



# CULTURE DECK



# PROLOGUE

This Culture Deck isn't just a document.

It's a reflection of our collective values, beliefs, and aspirations.

It represents the culmination of countless conversations, collaborations, and insights from every corner of our company.

Within these pages, you'll find the core principles that we hold dear, the behaviors we expect from one another, and the vision that unites us all.

It's a roadmap for how we work together, support each other, and strive for excellence in everything we do.

Thank you for your dedication, passion, and commitment to our company's culture.

Together, we will continue to build something truly remarkable.



# Empower semiconductor advancement with innovative technology solutions.

Semiconductor empowers everything we do. Driving advancements in semiconductor processes will enable positive changes for the world we live in, and this process will continue to accelerate. By committing to technological innovation and fostering success of the semiconductor ecosystem, we can create a better tomorrow.

MISSION

VISION

CORE VALUE

WAY OF WORKING



# **PSK group has presence everywhere semiconductors are made.**

Our goal is to become the leader in every semiconductor processing segment we participate in.  
We strive to deliver innovative technology that meet the needs of our customers.

MISSION

VISION

CORE VALUE

WAY OF WORKING



**CUSTOMER**

We offer differentiated value to our customers.

**INTEGRITY**

We pursue an ethical management for sustainable growth.

**TALENT**

We offer an exceptional growth journey for talents.



## ONE GLOBAL

**Aspire to act with  
a common and shared purpose  
wherever we are.**

All PSK group employees around the world play an important role to achieve common goal for the company. We are one team regardless of physical distance.

ONE GLOBAL



## PROFESSIONALISM

**We hold ourselves accountable for the commitments we make, while also respecting others.**

We create positive impact for the company's success by collaborating with experts available across the company, while exercising our influence responsibly.

PROFESSIONALISM



## DATA-DRIVEN

**Achieve targeted objectives  
through the use of accurate data.**

Information is an accurate dataset that points toward our goal. We take actions based on this information, and all these actions and information lead to our next sets of information.

DATA-DRIVEN





## OPEN COMMUNICATION

# Stay open for seamless information of the company.

To work effectively as one team, it is essential to share relevant information.  
All of us must have access to pertinent information and maintain its transparency.

OPEN COMMUNICATION



## CURIOSITY

# Start from [WHY] and lead to [HOW]

Curiosity starts with “why” and unravels the core of problems, paving the way for solutions that align with our goals.

# CURIOSITY