Putting people first

Health and Safety

ST Crolles, France

People's health and safety always come first at ST. We are committed to protecting the health and safety of employees and contractors by providing a safe working environment, preventing work injuries and illnesses, and providing access to healthcare.

Since the beginning of the COVID-19 pandemic, we have had two priorities:

- the protection and safety of our employees and our subcontractors by maximizing all prevention measures that can be put in place
- the continuity of our activities to fulfil our commitments

By continually focusing on these priorities across every area of our business, we have been able to maintain the health and well-being of our people and uphold our responsibilities to customers and other stakeholders. I 103-1 I

Health

Keeping our employees healthy, safe, and supported

In 2021, as the pandemic continued, all our sites around the world persisted with adapting their health and safety measures to the local context.

One of our most important measures was giving employees the opportunity to get their vaccinations at work. More than 13,000 employees took advantage of the offer.

>13,000

voluntary vaccinations

We continued with our Corporate Crisis Team (CCT) that has been meeting every week since 2020 to monitor the COVID situation and ensure we take the right measures across all our sites.

All our manufacturing sites remained operational in 2021 and we ensured the safety of employees on site by taking the following measures:

- regular and specific communication to our employees according to the alert levels at each site (physical meetings, travel restrictions, working-from-home arrangements, quarantine procedures, etc.)

>10 million

masks distributed

- strict control of site entrances with a self-declaration, filtering process, and temperature checks
- personal protective equipment: more than 10 million surgical masks distributed in 2021 and hand sanitizer everywhere, for everyone
- social distancing: protection measures in canteens, flow management in staircases, lifts and corridors, strict distance to be respected everywhere, restrictions on the use of meeting rooms and training rooms
- adapted measures to minimize potential COVID-19 transmission in some areas, such as cafeterias with a takeaway food option and longer opening times, air renewal monitoring, and high-frequency cleaning in shared spaces
- working from home for eligible employees
- 24/7 psychological support with STCare supported by Eutelmed, giving all our employees permanent access to immediate, anonymous, and confidential care
- planning for 'back to normal' progressive measures driven by site managers and adaptable to the health situation of each country (planning was developed according to applicable regulations, including trade union agreements and site hosting capacity)

All these measures were deployed to protect our employees in their work environment. However, some local contexts were challenging, and we regret that 29 of our employees died of COVID-19 during the year.

Safety

In 2021, we achieved our best-ever safety result, with a recordable case rate (injuries) for ST employees of 0.12, better than our target of 0.15.
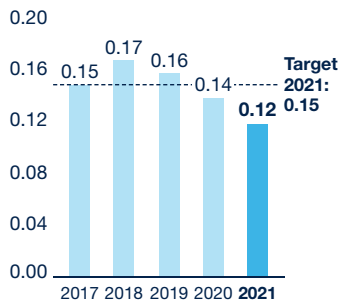
0.12

recordable injury case rate

We improved our severity rate (injuries) by 26% vs 2020 reaching 2.4, but missed our annual target of 2.0. Half of all injuries, representing 65% of our days lost, are due to falls or slips. We put in place several programs and actions to improve behaviors in various areas, such as stairs and pathways.

We also began reporting on our recordable cases (injuries and illnesses) for both employees and contractors, and we reached a rate of 0.15, in line with our 2025 goal. The Lost Workday Case (LWDC) incident rate for contractors reached 0.27, slightly above our 0.24 target.

Employee recordable case rate – injuries[1]
I 403-9 I

0.20
0.16 — 0.15 — 0.17 — 0.16 — 0.14 — **Target 2021: 0.15**
0.12 — **0.12**
0.08
0.04
0.00
2017 2018 2019 2020 **2021**

[1] Per 100 employees per year as defined by OSHA-US regulation.

Employee recordable case rate – injuries and illnesses[1]
I 403-9 I 403-10 I

0.20 — 0.19
0.16 — 0.17
0.15
0.12 — **0.13**
0.08
0.04
0.00
2018 2019 2020 **2021**
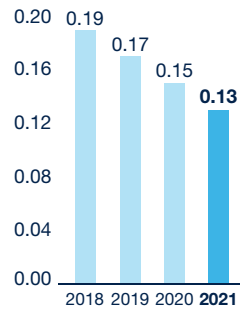
[1] Per 100 employees per year as defined by OSHA-US regulation.

Employee severity rate[1]

3.30[2]
3.0
2.50
2.5 — 2.10 — **2.40**
2.0 — 1.80 — **Target 2021: 2.00**
1.5
1.0
0.5
0.0
2017 2018 2019 2020 **2021**

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

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

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

	2017	2018	2019	2020	2021
Lost workday cases per 100 contractors	0.24	0.29	0.26	0.24	**0.27**

Levers to improve our performance

To help us achieve these results, we continued to focus on providing environment, health and safety (EHS) training. By the end of 2021 we had provided an average of six hours of training per employee. We also strengthened our proactive approach, working on hazards, near-misses, and unsafe acts and conditions.

FOCUS

EXTENDED REALITY FOR FIRE TRAINING

Fire training for ST staff is an essential part of maintaining a safe working environment, and raising awareness and understanding among employees.

Due to the COVID-19 pandemic and the necessity to avoid training in confined spaces, our French fire training team introduced a new training method: fire training in extended reality, with combined real and virtual environments.

Thanks to the use of extended reality glasses, trainees are taught using virtual fires in their local work environment. This allows sites to:

- train employees in their actual work environment to represent the real threat they face more explicitly and to help them locate emergency equipment such as extinguishers and alarms

- adapt the scenario so that trainees are immersed in their training
- use less equipment and emit less pollution thanks to the virtual training environment

In 2021, more than 700 employees in France were trained using this method.

+26%

safety field visits

Since 2020, we have drastically improved the number and quality of field visits by managers, despite the challenging period. We undertook more than 35,900 field visits in 2021 compared to 28,400 in 2020, an increase of 26%. These visits aim to promote open communication to address safety concerns and potential risks, provide positive feedback on safe behaviors, and enforce safety rules and safe practices.

We have a robust and mature health and safety management system, aligned with ISO 45001. Our performance and management systems are evaluated annually through third-party surveillance audits. Certifications are renewed every three years. We also continued our legal compliance audit program with 10 sites audited in 2021.

Due to COVID-19 restrictions, we stopped our on-site corporate EHS internal audits in 2020. In 2021, we restarted the program and managed to audit two sites.

Raising awareness on health and safety

We work proactively at all levels to identify potential issues in the workplace and develop innovative measures to raise employee awareness and knowledge.

For example, our Rousset site (France) developed a safety escape game to raise awareness of health and safety risks among new recruits. Participants have to identify a number of hazards within a limited time, such as electrical, mechanical, chemical, ergonomic or noise issues. The game takes place in a closed room assisted by an instructor who guides the 'players' on how to behave in hazardous situations. In 2021, all new recruits at the site were trained through this new initiative.

In March 2021, our Crolles site (France) presented their work on ergonomics since 2009 to the health and safety working group of the World Sustainability Council (WSC). Their journey started with improving employee workstations, and gradually expanded to the overall wellness and health of employees. The site recently started a 'Santé vous bien' program to improve the quality of life at work. One of its projects focuses on the link between musculoskeletal disorders (MSDs) and the operator's role in the production process. In 2021, the team relaunched daily physical warmup exercise in all workshops to help prevent the occurrence of MSDs.

Recognition

We held our first Corporate Safety awards ceremony in 2021 to promote and recognize prevention measures, proactivity, the strengthening of safe practices and behaviors, and positive results. This year, our Calamba site (the Philippines) and the Electrical Wafer Sorting (EWS) Europe organization received the awards, acknowledging their active contribution to improving health and safety.

Francis Ann Llana
EHS manager, Calamba (the Philippines)

Receiving the first ST Corporate Safety award is an achievement that every employee at Calamba should be proud of. It rewards the commitment of the management team on making safety a priority. It also reflects the discipline and safety culture of Calamba employees, which is continually developed through our safety programs. These programs, such as safety training, safety bulletins, manager walks, hazard hunting and others, aim to educate and raise the awareness of our employees on safety issues. I am truly grateful for this award. It acknowledges the effort and dedication of all our employees. They are the ones who made this achievement possible for ST Calamba."

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:

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

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

2025 sustainability goal	Status	Comments
SG3: Reach a Recordable Case Rate of 0.15% or less by 2025 (work-related injuries and illnesses, including contractors).	✔	0.15%

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 0.24 or less.	✘	0.28%
Employee recordable case rate (injuries) of 0.15 or less.	✔	0.12%
Employee severity rate ≤2.0.	✘	2.40%

Labor and Human Rights

Workers, ST Catania, Italy

We believe companies play a vital role in implementing and respecting labor and human rights. Our programs aim to ensure all our people are treated with respect and dignity, not only within our own operations, but throughout our supply chain (see **Responsible Supply Chain**). ∣ 103-1 ∣

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

- A Corporate Labor and Human Rights policy deployed throughout our operations (available at **www.st.com** ⎘).
- An internal audit program on labor and human rights, targeting our manufacturing sites.
- Responsible Business Alliance (RBA) human rights self-assessments at all major ST sites, and third-party RBA audits at our 11 largest manufacturing sites.
- Multiple initiatives to uphold human rights and mitigate risks in regions we operate in (see Advancing labor and human rights, below).

Integrating human rights into our business

As a member of the RBA since 2005 (and currently a full member), we enforce the most advanced standards and have a comprehensive due diligence process that covers nine core principles.

Freely chosen employment

Prevention of underage labor and protection of young workers

Fair organization of working time

Fair wages and benefits

Fair treatment, anti-harassment

Non-discrimination

Freedom of association

Fair working conditions and employee well-being

Privacy of personal information

Our due diligence approach

We apply a due diligence process based on RBA methodology to continually improve our management systems and prevent and mitigate human rights abuses from occurring.

Commitment

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

- **ST Code of Conduct** ↗
- **Corporate Labor and Human Rights policy** ↗
- **Sustainability Charter** ↗

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

- More than 35 employees have attended RBA in-person training to be able to deploy the RBA code of conduct and Validated Assessment Program (VAP) audit standard.
- In 2021, we trained 72% of our manufacturing employees on the RBA code of conduct, particularly on labor and human rights issues relevant for the local context.

Risk assessment

We conduct regular risk assessments to identify and evaluate actual or potential adverse human rights impacts.
Our risk assessment is based on:

- An assessment of our inherent risks related to our activities and locations.
- RBA self-assessment questionnaires, which our sites complete each year. In 2021, our sites scored from 90/100 to 95/100, which is higher than the industry average of 89/100.
- A site-specific assessment to identify the labor and human rights risks associated with local operations of our major sites.

Audit programs

We run audit programs covering our manufacturing sites (>80% of our employees).

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

Improvement actions

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

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

Performance monitoring and review

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

- Site performance is regularly monitored and reviewed through specific objectives and targets.
- Our action plans are tracked to measure and improve their effectiveness in addressing the impact of adverse human rights.

Communication

We communicate how we are addressing our risks and impacts.

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

Our risks and improvement actions

In 2021, the main risks we identified and the preventive and corrective actions we implemented are described in the table below.

Description	Actions implemented
Control and monitoring of working hours (including rest days)	• Reinforced monitoring of working hours and rest days. • Raised awareness on anomalies prevention and detection.
Prevention of forced and bonded labor	• Revised corporate guidelines for personal and educational loans to be deployed in 2022.
Supplier responsibility	• Ensured labor agency workers are paid in accordance with local legal requirements. • Informed suppliers of documents to be made available for review during audits. • Trained suppliers on the RBA code of conduct (see **Responsible Supply Chain › Page 117**).
Student protection and management	• Validated detailed corporate guidelines for student employment, including allowances, to be deployed in 2022.

Our audit programs

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

In 2021, we conducted six labor and human rights internal audits, all of them remotely.

Internal audit

for manufacturing sites

Regarding RBA VAP (6.0/7.0) third-party audits, our 11 largest manufacturing sites have been audited this year, either in an initial audit or in a closure audit, or both.

- Our best performer with full compliance during the initial audit was our Catania site (Italy).
- Initial audit results at our Crolles, Rousset and Tours sites (France), and our Bouskoura site (Morocco), were well above the industry average of 134/200.
- For closure audits, our Agrate (Italy), Ang Mo Kio (Singapore), Calamba (the Philippines) and Muar (Malaysia) sites were fully compliant, with a score of 200/200.
- Our Kirkop site (Malta) resolved 100% of the 38 non-conformances identified during the initial audit in January 2021.
- Our Shenzhen site (China) received RBA silver recognition.

Our average RBA audit score is above the industry average: +10 points in initial audits and +20 points in closure audits. I 103-3 I

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

Country	Site	SAQ score	VAP score
High risk			
China	Shenzhen	94.4	187.1
Malaysia	Muar	94.6	200
Singapore	Ang Mo Kio	92.1	200
The Philippines	Calamba	90.7	200
Medium risk			
Malta	Kirkop	91.4	200
Morocco	Bouskoura	94.3	173.5
Low risk			
France	Crolles	92.3	177.4
	Rousset	92.7	190.1
	Tours	93.1	187.1
Italy	Agrate	91.9	200
	Catania	94.1	200

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

Initial audit   Closure audit

Note: full mark = 200/200

The main non-conformances identified during third-party RBA audits in 2021 are described in the table below.

RBA audit results for ST operations in 2021 🌐 SDG 8.7

Number of audits: 12

Total of major non-conformances			
Labor, Ethics		**Management systems**	
Working hours	6	Supplier responsibility	2
Wages and benefits	2	Training	2
Freely chosen employment	3	Audits and assessments	1
Non-discrimination	2	Improvement objectives	1
Young workers	2	Company commitment	2
Intellectual property	1	Management accountability and responsibility	2
No improper advantage	1	Legal and customer requirements	1
Environment, Health and Safety			
Emergency preparedness	5	Occupational safety	2
Occupational injury and illness	1	Health and safety communication	1

Figures from 2017 onwards can be found in the table in **People indicators › Page 80.**

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

Mahmoud Okasha
Sustainability Champion, Kirkop (Malta)

The RBA audit program is challenging. It requires us to continuously build capability on the RBA standard, which is revised every three years. Following the results of our site's initial RBA audit, we worked on rapidly implementing appropriate actions to address non-conformances, including a deep analysis of root causes. This has helped us improve the effectiveness of our management system and enhance our social performance."

FOCUS

MANAGING OUR IMPROVEMENT ACTION PLANS

Corrective Action Plan (CAP) management is an important part of our management systems to mitigate any risk or correct any non-conformance.

For both internal and external audits, our CAPs are defined at site level with the relevant stakeholders, then they are reviewed and challenged at corporate level to improve our management systems, share best practices, reduce risks, and identify opportunities.

For both internal and external audits, our CAPs include:

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

These CAPs are defined, implemented, and reviewed following defined timelines, and we verify that the findings are closed.

Advancing labor and human rights

Since its launch in March 2020, our STCare employee assistance program has been improved to strengthen our efforts to protect and support our employees during the pandemic and beyond (see **Health and Safety**).

We implemented many initiatives to support our most vulnerable employees, such as a salary increase in all countries in November 2021. Some of our sites, including Calamba (the Philippines) and Muar (Malaysia), also supported the local vaccination campaign through on-site vaccination programs (see **Health and Safety**).

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:

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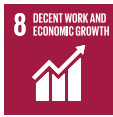
SDG target 8.7 – Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor.

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

17 PARTNERSHIPS FOR THE GOALS

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 manufacturing sites recognized for social responsibility by external international bodies by 2025.	◌	73% of largest manufacturing sites – 8/11 RBA platinum recognition or a score of 200/200*

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

Annual sustainability goal	Status	Comments
100% of priority, major and minor non-conformities closed during the RBA closure audit.	✘	96% of findings closed (48/50)
100% of all manufacturing sites audited every 2 years for compliance with the RBA standard.	✔	100% of largest manufacturing sites audited (11/11)

Talent Attraction and Engagement

YES team, ST Rousset, France

We aim to be recognized as a market-leading, attractive, and innovative employer where entrepreneurial spirit, feedback, cooperation, responsibility, and leadership are the norm. Our talent strategy for attracting, recruiting, developing, and engaging talent is a core element supporting our business growth ambitions. I 103-2 I

Reinforcing our talent pool

Recruiting and retaining the best talent is a critical cornerstone to sustaining our ambitious business plan. It enables us to address the staffing challenges we face, such as the competitive labor market, the size of the labor pool, skill shortages in some key domains, and the need to continually rejuvenate our workforce by recruiting young talent. I 103-1 I

Inspiring future talent through ST employees

Our ambition is to create an engaging experience for applicants, from the initial job application right through to the onboarding process.

In 2021, we strengthened our recruitment communication strategy to enhance our differentiation and increase our visibility as an employer of choice.

We believe that our people are ST's best ambassadors, showcasing our opportunities and promoting ST as a great place to work, during external events such as campus fairs, job dating and conferences, as well as on social media. More than 320

>320 ambassadors

trained on 'We Speak Social'

ambassadors undertook our 'We Speak Social' training to help them better understand the power of social media and share their experiences as ST employees.

Sylvain Biard
Digital Design Flows & Methodology Manager, Crolles (France)

Creating close and genuine connections with future talent, via our current employees, is key to inspiring them to join ST. In my role as ST ambassador for Telecom Paris, one of our strategic schools, I promote our jobs and career opportunities, and share my own experience, helping students to picture themselves in our Company. I am also very proud to represent ST at job dating events and help to boost ST's visibility on social media by sharing and liking all our great achievements!"

We also promoted and reinforced our employer branding through the creation of more than 40 short videos of our people discussing their jobs and their story with ST. These videos, focusing on our critical jobs, were published on major social media platforms, career fairs, school campuses and external events. They were also published internally, reinforcing the sense of belonging and pride.

In October 2021, we experimented successfully with an innovative recruitment process to help our Grenoble and Crolles sites (France) address their staffing challenges, with more than 300 positions to fill within six months in multiple job domains. Two job dating events were organized locally, supported by an intensive communication campaign. More than 100 ST employees were involved in presenting our products, our jobs and our working environment, the factors that contribute to a great applicant experience. 60 candidates were hired as a result of the events and more than 60 applications are in progress for 2022.

We continue to build strategic partnerships with universities and engineering schools throughout the world to ensure a regular flow of candidates, while also establishing education pathways to respond to our specific competence needs. One example is the School of Maintenance for Industry 4.0 initiated by our Agrate site (Italy). At the end of 2021, we had 27 strategic academic partners globally and over 180 sourcing partners.

27
strategic partnerships with universities

SCHOOL OF MAINTENANCE FOR INDUSTRY 4.0 IN ITALY

To address the increasing challenges of hiring qualified candidates for the manufacturing maintenance teams at our Agrate site (Italy), a team of maintenance and engineering representatives, led by Human Resources, created a tailor-made post-high school course to prepare future Industry 4.0 maintenance engineers for the microelectronics industry.

Curriculum development began in May 2019, in partnership with the Fondazione ITS Lombardia Meccatronica, to meet the evolving roles and skills of today's

maintenance engineers. Each year, around 50 ST employees are involved in this initiative, providing lessons on crucial technical topics, or speaking in seminars to improve students' understanding of what the engineering role entails and how it is evolving in the context of Industry 4.0.

Out of the 50 students enrolled in the program, we welcomed 32 of them at the end of 2021 as ST interns for three months. During their time with us, the students received 400 hours of on-the-job training and 600 hours of classroom teaching. Subsequently, 27 students were offered permanent roles at ST, while the others received at least one job offer, an internship, or an apprenticeship from other companies. A third intake of students started on the program in October 2021.

Following this success, our Catania site (Italy) launched a similar initiative in partnership with a local university.

Developing and supporting our talent pool

Today's employees expect regular feedback, open dialog, and more personal engagement with managers. Providing this requires a new style of management. That is why we have made feedback a fundamental pillar of our managerial culture for several years, to strengthen and continuously develop our talent pool to address future business challenges.

In 2021, we reshaped our Individual Performance Management process to better support our Company's growth and transformation over the next few years. Our new approach values dialog, and fosters employee–manager relationships built on open and continuous feedback and employee development. Among the key major improvements are:

- performance evaluation dissociated from performance development, behavior, and career aspirations
- continuous feedback to strengthen manager–employee relationships and foster agility in employee development to meet business needs

> 2,500

managers trained in our new performance management approach

To support employees and managers in this evolution, we enhanced our existing training and support material. By the end of 2021, more than 2,500 managers (around 40% of our managerial workforce) had been trained in our new performance approach.

We also created an internal social network for all our managers to help them share questions and best practices regarding the evolution of their roles.

Coaching also helps to spread a feedback culture and is embedded in our managerial ethos. We delivered more than 180 individual coaching sessions and 20 team coaching sessions in 2021 to support the career development of our people and improve organizational performance.

We continued the top management talent review initiated in 2020 to ensure proactive and effective succession plans were in place. This process will be extended to the lower management levels in the coming years.

In addition, we finalized the implementation of our best-in-class training platform for non-manufacturing employees, allowing us to run courses digitally and perform back-office learning activities more efficiently. To train people faster, more easily and more efficiently, we have diversified our learning offer with more than 320 digital learning options (micro-learning, video-learning) available for more than 25,000 employees. Despite the lasting impact of the pandemic, we delivered an average of 42 hours of learning per person in 2021.

Average of

42

hours of training per person

Expressing the full potential of our people

Helping our people to express their full potential by meeting their aspirations is essential to face our current and future business challenges successfully.

Enhancing the employee experience

We aim to deliver the best employee experience. Our ambition is to offer a quality working life and positive employee well-being, including a safe, creative, collaborative, diverse and inclusive culture, and environment.

ST recognized as a top employer in France and Italy

The initiatives and measures we put in place helped ST to be certified a 'Top Employer 2022' in France and Italy.

Our 2021 employee survey shows a very positive perception of our initiatives. ST is recommended as a great place to work by 83% of employees, two points up on 2020, and 86% of employees say they are proud to work for ST, one point up on 2020.

At the end of 2021, 48% of our employees were under 40 years old and belonged to 'millennial' and 'zoomer' generations. By 2025, they will represent 75% of our worldwide workforce. We must listen to them to understand how to improve employee experience in order to attract, engage and keep younger people on board.

With this in mind, we launched our 'Blossom for Millennials and Zoomers' program in March 2021 to allow them to voice their opinions, offer their ideas, be creative and share their expectations to make ST an attractive and engaging place to work.

By the end of the year, more than 7,500 'blossomers' were engaged in this community and involved in many projects and initiatives across our regions and organizations.

Maintaining a high level of engagement

Employee feedback is invaluable for monitoring our transformation and organizational changes, helping to improve team cohesion, and individual and collective performance.

Our 2021 employee survey focused once again on individual engagement, goal alignment and organizational agility. It consisted of 62 questions asking employees to assess how well we are doing, and two open questions on what is working well and what needs to be improved. Two categories – Employee Experience and Innovation – were added, illustrating the importance of these topics to our Company.

The participation rate was 89%, similar to the 2020 survey. The overall engagement index was 83%, one point higher than 2020 and 13 points above the GEEM norm[1].

85% of employees are willing to go the extra mile

85% of employees said they were willing to go the extra mile to help ST meet its goals. This is one point above 2020 and eight points above the GEEM norm[1].

In general, ST outperformed the global norm across almost all benchmarks.

Reward and recognition

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

We implemented two key changes in 2021:

- We extended our short-term incentives scheme that rewards operational performance to more than 5,000 employees.

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[1] GEEM: CultureIQ Global Electronic Equipment/Instruments Manufacturing norm.

- Sustainability objectives are an integral part of our reward strategy. We integrated them into our short-term incentives scheme for around 19,000 eligible employees, focusing on four of our key priorities: safety, climate change, gender diversity and employee engagement. Our Sustainability Index is now one of three performance criteria in the long-term incentive plan for executives.

In November 2021, to recognize their dedication and hard work, our President and CEO announced an exceptional increase in base salary for all employees except executive management.

Despite the challenges of the pandemic, we ran our annual STAR Awards corporate recognition scheme. To better recognize and foster innovation, we redesigned and enhanced the internal patent award process, doubling the number of patents recognized. For the second year running, we organized the corporate STAR ceremony in a digital format and recognized a record number of more than 2,200 employees from 66 sites. Local ceremonies then continued at each site to celebrate those employees who had made outstanding contributions.

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:

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

2025 sustainability goal	Status	Comments
SG22: Achieve an employee engagement rate of at least 10 percentage points above local norms in all major countries by 2025.		11 out 13 countries*

* China, France, Germany, Italy, Japan, Malaysia, Singapore, South Korea, Switzerland, Taiwan, USA

Diversity, Equity and Inclusion

Newcomers in 2021, ST Grenoble, France

As a global company present in more than 35 countries, we offer a diverse working environment with 48,000 people and 115 nationalities working together as one team. We are convinced that Diversity, Equity, and Inclusion enable innovation and stakeholder engagement, as well as personal and Company growth. I 103-1 I

Our Diversity, Equity, and Inclusion strategy

'At ST you can be the true version of yourself'

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

To help us achieve these aspirations, we reviewed our strategy in 2021 and split it into three pillars: Diversity, Equity, and Inclusion (DE&I).

Attract diversity

Grow equity

Develop inclusion

To gain an initial understanding of our employees' experiences in relation to DE&I, we added two DE&I-related questions to our 2021 employee survey. These showed that 73% of employees agree that ST encourages and promotes diversity of background and perspectives, which is +7% above the global GEEM[1] norm. And 80% said they did not need to hide who they really are to be accepted at ST, +12% above the global GEEM[2] norm. Although positive, these results show that we need to continue our efforts on our DE&I journey.

Attract diversity

Reinforcing our employer branding

Our ambition is to recruit and retain a diverse workforce, particularly in terms of gender, age, and disability.

Diversity is an important pillar of our employer value proposition. It is prominent in our employer branding campaigns and is a tracked indicator in our recruitment worldwide. In 2021, we reinforced our external communication on DE&I to share our values, our work environment and our commitment towards diversity, equity, and inclusion (see **Talent Attraction and Engagement**). I 103-1 I

Recruiting more women

At the end of 2021, women represented 34% of our global workforce and 24% of our exempts[2]. In addition, in an industry where women are under-represented, we reached our target of hiring 30% women for exempt positions for the first time.

Our target for 2025 is to increase the percentage of women at all management levels to 20%. As shown by the data in the table below, we are making progress, but we are still far from the target for senior and executive management.

34%
women in our workforce

Following a brainstorming session in December 2020, we collected over 70 proposals from 42 human resources leaders based in 12 different countries, on how to achieve our 2025 goal. Their insights informed our revised DE&I strategy and the relevant programs aimed at increasing the proportion of women in management roles.

Women in management I 405-1 I 🌐 SDG 5.5

	2017	2018	2019	2020	2021
Women in experienced management[1]	16	16	18	19	**20**
Women in senior management[2]	12	12	13	13	**14**
Women in executive management[3]	9	9	9	10	**10**
Total women in management positions	**16**	**17**	**17**	**17**	**18**
Women on the Supervisory Board	33	33	44	44	**44**

[1] Job grade 15 to 16.
[2] Job grade 17 to 18.
[3] Job grade 19 and above.

Attracting young talent

Our workforce is highly skilled and experienced, with staff turnover in our engineering and management population at just 6%. To continue to build our capacity for long-term success, however, we also need to attract young talent.

To encourage young people, particularly women, to choose technical studies at an early stage of their education, and also to help address the shortage of women in our industry, we continued our

science, technology, engineering and mathematics (STEM) program launched in 2018 (see **Community and Education**).

Hiring and inclusion of people with disabilities

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

In France, we have strengthened our partnerships with providers specializing in diverse recruitment, such as Hello Handicap, Agefiph, JobinLive, and LinkDay. During the European Week for the Employment of People with Disabilities in November 2021, we organized a web conference on neurodiversity with nearly 600 participants. Finally, to assist our employees with questions and advice on the topic of disability, we have set up an external confidential and anonymous hotline.

In Italy, we continue to integrate disabled workers through programs such as Isola Formativa, an initiative to employ people with disabilities and train them in professional bicycle maintenance techniques, equipping them with knowledge and skills to help them enter the world of work; and partnerships with associations providing cleaning and gardening services. These initiatives created employment opportunities for an additional 16 disabled workers at our Italian sites in 2021.

Reviewing workplace flexibility

We are aware that to attract diverse talent, we need to offer more flexible working options. In 2021, we started developing proposals for hybrid and flexible working models to be deployed locally in 2022. These proposals will have a positive impact on ST employees' experience, as well as on our employer branding and attractiveness.

Grow equity

In remuneration, career opportunities and career development

We value all employee contributions and have zero tolerance for any kind of discrimination. Our objective is to safeguard equity in development, equity in career opportunities, and equal remuneration. Following the global rollout of our pay gap index, in 2021 we recorded an overall gender pay ratio of 100%, averaged across job grades and normalized by country. However, as the table below shows, there are still some gaps at specific job levels. The relevant regions and organizations are working to close these gaps.

100%
gender pay ratio

Gender pay gap ratio[1] (%)

		2021
Operators		95.3
Non-exempts		100.8
Exempts	Non-management[2]	99.3
	Management[3]	96.6
	Executive[4]	113.1
Total		**100.0**

[1] Includes base and variable salary.
[2] Exempt below job grade 15.
[3] Job grade 15 to 18.
[4] Job grade 19 and above.

ST is included in the 2022 Bloomberg Gender Equality Index, which recognizes companies committed to gender equality in the workforce and transparency in gender reporting. It rewards our 2021 performance and reflects the success of our ongoing programs in this area.

93/100
in French Gender Equality Index

ST France scored 93/100 in the French government's 2022 Gender Equality Index (2021 performance), five points above our previous score.

In Italy, ST was certified as one of TOP 200 Italy's best Employers for Women 2022.

Supporting women's career development

Strengthening the role of women in building the future of our Company is another of our priorities.

Our Women in Leadership (WIL) program for junior and middle management aims to prepare the next generation of female leaders. It comprises a full training path that includes coaching, mentoring and co-development sessions. To support this, we increased our target from 30% to 40% of coaching dedicated to women in 2021. By the end of the year, we had exceeded this, reaching 41%.

After running a successful pilot session in 2021, we launched a new Advanced WIL module for senior women managers and directors to help them increase their self-confidence and become more visible and recognized within ST. It is a five-step blended learning program, including individual coaching, self-awareness, a two-day workshop, and a personal development plan. We delivered five sessions across all regions, which doubled the number of women trained. Since the launch of the WIL program in 2015, we have trained more than 400 women.

>400
participants in our Women in Leadership programs

In 2022, we are planning a further 12 sessions of WIL, including the advanced module, with the aim of training over 100 women.

CMCK SOLUTIONS

Christina Koch
Managing Partner and Director, CMCK Solutions

The Women in Leadership development programs for STMicroelectronics, through which we have trained and coached 400 female leaders to develop their unique and authentic leadership abilities, have been an extraordinary journey. The moment our workshops start you feel the bond, sharing stories and challenges that are often similar regardless of location. Creating this community of empowerment and recognition, and overcoming what are often limiting beliefs, has helped to unleash the potential of these inspiring leaders in ST. The journey continues as we speak to make the necessary changes happen."

Develop inclusion

Educate and create awareness

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

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

- diversity and inclusion e-learning
- unconscious bias workshops

We accelerated the delivery of these courses throughout 2021.

By the end of the year, over 7,500 employees had undergone our e-learning program on diversity and inclusion awareness. This included more than 5,000 managers and human resources staff.

We also delivered over 130 unconscious bias workshops, compared to 50 in 2020. This covered more than 1,300 employees from all regions where we operate, supported by a team of more than 50 internal trainers. During these workshops, participants explore how their own unconscious bias and micro-behaviors can impact other people and learn how to be more attentive and mindful when interacting with others.

Developing an inclusive culture is everyone's responsibility. Our back-end manufacturing organization launched a new DE&I initiative in 2021, across all ST sites where they are present.

>7,500
people trained in diversity and inclusion

BACK-END MANUFACTURING – ONE NETWORK

Our back-end manufacturing organization represents 16,000 employees from 20 locations, 14 countries and over 50 nationalities. In 2021, it launched the One Network to implement our DE&I strategy and drive changes within their organization. The network includes 12 DE&I ambassadors, whose mission, roadmap and key performance indicators (KPIs) were discussed and defined during eight ambassador workshops.

In collaboration with our corporate teams, the One Network focuses on six domains:

- communication and branding
- networks and communities
- policy and practice
- engagement and recognition
- societal impact and influence
- education and awareness

During the year, it conducted interviews with employees to assess the level of awareness of unconscious bias, trained the ambassadors to become unconscious bias trainers, and delivered 22 unconscious bias workshops. In September, it conducted a 'pulse' survey which showed that 67% of the organization was aware of the DE&I program, 84% of people understood what DE&I was and 63% were ready to contribute to DE&I initiatives.

This best practice from the One Network will be shared with other ST organizations, to spread and accelerate the delivery of our DE&I strategy and strengthen our inclusive culture.

Contributing to the Sustainable Development Goals

Our commitments and programs as described above contribute to:

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

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

2025 sustainability goal	Status	Comments
SG8: Reach at least 20% women in every management level by 2025.	◔	20% (experienced) 14% (senior) 10% (executive)

Annual sustainability goal	Status	Comments
SG7: Recruit at least 30% women in all exempt positions every year.	✔	30%
Recruit at least 60% of new non-manufacturing employees with less than five years' experience	✘	59%

People indicators

This section includes indicators and GRI Standard disclosures.

DEFINITIONS

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

Headcount evolution by region[(1)] I 102-8 I

	2017	2018	2019	2020	2021
Americas	743	744	761	766	**759**
Female	190	183	192	188	**185**
Male	553	561	569	578	**574**
Asia Pacific	18,820	18,828	18,398	18,276	**18,951**
Female	7,947	7,848	7,484	7,432	**7,616**
Male	10,873	10,980	10,914	10,844	**11,335**
Europe	21,266	21,464	21,633	22,594	**23,668**
Female	5,188	5,296	5,320	5,616	**5,941**
Male	16,078	16,168	16,313	16,978	**17,727**
Mediterranean	4,638	4,917	4,762	4,380	**4,876**
Female	2,491	2,741	2,667	2,396	**2,722**
Male	2,147	2,176	2,095	1,984	**2,154**
Total	**45,467**	**45,953**	**45,554**	**46,016**	**48,254**
Female	15,816	16,068	15,663	15,632	**16,464**
Male	29,651	29,885	29,891	30,384	**31,790**

[(1)] Includes direct and indirect workers.

Employees by gender and by category I 405-1 I

	2017	2018	2019	2020	2021
Number of operators			15,794	15,894	**16,524**
Female (%)	55%	55%	56%	54%	**54%**
Male (%)	45%	45%	44%	46%	**46%**
Number of non-exempts			10,024	9,598	**10,302**
Female (%)	23%	22%	22%	22%	**22%**
Male (%)	77%	78%	78%	78%	**78%**
Number of exempts			19,736	20,524	**21,428**
Female (%)	22%	23%	23%	24%	**24%**
Male (%)	78%	77%	77%	76%	**76%**

External hires in manufacturing (%)

	2017	2018	2019	2020	2021
Jobs filled externally vs overall jobs filled	97	98	96	97	**97**

Hires by job type | 401-1 |

	2017	2018	2019	2020	2021
Operator	10,769	11,379	6,687	6,345	**8,687**
Female	3,984	3,938	2,114	1,870	**3,125**
Male	6,785	7,441	4,573	4,475	**5,562**
Non-exempt	2,503	2,760	3,033	2,473	**3,255**
Female	515	557	635	523	**692**
Male	1,988	2,203	2,398	1,950	**2,563**
Exempt	1,797	2,385	2,603	2,121	**2,710**
Female	445	733	713	573	**808**
Male	1,352	1,652	1,890	1,548	**1,902**
Total	**15,069**	**16,524**	**12,323**	**10,939**	**14,652**
Female	4,944	5,228	3,462	2,966	**4,625**
Male	10,125	11,296	8,861	7,973	**10,027**

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

	2017	2018	2019	2020	2021
under 30 years old	82	78	72	72	**73**
30-50 years old	17	20	26	27	**25**
Over 50 years old	1	2	2	1	**2**

Hires by region (%) | 401-1 |

	2017	2018	2019	2020	2021
Americas	0	0	1	1	**1**
Asia Pacific	74	68	65	61	**56**
Europe	18	22	26	32	**34**
Mediterranean	8	10	8	6	**9**

Newcomers induction program (%)

	2017	2018	2019	2020	2021
Newcomers who participated in a formal induction session (e.g. newcomers seminar) during their first year of employment	78	72	71	72	**72**

Workforce by employment type (% of workers) | 102-8 |

	2017	2018	2019	2020	2021
Full-time contract	97	97	97	97	**97**
Female	94	94	94	94	**95**
Male	99	99	99	99	**99**
Part-time contract	3	3	3	3	**3**
Female	6	6	6	6	**5**
Male	1	1	1	1	**1**

Workforce by employment contract (% of workers) | 102-8 |

	2017	2018	2019	2020	2021
Permanent contract	95	95	97	97	**96**
Female	94	94	96	96	**94**
Male	96	96	98	97	**97**
Temporary contract[1]	5	5	3	3	**4**
Female	6	6	4	4	**6**
Male	4	4	2	3	**3**

[1] Includes direct and indirect workers.

Workforce by employment contract by region (% of workers) | 102-8 |

	2017	2018	2019	2020	2021
Permanent contract					
Americas	99.2	99.6	99.3	99.7	**99.6**
Asia Pacific	99.6	98.8	99.4	98.8	**99.7**
Europe	93.8	94.7	97.1	95.8	**95.0**
Mediterranean	84.7	82.2	89.2	92.6	**86.5**
Temporary contract[1]					
Americas	0.8	0.4	0.7	0.3	**0.4**
Asia Pacific	0.4	1.2	0.6	1.2	**0.3**
Europe	6.2	5.3	2.9	4.2	**5.0**
Mediterranean	15.3	17.8	10.8	7.4	**13.5**

[1] Includes direct and indirect workers.

Workforce by employment relation (% of workers) | 102-8 |

	2017	2018	2019	2020	2021
Direct relation[1]	98	97	99	98	**98**
Indirect relation[2]	2	3	1	2	**2**

[1] Workers employed directly by ST.
[2] Workers employed by a third-party, such as interim agencies.

Remuneration (%)

	2017	2018	2019	2020	2021
Employees below the ST minimum salary scale in their job grade (exempt)	14	14	13	13	**9**
Employees with individual salary increase	86	84	83	30	**96**

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

	2017	2018	2019	2020	2021
Eligible (exempt >JG 11) employees receiving unvested stock awards (%)	29%	29%	30%	27%	**26%**
Number of employees rewarded	5,050	5,140	5,590	5,070	**5,126**

Number of nationalities in the headcount by region[1]
| 405-1 |

	2017	2018	2019	2020	2021
Americas	20	21	21	21	**20**
Asia Pacific	34	35	34	35	**35**
Europe	83	87	87	87	**102**
Mediterranean	40	47	50	46	**50**
Total	**97**	**105**	**105**	**103**	**115**

[1] Expatriates and assignees are counted in host country.

Number of nationalities in Executive Committee | 405-1 |

	2017	2018	2019	2020	2021
Different nationalities represented in the Executive Committee	6	6	6	6	**6**

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

		2017	2018	2019	2020	2021
Americas	Male	74	75	75	75	**76**
	Female	26	25	25	25	**24**
Asia Pacific	Male	58	58	59	59	**60**
	Female	42	42	41	41	**40**
Europe	Male	76	75	75	75	**75**
	Female	24	25	25	25	**25**
Mediterranean	Male	46	44	44	45	**44**
	Female	54	56	56	55	**56**

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

	2017	2018	2019	2020	2021
Under 30 years old	60	56	49	40	**42**
30–50 years old	8	9	9	8	**10**
Over 50 years old	9	6	6	7	**6**

[1] Turnover rate calculated on average headcount in activity throughout the year.
[2] Resignations, retirements and dismissals.

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

	2017	2018	2019	2020	2021
Average voluntary turnover rate[2]	18.5	18.3	16.1	12.6	**14.6**
Average overall turnover rate[3]	20.5	20.1	17.7	14.0	**16.0**

[1] Turnover rate calculated on average headcount in activity throughout the year.
[2] Resignations.
[3] Resignations, retirements and dismissals.

Average[1] overall turnover rate[2] by gender, by category and by region in 2021 (%) | 401-1 |

	Operator		Non-exempt		Exempt	
	Female	Male	Female	Male	Female	Male
Americas[3]	NA	NA	4.3	0.0	15.1	8.9
Asia Pacific	21.7	101.0	13.0	29.0	10.4	10.9
Europe	5.3	2.9	3.8	3.2	3.2	3.6
Mediterranean	6.5	17.4	6.5	5.2	17.0	16.2

[1] Turnover rate calculated on average headcount in activity throughout the year.
[2] Resignations, retirements and dismissals.
[3] The Company has no manufacturing sites in these regions.

Average employee age by category

	2017	2018	2019	2020	2021
Operator	34	34	35	36	**35**
Non-exempt	38	39	39	40	**40**
Exempt	44	44	44	44	**44**
Average employee age (years)	39	39	40	40	**40**

Employees by category and by age group in 2021 (%)
| 405-1 |

	Under 30 years old	30–50 years old	Over 50 years old
Operator	40	50	10
Non-exempt	24	58	18
Exempt	12	57	31

Promotion ratio female/male by category and by region in 2021 (%) | 405-1 | SDG 5.5

	Operator		Non-exempt		Exempt	
	Female	Male	Female	Male	Female	Male
Americas[1]	NA	NA	9	0	12	10
Asia Pacific	11	12	20	11	14	11
Europe	7	5	11	9	16	13
Mediterranean	15	9	34	19	24	18

[1] The Company has no manufacturing sites in these regions.

Disabled employees (%) | 405-1 | SDG 10.3

	2017	2018	2019	2020	2021
Disabled people employed as % of total workforce	1.5	1.6	1.8	2.0	**1.9**

Career development (%)

	2017	2018	2019	2020	2021
Employees with a promotion in the year	9	11	10	8	**12**
Employees with a job function change in the year	3	2	2	2	**2**

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

	2017	2018	2019	2020	2021
Operator	75	81	84	70	93
Female	70	72	77	54	92
Male	82	92	94	90	94
Non-exempt	81	91	90	92	52
Female	80	89	87	89	60
Male	82	92	92	93	49
Exempt	93	97	95	97	94
Female	91	96	95	96	94
Male	94	97	96	97	94
Total	90	89	90	85	85
Female	88	80	82	70	88
Male	91	95	95	97	83

Employees with a formal career development review[1] (%)
I 404-3 I

	2017	2018	2019	2020	2021[2]
Non-exempt	31	39	47	50	13
Female	35	44	51	55	18
Male	29	36	45	48	12
Exempt	50	57	64	66	18
Female	52	60	66	68	19
Male	49	56	63	66	18

[1] Operators are managed through a different process.
[2] New performance review system implemented in Q2 2021. Cycle extended to Q1 2022.

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

	2017	2018	2019	2020	2021
Asia Pacific	3.3	3.7	3.5	3.5	3.8
Europe & Mediterranean	6.8	6.7	6.7	6.9	7.1
Worldwide	5.8	5.8	5.7	5.8	6.0

[1] The specified path starts from job grade 14.

Employee survey – engagement rate (%)

	2017[1]	2018	2019	2020	2021
Overall participation rate	NA	87	90	89	89
Individual engagement index	NA	77	79	82	83
Organizational agility index	NA	66	68	73	73
Goal alignment index	NA	77	80	82	84

[1] No survey conducted in 2017.

Internal mobility[1] (%)

	2017	2018	2019	2020	2021
Operator	-	-	4	3	2
Non-exempt	-	-	5	6	8
Exempt	33	25	20	27	23
Total	-	-	8	9	7

[1] Jobs filled internally.

Average number of training hours per year[1] I 404-1 I
SDG 4.4

	2017	2018	2019	2020	2021
Operator	66	60	65	64	61
Female	56	56	62	55	59
Male	75	64	68	72	64
Non-exempt	38	40	46	35	34
Female	29	30	40	27	27
Male	40	42	47	37	36
Exempt	28	30	33	29	25
Female	31	32	37	31	27
Male	27	29	32	28	24
Total	48	47	50	44	42
Female	48	48	53	44	47
Male	48	46	47	44	40
Total number of employees trained	-	-	-	42,989[2]	47,039[2]

[1] Based on the total headcount including turnover. Includes training on equipment and outside training.
[2] Based on the total headcount on December 31, excluding turnover.

Employees enrolled in ST supported external education programs (%)

	2017	2018	2019	2020	2021
Operator	0.8	0.6	1.1	1.0	0.8
Non-exempt	2.2	1.9	2.1	2.0	2.3
Exempt	1.8	1.9	3.6	2.2	1.5

Formal recognition and suggestion scheme

	2017	2018	2019	2020	2021
Number of people recognized[1]	17,110	18,879	20,837	23,892	25,909
Accepted suggestions which were implemented (%)	54%	52%	30%	40%	51%

[1] Can include more than one recognition per employee over the year.

Unplanned absenteeism (%)

	2017	2018	2019	2020	2021
Unplanned absenteeism	2.59	2.92	2.77	3.32	**2.93**
% by region					
Americas	0.17	0.24	0.03	0.01	**0.01**
Asia Pacific	1.99	2.82	2.83	2.62	**2.78**
Europe	2.90	2.84	2.89	3.68	**3.01**
Mediterranean	3.91	3.99	2.45	5.03	**3.59**
% by gender					
Female	3.40	3.54	3.19	3.87	**3.61**
Male	2.14	2.57	2.54	3.02	**2.57**

Collective bargaining | 102-41 |

	2017	2018	2019	2020	2021
Number of collective agreements signed in the year	49	55	30	62	**55**
People covered by collective bargaining agreements (%)	74%	74%	78%	78%	**79%**
People covered by representatives (%)	71%	71%	71%	71%	**72%**

Fair wages (%) SDG 10.3

	2017	2018	2019	2020	2021
Employees paid above 105% of the legal or conventional minimum wage	89.2	90.8	93.2	90.1	**95.1**

Working time and overtime hours

	2017	2018	2019	2020	2021
Employees with regular worktime less than 48 hours per week (%)	84%	85%	85%	85%	**85%**
Average weekly overtime (hours per employee)	5.0	5.2	4.3	5.4	**5.8**

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

		2017	2018	2019	2020	2021
China	ST standard working time	40	40	40	40	**40**
	Overtime	8.2	9.0	8.9	10.2	**11.8**
France	ST standard working time[2]	38.5	38.5	38.5	38.5	**38.5**
	Overtime	0.1	0.2	0.1	0.1	**0.1**
Italy	ST standard working time	40	40	40	40	**40**
	Overtime	0.4	0.4	0.3	0.2	**0.3**
Malaysia	ST standard working time	48	48	48	48	**48**
	Overtime	12.0	12.2	12.2	11.7	**10.4**
Malta	ST standard working time	40	40	40	40	**40**
	Overtime	8.2	8.1	6.9	7.3	**7.8**
Morocco	ST standard working time	44	44	44	44	**44**
	Overtime	0.4	0.6	1.7	0.4	**0.4**
Singapore	ST standard working time	44	44	44	44	**44**
	Overtime	7.2	8.3	4.7	6.9	**11.3**
The Philippines	ST standard working time	48	48	48	48	**48**
	Overtime	7.9	7.0	0.9	11.5	**11.0**

[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) I 412-1 I 🌐 SDG 8.8

Country	Major site[1]	% Workforce	Self-assessment	Audit
High risk				
China	Shenzhen	9.7%	✔	✔
Malaysia	Muar	9.1%	✔	✔
Singapore	Ang Mo Kio	9.3%	✔	✔
The Philippines	Calamba	5.8%	✔	✔
Medium risk				
Malta	Kirkop	3.5%	✔	✔
Morocco	Bouskoura	6.2%	✔	✔
Low risk				
France	Crolles	9.1%	✔	✔
	Grenoble[2]	4.1%	✔	✘
	Rousset	5.7%	✔	✔
	Tours	2.8%	✔	✔
India	Greater Noida[2]	1.8%	✔	✘
Italy	Agrate	10.2%	✔	✔
	Castelletto[2]	2.3%	✔	✘
	Catania	9.6%	✔	✔
	Marcianise	0.5%	✔	✘
Percentage coverage of total workforce		90%	90%	81%
Number of sites subject to regular human rights SAQ and audits			15	11

[1] Site with >700 employees and large manufacturing sites.
[2] Design centers. Other sites are manufacturing.

RBA audit results for ST operations 🌐 SDG 8.7

	2017	2018	2019	2020	2021
Number of audits	**4**	**7**	**8**	**9**	**12**
Total of priority non-conformances	0	0	0	0	0
Total of major non-conformances	8	21	12	11	37
Average major/priority NC/audit	**2.0**	**3.0**	**1.5**	**1.2**	**3.1**
Labor					
Working hours	1	4	1	3	6
Wages and benefits	2	1	0	0	2
Freely chosen employment	1	1	2	0	3
Non-discrimination	0	0	1	0	2
Young workers	0	0	0	0	2
Total of major NC	**4**	**6**	**4**	**3**	**15**
Average major NC/audit	**1.0**	**0.9**	**0.5**	**0.3**	**1.3**
Ethics					
Intellectual property	0	0	0	0	1
No improper advantage	0	0	0	0	1
Total of major NC	**0**	**0**	**0**	**0**	**2**
Average major NC/audit	**0.0**	**0.0**	**0.0**	**0.0**	**0.2**
Health and Safety					
Emergency preparedness	1	3	2	2	5
Occupational injury and illness	0	3	1	0	1
Industrial hygiene	0	0	1	0	0
Machine safeguarding	0	0	0	1	0
Food, sanitation and housing	0	0	0	1	0
Occupational safety	0	3	1	2	2
Health and safety communication	0	0	0	0	1
Total of major NC	**1**	**9**	**5**	**6**	**9**
Average major NC/audit	**0.3**	**1.3**	**0.6**	**0.7**	**0.8**
Environment					
Hazardous substances	2	2	0	0	0
Energy consumption and GHG emissions	0	1	1	0	0
Storm water management	1	0	0	0	0
Total of major non-conformances	**3**	**3**	**1**	**0**	**0**
Average major NC/audit	**0.8**	**0.4**	**0.1**	**0.0**	**0.0**
Management Systems					
Supplier responsibility	0	1	1	2	2
Training	0	1	0	0	2
Audits and assessments	0	1	1	0	1
Improvement objectives	0	0	0	0	1
Company commitment	0	0	0	0	2
Management accountability and responsibility	0	0	0	0	2
Legal and customer requirements	0	0	0	0	1
Total of major NC	**0**	**3**	**2**	**2**	**11**
Average major NC/audit	**0.0**	**0.4**	**0.3**	**0.2**	**0.9**

Employees with healthcare coverage provided by ST[1] (%)
SDG 3.8

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

[1] In addition to national healthcare schemes.

Recordable case rate benchmarks[1] | 403-2 |

| US Manufacturing (Source BLS[2]) | All US Semiconductor (Source BLS[2]) | ST |
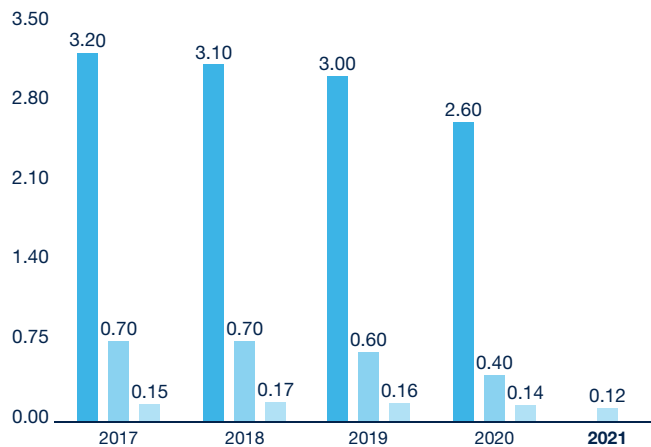
[1] Including injuries only. 2021 Benchmark data not available at time of publishing.
[2] Bureau of Labor Statistics (United States Department of Labor).

Recordable case rate[1] by gender and by region | 403-9 |
SDG 8.8

	2017	2018	2019	2020	2021
Gender					
Female	0.23	0.18	0.21	0.15	**0.15**
Male	0.10	0.16	0.13	0.13	**0.10**
Region					
Americas	0.00	0.00	0.00	0.00	**0.00**
Asia Pacific	0.16	0.11	0.11	0.12	**0.10**
Europe & Mediterranean	0.14	0.23	0.21	0.16	**0.14**

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

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

	2021
Contractor recordable case rate[1]	**0.28**

[1] Per 100 contractors per year as defined by OSHA-US regulation.

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

	2021
Total recordable case rate[1] for employees and contractors	**0.15**

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

Recordable case rate on-site industrial/domestic[1] | 403-9 |

	2017	2018	2019	2020	2021
Recordable case[2] industrial rate	0.07	0.13	0.09	0.07	**0.06**
Recordable case[2] domestic rate	0.08	0.04	0.07	0.07	**0.06**

[1] Industrial recordable cases are directly linked with industrial activity. Domestic recordable cases are on-site cases such as a fall or slip on stairs or struck by or against door/chair/building and structures etc.
[2] Work-related injuries per 100 employees per year as defined by OSHA-US regulation.

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

	2017	2018	2019	2020	2021
Fall or slip	48	30	45	47	**49**
Struck by or against	27	35	32	24	**25**
Overexertion	4	3	1	3	**4**
Caught in, under or between	8	10	7	8	**4**
Contact with chemicals	2	4	1	8	**5**
Bodily reaction from slip or motion	2	9	6	6	**9**
Others	9	9	8	4	**4**

Severity rate[1] by gender and by region

	2017	2018	2019	2020	2021
Gender					
Female	2.4	2.1	3.3	2.8	**2.8**
Male	1.9	1.6	2.0	3.5[2]	**2.2**
Region					
Americas	0.0	0.0	0.0	0.0	**0.0**
Asia Pacific	0.9	0.4	0.7	1.7[2]	**2.3**
Europe & Mediterranean	3.1	3.1	4.1	4.7	**2.5**

[1] Number of days lost per 100 employees per year as defined by OSHA-US regulation.
[2] Rate updated due to several prolongations over 2021 after the closure of the previous reporting period.

Severity rate[1] – injuries and illnesses

	2020	2021
Employee severity rate	4.00	**2.50**
Contractor severity rate	-	**4.80**
Total severity rate for employees and contractors	**-**	**2.80**

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

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

	2017	2018	2019	2020	2021
Occupational disease rate[1,2]	0.01	0.02	0.01	0.01	**0.01**
Gender					
Female	0.03	0.06	0.03	0.01[3]	**0.01**
Male	0.00	0.00	0.00	0.01[3]	**0.00**
Region					
Americas	0.13	0.00	0.00	0.00	**0.00**
Asia Pacific	0.00	0.00	0.00	0.00	**0.00**
Europe & Mediterranean	0.03	0.04	0.02	0.01	**0.01**

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

[2] 100% of occupational diseases are linked to musculoskeletal disorders.

[3] Data corrected due to error in reporting.

Occupational disease severity rate by gender and by region

	2017	2018	2019	2020	2021
Occupational disease severity rate[1]	1.05	1.92	0.93	0.72	**0.08**
Gender					
Female	2.70	5.50	2.70	0.13	**0.15**
Male	0.00	0.00	0.00	1.03[2]	**0.05**
Region					
Americas	0.65	0.00	0.00	0.00	**0.00**
Asia Pacific	0.00	0.00	0.00	0.00	**0.00**
Europe & Mediterranean	2.00	3.70	1.78	1.36[2]	**0.16**

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

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

Lost workday incidence rate – contractors l 403-9 l

	2017	2018	2019	2020	2021
Lost workdays per 100 contractors	5.1	5.2	4.1	5.3	**4.8**

Lost workday incidence rate[1] – contractors by region
l 403-9 l

	2017	2018	2019	2020	2021
Americas	0.00	0.00	0.00	0.00	**0.00**
Asia Pacific	5.98	1.62	0.00	1.06	**5.63**
Europe & Mediterranean	4.50	7.55	6.85	8.22[2]	**4.27**

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

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

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

	2017	2018	2019	2020	2021
Female	13	26	26	18	**45**
Male	87	74	74	82	**55**

Lost workday case incidence rate[1] – contractors by region
l 403-9 l

	2017	2018	2019	2020	2021
Americas	0.00	0.00	0.00	0.00	**0.00**
Asia Pacific	0.17	0.14	0.00	0.04	**0.14**
Europe & Mediterranean	0.30	0.40	0.44	0.39	**0.35**

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

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

	2017	2018	2019	2020	2021
Female	24	14	30	18	**20**
Male	76	86	70	82	**80**

EHS training

	2017	2018	2019	2020	2021
Average number of EHS training hours per employee	7.4	7.2	7.4	5.7	**6.0**

Injuries costs and savings (US$m)

	2017	2018	2019	2020	2021
Injuries costs	1.4	1.4	1.9	2.5[2]	**2.2**
Results without action	8.9	9.8	10.1	10.5	**11.7**
Savings[1]	7.4	8.4	8.2	7.4[2]	**9.5**

[1] Around US$116m savings in 19 years.

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

Fines and total number of non-monetary sanctions in 2021

None

Number of fatalities l 403-9 l 403-10 l

	2017	2018	2019	2020	2021
Employees	1[1]	0	0	0	**0**
Subcontractors	1[2]	0	0	0	**0**
Total	**2**	**0**	**0**	**0**	**0**

[1] One ST employee died from medical complications after coming into contact with a chemical (tetramethylammonium hydroxide) in Ang Mo Kio site (Singapore). In 2018, the Singapore Ministry of Manpower Investigation concluded that the accident was work-related.

[2] One subcontractor victim of a fatal accident in an electrical area at our Bouskoura site (Morocco).