

# Amplify.

Vol. 01 | November 2025

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**SUSTAINABILITY  
AT THE HEART  
OF OUR BUSINESS**

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**INCLUSION  
FOR EVERYONE**

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**PATH TO  
100% RENEWABLE  
ELECTRICITY**

**Sustainability  
insights and  
voices from  
across ST**

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**EMPOWERING  
A RESPONSIBLE  
SUPPLY CHAIN**

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# Sustainability at the heart of our business

At ST, sustainability has been a guiding principle for over 30 years. Today, it remains embedded in our activities and throughout our Company.

We put people first, prioritizing health and safety, well-being, and labor and human rights. We strive to minimize our impact on the environment through actions that include reducing our greenhouse gas emissions and energy consumption, as well as addressing water and waste-related challenges. We established our first global environmental policy back in 1993, not long after ST was created, and followed soon after with ISO 14001 certification and EMAS validation in 1997. We've been a signatory of the United Nations Global Compact (UNGC) since 2000, and its 10 principles still guide our sustainability programs. In 2003, we were certified OHSAS 18001 (now ISO 45001) at our main manufacturing sites, one of the first semiconductor companies to meet this international standard for health and safety at work.

In 2005, ST was one of the first companies to join the Responsible Business Alliance (RBA), which had been established just a year before to create an industry-wide standard on social, environmental, and ethical issues. Fast forward to 2020 and we made our boldest commitment yet: becoming carbon neutral<sup>(1)</sup> by 2027 – an ambitious target that continues to shape our environmental, strategy and define our priorities.



**Jean-Marc  
Chery**

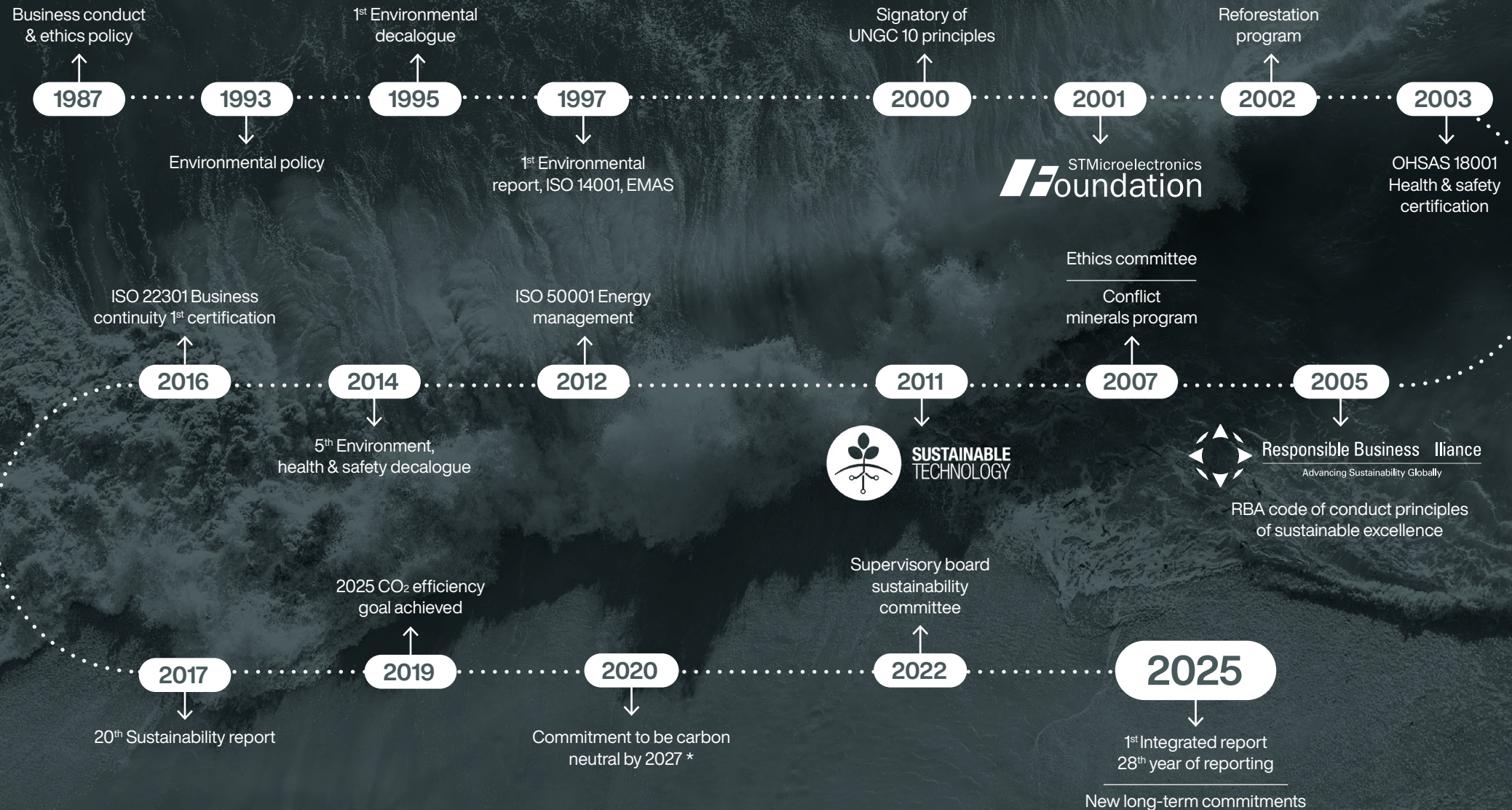
President and CEO

**“** In a world that is constantly evolving, our commitment to sustainability remains strong – it's not just a goal, but at the heart of what we do.

<sup>(1)</sup> In all direct and indirect emissions (scopes 1 and 2), product transportation, business travel, and employee commuting emissions (our scope 3 focus).



## For more than 30 years



\* In all direct and indirect emissions (scopes 1 and 2), product transportation, business travel, and employee commuting emissions (our scope 3 focus).





Engineer at Lab in Fab in  
Ang Mo Kio (Singapore)

Throughout this time, we have worked to bring our commitment to life through various policies, initiatives, programs, and activities around the world. Our aim has remained unchanged: to create value for all stakeholders through a balanced and comprehensive sustainability strategy.

At the heart of this is a strong focus on the topics that matter most to our business and to our stakeholders. We have been conducting materiality assessments since 2010 to identify and prioritize the most significant sustainability topics. In 2024, we conducted a double materiality assessment, which included reviewing the interests of our key stakeholders. Based on these insights, we regularly review and update our sustainability strategy, policies, programs, and objectives to address the identified material sustainability topics.

Our efforts to conduct business responsibly have also been recognized externally. We are included in several sustainability indices, including the Dow Jones Sustainability Index World and Europe indices, and the Euronext

Vigeo Eiris Europe 120 index. In 2024, we were rated MSCI AAA<sup>(2)</sup>, ISS ESG Prime, Ecovadis Platinum, FTSE4Good top 10%, and Bloomberg top 5%. We also received an A score for climate change and an A-score for water security from the CDP.

Since we first stated our commitment to sustainability over 30 years ago, we have continually raised the ambition of our long-term sustainability goals to match the evolving realities of the world we live in. In 2025, we released new commitments that are driving our priorities until 2035. These focus on reducing our environmental footprint, providing a safe, inclusive, and healthy workplace for our employees, and enhancing our engagement with our supply chain and the communities in which we operate.



**Jean-Louis  
Champseix**

Group Vice President,  
Corporate Sustainability



Semiconductors are key to building a low-carbon economy by enabling safer, smarter, and more efficient technologies. We believe in supporting this transition by helping create a more responsible industry, one that carefully considers its environmental and social impacts. We know real progress comes from producing these technologies responsibly and working hand in hand with our partners and communities. Sustainability isn't just something we do, it's how we create lasting value for everyone involved.

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# Accelerating sustainability together

At ST, sustainability is not just something we do – it is part of who we are. It shapes how we work and what we stand for. Beyond policies and governance, it's the passion and determination of our people that brings this vision to life.

Whether it's through innovation and creating responsible technologies, improving everyday practices, or volunteering their time and energy, our employees are at the heart of this journey. Their dedication transforms ideas into real, lasting change.



## A MESSAGE FROM

**Rajita  
D'Souza**

President, Human Resources  
and Corporate Social Responsibility



At ST, sustainability is part of our strategy, and it is embedded in everything we do every day through governance that permeates all levels of the organization, involving many actors beyond the core Sustainability team. This empowers everyone at ST to do their part and contribute to sustainability practices that are essential to our people, our business, and society at large. This shared commitment, translated into real actions, is what makes us strong and has earned us recognition both internally and externally for being one of the leaders in sustainability in the semiconductor market. That makes me proud.





Let's discover the stories of some of the people at ST who are inspiring change and making a difference.



#### MEET

### Saragada Prasanna Kumar

Automotive Microcontroller Architect,  
Greater Noida (India)

Since joining ST two years ago, Saragada has been actively involved in science, technology, engineering, and mathematics (STEM), volunteering through our 'STEM Your Way' program. He serves as STEM Chair and leads initiatives that aim to inspire young minds.



My passion for STEM education comes from my own experience attending a small school with limited resources. I believe a strong foundation in STEM can unlock potential and shape a brighter future, so I'm committed to helping provide opportunities that I missed as a child.

Over the past year, Saragada has led workshops, organized the annual 'STEM Fest' with around 200 participants, and conducted outreach programs in government schools, bringing hands-on learning in electronics and robotics to hundreds of students. These efforts have sparked curiosity, boosted confidence, and encouraged problem-solving skills among young learners.



I hope to expand STEM outreach to rural schools, develop hands-on labs, and engage more ST employees in mentoring. Our aim is to nurture a diverse generation of future innovators committed to sustainable progress.



#### MEET

### Mouna Baktaoui

Sustainability Manager,  
Bouskoura (Morocco)

Mouna's journey with ST began in 2011 as a communication manager and sustainability champion, where she developed a strong passion for labor and human rights with a focus on volunteer engagement. Since 2023, she has embraced her role as sustainability manager, allowing her to transform this passion into meaningful action.



In recent years I have seen significant progress in our Responsible Supply Chain program. There is growing engagement from our suppliers and partners who are increasingly adopting a comprehensive approach which includes human rights, labor ethics, environmental health and safety, and risk-based management systems.

Mouna's site has played a key role in delivering training on the RBA code of conduct, alongside targeted awareness and communication campaigns. These efforts have been continuously evaluated to ensure lasting impact. In 2025, this commitment was recognized through a Company Corporate Sustainability Award.



This program is far more than a compliance tool; it is a powerful lever to build a responsible, resilient, and human-centric supply chain. I am proud to be part of this ongoing transformation.







## MEET

## Arnaud Regnier

R&D Technology Manager & TDP Coordinator,  
Rousset (France)

With 22 years at ST, Arnaud currently leads R&D technological developments for 200mm processes within the Technology and Design Platform (TDP). He is a member of the ST technical staff.

“

I work in an organization that develops tomorrow's technologies. In R&D, we have a responsibility to develop technologies with minimal environmental impact, since the majority of a technology's content is fixed during this phase and it is hard to change once in production. That's why I've been leading an eco-design initiative at TDP. We provide additional tools and methods to help teams consider environmental impacts throughout the entire product lifecycle, from materials and manufacturing to usage.

This initiative involves 23 eco-design ambassadors across 10 departments, fostering new skills and knowledge through internal engagement and collaboration with external partners like CEA LETI. Together, they've developed a roadmap with short- and long-term goals to embed eco-design deeply into R&D practices.

“

I'm passionate about solving problems through innovation and believe that by working together, we can use our collective intelligence to drive sustainability.



## MEET

## Robert P. Portento

Senior Environmental Specialist,  
Calamba (the Philippines)

With nine years at ST, Robert's passion for nature and environmental science drives his work to protect the planet through impactful sustainability projects.

“

Protecting the environment isn't just my job, it's part of who I am. Growing up, I developed a deep respect for nature, which inspired my studies in Environmental Science and Environmental Planning. I'm grateful to turn this passion into a career that makes a real difference.

Robert has led numerous initiatives at ST, from conservation efforts to innovative sustainability campaigns, earning multiple awards, including recognition as a top Pollution Control Officer (PCO) by the Pollution Control Association of the Philippines. He is committed to pushing boundaries and inspiring more people to become involved in sustainability projects.

“

Collaboration has always been at the heart of what I do. Whether it's building partnerships with stakeholders, leading environmental organizations, or mentoring fellow PCOs across the Philippines, seeing others feel empowered to make a difference reminds me why I'm so passionate about this work.





## MEET

## Luca Lodola

Senior Analog Designer and  
Project Leader in APMS,  
Castelletto (Italy)

Luca joined ST in 2018 and currently volunteers as the lead of STAND, ST's employee resource group for LGBTQIA+ colleagues and allies, launched in 2024.



As a member of the LGBTQIA+ community, I wanted to create the support and representation I wished I had earlier in my career. STAND's mission is to improve the well-being of LGBTQIA+ colleagues, spread awareness, and promote an inclusive workplace aligned with ST's values.

Within this role, Luca leads a governance team of seven colleagues. He has organized webinars, hosted events, created original content, and participated in Pride Parades with colleagues, creating significant engagement in the Company.



Receiving two ST leadership awards was an honor, but the trust and active participation of our members are what truly motivate me. STAND represents a continuous cultural transformation, where everyone can learn and grow from diverse experiences.



## MEET

## Mackellar Violich

Regional Sustainability Project Lead  
for the Americas

Mackellar, known as 'Mackey', works closely with sustainability sales and marketing, and global real estate teams to advance initiatives across non-manufacturing sites in the region. She joined ST in 2023.



I'm motivated by the opportunity to raise awareness and encourage small, practical changes every day that collectively make a meaningful impact. We have offices of all sizes around the world, and it's important that every employee feels connected to our shared sustainability culture, no matter where they work.

During Earth Week, Mackey led activities across six sites, engaging over 200 employees, including remote workers, to raise awareness and encourage sustainable practices. These efforts have led to tangible behavioral changes, such as shifting procurement to sustainable office supplies and significantly reducing plastic use, helping to embed sustainability into daily office life.

Together, these stories reflect the spirit and dedication driving sustainability at ST. Every individual plays a vital role and together, we accelerate sustainability every day.



# Hidden energy

**Every breakthrough starts with a question waiting to be answered. This spark of curiosity drives us to explore new possibilities and push the boundaries of what technology can achieve.**

Whether enabling electric vehicles to travel further and charge more efficiently, or connecting people through seamless communications, our innovations are designed to help solve complex challenges with practical solutions. Though often unseen and unheard, our chips quietly power the technologies that shape daily life and the world around us.

Our strategy is based on long-term trends: cloud-connected autonomous things, power and energy, and smart mobility. These trends shape the evolving requirements of our customers and our solutions across the four end markets we address – Automotive, Industrial, Personal Electronics, and Communications Equipment, Computers, and Peripherals.

By focusing on these areas, we help our customers address their challenges and develop technologies that work effectively in the real world.



## Turning technology into practical solutions

Our technology is applied daily to tackle these needs. The following examples illustrate our collaborations and impact in energy, mobility, and healthcare.





## Energy management through advanced metering



LEARN MORE →

The electricity grid is the backbone of modern life, yet many networks were built over a century ago. Today's challenge is transforming these aging systems into smart grids capable of managing millions of renewable energy sources and helping billions of people use energy more efficiently.

This is where ST plays an important role. Gridspertise chose to partner with ST and has delivered over 100 million smart meters worldwide equipped with our hybrid power line and RF communication technology. Unlike traditional meters, these devices enable two-way communication between buildings and the grid, optimizing power distribution and supporting the transition to clean energy.

Building on a partnership dating back to the early 2000s, ST's hybrid communication module allows seamless connectivity even in remote areas where cellular coverage is not an option. Additionally, our collaboration supports Gridspertise's sustainability goals by providing energy-efficient components for smart meter production.

This important shift happening behind the scenes is helping to make energy systems smarter, more resilient, and more sustainable for communities worldwide.



## Smarter energy with electric vehicles



LEARN MORE →

Electric vehicles are transforming how we move, but what if your car could also help manage energy on a larger scale? This question inspired ST, IoTecha, and the Software République consortium to develop the Renault Mobilize PowerBox®.

This compact device offers intelligent, secure, and bidirectional charging, allowing vehicles not only to draw power but also send energy back to homes or the grid. By charging during off-peak hours when renewable energy is abundant and feeding energy back during peak demand, the PowerBox helps balance the grid and reduce energy costs.

Powered by ST's microprocessor, broadband powerline communication solution, and trusted platform modules, the PowerBox combines processing power, secure communication, and data protection.

This collaboration resulted in the industry's first bidirectional EV charging station, turning fleets of electric vehicles into a distributed energy resource and supporting a smarter, more sustainable energy future.







## Advancing pain management with wearable technology

Chronic pain affects nearly 30% of people worldwide, yet effective non-pharmacological treatments have been limited. Remedee Labs, a startup specializing in wearable healthcare, partnered with ST to develop a breakthrough solution: the world's first endorphin stimulator wristband for fibromyalgia and osteoarthritis patients.

This compact, medical-grade device uses ST's 61 GHz millimeter wave technology

to safely stimulate the body's natural painkillers beneath the skin. By targeting specific nerve endings just 0.5 mm below the surface, the wristband triggers endorphin release, offering a non-invasive, drug-free alternative for pain relief.

Developed in collaboration with ST and the French research organization CEA, this innovative wristband meets stringent medical standards and has received European CE marking. Patients typically use the device three times a day, with many reporting significant improvements in pain and sleep quality.

[LEARN MORE](#) →



At ST, we focus on understanding our customers' needs and challenges. By collaborating closely, we develop practical and reliable technologies that support their goals and make a tangible difference in everyday applications.

[LEARN MORE ABOUT OUR CUSTOMER SUCCESS STORIES](#)





# Putting principles into practice

**In today's rapidly evolving world, respecting labor and human rights is more important than ever.**

At ST, we have developed a comprehensive Labor and Human Rights program based on clear principles and best practices aimed at respecting workers' rights and maintaining fair working environments across our manufacturing sites and supply chain.

Discover how this program comes to life, from the global frameworks that shape our commitments to the local initiatives driving real change on the ground.

## External standards and industry collaboration

Our approach is based on internationally recognized standards that protect workers' rights and dignity. These include the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the ILO Fundamental Conventions. These frameworks guide our policies and due diligence efforts, helping us identify, reduce, and address risks to workers' rights.

Since 2005, ST has been an active member of the Responsible Business Alliance (RBA), participating in industry workgroups and committees. This collaboration allows us to contribute to shaping responsible business practices across the electronics sector, reinforcing our commitment to uphold workers' rights wherever we operate.

To put these principles into action, we have developed a comprehensive Labor and Human Rights program that covers our operations worldwide and extends to our tier 1 supply chain. Key elements include:

- Adopting the RBA code of conduct and tools as core parts of our due diligence process.
- Requiring all manufacturing sites and high-risk suppliers to complete Self-Assessment Questionnaires (SAQs).
- Conducting third-party RBA audits every two years at our 11 largest manufacturing sites and for our high-risk suppliers.

Independent audits provide an objective review of practices and help us and our suppliers maintain transparency and accountability. When requested, we share audit results and corrective action plans with our customers, either directly or through the RBA online tool, reinforcing trust, transparency, and collaboration.





## Bridging global standards and internal oversight

Global frameworks and third-party audits provide the foundation, but internal audits are essential for evaluating if our policies are truly effective at our sites. Conducted at least every three years at ST's major sites, these audits assess compliance with ST's Corporate Labor and Human Rights Procedure as well as applicable local laws and regulations.

Internal audits focus on practical areas such as working hours, fair treatment, fair wages, fair working conditions, employee well-being, grievance mechanisms, and training programs. They help sites identify risks and opportunities for improvement tailored to their specific context. This hands-on approach complements third-party audits by providing detailed, site-specific insights and supporting a culture of continuous improvement.



ST employees at the RBA conference in Washington D.C

## To better understand the internal audit process

WE SPOKE TO

### Lauryane Leneveu

Labor and Human Rights Program Manager and Internal Auditor, Rousset (France)



Internal audits offer a unique opportunity to get to know each site more closely and understand how daily operations truly function. This close engagement helps us identify practical challenges and strengths, allowing us to tailor support and improvements that fit each site's specific context. It's a vital part of how we uphold ethical and responsible standards.

An audit usually starts with a thorough risk assessment to define its scope and schedule. Then, our internal auditors review documentation, engage confidentially with employees, interview management, and observe workplace practices. This approach allows us to see how policies translate into everyday actions, especially in areas like working hours, fair working conditions, and employee well-being.

The process is very collaborative. I work closely with site management to discuss findings and identify areas where improvements can be made. The goal is not to assign blame but to help our sites enhance working conditions and maintain compliance. These audits are essential for maintaining trust with our employees, customers, and partners worldwide.





## Calamba audit in focus

Our Calamba site in the Philippines is an example where the internal audit process has directly led to meaningful improvements.

Internal audits have contributed to improving Calamba's Employee Welfare Council, an employee-led channel that enables dialogue between employees and management. As a result, communication of outcomes has improved. Employees also gained greater awareness of how to participate effectively, empowering them to speak out on significant topics.



**Janice Anne  
Recto**

Employee and Industrial  
Relations Manager,  
Calamba (the Philippines)



Labor and Human Rights audits are much more than just compliance checks – they serve as a valuable tool for ongoing progress. By working closely with the auditors, site management, and employees, these audits encourage open dialogue and shared responsibility for addressing challenges. This collaborative effort helps build a culture where improving processes and working conditions is a common goal. It's this focus on continuous improvement that strengthens teams and organizations alike.

This experience highlights how ST's Labor and Human Rights program operates at site level. These local initiatives are central to advancing our company-wide commitment to upholding labor and human rights, helping build a work environment where employees are respected and positive change is encouraged.





# Shared vigilance

**Health and safety is about creating an environment where people can carry out their work confidently. A safe workplace builds trust, encourages teamwork, and helps things run smoothly. It also means fewer disruptions, less time lost to accidents, and a stronger sense of responsibility for everyone.**

*ST employees wearing Personal Protective Equipment in Crolles (France)*



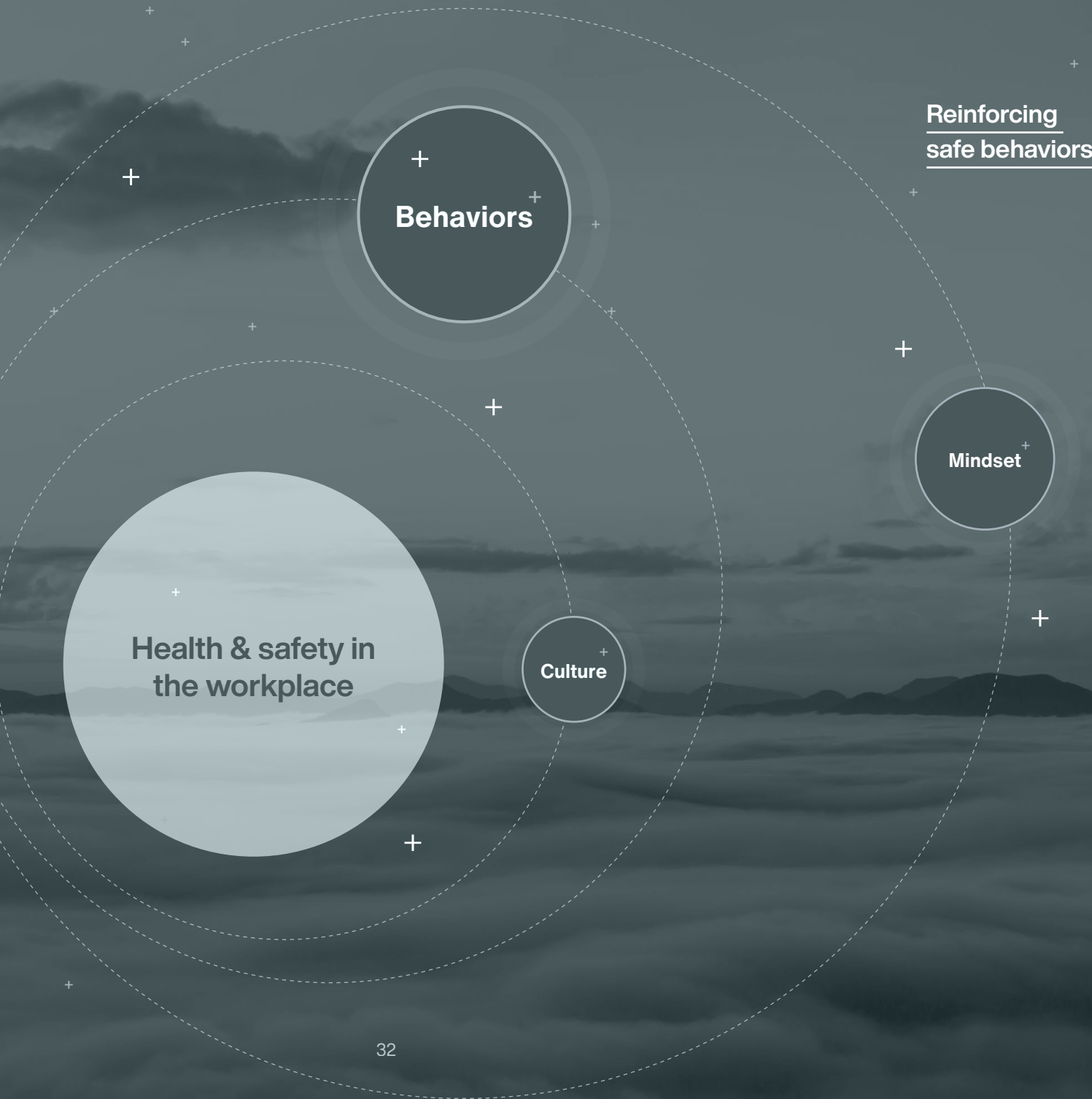
*ST employee in Crolles (France)*

## Why management systems aren't enough

At ST, we never compromise on safety. In 2003, we were one of the first semiconductor companies to be certified OHSAS 18001 (now ISO 45001) at our main manufacturing sites. Our sites follow our corporate occupational health and safety policy and are audited both by third parties and internally. While having robust policies and systems in place is part of the answer, it's not enough on its own. What truly makes a difference are mindset, behaviors, and culture. We all have to work together to make the workplace safe. This idea is at the heart of our shared vigilance approach, where everyone takes responsibility for their own safety as well as the safety of their colleagues.

Our managers play a key role in this, leading by example and undertaking regular safety inspections. It's not all down to managers, though. We take great care to create a culture of openness, where everyone feels empowered and free to report near-misses and unsafe conditions, share best practices, and solve problems together. This helps us regularly refine our policies and protocols. Our monthly worldwide safety meeting helps to embed these messages across ST, with safety incidents and best practices shared across our global safety community.





## Reinforcing safe behaviors

Our Safety First program is based on the premise that most accidents are avoidable if health and safety messages are clearly understood and accepted. Our sites continually seek new ways to strengthen our culture of collective responsibility. This includes specialist training, dedicated communications, Environmental Health and Safety (EHS) weeks, and regular activities to raise awareness and explore new ideas.

A high proportion of workplace accidents are slips, trips, and falls. Seemingly small actions such as not using your phone on the stairs, holding the handrail, or wearing the right footwear, can make a big difference to accident rates. But changing everyday habits is not always easy. We have continued to use 'nudges' to change behaviors and reinforce safe practices. These nudges are simple, unobtrusive prompts designed to encourage safer behaviors and make safety a natural part of daily routines. At our Rousset site (France) for example, a light animation was installed to increase awareness and encourage employees to hold the handrail.

Our Ang Mo Kio site (Singapore) organized an EHS week in 2024, with the theme of learning and engagement. Among a range of activities, information cards

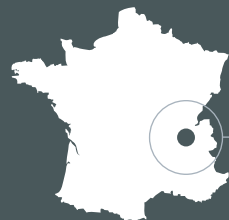
on crucial topics such as emergency awareness, early incident reporting, chemical risk assessment, and many more were distributed to employees. A highlight was the 'Safety Buddy' program, which encouraged employees to look out for one another's safety and reinforced our collaborative approach to maintaining a secure workplace.

For many years our Tours site (France) has run a safety program called 'We Want Zero'. The main objective is to promote a safe environment and reinforce our shared vigilance culture. A key part of the program is the 'Know How to Intervene' training, provided to almost all employees at the site. This teaches people how to intervene with care and without judgment to prevent risk.



## Internal and external recognition

Each year we hold internal sustainability awards to celebrate the efforts of our sites.



**CROLLES**  
(France)

**KIRKOP**  
(Malta)

# 2025

In 2025, our sites in Kirkop (Malta) and Crolles (France) were recognized for their excellent performance and commitment to safety through field visits by managers, training and drills, communication, best practices sharing, and audit management.

**MUAR**  
(Malaysia)

# 2024

Our efforts have also been recognized externally. In 2024, Hock Chee Low, EHS manager at our Muar site (Malaysia), was awarded the Most Influential OSH award by the Malaysian Occupational Safety and Health Practitioners Association.

At our Ang Mo Kio site, a new cleanroom facility received two awards: a silver award in the 'Occupational Achievement' category of the Royal Society for the Prevention of Accidents Awards, and a 'Safety and Health Award for Projects' from the Workplace Safety and Health Council. These awards recognized successful partnerships and strong contractor management for maintaining safe construction practices and safety systems.

**ANG MO KIO**  
(Singapore)



## Mental health and well-being

As well as physical safety, health and well-being are also key factors in helping our people stay productive, motivated, and engaged. Positive mental health can also help people make better choices and decisions. We organize a range of measures to reduce risk and promote a healthy workplace in its broadest sense. Our STCare program supports the well-being of our employees, while a

number of sites have introduced health programs adapted to local legislation and requirements. We have also partnered with Eutelmed, a healthcare platform that provides 24/7 access to confidential health and well-being support for ST employees and their families. To raise awareness of this resource, the Eutelmed team visited our Tours, Rousset, and Crolles sites in France, hosting information sessions and Q&As. In Crolles, night time sessions between 11pm and 3am were also included to enable shift workers to better understand the program.



STCare

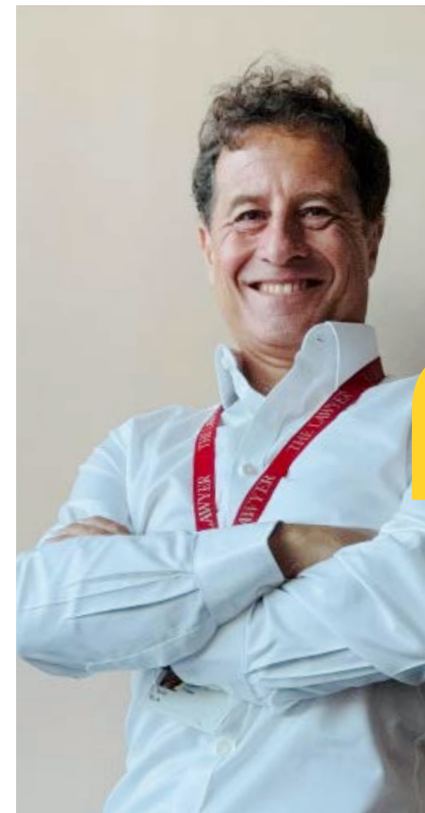


# Inclusion for everyone

**In many meetings or workspaces, some voices naturally come forward while others hold back. Inclusion is about recognizing these moments and making sure everyone feels they belong and can contribute. It's not about grand gestures, but small, consistent actions that create an environment of respect and fairness.**

For us, a big part of building an inclusive environment is understanding the unconscious biases that can sometimes get in the way. These are judgments or opinions we make about people and situations without being aware of them. Only by recognizing and understanding these biases can we take meaningful action to ensure our behaviors and decisions align with our conscious values.

Since 2019, ST has offered unconscious bias workshops. Claudio Elia, Group Vice President and Legal Counsel, Product Groups, who also volunteers as a trainer, shares how these sessions have personally impacted him and why he believes they're important for developing an inclusive culture at ST.



**Claudio  
Elia**

Group Vice President and Legal Counsel,  
Product Groups



**These workshops are essential for anyone looking to enhance both their professional and personal development. They provide valuable insights and practical tools to identify biases that may influence our behavior and decisions and teach us how to counteract them effectively.**





Reflecting on his own experience, he adds:

**“ After attending the workshop myself, I felt more empowered to implement strategies that reduce bias, whether in hiring practices or daily interactions. The knowledge and tools provided have enabled me to approach situations with a more critical and open-minded perspective. I am now more aware of how unconscious biases can affect my decisions and interactions, and I actively work to counteract them.**

The sessions are facilitated by a dedicated network of internal trainers who volunteer their time and have been prepared through our 'Train the Trainer' program. Balancing this role alongside their core responsibilities, these trainers are driven by a genuine passion for fostering inclusion, inspired by the positive impact they have witnessed firsthand.

Claudio's commitment grew as he chose to become a trainer himself.

**“ By educating others, I hope to contribute to a more inclusive and equitable society. I'm passionate about helping people make positive changes in their behavior and decision-making processes, leading to better relationships and respectful teamwork.**

Through these workshops and the dedication of trainers like Claudio, teams at ST are becoming more aware, inclusive, and collaborative. This builds a culture where diverse perspectives drive innovation and excellence.



*Community Day event,  
Castelletto (Italy)*

## Shaping our culture

Building on this foundation of awareness, we aim to strengthen our culture of inclusion through regular feedback and respectful communication practices.

Our annual employee survey is a critical source of information that helps us better understand and meet the needs of our evolving workforce. It provides valuable insights into the perspectives of specific groups within our workforce through our inclusion index, which covers dimensions such as discrimination, inclusion, and belonging. It also enables us to monitor progress. In 2024, for example, we found that managers who had participated in our unconscious bias training received more favorable results for inclusive behaviors.

Language and images also shape our attitudes about what is considered normal and acceptable. Inclusive communication goes beyond avoiding offensive words. It includes non-stereotypical, unbiased, and gender-neutral language, as well as proper acknowledgments of people and cultures. Our inclusive internal communication guidelines help our teams put these principles into practice in their work.



To help us promote inclusion in the workplace, we've set up three employee resource groups (ERGs). These are voluntary, employee-led groups of people with a shared characteristic, along with their allies.



Aims to inspire, support, and empower women and their allies.



Promotes a safe environment where LGBTQIA+ colleagues and allies feel seen, heard, and valued.



Supports the inclusion and empowerment of people with disabilities and their allies.

**The ERGs provide a safe space for members to share their experiences and challenges. Through their activities, they contribute to building a more inclusive workplace by focusing on three key areas:**

- **INCREASING BELONGING:** By creating opportunities for members to connect with others who share similar backgrounds, experiences, or interests.
- **DRIVING CULTURAL AWARENESS:** Through events, workshops, webinars, and discussions that educate employees about diverse backgrounds and experiences and help to break down cultural barriers.
- **SUPPORTING ACTIVE ALLYSHIP:** By fostering dialogue and providing educational resources to empower employees to become informed allies. Allyship can mean a lot to someone on a personal level and also has the potential to drive change at a workplace and societal level.

In February 2025, our three ERG networks came together for ST's first Community Day in Italy, a vibrant event that united employees from multiple locations across the country, including remote participants. The day featured engaging discussions on important topics such as parental leave and career progression biases. Interactive sessions encouraged open dialogue,

deepening understanding and strengthening connections across the communities. More than a typical corporate gathering, the event was a celebration of unity and inclusion, showcasing how these networks drive meaningful change and foster a culture of belonging throughout ST.



# People power!

At ST, we work across various technologies, regions, and industries. Even though our business is multi-faceted, the key ingredient to our success is refreshingly simple: it's our people. Over 120 nationalities in 50 countries, working, collaborating, and achieving together as one ST.

ST employee demonstrating AI technology in Toulon (France)

## Leadership from everyone

As part of ST, our employees embark on a continuous journey of growth, development, and leadership, supported every step of the way. Our leadership model is based on our Company values of People, Integrity, and Excellence. It defines what leadership at ST means by providing a common set of behaviors across the organization. This is not just for managers, it encourages every employee to take initiative, work as a team, and grow. It's a practical and inclusive approach that helps people contribute meaningfully and develop their potential.

### SMART THINKING

Making Decisions

Developing Expertise

### AGILE DELIVERY

Delivering on Promises

Taking Ownership

### ENGAGED PEOPLE

Collaborating

Empowering

### BOLD LEADERSHIP

Being Courageous

Communicating with Conviction



## Enabling and valuing high performance

Applying these values and behaviors to develop our people is a continuous process. There is no single, universal approach. We continually review, revise, and improve the way we support people to achieve their potential.

We recently refreshed our performance management process to emphasize continuous feedback, goal setting driven by objectives aligned with ST's ambitions, and personalized development plans. This empowers employees to take charge of their careers and gives them the opportunity to select and develop behaviors from the leadership model. The enhanced process is structured around two checkpoints: the first offers a chance to refine goals and development plans, while the second focuses on career aspirations, progress tracking, and stakeholder feedback, promoting a culture of open dialogue and growth.

Employees have an Individual Development Plan (IDP) that continually evolves throughout the year, structured around the 4E model:

- Experience
- Exposure
- Education
- Environment

and aligned with our leadership model. This helps people set realistic, actionable goals across core, leadership, and technical skills, aligning their personal growth with ST's strategic goals.



Members of the  
Connected Security team  
in Rousset (France)

## Supporting ambition with meaningful conversations

Our talent review process has also evolved, enabling managers and employees to engage in honest, forward-looking conversations about development and future opportunities. These discussions go beyond performance to focus on strengths, aspirations, and skill-building, while increasing the visibility of new roles within and across teams.

In 2024, we integrated internal and external learning resources into a seamless digital platform. Employees can explore personalized learning paths, self-enroll in courses, and connect through learning communities. This platform supports our culture of continuous learning and collaboration.

Complementing the digital learning solution, our 'ST Teaches ST' program transforms knowledge sharing into a powerful, peer-driven movement where employees share expertise and learn from each other. This network strengthens our leadership behaviors in action and fosters collective growth.

When facing new challenges or opportunities, employees benefit from guidance. The 'M' program connects employees who want to share their knowledge as mentors with those seeking guidance as mentees. Since its launch in early 2024, it has naturally evolved into an inclusive, cross-organizational, transgenerational network that reinforces our leadership model behaviors.





## Building successful teams

We know that individual growth is only part of the story; effective teamwork is also essential for success. Our 'Team Up' program supports teams in overcoming challenges and enhancing communication through five pillars:

- Team Building
- Training
- Coaching
- Facilitation
- Regulation

By using creative tools and encouraging constructive feedback, teams align around shared goals and processes, unlocking their full potential and making their work more impactful.



'Team-Up' session in action



Employees at the STAR awards in Geneva (Switzerland)

## Recognizing and celebrating success

As well as creating the conditions for employees to thrive, we believe it's equally important to recognize their individual and collective efforts. For over 30 years, we have held our ST Annual Recognition (STAR) awards, which include dedicated sustainability recognitions, alongside other programs such as competitive advantage patent awards, high potential invention awards, and leadership awards.

More recently, ST has empowered employees to recognize and thank one

another through a digital tool called 'Thanks to You.' This platform enables people to be acknowledged for demonstrating leadership behaviors in everyday teamwork — almost in real time.

## Looking ahead

Whether it's through leadership development programs, coaching opportunities, or simply sharing knowledge with peers, we support our people to progress, develop, and achieve their potential, both professionally and personally.

At ST, we don't just talk about change. We create the future.



## ST named a Global Top Employer 2025

In 2025, ST was recognized as a 'Global Top Employer' by the Top Employers Institute, one of only 17 Global companies to earn this distinction. This award reflects our ongoing commitment to ethical practices, strong values, and continuous improvement in people development across 41 countries.



### Sheena Minhas

Global Head of End to End  
Talent Center of Excellence



At ST, our greatest strength lies in the diversity and potential of our people. As we nurture leadership at every level and embrace continuous learning, we are not just building careers — we are shaping the future of innovation together. Our commitment is to empower every individual to lead, grow, and make a meaningful impact in a world that is constantly evolving.



ST Global Top Employer award



# Path to 100% renewable electricity

**Renewable electricity procurement is gaining attention worldwide and behind each announcement is an exciting journey that demands strong commitment to build a credible, company-wide approach. Here, we take a behind-the-scenes look at how we developed a procurement strategy that champions credibility, additionality, and drives meaningful long-term impact.**



## The power of choice

Sourcing 100% renewable electricity is a cornerstone of our carbon neutrality goal. With operations worldwide, we need a truly global approach that avoids quick fixes or easy solutions in favor of a strategy that works reliably, credibly, and effectively across all locations.

We began with a concept known as the 'credibility hierarchy' of renewable energy procurement. This industry-wide model ranks different methods of renewable energy procurement according to the environmental value they deliver. At the top is on-site generation – think solar panels on rooftops or solar arrays in adjacent fields. Next comes off-site generation through Power Purchase Agreements (PPAs), followed by green tariffs and unbundled renewable energy attribute certificates (EACs).

Our strategy prioritizes the most impactful options whenever possible: on-site generation where feasible, PPAs for major electricity needs, and EACs for remaining consumption. This balanced portfolio approach supports our ambitious goal of sourcing 100% renewable electricity by 2027.



Employees from ST Agrate (Italy)



## Our PPA journey

In reality, relatively few industrial sites can support enough on-site generation to meet their needs. For this reason we focus on the next best procurement method – PPAs.

So, what exactly is a PPA? Simply put, a PPA is a contract between a corporate buyer (called the ‘off-taker’) and a power producer to purchase electricity at a certain price for a defined period. The electricity can be supplied by existing renewable energy assets or new-build projects, usually a wind or solar farm. A key point here is that the long-term agreement with a guaranteed buyer allows power producers to secure financing for renewable energy projects, enabling investment in additional generating

capacity. In other words, PPAs can enable a new source of renewable electricity to be created.

Since signing our first PPA for our Bouskoura site in Morocco in 2021, we have expanded our portfolio with PPAs in Italy, Malaysia, and France. Each new contract builds on lessons learned from previous negotiations, with the most recent agreements in France and Italy representing significant milestones.

The French agreement with TotalEnergies, which started in January 2025, is particularly notable. It's a 15-year contract representing 1.5 TWh of electricity, and includes structuration services to transform intermittent production into a constant volume ('baseload') of renewable electricity, making it the first PPA of its kind in France.

## Sourcing 100% renewable electricity by 2027

Long-term Power Purchase Agreements for supply of energy from renewable sources

### 2023

Wind farms		   	15 - year agreement for ST operations in Italy
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### 2024

New solar farm		   	21 - year agreement for ST operations in Malaysia
New solar farm		   	10 - year agreement for ST operations in Italy

### 2025

Two recent wind & solar farms	 	   	15 - year agreement for ST operations in France
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ST employees from various teams  
visiting new PPA site

## True team effort

Anyone who's been involved in the PPA process knows it's not for the faint-hearted. From initial concept to signed contract, it can take two years or more. For our French PPA, discussions began in October 2022, with operations beginning in January 2025. This process involved setting the project criteria, releasing the tender, selecting partners, and finalizing agreements.

With negotiations involving multiple parties and a high-stakes outcome, they can be complex and require a depth and breadth of expertise from across the company. These complex contracts require input from many departments: Corporate Sustainability, Procurement, Legal, Finance, Tax, Treasury, Manufacturing, and Communications, not to mention buy-in from top leadership.

## Additionality in action

What makes these agreements especially meaningful is their 'additionality' – the fact that many of these renewable energy projects might not exist without our investment. By committing to purchase power over long periods at agreed prices, we are helping to make these projects financially viable.

For the team members who devoted countless hours to bringing these agreements to life, there's a profound sense of accomplishment in seeing the actual renewable energy projects in operation. Site visits to the wind farms now supplying our operations with renewable energy, make the impact tangible, allowing team members to witness firsthand the results of their efforts and celebrate with the colleagues and partners who helped make it possible.

Our PPA strategy is a vivid demonstration of our belief that renewable energy procurement isn't about meeting targets or signaling our virtue – it's about creating lasting partnerships, enabling new renewable energy projects, and bringing together diverse teams across the company to tackle one of business's most pressing challenges. It's a journey that's transforming not just how we power our operations, but how we secure our future as a truly sustainable business.





# What a waste!

Every year, industries worldwide generate billions of tons of industrial waste, from manufacturing and construction, to chemical processing and more. This highlights the importance of effective waste management across sectors, including the semiconductor industry.

At ST, we've embraced this challenge with a balanced approach that addresses both manufacturing by-products and smaller, everyday items. For us, no waste is the best waste, so we prioritize reducing, reusing, and recycling, with landfill and incineration as a last resort.

## Tackling waste in the semiconductor industry

The semiconductor industry produces two main types of waste: manufacturing waste from production and treatment processes, and non-manufacturing waste from supporting areas such as offices and canteens. Our waste management framework helps us to manage these effectively, supported by environmental standards and certifications such as ISO 14001, and our compliance with the Responsible Business Alliance standard. At the same time, we are always looking for new ways to manage waste responsibly and contribute to a circular economy.



Environmental management  
in Crolles (France)





ST and ESA celebrating bricks made from NEWSPAR (Singapore)

# Transforming waste into resources in Singapore

One of the biggest challenges is managing sludge, a by-product of wastewater treatment that is produced in large volumes and needs careful handling.

A fluoride sludge transformation program at our Ang Mo Kio site in Singapore highlights our commitment to innovation in waste management. The team at Ang Mo Kio realized that instead of simply seeing the sludge as a waste product, it could be a potentially valuable resource due to the chemical compounds it contains. These can be recovered and repurposed for use in construction materials,

or steel and aluminum production.

Led by Yeow Chin Hock, Senior Director of Facilities at Ang Mo Kio, a program was introduced to recycle sludge and divert it from landfill. As a result, since 2022 all the sludge from two wastewater treatment plants at the site has been channeled into the cement and metallurgy industries, either to help replace fossil fuels in ovens or incorporate in the cement to replace virgin raw materials. This reduces the amount of sludge sent to landfill, while at the same time reducing carbon emissions and raw material costs.

# Innovation through partnerships to enhance circularity

Finding new ways to reuse fluoride sludge is also the focus of our partnership with Singapore-based ESA<sup>(1)</sup>, a pioneer in circular economy solutions. ESA specializes in transforming industrial waste into sustainable products, enabling us to take our waste minimization efforts to the next level.

Fluorspar is a critical mineral valued for its transparency and durability. It is used in the semiconductor industry to manufacture optical components for lithography

systems. Traditional calcium fluoride mining has a significant environmental cost and can create considerable landfill waste if not managed correctly. ESA takes a transformative approach using solar-powered and bio-mass technology to repurpose the waste sludge into eco-friendly minerals for construction.

In 2024, working closely with ESA, a new breakthrough was achieved with the development of the world's first construction bricks made from a regenerated hydrofluoric wastewater sludge, called NEWSPAR. As such, they are a synthetic, sustainable alternative to natural fluorspar that can be used across various industries.



This initiative can help reduce pollution and conserve natural resources by lowering the demand for virgin fluorspar. It exemplifies upcycling, transforming waste into materials of equal or greater value, and highlights the power of partnership. By combining diverse expertise, resources, and innovation, we can achieve results that would be difficult to accomplish alone.

<sup>1</sup> ESA is a subsidiary of ESG, which is also referred to as ESG.





## Going beyond manufacturing

While much attention is often focused on manufacturing waste and resource use, we also recognize the importance of addressing other types of waste, such as those generated in our offices. Although they are produced in smaller quantities, these play a crucial role in helping us reach our sustainability targets and limiting waste being sent to landfill.

Our site in Catania (Italy), launched a campaign in 2022 to reduce office waste and make cleaning easier by reducing the number of individual bins in offices. To achieve this, small waste hubs, known as Eco Points, have been introduced to enable staff to separate their waste by type, such as plastic, paper, and mixed. Each room has its own Eco Point, with one per 25–30 desks in larger offices.

Since the program in Catania started, the amount of office waste sent to landfill has significantly decreased, showing that even small-scale changes can contribute to our broader sustainability goals.



Waste separation bins in Catania (Italy)



Food waste composted into bio-fertilizer at ST Muar (Malaysia)

A similar program at our Muar site (Malaysia) focuses on reducing food waste through sustainable management practices, minimizing the amount sent to landfill.

The project, which began in July 2023, involves the site's canteens separating food waste into designated bins. Once the bins are full, they are collected by a specialist food waste processor and turned into bio-fertilizer through composting. Since the project was launched, all collected food waste has been successfully composted into fertilizer.

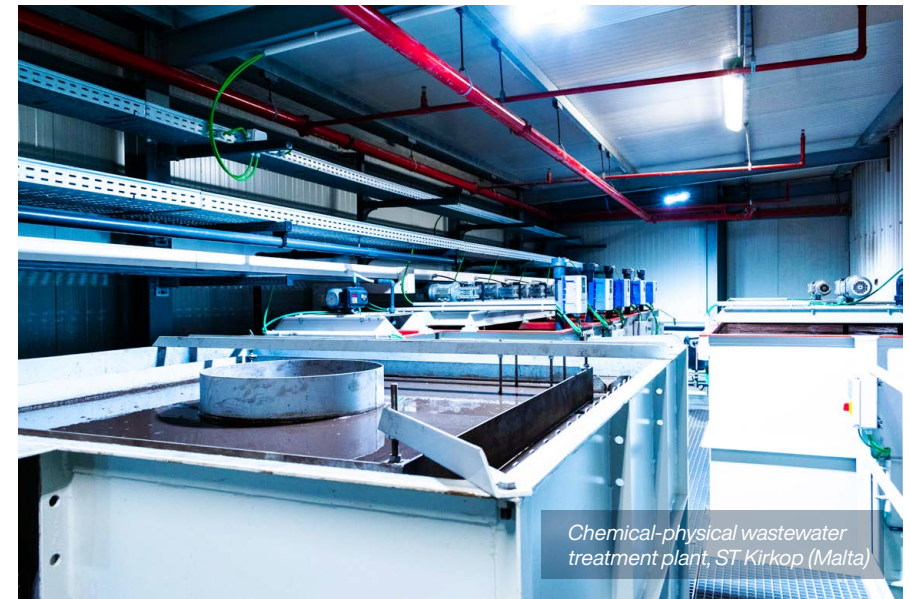


# Water stewardship in action

Water is life – for people, nature, and industries like ours. Semiconductors, or ‘chips’, are the unseen components in our smartphones, electric vehicles and medical devices that are increasingly indispensable in daily life.

Shenzhen Futian mangrove reserve,  
captured by ST employee

Chip production relies heavily on water, especially ultrapure water, which is needed to manufacture them. This dependency challenges semiconductor makers to optimize their use of water. By prioritizing water recycling and efficient usage, companies can reduce environmental impact while supporting the industry's growth and resilience.



Chemical-physical wastewater  
treatment plant, ST Kirkop (Malta)

At ST, we have developed a clear and practical approach to water stewardship focused on monitoring, risk management, and innovative solutions. This includes water stress assessments, conservation programs, water efficiency improvements, and wastewater treatment initiatives.

Putting this approach into practice means implementing effective solutions at our sites. In Kirkop (Malta), our team introduced an advanced water recycling system that treats and reuses both production and facility wastewater. This system helps conserve valuable water resources while supporting our manufacturing needs.





To better understand how this innovative system works, let's take a closer look at the water treatment process step by step.

01

### EQUALIZATION TANK

Water from production, domestic, and other facility sources is collected and mixed in the equalization tank. Here, the pH is carefully adjusted to create an optimal environment for beneficial bacteria to thrive.

02

### OXIDATION TANK

The water flows into the oxidation tank, where tiny air bubbles promote natural breakdown of pollutants by bacteria. Nutrients such as glucose, urea, and phosphorus are added in precise amounts to support this process. Bioflocculation occurs here, causing bacteria and particles to clump together, which helps separate solids and improve water quality.

03

### MICRO BIOREACTOR (MBR) MEMBRANE FILTRATION

The water then passes through the MBR membrane, an advanced filtration system that uses pressure to produce clean, high-quality water within a compact footprint. A 24/7 online monitoring system continuously tracks water quality, ensuring the treated water meets ultrapure standards and is ready for reuse.

04

### SLUDGE MANAGEMENT AND DECANTING

To maintain system efficiency, sludge is regularly removed. A decanter extracts water from the sludge, leaving solid waste that is safely managed, completing a carefully controlled cycle of treatment and reuse.



## The need for collaboration

We recognize that managing water responsibly means more than just focusing on our own sites. Water is a shared resource, and effective stewardship requires collaboration. We work with suppliers and industry groups, such as the Responsible Business Alliance, to share knowledge and advance water systems. Since joining the Alliance for Water Stewardship (AWS) in 2023, we have strengthened our approach to water stewardship. AWS stands out for its broad focus on water challenges and its thorough look at local water contexts beyond individual site operations. This encourages collaboration among many stakeholders to address shared water issues.

Our Shenzhen site (China), has led the way in putting these ideas into action. In December 2024, it became the first ST site to be AWS certified, achieving Platinum ranking.

The project involved several teams across the site, including Environmental, Health and Safety (EHS), Operations, Facilities, Quality Management, and Corporate Sustainability. Their main goal was to complete AWS certification within one year while establishing new ways to engage with stakeholders such as suppliers, neighboring businesses, NGOs, and local communities.

Among the key initiatives was a pilot project to reuse reclaimed water for municipal uses like road cleaning and landscaping irrigation. This reduced wastewater discharge and conserved tap water. In partnership with Hitachi Global Storage Technologies, the team improved industrial wastewater treatment and built infrastructure that can supply reclaimed water to the community with a capacity of 4,000 cubic meters per day.

In addition, the team conducted a supply chain water risk assessment by distributing questionnaires and analyzing responses from several suppliers. This helped identify water risks and indirect water use across the supply chain, providing valuable insights for future action.





## BUILDING PARTNERSHIPS FOR WATER ACTION

ST's Shenzhen site water catchment area includes the Shenzhen-Hong Kong river loop, a strategically important site on the boundary between Shenzhen and Hong Kong. In June 2024, ST Shenzhen joined forces with Shenzhen IC Valley to organize an event to mark World Environment Day, as part of its EHS week activities. The 'Together Building a Beautiful Shenzhen-Hong Kong River Loop' forum brought together representatives from local companies and NGOs to share their insights on water challenges and environmental protection in the area.



ST Shenzhen's free reclaimed water station for municipal use

## Positive impact and stakeholder feedback

ST was the first company in the Shenzhen Futian area to earn AWS certification and was recognized as an 'Industrial Reclaimed Water Demonstration Enterprise' by the Chinese Government Water Bureau. Its initiatives have been adopted by other local companies, boosting positive impacts on the water system.

The project has also made a tangible difference in the local community. Working closely with the Shenzhen Water Bureau and community partners, reclaimed water now supports local needs. The site's efforts earned it a place among 200 enterprises listed by the National Health Commission for 'Excellent Health Enterprise Construction' and a national 'Healthy Company' award for addressing water sanitation and hygiene (WASH).

Shenzhen river, captured by an ST employee



# Nurturing nature

**Our planet is changing rapidly. As natural ecosystems evolve and our global population grows, understanding and preserving biodiversity has become an important part of environmental responsibility.**

We work with local communities and stakeholders to address biodiversity in ways that reflect their unique needs and priorities, knowing that collaboration and local insights are key to making a difference.

## What exactly are we trying to protect?

When we talk about biodiversity, we're referring to the incredible variety of living organisms on Earth – from the tiniest bacteria to towering trees and complex animal species, along with the ecosystems that nurture them. The United Nations highlights its importance through Sustainable Development Goals 14 and 15, which focus on protecting life in water and on land.

To truly understand our impact on biodiversity, over the past three years we've conducted surveys at many of our sites to assess our ecological footprint. We've also partnered with environmental specialists to study the natural ecosystems surrounding our facilities. These insights have helped us develop a biodiversity roadmap built on three essential pillars.



*While biodiversity has not been identified as a material sustainability matter for ST, we aim to support our stakeholders with targeted biodiversity initiatives. Matters related to biodiversity including climate change mitigation, water management, pollution and chemicals, and affected communities are recognized as material and are addressed through our dedicated sustainability programs.*



## Keeping score with nature

How do you measure progress in something as complex as biodiversity protection? We've developed 'biodiversity scorecards' – a practical tool that helps ST sites evaluate their performance against 10 carefully selected criteria:

- Governance and strategy
- Risks and opportunities
- Water management
- Air quality
- Soil health
- Natural state preservation
- Forest conservation
- Flora diversity
- Fauna protection
- External partnerships

This approach reflects the diversity of our global operations, allowing each facility to not only benchmark their current performance, but also track the real-world impact of their conservation efforts.

Sites rate themselves from 0 to 2 on each criterion, with higher scores indicating better results. These ratings create a visual map that reveals how different aspects of biodiversity connect and influence each other. Several sites have completed their evaluations allowing them to establish baseline biodiversity scores.



Coastal cleanup at  
Coney Island (Singapore)

## Local environments, local solutions

One thing we've learned is that effective biodiversity protection can't be approached with a one-size-fits-all mentality. With operations spanning the globe, sites develop programs tailored

to their unique environment and the specific priorities highlighted in their scorecard assessment. A crucial element of our approach involves partnering with local groups and non-profit organizations to enhance the relevance and impact of our initiatives where applicable.





## Bird protection takes flight in Grenoble

Nestled between three mountains and two rivers, our Grenoble site holds surprising ecological potential despite being in an industrial area. Working hand-in-hand with the Ligue pour la Protection des Oiseaux (LPO), a French NGO devoted to bird conservation, the team at Grenoble has transformed the site into a haven for local wildlife. Their initiatives include raising awareness through informational signage, creating safer natural

environments by removing hazards, installing nest boxes, and reducing light pollution. The site now boasts bird feeders and boxes, bat shelters, and an aromatic spiral garden with diverse plant species.

These efforts have paid off – a biodiversity inventory has identified 30 different bird species at the site, which was officially granted 'Refuge LPO' status in December 2023, recognizing it as a protected habitat for birds.

The Grenoble team hasn't stopped there. They've integrated biodiversity considerations into their construction projects as well. Their new K5000 building received a BREEAM Outstanding certification, achieving an impressive 90% in the biodiversity criteria. The building features rooftop vegetation and additional green spaces around the facility.





Drawings by children of ST employees, Greater Noida (India)

## News from other sites:

### SINGAPORE

→ Awareness is key. To support this, our Ang Mo Kio and Toa Payoh sites (Singapore), partnered with local NGO Punggol Coast Green Action committee, a local chapter of the Nature Kakis network, to host engaging educational sessions on local ecosystems. Activities included an immersive eco-trail and a coastal cleanup at Coney Island, where employees and their families explored native flora and fauna and discovered how mangroves protect our coastlines.

### GREATER NOIDA (INDIA)

→ Our Greater Noida site (India), has adopted a proactive, long-term approach to biodiversity awareness. In September 2024, Big Butterfly Month was celebrated with an event hosted by ecologist and author Sohail Madan. For World Biodiversity Day, employees' children participated in activities supporting the site's efforts to engage younger generations.



As global biodiversity continues to change, we are evolving our local approach to better support the needs of the environments where we operate. By working with specialist advisors and local partners, we support our sites in developing their own customized plans to protect biodiversity, while also building awareness among employees.



# Empowering a responsible supply chain

**Behind every chip we produce lies a complex network of partners, from global material suppliers to local service providers. With over 6,000 direct suppliers, we aim to work with partners who share our values of integrity, people, and excellence, regardless of their size.**



Supplier sustainability training at our site in Catania (Italy)

Our Responsible Supply Chain program provides a framework to systematically assess and mitigate negative sustainability impacts, while actively supporting our suppliers through guidance, training, and resources to help them improve their sustainability performance. This approach helps us build a supply chain based on

responsible environmental and social standards and practices.

We carry out regular sustainability assessments including audits of high-risk supplier facilities. If any risks are identified, we don't just set expectations, we collaborate closely with suppliers to develop corrective action plans, offering guidance, training,

and ongoing support to reduce negative impacts and risks. We also conduct due diligence in our sub-tier supply chain through our Responsible Minerals program, which helps us procure critical raw materials responsibly and minimize our impact on people and the environment.





## Collective approach

As a full member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible business in global supply chains, we have adopted the RBA code of conduct as our supplier code of conduct. By committing to the RBA code, our suppliers agree to implement these standards within their own operations and extend these principles to their suppliers, creating a ripple effect of responsibility throughout the supply chain.

Many of our suppliers are common to other RBA members, allowing all parties to streamline compliance efforts, reducing the burden of audits and questionnaires. Together, this collaborative approach boosts transparency, traceability, and efficiency, benefiting everyone involved.

## Developing our suppliers and buyers

We believe in supporting and developing our suppliers as partners. We have a dedicated team that works closely with suppliers to help them meet our requirements, identify potential risks, prepare for audits, and put corrective action plans in place when needed. We also collaborate with various business associations and networks (such as *Entreprise pour les Droits de l'Homme*, a French business association for human rights) to exchange knowledge and best practices with experts and peers.

Our approach also includes supporting ST buyers, helping to build a culture of responsible procurement across the Company. We

provide training and resources so our procurement teams can confidently guide suppliers on sustainability topics. Recent programs have covered greenhouse gas emissions through e-learning courses, and in 2024, we added sessions on public policy, ethics, and human rights risks in our supply chain.

We don't stop at training our own teams. When needed, we also help suppliers learn about the RBA code of conduct and sustainability topics. The RBA Academy offers a wide range of e-learning courses in multiple languages on important topics like working hours, forced labor, child labor, ethics, health and safety, and environmental management. We encourage our suppliers to take advantage of these resources, creating learning paths to help build skills and strengthen their commitment to sustainability.



**Responsible Business Alliance**

Advancing Sustainability Globally





Supplier Day at our site  
in Tours (France)

## Strengthening our supplier relationships

As part of our ongoing commitment to strengthening supplier relationships and raising awareness, we organize regular events and meetings across our sites. In 2024, for example, we held a Sustainability Day at our Grenoble site in France, collaborating with our catering partner, Elixir, and representatives from our Tours and Crolles sites, also located in France. This event provided an opportunity to deepen our understanding of sustainability challenges in catering and to share ideas for creating healthier, more sustainable food services.

At our Rousset site (France), we hosted the second edition of the Partners' Commitment Trophies, celebrating achievements and strengthening collaboration around responsible business practices with our suppliers.

Building on the success of previous Supplier Days in Bouskoura (Morocco), Kirkop (Malta), and Muar (Malaysia), we held a Supplier Day in Tours (France) in June 2024. The event brought together more than 200 attendees from 90 suppliers and featured engaging activities and discussions. It was an excellent occasion for suppliers to connect more closely with our business, share best practices, and explore sustainability topics.



## Supplier decarbonization

We have launched a Supply Chain Decarbonization program to reduce our scope 3 emissions related to the purchase of goods and services. To support and motivate suppliers on their decarbonization journeys, we are integrating carbon reduction criteria into our procurement processes, including

new supplier selection, contracting and onboarding, as well as supplier evaluations. We are working closely with our most emissive suppliers to set a framework for decarbonization targets and actions, which will be monitored regularly.

By combining due diligence with collaborative supplier relationships and training, we are determined to create a responsible procurement ecosystem that extends sustainability standards across our supply chain.





# Engage. Educate. Empower.

**Have you ever wanted to volunteer but didn't know where to start? That's just one of the challenges we have addressed head-on through our Community and Education program.**

Tree planting activity in  
Tours (France)

For over 20 years, we have been trying to make a difference in communities around the world. Our aim is to spark genuine connections between employees, communities, and the innovators of tomorrow.

## Volunteering made easy

ST4Good is a digital platform that connects ST employees with causes they care about, making it simple to contribute in meaningful ways. It began in 2023 as a pilot in four locations – Catania (Italy), Crolles (France), Geneva (Switzerland), and Muar (Malaysia) – and has now rolled out globally. Why? Because today's employees care deeply about social challenges and want to work for companies that share their

values. They're looking for purpose alongside their daily activities.



Through ST4Good, employees can:

- 1 Volunteer remotely or in the field around the world.
- 2 Support causes including social, environmental, and educational initiatives.
- 3 Make donations or raise funds for specific causes directly on the platform.
- 4 Take part in 'Purpose Challenges' through daily positive actions to promote sustainability, wellbeing, and inclusion.

The ripple effects are impressive. Employees gain a sense of pride and develop new skills. Community organizations get access to specialized expertise. Local communities grow stronger through increased civic engagement.



## Growing future innovators

Innovation arises from curiosity. It's about asking questions, something young people often do well. Why does this thing work this way? Why don't you do X instead of Y? How could we do this better?

Our STEM Your Way program aims to nurture this natural spirit of curiosity by bringing science, technology, engineering, and mathematics to life for young people.

With the global boom in STEM-related careers far exceeding

the number of graduates leaving university with STEM-related qualifications, these initiatives have an important role to play in the future.

The program reaches children from primary school to university through:

- Behind-the-scenes visits to ST facilities
- ST employees sharing their experience and passion for STEM through real-world experiences in classrooms
- Hands-on engineering camps and contests
- Special events that show girls they absolutely belong in STEM

## Breaking down barriers in STEM

"You can't be what you can't see" – that's the thinking behind another of our Community and Education initiatives, 'Break the Bias in STEM'. Now in its fourth year, this initiative is specifically designed to remove the barriers that might keep girls from pursuing STEM subjects.

In 2025, the activities ran from February to April across 19 countries. The events included a series of online seminars and face-to-face meetings connecting students with ST professionals. These conversations go beyond career advice to share personal journeys, choices, and the spark that ignited each professional's passion for science and technology.

## Coding for kids

Applying these same principles to even younger learners is the idea behind the 'Narrativa Digitale' project in Italy, which introduces coding concepts to children as young as five through play and storytelling.

At the heart of this initiative is the 'storyteller robot' – a little mouse with buttons that learners can program to move and tell stories. Through four fun lessons, children learn basic programming, storytelling and how to combine technology

with creativity, while being introduced to concepts like 'coding unplugged' – coding without the use of digital devices.

The results? The children reported having fun while learning valuable collaboration skills. Teachers noticed that working together was initially challenging for many young learners. However, the project ultimately created stronger connections and greater inclusion in the classroom.



Children in Italy coding to develop critical thinking



## ST Foundation

In 2001, the ST Foundation set out with a mission to bridge the digital divide, bringing technology and education to communities across the globe.

Central to this mission is the Digital Unify program which started with a simple yet powerful idea – to create opportunities for people of all backgrounds to learn and benefit from the digital world.

To achieve this, the program collaborates with local partners such as schools, NGOs, local administrations, and government agencies to set up computer training centers in communities that need them most. The courses are tailored to meet the needs of specific groups including children taking their first steps into the digital world, adults building new skills, people with disabilities gaining independence or the elderly using technology for the first time.

## Digital Unify program since 2003

1.2+ → 31

million beneficiaries

countries

**STMicroelectronics**  
**Foundation**



Volunteers meeting with ST  
Foundation President, COO and  
Country Leader, Agrate (Italy)

## Our journey continues

There's a long way to go, but we aren't slowing down. For ST4Good, 2024 saw a company-wide rollout with events tailored to each location's unique needs. Similarly, the STEM Your Way and Break the Bias in STEM programs continue to grow, building more partnerships and inspiring more girls to pursue scientific studies every year.

Together, these initiatives demonstrate how technology companies can have an impact beyond their core business – building bridges between employees and communities while inspiring children to see themselves as future innovators. By connecting employees with meaningful volunteer opportunities and opening young minds to the possibilities of STEM, we are helping to shape a more innovative and inclusive world.



At ST, we see sustainability as a collective effort shared across our Company and beyond. This magazine highlights just a small part of the important work happening every day. We thank all ST employees and our partners for their contributions in making this publication possible.



## **ACCELERATING SUSTAINABILITY TOGETHER**

For further information please see [st.com/sustainability](https://www.st.com/sustainability)

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