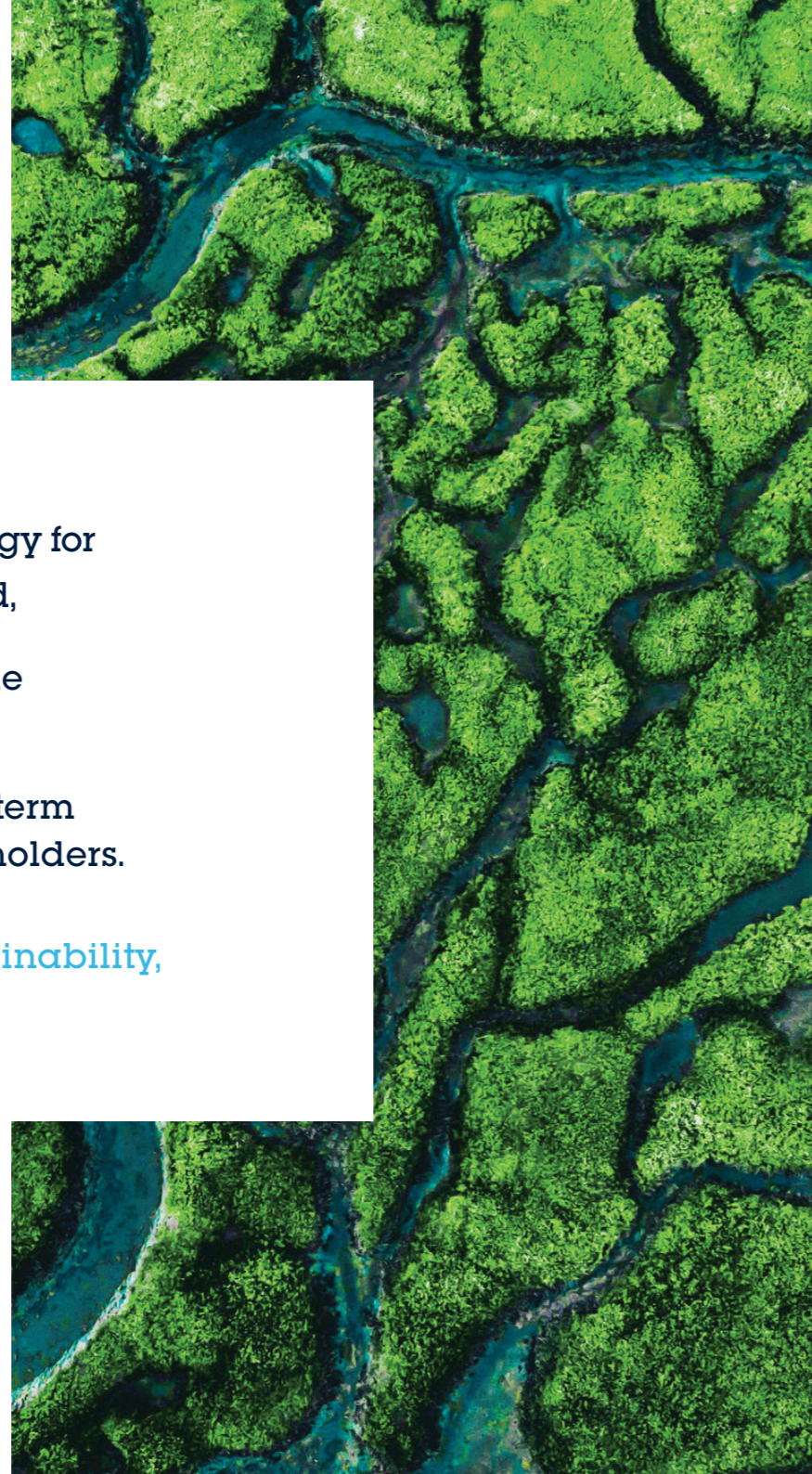


Sustainability charter

Our commitments and long-term goals





We create technology for a sustainable world,

We prioritize people and the planet,

We generate long-term value for all stakeholders.

Accelerating sustainability, together.



“At ST, our commitment to sustainability is part of our DNA and at the core of our value proposition towards all our stakeholders, and towards people, communities and society at large. We have achieved strong results across all key sustainability metrics during the last 25 years, but we are committed to do more and to accelerate our efforts – this includes our commitment to be carbon neutral and source 100% renewable energy by 2027.

Technology is intended to make people’s lives better. ST provides the semiconductor solutions that help our customers make a positive contribution to people’s lives, today and in the future. We believe the innovations we develop also contribute to solve global environmental, social, and societal challenges.

Our sustainability charter shows our key areas of engagement and summarizes the operating principles for how we will conduct our business, as well as the main goals we have set for the coming years. The charter covers all of ST’s sites and production facilities globally, and applies to all of our processes from design to production, and from sourcing to disposal of materials. We are convinced that our achievements will be greater if we act collectively with our customers, partners, suppliers, employees and leading sustainability organizations.

Accelerating sustainability, together.”

Jean-Marc Chery
CEO & President STMicroelectronics



1

We create technology for a sustainable world

Discover our commitments and 2021-2027 sustainability goals (SG)



“ We are creators and makers of technologies that enable responsible applications, for safer, greener and smarter living.

DESIGNING RESPONSIBLE PRODUCTS AND TECHNOLOGIES

By implementing a strategy for sourcing responsible minerals, developing packaging materials that are free of hazardous substances through the Ecopack® program, and by using 100% recyclable packing.

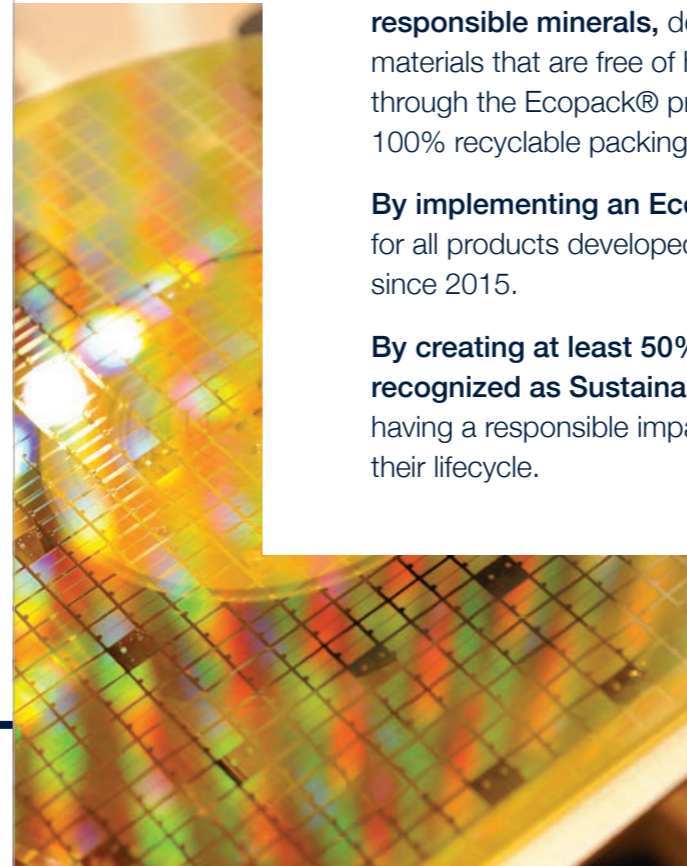
By implementing an Eco-design process for all products developed by our company since 2015.

By creating at least 50% of new products recognized as Sustainable Technology, having a responsible impact throughout their lifecycle.



SG1 Generate at least 20% of our revenues from new product lines by 2025.

SG2 Generate at least 33% of our revenues from our Sustainable Technology's most advanced responsible products by 2027.





2
We put
people first

“ People’s health and safety come first for us. We do not tolerate risk for work-related injuries and illnesses and act to support everyone’s well-being.

ENSURING HEALTH, SAFETY, AND WELL-BEING

By deploying employee health and well-being programs everywhere such as ST Health Plan, psychosocial risk prevention and assistance.

By ensuring high standards of ergonomics in our working environments.

By promoting continuous improvement and shared vigilance, strengthening safe behaviors, and building engagement through positive reinforcement.



SG3

Reach a Recordable Case Rate of **0.15% or less by 2025** (work-related injuries and illnesses, including contractors).

SG4

Maintain our Severity Rate at **2% or less each year** (work-related injuries and illnesses, including contractors).

<2%



“ We strive to be a role model and promoter of human rights, empowering people and engaging with the communities where we operate.

COMMITTED TO HUMAN RIGHTS AND COMMUNITY EMPOWERMENT

By demonstrating our commitment to labor and human rights, with zero-tolerance for forced labor.

By treating ST workers and employees with respect and dignity, and by providing fair and safe working conditions, including fair wages.

By strengthening our workplace culture, offering a best-in-class employee experience including quality of life at work and development opportunities for all.

By preparing for the future, supporting education in schools in all the countries in which we operate.

By encouraging our employees to organize or participate in community initiatives on topics such as environment, social welfare, education, and economic development.



SG5
Get **100% of ST manufacturing sites** recognized for social responsibility by external international bodies by 2025.

SG6
Engage employees in deploying STEM¹ partnerships in **20 countries** by 2025.



1 - STEM : science, technology, engineering and mathematics.



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

FOSTERING A DIVERSE AND INCLUSIVE WORK ENVIRONMENT

By maintaining zero-tolerance for discrimination everywhere.

By recruiting and retaining a diverse workforce reflecting society and the talent market, including but not limited to gender, disability, and nationality.

By ensuring equity in development and career opportunities, and equal remuneration.

By fostering an inclusive culture that values everyone and addresses bias and stereotypes.

SG7
Recruit at least **30% women** in all exempt positions every year.



SG8
Reach at least **20% women** in every management level by 2025.





We protect
the environment

3



We are committed to carbon neutrality, and share our sense of urgency with our partners, driving innovative ways to operate.

REDUCING ALL GREENHOUSE GAS EMISSIONS IN OUR OPERATIONS

By continuously reducing our direct emissions in absolute values as much as technically possible, with an intermediate goal of reducing our emissions by 50% by 2025 compared to 2018, to be compliant with the 1.5°C scenario aligned with the COP21 Paris agreement.

By increasing our renewable energy sourcing:

- Seizing all opportunities for on-site solar installations,
- Engaging in Power Purchasing Agreements connected to our sites' grid,
- Purchasing Renewable Energy Certificates.

By minimizing transportation emissions deploying responsible solutions for product logistics, business travel and employee commuting.

By offsetting our remaining emissions through reforestation and compensation programs by 2027.

In addition, we are treating air emissions in appropriate abatement systems to minimize pollution impacts.



SG9

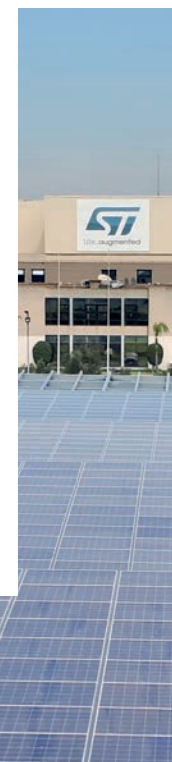
Be carbon neutral by 2027 in all direct and indirect emissions from scope 1 and 2, and focusing on product transportation, business travel and employee commuting emissions for scope 3.

2027



SG10

Adopt 100% renewable energy sources by 2027 through energy procurement and green energy installations.



“ In a world where energy consumption is critical, we are engaged in a constant energy-saving journey.

REDUCING ENERGY CONSUMPTION

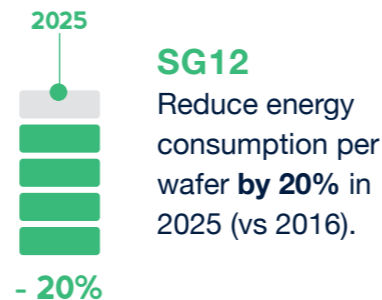
By implementing energy conservation projects, such as improving energy efficiency at equivalent production levels and optimizing facilities, processes and building design.

By designing and assessing all new buildings and manufacturing sites according to green building regulations and applicable best practices.

By integrating energy efficiency as a key principle in the design and execution of all facility projects.



SG11
Implement programs to reduce energy consumption by at least **150 GWh per year by 2027**.



“ We feel responsible and accountable for all water-related challenges wherever we operate.

REDUCING WATER USAGE AND ADDRESSING LOCAL SCARCITY RISKS

By assessing and evaluating the water stress level of all our manufacturing sites considering local constraints.

By ensuring all used water is appropriately treated before discharging it back into the natural environment.

By continuously improving water efficiency across our operations.



SG13
Improve our water efficiency **by 20% by 2025** vs 2016.

SG14
Recycle at least 50% of the water used each year.





“ Together with our customers and partners we strive for zero waste; we model the changes we want to see in the world.

REDUCING WASTE AND PROMOTING CIRCULAR ECONOMY

By implementing programs to minimize unnecessary resource consumption across our operations.

By striving for zero hazardous waste in landfill, including in locations where this is not a legal requirement: using innovation to replace hazardous materials and/or reusing as much as possible in a circular approach.

By minimizing the waste generated from our activities, recycling, and finally implementing circular economy programs for the residual waste.

SG15
Ensure an annual landfill waste rate below 3%.

SG16
Reuse or recycle 95% of our waste by 2025.



We generate **4** long-term value for all stakeholders



We care about doing what is right. Integrity is the foundation of our culture and drives our daily decisions.

ENSURING AN ETHICAL WAY OF WORKING

By putting integrity, respect, and accountability at the core of our decision-making process, in line with our Code of Conduct and values (People, Integrity, Excellence).

By enforcing a zero-tolerance policy towards any forms of bribery and corruption.

By promoting a speak-up culture where everyone feels comfortable to come forward without fear of retaliation.

By developing and proactively deploying communication, awareness and training modules supporting our Compliance, Ethics and Privacy programs.

By embracing privacy as a social responsibility in the way we collect and use the personal information of our stakeholders.

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



SG17

Ensure every year that 100% of our employees have access to and are aware of our ethics and compliance support line.

SG18

Ensure every year that 100% of exempt employees² sign an agreement to comply with our Code of Conduct and related procedures.



We see risk management as an opportunity for resilience, agility, and growth. We embed systemic identification, evaluation, and mitigation of risks in our operations.

EMBEDDING RISK MANAGEMENT EVERYWHERE

By complying at all our manufacturing sites with the Highly Protected Risk (HPR) or Adequately Protected Risk (APR) criteria of our Loss Prevention Program³.

By systematically assessing and mitigating or eliminating social, environmental, health, safety, and ethical risks in our operations and extended supply chain.

By adopting a precautionary principles approach when assessing the environmental, health and safety impacts of new operational processes, chemicals, and materials.

By controlling, reducing, or eliminating substances of concern and risks in our processes and activities.

3 - Loss Prevention Program: Ensure ST sites have an appropriate level of protection against fire, associated perils (smoke, corrosion, heat, and water) and other risks (natural hazards ...) 4 - RMI: Responsible Minerals Initiative - is one of the most utilized and respected resources for companies from a range of industries addressing responsible mineral sourcing issues in their supply chains.



SG19

Follow highest standards for 100% of the materials we use: Hazardous Substances Process Management (IECQ 080000) and responsible sourcing initiatives, such as RMI⁴.

SG20

Conduct an annual risk assessment of our supply chain and audit 100% of our high-risk suppliers by 2025.



“ We listen to our employees, customers, investors, and partners, take into account their expectations, and work together for mutual success.

ENGAGING ALL STAKEHOLDERS

By engaging all categories of stakeholders in a full materiality review every three years.

By engaging suppliers and subcontractors on our sustainability journey by providing training and support, and requesting ISO 14001, ISO 45001, and ISO 50001 certifications.

By conducting due diligence in our sub-tier supply chain to ensure we do not procure raw materials that are directly or indirectly associated with human rights violations and minimize environmental impact.

By deploying green procurement standards including, but not limited to, low impact materials, utilities, goods, and services.

By establishing long-term partnerships with our customers to align with their sustainability requirements.



SG21
Further reduce defects by **20% per production unit** by 2027 (vs. 2020).

SG22
Achieve an employee engagement rate of at least **10 percentage points** above local norms in all major countries by 2025.



“ We value transparency and trust. We continuously track and consistently share our successes and challenges with our stakeholders.

TRACKING AND REPORTING OUR PROGRESS

By continuously monitoring our progress, including periodic audits of all our largest sites worldwide, and ensuring continuous improvement through rigorous preventive and corrective actions.

By certifying and validating all new manufacturing sites according to ISO and EMAS within 18 months from the start of operations.

By being an active member of the Responsible Business Alliance (RBA), and sharing the results of RBA audits with customers.

By transparently reporting our challenges, opportunities and progress in our annual sustainability report, following internationally recognized reporting standards, and obtaining third-party verification.



SG23
Annually report our progress on **all our long-term goals**, following the most advanced standards.

SG24
Maintain certification for **100%** of manufacturing sites (ISO 14001, ISO 45001, ISO 14064, ISO 50001).





**ACCELERATING SUSTAINABILITY
TOGETHER**

