

STMICROELECTRONICS

P72 - CORPORATE SOCIAL RESPONSIBILITY POLICY

INDEX	Pages
1. PURPOSE / SCOPE	2
2. ORGANIZATIONAL UNITS AFFECTED	2
3. POLICY STATEMENT	2
4. GENERAL PRINCIPLES.....	2

1. PURPOSE / SCOPE

1.1 Purpose

This policy describes ST's commitment to take into account its social impact in the way it operates as a business. By demonstrating commitment to corporate social responsibility, the Company aims to align its business values, purpose, and strategy with the needs of stakeholders (employees, customers, investors, subcontractors, suppliers, partners, and affected communities) while embedding such responsible principles into all business operations.

1.2 Scope

This policy specifically addresses the key principles of corporate social responsibility in ST: respect of labor and human rights; working conditions and well-being; diversity, equity and inclusion; transparency on our performance; and the integration of stakeholders' expectations.

2. ORGANIZATIONAL UNITS AFFECTED

This policy is applicable to all ST entities and all employees and workers, including students; temporary, dispatched, outsourced and migrant workers; and on-site contractors (hereafter referred to collectively as workers).

3. POLICY STATEMENT

It is Company policy to ensure that workers are treated with respect and dignity, and that business practices are aligned with ST's Code of Conduct and the highest international and electronic sector social responsibility standards, including the International Bill of Human Rights, United Nations Global Compact, the Responsible business Alliance (RBA) code of conduct and the International Labor Organization (ILO) conventions; and are compliant with all applicable national and local laws.

ST believes that sustainability at large, and corporate social responsibility, are key enablers to its business success.

4. GENERAL PRINCIPLES

4.1 Labor and Human Rights

a) Freely chosen employment

Forced or compulsory labor is prohibited. Working for ST is voluntary, and workers are free to leave ST upon their contractual or statutory notice period.

Workers must not be required to hand over government-issued identification, passports, or work permits.

Workers must not be required to pay any fees in connection with obtaining employment. ST is responsible for payment of all fees and expenses associated with joining the Company.

In the context of their duties and working hours, workers must not be unreasonably restricted in their movement within company facilities, including residences provided by ST.

b) Prevention of underage labor and protection of young workers

Child labor is prohibited. ST does not employ workers under 16 years of age. ST complies with all local minimum age laws and requirements, whichever sets the highest standard.

Young workers between the ages of 16 and 18, must not work in potentially hazardous areas, or work overtime or nightshift.

c) Organization of working time

ST sets working hours and days of rest in compliance with the ILO convention, United Nations Global Compact, RBA Code of Conduct and all appropriate laws, regulations, and collective bargaining agreements.

Overtime is on a voluntary basis and must be compliant with local legislation and collective bargaining agreements, including daily and monthly overtime limits.

d) Fair wages and benefits

ST seeks to offer a competitive compensation and benefits package based on industry survey results in the regions where it operates. At a minimum, ST complies with all applicable wage laws and collective bargaining agreements, including minimum wages, overtime hours, holidays, vacation, personal leave, and legally mandated benefits.

e) Fair treatment and anti-harassment

ST ensures the fair treatment of its workers. ST does not tolerate any mistreatment of a worker by another worker, and this includes, micro-aggressions, violence, coercion, verbal, psychological, sexual, or physical bullying and harassment, public shaming, or any behavior that disrupts or interferes with another's work performance or that creates an intimidating, offensive, or hostile environment.

f) Non-discrimination

ST maintains a culture free of discrimination, where individuals are treated with respect and dignity, regardless of their race, color, ethnic or social background, national origin, age, gender, physical characteristics, disability, political opinion or affiliation, religion, gender identity and expression, sexual orientation, marital or maternity status, union affiliation, or any other non-job-related personal characteristic.

g) Freedom of association

ST respects the right of all workers to associate freely, to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly, in accordance with ILO Conventions. Workers and their representatives must be able to communicate openly with each other and with management regarding working conditions without fear of reprisal, intimidation, discrimination, or harassment.

4.2 Diversity, equity, and inclusion

ST believes that diversity, equity, and inclusion enable innovation and stakeholder engagement as well as personal and company growth.

ST is committed to attracting, recruiting and retaining a diverse workforce reflecting society.

ST ensures equity in development and career opportunities and equal remuneration.

ST fosters an inclusive culture that values everyone, addresses bias and stereotypes, and where workers can be their authentic selves.

4.3 Working conditions and well-being

ST is committed to providing a safe and healthy work environment conducive to well-being by meeting international standards for health and safety management systems on top of local and international legal requirements (see [P15 Corporate Occupational Health and Safety Policy](#)).

ST strives to offer a best-in-class employee experience and quality of life at work, including flexible working time and home office when compatible with the job and local labor legislation, and offers development opportunities for all.

4.4 Privacy of personal and partner information

ST is committed to ensuring that the personal data of employees is handled in accordance with applicable data privacy laws and principles set out in ST's Privacy Policy P163 and SOP2213 Processing of Personal Data of Employees.

4.5 Honest and transparent communication

ST is honest and transparent in its communication with stakeholders. It discloses in a clear and accurate manner the policies, strategy, objectives and programs for which it is responsible, including its known and likely impacts on society. It also provides objective, timely and factual evidence of its performance, through ST annual reports, to enable its stakeholders to accurately assess the company.

4.6 Integration of stakeholder expectations into our ways of working and operations

ST proactively engages with its stakeholders, both at corporate and local levels, to share with them the latest information on Company decisions and results and collect their expectations and feedback. ST responds to their concerns by implementing programs whose objectives and progress are detailed in ST annual reports.

4.7 Creation of sustainable economic value

ST strongly believes that social responsibility participates in business value creation through people engagement and motivation, customer satisfaction and operational risk mitigation. ST fully integrates sustainability into its business strategy and value proposition.

ST takes into account the social impact throughout the value chain, when making strategic decisions aimed to improve or modify the financial sustainability of the Company. ST contributes to local economic and social value creation for business partners and the communities in which it operates in an ethical and responsible manner.

4.8 Contribution to development of local communities

ST is committed to contributing to develop the territories where it operates in order to sustain its future activities.

Priority is given to strategic actions covering STEM education and supporting young people, promoting technology and innovation, responsible environmental management, diversity equity and inclusion, local economic development, and engaging employees in the ST Foundation.

Additional actions supporting philanthropy and social welfare can be implemented if appropriate to the local context.

4.9 Reporting of violations and promise of non-retaliation

ST promotes a "speak up" culture, allowing everyone to express, in good faith and without fear of retaliation, any concern they might have of a potential violation of ST's Code of Conduct, applicable laws, or the Company's policy or values (see [Ethics and Compliance](#)).