STMicroelectronics has several programs in terms of awards, recognitions and incentives to celebrate and acknowledge the contributions of women in STEM.

STMicroelectronics, has S.H.E programs for women in ST. This program was conceptualized in ST India and later successfully adopted by Corporate and today, S.H.E program is practiced at all the major sites of STMicroelectronics. The S.H.E program is designed to address gender specific challenges, close the leadership gap, and create a culture of inclusion and growth within the workplace. By connecting women employee with women leaders as mentors, the program fosters skill development, career advancement, and personal development. This program is beneficial for both the mentors and the mentee. The mentee gets an emotional connection with the mentor where she can discuss her challenges in her job role and perform successfully in their professional journeys. The mentee also gets an opportunity to learn new challenges and feel a sense of satisfaction in help fellow colleagues.

Inspirers' Forum is a special forum conceptualized to honor and celebrate the incredible contributions of our internal Enabler, Coaches, Mentors, Facilitators & Technical Advisory Committee members with special focus on women leaders of ST India. This forum has a good share of women leader's representation in different roles.

DEI Leadership Award: This award is presented every year to a remarkable leader who has consistently embodied the principles of diversity, equity, and inclusion in every aspect of their leadership. With a strong commitment to promoting gender diversity in senior leadership.

International Women's Day at STMicroelectronics

STMicroelectronics proudly celebrates International Women's Day to recognize and honor the invaluable contributions of its women employees. A dedicated full-day program is organized, focusing on empowering women through essential topics and life skills such as financial planning awareness, negotiation techniques, career advancement strategies, experience sharing, panel discussions, and addressing challenges. These events serve as significant opportunities for learning, recognition, and motivation for women across the organization.

Women Empowerment Highlight

In a recent feature in The Times of India, one of ST India's women leaders shared her insights on leadership in an article titled "Never impose limits on our own growth," featured under the career ladder for women section. She emphasized how STMicroelectronics

actively supports and empowers women to advance into leadership roles. The interview showcased ST's commitment to creating networking pathways and new opportunities that foster independence, personal growth, and leadership development for women.

Global Semiconductor Alliance (GSA) Women in Semiconductor Hardware (WISH) was held in November 2023 and one technical women leader from ST Greater Noida was awarded the GSA WI Female Up and Comer Award. This is one of the key awards won by any ST employee. Thanks to STMicroelectronics commitment in empowering women in their job role.

There are dedicated leadership program Advanced Women in Leadership program (AWIL), Women in Leadership Program (WIL) and IWILL.

iWIL: Introduction to WIL; for all women for Hay Job grade (JG11+, Entry level engineers)

WIL: Women in Leadership; For identified Hi Power women for Hay Job grade JG14+, Mid-level engineers.

AWIL: Advanced Women in Leadership: For identified women for Hay Job grade JG16+ (Senior Management)

The objective of WIL is to build an awareness of the advantages of gender diversity, develop to become an authentic leader and is a 2-day classroom training.

AWIL Objectives: The objective is to grow self-confidence and become visible and recognized through eloquence. It is 2.5-day classroom training.

The objectives of WIL:

1. Understand the Importance of Gender Diversity, Equity, and Inclusion: Learn why promoting these values is crucial in the workplace.

2. Awareness of Common Challenges: Identify common obstacles faced by female leaders.

3. Empowerment for Career Advancement: Feel empowered to advance in your career and develop your Authentic Leadership.

4. Build Supportive Networks: Recognize and start to build supportive networks within your professional circles.

5. Actionable Steps for Leadership Journey: Leave with three actionable steps for your leadership journey in ST and a handout with resources to further develop your career.

Women Inspiring Supporting and Empowering (WISE), ST's Women network, was launched in February 2023. Its mission is to create a global and collaborative community for women and their allies and promote the personal and professional development of women at ST. By sustaining a favorable environment to exchange and share experiences, WISE provides its members with a platform of support, advice, and discussions to address various issues and create collective awareness. The committee have several women members from STMicroelectronics India.

STMicroelectronics hosts an annual flagship event known as TechWeek, a premier conference designed to showcase innovation, knowledge sharing, and technical excellence across sites and organizations.

In the 2022 and 2023 editions, the conference was notably chaired by a distinguished senior woman leader from ST India, exemplifying our commitment to empowering women in leadership roles. Furthermore, women held 50% representation on both the core organizing committee and the extended planning team, ensuring diverse perspectives and inclusive decision-making throughout the event's preparation and execution.

Continuing this strong tradition of gender-balanced leadership, the 2024 TechWeek featured a women leader from ST India serving as the co-chair, reinforcing our dedication to fostering female leadership and visibility in technical domains.

This sustained emphasis on gender diversity during TechWeek not only highlights women's critical contributions but also inspires broader participation and engagement across the company's STEM community.