



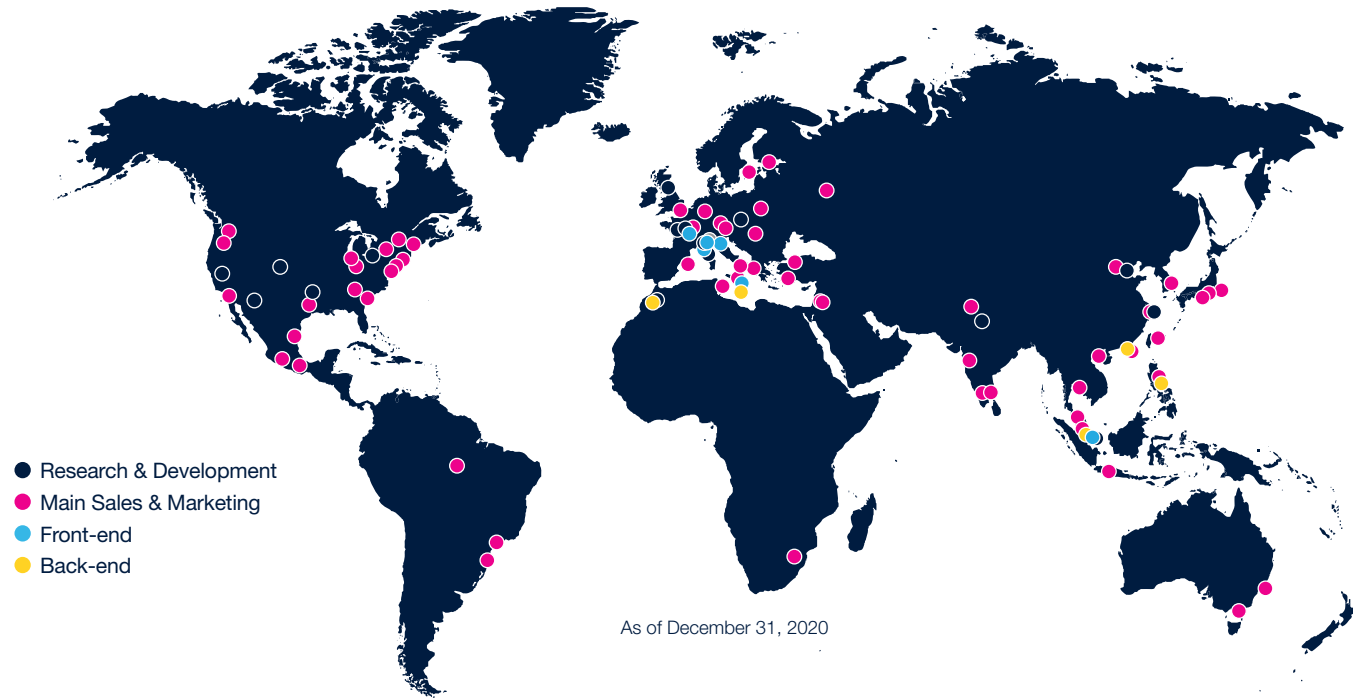
life.augmented

Accelerating sustainability,
together

2021 Sustainability at a glance

2020 performance

ST at a glance



Jean-Marc Chery
President and CEO

Since early 2020 the world has changed, with the pandemic reshaping how we live, work and communicate. During these tough times, ST showed resilience at all levels, while continuing to create technology for a sustainable world in a sustainable way and to generate long-term value for our people and all stakeholders. In December 2020, we took an important step to accelerate our efforts with the announcement of our commitment to become carbon neutral by 2027. To achieve this very ambitious target we have built a comprehensive program and will mobilize the support of expert partners and stakeholders in a collaborative approach."

- a global semiconductor leader
- 2020 revenues of **US\$10.2B**
- listed: NYSE, Euronext Paris and Borsa Italiana, Milan
- approximately **46,000** employees worldwide
- approximately **8,100** people working in R&D
- **11** manufacturing sites
- over **80** Sales & Marketing offices serving over **100,000** customers across the globe
- signatory of the United Nations Global Compact (UNGC)
- member of the Responsible Business Alliance (RBA)

ST is a global semiconductor leader delivering intelligent and energy-efficient products and solutions that power the electronics at the heart of everyday life. Chips and systems from ST, incorporating the most advanced innovations, are found in billions of products, ranging from cars and factory machines, through washing machines and air-conditioning systems, to smartphones and telecommunications equipment. Our technology helps our customers make all of these more intelligent, more energy-efficient, more connected, safer and more secure.

Our value proposition

For our shareholders	For our customers	For all our stakeholders
Return value in line with our sustainable, profitable growth objective	Provide differentiating enablers	Committed to sustainability
Sustainable and profitable growth	Independent, reliable and secure supply chain	Our values: Integrity – People – Excellence

Our business model

Resources

Human

- ~46,000 employees
- 103 nationalities
- 34% women, 66% men
- Average age: 40

Financial

- US\$14 billion total assets
- US\$1.3 billion capital investments
- US\$1,099 million net cash

Intellectual

- ~8,100 employees in R&D
- US\$1.6 billion R&D investments
- 143 R&D partnerships

Manufactured

- 11 manufacturing sites in 7 different countries
- 65% of employees in manufacturing
- >6,000 suppliers

Natural

- 2,626GWh of energy consumed
- 40% of renewable energy
- ~20 million m³ of water withdrawn
- >5,900 chemicals used

Social and relationship

- ST values and Code of Conduct
- US\$2.1 million cash donated by ST to local communities
- >114,000 hours donated to local communities

Main steps in our value chain



Suppliers

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

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 mask 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.

Management of our impacts

Suppliers

We require our suppliers to implement the Responsible Business Alliance (RBA) standards and encourage ISO and OHSAS certifications to address ethics, social, environmental, health and safety risks.

We participate in the Responsible Minerals Initiative.

Products

Through our Sustainable Technology program we design products systematically taking into consideration the environmental impact of the device during its whole lifecycle, including raw materials, transportation, manufacturing, usage and end of life.

People

We ensure the health and safety of our employees through advanced management systems and certification.

We implement our Code of Conduct and the RBA standards in all our sites to mitigate our ethics and labor and human rights risks, and carry out regular assessments and audits in all our production sites.



Electrical wafer sorting

Dies on the wafer are electrically tested. This step is known as wafer sort or probe.

Back-end manufacturing

The dies are cut from the silicon wafer before being assembled in a package. The chips are then tested prior to delivery to the customer.

Product use and end of life

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

Environment

We deploy programs to reduce our direct and indirect greenhouse gas emissions from all our operations, including Perfluorinated Compounds (PFCs), which have a very long atmospheric lifetime and high global warming potential.

We minimize the environmental, health and safety risks related to the chemicals and materials used in the manufacturing process, by basing the selection, handling, and substitution on the precautionary principles.

We are continually reducing our water footprint through reuse and recycling and all our wastewater is treated before being discharged into the environment.

We reduce, reuse, recycle or recover as much of our waste as possible, rather than sending it to incineration or landfill.

Unless otherwise stated, all data refer to 2020.

Value created

Human

Engaged and skilled people in an inclusive and safe workplace

- average of 44 hours of training per employee
- 81% of employees recommend ST as a great place to work
- 0.14 recordable case rate (injuries)

Financial

Sustainable financial performance

- US\$10.22 billion net revenues
- US\$3.07 billion salaries and benefits
- US\$174 million taxes paid
- US\$168 million cash dividend

Intellectual

Innovative products and solutions

- ~18,000 active patents
- 63% of new products classified Sustainable Technology
- 15% of revenues generated by new product lines

Manufactured

Responsible and effective business operations

- >100,000 customers served
- ISO 9001, 14001, 22301, 50001, 45001/OHSAS 18001 and IATF certifications
- 100% of main manufacturing sites covered by RBA audits
- 98% of new suppliers screened on social responsibility criteria

Natural

Mitigation of the impact of our activities

- 78% decrease in PFC emissions since 1994 (per unit of production)
- 88% of waste reused, recovered or recycled
- 41% of water recycled or reused

Social and relationship

Knowledge and values shared with all

- >163,000 beneficiaries in local communities
- 340 volunteering initiatives from 35 sites worldwide
- >770,000 people trained on computer basics by ST Foundation since 2003

Facing the pandemic

Protective measures

Since the beginning of the COVID-19 pandemic our top priority has been to protect the health and safety of our employees. We activated a Corporate Crisis Team (CCT) to implement immediate measures to protect our employees, ensure the continuity of our operations, and limit the spread of the virus at our sites.

	<p>Psychological support with >5,000 connections >3,000 surveys 244 blog updates answering employees' questions</p>		<p>Protective barriers in areas such as canteens, meeting rooms, cloakrooms</p>
			<p>~15,000 employees working from home</p>
			<p>10 million protection masks provided to employees</p>
			<p>Digitalization of processes and working methods</p>
			<p>Strict control of site entrances and travel restrictions</p>
			<p>Financial assistance (salary advances, accommodation fees) for vulnerable workers</p>
			<p>>14,700 liters of hand sanitizer</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>46,400 protective clothes</p>
			<p>>10,600 face shields and protective glasses</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>60 mobile phones for isolated people to reach their family</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>46,400 protective clothes</p>
			<p>>10,600 face shields and protective glasses</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>60 mobile phones for isolated people to reach their family</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>

Donations to support communities

We supported our local communities with donations, fundraising and in-kind giving, in particular for hospitals during the first wave of the pandemic but also to help disadvantaged populations.

	<p>>US\$926,500 cash</p>		
			<p>>434,000 surgical and FFP2 masks</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>46,400 protective clothes</p>
			<p>>10,600 face shields and protective glasses</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>60 mobile phones for isolated people to reach their family</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>46,400 protective clothes</p>
			<p>>10,600 face shields and protective glasses</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>60 mobile phones for isolated people to reach their family</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>46,400 protective clothes</p>
			<p>>10,600 face shields and protective glasses</p>
			<p>>10,000 liters of hand sanitizer</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>
			<p>>60 mobile phones for isolated people to reach their family</p>
			<p>>400 face shields</p>
			<p>>100 corporate crisis team meetings</p>
			<p>>700 computers to schools and non-profit organizations to help disadvantaged pupils access school digital solutions</p>
			<p>>300 ventilators (donated by a supplier and redistributed to hospitals)</p>

Our long-term ambitions and goals

	Ambition	Goal	Status end 2020
Putting people first			
Health and Safety	Be a safe workplace with zero injuries, zero occupational diseases and ensure healthy lives and well-being for all.	<0.15% recordable cases (work-related injuries and illnesses) for employees and contractors by 2025.	0.15% recordable cases for employees. RC rate for contractors will be available in 2021.
Labor and Human Rights	Be recognized as a leader in labor and human rights and apply a zero tolerance approach to forced labor.	100% of ST manufacturing sites recognized in social responsibility by international external bodies by 2025.	18% 2/11 sites with RBA Platinum recognition.
Talent Attraction and Engagement	Offer the best employee experience in all the locations where we operate.	Employee engagement rate +10 points above country norms by 2025.	10/13 countries.
Diversity and Inclusion	Achieve full gender equality and be a leader in cultural and disability inclusion.	>20% of women in all management levels by 2025.	Experienced 19% Senior 13% Executive 10%
Augmenting everybody's life			
Innovation and Profits	Sustain profitable growth, with clear and focused leadership objectives in the four end markets we address.	>20% of revenues generated by new product lines by 2025.	15.4%
Quality	Lead our market in terms of product quality, with no severe quality incidents, while meeting the most stringent customer expectations.	-75% severe quality incidents by 2025. (2016 baseline)	-89%
Sustainable Technology	Design and manufacture products that have the greatest positive impact on the planet and society.	x3 % revenues generated by responsible products vs 2016 by 2025.	x1.8 18.5% revenues generated by responsible products.
Protecting the environment			
Climate Change	Reduce our impact on climate change.	Be compliant with the 1.5°C scenario by 2025, and carbon neutral by 2027. 100% renewable energy by 2027.	Carbon Neutrality program.
Energy	Continuously decrease our carbon footprint by improving energy efficiency.	-20% energy consumption vs 2016 by 2025. (normalized values)	-1.5%
Water	Maintain our leadership in water efficiency by reducing consumption, recycling more, and reinforcing our efforts in water scarcity areas.	-20% water consumption vs 2016 by 2025. (normalized values)	+6%
Waste and Chemicals	Strive for zero waste in landfill, reduce our consumption of chemicals and eliminate hazardous materials.	95% of our waste reused and recycled by 2025.	88%
Acting together			
Responsible Supply Chain	Systematically assess and mitigate social, environmental, health & safety, and ethical risks in our extended supply chain.	100% suppliers at risk audited by 2025.	17% 133/800 suppliers audited.
Community and Education	Prepare the future by supporting education in schools in all the countries where we operate.	STEM* education partnerships in 20 countries by 2025. <small>* Science, Technology, Engineering, Mathematics.</small>	7/20 countries.

2020 highlights


>3,500
people trained on diversity and inclusion

265
RBA-based supplier audits since 2015


85%
of employees are proud to work for ST

-19%
GHG emissions in absolute vs 2019

40%
renewable energy

Commitment to become

by 2027

143
R&D partnerships


A LIST 2020
CLIMATE


100%
ST main manufacturing sites covered by RBA audits

0.15
recordable case rate – among the best-in-class

88%
of waste reused, recovered or recycled

63%
of new products classified as responsible products

100%
of products are conflict-mineral free


SUSTAINABLE TECHNOLOGY

41%
of water recycled and reused

340
education and volunteering initiatives worldwide

15.2%
of revenues invested in R&D

Sustainability governance



Sustainability Council
comprises
14 Vice Presidents

Overall responsibility for sustainability lies with Rajita D'Souza, President, Human Resources and Corporate Social Responsibility, who chairs our Sustainability Council and updates our President and CEO at quarterly Executive Committee meetings.

Our Sustainability Council validates our sustainability strategy and ensures the means are in place for each organization and site to deploy the corporate programs. The Council comprises 14 Vice Presidents, representing Human Resources and Sustainability, Compliance, Ethics & Privacy, Sales and Marketing, Purchasing, Investor Relations, Front- and Back-end Manufacturing, Product Groups, Risk Management, Internal and External Communications, and Quality.

The Corporate Sustainability department is responsible for developing our sustainability strategy and programs. It is supported by a network of over 100 local Sustainability Champions who manage the programs and monitor our performance across all sites and organizations.

Rajita D'Souza

President, Human Resources and Corporate Social Responsibility



Embedding sustainability practices in our Company strategy is essential to our people, our business, and society at large. As a leading global company, we must embrace our role to minimize our consumption of resources, maximize value creation and partner with all our stakeholders. I am counting on everyone's contribution to accelerate sustainability, together."

Living our values

As one of the world's leaders in semiconductors, we have a responsibility to lead by example. We believe that conducting our business with the highest standard of integrity is essential to our long-term success.

Our Code of Conduct is all about our values, which are shared throughout the Company. The principles it contains are the top level reference for guiding our behavior, decision making and activities.



PEOPLE

We behave with openness, trust and simplicity; we are ready to share our knowledge, encourage everyone's contribution, develop our people through empowerment, teamwork and training; each one of us is committed and personally involved in the continuous improvement process.

INTEGRITY

We conduct our business with the highest ethical standards, honor our commitments, deliver on our promises, are loyal and fair and stand up for what is right.

EXCELLENCE

We strive for quality and customer satisfaction and create value for all our partners; we are flexible, encourage innovation, develop our competences, seek responsibility and are accountable for our actions; we act with discipline, base our decisions on facts, and focus on the priorities.

'Speak up'
culture



We encourage everyone, including external business partners, to express, any concerns they might have regarding possible violations of our Code of Conduct, the Company's policies, or the law.

Our misconduct reporting process is communicated to all employees through, among other things, our Code of Conduct, dedicated intranet web pages and our ST Integrity app. In addition, we also have an independent multilingual misconduct reporting hotline. A link to our hotline is accessible on our intranet, our website (see www.st.com) and our ST Integrity app. It can be used by any employee, business partner or stakeholder.

Sustainability strategy

Sustainability has been embedded in our business practices for more than 25 years and is a major factor in our effectiveness and long-term success.

Focusing on what really matters for ST and our stakeholders is the cornerstone of our sustainability strategy. Not only does stakeholder feedback support our transformation programs related to our own processes and culture, but it also supports our development of new technologies, products, and applications. We are convinced that our technologies have a key role to play to overcome global environmental, social, and societal challenges, and to ensure a more sustainable future.

Jean-Louis Champseix

Group Vice President, Corporate Sustainability



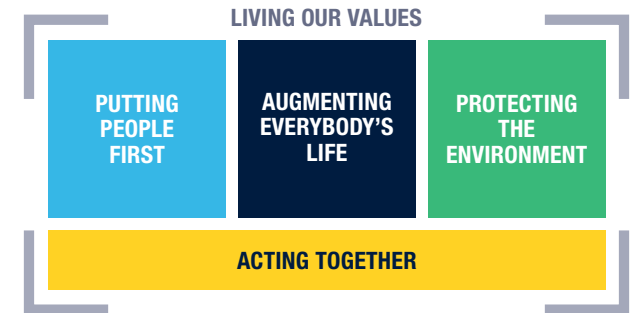
The COVID-19 pandemic in 2020 reinforced our sustainability practices. It again demonstrated the role of sustainability as a driver of resilience, agility, and competitiveness. People are at the heart of our sustainability strategy and our employees demonstrated a high level of engagement and solidarity.

In 2020, we refreshed our sustainability strategy through a full materiality assessment. This assessment plays an important role in strengthening the integration of sustainability into our business. The top three material topics that emerged from this exercise reflect the challenges facing society as a whole: health and safety, human rights and greenhouse gas emissions.

Beyond the pandemic, climate change remains the biggest global economic and environmental challenge. Despite the situation in 2020, we developed a roadmap to become carbon neutral by 2027. This is an important step in our commitment to combat climate change – a global battle that requires collective action.”



**ACCELERATING SUSTAINABILITY
TOGETHER**



3-step
materiality exercise

14
material topics

A sustainability strategy focused on priorities

To better understand the needs and expectations of our stakeholders, in 2020 we conducted a new materiality assessment. This included a comprehensive analysis of industry issues, the Responsible Business Alliance sensing exercise, international reporting standards, peer benchmarks, extra-financial questionnaires, and broader sustainability megatrends. The outcome enabled us to create a pool 42 topics that were the most relevant to our Company and our stakeholders.

To assess the importance of these topics for our stakeholders, we collected 344 survey results from our nine categories of stakeholders. We also invited our top leaders to rate each topic according to its impact – positive or negative – on the social, environmental and economic value of ST.

After an in-depth analysis of the results, we selected the highest priorities and combined some of them, to end up with a final selection of 14 material topics. For each material issue, we have a specific ambition and long-term goal.

Augmenting everybody's life



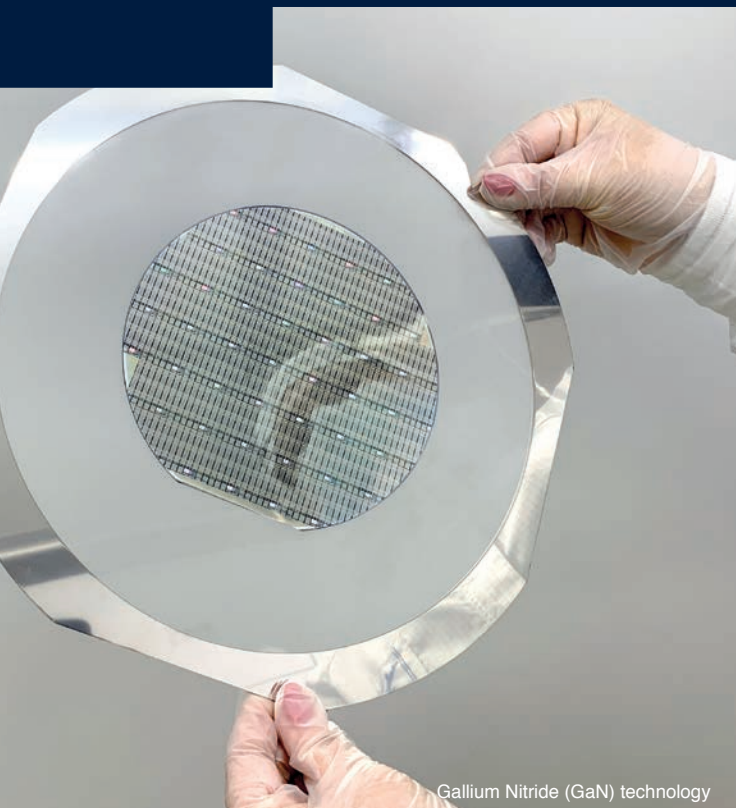
Inclusion in
DJSI
World



15.2%
of our revenues
invested in R&D



63%
of new ST products
are responsible
products



Gallium Nitride (GaN) technology

15.9%
of revenues
generated by new
product lines

143
active R&D
partnerships

18.5%
of revenues
generated by
responsible
products

IATF 16949
and ISO 9001
certified

Responsible Financial Performance

In 2020, ST showed its resilience during the first half of an unprecedented year, while in the second half we demonstrated our ability to cope with a strong and sudden upswing in demand. Our business continuity plans enabled us to support our customers and continue to execute our R&D programs, while maintaining the most stringent health and safety measures. We achieved this by working alongside our customers and partners throughout the year.

During 2020, we returned to solid revenue growth, outperforming the markets we serve. Our net revenues increased by 6.9% to US\$10.2 billion, better than our initial expectations.

Innovation

ST is a technology company driven by innovation. Our technology developments are guided by the long-term market trends enabling or enhancing applications for the end-user by turning state-of-the-art chip fabrication technologies into cutting-edge commercial products.

In 2020, our innovation capability has been enhanced by a new ST Innovation Office tasked with creating more external and internal innovation opportunities and connecting emerging market trends with our internal technology expertise. This will enable us to identify opportunities, be ahead of the competition and lead in new or existing technology domains.

Sustainable Technology

We are convinced that technology plays a key role in helping to solve environmental and social challenges.

Sustainable Technology is about being responsible and managing our impact throughout the product lifecycle, from raw material extraction to end of life. It is also about identifying and promoting innovative products that provide society with environmental and social benefits.

Our Sustainable Technology program is based on three axes: product compliance, eco-design and responsible applications.

Customer Satisfaction

Customers are among our main stakeholders and are an important part of our value proposition. It is therefore vital that we build strong and trusting relationships with them, take their needs into consideration and serve them effectively, whether in relation to our product offering, the quality and reliability of our products and services, or our approach to the environment, health and safety, and social responsibility. Two key enablers of customer satisfaction are product quality and continuous dialog.

Putting people first



0.14
recordable
injury
case rate



>3,500
employees
trained
on diversity and
inclusion



Average of
44
hours of training
per person



Calamba team — Winner of the 2020 STAR CEO award

24/7
Psychological
support for
employees

81%
of employees
covered by
RBA audits

85%
of employees
are proud to
work for ST

34%
of women in our
workforce

Health and Safety

We are committed to protecting the health and safety of employees and subcontractors by providing a safe working environment, preventing work injuries and illnesses, and providing access to healthcare. We were even more vigilant in 2020. Since the beginning of the COVID-19 pandemic, ST has had two priorities:

- the protection and safety of our employees and our subcontractors by maximizing all preventive measures that can be put in place
- the continuity of our activities to fulfill our commitments

Despite the challenges we have faced around the world, we have shown great resilience, whether to strengthen our culture of health and safety alongside our employees, or to promote well-being everywhere and for everyone and ensure the continuity of our business and the performance of our Company.

Labor and Human Rights

We are convinced that companies play a vital role in implementing and respecting labor and human rights. Our programs, therefore, aim to ensure all our employees are treated with respect and dignity.

As a member of the Responsible Business Alliance since 2005, we enforce the most advanced standards and have a comprehensive due diligence process that covers nine core principles: freely-chosen employment, prevention of underage labor and protection of young workers, fair organization of working time, fair wages and benefits, fair treatment and anti-harassment, non-discrimination, freedom of association, fair working conditions and employee well-being and privacy of personal information.

Talent Attraction and Engagement


Our aim is to be recognized as a market-leading employer with a dynamic, innovative culture built around a strong spirit of enterprise, cooperation, responsibility and leadership. Our strategy for attracting, recruiting and retaining talent is a core element of our business growth ambitions.

In 2020, we launched our dynamic new employer branding to reinforce attractiveness and visibility as an employer of choice, and to promote our employer value proposition. We enhanced our agile and flexible working arrangements, maintaining full employment and working time for all our employees, either on site or at home.

Diversity and Inclusion

We firmly believe the diversity and inclusiveness of our culture enhances our innovation, engagement, attractiveness and agility, strengthening our performance and adding value to our business. To help us achieve this, we provide diversity and inclusion training for ST employees. By the end of 2020, more than 3,500 managers and human resources leaders had taken our Diversity and Inclusion awareness e-learning. We also delivered 45 unconscious bias workshops for more than 500 ST employees from all regions where we operate.

Protecting the environment



-19%
GHG emissions
vs 2019
(absolute value)



40%
renewable
energy



88%
of waste reused,
recovered or sent
for recycling



41%
of water recycled
and reused

Moving towards a
**circular
economy**

>18,700
industrial hygiene
measurements

Energy and Climate Change

At ST, we recognize the importance of this global issue and, as a multinational company, we take action to mitigate the impact of our activities and engage all our stakeholders. In 2020, we decided to go beyond what we have already achieved by accelerating our sustainability initiatives and announcing our commitment to become carbon neutral by 2027.

Our roadmap to carbon neutrality includes two additional targets:

- compliance with the Paris Agreement's 1.5°C scenario by 2025, implying a 50% reduction in direct and indirect GHG emissions vs 2018
- sourcing 100% renewable energy by 2027

In 2020, we decreased our greenhouse gas (GHG) emissions by 19% in absolute terms and increased the use of renewable energy by 50% compared to 2019.

Water

Water is a limited natural resource that is essential to people, ecosystems and businesses. Manufacturing semiconductors requires a large volume of water. We apply a comprehensive approach, including water stress assessment, conservation programs, and wastewater treatment. All ST sites manage their water-related risks, according to their needs and water availability, and are fully engaged in implementing new projects to reduce the water footprint of our operations.

In 2020, thanks to the continuous efforts of all our teams, our water recycling rate remained stable compared to 2019, although our water consumption increased by 7% in absolute terms.

Waste

Our waste management strategy is based on reduction, reuse, recycling, elimination and treatment. It is driven by both local regulations and Company policy, with our sites being asked to respect the most stringent of these requirements.

In 2020, 88% of the waste generated by our operations was reused, recovered or sent for recycling. The best waste is the waste we avoid. All our sites apply this approach and since several years now, have been implementing various initiatives to find new uses to our waste to move forward circular economy.

Chemicals

Responsibly managing the chemical substances and materials used in our operations is critical for protecting people, preserving the environment, and complying with legal and customer requirements. At each manufacturing site, we take a precautionary approach to guide all decisions related to chemical usage and handling.

In 2020, we recorded 5,919 chemicals in use, and we conducted 587 new risk assessments. The 18,781 industrial hygiene measurements we performed were all below the applicable limits, proving the effectiveness of our preventive actions and continuous attention. We comply with applicable environmental regulations and requirements, such as REACH and RoHS.

Acting together



95%
of eligible tier 1 suppliers have signed a commitment letter



US\$3.7m
donated to support communities during the pandemic



340
community initiatives worldwide



Mask donation, Georges Pompidou hospital, Paris, France

265 RBA-based audits since 2015,

+49%
vs 2019

100%
of our products are conflict-minerals free



STEM your way
Innovation depends on you

>770,000
people trained by ST Foundation since 2003

Responsible Supply Chain

In complex supply chains such as those within the electronics industry, the COVID-19 pandemic poses a greater risk to vulnerable workers. In 2020, we have therefore been extra vigilant in maintaining robust control of our supply chains. We also re-emphasized our pledge to partner only with suppliers who share the same values of respecting people and acting ethically.

As a company with more than 6,000 tier 1 suppliers, it is important for us to identify and prioritize suppliers at risk to include them in our due diligence process. Our annual risk assessment considers the type of supplier, the location of their operations and the volume of business they do with us.

In 2020, we reinforced our preliminary risk assessment process for new material suppliers. We focused on environmental and safety certifications and detecting forced labor, with specific actions for poor performance.

Responsible mineral sourcing

Our approach also covers the responsible sourcing of raw materials in our upstream supply chain. In 2020, we had 239 smelters in our tin, tungsten, tantalum and gold (3TGs) supply chain. For the fourth consecutive year, we successfully validated all of them through the Responsible Minerals Assurance Process.

As an active participant in the Responsible Minerals Initiative (RMI), we also began to monitor our cobalt supply chain in 2019, as concerns have been raised globally over the social and environmental impacts of cobalt extraction, including child labor and unsafe working conditions in artisanal cobalt mining.

Community and Education

We have a longstanding commitment to investing in the communities where we operate. We encourage our employees to engage in local community programs aligned with our sustainability strategy and with the local, operational and cultural context.

This year, facing the COVID-19 pandemic, we have contributed to protect local communities. Overall, ST donations reached a value of US\$3.7 million. This comprised 3,126 volunteer hours, US\$926,500 cash and US\$2,645,500 in-kind donations. We launched many fundraising initiatives across all our sites.

In addition to our general engagement, we also invest in the future of the communities we support, sharing with young people our passion for science and electronics in our 'STEM your way' program. Although the pandemic stopped most on-site programs and school visits, many sites transformed their initiatives into digital events, which provided an opportunity to reach more students in the area.

ST Foundation

The ST Foundation (see www.stfoundation.org) continues to bridge the digital divide between those who have access to modern technologies and those who do not. The Digital Unify program, started in 2003, has trained over 770,000 people in 26 countries since its inception. In 2020, our Foundation trained around 45,000 people, less than half of the usual number trained, due to the pandemic.

Contributing to the Sustainable Development Goals (SDGs)



The 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 believe we have a responsibility and a role to play to help achieve these goals. We mapped the 17 SDGs to our material topics and business strategy. We then identified the 11 goals that are most relevant to our sustainability strategy.



3 GOOD HEALTH AND WELL-BEING



- We aim to ensure healthy lives and well-being for all.
- We are engaged in minimizing risks of negative impact on people due to our activities.

4 QUALITY EDUCATION



- We support education in all the countries where we operate.
- We develop the competence of our employees through a blended approach.

5 GENDER EQUALITY



- We aspire to achieve full gender equality.
- Our Women in Leadership program prepares the next generation of women leaders.

6 CLEAN WATER AND SANITATION



- We are committed to reducing our water consumption and recycling more.
- All our wastewater is treated before being discharged into the environment.
- We strive for zero waste in landfill.

7 AFFORDABLE AND CLEAN ENERGY



- We deploy programs to improve energy efficiency in all our manufacturing sites.

8 DECENT WORK AND ECONOMIC GROWTH



- We apply a zero tolerance approach to forced labor.
- We assess and mitigate social risks in our extended supply chain.
- We focus on providing a safe workplace with zero injuries and zero occupational diseases.

9 INDUSTRY INNOVATION AND INFRASTRUCTURE



- We promote open innovation and partner with a wide range of universities and research institutes throughout the world.

10 REDUCED INEQUALITIES



- We promote equal opportunities for all.
- Our ambition is to be a leader in cultural and disability inclusion.
- Our ST Foundation is bridging the digital divide.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- We strive for zero waste in landfill, reduce our consumption of chemicals and eliminate hazardous materials.

13 CLIMATE ACTION



- We are committed to being carbon neutral by 2027.
- We deploy programs to reduce our GHG emissions.
- We actively participate in industry initiatives for action on climate change.

17 PARTNERSHIPS FOR THE GOALS



- As a member of the Responsible Business Alliance and other industry associations, we share knowledge and expertise to help achieve the SDGs.

Awards 2020 overview

Top Business Leader award

The French magazine 'Challenges' ranked ST President and CEO Jean-Marc Chery Top Business Leader for his commitment to gender equality and climate change issues.



Most honest and socially responsible enterprise



Our Shenzhen site (China) participated in a corporate social responsibility evaluation by the local authority, which consisted of a comprehensive review of the company's social responsibility development and implementation. The experts who conducted the on-site review and interviews rated the site as the 'most honest and socially responsible enterprise' in 2020.



CSR regional award

Our Rousset site (France) tied for first prize at the 2020 Corporate Social Responsibility Awards organized by the Provence-Alpes-Côte d'Azur region. This award recognizes the site's efforts and results in protecting the environment, developing the skills of its employees and supporting the ecosystem through economic development and solidarity initiatives.

Equality trophy for Bouskoura

Our Bouskoura site (Morocco) received a certificate of excellence from the Ministry of Employment and Professional Integration. This recognizes the site's commitment to professional equality and equal opportunities across a broad range of areas, including promotion and career development, recruitment of female engineers, and women in management positions.



Environmental award

Our Agrate and Castelletto sites (Italy) were recognized, by the Italian Ministry of the Environment, for the best EMAS promotion initiative for stakeholders, for creating an environmental statement to raise awareness among young people. Aimed at children between 9 and 10 years old and distributed in schools, it provides certified information on ST's environmental commitments and performance.

ST recognized as top employer in Italy and France

Our programs and measures allowed ST to be certified 'Top Employer 2021' in France and ST Italy to be among the winners of 'Top Job - Best Employers 2021' and be ranked as one of the 10 most attractive companies in the electronics sector.



Double reward from Logitech

Logitech rewarded ST for sustainability leadership, recognizing us as a leading company in the semiconductor industry with an outstanding commitment to sustainability. ST also received a special award for support during COVID-19.



For more information on ST products and solutions, visit www.st.com

© STMicroelectronics – May 2021 – All rights reserved

ST and the ST logo are registered and/or unregistered trademarks of STMicroelectronics International NV or its affiliates in the EU and/or elsewhere. In particular, ST and the ST logo are Registered in the US Patent and Trademark Office.

For additional information about ST trademarks, please refer to www.st.com/trademarks.

All other product or service names are the property of their respective owners.



This report has been prepared by: ST Corporate Social Responsibility team – Graphic designer: Diane Ollivier

We value your feedback. You can email us at: sustainable.development@st.com
For more details, please read the 2021 sustainability report on sustainabilityreports.st.com

Reference: BRSTREPORTS2021