

STMICROELECTRONICS

P72 - CORPORATE SOCIAL RESPONSIBILITY POLICY

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1. PURPOSE & SCOPE

1.1. Purpose

This policy describes ST's commitment to consider its social impact in the way it operates as a business. By demonstrating commitment to corporate social responsibility, the Company aims to align its business values, purpose, and strategy with the needs of stakeholders (employees, customers, investors, subcontractors, suppliers, partners, and affected communities) while embedding such responsible principles into all business operations.

1.2. Scope

This policy specifically addresses the key principles of corporate social responsibility in ST: respect of labor and human rights; working conditions and well-being; equal treatment and opportunities; transparency; stakeholder engagement, community investment, reporting of violations and remediation.

The principles of privacy of personal information are covered in the ST Privacy Policy (P163).

2. ORGANIZATIONAL UNITS AFFECTED

This policy is applicable to all ST entities and all employees and workers, including students; temporary, dispatched, outsourced and migrant workers; and on-site contractors (hereafter referred to collectively as workers).

3. POLICY STATEMENT

It is Company policy to ensure that workers are treated with respect and dignity, and that business practices are aligned with ST's Code of Conduct and the highest international and electronic sector social responsibility standards, including the International Bill of Human Rights, United Nations Global Compact, the Responsible Business Alliance (RBA) code of conduct and the International Labor Organization (ILO) conventions; and are compliant with all applicable national and local laws.

ST strongly believes that social responsibility participates in business value creation through people engagement and motivation, customer satisfaction and operational risk mitigation. ST fully integrates sustainability into its business strategy and value proposition.

ST considers the social impact in the value chain, when making strategic decisions aimed to improve or modify the financial sustainability of the Company. ST contributes to local economic and social value creation for business partners and the communities in which it operates in an ethical and responsible manner.

4. GENERAL PRINCIPLES

4.1. Labor and Human Rights

4.1.1. Prohibition of forced labor

Forced labor in any form, including but not limited to bonded (including debt bondage) or indentured labor; slavery or trafficking of persons, involuntary or exploitative prison labor is not permitted. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment unless required by law.

Workers must not be required to pay any fees in connection with obtaining employment. ST is responsible for payment of all worker's fees associated with joining the Company.

In the context of their duties and working hours, workers must not be unreasonably restricted in their movement within Company facilities, including residences provided by ST.

4.1.2. Prohibition of child labor and protection of young workers

ST prohibits child labor and does not employ people under the age of 16 years.

Young workers between 16 and 18 years old, must not work in potentially hazardous areas, or work overtime or nightshift. ST complies with all local minimum age laws and requirements; whichever sets the highest standard.

4.1.3. Working hours

ST sets working hours and days of rest in compliance with the ILO convention, United Nations Global Compact, RBA code of conduct and all applicable laws, regulations and collective bargaining agreements.

Overtime is on a voluntary basis and must be compliant with local legislation and collective bargaining agreements, including daily and monthly overtime limits.

4.1.4. Fair wages and benefits

ST seeks to offer a competitive compensation and benefits package based on industry survey results in the regions where it operates. At a minimum, ST complies with all applicable wage laws and collective bargaining agreements, including minimum wages, holidays, personal leave, and legally mandated benefits.

4.1.5. Humane treatment and non-harassment

ST is committed to a workplace free of inhumane treatment and harassment. All workers must be treated with dignity. In line with ST's Code of Conduct, ST does not tolerate any mistreatment, or threat of such mistreatment, of a worker by another worker, employee and/or manager. Mistreatments include but are not limited to: physical, psychological, sexual, and gender-based violence, corporal punishment, mental or physical coercion, verbal, psychological, sexual or physical bullying and harassment; public shaming, or any behavior which:

- disrupts or interferes with one's dignity, rights or work performance,
- creates an intimidating, offensive or hostile work environment.

4.1.6. Non-discrimination

ST maintains a culture free of discrimination, where individuals are treated with respect and dignity, regardless of their race, color, ethnic or social background, national origin, age, gender, physical characteristics, disability, political opinion or affiliation, religion, gender identity or expression, sexual orientation, marital or maternity status, union affiliation, or any other non-job-related personal characteristic.

4.1.7. Freedom of association

Workers are free to choose whether or not to organize and join lawful associations including trade unions. ST respects the right of all workers to associate freely, to form and join trade

unions of their own choice, to bargain collectively, to engage in peaceful assembly, or to refrain from such activities in accordance with ILO Conventions.

4.2. Equal treatment and opportunities

ST believes that a diverse and inclusive workplace increases performance, and brings value to business through effective innovation, engagement, attractiveness and agility, enabling both personal and Company growth.

4.2.1. Hiring

ST strives to attract and recruit a diverse workforce that reflects society and the talent market. Human resources, talent acquisition, and hiring managers are expected to follow training on unconscious bias and inclusive recruitment. Job descriptions seek to include inclusive language to encourage candidates from diverse backgrounds. External recruitment partners are requested to follow these principles.

4.2.2. Equal opportunities

ST promotes equity in career development, equal pay, and fair treatment in promotions and performance evaluations. The Company also provides equal access to training, mentorship, and career advancement opportunities for all employees.

ST supports paid, job-protected maternity leave and parental leave for all family structures, as outlined in ST Corporate Labor and Human Rights procedure (SOP 727).

4.2.3. Accessibility

ST aims to offer physical and digital accessibility to enable all employees, including those with disabilities, to perform at their best. This includes providing necessary accommodation such as workstation adjustments, flexible work hours, ramps, elevators, accessible restrooms, and designated parking. Additionally, ST offers accessible digital tools and resources by adhering to web accessibility standards (e.g., WCAG) and supplying assistive technologies as needed.

4.2.4. Culture

ST fosters an inclusive culture that values and respects everyone, actively addressing bias and stereotypes to create a workplace where employees can be their authentic selves. To support this, ST encourages Employee Resource Groups that promote inclusion and professional growth.

Employees receive training on diversity, inclusion, and unconscious bias and share responsibility for maintaining an inclusive workplace. ST expects managers to lead by example, cultivating an inclusive atmosphere in line with ST's Code of Conduct.

Additionally, ST promotes inclusive communication through clear internal guidelines.

4.3. Working conditions and well-being

ST is committed to providing a safe and healthy work environment conducive to well-being by meeting international standards for health and safety management systems on top of local and international legal requirements (see [P15 Corporate Occupational Health and Safety Policy](#)).

ST strives to offer a best-in-class employee experience and quality of life at work, including flexible working time and home office when compatible with the job and local labor legislation, and offers development opportunities for all.

4.4. Honest and transparent communication

ST is honest and transparent in its communication with stakeholders. It discloses in a clear and accurate manner the policies, strategy, objectives and programs for which it is responsible, including its known and likely impacts on society. It also provides objective, timely and factual evidence of its performance, through ST annual reports, to enable its stakeholders to accurately assess the Company.

4.5. Stakeholder engagement

ST aims to have stakeholder engagement practices and processes, which are meaningful, reciprocal, effective and integrated across the Company and activities as part of a continuous process, especially in its sustainability due diligence processes. ST's commitment to stakeholder engagement is described in the ST [Sustainability Stakeholder Engagement Policy P74](#).

4.6. Community investment

ST has a longstanding commitment to positively impacting our global and local communities by giving our time and resources in useful ways. ST's aim is to engage employees through global and local programs and to encourage community involvement, building effective programs and activities that bring a lasting benefit to communities and contribute to mutual enrichment.

Priority is given to strategic actions covering:

- education and supporting young people
- promoting technology and innovation
- responsible environmental management
- diversity, equity and inclusion
- digital divide / ST Foundation

Additional actions supporting philanthropy and social welfare can be implemented if appropriate to the local context.

4.7. Reporting of violations and promise of non-retaliation

ST promotes a speak up culture, allowing any employee or interested third party to raise, in good faith without fear of retaliation, any concerns they might have regarding possible violations of ST's Code of Conduct, applicable laws, the Company's policies or values.

No one who speaks up shall fear any retaliation such as intimidation, harassment, and adverse employment or career consequences. ST has zero tolerance for any form of retaliation. Retaliation shall always be deemed a serious violation of ST's Code of Conduct and will be investigated as such and, if confirmed, concerned wrongdoers will be subject to appropriate disciplinary measures, up to and including termination of employment.

ST's Ethics Hotline and non-retaliation policy is described in the ST [Speak Up Policy P221](#).

4.8. Remediation

ST is dedicated to remedying any labor and human rights adverse impacts resulting from its operations, or where it has contributed to adverse impacts, ensuring accountability and fostering

trust with stakeholders, including local communities. The Company endeavors to promptly identify, assess, and address any issues, providing fair and effective solutions to those affected.