



ACCELERATING SUSTAINABILITY  
TOGETHER

# Sustainability charter

Our commitments and long-term goals





We are a global semiconductor company serving customers with innovations that make a positive impact on people's lives.



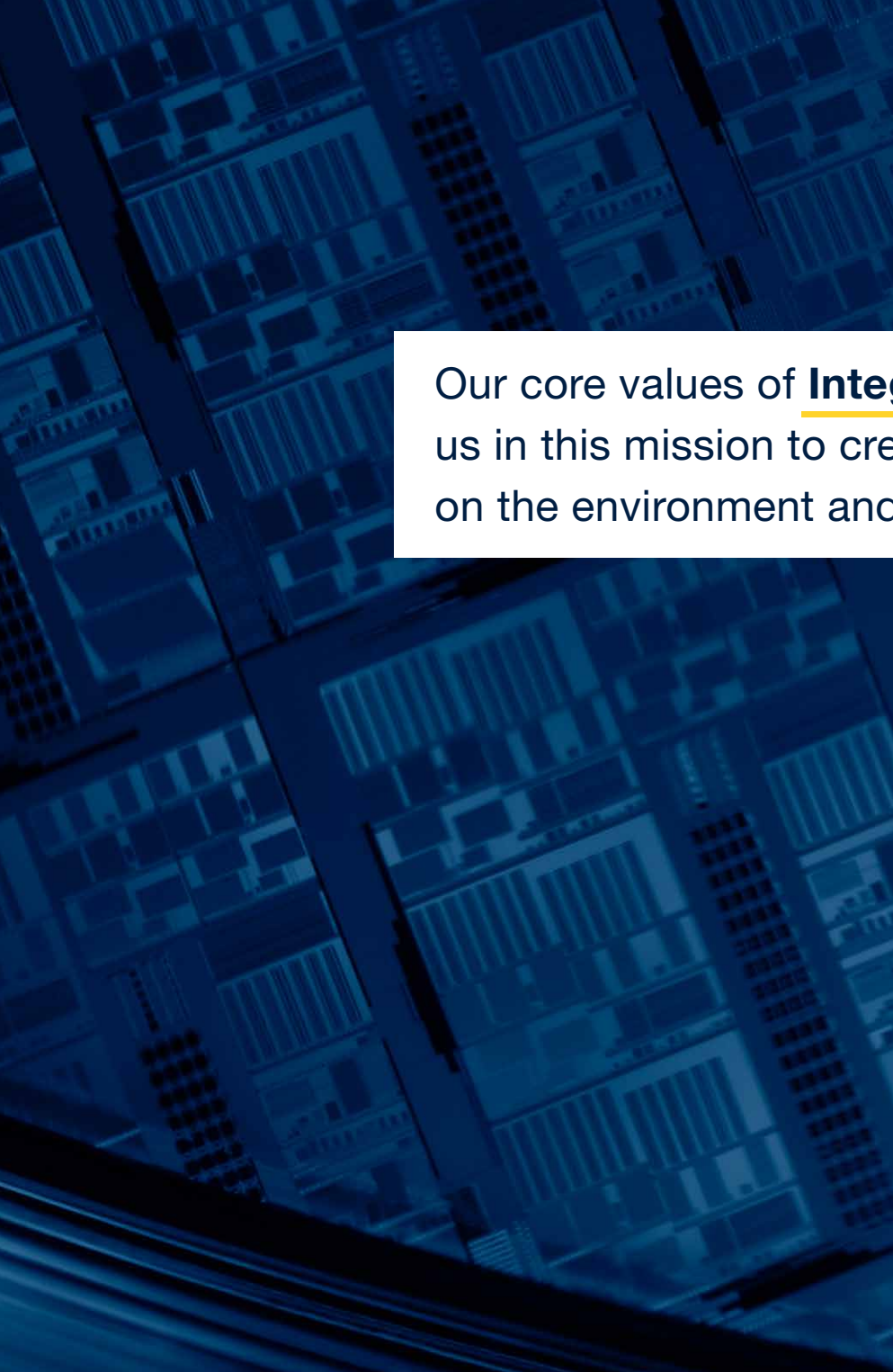
At ST, we have prioritized sustainability for over three decades, driven by our ambition to create long-term value for all our stakeholders. This approach is an integral part of our Company value proposition, and we firmly believe that reinforcing a sustainable culture benefits people, the environment and the economy.

We have achieved good results across all key sustainability metrics during this time, but we are committed to doing more and accelerating our efforts. Through our ongoing commitments, we demonstrate that sustainability is ingrained in our DNA and remains a priority.

Our latest sustainability commitments and goals will drive our priorities until 2035. These goals focus on achieving measurable reductions in our environmental footprint, providing a safe and healthy workplace for our employees, as well as engaging on sustainability with our supply chain and the communities in which we operate. By collaborating with our stakeholders, we aim to create a greater positive impact and drive meaningful change.

Accelerating sustainability, together.

Jean-Marc Chery  
CEO & President STMicroelectronics



As a technology company, we know that innovation can improve people's lives. With this in mind, we create semiconductor solutions that contribute to solving environmental, social and societal challenges.

Our core values of **Integrity**, **People**, and **Excellence** guide us in this mission to create a positive impact on the environment and society.

### **Ethics and compliance commitment**

We foster a culture of integrity, respect, and accountability and believe these principles must be at the core of our decision-making process, wherever we operate, in-line with our Code of Conduct and values (Integrity, People, Excellence).

We have a zero-tolerance policy towards any forms of bribery or corruption. We promote a speak-up culture where everyone feels comfortable to come forward without fear of retaliation.

We promote and ensure that all our employees and interested third parties have access to our Ethics Hotline.

We ensure compliance with relevant data privacy laws and regulations, by limiting the collection of personal data, implementing encryption to protect personal data from unauthorized access and ensuring strict access controls, and building stakeholder trust through transparent personal data handling practices.



**We put  
people first**



People are at the heart of everything we do. Our aim is to provide a safe working environment and deploy health and well-being programs for a positive and productive workforce. We strive to be a role model and promote human rights, treating ST workers and employees with respect and dignity. We maintain zero tolerance for discrimination and are dedicated to building a diverse and inclusive culture to enable our people to thrive.

### Health and safety

We do not tolerate risk for work-related injuries and illnesses.

### GOAL

We aim, each year, to achieve a Total Recordable Case Rate of 0.75\* or less for work-related injuries and illnesses, including onsite value chain workers.

### Working conditions

We maintain the highest standards of labor and human rights across the company.

### GOAL

We aim to achieve Responsible Business Alliance platinum recognition for all majority-owned main manufacturing sites by 2030.

### Equal opportunities

We uphold our zero-tolerance policy for all forms of discrimination and harassment, and we maintain full gender pay equality.

### GOAL

We aim to maintain an adjusted gender pay gap below 5% at company level each year.

### GOAL

We aim for the representation of women in management and senior management roles to be at least 25% by 2035.

\* Calculated using CSRD methodology, which results in the rate being multiplied by 5 compared to the rate based on Occupational Safety and Health Administration (OSHA-US) standards.



**We respect  
the environment**



Environmental responsibility is integral to our Company and is consistently integrated into our activities. We strive to minimize our impact on the environment by reducing GHG emissions and energy consumption as well as addressing water, waste and pollution related challenges.

### **Climate change mitigation in our operations**

We are committed to carbon neutrality, and share our sense of urgency with our partners, driving innovative ways to operate.

#### **GOAL**

We aim to be carbon neutral each year from 2027, covering scope 1 and scope 2 emissions, plus product transportation, business travel and employee commuting emissions from scope 3.

#### **GOAL**

We aim to achieve a 20% overall reduction in absolute scope 1 and 2 emissions by 2030 vs 2024.

#### **GOAL**

We aim to abate at least 90% of our climate adverse process gases (CAPG) emissions by 2030.

### **Climate change mitigation in our supply chain**

We engage with our partners to decarbonize our supply chain.

#### **GOAL**

We aim to achieve a 10% reduction in our Scope 3 upstream GHG emissions by 2030, and a 20% reduction by 2035, vs 2024.



## Energy

We prioritize energy saving and adopting high quality solutions for renewable electricity sourcing.

### **GOAL**

We aim to adopt 100% renewable electricity by 2027 through energy procurement and renewable energy installations and maintain this percentage each year thereafter. We aim to annually save energy, achieving cumulative energy savings of 100 GWh by 2035, versus the baseline year 2024.

## Pollution risk management

We are dedicated to limiting soil, air, and water pollution risks and remain committed to implementing state-of-the-art technologies to tackle emissions (in water and air).

### **GOAL**

We aim to further decrease Volatile Organic Compound (VOC) emissions from ST's manufacturing sites, to achieve an overall 70% absolute reduction by 2030 vs 2024.

## Chemicals

We uphold our commitment to engaging in the substitution of substances of very high concern (SVHC) in all ST manufacturing sites.

### **GOAL**

We aim, alongside our efforts to continuously assess substances of very high concern (SVHC) use and substitution, to make all products manufactured at ST 98% halogen-free by 2035.





## **Water**

We aim to continuously improve our water-saving and recycling rates and are committed to tackling the challenges of water scarcity and wastewater treatment.

## **GOAL**

We aim to have an annual water recycling rate of at least 60% by 2035 through implementing innovative programs. It is our aim to annually save water, reaching 6 million cubic meters of water saved by 2035 vs 2024.

## **Waste and circular economy**

We strive for zero waste by minimizing resource consumption, recycling and implementing circular economy programs.

## **GOAL**

We aim, each year, to reuse, recycle, and recover at least 95% of our waste, and to limit waste disposal to below 5%.



**We generate long-term value for our stakeholders**



We believe that sustainability is a collective responsibility and recognize the importance of all our stakeholders. It is a priority to engage with stakeholders on sustainability topics beyond our operations, both across our value chain and in the communities in which we operate.

**Workers in our supply chain**

We apply a zero-tolerance approach towards child and forced labor in our supply chain.

**Affected communities**

We are committed to engaging with the communities in which we operate on sustainability topics.

**GOAL**

We aim to certify 100% of our manufacturing sites through the Alliance for Water Stewardship (AWS) by 2035.



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