



ACCELERATING SUSTAINABILITY
TOGETHER

ST sustainability goals





We are a global semiconductor company serving customers with innovations that aim to make a positive impact on people's lives.



At ST, we have prioritized sustainability for over three decades, driven by our ambition to create long-term value for our stakeholders. This approach is an integral part of our Company value proposition, and we firmly believe that reinforcing a sustainable culture benefits people, the environment and the economy.

We have achieved good results across our key sustainability metrics during this time, but we are committed to doing more. Through our ongoing efforts, we demonstrate that sustainability is ingrained in our DNA and remains a priority.

Our latest sustainability goals will drive our priorities until 2035. These goals focus on achieving measurable reductions in our environmental footprint, providing a safe and healthy workplace for our employees, as well as engaging on sustainability with our supply chain and the communities in which we operate. By collaborating with our stakeholders, we aim to create a greater positive impact and drive meaningful change.

Accelerating sustainability, together.

Jean-Marc Chery
CEO & President STMicroelectronics



As a technology company, we know that innovation can improve people's lives. With this in mind, we create semiconductor solutions that aim to contribute to solving environmental, social and societal challenges.

Our core values of **Integrity**, **People**, and **Excellence** guide us in this mission to make a positive impact on people's lives, paving the way to a more sustainable world.

Ethics and compliance commitment

We foster a culture of integrity, respect, and accountability and believe these principles must be at the core of our decision-making process, wherever we operate, in-line with our Code of Conduct and values (Integrity, People, Excellence).

We have a zero-tolerance policy towards any form of bribery or corruption. We promote a Speak Up culture where everyone feels comfortable to come forward without fear of retaliation.

We raise awareness of our Ethics Hotline, which is available to our employees and interested third parties on [st.com](https://www.st.com).

In compliance with relevant data privacy laws and regulations, we limit the collection of personal data. We implement encryption to protect personal data from unauthorized access, ensure strict access controls, and build stakeholder trust through transparent personal data handling practices.



**We put
people first**



People are at the heart of everything we do. We strive to foster a respectful and inclusive work environment where everyone feels safe and valued and is treated with respect and dignity. We oppose any form of discrimination.

Health and safety is a priority for us and we recognize our duty to provide a safe and secure environment. We respect and promote fundamental human rights wherever we operate, for all individuals, embedding ethical and responsible business conduct throughout our activities.

Health and safety

We implement actions to promote a safe and healthy working environment and support initiatives contributing to a zero-accident workplace. Our manufacturing sites and largest non-manufacturing sites are ISO 45001 certified.

GOAL

We aim, each year, to achieve a Total Recordable Case Rate of 0.75¹ or less for work-related injuries and illnesses, including onsite value chain workers.

Working conditions

We work to uphold the highest standards for labor and human rights across the Company, informed by internationally recognized standards.

GOAL

We aim to achieve Responsible Business Alliance platinum recognition² during closure audits, or initial audits if no findings, for all majority-owned main manufacturing sites by 2030.

Equal opportunities

We foster a workplace where discrimination and harassment are not accepted, and we maintain gender pay equity.

GOAL

We aim to maintain an adjusted gender pay gap below 5% at company level each year.

GOAL

We aim for the representation of women in management and senior management roles to be at least 25% by 2035.

¹ Calculated using Corporate Sustainability Reporting Directive (CSRD) methodology, which results in the rate being multiplied by 5 compared to the rate based on Occupational Safety and Health Administration (OSHA-US) standards.
² Responsible Business Alliance Platinum recognition counts until the next closure audit if the closure audit is conducted within 18 months of the initial audit.



**We respect
the environment**



Environmental responsibility is integral to our Company and we aim to consistently integrate it into our activities. We strive to minimize our impact on the environment including by reducing GHG emissions and energy consumption as well as addressing water, waste and pollution related challenges. Our environmental management system is aligned with international standards, including ISO 14001, ISO 50001 and the Responsible Business Alliance.

Climate change mitigation in our operations

We work towards carbon neutrality, and collaborate with our partners to drive innovative ways to operate.

GOAL

We aim to be carbon neutral each year from 2027, covering Scope 1 and Scope 2 emissions, plus product transportation, business travel and employee commuting emissions from Scope 3.

GOAL

We aim to achieve a 20% overall reduction in absolute Scope 1 and 2 emissions by 2030 vs 2024.

GOAL

We aim to abate at least 90% of our climate adverse process gases (CAPG) emissions by 2030.

Climate change mitigation in our supply chain

We engage with partners to decarbonize our supply chain.

GOAL

We aim to achieve a 10% reduction in our Scope 3 upstream GHG emissions by 2030, and a 20% reduction by 2035, vs 2024.



Energy

We prioritize energy saving and adopting renewable energy.

GOAL

We aim to adopt 100% renewable electricity by 2027 through energy procurement and renewable energy installations and maintain this percentage each year thereafter.

We aim to annually save energy, achieving cumulative energy savings of 100 GWh by 2035, versus the baseline year 2024.

Pollution risk management

We are dedicated to limiting soil, air, and water pollution risks and implementing state-of-the-art technologies to tackle emissions (in water and air).

GOAL

We aim to further decrease Volatile Organic Compound (VOC) emissions from ST's manufacturing sites, to achieve an overall 70% absolute reduction by 2030 vs 2024.

Chemicals

We engage in the substitution of substances of very high concern (SVHC) at our manufacturing sites.

GOAL

We aim, alongside our efforts to continuously assess substances of very high concern (SVHC) use and substitution, to make all products manufactured at ST 98% halogen-free by 2035.



Water

We implement initiatives to improve our water-saving and recycling rates and aim to tackle the challenges of water scarcity and wastewater treatment.

GOAL

We aim to have an annual water recycling rate of at least 60% by 2035 through implementing innovative programs. It is our aim to annually save water, reaching 6 million cubic meters of water saved by 2035 vs 2024.

Waste and circular economy

We strive to reduce waste by minimizing resource consumption, and by recycling and implementing circular economy programs.

GOAL

We aim to recycle, recover, and prepare for reuse at least 95% of our waste each year, and to limit waste disposal to below 5%.



**We generate long-term
value for our stakeholders**



We believe that sustainability is a collective responsibility and recognize the importance of all our stakeholders. It is a priority to engage with stakeholders on sustainability topics beyond our operations, both in our value chain and in the communities in which we operate.

Workers in our supply chain

We partner with organizations that uphold the same human rights standards we adhere to. We apply a zero-tolerance approach to child and forced labor in our supply chain, and our policies prohibit all forms of it.

Affected communities

We engage with the communities in which we operate on sustainability topics.

GOAL

We aim to certify 100% of our manufacturing sites through the Alliance for Water Stewardship (AWS) by 2035.



For more information on ST products and solutions, visit www.st.com

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