Putting people first



0.14
total recordable
case rate for
employees and
contractors



86% employee engagement rate



8,000+
employees
trained on
diversity and





PUTTING PEOPLE FIRST

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

24/7

well-being support platform

0.10

employeee recordable injury case rate 57,400+

safety field visits by managers

Health and safety is a constant priority at ST. We protect our 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 for a positive and productive workforce. These values are shared and reinforced across all our sites.

We have implemented a robust health and safety management system throughout our Company. In 2003, we were one of the first semiconductor companies to be certified OHSAS 18001 at our main manufacturing sites. This has now been replaced by ISO 45001.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 three years. All sites follow our corporate occupational health and safety policy, which aims to establish and maintain best practices. This can be found at www.st.com

ISO 45001

certified

In 2023, we 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 nine sites. Our site certifications are available at www.st.com <a href="https://www.st

Health

Promoting employee health

We believe adopting a healthy lifestyle is fundamental for an engaged and productive workforce. To support our employees, our various sites design health programs adapted to local legislation and requirements. Many sites offer regular medical check-ups and vaccinations. We take a preventive approach and also offer blood analyses, x-rays, and cancer screening, among other things, to facilitate early detection of illnesses.

To further support employees, our various sites offer targeted health initiatives or awareness campaigns. For example, our Catania site (Italy) ran a two-year voluntary health plan between 2021 and 2023 focusing on medical evaluation to prevent metabolic syndrome, a cluster of conditions that can lead to heart disease, diabetes and other serious illnesses. Nearly 2,000 employees participated in the program, which led to new diagnosis of conditions such as type 2 diabetes and high cholesterol. It also led to greater awareness and acknowledgement of non-critical health indicators.

At our Muar site (Malaysia), regular doctor-led health seminars are organized as part of the health program. Topical issues are covered, such as a presentation on nasopharyngeal cancer, focusing on early detection and treatment of the disease.

Well-being

In 2020, we launched our STCare program to support the well-being of our employees. We take a proactive approach and have implemented measures to reduce risk and assist our people. Every quarter, we monitor four key metrics globally and regionally to ensure they meet our defined standards of acceptability:

- stress levels
- · anxiety levels
- · depression levels
- risk of burnout

To provide additional support we partnered with Eutelmed, a healthcare platform which provides 24/7 access to dedicated confidential assistance. Nearly 16,000 connections to the platform have been registered since it opened in 2020. A network of over 300 psychologists and other specialists is also available to employees and their families.

We have taken practical steps to promote employee well-being across our sites. This includes elearning for employees and managers, and prevention and well-being webinars and workshops on a range of topics. In total, more than 4,500 managers have attended awareness sessions on psychosocial risk prevention and quality of life in the workplace since 2021. In 2023, almost 2,500 employees completed self-assessment evaluations which have helped them gain a better understanding of their well-being and take appropriate actions where necessary.

In 2023, we created a well-being index to gain insights into employee well-being and productivity across our sites. This tool enables sites to assess themselves and identify areas for improvement. It is based on 10 criteria including working environment, people, culture, working time, and workload management. Going forward, we intend to organize sharing sessions to promote best practices and raise awareness of relevant topics.

Safety

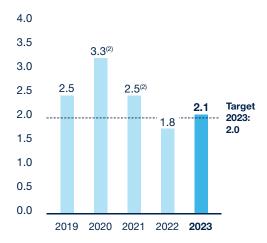
Through the collective efforts of our sites, we maintained strong safety performance results in 2023. Our employee recordable injury case rate was 0.10, better than our target of 0.13.

Employee recordable case rate⁽¹⁾ – injuries



⁽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.

The total recordable case rate was 0.14, which also exceeded our 2023 target of 0.16. This includes injuries and occupational diseases and covers both employees and contractors.

The severity rate related to employees' and contractors' injuries and illnesses was 2.80, a slight increase from 2.70 the previous year. We will continue to enhance communication and collaboration on safety between our sites to further improve our results.

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

	2021	2022	2023
Total recordable case rate for employees and contractors	0.15	0.12	0.14
Total severity rate for employees and contractors	3.20	2.70(2)	2.80

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

⁽²⁾ Rate updated to include additional information not available in the previous reporting period.



My top priority is to ensure a safe working environment on site every day. This requires anticipation, dialogue, and training for all employees, partners, and suppliers. In 2023, we received an ST safety award in Crolles, which I view as a testament to our hard work and collaboration. I'm proud of the team for this achievement, which shows commitment to our strong safety culture and an innovative approach to changing behaviors. Safety is everyone's business, and we all have to get involved every day!

PREVENTING RISKS FOR CONSTRUCTION WORKERS

Many of our sites have ongoing construction work which has led to an increase in contractors on site. Our sites have adapted their procedures accordingly to prioritize communication, knowledge transfer, and awareness.

At our Crolles site (France), the annual safety week was attended by over 1,000 ST



employees and over 700 subcontractors, the highest number to date. Events were tailored to this demographic and included activities led by safety, medical, and fire teams, along with interactive sessions to cut risks on construction sites.

Our Kirkop site (Malta), introduced a new contractor management system for health and safety auditing. Under the new system, ST personnel conduct daily audits to assess the level of vigilance among contractors. The new system allows information to be digitally registered. This facilitates instant access to data, which can also be accurately communicated to health and safety managers on site. Where necessary, additional preventive measures can be put in place to reduce the hazards and potential risks related to construction work.

At our Shenzhen site (China), a contractor management system has been implemented to improve communication on the site. This includes daily 'toolbox meetings' conducted for contractors by EHS or facility guardians. A safety dashboard is updated on a weekly basis and shared with all construction project owners.

Overall, our efforts to improve contractor management and safety demonstrate our commitment to ensuring a safe working environment.

Monitoring our performance

Everyone at ST is part of our shared vigilance approach and has a responsibility towards safety at work. To demonstrate visible involvement and lead by example, managers are encouraged to conduct regular safety visits and inspections. In 2023, we continued to improve our training for managers and offered coaching on conversation skills. This aimed to improve safety-related communications through positive reinforcement and by building engagement.

57,400+ safety field visits

We also implemented more ambitious targets for site visits and internal audits. As a result, the number of safety field visits by managers increased to 57,400, a 17% increase on the previous year. We also increased the number of evacuation drills, which involved 92% of ST employees worldwide and 97% of employees at front-end and back-end manufacturing sites.

We encourage the reporting and investigation of near-misses, hazards, and unsafe behaviors and conditions as part of our proactive approach. Due to increased visits and investigations by managers, as well as improved hazard identification, more than 45,800 potential hazards were detected and investigated in 2023. It is our aim to conduct thorough, structured, and objective investigations for all incidents and share best practice responses across our sites.

To recognize the efforts of our sites, we held our third Safety, Environment and Corporate Social Responsibility awards ceremony in 2023. Our Shenzhen site (China) and Crolles site (France) won the safety awards for consistently pursuing effective prevention programs and strong teamwork dedicated to enhancing safety on site.

Advancing our practices

ST's Safety First program was launched in 2013 based on the principle that 90% of accidents can be avoided. We believe safety is a value that must never be compromised. This commitment is endorsed throughout the Company and was renewed by senior management in 2023.

Within this 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 6.7 hours of training per employee on EHS topics.

In addition, each year we organize numerous safety events across our sites that are open to all employees. These include safety weeks and diverse activities to promote continuous improvement. The overall aim is to raise awareness, explore new ideas, and share best practices, with a focus on prevention.

In 2023, our sites recognized world day for safety and health at work, an international celebration endorsed by the United Nations. Our sites in Japan organized an event focused on disaster prevention and emergency response, with the support of an external speaker. Similarly, our Ang Mo Kio site (Singapore) conducted a range of health and safety activities, including a chemical prevention workshop and personal protection equipment showcase. In Rousset (France), screen savers were an effective reminder to employees to prioritize good posture, with ergonomics workshops also supporting the initiative.

As part of our disaster prevention program, members of the emergency response team at our Kirkop site (Malta) received a minimum of 30 hours training from fire fighters to equip them with 'first-level preparedness' on site for emergency situations. This included laying and using fire hoses, controlling real fires, and a search and rescue operation in challenging conditions.

We actively search for new and innovative methods to promote a strong safety culture and bring new meaning to our safety initiatives. In 2023, we used drama and theatre techniques as a learning tool. Actors helped simulate real-life scenarios, humanize safety messages, and bring a fresh perspective to a serious topic. At our Crolles site (France), the 'nudge' theory, a strategy that influences behavior was introduced. Nudges were used to improve traffic circulation on site and promote safe behavior within the building for employees and visitors alike.

Contributing to the SDGs

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



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 Total Recordable Case Rate of 0.15% or less by 2025 (work-related injuries and illnesses, including contractors).	✓	0.14%	

Annual sustainability goal	Status	Comments	
SG4: Maintain our Severity Rate at 2% or less each year (work-related injuries and illnesses, including contractors).	×	2.80%	
Subcontractors recordable case rate (injuries) of 0.22 or less.	×	0.28%	
Employee recordable case rate (injuries) of 0.13 or less.	✓	0.10%	
Employee severity rate ≤2.0 (injuries).	×	2.10%	



PUTTING PEOPLE FIRST

We believe companies play a vital role in respecting labor and human rights, and we strive to be a role model.

Ocore principles in our due diligence approach

80% of our employees covered by RBA audits

10/11 sites with RBA Platinum recognition

We aim to uphold the highest standards of labor and human rights, placing it at the core of our strategy and culture. We do this by developing and implementing robust due diligence programs to identify, prevent, mitigate, and remediate actual and potential



adverse impacts, both within our operations and throughout our supply chain. (For more information on our supply chain human rights due diligence program, please see **Responsible supply chain**).

Our due diligence program for our own operations is based on:

- embedding responsible business conducts into policies
- identifying and assessing adverse impacts (including through audit programs)
- · ceasing, preventing, and mitigating adverse impacts
- tracking implementation and results
- · disclosing how impacts are being addressed

| 3-3 | 2-23 |

Embedding responsible business conduct into policies

We joined the Responsible Business Alliance (RBA) in 2005 and are currently a full member. As an RBA member, we follow the RBA code of conduct which respects the OECD Guidelines on Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the UN

Universal Declaration of Human Rights, the ILO Core Conventions, and ILO Declaration on Fundamental Principles and Rights at Work

The principles covered by these standards are embedded in our internal policies, including:

- ST Code of Conduct []
- ST Corporate Social Responsibility Policy [2]
- ST Labor and Human Rights Procedure [2]
- ST Sustainability Charter [2]

We also expect our business partners, suppliers, and distributors to have business practices and processes aligned with these standards and/or with the RBA code of conduct. For more information on our supply chain due diligence program, see Responsible supply chain.

The above-mentioned policies emphasize ST's commitment to respecting salient human rights issues including:



Freely chosen employment

We prohibit forced labor, including bonded, trafficked, slave, involuntary, exploitative prison labor.



Fair wages and benefits

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



Freedom of association

We respect the rights of all workers to form and join trade unions of their choosing, to bargain collectively, and to engage in peaceful assembly.



Prevention of underage labor and protection of young workers

We prohibit child labor and ensure workers under the age of 18 are not exposed to potential hazardous work.



Fair treatment, antiharassment

We apply a zero-tolerance approach to any form of mistreatment and harassment.



Fair working conditions and employee well-being

We commit to providing a safe and healthy working environment, conducive to employee well-being.



Fair organization of working time

We maintain reasonable working hours and sufficient rest, in compliance with applicable laws and industry standards.



Non-discrimination

We prohibit any discrimination and provide equal opportunities to all employees based on their behaviors, skills, and abilities.



Privacy of personal information

We safeguard the privacy of all personal data we gather.

In 2023, we updated our Corporate Labor and Human Rights Procedure, available at www.st.com to strengthen our approach and enhance our comprehensive due diligence beyond legislation. The main changes and new requirements included:

- strengthened labor agency due diligence
- enhanced parental leave policy (see focus)
- · maximum threshold for training fee reimbursement requests, when relevant
- emphasis on the right to equal pay and adequate social protection
- adapted work environment for workers with medical conditions and disabilities

FOCUS

FOSTERING PARENTAL RIGHTS

As part of our Labor and Human Rights Procedure update, we have enhanced parental leave protection across ST. Since May 2023, on joining the Company every female employee has the right to 14 weeks of fully paid maternity leave, including at least six weeks of compulsory postnatal leave. We also provide the second parent



with at least two weeks of fully paid parental leave. Family structures have been evolving for some time and we recognize that paid parental leave must encompass a broad spectrum of parenthood. In line with our policy of non-discrimination, we provide fully paid parental leave in cases of adoption and surrogacy.

We are also committed to safeguarding parental rights and benefits by:

- providing full protection from dismissal during parental leave
- emphasizing the right to return to work in the same or equivalent position and pay
- requiring our sites to define and implement local carer's benefits for people with caring responsibilities
- guaranteeing that women on maternity leave receive at least the average increase given to employees on the site or country in a given year

These requirements also contribute to our diversity, equity and inclusion strategy and goals (see **Diversity**, **equity and inclusion**). More information on our new parental leave protections can be found in our Labor and Human Rights Procedure.

Identifying and assessing adverse human rights impacts

Our risk assessment processes are deployed at our major sites (700+ employees and/or manufacturing sites). They support the identification and assessment of actual or potential adverse human rights impacts for 89% of our workforce.

Risk assessments are undertaken using several methods, including:

- a corporate assessment of the inherent risks related to our activities and locations
- site-specific assessments to identify the labor and human rights risks associated with local operations at our major sites
- RBA human rights self-assessment questionnaires (SAQs). In 2023, our sites scored from 73.7/ 100 to 97.0/100. Our sites' average score is 85.6/100, exceeding the industry average of 79.6/ 100.

These tools are complemented by two audit programs covering up to 80% of our workforce. In addition to this, we also have a program of audits covering our suppliers and subcontractors. (For more information, see Responsible supply chain).

RBA audit program

RBA third-party audits are conducted on a two-year basis at our 11 largest manufacturing sites. All our manufacturing sites eligible for the RBA audit program were audited during 2022–23 (including initial and closure audits).

In 2023, thanks to the continual efforts of our teams, five of our manufacturing sites obtained RBA Platinum recognition with full compliance (200/200) during their initial audits:

- Bouskoura (Morocco)
- Catania (Italy)
- Crolles (France)
- Rousset (France)
- Tours (France)

These five scores complement the RBA Platinum recognition obtained in 2022 by our Calamba (the Philippines), Ang Mo Kio (Singapore), and Agrate (Italy) sites during their initial audits and in 2021 by our Muar site (Malaysia) during their closure audit.

Our Kirkop site (Malta) achieved RBA Platinum recognition during its last closure audit in 2021. The site conducted its next initial audit in 2023, and received Gold recognition, exceeding the industry average by 49 points.

Our Shenzhen site (China) obtained RBA Silver recognition during its closure audit in 2023, exceeding the industry average by 6 points.

Our 2023 RBA audit average score exceeds the industry average by 55 points in initial audits and by 6 points in closure audits.

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

Country	Site	SAQ score ⁽¹⁾	VAP score ⁽²⁾
High risk			
China	Shenzhen	75.9	187.1
Malaysia	Muar	80.9	164.7 ⁽³⁾
Singapore	Ang Mo Kio	73.7	200 ⁽³⁾
The Philippines	Calamba	81.1	200 ⁽³⁾
Medium risk			
Malta	Kirkop	79.5	193.2
Morocco	Bouskoura	91.7	200
Low risk			
France	Crolles	97.0	200
	Rousset	94.2	200
	Tours	92.9	200
Italy	Agrate	91.0	200(3)
	Catania	91.0	200

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 2022. All other audits were conducted in 2023.

The main non-conformances identified during our third-party RBA audits related to working hours.

Number of audits: 7

Total of priority or major non-conformances			
Labor, Ethics		Health and Safety	
Working hours	2	N/A	0
Management systems		Environment	
N/A	0	N/A	0

Labor and human rights (LHR) internal audit program

We conduct internal audits at least every three years on major ST sites. The LHR audit program assesses alignment with ST's Corporate Labor and Human Rights Procedure, as well as national, regional, and local regulatory requirements. It enables us to proactively identify risks and opportunities for improvement.

In 2023, we conducted two LHR internal audits. For this audit cycle, the areas identified for improvement were related to management systems and labor issues such as working hours, overtime rates, days off, and housing standards.

Preventing and mitigating impacts on human rights

We continually develop and implement measures to prevent or mitigate any adverse impacts identified through our risk assessment tools. Corrective action plans (CAPs) are established to close any gaps between local practices and ST's human rights standards.

CAPs identify and address root causes and aim to prevent any recurrence of identified adverse impacts by:

- providing a description of the preventive and corrective actions to address the root cause(s)
- including time frames that corrective actions must align with
- being tracked at both site and corporate level
- · enhancing our management systems and sharing best practices

CAPs may include policy or procedure changes, communication or training, and impact measurements.

In 2023, we implemented a range of preventive and remediation actions.

Description	Actions implemented
Risk assessment	Extension of labor and human rights risk assessment to smaller sites.
Reporting of violations and promise of non-retaliation	 Enhanced communication on grievance mechanisms, including posters, roundtables, and informative sessions, including with supervisors. Design of checks, including post-meeting questionnaires to verify the effectiveness of the communication channels implemented.
Prevention of underage (child) labor and protection of young workers	 Update of local policies and implementation and check of procedures to ensure full overview and verification of all workers' ages before entering the premises.
Awareness of RBA standards and workers' rights	Design and implementation of tools to communicate and address questions from employees on social responsibility standards.

Alongside CAPs, we provide labor and human rights training to raise awareness among employees and suppliers. ST's commitments in this regard emphasize compliance with the policies and standards mentioned above. | 409-1 |

In addition, any labor and human rights concerns from internal and external stakeholders can be reported through an independent multilingual **Speak Up Hotline** . Cases are handled with the utmost confidentiality, and we apply a zero-tolerance approach to retaliation. (For more information on ST's grievance mechanisms, see **Ethics and compliance**). I 3-3 I

Tracking effectiveness and performance monitoring

We continually monitor and review our sites' and suppliers' performance by tracking CAPs to measure and improve their effectiveness in addressing adverse human rights impacts. Corrective actions must be identified and implemented within 12 months. Audit and CAP updates are followed up and shared with sites quarterly.

ST sites' social performances are monitored every quarter through specific reporting tools, such as working hours and leave reports. We also regularly monitor and review site performance against specific objectives and targets. These are included in the personal objectives of the site Sustainability Champion and relevant human resources team.

Communicating

We annually communicate how we are addressing our risks and impacts, including through our sustainability report and French due diligence report available at www.st.com [].

In light of rapidly evolving human rights due diligence legislation, we also increasingly receive and address corporate social responsibility (CSR), labor and human rights-related requests from our customer request platform, **OLS** . In 2023, over 900 CSR-related requests were addressed by our teams. These included:

- information sharing on our labor and human rights due diligence through RBA documentation (including SAQs and audit certificates)
- ST's statement on labor and human rights issues, such as forced labor
- sharing of sustainability assessment results, such as EcoVadis

Collaborating on labor and human rights

We are a member of Entreprise pour les Droits de l'Homme (2) (EDH), a French business association for human rights. EDH membership supports us in enhancing our due diligence through stakeholder engagement by shaping practices and building capacity to uphold human rights.



edh

Laurent Lhopitallier
President, Entreprise pour les Droits de l'Homme (EDH) (France)

EDH is an association of practitioners dedicated to human rights practices within companies. In a context of growing regulatory obligations and increasing stakeholder expectations, it enables STMicroelectronics and other members to better understand human rights issues, to share knowledge and best practices with their peers, and to raise awareness of the importance of human rights in the corporate world.

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
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*

 $^{^{\}ast}$ 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
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)

PUTTING PEOPLE FIRST

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

86% employee

employee engagement score

49

average hours of training per employee

53

strategic academic partners

As a fast growing and inclusive high-tech leader, recruiting and retaining the best talent is a critical cornerstone to supporting and sustaining our business growth ambitions. We aim to be recognized as a market-leading, attractive, people-centric organization; an innovative employer where entrepreneurial spirit, feedback, cooperation, responsibility, and leadership are the norm. | 3-3 |

Enhancing employee experience

Our business growth ambitions depend on our ability to transform and adapt to challenges. In 2022, we launched our company-wide transformation program called Horizon. This aims to positively transform the experience of everyone at ST throughout every stage of their career, thanks to a simplified process and new digital tools.

Horizon addresses many aspects of the professional journey:

- leadership and culture
- talent acquisition
- · onboarding/offboarding
- performance management
- · learning and development
- career, internal mobility, and competency management
- well-being

Reinforcing our leadership culture

We strongly believe all employees are leaders and role models for the Company, and that success comes not only through what we do, but how we do it.

Our leadership model represents a set of common behaviors across the organization that capture our values of people, integrity, and excellence, while also driving ever-increasing levels of performance to meet our strategic ambitions.



This model is not only being embedded into all our people processes (talent selection, assessment, development, succession planning, and performance management) but also into our daily work at all levels of ST.

Revitalizing our employer value proposition (EVP)

In mid-2023, we launched a project to refresh and reinvigorate our EVP, to support our ambitious growth goals, to build awareness of these goals with our target talent market, and to enhance our attraction and retention strategies.

We started with primary research:

- 7 regional workshops covering all our ST regions: Italy, France, India, EMEA, Americas, Asia Pacific, and China
- · 32 leadership and newcomers' interviews
- 8 human resources (HR) focus groups
- 740 participants in a conversation-survey with our people

The objective was to discover insights from across the globe and build a 360° view of the organization. This initial discovery phase allowed us to ensure alignment with ST's current transformation. It also ensures we continue to align the internal reality with the EVP messaging to manage external market expectations and showcase what makes ST different from our competitors. The aim is to develop a consistent and accurate portrayal of what it is like to work at ST – and why people should choose to join us.

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. ST ambassadors share their experience as employees, showcasing our opportunities and promoting ST as a great place to work.

53 strategic partnerships

In 2023, we continued to build strategic partnerships with universities and engineering schools throughout the world to ensure a robust and healthy pipeline of candidates, while also establishing education pathways to respond to our specific skills needs. During the year, we collaborated with 53 strategic academic partners globally and over 250 sourcing partners.

We also launched the 'ST student job world tour', a series of video testimonials from interns and graduates who have experienced working at ST. The videos aim to inspire future talent by demonstrating the diverse career paths we offer.

STUDENT JOB WORLD TOUR

In 2023, we launched the 'ST student job world tour' as an innovative approach to attracting and retaining talent. The series features video testimonials from interns and graduates who have gained practical experience at ST through internships, PhDs, and other opportunities. The videos provide a glimpse into their daily life at ST and offer a chance to explore various aspects of the



Company's culture. Participants from many countries and regions, including France, Italy, India, Singapore, China, the USA, and Switzerland have contributed to the series.

The student job world tour is designed to engage a diverse group of students, including internal and external candidates from different backgrounds, genders, and roles. It also showcases the different career paths available at ST and our Company's commitment to diversity and inclusion. The videos are available on our intranet and social media, allowing prospective candidates to gain a deeper understanding of ST and envision a career with us.

Developing and supporting our talent pool

We aim to offer our diverse workforce a rewarding career experience, providing flexible opportunities for growth and development, as well as transparent processes for advancement and progression.

To support this ambition and build on our progress in recent years, we established a new center of excellence for end-to-end talent management in 2023 to engage, empower, and enable our workforce. We also launched a new performance management approach to bring greater objectivity and consistency to how we recognize and reward performance. This is supported by 300 regional change ambassadors and dedicated training for more than 4,000 people managers.

Each year, we have a goal setting process for employees, followed by a mid-year goal review. This helps ensure that objectives are clear, relevant, and achievable. We have incorporated the pillars of our leadership model into this process to encourage employees to demonstrate these behaviors in their work. Performance is evaluated annually. To complement this, we have implemented a 'continuous individual feedback for development' program. This provides an efficient way to help employees progress and offers a collaborative and holistic approach to team management.

In parallel, we are continuing our journey to digitize the talent experience, including the processes around recruitment, onboarding, learning, and development.

2023 involved a focused effort to build knowledge and awareness of our new leadership model, which helps to frame the expectations of leaders across the organization, including more than 40,000 employees participating in relevant awareness and development sessions.

We also accelerated our rollout of digital learning solutions covering a mix of themes from diversity, equity and inclusion to leadership development and technical and engineering topics. Our approach included internally developed e-learning (34,700 employees engaged) and leveraged growing partnerships with external providers, such as LinkedIn Learning (12,300 employees engaged) and Coursera (1,000 employees engaged). Overall, we delivered more than 88,000 digital learning hours across the organization.

Average

49

hours of training per person

When considering our entire development portfolio, we provided an average of 49 training hours per person in 2023.

Our commitment to embed the leadership model and support succession planning was further enhanced through coaching activities. This included the delivery of 158 individual coaching programs, with female participation boosted through our 'Advanced Women in Leadership' and 'Coach Her' initiatives. In addition, 36 'Team Up' team coaching sessions were delivered to foster collaboration and improve organizational alignment.

In our 2023 succession planning process, we extended our efforts to cover all senior management, going beyond the president and executive vice president roles. We are now well placed to focus on business continuity, further grow the succession pipeline, and foster a culture of growth and career development.

Achieving the full potential of our people

Listening to our employees

As our employees are at the heart of our success, listening to their feedback and input is essential to evaluate progress towards our transformation and growth.

Our 2023 employee survey consisted of 75 questions covering key categories including engagement, organizational agility, quality, and customer focus. The global participation rate was 87% of employees and the overall engagement index was 86%. This is an increase of three points on 2021 (when our last full engagement survey was conducted), and one point above the Global High Performance⁽¹⁾ Benchmark (75th percentile score).

87%

of employees would recommend ST as a great place to work

Overall, we saw positive trends in most categories, including organizational alignment, direct manager support, and employee experience. In particular, the results showed a six-point increase in 'receiving feedback that helps me improve my performance' and 87% of employees 'would recommend ST as a great place to work', four points higher than 2021.

We regard the survey as a critical source of information to identify opportunities to better understand and meet the needs of our evolving workforce. We have embarked on an action-planning process across regions and functions to ensure we analyze and understand the vital input it provides.

Once again, in 2023 we were independently awarded 'Top Employer 2024' in both Italy and France by the Top Employers Institute.

Considering the voice of the younger generation

By the end of 2023, over half of our employees belonged to generations Y and Z, and by the end of 2025, they will represent 75% of our workforce. It is crucial to listen to their perspectives to enhance employee experience and make ST an attractive and engaging place to work. With this in mind, we launched our 'Blossom' program three years ago to enable younger employees to voice their opinions, offer their ideas, be creative, and share their expectations.

In 2023, the Blossom network successfully organized 56 events. This included 14 meetings between groups of 'Blossomers' from around the world and our President and CEO, as well as 23 meetings with ST Presidents and Executive Vice Presidents. These regular exchanges between the Blossomers and senior management are crucial for ST as they allow our leaders to gain a better understanding of the expectations of generations Y and Z. This, in turn, helps us take follow-up actions to keep these generations engaged, as they are the future leaders of our Company.

During the year, Fabio Gualandris, President of Quality, Manufacturing, and Technology, met with Blossomers during his site visits to several countries, including France, Italy, and China. These visits provided open discussion and feedback on various aspects of the organization. As a result of these discussions, an action plan was launched, targeting key areas such as careers, collaboration, and innovation. We plan to incorporate the feedback received from Blossomers into concrete actions that will help us continue to improve and grow as a company.

⁽¹⁾ 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.



Alexandra Viaud

Extra-financial reporting, Corporate
Sustainability

As a member and ambassador of the Blossom network at ST Rousset (France), my job is to understand the expectations of the younger generation of ST employees. Our 2023 survey revealed the importance of issues such as career evolution, mobility, and sustainability. I'm proud to have helped build a roadmap for 2024 to engage employees on these topics and build a sense of belonging at ST for all Blossomers.

Enhancing quality of life at work

We believe that hybrid work can improve quality of life and help us to attract and retain talent. We have introduced a company-wide framework for flexible working arrangements. This allows employees to work from home or other locations, in accordance with local regulations.

We understand the importance of supporting the well-being of our employees. Our STCare program, among other initiatives, offers a range of resources which help promote a healthy work-life balance (see **Health and safety**).

In addition, we have introduced a new parental leave policy which supports new families and protects their rights (see Labor and human rights).

Compensation and reward

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 almost 23,000 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:

- · health and safety
- environment and climate
- · diversity and inclusion
- people management

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

The sustainability index is also one of the three criteria for our long-term incentive (performance stock awards) scheme. In 2023, we increased the number of beneficiaries in our long-term incentives scheme by more than 1,300, to include more young and entry-level talent.

Appreciation and recognition

In 2023, we celebrated the 30th edition of the ST Annual Recognition (STAR) awards, recognizing more than 2,000 employees. This edition of the awards fully reflected our leadership model, with the creation of a leadership award and the inclusion of leadership criteria in several award categories. Innovation being essential for us, we also celebrated our Innovation awards, which recognize three categories of innovative achievements: extraordinary competitive advantage patents, high potential inventions, and technical papers.

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.

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.	A	2 out 13 countries*	_

^{*} Germany, USA. 12 countries are above the local norms and two of them are at least 10 percentage points above. Our previous supplier, CulturelQ, was acquired by Perceptyx. The calculation method for the country norms used by Perceptyx is different from the one used by CulturelQ.



PUTTING PEOPLE FIRST

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

35% women in our workforce

77% DEI overall index score

8,000+ employees trained on DEI

With over 50,000 people from more than 120 nationalities and 40 countries, ST is 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. | 3-3 |

Accelerating our cultural transformation

DEI maturity assessment

Our DEI vision is, "At ST, you can be the true version of yourself". To help us achieve this, we accelerated our efforts towards a cultural transformation of the Company in 2023.

Changing behaviors and culture takes time. An important step in this journey is to understand our baseline and build a roadmap with clearly defined actions and milestones.

At the beginning of 2023, we received the results of our first DEI maturity assessment. This was conducted by an external firm, specialized in DEI analytics and advice. The DEI maturity assessment was a holistic process that included:

- Artifact review: human resources (HR) policies and processes, strategy presentations, internal communications material, and employee survey data.
- Stakeholder interviews: with the President and CEO, Executive Committee, and Vice Presidents.
- Focus groups: with seven different employee groups representative of our global employee base.
- Results of our DEI employee survey: from over 33,500 respondents worldwide, with optional selfdeclaration questions for people belonging to certain minorities (LGBTQIA+, caregivers, people with disabilities, and ethnic and cultural minorities).

Findings and actions

The detailed report and recommendations from the DEI assessment were shared with respective program owners, with an action plan and agreed timelines. Below, are some of the key findings included:

29.2%

women hired in exempt positions

- Our HR policies and processes are inclusive and in line with our DEI goals, but we need to recognize the influence of management culture on our DEI efforts. Additionally, the assessment revealed that ST employees face similar challenges, regard they belong to a minority. As a result, proactive steps have been taken to the process.
 - assessment revealed that ST employees face similar challenges, regardless of whether or not they belong to a minority. As a result, proactive steps have been taken to reinforce our efforts to develop inclusion for all employees. 2024 will see an awareness campaign and dedicated DEI events at organization and site level.
- To overcome cultural barriers, the assessors felt that further alignment and awareness was needed on ST's position against misbehaviors such as sexism and microaggressions, for example. One action we took to address this was the creation in 2023 of a worldwide taskforce for preventing sexism. The taskforce built on the work done by ST France to reduce workplace sexism: a series of educational videos and web conferences were launched, along with a poster campaign and deployment of sexual harassment advisors at all our French sites.
- Our hiring trend for women is progressing well, helping us move towards our target for the
 representation of women in Company management. However, more efforts are needed when it
 comes to promoting women. To address this, we established DEI scorecards for each
 organization, including hiring and promotion rates, with assigned DEI objectives. Progress
 towards the objectives is monitored on a quarterly basis.

DEI index within our employee survey

Following our DEI pulse survey in 2022, we created a DEI index in our employee engagement survey. The index is composed of several questions covering different dimensions of DEI, such as discrimination, inclusion, equity, diversity, and belonging.

In line with our DEI vision, one of the statements respondents were asked to agree or disagree with was "At ST, I don't have to hide who I really am in order to be accepted." In 2023, we achieved an 81% positive response rate for this statement, the same score as in 2022. We regard this as a positive indicator of the solid foundations for creating a truly inclusive culture at ST.

The overall 2023 DEI index score for the Company was 77%, a slight decrease from the 78% achieved in our 2022 focus survey. It is worth noting that the 2022 DEI focus survey had a 67% response rate, while the employee engagement survey had a significantly higher response rate of 87%.

Going forward, the DEI index will serve as a baseline to measure our progress and drive our priorities.

Strengthening diversity

Diversity is an important pillar of our employer value proposition. Our ambition remains to attract, recruit, and retain a diverse workforce by offering equitable and inclusive workplace opportunities, including flexible working.

At the end of 2023, women represented 35% of our global workforce, 26% of our exempts⁽²⁾ and 21% of our global STEM positions. In an under-represented technical field, we almost achieved our target of hiring 30% women for exempt positions, falling just short at 29.2%.

Our target for 2025 is to increase the percentage of women at each management level to 20%. As shown in the table below, we continue making progress, with each level of management gaining 1 percentage point. For the first time, we achieved an overall total of 20% of women in management positions.

⁽²⁾ Employees who hold positions normally requiring graduate or post-graduate education and who are not eligible for overtime compensation.

	2019	2020	2021	2022	2023
Junior managers	24	25	26	27	27
Experienced managers	18	19	20	20	21
Directors and senior managers	13	13	14	15	16
Executives (total)	9	10	10	13	14
of which belong to the Executive Committee and Executive Vice President group ⁽¹⁾	4	4	12	9	10
Total women in management positions	17	17	18	19	20
Women on the Supervisory Board	44	44	44	44	44

⁽¹⁾ List available on: https://investors.st.com/corporate-governance/leadership

We aim to create a diverse workforce that reflects society, including people with different abilities. In 2023, our sites in Singapore participated in a local government initiative called 'SG Enable', to hire persons with disabilities in engineering positions. At the end of 2023, one employee with a disability was successfully hired and integrated, with plans for more in 2024.

ST France launched a self-diagnosis tool to help people research their own potential disabilities anonymously, and then be supported through the declaration process. This enabled over 450 people to learn more about their situation and the support available to help them make the most of their working life at ST.

Growing equity

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.

Gender pay ratio 99.2%

We monitor our gender pay ratio each quarter, comparing women's and men's salaries by job level for each country where we operate.

At the end of 2023, we recorded an overall gender pay ratio of $99.2\%^{(3)}$. While the overall gap is small, we identified some areas to focus on and the relevant regions and organizations are working on closing these gaps.

Gender pay gap ratio⁽¹⁾ (%)

		2021 ⁽²⁾	2022 ⁽²⁾	2023
Operators		103.0	101.9	102.5
Non-exempts		100.1	101.4	101.4
Exempts	Non-management	98.3	98.2	98.1
	Management	96.5	96.3	96.2
	Executive	98.2	97.2	98.3
Total		100.0	99.3	99.2

⁽¹⁾ Includes base and variable salary.

New parental policy

We recognize that paid parental leave concerns all parents. Since May 2023, women are offered 14 weeks of fully paid maternity leave, with two weeks of fully paid leave for the second parent. Paternity leave is crucial for supporting men's care rights and responsibilities. Employees on maternity leave receive at least the average salary increase given to employees at the site or in the country that year (see Labor and human rights).

⁽²⁾ Data changed due to methodology update.

⁽³⁾ Calculation: (average annual salary plus variable women/average annual salary plus variable men) x100. Global averages are calculated weighted by country and job level headcount.

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.

The program begins with 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 2023, more than 100 women across all regions participated in 11 sessions.

840+

participants in our Women in Leadership program

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-and-a-half-day workshop, individual coaching, self-awareness, and a personal development plan. In 2023, we delivered 10 sessions across all regions, training 96 women in total.

This training program plays a key role in preparing a pipeline of women for executive management positions within ST. Since 2015, we have delivered over 80 WIL and AWIL sessions, across all regions, with more than 840 women benefitting from the training.

ST women have been increasingly active in the public sphere, presenting their work and participating in panel discussions at a variety of high-profile events. At the 2023 RADECS European Conference, ST sponsored a session dedicated to women in engineering where the chairperson and panelists were ST women from our French sites. In 2023, ST also became an advocate sponsor for the Women Leadership Initiative (WLI) organized by the Global Semiconductor Alliance. At WLI's flagship technical conference, Aradhana Kumari from our Greater Noida site (India) won the prestigious Female Up and Comer Award (see Awards 2023 overview). Frédérique Le Grevès, ST's Executive Vice President Europe & France Public Affairs and President of STMicroelectronics France, was chosen to chair the new IndustriELLES collective aimed at improving the place of women in the industry.

Court case in France

In 2015, 10 employees in France took their case of gender discrimination related to salary and career advancement in ST to the French court. After three years, the first instance judgement ruled out any discrimination. However, in 2023, the court of appeal overturned the initial decision.

ST does not tolerate discrimination of any kind. All concerns raised are taken seriously and investigated. If an allegation is confirmed actions are taken. (see **Ethics and compliance**, speak up and misconduct reporting).

In terms of gender equality, ST has been taking proactive measures for many years, as outlined in this article and in previous sustainability reports. However, we recognize that we have to continue our efforts in creating a truly equitable and inclusive workplace. We remain committed to making progress and ensuring that all employees are treated with respect and fairness.

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, equity and inclusion e-learning
- unconscious bias workshops

In 2023, over 8,000 employees completed the diversity, equity and inclusion e-learning course, a 36% increase from 2022. This increase was mainly thanks to strong support from the presidents of each organization within ST.

More than 2,100 employees from all regions where we operate participated in unconscious bias workshops in 2023. The workshop is supported by a team of more than 60 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.

2,100+

people trained on unconscious bias

Following the transgender inclusion guide for employees we published last year, in 2023 we developed a user guide for HR personnel and managers, as part of our commitment to ensuring a safe, equitable, and inclusive environment for everyone. The guide contains procedures for navigating HR systems for name and gender change. It also contains a list of recommendations relating to dress code, restrooms, and how to communicate these changes sensitively.

Employee resource groups (ERGs)

In 2023, we established a strong focus on setting up ERGs to promote inclusion in the workplace. These are voluntary, employee-led groups of people belonging to a minority or having a shared characteristic. The aim of the ERGs is to provide a safe space for members to share their experiences and challenges, help leaders understand what matters to these employees, and to support their professional development.

In less than one year, our first ERG for women – WISE (Women Inspiring Supporting and Empowering) – has strengthened its reach and taken on some important projects.

FOCUS

WISE ERG FOR WOMEN

The WISE community is growing fast, with some 1,400+ members in 60 locations. Sponsored by Frédérique Le Grevès, ST's Executive Vice President Europe & France Public Affairs and President of STMicroelectronics France, and Steve Rose, President Legal Counsel and Public Affairs, more and more allies and local sponsors are playing a key role in this network.



Since its launch in 2023, 26 WISE local networks and 44 local ambassadors have been appointed worldwide, with each defining their own local WISE roadmap.

A shadowing program, Discov'HER, was launched to raise awareness of different career paths in ST. Several women volunteered to talk about their role in ST, their professional journey, and their day-to-day responsibilities and activities.

Additionally, many roundtables and webcasts were organized at a global level to enhance the discussion around important topics, such as work-life balance or career evolution, and highlight the stories of ST's inspiring women and allies.

Following the success of a webinar on LGBTQIA+ inclusion in the workplace, we launched an ERG for this community with sponsors from our top management. The webinar and taskforce creation were done in collaboration with Têtu Connect, a think tank specializing in LGBTQIA+ issues. The governing committee is currently preparing a roadmap and a number of activities are planned for 2024.



From the start of our collaboration, STMicroelectronics showed great commitment towards the inclusion of LGBTQIA+ people in the workplace. At management level, there was strong support for employees to build an ERG which reflects their diversity and ways of life. It was very enriching and a pleasure to help this group of talented and committed people successfully launch their initiative.

Inclusive communication guidelines

We recently released internal inclusive communication guidelines. We believe our language and visuals shape attitudes as to what is considered normal and acceptable. Inclusive communication goes beyond avoiding offensive words and includes non-stereotypical, unbiased, and genderneutral language, as well as proper acknowledgment of people and cultures.

Contributing to the SDGs

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



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.	0	27% (junior managers) 21% (experienced managers) 16% (directors and senior managers) 14% (executives)
Annual sustainability goal	Status	Comments
Annual sustainability goal SG7: Recruit at least 30% women in all exempt positions every year.	Status	Comments 29%

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 employed directly by ST. workers

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

Indirect workers

Unless otherwise stated, the data covers all our sites.

coverage

Data

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

	2019	2020	2021	2022	2023
Americas	761	766	759	789	828
Female	192	188	185	212	233
Male	569	578	574	577	595
Asia Pacific	18,398	18,276	18,951	19,829	18,820
Female	7,484	7,432	7,616	8,202	7,718
Male	10,914	10,844	11,335	11,627	11,102
Europe	21,633	22,594	23,668	25,096	25,697
Female	5,320	5,616	5,941	6,392	6,513
Male	16,313	16,978	17,727	18,704	19,184
Mediterranean	4,762	4,380	4,876	5,656	5,943
Female	2,667	2,396	2,722	3,175	3,381
Male	2,095	1,984	2,154	2,481	2,562
Total	45,554	46,016	48,254	51,370	51,288
Female	15,663	15,632	16,464	17,981	17,845
Male	29,891	30,384	31,790	33,389	33,443

⁽¹⁾ Includes direct and indirect workers.

Employees by gender and by category | 405-1 |

	2019	2020	2021	2022	2023
Number of operators	15,794	15,894	16,524	17,343	16,024
Female (%)	56%	54%	54%	56%	57%
Male (%)	44%	46%	46%	44%	43%
Number of non-exempts	10,024	9,598	10,302	10,704	10,709
Female (%)	22%	22%	22%	22%	23%
Male (%)	78%	78%	78%	78%	77%
Number of exempts	19,736	20,524	21,428	23,323	24,555
Female (%)	23%	24%	24%	25%	26%
Male (%)	77%	76%	76%	75%	74%

External hires in manufacturing (%)

	2019	2020	2021	2022	2023
Jobs filled externally vs overall jobs filled	96	97	97	96	87

Hires by job type | 401-1 |

	2019	2020	2021	2022	2023
Operator	6,687	6,345	8,687	7,588	3,359
Female	2,114	1,870	3,125	3,828	1,735
Male	4,573	4,475	5,562	3,760	1,624
Non-exempt	3,033	2,473	3,255	1,849	3,419
Female	635	523	692	316	932
Male	2,398	1,950	2,563	1,533	2,487
Exempt	2,603	2,121	2,710	2,923	2,890
Female	713	573	808	894	800
Male	1,890	1,548	1,902	2,029	2,090
Total	12,323	10,939	14,652	12,360	9,668
Female	3,462	2,966	4,625	5,038	3,467
Male	8,861	7,973	10,027	7,322	6,201

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

	2019	2020	2021	2022	2023
Under 30 years old	72	72	73	63	61
30–50 years old	26	27	25	32	34
Over 50 years old	2	1	2	5	5

Hires by region (%) | 401-1 |

	2019	2020	2021	2022	2023
Americas	1	1	1	1	1
Asia Pacific	65	61	56	46	27
Europe	26	32	34	40	55
Mediterranean	8	6	9	13	17

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

	2019	2020	2021	2022	2023
Full-time contract	97	97	97	98	98
Female	94	94	95	95	95
Male	99	99	99	99	99
Part-time contract	3	3	3	2	2
Female	6	6	5	5	5
Male	1	1	1	1	1

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

	2019	2020	2021	2022	2023
Permanent contract	97	97	96	96	97
Female	96	96	94	93	94
Male	98	97	97	97	98
Temporary contract ⁽¹⁾	3	3	4	4	3
Female	4	4	6	7	6
Male	2	3	3	3	2

⁽¹⁾ Includes direct and indirect workers.

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

	2019	2020	2021	2022	2023
Permanent contract					
Americas	99.3	99.7	99.6	99.5	99.6
Asia Pacific	99.4	98.8	99.7	99.7	99.9
Europe	97.1	95.8	95.0	96.0	98.6
Mediterranean	89.2	92.6	86.5	78.7	78.6
Temporary contract ⁽¹⁾					
Americas	0.7	0.3	0.4	0.5	0.4
Asia Pacific	0.6	1.2	0.3	0.3	0.1
Europe	2.9	4.2	5.0	4.0	1.4
Mediterranean	10.8	7.4	13.5	21.2	21.4
(4)					

⁽¹⁾ Includes direct and indirect workers.

Workforce by employment relation (% of workers)

| 2-7 | 2-8 |

	2019	2020	2021	2022	2023
Direct relation ⁽¹⁾	99	98	98	99	99
Indirect relation ⁽²⁾	1	2	2	1	1

⁽¹⁾ Workers employed directly by ST.

Remuneration (%)

	2019	2020	2021	2022	2023
Employees below the ST minimum salary scale in their job grade (exempt)	13	13	9	11	18
Employees with individual salary increase	83	30	96	87	90

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

	2019	2020	2021	2022	2023
Eligible (exempt >JG 11) employees receiving unvested stock awards (%)	30%	27%	26%	28%	32%
Number of employees rewarded	5,590	5,070	5,126	6,400	7,750

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

	2019	2020	2021	2022	2023
Americas	21	21	20	22	25
Asia Pacific	34	35	35	35	34
Europe	87	87	102	110	114
Mediterranean	50	46	50	52	60
Total	105	103	115	118	122

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

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

Number of nationalities in Executive Committee | 405-1 |

	2019	2020	2021	2022	2023
Different nationalities represented in the Executive Committee	6	6	6	11	11

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

		2019	2020	2021	2022	2023
Americas	Female	25	25	24	27	28
	Male	75	75	76	73	72
Asia Pacific	Female	41	41	40	41	41
	Male	59	59	60	59	59
Europe	Female	25	25	25	25	25
	Male	75	75	75	75	75
Mediterranean	Female	56	55	56	56	57
	Male	44	45	44	44	43

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

	2019	2020	2021	2022	2023
Under 30 years old	49	40	42	25	15
30 - 50 years old	9	8	10	8	6
Over 50 years old	6	7	6	5	5

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

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

	2019	2020	2021	2022	2023
Average voluntary turnover rate ⁽²⁾	16.1	12.6	14.6	10.3	5.9
Average overall turnover rate ⁽³⁾	17.7	14.0	16.0	12.0	7.9

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

Average $^{(1)}$ overall turnover rate $^{(2)}$ by gender, by category and by region in 2023 (%) | 401-1 |

	Operator		Non-ex	cempt	Exempt	
	Female	Male	Female	Male	Female	Male
Americas ⁽³⁾	NA	NA	4.4	60.8	6.4	6.6
Asia Pacific	16.8	24.6	11.6	12.4	6.2	6.9
Europe	5.7	3.5	4.0	3.9	3.4	3.8
Mediterranean	3.8	9.0	3.8	9.3	17.4	15.3

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

Average employee age by category

	2019	2020	2021	2022	2023
Operator	35	36	35	35	36
Non-exempt	39	40	40	40	41
Exempt	44	44	44	44	44
Average employee age (years)	40	40	40	40	41

Employees by category and by age group in 2023 (%) | 405-1 |

	Under 30 years old	30–50 years old	Over 50 years old
Operator	38	49	13
Non-exempt	23	55	22
Exempt	15	52	33

Promotion ratio female/male by category and by region in 2023 (%) SDG 5.5

	Operator		Non-e	xempt	Exempt		
	Female	Male	Female	Male	Female	Male	
Americas ⁽¹⁾	NA	NA	NA	NA	13	10	
Asia Pacific	12	13	21	15	15	12	
Europe	9	6	9	7	19	15	
Mediterranean	14	8	25	14	20	17	

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

Disabled employees (%) SDG 10.3

	2019	2020	2021	2022	2023
Disabled people employed as % of total workforce	1.8	2.0	1.9	1.9	2.0

Career development (%)

	2019	2020	2021	2022	2023
Employees with a promotion in the year	10	8	12	12	13
Employees with a job function change in the year	2	2	2	2	2

 $^{\,^{(\!2\!)}}$ Resignations, retirements and dismissals.

⁽²⁾ Resignations.

⁽³⁾ Resignations, retirements and dismissals.

⁽²⁾ Resignations, retirements and dismissals.

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

Employee yearly Individual Performance Management (%) | 404-3 |

	2019	2020	2021	2022	2023
Operator	84	70	93	83	82
Female	77	54	92	81	80
Male	94	90	94	84	83
Non-exempt	90	92	52	75	83
Female	87	89	60	76	84
Male	92	93	49	75	82
Exempt	95	97	94	92	92
Female	95	96	94	91	91
Male	96	97	94	93	93
Total	90	85	85	85	87
Female	82	70	88	84	84
Male	95	97	83	86	88

Employees with a formal career development review⁽¹⁾ (%) \mid 404-3 \mid

	2019	2020	2021 ⁽²⁾	2022	2023
Non-exempt	47	50	13	36	28
Female	51	55	18	39	31
Male	45	48	12	35	27
Exempt	64	66	18	54	36
Female	66	68	19	55	35
Male	63	66	18	54	36

⁽¹⁾ Operators are managed through a different process.

ST population recognized through the technical ladder $\ensuremath{^{(1)}}$ (%)

	2019	2020	2021	2022	2023
Asia Pacific	3.5	3.5	3.8	4.0(2)	4.1
Europe & Mediterranean	6.7	6.9	7.1	7.1 ⁽²⁾	7.3
Worldwide	5.7	5.8	6.0	6.1	6.2

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

Employee survey – engagement rate (%)

	2019	2020	2021	2022(1)	2023
Overall participation rate	90	89	89	67	87
Individual engagement index	79	82	83	86	86
Organizational agility index	68	73	73	NA	75
Goal alignment index	80	82	84	NA	86

⁽¹⁾ In 2022 we did not run a full engagement survey, but rather a focus survey on diversity, equity and inclusion.

Internal mobility⁽¹⁾ (%)

	2019	2020	2021	2022	2023
Operator	4	3	2	3	15
Non-exempt	5	6	8	10	20
Exempt	20	27	23	18	22
Total	8	9	7	8	18

⁽¹⁾ Jobs filled internally.

Average number of training hours per year⁽¹⁾ | 404-1 | SDG 4.4

	2019	2020	2021	2022	2023
Operator	65	64	61	70	76
Female	62	55	59	65	73
Male	68	72	64	75	79
Non-exempt	46	35	34	32	47
Female	40	27	27	27	38
Male	47	37	36	34	49
Exempt	33	29	25	30	28
Female	37	31	27	34	31
Male	32	28	24	29	27
Total	50	44	42	47	49
Female	53	44	47	52	55
Male	47	44	40	44	46
Total number of employees trained ⁽²⁾	_	42,989	47,039	50,914	50,611

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

Average number of training hours per age group

	2022	2023
Under 30 years old	61	57
30–50 years old	43	51
Over 50 years old	23	23

Employees enrolled in ST supported external education programs (%)

	2019	2020	2021	2022	2023
Operator	1.1	1.0	0.8	0.9	0.7
Non-exempt	2.1	2.0	2.3	2.8	3.5
Exempt	3.6	2.2	1.5	1.6	1.2

Working time and overtime hours

	2019	2020	2021	2022	2023
Employees with regular worktime less than 48 hours per week (%)	85%	85%	85%	85%	96%
Average weekly overtime (hours per employee)	4.3	5.4	5.8	5.6	4.9

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

⁽²⁾ Data corrected due to error in reporting.

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

Unplanned absenteeism (%)

	2019	2020	2021	2022	2023
Unplanned absenteeism	2.77	3.32	2.93	3.35	3.08
% by region					
Americas	0.03	0.01	0.01	0.01	0.01
Asia Pacific	2.83	2.62	2.78	3.12	3.14
Europe	2.89	3.68	3.01	3.57	2.77
Mediterranean	2.45	5.03	3.59	3.89	4.50
% by gender					
Female	3.19	3.87	3.61	4.11	3.82
Male	2.54	3.02	2.57	2.96	2.68

Collective bargaining | 2-30 |

	2019	2020	2021	2022	2023
Number of collective agreements signed in the year	30	62	55	36	37
People covered by collective bargaining agreements (%)	78%	78%	79%	79%	80%
People covered by representatives (%)	71%	71%	72%	74%	75%

Fair wages (%) \$\infty\$ SDG 10.3

	2019	2020	2021	2022	2023
Employees paid above 105% of the legal or conventional minimum wage	93.2	90.1	95.1	92.9	92.9

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

		2019	2020	2021	2022	2023
China	ST standard working time	40	40	40	40	40
	Overtime	8.9	10.2	11.8	13.5	14.6
France	ST standard working time ⁽²⁾	38.5	38.5	38.5	38.5	38.5
	Overtime	0.1	0.1	0.1	0.2	0.4
Italy	ST standard working time	40	40	40	40	40
,	Overtime	0.3	0.2	0.3	0.3	0.3
Malaysia	ST standard working time	48	48	48	48	45
·	Overtime	12.2	11.7	10.4	11.7	11.8
Malta	ST standard working time	40	40	40	40	40
	Overtime	6.9	7.3	7.8	4.6	4.4
Morocco	ST standard working time	44	44	44	44	44
	Overtime	1.7	0.4	0.4	0.4	0.3
Singapore	ST standard working time	44	44	44	44	44
	Overtime	4.7	6.9	11.3	9.6	4.9
The Philippines	ST standard working time	48	48	48	48	48
riiiippilles	Overtime	0.9	11.5	11.0	10.1	8.5

⁽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 | SDG 8.8

		2023					
		%	Self-				
Country	Major site ⁽¹⁾	Workforce	assessment	Audit			
High risk							
China	Shenzhen	7.1%	✓	✓			
Malaysia	Muar	9.3%	✓	(3)			
Singapore	Ang Mo Kio and Toa Payoh	10.4%	✓	(3)			
The Philippines	Calamba	4.3%	✓	(3)			
Medium risk	T		1				
Malta	Kirkop	3.5%	✓	\			
Morocco	Bouskoura	7.6%	✓	✓			
Low risk							
	Crolles	9.1%	✓	✓			
	Grenoble ⁽²⁾	4.3%	✓	X			
France	Rousset	5.3%	✓	✓			
	Tours	2.5%	✓	✓			
	Rennes	0.2%	✓	X			
India	Greater Noida ⁽²⁾	2.1%	✓	X			
	Agrate	10.3%	✓	(3)			
Italy	Castelletto ⁽²⁾	2.2%	✓	×			
naiy	Catania	10.3%	✓	✓			
	Marcianise	0.5%	✓	×			
Sweden	Norrköping	0.1%	✓	X			
Percentage cov	erage of total workforce	89%	89%	80%			
Number of sites human rights S	subject to regular AQ and audits		17	11			

⁽¹⁾ Site with >700 employees or manufacturing operations.

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

	2019	2020	2021	2022	2023
Number of initial audits	3	5	6	5	6
ST average score (initial audit)	176	186	155	173	199
Comparison ST vs electronic industry average	+47	+45	+10	+29	+55
Number of closure audits	5	4	6	5	1
ST average score (closure audit)	183	198	198	200	187
Comparison ST vs electronic industry average	+13	+22	+20	+19	+6

⁽¹⁾ VAP: Validated Assessment Program.

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

	•				
	2019	2020	2021	2022	2023
Number of audits	8	9	12	10	7
Total of priority non- conformances (NC)	0	0	0	1 ⁽¹⁾	0
Total of major NC	12	11	37	15	2
Average major/priority NC/ audit	1.5	1.2	3.1	1.6	0.3
Labor					
Working hours	1	3	6	2	2
Wages and benefits	0	0	2	1	0
Freely chosen employment	2	0	3	2 ⁽¹⁾	0
Non-discrimination	1	0	2	1	0
Young workers	0	0	2	0	0
Total of major/priority NC	4	3	15	6	2
Average major/priority NC/ audit	0.5	0.3	1.3	0.6	0.3
Ethics					
Intellectual property	0	0	1	0	0
No improper advantage	0	0	1	0	0
Total of major NC	0	0	2	0	0
Average major NC/audit	0.0	0.0	0.2	0.0	0.0
Health and Safety					
Emergency preparedness	2	2	5	0	0
Occupational injury and illness	1	0	1	2	0
Industrial hygiene	1	0	0	0	0
Machine safeguarding	0	1	0	0	0
Food, sanitation and housing	0	1	0	2	0
Occupational safety	1	2	2	1	0
Health and safety communication	0	0	1	0	0
Physically demanding work	0	0	0	1	0
Total of major NC	5	6	9	6	0
Average major NC/audit	0.6	0.7	0.8	0.6	0.0
Environment					
Hazardous substances	0	0	0	2	0
Energy consumption and GHG emissions	1	0	0	0	0
Total of major NC	1	0	0	2	0
Average major NC/audit	0.1	0.0	0.0	0.2	0.0
Management Systems					
Supplier responsibility	1	2	2	0	0
Training	0	0	2	1	0
Audits and assessments	1	0	1	0	0
Improvement objectives	0	0	1	0	0
Company commitment	0	0	2	0	0
Management accountability and responsibility	0	0	2	0	0
Legal and customer requirements	0	0	1	1	0
Total of major NC	2	2	11	2	0
Average major NC/audit	0.3	0.2	0.9	0.2	0.0
(1) One priority finding related to our on-site contractors' working hours.					

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

⁽²⁾ Design centers.

⁽³⁾ Audits conducted in 2022. All other audits were conducted in 2023.

⁽²⁾ Covers our 11 main manufacturing sites.

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

SDG 3.8

	2019	2020	2021	2022	2023
Work-related health issues	79	88	79	81	82
Personal health issues	89	98	98	98	98
Direct family members health issues	68	83	82	80	83

⁽¹⁾ In addition to national healthcare schemes.

EHS training

	2019	2020	2021	2022	2023
Average number of EHS training hours per employee	7.4	5.7	6.0	7.4	6.7

Recordable case rate benchmarks(1)



- (1) Including injuries only. 2023 Benchmark data not available at time of publishing.
- (2) Bureau of Labor Statistics (United States Department of Labor)
- (3) Data corrected due to error in reporting.

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

SDG 8.8

	2019	2020	2021	2022	2023		
Gender							
Female	0.21	0.15	0.15	0.13	0.15		
Male	0.13	0.13	0.10	0.08	0.08		
Region	Region						
Americas	0.00	0.00	0.00	0.00	0.12		
Asia Pacific	0.11	0.12	0.10	0.09	0.09		
Europe & Mediterranean	0.21	0.16	0.14	0.11(2)	0.11		

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

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

	2019	2020	2021	2022	2023
Employee recordable case rate ⁽¹⁾	0.17	0.15	0.13	0.11(2)	0.11

⁽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	2023
Contractor recordable case rate ⁽¹⁾	0.28	0.18 ⁽²⁾	0.28

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

Recordable case rate⁽¹⁾ on-site industrial/domestic⁽²⁾ | 403-9 |

	2019	2020	2021	2022	2023
Recordable case industrial rate	0.09	0.07	0.06	0.06	0.07
Recordable case domestic rate	0.07	0.07	0.06	0.04	0.04

⁽¹⁾ 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 |

	2019	2020	2021	2022	2023
Fall or slip	45	47	49	45	40
Struck by or against	32	24	25	27	30
Overexertion	1	3	4	2	9
Caught in, under or between	7	8	4	4	2
Contact with chemicals	1	8	5	6	6
Bodily reaction from slip or motion	6	6	9	12	2
Others	8	4	4	4	11

Severity rate⁽¹⁾ by gender and by region

	2019	2020	2021	2022	2023
Gender					
Female	3.3	2.8	3.2	1.5	2.6
Male	2.0	3.5	2.2	1.9	1.8
Region					
Americas	0.0	0.0	0.0	0.0	0.0
Asia Pacific	0.7	1.7	2.3	0.7	0.6
Europe & Mediterranean	4.1	4.7	2.7	2.7	3.3

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

Severity rate⁽¹⁾ – injuries and illnesses

	2020	2021	2022	2023
Employee severity rate	4.0	2.6	2.4(2)	2.3
Contractor severity rate	-	7.2	4.3	5.1
Total severity rate for employees and contractors	_	3.2	2.7(2)	2.8

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

⁽²⁾ Data corrected due to error in reporting.

⁽²⁾ Rate updated to include additional information not available in the previous reporting period.

⁽²⁾ Data corrected due to error in reporting.

⁽²⁾ 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⁾ Rate updated to include additional information not available in the previous reporting period.

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

	2019	2020	2021	2022	2023
Occupational disease rate ^(1,2)	0.01	0.01	0.02 ⁽³⁾	0.01(4)	0.00
Gender					
Female	0.03	0.01	0.02(3)	0.01(4)	0.00
Male	0.00	0.01	0.01(3)	0.00	0.01
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	0.02	0.01	0.03(3)	0.01(4)	0.01

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

Occupational disease severity rate by gender and by region

	2019	2020	2021	2022	2023
Occupational disease severity rate ⁽¹⁾	0.93	0.72	0.12(2)	0.60 ⁽³⁾	0.22
Gender					
Female	2.70	0.13	0.15	1.48 ⁽³⁾	0.00
Male	0.00	1.03	0.11(2)	0.13	0.34
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	1.78	1.36	0.23(2)	1.13(3)	0.40

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

Lost workday incidence rate - contractors | 403-9 |

	2019	2020	2021	2022	2023
Lost workdays per 100 contractors	4.1	5.3	7.2	4.3	5.1

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

	2019	2020	2021	2022	2023
Americas	0.0	0.0	0.0	0.0	0.0
Asia Pacific	0.0	1.1	5.6	0.9	3.0
Europe & Mediterranean	6.9	8.2	8.2	6.6	6.4

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

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

	2019	2020	2021	2022	2023
Female	26	18	30	19	33
Male	74	82	70	81	67

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

	2019	2020	2021	2022	2023
Lost workday cases per 100 contractors	0.26	0.24	0.27	0.17	0.26

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

	2019	2020	2021	2022	2023
Americas	0.00	0.00	0.00	0.00	0.00
Asia Pacific	0.00	0.04	0.14	0.07	0.40
Europe & Mediterranean	0.44	0.39	0.35	0.23	0.21

⁽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 |

	2019	2020	2021	2022	2023
Female	30	18	20	12 ⁽¹⁾	13
Male	70	82	80	88	87

⁽¹⁾ Data corrected due to error in reporting.

Injuries costs and savings (US\$m)

	2019	2020	2021	2022	2023
Injuries costs	1.9	2.5	2.2	1.6	2.2
Costs if no action	10.1	10.5	11.7	12.0	13.1
Savings ⁽¹⁾	8.2	7.4	9.5	10.4	10.9

⁽¹⁾ Around US\$138m savings in 21 years.

Health & safety fines and total number of non-monetary sanctions in 2023 | 2-27 |

Ang Mo Kio (Singapore) fined \$SGP280,500 for work-related fatal accident that happened in 2017.

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

	2019	2020	2021	2022	2023
Employees	0	0	0	0	0
Subcontractors	0	0	0	1 ⁽¹⁾	0
Total	0	0	0	1 ⁽¹⁾	0

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

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

⁽³⁾ Rate updated due to a late recognition from authorities, after the closure of the previous reporting period.

⁽⁴⁾ Rate updated to include additional information not available in the previous reporting period.

⁽²⁾ Rate updated due to a late recognition from authorities, after the closure of the previous reporting period.

⁽³⁾ Rate updated to include additional information not available in the previous reporting period.