

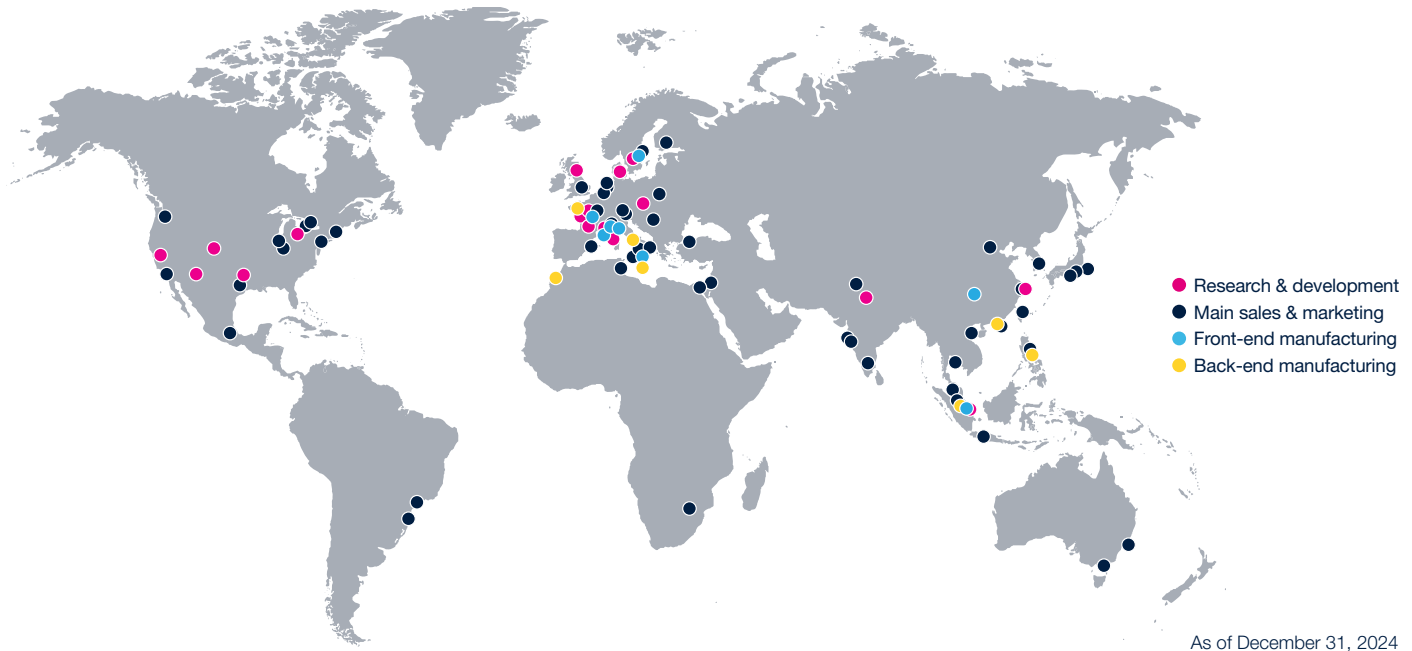


Sustainability at a glance

Sustainability at a glance provides a summary of ST's sustainability performance in 2024. For our full disclosures, please refer to the [Company Integrated Annual Report](#).

2024 performance

ST at a glance



- One of the world's largest semiconductor companies
- 2024 revenues of **US\$13.3 billion**
- Listed: NYSE, Euronext Paris and Borsa Italiana, Milan
- **50,000** employees worldwide
- **9,000+** people working in R&D

- **14** main manufacturing sites
- Over **80** sales & marketing offices serving over **200,000** customers across the globe
- Signatory of the United Nations Global Compact (UNGC)
- Member of the Responsible Business Alliance (RBA)

**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 are committed to doing more and continuing to accelerate sustainability together with our customers, partners, and employees worldwide.

Jean-Marc Chery
CEO & President STMicroelectronics

Our value proposition

For our shareholders



**Return value in line
with our objective**

**Sustainable and profitable
growth**

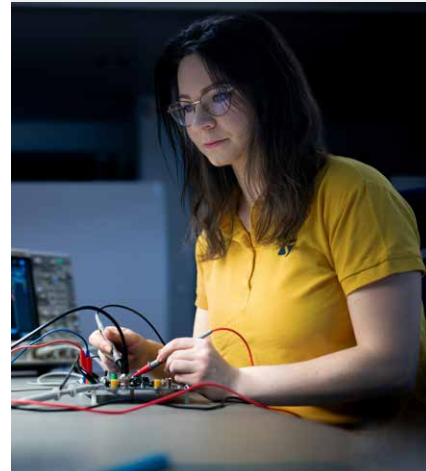
For our customers



**Provide differentiating
enablers**

**Independent, reliable and secure
supply chain**

For our stakeholders



**Committed
to sustainability**

**Our values:
Integrity – People – Excellence**



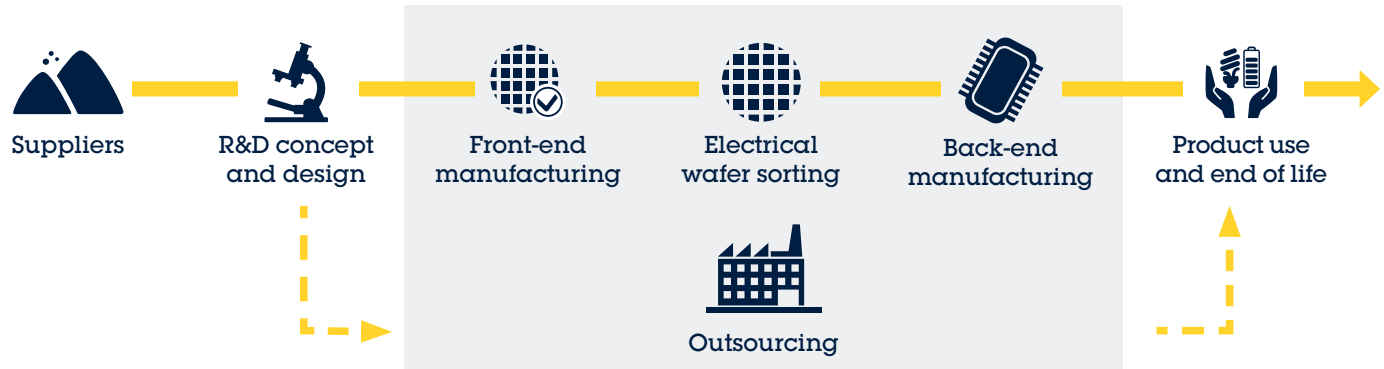
Our business model

We are an Integrated Device Manufacturer (IDM). We design, manufacture, and sell semiconductor devices. We handle most manufacturing in-house.

Being an IDM allows us to tightly integrate our technology and product development with our manufacturing operations while providing our customers the capacity, flexibility, and quality they need.

Our value chain is a comprehensive process that involves multiple stages, each contributing to the creation of high-quality semiconductor devices.

Main steps in our value chain



Suppliers

We purchase raw materials, equipment, energy, gas, chemicals, and services from many suppliers.

R&D concept and design

New products are created in a multi-step process including architecture conception, electrical layout, electrical and logic simulation, chip layout, and generation of the masks that will be used to etch the design in silicon.

Front-end manufacturing

Manufacturing chips requires around 400 separate stages, starting with a plain wafer and resulting in the etching of several hundreds to thousands of dies.

Electrical wafer sorting

Dies on the wafer are electrically tested to check that they meet the required specifications. This step is known as wafer sort or probe.

Back-end manufacturing

The dies are cut from the wafer before being assembled in a package. The chips are then tested again prior to delivery to the customer, ensuring they are functional and reliable.

Product use and end of life

We offer a large portfolio of products suitable for the wide range of applications addressed by our customers.

Outsourcing

We use external silicon foundries and OSATs (together subcontractors) to supplement our capacity in front-end manufacturing, electrical wafer sorting, and back-end manufacturing.

Our commitments and long-term goals

GOALS		Status end of 2024
We put people first		
HEALTH AND SAFETY 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.		0.65
WORKING CONDITIONS We aim to achieve Responsible Business Alliance platinum recognition for all majority-owned main manufacturing sites by 2030.		10/11 sites
EQUAL OPPORTUNITIES We aim to maintain an adjusted gender pay gap below 5% at company level each year.		-1.8%
We aim for the representation of women in management and senior management roles to be at least 25% by 2035.		21% & 10%
We respect the environment		
CLIMATE CHANGE MITIGATION IN OUR OPERATIONS We aim to be carbon neutral each year from 2027, in all direct and indirect emissions (scopes 1 and 2), plus product transportation, business travel, and employee commuting emissions (our scope 3 focus).		930 kt/CO2
We aim to achieve a 20% overall reduction in absolute scope 1 and 2 emissions by 2030 vs 2024.		New
We aim to abate at least 90% of our climate adverse process gases (CAPG) emissions by 2030.		76%
CLIMATE CHANGE MITIGATION IN OUR SUPPLY CHAIN We aim to achieve a 10% reduction in our Scope 3 upstream GHG emissions by 2030, and a 20% reduction by 2035, vs 2024.		New
GOALS		Status end of 2024
ENERGY 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.		New
POLLUTION RISK MANAGEMENT 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.		New
CHEMICALS 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.		93%
WATER 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.		54%
WASTE AND CIRCULAR ECONOMY We aim, each year, to reuse, recycle, and recover at least 95% of our waste, and to limit waste disposal to below 5%.		97%
We generate long-term value for all stakeholders		
AFFECTED COMMUNITIES GOAL We aim to certify 100% of our manufacturing sites through the Alliance for Water Stewardship (AWS) by 2035.		1 site certified

*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.

For full information on ST's sustainability goals please refer to the Company Integrated Annual Report

2024 Highlights

84%
of electricity
from
renewable
sources



'A'
rating
for climate
change by
CDP

-1.8 %
adjusted
gender pay
gap in favor
of women

76 %
CAPG*
emissions
abated
*climate adverse
process gases

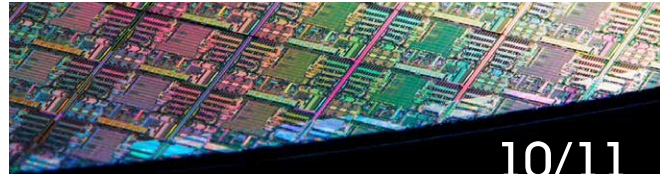
0.65*
Total Recordable Case Rate
(employees and onsite
contractors)

*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.

54 %
of water
recycled or
reused

97%
of waste
diverted
from
disposal

10/11
sites with RBA platinum
recognition



Our approach to sustainability

Sustainability has been a guiding principle at ST for more than 30 years and is embedded in our activities. We implement programs and take action to manage our impacts, opportunities, and risks within our own operations and relevant sections of our value chain. At the heart of our strategy is a strong focus on identifying topics that matter to our business and stakeholders, through a double materiality assessment, which includes a review with our key stakeholders.

Based on this double materiality assessment, taking into account the perspectives of our stakeholders, our sustainability strategy, policies, programs, targets and objectives are regularly reviewed and adjusted as appropriate with the aim to cover identified material sustainability topics.



Speak up and reporting of concerns



Maintaining a culture of transparency and ethical behavior is crucial to our success. Therefore, we encourage our employees and other internal and external stakeholders to speak-up and report any concerns they might have.

As per our Speak-up Policy, concerns can be reported via:

- the Ethics Hotline
- the Chief Compliance and Ethics Officer and/or the Chief Audit and Risk Executive
- selected managers (such as country manager, site manager and/or regional/country or site Human Resources manager).

All concerns are processed through the Ethics Hotline, including concerns reported to the Chief Compliance and Ethics Officer and Chief Audit and Risk Executive and selected managers. The Ethics Hotline is our reporting mechanism tool enabling any ST employee and any other internal or external stakeholders to report a concern, including incidents of bribery and corruption.

The Ethics Hotline is the mechanism through which we are able to identify and investigate concerns about unlawful behavior or behavior allegedly in contradiction with our Code of Conduct, policies and procedures, including incidents of bribery and corruption.

The Ethics Hotline:

- is hosted by an independent qualified third-party, which is a global whistleblowing solution provider, on behalf of ST.
- is accessible online or by phone to everybody, including ST employees and any other internal or external stakeholders.
- is available 24/7 in more than 30 languages.
- allows for the reporting of all concerns, ensuring confidentiality and, whenever required, anonymity.
- is managed in accordance with the GDPR, ensuring that information reported is treated confidentially and securely.

We reject any form of retaliation against anybody, including whistleblowers or witnesses, reporting or taking part in the assessment of reported concerns.



Governance

Our management is entrusted to our Managing Board under the supervision of our Supervisory Board.

Our Supervisory Board is responsible for supervising the policies pursued by our Managing Board and supporting the Managing Board with its advice.

The Supervisory Board has a sustainability committee which supports and advises the Supervisory Board in relation to its responsibilities in supervising, monitoring and advising on ST's sustainability strategy, targets, goals and overall sustainability performance.

Enabling economic activity

We believe that the semiconductor industry plays a key role as a strategic enabler of a low carbon society as well as to manage the transition towards carbon neutrality. As part of our value proposition, we aim at designing and manufacturing products that are power efficient and support our customers in developing technologies that have low carbon footprint. Low carbon applications such as electric mobility, renewable energies, smart cities, or smart building have been and remain strategic markets for us. We are a market leader in the design and manufacturing of power solutions and motor control enabling products, in which there are ample opportunities for short-term impact on GHG emissions. We are also a market leader in terms of ultra-low power ICs such as sensors or microcontrollers.

Interests and views of stakeholders

Our diverse range of stakeholders can affect or be affected by our activities and products in different manners. Our key stakeholders are: employees, customers, investors, suppliers, including supply chain workers, subcontractors, including their workers, and affected communities. Regular engagement with internal and external stakeholders is essential to assess their expectations.

We aim to maintain open communication and actively listen, to be able to integrate their feedback into our decision-making, as appropriate. We seek to integrate the interests and views of our stakeholders into our strategy and business model as they are taken into account when defining our sustainability strategy, ambitions, policies, programs and targets.





Putting people first

We are committed to managing our business operations in a socially responsible way. Preventing negative impact on people is a priority for ST. For our own workforce this is demonstrated through our human rights program, our high health and safety standards, our compliance frameworks such as data privacy, our efforts to create an inclusive workplace and our continuous employee training activities.

Labor and human rights

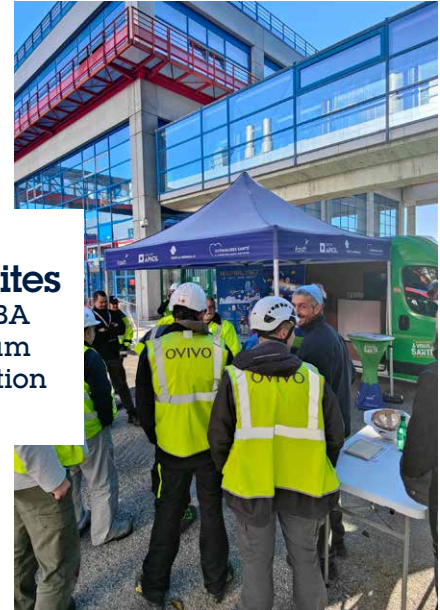
We aim to uphold the highest standards of labor and human rights, placing it at the core of our strategy and culture. We manage this by developing and implementing due diligence programs to identify, prevent, mitigate, and remediate actual and potential adverse impacts on our workforce and risks to our business.

Our policies focus on:

- prohibition of all forms of forced labor, child labor, including bonded, trafficked or slave labor, discrimination and harassment;
- implementation of a fair organization of working time, wages, benefits, working conditions;
- respect for freedom of association
- privacy of personal information;
- enhancement of employee well-being and safety

In 2024, ten of our eleven majority-owned main manufacturing sites received platinum recognition.

**10/11 sites
with RBA
Platinum
recognition**



Health and Safety

At, ST we promote a culture of health, safety and well-being for our employees and subcontractors. We have implemented a health and safety management system throughout the Company including ISO 45001 certifications. Our performance and management systems are evaluated annually through third-party surveillance audits, and certifications are renewed every three years. We also run an internal corporate EHS audit program that aims to assess a site's performance against EHS objectives, programs, and procedures.

Managers conduct regular safety visits and inspections, and safety training including evacuation drills are organized across our sites. We encourage the reporting and investigation of near-misses, hazards, and unsafe behaviors and conditions as part of our proactive approach.

It is our aim to conduct thorough, structured, and objective investigations for all events and incidents and share best practice responses across our sites.

To support our employees, various sites design and implement health programs adapted to local legislation and requirements.

In addition, our STCare program supports the well-being of our employees. To provide additional support we have partnered with Eutelmed, a healthcare platform which provides 24/7 access to dedicated confidential assistance.

In 2024, the total recordable case rate for work-related injuries and illnesses, including onsite value chain workers was 0.65.

0.65
total
recordable
case rate



Equal treatment and opportunities for all

We believe that equal treatment of our employees has a positive impact on innovation and stakeholder engagement as well as personal and Company growth. To facilitate this, we endeavor to foster a diverse and inclusive workplace and do not tolerate discrimination. It is our aim to recruit and retain a diverse workforce, reflecting society and we aim for equity in career development and opportunities, and equal remuneration. We seek to build an inclusive culture that values our employees and interested stakeholders and addresses bias and stereotypes. This helps us maintain an environment where individuals are treated with respect and dignity.

In 2024, we had a -1.8% adjusted gender pay gap in favor of women.



Data privacy

Data privacy encompasses the broader framework of rights and regulations that govern how personal data should be handled and protected. We have established a personal data protection compliance program based on the GDPR framework which includes policies and procedure guidelines. Furthermore, we have developed privacy control objectives making usage of the following 'best practice' frameworks:

- generally accepted privacy principles - issued by the American Institute Certified Public Accountants and Canadian Institute of Chartered Accountants;
- National Institute of Standards and Technology (NIST) SP800-R53 privacy control catalog;
- ISO/IEC 27701:2019.

We have put in place a set of policies which contain several provisions on our processing of personal data, including but not limited to rules on processing personal data, transparency, the rights of the data subjects, handling of complaints and personal data breaches, transfer of personal data to third parties, as well as supervision and compliance.





Environment

We are dedicated to managing our business operations in an environmentally responsible way.

Our approach to the environment is laid out in our Global Environmental Policy, which includes our Global Water Policy, and is incorporated into our strategy which are available on st.com.

Our environmental management system is aligned with international standards, including ISO 14001, ISO 50001 and EMAS.

Our performance and management systems are evaluated annually through third-party surveillance audits, and we aim to renew our certifications every three years.

Climate change mitigation and adaptation

In 2020 we announced our commitment to become carbon neutral by 2027 (covering scope 1 and scope 2 emissions, plus product transportation, business travel and employee commuting emissions from scope 3), with an intermediate milestone, to be achieved by 2025, endorsed by the Science Based Targets Initiative (SBTi).

We aim to address the negative impact on the environment, due to GHG emissions linked to our own operations, contributing to climate change, through actions and targets associated with three decarbonization levers:

- decrease climate adverse process gases (“CAPG”) emissions;
- purchase renewable electricity; and
- improve energy efficiency.

Complementing ST’s actions to mitigate climate change within its own operations, ST aims to work with its partners in its supply chain to encourage them to reduce their GHG emissions.

84%
renewable
electricity
adopted



Water


Water is essential to people, life and business. Our comprehensive water management approach includes water stress assessments, conservation programs, water efficiency, and wastewater treatment.

We strive to implement solutions to reduce water extraction and consumption, and we work closely with various stakeholders in the local communities where we operate and otherwise.

ST's performance and management systems are evaluated annually through third-party surveillance audits, and we aim to renew our certifications every three years.

ST actively participates in industry coalitions such as the Alliance for Water Stewardship. We are active members of the Responsible Business Alliance, whose goal is to engage with suppliers and subcontractors to foster management best practices.

In 2024, 54% of water was recycled or reused.



54%
of water
recycled or
reused

Pollution

At ST, we recognize the importance of reducing environmental emissions to minimize our potential effects on pollution.

We prioritize air, water, and waste.

Our approach includes treating emissions where possible and implementing replacement programs for hazardous substances throughout our own operations to reduce our environmental impact. We have set EHS criteria in operational procedures for the monitoring of chemicals, substances, emissions to air, wastewater, soil and groundwater and waste management.

These procedures are applicable to all ST manufacturing sites and to selected non-manufacturing sites depending on the chemical substances the site uses.

ISO
14001
certified



Resource use and circular economy

Generating waste is an inevitable part of our operations. Recognizing this, we have developed a waste management strategy to limit our negative impacts. We focus on the classification, separation, and safe disposal of waste using an approach driven by local regulations and company policy.

Our priority is to reduce, prepare for reuse, and recycle and we consider landfill and incineration to be a last resort. We strive to increase recycling rates and implement solutions to create value from waste generated by our activities, by converting waste into secondary raw materials that can be used in other industries.

In 2024, 97% of waste was diverted from disposal.



97%
diverted
from
disposal



Acting together

We believe that sustainability is a collective responsibility and recognize the importance of our stakeholders.

Workers in the supply chain

Our ambition is to source and purchase goods and services from suppliers and subcontractors who share our values of respecting people and the environment, which values are included in our Code of Conduct. With a global supply chain of over 6,000 direct suppliers, we aim to systematically assess and mitigate sustainability risks and negative impacts in our operations and supply chain, using the RBA Code of Conduct.

Our responsible supply chain program runs across all our operations and throughout the life cycle of our supplier relationship. We monitor our suppliers using social, environmental, and governance criteria, auditing those that are classified as high risk. This enables us to mitigate major risks and impacts, including supply chain workers' health and safety, unfair working conditions and human rights, including forced labor of workers and child labor.

Affected Communities

It is our ambition to manage our business operations responsibly within the communities where we operate. We strive to use shared natural resources, such as water responsibly, and aim to minimize any negative impact from our operations on local affected communities, through careful water management and partnerships.

We believe engagement with local affected communities is essential for working towards common goals and addressing water-related challenges.

The AWS international standard provides a globally applicable framework for major water users to understand their water use and impacts, and to work collaboratively and transparently for sustainable water management within a catchment context. In 2024, we received our first AWS certification at our manufacturing site in Shenzhen, China.

1
site AWS
certified



Contributing to the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) set by the United Nations define global sustainable development priorities and aspirations for 2030, highlighting the world's biggest social and environmental challenges.

As a multinational company, we are convinced we have a responsibility and a role to play to help achieve these goals. We have mapped the 17 SDGs to our material topics, sustainability programs and business strategy. We have identified the 11 goals that are most relevant to our sustainability strategy.

We have been a signatory of the United Nations (UN) Global Compact since 2000. Our sustainability programs are aligned with its ten principles.



External recognition

Socially Responsible Investment (SRI) rating agencies, analysts and investors regularly request detailed feedback on a wide range of Environmental, Social and Governance (ESG) topics to evaluate our corporate behavior and performance.

Participating in these evaluations gives us an opportunity to assess our performance within a wider context, benchmark ST against our peers and identify areas for further improvement. It also enables us to monitor investment trends and identify new risks and opportunities.

We are included in several sustainability indices, such as Dow Jones Sustainability Index World and Europe indices, and the Euronext Vigeo Eiris Europe 120 index. In 2024, we were rated MSCI AAA(1), ISS ESG Prime, Ecovadis Platinum, FTSE4Good top 10%, Bloomberg top 5%. For 2024 we received an A score from the CDP for climate change, and an A- score from the CDP for water security.

Bloomberg



FTSE4Good



ISS ESG

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