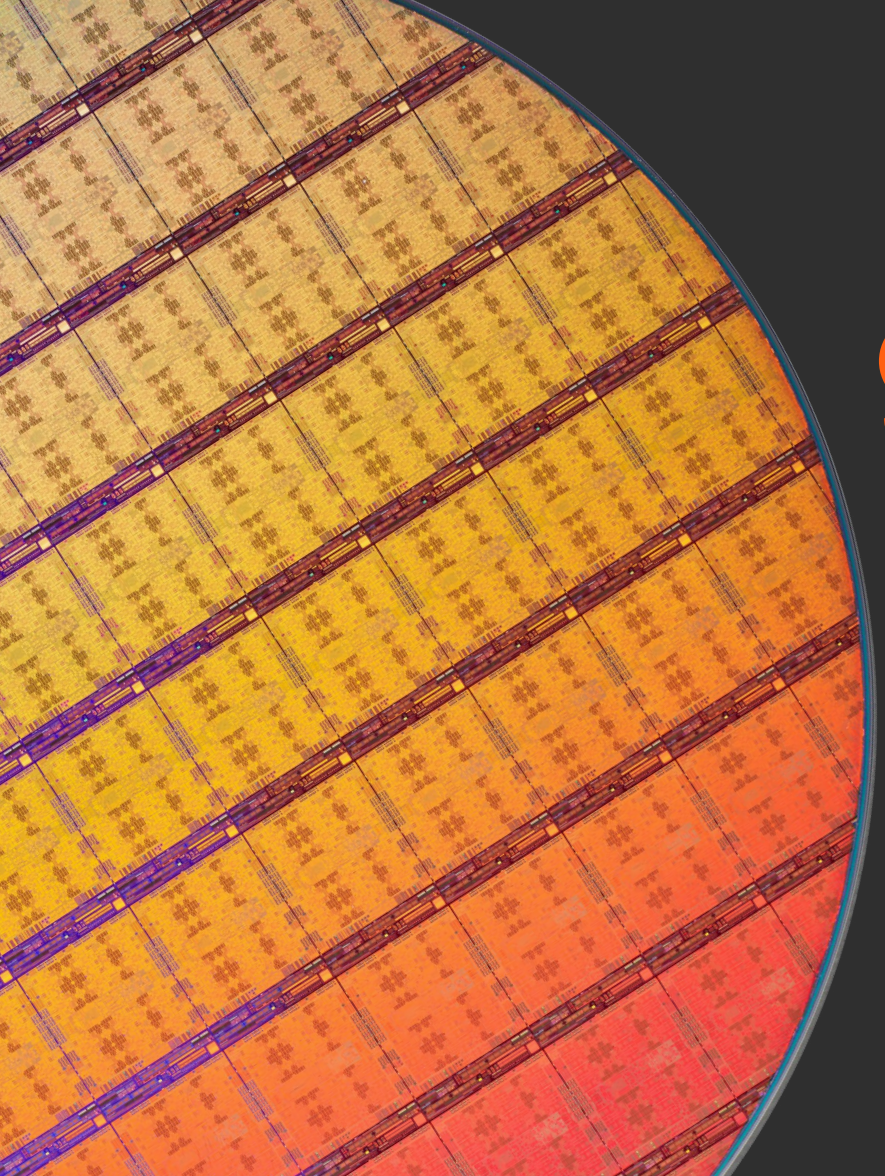


GlobalFoundries®

2026 Sustainability Report

Table of contents

Company profile

GF is a leading manufacturer of essential semiconductors, enabling AI at scale from the cloud to the physical world. We are a differentiated technology partner, combining research and development (R&D), intellectual property (IP), design, custom silicon and advanced manufacturing across a flexible global footprint. Built on deep partnerships with customers, governments and ecosystem collaborators, we enable what matters most.

Company profile

GlobalFoundries (GF) is a leading manufacturer of essential semiconductors, enabling AI at scale from the cloud to the physical world. Supported by global manufacturing operations, we are a trusted, holistic technology partner to customers worldwide.

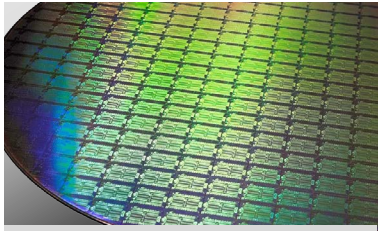
The differentiated chips we make enable billions of electronic devices that are pervasive in daily life and throughout nearly every sector of the global economy. As computing scales rapidly in the data center and intelligence extends into the physical world, demand is growing for smarter, more connected and power-efficient systems. GF continues to innovate its technology platforms to help customers meet rising expectations for performance, efficiency and reliability.

Through close collaboration with customers and partners, we support critical end markets, including automotive, smart mobile, internet of things (IoT), data center and communications infrastructure, and aerospace and defense (A&D). Our role in these value chains underscores the importance of responsible product design, efficient manufacturing and dependable operations.

With our global team and manufacturing footprint spanning the United States (U.S.), Europe and Asia, GF provides trusted, geographically diverse manufacturing globally and locally. Just as the chips we manufacture are vital to innovations supporting a cleaner and healthier future, GF is committed to minimizing our environmental impact, operating responsibly and creating long-term value through strong corporate responsibility practices.

GF's foundation: Three core pillars

CREATE DIFFERENTIATED, ESSENTIAL CHIP TECHNOLOGY



BUILD DEEP CUSTOMER AND ECOSYSTEM PARTNERSHIPS

DELIVER DEPENDABLE, GEOGRAPHICALLY DIVERSE OPERATIONS

Employees
~14,000

2025 Revenue*
$6.79B

2025 Wafer shipments (300mm eq.)
2.3M

Patents
~8,500

Customers
200+

Manufacturing sites across three continents
4

** For full financial information, please refer to GF's Investor relations page.*

Global footprint

GF's global manufacturing footprint enables us to make the differentiated technology platforms our customers need, where they want them produced, with the flexibility and security their supply chains require. GF has four world-class manufacturing sites across the U.S., Germany and Singapore. Our manufacturing sites provide the scale, geographic diversification and flexibility to meet the needs of our customers around the globe. By manufacturing on three continents, GF delivers reliable capacity and supply chain security that are vital to our customers and the world economy.

** 300mm manufacturing partnership in China which is not under GF operational control.*

Our mission, vision and values

Our mission

At GF, we innovate and partner with our customers to deliver solutions for humanity. We manufacture semiconductors around the globe.

Our vision

We are changing the industry that is changing the world.

Our values

We approach our work and our relationships with unyielding integrity and **four key principles**.

Create

We innovate beyond what is possible today, differentiate our technology to enable customer success, bring a passion for problem-solving and create value for our customers and for our stakeholders.

Embrace

We believe diversity is a competitive advantage, that the best ideas come from being inclusive, that we act with a shared sense of purpose and that we respect everyone.

Partner

We collaborate across all borders and boundaries, strive for win-win outcomes, build trust as the basis of every relationship and ensure our customers can count on us to deliver on our commitment.

Deliver

We work effectively, efficiently and decisively, focus on outcomes and are accountable for results, celebrate and reward success and recognize that nothing matters without safety.

2025–2026 company highlights

In 2025 and early 2026, GF accelerated its trajectory with a series of strategic moves, including the acquisition of critical technologies, advancing next-generation platforms and deepening partnerships with customers and governments. From silicon photonics and gallium nitride (GaN) to AI-optimized manufacturing and space-grade semiconductors, these milestones reflect the breadth of our innovation and the scale of our ambition to lead in high-growth, high-impact markets.

Company milestones (2025–early 2026)

1. **$16 Billion U.S. expansion plan (June 2025)**
   GF unveiled a $16 billion investment plan to expand and modernize our New York and Vermont fabs, including a second fab in Malta and new GaN and packaging capabilities.
2. **Expanded partnership with Apple (August 2025)**
   GF deepened our long-standing partnership with Apple to manufacture wireless connectivity and power management chips in the U.S. The agreement supports Apple's American Manufacturing Program and accelerates investment at GF's Malta fab.
3. **GF joins World Economic Forum's Global Lighthouse Network (September 2025)**
   GF's Fab 7 in Singapore was named to the World Economic Forum's Global Lighthouse Network, recognizing our leadership in deploying Industry 4.0 technologies, such as AI, IoT and advanced analytics, to drive productivity, sustainability and workforce development across our global manufacturing operations.
4. **€1.1 Billion expansion of Dresden fab (October 2025)**
   GF announced a €1.1 billion expansion of our Dresden, Germany fab under Project SPRINT. The investment will increase capacity to over 1 million wafers per year by 2028 and is supported by the German government and EU Chips Act.
5. **GF and Navitas partner on U.S. GaN manufacturing (November 2025)**
   GF and Navitas Semiconductor formed a strategic partnership to advance U.S.-based GaN technology and manufacturing. The collaboration targets high-efficiency power solutions for AI data centers, electric vehicles (EV) and renewable energy systems.
6. **TSMC GaN technology license (November 2025)**
   GF licensed 650V and 80V GaN-on-silicon process technologies from TSMC to accelerate its U.S.-based GaN power device manufacturing. The agreement supports GF's roadmap for power electronics in AI, EVs and industrial applications.
7. **GF and BAE Systems partner on space-grade semiconductors (November 2025)**
   GF and BAE Systems announced a collaboration to develop and manufacture radiation-hardened semiconductors for space applications. The partnership supports U.S. defense and aerospace priorities by leveraging GF's secure manufacturing capabilities and BAE's expertise in space systems.
8. **Siemens and GF collaborate on AI-driven manufacturing (December 2025)**
   GF and Siemens announced a strategic collaboration to deploy AI-driven manufacturing technologies across GF's global operations. The partnership aims to enhance productivity, quality and supply chain resilience by integrating Siemens' industrial AI solutions into GF's semiconductor fabs.

Mergers & acquisitions (2025–2026)

1. **MIPS (August 2025)**
   GF completed its acquisition of MIPS, a U.S.-based provider of RISC-V processor IP, along with AI and machine learning software tools. The acquisition supports GF's Physical AI strategy and enables customizable compute solutions for automotive, industrial and edge applications.
2. **Advanced Micro Foundry (November 2025)**
   GF acquired AMF, a silicon photonics foundry in Singapore. The acquisition expands GF's photonics technology portfolio and manufacturing capacity, positioning GF as a global leader in silicon photonics for AI and communications.
3. **InfiniLink (November 2025)**
   GF acquired InfiniLink, a Cairo-based startup specializing in high-speed optical connectivity chips. The acquisition enhances GF's in-house design capabilities for co-packaged optics and strengthens its silicon photonics roadmap.
4. **Synopsys ARC processor IP business (June 2026)**
   GF completes acquisition of Synopsys' Processor IP Solutions Business, delivering a holistic technology platform for Physical AI. Combined with MIPS, by GF, the acquisition establishes GF as a technology partner offering customers a software-to-silicon capability.

For the latest news and announcements from GF, please visit: Newsroom | GlobalFoundries (gf.com). For additional information on GF, please see our 20-F filing with the U.S. Securities and Exchange Commission (SEC): GF's 2025 Form 20-F annual report.

Awards and recognitions

GF has been recognized for outstanding employment programs, responsible business practices, sustainability and environmental, health and safety (EHS) performance by the following organizations:

Sustainability performance ratings and frameworks

- Morningstar Sustainalytics: "Low Risk" Environmental, Social and Governance (ESG) Risk Rating as of March 2026
- Institutional Shareholder Services (ISS): "Prime" Corporate ESG Performance rating, earning a decile[1] ranking of "1" as of October 2025
- S&P Corporate Sustainability Assessment (CSA): Company performance ranks in the top 10% for the semiconductors and semiconductor equipment industry as of April 2026
- Carbon Disclosure Project (CDP): "B" rating for Climate Change (2025); "A-" rating for Water Security (2025)

Sustainability

- 3BL in partnership with ISS: 100 Best Corporate Citizens (2025, 2024)
- Newsweek: America's Most Responsible Companies (2024, 2023)
- TIME: World's Best Companies (2024)

Environmental

- Forbes: Net Zero Leaders (2026, 2025)
- Newsweek: America's Greenest Companies (2025)
- USA Today: America's Climate Leaders (2025, 2024)
- Energy Efficiency National Partnership (EENP) Awards: Best Practices Award for the GIGA+ Remote Plasma Clean Project – GF Singapore (2025)

Occupational health and safety

- Healthiest Employers of the Capital District [Albany, New York] – GF Malta, New York (2019-2025)
- Vermont Governor's Excellence Award: Worksite Wellness – GF Burlington, Vermont – Gold (2020-2025), Silver (2019)
- Singapore Global Firefighters and Paramedics Challenge (SGFPC): Champion and Second Runner-Up in the Company Emergency Response Team category – GF Singapore (2025)
- National Fire and Emergency Preparedness Council (NFEC): Fire Excellence Award – GF Singapore (2024)

[1] *The decile rank shows where the rating falls within the industry, divided into ten equal groups. A decile rank of 1 indicates the rating is in the top 10% of the industry.*

Awards and recognitions

Talent: Workplace inclusion and engagement

- Human Resources Excellence Awards for Excellence in HR Communication Strategy – GF Singapore (2025)
- Top 3 in the Digitalization & AI category at the German Qualified Workers Award – GF Dresden (2025)
- Human Rights Campaign (HRC): Equality 100 Award for being a leader in LGBTQ+ workplace inclusion (2026, 2025, 2024)
- Great Place to Work-Certified™ – GF Singapore (2025, 2024, 2023, 2022)
- Employee Experience Awards (EXA) – GF Singapore (2025, 2024, 2023)
  - Overall Learning Award
  - Gold Best Award for:
    - Best Holistic Leadership Development Strategy
    - Best Diversity and Inclusion Strategy
    - Best Learning and Development Program
    - Best Capability Development Program for the HR Team
    - Best Skilling Strategy
- HerKey's AccelHERate & DivHERsity Awards – GF India recognized as a Top 3 Company in the Electrical/Electronics/Semiconductor category (2025, 2024, 2023)
- Disability Index: Best Places to Work for Disability Inclusion – GF U.S. (2025, 2024)
- Handshake Early Talent Award – GF U.S. (2026, 2025, 2024)
- Campus Forward Award – GF U.S. (2025, 2024)
- Yello and WayUp's Top 100 Internship Programs - GF U.S. (2025, 2023)
- 2025 Singapore Opportunity Index: Top 300 companies for Career Anchors and Career Launchers – GF Singapore
- Workforce Transformation Award: Initiative by Workforce Singapore (2025, 2024)
- World Economic Forum's Global Lighthouse Network – GF Singapore (2025)
- Fast Company: "Best Workplaces for Innovators" in the Science and Technology category (2024)
- Process Excellence Award: Shared Services Summit & Awards (2024)
- Albany Business Review: "Women in Leadership" Award Winner – GF Fab 8 (2023, 2022)

Community: Philanthropy and educational partnerships

- Newsweek: America's Most Charitable Companies (2026)

Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audit recognition[2]

Demonstrating sustained excellence in the five responsible business topic areas: labor, health and safety, environment, ethics and supply chain management. VAP score of 200 represents the highest level of achievement.

- GF Burlington, Vermont – score of 200 in years 2025 and 2023
- GF Malta, New York – score of 200 in years 2024 and 2022
- GF Dresden, Germany – score of 193.8 in year 2025 and 200 in year 2023
- GF Singapore[3] – score of 200 in years 2025 and 2023

[2] *GF conducts two audits per year, alternating between the four sites. Each site is audited on a biennial cadence.*

[3] *Closure audits for initial findings in each year resulted in final scores of 200.*

A letter from our CEO, Tim Breen

Sustainability is an ongoing journey that evolves with our business and the world around us. While we are proud of the progress outlined in this report, our focus remains on continual improvement — guided by data, accountability and a commitment to doing things the right way. We're not finished. But we're making real progress, and our best days are still ahead.

A letter from our CEO, Tim Breen

At GF, sustainability begins with a simple principle: how we operate matters as much as what we deliver. As demand for essential semiconductors grows, our responsibility extends beyond providing reliable, differentiated technology for our customers. It includes how we protect our people, how we manage our environmental footprint, how we govern our business and how we earn our customers' trust — every day, across every site.

Safety is the clearest expression of that responsibility. Our manufacturing operations run around the clock, and nothing is more important than making sure every employee goes home safe. In 2025, we achieved the strongest safety performance in our history, demonstrating a culture where safety is treated as a condition of success. These results are not defined solely by metrics; they are evidence of shared ownership, strong leadership engagement and a workforce that looks out for one another.

Quality is built into how we work. Our customers depend on us to deliver reliably — at scale, across complex technologies and over many years — and we take that responsibility seriously. It drives a disciplined, first-time-right approach focused on prevention, learning and continual improvement, embedding quality into how we operate and earning trust through consistent, proven performance over time.

Alongside safety and quality, we continue to advance our environmental strategy with both rigor and ambition. Manufacturing at scale requires long-term commitment, not short-term gestures. Over the past year, we strengthened our climate approach through developing a near-term science-based emissions reduction target with the Science Based Targets initiative (SBTi), which was validated in May of this year. Separate from our SBTi-validated near-term target, GF has established internal goals, including our Journey to Zero Carbon program and resource conservation goals for 2030. These goals reflect our ambition across emissions, energy, water and waste, while driving operational efficiency across our global footprint.

Our progress is grounded in engineering discipline and operational accountability. We continue to invest in energy efficiency, water stewardship and responsible materials management, recognizing that meaningful results are achieved through sustained execution over time. These efforts make our operations more resilient and position GF to grow responsibly.

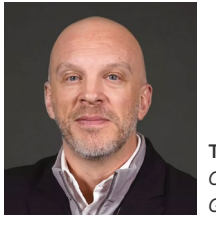
Our people remain at the center of everything we do. As GF expands its capabilities, new colleagues joining us through recent acquisitions bring valuable expertise and fresh perspectives that strengthen our ability to innovate and execute for our customers. At the same time, we remain focused on developing talent internally, investing in training and fostering an inclusive environment where individuals can build long-term careers. Our workforce is our competitive advantage. In 2025 we hired the most new college graduate employees in our company's history, with new programs to enable these employees to grow and contribute even faster.

Strong governance and ethical decision-making provide the foundation for our approach. Trust is earned through transparency, accountability and consistency. Our governance framework supports responsible business practices, effective risk management and oversight across the organization, not bolted on after the fact.

Technology is where our purpose and our impact meet. The technologies we build help customers deliver faster, smarter systems while cutting the energy required to run them. Our power-efficient solutions can deliver up to 90% energy conversion efficiency in large data centers, reducing the electricity needed to move and process massive amounts of data. Our fast-charging technologies help EVs reach 80% charge in about 10 to 15 minutes, making EVs more practical for everyday drivers. And our latest mobile platforms deliver stronger performance while using far less power — helping extend battery life in wearables and smart sensors and lowering the energy demand across automotive, industrial and communications applications. These are real, measurable gains. That's what responsible manufacturing and business-driven innovation look like in practice.

We also recognize our responsibility to the communities where we operate. Our fabs represent long-term investments, and we approach community engagement with the same long-term mindset. Through partnerships with educational institutions, workforce development programs and local organizations, we are a constructive and reliable presence that contributes to shared economic opportunity and resilience.

Sustainability is an ongoing journey that evolves with our business and the world around us. While we are proud of the progress outlined in this report, our focus remains on continual improvement — guided by data, accountability and a commitment to doing things the right way. We're not finished. But we're making real progress, and our best days are still ahead.



Tim Breen
Chief Executive Officer
GlobalFoundries

Sustainability priorities and strategy

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 our global stakeholders.

Sustainability priorities and strategy

Highlights

- GF is dedicated to **sustainable, ethical and responsible business practices**. This commitment extends to the personal and social wellbeing of our employees, our supply chain and the environment.
- **Regular stakeholder engagement** informs our sustainability strategy, helping ensure our priorities reflect evolving expectations and business needs.
- **Our board-level sustainability goals** are designed to drive progress on GF's sustainability priorities through support from company **leadership.**
- **Executive compensation** continues to be tied to success in **meeting sustainability goals**.

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 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 engage regularly with our stakeholders to share perspectives and gain insight relevant to our operations, company and sustainability strategies.

Employees

At GF, exceptional individuals are at the core of our success — bright minds who share our purpose and are dedicated to redefining the future of semiconductors. To drive innovation and deliver excellence, we cultivate an environment that empowers our people, fuels their growth and positions them to lead the industry forward. By providing opportunities for continuous learning, competitive benefits and a culture that values every voice, we ensure our employees feel supported and valued.

Employees engage and stay up-to-date on corporate and local site information through our internal communications platform, video messages from our CEO and other GF leaders, quarterly all-employee meetings, local site leadership forums and employee resource groups (ERGs). Team events and ongoing communications provide additional opportunities to ask questions and give feedback. GF also seeks in-depth, confidential employee feedback via our annual third-party OneGF Pulse Surveys. Recent surveys have focused on key elements that drive employee engagement, such as inclusion, wellbeing, role clarity, professional development, ethical behavior, purpose, empowerment and emerging themes that impact employee experience. GF management translates survey feedback into actionable plans, communicates them to employees and implements relevant programs.

Customers

Our mission is to innovate and partner with our customers to deliver technology solutions for humanity. We work closely with our customers, from startups to industry leaders, to identify the right technology and deliver the right solutions across established and emerging applications in their market segments. We engage with customers through regular customer meetings, surveys, customer inquiries and audits, as well as information sharing on supplier responsibility and human rights through dedicated information exchange platforms. In every aspect of customer engagement, we prioritize the security of our customers' intellectual property and sensitive information.

Investors

In the spirit of transparency and active engagement, GF's Investor Relations team and executives interact with shareholders during quarterly earnings calls, investor conferences, virtual meetings and other events. We also maintain active engagement through investor relations and sustainability channels to respond to shareholder inquiries, address topics of interest and complete sustainability surveys and questionnaires.

GF partner community

GF's GlobalSolutions™ ecosystem and partner program accelerate innovation by bringing together chip design, assembly and test, value-added partners and others to help our customers differentiate and get to market quicker. This network of high-growth companies collaborates to advance the future of applications in GF's end markets. With more than 100 partners, these networks nurture synergy and collaboration between partners and GF, reducing design and development barriers. We also partner with universities worldwide to drive innovation through R&D partnerships, workforce development and talent acquisition opportunities.

Communities

As a major employer in regions across the globe, GF works to support the local communities our employees call home. We are committed to being a responsible employer, strong corporate citizen and positive influence in the communities where we operate, in part by contributing to existing or emerging high-tech clusters that deliver economic benefits. We have a long history of community involvement, with well-established programs championed by global and local teams dedicated to enriching the lives of individuals in our communities around the world. Through our worldwide GlobalGives program, we empower employees to create positive change in their local communities.

Suppliers

GF strives to build long-term, collaborative supplier partnerships from a foundation of trust and integrity. Beyond day-to-day working relationships, we engage in regular business reviews, supplier inquiries, audits and our Global Supplier Rating (GSR) process. The GSR process is designed to ensure suppliers meet quality, cost, operations, service, technology, business continuity and compliance metrics, including supplier employee health and safety and sustainability performance. GF's Supplier Code of Conduct includes specific human rights, health and safety, environmental and business ethics standards and requires conformance with the RBA Code of Conduct. For suppliers whose employees perform work on GF sites, we proactively communicate site-specific rules and procedures to minimize health and safety risks. We use feedback on working conditions gathered in supplier worker interviews conducted during RBA audits at GF sites and at our suppliers' global operation sites to better understand supplier worker perspectives on potential risk and whether mitigation action is needed.

Industry collaboration

We stay on the leading edge of sustainability best practices and changes in the regulatory landscape that impact our industry through involvement in trade organizations, including the RBA, Semiconductor Industry Association (SIA), 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 science, technology, engineering and mathematics (STEM) education and the adoption of energy-efficient technologies. SIA, ESIA, the WSC and SEMI all have active EHS committees.

GF collaborates with industry partners and research organizations, including the Environment, Safety and Health Program at the Semiconductor Research Corporation (SRC), the SIA PFAS Consortium and the Semiconductor Climate Consortium (SCC; founding member). We also partner with the Sustainable Semiconductor Technologies and Systems (SSTS) research program at imec (Interuniversity Microelectronics Centre) to identify and support sustainability-focused innovations for the semiconductor industry. Additionally, GF directly partners with universities to perform research to address critical sustainability issues.

GF sustainability priorities

We regularly review our sustainability priorities to inform our strategy, actions and disclosures. In early 2025, we completed a double materiality analysis (please see the process flow in Figure 1). Double materiality combines financial materiality, which considers the external environmental and social factors that can influence the company, with the materiality of impact, which examines how the company's business activities affect the environment and society. This dual perspective is critical to obtaining a comprehensive picture of sustainability topics relevant to the company.

In 2026, we verified these results and evaluated whether any significant changes had occurred that would necessitate updates to our material topics. This ongoing assessment ensures our priorities remain aligned with the evolving business environment and stakeholder expectations. As a result of the analysis, no changes to our material topics list were identified.

GF's Stewardship Committee reviewed and approved the material topic list, which represents GF's sustainability priorities and determined the scope and content of this report:

- Health, safety and wellbeing
- Secure manufacturing
- Ethics and compliance
- Human rights
- Responsible sourcing
- Climate risk mitigation
- Talent
- Inclusion and engagement
- Community engagement and support
- Energy efficiency
- Water efficiency
- Environmental controls (waste, effluents, air emissions)
- Materials management and product compliance
- Economic performance
- Technology for humanity

Figure 1: GF materiality analysis — process flow

1 Analyze GF's sustainability context	2 List of potential material topics	3 Derivation of impacts, risks and opportunities	4 Assessment of impacts, risks and opportunities	5 Validated list of material topics

Review internal and external influencing factors:
• Existing GF materiality analysis
• Stakeholder input
• Regulations
• Sustainability ratings and trends
• Enterprise Risk Management (ERM) topics
• Global Reporting Initiative (GRI) standards
• Other relevant factors
	Establish universe of potential material topics to be evaluated based on results of Step 1.	Develop a list of impacts (both negative and positive, actual and potential), risks and opportunities associated with each potential material topic considering:
		• The company's impact on the environment and society
		• Risks and opportunities to the company
			Score and evaluate based on consistent set of criteria:
			• Time horizon
			• Value chain (upstream/ own operations/ downstream)
			• Sources of impacts, risks, opportunities
			• Impacts:
			  ○ Likelihood
			  ○ Ability to remediate
			  ○ Severity
			• Risks/Opportunities:
			  ○ Probability of occurrence
			  ○ Magnitude of potential financial effects
				Create material topics list according to resulting significance scores and by applying significance thresholds.
				GF's Sustainability Network validates the material topics list for reporting.
				GF's Stewardship Committee approves the material topics list for reporting.

GF's sustainability strategy

Our sustainability priorities support GF's strategic direction and guide the company's actions in addressing the most important sustainability topics identified for our business. While not all material topics are covered by board-level goals, these goals direct leadership attention and accelerate progress on areas considered most critical to the company's strategy and stakeholder expectations. With some of the prior goals concluding in 2025, we refreshed our goals to ensure they remain aligned with GF's current strategy and evolving stakeholder expectations. The updated goals have been approved by the Board.

The refreshed goals, presented in Table 1, build on GF's existing commitments while updating focus areas and metrics where needed to reflect current priorities. Together, they represent the next phase of our board-level sustainability agenda. The most important developments in our board-level goals include:

- GF introduced a Scope 3 supplier engagement goal as part of our SBTi-validated near-term target.
- The previous water use efficiency goal concluded in 2025, and a new water use efficiency goal has been defined for 2030.
- Building on our long-standing record of strong safety performance, GF has made its safety goal more stringent by lowering the total recordable incident rate (TRIR) target by 23% and the lost time incident rate (LTIR) target by 30%. Previously, our goal was TRIR of less than 0.3 and LTIR of less than 0.2. With these new, more ambitious goals, we are raising the bar for safety across our global operations.

The board-level goals continue to be assigned to specific executive leaders. GF manages individual progress through annual objectives and key results (OKRs), and goal achievement influences executive incentive-based compensation.

The refreshed goals and GF's work toward them are discussed in detail throughout this report. Results and progress related to goals that concluded in 2025, including the prior water use goal, safety goals and responsible sourcing goals, are included in the Sustainable manufacturing; Health, safety and wellbeing; and Responsible sourcing chapters.

Table 1: GF board-level sustainability goal highlights

Journey to Zero Carbon	Meet GF's SBTi-validated near-term target for 2030, which includes: • Scope 1 and 2: 42% reduction in greenhouse gas (GHG) emissions by 2030 from a 2021 baseline • Scope 3 supplier target: 76% of our suppliers (by emissions) of purchased goods and services and capital goods, will have science-based targets by 2030
	Net-zero Scope 1 and Scope 2 GHG emissions by 2050*
Water use	Improve water use efficiency by 35% by 2030 from a 2020 baseline
Safety	Maintain best-in-class safety performance in 2026: • Total recordable incidents per 200,000 hours worked: TRIR < 0.23 • Lost time incidents per 200,000 hours worked: LTIR < 0.14
Human rights/ supply chain	Maintain conflict-free supply chain (100% RMAP-conformant**) for gold, tantalum, tin and tungsten (3TG) and cobalt

* *This net-zero goal is not validated by the Science Based Targets initiative (SBTi) and should not be interpreted as aligned with the SBTi Net-Zero Standard.*

** *Responsible Minerals Assurance Program (RMAP). Copper Mark conformance is recognized as equivalent to RMAP conformance for cobalt smelters.*

Governance

Our governance framework is upheld by four pillars: **responsibility, fairness, transparency** and **accountability**. These principles guide how we operate, how we make decisions and how we build trust with our stakeholders. Governance at GF is not a standalone framework, but an integrated system that supports ethical business conduct, effective oversight, and disciplined risk management across the organization.

Governance

Highlights

- **Our sustainability governance structure maintains strong oversight and management** across a broad range of sustainability topics and initiatives.
- **GF's Worldwide Standards: Code of Conduct is the foundation** of our Ethics and Compliance program and an integral part of our Sustainability Management System.
- GF maintains a **structured ERM framework** to identify, prioritize and manage key risks.
- **GFShield** is a company-wide secure manufacturing program that **safeguards intellectual property, products and sensitive information** for GF and our customers.
- **GF is enabling employees and business units to leverage AI**, while maintaining a strong commitment to governance, ethical use, human oversight, protection of data, trust and regulatory compliance.

GF governance framework

Our governance framework is upheld by four pillars: responsibility, fairness, transparency and accountability.

Board of Directors

The GF Board of Directors (the Board or BoD) is responsible for ensuring appropriate governance across the organization and establishes the "tone at the top."

The Board:

- Reviews and determines company strategy
- Monitors and assesses company financial performance and health (including financial and non-financial metrics)
- Establishes and monitors 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
- Ensures corporate governance standards are implemented and maintained and that shareholder obligations, including reporting, are met

GF has separate Board chairperson and CEO roles. The majority of our Board is comprised of independent directors pursuant to applicable Nasdaq Stock Market rules. Please refer to the Annex: People data in this report for board demographics.

Board Committees

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

The Audit, Risk and Compliance Committee (ARCC) oversees 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); sustainability; information technology (IT); privacy and cybersecurity; the risk management function; and the independence, qualifications and performance of the company's external auditors. It also establishes and oversees procedures for the receipt, retention and treatment of complaints with respect to accounting, internal accounting controls or auditing matters submitted to the company. All four ARCC members have been determined by our Board as "independent" as defined by the rules of the U.S. Securities and Exchange Commission (SEC) and the applicable Nasdaq rules.

The People and Compensation Committee assists the Board in fulfilling its executive hiring and compensation responsibilities and provides guidance on personnel and compensation management.

The Nominating and Governance Committee assists the Board on matters concerning corporate governance, including the function of the Board and its committees, in identifying director nominees and recommending nominees for election by the shareholders or appointment by our Board; oversees Board evaluation; and ensures a seamless leadership transition through CEO succession planning.

The Strategy and Investment Committee guides the Board on the company's long-range strategy and business plans and assists the Board in reviewing mergers and acquisitions and investment matters.

GF's Chief Executive Officer

The Board oversees GF's CEO who manages the company's business. As supported by the executive team (XT) and broader global leadership team (GLT), our CEO manages 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 collaboration of the ARCC, the Legal Department and the Finance Group of the company oversee compliance with GF's corporate governance policies. Within the Finance Group, an Internal Controls Department has been established to, among other things, further support these efforts. Together, the Legal and Internal Controls Departments ensure adherence 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 audit play a crucial role in assisting the Board and management. External audit is responsible for auditing the company's financial statements. The Internal Audit function provides objective assurance support for the business. Internal Audit also evaluates the effectiveness of risk management, internal controls and governance processes, and identifies improvement opportunities. Internal Audit serves as a bridge between the Board and management and reports functionally 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.

Sustainability governance

GF management provides quarterly sustainability updates to the ARCC. The ARCC guides the company's approach to sustainability-related strategy, policies and disclosures and is overseen by the board. Through the ARCC, GF has established board-level sustainability goals. The responsibility for these goals is assigned to designated members of the XT and managed through their annual OKRs. Achievement of these goals influences incentive-based compensation. To review the board-level sustainability goals, please see Table 1 in Sustainability priorities and strategy.

Sustainability reports to the ARCC include progress toward our board-level sustainability goals, sustainability-related audit results, sustainability performance rating results and applicable SEC regulatory updates and recommendations. In addition to the oversight provided by the board and the ARCC, the CEO reviews and approves key sustainability policy decisions and long-term goals.

The GF Stewardship Committee sets strategic direction, conducts management reviews and provides guidance and approval regarding sustainability topics. Stewardship Committee membership includes senior executives representing the legal, finance, manufacturing, human resources (HR), communications, technology, strategy, business operations and global supply chain organizations.

GF has also established a Sustainability Network spanning multiple organizations, chaired by our Sustainability leader. The Network supports development and implementation of GF's long-term sustainability strategy and ensures organizational readiness to address stakeholder expectations. GF's organizational approach to sustainability governance is shown in Figure 2. The management approach to key sustainability topics is described in the applicable chapters of this report.

Figure 2: Sustainability governance at GF

Ethics and compliance

GF's Worldwide Standards: Code of Conduct (GF Code) and supporting corporate policies

We approach our work and our relationships with unyielding integrity. To accomplish this, we must maintain the trust of our employees, shareholders and other stakeholders. GF is committed to acting ethically in all areas of our business, and we expect all employees and partners to carry out their duties in a manner consistent with this commitment.

GF's Code is the foundation of our Ethics and Compliance program and an integral part of our Sustainability Management System. Approved by our Board, the GF Code sets forth the basic rules, standards and behaviors necessary to achieve our objectives and uphold our values. It summarizes legal and ethical standards and provides practical advice on 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.

In addition to the GF Code, GF is governed by corporate policies on Anti-Bribery and Anti-Corruption, Gifts and Entertainment, Conflicts of Interest, Insider Trading, Anti-Money Laundering and Fraud Controls. 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. Corporate policies are subject to a review and approval process with a defined cadence which includes management, and for significant changes, the ARCC. Our Director Conflict of Interest Policy and Code of Ethics for Executive Officers further emphasize the responsibility of our Directors and Executives to avoid even the appearance of corruption or conflicts of interest.

Ethics and compliance governance

Via the ARCC, the Board ensures we follow an effective compliance program. The Ethics & Compliance Office, established to develop, coordinate and support the compliance program, works directly with the ARCC.

The Ethics Committee, which includes the Chief Human Resources Officer, Chief Financial Officer, Chief Legal Officer, VP of Internal Audit and other senior operations leaders, oversees the compliance program.

The Ethics & Compliance Office implements the compliance program through an Ethics Network comprised of more than 60 cross-functional representatives. The Ethics Network helps to identify and manage key compliance risks, and provides training, communications assistance and support. The Ethics & Compliance Office also promotes employee awareness through education and training, assesses risks and works to prevent and detect unlawful and unethical conduct. It is a resource for employees to ask questions or raise concerns.

Figure 3: Ethics and compliance governance at GF

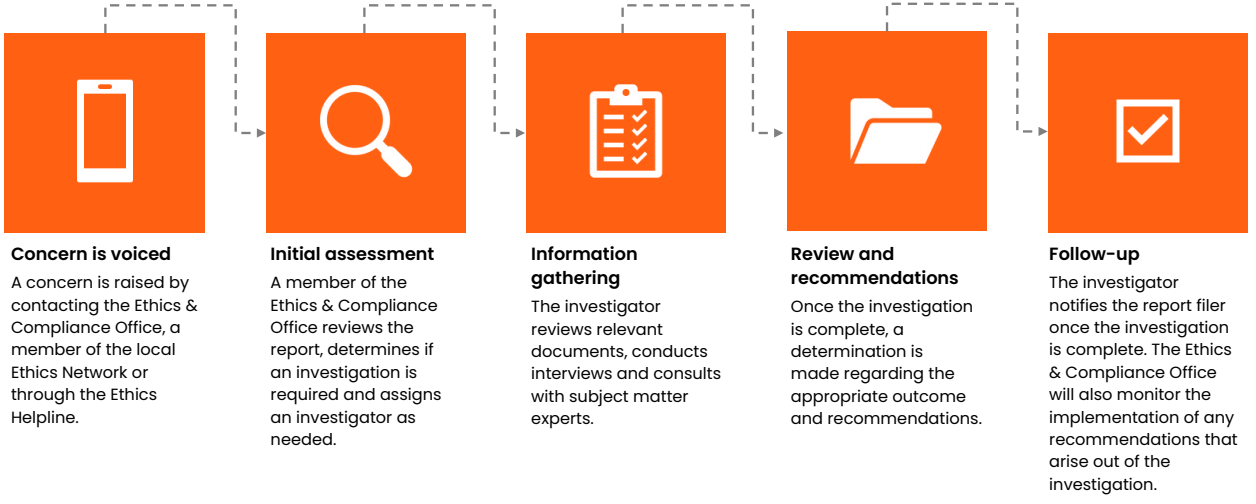
Ethics and compliance program management

The Ethics & Compliance Office assesses risk for GF Code violations annually (including corruption, fraud and our operations' human rights risks) and utilizes the input of subject matter experts and the Ethics Network to validate risk measures by category and region of operation. Assessment results are addressed through policies and programs covering a range of risk areas included in the GF Code.

Asking questions, raising concerns, no retaliation

Employees, contractors and partners are encouraged to ask questions and raise concerns and are provided with proper training on how to do so. Ethics and Compliance personnel are available in person, by phone or by email. In addition, GF maintains a third-party Ethics First Helpline, which is confidential and anonymous. The Ethics First Helpline is available globally via links on GF's intranet, an external website and described in all issued purchase orders. 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 available in over 200 languages, giving employees and any other person, including GF's supply chain workers, another avenue to raise questions and/or report concerns. GF promptly reviews all reports and 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 other teams, as appropriate.

Figure 4: Ethics and compliance report investigation process flow



The Ethics & Compliance Office also evaluates conflicts of interest, gifts and entertainment disclosures and enlists a third-party platform to evaluate and perform due diligence on charitable causes.

The Ethics & Compliance Office evaluates program effectiveness annually by reviewing the results of the risk assessment, number and nature of reported concerns, disclosures and questions, training completion and feedback, communication engagement rates and a host of other data points, all of which inform planning for the upcoming year. The Ethics Committee and the ARCC review the results of this self-evaluation.

Ethics and compliance training and communications

GF Code training is conducted upon hire and repeated annually. Training is in the form of topic-focused modules, including anti-corruption, anti-bribery and GF's zero tolerance for discrimination and harassment.

We update the training annually based on the results of GF's annual risk assessment, investigations, other legal or business developments and customer requirements. The training, as well as the GF Code itself, is delivered in English, German and Mandarin to ensure that the content is easily understood by GF employees across the globe. The Ethics & Compliance Office monitors and enforces training completion; and Internal Controls and GF's external auditor administers testing and certification. At the end of the training, each employee is required to acknowledge they have read, understand and will comply with the requirements contained in the GF Code.

Employees maintain an average on-time GF Code training completion rate of over 99%. Contractors also acknowledge understanding of and compliance with the GF Code upon onboarding.

GF provides additional focused training for targeted audiences. For instance, global leaders complete a two-hour, instructor-led Leading with Ethics course focused on ethical behavior and decision-making. We also require employees to complete Avoiding Ethical Pitfalls, an online training for our global commercial organization focused on anti-bribery and anti-corruption, insider trading and protecting confidential information.

New hires complete Respectful Workplace training, and U.S. employees complete annual Respect in the Workplace training that includes strategies for preventing workplace harassment. These courses are part of a broader organizational engagement plan that includes articles, visual displays, presentations, facilitated discussion guides for managers and executives, and other in-person training.

We celebrate global Ethics Week to increase focus on specific provisions within our GF Code. In 2025, Ethics Week included video messages, online articles and games, ethical dilemma challenges and in-person and virtual roundtable discussions between employees and their local Ethics Network members.

Through the Leading with Integrity program, GF recognizes and celebrates employees whose actions reflect our core values; model respect, integrity, and stewardship; proactively address risks; and exemplify ethical leadership by consistently doing the right thing.

Public policy engagement

We work with governments, organizations and other stakeholders across our global footprint to discuss policy positions for our company, our customers and our communities. We engage with stakeholders to promote policies that advance our business interests and align with our company values and sustainability goals. Engagements follow GF's corporate policy on Political & Public Policy Involvement and align 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 manufacturing trusted and secure chips; advancing manufacturing; investment in semiconductor manufacturing and innovation; creating more resilient and responsible supply chains; environmental sustainability and combating climate change; workforce development; inclusion and engagement; tax law; and intellectual property protections.

Lobbying and advocacy

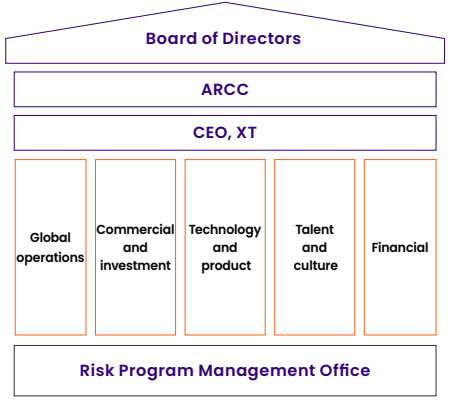
GF's Government Affairs team leads the company's political and legislative activities, adhering to the highest ethical standards in accordance with our GF Code and all applicable laws and regulations. In the U.S. and other nations, we engage at the federal and state/regional levels of government to share GF's perspective and advocate for public policies that advance our business interests and align with our company values and sustainability goals. In the U.S., we disclose lobbying activity as required by law and file reports in accordance with applicable regulations. We report quarterly lobbying activities and expenses in the U.S. and the reports can be found in the U.S., Senate's Lobbying Disclosure Act Database. Outside the U.S., we similarly follow all laws and regulations regarding the disclosure of 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. In 2025, GF did not donate to political candidates or campaigns in any location. Our company collaborates with trade groups, coalitions and other organizations on policy objectives that align with our global mission and values.

Risk management

GF is committed to maintaining an effective and structured ERM program to meet our commitments to customers, shareholders, employees and the community. The XT oversees the program in coordination with the ARCC. The ERM program focuses primarily on the top risks to our ability to deliver on our business obligations or strategic goals. GF maintains a conservative risk appetite by prioritizing compliance, operational resilience and responsible environmental practices to protect its global manufacturing operations. This approach aligns with our broader risk management framework, which emphasizes ethics, business continuity and climate-related risk mitigation.

Figure 5: GF ERM governance



GF's ERM governance (see Figure 5) ensures risk management is integrated into our business decisions and operations to safeguard our assets, grow our business and achieve our strategic goals. The ERM governance team partners closely with the Internal Audit team each year to identify key risks through executive interviews. ERM processes are regularly aligned with the audit team, which provides independent guidance on the effectiveness of the ERM framework. Enterprise-level risks are assigned to one of five fundamental business pillars, each led by a member of the XT. Within each pillar, assigned risk owners design and review mitigation plans and determine further action. Risk owners and functional risk leads (e.g., IT, facilities, HR) stay up-to-date on ERM standards and objectives and work together to implement mitigation actions and report to the respective committee. An ERM training, available for all employees, provides comprehensive guidance and education on the foundational principles and significance of risk management.

The risk management process covers five major elements (see Figure 6). GF employs a top-down and bottom-up approach to identify enterprise-level risks across a broad range of risk categories, including supply disruptions, geographical issues, HR and recruiting. Risks are identified via annual surveys of senior leadership, regular communication with functional risk leaders and review of functional risk registers across the organization. Risks are evaluated and prioritized according to the standardized GF ERM Risk Matrix, then assigned a probability score based on the likelihood of occurrence and an impact score based on the magnitude of effect.

GF has a clear process to review, mitigate and monitor risks across all levels of the organization, from individual teams to the Board. Top risks and mitigation processes are reviewed in larger forums (e.g., ARCC). Mitigation includes attempts to reduce the chance of recurrence and minimize impact. Risk monitoring is managed at the team and organizational levels. Risk Management and its process are reviewed at least once per three-year audit cycle per site, as well as during internal and external audits as a fundamental pillar of business continuity management.

Figure 6: GF Enterprise Risk Management process*

** Risks are subject to regular customer and International Automotive Task Force (IATF) certification audits. We view risk management holistically and assess a comprehensive business scope (see Table 2). Table 3 provides examples of selected emerging risks across the GF business.*

Table 2: Enterprise Risk Management scope (not exhaustive)

Strategic risks	Operational risks	Treasury risks	Business risks	Supply chain risks	Information security risks	People risks	Climate/ environmental risks
Competitive developments	Manufacturing	Banking, counterparty	Commercial/sales pipeline	Supplier management	Information technology	Hiring and retention	Transition climate risk
Geopolitical and regulatory actions	Quality control and yield	Insurance	Fab loading and utilization	Raw materials sourcing	Cybersecurity	Succession planning	Acute and chronic physical risk at GF sites
Capital expenditures and investments	Health and safety	–	Product portfolio	Inventory management	Intellectual property	Workforce management	Acute and chronic physical risks in GF supply chain

Table 3: Emerging risk examples

Business	Impact: Medium	Probability: High
Risk title	The Automated Material Handling System (AMHS), used to transport and manage materials in semiconductor fabs, is either down or interrupted	
Risk description and impact	• The inability to move wafers and other components between production tools, coupled with the risk of expert-level personnel and parts availability, poses a significant threat, particularly for the 24/7 operational requirements of fully loaded fabs	
Mitigation measures	• Immediate recovery measures in the event of a transport system disruption • Sufficient and adequately trained technicians available at all times • Acknowledgment and acceptance of potential cycle time losses	

People	Impact: Medium	Probability: High
Risk title	Competitors (existing and new) impacting GF's ability to retain and hire at all sites	
Risk description and impact	• Increased competitive pressure for talent elevates turnover, time-to-fill and labor costs • Singapore: Unemployment rate of just 2% can create shortage of skilled labor and talent war in case of new investments • U.S.: State of New York investments in semiconductor industry increases talent competition • Germany: Semiconductor fabs in and around Dresden are expanding	
Mitigation measures	• Talent Excellence Programs • Accelerate career progression for early career talents • Continue with "Great Place to Work" certifications (Singapore)	

Table 3: Emerging risk examples (continued)

Supply chain	**Impact: Medium**	**Probability: Medium**
Risk title	Geopolitical event in China/Taiwan impacts single-sourced critical materials and Outsourced Semiconductor Assembly and Test (OSAT) support	
Risk description and impact	• Large geopolitical event in China/Taiwan causes trade restrictions, embargos or other limitations in the region • This could impact availability of materials manufactured in China and OSAT processing in Taiwan	
Mitigation measures	• Conduct analysis of GF's reliance on Taiwan OSATs • Review business continuity plans for Taiwan OSATs and confirm alternative site availability for processing in the event of disruption • Adjust sourcing strategy for single-sourced critical materials, e.g., by dual-sourcing strategy	
Legal – Ethics and compliance	**Impact: Medium**	**Probability: Medium**
Risk title	AI – Improper Use	
Risk description and impact	• The risk of developing our own or using a third party's AI system in a manner inconsistent with regulatory requirements and/or applicable industry standards on the ethical use of such technology • Regulations impacting AI systems are in development and internal controls are being created in response to the dynamic regulatory environment There are penalties for improperly developed AI systems, as well as potential for civil lawsuits	
Mitigation measures	• Attention to evolution of AI regulation • When using AI, ensure model transparency and vendor due diligence • Confirm Legal and Compliance review before deployment	

Crisis management and business continuity

GF strives to meet our commitments to customers, employees and the community through credible risk assessment, disciplined mitigation, comprehensive threat awareness and practiced crisis management.

GF is committed to company-wide readiness, response and recovery within our Business Continuity program. Our Crisis Management Framework combines prethreat 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 local, regional, national or global events of significance.

We use various internal and external monitoring systems to assess prethreats and communicate potential threats globally through an internal channel. This allows us to prepare for a crisis and to ensure appropriate escalation if necessary. Our crisis management framework uses clear criteria to activate and escalate risks to the Global and Site Crisis teams, which include cross-functional representation, to ensure an integrated and consistent response regardless of event type.

Secure manufacturing

Secure manufacturing is fundamental to GF's role as a trusted partner. Protecting information, data, assets and intellectual property is essential to maintaining customer confidence, safeguarding innovation and ensuring the integrity of our manufacturing operations. Through GFShield, our enterprise-wide secure manufacturing program, GF embeds information security, cybersecurity, product security and operational security across every phase of the customer engagement life cycle.

GFShield

Based on the standards set by GF's Code, GFShield is our comprehensive commitment and program to engage every employee in safeguarding and protecting our company's and our customers' intellectual property and products. Through GFShield, we embrace our role as a relied-upon partner and a world-class foundry built on security and trust.

Protection of information, data and assets is the foundation of our customer and supplier partnerships. GFShield integrates information, product, operational security and cybersecurity into a comprehensive program that covers all phases of the customer experience. From the initial meeting through development, design, fabrication, delivery and disposal of product-related scrap, and every step between, GFShield ensures the security of our customers' products and sensitive information.

"The four pillars of our GFShield program are at the core of how we deliver for our customers throughout all areas of design and manufacturing"

—**Cole Sinkford**, Vice President and Chief Information Security Officer

GF maintains constant global monitoring, detection and reporting of cyber incidents and vulnerabilities. We conduct comprehensive annual security training for all employees. We also update training modules annually and assign one of four modules each quarter. As of April 2026, the completion rate for each module was at least 91%[4]. We augment this training with corporate-wide and management communications regarding specific threats and reminders. In addition, GF mandates usage of only approved and secure applications, including AI platforms, ensuring protection and confidentiality of GF data. We also offer role-specific training annually or as-needed for employees whose roles require an enhanced level of security awareness, control, data privacy and government product security.

GF employees and contractors are trained to identify and report suspicious activities to the GF Information Technology (GFIT) Helpdesk. The GFIT Helpdesk performs initial incident triage and investigation and escalates confirmed or suspected security incidents to the Cyber Defense team. The Cyber Defense team operates on a 24/7/365 basis, providing continuous security monitoring and incident response. An easy-to-use reporting button is integrated into company email, allowing GF users to quickly report suspicious emails for further investigation. In addition, users can report suspicious activity by emailing the GFIT Helpdesk or Cyber Defense team, enabling early threat detection and quarantine.

The GFShield Core team, comprised of regional task force leaders, coordinates strategy, deployment, implementation and measurement of program elements.

GFShield governance includes frequent reviews with the XT and quarterly ARCC review. Reviews confirm alignment on GFShield strategy, risk management and execution of program plans. As part of GFShield's cyber and information protection program, GF's Chief Information Security Officer maintains GF's global information and cybersecurity strategy, policies and procedures. The policies and procedures include annual tests of incident response and business continuity planning procedures.

[4] *As of April 13, 2026.*

Information security management system

Our Internal Audit function provides independent and objective assurance on matters related to GFShield, including the information security management system. The program leverages and embraces GF's experience as a U.S. Trusted Foundry and supplier of advanced semiconductors to the U.S. government and the aerospace and defense industries. The program also builds on GF's experience as a certified international Common Criteria manufacturer at GF Dresden and GF Singapore under ISO/IEC 15408. The stringent security requirements, control and operational learnings from these certifications are applied across all GF manufacturing locations and customer engagements, supporting a consistent and robust approach to secure manufacturing globally. This approach is validated through a combination of internal and external audits and certifications, allowing GF fabs to produce chips for financial transactions, smart cards, 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.

We maintain ISO 27001 (Information Security Management) certifications for all manufacturing sites. In addition, we strive to conform with NIST SP 800-171 requirements and to validate cybersecurity maturity through external assessment, with the goal of achieving Cybersecurity Maturity Model Certification in 2026. We conduct annual penetration testing or simulated hacker attacks and implement remediations as identified to provide additional assurance of the effectiveness of our cybersecurity efforts. We scan internal systems for vulnerabilities using third-party tools and implement identified remediations. In 2025, no material cybersecurity breaches occurred[5].

The acceptable use of GF information resources is conveyed through GF's global Information Security and AI Acceptable Usage Policy, which applies to all GF employees, contractors, contingent workers, suppliers and vendors with access to GF-managed systems and platforms.

Responsible use of AI

GF recognizes the growing role of AI in advancing secure, efficient and innovative semiconductor manufacturing, while also acknowledging the ethical, legal and operational risks associated with its use. GF is committed to the responsible and ethical deployment of AI across our operations, guided by formal governance, clear usage standards and strong human oversight. All AI use at GF is expected to align with GF's Code, applicable global regulations and evolving industry standards, with a focus on protecting data integrity, intellectual property, employee trust and customer requirements.

Central to this approach is GF's Artificial Intelligence Ethics and Regulatory Committee, which provides enterprise-wide oversight of existing, planned and proposed AI use cases. The Committee reviews AI initiatives for regulatory compliance, ethical considerations and alignment with GF values. It also has the authority to approve, restrict or halt AI deployments as needed.

In parallel, GF's Artificial Intelligence Acceptable Usage Policy establishes clear expectations for employees and partners. These expectations include strict controls on data protection and privacy, limitations on permissible use cases, requirements for human verification of AI outputs and prohibitions on unapproved tools or autonomous decision-making in sensitive areas, such as employment actions. Together, these measures ensure AI is used responsibly to augment human expertise, strengthen secure manufacturing operations and support long-term, sustainable innovation.

GF's global Information Security and AI Acceptable Usage Policy describes the acceptable use of AI at GF.

[5] *As defined by required SEC reporting.*

Human rights

At GF, respect for human rights is fundamental to how we operate and engage across our global supply chain. We are committed to creating safe, respectful workplaces and ensuring that the rights and dignity of all individuals are upheld. Through strong governance, industry-aligned standards and ongoing engagement with our suppliers and partners, we work to proactively manage risks and drive continual improvement. This approach supports transparency, accountability and long-term resilience across our business.

Human rights

Highlights

- **GF regularly conducts human rights risk assessments** of our operations and supply chain.
- GF is a member of the RBA and is **committed to the RBA Code's labor, health and safety, environmental and ethical standards**.
- **We embed human rights requirements into our supplier relationships** through our Supplier Code of Conduct, which requires alignment with our Global Human Rights Policy and the RBA Code.
- In 2025, we exceeded our goal of a combined annual average of at least 180/200 in RBA VAP audits, **achieving an average score of 198.5/200 across GF site audits**.

Our approach

GF is committed to protecting fundamental human rights and acting to avoid complicity in or contributing to human rights violations. GF's Code and Global Human Rights Policy strictly forbid child labor, forced/compulsory or bonded labor and human trafficking, in any aspect of our business or supply chain. Both policies have been approved according to our corporate policy review and approvals process, including the ARCC (as described in Governance).

Our Human Rights Policy and GF Code are aligned with the RBA Code, which is a set of rigorous, globally recognized industry standards that address labor, health and safety, the environment, ethics and management systems. Specifically, the RBA Code's Labor section sets standards for prohibition of forced labor, young workers, working hours, wages and benefits, non-discrimination/non-harassment/humane treatment and freedom of association and collective bargaining. Human rights provisions are also included in the RBA Code's Health and Safety standards. GF is a Regular Member of the RBA, and we stand committed to conforming to the RBA Code requirements and their extension into our supply chain.

GF strictly prohibits all forms of child labor and forced, compulsory or trafficked labor in our business operations and supply chain. We limit 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 follow applicable laws and meet or exceed wage and mandated benefits. GF is fully committed to equal pay for equal work among all employees. We also believe in providing internally equitable and externally competitive wages, rewards and benefits that help foster employees' physical, financial and emotional wellbeing.

Our company maintains 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, political and/or third-party affiliation, sex, sexual orientation, gender identity, veteran status or any other characteristic that is protected by applicable law. We do not condone, permit or tolerate intimidation or retaliation of any kind against any individual who raises a concern in good faith. We respect the rights of employees to associate freely and to bargain collectively.

GF is dedicated to protecting the health, safety and general wellbeing of our employees, on-site contractors, visitors and communities. We protect the personal information of our employees, contractors, consultants, suppliers, customers, visitors and others against data privacy breaches. For more details, please access our Global Human Rights Policy.

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.

Our Supplier Code of Conduct and GF contractual supplier agreements extend our requirements to our suppliers to conform to the GF Global Human Rights Policy and the RBA Code of Conduct requirements, including respecting human rights, prohibiting forced and child labor and meeting or exceeding all labor, safety and health, environmental and ethical standards of the RBA Code. Please see more information in Responsible sourcing.

We regularly conduct assessments of human rights in our own operations and in our supply chain. Potential human rights risks are identified through stakeholder communication channels (employees, contractors, suppliers, customers, local community, etc.), Ethics First Helpline reports and information received through GF's participation in sector initiatives on responsible business. If we identify or are made aware of instances of non-conformance with the GF Human Rights Policy, the GF Code, the law or any other policy or procedure, whether in GF's operations or in our supply chain, we take appropriate action to contain and correct the non-conformance, and to mitigate potential impacts and prevent recurrence.

Human rights risk assessments

We assess our own operations' conformance to our Code, our Human Rights Policy principles and the Labor section elements of the RBA Code as part of the Ethics and Compliance risk assessment process annually. We use RBA's self-assessment questionnaires (SAQs) for our corporate programs and each of our manufacturing sites. The RBA SAQs assess the risk of non-conformance to the RBA Code for each of the RBA Code sections: Labor, Health and Safety, Environment, Ethics and Management Systems. To date, GF's corporate and site-level SAQs are nearly all rated as "low risk" for non-conformance (see Table 4)[6].

We also audit our internal operations for conformity with our Human Rights Policy principles and the RBA Code. Our Internal Audit program includes conformance auditing to the RBA's Labor standards at all GF manufacturing sites every other year. We address audit findings, including any with a human rights impact, according to Internal Audit procedures and RBA standards. All GF manufacturing sites are assessed biannually in the RBA VAP[7], which audits each element of the RBA Code. VAP audits include confidential worker interviews, audits of policies and procedures, site tours and a detailed review of records.

In the case of a finding, the RBA VAP corrective action process includes defined timelines and closure auditing requirements based on the severity of audit findings[8]:

- The labor finding related to prohibited costs paid by workers identified at the Singapore site in 2024 was fully remediated as confirmed through a 2025 VAP Closure audit.
- A 2025 Dresden site VAP audit identified one non-conformity related to the lack of some worker participation in emergency drills. Corrective action planning is in progress.

In 2025, we exceeded our annual goal to achieve a combined annual score average of at least 180/200 in RBA VAP audits at GF sites by achieving an average score of 198.5/200 (see Table 5).

Table 4: GF's SAQ scores (out of a possible 100), SAQ risk rating since 2022*

	2022	2023	2024**	2025	2026
GF Corporate	94.3 L	95.6 L	95.6 L	95.6 L	95.6 L
GF Dresden, Germany	91.2 L	91.4 L	99.1 L	99.3 L	94.8 L
GF Singapore	88.2 L	88.3 L	76.2 M	72.8 M	76.1 M
GF Malta, New York	90.3 L	90.3 L	91.5 L	91.3 L	88.2 L
GF Burlington, Vermont	89.0 L	88.4 L	92 L	92.9 L	91.2 L

L (low risk) M (medium risk)

* GF shares RBA SAQs with our customers in the RBA-Online platform.

** RBA revised the site SAQ methodology in 2024; therefore, SAQ scores from 2024 and beyond are not directly comparable to 2023 and preceding years' scores.

Table 5: GF's VAP audit results (out of a possible 200) since 2022***

	2022	2023	2024	2025	2026
GF Dresden, Germany	no audit	200 P	no audit	193.8 S	no audit
GF Singapore	164 S	200 P (closure audit)	193.8 S	200 P (closure audit)	planned
GF Malta, New York	200 P	no audit	200 P	no audit	planned
GF Burlington, Vermont	no audit	200 P	no audit	200 P	no audit

P RBA VAP Platinum Level Recognition S RBA VAP Silver Level Recognition

*** GF shares VAP audit results with our customers in the RBA-Online platform.

[6] *GF Singapore 2024 through 2026 SAQ's scored as medium risk, primarily due to RBA's auto-assigned generic country risk factors for Singapore.*

[7] *The RBA VAP is an independent third-party on-site audit program.*

[8] *Classification of VAP audit finding severity is as per RBA's VAP Audit Operations Manual.*

Human rights risk mapping

We review audit and risk assessment results to identify areas of potential or actual human rights risks relevant to our operations. For assessing value chain risks, we review generic country risk indices, suppliers' RBA self-assessments and RBA VAP audit information, as well as information from industry associations, media and/or stakeholder communication channels (please see Responsible sourcing for more detail). Table 6 summarizes the results from the process, mapping out the areas of potential or actual human rights risks relevant to GF's value chain, the affected stakeholder groups, as well as GF policies governing GF risk management, risk prevention and mitigation and respective remediation.

Table 6: Areas of potential or actual human rights risks relevant to GF's value chain and GF policies governing GF risk management

Human rights risk area (potential or actual)	Potentially affected groups	Risk identified	Policies governing GF risk management
Freedom from involuntary labor	Supply chain workers	• Generic country risk • Supplier RBA-Online information	• GF Code • GF Human Rights Policy • Supplier Code of Conduct • RBA Code
Freedom from human trafficking	Supply chain workers	• Generic country risk	
Freedom from child labor	Supply chain workers		
Preventing excessive working hours	GF workers	• Generic country risk	• GF Code • GF Human Rights Policy • RBA Code • GF internal policies on working hours
	Supply chain workers	• Generic country risk • Supplier RBA-Online information	• GF Code • GF Human Rights Policy • Supplier Code of Conduct • RBA Code
Freedom from harassment or discrimination, or inhumane treatment	Supply chain workers	• Generic country risk	
Adequate wages and benefits	Supply chain workers	• Generic country risk • Supplier RBA-Online information	
Freedom of association and right to collective bargaining	Supply chain workers	• Generic country risk	
Safety and wellbeing	GF workers	• GF risk assessments	• GF Code • GF Human Rights Policy • GF EHS Policy and Standards • RBA Code
	Supply chain workers	• Supplier RBA-Online information	• GF Code • GF Human Rights Policy • Supplier Code of Conduct • RBA Code
Environmental protection and minimizing climate-related impacts	Communities/regions	• GF environmental metrics • Supplier environmental information	• GF Code • GF Human Rights Policy • GF EHS Policy and Standards • RBA Code

Health, safety and wellbeing

“In 2025, our teams delivered on GF’s Journey to Zero by achieving our lowest lost time and recordable injury rates ever recorded. Demonstrating what is possible when we show up for one another every day and engage in the continual improvement that defines our safety culture, and the shared responsibility we all have to speak up and report hazards and near misses so we can learn and prevent injuries together.”

—**Tom Clarius**,
Director of EHS & Security at GF Dresden

Health, safety and wellbeing

Highlights

- TRIR[9] of 0.07 and LTIR[10] of 0.05, **surpassing our 2025 goal and marking GF's lowest rate ever recorded**.
- **Zero work-related fatalities and zero high-consequence work-related injuries** across employees and contractors in 2025.
- Our **ISO 45001 multi-site certification** includes corporate oversight and all of GF's four manufacturing sites.
- Worksite wellbeing recognition: **Healthiest Employers® Award** (GF Malta, New York) and Vermont Governor's Award for **Excellence in Worksite Wellness** (GF Burlington, Vermont), each for the seventh consecutive year.

[9] *TRIR: Cases per 200,000 hours worked.*

[10] *LTIR: Lost day cases per 200,000 hours worked.*

Our approach

At GF, the safety and wellbeing of our employees, contractors, visitors and surrounding communities is more than a responsibility; it is a deeply held value that guides our culture and the decisions we make every day. This unwavering commitment serves as our north star on GF's Journey to Zero, a vision grounded in the belief that every injury is preventable and that a truly safe workplace is possible for all. By fostering a strong safety culture, we continuously work to minimize occupational injuries and illnesses across our operations, with a goal of zero incidents.

The GF Journey to Zero underpins our Global EHS Policy, which commits us to providing safe and healthy working conditions by preventing injuries and illnesses, eliminating hazards and reducing safety risks using behavior-based safety principles and a hierarchy of risk-mitigation controls.

Our Global EHS Policy and Standards are the foundation of each manufacturing location's health and safety program. GF's Global EHS policy has been released according to our corporate policy review and approvals process, which includes the ARCC (as described in Governance). 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, high-risk work programs, chemical safety, industrial hygiene monitoring program requirements and periodic internal EHS inspections to verify compliance and support continual improvement.

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. Our system is certified to the ISO 45001:2018 Occupational Health and Safety Management Systems standard in a multi-site certification (certificate available here). As a device manufacturer, all GF manufacturing locations are covered by this certification[11]. "Consultation and Participation" is a key tenet of ISO 45001, which intends to ensure employees and on-site contractors are fully engaged in the health and safety management system. This includes encouraging employees and contractors to raise safety concerns and report near misses and unsafe behaviors. GF facilitates safe behavior through Safety Committees, communication, engagement and EHS training programs. We provide 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 manufacturing employees must complete annual health and safety training, which includes a general EHS policy and procedure overview. The training also addresses how to protect themselves from potential hazards in the workplace, prevent injuries and what to do in emergency situations, including evacuations. Contractors performing work at manufacturing sites receive an EHS orientation that must be completed before commencing work and repeated annually.

Fab site health and safety professionals, management and employees share responsibility for implementing the Global EHS Standards through local programs and operating procedures. GF applies a proactive behavior-based safety approach that drives individual recognition of everyday safety hazards, fostering a culture of heightened awareness and mutual responsibility for each other's safety during daily activities. Our programs recognize and facilitate individual safety awareness and behaviors among employees and contractors with the goal of keeping GF a safe workplace.

[11] *The scope of certification covers the manufacture of semiconductor products at all four of GF's manufacturing sites.*

Risk reduction is a shared responsibility. Through comprehensive risk assessments, our health and safety professionals collaborate with our operations teams to identify and mitigate potential hazards using the established hierarchy of controls:

1. **Elimination**: Removing hazardous materials or process steps.
2. **Substitution**: Replacing high-risk processes with safer alternatives.
3. **Engineering controls**: Using equipment, segregation or ventilation to reduce exposure.
4. **Administrative procedures**: Strengthening procedures, training and communication.
5. **Personal protective equipment**: Protecting against any remaining residual risks.

Every occupational injury or illness is thoroughly evaluated to determine root causes, identify lessons learned and implement preventive and corrective actions. We share these insights across our global network, reinforcing our collective commitment to continual improvement. Significant incidents are reviewed as part of the global EHS management review process by senior leadership.

Safety performance in the workplace

Table 7: Safety performance goals

Topic	Goal
Maintain best-in-class safety performance in 2026	Total recordable incidents per 200,000 hours worked: TRIR < 0.23
	Lost time incidents per 200,000 hours worked: LTIR < 0.14

Our Journey to Zero is guided by a health and safety risk management approach that prioritizes the most significant workplace hazards and integrates action plans to minimize risk. We assess safety risks through incident trend analysis, internal inspections, employee and contractor reporting and site-level risk assessments, with a particular focus on high-frequency and high-potential hazards.

Based on this prioritization, we have established enterprise-wide, time-bound goals, as outlined in Table 7, to drive consistent performance improvement and to measure the effectiveness of our prevention and mitigation actions. Progress against these goals is tracked regularly and compared with prior-year performance and external industry metrics.

Figure 7: GF corporate TRIR and LTIR (2021–2025) as compared to GF goals and to 2024 U.S. Bureau of Labor Statistics (BLS) rates* for the semiconductor industry

This data follows the U.S. OSHA definitions, including all employee incidents at GF manufacturing sites.

** 2024 is the most recent year for which these governmental statistics are available.*

In 2025, we surpassed our goals to maintain best-in-class safety performance, continuing a positive performance trend over the last five years. We recorded zero work-related fatalities or high-consequence work-related injuries in 2025 across employees and contractors[12]. The most frequent work-related injuries recorded by both groups were from mechanical hazards, falling into the categories of "slip, trip and fall", "caught in or between", "laceration" and "struck by or struck against". These categories help further inform ongoing preventive action plans, communications and training.

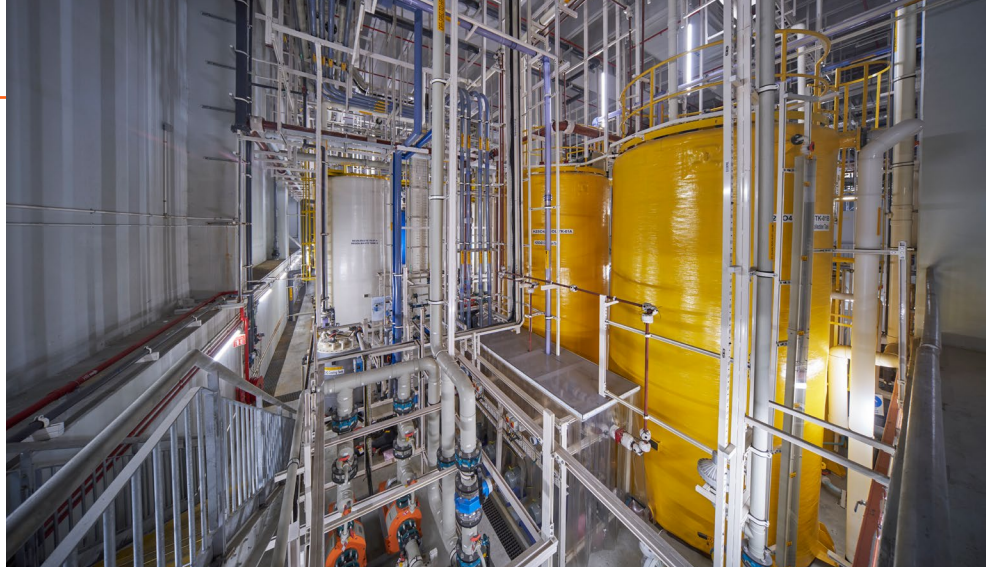
[12] *High-consequence work-related injury: As defined per GRI 403: Occupational Health and Safety 2018, this is a work-related injury that results in a fatality or in an injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months.*

Managing chemicals safely

Semiconductor manufacturing takes place in a highly controlled cleanroom environment designed to protect both employee health and product integrity. Enclosed manufacturing equipment, advanced engineering controls, automated chemical and gas distribution systems and stringent material handling procedures collectively minimize the risk of employee chemical exposure while maintaining an ultra-clean manufacturing space. All new chemicals are thoroughly reviewed prior to introduction at our sites to ensure that appropriate safeguards, material handling procedures and exposure controls are 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. Workplace exposure risks are further managed through industrial hygiene monitoring and health surveillance programs, including medical evaluations when appropriate. These measures are governed by our Global EHS Standards, which establish consistent, risk-based requirements for chemical safety, exposure monitoring, health surveillance and the use of personal protective equipment across our operations worldwide.

Please find more information about our proactive approach to chemical and material use here.



Promoting health and wellbeing

Each GF manufacturing facility has an on-site clinic staffed with medical professionals who administer health and wellbeing programs in collaboration with the GF Total Rewards team and in compliance with applicable data privacy rules. Our health professionals engage globally to share knowledge and drive continual improvement. We encourage employees to live healthy, active lives and provide support services, such as vaccinations, health screenings, dietary consulting, ergonomics awareness campaigns, on-site fitness facilities, cardiopulmonary resuscitation and first aid training, services to support pregnant employees and breastfeeding mothers and safety tips for travelers.

In addition to physical wellbeing, mental health is a priority for GF, addressed through a range of preventive and educational programs designed to promote awareness, build resilience and provide access to confidential mental health resources. These efforts are delivered through global and regionally tailored programs that reflect local needs and resources.

Table 8: Description of mental health management programs by region

Region	Program title	Program description
Global	Employee Assistance Program (EAP) SupportLinc	GF provided employee mental health services in 2025 through our EAP, offering confidential, short-term counseling and referral services for employees and their household members. Beginning in 2026, GF enhanced this offering by transitioning to SupportLinc, expanding access to 24/7 clinical support, digital mental health tools, coaching and proactive care-navigation resources. This enhancement reflects a shift toward a more proactive, multimodal and digitally enabled approach, while continuing to maintain confidentiality and employee-initiated access.
Global	RethinkCare	RethinkCare supports professional resilience, emotional wellbeing and parenting and caregiving needs, including resources for neurodivergent and neurotypical employees . It is also offered at no cost as part of GF's broader wellbeing offerings. RethinkCare provides: • Confidential digital learning resources • Individualized consultations with qualified experts
Dresden, Germany	Mind Matters	Mind Matters, launched at the Dresden site, promotes mental health awareness through workshops, online sessions and in-person events. This initiative helps employees build practical skills related to stress management, time management and common mental health challenges.
Singapore	Naluri Employee Mental Health Program	Naluri, delivered through GF Cares, provides confidential mental and emotional wellbeing support through digital tools, professional coaching, therapy access and educational activities. The program includes emotional wellbeing assessments, one-on-one remote therapy with licensed practitioners, 24/7 careline access, self-guided resources and resilience-focused learning sessions, supporting early intervention and stress management. The program also supports employees in managing workload and performance without overworking.

We also continued with our global wellness@gf initiative in 2025, which takes a multidimensional approach to wellbeing. GF's pillars of wellbeing go beyond physical and mental health, and include purpose, business, emotional, career, financial and social wellbeing. In addition to promoting preventative health care, ergonomics, chronic disease management, physical and nutritional health, we leverage resources among our health and wellness vendors and promote internal GF resources that complement our wellness initiatives. These include ERGs, career development resources and volunteer opportunities. Please find more information about our approach to wellbeing at work in the People and culture chapter of this report.

Technology solutions for humanity

What makes our world smarter, faster, safer and more connected? What lets you feel secure, whether you're at home or on the move? Essential chips do.

Essential chips are the foundation of modern life, and we make them.

Technology solutions for humanity

Highlights

- **GF semiconductors support mission-critical aerospace and defense applications**, powering systems used on the International Space Station, the James Webb Space Telescope and deep space missions.
- GF develops **energy-efficient platforms and power solutions** designed to support lower power operation in applications such as **next-generation vehicles, data centers and industrial devices**.
- Across automotive, smart mobile and home and industrial IoT, **GF solutions help enable Physical AI devices** that sense, think, act and communicate, supporting safer vehicles, connected devices and advanced medical and wellness products.
- **GF maintains certified quality management systems** aligned with ISO 9001 and IATF 16949, reinforcing quality and reliability across our manufacturing operations.

What we make

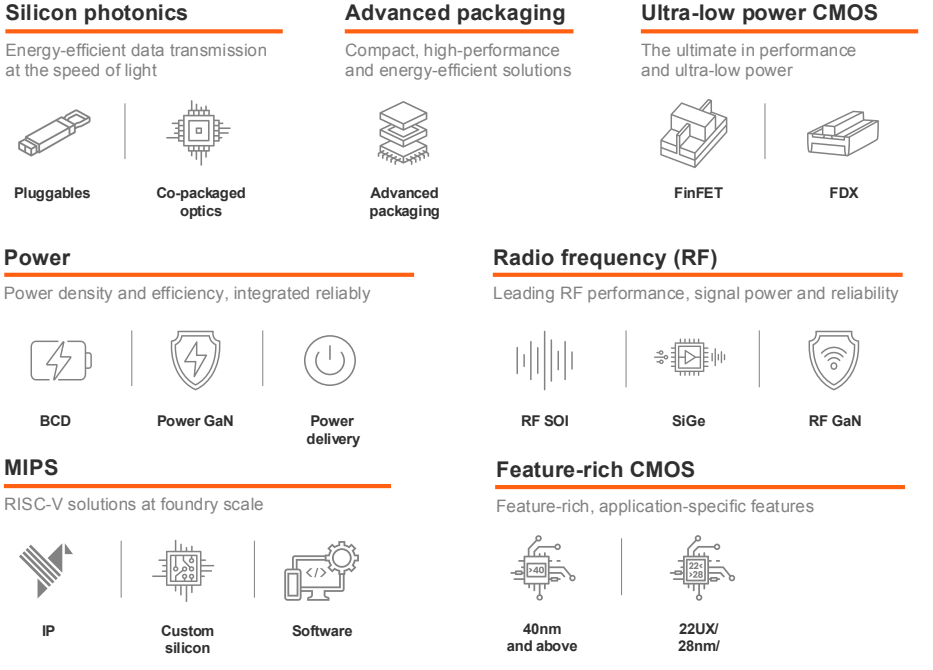
Semiconductor manufacturing is among the most complex manufacturing processes in the world. Requiring a strictly controlled environment, the process includes a sequence of hundreds to thousands of processing steps in which electronic or optical circuits are built-up on a silicon surface. The resulting chips can be comparable in size to the tip of a pencil, or smaller, and feature billions of individual transistors.

We specialize in differentiated technologies engineered for high-performance, power efficiency and scalability. These technologies support a wide array of critical customer applications, including advanced connectivity, power management and high-speed data processing. The essential semiconductors we deliver are critical to enabling energy-efficient devices across the end-markets we serve. Our work is vital to modernizing the transportation and energy sectors, building more connected and energy-efficient infrastructure and communications systems and developing technology to improve human health and safety.

GF's differentiated technology platforms

Energy efficiency is a key benefit throughout GF's technologies. Our major research and development goal is to continue creating process innovations that reduce power requirements over generations and improve performance. The significance of power efficiency across our technology portfolio is illustrated in Figure 8.

Figure 8: Differentiated essential chip technology



End markets we serve

Semiconductors drive the global economy and are at the heart of technological advancement and scientific progress. By providing a secure and reliable supply of chips to our customers in five key end markets, GF creates value for society by enabling these companies to shape their markets and create products that are accelerating innovation for more sustainable, safer and increasingly useful products for the future. Through an intense focus on collaboration, we have built deep strategic partnerships with a broad base of more than 200 customers, many of whom are the global leaders in their field.

Automotive

We are a leading supplier of auto-qualified solutions that drive the performance, safety and efficiency of modern cars, and the next generation of software-defined vehicles — powered by physical AI:

- GF's BCD platforms are essential for EVs because they enable increasingly efficient battery designs and management systems.
- We develop GaN solutions to meet the growing need to deliver highly efficient power management and delivery solutions for on-board chargers (OBC), DC-DC and traction inverter applications in EVs.
- Our FDX™ FD-SOI based radar and 40nm based camera ICs make cars safer.
- GF's 40nm CMOS and FDX FD-SOI platforms are used to make low-power microcontrollers for advanced driver assistance systems (ADAS) and cross-domain integration.
- Our FinFET platform is used for increasingly sophisticated AI applications in ADAS systems and to control the in-vehicle data network that connects the vehicle's different zones to work together effectively and efficiently (e.g., the powertrain, brakes, ADAS, infotainment system, etc.).

Home and industrial IoT

We are pioneering the future of Physical AI and IoT devices with chip technologies that empower devices to sense, think, act and communicate — enhancing wireless connectivity, power efficiency and compute performance across industrial and consumer applications:

- GF introduced FDX+ with Resistive RAM (RRAM) technology, delivering secure, low-latency, high-density embedded memory for code storage for wireless microcontrollers and AI IoT applications.
- Our FDX platform is used to build medical and wellness products, such as continuous glucose monitoring patches and insulin pumps, hearing aids and health/fitness monitors.
- GF's FinFET and FDX platforms enable network edge accelerators to enhance the efficiency and performance of smart IoT devices.
- The 28ESF3 platform with embedded Flash offers a unique value proposition for smart card solutions, delivering improved data retention, low read latency and enhanced power efficiency.

Smart mobile devices

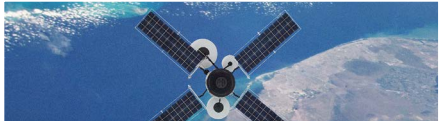
We are at the forefront of innovation in Smart Mobile & Wearable devices with a comprehensive portfolio of solutions for audio, display, wireless connectivity and power management that enhance the overall user experience:

- GF's feature-rich RF portfolio is designed for next-generation wireless connectivity and is vital to 5G and future 6G communications networks.
- Our 55nm BCD solution is targeted for audio and power-management applications in advanced smartphones, and the technology is used in five of today's 10 leading smartphone manufacturers.
- GF's feature rich CMOS portfolio enables a range of sensing applications for mobile and wearables ranging from Readout ICs (ROICs) for imaging, ASICs for microphones and SPAD devices, enabling direct time-of-flight sensing applications.
- GF offers high voltage platforms supporting a broad portfolio of OLED displays for smartphones.
- GF's 28SLPe and FDX platforms are optimized for emerging micro-displays for smart glasses, enabling memory-in-pixel with dense SRAM, 1.8V to 3.3V pixel drivers and a range of metallization schemes.

Data center and communications infrastructure

We lead the Data Center and Communications Infrastructure market with cutting-edge Silicon Photonics, Power, CMOS and RF technologies that drive high-speed data transmission and high-efficiency power delivery:

- GF's silicon photonics platforms usher in optical fiber for high-speed data center communications. Transitioning from copper to optical interconnects will decrease the overall energy used for data transport and enable compute resource efficiency within data centers.
- Data centers are moving to high voltage direct current (HVDC) power distribution to reduce transmission losses, decreasing waste heat and demand on cooling systems. GF's GaN-on-silicon technology improves the efficiency of power distribution within data centers by enabling high voltage to be delivered directly to servers.
- GF's BCD technology is used in next-generation power delivery systems in more efficient vertical and integrated voltage regulators capable of delivering >1000W of power with minimal loss.



Aerospace, defense and critical infrastructure

We offer an extensive portfolio of secure CMOS, Power and RF solutions for critical A&D applications, optimized by design for performance, efficiency and reliability:

- GF is a long-standing partner to aerospace customers. We have a proven legacy of delivering reliable and securely manufactured semiconductors with mission-critical capabilities for space systems. Chips made by GF are in the International Space Station, the James Webb telescope, and have traveled to Mars and beyond the moons of Jupiter.
- Chips are customized with radiation hardened by design (RHBD) features by GF ecosystem partners and other semiconductor design companies to ensure the chips can withstand the severe environment of space.
- GF's low-power FinFET platform is used on system-on-chip (SoC) configurations for avionics systems, integrating the high-speed processing and graphics components needed for critical flight applications, such as cockpit display systems.
- Our FDX platform is used for optimized communications and the sensing applications needed for aircraft electronics systems, such as navigation systems and airborne collision avoidance systems (ACAS).

Quality management program

GF is committed to delivering quality and reliability in our semiconductor solutions, and we work closely with our customers to deliver visionary solutions for tomorrow. Our global team focuses on meeting customers' specifications as we strive for a Zero Excursion, Zero Defect Mission in all aspects of our manufacturing and operations.

Quality policy

As our customers' manufacturing arm of choice, we are recognized as best-in-class for delivering robust, differentiated solutions. Our approach is grounded in customer focus, disciplined execution and continual improvement to achieve zero defects:

- **Customer centric**: We are committed to exceeding our customers' quality expectations by understanding and delivering to their requirements.
- **"First time right" mindset**: Our skilled workforce follows robust processes to prevent problems, reduce risk and improve performance using predictive data analytics.
- **Continual improvement**: We drive for zero defects through the process maturity continuum of correcting, controlling, improving, preventing and anticipating.

GF's quality management system

At the core of GF's product quality management system is the Corporate Quality Manual and program alignment with ISO 9001 and IATF 16949 standards, which incorporate the following elements:

- **Certified quality management system**: GF holds several externally verified quality management certifications, including ISO 9001 and IATF 16949 (automotive quality management system). Certifications can be found here.
- **Internal audit and continual improvement**: GF conducts annual internal audits of our quality management system to verify compliance, increase effectiveness and drive improvement.
- **Training and competency management**: GF provides training for internal stakeholders on their roles related to quality management. The Quality Mindset training includes topics such as risk-based management, problem solving and change management.
- **Supplier quality management**: GF requires suppliers to maintain ISO 9001 or IATF 16949 certified quality management systems, as applicable. We monitor compliance through qualification audits, ongoing performance reviews and certification management within GF systems.
- **Corrective action management**: When a quality incident is identified, GF follows a corrective action process to contain impact, identify root cause and implement effective corrective and preventive actions. Lessons learned are systematically integrated into processes and controls to prevent recurrence and inform continual improvement.

People and culture

“At GF, innovation, growth and sustainability start with people. As our industry and company continue to evolve, we are intentionally building the skills, leadership and culture required to compete and grow for the long term. By investing in continuous learning, embracing new ways of working — including AI — and reinforcing accountability and ownership at every level, we are empowering our employees to adapt and lead through change. When people feel included, valued and able to see a great future at GF, they bring the innovation, resilience and commitment that power both our business and our communities.”

—**Pradheepa Raman**,
Chief People Officer

People and culture

Highlights

- GF achieved its **lowest voluntary turnover in five years at 6.4%**, reflecting an integrated approach to development, leadership and wellbeing that supports the retention of critical talent.
- **GF hired more than 450 interns, co-ops and apprentices, along with over 370 new graduates** in 2025, strengthening early career pipelines and long-term succession.
- Employees completed approximately **426,000 learning hours, averaging over 29 hours per employee**, across advanced technical, digital, AI and human-centric skills.
- GF invested in more than **21,000 leadership development hours**, equipping leaders with skills to deliver results while fostering growth, inclusion and wellbeing.
- **Approximately 27% of employees participate in ERGs** across 10 global communities, driving connection, leadership development and belonging.

Shape what's essential

At GF we shape technologies that have a meaningful impact on the world. Our essential chips power devices that transform how people live, work and play. At the core of our success are exceptional individuals — bright minds who share our purpose and are dedicated to redefining the future of semiconductors. To drive innovation and deliver excellence, we cultivate an environment that empowers our people, fuels their growth and positions them to lead the industry forward.

Built on three foundational pillars, our People strategy is a commitment to our greatest asset: our people. By delivering a world-class employee experience, fostering a high-performance culture and leveraging dynamic resource allocation, we are building a future where talent thrives, innovation flourishes and GF leads the way in shaping the semiconductor industry. Together, we shape what's essential.

World-class employee experience: We believe exceptional talent thrives in an exceptional environment. We strive to create a workplace that prioritizes inclusivity, engagement and wellbeing.

High-performance culture: Our strength lies in our ability to deliver results while driving innovation. We cultivate a high-performance culture that encourages accountability, excellence and a growth mindset.

Talent acceleration: In a rapidly changing technology industry, agility is paramount. The swift integration and deployment of talent, technology and automation in a cohesive way is critical to achieving organizational objectives with speed.

By empowering employees, investing in their development and aligning talent and technology to business needs, we strengthen employee engagement and retention across our organization. These efforts foster a motivated workforce and are reflected in strong retention outcomes, including in 2025, when we achieved our lowest voluntary turnover rate (6.4%) in the past five years. Sustained employee retention is critical to driving innovation, preserving institutional knowledge and supporting consistent execution in a highly competitive industry.

Bringing on the best

Attracting the best talent and providing them with a great experience is a top focus, starting with onboarding. Our approach is centered on providing an environment that encourages creativity, supports continuous learning and offers rewarding career opportunities. Through competitive compensation, comprehensive benefits, wellness programs, opportunities for growth and development and a supportive and inclusive culture, we aim to attract and retain individuals who are passionate about making a difference within the semiconductor industry.

GF's approach to bringing on the best is designed to build strong, enduring connections with talent from the first interaction to long-term career development. We strive to help employees build meaningful careers at GF while strengthening capability, continuity and workforce stability across the organization.

Recognition in recruiting and hiring practices: Building on our recognition as a Top 100 Internship Program in 2023, Yello and WayUp once again named GF as a Top 100 Internship Program in 2025. We also earned the Campus Forward Award in both 2024 and 2025, underscoring our commitment to early-career recruitment and innovative hiring practices. In addition, GF received the Handshake Early Talent Award in 2024 and 2025, recognizing our efforts to create a supportive, engaging experience for early-career professionals.

Candidate experience: We have adapted and expanded our recruiting, hiring and onboarding practices by implementing a set of candidate care practices. These include increased contact throughout the process, improved communication timeliness and providing more comprehensive resources to improve the candidate's overall experience.

Internship, apprenticeship and co-op programs: GF interns, co-ops and apprentices are fully integrated into our teams and empowered to contribute ideas and help solve complex problems. We partner with colleges and universities known for strong engineering and science programs to recruit and hire top early-career talent. In 2025, GF hired more than 450 interns, co-ops and apprentices to develop our next generation of talent in the fast-paced, growing semiconductor industry.

To ensure a meaningful and career-relevant experience, students take on work that prioritizes growth and potential, supported by one-on-one mentorship and professional development opportunities. Participants also engage with ERGs, volunteer in the community and network across the organization, including opportunities to connect with executives, such as an in-person fireside chat with our CEO.

New college graduate experience: GF offers multiple full-time career pathways for recent graduates, designed to accelerate development through structured training, cross-functional collaboration and talent mobility. New graduates benefit from mentorship, networking and leadership exposure to help build strong foundations and early momentum. In 2025, GF hired more than 370 recent college graduates, many of whom participated in accelerator programs supporting our finance and customer business organizations and other opportunities.

The experience begins with a comprehensive orientation that includes structured workshops focused on problem-solving, emotional intelligence and workplace training. A dedicated GF trainer also helps new hires acclimate to our culture, systems, processes and tools. In addition, GF's early-career ERG fosters, encourages and empowers the personal and professional growth of new hires and employees transitioning into their career roles.

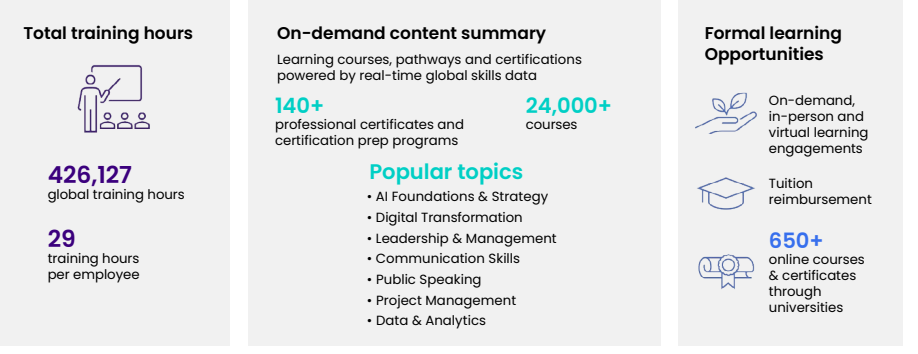
Lifelong learning and technical expertise

At GF, lifelong learning and technical expertise are central to building a workforce that can adapt, perform and grow alongside a rapidly evolving semiconductor industry. By investing in continuous skill development, rotational career experiences and leadership capability at every level, we create the conditions for employees to build meaningful, long-term careers. Further, these efforts improve employee retention by enabling sustained capability growth, leadership continuity and consistent execution.

To stay competitive in an industry where technological advancements and market demands constantly evolve, we embrace lifelong learning and cultivate a growth mindset among our employees. In 2025, our global instructor-led and web-based training totaled 426,127 hours, with an average of more than 29 training hours per employee.

Technical skill building offerings include extensive on-the-job training and custom learning plans by career ladder and job level. Key technical expertise is built in areas including photolithography, thin films, etch, diffusion, chemical mechanical planarization, contamination free manufacturing, test, quality, labs, facilities, factory systems setup team, IT, IT security, customer engineering and global supply chain.

Figure 9: GF talent assets



High-performance culture

At GF, our high-performance culture inspires individuals to realize their full potential and succeed collectively. Rooted in a shared commitment to excellence and ongoing improvement, this culture sets the foundation for how we work and thrive together.

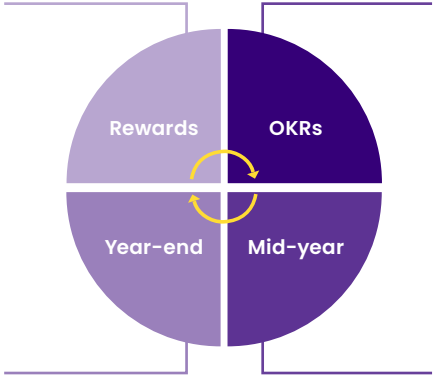
OKRs are the foundation of our performance management strategy, putting our high-performance culture into action. Through the OKR framework, employees remain aligned and focused on objectives that deliver measurable business impact, foster accountability and encourage regular feedback. Our structured process spanning OKR setting, mid-year conversations and year-end reviews ensure both employees and the company benefit. Individuals gain clarity, development opportunities and recognition, while GF advances through sustained progress and strengthened partnerships.

This strong performance foundation is reinforced by our leadership development approach. We train and support our people leaders to set direction, give meaningful feedback, develop talent and lead the high-performance culture that enables GF to thrive.

Figure 10: Performance management process

Our rewards and recognition philosophy is to differentiate, recognize and reward employee's contributions.

OKRs are designed to ensure that all GF employees are aligned, focused and working toward measurable common objectives and outcomes.



Year-end is the culmination of ongoing feedback and development, providing a comprehensive review of achievements, learning and growth throughout the year.

Mid-year development conversations focus on open, honest dialogue about progress, challenges and opportunities for growth.

Ongoing skill development

Skill development is the foundation of a growth mindset, empowering employees to embrace change, solve problems creatively and pursue new opportunities with confidence. In 2025 we launched LinkedIn Learning to expand access to skill-based, on-demand learning. In its first year, more than 4,500 employees engaged with the platform, investing over 16,000 hours in skill development. Notably, AI-related skills accounted for over 3,400 hours of learning, underscoring our workforce's commitment to stay ahead of emerging technology trends.

Beyond technical capabilities, employees also invested in skills that strengthen how we collaborate, communicate and lead. Thousands of learning interactions focused on interpersonal communication, public speaking and presentation skills, reflecting a desire to grow not just as experts but as effective partners and problem solvers.

GF also offers signature human-centric skill development programs to support all employees in advancing their professional career, regardless of role. These live courses are delivered in an engaging format, allowing employees to collaborate, network and solve challenges together, all while advancing their skills. Course topics include: Emotional Intelligence, Cross-Cultural Collaboration, Inclusion Mindset and Captivating Communication.

Top 10 skills:

- AI
- Microsoft Excel
- Project management
- Python
- Presentation skills
- Data analysis
- Microsoft Power BI
- Microsoft Copilot
- Communication skills
- Leadership skills

Leadership development

GF's leadership philosophy guides our culture: Great performance comes from great leadership, and great leadership is built through practice, coaching and meaningful development experiences. Through our global portfolio of cohort-based programs, leaders at every level, from new people managers to senior executives, strengthen their capabilities in resilience, decision-making, cultivating talent and delivering results.

These investments translate directly into stronger talent and business outcomes. Hundreds of GF leaders have participated in career training that blends real business challenges with targeted skill building, leading to faster execution cycles, improved customer satisfaction and multimillion dollar cost efficiencies. With over 21,000 hours spent on leadership development in 2025, GF continues to cultivate leaders who think boldly, lead inclusively and create the conditions where people and the business can thrive. Please see Table 9 for specific training programs and participation rates.

Table 9: Description of select GF development programs

Program	Target audience	What it is	2025 participants
Leading Beyond Boundaries	Global executives	Prepare our leaders to navigate the complexities of an increasingly interconnected world by fostering collaboration across cultures and disciplines, leveraging technology and adapting to changing circumstances with agility and resilience.	69
Leadership Accelerator	Pre-executives	Prepare our highest performing individuals for the next level of leadership to retain our top talent and maintain a competitive edge through a holistic, comprehensive, competency-based development program.	25
ACE – Accelerated Career Experience	High potential core talent	Global five-month talent development program designed to accelerate the growth of core manufacturing talent through targeted capability building, executive exposure, global and cross-functional collaboration, coaching and real enterprise business challenges.	64
TAP – Talent Accelerator Program	New college graduates	Build cross-functional and enterprise-ready future leaders for new college graduates through a three rotation development journey.	20
Winning the Room	Sales and customer-facing leaders	Equip and empower our customer-facing leaders with negotiation skills, strategic account leadership and executive presence to excel in high-stakes customer engagements.	30
Hudson Coaching	High-potential people leaders	Empower individuals to catalyze leadership excellence by unlocking their full potential with the knowledge and resilience needed to navigate challenges and drive meaningful transformation.	127
Lead Forward	New people leaders	Provide a global leadership development framework with three progressive stages designed to equip our people leaders with the critical skills and knowledge necessary for effective self, team and organizational leadership.	700

Engage & Elevate – building world class managers

Engage & Elevate is a training series developed to provide people leaders with targeted training, leadership support and comprehensive resources during critical employee experience moments. Each session features a panel of subject matter experts, leadership storytelling, tools for managers to help them be more effective in their role and an opportunity to provide feedback on future topics they want to learn more about.

This year, we expanded the program and doubled the number of topics from 2024. The focus was on strengthening the everyday leadership behaviors that most directly shape a high-performing culture: how managers set direction, drive execution, develop people and sustain performance over time. Together, these four sessions reinforced that high performance is not driven by outcomes alone. It also needs leaders who are deeply engaged in the work, skilled at developing others, intentional about inclusion and trust, and committed to creating conditions where people can perform consistently without burning out:

- "Micro-Leadership: Managing Others and Driving Results" gave practical tools to drive results through focused engagement, effective delegation and hands-on performance coaching.
- "Empowering Performance Through Effective Feedback" supported managers with building their confidence and capability in delivering feedback that drives growth, accountability and high performance.
- "Leading with Empathy" provided practical empathy-based strategies to build inclusive, trusting and high-performing teams while effectively managing stress and day-to-day leadership challenges.
- "Building a Culture of Wellbeing, Care and Resilience" addressed team wellbeing and how to model leadership behaviors that support health, engagement and retention.

Coaching skills for people managers

GF invests in training top influential managers to integrate coaching leadership into their management style. Our interactive approach allows managers to practice the skills of listening, inquiry and acknowledgement to activate everyday development conversations into their relationships with team members. When managers are actively coaching, our employees are actively learning, growing and building their confidence.

In 2025, 127 people leaders across the globe invested more than 15 hours each in developing, practicing and receiving feedback on their coaching skills, and this commitment is already producing measurable impact. Our annual engagement survey shows that direct reports of leaders who completed the program note more favorable experiences in "career goals and development support" and "learning and growth opportunities," outperforming company benchmarks. These improvements demonstrate that coaching strengthens how leaders support, empower and grow their teams. As a result, coaching is becoming a powerful driver of employee engagement, development and organizational trust.

Mentoring

Our Global Mentoring Program engages employees of all job levels to form meaningful relationships based on skill and competency areas they wish to develop. We believe everyone has experiences, insights, skills and capabilities that can benefit others, and we encourage team members to make themselves available to help develop others. Through this program, GF strives to retain talent and increase employee engagement, productivity and an enhanced sense of community.

A course titled "Mentoring Others" is part of the Lead Forward program. The course introduces new people leaders to mentoring program resources to utilize and share with their teams. In 2025, GF also expanded a group mentoring program, open to all employees and sponsored by the GlobalWomen ERG. This six-month program was piloted in 2024 and later expanded to multiple GlobalWomen chapters.

Workforce development

GF is committed to building a strong, sustainable pipeline of future semiconductor talent by building robust partnerships with the educational and workforce ecosystems where we operate. Across the globe, we collaborate with primary and secondary schools, vocational training centers, community and junior colleges, universities and adult learning and veteran programs to align education and training with real industry needs across technician, engineering, research and business roles.

GF's strategy is built on four pillars:

K-12 engagement and education: Inspiring early interest in science and technology through classroom instruction, curriculum development, teacher education, community programs and hands-on learning.

College and university partnerships: Developing strong academic pathways, work-based learning opportunities, research collaborations and talent pipelines aligned with advanced manufacturing and engineering needs.

Continuing education and non-traditional outreach: Supporting employees in continuing their education, workforce transitions, developing apprenticeships, along with supporting military veterans through structured training and career-advancement programs.

Ecosystem development and investments: Strengthening regional workforce systems through partnerships with economic development organizations, government, nonprofits and industry groups.

Across all pillars, GF advances academic programs and provides meaningful work-based learning experiences, such as job shadowing, internships, externships, site tours, apprenticeships and hands-on laboratory experiences. These opportunities ensure learners at every stage are connected to real semiconductor career opportunities.

Select 2025 highlights and key programs

Worldwide

- Under the University Partnership Program, GF gives universities access to advanced node technologies for their bleeding edge research, with graduate students worldwide getting trained in GF technologies.
- GF broadened access to chip design education with a new tapeout pilot reaching universities worldwide, using GF open-source 180MCU PDK (link to press release).

U.S.

- GF continued to invest in extensive K-12 engagement, higher-education partnerships and workforce development. Every year, our brand ambassadors support community events, interact with thousands of students and contribute thousands of volunteer hours. A new partnership with The Children's Museum at Saratoga brought summer science and technology activities to hundreds of students and families.
- GF strengthened our partnership with FIRST® (For Inspiration and Recognition of Science and Technology) Robotics Competition, FIRST® Tech Challenge, and FIRST® LEGO® League to support local and regional events, team development and encourage employee volunteerism.
- We provided site tours and job shadowing for high school students in targeted technical programs, reinforcing the company's leadership in regional science and technology education and workforce development.
- As part of GF's industry leading apprenticeship program, we welcomed the first cohort of apprentices in the new Nanotechnology Engineering Technician training and continue to pursue expanded technician career pathways with community colleges throughout the Northeast.
- We deepened university engagement through semiconductor fabrication courses, supported faculty in designing new curricula and continued to offer scholarships and sponsor capstone projects across multiple institutions.
- We strengthened strategic research partnerships through agreements with the Massachusetts Institute of Technology, Rensselaer Polytechnic Institute, Purdue University and the Georgia Institute of Technology.

Europe

- GF expanded experiential learning and workforce development through student internships, technician apprenticeships and extensive science and technology outreach.
- GF's Fabmobil (mobile workshop) initiative continued to bring hands-on semiconductor education to rural schools.
- GF launched an innovative virtual reality cleanroom experience to promote brand awareness and talent acquisition. The app was designed as an escape room via VR glasses and will be used in academic microelectronics curricula.
- With the Dresden Microelectronics Academy, GF and the Technical University (TU) Dresden introduced a doctoral program to support emerging researchers. Sixty German students and PhD candidates gather in Dresden once a year for workshops about Fab 1, the Silicon Saxony region and career opportunities at GF. With Dresden's PhD program, GF offers opportunities for students to apply for limited individual projects.
- GF strengthened our strategic partnership with the TU Munich, as well as with our ongoing European partnerships in electronic design training and microelectronics coursework. Specifically, at the TU Munich, GF supports the Master's Programs for Microelectronics and Chip Design with lectures, an annual tapeout and possible PhD positions in Dresden and joint projects with the Chair of AI Processor Design.

Singapore

- GF supported STEM education through partnerships with engineering societies and ongoing junior college scholarship programs, further strengthening Singapore's semiconductor workforce and R&D capabilities.
- We expanded collaborations with Singapore Semiconductor Industry Association (SSIA) and launched the inaugural Semiconductor Active Youth program.
- GF outreach efforts engaged thousands of students and professionals across events, tours, bootcamps and other programs.
- GF continued major workforce pipelines, including the Work-Study Diploma, Accelerated Senior Training Program, Singapore Industry Scholarship, Career Conversion Program, and postgraduate industrial programs with the Nanyang Technological University.
- We strengthened our semiconductor talent and innovation ecosystem through new partnerships with National University of Singapore College of Design and Engineering and Singapore Polytechnic.

India

- GF expanded partnerships with top national institutions and welcomed several at the GF India TekniKa 2025 conference.
- We increased student outreach through the Indian Institute of Science Open Day, workshops, courses, mock interviews, ethics panels and other events enhancing industry-aligned learning and increasing joint research and experiential opportunities for future semiconductor talent.

For more information on how our programs are designed to create new learning opportunities in our communities, please see the Community engagement chapter.

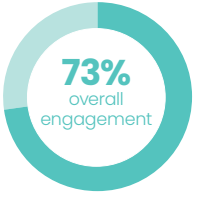
Listening and feedback culture

GF's Listening and Feedback Program is designed to engage employees in the moments that matter most. In addition to our annual engagement survey, we contact employees after key touchpoints, such as performance cycles, benefits enrollment and goal-setting, to understand how major processes are experienced and where improvements can be made. We also capture feedback during milestone moments, including hiring, onboarding, internal movement and exiting. By listening consistently at these pivotal stages, GF gains real-time insight into employee needs, enabling us to address concerns promptly and reinforce practices that enhance the employee experience, strengthen employee engagement and improve retention over time.

Our annual engagement survey provides a comprehensive pulse on employee sentiment across the company. In 2025, GF achieved a strong 80% employee participation rate and an overall engagement score of 73%. Our engagement score target is to achieve the survey tool benchmark of 75%, representing performance in the top 50% of companies who utilize the tool. Survey themes focus on critical drivers, such as inclusion, wellbeing, role clarity, professional development, ethical behavior, purpose and empowerment. Findings are used to identify emerging themes and ensure employee feedback translates into meaningful action.

Company-level results and commitments are shared with all employees during business led town halls and team meetings. Action plans are then implemented at multiple levels (enterprise, organizational, site and individual manager) to ensure that insights inform decisions and improvements across the business. This approach ensures that we not only listen to employees but act on their feedback to create and sustain the work environment they value.

The insights generated through GF's Listening and Feedback Program provide an important lens into how employees experience their work and where targeted improvements can have the greatest impact. Tracking these measures over time allows GF to identify emerging risks, prioritize actions and strengthen practices that support employee connection. This disciplined, data-driven approach helps mitigate turnover by supporting a culture grounded in continual improvement, transparency and organizational health.



Inclusion and engagement

At GF, inclusion and engagement are foundational to how we operate as a global company and how we sustain long-term success. We strive to create a workplace where employees feel a sense of belonging; have equitable access to opportunities, support and development; and feel free to contribute their unique perspectives.

GF is fully committed to nondiscrimination and equal opportunity in the workplace. Hiring, promotion and retention decisions are based on individual qualifications and legitimate, job-related criteria.

Embracing our ERGs

Employee resource groups (ERGs) play a vital role in advancing inclusion, engagement and wellbeing across GF. Open to all employees globally, ERGs create opportunities for connection, learning and advocacy through inclusive programming, professional development and community engagement.

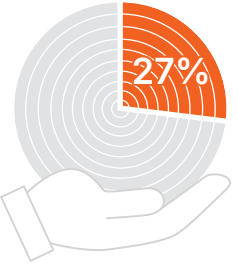
Today, approximately 27% of GF employees participate in ERGs, with representation and engagement across GF's major sites worldwide.

"Being a young ERG leader has taken me beyond my comfort zone, turning conviction into action. With a supportive team that's passionate and driven, we continue to create meaningful impact."

—ERG leader

This represents about a 7% increase in participating employees year over year. ERGs collaborate to share best practices, elevate employee voices and drive impact at both the local and global level. ERG leadership roles serve as valuable development opportunities, helping ERG leaders strengthen leadership capabilities, build strong cross-organizational and global networks and prepare for future roles at GF.

10 unique ERGs, 27% GF employees participate



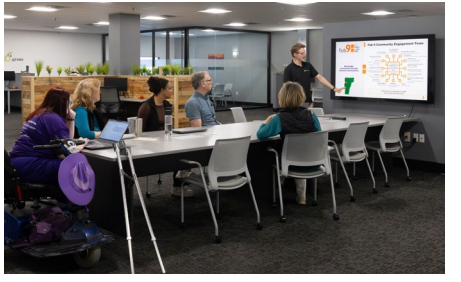
Our ERGs

GF has 10 ERGs, each open to all employees:

- Asian Society for Inclusion and Awareness (ASIA)
- Black Resource Advocates Group (BRAG)
- ConnectAbility (disabilities and caregivers)
- Early Tenure Professionals (ETP)
- GlobalFamilies
- GlobalWomen
- Pride@GF
- Remote@GF
- Unidos (Hispanic/Latinx Resource Group)
- U.S. Veteran's Resource Group (VRG)

Advancing disability inclusion through ConnectAbility

ConnectAbility is a cornerstone of GF's disability inclusion and accessibility efforts and supports employees with disabilities, caregivers and allies. The ERG serves as a platform for advocacy, education and community, helping to raise awareness of resources and benefits for individuals with disabilities and those who care for them.



In 2025, GF deepened our commitment to disability inclusion through a new corporate partnership with Disability:IN, a global resource for business disability inclusion. Through this partnership, we will strengthen our ability to benchmark progress, learn alongside peer organizations and advance inclusive practices. GF also continued our participation in the Disability Index, earning recognition as a Best Place to Work for Disability Inclusion again in 2025. This was the second consecutive year that GF achieved this recognition.

Through the ConnectAbility ERG, GF also heightened awareness of non-apparent disabilities and supported the rollout of training about disability fundamentals for U.S. managers. The ERG also played an active role in National Disability Employment Awareness Month and other events, amplifying employee stories and meaningful discussion around accessibility and inclusion.

ETP: Building connection at scale

In 2025, GF expanded our ETP ERG to eight chapters globally, with a presence at each major GF site. This growth reflects GF's commitment to supporting employees early in their careers by helping them integrate into the company, the workplace and their local communities, both professionally and personally.

ETP welcomes and connects recent college graduates, interns and employees who are new to GF or transitioning into new career paths. Through locally led programming, chapters help participants build technical understanding of semiconductor manufacturing and GF's business, develop workplace skills and form meaningful connections with peers and leaders. Programming commonly includes fab and facilities tours, Ask Me Anything sessions with executive leadership, speed mentoring, panels, workshops, community volunteering and social events. Operating as a connected global network, ETP chapters share best practices while tailoring events to local needs.

Pride@GF: Fostering community and belonging

Pride@GF supports LGBTQ+ employees and allies by creating spaces for connection, community and allyship, helping employees feel safe, supported and able to be themselves at work. Through employee-led engagement, the ERG fosters belonging and encourages respectful, inclusive workplaces across GF.

In 2026, GF earned the Human Rights Campaign Foundation's Corporate Equality Index (CEI) Equality 100 Award for the third consecutive year. This recognition reflects GF's continued focus on building a workplace where all employees feel safe, respected and able to thrive.

GlobalFamilies: Supporting employees across life stages

GlobalFamilies provides a community for employees and their families, sharing resources and programming that help support work-life balance across all stages of life. The ERG fosters connection, learning and support for parents, caregivers and families throughout GF.

GlobalFamilies partners closely with GF's benefits team to help increase awareness of available resources and to provide employee input as benefits that support families in the workplace are considered. Through this collaboration, the ERG helps employees better understand and navigate benefits related to parental leave, childcare, caregiving and overall wellbeing.

The ERG's programming includes family friendly events, such as Take Your Child to Work Day and Halloween activities that introduce children to STEM and offer a glimpse into their parents' workplace. The chapters also host webinars and discussions on parental leave, caring for aging adults or loved ones, work-life harmonization and wellbeing. Additionally, the group shares practical resources on parenting, planning for education and childcare. They also engage in philanthropy and community support aligned with family needs.

GlobalWomen: Supporting development and connection

GlobalWomen is an alliance of women and allies focused on creating a framework for professional development and working with others to drive positive impact for GF's people, culture and business. As GF's longest standing and most expansive ERG, GlobalWomen plays a central role in fostering connection, leadership visibility and professional growth across the organization.

GlobalWomen also expanded its group mentoring program to more chapters. The six-month program, open to employees at all levels and inclusive of allies, creates space to learn from a mentor and build meaningful peer connections. This initiative supports engagement and development while reinforcing a culture of inclusive leadership and collaboration.

"GlobalWomen has encouraged me to grow my personal and career skills as well as given me a sense of belonging within a community of people who support each other."

—GlobalWomen participant

Rewards and wellbeing

We are committed to providing high-quality benefit programs that are affordable, competitive and comprehensive for employees and their families worldwide. All full-time and part-time employees receive equitable benefits in their respective regions with differences in time-off allocations, based on working hours and local requirements. Temporary employees are generally ineligible for benefits, except where required under country-specific labor laws.

Our rewards and wellbeing programs are designed to support the whole person and help employees manage their professional, personal and family responsibilities. These programs focus on key moments across the employee life cycle and are reviewed regularly to ensure they remain responsive to workforce needs. Most GF benefits offered go beyond what is mandated regionally. Core elements include:

- Health and wellbeing benefits, including medical, dental, vision, disability, life insurance and employee assistance programs
- Financial wellbeing support, such as retirement savings plans, and in certain countries, pension programs
- Time off programs including vacation and paid holidays
- Leave of absence programs, including competitive parental leave and enhanced income protection benefits in the U.S.
- Family care support and programs, including lactation accommodations, caregiving resources and employer supported dependent care programs in select regions
- Learning and career development, including tuition reimbursement, student loan repayment and professional skills development through RethinkCare and LinkedIn Learning
- Global mobility opportunities, including short- and long-term assignments and relocation support
- Location-specific benefits tailored to local market practices and regulatory requirements

Through our comprehensive and competitive total rewards and wellbeing programs, GF invests in supporting employees across their personal and professional lives. By offering equitable, market-competitive benefits, flexible time off and leave programs, financial and family support and opportunities for growth and mobility, we help employees manage life's demands while sustaining performance at work. These practices reinforce trust, demonstrate long-term commitment to our people and strengthen employees' decisions to build and continue their careers at GF. As a result, our total rewards and wellbeing strategy plays a meaningful role in improving employee engagement and retention, supporting a healthy, motivated workforce and sustained business success.

Family care support

We strive to support employees and their families inside and outside of work through programs that help address childcare and caregiving needs. In many regions, access to affordable childcare remains a challenge. Building on this commitment, GF partners with Care.com to provide U.S. employees with access to care resources and support, including childcare and elder care services. To further support the affordability of care, GF provides a $2,000 USD employer contribution to Dependent Care Flexible Spending Accounts (DCFSA). After the birth of a child or when employees return to work, GF provides lactation rooms at our global locations to support nursing mothers. In the U.S., we provide additional lactation support and resources through our health insurance plans. In addition to childcare, GF recognizes that employees may be responsible for caring for aging family members. In these cases, eligible DCFSA funds, Care.com resources and the EAP may be used to support elder care needs.

Wellbeing

GF supports employee wellbeing through a holistic strategy that addresses physical, mental, social and financial health. Anchored by wellness@gf, our approach connects employees to global and regional programs that promote healthy behaviors, resilience and sustainable lifestyle choices.

Our Personify Health platform helps employees develop healthy habits through individual journeys and team-based challenges that encourage connection and friendly competition. The platform also offers wellbeing rewards, providing incentives for participation in activities such as physical activity, preventive care and health education. GF also supports employees and their families through RethinkCare, a behavioral health platform that provides resources and one-on-one expert consultations focused on parenting, caregiving, neurodiversity and professional development.

Recognizing financial wellbeing as a critical component of overall health, GF provides benefits that support long-term financial security. In the U.S., this includes a 401(k) plan with Mega Backdoor Roth capabilities, enabling employees to save beyond traditional limits and offering greater flexibility in retirement planning.

Wellness@gf is anchored by seven key areas of wellbeing[13] for our employees:

The Global Wellness Initiative is an annual program designed to support all GF employees in their personal and professional growth. This initiative is structured around GF's seven key components of wellbeing and features a quarterly focus, with each quarter providing targeted resources and events to guide employees through their wellness journey.

Tuition reimbursement and student loan repayment programs

GF invests in the continued growth and development of our workforce by supporting employees in advancing their education and managing education-related financial commitments. Through tuition reimbursement and student loan repayment programs, GF provides financial assistance to eligible U.S. employees who complete accredited degree programs or participate in for-credit educational courses, as well as support for repayment of qualifying student loans. Employees may participate in both programs concurrently, subject to a combined annual maximum benefit of $10,000 USD per employee. These programs reflect GF's commitment to building critical skills, supporting career development and promoting long-term financial wellbeing for our employees.

[13] *A holistic approach to workplace wellbeing | Zest for work*

Employee Assistance Program

Our EAP provides employees and members of their household with confidential, 24/7 access to counseling and wellbeing support at no cost. In 2025, the program offered up to three free counseling sessions per concern, per year globally and eight in the U.S., addressing a broad range of personal, emotional and work-related concerns. Employees can also access digital tools, self-guided resources and expert consultations to support mental, emotional and overall wellbeing. In addition to counseling services, the EAP delivers global educational webinars and resources throughout the year on topics such as stress management, mental health awareness, work-life balance and financial wellbeing. GF refreshes the content annually to meet the evolving and diverse needs of our workforce. For more information on GF's mental health management programs, refer to the Health, safety and wellbeing chapter of this report.

GF Flex – where life meets work

When life events occur, big or small, we want to make sure our employees feel supported. By identifying and implementing flexible solutions for employee work-life integration and wellbeing, our employees can contribute their value in the way that works for the business, themselves and their teams. Approximately 31.7% of the GF workforce participates in some type of flexible work arrangement, which may include fully remote, partially remote, part-time or flexible work hours. For most GF Flex arrangements, employees can flex their work while maintaining comprehensive benefits.

Parental leave

GF offers a competitive global paid parental leave program, including a minimum of 20 weeks paid maternity leave. This program meets all local and country-based parental leave requirements and provides time off for regions without a leave law requirement. Every GF region offers paid leave for non-birth parents, which varies in adherence to local laws as applicable. Our parental leave programs are open to 100% of our regular employees across the globe. The U.S. offers an additional 20 hours of prenatal time to allow birth mothers additional paid time off for prenatal appointments and procedures. 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. Our average global retention rate for employees who took parental leave in 2025 was 89.6% at year-end.

Please see Annex: People data for GF's parental leave data.

Compensation practices

Our rewards programs are fundamental to the goals of our talent strategy. We provide robust compensation programs, consisting of base salary and variable pay programs across all levels of the organization. Our goal is to help employees build ownership in the company's future through two key programs. For eligible employees, we offer stock-based compensation consisting of Restricted Stock Units (RSUs) and Performance Share Units (PSUs) that typically vest over a three-year period. In 2025, 46% of employees globally were eligible for this program[14],which includes employees across multiple job levels and career ladders, including technicians, engineers, individual contributors and management. We also offer a global Employee Stock Purchase Program (ESPP), which matches 20% of employee contributions and provides a seed grant of 50 shares for first-time eligible enrollees. Our shared commitment to the success of GF is reflected in the 54% employee participation rate in the ESPP program.

We offer market-competitive compensation programs that are fair and equitable for all employees. GF annually works with third-party experts, applying statistical modeling techniques to monitor global pay equity. These studies are conducted globally for greater than 99% of employees as per local governance.

Rooted in our values, pay transparency is at the forefront of enabling pay equity, holding ourselves accountable and encouraging action across our industry. In the U.S., we publicly provide pay ranges in all job positions, regardless of local requirements and plan to implement a similar practice in other regions in the future.

[14] *46% of GF employees that were not senior management were eligible for this program in 2025.*

Community engagement

As a major employer worldwide, **GF works to support the communities our employees call home**. Embracing a culture of giving, compassion and community involvement makes GF a better place to work and reflects our values as a company.

Community engagement

Highlights

- In 2025, GF and our employees collectively **donated over $6 million USD**, supporting 1,244 nonprofit organizations globally.
- GF employees collectively **volunteered almost 11,000 hours** with 186 nonprofit organizations globally.
- **GF continued to empower the next generation of innovators through impactful STEM education programs** and community involvement, fostering a brighter future for the semiconductor industry.
- GF was recognized in Newsweek's **"America's Most Charitable Companies"** list (2026).

As a major employer worldwide, GF works to support the communities our employees call home. Embracing a culture of giving, compassion and community involvement makes GF a better place to work and reflects our values as a company.

GlobalGives

Launched in 2016, GlobalGives is our corporate initiative to support grassroots community efforts at every major GF location, connecting local programs to a larger global effort. This approach drives deeper employee engagement by enabling creative, localized connections.

GlobalGives allows GF to respond to community needs in times of crisis, working with site teams to identify the best fit for causes in each region. The platform facilitates corporate and employee donations, company matching and volunteer rewards across multiple currencies. Every employee is eligible to participate, with access to over two million vetted global nonprofits.

GF offers 100% company matching and $10 USD[15] per hour in volunteer rewards, which is doubled to $20 USD during volunteer month every April, up to $1,000 USD per employee per year. New hires receive a $20 USD[16] credit in their giving account to donate to GF's vetted nonprofits.

Table 10: Community impact by the numbers in 2025

Donations*	
Employee giving	$1,026,540
Corporate donations	$4,982,359
Employee donors	1,278
Nonprofits supported	1,244
Volunteerism	
Employee volunteers	357
Volunteer time	10,971 hours
Nonprofits supported	186
Total impact 2025	
GF corporate and employee total giving	$6,008,899

* *Corporate donations include, but are not limited to, employee matching, scholarships, ERG-led social impact and community programs. Enhanced 2025 tracking provides a more comprehensive view; values are not comparable to prior years.*

Key initiatives

GF employees make a difference every year by volunteering and donating to various causes, improving the quality of life in our communities. GlobalGives facilitates numerous localized campaigns, including food drives, school supplies, holiday gifts for children, Earth Day volunteerism and disaster relief.

STEM and digital skills

GlobalGives is dedicated to igniting a passion for STEM education in the communities where we live and work. From kindergarten to graduation, we fund programs that inspire a love for science, technology, engineering and mathematics. Our initiative offers experiential learning, curriculum development, mentoring and digital inclusion, encouraging students to pursue STEM education and careers.

[15,16] *Or local currency equivalent*

We proudly partner with FIRST®, a nonprofit that prepares young minds for the future through hands-on robotics programs, such as the LEGO® League, inspiring youth to power a better tomorrow. Additionally, our collaborations with schools and universities in New York and Vermont equip students with the education, professional development and real-world experiences they need to thrive in the semiconductor industry.

In Singapore, we have expanded our outreach events to partner with educators to tap their influence in inspiring youth and raising awareness about the semiconductor industry's significance. We also work with Singapore's Ministry of Education to host multiple learning events for career guidance counselors and coaches. In Dresden, we support Fabmobil, which introduces young students to microelectronics in an engaging and fun way, sparking interest in semiconductor careers.

The STEM@GF multimedia resource inspires students to explore the semiconductor industry and its career pathways. Please also refer to the People and culture chapter for more about the comprehensive workforce development initiatives across our global sites.

Through One Billion Literate Foundation (OBLF) volunteers painted a local school in India, brightening up the space for students.

Students try out GF's virtual reality experience at the FIRST® LEGO® League Regional Championship in Dresden, Germany.

GF Singapore donates and distributes holiday gifts to senior citizens.

GF Burlington hosts FIRST® LEGO® League Vermont State Championship.

Sustainable manufacturing

"In 2025, our teams delivered meaningful progress on our resource conservation goals, driving greater efficiency in how we use energy, water and materials across our operations. I'm proud of these results, and I'm equally excited to announce our next set of resource conservation goals to keep that momentum going. At the same time, our Journey to Zero Carbon continues to advance, including our SBTi-validated near-term science-based emissions reduction target that will help accelerate emissions reductions across our value chain."

—**Brian Raley**, *Senior Director of Corporate EHS & Sustainability*

Sustainable manufacturing

Highlights

- **Reduced** absolute Scope 1 and 2 **GHG emissions by 17% since 2021**.
- **Improved efficiency**, delivering a **≥22% reduction per production unit** in electricity consumption, water use, total waste and hazardous waste generated since 2020.
- All GF manufacturing sites are located **outside of areas with a baseline water stress of high or extremely high**.
- Achieved **62% total water reclaim** in 2025 (recycled and reused).
- **Developed a SBTi-validated near-term target.**

Our approach

Our Journey to Zero is the foundation of GF's approach to environmental sustainability. It reflects our commitment to responsible growth while minimizing our environmental impact. We follow a beyond compliance strategy, ensuring that we not only meet regulatory obligations and customer requirements but also exceed them where possible.

We collaborate with our customers, suppliers, partners, academic and governmental bodies and industry consortia to drive continual environmental improvement across the semiconductor industry. Internally, we engage employees by sharing information about GF's environmental programs and encouraging participation in initiatives that highlight sustainability opportunities identified across our global workforce.

GF operates four semiconductor manufacturing sites, each adhering to our Global EHS Policy and Standards, which form the foundation of our ISO 14001-certified Environmental Management Systems across 100% of our fabs.[17] Our Global EHS Policy has been released according to our corporate policy review and approvals process, which includes the ARCC (as described in Governance). Our Global EHS Standards define how we operate our fabs and other sites, and how we plan and build new sites. The standards 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 complemented by assurance programs that govern regulatory compliance auditing and conformance assessments focused on the beyond compliance elements of the Standards.

Our Singapore expansion is a recent example of how GF integrates sustainability into site development. The facility utilizes water reuse and recycling features, including capturing rainwater for general non-potable uses, efficient air emissions and GHG abatement, as well as electricity-driven heat pumps instead of fossil fuel-fired combustion boilers. Both the fab and administration buildings in the expansion achieved Green Mark Gold status from Singapore's Building and Construction Authority.

Working with suppliers

Beyond our own operations, we extend environmental provisions to our suppliers (see Responsible sourcing). GF requires that suppliers comply with all applicable regulatory requirements and conform to GF's materials compliance provisions, as well as with all provisions of the RBA Code, including its environmental provisions. Suppliers must also implement EHS management systems appropriate to their company size and nature of business (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 obtain our major suppliers' key environmental performance metrics and goals, specifically GHG emissions, resource use (water and energy) and generated waste.

[17] *The scope of certification covers the manufacture of semiconductor products at all four of GF's manufacturing sites.*

Industry and university collaboration

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 chemistries, developing innovative solutions for GHG emissions reduction and abatement, adopting energy-efficient technologies and developing new techniques for specialized wastewater treatment.

Collaboration examples include:

- **Semiconductor Climate Consortium (SCC)**: GF is a Founding Member of the SCC, which collaborates across the supply chain to accelerate the reduction of GHG emissions within the semiconductor value chain.
- **Sustainable Semiconductor Technologies and Systems (SSTS)**: In 2022, GF was the first semiconductor manufacturer to join the 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 and reduce the environmental impact of chip design, development and manufacturing, and to share information and insights on resource conservation and decarbonization efforts.
- **Semiconductor Industry PFAS Consortium**: GF was a founding member of the PFAS Consortium and has worked with the international group since 2021 to collect the technical data needed to formulate a science-based, industry-wide approach to per- and poly-fluoroalkyl substances (PFAS). The consortium is working to reduce PFAS consumption, eliminate non-critical uses, identify viable alternatives, improve emissions control and identify industry research needs.
- **Semiconductor Research Corporation (SRC)**: GF has co-funded dozens of university research projects on EHS topics since our founding. In addition to directly funded GF research, much of the research has been co-funded through the Environment, Safety and Health Program at the SRC, a not-for-profit that has managed industry funded R&D. Topics have included process optimization to minimize GHG emissions from plasma tools, optimization of manufacturing tools for reduced water and chemical consumption, quantum chemical modeling to support the development of less toxic alternatives to PFAS, the development of PFAS-free photoresists and plasma destruction of PFAS, among many others. In addition to producing information and technology that is essential to the sustainable manufacturing of semiconductors, the GF-sponsored work has brought dozens of newly minted PhDs into the industry and academia.
- **Microelectronics and Advanced Packaging Technologies (MAPT) Roadmap**: GF has co-authored the MAPT Roadmap, a collaboration between the SRC, the Semiconductor Industry Association (SIA) and university partners that outlines critical research priorities and technology challenges that must be addressed to ensure sustainable growth and innovation in the semiconductor industry.
- **SIA PAG Consortium**: GF was a founding member of the SIA photoacid generator (PAG) Consortium, where we work with other device makers and photolithography chemical suppliers to assure the development and supply of safe, sustainable PAG chemicals.

Resource conservation and circular manufacturing

GF's approach to sustainable manufacturing combines long-standing resource conservation efforts with an established focus on circular manufacturing. We have achieved meaningful progress toward our 2025 conservation goals and describe how circular practices help keep materials and resources in productive use for longer.

Our resource conservation strategy and performance

Since our founding 17 years ago, GF has been committed to sustainable operations. We focus on implementing pollution prevention and resource conservation programs that reduce GHG emissions and waste and conserve energy, water and chemicals. We apply the pollution prevention hierarchy — source reduction, reuse, recycling, treatment and disposal — to enable cost savings while benefiting the environment.

In 2025, GF completed several projects that advanced our global conservation goals. This work is expected to result in the following annualized savings:

76 GWh electricity

105,000 metric tons of carbon dioxide equivalents (CO_2e) of GHG emissions

3,900 tons of chemical use and corresponding waste generation

20,000 m³ water

As planned, GF officially concluded our 2025 resource conservation goals at the end of last year.

Table 11 highlights GF's achievements toward our near-term resource conservation goals that concluded in 2025, including reductions in electricity, water and waste. Notably, normalized reductions achieved a range from 22% to 33% compared to the 2020 baseline, demonstrating significant improvements in resource efficiency and waste reduction. GF is proud of this meaningful progress, even in areas where goals were not fully met, as it reflects the company's commitment to aggressive sustainability objectives.

GF's Stewardship Committee reviews progress toward our resource conservation goals quarterly. In addition to ongoing reviews, the Stewardship Committee has also reviewed and approved new resource conservation goals for 2030, replacing the goals in Table 11 that have concluded. Our sustainability leadership also reports quarterly progress to the ARCC regarding board-level environmental goals, and the ARCC has reviewed and approved the refreshed board-level goals (for more details, please see Sustainability governance). Our quarterly environmental performance data collection process is governed by an internal specification within GF's EHS Management System.

In the remainder of the Sustainable manufacturing chapter, we have introduced our new goals for resource conservation as well as recommitted to ongoing objectives beyond 2025, ensuring sustained momentum in environmental stewardship.

Table 11: Results for GF's 2025 resource conservation goals

Topic	Goal	Goal achievement at the end of 2025
Electricity*	Achieve normalized electricity consumption of 0.033 kWh/MI** or less by 2025 (34% reduction from 2020 baseline)	24% (0.038 kWh/MI)
Water*	Improve water use efficiency by achieving a normalized water use of 0.32 liters/MI or less by 2025 (26% reduction from 2020 baseline)	22% (0.34 liters/MI)
Waste	Achieve a normalized total waste generation of 0.81 grams/MI or less by 2025 (16% reduction from 2020 baseline)	28% (0.70 grams/MI)
	Achieve a normalized hazardous waste generation of 0.61 grams/MI or less by 2025 (19% reduction from 2020 baseline)	33% (0.51 grams/MI)

** Electricity and water goals measure direct use in manufacturing and exclude the Dresden cogeneration plant that GF took under operational control on January 1, 2024.*

*** We normalize our wafer production data using an industry standard Manufacturing Index (MI). The MI is derived from the number of mask steps in our fabrication processes (reflecting process complexity) and the total area of wafers produced.*

Circular resource management

Circular resource management is an extension of GF's established conservation strategy. By recovering, reusing and recirculating materials where feasible, we maximize resource efficiency and resilience within manufacturing while supporting continued progress on energy, water, chemical and waste performance.

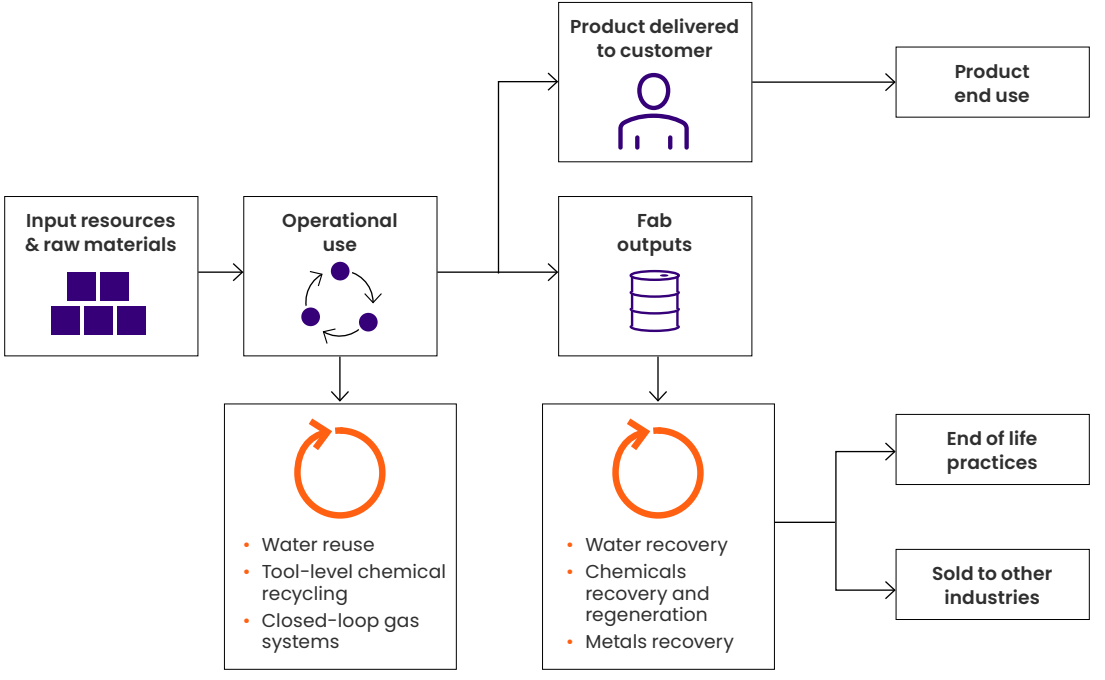
GF advances circular resource management through three primary levers:

Smarter resource inputs
We partner closely with suppliers and internal engineering teams to improve the materials that enter GF fabs. This includes sourcing strategies, adjustments to material specifications and make-versus-buy assessments that help reduce resource intensity before production begins.

Efficient use inside the fab
As materials move through manufacturing, our teams work to extend their useful life whenever feasible. This includes tool-level recycling, closed-loop delivery systems for gases and internal reuse of water streams. These localized loops help reduce overall resource consumption while supporting consistent quality and output.

Recovery and beneficial use of outputs
After materials have served their primary purpose, GF evaluates opportunities to recover, separate or reuse them. This includes reclaiming water, recovering chemicals and metals and identifying pathways for certain byproducts to support value chains in other industries.

Figure 11: GF's circular resource management in semiconductor manufacturing



Taken together, these efforts build upon GF's commitment to responsible manufacturing and contribute to a more resilient, resource-efficient semiconductor ecosystem.

Climate risk mitigation – GF Journey to Zero Carbon

Table 12: GF SBTi-validated near-term target

Topic	Goal
Scope 1 and Scope 2	42% reduction in greenhouse gas (GHG) emissions by 2030 from a 2021 baseline
Scope 3 supplier target	76% of our suppliers (by emissions) of purchased goods and services and capital goods, will have science-based targets by 2030

Table 13: 2050 climate-related goal

Topic	Goal
Net-zero	Achieve net-zero Scope 1 and 2 GHG emissions by 2050*

* *This net-zero goal is not validated by the Science Based Targets initiative (SBTi) and should not be interpreted as aligned with the SBTi Net-Zero Standard.*

Climate change poses a significant challenge to the global environment, society and economy. As a leading semiconductor manufacturer, GF recognizes its responsibility to address climate risks and drive meaningful emissions reductions throughout its operations and supply chain. Our commitment to climate risk mitigation is reflected in ambitious goals and strategies that target both near-term progress and long-term transformation, supporting our internal Journey to Zero Carbon program and broader decarbonization ambitions, which are separate from and in addition to our SBTi-validated near-term target.

Scope 1 and Scope 2 decarbonization strategy

Semiconductor manufacturing generates both direct (Scope 1) and indirect (Scope 2) GHG emissions. Scope 1 emissions arise from fluorinated GHGs (F-GHGs), nitrous oxide (N_2O), fluorinated heat transfer fluids (F-HTFs) and on-site combustion of fuels, such as natural gas, diesel and fuel oil. F-GHGs include HFCs (hydrofluorocarbons), such as CH_2F_2 and CHF_3, and PFCs (perfluorinated compounds), such as CF_4, C_2F_6, C_3F_8, C_4F_8, as well as NF_3 and SF_6. Scope 2 emissions are associated with purchased electricity consumed at GF sites.

Strategy overview

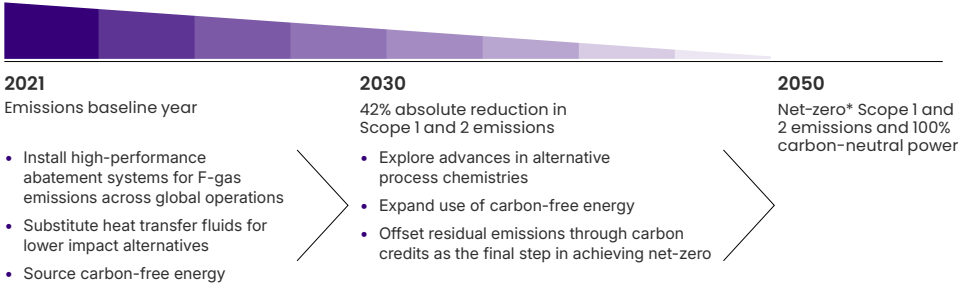
GF's Scope 1 and Scope 2 decarbonization strategy includes both near-term actions to support our 2030 targets and longer-term plans that support our 2050 net-zero ambition.

Our approach prioritizes:

- Implementing advanced emissions control technology for new and existing fabs
- Expanding the use of lower-global-warming-potential chemistries
- Increasing energy efficiency and transitioning to carbon-free electricity sources

We will achieve our near-term SBTi-validated target solely through emissions reduction measures. The use of offsets or neutralization is not applied toward near-term targets and may only be considered, where appropriate, for residual emissions in the context of long-term internal net-zero ambitions. Figure 12 summarizes the pathway and key levers across near-term and long-term horizons.

Figure 12: GF's decarbonization strategy



2025 actions and projects

In 2025, GF executed projects that are expected to annually save more than 105,000 metric tons of CO_2e. The select key initiatives below illustrate how we advanced the strategy pillars in Figure 12. Additional Scope 2 emissions reduction projects are highlighted in the Energy section.

Central GHG abatement

- In Singapore, we are undertaking a multiphase central abatement project at our 300mm fabrication plant, with expected completion in late 2026. This initiative supports delivery of GF's SBTi-validated near-term target, which includes a reduction in absolute Scope 1 and Scope 2 emissions of 42% by 2030 from a 2021 baseline.

Unlike traditional point-of-use abatement systems that treat exhaust from individual tools, the new centralized system aggregates emissions from multiple tools and treats them through a multistage process. To begin, a prescrubber removes acids and particulates from exhaust gases. Then a catalytic reactor breaks down F-GHGs.

Lastly, a postscrubber removes byproducts before discharge and wastewater treatment. This approach significantly improves destruction efficiency for F-GHGs, one of the semiconductor industry's largest Scope 1 emission sources, while using 20% less space and less electricity than an equivalent array of point-of-use units. It also reduces tool downtime and improves efficiency.

The deployment of the central abatement systems builds upon other GF decarbonization efforts across our global footprint.

Point-of-use GHG abatement

- In Singapore, 29 point-of-use abatement devices were installed in 2025 as part of Phase 1 of the central abatement program, covering tools that could not be routed to the centralized system. Work also began on additional point-of-use installations for later phases; in total, more than 100 devices are planned across all phases.
- GF Burlington began a multiyear point-of-use abatement program to reduce F-GHG emissions, with significant savings expected as the site completes installation of more than 30 units over time.

Fluorinated heat transfer fluid (F-HTF)

- GF launched a company wide initiative in 2021 to reduce F-HTF emissions through more efficient use and alternative solutions, and we continue this work today. As a result of this effort, GF reduced total F-HTF emissions by 70% from 2021 to 2025.

Dresden cogeneration plant retrofit

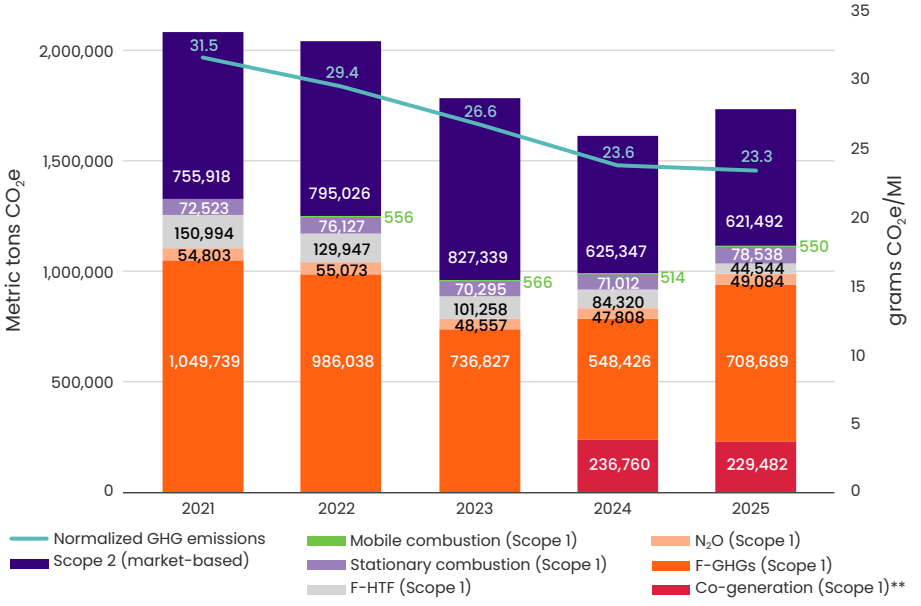
- Our Dresden Fab reduced operating emissions from its on-site cogeneration plant by upgrading existing natural-gas engines rather than replacing them. The retrofit focused on improving how the engines burn fuel, combining modest internal hardware upgrades with control tuning to reduce fuel losses and improve overall efficiency. When aggregated across the retrofitted engines, these improvements deliver approximately 20,000 MWh of natural gas savings per year, avoiding roughly 4,000 metric tons of CO_2e emissions annually, while also saving fuel and carbon costs. In addition to climate benefits, the project significantly reduces other air pollutants including methane, carbon monoxide (CO), nitrogen oxides (NO_x) and volatile organic compounds (VOCs). This project supports better local air quality in addition to reducing Scope 1 emissions.

On-site solar project

- Our Dresden Fab completed the installation of a ~5.9 MWh peak capacity photovoltaic system across multiple buildings that will generate ~6-7 GWh of clean electricity annually. This on-site renewable power reduces grid dependence, avoids approximately 2,000 metric tons of CO_2e per year and lowers other air pollutants tied to fossil fuel electricity generation. The project also delivers annual energy and carbon cost savings, supporting long-term decarbonization and energy resilience.
- Additional on-site solar projects are planned for our Malta and Burlington locations.

Collectively, these initiatives enabled GF to reduce absolute Scope 1 and 2 emissions by more than 17% between 2021 and 2025, while normalized emissions decreased 27% over the same period (see Figure 13). Absolute fluorinated-gas emissions alone decreased nearly 32% for the same period, demonstrating progress toward our 2030 near-term emissions reduction target.

Figure 13: Absolute and normalized direct (Scope 1) and indirect (Scope 2) GHG emissions through 2025*



** GF's 2025 GHG inventory (Scope 1 and Scope 2) was verified by an independent third party in June 2026. GHG verification statement is on pages 121-122.*

***Effective January 1, 2024, the co-generation plant at our Dresden Facility came under the operational control of GF and the emissions from the plant are now being reported as Scope 1; prior to 2024, the emissions are categorized as Scope 2.*

Next steps

Looking ahead, GF will continue to prioritize projects that deliver measurable near-term emissions reductions while building the capabilities and infrastructure needed for long-term decarbonization. This includes expanding abatement where it delivers the greatest impact, advancing lower emissions process options and continuing to improve energy efficiency and electricity decarbonization over time.

Managing Scope 3 emissions

GF's near-term strategy supports our SBTi-validated near-term target and now includes a Scope 3 Category 1 and Category 2 supplier engagement goal, requiring a significant portion (76%) of our upstream value chain to set SBTi-validated targets. Currently, approximately 52% of supplier-related Scope 3 Category 1 and Category 2 GHG emissions are covered by validated supplier SBTi targets. This is essential to address the broader life cycle climate impact of semiconductor manufacturing and recognition of the significance of Scope 3 emissions for GF.

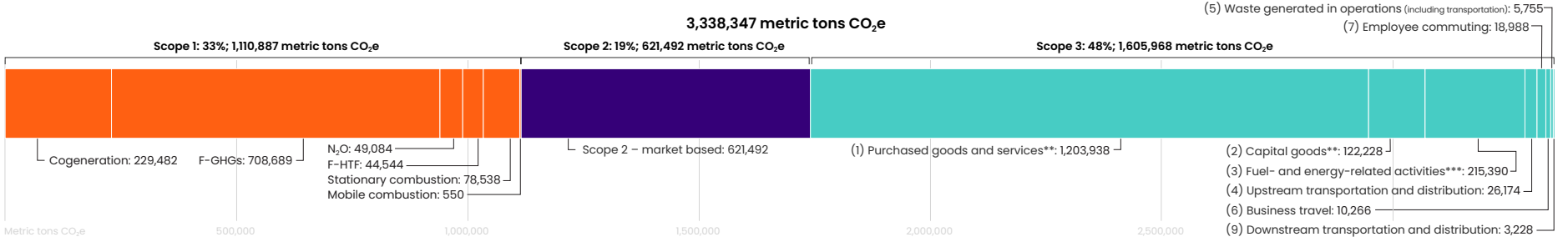
Our 2025 extended GHG inventory, shown in Figure 14, reflects emissions across GF's value chain and ensures a comprehensive understanding of climate impacts across Scopes 1, 2 and 3. We have identified three upstream emissions categories as the most significant contributors to our Scope 3 inventory, and these will be the primary focus of our decarbonization efforts:

- Upstream emissions of GF purchased goods and services (Category 1, including chemicals and gases, wafers, lithography masks, as well as outsourced assembly and test services) made up approximately 75% of GF's estimated Scope 3 emissions in 2025.
- Upstream emissions of GF purchased capital goods (Category 2, including manufacturing tools) made up approximately 8% of GF's estimated Scope 3 emissions in 2025.
- Upstream emissions of fuel- and energy-related activities (Category 3) contributed more than 13% of GF's estimated Scope 3 emissions in 2025. These emissions relate to extraction, production and transportation of fuels and energy purchased that are not already included in Scope 1 or 2 emissions.
- Other quantified Scope 3 categories contributed to less than 5% of 2025 Scope 3 emissions; these included upstream transportation and distribution (Category 4), waste generated in operations (Category 5) (including transportation), business travel (Category 6), employee commuting (Category 7) and downstream transportation and distribution (Category 9).

Climate risks and opportunities

GF is working to increase our understanding of 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). We have a process in place to identify and analyze climate risks. The results of this process inform GF's ERM program, using the ERM program's risk scoring and mitigation plans. For more details, please refer to the Annex: Climate-related disclosures.

Figure 14: GF 2025 extended GHG inventory: Scope 1, Scope 2 and Scope 3 GHG emissions by subcategory*



** In 2025, GF refined our methodology to account for Scope 3 Category 1 (purchased goods and services) and Category 2 (capital goods) on a cradle-to-gate basis. The updated method results in higher Scope 3 Category 1 and Category 2 GHG emissions than previously reported, resulting in Scope 3 emissions representing approximately 48% of GF's overall GHG emissions. Updated numbers for the years 2023 and 2024 are provided in the GRI index on page 100.*

*** Calculated in accordance with the GHG Protocol Scope 3 Standard with an expenditure-based approach using the Watershed platform: Individual supplier spend is multiplied with supplier-specific economic GHG intensity (covering supplier Scope 1 and Scope 2 and upstream Scope 3 GHG emissions). Where no supplier-specific emission data is available, industry-average emission factors are used, such as from Watershed's CEDA database.*

**** Calculated on basis of GF's own data on fuel and electricity consumption using the Watershed platform applying third-party average factors, such as from Defra 2025 GHG Conversion Factors, and IEA Life Cycle Upstream Emissions Factors 2025.*

Energy

Table 14: 2030 and 2050 energy-related goals

Topic	Goal
Reduce electricity consumption per production unit from 2020 baseline	Achieve normalized electricity consumption of 0.033 kWh/MI or less by 2030 (35% reduction from 2020 baseline)
Clean energy	Utilize 100% carbon-neutral power by 2050

Semiconductor manufacturing uses electricity to create and maintain critical cleanroom conditions, as well as for powering process tools, pumps and other equipment for complex manufacturing processes. Our Dresden facility is certified to the ISO 50001 Energy Management System, and energy consumption is a key environmental aspect within our multisite ISO 14001-certified Environmental Management System. We continually improve these processes, identifying and implementing further efficiencies and energy-saving measures into our operations.

In 2025, GF executed projects expected to annually save approximately 76 GWh, as well as a corresponding amount of 25,000 metric tons of CO_2e in Scope 2 GHG emissions. Key projects included:

Singapore solid state laser upgrade

- A project in Giga replaced a legacy argon laser with a high efficiency solid state laser, reducing power demand. Based on typical annual operating hours, the upgrade will reduce electricity consumption by roughly 74,000 kWh per year and deliver energy cost savings. The upgrade improves energy efficiency, lowers associated Scope 2 GHG emissions and modernizes laser infrastructure.

New York bulk gas yard controls upgrade

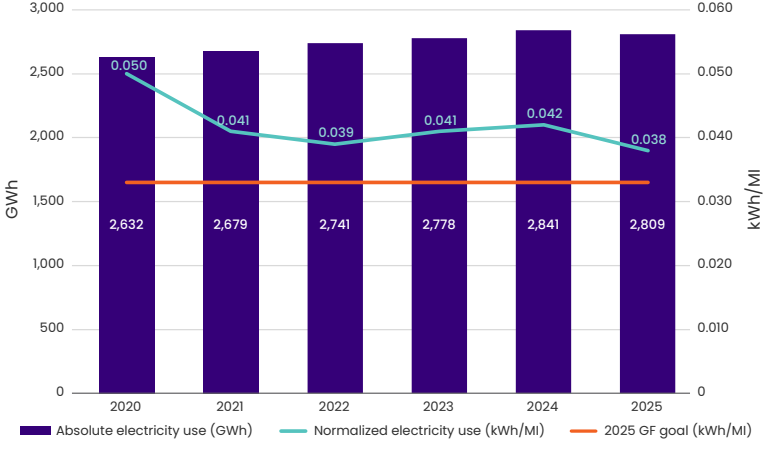
- A controls upgrade to compressors in the Malta fab's bulk gas yard optimized compressor sequencing and load control to better match demand and eliminate inefficient run time. The upgrade improves how compressors respond to operating conditions. As a result, the project is expected to reduce electricity consumption by approximately 18 million kWh per year, delivering significant annual energy cost savings. This reduction also significantly lowers GHGs associated with purchased electricity and supports site sustainability goals.

New York compressed air interconnect project

- Facility engineers at our Malta fab optimized the site's compressed dry air systems by redirecting excess compressed air from a higher-pressure system to support a lower-pressure network, reducing unnecessary compressor blow off and lowering overall demand. This improvement decreased electricity use by approximately 2 million kWh per year, resulting in substantial annual energy cost savings. Achieved by better leveraging existing infrastructure, the project demonstrates how operational excellence and engineering innovation can reduce energy consumption.

Figure 15 shows absolute and normalized electricity use at our manufacturing facilities from 2020 to 2025. Absolute electricity use increased by approximately 7% from 2020 to 2025, while production increased by more than 41% over the same time period[18]. Normalized electricity use decreased by 24% in 2025 compared to 2020. The overall decreasing trend in normalized electricity use since 2020 reflects GF's work over many years to achieve significantly higher productivity by keeping the growth in absolute electricity demand nearly flat while increasing manufacturing output.

Figure 15: Absolute and normalized electricity use through 2025*



** Effective January 1, 2024, the cogeneration plant at our Dresden facility came under the operational control of GF, which provides a majority of the electricity to the facility from the combustion of natural gas. The electricity values presented in the figure include the output from the cogeneration facility.*

[18] *As expressed in the number of MI (Manufacturing Index).*

Water

Table 15: 2030 water use efficiency goal

Topic	Goal
Reduce water use per production unit from 2020 baseline	Improve water use efficiency by achieving a normalized water use of 0.28 liters/MI or less by 2030 (35% reduction from 2020 baseline)

One of the most significant factors influencing the water impact of semiconductor manufacturing on the environment and local communities is the choice of fab location. Selecting sites in regions with sufficient water availability is essential, as it sets the foundation for responsible water management. According to GF's annual baseline water stress analysis, using the World Resources Institute's (WRI's) Aqueduct Water Risk Atlas, all of GF's manufacturing facilities are situated outside areas of high or extremely high baseline water stress. Projected future change to water stress is also below the high or extremely high category. Instead, our fabs are located in regions assessed as low or low-to-medium baseline water stress. This helps us avoid exacerbating water scarcity in local basins and lets us focus on further improving water use efficiency through conservation and recycling initiatives.

Water is critical at all stages of the semiconductor manufacturing process, but the industry's biggest water impact occurs during the fabrication process. Ultrapure water (UPW) is used to rinse residue from silicon chips during fabrication. UPW is treated through processes such as deionization and reverse osmosis to remove particles, ions and dissolved gases, making it thousands of times cleaner than drinking water. It takes roughly 1,400 to 1,600 gallons of municipal water to make 1,000 gallons of UPW. GF relies heavily on the practice of reclaiming and routing recycled water back to UPW systems to minimize the demand for municipal water.

Our water conservation strategy centers on reducing water withdrawn for manufacturing and increasing recycled or reused water.

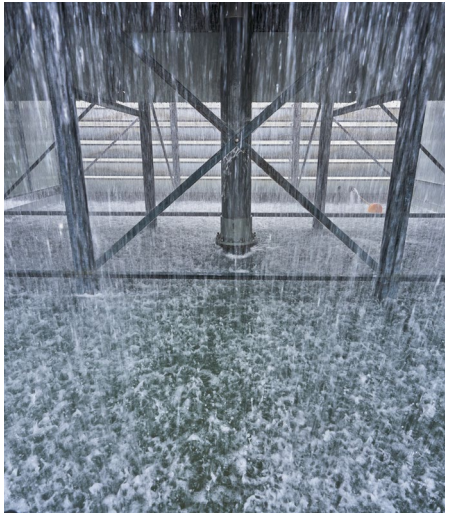


Table 16: Baseline water stress analysis results for GF manufacturing sites according to WRI's Aqueduct Water Risk Atlas

GF manufacturing site	Country	Water baseline stress
GF Dresden	Germany	Low – Medium (10-20%)
GF Singapore	Singapore	Low (<10%)
GF Malta, New York	U.S.	Low (<10%)
GF Burlington, Vermont	U.S.	Low (<10%)

Understanding baseline water stress and water risk

GF uses the WRI Aqueduct Water Risk Atlas to determine the water stress in each of our manufacturing regions. None of our sites are in areas with a baseline water stress[19] of high or extremely high (Table 16)[20].

Water use sources

Water withdrawn refers to water that GF sources from third parties. Reclaimed water includes both recycled and reused water. Recycled water is previously used water that is treated to be used again in a similar use (such as previously used UPW that is routed back into the UPW purification plant). Reused water is previously used water that is used again in operations and does not require the same purity as in previous processes. This includes used UPW routed to cooling towers or scrubbers, which can accommodate lower-quality water sources. In addition to GF's own water reclamation programs, our Singapore site mainly sources Singapore PUB (Public Utility Board)-supplied NEWater. 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.

[19] *Baseline 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.*

[20] *According to WRI's "Aqueduct Water Risk Atlas," Version 4.0, 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.*

Figure 16 shows 2020 to 2025 total water use by source, comprising water supplied (withdrawn) from third parties, water supplied by the Singapore NEWater program, as well as water that was used and subsequently reclaimed (recycled or reused) for use at GF.

Figure 17 shows GF's water recycling and water reuse from 2020 to 2025. Values shown are total water conserved as compared to total incoming water.

Water conservation

Building on a mature water program, in 2025, GF executed projects expected to annually save more than 20,000 m³ of water:

- Facility engineers optimized an existing side-stream chemical treatment system that serves cooling towers. By reducing constant makeup water flow and preventing unnecessary basin overflow during periods of low demand, the team eliminated approximately 15 gallons of water per minute during colder months. This operational change delivers an annual water savings of approximately 20,560 m³, while also avoiding water and sewer charges. The project demonstrates how thoughtful engineering and system optimization can continue to reduce resource use even in highly efficient facilities.

Figure 16: Total water use by water source 2020–2025*

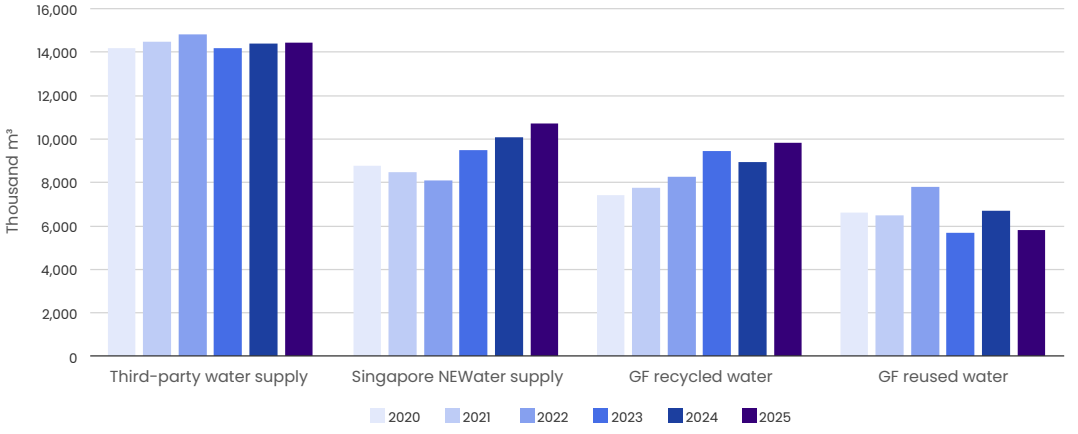
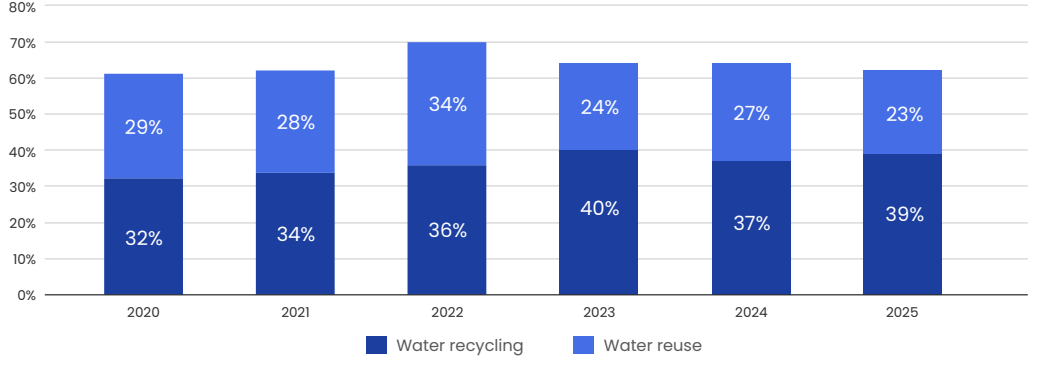


Figure 17: Proportion of water reuse and recycling*



* *Effective January 1, 2024, the cogeneration plant at our Dresden facility came under the operational control of GF. The water data shown in the figure represents direct water use for manufacturing, excluding the cogeneration facility. For company water data including the cogeneration facility, refer to GRI 303-3 on page 107 of this report.*

[21] *Values shown represent the proportion of total water managed through recycling and reuse, expressed as a percentage of total water input (withdrawal).*

Figure 18 shows absolute and normalized water withdrawal from 2020 through 2025. Normalized water withdrawal for 2025 was 22% below 2020 levels.

Water discharge and water consumption

GF's Global EHS Standards set forth requirements to:

- Manage wastewater treatment and discharge to prevent negative impacts to groundwater and stormwater
- Employ the best available technologies to construct and operate wastewater treatment facilities
- Assess the potential impact, including toxicity, of proposed discharges on surface water or sewer treatment facilities
- Maintain wastewater discharge inventories, plans, specifications, sampling protocols, operating and maintenance procedures
- Provide secondary containment of industrial wastewater vessels and piping

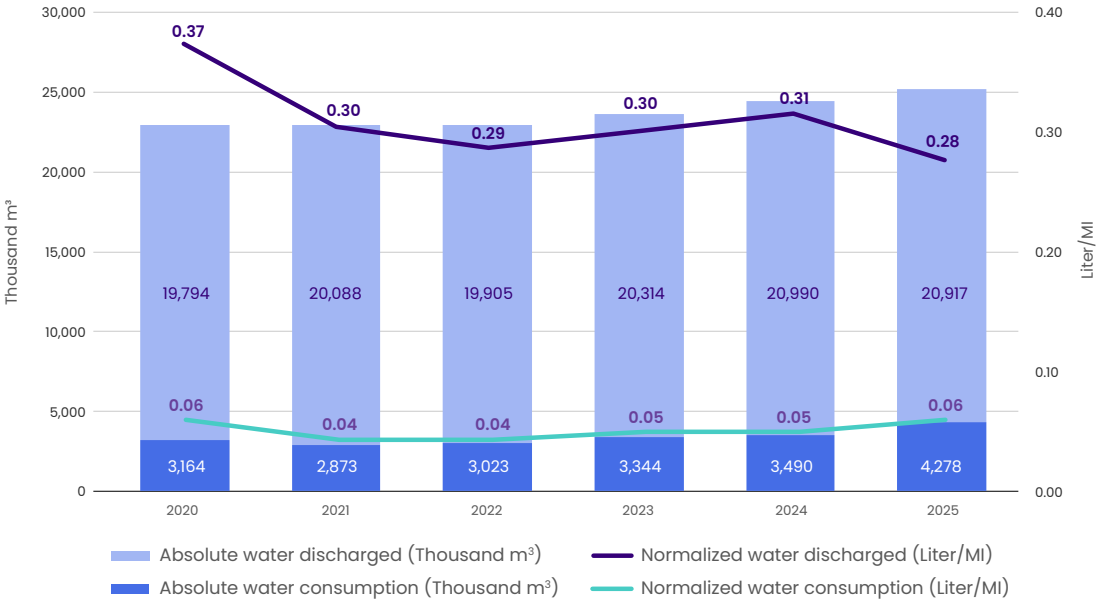
Figure 18: Absolute and normalized water withdrawal through 2025*

* *Effective January 1, 2024, the cogeneration plant at our Dresden facility came under the operational control of GF. The water data shown in the figure represents direct water use for manufacturing, excluding the cogeneration facility. For company water data including the cogeneration facility, refer to GRI 303-3 on page 107 of this report.*

We manage effluent from production areas at each manufacturing site in accordance with our wastewater discharge permits. Wastewater management includes treatments such as neutralization and removing trace metals to meet applicable regulatory requirements prior to discharge. Our fabs in Singapore; Dresden, Germany; and Malta, New York, discharge wastewater to municipal treatment facilities following on-site pretreatment. Our Burlington, Vermont fab discharges to surface water following a rigorous combination of industrial and biological treatment processes. In 2025, we discharged 21 million m^3 of treated wastewater from all manufacturing operations combined, 19% of which (4 million m^3) was discharged to surface water.

Figure 19 shows the volume of GF wastewater discharged as well as the volume of GF water consumption[22] through 2025. Water consumption is calculated as the delta between water withdrawal and wastewater discharge. Approximately 83% of water withdrawn is discharged back to public treatment facilities or surface water, resulting in total water consumption of approximately 17% of total water withdrawal in 2025. GF's main sources of water consumption are evaporation through cooling towers and exhaust.

Figure 19: Absolute and normalized GF water discharge and water consumption through 2025*



[22] *Per GRI 303: Water and Effluents 2018, water consumption is defined as the "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."*

* *Effective January 1, 2024, the cogeneration plant at our Dresden facility came under the operational control of GF. The water data shown in the figure represents direct water use for manufacturing, excluding the cogeneration facility. For company water data including the cogeneration facility, refer to GRI 303-3 on page 107 of this report.*

Waste

Table 17: 2030 waste reduction goals

Topic	Goal
Reduce generation per production unit from 2020 baseline	Achieve a normalized total waste generation of 0.73 grams/MI or less by 2030 (25% reduction from 2020 baseline)
	Achieve a normalized hazardous waste generation of 0.49 grams/MI or less by 2030 (35% reduction from 2020 baseline)

GF focuses on pollution prevention and resource conservation to reduce chemical use and waste generation. As determined by our Global EHS Standard on Pollution Prevention and Resource Conservation, we apply the pollution prevention hierarchy — source reduction, reuse, recycling, treatment and disposal — to reduce costs and negative environmental impacts.

Addressing manufacturing waste

Semiconductor manufacturing generates hazardous and non-hazardous waste streams, including spent process fluids, spent solvents, solids resulting from wastewater treatment, waste from construction projects and general office waste. GF's Global EHS Standards dictate processes for waste management and disposal, including proper tracking, employee training, handling and auditing of waste disposal facilities.

In 2025, GF executed projects for an expected combined benefit of more than 3,900 metric tons of waste reduction and chemical use that save chemicals and reduce waste generation. Key projects include:

Chemicals and process chemistry optimization

Across GF's fabs, teams reduced chemical consumption and associated waste generation by optimizing wet clean recipes, extending bath life and standardizing dispense settings. These projects lowered material use and reduced handling and disposal needs, while maintaining process performance:

- GF Dresden: Reduced sulfuric peroxide mix (SPM) clean durations by a combined 210 seconds across five layers, lowering sulfuric acid and hydrogen peroxide use and downstream liquid waste generation.
- GF Singapore: Standardized dummy dispense and venting settings across lithography tools, reducing process chemical use by an estimated ~2,400 liters per year.
- GF Singapore: Optimized sulfuric-peroxide mixture resist cleaning by extending tank life and increasing batch efficiency, reducing sulfuric acid and hydrogen peroxide consumption by hundreds of thousands of liters annually.
- GF Malta: Redesigned a critical wet cleaning process to reduce dispense time and overall material consumption, avoiding approximately 829,000 liters of cleaning chemistry annually while maintaining effective wafer cleaning performance.
- GF Malta: Optimized postclean chemistry usage through bottle-to-drum configurations, bath recipes and tool setpoints, reducing chemistry consumption and bath dumps and lowering annual consumption across 81 bath changes.
- GF Malta: Reduced excess acid chemistry consumption by optimizing predispense flow rates and volumes for H_2SO_4 and standard clean processes, reducing chemical use without impacting wafer quality or throughput.
- GF Burlington: Optimized rapid thermal chemical vapor deposition (RTCVD) poly chamber-cleaning recipes to eliminate unnecessary HCl flow during cooldown steps, avoiding thousands of liters of HCl annually.

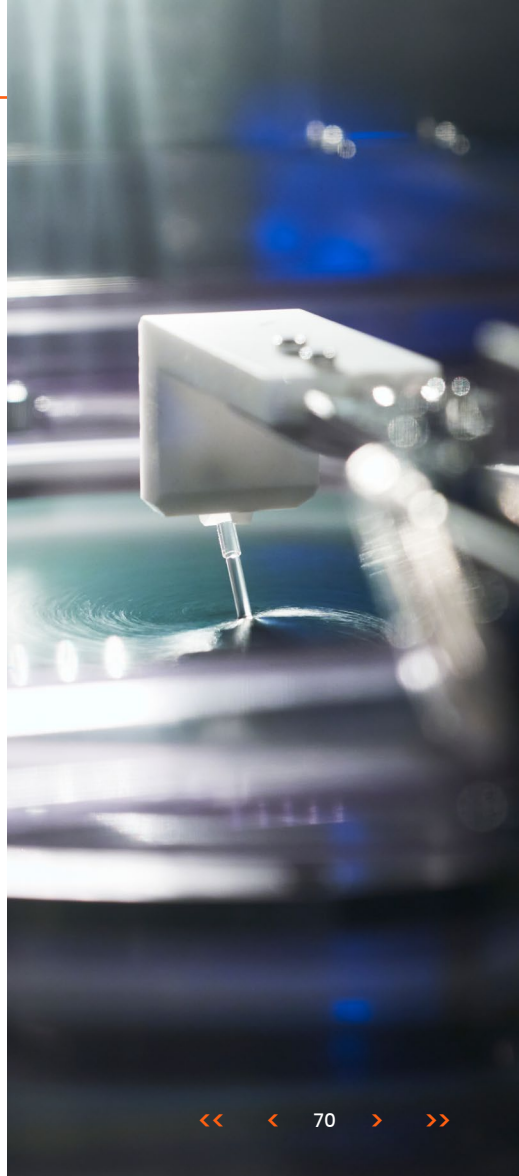
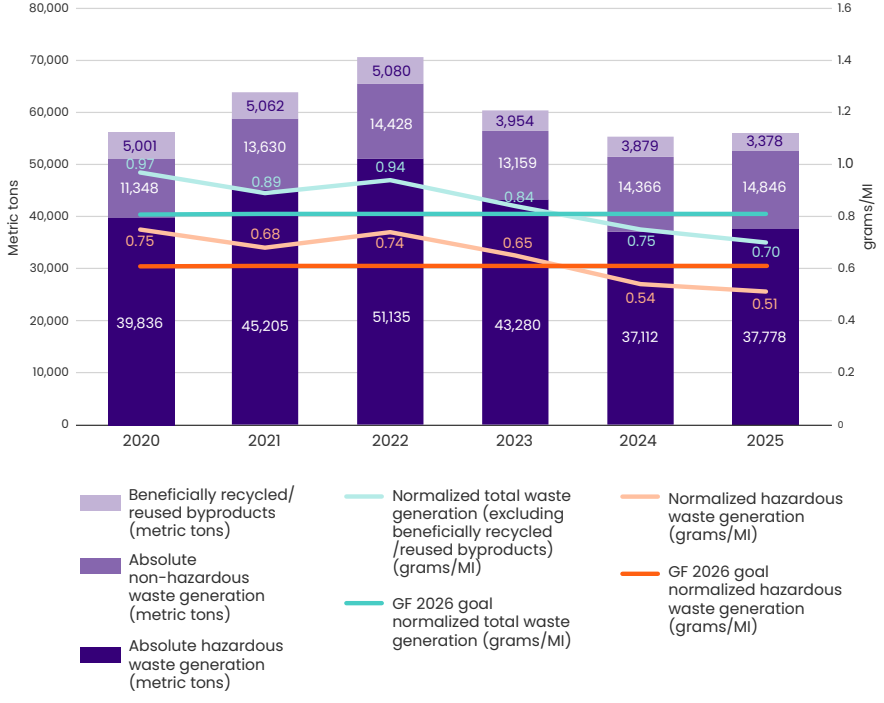


Figure 20 shows absolute and normalized total waste generation, as well as absolute generation of hazardous waste[23], non-hazardous waste and byproducts beneficially recycled and reused[24] from 2020 through 2025.

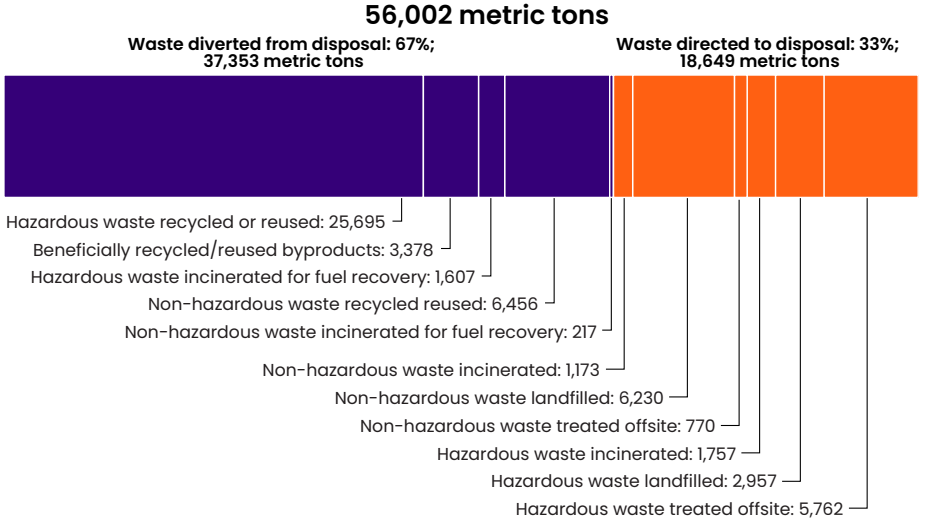
Figure 20: Absolute total waste generation by waste type, normalized total waste generation and normalized hazardous waste generation through 2025.



[23] *The classification of waste as hazardous is determined by the respective regulations that apply to our manufacturing sites.*

While absolute 2025 total waste generation was nearly identical to 2020, 2025 normalized total waste generation decreased by 28% compared to 2020, exceeding our 2025 goal. Our 2025 hazardous waste generation was 5% lower than 2020, and normalized hazardous waste generation decreased by 33% as compared to 2020 levels, also exceeding our 2025 goal. We continue to actively investigate ways to reduce chemical use and waste generation. Figure 21 shows GF's 2025 total waste volume generated by disposal path and by waste type (hazardous waste, non-hazardous waste and the category of byproducts beneficially recycled and reused)[24].

Figure 21: 2025 total waste generation by disposal path and waste type



[24] *We 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.*

Air emissions

GF's Global EHS Air Quality Standard serves as our guide to managing air emissions, including practices for maintaining an air emissions inventory, and installing and operating air emissions control devices. All manufacturing facilities operate within air quality conditions permitted by local regulatory agencies. Corrosives (acids and bases) and VOCs are the primary emissions from our facilities.

We use wet scrubbers to neutralize corrosive emissions and treat scrubber water on-site prior to discharge. Most sites use thermal oxidation or carbon adsorbers to reduce VOC emissions. Our Burlington, Vermont fab relies on carbon adsorption, while our 300mm fabs in Dresden, Singapore and Malta, New York, use 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 (with significant reduction in natural gas use) through a combustion process that destroys approximately 98% of the VOCs.

Materials management and product compliance

We strive to use the least hazardous chemicals possible to meet our technical and economic feasibility requirements. GF reviews all new chemicals before introduction to our sites and ensures proper safeguards and material handling procedures are in place. This review is completed by subject matter experts on our EHS team. All chemicals introduced must be approved in compliance with the GF Specification for Banned, Restricted and Declarable Materials Management, which includes both regulatory and customer-driven requirements. All GF products and packing materials[25] must also meet the banned, restricted and declarable requirements of the specification. Please see our Chemical and Material Use page for more information.

GF suppliers agree to comply with material content restrictions (including the costs for compliance) specified in GF's specification FE-0033 for Banned, Restricted and Declarable Materials Management, which ensures GF meets applicable regulatory and customer requirements for material bans, restrictions and disclosure.

This policy applies to:

- Controlled materials for use in research, development and manufacturing
- Packing materials for use in shipping products to a customer or customer-designated third-party
- Chemicals used in facilities operations
- Direct and packing materials supplied to turnkey subcontractors, and wafer foundry suppliers for products manufactured for GF
- Evaluation boards manufactured for GF

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 and India RoHS, 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 (SVHC).

GF obtains analytical evidence of product compliance (such as RoHS, halogens, antimony, beryllium and in some instances PFOS and PFOA testing) from our suppliers and tests final product wafer deliverables using certified third-party labs. These Product Wafer Compliance Analysis reports and wafer material content reports are available on our self-service Customer Portal for customers to download. All fabs have either been certified under the Sony Green Partner program or maintain equivalent controls to ensure product compliance. Certificates are available here.

[25] *Packing material includes any box, container, reel, tray, tube, wrapper, cushioning, tape, inks, colorants or other material used to contain, protect, store and transport GF product to a GF customer or GF customer designated addressee.*

Biodiversity

Biodiversity is essential to the planet's health and stability, and its significance is even more pronounced amidst the challenges of climate change. Safeguarding ecosystems and the natural environment are critical for maintaining food systems, healthy environments and sustainable supply chains.

GF is focused on understanding the potential impacts and ecosystem dependencies associated with our operations. We do not currently operate manufacturing sites in any globally or nationally recognized Key Biodiversity Areas, UNESCO or Ramsar sites.

We recognize the importance of environmental sustainability and the role that businesses must play in protecting the planet, and we remain committed to our energy, emissions, water and waste goals.

To determine next steps, GF is evaluating how the Taskforce on Nature-related Financial Disclosures (TNFD) aligns with and supports our sustainability strategy and goals, including assessing readiness to implement elements of the TNFD LEAP (Locate, Evaluate, Assess and Prepare) approach to better understand nature-related dependencies and impacts associated with our operations.

Environmental 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 2025, we received three environmental related notice of violations (NOVs), none of which were significant. A total financial penalty of approximately $5,500 USD resulted from the three NOVs. No other government agency inspection or compliance reporting across our global operations resulted in financial penalties or sanctions.

Table 18: Manufacturing facilities and their proximity to Key Biodiversity Areas, UNESCO and Ramsar sites

Type of site addressed*	GF Dresden, Germany	GF Singapore	GF Malta, New York	GF Burlington, Vermont
UNESCO World Heritage	None	Singapore Botanic Gardens (<20km)	None	None
Biosphere Reserves	Oberlausitzer Heide- und Teichlandschaft (<50km)	None	Champlain-Adirondack (<50km)	Champlain-Adirondack (<10km)
Ramsar Sites	None	Sungai Pulai (<30km)	None	Missisquoi Delta and Bay Wetlands (<60km)
Key Biodiversity Areas	Moritzburger Kleinkuppenlandschaft (<5km)	Kranji-Mandai (<5km)	Adirondack High Peaks Forest Tract (<30km)	Northern Green Mountains Important Bird Area (IBA) (<10km)

** Only sites within 50km of our facility are included in this list.*

Responsible sourcing

GF recognizes that a responsible and resilient supply chain is essential to delivering high-quality products and advancing our sustainability goals. We work closely with our suppliers to uphold strong standards for ethics, human rights and environmental performance, guided by our Supplier Code of Conduct and the RBA Code.

Responsible sourcing

Highlights

- **GF integrates human rights expectations into sourcing** through the Supplier Code of Conduct and RBA Code requirements.
- In 2025, GF's major supplier due diligence program covered 82 suppliers representing **nearly 85% of spend in primary commodities**.
- Continuous monitoring of the direct supplier base through GF's third-party risk management system identified **no substantiated human rights violations** in 2025.
- **GF maintained a 100% conformant cobalt supply chain at year-end 2025**, with all seven cobalt smelters validated as RMAP[26] or Copper Mark conformant.
- GF's responsible minerals due diligence program is **designed to conform with the OECD Due Diligence Guidance** and aligns with the OECD's five-step due diligence process for minerals from conflict-affected and high-risk areas (CAHRAs).

[26] *Responsible Minerals Assurance Program (RMAP). Copper Mark conformance is recognized as equivalent to RMAP conformance for cobalt smelters.*

Our approach

In an increasingly competitive environment that requires continual innovation, an unyielding quality mindset and a strong commitment to meeting customer expectations, GF recognizes the critical role of our suppliers. We aim for a collaborative relationship with our suppliers that is based on responsible sourcing and sustainable practices, enabling mutual trust, transparency and shared value creation across our supply chain.

At GF, we interact with our suppliers based on the following principles:

- Commitment to the RBA Code of Conduct or equivalent
- Adherence to the GF Supplier Code of Conduct
- Commitment to ethical and responsible sourcing

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 consulting. Most of our manufacturing suppliers operate in the U.S., Singapore, Germany, other EU countries, Japan and Taiwan. Due to the nature of semiconductor manufacturing, with our highly specialized materials, tools and services with relatively long qualification times, GF has developed long-term working relationships with many of our suppliers and specifically our most strategic suppliers.

Responsible supply chain

Our approach

We have integrated robust supplier due diligence into our sourcing and supplier management processes to support our commitment to human rights, responsible sourcing practices and sustainability.

The GF Supplier Code of Conduct outlines the essential business behaviors we expect from suppliers, including conformance with the GF Global Human Rights Policy and the RBA Code, respecting human rights, prohibiting forced and child labor and meeting all labor, safety, health, environmental and ethical standards. For more information about GF's Global Human Rights Policy and GF's commitment to the RBA Code, please see the Human rights chapter of this report.

We share the GF Supplier Code of Conduct with suppliers during onboarding, and we've incorporated requirements to conform to the RBA Code into our standard supplier agreements. The terms and conditions of supplier purchase orders include a description of GF's formal process (GF's Ethics First Helpline) to ask questions, raise concerns, file complaints and/or report activities that potentially violate the GF Code, the GF Human Rights Policy, other GF policy or procedure, or any law or regulation. This process is open to employees, third parties or any other person, including supply chain workers. For more information on GF's Ethics First Helpline, please see the Ethics and compliance section.

Assessments and due diligence

To help ensure ongoing compliance, we assess major suppliers' conformance with the GF Global Human Rights Policy principles and the RBA Code. We utilize the RBA generic risk assessments, SAQs and the RBA VAP or equivalent methods. GF's major suppliers are designated annually according to documented criteria relating to supplier spend by commodity, strategic importance and generic supplier and country risks[27].

GF includes results of the major supplier RBA Code conformity assessment program in our annual Global Supplier Rating process, which scores supplier performance regarding quality, cost, operations, service, technology and business continuity/compliance. GF applies a risk-based approach for major suppliers to provide additional evidence of RBA Code conformity beyond self-assessments when needed.

[27] *Generic supplier and country risks are informed by RBA's generic risk assessment tools that include generic country/region risk, product and supply chain risk indicators.*

These additional verification steps range from targeted document reviews performed by GF staff to comprehensive third-party RBA VAP audits. 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 2025, GF did not identify any substantiated human rights violations from our continuous TPRM system monitoring.

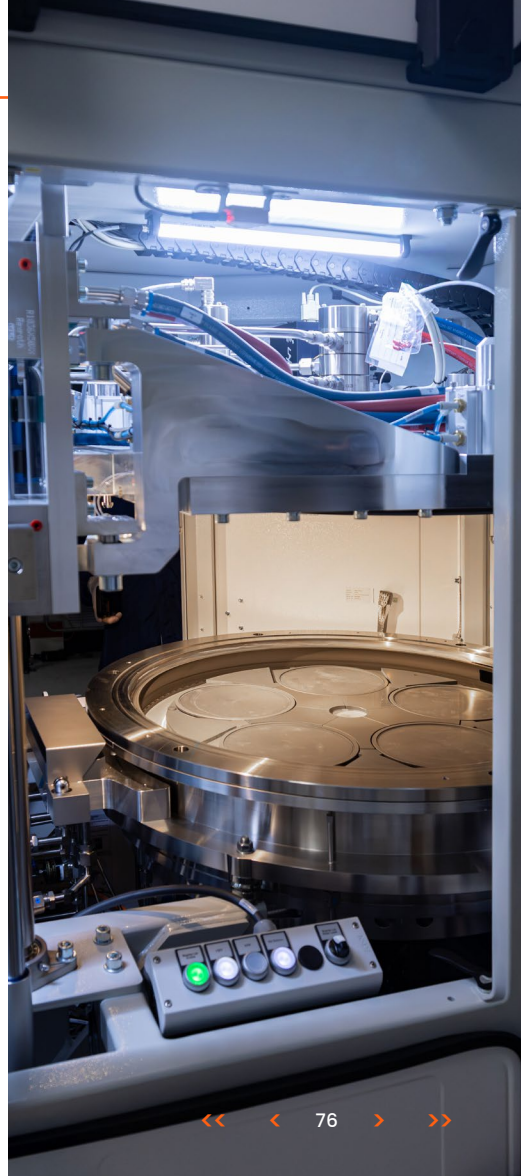
When there is an instance of non-conformance with GF's Global Human Rights Policy, the GF Code, the RBA Code, the law or any other policy or procedure, GF takes appropriate action to assess, contain and correct it; remediate potential impacts; and prevent recurrence. For example, when an RBA VAP audit at a major supplier site identifies non-conformities, GF closely tracks supplier steps to implement corrective action and remediate impact according to RBA's VAP Audit Protocol requirements. We also assist suppliers in designing and implementing corrective action where needed. Escalation measures are taken if a supplier does not cooperate in implementing corrective and remediation action.

GF analyzes the information obtained in the major supplier RBA Code conformity assessment program, information obtained though TPRM and other sources, such as reports or generic risk information from industry associations, to identify and better understand the most relevant responsible sourcing risks in our supply chain. Please see Human rights risk mapping in the Human rights chapter of this report for more details. GF's Global Supply Chain commodity managers receive 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 conformity assessment program.

Responsible sourcing - major supplier due diligence

GF assesses major supplier conformance to RBA Code requirements annually. We require major suppliers to provide a signed certification acknowledging their understanding of the RBA Code, complete supplier SAQs, provide information on supplier audits (such as RBA VAP audits) and provide environmental information (such as climate- and water-related metrics and targets).

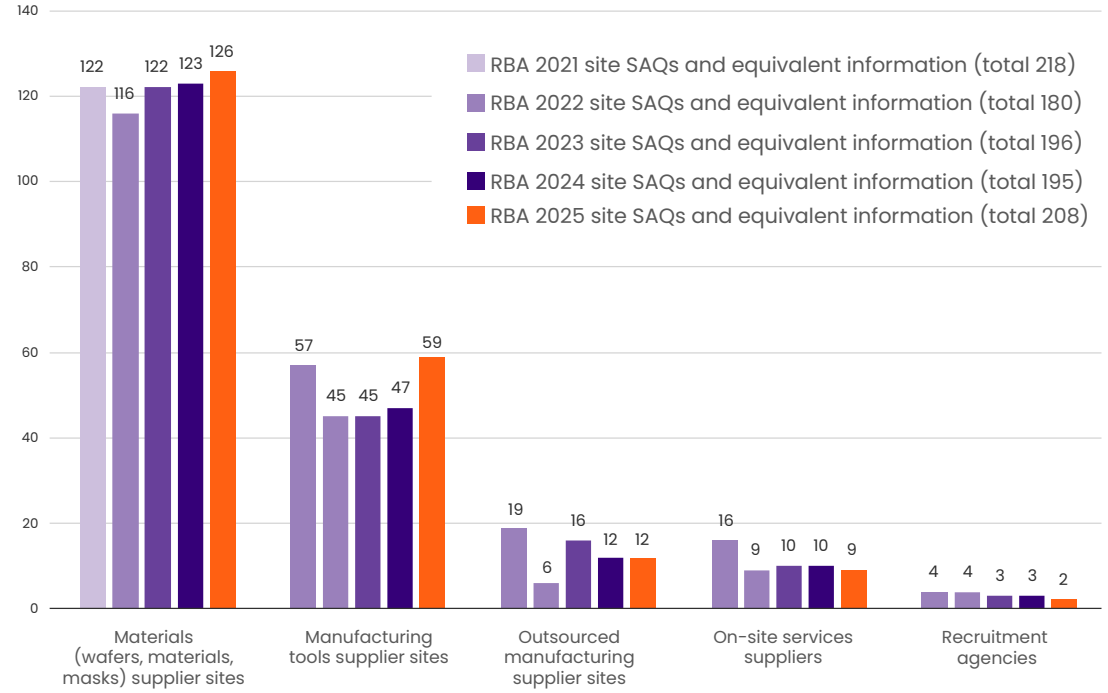
The 2025 GF major supplier list covered suppliers with a cumulative spend of nearly 85% in the primary commodities. These include silicon wafers, electronic-grade materials and specialty chemicals, manufacturing tools, photomasks and outsourced manufacturing services, mostly OSAT services. Our 2025 major supplier list also included labor recruitment agencies and on-site service suppliers, such as janitorial, security and canteen services. In 2025, the list comprised 82 suppliers, most of which provide products and services to GF from multiple supplier sites[28].



[28] *This included 197 major supplier sites in total and 11 on-site service providers and recruitment agencies without their own manufacturing sites.*

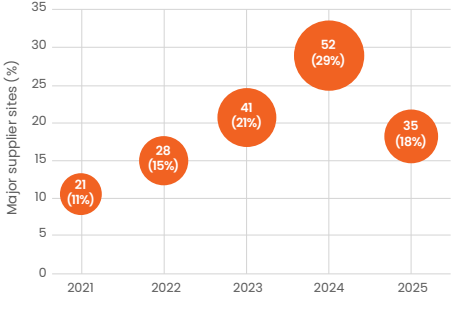
Figure 22 shows the number of self-assessments obtained in our major supplier due diligence programs from 2021 to 2025. In the 2025 major supplier program, 197 RBA-Online self-assessment responses were obtained from major supplier sites. The majority (98%) of the 2025 self-assessment responses indicated a low or medium risk for non-conformance to the RBA Code. Only 2% of responses were scored as high risk, and GF staff reviewed all relevant information for the high-risk scored responses.

Figure 22: Number of supplier site self-assessments by commodity 2021-2025



We continue to encourage suppliers to perform RBA VAP audits and share their results with GF. In 2024, GF saw a peak in major supplier RBA VAP audit participation, with 52 supplier sites (29%) completing and sharing valid audit reports. In 2025, 35 supplier sites (18%) completed and shared valid audit reports. Even with the relatively reduced number of audits in 2025, the percentage remains robust and is in line with the range observed over the past five years, reflecting sustained supplier engagement and continued oversight (see Figure 23). RBA VAP audits are comprehensive on-site third-party audits that include confidential worker interviews; audit review of policies, procedures and records; and site inspections (see also Human rights).

Figure 23: Total number and share (in percent) of GF major supplier sites with valid RBA VAP audits 2021 through 2025.



In the case of an RBA VAP audit non-conformity, the site audited must follow RBA's corrective action process, which includes defined timelines and audit closure requirements based on the severity (priority, major or minor finding) of the audit findings[29].

Any priority finding discovered in an RBA VAP audit must be corrected and remediated, with the RBA approving the corrective and remediation action plan and implementation confirmed through an RBA VAP Priority Closure Audit. GF also expects major and minor findings discovered in an RBA VAP audit to be corrected. GF closely tracks the progress of RBA VAP audit finding closures through the RBA online platform. Outside of the RBA VAP audit program, GF performs targeted document reviews with on-site service suppliers and labor agents. In 2025, GF identified 14 non-conformities in targeted document reviews and worked with affected suppliers to correct and remediate them.

GF's major suppliers diligently addressed corrective and remediation action to RBA VAP audit findings in 2024 and 2025 in a timely and satisfactory manner. All priority findings from valid RBA VAP audits were closed, corrected and remediated, or are in progress to be corrected.

[29] *Classification of RBA VAP audit finding severity is per RBA's VAP audit operations manual. RBA VAP priority closure audits are used to verify closure of any priority-level audit findings (the most severe), and RBA VAP closure audits serve to verify closure of any other types of findings (major or minor).*

In total, more than 98% of all findings from valid RBA VAP audits have been corrected and remediated or are proceeding toward correction. Table 19 provides an overview of findings identified in major supplier RBA VAP audits valid as of Dec. 31, 2025, by severity, closure status and RBA Code section.

Table 19: Findings identified in RBA VAP audits performed at major supplier locations in 2024 and 2025 by severity, closure status and RBA Code section.

RBA finding severity level	Number of findings	Percentage of findings	Year-end 2025 closure status	Percentage of findings by RBA Code category*
Priority finding**	8	3%	63% Closed; 37% Closure in progress	50% Labor 38% Health and safety 13% Supply chain
Major finding	158	66%	41% Closed; 57% Closure in progress; 2% Closure pending	39% Labor 27% Health and safety 13% Ethics 12% Supply chain 2% Management systems 8% Environment
Minor finding	75	31%	59% Closed; 40% Closure in progress; 1% Closure pending	41% Labor 27% Health and safety 11% Environment 15% Ethics 5% Supply chain

** Percentages have been rounded to the nearest whole number. Totals may not equal 100%.*

*** Priority findings were identified at six major supplier sites. As of May 2026, four of these have completed corrective and remedial action, two major supplier sites are still working to complete corrective and remedial action.*

Table 20 shows the most frequent types of findings in 2024 and 2025 major supplier VAP audits, along with examples of the required actions for correction and remediation.

Table 20: Most frequent non-conformities identified in RBA VAP audits performed at major supplier locations in 2024 and 2025 by severity and RBA Code subsection, with example details and required corrective and remediation action*

Finding area	Percentage of major supplier VAP audit findings	Example detail of findings	Required corrective and remediation action
Labor control processes	12% of findings (no priority finding)	Findings included missing or ineffective policies and control procedures that ensure auditee RBA Code conformity for key RBA Labor requirements, such as for proper control of working hours or recruitment cost detection and advancement/reimbursement.	Implementation of effective control procedures, such as proper control of working hours or recruitment cost detection, and advancement/reimbursement.
Supplier responsibility	9% of findings (two priority findings, one is closed; one is in progress to be closed)	Findings include non-conformities observed at auditees' on-site service providers, such as on exceeding limits on working hours. Findings also include missing or ineffective procedures to monitor and verify auditees' next-tier supplier conformance to the RBA Code.	Implementation of systems to monitor and control on-site service provider working hours, as well as introduction of effective procedures to monitor and verify next-tier supplier conformance to the RBA Code.
Labor – prohibition of forced labor	9% of findings (three priority findings – two are closed; one is in progress to be closed)	Findings included prohibited fees (such as recruitment fees), missing terms and conditions of employment in worker contracts, loans with high repayment burden, penalty fees for early termination and withholding of personal documents.	Reimbursement of prohibited fees for affected workers; worker contract revision removing fee and/or penalty to leave without notice provisions and including all required terms and conditions of employment; restoration of withheld personal documents to workers.
Labor – working hours and consecutive days worked	5% of findings (no priority findings)	Findings included exceedances of weekly working hours and consecutive workdays limits and missing procedures to effectively manage working hours.	Implementation of work schedules and effective controls that ensure work schedules comply with the RBA Code requirements.
Health and safety – emergency preparedness	5% of findings (three priority findings – two of which are closed; one is in progress to be closed)	Findings include inadequate emergency exits, inadequate emergency response procedures or lack of emergency evacuation drills.	Retrofits to emergency exits to fully comply with RBA and legal standards; implementation of effective emergency response procedures, including necessary emergency evacuation drills.

** As of December 31, 2025*

Responsible minerals sourcing

Table 21: Responsible minerals sourcing goals

Topic	Goal
Human rights supply chain	Maintain conflict-free supply chain (100% RMAP-conformant*) for gold, tantalum, tin and tungsten (3TG) and cobalt

** Responsible Minerals Assurance Program (RMAP). Copper Mark conformance is recognized as equivalent to RMAP conformance for cobalt smelters.*

GF is committed to the responsible sourcing of all materials, including minerals and metals. GF uses tantalum, tungsten, and in some cases, cobalt or gold to achieve the desired functionality of integrated circuits. The commodities we purchase containing 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 the postwafer fab process as interconnect materials in wafer bump or wafer packaging and in components used for semiconductor module assembly.

Our Conflict Minerals Policy establishes due diligence expectations for sourcing minerals and metals, such as 3TG and cobalt. The policy prohibits the use of 3TG and cobalt if their sourcing contributes to financing armed conflict and human right abuses in conflict regions in the Democratic Republic of Congo (DRC) and adjoining countries and/or from CAHRAs.

GF's responsible minerals due diligence program

GF's responsible minerals due diligence program is designed to conform with the internationally recognized framework of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs and the related supplements for gold, tin, tantalum and tungsten (the "OECD Guidance"). Our program aligns with the five steps for due diligence outlined in the OECD Guidance. Further, GF maintains an Ethics First Helpline that provides global employees and any other person, including GF supply chain workers, with a grievance mechanism to raise questions and/or report concerns, including with respect to sourcing practices.

Figure 24: GF's responsible minerals OECD five step due-diligence process

1. Established management systems	2. Risk assessment and identification	3. Respond to risks	4. Audits and assurance	5. Transparency
GF maintains robust governance, policies, supplier requirements and supply chain controls to support responsible minerals sourcing.	GF identifies and evaluates supply chain risks through annual supplier reporting, data validation, smelter identification and ongoing risk monitoring.	GF mitigates identified risks through supplier engagement, senior management oversight, corrective actions and measurable performance tracking.	GF requires sourcing from validated smelters and refiners by recognized independent audit programs and verifies supplier conformance.	GF provides annual public reporting on its responsible minerals due diligence activities to promote transparency and stakeholder confidence.

GF is a member of the Responsible Minerals Initiative (RMI). We apply RMI's suite of due diligence tools, such as the Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT), Additional Minerals Reporting Template (AMRT), RMAP and Risk Readiness Assessment (RRA) in conducting supply chain due diligence.

We have engaged 100% of our in-scope tantalum, tungsten, tin, gold and cobalt suppliers and collected their due diligence information utilizing RMI's CMRT and EMRT. GF's goal is to maintain a 100% 3TG RMAP conformant supply chain, first achieved in 2016, and we evolve our due diligence process to continually meet this goal. Additionally, we have successfully implemented a cobalt due diligence program in line with the OECD Guidance.

Our responsible minerals sourcing program and its progress are reviewed periodically by the Stewardship Committee and the ARCC, a committee of GF's Board of Directors. In April 2026, GF's due diligence practices and management systems were successfully audited to assess conformance with the OECD Due Diligence Guidance by a third-party consulting firm. The audit summary can be found here.

Copper and nickel due diligence – status and next steps

In 2025, RMI expanded its EMRT to cover additional minerals, including copper and nickel used in GF products. In response, GF is updating our due diligence process to collect EMRT data from copper and nickel suppliers, with a goal of achieving a 100% supplier response rate.

In parallel, we are working with RMI's Smelter Engagement Teams (SET) to identify and contact relevant smelters. SET supports smelters through outreach and capacity-building to increase participation in third-party audit programs, such as RMAP, RMAP+ and Copper Mark. We expect these efforts to increase the number of smelters that meet these audit standards.

Supplier requirements in responsible sourcing

GF's Responsible minerals policies and requirements are communicated and available to our suppliers on the GF supplier webpage. Suppliers are expected to undertake mineral supply chain due diligence and risk management in line with the standards defined in Annex II of the OECD Guidance. GF seeks to ensure responsible sourcing through legally binding agreements, demonstrating our commitment to ethical and sustainable practices throughout the supply chain.

Supplier specification and management

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), OSAT and wafer foundry suppliers containing 3TG metals as well as cobalt, copper and nickel.

At least annually, we review our 3TG and cobalt suppliers' due diligence practices and identify 100% of the 3TG and cobalt smelters in our extended supply chain and ensure they maintain RMAP and Copper Mark (for cobalt suppliers) conformance. Any new commodities that include 3TG metals or cobalt must be sourced only from RMAP and Copper Mark (for cobalt) conformant smelters. We actively encourage our suppliers to source from certified conformant smelters that contribute to the economic development of the DRC, adjoining countries and/or CAHRAs.

Reasonable Country of Origin Inquiry (RCOI)

GF does not directly purchase ore or unrefined 3TG, nor do we have direct relationships with any smelter or refinery operators (SORs). Instead, GF relies on our direct suppliers to provide information on the origin of any 3TG present in the materials and products supplied, including the source of any 3TG obtained from lower-tier suppliers and SORs.

GF conducts a RCOI in good faith to determine whether any necessary 3TGs in the Covered Products may have originated in the Covered Countries and were not 100% derived from recycled or scrap sources.

GF also utilizes the RMI RCOI file to validate country of origin (COO) data from CMRTs received from in-scope suppliers. This data provides the most detailed information currently available about the source of 3TG in GF's supply chains.

For any given 3TG commodity, GF may have several qualified suppliers at a given time, and the COO information for the smelters includes all possible sourcing options from the in-scope suppliers. This prevents GF from identifying the exact geographic origin of 3TG in each finished product. Consequently, our due diligence prioritizes confirming that the smelters and refiners identified by in-scope suppliers are validated as conformant with the RMAP or equivalent recognized programs where applicable, including for sourcing involving CAHRAs, DRC and Covered Countries. Our efforts are therefore focused on smelter- and refiner-level validation rather than establishing product-level origin determinations.

Risk management and corrective action

As part of GF's risk management process for responsible minerals sourcing, we review our suppliers' conflict minerals declaration (CMRT and EMRT). If our supplier's responsible minerals sourcing practices do not meet our expectations or if a smelter used in the supplier's supply chain becomes non-conformant with the RMAP and Copper Mark protocols, GF requires the supplier to either correct course immediately or, if needed, develop and submit a corrective action plan. If a non-conformant smelter is unwilling to pursue correction per the RMAP process, GF will take steps to implement alternate sourcing.

We use an expanded CAHRA minerals risk identification and assessment process for 3TGs, specifically for our tantalum supply chain in scope of the EU Conflict Minerals regulation (EU) 2017/821. The scope of the risk identification process includes geographical risk, sourcing risk and audit risk. Once high-risk smelters are identified, a risk mitigation and corrective action plan is developed.

GF conducts additional supply chain risk analysis using RMI's RRA tool. The RRA enables a broad understanding of the environmental, social and governance risks in the minerals supply chain beyond DRC conflict-free minerals sourcing. It is now a prerequisite for the RMI's RMAP smelter auditees. GF also utilizes RMI's Material Insights platform and Global Risk Map to review broader responsible minerals sourcing risks.

2025 Supply chain performance

There were significant developments in our 3TG supply chain in 2025. Three gold smelters, five tin smelters, and one tungsten smelter were removed from RMI's conformant list. In response, we worked with suppliers who had these non-conformant smelters in their supply chain to take steps to remove the smelters from GF's sourcing.

To date, all but one of the non-conformant smelters have been eliminated from our supply chain. By the end of 2025, our 3TG supply chain achieved a 99.5% RMAP conformance rate. The remaining non-conformant smelter is associated with our OSAT supply chain, which impacts only a very small percentage of our product deliverables. Importantly, our wafer supply chain remained fully conformant at year-end. As of year-end 2025, GF's supply chain included 31 tungsten, 24 tantalum, 88 gold and 45 tin smelters.

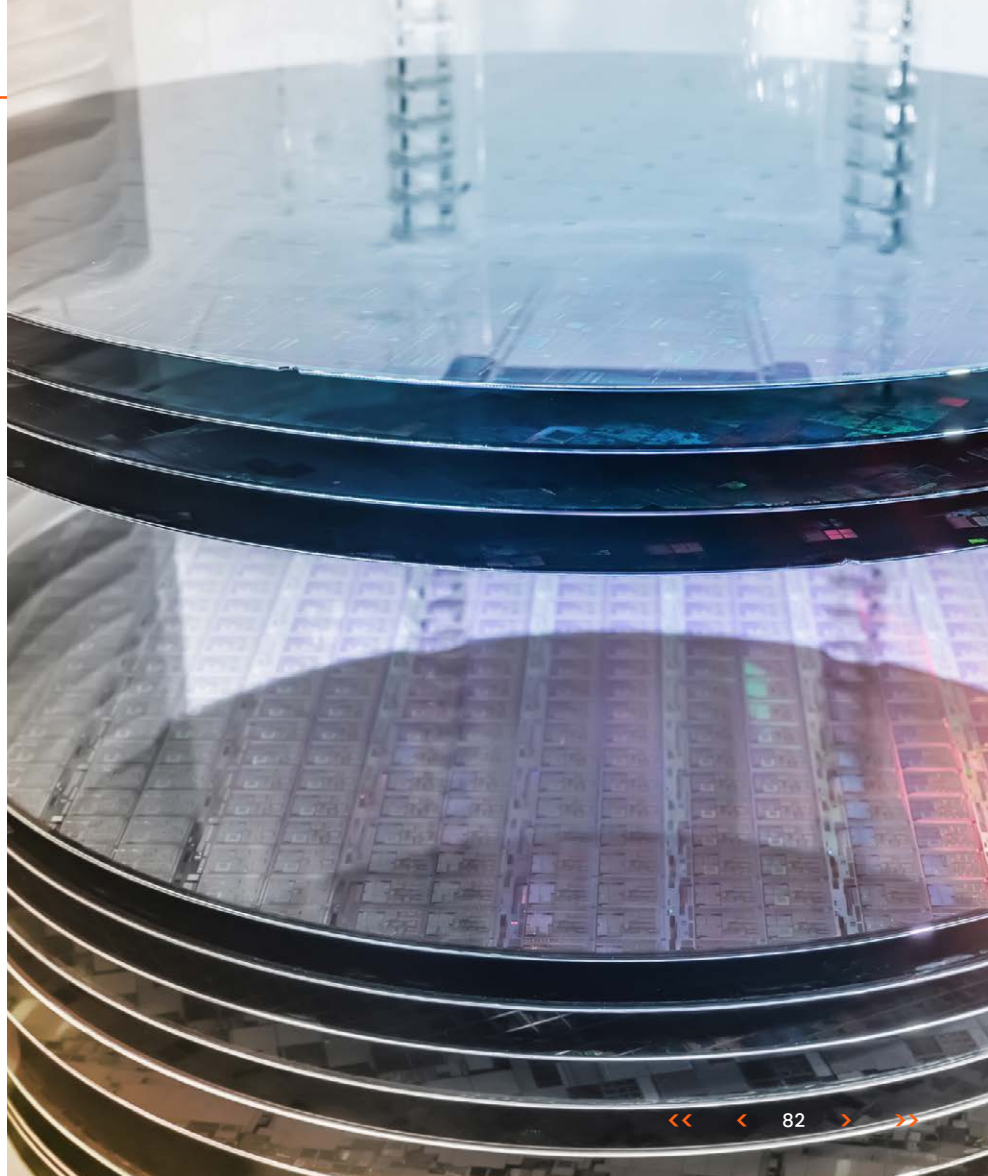
Additionally, we continued to maintain a 100% conformant cobalt supply chain, as all seven of our cobalt smelters were either RMAP conformant (85.7%) or Copper Mark conformant (14.3%)[30].

Additional minerals

Beyond responsible minerals sourcing for 3TG, cobalt, copper and nickel, in 2025 we surveyed relevant suppliers for due diligence information regarding additional minerals, including silicon, aluminum, boron, iron, manganese, magnesium and niobium. This survey was designed to collect information beyond 3TG, cobalt, copper and nickel to ensure full transparency in our upstream supply chain for these minerals. GF is utilizing RMI's AMRT to collect this information, and we achieved a 90% response rate for information collected. GF reviewed and validated all responses, and we assisted suppliers to enhance their understanding of the requirements and data collected.

Customer engagement and collaborative initiatives for responsible mineral sourcing

GF routinely provides due diligence information to support our customers' reporting needs. We create and share user defined CMRTs, EMRTs and AMRTs with our customers upon request. For further details and our 3TG smelter list, please review GF's Conflict Minerals report for the year ending December 31, 2025. We also participate in RMI's Emerging Minerals Working Group to collaborate with other RMI members in outreach activities to suppliers and to enhance our understanding of mineral value chains.



[30] For cobalt smelters, Copper Mark conformance is recognized as equivalent to RMAP conformance.

About this report

The GF 2026 Sustainability Report, published on June 29, 2026, is our 12th annual comprehensive sustainability report.

About this report

The GF 2026 Sustainability Report, published on June 29, 2026, is our 12th annual comprehensive sustainability report. GF's Stewardship Committee reviewed this report prior to publication. Data presented in this report reflects GF's performance for the reporting period of calendar year 2025, where not indicated otherwise, and may reflect estimates using methodologies and assumptions, which may change in the future as a result of new information or subsequent developments. Statements regarding GF's future direction and intent are subject to change or withdrawal without notice and represent goals and objectives only. The last report was published in 2025 and covered 2024 data.

In this report, we are not using the term "materiality" and other similar terms as they are used under the securities or other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting. Thus, the inclusion of information or the absence of information in this report should not be construed to represent our belief regarding the materiality or financial impact of that information. We perform internal due diligence to ensure the accuracy of the information and data presented. We do not seek independent assurance of the non-financial data presented, with the exception of GHG emissions.

Third-party validation has been received for GF's Scope 1 and Scope 2 GHG emissions data, in addition to select Scope 3 emissions. Please refer to Annex: GHG verification statement.

We use the 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.

For an overview of GF sites and subsidiaries, see GF's 2025 Form 20-F annual report and refer to "D. Property, Plant and Equipment" (page 42) and "Related Party Disclosure" in Part III (page F-39-41). For an overview of GF site data coverage by report chapter, please refer to Table 22.

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

Table 22: Data coverage of GF sites⁺ by report chapter

Findings area	GF Dresden, Germany	GF Singapore	GF Malta, New York	GF Burlington, Vermont	GF non-manufacturing sites
Governance	Yes	Yes	Yes	Yes	Yes
Human rights	Yes	Yes	Yes	Yes	Partial*
Health, safety and wellbeing	Yes	Yes	Yes	Yes	Partial*
People and culture	Yes	Yes**	Yes	Yes	Yes**
Community engagement	Yes	Yes	Yes	Yes	Yes
Sustainable manufacturing	Yes	Yes	Yes	Yes	Partial***
Responsible sourcing	Yes	Yes	Yes	Yes	Partial****

+ GF sites do not include 1) the recent acquisitions of MIPS, AMF and InfiniLink, unless noted in Table 22; 2) any partly owned companies: Advanced Mask Technology Centre GmbH & Co. KG, Advanced Mask Technology Center Verwaltungs GmbH, Maskhouse Building Administration GmbH & Co. KG, Maskhouse Building Administration Verwaltungs GmbH; or 3) 300mm manufacturing partnership in China which is not under GF operational control.

** Approach covers all GF sites. RBA SAQ and audit results do not cover GF non-manufacturing sites.*

*** People data is inclusive of acquisitions that closed in 2025 (MIPS, AMF, and InfiniLink).*

**** Approach covers all GF sites; 2025 Scope 2 GHG emissions of all GF non-manufacturing and MIPS sites are included in the 2025 GHG emissions inventory; other environmental impact data of non-manufacturing sites are not included.*

***** Approach covers all GF sites; suppliers included are suppliers that support GF manufacturing.*

Forward-looking statements

This report contains certain statements that are, or may be deemed to be, "forward-looking statements" within the meaning of U.S. securities laws and include statements regarding our goals, metrics, targets, strategy and expectations with respect to matters relating to corporate sustainability. These forward-looking statements are based on current expectations, estimates, forecasts and projections. Words such as "expect," "should," "believe," "hope," "target," "goals," "estimate," "potential," "may," "will," "could," "on track," "commit" and variations of these terms or the negative of these terms and similar expressions are intended to identify these forward-looking statements, although not all forward-looking statements contain these identifying words. Forward-looking statements are based on our management's beliefs and assumptions and on information currently available to our management.

By their nature, forward-looking statements are subject to risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future, are difficult to predict and are often beyond our control. Please see "D. Risk Factors" in Part I, Item 3 of GF's 2025 Form 20-F annual report and other reports filed with the U.S. SEC for a further discussion of factors that may cause actual results to differ materially from those indicated by our forward-looking statements. Forward-looking statements are not guarantees that any goals, metrics, targets, strategy or expectations will be met and our actual results may differ materially from those made in or suggested by the forward-looking statements contained in this report. Neither we, nor any other person, assume responsibility for the accuracy and completeness of these forward-looking statements. Accordingly, no undue reliance should be placed on these forward-looking statements. In any event, these statements speak only as of their dates, and we undertake no obligation to update or revise any of them, whether as a result of new information, future events or otherwise.

Annex: Reporting frameworks, data and disclosures

- Site profiles
- GF people data
- Global Reporting Initiative (GRI) index
- Climate-related disclosures
- SASB index
- Sustainable Development Goals (SDGs)
- GHG verification statement

Site profiles

GF manufacturing: Our global footprint, world-class manufacturing sites across the U.S., Germany and Singapore

Malta, New York (global headquarters)

In 2009, GF broke ground for construction of our 300mm wafer manufacturing facility in Malta, New York. The majority of the site investment has been directed toward advanced 14/12nm process technologies. The site is one of the leaders in advanced manufacturing in the U.S., a cornerstone of Upstate New York's Tech Valley region and one of the largest and most successful public-private sector investments in New York state's history.

Wafer Size: 300mm

Management system certifications: ISO 9001, ISO 14001, ISO 45001, ISO 27001

Community relations

The Malta site engages the local community and drives workforce development initiatives through partnerships with schools, colleges, universities and regional workforce organizations. We are proud to host high school tours and the High School Job Shadow Program, which bring students on-site for tours, hands-on activities and informational sessions with industry experts. The site also partners with NY CREATES and its Educational Alliance for Semiconductor Experiential Learning (EASEL) program to connect community college students to the semiconductor industry through the Student Technical Bootcamp. In addition to providing on-site learning opportunities, GF brand ambassadors volunteer their time in the community to support STEM education.

GF has invested over $5.1M USD in the Saratoga County communities of Malta and Stillwater, including the development of a $1.1M USD three-season community athletic complex at the Luther Forest Technology Campus. The GF Malta and GF Stillwater Foundations have collectively granted more than $2.2M USD to local community, civic, athletic, non-profit and STEM organizations through 2025. During the holiday season, GF Malta employees supported the 2025 Fab 8 Toys for Tots Drive, donating 1,861 toys and assembling an additional 33 bikes.

Sustainability feature: Green building design

The GF Malta campus integrated green building principles and energy and water efficiency features from the initial design phase. This includes heat recovery chillers that meet year-round base cooling needs while capturing heat for site use. Additional energy recovery techniques include free cooling during favorable outdoor conditions and a GF-patented water free-cooling system that uses cold incoming water to cool the fab and preheat it for UPW treatment. Using Leadership in Energy and Environmental Design (LEED®) criteria, the Malta campus achieved LEED Gold for the Admin 1 and 2 office buildings and LEED Silver for the fabrication facility.

Awards

- 2024 RBA VAP Audit Platinum recognition – GF Malta achieved the maximum score of 200 in its October VAP audit.
- 2025 Healthiest Employers of the Capital District Award – Healthiest Employers® recognized GF for the seventh time, reflecting GF's ongoing commitment to workplace wellbeing, promotion and engagement.

Burlington, Vermont

Since groundbreaking in 1957, the GF Burlington, Vermont campus has grown and evolved into a major semiconductor manufacturing site. GF acquired the site as part of the IBM Microelectronics business in 2015. As of December 31, 2025, we employed approximately 1,800 people in the State of Vermont, which we believe makes GF Burlington, one of the largest private-sector, for-profit employers in the state.

Wafer Size: 200mm

Management system certifications: ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 27001

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 nonprofit agencies, which focus on food stability, health services and family-oriented causes. Additionally, GF employees support many K-12 STEM initiatives, such as the FIRST® LEGO® and Robotics, Essex CHIPS Youth Center and the Vermont Afterschool organization. In 2025, GF Burlington's engagement included 39 events, over 2,600 volunteer hours and 2,600 students reached.

Sustainability feature: Legacy of environmental excellence

Noted for its long-term environmental excellence, GF Burlington 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 Burlington received authorization from the Public Utility Commission to procure electricity for its own use. In 2023, GF completed prepermitting activities to develop additional on-site solar generation to supply its manufacturing activities. In early 2025, the first two on-site solar projects received permit approval from the Public Utility Commission.

GF and the University of Vermont (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.

Awards

- 2025 RBA VAP Audit Platinum Recognition - achieved the maximum score of 200 in the March 2025 VAP Audit, repeating the excellent RBA VAP audits results from 2023 and 2021.
- 2025 Governor's Excellence in Worksite Wellness Gold - This award recognizes employers who provide worksite wellness initiatives, along with employers' efforts to enhance productivity, bolster a healthy environment and improve employee wellbeing. This was the seventh consecutive year that GF Burlington received this award.
- 2023 National Pollution Prevention Roundtable (NPPR) Most Valuable Pollution Prevention Award for projects that reduced solvent usage by over 70,000 liters annually.

Dresden, Germany

Groundbreaking for the manufacturing site in Dresden took place in October 1996, with the grand opening of the first production cleanroom in 1999. The Dresden site has continued to expand ever since. In 2009, the Dresden site became the first 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 hosts approximately 650 high-tech companies with more than 80,000 employees.

Wafer Size: 300mm

Management system certifications: ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 27001, ISO 50001, Sony Green Partner

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 in 1996 and continues to do so today. GF Dresden supports various neighborhood associations and activities, such as local heritage societies. The Dresden site's Community Affairs Program specifically supports educational youth projects and activities related to STEM, such as the national competition INVENT a CHIP, FIRST® Robotics and the LEGO® League. Particular focus is on supporting students' interest in STEM to help increase the pipeline for talent in science and technology. GF Dresden also continues to maintain relationships with several partner schools and youth facilities in and around Dresden to promote scientific and technical skills among children and young people.

Sustainability feature: Low GHG emissions

The Dresden fab was designed for extremely low F-GHG emissions, which is accomplished by utilizing low-emission gases in chemical vapor deposition (CVD) chamber cleaning, coupled with near-universal use of point-of-use abatement equipment for PFC-using processes. Highly efficient natural gas powered trigeneration plants power the Dresden fab with electricity, heating and cooling, along with a fraction of electricity from the Dresden public grid. To support cooling during peak load situations, GF Dresden uses one of the largest ice thermal energy storage facilities in Europe. With a capacity of over one million liters of water, it stores energy in the form of ice. The ice storage facility is used to cover peak cooling requirements — especially on hot, humid summer days when the cleanroom demands more intensive cooling.

Awards

- The German Cyclists' Association (ADFC) awarded GF Dresden in early 2026 the title of Bicycle-Friendly Employer.
- 2022 Partner Recognition Environmental and Climate Alliance Saxony by the Saxon state government.
- Awarded with the Vital Company seal of approval in 2023 for carrying out a psy.Res® Mental Stress risk assessment.
- Achieved RBA VAP Platinum recognitions for the full audits scores of 200 in 2021 and 2023 RBA VAP audits.

Singapore

GF's Singapore Woodlands campus is home to one 200mm GIGA+ fab (Fabs 2, 3 and 5) and one 300mm fab (Fab 7), which saw its expansion module launched in September 2023. The GIGA+ fab goes back to 1995 when the first 200mm fab started production. Our 300mm fab commenced operation in 2005 and has evolved ever since. Our latest 300mm expansion fab is GF's most advanced semiconductor fab in Singapore. GF's presence in Singapore also further expanded with the acquisition of Singapore-based Advanced Micro Foundry in 2025, making GF the top pure-play photonics foundry in the world by revenue.

Wafer Size: 300mm/200mm

Management system certifications: ISO 9001, IATF 16949, ISO 14001, ISO 45001, Sony Green Partner, ISO 15408, ISO 27001, ISO 26262

Community relations

Since 2006, GF Singapore has consistently supported the Singapore Children's Cancer Foundation (CCF), including organizing an annual Hair for Hope satellite fundraising event to raise funds and promote awareness of childhood cancer. In 2025, GF raised a total of $148k SGD (approximately $117k USD) for CCF, bringing our cumulative amount raised to more than $1.9M SGD (approximately $1.5M USD) for CCF over the last 20 years. GF Singapore has also supported the Boys Brigade Share-a-Gift Program for 18 years through fulfilling the wishes of beneficiaries from participating charitable organizations. In 2025, we fulfilled 1,016 wishes requested by the beneficiaries from four charitable organizations in Singapore. In 2025, GF Singapore further expanded our STEM outreach activities, partnering with educators and teachers to tap their influence in inspiring students in the electronics and semiconductor sector. For example, we participated in a TeacherFest organized by the Science Center Singapore that was attended by more than 200 teachers in STEM. GF Singapore also worked with Singapore's Ministry of Education to host learning journey events for over 50 career guidance counsellors and coaches. In total, over 60 career and campus outreach activities were completed in 2025, with more than 9,000 people reached, including students and educators from secondary schools, junior colleges, institutions, polytechnics and universities.

Sustainability feature: Resource efficiency

Our Singapore fabs have extensive state-of-the-art water recycling capabilities in place. Moreover, more than 99% of the water supply to GF Singapore is NEWater, which is reclaimed and treated wastewater supplied by the Singapore Public Utilities Board (PUB) for industrial uses, supporting Singapore's water conservation strategy to reserve high-quality potable water for domestic consumption.

For our Expansion Fab, 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, abating air emissions and GHGs, as well as electrifying and phasing out fossil fuels, e.g., replacing fossil fuel-fired combustion boilers with electrical heat pumps.

Sustainability feature: GHG emissions reduction

GF Singapore implemented a novel central abatement system in Fab 7 that uses 20% less space as compared to point-of-use abatement systems and also limits tool downtime, minimizing disruptions to cleanroom operations. The successful pilot in 2025 has since seen emissions significantly reduced in Fab 7, and we plan to scale the central abatement system across all of Fab 7. Since 2021, we have implemented remote plasma cleaning projects to upgrade some of our manufacturing processes, making them more efficient and significantly reducing emissions. As a result of our efforts, GF Singapore received the Best Practices Award for our remote plasma clean project at the Singapore Energy Efficiency National Partnership (EENP) Awards 2025.

In 2024, we began embarking on abatement projects and committed to be a long-term off-taker of electricity from Singapore's first energy-efficient and hydrogen-ready combined cycle power plant, which is scheduled for completion in 2026. GF Singapore is also a regular contributor to the Sustainability Open Innovation Challenge by Enterprise Singapore, a Singapore government agency. Our 2024/2025 challenge to green start-ups around the world sought to innovate for renewable energy and push the boundaries of environmental protection.

Awards

- In 2025, Fab 7 was designated as part of the World Economic Forum's Global Lighthouse Network (GLN) of advanced manufacturers
- Great Place to Work-Certified™ by Great Place to Work® Institute Singapore (2025, 2024, 2023, 2022)
- Workforce Transformation Award for exceptional dedication and achievements in workforce development and transformation (2025, 2024)
- 2025 Top 300 Singapore Opportunity Index Employer

Regional offices supporting GF's global footprint

Locations with more than 100 employees

Bengaluru, Karnataka, India

The GF India site, with offices in Bengaluru, Kolkata and Pune, is our largest non-manufacturing site. The Bengaluru team supports our global semiconductor fabrication and manufacturing facilities, with functions including, R&D, IP design, application engineering, quality, manufacturing operations support and enabling services.

The GF India Board of Directors established a Corporate Social Responsibility (CSR) Policy in 2017 and has a dedicated CSR committee that oversees related actions. With strong support from our employee volunteers, our CSR projects serve communities in Bengaluru and other regions across Karnataka, focusing primarily on four key areas: education, social support, health and the environment.

Community relations and sustainability
The team volunteered 1,800 hours with 30% unique participation.

Education
Supported Basralu Mandya Government school with stationery and uniforms and extended education support to nine other villages. Additional donations to four new government schools around Bengaluru included computers, green boards, furniture and books. Through One Billion Literate Foundation (OBLF) volunteers painted a local government school, brightening up the space for students.

Social
We work with non-profit organizations across India on important social initiatives.

To celebrate Indian Republic Day, we organized a donation drive, inviting employees and their families to engage with the non-governmental organizations. Employees contributed groceries, stationery and clothing to support children and the elderly. We also organized a donation distribution drive to support residents of Deepa Academy Blind School and Hostel. Employees also donated Groceries to Nightingales Medical Trust and donated to Nammane Summane orphanage for building homes.

Health
GF India supports the health of local communities through various initiatives, including organizing a blood donation drive with the Rotary Club and collecting 100 packs of blood from our employees. We also sponsored 100 eye surgeries for underprivileged people in and around Karnataka in partnership with Sankara Eye Foundation. Our team additionally supported Panchajaniya school with programming about women's hygiene in collaboration with Yuva Bengaluru. GF India also donated Dhan Utsav hygiene kits to government school kids.

Environment
GF India organized a plantation drive in the Malur Forest Range, engaging more than 60 employees and family members to plant approximately 130 native saplings in collaboration with the Karnataka Forest Department. Complementing this effort, GF Bengaluru donated a solar-powered system to support forest irrigation, helping ensure the long-term survival of the newly planted trees. We also celebrated World Environment Day with a tree plantation drive and Earth Day by organizing a "Waste to Best" competition.

Sofia, Bulgaria

The GF Sofia, Bulgaria, office is GF's largest non-manufacturing site in Europe.

GF's Bulgaria team delivers a unique blend of talent focused on the non-manufacturing stages of microchip development. The engineers in design technology enablement, device and reliability, and the GF pre- and postfab teams are innovators at the core of our research and development process, contributing to the fast-paced evolution of the semiconductor industry. The commercial and customer solutions teams at our Bulgaria site work closely with our customers to create a seamless end-to-end customer journey, both technical and commercial.

Community relations and sustainability
A key priority for GF Bulgaria is workforce development and partnering with academia, with the goal of growing the national and regional semiconductor talent pipeline. As a leading technology company in Bulgaria, GF collaborates closely on curriculum development with top technical schools and universities, including Technical University Sofia, Sofia University and Ruse University. GF Bulgaria established classes in semiconductor technologies, our employees teach master classes in micro- and nano-systems design, and we provide laboratory equipment and development tools for students. GF employees who are distinguished experts in the field of microelectronics participate in joint PhD programs and conferences.

In 2025, alongside the GlobalWomen Sofia chapter, we established two additional ERGs: ETP, created to support the growth and development of early career talents, and ConnectAbility, focused on promoting an inclusive, accessible and empowering working environment.

GF Bulgaria resides in the Sofia NV Towers, which achieved LEED® Gold from the U.S. Green Building Council.

The Sofia team is dedicated to initiating and participating in various fundraising campaigns. The collected funds support causes that benefit underprivileged children by providing them with access to education, health care and essential resources. Beyond that, the funds support vital social programs, initiatives for animal welfare and environmental conservation.

2025 GF Bulgaria volunteerism:

- Caps for Future: a nationwide campaign focused on collecting plastic caps, aluminum cans and clear plastic bottles. The funds from the recycled raw materials are used to purchase incubators, children's neonatal ambulances and medical equipment for children's or neonatal wards throughout the country.
- Sofia's New Forest initiative involved the planting of 320 new trees in a newly designated forest area, contributing to increased green coverage and enhancing the environment.
- GF Sofia's office carried out a separate waste collection awareness campaign, as well as an initiative to collect employees' personal e-waste and used batteries on-site to ensure proper recycling.

Penang, Malaysia

The GF Malaysia office opened in 2023 as a key hub to complement GF's global manufacturing operations through virtual fab operations under the Global Fab Engineering Services (GFES) model.

GFES is GF's Virtual Fab operating model, delivering 24/7 round-the-clock engineering and operations support across all GF Fabs worldwide. By leveraging advanced analytics, digital manufacturing tools and secure remote operations, GFES connects GF's global manufacturing network to drive agility, speed and operational resilience for customers. This differentiated model has delivered proven improvements in yield, cycle time and overall fab efficiency.

Utilizing the latest digital manufacturing technologies, Industry 4.0 digital solutions and GF's state-of-the-art Factory Control Tower, the Malaysia hub office supports GF's global fab network with essential engineering services. Engineers in Penang are directly involved in running remote operations and troubleshooting on tools in real time across all of GF's Fabs globally, providing a truly dependable network of manufacturing excellence.

Located in Penang, which is at the forefront of semiconductor innovation in Malaysia, the GF Malaysia office opened with strong support from InvestPenang and the Malaysia Development Economy Corporation (MDEC). The Penang site serves as GF's global Center of Excellence for Process Engineering and Manufacturing Engineering, driving standardization and automation with advanced AI technologies. It is a Common Criteria ISO 15408 and Automotive IATF 16949 certified site.

The GF Malaysia team has grown to nearly 400 employees, with 80% of the workforce between 20 and 35 years old, reflecting GF's focus on building a strong, future-ready talent base.

Community relations and sustainability
GF Malaysia drives talent outreach through participation in career fairs and close collaboration with educational institutions, with the aim of inspiring the next generation to pursue careers in semiconductor and digital manufacturing.

The site maintains strong relationships with leading Malaysian universities, including Universiti Sains Malaysia (USM) and Universiti Malaysia Perlis (UniMAP). These relationships support Penang's rapidly growing semiconductor ecosystem by building a future-ready talent pipeline, while strengthening joint efforts in digital talent development, research and innovation.

With UniMAP, GF engineers have the opportunity to pursue a dedicated MSc and PhD Industry Program, while contributing to joint research initiatives in Smart Automation and AI. At the same time, UniMAP students will benefit from access to joint research projects and industrial training opportunities, gaining valuable exposure to the expertise and practices of a world-class semiconductor company.

GF Malaysia also has two ERGs, a GF GlobalWomen Malaysia chapter and a GF ETP Malaysia chapter, to build an inclusive environment and provide employees further access and resources to opportunities and empowerment.

Beyond the workplace, the GF Malaysia team constantly participates in meaningful activities to give back to the community, including organizing a blood donation drive and planting mangroves, to demonstrate our commitment to community wellbeing and environmental stewardship.

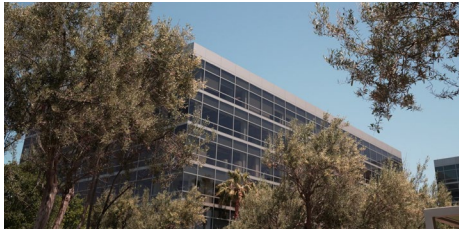
Austin, Texas

GF's two Austin offices are located in the heart of Austin's vibrant tech and cultural scene. Home to approximately 250 employees and contractors, these fast-growing sites bring together innovators who are shaping the future of technology while enjoying a city known for creativity, music and entrepreneurial energy. GF employees at our Austin sites represent all core business functions, including finance, commercial, communications and marketing, IT, HR, engineering and integrated supply chain teams. Our downtown office is situated steps from leading tech companies and the Ann and Roy Butler Trail along Lady Bird Lake, offering a dynamic blend of professional opportunity and urban lifestyle. Team members at both offices connect through regular professional and social events, supported by a strong culture of collaboration and growth.

Community relations and sustainability

At GF Austin, community is built through connection, both inside and outside the office. ERGs play an active role in fostering engagement and professional development, along with hosting events and training sessions throughout the year, including programs led by the ETP group and GlobalWomen U.S. West. The sites' central locations encourage interaction with the broader Austin community, offering easy access to outdoor spaces, local culture and nearby tech hubs. Together, these elements create an environment where employees can build meaningful relationships, grow their careers and feel connected to the city they work in.

Aligned with the company's sustainability priorities, the GF Austin Downtown office is LEED® v4.1 O+M Gold Certified, which includes responsible operations, environmental stewardship and transparent sustainability practices. The GF Austin Southwest office adheres to the Austin Universal Recycling Ordinance, actively reducing the waste sent to landfills.



Santa Clara, California

Our GF Santa Clara office is surrounded by high-tech companies and is supported by a dedicated and collaborative team. Santa Clara County, with its many natural amenities, has long been considered one of the best places in the U.S. to live and work. The region is rich in history and cultural diversity and offers a wide range of artistic, educational and athletic opportunities. Located in the heart of Silicon Valley, the Santa Clara site is part of a global hub for technology and innovation, where creativity, collaboration and community engagement are integral to how we work.

Community relations and sustainability

The GF Santa Clara team is actively engaged in building a connected, inclusive workplace and supporting the surrounding community through employee-led initiatives and local partnerships. A cornerstone of our community engagement is employee volunteering. Santa Clara employees regularly support Second Harvest of Silicon Valley, where GF volunteers help sort and pack food for individuals and families in need. The site also fosters strong internal connections through weekly community lunches, cultural celebrations and on-site events.

Together, these activities reflect the Santa Clara site's commitment to being an engaged neighbor and a place where employees are encouraged to connect, contribute and make a positive impact.

Santa Clara employees actively support sustainability awareness and participation through Earth Week programming and environmentally focused volunteer and engagement activities. These site-level efforts align with GF's company-wide sustainability priorities, which include responsible operations, environmental stewardship and transparent practices.

GF people data

Workforce composition by region, gender and employment type (as of December 31, 2025)

						Temporary		
Region	**Gender**	**All employees***	**Regular****	**Full-time*****	**Part-time*****	All temporary	Contractors	Intern/student/ apprentice/etc.
AMER	Female	1,083 (23.3%)	1,068 (22.9%)	1,077 (23.1%)	6 (16.7%)	15 (28.8%)	2 (10.5%)	13 (39.4%)
	Male	3,575 (76.8%)	3,551 (76.3%)	3,545 (75.9%)	30 (83.3%)	24 (46.2%)	5 (26.3%)	19 (57.6%)
	Other	48 (1.0%)	35 (0.8%)	48 (1.0%)	–	13 (25.0%)	12 (63.2%)	1 (3.0%)
	Total	**4,706 (33.2%)**				**52 (11.7%)**		
APAC	Female	2,029 (33.8%)	1,998 (33.3%)	2,028 (33.1%)	1 (25.0%)	31 (26.5%)	1 (4.2%)	30 (32.3%)
	Male	4,063 (67.7%)	4,000 (66.6%)	4,060 (66.4%)	3 (75.0%)	63 (53.8%)	–	63 (67.7%)
	Other	30 (0.5%)	7 (0.1%)	30 (0.5%)	–	23 (19.7%)	23 (95.8%)	–
	Total	**6,122 (43.2%)**				**117 (26.4%)**		
EMEA	Female	607 (19.8%)	560 (18.3%)	430 (16.8%)	177 (22.6%)	47 (17.2%)	–	47 (17.2%)
	Male	2,728 (89.1%)	2,501 (81.7%)	2,122 (83.2%)	606 (77.4%)	227 (82.8%)	–	227 (82.8%)
	Other	0 (0.0%)	–	–	–	0 (0.0%)	–	–
	Total	**3,335 (23.5%)**				**274 (61.9%)**		
All GF	Female	3,719 (26.3%)	3,626 (26.4%)	3,535 (26.5%)	184 (22.4%)	93 (21.0%)	3 (7.0%)	90 (22.5%)
	Male	10,366 (73.2%)	10,052 (73.3%)	9,727 (72.9%)	639 (77.6%)	314 (70.9%)	5 (11.6%)	309 (77.3%)
	Other	78 (0.6%)	42 (0.3%)	78 (0.6%)	–	36 (8.1%)	35 (81.4%)	1 (0.3%)
	Total	**14,163 (100.0%)**				**443 (100.0%)**		

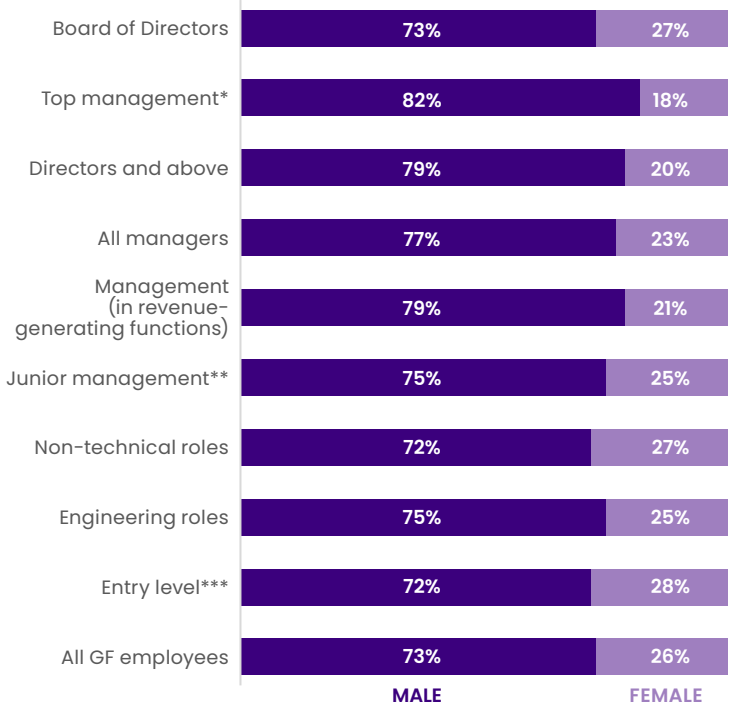
* All employees is our total GF headcount (regular and temporary)
** Regular is all employees excluding temporary employees (includes long-term fixed contract employees)
*** Full-time and Part-time include both regular and temporary employees

Workforce composition by region, gender and age (as of December 31, 2025)***

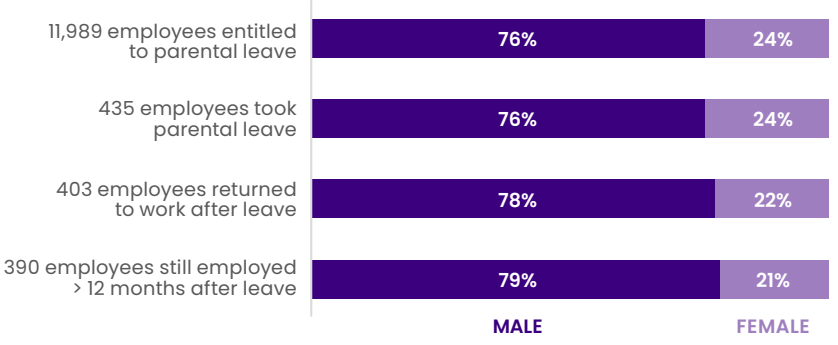
			Regular**			Temporary		
Region	**Gender**	**All employees***	Under 30	30-50	Over 50	Under 30	30-50	Over 50
AMER	Female	1,083 (23.0%)	253 (29.7%)	538 (23.7%)	277 (18.1%)	13 (40.6%)	1 (50.0%)	1 (20.0%)
	Male	3,575 (76.0%)	584 (68.5%)	1,720 (75.7%)	1,246 (81.5%)	18 (56.3%)	1 (50.0%)	4 (80.0%)
	Other	48 (1.0%)	15 (1.8%)	14 (0.6%)	5 (0.3%)	1 (3.1%)	-	-
	Total	**4,706 (33.2%)**						
APAC	Female	2,029 (33.1%)	496 (33.5%)	1,240 (33.5%)	262 (32.1%)	30 (33.0%)	1 (33.3%)	–
	Male	4,063 (66.4%)	984 (66.4%)	2,462 (66.5%)	554 (67.9%)	61 (67.0%)	2 (66.7%)	–
	Other	30 (0.5%)	1 (0.1%)	–	–	–	–	–
	Total	**6,122 (43.2%)**						
EMEA	Female	607 (18.2%)	72 (24.2%)	335 (21.4%)	153 (12.7%)	47 (17.7%)	–	–
	Male	2,728 (81.8%)	225 (75.8%)	1,228 (78.6%)	1,048 (87.3%)	218 (82.3%)	9 (100.0%)	–
	Other	–	–	–	–	–	–	–
	Total	**3,335 (23.5%)**						
All GF	Female	3,719 (26.3%)	821 (31.2%)	2,113 (28.0%)	692 (19.5%)	90 (23.2%)	2 (14.3%)	1 (20.0%)
	Male	10,366 (73.2%)	1,793 (68.2%)	5,410 (71.8%)	2,848 (80.3%)	297 (76.5%)	12 (85.7%)	4 (80.0%)
	Other	78 (0.6%)	16 (0.6%)	14 (0.2%)	5 (0.1%)	1 (0.3%)	-	-
	Total	**14,163 (100.0%)**						

* All employees is our total GF headcount (regular and temporary)
** Regular is all employees excluding temporary employees (includes long-term fixed contract employees)
*** Not all employee age data is available, 44 employees not listed within age categories

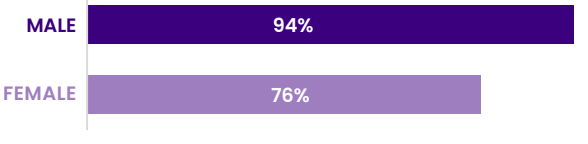
GF gender representation by employee type ****



2025 parental leave ****

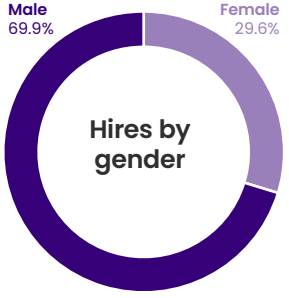


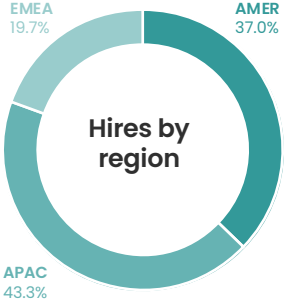
Retention rate after returning from parental leave

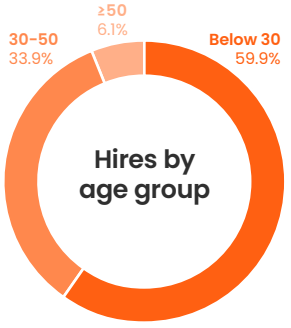


** Top management includes maximum two levels away from the CEO or comparable positions*
*** Junior management includes management career ladder (JL 1-9)*
**** Entry level are exempt (non-hourly) professionals (JL 4-5)*
***** Numbers may not total 100% due to people who identify as non-binary or who choose not to disclose*

2025 new hires (2,334)*

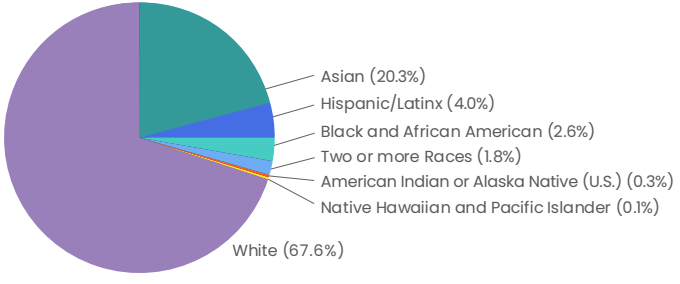






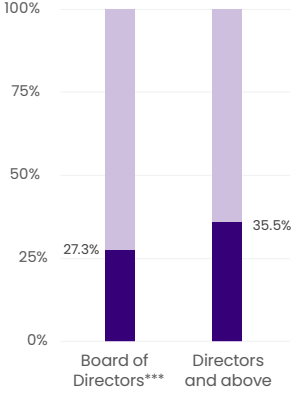
** Open positions filled by internal candidates in 2025 (18.1%)*

GF U.S. race and ethnicity representation**



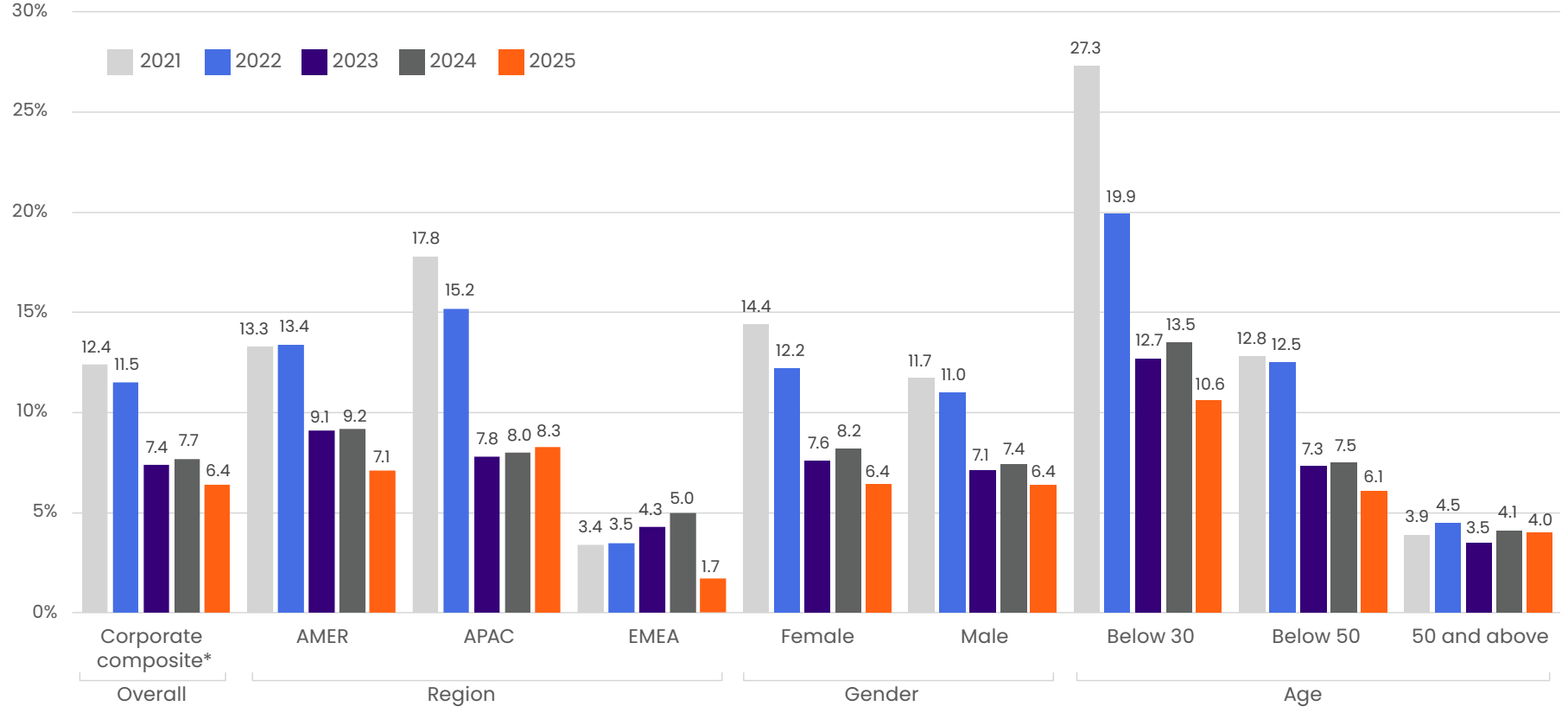
*** Percentages may not total 100% due to employees who chose not to disclose*

GF U.S. minority leadership representation



**** As of December 31, 2025. For current Board members, please visit Investor relations | GlobalFoundries (gf.com)*

Voluntary turnover rate by region, gender and age



** Total company turnover for 2025 (10.4%)*

2025 average training hours for GF employees by gender, age and job category (instruction led and web-based training)

Average learning hours	Total average	Female			Male			Other		
		Under 30	30-50	Over 50	Under 30	30-50	Over 50	Under 30	30-50	Over 50
Non-managers	**29.4**	36.5	28.4	23.9	36.7	30.5	20.5	21.2	5.8	13.3
Managers (below director level)	**32.8**	33.4	34.3	36.2	40.1	34.5	28.0	N/A	N/A	N/A
Directors and above	**18.5**	0.0	16.5	23.1	0.0	16.3	19.8	N/A	16.9	N/A
Total average	**29.2**	**29.9**			**29.1**			**17.0**		

Global Reporting Initiative (GRI) index

Statement of use: Globalfoundries inc. has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.
GRI 1 used: GRI 1:Foundation 2021
GRI sector standards: Not applicable

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Company profile	3-9	GlobalFoundries Inc., Form 20-F (FY2025), Item 4. Information on the Company, pages 37-43	
	2-2 Entities included in the organization's sustainability reporting	About this report	84		
	2-3 Reporting period, frequency and contact point	About this report	84		
	2-4 Restatements of information	GRI index direct disclosure	100		Restatement of Scope 3 emissions following GF's refinement of the calculation methodology used. Disclosed here are updated annual totals and categories representing the category emissions with the most significant change. 2023 Scope 3 emissions: 1,945,952 metric tons of CO_2e (1) Purchased Goods and Services 1,338,374 metric tons of CO_2e (2) Capital Goods 383,742 metric tons of CO_2e 2024 Scope 3 emissions: 1,476,072 metric tons of CO_2e (1) Purchased Goods and Services 1,091,667 metric tons of CO_2e (2) Capital Goods 146,001 metric tons of CO_2e Following internal methodology alignment, values in Figure 17 on page 67 have been updated from previous reporting, the changes are also reflected in Figure 16 for GF recycled and reused water. 2023: Reuse changed from 30% to 24%; recycling changes from 33% to 40% 2024: Reuse changed from 37% to 27%; recycling changed from 36% to 37%
	2-5 External assurance	About this report	84		
	2-6 Activities, value chain and other business relationships	Company profile; Technology solutions for humanity	4-9; 38-40		
	2-7 Employees	Annex, GF people data	94-97		
	2-8 Workers who are not employees	Annex, GF people data	94-95		
	2-9 Governance structure and composition	Governance, GF governance framework; Annex, GF people data	18-20; 96-97	Corporate Governance Framework; GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 52-56, 58-61	

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Governance, GF governance framework, Board Committees	18	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			GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 52-56	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, GF governance framework; Governance, Sustainability governance	18-19	Charter of the Audit, Risk, and Compliance Committee of the Board of Directors; GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 58-61	
	2-13 Delegation of responsibility for managing impacts	Governance, Sustainability governance	19	Corporate Governance Framework; GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 52-56, 58-61	
	2-14 Role of the highest governance body in sustainability reporting	About this report	84		
	2-15 Conflicts of interest			GF Director Conflict of Interest Policy; GlobalFoundries Inc., Form 20-F (FY2025), Item 3. Key Information, pages 31-33; GlobalFoundries Inc., Form 20-F (FY2025), Item 7. Major Shareholders and Related Party Transactions, pages 62-64 GlobalFoundries Inc., Form 20-F (FY2025), Item 10. Additional Information, pages 65-71	
	2-16 Communication of critical concerns	Governance, Ethics and compliance	20-22	Charter of the Audit, Risk, and Compliance Committee of the Board of Directors	
	2-17 Collective knowledge of the highest governance body	Governance, Sustainability governance	19		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 2: General Disclosures 2021	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; GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 60-61; GlobalFoundries Inc., Form 20-F (FY2025), Item 16G. Corporate Governance, page 75	
	2-19 Remuneration policies			GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 56-58	
	2-20 Process to determine remuneration			People and Compensation Committee Charter; GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 56-58	
	2-21 Annual total compensation ratio	GRI index direct disclosure	102		Omitted due to confidentiality: GF classifies this type of compensation information as confidential. As a foreign private issuer under the Securities laws of the United States and the rules of Nasdaq we are not legally obligated to disclose this data.
	2-22 Statement on sustainable development strategy	A letter from our CEO, Tim Breen; Sustainability priorities and strategy, GF's sustainability strategy	11; 16		
	2-23 Policy commitments	Governance, Ethics and compliance; Human rights, Our approach	20-22; 29	GF Worldwide Standards: Code of Conduct; GF Global Human Rights Policy	
	2-24 Embedding policy commitments	Governance, Ethics and compliance; Human rights	20-22; 29-31	GF Worldwide Standards: Code of Conduct; GF Global Human Rights Policy	

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Governance, Ethics and compliance; Human rights	20-22; 29-31	GF Worldwide Standards: Code of Conduct; GF Global Human Rights Policy	
	2-26 Mechanisms for seeking advice and raising concerns	Governance, Ethics and compliance	21	GF Ethics First Helpline	
	2-27 Compliance with laws and regulations	GRI index direct disclosure	103		For the reporting period, GF did not have any significant instances of non-compliance with laws and regulations
	2-28 Membership associations	Sustainability priorities and strategy, GF stakeholders and engagement channels; Sustainable manufacturing, Our approach	14; 59		
	2-29 Approach to stakeholder engagement	Sustainability priorities and strategy, GF stakeholders and engagement channels	13-14		
	2-30 Collective bargaining agreements	GRI index direct disclosure	103		At year-end 2025, 11.3% of total GF employees are covered by CBAs. All employees under CBAs are located at our Dresden site.
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability priorities and strategy, GF sustainability priorities	15		
	3-2 List of material topics	Sustainability priorities and strategy, GF sustainability priorities	15		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Company profile	4	GlobalFoundries Inc., Form 20-F (FY2025)	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Company profile	4	GlobalFoundries Inc., Form 20-F (FY2025), Item 18. Financial Statements, pages F-5 to F-8; GF Q4 2025 Earnings Presentation	
	201-2 Financial implications and other risks and opportunities due to climate change	Annex, Climate-related disclosures; Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	114-116; 62-64	GlobalFoundries Inc., Form 20-F (FY2025), Item 3. Key Information, pages 17, 20, 27, 41	
	201-3 Defined benefit plan obligations and other retirement plans	People and culture, Rewards and wellbeing	51	GlobalFoundries Inc., Form 20-F (FY2025), Item 18. Financial Statements, pages 56, F-39	
	201-4 Financial assistance received from government			GlobalFoundries Inc., Form 20-F (FY2025), Item 4. Information on the Company, page 37 GlobalFoundries Inc., Form 20-F (FY2025), Item 5. Operating and Financial Review, page 50 GlobalFoundries Inc., Form 20-F (FY2025), Item 18. Financial Statements, pages F-32	
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and culture, Bringing on the best; People and culture, Compensation practices	42-43; 53		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	GRI index direct disclosure	104		Across our major locations in the U.S., Germany and Singapore, our entry level average pay as a percent of minimum wage is more than 175% of the minimum wage. For other major countries where GF operates, our entry level average wage is more than twice the minimum wage.
	202-2 Proportion of senior management hired from the local community	GRI index direct disclosure	104		74.5% of VPs and above are hired from local community with "local community" defined as the country of operation.

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance, Ethics and compliance	20-22		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	GRI index direct disclosure	105		The company's Ethics & Compliance Office conducts and regularly updates an enterprise risk assessment that includes corruption-related risks. No significant risks related to corruption were identified in the most recent assessment.
	205-2 Communication and training about anti-corruption policies and procedures	Governance, Ethics and compliance	20-22		
	205-3 Confirmed incidents of corruption and actions taken	GRI index direct disclosure	105		Omitted due to confidentiality constraints - GF considers this data confidential.
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance, Ethics and compliance	20-22		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI index direct disclosure	105		None - GF is not involved in any ongoing investigations against GF related to anti-competitive, anti-trust or monopoly practices.

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable manufacturing, Our approach; Sustainable manufacturing, Energy	58-60; 65		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainable manufacturing, Energy	65		Total energy consumption: 13,864,993 GJ; disclosure includes energy consumption by the cogeneration plant at our Dresden Facility which came under the operational control of GF effective January 1, 2024. Refer to Sustainable manufacturing for electricity use.
	302-2 Energy consumption outside of the organization	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	64		GF considers outside energy consumption as part of our quantification of our Scope 3 GHG emissions. Please refer to Sustainable manufacturing.
	302-3 Energy intensity	Sustainable manufacturing, Energy	65		
	302-4 Reduction of energy consumption	Sustainable manufacturing, Energy	65		
	302-5 Reductions in energy requirements of products and services	Technology solutions for humanity	38-40		
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable manufacturing, Our approach; Sustainable manufacturing, Water	58-60; 66-69		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainable manufacturing, Water	66-69		
	303-2 Management of water discharge-related impacts	Sustainable manufacturing, Water	68-69		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Sustainable manufacturing, Water	66-68		Total water withdrawl: 25,960 thousand m³ (this includes water withdrawal by the cogeneration plant at our Dresden Facility which came under the operational control of GF effective January 1, 2024). 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 30,281k m³ in 2025; 31,040k m³ in 2024; 31,934k m³ in 2023; 27,590k m³ in 2022; and 26,973k m³ in 2021.
	303-4 Water discharge	Sustainable manufacturing, Water	68-69		Total water discharged: 21,290 thousand m³ (this includes water discharge by the cogeneration plant at our Dresden Facility which came under the operational control of GF effective January 1, 2024).
	303-5 Water consumption	Sustainable manufacturing, Water	69		Total water consumption: 4,670 thousand m³ (this includes water consumption by the cogeneration plant at our Dresden Facility which came under the operational control of GF effective January 1, 2024).
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable manufacturing, Our approach; Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon; Sustainable manufacturing, Air emissions	58-60; 62-64; 72		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	62-63		
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	62-63		
	305-3 Other indirect (Scope 3) GHG emissions	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon, Managing Scope 3 emissions	64		
	305-4 GHG emissions intensity	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	63		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Sustainable manufacturing, Climate risk mitigation – GF Journey to Zero Carbon	62-64		
	305-6 Emissions of ozone-depleting substances (ODS)	GRI index direct disclosure	108		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	GRI index direct disclosure	108		Our manufacturing sites' combined 2025 corrosive emissions were approximately 74,901 kg (this value is based on air emission measurements conducted annually at each fab). Our manufacturing sites' combined 2025 VOC emissions were approximately 107,467 kg (this value is based on air emission measurements conducted annually at each fab).
Spills					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable manufacturing, Our approach ; Health, safety and wellbeing, Managing chemicals safely	58; 35		
GRI 306: Effluents and Waste 2016	306-3 Significant spills	GRI index direct disclosure	108		None, no significant spills occurred during the reporting period.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable manufacturing, Our approach; Sustainable manufacturing, Waste	58-61; 70-71		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainable manufacturing, Waste; Sustainable manufacturing, Our approach	70-71; 61		
	306-2 Management of significant waste-related impacts	Sustainable manufacturing, Waste	70-71		
	306-3 Waste generated	Sustainable manufacturing, Waste	71		
	306-4 Waste diverted from disposal	Sustainable manufacturing, Waste	71		
	306-5 Waste directed to disposal	Sustainable manufacturing, Waste	71		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible sourcing, Responsible supply chain	75-76		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible sourcing, Responsible supply chain	75-76		
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible sourcing, Responsible sourcing - major supplier due diligence	76-79		
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and culture, Bringing on the best; People and culture, Rewards and wellbeing	42-43; 51-53		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex, GF people data	97-98		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People and culture, Rewards and wellbeing	51-53		
	401-3 Parental leave	People and culture, Rewards and wellbeing, Parental leave	53		
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and culture, Rewards and wellbeing	51-53		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	GRI index direct disclosure	109		We provide a minimum number of weeks' notice to employees prior to implementing signifcant operational changes that could substantially affect them in accordance with local requirements in the locations where we operate. We also have regular meetings with all employees via webcast, to provide information on business changes.
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, safety and wellbeing, Our approach	33-36		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety and wellbeing, Our approach	33-36		
	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing, Our approach	33-34		
	403-3 Occupational health services	Health, safety and wellbeing, Promoting health and wellbeing	36		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, safety and wellbeing, Our approach	33		
	403-5 Worker training on occupational health and safety	Health, safety and wellbeing, Our approach	33		
	403-6 Promotion of worker health	Health, safety and wellbeing, Promoting health and wellbeing	36		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and wellbeing, Our approach	33-35		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 wellbeing, Our approach	33-34		
	403-9 Work-related injuries	Health, safety and wellbeing, Safety performance in the workplace; GRI index direct disclosure	34; 110		Omitted: Data for 403-9 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 premises.
	403-10 Work-related ill health	GRI index direct disclosure; Health, safety and wellbeing, Our approach	110; 34		During 2025 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.

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and culture, Shape what's essential	42		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People and culture, Lifelong learning and technical expertise; Annex, GF people data	43; 99		
	404-2 Programs for upgrading employee skills and transition assistance programs	People and culture, Lifelong learning and technical expertise; People and culture, High-performance culture	43-44		
	404-3 Percentage of employees receiving regular performance and career development reviews	People and culture, High performance culture	44		
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	People and culture, Inclusion and engagement	49-50		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annex, GF people data	96-97		
	405-2 Ratio of basic salary and remuneration of women to men	People and culture, Compensation practices	53		
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Human rights, Our approach; Responsible sourcing, Responsible supply chain	29-30; 75		
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 risk assessments; Human rights, Human rights risk mapping; Responsible sourcing, Responsible supply chain	30-31; 75-79		

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Human rights, Our approach; Human rights, Human rights risk mapping; Responsible sourcing, Responsible supply chain	29-31; 75-76		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights, Human rights risk assessments; Human rights, Human rights risk mapping; Responsible sourcing, Responsible supply chain	30-31; 75-76		
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Human rights, Our approach; Human rights, Human rights risk mapping; Responsible sourcing, Responsible supply chain	29-31; 75-76		
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 risk assessments; Human rights, Human rights risk mapping; Responsible sourcing, Responsible supply chain	30-31; 75-76		
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Community engagement; Annex, Site profiles	55-56; 87-93		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community engagement, GlobalGives; Annex, Site profiles	55; 87-93		
	413-2 Operations with significant actual and potential negative impacts on local communities	GRI index direct disclosure	112		No significant actual or potential impacts to local communities identified due to GF operations.

GRI Standard	Disclosure	Sustainability report section	Page number	Other reference/link	Direct disclosure/omission reason
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible sourcing, Responsible supply chain	75-79		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible sourcing, Responsible supply chain	75-76		
	414-2 Negative social impacts in the supply chain and actions taken	Responsible sourcing, Responsible sourcing - major supplier due diligence	76-79		

Climate-related disclosures

Disclosure area	TCFD recommended disclosure	GF metric or qualitative disclosure	Disclosure location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	The GF Board oversees GF's Sustainability matters and programs, including climate, through the Audit, Risk and Compliance Committee (ARCC). The ARCC oversees numerous governance and regulatory topics including climate, which falls under their oversight of sustainability. Within that scope, the ARCC guides the company's approach to sustainability-related strategy, policies and disclosures, including climate-related. Through the ARCC, GF has established board-level sustainability goals, including climate-related goals. GF management provides quarterly sustainability updates (including climate-related topics) to the ARCC, which include progress towards our board-level sustainability goals. The ARCC also oversees GF's ERM (Enterprise Risk Management) program. GF's CEO reviews and approves key sustainability policy decisions and long-term goals. GF has established our Journey to Zero Carbon strategy and goals. The responsibility for GF Journey to Zero Carbon goals is assigned to designated members of the XT and managed through their annual objectives and key results. Achievement of those goals influences incentive-based compensation. GF management (GF Lead for Corporate EHS & Sustainability) provides quarterly sustainability updates including on climate issues to the ARCC. The GF Stewardship Committee sets sustainability strategy, conducts management reviews, and provides guidance and approval on sustainability topics. Its members are senior executives from legal, finance, manufacturing, human resources, communications, technology, strategy, business operations, and global supply chain. GF's ERM governance integrates risk management into our business decisions and operations. Climate-related/environmental risks are part of GF's ERM scope. Top risks and mitigation processes are reviewed in larger forums, including by the CEO and the Executive Team (XT).	2026 Sustainability Report, Sustainability governance, page 19 2026 Sustainability Report, Risk management, page 23 For additional details please see our 2025 CDP submission. GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, pages 59-60

Disclosure area	TCFD recommended disclosure	GF metric or qualitative disclosure	Disclosure location
Strategy	Disclose 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.	The description below relies on GF's definition of a substantive financial effect threshold based on GF's ERM (Enterprise Risk Management) program risk scoring matrix. We have applied the same financial impact threshold as the threshold we use for classifying a risk as a major risk in our ERM program. Identified climate risks and opportunities: (1) Policy and legal risk: In the medium- to long-term, GF may face higher operating costs from expanding carbon pricing policies in the United States, Germany, and Singapore. These policies could increase direct Scope 1 manufacturing costs and indirect Scope 2 energy costs, raising fuel and electricity prices. Under GF's enterprise risk management criteria, this risk is potentially material, and scenario analysis suggests future carbon costs could exceed internal financial thresholds. Its impact will depend on policy and pricing developments, but it remains a key transition risk for operating expenses and medium- to long-term financial planning. (2) Policy and legal opportunity: In the medium- to long-term, GF may have a potential future climate transition opportunity to avoid carbon costs, leading to potential saving of operating expenditures in the future by executing on our GHG reduction targets and plans under GF's Journey to Zero Carbon strategy. No additional transition risks from technology, market, reputation, and liability categories have been identified as substantive through our risk assessment. Physical risks and opportunities: GF has not identified a substantive climate-related physical risk or opportunity over short-, medium- and long term. GF's manufacturing sites are located outside regions typically exposed to destructive natural hazards, such as hurricanes or tropical cyclones. Regional or other widespread threats are expected to generally impact only a fraction of our resources, affording flexibility in prevention, crisis management and recovery options. GF has established its Journey to Zero Carbon strategy and GHG reduction targets, supported by project plans. To support its Journey to Zero Carbon strategy and targets, GF uses approaches and investments tailored to its global manufacturing footprint. These include stronger emissions controls, improved energy efficiency, and renewable and lower-carbon energy sourcing, affecting both capital spending and direct costs. The carbon cost transition risk described above has influenced both GF's strategy and financial planning. Investments and costs for initiatives supporting GF's Journey to Zero Carbon goals are subject to GF's standard budget process. To test GF's business strategy resilience against the carbon cost transition risk described above, GF worked to obtain potential financial impact figures from a scenario-based climate risk analysis looking at two exposure pathways: (1) Unmitigated risk: BAU (business as usual) GHG emissions pathway with no further GHG emission reductions; and (2) Mitigated risk: Emission pathway along GHG emissions reductions according to risk mitigation per GF's Journey to Zero Carbon strategy and targets. These two exposure pathways were analyzed using two climate scenarios: (1) A low-carbon transition scenario (IEA NZE 2050: International Energy Agency "Net Zero emissions by 2050 scenario", aligned with 1.5°C warming). (2) A middle-of-the-road scenario (IEA STEPS: "Stated policies scenario", aligned with 2.4°C warming). We are regularly updating the analysis to provide us with more robust estimates of this risk, and in the meantime are continuing to actively manage this risk through GF's ERM program and our GF Journey to Zero Carbon business strategy, and conclude that our business strategy remains resilient in light of these mitigations.	2026 Sustainability Report, Sustainable manufacturing, pages 58; 62-64 GlobalFoundries Inc., Form 20-F (FY2025), Item 3. Key Information, section D. Risk Factors, pages 13, 17, 20, 27 GlobalFoundries Inc., Form 20-F (FY2025), Item 4. Information on the Company, section B. Business Overview, page 41 For additional detail please see our 2025 CDP submission.

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.	GF has a process in place to identify and analyze business risks associated with climate change. Process steps include long-listing and short-listing of risks, as well as qualitative and/or quantitative scenario-based climate risk analysis over short-, medium- and long-term. The long list of risks includes those from the TCFD framework and reflects the nature of our business, supply chain, manufacturing locations, and GHG emissions, energy, and water profiles. Risks are then screened and condensed using industry insights, policy developments, and tools such as physical climate risk screening and the WRI Aqueduct Water Risk Atlas. Shortlisted risks are assessed using the GF ERM Risk Matrix, scoring likelihood and impact, with selected risks further analyzed through scenario analysis. These results inform the enterprise risk register. GF's ERM program is the framework for managing climate-related risks, including processes to review, mitigate, and monitor risks across all levels of the organization. Risks are assigned to business pillars and risk owners, who develop mitigation actions to reduce likelihood and impact. The primary transition risk (carbon cost) is managed through execution of GF's Journey to Zero Carbon strategy, including emissions reduction initiatives and performance tracking. Other climate risks are managed through policy monitoring, stakeholder engagement, and business continuity processes. Climate-related risks are fully integrated into the ERM program using both top-down and bottom-up identification approaches, with regular monitoring, escalation, and review by senior management and the Board to support overall business resilience.	2026 Sustainability Report, Risk management, page 23 2026 Sustainability Report, Sustainable manufacturing, pages 58-64 GlobalFoundries Inc., Form 20-F (FY2025), Item 3. Key Information, section D. Risk Factors, pages 13, 17, 20, 27 GlobalFoundries Inc., Form 20-F (FY2025), Item 6. Directors, Senior Management and Employees, section C. Board Practices, page 58 For additional details please see our 2025 CDP submission.
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	GF's Scope 1, 2 and 3 emissions data and our climate-related goals and targets are disclosed in the Sustainable manufacturing chapter of this annual Sustainability Report. GF SBTi-validated near-term target: • Scope 1 and 2: 42% reduction in absolute Scope 1 and 2 GHG emissions by 2030 from a 2021 baseline. • Scope 3: 76% of our suppliers (by emissions) of purchased goods and services and capital goods, will have science-based targets by 2030. GF has reduced absolute Scope 1 and 2 GHG emissions by 17% since 2021 and is on track to meet our 42% reduction goal by 2030. GF internal long-term 2050 goals (separate from SBTi): • Achieve net-zero* GHG emissions and utilize a 100% carbon-neutral electricity supply across our global footprint by 2050. * This net-zero goal is not validated by the Science Based Targets initiative (SBTi) and should not be interpreted as aligned with the SBTi Net-Zero Standard.	2026 Sustainability Report, Sustainable manufacturing, page 62 For additional details please see our 2025 CDP submission.

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_2e	TC-SC-110a.1	(1) 2025 Scope 1 GHG emissions: 1,110,887 metric tons of CO_2e (see Sustainable manufacturing, page 64, Figure 14) (2) 2025 Scope 1 perfluorinated compounds emissions: 638,667 metric tons CO_2e. Perfluorinated compounds emissions provided here include PFCs (perfluorocarbons) such as CF_4, C_2F_6, C_3F_8, C_4F_8, as well as NF_3 and SF_6, but not HFCs (hydrofluorocarbons), such as CH_2F_2 and CHF_3.
	Discussion of long- 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 reduction strategy, targets and performance against targets in the Sustainable manufacturing chapter (pages 62-63) and in the Annex: Climate-related disclosures (pages 114-116)
Energy management in manufacturing	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-130a.1	(1) 13,864,993GJ (2) 63.3% (3) 17.7% (total renewable share of energy includes grid portion of renewable 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) 25,960 thousand m^3 (2) 4,670 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." (this includes water consumption by the cogeneration plant at our Dresden Facility which came under the operational control of GF effective January 1, 2024).
Waste management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	(1) 41,156 metric 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) 71% (the rate combines the categories "recycled/reused" with "byproducts beneficially recycled and reused")

Topic	Accounting metric	Category	Unit of measure	Code	GF disclosure
Workforce health & safety	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	n/a	TC-SC-320a.1	We disclose our management approach to employee safety and health in report chapter Health, safety and wellbeing, including our enterprise certification to ISO 45001. In 2025, GF achieved a TRIR of 0.07 and LTIR of 0.05, surpassing its 2025 goal and marking the company's lowest recorded rates to date.
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Presentation currency	TC-SC-320a.2	None (0 USD)
Recruiting & managing a global & skilled workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SC-330a.1	GF is proud to employ a highly diverse, multicultural workforce across our global locations. 15% of our global workforce require a work visa. This includes employees not classified as "workers" (with "workers" being usually defined as hourly paid employees).
Product lifecycle management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-SC-410a.1	GF does not currently disclose percentage of products by revenue that contain IEC 62474 declarable substances. We discuss our management approach to product stewardship, including product material content compliance, in the Sustainable manufacturing chapter (page 72). Additional information is also available at: Chemical & material use, certifications, policies & disclosures | GlobalFoundries All GF manufactured finished die patterned wafers comply with applicable regulatory requirements governing hazardous substances in products ("articles"), including the EU Restriction of Hazardous Substances (RoHS) Directive and equivalent regulations in other jurisdictions (e.g., China RoHS), the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation, and applicable provisions of the U.S. Toxic Substances Control Act (TSCA). In addition, all products must meet the requirements defined in the GF Specification for Banned, Restricted and Declarable Materials Management (FE-0033), which incorporates both regulatory obligations and customer-specific requirements.
	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 technology energy efficiency in the Technology solutions for humanity chapter (pages 38-40).

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	GF's approach to responsible sourcing of certain conflict minerals (3TG), cobalt, copper, nickel and other minerals is described in the Responsible sourcing chapter, section Responsible minerals sourcing. Securing and protecting the ongoing supply of strategic and critical materials and minerals ensures continuity in our manufacturing operations and most importantly, delivery to our clients. As such, GF's Global Supply Chain 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. In a complex and evolving supply landscape, 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.
Intellectual property protection & competitive behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	TC-SC-520a.1	None (0 USD)

GF sustainability goals supporting the UN Sustainable Development Goals (SDGs)

Journey to Zero Carbon (Goals 9, 13)

- Scope 1 and 2: 42% reduction in Scope 1 and 2 GHG emissions by 2030 from a 2021 baseline
- Scope 3: 76% of our suppliers (by emissions) of purchased goods and services and capital goods, will have science-based targets by 2030
- Achieve net-zero*** GHG emissions by 2050

Electricity (Goals 7, 9)

- Achieve normalized electricity consumption of 0.033 kWh/MI* or less by 2030 (35% reduction from 2020 baseline)
- Utilize 100% carbon-neutral power by 2050

Water (Goals 6, 9)

- Improve water use efficiency by achieving a normalized water use of 0.28 liters/MI* or less by 2030 (35% reduction from 2020 baseline)

Waste (Goal 12)

- Achieve a normalized total waste generation of 0.73 grams/MI* or less by 2030 (25% reduction from 2020 baseline)
- Achieve a normalized hazardous waste generation of 0.49 grams/MI* or less by 2030 (35%reduction from 2020 baseline)

Maintain best-in-class safety performance (Goal 8)

- Total recordable incidents per 200,000 hours worked: TRIR < 0.23
- Lost time incidents per 200,000 hours worked: LTIR < 0.14

RMAP Conformant Supply Chain (Goal 8)

- Maintain conflict-free supply chain (100% RMAP-conformant**) for gold, tantalum, tin and tungsten (3TG) and cobalt

Responsible Business Alliance (RBA) (Goals 5, 8, 10, 12)

- Maintain best-in-class RBA VAP audit scores, achieving at least a combined annual score average for audited sites of 180/200 (Gold level)

Sustainability Governance (Goal support)

- Maintain board-level sustainability goals, which are assigned to specific executive leaders and managed through annual objectives and key results (OKRs), and link goal achievement to the company's incentive-based compensation program

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

*** Responsible Minerals Assurance Program (RMAP). Copper Mark conformance is recognized as equivalent to RMAP conformance for cobalt smelters.*

**** This net-zero goal is not validated by the Science Based Targets initiative (SBTi) and should not be interpreted as aligned with the SBTi Net-Zero Standard.*

GHG verification statement

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of GlobalFoundries

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 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 assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

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

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

Types of GHGs: CO_2, N_2O, CH_4, HFCs, PFCs, SF_6, NF_3

GHG Emissions Statement:

- **Scope 1:** 1,110,887 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 699,253 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 621,492 metric tons of CO_2 equivalent
- **Scope 3:**

  Purchased Goods & Services: 1,203,938 metric tons of CO_2 equivalent

  Capital Goods: 122,228 metric tons of CO_2 equivalent

  Fuel- and Energy-Related Activities (Market-Based): 215,390 metric tons of CO_2 equivalent

Data and information supporting the Scope 1, Scope 2, and Scope 3 GHG emissions statement were historical in nature, but in some cases estimated.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- IPCC Guidelines for Electronics Manufacturing 2019 - Emission Factors
- GHG Protocol Stationary Combustion Emission Factors from Cross Sector Tool

- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2023 data), 2025, Revision 2
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2023 data), 2025
- IEA Life Cycle Emission Factors (2023 data), 2025
- Energy Market Authority, Singapore Government 2025
- Green-E Residual Mix Emissions Rates (2022 Data), 2024
- Association of Issuing Bodies (AIB) European Residual Mixes (2024 data), 2025
- Utility-specific emission factors
- Ecoinvent 3.11
- Open Comprehensive Environmental Data Archive (CEDA) 2025
- Scope 3 methodologies and emission factors in the Watershed platform

Period covered by GHG emissions verification:

- January 1, 2025 to December 31, 2025

Criteria against which verification was 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)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

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.

GHG Emissions 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 during site visits to Fab 8 (Malta, NY); 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 statement 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**), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard **(Scope 3)**.

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.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with GlobalFoundries, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Thomas U. Jones, Lead Verifier
ESG Project Manager
Apex Companies, LLC
Tampa, Florida

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

June 16, 2026

This verification opinion declaration, including the opinion expressed herein, is provided to GlobalFoundries and is solely for the benefit of GlobalFoundries in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

APEX

Thank you

Progress on sustainability is built over time, through a disciplined approach, partnership and a commitment to doing business ethically. As GF continues on this journey, we remain focused on responsible growth, continual improvement and creating long-term value for our stakeholders.

With appreciation to the many employees, partners and stakeholders whose perspectives and contributions helped shape this report.

Connect with us and continue to follow our journey on social media.

GlobalFoundries

GlobalFoundries

@GlobalFoundries

GlobalFoundries

@GlobalFoundries