

FAB NEWS



March is the month to celebrate womanhood. For a more diverse and inclusive SSMC, we continue to empower more women, focusing on women wellness and development, breaking the gender bias. Did you know our cleanroom gowns are colour coded? Green for manufacturing leaders, white for assistants and engineers; while purple gowns are specially made for pregnant individuals, making them visible to receive extra care & attentions during their work duties.

SSMC Celebrates International Women's Day

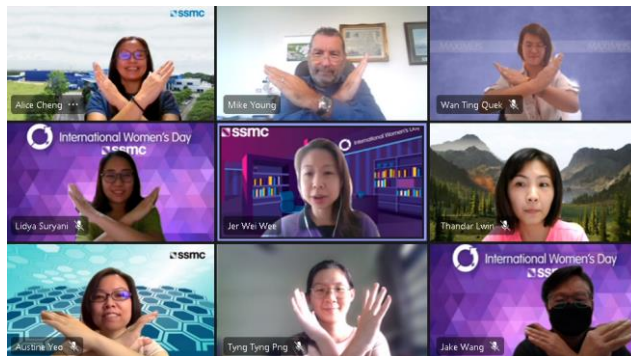
Supporting the call to #Break the Bias



In the past 2 years, SSMC has made a significant progress to become a more diverse and inclusive company. These include appointing a female management team member, Alice Cheng, HR Director; setting a benchmark in semiconductor industry with 43% of women in their workforce; and organising annual IWD celebration to mark women's achievements. We also worked closely with SSIA (Singapore Semiconductor Industry Association) in sponsoring Semiconductor Women's Forum events. Most recently, we had our second edition of SSMC International Women's Day (IWD) Celebration on 4 March 2022. The IWD is a global celebration of women's social, economic, cultural, political and technological achievements. This year IWD's theme is "Break the Bias", inviting all of us to build a better future by breaking the bias in our workplaces, community and in our everyday's life.

Employees from different departments were gathered in the virtual event to appreciate the importance of having a safe, open and bias-free environment for all. An external speaker and health trainer, Quek Wan Ting, was invited to share about for enabling social well-being and mental health. Through various activities (talk, video and quiz) the audience responded positively and took pledge of empowering women and embracing diversity. Also, a video collage was featured to highlight the solidarity of our employees across all sites (Fab, Office and WFH) and all levels (from our MT members to Manufacturing

assistants), demonstrating SSMC's collective support towards breaking the bias, with everyone holding the IWD #BreakTheBias pose to show our commitment to breaking bias, stereotypes, fighting inequality and rejecting discrimination.



SSMC is an equal opportunity employer, we embrace diversity. Forging an inclusive workplace and open-minded culture helps to drive greater innovation and creativity. As we celebrate #IWD 2022, we are committed to #BreakTheBias for a better world!" Alice Cheng, HR Director.

Concluding the celebration, Alice commented that, "Coming together to celebrate IWD is a significant step towards building Diversity and Inclusive culture in SSMC, and it is just the beginning. Going forward, I envisage to forming a D&I networking group, with the aim of creating the networking and grooming opportunities, for women to strive professionally in the near future."

