



ST SUSTAINABILITY STAKEHOLDER ENGAGEMENT POLICY

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1. PURPOSE & SCOPE

1.1. Purpose

This policy describes ST's commitment to stakeholder engagement in all relevant areas of sustainability, including environmental and social topics. The policy aims to create a unified approach to stakeholder engagement in sustainability across ST, while also addressing the diverse interests and concerns of ST's stakeholders and the ST functions responsible for engaging with them. The objectives are to further develop and strengthen ST's relationships with its stakeholders as well as to position ST to effectively assess and manage its sustainability impacts.

1.2. Scope

The policy provides an effective and standardized approach to engaging stakeholders in sustainability across the Company. It applies to engagement with both internal and external stakeholders. Stakeholders are individuals or groups that are affected or could be affected – positively or negatively – by ST's activities, or that have an interest in ST's activities.

2. ORGANIZATIONAL UNITS AFFECTED

This policy is applicable to all ST organizations. All employees engaging with stakeholders must respect the principles outlined in this policy.

3. POLICY STATEMENT

In line with ST's Code of Conduct and its membership of the Responsible Business Alliance, this policy contributes to ST's role in promoting responsible business. It is drawn up to be aligned with international standards, regulations, and industry best practices that promote, mandate, and encourage business to conduct meaningful stakeholder engagement to gain insights, build trust and solidify reputation, identify adverse social and environmental impacts, identify opportunities to create a positive impact, manage and mitigate risks, and ensure regulatory compliance.

Among others, these standards include:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- National and regional Regulations
- AA1000 Stakeholder Engagement Standard

Aligned with these standards, through this policy, 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 does not tolerate any form of retaliation against stakeholders who raise questions, concerns, or complaints. ST employees and interested third parties are encouraged to share their concerns, without fear of retaliation, via ST's Ethics hotline, which is available 24 hours a day and 7 days a week. ST's hotline allows for the reporting of all concerns confidentially and, whenever needed, anonymously.



4. GENERAL PRINCIPLES

4.1. Stakeholder Engagement Principles

Across all ST's stakeholder engagement efforts regarding sustainability, it shall abide by the following principles in addition to upholding its values of integrity, people, and excellence.

- a) **Impactful:** ST conducts stakeholder engagement with a strategic purpose to create meaningful positive impact. ST sets goals before each engagement activity, that are focused and relevant, ensuring that ST and stakeholder expectations for the activity are shared, clear, and realistic. ST seeks to conduct engagement in a timely manner, allowing for due preparation and appropriate follow-ups.
- b) **Inclusive:** ST seeks to engage in an inclusive way with all relevant stakeholders, including stakeholders or representatives from groups that are traditionally vulnerable or marginalized (e.g. women, indigenous people, people with disabilities).
- c) **Representative:** ST structures engagement in a way that ensures a diversity of perspectives are represented, including both positive and negative perspectives.
- d) **Respectful:** ST conducts all stakeholder engagement in a manner that is respectful of stakeholder concerns and seeks to meet stakeholders where they are to understand their unique perspectives.
- e) **Trustworthy:** ST commits to a transparent stakeholder engagement process and to disclose appropriate levels of information to stakeholders while managing their concerns. This approach is expected to encourage trust between ST and its stakeholders and establishes a culture of stakeholder engagement. ST commits to ensuring the security of stakeholders and their information, to build trust and maintain positive relationships. Security measures help protect stakeholders from potential risks and threats, demonstrating a commitment to their well-being and confidentiality.

4.2. Stakeholder Engagement Objectives

ST conducts stakeholder engagement related to sustainability to achieve a range of complementary objectives, including, but not limited to:

- gain insights,
- build trust,
- develop and strengthen input into sustainability due diligence processes,
- identify adverse social and environmental impacts,
- manage and mitigate risks,
- ensure regulatory compliance.



4.3. **ST's stakeholders**

ST engages with a wide variety of stakeholders on sustainability. The main types of stakeholders ST engages with are listed below, and may evolve over time:

- Employees and representatives
- Customers
- Investors, shareholders and analysts
- Suppliers
- Affected communities and Civil Society Organizations
- Regional, National and Local Authorities
- Not-For-Profit Organizations
- Schools, research and academic institutions
- Industry Associations
- Media & Industry analysts

Engagement with the above stakeholder types also covers the views of silent stakeholders, such as nature and future generations, via their representatives.

4.4. **Engagement approach**

ST uses various approaches to engage stakeholders, such as meetings, events, surveys, sustainability publications, training, site visits, and hotline access. Engagement approaches are selected based on various criteria including the context, type of stakeholder, history of engagement, and objective of the engagement. ST may implement multiple approaches simultaneously to ensure effective information sharing and provide accessible opportunities for stakeholders to offer input.

4.5. **Roles and responsibilities**

ST's Corporate Sustainability Office is accountable for implementing this policy, for deploying appropriate implementation guidelines and procedures, for monitoring and tracking stakeholder engagement activities.

The policy is deployed at both the corporate and local levels. Sites and where relevant, organizations, are required to map and profile their relevant stakeholder(s) on a regular basis, as they may evolve over time, to allocate responsible resources and ensure appropriate engagement with each stakeholder identified.