

Acting together



610
supplier
responsibility
audits since
2015



100%
of our products
are conflict-
minerals free



100,000+
beneficiaries
of STEM
your way



STEM event, ST Catania, Italy



Supplier training, ST Catania, Italy

ACTING TOGETHER

We aim to systematically assess, mitigate, or eliminate sustainability risks in our operations and extended supply chain.

97%
of suppliers at risk agree to comply with RBA code of conduct

610
supplier responsibility audits since 2015

1,600+
supplier employees trained

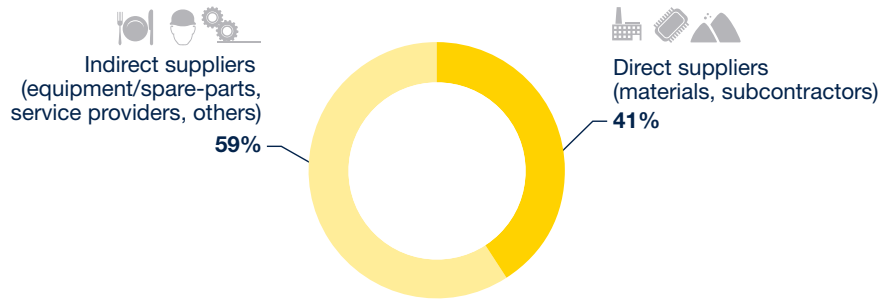
With over 6,000 direct suppliers worldwide, our supply chain has a significant potential impact on people and the environment. Our ambition is to source responsibly to create state-of-the-art technologies that contribute to a more sustainable world.

Our program runs across all our operations and throughout the lifecycle of our supplier relationships. We monitor our suppliers using social, environmental, and governance criteria, auditing those that are classified as high-risk. This enables us to mitigate major risks and impacts, with a focus on carbon neutrality and human rights, including forced labor of vulnerable workers, unfair working conditions, and health and safety. | [3-3](#) |

Our supply chain

Our suppliers range from large-scale manufacturing subcontractors, material suppliers, and equipment and spare-parts suppliers, to smaller scale onsite service providers and labor agencies. Our procurement spend is split mainly between Europe (46%) and Asia (35%), and we manage 40% of our procurement volume locally, at a national level. | [2-6](#) | [204-1](#) |

46%
of our procurement spend in Europe



Integrated responsible supply chain management

We continually reinforce our management systems to make them more proactive, strategy-embedded, risk-oriented, and impact-driven. Decisions and actions are steered through robust sustainability governance. Our Sustainability Committee conducts dedicated, expert-led sessions on responsible supply chain at least annually to advise the Supervisory Board (see [Governance](#)).

In 2023:

- We launched several new working groups involving key internal stakeholders, including Procurement, Sustainability, Risk, and Finance, to address recently adopted and upcoming regulations in Europe regarding social and environmental due diligence in the supply chain.
- We continued to integrate sustainability in procurement by adopting a new vision: 'Strategically-led best-in-class procurement enabling ST's competitive advantage for sustainable growth and profitability'; and mission: 'Drive strategic, operational, and transactional excellence by selecting, developing, and leveraging suppliers that are highly-integrated into our company strategy, in a sustainable manner'.
- We reinforced sustainability roles in procurement management. We hired additional staff to monitor suppliers and provided training in human rights and environmental topics. We also launched an ambitious training program for our buyers as a first step in raising their awareness of environmental challenges.
- We reinforced our supply chain environmental strategy around renewable energy procurement (see [Energy and climate change](#)), water (see [Water](#)), and climate change (scope 3). Within this framework, we launched a comprehensive carbon footprint assessment of our most emissive suppliers through our 'Carbon neutrality in the supply chain' program (see focus).
- We created a supply chain mapping committee to reinforce our responsible sourcing program, extending the scope beyond conflict minerals to other critical materials, and adopted a forced labor statement detailing our actions in our upstream supply chain.

CARBON NEUTRAL SUPPLY CHAIN PROJECT

ST is committed to decarbonization and aims to work with its partners to reduce carbon emissions. In 2023, we launched a carbon neutral supply chain program to reduce our scope 3 emissions related to the purchase of goods and services. The objectives are to:

- build the carbon footprint calculation methodology
- identify and prioritize decarbonization levers
- integrate carbon reduction criteria into procurement processes
- train buyers through a dedicated learning plan

In 2023, one of the program's main achievements was collecting the carbon footprint of 95 suppliers, representing more than 60% of our purchasing spend, including those suppliers and subcontractors with the highest emissions. The figures showed that our top 50 suppliers represent 60% of our scope 3 greenhouse gas emissions related to the purchase of goods and services.

An additional achievement was identifying emission reduction levers for pilot commodities and developing guidance to engage suppliers.

We also built a roadmap for a three-stage training course for buyers, launching the first stage to raise awareness of environmental challenges.

Our next steps will be to upskill our buyer community with advanced training, set reduction objectives with suppliers, and monitor their performance.



Risk management

Our approach to managing our supply chain starts with identifying risks. This enables us to take targeted actions to control these risks and remediate any negative impacts.

Sustainability risks

To identify, prevent and mitigate sustainability risks, we conduct regular risk assessments of our supply chain.

100%

of new material suppliers assessed on sustainability risks

We assess risks before onboarding suppliers. In 2023, 100% of our new material suppliers were assessed for sustainability risks, including risks related to forced labor, occupational health and safety, and the environment, including management of hazardous substances. When critical risks such as forced labor are identified, we take further action, ranging from individual support to full onsite audits. Failure to mitigate risks may result in banning suppliers.

Each year we conduct a risk assessment of all our tier one suppliers based on supplier activity risks and supplier location risks. Risk identification is based on external data obtained through an intelligence platform and industry audit results, as well as internal audit data. We refine the process according to purchasing spend and the presence of suppliers on site. In 2023, we identified 373 suppliers across 541 facilities as being at risk in terms of sustainability.

In 2023 we launched a company-wide program dedicated to carbon footprint assessment. The assessment covers 95 suppliers representing more than 60% of our annual spend in 2022.

We also detect risk on health and safety of construction projects through an enhanced safety tracking system (see [Health and safety](#)).

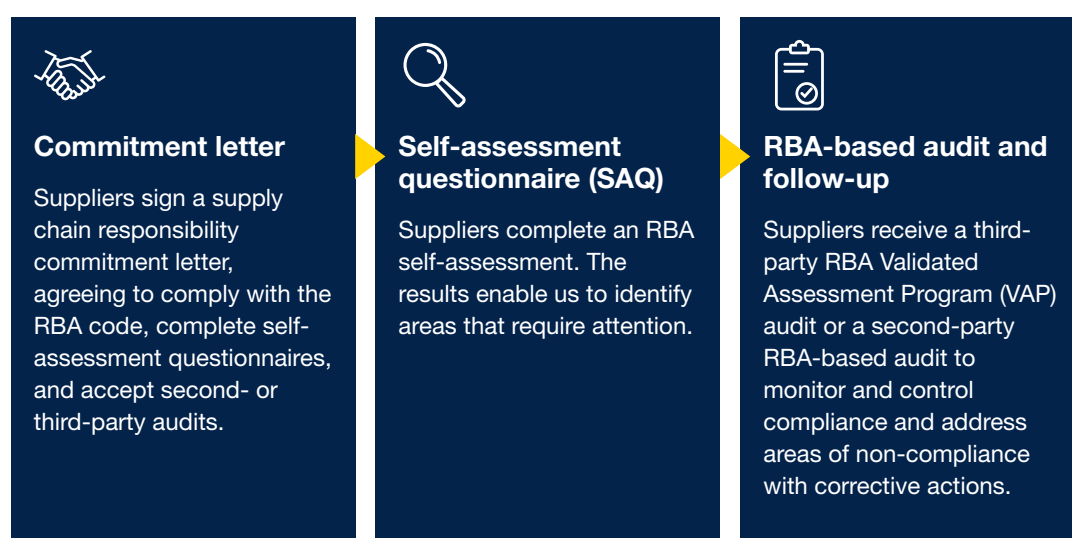
Addressing and monitoring our risks

Engage, prevent, mitigate, and remediate

As a full member of the Responsible Business Alliance (RBA), we are committed to complying with the RBA code of conduct, which we have adopted as our supplier standard. The RBA supplier engagement model (see below) is an important pillar of our supply chain due diligence.

When entering into a business relationship with ST, suppliers must declare they have read and understood ST's business ethics and corporate responsibility statement, and that they agree to comply with the latest version of the RBA code of conduct and apply it in their own supply chain.

In addition, we require our high-risk suppliers to undertake the three steps of the RBA engagement model:



In 2023:

- 97% of our high-risk suppliers signed the RBA commitment letter to contractually engage on RBA standards and audit
- 444 suppliers' facilities completed a self-assessment questionnaire, 13% up on 2022
- 150 corporate social responsibility audits were conducted, 29% up on 2022

+29%

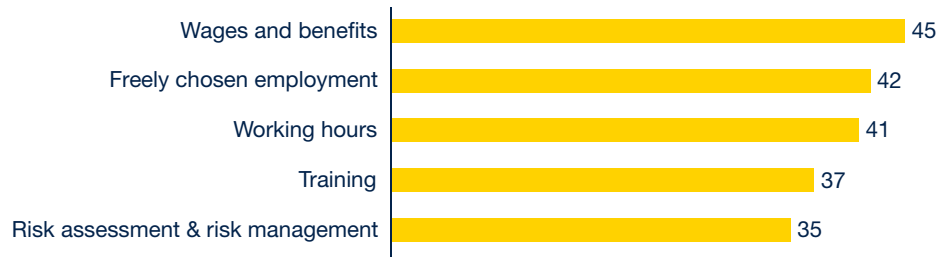
suppliers audits in 2023

Top audit findings of material, equipment/spare-parts suppliers and subcontractors ⁽¹⁾
[308-2](#) | [414-2](#) | [409-1](#) |



⁽¹⁾ Number of findings based on results of 60 third-party RBA audits. ⁽²⁾ It refers to the control of policies related to labor topics.

Top audit findings of service providers ⁽¹⁾ | 308-2 | 414-2 | 409-1 |



⁽¹⁾ Number of findings based on results of 90 local service providers' 2nd party RBA-based audits.

We regularly follow-up with our suppliers to encourage them to sign the RBA commitment letter. Our aim is to secure 100% compliance. All audited suppliers with non-conformances must implement corrective actions. These are verified in a follow-up closure audit. Our closure rate is reported in [Key data](#).

Sustainability performance is fully integrated into our supplier performance management model. If the supplier is unable or unwilling to meet these requirements, we may impose sanctions. These could include decreasing the supplier's market share or terminating the contract.

Our actions also cover remediation if harm is detected. The amount of recruitment fees reimbursed to workers as remediation measures decreased significantly in 2023 to US\$6,000, compared to US\$248,000 in 2022. This was due to delays in some supplier reimbursements. Some reimbursements also included fees related to medical expenses, which are usually much lower than other recruitment fees, leading to a lower average reimbursement amount per worker.

Capacity building on sustainability

Engaging buyers

In 2023, more than 150 buyers were engaged in our carbon neutrality training program. The first of the three stages aims to raise buyers' awareness of environmental challenges and create a common culture of environmental engagement. Subsequent stages aim to develop advanced and expert competencies to targeted managers and buyers.

Training procurement managers

We regularly train procurement managers engaged in responsible supply chain programs to develop their expertise in social and environmental domains.

In addition, we invite our procurement community to participate in responsible supply chain quarterly calls, where we present the most recent updates on regulations, risk identification, and monitoring processes.

Developing suppliers

We support our suppliers in raising their awareness of sustainable practices. We provide e-learning on risk areas such as labor (including working hours and forced labor), ethics, health and safety, and the environment, and through dedicated awareness sessions where necessary.

In 2023, more than 170 companies participated in our customized learning paths in the RBA e-learning platform or were trained by our site Sustainability Champions. In addition, our site Sustainability Champions, together with ST's suppliers, organized awareness and training sessions for workers. Overall, more than 1,600 supplier employees took part in e-learning sessions, meetings, webinars, and workers' voice channels in 2023.


We also engage locally with suppliers by organizing local stakeholder events at ST sites. These included a safety week at ST Crolles (France), supplier days at ST Bouskoura (Morocco), ST Catania (Italy), and ST Kirkop (Malta), and sustainability commitment trophies at ST Rousset (France), where we created a sustainability award for local suppliers. The 2023 award went to Sodexo for its 'Waste Watch' program to reduce catering waste.



Dai Niizuma
General Affairs and Personnel
Department, TESEC Corporation

The standards of the RBA are often more stringent than domestic laws. It is challenging to understand complex requirements and align company rules, including those for suppliers. Amid these challenges, we greatly appreciate ST's support, providing advice on RBA, introducing RBA-hosted events and educational programs, and addressing our specific queries.

Grievance reporting

Like our own employees, our suppliers and their workers have the right to use our independent multilingual ethics hotline to share any concerns. The hotline is accessible online (see www.st.com ) or by phone in several languages and allows reports to be made anonymously if desired. If grievances are raised, ST and the supplier must ensure complainants are protected against any retaliation. | 3-3 |

Contributing to the SDGs

Our commitments and programs described above contribute to UN Sustainable Development Goals (SDGs):





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
SG20: Conduct an annual risk assessment of our supply chain and audit 100% of our high-risk suppliers by 2025.		Risk assessment conducted Audit: 49% with valid audit (2 year cycle - 263 out of 537 facilities at risk)
Annual sustainability goal	Status	Comments
≥90% of suppliers at risk for sustainability signed an agreement to comply with the RBA code of conduct.		97%



Responsible mineral sourcing

ACTING TOGETHER

We use a holistic approach to identify, manage, and monitor responsible mineral sourcing.

RMI

member since 2011


600+

customer requests on mineral sourcing

100%

of products are conflict-mineral free

A diverse range of minerals and metals are needed to manufacture semiconductors. Sourcing these components is complex and requires robust processes to manage the risks. The multitier nature of the supply chain adds further difficulties, as does its global scale, which may include areas affected by conflict.

At ST, we have developed a holistic approach to identify, manage, and monitor responsible mineral sourcing. We are closely engaged with our suppliers and conduct due diligence in our sub-tier supply chain. We acknowledge the critical role of minerals in the green transition. It is therefore our priority to ensure we do not procure raw materials that have a negative impact on people, and we actively seek solutions to limit our impact on the environment. Further details of our approach to this topic can be found on our dedicated webpage at www.st.com .

Our policy statement is fully aligned with OECD due diligence guidelines. It is available at www.st.com  . | 3-3 |

Conflict-free minerals

Acting on 3TGs

Tantalum, tin, tungsten, and gold, collectively known as the 3TGs, are used in electronic components such as semiconductors. They are also potential 'conflict minerals'. This refers to minerals (and the associated refined metals) that are mined, traded, controlled, supported, or financed by illegal armed groups, causing serious human rights violations and environmental damage in conflict-affected and high-risk areas (CAHRAs).

As part of our strategy to address this risk, we joined the Responsible Minerals Initiative (RMI) in 2011 and started to implement a conflict minerals process focused on the Democratic Republic of Congo (DRC) and neighboring countries. In 2012, we released our first Conflict Minerals Reporting Template (CMRT). By implementing new processes and reporting templates within our supply chain, we achieved 100% compliance with the Responsible Minerals Assurance Process (RMAP). From 2017 to 2020 and again in 2022 and 2023, all our products were conflict-mineral free.



Conflict minerals – suppliers/subcontractors and smelters

	2019	2020	2021	2022	2023
Number of suppliers and subcontractors associated with at least one 3TG metal	124	124	137	154	141
3TG suppliers and subcontractors that have completed the RBA-RMI ⁽¹⁾ due diligence survey (%)	100%	100%	100%	100%	100%
Number of smelters identified in ST's raw materials supply chain	167	168	163	222	205
Number of smelters identified in ST subcontractors' supply chain	253	238	183	217	209
Total number of smelters identified in ST supply chains	253	239	189	229	210

⁽¹⁾ Responsible Minerals Initiative.



Karine Maurinaux

Responsible Minerals Sourcing,
Product Quality and Reliability

“I'm proud to have been involved in our conflict minerals program since it began 12 years ago. We have made significant progress thanks to the engagement of the whole responsible mineral community. Our successful reassessment in the RMI Downstream Assessment Program is a testament to this dedication. It is our goal to set an example and inspire further progress throughout our supply chain.”

Extending to cobalt

In 2016, we extended our efforts to monitor cobalt, another potential conflict mineral found in our products and technologies. Two years later, cobalt became part of our standard process, and we published our first Cobalt Reporting Template (CRT), issued by the RMI. At the end of 2021, we started using the Extended Minerals Reporting Template (EMRT), which is a combination of the CRT and Mica Reporting Template (MRT).

Our 2023 EMRT demonstrates significant progress, 82% of the smelters in our supply chain are now RMAP compliant, compared to 60% in 2022.



As a member of the RMI, we benefit from access to valuable resources and data to monitor our impacts and progress, and ensure we comply with new or evolving regulations. We contribute to RMI working groups and plan to address further unregulated minerals in the future.

Risk assessment and mitigation

We require our suppliers to use minerals originating from smelters that conform to the RMAP standard. Each new supplier is screened, and every new raw material is systematically pre-assessed to determine whether it falls within the scope of our responsible minerals sourcing program.

We are committed to removing all non-compliant smelters from our supply chain. Every year, suppliers complete a questionnaire on our requirements, enabling us to evaluate their maturity and their willingness to commit to due diligence. Additionally, suppliers are required to provide us with their updated CMRT. In case of changes in the supply chain, suppliers are expected to notify us within two weeks and provide a compliant reporting template within 90 days.

We ensure we remain vigilant by sharing any risks we identify with ST management every quarter.

We encourage any stakeholders concerned about non-compliance or risk of non-compliance to raise a grievance either on our independent multilingual ethics hotline, accessible on our website (see www.st.com ) , or through the [RMI grievance portal](#)  .

2023 overview

As part of our ongoing due diligence efforts, in 2023 we declared 210 smelters from 141 suppliers and subcontractors in our 3TGs supply chain. At the end of the year, 100% of these smelters were validated as RMAP compliant, the same as 2022. During the year, we removed 26 smelters from our supply chain and introduced seven new smelters.

External environment

In 2023, the global geopolitical environment remained challenging. Despite this, we managed to complete our annual supplier questionnaire in four months, compared to five months the previous year. This was achieved through better collaboration with suppliers, a proactive approach to previously identified issues, and a drive for greater transparency from all involved parties.

We continue to face challenges related to supplier CMRT publication. These setbacks are difficult to anticipate and cause delays in our own reporting process. We continue to take into consideration external conflicts and new laws to ensure we remain compliant with all relevant regulations.

Internal processes

The CMRT is an essential tool for us to share our supply chain evolution with our customers. In 2023, we released five CMRT updates.

600+

**requests on
responsible mineral
sourcing**

In recent years we have had a steady increase in customer requests on responsible mineral sourcing, reaching more than 600. In view of this heightened demand, we implemented a new communication process to make relevant information and updates more accessible. Updates to the CMRT are now automatically communicated to customers who have already raised a request. A total of 165 customers benefited from this new process in 2023.

In 2023, a supply chain mapping committee was established within ST as part of our responsible sourcing program. The committee considers conflict minerals among other materials (see [Responsible supply chain](#)). We also worked towards further digitalization of our processes. This included a review of our global process data management, which will allow for greater accuracy in the future and reduce CMRT cycle time going forward.


We have worked to increase internal knowledge and awareness of responsible minerals through cross-functional collaboration, training, and communication. In 2023, we hosted our first ever supplier and material quality day. This was a collaborative event which brought together experts from diverse departments within ST to raise awareness of minerals and metals.

EU regulation

In 2021, the EU Conflict Minerals Regulation (EU Regulation 2017/821) came into force. We decided to voluntarily engage in the RMI Downstream Assessment Program (DAP). This provides validation for customer requirements across mineral and metal value chains and meets the requirements of the EU regulation. In 2022, ST was confirmed as fully compliant – the first semiconductor company to pass this audit.

As an early adopter of the program, we were among the first companies to be reassessed and pass the audit in 2023. This process gave us the opportunity to monitor the evolution of our responsible minerals sourcing program and reevaluate internal procedures and practices. This included:

- ensuring alignment with OECD due diligence guidance for responsible supply chains of minerals from CAHRAs
- defining risks and formalized response strategies
- communicating ST and RMI grievance processes internally, on our portal and in supplier communications
- reinforcing internal and external stakeholder training using RMI materials
- implementing formal reporting to ST management

We also published a combined conflict mineral report in accordance with the US Security and Exchange Commission (SEC) and EU reporting framework, available at www.st.com .

Contributing to the SDGs

Our commitments and programs described above contribute to UN Sustainable Development Goals (SDGs):



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 multistakeholder 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
SG19: Follow highest standards for 100% of the materials we use: Hazardous Substances Process Management (IECQ080000) and responsible sourcing initiatives, such as RMI.		HSPM: 97% RMI: 100%



STEM event, ST Ang Mo Kio, Singapore

Community and education

ACTING TOGETHER

We encourage our employees to organize and participate in community initiatives to support social and economic development.

810+
community events

156,000+
hours of volunteering

610+
STEM your way
events

We support the communities where we operate by contributing to local ecosystems which enrich and create value. Our activities include industry and academic partnerships, and community development initiatives. We are passionate about sharing science and engineering with young people. We encourage our employees to engage in our programs, which support our sustainability strategy and are adapted to the local context.

Since 2012, we have measured our community involvement through the Business for Societal Impact (formerly London Benchmarking Group) methodology, a global standard to measure and manage corporate community investment. | 3-3 |



Global involvement

In recent years our community program has grown significantly. In 2023, we implemented more than 810 community and education initiatives worldwide, at 42 sites in 23 different countries. These included:

- US\$3.5 million in cash donations
- US\$2.6 million in in-kind donations
- 156,000+ hours of Company time (50% of the total contribution)

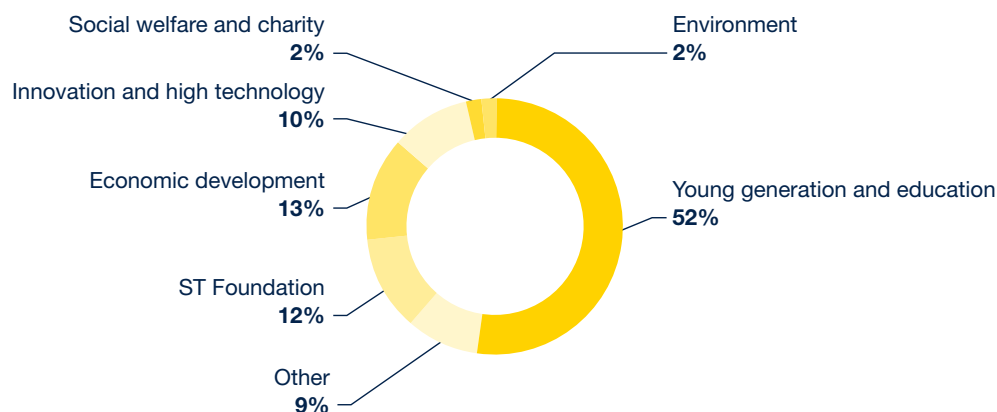
The significant rise in community initiatives is largely due to the continued expansion of our 'STEM your way' program. Other areas we supported include the ST Foundation, innovation, economic development, health, the environment, and social welfare.

810+
community initiatives

In 2023, we launched two company-wide fundraising campaigns in collaboration with the Red Cross. ST employees donated over US\$110,000 to support earthquake victims in Turkey, Syria, and Morocco. This amount was matched by ST and was used to support and protect the lives of those affected.

ST Italy showed support for people in the region of Emilia-Romagna, which was devastated by severe floods in May 2023, through a one-off donation of over US\$1 million. A further US\$75,000 was raised by employees, which was matched by ST.

Domains of involvement⁽¹⁾



⁽¹⁾ Among initiatives classified as young generation and education, some are also related to economic development, innovation, and high technology.

ST4Good

In 2023, we began the roll out of our employee engagement tool, ST4Good. The digital platform provides access to volunteering activities and makes it easier for employees to contribute to community initiatives. The program was launched with dedicated events and initiatives at four ST sites: Catania (Italy), Crolles (France), Geneva (Switzerland), and Muar (Malaysia). This led to an increase in employee awareness about their potential contributions to local communities and beyond. At our Muar site, nearly 500 people donated blood, while at our Catania site, a festive lunch was organized at the end of the year for 100 elderly people. As a result of donations, the sites were able to collect and distribute nearly 2,000 books to children in their respective communities. In 2024, the tool will be rolled out to all ST sites and employees.



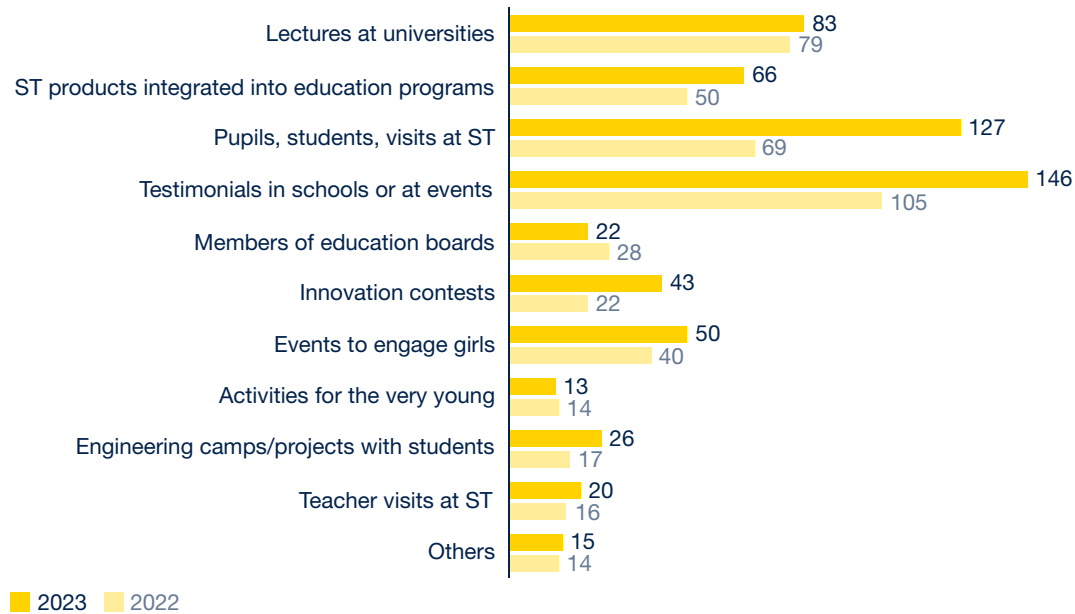
STEM your way program

Science, technology, engineering, and mathematics (STEM) education prepares students with the knowledge and skills to succeed in a technology-driven world. It can provide the tools needed to develop solutions to complex global problems and boost curiosity in young people. Our 'STEM your way' program raises awareness among young people about the importance of STEM subjects and inspires them to explore STEM-related careers.

100,000+
beneficiaries of STEM
initiatives

In 2023, we organized over 610 STEM events and initiatives, a 35% increase on the previous year. As a result of this effort, there were more than 100,000 beneficiaries including students and teachers. Our worldwide network of STEM champions and ambassadors has helped us accelerate our efforts and effectively develop and launch engaging initiatives.

Number of STEM initiatives



Starting young

We recognize the benefits of encouraging curiosity and creativity in children before they choose their academic path. Throughout the year, we significantly increased the number of events to reach more children, including webinars, tours of our sites, and visits to schools, with dedicated hands-on activities.

Building partnerships is an important step in this commitment. Our Beijing site (China), signed a three-year memorandum of understanding with the local government in Pengshui to cooperate on sustainable development. The partnership provides assistance and support to address digital and educational gaps in the region. In 2023, student scholarships were provided, and equipment such as computers was donated to local schools.

Under the framework of our STEM your way program, ST supports ‘Adopt a float’, a multidisciplinary educational initiative to promote ocean literacy (see [ST blog](#)). The program helps people understand the impact of climate disruption on aquatic life, with teaching materials designed to make the topic especially accessible to primary, middle, and high school children. Our STEM ambassadors plan to use this partnership to inform students about the use of robots to promote ocean sustainability.

Higher education

At university level, we help to equip students with skills for their future careers. Our technical experts are involved in developing new curricula, building content, delivering courses, and training teachers to prepare students for the world of work. In 2023, we expanded our reach to new countries, including Egypt and Mexico, where we were able to identify and support various initiatives.

In 2023, our Rousset site (France) continued to develop our I-NOVMICRO innovation program to develop and promote microelectronics in the south of France. Several successful initiatives were launched in schools, universities, and laboratories. These included I-NOVGAMES, which gave local engineering students the opportunity to innovate for the Olympics by developing connected objects using ST components. Several of these projects were presented at ‘Fabriquons France 2030’, an event in Paris which was attended by the Minister of National Education and the Minister of Higher Education and Research.

STEM for girls

We believe our industry needs more diverse talent to create a better future. Combating gender stereotypes in science and technology is a key focus of our initiatives. We expanded our programs in this area, with 50 initiatives in 2023 reaching 7,390 students.

In 2023, we held our second edition of 'Break the Bias', with global events reaching around 1,800 teenagers. In Singapore, we continued to develop our approach, with a focus on attracting diverse talent to STEM subjects (see focus). Our Muar site (Malaysia) launched a STEM lab at a local primary school. The lab aims to encourage primary and secondary school girls to explore STEM by providing them with an inspiring learning environment and appropriate equipment and resources.

FOCUS

STEM IN SINGAPORE

Inspiring and engaging young people in STEM is an important way to attract a new generation of engineers. At our Ang Mo Kio site (Singapore), the STEM program has expanded significantly, growing from six activities in 2021 to 33 in 2023. A strategic partnership with 'GirlsPioneers', a flagship program by United Women Singapore, has led to improved gender diversity, with many girls participating in the events and activities.



The growth and success of the program can be attributed to our STEM ambassadors, who increased from 25 to nearly 100 by the end of 2023, thanks to the work of a dedicated core team. ST's STEM ambassadors are volunteers who share their skills and expertise as speakers, mentors, and robotics coaches. The team is driven by passion and an ambition to raise engagement with STEM in the local community.

To develop the program, Vittascience kits were used as a key tool throughout 2023. The kits made it easier to engage primary and secondary school students and those in tertiary institutions, regardless of gender. Exciting robotics workshop were a great way to explain the semiconductor industry and introduce ST to a new audience.

Thanks to the commitment of those involved, the program now reaches around 2,000 people each year.

In Italy, our female-focused STEM events reached approximately 1,800 participants. An example from our Catania site (Italy) is Women in Science (WiS), an initiative launched by the Institute for Microelectronics (CNR-IMM). It aims to share scientific culture and STEM related activities with girls and boys from 15 to 18 years old. Seminars are held throughout the year, hosted by female researchers from the institute, speakers from national and international universities, and female technical experts from ST. There is a strong emphasis on breaking down gender stereotypes and biases to encourage girls to embrace careers in STEM.



IMM Istituto per la Microelettronica e i Materiali
Consiglio Nazionale delle Ricerche

Rosaria Puglisi

Researcher at CNR-IMM, Coordinator of STEM Women in Science

“I have been managing the collaboration between the Institute for Microelectronics (CNR-IMM) and ST Catania (Italy) since 2019. The Women in Science project hosts seminars which present academic research from our institute, alongside industry expertise and knowledge from ST. Through this relationship, we are able to break down silos, find a common vision, and provide young women with a unique perspective of the possibilities offered by the scientific world.”

ST Foundation: two decades of impact

The mission of the ST Foundation (see www.stfoundation.org) is to develop, coordinate, and sponsor projects that use modern science to promote progress and sustainable development in less privileged communities worldwide. In 2023, the foundation's flagship Digital Unify (DU) program reached a significant milestone, having impacted over one million individuals since its inception 20 years ago.

The work of the foundation has always been centered on education to empower people individually and as a community. In the last two decades, educational activities like the DU program have expanded from reaching 900 individuals to over 100,000 annually, a testament to the commitment and success of its campaigns. In 2023, a new strategic partnership with the International Telecommunication Union (ITU) was established.

1 million +
people trained since
2003

To achieve its aims, the ST Foundation receives a wide range of support from ST. In 2023, this included:

- a cash donation of US\$1 million
- two full-time people to manage the foundation's activities in France and Italy
- electronic and IT equipment, including 1,000 computers donated within France
- significant support with coding courses from volunteers at ST Italy
- support from the Corporate External Communication team to maintain the foundation's website and produce its activity report for external stakeholders

In 2023, the foundation added additional resources in its efforts to strengthen digital literacy. These included new tools and courses such as [Vittascience starter kits](#), coding courses made by a French startup specializing in educational tools. A key development was the global roll out of the coding course in countries including Italy, France, Morocco, India, Malaysia, the Philippines, and Senegal. ST employees were essential to the initiative's growth and success, in particular a 'Train the trainer' initiative led by volunteers from our Tunis site (Tunisia).

The support of ST employees also made it possible to launch a new initiative in Senegal. Launched in November 2023, the project is sponsored by ITU and aims to teach 80 young girls to code in its first phase.

Contributing to the SDGs

Our commitments and programs described above contribute to UN Sustainable Development Goals (SDGs):



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



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

2025 sustainability goal	Status	Comments
SG6: Engage employees in deploying STEM partnerships in 20 countries by 2025.		18 out of 20 countries*
* China, Czech Republic, Egypt, France, Germany, India, Italy, Israel, Malta, Malaysia, Mexico, Morocco, Philippines, Singapore, Switzerland, Tunisia, UK, USA		

Community indicators

This section includes indicators and GRI Standard disclosures.

Supplier agreement to comply with ST business ethics and corporate responsibility standards⁽¹⁾ (%)

	2019	2020	2021	2022	2023 ⁽²⁾
Supplier agreement	79	89	93	91	71

⁽¹⁾ Percentage of total number of suppliers with business relationship during the year.

⁽²⁾ Calculation methodology changed starting 2023. Until 2022, signature was at supplier level, from 2023 onwards it is signed for each facility.

Number of suppliers and facilities at risk for sustainability^(1,2) | 308-2 | 414-2 |

		2019	2020	2021	2022	2023
Direct procurement						
Material suppliers	Suppliers	87	89	103	84	92
	Facilities	237	240	277	227	196
Back-end subcontractors	Suppliers	26	28	26	29	30
	Facilities	39	40	54	55	59
Front-end subcontractors	Suppliers	7	6	11	12	11
	Facilities	18	14	23	24	22
Indirect procurement						
Equipment/spare-parts suppliers	Suppliers	80	58	59	38	43
	Facilities	94	75	85	52	54
Service providers & labor agencies	Suppliers	252	154	177	177	197
	Facilities	252	154	177	177	210 ⁽³⁾
Total suppliers		452	335	376	340	373
Total facilities		640	523	616	535	541

⁽¹⁾ According to social, ethics and EHS criteria.

⁽²⁾ Supplier refers to a holding. A facility is the factory/location that produces the goods/services, or a supplier entity based on a ST site. Suppliers may have several facilities.

⁽³⁾ From 2023, service providers are counted for each site they serve.

NA = not applicable

Suppliers' and subcontractors' Environmental, Health & Safety certification⁽¹⁾ (%)

	2019	2020	2021	2022	2023
ISO 14001 certified/EMAS validated					
Material suppliers	97	97	88	96	75
Equipment/spare-parts suppliers	44	50	52	50	41
Back-end subcontractors	96	96	96	97	75
Front-end subcontractors	100	100	100	91	100
Overall	76	82	79	85	71
ISO 45001 certified					
Material suppliers	56	58	55	58	39
Equipment/spare-parts suppliers	14	10	14	11	9
Back-end subcontractors	75	61	66	78	61
Front-end subcontractors	78	80	80	73	100
Overall	43	45	46	53	42

⁽¹⁾ For the number of facilities in the scope see the table 'Number of suppliers and facilities at risk for sustainability'. It does not include service providers & labor agencies.

Step 1 – supplier contractual agreement to comply with RBA code of conduct^(1,2) (%)

	2019	2020	2021	2022	2023
Direct suppliers					
Material suppliers	91	92	99	98	95
Back-end subcontractors	100	96	88	100	100
Front-end subcontractors	100	100	91	100	100
Indirect suppliers					
Equipment/spare-parts suppliers	85	93	93	97	86
Service providers & labor agencies	95	98	84	99	100
Total	93	96	90	99	97

⁽¹⁾ Contractual agreement is signed at supplier level. For the number of eligible suppliers see the table 'Number of suppliers and facilities at risk for sustainability'.

⁽²⁾ Number of suppliers who have signed a commitment to the current version of the RBA code of conduct or equivalent, and accept to complete assessments and audits.

Step 2 – CSR self-assessment questionnaires of supplier facilities^(1,2) (%) (SAQ) | 308-2 | 414-2 |

	2019	2020	2021	2022	2023
Direct suppliers					
Material suppliers	83	89	93	90	88
Back-end subcontractors	87	85	81	64	68
Front-end subcontractors	89	100	87	83	86
Indirect suppliers					
Equipment/spare-parts suppliers	87	93	96	92	85
Service providers & labor agencies	33	64	18	49	79
Total	64	82	70	74	82

⁽¹⁾ SAQ is completed at facility level. For the number of eligible facilities see the table 'Number of suppliers and facilities at risk for sustainability'.

Step 3 – CSR audits of supplier facilities^(1,2) (%) | 308-2 | 414-2 |

	2019	2020	2021	2022	2023
Direct suppliers					
Material suppliers	2	5	8	10	16
Back-end subcontractors	23	10	26	16	29
Front-end subcontractors	17	43	13	33	9
Indirect suppliers					
Equipment/spare-parts suppliers	0	7	6	12	19
Service providers & labor agencies	13	43	20	40	43
Total facilities audited during the year	8	18	13	22	28
Total facilities with valid audits⁽³⁾	18	17	28	36	49

⁽¹⁾ Audits are conducted at facility level. For the number of eligible facilities see the table 'Number of suppliers and facilities at risk for sustainability'.

⁽²⁾ Either initial third-party RBA audit or ST verification based on RBA audit protocol. Closure audits are also conducted to verify the closure of findings but are not included here.

⁽³⁾ Audits are valid for 2 years.

Supplier facilities average RBA SAQ score⁽¹⁾ (%)

	2019	2020	2021	2022	2023
Health and safety section	90.3	89.6	89.4	90.1	91.3
Environment section	88.6	85.8	84.4	87.2	88.8
Labor section	91.7	91.7	90.9	91.3	92.3
Ethics section	94.0	93.4	91.3	93.1	94.5
Overall average	91.0	90.1	89.1	89.7	90.8

⁽¹⁾ At-risk suppliers' facilities (material, equipment/spare-parts suppliers, subcontractors).

Average number of findings per supplier audit

	2020	2021	2022	2023
Priority non-conformances	0.06	0.22	0.17	0.21
Major non-conformances	1.56	3.54	1.89	3.83
Minor non-conformances	-	-	-	1.59

Closure rate⁽¹⁾ for suppliers' facilities audit (%)

	2023
Priority non-conformances	42
Major non-conformances	52
Minor non-conformances	63

⁽¹⁾ Percentage of findings closed within 12 months after discovery.

Recruitment fees⁽¹⁾ reimbursed to workers | 409-1 |



	2020	2021	2022	2023
Total amount of fees paid back (US\$)	29,852	137,651	248,153	6,302
Number of impacted workers	22	42	220	84
Number of suppliers involved	3	4	2	7

⁽¹⁾ Fees may be reimbursed by ST or by suppliers.

Supplier RBA training and awareness

	2021	2022	2023
Number of supplier companies	201	222	175⁽¹⁾
Number of supplier employees	452	1,733	1,692

⁽¹⁾ Methodology changed in 2023. Up until 2022, suppliers companies were counted for each training they attended. From 2023 onwards, suppliers companies are counted only once, regardless of the number of trainings completed.

Suppliers terminated as a result of a negative social or environmental impact | 308-2 | 414-2 | SDG 8.7

	2019	2020	2021	2022	2023
Number of suppliers	1 ⁽¹⁾	1 ⁽²⁾	1 ⁽³⁾	2 ⁽⁴⁾	0

⁽¹⁾ Legal requirement concerning social contributions not respected by a cleaning services company in Tunis site (Tunisia).

⁽²⁾ Contract not renewed with a security service supplier in Bouskoura (Morocco) due to excessive working hours.

⁽³⁾ Non-payment of social security contributions for its employees in Marcianise site (Italy).

⁽⁴⁾ Material supplier with risk of forced labor in subtiers (Japan); canteen service provider failing to comply with laws and regulation in Muar site (Malaysia).

Conflict minerals inquiry results in 2023 SDG 8.7

	Gold	Tantalum	Tin	Tungsten
Number of smelters	86	32	60	32
Smelters which are RMAP ⁽¹⁾ validated (%)	100%	100%	100%	100%
Smelters which are active in the RMAP ⁽¹⁾ but were not RMAP validated as of December 31, 2023 (active smelters) (%)	0%	0%	0%	0%
Active smelters which have declared sourcing from L1/L2 ⁽²⁾ countries or recycled or scrap sources ⁽³⁾ (%)	0%	0%	0%	0%
Active smelters which have not provided a declaration regarding country or origin of recycled or scrap sources (%)	0%	0%	0%	0%

⁽¹⁾ Responsible Minerals Assurance Process.

⁽²⁾ Level 1 countries are not identified as conflict regions or plausible areas of smuggling or export from the Democratic Republic of the Congo and its nine adjoining countries.
Level 2 countries are known or plausible countries for smuggling, export out of region or transit of materials containing tantalum, tin, tungsten or gold.

⁽³⁾ Based on information presented by suppliers and subcontractors.

Community involvement – inputs | 201-1 |

	2019	2020	2021	2022	2023
Number of community involvement initiatives ⁽¹⁾	389	340	520	661	814
Total contribution (evaluated in US\$m)	7.9	10.4	8.9	11.1	13.4

⁽¹⁾ Multiple activities linked to the same program count as one initiative.

Geographical spread of community contributions⁽¹⁾ (%)

	2019	2020	2021	2022	2023
Africa	2	1	2	2	2
Americas	0	0	3	3	4
Asia	11	11	11	7	7
Europe	73	76	69	69	72
Worldwide	14	12	16	19	16

⁽¹⁾ The sums may not add up to 100% due to rounding of the figures.

Community contribution

	2019	2020	2021	2022	2023
Cash donations (%)	23	21	15	20	26
Staff time volunteering (%)	66	43	68	55	50
In-kind (%)	9	34	15	20	20
Management costs (%)	2	2	2	5	4
Number of employees engaged in volunteering ⁽¹⁾	6,065	4,231	4,620	6,648	7,221
Number of hours contributed inside Company time	145,498	114,324	138,305	148,300	156,083

⁽¹⁾ Employees are counted for each initiative, so the same employee may be counted several times.

Reason for community contribution⁽¹⁾ (%)

	2019	2020	2021	2022	2023
Community investment	97	64	96	96	87
Charitable donation (gift)	3	36	4	4	13
Commercial initiative	1	0	0	1	0

⁽¹⁾ The sums may not add up to 100% due to rounding of the figures.

Community involvement – outcomes

	2019	2020	2021	2022	2023
Number of beneficiary organizations	1,856	2,938	3,111	3,849	3,349
Number of direct beneficiaries	117,136	163,497	132,004	228,563	255,299

Direct beneficiary groups⁽¹⁾ (%)

	2019	2020	2021	2022	2023
Children/Teenagers	9	3	6	7	8
Students/Scientific communities	77	53	82	75	66
Affected by natural/man-made disaster ⁽²⁾	–	32	3	0	9
Local population	8	7	7	16	14
Senior/Elderly people	1	4	0	0	0
Others ⁽³⁾	3	2	2	2	2

⁽¹⁾ The sums may not add up to 100% due to rounding of the figures.

⁽²⁾ Mainly linked to COVID-19 pandemic for 2020. Linked to donation following floodings in Emilia-Romagna region (Italy) in 2023.

⁽³⁾ Includes people on low incomes/unemployed, people with poor health, migrants and disabled people.