

Putting people first



0.12
total recordable
case rate for
employees and
contractors



86%
employee
engagement
rate



13,700+
employees
trained on
diversity and
inclusion





Health and safety

PUTTING PEOPLE FIRST

We constantly promote a culture of health, safety and well-being for all our employees and subcontractors.

24/7

dedicated support platform

0.12

total recordable case rate

48,900+

safety field visits

Health and safety is a priority at ST. We protect the health and safety of employees and contractors by preventing work-related injuries and illnesses and providing a safe working environment. We believe it is essential to invest in healthcare and the well-being of our people to create a positive working environment. These values are shared and reinforced across all our sites.

We have implemented a robust health and safety management system throughout our Company. We were one of the first semiconductor companies certified OHSAS 18001 at our main manufacturing sites in 2003. This has now been replaced by ISO 45001.

Our performance and management systems are evaluated annually through third-party surveillance audits, and certifications are renewed every 3 years. All sites follow our corporate occupational health and safety policy, which aims to establish and maintain best practices. In 2022, we audited nine sites through our legal compliance audit program. We also continued our internal corporate Environmental Health and Safety (EHS) audit program that aims to assess a site's performance against EHS objectives, programs, and procedures. This year, we audited seven sites. | 3-3 |

ISO 45001
certified

Health

Promoting employee health

In 2022, we carefully monitored the evolution of the COVID-19 pandemic and our corporate crisis team (CCT) continued to deploy protective measures. These included:

- regular communication with our employees according to the alert levels at each site

- prevention measures, such as personal protective equipment, hand sanitizer, social distancing, and working from home for eligible employees

Health and safety measures were implemented in accordance with local requirements.

We believe adopting a healthy lifestyle is the foundation for a fruitful and productive life. To support our employees, our various sites design health programs adapted to local legislation and requirements. Many sites offer regular medical check-ups. These may include blood analyses, chest x-rays, colorectal cancer immune cult tests, electrocardiograms, mammography, pap smear tests, prostate cancer screening, audiometric tests, ophthalmologic exams, and vaccinations.

Our Tours site (France) refurbished its medical center and revised its approach to healthcare assistance. The treatment room has been renovated to allow direct access from the clean room in the manufacturing area. This allows rapid treatment in the event of injury, as well as improved interaction between first aiders in the clean room and medical services. The direct exit also facilitates the removal of any workers that need to be transferred for further treatment.

Well-being

In 2020, we developed our STCare program through a partnership with Eutelmed. This platform provides 24/7 access to a dedicated confidential support platform, including a network of over 130 psychologists. The service is available to employees and their families and approximately 11,000 connections have been registered since its inception.



Caroline Marquer

Deputy Director, Healthcare Risk and International Department, Eutelmed

Our partnership with ST quickly developed into a robust and transparent collaboration. It provides individual and collective support tailored to the specific psychosocial and psychological needs of its employees and their families. Proximity to regions and sites allows us to be in contact with teams all over the world, to respond to both support and training requests.”

We also offer support to our employees on site through protective and preventative actions. This includes e-learning for employees and managers, and prevention and well-being webinars and workshops. In 2022, around 5,500 employees attended awareness sessions on psychosocial risk prevention and quality of life in the workplace.

Safety

0.12

total recordable case rate

The collective efforts of our sites enabled us to achieve our best safety performance in 2022, with a recordable employee injury case rate of 0.10, better than our target of 0.14. The total recordable case rate, which includes injuries and occupational diseases, and covers employees and contractors, was 0.12, 20% lower than in 2021.

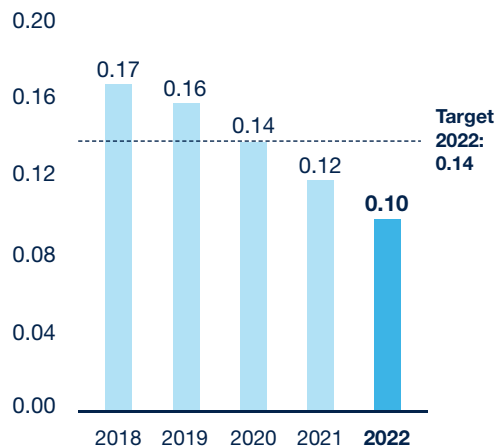
The severity rate related to employees’ and contractors’ injuries and illnesses also significantly decreased by 25% compared to 2021.

Total recordable case rate⁽¹⁾ for employees and contractors – injuries and illnesses | 403-9 | 403-10 |

	2021	2022
Total recordable case rate for employees and contractors	0.15	0.12

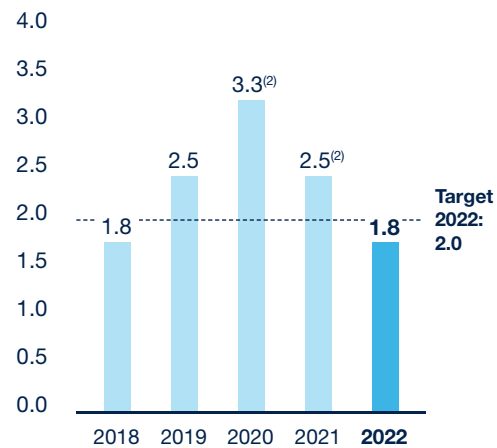
⁽¹⁾ Per 100 employees and contractors per year as defined by OSHA-US regulation.

Employee recordable case rate⁽¹⁾ – injuries
I 403-9 I



⁽¹⁾ Per 100 employees per year as defined by OSHA-US regulation.

Employee severity rate⁽¹⁾



⁽¹⁾ Number of days lost per 100 employees per year as defined by OSHA-US regulation.

⁽²⁾ Rate updated due to several prolongations after the closure of the previous reporting period.

Despite our efforts, we deeply regret the death of a subcontractor at our Greater Noida site (India) at the end of 2022. The subcontractor was the victim of a fatal accident while trying to move a mobile elevated working platform. We have conducted a thorough investigation to determine the reason and define additional corrective actions to prevent any recurrence.

Monitoring our performance

We are continually striving to strengthen safe behaviors and build engagement through positive reinforcement, continuous improvement and constant vigilance.

Everyone at ST is part of our shared vigilance approach and has a responsibility towards safety at work. To demonstrate a visible involvement and lead by example, managers are supported to conduct regular safety visits and inspections. In 2022, we improved our training for managers and implemented more ambitious targets for visits and internal audits. As a result, we increased the number of safety field visits by managers to 48,900, a 36% increase on the previous year.

48,900+

safety field visits

We encourage the reporting and investigation of near-misses, hazards, and unsafe behavior and conditions. Due to increased visits and investigations by managers, as well as improved hazard identification, more than 39,000 potential hazards were detected and investigated in 2022.

Advancing our practices

Within our Safety First program, we constantly strive to strengthen our safety culture by reinforcing safe behaviors and working conditions through visits, training, audits, communication, and best practice sharing. This year we provided an average of 7.4 hours of training per employee on EHS topics.

Each year we organize numerous safety events across our sites which are open to all employees. In 2022 for example, our Calamba site (the Philippines) organized a week dedicated to safety and environmental awareness with a series of engaging activities. These included an emergency response team competition, free health screening, safety games and a video contest.

Our Tours site (France) also organized a safety week, with educational workshops on the theme of road hazards and driving risks, and safety games on themes such as electrical and chemical risks, and shared vigilance. There was also an escape game and risk hunting activity.

Two of our French sites, Crolles and Rousset, organized critical incident simulations that involved external emergency services. These events were designed to test the effectiveness of their site

emergency response plans and aimed to challenge our capacity to manage emergencies and develop resilience.

FOCUS

SAFETY AWARD RECOGNITION

Our corporate safety and environment awards were set up to recognize robust prevention measures, constant proactivity, and strong safety practices at our sites. The awards review each site's performance, based on around 30 criteria. Two winners were selected in 2022. Our Shenzhen site (China) was recognized for its continuous commitment to high standards and its determination to launch initiatives that bring added value to the community. Our Catania site (Italy) received the award for its excellent safety performance results, which were above its targets.

Fabio Giubilante, Health and Safety Director at Catania, thanked all his team, adding, "this award is a result of the commitment of all our employees in Catania. We strive to constantly improve our health and safety management systems and programs, taking proactive measures and continually reinforcing our safety culture."



Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:



SDG target 3.8 – Achieve universal health coverage, including access to quality essential healthcare services and access to safe, effective, quality, and affordable essential medicines and vaccines for all.



SDG target 8.8 – Protect labor rights and promote safe and secure working environments for all workers.

2025 sustainability goal	Status	Comments
SG3: Reach a Recordable Case Rate of 0.15% or less by 2025 (work-related injuries and illnesses, including contractors).	✓	0.12%
Annual sustainability goal	Status	Comments
SG4: Maintain our Severity Rate at 2% or less each year (work-related injuries and illnesses, including contractors).	✗	2.40%
Subcontractors recordable case rate (injuries) of 0.24 or less.	✓	0.17%
Employee recordable case rate (injuries) of 0.14 or less.	✓	0.10%
Employee severity rate ≤2.0 (injuries).	✓	1.80%

Labor and human rights

PUTTING PEOPLE FIRST

We are convinced that companies play a vital role in respecting labor and human rights and we strive to be a role model.

79%

of employees covered by RBA audits

9

core principles in our due diligence approach

29

points above industry average RBA audit score


Labor and human rights are a fundamental part of our culture and history. We believe companies play a vital role in implementing, respecting, and promoting labor and human rights. Our programs aim to ensure all our people are treated with respect and dignity, both within our own operations and throughout our supply chain (see [Responsible supply chain](#)).



Responsible Business Alliance

Advancing Sustainability Globally

The main management systems and programs we use to monitor, control and improve labor conditions in our operations are:

- a Corporate Labor and Human Rights policy and annual goals across our operations (available at www.st.com )
- an internal audit program on labor and human rights, targeting our manufacturing sites
- Responsible Business Alliance (RBA) human rights self-assessments at all major ST sites, and third-party RBA audits at our 11 largest manufacturing sites
- multiple initiatives to uphold human rights and mitigate risks in regions where we operate

| 3-3 | 2-23 |

Integrating human rights into our business

As a member of the RBA since 2005 (and currently a full member), we enforce the highest human rights standards. We have a comprehensive due diligence process that covers our potential and actual positive and negative impacts through nine core principles.



Freely chosen employment

ST does not use forced labor, including bonded, trafficked or slave labor, or involuntary or exploitative prison labor.



Fair wages and benefits

ST offers wages in compliance with all applicable laws, including minimum wages, overtime hours and legally mandated benefits.



Freedom of association

At ST, employees are free to choose whether or not to organize and join trade unions and bargain collectively.



Prevention of underage labor and protection of young workers

ST does not use child labor and protects young workers under the age of 18 to ensure they are not exposed to hazardous work.



Fair treatment, anti-harassment

ST does not tolerate any mistreatment of a worker by another worker; all workers must be treated fairly.



Fair working conditions and employee well-being

ST provides a safe and healthy working environment, conducive to employee well-being.



Fair organization of working time

ST maintains reasonable working hours and sufficient rest, in compliance with applicable laws and industry standards.



Non-discrimination

ST maintains a culture free of discrimination, where all individuals are treated with respect and dignity, and provides equal opportunities.



Privacy of personal information

ST safeguards the privacy of all personal data gathered.

Any concerns related to these principles can be reported through our grievance mechanism (see [Ethics and compliance](#)). | 3-3 |

Our approach

We apply a process based on RBA methodology to continually improve our management systems and mitigate or prevent any human rights abuses.



Commitment

We are committed to the RBA code of conduct and integrate its principles into our internal policies:

- [ST Code of Conduct](#)
- [Corporate Labor and Human Rights policy](#)
- [Sustainability Charter](#)

We deliver regular labor and human rights training at our manufacturing sites.

- More than 30 employees have attended RBA in-person training to enable them to deploy the RBA code of conduct and Validated Assessment Program (VAP) audit standard.
- In 2022, we trained 48% of our manufacturing employees on the RBA code of conduct, particularly on labor and human rights issues relevant for the local context.



Risk assessment

We conduct regular risk assessments to identify and evaluate actual or potential adverse human rights impacts.

Our risk assessment is based on:

- An assessment of the inherent risks related to our activities and locations.
- RBA risk self-assessment questionnaires, which our sites complete each year. In 2022, our sites scored from 60/100 to 95/100. Our sites' average score is 79/100, which is higher than the industry average of 73/100.
- A site-specific assessment to identify the labor and human rights risks associated with local operations at our major sites.



Audit programs

We run audit programs covering our manufacturing sites (79% of our employees).

- Our internal audits monitor compliance with our Corporate Labor and Human Rights policy (covering our nine core principles). They are conducted across all our manufacturing sites at least every 3 years.
- RBA third-party audits are conducted at our 11 largest manufacturing sites every 2 years, including closure audits when relevant.



Improvement actions

We identify and implement appropriate actions to prevent and mitigate adverse human rights impacts.

- Following a risk assessment, we develop and implement mitigation actions to prevent or minimize any labor and human rights impacts identified.
- Our internal and external audit results are followed up at both site and corporate level. Where appropriate, we implement corrective action plans to resolve any issues identified, and we verify completion of the actions.



Performance monitoring and review

We track and measure our progress to continuously improve our performance.

- We regularly monitor and review site performance against specific objectives and targets.
- We track our action plans to measure and improve their effectiveness in addressing adverse human rights impacts.



Communication

We communicate how we are addressing our risks and impacts.

- Our performance is reported publicly every year in our annual sustainability report.

Our audit programs

We run internal audits on labor and human rights at our manufacturing sites, and third-party RBA VAP audits at our 11 largest manufacturing sites. These audits highlight any gaps at the sites, help to identify areas that require improvement, and strengthen the local social responsibility culture.

In 2022, we conducted five labor and human rights internal audits. For this audit cycle, around 45% of the areas identified for improvement were related to management systems and 55% to labor and human rights core principles.

For RBA VAP (6.0/7.0) third-party audits, all 11 of our manufacturing sites eligible for the audit program have been audited within the last 2 years, either in an initial audit or a closure audit, or both.

- Our best performers with full compliance during the initial audit were our Agrate (Italy) and Calamba (the Philippines) sites.
- Initial audit results at our Muar (Malaysia) and Shenzhen (China) sites were well above the industry average of 144/200.
- For closure audits, our Crolles, Rousset and Tours sites (France), and our Bouskoura site (Morocco) were fully compliant, with a score of 200/200.
- Our Ang Mo Kio site (Singapore) managed to resolve 100% of the 11 non-conformances identified during the initial audit in March 2022, including the priority finding related to our on-site contractors' working hours.

Our average RBA audit score is above the industry average: +29 points in initial audits and +19 points in closure audits.

The main non-conformances identified during third-party RBA audits in 2022 are shown in the table below.

RBA audit results for ST operations in 2022 SDG 8.7

Number of audits: 10

Total of priority or major non-conformances			
Labor, Ethics		Health and Safety	
Working hours	2	Occupational injury and illness	2
Wages and benefits	1	Food, sanitation and housing	2
Freely chosen employment	2 ⁽¹⁾	Occupational safety	1
Non-discrimination	1	Physically demanding work	1
Management systems		Environment	
Legal and customers requirements	1	Hazardous substance	2
Training	1		

Figures from 2017 onwards can be found in the table in [People indicators · Page 89](#).

(1) One priority finding related to our on-site contractors' working hours. All other findings in the table are major ones.

RBA self-assessment questionnaire (SAQ) and VAP audit scores

Country	Site	SAQ score ⁽¹⁾	VAP score ⁽²⁾
High risk			
China	Shenzhen	63.5	180.7
Malaysia	Muar	75.9	164.7
Singapore	Ang Mo Kio	59.6	200
The Philippines	Calamba	65.3	200
Medium risk			
Malta	Kirkop	83.6	200 ⁽³⁾
Morocco	Bouskoura	75.0	200
Low risk			
France	Crolles	86.3	200
	Rousset	84.9	200
	Tours	83.5	200
Italy	Agrate	78.5	200
	Catania	78.5	200 ⁽³⁾

Initial audit

Closure audit

(1) SAQ score: low risk ≥85, medium risk ≥65 & <85, high risk <65.

(2) Full marks = 200/200

(3) Audits conducted in 2021. All other audits were conducted in 2022.

Following both internal and external audits, we have implemented improvement plans to reinforce existing social management systems.



Shahrom Tumin
HR Director, ST Muar (Malaysia)

I have been working on labor and human rights programs for 12 years. It's very rewarding to see our progress and the benefits that are delivered. ST is now widely recognized for its efforts to address labor and human rights issues and we are considered a leading employer by prospective employees in sourcing countries. We work closely with the RBA office in Malaysia and are regularly invited to share our experience with other companies. We were also proud to participate in a government consultation on the new National Action Plan for Forced Labor 2021–2025, which aims to eliminate forced labor in Malaysia."

Our risks and improvement actions

In 2022, the main risks we identified and the preventive and remediation actions we implemented are detailed in the table below.

Description	Actions implemented
Control and monitoring of working hours (including rest days)	<ul style="list-style-type: none"> Reinforced monitoring of working hours and rest days. Raised awareness on preventing and detecting anomalies.
Prevention of forced and bonded labor	<ul style="list-style-type: none"> Implemented corporate guidelines for personal and education loans, and training fees. Reinforced local monitoring process of recruitment, hiring, employment and repatriation fees to ensure they are not paid by workers.
Student protection and management	<ul style="list-style-type: none"> Implemented corporate guidelines for student employment and management, including allowances.
Awareness of RBA standard and workers' rights	<ul style="list-style-type: none"> Designed and distributed informative posters, including a focus on prevention of forced labor and reasonable working time.

Our improvement action plans are defined at site level with the relevant stakeholders. They are then reviewed and challenged at corporate level to enhance our management systems, share best practices, reduce risks, and identify opportunities.

They include:

- determination of root cause(s)
- description of the preventive and corrective actions to address the root cause(s) identified and prevent future recurrence of the issue(s)
- the date the actions are expected to be completed

These action plans are defined, implemented, and reviewed following defined timelines, and we verify that the findings are closed. They may address policy or procedure changes, communication or training, activity, and impact measurements. | 409-1 |

FOCUS

CONTINUOUSLY IMPROVING AWARENESS ON WORKERS' RIGHTS

In addition to regular online or in-person training, our Agrate and Castelletto sites (Italy) launched their first 'RBA day' on October 26 and November 22, respectively. This event took place during the lunchbreak to improve workers' awareness of their labor rights and our commitment to each pillar of the RBA standard: labor and human rights, health and safety, environment, ethics, and supply chain management. The event featured a booth with posters and brochures explaining the RBA requirements, RBA-trained employees presenting the standard and answering questions, and a quiz for workers to challenge themselves on their knowledge of the RBA standard. More than 750 workers participated in the quiz at both sites, and the results demonstrated that the participants had a high level of awareness. To conclude, all participants left with a small gardening kit with the reminder 'RBA day – forget me not'.



Going beyond labor and human rights

Since its launch in March 2020, our STCare program has been improved to go beyond psychosocial risk prevention and protection, and employee assistance (see [Health and safety](#)).

In 2022, we expanded STCare to cover employee well-being, based on four domains:

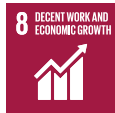
- effective leadership
- caring culture
- working environment
- wellness benefits

We will define and implement a global framework with minimum standards in 2023, based on internal and external best practices.

Our sites implemented many initiatives to nurture employee well-being. For example, our Bouskoura site (Morocco) has built an on-site nursery that can host up to 40 children from 3 months to 4 years old to support our employees in parenthood and ensure a better work-life balance.

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:



SDG target 8.7 – Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor.

SDG target 8.8 – Protect labor rights and promote safe and secure working environments for all workers.



SDG target 17.16 – Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

2025 sustainability goal	Status	Comments
SG5: Get 100% of ST's largest manufacturing sites recognized for social responsibility by external international bodies by 2025.		91% of largest manufacturing sites 10/11 RBA platinum recognition or a score of 200/200*

* Status related to the last closure or initial RBA VAP third-party audit.

Annual sustainability goal	Status	Comments
100% of priority, major and minor non-conformities closed during the RBA closure audit (annual objective)		100% of findings closed (25/25)
100% of all manufacturing sites audited every 2 years for compliance with the RBA standard (annual objective)		100% of our largest manufacturing sites audited (11/11)



Talent attraction and engagement

PUTTING PEOPLE FIRST

We aim to offer the best employee experience in all the locations where we operate to attract and retain a diverse workforce.

86%
employee engagement score

47
average hours of training per employee

19,000+
employees trained on leadership model

Recruiting and retaining the best talent is a critical cornerstone to supporting and sustaining our business growth ambitions. It enables us to address the staffing challenges we face, such as the competitive labor market, the size of the labor pool, skills shortages in certain domains, and the need to continually rejuvenate our workforce. | 3-3 |

Our ambition is to be recognized as a market-leading, attractive, and innovative employer where entrepreneurial spirit, feedback, cooperation, responsibility, and leadership are the norm.

Transforming to meet future challenges

Our growth ambitions depend on our ability to transform and adapt to challenges in a constantly changing environment.

In 2022, we launched a company-wide human capital transformation program called 'Horizon – aiming for the future' to improve our capabilities to support our business strategy. This employee-centric program aims to positively transform the experience of everyone at ST.

It is based on four pillars:

- culture and ways of working
- diversity, equity and inclusion
- talent management
- career paths at ST

Reinforcing our leadership culture

We strongly believe all employees are leaders.

As the first step in our transformation journey, we launched a new leadership model that guides how we work with internal and external stakeholders. We used this model to translate our values into the following behaviors:



To ensure all employees understand the new leadership model and its associated behaviors, we trained 365 ambassadors to deliver awareness sessions throughout the Company, involving more than 19,200 participants.

The new model is being embedded into all our people processes (talent selection, assessment, development, succession planning, and performance management) and used as the basis for decision-making, rendering it the common language of talent in our human resources lifecycle.

Inspiring future talent

To support our ambitious recruitment goals, we hired more than 2,900 exempt⁽¹⁾ employees in 2022. We also launched a refreshed employer branding campaign in July 2022 called '#Futurestarters', to reinforce our reputation as a people-driven, high-tech leader.

2,900+
exempts hired

Our employer branding campaign highlights that ST is committed to building innovative and pioneering technologies for a better, smarter, and sustainable world. Featuring ST employees, it also reinforces the sense of belonging and pride people feel about working at ST.



Ede Kossari Tarnik

Environmental and Energy Champion, Kirkop (Malta)

At ST, we are all 'Futurestarters'! This means that all of us, as one ST, can contribute to shaping a smarter and greener future for future generations. When I started my job 1 year ago, I was impressed by ST's leadership and commitments in sustainability. I am proud to contribute to achieving our objectives by reinforcing the importance of creating a more sustainable future throughout the organization."

To help attract talent, our people act as ST ambassadors during external events, such as campus fairs, job fairs and conferences, as well as on social media. More than 330 ambassadors shared their experience as ST employees during the year, showcasing our opportunities and promoting ST as a great place to work.

⁽¹⁾ Employees who hold positions normally requiring graduate or post-graduate education and who are not eligible for overtime compensation.

In 2022, we continued to build strategic partnerships with universities and engineering schools throughout the world to ensure a regular flow of candidates, while also establishing education pathways to respond to our specific skills needs. One example is I-NOVMICRO, an innovation program designed to develop and promote microelectronics and electronic training paths in the south of France.

During 2022, we collaborated with 53 strategic academic partners globally and over 250 sourcing partners.

53

**strategic partnerships
with universities**

Developing and supporting our talent pool

Our ambition is to become a top global employer with a diverse and high-performing workforce centered on collective and individual performance. We aim to improve employees' experience throughout their career at ST through holistic, flexible and dynamic talent management, boosted by internal mobility and development opportunities.

To support this ambition, we are starting to transform, simplify and digitalize our talent management processes (recruitment, onboarding, workforce planning, succession planning, talent review, career path, capability management, and learning and development) with a full co-design approach involving managers and employees.

Feedback is a core pillar of our management culture, enabling us to strengthen and continuously develop our talent pool. Since 2021, we have encouraged employee-manager relationships built on open and continuous feedback.

Coaching also helps to spread ST's culture of feedback and leadership and is embedded in our managerial ethos. We delivered 170 individual coaching sessions and 43 team coaching sessions in 2022 to support the career development of our people and enhance organizational performance.

We continued the talent review process initiated in 2020, prioritizing the succession plans of executives approaching retirement age. We are on track with our roadmap, including assessments, development, and talent acquisition.

In addition, we continued to diversify our learning offer to train people faster, more easily, and more efficiently, with more than 350 online courses from various content providers, available to more than 30,800 employees.

We also used an external digital platform to successfully pilot the development of technical skills for certain jobs: 373 ST engineers completed 5,400 training hours on 420 online courses, gaining 347 certificates.

On average, we delivered 47 hours of training per person in 2022.

Average

47

**hours of training per
person**

| 3-3 |

Achieving the full potential of our people

Helping our people achieve their full potential by meeting their aspirations is essential if we are to face our current and future challenges successfully.

Listening to our employees

We aim to deliver the best employee experience we can, from the very first touchpoint right throughout their career.

Listening to our employees is vital for monitoring our transformation and organizational changes.

**ST recognized as a
top employer
in France and in Italy**

The initiatives and measures we have put in place allowed us, once again, to be independently ranked as a 'Top Employer 2023' in France and Italy, by Top Employers Institute.

We see hybrid work as a critical enabler to attract and retain talent. We therefore implemented a company-wide framework for flexible working arrangements, such as working from home or from another site, in compliance with local regulations.

At the end of 2022, 49% of our employees were under 40 years old. By the end of 2025, they will represent 75% of our workforce. Listening to them is essential to understand how to improve the employee experience and make ST an attractive and engaging place to work. With this in mind, we launched our 'Blossom' program 2 years ago to allow them to voice their opinions, offer their ideas, be creative, and share their expectations. By the end of the year, more than 8,000 'blossomers' were engaged in this community and involved across our regions and organizations in numerous projects, such as panel discussions, working groups, and meetings.

FOCUS

ENCOURAGING OPEN DIALOG BETWEEN SENIOR MANAGEMENT AND YOUNGER TALENT

Fostering a culture of open dialog between senior management and younger generations is vital. It enables us to share mutual expectations, while continuing to enhance the employee experience and make ST a more attractive and engaging place to work.

In June 2022, we held our first Blossom event in Geneva for ST employees under 40 years old. Seventeen Blossom representatives from around the world were invited to a unique meeting with the Executive Committee. During an open question and answer session with ST President and CEO Jean-Marc Chery and the eight members of the Executive Committee, they discussed how to attract new generations and what senior management expects from the Blossom network. They also had the opportunity to discuss human resources topics with ST's President of Human Resources and Corporate Social Responsibility, along with the importance of the 'blossomers' role in attracting new talent.

Another example was a roundtable organized in Shanghai in September 2022 for Blossom newcomers, attended by Henry Cao, Executive Vice President, Sales and Marketing China region. Participants freely exchanged ideas and received career development guidance from the China leadership team, with the aim of building mutual understanding and fueling their career aspirations with ST China.



Sustaining a high level of engagement

Employee engagement is a critical driver of organizational performance to achieve our business objectives.

Employee engagement score at

86%

In 2022, we changed our annual census survey on individual engagement, goal alignment, and organizational agility, to every 2 years. In between, we will conduct focus surveys to gain insights into specific subjects.

At the end of 2022, we conducted our first focus survey on diversity, equity and inclusion (see [Diversity, equity and inclusion](#)).

It also included five questions to measure employee engagement.

The participation rate was 67%. Although this is below the response rate we usually achieve for our full census surveys, it is higher than the response rate typically seen for this kind of survey.

The overall engagement index was 86%, three points higher than 2021 and two points above the GHP norm⁽²⁾.

- 85% of respondents said they were willing to go the extra mile to help ST meet its goals. This is equal to the 2021 score.
- 88% of respondents said they are proud to work for ST, two points up on 2021.
- 86% recommended ST as a great place to work, three points higher than 2021.

Reward and recognition

Our compensation and benefits policy is a critical part of our employee value proposition, supporting our growth and recognizing the contribution of our people.

We offer a short-term incentive scheme to more than 21,000 employees. As well as rewarding operational performance, it also recognizes the achievement of our sustainability objectives through a dedicated sustainability index focusing on four of our priorities:

- safety
- climate change
- diversity
- employee engagement

The same sustainability index applies to every ST employee, including senior management.

The sustainability index is also one of the three criteria for the long-term incentive (performance stock awards) scheme. In 2022, we increased the number of people eligible for our long-term incentive scheme by more than 1,200, to include more young and entry-level talent.

2022 was the year when we could once again hold a corporate ceremony in person as part of our annual STAR awards corporate recognition scheme. With more than 2,600 winners, we took employee recognition far beyond previous levels. We also granted a one-off 'COVID-19 crisis management' award to acknowledge efforts made at site and organization level to ensure employees' health and safety, safeguard our business continuity, and help our local communities during the pandemic.



In addition, as part of our new Leadership Model, we presented our first Leadership awards during our Business Plan Meeting in December 2022. The Leadership awards will be rolled out globally in 2023.

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:



SDG target 4.3 – Ensure equal access for all women and men to affordable and quality technical vocational and tertiary education, including university.

2025 sustainability goal	Status	Comments
SG22: Achieve an employee engagement rate of at least 10 percentage points above local norms in all major countries by 2025.		3 out 13 countries*

* Germany, Switzerland, USA. All countries are above the local norms but only three of them are at least 10 percentage points above. Our previous supplier, CultureIQ, was acquired by Perceptyx. The calculation method for the country norms used by Perceptyx is different from the one used by CultureIQ.

⁽²⁾ GHP norm: Global High Performance norm, global, cross industry, benchmark made up of the 75th percentile score for any given item across all organizations surveyed by our partner.



Diversity, equity and inclusion

PUTTING PEOPLE FIRST

We believe that diversity enables innovation and stakeholder engagement as well as personal and company growth.

35%
women in our workforce

80%
DEI overall index score

13,700+
employees trained on DEI

With over 50,000 people spanning 118 nationalities and 40 countries, we are a global company working together as one team. We are convinced that diversity, equity and inclusion (DEI) have a positive impact on innovation and stakeholder engagement, as well as personal and Company growth.

Our diversity, equity and inclusion vision

At ST you can be the true version of yourself

Our aim is to foster an equitable and inclusive workplace where people feel supported to be their authentic selves and reach their full potential. The uniqueness of each employee is what gives ST its strength.

To help us achieve these aspirations, we accelerated our efforts towards a cultural transformation of the Company in 2022.



Changing behaviors and culture takes time. An important step on this journey is to understand where we stand today in terms of employee experience with DEI. For this reason, at the end of 2022 we conducted our first DEI focus survey to understand our progress so far in creating a diverse, equitable, and inclusive workplace.

The survey covered a range of DEI-related topics, including belonging, psychological safety, access to success, manager commitment and anti-discrimination. Our overall DEI index score (the percentage of people who replied positively to the questions) was 80%, which is three points below the GHP norm⁽²⁾.

The survey results are being analyzed as part of a maturity assessment by an external firm specialized in DEI analytics and advice. The results of this assessment are expected in 2023. They will help us understand our baseline and build a unique roadmap with actionable steps and clear milestones. | 3-3 |

Attracting diversity

Reinforcing our employer branding

Diversity is an important pillar of our employer value proposition. Our ambition is to attract, recruit and retain a diverse workforce, particularly in terms of gender, age, and disability.

Recruiting more women

At the end of 2022, women represented 35% of our global workforce and 25% of our exempts⁽³⁾. In an under-represented technical field, we reached our target of hiring 30% women for exempt positions for the second year in a row.

Our target for 2025 is to increase the percentage of women at all management levels to 20%. As shown in the table below, we continue making progress at executive management levels, with an increase of 30% in 2022.

30%

women hired in exempt positions

In 2021, 12% of our executive officers were women, however, this dropped to 9% in 2022. This was due to a shortage of women in our internal talent pool to fill the promotions required to sustain the rapid growth of our Company. However, senior management is committed to continuing our efforts to ensure 30% of recruits in executive positions are women.

Women in management (%) | 405-1 | SDG 5.5

	2018	2019	2020	2021	2022
Experienced managers	16	18	19	20	20
Directors and senior managers	12	13	13	14	15
Executives (total)	9	9	10	10	13
of which Senior Management ⁽¹⁾	4	4	4	12	9
Total women in management positions	17	17	17	18	19
Women on the Supervisory Board	33	44	44	44	44

⁽¹⁾ Senior Management, as defined in the Dutch Statutory Annual Report (IFRS), corresponds to our Executive Committee and Executive Vice Presidents.

Attracting young talent

Our workforce is highly skilled and experienced, with staff turnover in our engineering and management population of just 7%. To continue to build our capacity for long-term success, however, we also need to attract young talent. Our STEM program, launched in 2018, continues to go from strength to strength, helping to encourage young people, particularly women, to choose

⁽²⁾ GHP norm: Global High Performance norm, global, cross industry, benchmark made up of the 75th percentile score for any given item across all organizations surveyed by our partner.

⁽³⁾ Employees who hold positions normally requiring graduate or post-graduate education and who are not eligible for overtime compensation.

technical studies at an early stage of their education, while also helping to address the shortage of women in our industry (see [Community and education](#)).

Hiring and inclusion of people with disabilities

We aim to recruit and retain a diverse workforce that reflects wider society, including people with different abilities.

In 2022, ST Shenzhen (China) launched an innovative project called ‘Devoted to Employing and Engaging the Disabled’. With a focus on improving disability inclusion in the workplace by adapting workflows and employee awareness, the project has helped to increase the number of disabled people working at the site from two people in 2021 to nine in 2022. This initiative also won first place in our ‘ONE award’ program for best local DEI initiative across our back-end manufacturing sites.

In France, we have strengthened our partnerships with providers specializing in diverse recruitment, such as Hello Handicap, Agefiph, Job in Live, GETH, FIAM, and LinkDay. As a result, ST France hired 29 people with disabilities in 2022, bringing the total to nearly 600 employees with disabilities.

As a part of European Week for the Employment of People with Disabilities in November 2022, ST took part in several activities involving employees and people with disabilities. In France, ST employees shared a typical workday with an unemployed disabled counterpart, while in Italy, all the directors teamed up with sports champions with disabilities to learn about overcoming limits through the metaphor of sport. In both countries, these activities were followed up with webinars that attracted over 600 and 700 participants respectively.

Reviewing workplace flexibility

We are conscious that to attract diverse talent, we need to offer more flexible working options. In 2022, we deployed our hybrid and flexible working models across all regions. We believe that this will have a positive impact on ST employees’ experience, as well as on our employer branding and attractiveness.

Growing equity

Remuneration and career opportunities

We value all employee contributions and have zero tolerance for any kind of discrimination. Our objective is to safeguard equity in development, career opportunities, and remuneration. Following the global rollout of our pay gap index, we recorded an overall gender pay ratio of 99.3% in 2022, averaged across job grades and normalized by country. However, as the table below shows, the ratio declined by 0.7 points, largely due to an increase in the operator pay gap. The relevant regions and organizations are working to close these gaps.

Gender pay ratio

99.3%

Gender pay gap ratio⁽¹⁾ (%)

	2021	2022	
Operators	95.3	91.2	
Non-exempts	100.8	102.6	
Exempts	Non-management	99.3	99.1
	Management	96.6	96.8
	Executive	113.1	108.6
Total	100.0	99.3	

⁽¹⁾ Includes base and variable salary.

Supporting women's career development

We are committed to strengthening the role of women in building the future of our Company. To support this, we have developed a two-step training program to prepare the next generation of female leaders.

600+

participants in our women leadership program

The program begins with the Women in Leadership (WIL) training, targeted at junior and middle management. The training focuses on becoming a confident, authentic leader and the importance of building a network. In 2022, more than 100 women across all regions participated in 11 sessions.

Our Advanced Women in Leadership (AWIL) training, launched in 2021, is aimed at senior women managers and directors to help them identify their leadership style and become more visible and recognized within ST. It is a five-step blended learning training, including a two-day workshop, individual coaching, self-awareness, and a personal development plan. In 2022, we delivered nine sessions across all regions, training 88 women in total.

This training program plays a key role in preparing the pipeline of women for executive management positions within ST. Since the inception of WIL in 2015, we have delivered over 60 sessions, including AWIL, across all regions, with more than 600 women trained. In 2023, we are planning 20 sessions to train around 200 women. The ultimate aim is to increase the proportion of women at all levels of management.

In addition to the growing network of WIL and AWIL alumni in the Company, we are working on launching our first global women's network in 2023, open to women and allies from all regions, organizations and job levels. The network will be aimed at addressing key topics such as career progression, work-life balance and much more, through mentoring, sharing sessions, and webinars.



Frédérique Le Grevès

Executive Vice President, Europe and France
Public Affairs President and CEO,
STMicroelectronics France

I believe diversity brings different perspectives, and we know that diversity plays a key role in supporting sustainable growth and fostering innovation. Keeping this in mind, at ST we are working on developing a women's career path with a holistic approach and I see that as a priority across the Company. To add to this, we are amidst a cultural transformation with a key focus on creating an inclusive environment, free of bias and stereotypes."

ST women have been increasingly active in the public sphere, showcasing their work, giving speeches and participating in panel discussions at a variety of high-profile events. These include the Global Women's Forum, IEEE Women in Engineering network, Women in Science and Engineering, Women in Semiconductor and Hardware, and many more.

REINFORCING OUR COMMITMENT

United Nations Women Empowerment Principles (UN WEP) is a set of principles offering guidance to businesses on advancing gender equality and women's empowerment in the workplace, marketplace, and community.

By joining the WEP community, ST is showing its commitment to this agenda by working collaboratively in multistakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive practices and zero tolerance against sexual harassment in the workplace.

“Signing the WEP reinforces our commitment to empowering women and fostering an equitable and inclusive workplace. In addition, it takes it one step further by extending this commitment towards building a gender-diverse and inclusive society,” said Jean-Marc Chery, President and CEO, STMicroelectronics.

WOMEN'S EMPOWERMENT PRINCIPLES



In Italy, ST was listed as one of 'Best Employers for Women 2023' for the second year in a row by the German Quality Institute ITQF and its media partner La Repubblica Affari & Finanza based on social listening on a huge database of Italian employers.

Developing inclusion

Creating awareness

We aim to overcome stereotypes by continuously reinforcing an inclusive mindset that recognizes the value and richness of a diverse workforce.

To help us achieve this, we provide two main training courses:

- diversity and inclusion e-learning
- unconscious bias workshops

We accelerated the delivery of these courses throughout 2022, in line with our commitment to foster an inclusive culture that values everyone and addresses bias and stereotypes. In 2022, over 5,900 employees completed our diversity and inclusion e-learning course, a 60% increase on 2021.

Since launching the program in 2019, more than 13,700 employees have completed the training.

In 2022, we worked on a new e-learning that encompasses a range of topics not previously addressed, such as microaggressions, inclusive communication, LGBTQ+ and allyship. The training will be launched in 2023 and available in four languages.

More than 2,000 employees from all regions where we operate participated in unconscious bias workshops in 2022. The workshop is supported by a team of more than 50 internal trainers. During these workshops, participants explore how their own unconscious bias and micro behaviors can impact their decision-making and learn how to be more attentive and mindful when interacting with others.

2,000+

people trained on unconscious bias

We also published an internal transgender inclusion guide in 2022, with information on gender transition and allyship in the workplace. In our commitment to ensuring a safe, equitable and inclusive environment for everyone, the guide explains how ST will support the journey of transitioning employees regardless of the external legal, social and community context.

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:



SDG target 5.5 – Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



SDG target 10.2 – By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, disability, race, ethnicity, origin, religion or economic or other status.

2025 sustainability goal	Status	Comments
SG8: Reach at least 20% women in every management level by 2025.		20% (experienced managers) 15% (directors and senior managers) 13% (executives)
Annual sustainability goal	Status	Comments
SG7: Recruit at least 30% women in all exempt positions every year.	✓	30%
Recruit at least 60% of new non-manufacturing employees with less than five years' experience	✗	58%

People indicators

This section includes indicators and GRI Standard disclosures.

DEFINITIONS

-	Data not available or not required.
NA	Not applicable.
Operator	Employees working in production operations.
Non-exempt	Employees who hold positions normally requiring higher education and who are eligible for overtime compensation.
Exempt	Employees who hold positions normally requiring graduate or post-graduate education and who are not eligible for overtime compensation.
Direct workers	Workers employed directly by ST.
Indirect workers	Workers employed by a third-party, such as interim agencies.

Headcount evolution by region⁽¹⁾ | 2-7 |

	2018	2019	2020	2021	2022
Americas	744	761	766	759	789
Female	183	192	188	185	212
Male	561	569	578	574	577
Asia Pacific	18,828	18,398	18,276	18,951	19,829
Female	7,848	7,484	7,432	7,616	8,202
Male	10,980	10,914	10,844	11,335	11,627
Europe	21,464	21,633	22,594	23,668	25,096
Female	5,296	5,320	5,616	5,941	6,392
Male	16,168	16,313	16,978	17,727	18,704
Mediterranean	4,917	4,762	4,380	4,876	5,656
Female	2,741	2,667	2,396	2,722	3,175
Male	2,176	2,095	1,984	2,154	2,481
Total	45,953	45,554	46,016	48,254	51,370
Female	16,068	15,663	15,632	16,464	17,981
Male	29,885	29,891	30,384	31,790	33,389

⁽¹⁾ Includes direct and indirect workers.

Employees by gender and by category | 405-1 |

	2018	2019	2020	2021	2022
Number of operators	15,794	15,894	16,524	17,343	
Female (%)	55%	56%	54%	54%	56%
Male (%)	45%	44%	46%	46%	44%
Number of non-exempts	10,024	9,598	10,302	10,704	
Female (%)	22%	22%	22%	22%	22%
Male (%)	78%	78%	78%	78%	78%
Number of exempts	19,736	20,524	21,428	23,323	
Female (%)	23%	23%	24%	24%	25%
Male (%)	77%	77%	76%	76%	75%

External hires in manufacturing (%)

	2018	2019	2020	2021	2022
Jobs filled externally vs overall jobs filled	98	96	97	97	96

Hires by job type | 401-1 |

	2018	2019	2020	2021	2022
Operator	11,379	6,687	6,345	8,687	7,588
Female	3,938	2,114	1,870	3,125	3,828
Male	7,441	4,573	4,475	5,562	3,760
Non-exempt	2,760	3,033	2,473	3,255	1,849
Female	557	635	523	692	316
Male	2,203	2,398	1,950	2,563	1,533
Exempt	2,385	2,603	2,121	2,710	2,923
Female	733	713	573	808	894
Male	1,652	1,890	1,548	1,902	2,029
Total	16,524	12,323	10,939	14,652	12,360
Female	5,228	3,462	2,966	4,625	5,038
Male	11,296	8,861	7,973	10,027	7,322

Hires by age group (%) | 401-1 |

	2018	2019	2020	2021	2022
Under 30 years old	78	72	72	73	63
30-50 years old	20	26	27	25	32
Over 50 years old	2	2	1	2	5

Hires by region (%) | 401-1 |

	2018	2019	2020	2021	2022
Americas	0	1	1	1	1
Asia Pacific	68	65	61	56	46
Europe	22	26	32	34	40
Mediterranean	10	8	6	9	13

Workforce by employment type (% of workers) | 2-7 |

	2018	2019	2020	2021	2022
Full-time contract	97	97	97	97	98
Female	94	94	94	95	95
Male	99	99	99	99	99
Part-time contract	3	3	3	3	2
Female	6	6	6	5	5
Male	1	1	1	1	1

Workforce by employment contract (% of workers) | 2-7 |

	2018	2019	2020	2021	2022
Permanent contract	95	97	97	96	96
Female	94	96	96	94	93
Male	96	98	97	97	97
Temporary contract ⁽¹⁾	5	3	3	4	4
Female	6	4	4	6	7
Male	4	2	3	3	3

⁽¹⁾ Includes direct and indirect workers.

Workforce by employment contract by region (% of workers) | 2-7 |

	2018	2019	2020	2021	2022
Permanent contract					
Americas	99.6	99.3	99.7	99.6	99.5
Asia Pacific	98.8	99.4	98.8	99.7	99.7
Europe	94.7	97.1	95.8	95.0	96.0
Mediterranean	82.2	89.2	92.6	86.5	78.7
Temporary contract⁽¹⁾					
Americas	0.4	0.7	0.3	0.4	0.5
Asia Pacific	1.2	0.6	1.2	0.3	0.3
Europe	5.3	2.9	4.2	5.0	4.0
Mediterranean	17.8	10.8	7.4	13.5	21.2

⁽¹⁾ Includes direct and indirect workers.

Workforce by employment relation (% of workers) | 2-7 | 2-8 |

	2018	2019	2020	2021	2022
Direct relation ⁽¹⁾	97	99	98	98	99
Indirect relation ⁽²⁾	3	1	2	2	1

⁽¹⁾ Workers employed directly by ST.

⁽²⁾ Workers employed by a third-party, such as interim agencies.

Remuneration (%)

	2018	2019	2020	2021	2022
Employees below the ST minimum salary scale in their job grade (exempt)	14	13	13	9	11
Employees with individual salary increase	84	83	30	96	87

Benefits, bonus & Unvested Stock Awards | 201-1 |

	2018	2019	2020	2021	2022
Eligible (exempt >JG 11) employees receiving unvested stock awards (%)	29%	30%	27%	26%	28%
Number of employees rewarded	5,140	5,590	5,070	5,126	6,400

Number of nationalities in the headcount by region⁽¹⁾ | 405-1 |

	2018	2019	2020	2021	2022
Americas	21	21	21	20	22
Asia Pacific	35	34	35	35	35
Europe	87	87	87	102	110
Mediterranean	47	50	46	50	52
Total	105	105	103	115	118

⁽¹⁾ Expatriates and assignees are counted in host country.

Number of nationalities in Executive Committee | 405-1 |

	2018	2019	2020	2021	2022
Different nationalities represented in the Executive Committee	6	6	6	6	11

Employees by gender and by region (%) | 405-1 |

		2018	2019	2020	2021	2022
Americas	Female	25	25	25	24	27
	Male	75	75	75	76	73
Asia Pacific	Female	42	41	41	40	41
	Male	58	59	59	60	59
Europe	Female	25	25	25	25	25
	Male	75	75	75	75	75
Mediterranean	Female	56	56	55	56	56
	Male	44	44	45	44	44

Average⁽¹⁾ overall turnover rate⁽²⁾ by age group (%) | 401-1 |

	2018	2019	2020	2021	2022
Under 30 years old	56	49	40	42	25
30–50 years old	9	9	8	10	8
Over 50 years old	6	6	7	6	5

⁽¹⁾ Turnover rate calculated on average headcount in activity throughout the year.

⁽²⁾ Resignations, retirements and dismissals.

Average⁽¹⁾ turnover rate (%) | 401-1 |

	2018	2019	2020	2021	2022
Average voluntary turnover rate ⁽²⁾	18.3	16.1	12.6	14.6	10.3
Average overall turnover rate ⁽³⁾	20.1	17.7	14.0	16.0	12.0

⁽¹⁾ Turnover rate calculated on average headcount in activity throughout the year.

⁽²⁾ Resignations.

⁽³⁾ Resignations, retirements and dismissals.

Average⁽¹⁾ overall turnover rate⁽²⁾ by gender, by category and by region in 2022 (%) | 401-1 |

	Operator		Non-exempt		Exempt	
	Female	Male	Female	Male	Female	Male
Americas ⁽³⁾	NA	NA	13.3	25.0	5.2	10.1
Asia Pacific	23.7	45.2	7.9	18.2	10.5	11.6
Europe	5.3	3.8	4.6	4.1	4.3	4.5
Mediterranean	5.4	13.7	2.4	7.1	16.2	15.3

⁽¹⁾ Turnover rate calculated on average headcount in activity throughout the year.

⁽²⁾ Resignations, retirements and dismissals.

⁽³⁾ The Company has no manufacturing sites in these regions.

Average employee age by category

	2018	2019	2020	2021	2022
Operator	34	35	36	35	35
Non-exempt	39	39	40	40	40
Exempt	44	44	44	44	44
Average employee age (years)	39	40	40	40	40

Employees by category and by age group in 2022 (%) | 405-1 |

	Under 30 years old	30–50 years old	Over 50 years old
Operator	41	48	11
Non-exempt	25	55	20
Exempt	15	54	32

Promotion ratio female/male by category and by region in 2022 (%) SDG 5.5

	Operator		Non-exempt		Exempt	
	Female	Male	Female	Male	Female	Male
Americas ⁽¹⁾	NA	NA	18	NA	21	18
Asia Pacific	9	12	18	15	13	13
Europe	12	9	10	9	17	14
Mediterranean	11	6	18	17	17	12

⁽¹⁾ The Company has no manufacturing sites in these regions.

Disabled employees (%) SDG 10.3

	2018	2019	2020	2021	2022
Disabled people employed as % of total workforce	1.6	1.8	2.0	1.9	1.9

Career development (%)

	2018	2019	2020	2021	2022
Employees with a promotion in the year	11	10	8	12	12
Employees with a job function change in the year	2	2	2	2	2

Employee yearly Individual Performance Management (%)

| 404-3 |

	2018	2019	2020	2021	2022
Operator	81	84	70	93	83
Female	72	77	54	92	81
Male	92	94	90	94	84
Non-exempt	91	90	92	52	75
Female	89	87	89	60	76
Male	92	92	93	49	75
Exempt	97	95	97	94	92
Female	96	95	96	94	91
Male	97	96	97	94	93
Total	89	90	85	85	85
Female	80	82	70	88	84
Male	95	95	97	83	86

Employees with a formal career development review⁽¹⁾ (%)

| 404-3 |

	2018	2019	2020	2021 ⁽²⁾	2022
Non-exempt	39	47	50	13	36
Female	44	51	55	18	39
Male	36	45	48	12	35
Exempt	57	64	66	18	54
Female	60	66	68	19	55
Male	56	63	66	18	54

⁽¹⁾ Operators are managed through a different process.

⁽²⁾ New performance review system implemented in Q2 2021. Cycle extended to Q1 2022.

ST population recognized through the technical ladder⁽¹⁾ (%)

	2018	2019	2020	2021	2022
Asia Pacific	3.7	3.5	3.5	3.8	7.1
Europe & Mediterranean	6.7	6.7	6.9	7.1	4.0
Worldwide	5.8	5.7	5.8	6.0	6.1

⁽¹⁾ The specified path starts from job grade 14.

Employee survey – engagement rate (%)

	2018	2019	2020	2021	2022 ⁽¹⁾
Overall participation rate	87	90	89	89	67
Individual engagement index	77	79	82	83	86
Organizational agility index	66	68	73	73	NA⁽²⁾
Goal alignment index	77	80	82	84	NA⁽²⁾

⁽¹⁾ The 2022 survey was a pulse survey on DEI and Engagement. Due to the very personal and sensitive nature of questions asked (self-declaration questions on identification with 'minorities'), there was no particular push from ST management for employees to answer. We consider that 67% is a very good response rate in this context.

⁽²⁾ Not measured in 2022 (pulse survey only).

Internal mobility⁽¹⁾ (%)

	2018	2019	2020	2021	2022
Operator	–	4	3	2	3
Non-exempt	–	5	6	8	10
Exempt	25	20	27	23	18
Total	–	8	9	7	8

⁽¹⁾ Jobs filled internally.

Average number of training hours per year⁽¹⁾ | 404-1 |



	2018	2019	2020	2021	2022
Operator	60	65	64	61	70
Female	56	62	55	59	65
Male	64	68	72	64	75
Non-exempt	40	46	35	34	32
Female	30	40	27	27	27
Male	42	47	37	36	34
Exempt	30	33	29	25	30
Female	32	37	31	27	34
Male	29	32	28	24	29
Total	47	50	44	42	47
Female	48	53	44	47	52
Male	46	47	44	40	44
Total number of employees trained⁽²⁾	–	–	42,989	47,039	50,914

⁽¹⁾ Based on the total headcount including turnover. Includes training on equipment and outside training.

⁽²⁾ Based on the total headcount on December 31, excluding turnover.

Average number of training hours per age group

	2022
Under 30 years old	61
30–50 years old	43
Over 50 years old	23

Employees enrolled in ST supported external education programs (%)

	2018	2019	2020	2021	2022
Operator	0.6	1.1	1.0	0.8	0.9
Non-exempt	1.9	2.1	2.0	2.3	2.8
Exempt	1.9	3.6	2.2	1.5	1.6

Formal recognition and suggestion scheme

	2018	2019	2020	2021	2022
Number of people recognized ⁽¹⁾	18,879	20,837	23,892	25,909	26,742
Accepted suggestions which were implemented (%)	52%	30%	40%	51%	51%

⁽¹⁾ Can include more than one recognition per employee over the year.

Unplanned absenteeism (%)

	2018	2019	2020	2021	2022
Unplanned absenteeism	2.92	2.77	3.32	2.93	3.35
% by region					
Americas	0.24	0.03	0.01	0.01	0.01
Asia Pacific	2.82	2.83	2.62	2.78	3.12
Europe	2.84	2.89	3.68	3.01	3.57
Mediterranean	3.99	2.45	5.03	3.59	3.89
% by gender					
Female	3.54	3.19	3.87	3.61	4.11
Male	2.57	2.54	3.02	2.57	2.96

Collective bargaining | 2-30 |

	2018	2019	2020	2021	2022
Number of collective agreements signed in the year	55	30	62	55	36
People covered by collective bargaining agreements (%)	74%	78%	78%	79%	79%
People covered by representatives (%)	71%	71%	71%	72%	74%

Fair wages (%) SDG 10.3

	2018	2019	2020	2021	2022
Employees paid above 105% of the legal or conventional minimum wage	90.8	93.2	90.1	95.1	92.9

Working time and overtime hours

	2018	2019	2020	2021	2022
Employees with regular worktime less than 48 hours per week (%)	85%	85%	85%	85%	85%
Average weekly overtime (hours per employee)	5.2	4.3	5.4	5.8	5.6

Average weekly working time, including overtime, in selected countries⁽¹⁾ (hours)

		2018	2019	2020	2021	2022
China	ST standard working time	40	40	40	40	40
	Overtime	9.0	8.9	10.2	11.8	13.5
France	ST standard working time ⁽²⁾	38.5	38.5	38.5	38.5	38.5
	Overtime	0.2	0.1	0.1	0.1	0.2
Italy	ST standard working time	40	40	40	40	40
	Overtime	0.4	0.3	0.2	0.3	0.3
Malaysia	ST standard working time	48	48	48	48	48
	Overtime	12.2	12.2	11.7	10.4	11.7
Malta	ST standard working time	40	40	40	40	40
	Overtime	8.1	6.9	7.3	7.8	4.6
Morocco	ST standard working time	44	44	44	44	44
	Overtime	0.6	1.7	0.4	0.4	0.4
Singapore	ST standard working time	44	44	44	44	44
	Overtime	8.3	4.7	6.9	11.3	9.6
The Philippines	ST standard working time	48	48	48	48	48
	Overtime	7.0	0.9	11.5	11.0	10.1

⁽¹⁾ For non-exempts and operators.

⁽²⁾ French standard legal working time is 35 hours, but ST has a collective agreement for 38.5 hours.

ST sites subject to regular human rights SAQ & audits (RBA) | 409-1 |

Country	Major site ⁽¹⁾	% Workforce	Self-assessment	Audit
High risk				
China	Shenzhen	7.9%	✓	✓
Malaysia	Muar	9.1%	✓	✓
Singapore	Ang Mo Kio and Toa Payoh	9.5%	✓	✓
The Philippines	Calamba	5.5%	✓	✓
Medium risk				
Malta	Kirkop	3.6%	✓	✓ ⁽³⁾
Morocco	Bouskoura	6.9%	✓	✓
Low risk				
France	Crolles	9.0%	✓	✓
	Grenoble ⁽²⁾	4.1%	✓	✗
	Rousset	5.6%	✓	✓
	Tours	2.7%	✓	✓
	Rennes	0.2%	✓	✗
India	Greater Noida ⁽²⁾	1.9%	✓	✗
Italy	Agrate	10.1%	✓	✓
	Castelletto ⁽²⁾	2.2%	✓	✗
	Catania	9.6%	✓	✓ ⁽³⁾
	Marcianise	0.5%	✓	✗
Sweden	Norrköping	0.1%	✓	✗
Percentage coverage of total workforce		89%	89%	79%
Number of sites subject to regular human rights SAQ and audits			17	11

⁽¹⁾ Site with >700 employees or manufacturing operations.
⁽²⁾ Design centers.
⁽³⁾ Audits conducted in 2021. All other audits were conducted in 2022.

RBA VAP⁽¹⁾ audit score (score out of 200)⁽²⁾

	2018	2019	2020	2021	2022
Number of initial audits	6	3	5	6	5
ST average score (initial audit)	164	176	186	155	173
Comparison ST vs electronic industry average	+35	+47	+45	+10	+29
Number of closure audits	1	5	4	6	5
ST average score (closure audit)	200	183	198	198	200
Comparison ST vs electronic industry average	+23	+13	+22	+20	+19

⁽¹⁾ VAP: Validated Assessment Program.
⁽²⁾ Covers our 11 main manufacturing sites.

RBA audit results for ST operations | 409-1 |  SDG 8.7

	2018	2019	2020	2021	2022
Number of audits	7	8	9	12	10
Total of priority non-conformances (NC)	0	0	0	0	1 ⁽¹⁾
Total of major NC	21	12	11	37	15
Average major/priority NC/audit	3.0	1.5	1.2	3.1	1.6
Labor					
Working hours	4	1	3	6	2
Wages and benefits	1	0	0	2	1
Freely chosen employment	1	2	0	3	2 ⁽¹⁾
Non-discrimination	0	1	0	2	1
Young workers	0	0	0	2	0
Total of major/priority NC	6	4	3	15	6
Average major/priority NC/audit	0.9	0.5	0.3	1.3	0.6
Ethics					
Intellectual property	0	0	0	1	0
No improper advantage	0	0	0	1	0
Total of major NC	0	0	0	2	0
Average major NC/audit	0.0	0.0	0.0	0.2	0.0
Health and Safety					
Emergency preparedness	3	2	2	5	0
Occupational injury and illness	3	1	0	1	2
Industrial hygiene	0	1	0	0	0
Machine safeguarding	0	0	1	0	0
Food, sanitation and housing	0	0	1	0	2
Occupational safety	3	1	2	2	1
Health and safety communication	0	0	0	1	0
Physically demanding work	0	0	0	0	1
Total of major NC	9	5	6	9	6
Average major NC/audit	1.3	0.6	0.7	0.8	0.6
Environment					
Hazardous substances	2	0	0	0	2
Energy consumption and GHG emissions	1	1	0	0	0
Total of major NC	3	1	0	0	2
Average major NC/audit	0.4	0.1	0.0	0.0	0.2
Management Systems					
Supplier responsibility	1	1	2	2	0
Training	1	0	0	2	1
Audits and assessments	1	1	0	1	0
Improvement objectives	0	0	0	1	0
Company commitment	0	0	0	2	0
Management accountability and responsibility	0	0	0	2	0
Legal and customer requirements	0	0	0	1	1
Total of major NC	3	2	2	11	2
Average major NC/audit	0.4	0.3	0.2	0.9	0.2

⁽¹⁾ One priority finding related to our on-site contractors' working hours. The other one is a major finding.

Employees with healthcare coverage provided by ST⁽¹⁾ (%)



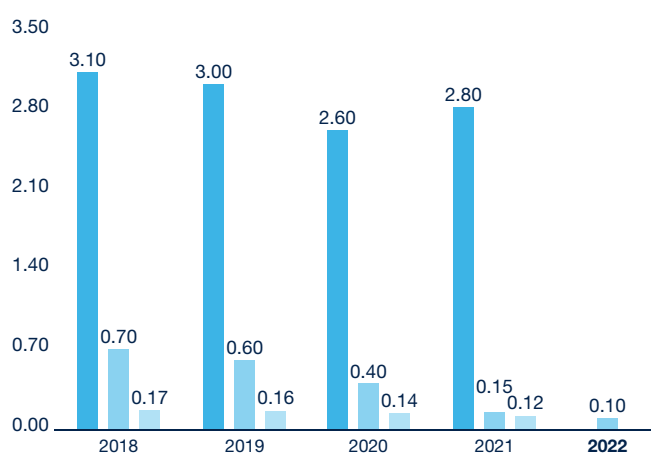
	2018	2019	2020	2021	2022
Work-related health issues	78	79	88	79	81
Personal health issues	89	89	98	98	98
Direct family members health issues	72	68	83	82	80

⁽¹⁾ In addition to national healthcare schemes.

EHS training

	2018	2019	2020	2021	2022
Average number of EHS training hours per employee	7.2	7.4	5.7	6.0	7.4

Recordable case rate benchmarks⁽¹⁾



■ US Manufacturing (Source BLS⁽²⁾) ■ All US Semiconductor (Source BLS⁽²⁾) ■ ST

⁽¹⁾ Including injuries only. 2022 Benchmark ⁽²⁾ Bureau of Labor Statistics (United States Department of Labor) data not available at time of publishing.

Recordable case rate⁽¹⁾ by gender and by region | 403-9 |



	2018	2019	2020	2021	2022
Gender					
Female	0.18	0.21	0.15	0.15	0.13
Male	0.16	0.13	0.13	0.10	0.08
Region					
Americas	0.00	0.00	0.00	0.00	0.00
Asia Pacific	0.11	0.11	0.12	0.10	0.09
Europe & Mediterranean	0.23	0.21	0.16	0.14	0.14

⁽¹⁾ Work-related injuries per 100 employees per year as defined by OSHA-US regulation.

Employee recordable case rate – including injuries and illnesses | 403-9 | 403-10 |

	2018	2019	2020	2021	2022
Employee recordable case rate ⁽¹⁾	0.19	0.17	0.15	0.13	0.10

⁽¹⁾ Per 100 employees per year as defined by OSHA-US regulation.

Contractor recordable case rate – including injuries and illnesses | 403-9 | 403-10 |

	2021	2022
Contractor recordable case rate ⁽¹⁾	0.28	0.17

⁽¹⁾ Per 100 contractors per year as defined by OSHA-US regulation.

Recordable case rate on-site industrial/domestic⁽¹⁾ | 403-9 |

	2018	2019	2020	2021	2022
Recordable case ⁽²⁾ industrial rate	0.13	0.09	0.07	0.06	0.06
Recordable case ⁽²⁾ domestic rate	0.04	0.07	0.07	0.06	0.04

⁽¹⁾ Industrial recordable cases are directly linked with industrial activity. Domestic recordable cases are on-site cases such as a fall or slip on stairs or struck by or against door/chair/building and structures etc.

⁽²⁾ Work-related injuries per 100 employees per year as defined by OSHA-US regulation.

Recordable cases by type of event, accident or exposure (%) | 403-9 |

	2018	2019	2020	2021	2022
Fall or slip	30	45	47	49	45
Struck by or against	35	32	24	25	27
Overexertion	3	1	3	4	2
Caught in, under or between	10	7	8	4	4
Contact with chemicals	4	1	8	5	6
Bodily reaction from slip or motion	9	6	6	9	12
Others	9	8	4	4	4

Severity rate⁽¹⁾ by gender and by region

	2018	2019	2020	2021	2022
Gender					
Female	2.1	3.3	2.8	3.2 ⁽²⁾	1.5
Male	1.6	2.0	3.5 ⁽²⁾	2.2	1.9
Region					
Americas	0.0	0.0	0.0	0.0	0.0
Asia Pacific	0.4	0.7	1.7 ⁽²⁾	2.3	0.7
Europe & Mediterranean	3.1	4.1	4.7	2.7 ⁽²⁾	2.7

⁽¹⁾ Number of days lost per 100 employees per year as defined by OSHA-US regulation.

⁽²⁾ Rate updated due to several prolongations in the following year after the closure of the previous reporting period.

Severity rate⁽¹⁾ – injuries and illnesses

	2020	2021	2022
Employee severity rate	4.0	2.6 ⁽²⁾	2.0
Contractor severity rate	–	7.2 ⁽³⁾	4.3
Total severity rate for employees and contractors	–	3.2⁽³⁾	2.4

⁽¹⁾ Number of days lost per 100 employees and contractors per year as defined by OSHA-US regulation.

⁽²⁾ Rate updated due to sick leave prolongation after the closure of the previous reporting period.

⁽³⁾ Data corrected due to error in reporting.

Occupational disease rate by gender and by region | 403-10 |

	2018	2019	2020	2021	2022
Occupational disease rate^(1,2)	0.02	0.01	0.01	0.01	0.004
Gender					
Female	0.06	0.03	0.01 ⁽³⁾	0.01	0.006
Male	0.00	0.00	0.01 ⁽³⁾	0.00	0.003
Region					
Americas	0.00	0.00	0.00	0.00	0.000
Asia Pacific	0.00	0.00	0.00	0.00	0.000
Europe & Mediterranean	0.04	0.02	0.01	0.016 ⁽⁴⁾	0.008

⁽¹⁾ Work-related illnesses per 100 employees per year as defined by OSHA-US regulation.

⁽²⁾ The main types of occupational diseases are linked to musculoskeletal disorders.

⁽³⁾ Data corrected due to error in reporting.

⁽⁴⁾ Rate updated due to a late recognition from authorities, after the closure of the previous reporting period.

Occupational disease severity rate by gender and by region

	2018	2019	2020	2021	2022
Occupational disease severity rate⁽¹⁾	1.92	0.93	0.72	0.08	0.24
Gender					
Female	5.50	2.70	0.13	0.15	0.43
Male	0.00	0.00	1.03 ⁽²⁾	0.05	0.13
Region					
Americas	0.00	0.00	0.00	0.00	0.00
Asia Pacific	0.00	0.00	0.00	0.00	0.00
Europe & Mediterranean	3.70	1.78	1.36 ⁽²⁾	0.16	0.44

⁽¹⁾ Number of days lost per 100 employees per year as defined by OSHA-US regulation.

⁽²⁾ Rate updated due to several prolongations over 2021 after the closure of the previous reporting period.

Lost workday incidence rate – contractors | 403-9 |

	2018	2019	2020	2021	2022
Lost workdays per 100 contractors	5.2	4.1	5.3	7.2 ⁽¹⁾	4.3

⁽¹⁾ Rate updated due to several prolongations not previously reported.

Lost workday incidence rate⁽¹⁾ – contractors by region | 403-9 |

	2018	2019	2020	2021	2022
Americas	0.0	0.0	0.0	0.0	0.0
Asia Pacific	1.6	0.0	1.1	5.6	0.9
Europe & Mediterranean	7.6	6.9	8.2 ⁽²⁾	8.2 ⁽³⁾	6.6

⁽¹⁾ Number of days lost per 100 contractors per year as defined by OSHA-US regulation.

⁽²⁾ Rate updated due to several prolongations over 2021 after the closure of the previous reporting period.

⁽³⁾ Rate updated due to several prolongations not previously reported.

Lost workday – contractors by gender (%) | 403-9 |

	2018	2019	2020	2021	2022
Female	26	26	18	30 ⁽¹⁾	19
Male	74	74	82	70 ⁽¹⁾	81

⁽¹⁾ Rate updated due to several prolongations not previously reported.

Contractors lost workday case incidence rate (LWDC) | 403-9 |

	2018	2019	2020	2021	2022
Lost workday cases per 100 contractors	0.29	0.26	0.24	0.27	0.17

Lost workday case incidence rate⁽¹⁾ – contractors by region | 403-9 |

	2018	2019	2020	2021	2022
Americas	0.00	0.00	0.00	0.00	0.00
Asia Pacific	0.14	0.00	0.04	0.14	0.07
Europe & Mediterranean	0.40	0.44	0.39	0.35	0.23

⁽¹⁾ Number of cases with days lost per 100 contractors per year as defined by OSHA-US regulation.

Lost workday cases – contractors by gender (%) | 403-9 |

	2018	2019	2020	2021	2022
Female	14	30	18	20	17
Male	86	70	82	80	83

Injuries costs and savings (US\$m)

	2018	2019	2020	2021	2022
Injuries costs	1.4	1.9	2.5 ⁽²⁾	2.2	1.6
Costs if no action	9.8	10.1	10.5	11.7	12.0
Savings ⁽¹⁾	8.4	8.2	7.4 ⁽²⁾	9.5	10.4

⁽¹⁾ Around US\$116m savings in 19 years.

⁽²⁾ Rate updated due to several prolongations over 2021 after the closure of the previous reporting period.

Fines and total number of non-monetary sanctions in 2022 | 2-27 |

Toa Payoh (Singapore) fined \$SGP1,000 for leaving unattended the ignition key of a forklift.

Number of fatalities | 403-9 | 403-10 |

	2018	2019	2020	2021	2022
Employees	0	0	0	0	0
Subcontractors	0	0	0	0	1⁽¹⁾
Total	0	0	0	0	1⁽¹⁾

⁽¹⁾ One subcontractor victim of a fatal accident trying to move a Mobile Elevated Working Platform, without authorization (India).