

Non-Financial Data Social

Employment (As of Dec. 31, 2015)

Samsung SDI's total number of employees is calculated as regular employees, irregular employees, and dispatched employees.

The total number of employees for 2015 was 20,938 which is a 3.5% increase from that of 2014. 93.7% of total employees were regular employees, which is a 4.4% increase from that of the previous year. In overseas, employee numbers for Asia, Europe, and America all increased. Employee turnover rate in 2015 was 15.7%. In Korea, the rate was 3.1% and overseas, it was 29.9%, which was a decrease of 3.7% and 20.9%, respectively, compared to that of the previous year. 2,443 people worked as R&D staff, which is an 11.8% increase from the previous year; and there were 316 female managers, which is a 10.1% increase from the previous year.

Item	Category	Unit	2011	2012	2013	2014	2015	
Employment	Total Headcount	Total Headcount	People	14,155	15,451	16,449	20,222	20,938
		Domestic	People	7,263	7,043	8,529	11,175	11,123
		Global Subtotal	People	6,892	8,408	7,920	9,047	9,815
	By Region	Asia	People	5,856	7,589	7,239	8,581	8,887
		Europe	People	411	300	138	308	735
		America	People	625	519	543	158	193
		Domestic	People	410	294	321	383	236
		Total Sum	People	3,728	6,223	4,339	4,654	3,613
	Newly Recruited	Overseas	People	3,318	5,929	4,018	4,271	3,377
		Total Sum	People	3,728	6,223	4,339	4,654	3,613
Regular Employees		People	13,085	13,990	14,397	18,794	19,621	
Employment Form	Contract Employees	People	239	263	1,177	1,018	946	
	Dispatched Employees	People	831	1,198	875	410	371	
	Minority Class	People	107	103	120	179	181	
Employment Category	Local Recruitment	Number of Sites with Local Recruitment	People	-	41	64	70	117
		Number of Overseas Sites with Local Recruitment	People	-	147	158	159	222
		Ratio of Local Recruitment	%	-	27.9	40.5	44.0	52.7
	Female Employees	Female Managers (Manager or higher)	People	83	99	124	287	316
		Total Managers (Manager or higher)	People	2,390	2,678	2,857	4,347	4,641
		Ratio of Female Managers	%	3.5	3.7	4.3	6.6	6.8
R&D Employees (Domestic)	R&D Employees headcount	People	1,446	1,620	1,663	2,184	2,443	
	R&D Employees ratio	%	21	24	22	20	22	
Turnover Rate	Turnover Rate (based on permanent employees)	Total Sum	%	11.3	26.3	25.6	25.8	15.7
		Domestic	%	2.6	3.2	2.7	6.8	3.1
		Global Subtotal	%	21.2	47.8	50.4	50.8	29.9
	By Region	Asia	%	20.1	49.1	50.8	46.0	31.1
		Europe	%	35.8	48.3	115.9	61.4	9.4
		America	%	21.8	27.9	28.3	289.8	50.3
	Gender	Male	%	7.5	18.4	15.5	18.5	12.7
		Female	%	21.3	41.8	51.0	46.0	24.9
	By Age	Under 30	%	16.2	44.0	47.1	39.0	30.4
		30 - 50	%	7.0	6.4	8.2	14.8	5.2
Over 50		%	7.3	7.3	7.9	26.7	9.0	

Item	Category	Unit	2011	2012	2013	2014	2015
Average Training Hours per Employee		Hours	122	104	126	125	91
Child-care Leave Status (Domestic)	Number of People with Child-Care Leave	People	118	145	154	172	182
	Ratio of employees returned from their child-care leave within a year (Return Ratio)	%	93	90	90	77	100
	Ratio of employees who returned from their child-care leave and worked over 12 months (Maintenance Ratio)	%	86	83	96	88	79

Shared Growth

Samsung SDI signed shared growth contracts with 314 primary and secondary partner companies in 2015. This accounts for an increase of 134 partner companies compared to the previous year. The company supported 7.8 billion won for shared growth of partner companies and 69.6 billion won for purchases from partner companies, which was the target of the shared growth agreement. Total amount of purchases from suppliers was 2.9634 trillion won, and the local purchase rate was 45%.

Item	Category	Unit	2011	2012	2013	2014	2015	2016(Goal)
Partner Companies with Shared Growth Agreement	Primary	Sites	69	92	97	75	140	100
	Secondary	Sites	108	131	142	105	174	100
Shared Growth	Total Supported Amount	100 million won	500	725	730	730	780	780
	Purchased amount by Partner Companies	100 million won	682	532	628	678	696	600
Purchased Amount	Total Purchased Amount	100 million won	31,390	33,536	32,190	30,365	29,634	35,117
	Purchasing costs of Raw and Subsidiary Materials	100 million won	27,172	29,175	28,002	26,094	24,990	30,370
	Cost of Equipment Purchases	100 million won	2,367	2,481	2,331	2,368	2,852	3,302
	MRO purchase cost (Including packing material)	100 million won	609	756	831	739	775	939
	Outsourced Processing Cost	100 million won	1,243	1,124	1,026	1,165	1,016	506
Local Purchases	Local Purchase Ratio	%	53	52	49	48	45	43

Social Contribution

Samsung SDI is operating its matching grant program as one of its social contribution fundraising methods, where whenever an employee contributes a certain amount each month, the company also donates the same amount. In 2015, the total amount of matching grants reached a total of 2.48 billion won, comprising of 1.24 billion won from employees and 1.24 billion won from the company. 97.1% of employees participated in social contributions and an average of 7.4 hours per employee was spent on volunteering activities. The company set the standard for hours of participating in volunteering activities at 12 hours in order to vitalize employee participation in 2016.

Item	Category	Unit	2011	2012	2013	2014	2015	2016(Goal)
Matching Grant	Employees	1 million won	300.3	336.9	663.5	1,035.2	1,240.6	1,000.0
	Company	1 million won	300.3	336.9	663.5	1,035.2	1,240.6	1,000.0
	Total sum (Employees+Company)	1 million won	600.6	673.9	1,327.0	2,070.4	2,481.2	2,000.0
Social Contribution Activities Participation Rate		%	94.2	89.9	97.3	100.0	97.1	90.0
Average Volunteering Activity Hours per Employee		Hours	-	9.0	11.0	10.1	7.4	12.0
Accumulated No. of Beneficiaries of Free-of-Charge Eye Surgery (Korea + Overseas)		People	178,733	187,303	196,702	206,124	212,372	221,452

* 2014 matching grant expense was recalculated and revised.