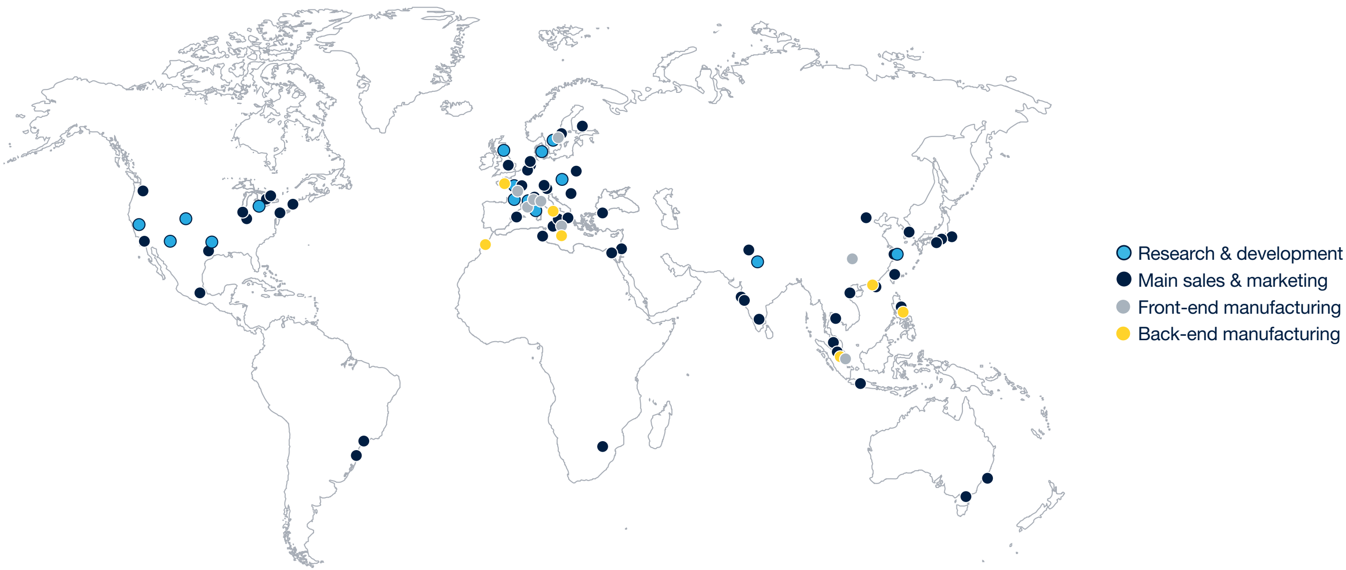
Sustainability at a glance

Sustainability at a glance provides a summary of ST's sustainability performance in 2025.
For our full disclosures, please refer to the Company Integrated Annual Report.

2025 performance

ST at a glance



As of December 31, 2025

- One of the world's largest semiconductor companies
- 2025 revenues of US$11.8 billion
- Listed: NYSE, Euronext Paris and Borsa Italiana, Milan
- 49,000 employees worldwide
- 9,000+ people working in R&D
- 14 main manufacturing sites
- Over 80 sales & marketing offices serving over 200,000 customers across the globe
- Signatory of the United Nations Global Compact (UNGC)
- Member of the Responsible Business Alliance (RBA)

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

“

Sustainability remains at the heart of our strategy, culture, and value proposition.

For over thirty years, we have embedded these principles into the way we innovate, operate, and collaborate with our customers and partners.

I am proud of the efforts and achievements of our teams worldwide, but we know there is still more to do.

We remain dedicated to advancing our journey and creating lasting value for people, the environment, and the economy.

Jean-Marc Chery
President & CEO STMicroelectronics

Our value proposition

For our shareholders

Return value in line with our objective

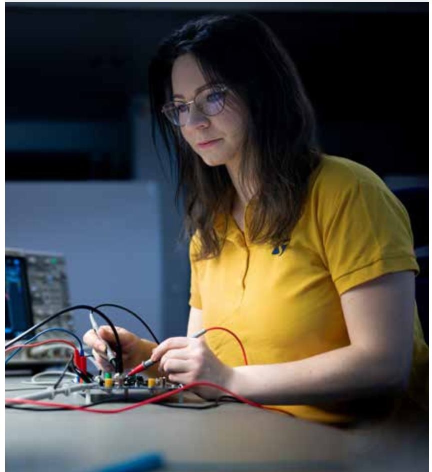
Sustainable and profitable growth

For our customers

Provide differentiating enablers

Independent, reliable and secure supply chain

For our stakeholders



Committed to sustainability

Our values:
Integrity – People – Excellence

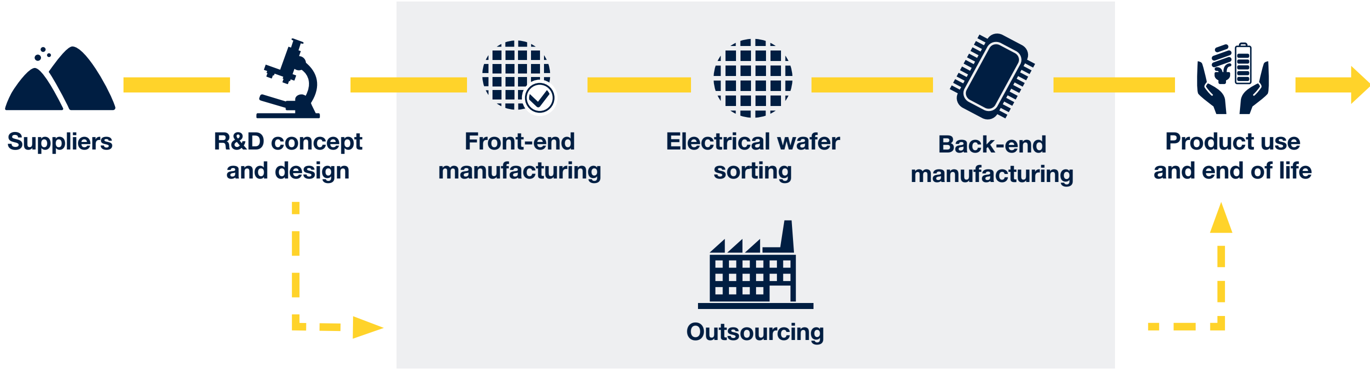
OUR BUSINESS MODEL

We are an Integrated Device Manufacturer (IDM). We design, manufacture, and sell semiconductor devices. We handle most manufacturing in-house.

Being an IDM allows us to tightly integrate our technology and product development with our manufacturing operations while providing our customers with the capacity, flexibility, and quality they need.

Our value chain is a comprehensive process that involves multiple stages, each contributing to the creation of high-quality semiconductor devices.

Main steps in our value chain



Suppliers
We purchase raw materials, equipment, energy, gas, chemicals, and services from many suppliers and subcontractors.

R&D concept and design
New products are created in a multi-step process including architecture conception, electrical layout, electrical and logic simulation, chip layout, and generation of the masks that will be used to etch the design in silicon.

Front-end manufacturing
Manufacturing chips requires around 400 separate stages, starting with a plain wafer and resulting in the etching of several hundreds to thousands of dies.

Electrical wafer sorting
Dies on the wafer are electrically tested to check that they meet the required specifications. This step is known as wafer sort or probe.

Back-end manufacturing
The dies are cut from the wafer before being assembled in a package. The chips are then tested again prior to delivery to the customer, ensuring they are functional and reliable.

Product use and end of life
We offer a large portfolio of products suitable for the wide range of applications addressed by our customers.

Outsourcing
We use external silicon foundries and OSATs (together subcontractors) to supplement our capacity in front-end manufacturing, electrical wafer sorting, and back-end manufacturing.

Our sustainability goals

For further information on the scope and progress for each goal, refer to the 2025 Company Integrated Annual Report.

GOALS	Status end of 2025
We put people first	
HEALTH AND SAFETY We aim, each year, to achieve a Total Recordable Case Rate of 0.75 or less for work-related injuries and illnesses, including onsite value chain workers.	**0.47***
WORKING CONDITIONS We aim to achieve Responsible Business Alliance platinum recognition during closure audits, or initial audits if no findings, for all majority-owned main manufacturing sites by 2030**.	**10/11 sites**
EQUAL OPPORTUNITIES We aim to maintain an adjusted gender pay gap below 5% at company level each year.	**2.3%**
We aim for the representation of women in management and senior management roles to be at least 25% by 2035.	**22% and 13%**
We respect the environment	
CLIMATE CHANGE MITIGATION IN OUR OPERATIONS We aim to be carbon neutral each year from 2027, in all direct and indirect emissions (Scopes 1 and 2), plus product transportation, business travel, and employee commuting emissions (our Scope 3 focus).	**780 kt/CO2**
We aim to achieve a 20% overall reduction in absolute Scope 1 and 2 emissions by 2030 vs 2024.	**15%**
We aim to abate at least 90% of our climate adverse process gases (CAPG) emissions by 2030.	**83%**
CLIMATE CHANGE MITIGATION IN OUR SUPPLY CHAIN We aim to achieve a 10% reduction in our Scope 3 upstream GHG emissions by 2030, and a 20% reduction by 2035, vs 2024.	**5%**

GOALS	Status end of 2025
ENERGY 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.	**86%**
POLLUTION RISK MANAGEMENT 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.	**4%**
CHEMICALS 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.	**95%**
WATER We aim to have an annual water recycling rate of at least 60% by 2035 through implementing innovative programs. We aim to annually save water, reaching 6 million cubic meters of water saved by 2035 vs 2024.	**51% and 959,147m^3**
WASTE AND CIRCULAR ECONOMY 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%.	**97% and 3%**
We generate long-term value for all stakeholders	
AFFECTED COMMUNITIES GOAL We aim to certify 100% of our manufacturing sites through the Alliance for Water Stewardship (AWS) by 2035.	**1/15 sites certified**

* 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.
** A Platinum recognition counts until the next closure audit if the closure audit is conducted within 18 months of the initial audit.

2025 Highlights

86%
of electricity from renewable sources

22%
women in management

2.3%
adjusted gender pay gap

83%
CAPG* abatement rate

*climate adverse process gases

0.47*
Total Recordable Case Rate (employees and onsite contractors)

*Calculated using 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.

51%
of water recycled or reused

97%
of waste prepared for reuse, recycled and recovered

10/11*
sites with RBA platinum recognition

* A Platinum recognition counts until the next closure audit if the closure audit is conducted within 18 months of the initial audit.

GOVERNANCE

Our management is entrusted to our Managing Board under the supervision of our Supervisory Board.

Our Supervisory Board advises our Managing Board and is responsible for supervising the policies pursued by our Managing Board, the manner in which the Managing Board implements the sustainable long-term value creation strategy and the general course of our affairs and business.

The Supervisory Board has a sustainability committee which supports and advises the Supervisory Board in relation to its responsibilities in supervising, monitoring and advising on ST’s sustainability strategy, targets, goals, and overall sustainability performance.

The Supervisory Board has an audit committee (the Audit Committee), which assists the Supervisory Board in fulfilling its oversight responsibilities relating to corporate accounting, reporting practices, and the quality and integrity of ST's financial and non-financial reports.

Our Code of Conduct: Integrity, respect and accountability

> Upholding a strong ethical culture is vital to any organization and essential to our Company's success.

Philippe Dereeper
Chief Ethics & Compliance Officer
and Executive Secretary of the Supervisory Board

At ST, our Code of Conduct is the foundation of our ethical culture. It sets clear expectations for how we act with integrity, respect and accountability in everything we do. Far more than a set of rules, it guides our daily decisions and helps us build the trust that underpins collaboration, innovation and long-term sustainable success.

Maintaining a culture of transparency and responsible behavior is essential. It supports our Social and Governance commitments and strengthens the trust on which collaboration, innovation and long-term value creation depend. For this reason, we encourage employees and other internal and external stakeholders to speak up and report, in good faith, any concern they may have regarding possible violations of our Code of Conduct, policies, procedures or applicable laws.

All concerns are processed through the Ethics Hotline, which enables ST employees and other internal or external stakeholders to report concerns, in confidence and, where required, anonymously. The Ethics Hotline is hosted by an independent third party and is available online or by phone, 24/7, in 27 languages.

We have zero tolerance for retaliation against anyone who raises a concern in good faith. By encouraging open reporting and addressing concerns responsibly, we help reinforce trust and sustain our ethical culture.

Enabling economic activity

We believe that the semiconductor industry plays a key role as a strategic enabler of a low carbon society as well as to manage the transition towards carbon neutrality. As part of our value proposition, we aim at designing and manufacturing products that are power efficient and support our customers in developing technologies that have low carbon footprint. Low carbon applications such as electric mobility, renewable energies, smart cities, or smart building have been and remain strategic markets for us. We are a market leader in the design and manufacturing of power solutions and motor control enabling products, in which there are ample opportunities for short-term impact on GHG emissions. We are also a market leader in terms of ultra-low power ICs such as sensors or microcontrollers.

Interests and views of stakeholders

Our diverse range of stakeholders can affect or be affected by our activities and products in different manners. Our key stakeholders are: employees, customers, investors, suppliers, including supply chain workers, subcontractors, including their workers, and affected communities. Regular engagement with internal and external stakeholders is essential to assess their expectations.

We aim to maintain open communication and actively listen, to be able to integrate their feedback into our decision-making, as appropriate. We seek to integrate the interests and views of our stakeholders into our strategy and business model as they are taken into account when defining our sustainability strategy, ambitions, policies, programs, and targets.

In 2025, we standardized stakeholder engagement throughout the Company and deployed a more structured and effective stakeholder engagement method specifically regarding sustainability topics. The main principles are outlined in our Stakeholder Engagement Policy.

Our approach to sustainability

Sustainability has been a guiding principle at ST for more than 30 years and is embedded in our activities. We implement programs and take action to manage our impacts, opportunities, and risks within our own operations and relevant sections of our value chain. At the heart of our strategy is a strong focus on identifying topics that matter to our business and stakeholders, through a double materiality assessment, which includes a review with our key stakeholders.

Based on this double materiality assessment, and considering the perspectives of our stakeholders, our sustainability strategy, policies, programs, targets and objectives are regularly reviewed and adjusted, as appropriate, to manage identified material sustainability topics.

> Semiconductors are key to building a low carbon economy by enabling safer, smarter, and more efficient technologies. We believe in supporting this transition by helping create a more responsible industry, one that carefully considers its environmental and social impacts.

Jean-Louis Champseix
Group Vice President, Corporate Sustainability

PUTTING PEOPLE FIRST

We are committed to managing our business operations in a socially responsible way. Preventing negative impact on people is a priority for ST. For our own workforce this is demonstrated through our human rights program, our high health and safety standards, our compliance frameworks such as data privacy, our efforts to create an inclusive workplace, and our continuous employee training activities.

Labor and human rights

We aim to uphold the highest standards of labor and human rights. Our due diligence programs help us identify, prevent, mitigate, and remediate actual or potential adverse impacts on our workforce and risks to our business.

Our policies are informed by relevant internationally recognized standards. They set out our aim that employees and workers are treated with respect and dignity, and that secure labor and human rights conditions are provided.

These policies focus on:

- prohibition of all forms of forced labor, child labor, including bonded, trafficked or slave labor, discrimination and harassment;
- implementation of a fair organization of working time, wages, benefits, working conditions;
- respect for freedom of association and collective bargaining;
- privacy of personal information; and
- enhancement of employee well-being and safety.

We perform annual risk assessments at our major sites and monitor social performance using reporting tools. Regular RBA third-party audits and internal audits are conducted at our main manufacturing sites.

In 2025, we continued to provide targeted labor and human rights training and communicate social responsibility standards to employees.

* A Platinum recognition counts until the next closure audit if the closure audit is conducted within 18 months of the initial audit.

10/11* sites with RBA Platinum recognition

0.47*
total recordable case rate

Health and Safety

At ST, we aim to provide a safe and healthy environment, prioritizing the prevention of work-related occupational injuries and illness. We believe this is essential for a positive and productive working environment. Our public Corporate Occupational Health and Safety (OH&S) Policy outlines the principles and requirements of our OH&S management system and applies to all ST employees as well as value chain workers or individuals under ST's supervision.

This culture is built through both our management system and behaviors. Our main manufacturing sites and largest non-manufacturing sites are ISO 45001 certified, and performance is regularly evaluated through third-party and internal audits. Our shared vigilance approach encourages managers to conduct safety field visits, lead by example, and demonstrate safe practices.

In 2025, we organized numerous safety events across our sites, aimed at promoting safe behaviors and continuous improvement.

To support our employees, we also implement health programs tailored to local laws and requirements. In addition, our STCare program monitors wellbeing and provides 24/7 confidential assistance to employees and their families.

* 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.

Equal treatment and opportunities for all

We aim to foster a diverse and inclusive workplace where everyone feels respected and valued. Our global policies prohibit discrimination and harassment, and we reinforce these principles through ongoing training and clear expectations of behavior.

These efforts are underpinned by our commitment to respect, fairness and accountability in how we treat one another and make decisions.

We strive for equity in development, career opportunities and remuneration. The adjusted gender pay gap index is used to monitor and detect any pay gaps in line with our ambition to reach parity.

Flexible working arrangements are implemented under a company wide framework and aligned with local regulations to help support work life balance as well as talent attraction and retention.

Training and awareness activities include equal treatment e-learning, unconscious bias workshops, supported by inclusive communication guidelines that encourage non stereotypical, gender neutral language. Our Women in Leadership (WIL) and Advanced WIL programs help build a pipeline of female talent for executive roles while mentoring and internal coaching further reinforce equal career opportunities.

We have established several Employee Resource Groups – WISE (women), STAND (LGBTQIA+), ABLE (disabilities), to provide safe spaces, support development, and inform leadership. Our Blossom program for younger employees, encourages creativity, idea sharing and open dialogue.

In 2025, we finalized a multi-year disability inclusion roadmap covering recruitment, accessibility, and culture.

2.3%
adjusted gender pay gap

Data privacy

As an employer and in the course of our operational activities, we maintain a robust personal data protection framework aligned with the General Data Protection Regulation (GDPR), embedding privacy and data protection principles into our governance and risk management systems. Our program is grounded in accountability, data minimization, and transparency, and is supported by defined governance structures, regular risk and impact assessments, and comprehensive internal policies and procedures.

We implement appropriate technical and organizational measures to ensure the confidentiality, integrity, and availability of personal data, including access controls, encryption, and continuous monitoring. We are committed to upholding data subjects' rights and fostering trust among our employees, customers, and business partners.

Ongoing employee training, awareness initiatives, and periodic audits reinforce compliance, support continuous improvement, and promote a strong culture of data protection across the organization.

ENVIRONMENT

We are dedicated to managing our business operations in an environmentally responsible way. Our approach to the environment is laid out in our Global Environmental Policy, which includes our Global Water Policy, and is incorporated into our strategy.

Our environmental management system is aligned with international standards, including ISO 14001, ISO 50001, and the Responsible Business Alliance. Our performance and management systems are evaluated annually through third-party surveillance audits, and we aim to renew our certifications every three years.

Climate change

In 2020, we announced our commitment to become carbon neutral by 2027 (covering Scope 1 and Scope 2 emissions, plus product transportation, business travel and employee commuting emissions from Scope 3).

We aim to address the negative environmental impact of Greenhouse Gas (GHG) emissions from our operations, through actions and targets associated through three decarbonization levers:

- decrease climate adverse process gases (CAPG) emissions
- purchase renewable electricity
- improve energy efficiency

To achieve carbon neutrality by the end of 2027, we will offset our residual GHG emissions from our operations by purchasing carbon credits that meet recognized quality standards from GHG emissions reduction projects.

We complement our actions to mitigate climate change in our own operations by working with our supply chain partners to encourage them to reduce their GHG emissions. We have launched a supply chain decarbonization program targeting Scope 3 emissions from purchased goods and services, engaging our 50 highest-emitting tier-1 suppliers as well as key subcontractors for wafer foundries and backend packaging.

In 2025, we achieved our two strategic milestones endorsed by the Science Based Targets initiative (SBTi): 50% reduction of Scope 1 and 2 GHG emissions versus 2018 and 80% renewable electricity sourcing.

Water

Water is a shared natural resource that we aim to manage responsibly across our operations and supply chain. Our management approach includes water stress assessments, efficiency and conservation programs, recycling and wastewater treatment, as well as collaboration with local stakeholders where we operate.

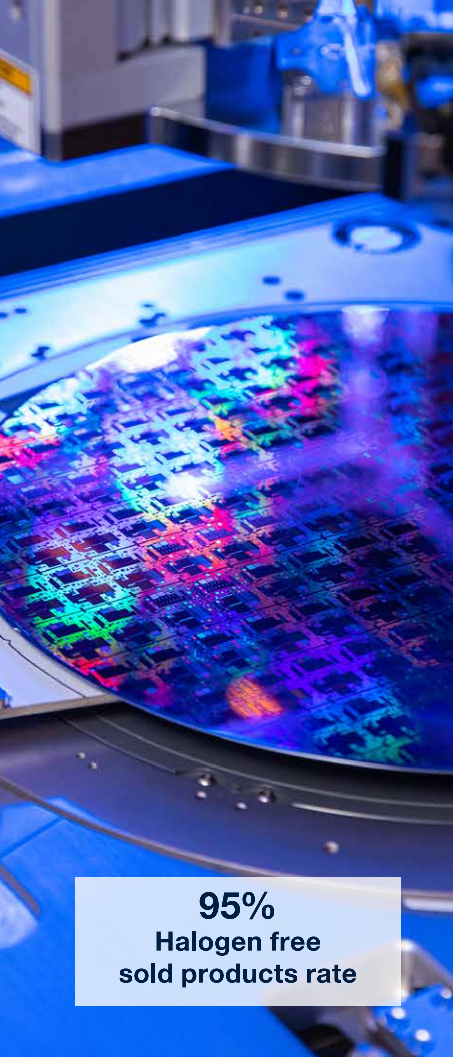
In line with our policy, we apply structured water management practices at all manufacturing sites, including those in high water stress areas.

Dedicated water roadmaps are implemented at site level according to the local context. These include smart metering and monitoring, process optimization to reduce consumption, increased recycling, and reuse of treated water for industrial purposes, helping to reduce reliance on freshwater resources.

We believe that collaboration, education, and a comprehensive approach are fundamental for effective water management. We are members of the European Semiconductor Association (ESIA), through which the global semiconductor industry collaborates on water management and resource conservation among others. We work with the Alliance for Water Stewardship to strengthen stewardship and community engagement, and we engage with suppliers and subcontractors to promote good water management practices and alignment with the RBA standards.

In 2025, we continued to develop innovative projects at our sites to help us move towards our water recycling goal.

51%
water recycling rate



Pollution and chemicals

We recognize the importance of reducing environmental emissions to minimize our potential effects on pollution, with a focus on air, water, and waste. Our approach includes treating emissions where possible and implementing replacement programs for hazardous substances throughout our own operations to reduce our environmental impact.

We have set Environmental, Health and Safety (EHS) criteria in operational procedures for the monitoring of chemicals, substances, emissions into the air and wastewater. We perform regular groundwater analysis to control risks of pollution to soil and groundwater. These procedures are applicable to all ST manufacturing sites and to selected non-manufacturing sites depending on the chemical substances the site uses.

At our manufacturing sites, local sustainability teams and EHS champions are responsible for deploying and monitoring pollution related activities. In addition, chemical committees meet regularly, using a comprehensive approach to review and evaluate best management practices.

We use the ECOPACK® grading system to guide product designs without restricted substances. We also require suppliers to comply with regulated substance lists and provide evidence of conformity.

In 2025, we formally prioritized certain materials for replacement, based on a preliminary 2024 assessment identifying those needing replacement.

Waste and circular economy

Generating waste is an inevitable part of our operations. We strive to reduce it by minimizing resource use, increasing recycling and recovery, as well as implementing circular economy programs. Our approach to classification, separation and safe disposal is driven by local regulations and Company policy.

We implement site level actions to reduce hazardous and liquid waste, improve segregation, reuse materials such as packaging, and convert process waste into secondary raw materials for other industries. We also address non-manufacturing waste streams, such as paper, plastics and organic waste, to avoid landfill where possible.

Beyond our own operations, we work with suppliers, customers and industry partners to develop new recycling solutions, increase recycled content in our products, and improve end of life management. These collaborations help us integrate circularity considerations into product design and align with evolving customer expectations and regulatory requirements.

In 2025, we established a strategy to increase recycled content in our products, identifying opportunities to collaborate with customers and evaluating new opportunities and projects.

ACTING TOGETHER

We recognize the importance of engaging and collaborating with our stakeholders. Together, we work to advance sustainability across the supply chain and in the communities where we operate.

Workers in the supply chain

Our ambition is to source and purchase goods and services from suppliers and subcontractors who share our standards for respecting people and the environment, which values are included in our Code of Conduct. With a global supply chain of over 6,000 direct suppliers, we aim to systematically assess and mitigate sustainability risks and negative impacts in our operations and supply chain, using the RBA principles.

Our responsible supply chain program runs across all our operations and throughout the life cycle of our supplier relationship. We monitor our suppliers using social, environmental, and governance criteria, auditing those that are classified as high risk. This enables us to mitigate major risks and impacts including supply chain workers' health and safety, unfair working conditions and human rights, including forced labor of workers and child labor.

In 2025, we continued to strengthen supplier training and industry collaboration to improve responsible business practices across our supply chain.

As a member of the Responsible Minerals Initiative, we run a responsible minerals sourcing program, focused on 3TG (Tantalum, Tungsten, Tin, Gold). We require relevant suppliers in scope to use minerals originating from smelters that conform to the Responsible Minerals Assurance Process RMAP standard. We aim to remove non-compliant smelters from our supply chain.

Affected Communities

It is our ambition to manage our business operations responsibly within the communities where we operate. We strive to use shared natural resources, such as water and energy, with care. Through effective resource management and partnerships, we aim to minimize any negative impact from our operations on local affected communities.

Based on the outcome of our double materiality assessment, our policies guide how we manage energy and water within our own operations. We focus on efficiency, increased use of renewable energy, and reduction of our water footprint. Our public Stakeholder Engagement Policy guides how we engage with affected communities, and our sites take into consideration local circumstances when deploying this policy.

We maintain structured dialogue with stakeholders, including affected communities, through our certified management systems. As a member of the Alliance for Water Stewardship (AWS), we use its best practice standard to shape our water management approach and strengthen local engagement where we operate.

In 2025, we continued to progress towards our goal of certifying 100% of our manufacturing sites through the AWS by 2035.

1/15
sites AWS certified

Contributing to the Sustainable Development Goals (SDGs)

As part of our broader sustainability approach, we remain aligned with international frameworks, including the United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs).

We have been a signatory of the UNGC since 2000. Our sustainability programs are aligned with its ten principles and contribute to 11 of the 17 SDGs.

External recognition

Socially Responsible Investment (SRI) rating agencies, analysts and investors regularly request detailed feedback on a wide range of Environmental, Social and Governance (ESG) topics to evaluate our corporate behavior and performance.

In 2025, we were included in several sustainability indices, such as the Euronext Vigeo Eiris Europe 120 index, MSCI AAA[1], ISS ESG Prime, EcoVadis Platinum, FTSE4Good top 10% and Bloomberg top 5%. We received a B score from the CDP for both climate change and water security (disclosing in non-public mode).

CDP Discloser 2025 | PLATINUM Top 1% ecovadis Sustainability Rating FEB 2026 | FTSE4Good | ISS ESG

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