goals (SDGs)
- GF People data
- TCFD table
- GRI index
- SASB index
- GHG verification statement



Annex: Site profiles

Annex

Site profiles

Fab 1 – Dresden, Germany

Groundbreaking for the manufacturing site in Dresden took place in October 1996. The grand opening of the first production clean room followed in 1999, and the Dresden site has continued to expand ever since. In 2009, the Dresden site became the first GlobalFoundries (GF) fab when the company was divested from Advanced Micro Devices, Inc. (AMD). GF Dresden contributes significantly to the advancement of a leading-edge semiconductor industry in Europe, Germany and specifically the high-tech cluster in Saxony. The region currently counts approximately 2,500 high-tech companies with more than 70,000 employees.

COMMUNITY RELATIONS

Located literally fence-to-fence with its neighbors in the 800-year-old villages of Wilschdorf and Boxdorf, the Dresden site participated in its first local town hall meetings back in 1996 and continues to do so today. GF Dresden supports various neighborhood associations and activities such as local heritage societies, volunteer fire brigades and choirs. The Dresden site's Community Affairs Program has a strong focus on educational youth projects. As a leading tech company, the Dresden site is driving a considerable number of educational projects focused on STEM activities with K-12 students. Jointly with other long-term partners, since 2005, GF Dresden is a sponsor of the renowned German youth tech

competition "Jugend forscht" ("Young Scientists") in Saxony that rolls up to the nationwide competition. The GF Dresden site continued focus is on virtual events for K-12 students, such as "Girls' Day", "Summer University" and "Physics on Saturdays" (jointly with TU Dresden) as well as virtual "microelectronics lessons" for school classes.

SUSTAINABILITY FEATURE: Low Greenhouse Gas Emissions

Fab 1 was designed for extremely low emissions of PFCs, which is accomplished by utilizing low-emission gases in CVD chamber cleaning, coupled with near-universal use of point-of-use abatement equipment for PFC-using processes. Highly efficient natural gas powered tri-generation plants power Fab 1, along with a fraction of electricity from the Dresden public grid.

Wafer size: 300mm

Management System Certifications: ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 27001, ISO 50001, Sony Green Partner.

Awards:

- 2022 Partner Recognition Environmental and Climate Alliance Saxony by the Saxon state government.
- 2021 Responsible Business Alliance (RBA) VAP Platinum Recognition for achieving the maximum score of 200 in Fab 1's first ever VAP Audit in November 2021.

- 2020 and 2021 Best Employers in Germany: Newspaper WELT has assessed GF Dresden's "very high attractiveness" as an employer in the industrial sector.
- 2020 Dresden's Best Employers: awarded by the business magazine Capital. The evaluation took into account GF Dresden's specific commitment to the region, its dedication to social responsibility, and the respondents' rating of GF Dresden as an attractive employer.
- 2020 Germany's Best Companies for Vocational Training: awarded by the business magazine Capital and Ausbildung.de. GF Dresden scored well for our support and involvement of trainees, innovative teaching methods and excellent overall quality of learning in the company.
- 2020 German Innovation Leaders: GF Dresden was honored to be named a German Innovation leader by Frankfurter Allgemeine Zeitung for our inventiveness and for the influence of our patents on other inventions.

Singapore (“GIGA+ FAB” and FAB 7/7G/ 7H)

GF Singapore Woodlands campus is home to one 200mm GIGA+ fab (Fabs 2, 3 and 5), one 300mm fab (Fab 7), and a new 300mm module (Fab 7H) is currently under construction. The history of our GIGA+ fab goes back to 1995 when Fab 2 first started production. Our Fab 7 commenced operation in 2005 and has evolved ever since. The GF Singapore fabs were previously owned by Chartered Semiconductor Manufacturing and were acquired by GlobalFoundries in 2010. In July 2021, GF broke ground for construction of a new 300mm fab (Fab 7H) on our Singapore campus. The 7H expansion will be GF's most advanced semiconductor fab in Singapore, and GF prioritized sustainable operation features from the very start of the design process. These features include water reuse and recycling features, such as capturing rainwater for general non-potable uses, efficient air emissions and greenhouse gas abatement, as well as electrification and phasing out fossil fuel, e.g., replacing fossil-fuel-burning combustion boilers with electricity-driven heat pumps. Both Fab 7H Fab and Administration buildings, achieved Green Mark Gold status from Singapore's Building and Construction Authority.

COMMUNITY RELATIONS

Since 2006, the GF Singapore site has consistently supported the Singapore Children's Cancer Foundation (CCF) through fund-raising activities. including organizing an annual Hair for Hope satellite fund-raising event that serves to raise funds and promote awareness of childhood cancer. In 2022, GF raised a total of S\$107k (~US\$80K) for CCF, making us a

Top 3 Satellite Partner, where we received the Gold Philanthropy Award in recognition of our efforts. GF has altogether raised more than S\$1.5M for CCF over the last 17 years. GF Singapore has also supported the Boys Brigade Share-a-Gift Program over the last 15 years through our participation in fulfilling the wishes of beneficiaries from participating charitable organizations. In 2022, we fulfilled 844 wishes valued at S\$27K (~US\$20K). GF Singapore also supports regional STEM activities, providing insights into advanced technology for students from tertiary institutions and institutes of higher learning all across Singapore.

SUSTAINABILITY FEATURE: Resource Efficiency

Resource efficiency is a priority for the Singapore team—energy and water conservation programs are continually pursued. Our Singapore fabs have extensive state-of-the-art water recycling capabilities in place. The site achieved a 70 percent recycling rate in 2022²⁹. The recycling rate increased 16 percent since 2020 following implementation of a major project in 2021 that significantly improved the already high water recycling rate. Moreover, more than 99 percent of the water supply to GF Singapore is NEWater, which is reclaimed and treated wastewater supplied by the Singapore Public Utilities Board for industrial uses supporting Singapore's water conservation strategy to reserve high-quality potable water for domestic consumption.

²⁹as compared to incoming water supply

Wafer Size: 300mm / 200mm

Management System Certifications: ISO 9001, IATF 16949, ISO 14001, ISO 45001, Sony Green Partner, ISO 15408 (Common Criteria for Secure Products), ISO 27001, UL 2799 Zero Waste to Landfill Certified in 2021 (First semiconductor manufacturing fab to achieve certification in Southeast Asia), Fab 7H expansion (both Fab and Administration buildings) achieved Green Mark Gold status from Singapore's Building and Construction Authority.

Awards

- 2022 Great Place to Work-Certified™ by Great Place to Work® Institute Singapore;
- 2022 Philanthropy Award – Gold awarded by Singapore Children's Cancer Foundation for the collective fund-raising efforts and giving of the company and our employees;
- 2021 HR Online Employee Experience Awards: GF SGP won Gold in Best Organizational Upskilling & Reskilling Strategy, Gold in Best Learning and Development Program, and Bronze for Best In-House Certification Program;
- 2021 HR Online HR Excellence Awards: GF SGP won Gold in Excellence in Talent Management, and Bronze in Leadership Development and HR team Collaboration;
- 2020 Singapore Community Spirit Gold in recognition of the collective contribution from the company and its employees to The Courage Fund. This giving effort has helped social service agencies and the service users they support tide through challenges arising from the COVID-19 pandemic.

FAB 8 - Malta, New York, USA

In 2009, GF broke ground for construction of the Fab 8 300mm wafer manufacturing facility in Malta, New York. The majority of the Fab 8 investment has been directed towards advanced 14/12nm process technologies. With approximately 42,600 square meters of cleanroom space and continued expansion, GF's Fab 8 is one of the leaders in advanced manufacturing in the U.S. Fab 8 is a cornerstone of Upstate New York's "Tech Valley" region and is the largest and most successful public-private sector investment in New York state's history.

COMMUNITY RELATIONS AND WORKFORCE DEVELOPMENT

Along with charitable donations in the local community, the site's community relations and workforce development programs support numerous educational initiatives. These include the FIRST® (For Inspiration and Recognition of Science and Technology) Robotics program, GlobalGirls STEM experiences for middle school girls, and mentoring and workshops for P-TECH (Pathways in Technology Early College High School) students. Additionally, the Fab 8 team partners with local school districts on educational programming for students about the semiconductor industry, GF, and STEM careers. Our first group of graduates completed our GF Maintenance Technician Apprenticeship Program at Fab 8, which is the first Registered Apprenticeship of its kind in the U.S. semiconductor industry, and together with Fab 9, GF is the first multi-site Registered Apprenticeship in the U.S. semiconductor industry.

Together with its consortium of business partners, GF has invested over \$5.1M in the Saratoga County communities of Malta & Stillwater including the development and construction of a \$1.1M three-season community athletic complex in the Luther Forest Technology Campus. The GF Malta and GF Stillwater Foundations have collectively granted in excess of \$2.2M to over 540 community, civic, athletic, non-profit and STEM programming organizations through 2022. Over the holiday season, our GF Malta employees contributed to our 2022 Fab 8 Toys for Tots Drive, which is coordinated each year with the U.S. Marine Corps. A total of 1,822 toys were donated (as well as an additional 50 bikes assembled by GF employees) to the program.

SUSTAINABILITY FEATURES:

Green Building Design

The Fab 8 campus has integrated green building principles and energy and water efficiency features from the beginning. This includes an innovative system that uses heat recovery chillers to meet the fab's year-round base cooling load and recovers the heat for site needs instead of removing it with cooling towers. The fab was also equipped from the start with high-efficiency motors, chillers, boilers, fan filters for the cleanroom, and vacuum pumps. Using the "LEED (Leadership in Energy & Environmental Design)® green building program" design criteria from the US Green Building Council, the Fab 8 campus achieved LEED Gold® for the Admin1 and Admin2 office buildings and LEED Silver® for the fabrication facility.

Wafer Size: 300mm

Management System Certifications: ISO 9001, ISO 14001, ISO 45001, ISO 27001

Awards:

- **2022 Responsible Business Alliance (RBA) VAP Audit Platinum Recognition** — GF Fab 8 achieved the maximum score of 200 in its December VAP Audit.
- **2022 Healthiest Employers of the Capital District Award** — Healthiest Employers® recognized GF as a top innovative organization focused on creating a culture of employee health and wellness, and a people-first organization that prioritizes the well-being of their employee population.
- **2022 Business Council of New York State's Inaugural New York State Workforce Innovation Award** — GF was the sole winner of the New York State Workforce Innovation Award in the "Business Workforce Leadership" category. |
- **National Pollution Prevention Roundtable (NPPR) 2022 Most Valuable Pollution Prevention Award** for implementing six projects that reduced usage of eleven different types of slurries for a total of more than 110,000 liters annually.

Site Profile - FAB 9 - Burlington, Vermont, USA

GF Fab 9 is the largest 200mm pure-play foundry site in the United States. As of December 31, 2022, we employed approximately 2,000 people in the State of Vermont, which we believe makes us one of the largest private-sector employers in the state. IBM broke ground on this facility located on the banks of the Winooski River near Burlington in 1957. Since then, the campus has grown and evolved into a major semiconductor manufacturing site. GF acquired the site as part of the IBM Microelectronics business in 2015.

COMMUNITY RELATIONS

The Burlington site has an extensive history of community involvement. As part of the GF GlobalGives program, many Burlington employees volunteer with a variety of local non-profit agencies, which focus on food stability, health services and family-oriented causes. Additionally, GF employees support many K-12 STEM initiatives, such as the ECHO Leahy Center for Lake Champlain, Essex CHIPS Youth Center, Vermont Works for Women, and FIRST® Lego and Robotics. Over the holiday season, Fab 9 hosted a site-wide food drive, donated over 2,000 pounds of food to six local food shelves.

EDUCATIONAL PARTNERSHIPS

GF has a strategic partnership with the University of Vermont (UVM) and Vermont Technical College (Vermont Tech). GF and UVM are developing a semiconductor engineering curriculum within the UVM College of Engineering. GF also engages in a mentorship program with UVM and sponsors multiple capstone projects with UVM students each year. GF has a partnership with

Vermont Tech, which provides the related instruction for our Registered Apprenticeship program. We have set up scholarships and internships for Vermont Tech students pursuing a technical Associate degree, and we mentor students on capstone projects. Our apprenticeship program is a Registered Apprenticeship through the Vermont Department of Labor, and the first cohort of apprentices have completed the program. GF has the first multi-site Registered Apprenticeship program in the U.S. semiconductor industry.

SUSTAINABILITY FEATURE: *Legacy of environmental excellence*

Noted for its long-term environmental excellence, GF Fab 9 has received extensive recognition including numerous national, regional and state awards for its pollution prevention programs. The Burlington site also has a history of supporting photovoltaic development research, and in 2016, transferred unused land to Green Mountain Power to develop a 4.7 MW solar power generation facility. In 2022, GF Fab 9 received authorization from the Public Utility Commission to procure electricity for its own use. GF is currently developing additional on-site solar generation to supply its manufacturing activities.

Clean Energy Development: GF and UVM have engaged in the Vermont Clean Energy and Resilience Consortium, which seeks funding for research and related economic and commercial development related to clean energy in Vermont and collaborates on projects of mutual interest to support green energy, renewable energy, decarbonization and energy resiliency in Vermont.

Wafer Size: 200mm

Management System Certifications: ISO 9001, TS 16949, ISO 14001, ISO 45001, Sony Green Partner

Awards:

- **2023 Responsible Business Alliance (RBA) VAP Audit Platinum Recognition** — GF Fab 9 achieved the maximum score of 200 in its March 2023 VAP Audit.
- **2022 Governor's Excellence in Worksite Wellness – Gold** — This award recognizes employers who provide worksite wellness initiatives, recognizes employers' efforts to enhance productivity, bolster a healthy environment, and improve employee well-being. This was the fourth consecutive year that GF Fab 9 has received this award.
- **National Pollution Prevention Roundtable (NPPR) 2022 Most Valuable Pollution Prevention Award and 2022 EPA Environmental Merit Award** for four projects that reduced solvent usage in photolithography by more than 31,000 kg.

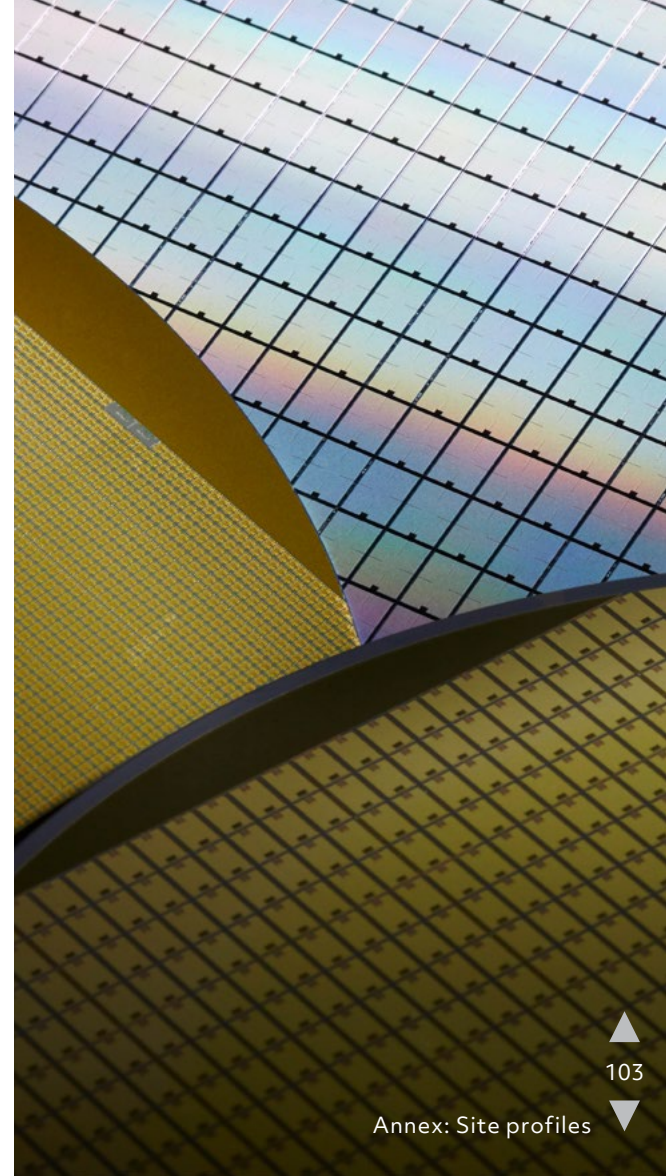
GF Bangalore, Karnataka, India

The GF India office in Bangalore is our largest non-manufacturing site. The Bangalore team supports our global semiconductor fabrication and manufacturing facilities with a strong presence of teams for Technology Development, Design Enablement, IP Design, Application Engineering, Manufacturing Operations Support as well as enabling services including Supply Chain, Customer Support / Sales, Global HR Operations, and Information Technology.

The GF India Board of Directors established a CSR Policy in 2017 and has a dedicated CSR Committee that oversees actions taken in support of the policy. GF India executes a wide range of CSR projects every year with a dedicated budget and tremendous support from our employee volunteers. Our CSR projects serve not only communities in Bangalore, but also extend to the rural and tribal sectors across the State of Karnataka. GF India donates to non-governmental organizations and contributes teaching aids for skill development, smart class and computer lab setups, healthcare equipment, and environmental solutions. As part of STEM outreach, GF India also organizes field trips, 'Show & Tell' workshops, celebrates National Science Day, and engages children from various underprivileged schools to spread awareness about the importance of, and growth opportunities in, science and technology.

Our activities are focused primarily on three key focus areas: Education, Social Support and Environment. In 2022 and early 2023 our CSR projects included:

- Education: GF provided educational materials for students to continue their studies:
 - o Conducted donation drives in Oct 2022 and March 2023
 - o Donated books and stationery to Sri Samruddhi Foundation in Bangalore, and to government schools in Haveri, Karnataka
- Social Support: GF volunteers visited old-age homes and provided help in cooking lunch, as well as donated various items of need, such as beds, cots, cooking materials to old age homes, orphanages, or homes for unsheltered youth:
 - o Provided cooking support for elderly people – Ashraya Seva Trust;
 - o Donated groceries and essentials – Vidyaranya Trust (orphanage);
 - o Donated groceries and essentials – Nammane Summane (orphanage for children and shelter for homeless youth).
- Environment: GF volunteers organised and participated in a tree sapling planting activity with a local school, jointly planting more than 200 saplings.



Annex: GF corporate goals mapping to the UN Sustainable Development Goals (SDGs)

GF ESG Goals Support the UN Sustainable Development Goals

Environmental

- **GHG Emissions:** Journey to Zero Carbon: Reduce Absolute GHG Emissions by 25% from 2020 to 2030
- **Water:** Improve Water Use Efficiency: 0.32 Liter per MI by 2025



Social

- **Maintain Best in Class Safety Performance**
 - Total recordable injuries per 200,000 hours worked: TRIR < 0.3.
 - Lost-time injuries per 200,000 hours worked: LTIR < 0.2
- **Grow Leadership (Director level and above) Diversity by 2025.**
 - Women in Leadership: Grow share of female leaders by 8% from 2020–2025.
 - Underrepresented Minorities (URM) in Leadership: Grow share of URM leaders in the U.S. by 5% from 2020–2025.



Governance

- **Maintain a 100% Conflict Free Supply Chain** for 3TG (gold, tantalum, tin, tungsten) and achieve it for Cobalt by 2025
- **RBA VAP Audit Scores:** Maintain best-in-class scores with combined GF Fab average \geq 180 (Gold level).
- **Enhance ESG Governance:** Embed Board-level ESG goal: as a component of the Company's incentive-based compensation program for the Senior Leadership Team beginning in 2023.



GlobalFoundries © 2023 All Rights Reserved

Annex: GF People data

GF's workforce composition by region, gender, employment type (as of 31.12. 2022)

Region	All Employees	Gender	All Employees	Regular %	Temporary - All	Temporary		Full Time %	Part Time %
						Contractors	Intern/Student/Apprentice/Etc		
AMER	42% (5,992)	Female	21.3% (1,275)	98.9% (1,261)	1.1% (14)	0.1% (1)	1.1% (13)	99.0% (1,263)	0.9% (12)
		Male	77.9% (4,668)	99.2% (4,630)	0.8% (38)	0.1% (3)	0.7% (35)	99.5% (4,646)	0.5% (22)
		Non-Binary	0.2% (12)	100.0% (12)	-	-	-	100.0% (12)	-
		Not declared	0.6% (37)	89.2% (33)	10.8% (4)	10.8% (4)	-	100.0% (37)	-
APAC	33% (4,783)	Female	33.3% (1,592)	98.9% (1,574)	1.1% (18)	-	1.1% (18)	99.9% (1,590)	0.1% (2)
		Male	66.7% (3,191)	98.6% (3,145)	1.4% (46)	-	1.4% (46)	100.0% (3,191)	-
		Non-Binary	-	-	-	-	-	-	-
		Not declared	-	-	-	-	-	-	-
EMEA	25% (3,663)	Female	17.9% (657)	93.6% (615)	6.4% (42)	-	6.4% (42)	66.7% (438)	33.3% (219)
		Male	82.0% (3,005)	94.8% (2,848)	5.2% (157)	-	5.2% (157)	73.8% (2,217)	26.2% (788)
		Non-Binary	-	-	-	-	-	-	-
		Not declared	0.03% (1)	100.0% (1)	-	-	-	100.0% (1)	-
All GF	100% (14,438)	Female	24.4% (3,524)	97.9% (3,450)	2.1% (74)	0.01% (1)	2.1% (73)	93.4% (3,291)	6.6% (233)
		Male	75.3% (10,864)	97.8% (10,623)	2.2% (241)	0.01% (3)	2.2% (238)	92.5% (10,054)	7.5% (810)
		Non-Binary	0.1% (12)	100.0% (12)	-	-	-	100.0% (12)	-
		Not declared	0.3% (38)	89.5% (34)	10.5% (4)	10.5% (4)	-	100.0% (38)	-

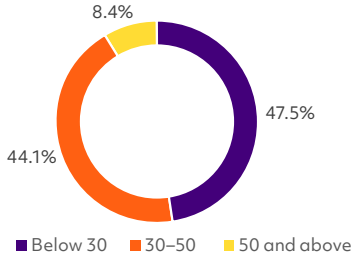
Annex: GF People data

GF's workforce composition by region, gender, and age (as of 31.12. 2022)

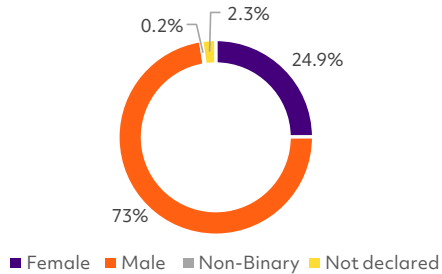
Region	All Employees	Gender	All Employees	Regular			Temporary			
				Under 30	30-50	Over 50	Under 30	30-50	Over 50	Not Declared
AMER	42% (5,992)	Female	21.3% (1,275)	20.9% (263)	46.0% (580)	33.1% (418)	92.9% (13)	-	7.1% (1)	-
		Male	77.9% (4,668)	19.0% (879)	43.8% (2,027)	37.2% (1,724)	84.2% (32)	10.5% (4)	5.3% (2)	-
		Non-Binary	0.2% (12)	75.0% (9)	25.0% (3)	-	-	-	-	-
		Not declared	0.6% (37)	51.5% (17)	30.3% (10)	18.2% (6)	-	-	-	100% (4)
APAC	33% (4,783)	Female	33.3% (1,592)	24.1% (380)	67.3% (1,059)	8.6% (135)	88.9% (16)	11.1% (2)	-	-
		Male	66.7% (3,191)	25.5% (801)	63.8% (2,007)	10.7% (337)	97.8% (45)	2.2% (1)	-	-
		Non-Binary	-	-	-	-	-	-	-	-
		Not declared	-	-	-	-	-	-	-	-
EMEA	25% (3,663)	Female	17.9% (657)	10.7% (66)	60.5% (372)	28.8% (177)	95.2% (40)	4.8% (2)	-	-
		Male	82.0% (3,005)	7.9% (226)	56.5% (1,608)	35.6% (1,014)	94.9% (149)	5.1% (8)	-	-
		Non-Binary	-	-	-	-	-	-	-	-
		Not declared	0.03% (1)	-	100.0% (1)	-	-	-	-	-
All GF	100% (14,438)	Female	24.4% (3,524)	20.6% (709)	58.3% (2,011)	21.2% (730)	93.2% (69)	5.4% (4)	1.4% (1)	-
		Male	75.3% (10,864)	17.9% (1,906)	53.1% (5,642)	28.9% (3,075)	93.8% (226)	5.4% (13)	0.8% (2)	-
		Non-Binary	0.1% (12)	75.0% (9)	25.0% (3)	-	-	-	-	-
		Not declared	0.3% (38)	50.0% (17)	32.4% (11)	17.6% (6)	-	-	-	100% (4)

Annex: GF People data

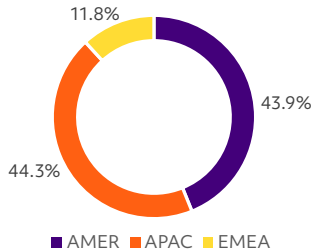
2022 New hires by age (2,569)



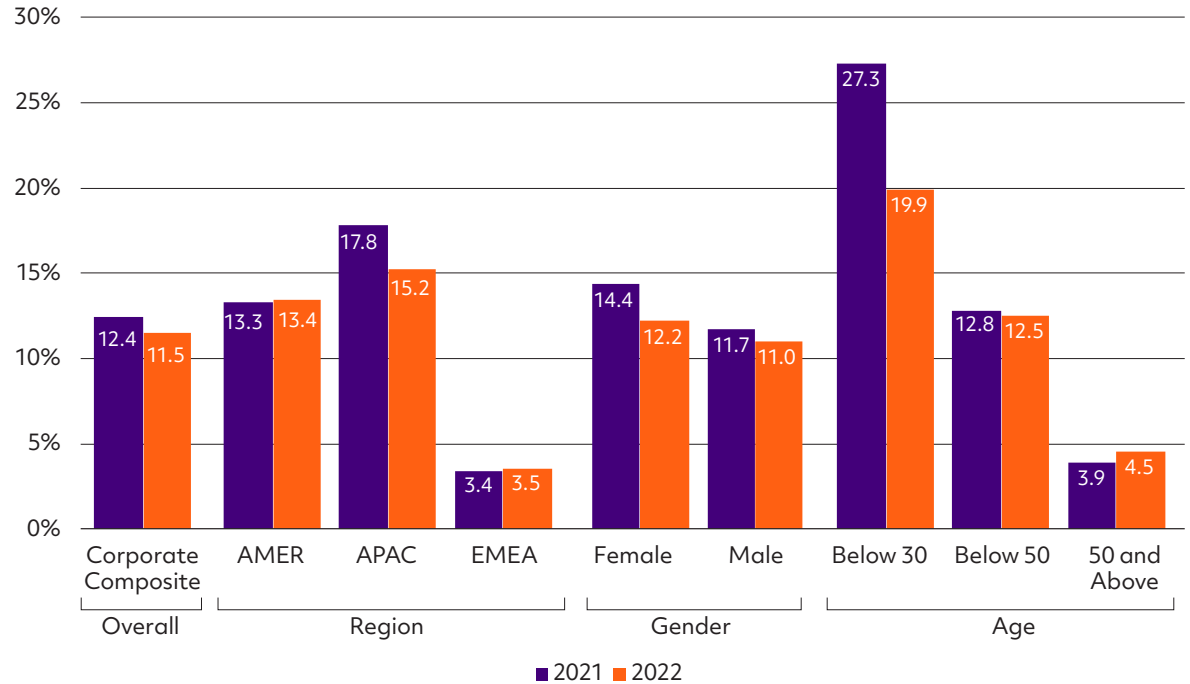
2022 New hires by gender (2,569)



2022 New hires by region (2,569)



Voluntary attrition rate by region, gender and age



Annex: GF People data

GF 2022 Average training hours for GF employees by gender, age, and job category – instructor led and web-based trainings

Average Training Hours	Female			Male			Non-binary/not declared			Age not listed	Total Average
	Under 30	30-50	Over 50	Under 30	30-50	Over 50	Under 30	30-50	Over 50		
Non-managers	32.7	22.8	13.6	34.7	22.8	13.2	31	14.6	20.1	14	22.7
Managers (all managers below Director level)	10.3	23.7	22.3	35.9	22.4	20.1	NA	NA	48.2	NA	21.9
Directors and above	NA	13.1	12.4	NA	11.7	13.6	NA	0.3	NA	NA	12.8
Vice Presidents and above	NA	7.4	6.8	NA	3.8	8.9	NA	1	NA	NA	7.1
Total Average	22.9			22.2			19.4			NA	22.4

In addition, our fab-based technicians, operators and engineers receive significant amounts of on-the-job-training (OJT) which we estimate exceeded one million hours in 2022, increasing average training hours to close to 100 hours per employee. Key technical expertise is built in areas including Photolithography, Thin Films, Etch, Diffusion, CMP, CFM, Test, Quality, Labs, Facilities, Factory Systems Setup team, IT, IT Security, Customer Engineering and Global Supply Chain.

Annex: TCFD table

Disclosure area	TCFD recommended disclosure	GF metric or qualitative disclosure	Disclosure location
Governance	Disclose the organization's governance around climate-related risks and disclosures.	<p>Oversight of Environment, Social and Governance (ESG) matters, including climate, is within the charter of the Audit, Risk and Compliance Committee (ARCC) of our Board of Directors. The full Board also receives regular updates on our climate change initiatives, including progress towards meeting goals established through our Journey to Zero Carbon initiative.</p> <p>ESG and climate matters are overseen by our Stewardship Committee, which includes Manufacturing Operations, Finance, Legal, Global Supply Management, and Technology, Engineering and Quality. Our CEO receives regular ESG updates and approves major initiatives.</p>	<p>Governance (page 21) GF 2022 Annual Report on Form 20-F, page 71</p>
Strategy	Disclosure of the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	<p>We recognize the critical global environmental challenges, specifically climate change, are impacting the environment, human society and the worldwide economy. To align with climate science and minimize longer term exposure to climate change, in August 2021 we announced our Journey to Zero Carbon Initiative, building on longstanding GHG emission reduction strategies to conserve energy, implement additional emission controls and develop renewable and lower-carbon energy sources. Our goal is to reduce absolute combined Scope 1 and Scope 2 GHG emissions by 25% from 2020 to 2030 - even as we significantly expand our global manufacturing capacity. In 2022, our total Scope 1 and Scope 2 emissions decreased by two percent as compared to 2021, marking a change in GF's emissions trend as a consequence of the Journey to Zero Carbon emission reduction projects- while still six percent higher than at the 2020 baseline. As a result, our combined normalized rate of GHG emissions improved by 6% while our 2022 GHG intensity (emissions/revenue) improved by 20 % over 2021.</p> <p>In early 2022, we conducted a TFCF-aligned climate risk assessment and a qualitative scenario analysis that utilized selected low and high emissions scenarios. While climate modeling is complex and different outcomes are possible, based on this qualitative scenario analysis, we do not expect any of the evaluated risks to present material impacts in the short-term (1-2 years) to mid-term (3-5 years). Our manufacturing sites are located in generally low-risk geographies for natural hazards, and the scenario analysis did not indicate a significant risk to our operations from extreme weather events well into the middle of the century. Through the end of 2022 there were no significant changes to our operations that materially affect the conclusions of our TCFD analyses. We continue to evaluate additional steps to refine the qualitative analysis, including potential future application of quantitative scenario analysis. Please refer to our 2023 CDP Climate Change survey for additional details including the specific scenarios utilized in our Qualitative Scenario Analysis.</p>	<p>GF 2022 Annual Report on Form 20-F, see the Risk Factors section, specifically pages 17, 23.</p> <p>We also describe our climate-related risks and opportunities in Sustainable manufacturing, page 74-76; and Technology solutions for humanity, pages 38.</p> <p>For additional detail please see our 2023 CDP Climate Change survey.</p>

Annex: TCFD table

Disclosure area	TCFD recommended disclosure	GF metric or qualitative disclosure	Disclosure location
Risk management	Disclose how the organization identifies, assesses, and manages climate-related risks.	<p>GF's approach to risk management and our risk factors are described in our Annual Report on Form 20-F. Please see additional information on risk management and our efforts to reduce our climate change impacts in this Corporate Responsibility Report, primarily in Chapter 4 (Governance) and Chapter 10 (Sustainable manufacturing, see subsections: GHG emissions – climate risk mitigation, Energy and Water).</p> <p>ESG risks, including potential risks associated with climate change are evaluated within GF's Enterprise-wide Risk Management (ERM) System and framework consistent with the ISO 31000 Risk Management Standard and the COSO framework to meet our commitments to customers, shareholders, the community, and employees. GF's ERM System and framework ensures integration of risk management practices into business processes and operations and consistent, informed, effective, efficient, and accountable action for safeguarding assets, achieving competitive advantage and enabling GF's growth and success.</p> <p>Our TCFD-aligned climate risk assessment and qualitative scenario analysis utilized selected low and high emissions scenarios. The transitional risks included pricing of GHG emissions through carbon taxes and fees, and costs for lower emissions technology in manufacturing operations. The physical risks included increased severity of extreme weather with the potential to impact GF manufacturing operations in Germany, Singapore and the Northeast region of the U.S., or our suppliers, and rising mean temperatures.</p>	<p>Governance "Risk management and business continuity" page 25; and Sustainable manufacturing, page 73.</p> <p>GF 2022 Annual Report on Form 20-F – "Key Information", section D "Risk Factors Summary" beginning on page 3.</p>
Metrics and targets	Disclosure of the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>Our Scope 1, 2, and 3 emissions data and our climate-related metrics, goals and targets are included in this annual Corporate Responsibility Report. We also participate in the 2023 CDP Climate Change and Water Security Surveys.</p> <p>Our GF Journey to Zero Carbon Goal is to reduce absolute combined Scope 1 and Scope 2 GHG emissions by 25% from 2020 to 2030. In 2022, GF realized annualized savings of 47,900 MTCO₂e of GHG emissions.</p> <p>Our electricity goal is to achieve less than 0.033 kWh /MI of normalized electricity consumption by 2025 (33% reduction from 2020 baseline). In 2022, we achieved a 23% normalized reduction when compared to 2022.</p> <p>GF provides manufacturing services for many "fab-less" or "fab-light" customers. Our Scope 1 and 2 emissions can be considered Scope 3 emissions for our customers. GF calculates customer-specific emissions based on the relevant manufacturing locations, technologies and production volumes.</p> <p>GF's 2022 Scope 3 emissions represented approximately 25% of our total and are principally related to purchased goods and services, fuel and energy related activities, waste logistics and treatment, upstream logistics and capital goods.</p>	<p>Technology solutions for humanity, page 45 and Sustainable manufacturing, page 71.</p> <p>For additional detail please see our 2023 CDP Climate Change survey.</p>

Annex: GRI index

GF has reported in accordance with the GRI Standards for the reporting period 2022.

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Company profile	4-8	2022 GF Annual Report GF Form 20-F , "Information on the Company", pages 31-44	
	2-2 Entities included in the organization's sustainability reporting	About the report	96		
	2-3 Reporting period, frequency and contact point	About the report	96		
	2-4 Restatements of information				Restatement of 2021 value in Figure 4, page 55, of 2022 Report due to a calculation error: Scope 3 GHG Emissions from "Fuel and energy related activities" 69,294 MTCE (254,079 MTCO ₂ e). Restatement of 2021 values in Figure 6, page 58 of our 2022 Report due to a calculation error: Municipal water: 39%, Singapore NEWater: 19%, GF recycled water : 20%, GF reused water: 17%, Groundwater 5%.
	2-5 External assurance	About the report	96		
	2-6 Activities, value chain and other business relationships	Company profile	4-8		
	2-7 Employees	Annex: People data	105-106		
	2-8 Workers who are not employees	Annex: People data	105-106		
	2-9 Governance structure and composition	Governance: GF governance framework	19-20, 21	Corporate Governance Overview Corporate Governance Framework 2022 GF Annual Report GF Form 20-F , "Directors, Senior Management and Employees", pages 56-59, 63-65	
	2-10 Nomination and selection of the highest governance body			GlobalFoundries Inc. Board of Directors Charter Charter of the Nominating and Governance Committee of the Board of Directors	
	2-11 Chair of the highest governance body			2022 GF Annual Report GF Form 20-F , "Directors, Senior Management and Employees", pages 56 - 59	

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
GRI 102: General Disclosures 2016	2-12 Role of the highest governance body in overseeing the management of impacts	Governance: GF governance framework; ESG governance	19, 21	Charter of The Audit, Risk, and Compliance Committee of the Board of Directors; 2022 GF Annual Report GF Form 20-F , "Directors, Senior Management and Employees", pages 56-59, 63-65	
	2-13 Delegation of responsibility for managing impacts	Governance: ESG governance	21	Corporate Governance Framework 2022 GF Annual Report GF Form 20-F , "Directors, Senior Management and Employees", pages 56-59, 63-65	
	2-14 Role of the highest governance body in sustainability reporting	About the report	96		
	2-15 Conflicts of interest			GF Director Conflict of Interest Policy 2022 GF Annual Report GF Form 20-F , "Key Information", pages 28, 72-73, 83	
	2-16 Communication of critical concerns	Governance: Ethics and compliance	22	Charter of The Audit, Risk, and Compliance Committee of the Board of Directors	
	2-17 Collective knowledge of the highest governance body	Governance: ESG governance	21		
	2-18 Evaluation of the performance of the highest governance body			Charter of the Nominating and Governance Committee of the Board of Directors pages 3-4; 2022 GF Annual Report GF Form 20-F , "Corporate Governance", pages 64-65, 82-83	
	2-19 Remuneration policies			2022 GF Annual Report GF Form 20-F , "Corporate Governance", pages 59-60;	
	2-20 Process to determine remuneration			People and Compensation Committee Charter 2022 GF Annual Report GF Form 20-F , "Corporate Governance", pages 59-60;	
	2-21 Annual total compensation ratio				Omitted: Confidentiality constraints As a "foreign private issuer" under the securities laws of the United States and the rules of Nasdaq, we do not disclose this information.
	2-22 Statement on sustainable development strategy	Corporate responsibility strategy	17		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
GRI 102: General Disclosures 2016	2-23 Policy commitments	Governance: Ethics and compliance; Human rights	22-24, 29-30	GF Code, GF Human rights policy	
	2-24 Embedding policy commitments	Governance: Ethics and compliance; Human rights	22-27, 29-32	GF Code, GF Human rights policy	
	2-25 Processes to remediate negative impacts	Governance: Ethics and compliance; Human rights	22-24, 29-32	GF Code, GF Human rights policy	
	2-26 Mechanisms for seeking advice and raising concerns	Governance: Ethics and compliance	23-24		
	2-27 Compliance with laws and regulations				In 2022, GlobalFoundries was not assessed any significant fines or non-monetary sanctions.
	2-28 Membership associations	GF corporate responsibility priorities and strategy; GF stakeholders and engagement channels	15		
	2-29 Approach to stakeholder engagement	GF corporate responsibility priorities and strategy; GF stakeholders and engagement channels	13-15		
	2-30 Collective bargaining agreements				No collective bargaining agreements were in place in 2022 at GF sites. GF Fab 1 signed a collective bargaining agreement in April 2023 that will become effective as of July 2023.

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	GF corporate responsibility priorities and strategy; GF corporate responsibility priorities	16		
	3-2 List of material topics		16		
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topic			2022 GF Annual Report on Form 20-F	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Company profile	6	2022 GF Annual Report on Form 20-E , "Financial Statements", pages F5-F9; GF Q4 2022 Earnings Presentation , page 5	
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainable manufacturing: GHG emissions and climate risk mitigation ; TCFD table	73, 109-110	2022 GF Annual Report GF Form 20-E , "Key Information", pages 17, 23, 37	
	201-3 Defined benefit plan obligations and other retirement plans			2022 GF Annual Report on Form 20-E , page F-39	
	201-4 Financial assistance received from government			2022 GF Annual Report on Form 20-E , pages 38, 44, 51, 53, 76, F5-F8, F-33, F14-15, F21, F26, F28, F-35 F-38	
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topic	People: rewards and well-being	59		
GRI 206: Anti-competitive Behavior 2016	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage				Across our major locations in the US, Germany and Singapore, our average pay as a percent of minimum wage is nearly twice the minimum wage. For other major countries GF operates in, this is slightly more favorable between twice and four times the minimum wage.
	202-2 Proportion of senior management hired from the local community				75.9% of VPs and above are hired from local community with "local community" defined as the country of operation.

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topic	Governance: Ethics and compliance	22-24		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption				In 2022, the company's Ethics & Compliance Office conducted an enterprise risk assessment. The company also monitors its reporting mechanisms available to internal and external parties for corruption related matters. No significant risks related to corruption were identified.
	205-2 Communication and training about anti-corruption policies and procedures	Governance: Ethics and compliance	24		
	205-3 Confirmed incidents of corruption and actions taken				Omitted: Confidentiality constraints GF considers this data as confidential.
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topic	Governance: Ethics and compliance	22-24		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				None
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainable manufacturing: Our approach: Sustainable manufacturing: Energy	69-72, 77-78		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainable manufacturing: Energy	78		
	302-2 Energy consumption outside of the organization				GF considers outside energy consumption as part of our quantification of our Scope 3 GHG emissions.
	302-3 Energy intensity	Sustainable manufacturing: Energy	78		
	302-4 Reduction of energy consumption	Sustainable manufacturing: Energy	77-78		
	302-5 Reductions in energy requirements of products and services	Technology for Humanity	39		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainable manufacturing: Our approach Sustainable manufacturing: Water	69-72 79-82		
	303-1 Interactions with water as a shared resource	Sustainable manufacturing: Water	79-82		
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Sustainable manufacturing: Water	82		
	303-3 Water withdrawal	Sustainable manufacturing: Water	79-81		Water, specifically ultrapure water (UPW) is utilized in the complex semiconductor manufacturing process. GF sources (withdraws) water from third parties, but also has extensive water reclaim programs in place at our manufacturing facilities. Water withdrawn and reclaimed water contribute to make up upw that is the key water stream used at semiconductor manufacturing. GF's UPW use was 29,286k m ³ in 2022, 28,880k m ³ in 2021, 28,478k m ³ in 2020, 28,747k m ³ in 2019 and 28,148k m ³ in 2018.
	303-4 Water discharge	Sustainable manufacturing: Water	82		
	303-5 Water consumption	Sustainable manufacturing: Water	80		
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainable manufacturing: Our Approach Sustainable manufacturing: GHG emissions and climate risk mitigation Sustainable manufacturing: Air emissions	69-72 73-76 85		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainable manufacturing: GHG emissions and climate risk mitigation	74		
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainable manufacturing: GHG emissions and climate risk mitigation	74		
	305-3 Other indirect (Scope 3) GHG emissions	Sustainable manufacturing: GHG emissions and climate risk mitigation	76		
	305-4 GHG emissions intensity	Sustainable manufacturing: GHG emissions and climate risk mitigation	74		
	305-5 Reduction of GHG emissions	Sustainable manufacturing: GHG emissions and climate risk mitigation	74-75		
	305-6 Emissions of ozone-depleting substances (ODS)				GF does not use ODS in and does not release ODS from its manufacturing processes. Some GF fabs use a Montreal Protocol Annex C substance as a refrigerant in closed chillers in conformance with applicable laws and regulations.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainable manufacturing: Air emissions	85		Our 2022 fabs' combined corrosive emissions were approximately 82,600 kg (this value is based on air emission measurements conducted annually at each fab). Our 2022 fabs' combined VOC emissions were approximately 89,000 kg (this value is based on air emission measurements conducted annually at each fab).

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainable manufacturing: Our approach , Sustainable manufacturing: Waste	69-72 , 83-84		
	306-1 Waste generation and significant waste-related impacts	Sustainable manufacturing: Waste	83		
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Sustainable manufacturing: Waste	83-84		
	306-3 Waste generated	Sustainable manufacturing: Waste	83		
	306-4 Waste diverted from disposal	Sustainable manufacturing: Waste	84		
	306-5 Waste directed to disposal	Sustainable manufacturing: Waste	84		
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topic	Responsible sourcing: Responsible supply chain	88		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible sourcing: Responsible supply chain	88		
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible sourcing: Responsible supply chain	89-92		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topic	People: Rewards and well-being	59-62		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex: People data	107		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People: Rewards and well-being	59		
	401-3 Parental leave	People: Rewards and well-being	61		
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topic	People: Rewards and well-being	59-62		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes				We provide a minimum number of weeks' notice to employees prior to implementing significant operational changes that could substantially affect them in accordance with local requirements in the different locations where we operate. We also have regular meetings with all employees via webcast, to provide information on business changes.

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topic	Health, safety and well-being: Our approach	34-37		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety and well-being: Our approach	34-35		
	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety and well-being: Our approach	34-36		
	403-3 Occupational health services	Health, safety and well-being: Promoting health and well-being	37		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, safety and well-being: Our approach	34-37		
	403-5 Worker training on occupational health and safety	Health, safety and well-being: Our approach	34-35		
	403-6 Promotion of worker health	Health, safety and well-being: Promoting health and well-being	37		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				Omitted: Not applicable GF has full control over both the work and workplace at GF fabs.
	403-8 Workers covered by an occupational health and safety management system	Health, safety and well-being: Our approach	34		
	403-9 Work-related injuries	Health, safety and well-being: Safety performance in the workplace	35-36		Omitted: Data for 409 b.iii and 403-9 b.v Information unavailable/incomplete. GF does not report data for b.iii. and b.v. because we do not have full access to data on hours worked by employees of supplier companies who perform work at GF fab premises.
	403-10 Work-related ill health				During 2022 GF recorded no cases of work related ill health and no fatalities as a result of work-related ill health affecting GF employees or contractor employees performing work at GF fab sites.

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topic	People: Investing in people	47-51		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People: Investing in people Annex: People data	48 108		
	404-2 Programs for upgrading employee skills and transition assistance programs	People: Investing in people	49-51		
	404-3 Percentage of employees receiving regular performance and career development reviews	People: Investing in people	49		
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topic	People: Diversity, equity, inclusion, and belonging	52-58		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People: Diversity, equity, inclusion, and belonging	57		
	405-2 Ratio of basic salary and remuneration of women to men	People: Rewards and well-being	62		
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topic	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topic	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topic	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights: Human rights assessments and audits Human rights: Human rights risk mapping Responsible sourcing: Responsible supply chain	30 32 88-92		

Annex: GRI index

GRI standard	Disclosure	Report section	Page number	Additional reference	Direct disclosure / Omission reason
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topic	Community impact	64-67		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community impact ; GlobalGives Site profiles	64-67 ; 99-103		
	413-2 Operations with significant actual and potential negative impacts on local communities				None
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topic	Responsible sourcing ; Responsible supply chain	89-92		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible sourcing ; Responsible supply chain	88		
	414-2 Negative social impacts in the supply chain and actions taken	Responsible sourcing ; Responsible supply chain	89-92		None

Annex: SASB index

Topic	Accounting metric	Category	Unit of measure	Code	GF disclosure
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	Metric tons (t) CO ₂ -e	TC-SC-110a.1	(1) 2022 Scope 1 GHG emissions: 1,649,765 MTCO ₂ -e (see Figure 7 in Sustainable manufacturing) (2) 2022 Scope 1 perfluorinated compounds emissions: 1,215,816 MTCO ₂ -e. Perfluorinated compounds emissions provided here include PFCs (perfluorocarbons) such as CF ₄ , C ₂ F ₆ , C ₃ F ₈ , C ₄ F ₈ , as well as NF ₃ and SF ₆ , but not HFCs (hydrofluorocarbons), such as CH ₂ F ₂ and CHF ₃ .
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	n/a	TC-SC-110a.2	We disclose our GHG emissions over time, our GHG Emissions reductions projects, as well as our strategy in section Sustainable manufacturing of the report, and in the TCFD table . Strategy: We recognize the critical global environmental challenges, specifically climate change, impacting the environment, human society, and the worldwide economy. As an important step to align with climate science and minimize longer term exposure to climate change, in August 2021 we announced our Journey to Zero Carbon Initiative, building on GHG emission reduction strategies to conserve energy, implement additional emission controls and develop renewable and lower-carbon energy sources. Our goal is to reduce absolute Scope 1 and Scope 2 GHG emissions by 25% from 2020 to 2030 - even as we significantly expand our global manufacturing capacity. Our Journey to Zero Carbon Initiative supports the aims of the Paris Agreement, which calls for significant absolute reductions by 2030 on a path to global "Net Zero" GHG emissions by 2050. At the same time, and all within the scope of this goal, GF is investing in significant capacity expansions at our existing facilities in the U.S. and Germany as well as our new 300mm fab (Module 7H) in Singapore. Performance and progress against targets 2022 combined absolute Scope 1 and Scope 2 emissions were six percent higher than the 2020 baseline. However, they decreased by more than 47,000 MTCO ₂ e (two percent) as compared to 2021, marking a change in GF's emissions trend as a consequence of the Journey to Zero Carbon emission reduction projects that GF has embarked on since 2021. Normalized 2022 Scope 1 and Scope 2 combined emissions decreased six percent compared to 2021 and 18 percent compared to 2020.
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-130a.1	(1) 15,614,098 GJ (2) 62% (3) 0.1% (self generated solar electricity)
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	TC-SC-140a.1	(1) 26,851 Thousand m ³ (2) 3194 Thousand m ³ Zero percent of GF water withdrawal or consumption is in regions with high or extremely high baseline water stress per the World Resources Institute's (WRI) "Aqueduct Water Risk Atlas"

Annex: SASB index

Topic	Accounting metric	Category	Unit of measure	Code	GF disclosure
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	(1) 59,552 Tons (In combination with hazardous waste per applicable legal definitions, we also include the category "byproducts beneficially recycled and reused" in this total. This category is only applicable to our U.S. sites because reclaimed material is excluded from the U.S. EPA definition of hazardous waste.); (2) 52% (the rate combines the categories "recycled /reused" with "byproducts beneficially recycled and reused")
Employee Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	n/a	TC-SC-320a.1	We disclose our management approach to employee safety and health in this report's section Health, safety and well-being , including our enterprise certification to ISO 45001.
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Reporting currency	TC-SC-320a.2	None (0 USD)
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SC-330a.1	(1) GF is proud to employ a highly diverse, multicultural workforce across our global locations with more than 83 nationalities across 13 countries. GF does not disclose the number of employees that are foreign nationals. (2) GF discloses our workforce composition by region in the People section, and the Annex: People data .
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-SC-410a.1	We disclose our management approach to product stewardship, including product material content compliance, in section Sustainable manufacturing of this report. We do not disclose percentage of products by revenue that contain IEC 62474 declarable substances. ALL GF manufactured finished die patterned wafers comply with applicable regulatory requirements, including the EU Directive on restricted use of certain hazardous substances in electrical and electronic equipment (RoHS Directive), its sister directives in other jurisdictions, such as China RoHS, and other legislation that regulates substances contained in products (also called "articles"), the EU Regulation on Registration, Evaluation, and Authorization of Chemicals (REACH) as well as Toxic Substances Control Act (TSCA) provisions on the presence of designated substances in articles. All GF products must also meet the banned, restricted, and declarable requirements of the GF Specification for Banned, Restricted and Declarable Materials Management (FE-0033) which includes both regulatory and customer-driven requirement. Please see here for more information: https://gf.com/chemical-and-material-use/
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Various, by product category	TC-SC-410a.2	We disclose our general management approach to product energy efficiency in report section Technology solutions for humanity .

Annex: SASB index

Topic	Accounting metric	Category	Unit of measure	Code	GF disclosure
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	TC-SC-440a.1	<p>GF's approach to responsible sourcing of certain conflict minerals (gold, tungsten, tantalum, tin and cobalt) is described in section Responsible sourcing, subsection Responsible minerals sourcing. In 2022, GF started to launch an Extended Minerals campaign, focusing on nine non-ferrous minerals in our supply chain.</p> <p>Securing and protecting the ongoing supply of strategic and critical materials and minerals (including the subset of the "Rare Earth" elements that are important to our industry) ensures continuity in our manufacturing operations and most importantly, delivery to our clients. As such, GF's Global Supply Management organization has implemented a rigorous Business Continuity Planning (BCP) process that considers multiple factors of risk with corresponding proactive mitigation plans and actions. This BCP process is global in scope and is reviewed on a regular basis to maintain a constant state of readiness. Proactive measures are undertaken to ensure the protection of our supply both in the short and long term. We are not totally immune to global shortages, but our global footprint, with Fabs on three continents, helps us to diversify our supply chain and gives us the flexibility to cross-qualify our Fabs as well as leverage alternative sources for key supplies.</p>
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TC-SC-520a.1	None (0 USD)

Annex: GHG verification statement



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by GlobalFoundries for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of GlobalFoundries. GlobalFoundries is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of verification are less extensive in nature, timing and extent than in a reasonable level of verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
 - Non-manufacturing sites
 - Emissions associated with refrigerant losses (comfort cooling)

Types of GHGs: CO₂, N₂O, CH₄, NF₃, SF₆, HFCs, PFCs

GHG Emissions Statement:

- Scope 1:** 1,649,765 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 934,912 metric tons of CO₂ equivalent
- Scope 2 (Market-Based):** 811,685 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 emissions statement were in some cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2022 to December 31, 2022

Criteria against which verification conducted:

- World Resources Institute (WRI) World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

WATER RESOURCES • ENVIRONMENTAL SERVICES • HEALTH & SAFETY • CLIMATE CHANGE
Apex Companies, LLC • (800) 733-2739 • www.apexcos.com



Page 2

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of GlobalFoundries;
- Review of documentary evidence produced by GlobalFoundries;
- Review of GlobalFoundries data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions; and
- Audit of sample of data used by GlobalFoundries to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions opinion declaration shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that GlobalFoundries has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Annex: GHG verification statement

