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**Equal treatment and opportunities for all**

*Our approach and policies*

We believe that equal treatment of our employees has a positive impact on innovation and stakeholder engagement as well as personal and Company growth.

We endeavour to foster a diverse and inclusive workplace and to not tolerate discrimination. We aim to recruit and retain a diverse workforce, reflecting society. We aim for equity in career development, career opportunities, and equal remuneration. We seek to build an inclusive culture that values our employees and interested stakeholders and addresses bias and stereotypes. We aim to maintain a culture free of discrimination and harassment where individuals are treated with respect and dignity. Our policies include prohibition of discrimination on the grounds of race, color, ethnic or social background, national origin, age, gender, physical characteristics, disability, political opinion or affiliation, religion, gender identity or expression, sexual orientation, marital or maternity status, union affiliation or any other non-job related personal characteristic.

These ambitions and company values are outlined in ST's Code of Conduct, Corporate Social Responsibility Policy and Corporate Labor and Human Rights Procedure, and apply to all employees in order to manage potential negative impacts such as unequal pay or chances of progression. These policies are available at st.com and our intranet, for everybody, including to potentially affected stakeholders and stakeholders who need to help implement it. The implementation and monitoring of the Corporate Social Responsibility Policy and connected operational procedures is executed through our management systems and is overseen by our CHRO. Our policy on equal treatment is implemented through equal treatment strategy and programs.

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**Corrective Action Plans**

Corrective action plans are established to close gaps between local practices and ST's social sustainability standards, such as human rights standards, health and safety standards, equal treatment standards, as identified in internal/external audits. Corrective action plans include requirements from our sites to implement measures to readdress any wrongdoing to people from our workforce caused by a gap with our labor and human rights principles, health and safely principles, equal treatment principles and otherwise. The proposed measures are established on an ad hoc basis depending on the specifics of the situation and the available remediation options. Evidence is gathered and reviewed for each suggested corrective action plan to ensure successful implementation.

We regularly develop and implement measures to prevent, mitigate or address any actual or potential negative impacts on our workforce that we might have caused or contributed to.

Specifically with regard to unequal pay, our general approach towards contributing to remedy to unequal pay is covered by our gender pay gap process (as described below). We value employee contributions and our objective is to safeguard equity in development, career opportunities, and remuneration. We monitor our gender pay ratio each quarter, comparing women's and men's salaries by job level for each country where we operate. Where a gap is assessed, we identify focus areas and the relevant regions and organizations work on closing these gaps.

In addition to the above, sites must also provide remedy on an ad hoc basis to remediate situations misaligned with our commitments to labor and human rights.

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### 3.4.4.1.F.3. Equal treatment and opportunities for all

Our equal treatment strategy comprises the following: strengthening diversity, growing equity and developing inclusion.

**Gender pay ratio**

Our objective is to safeguard equity in development, career opportunities, and remuneration. We monitor our gender pay ratio each quarter, comparing women's and men's salaries by job level for each country where we operate.

**Adjusted gender pay gap**

We use an adjusted gender pay gap index to monitor and detect any gaps. It is our ambition to reach parity, monitoring any pay gaps that persist in certain job grades and countries. The index is used to report and track any gaps, enabling Human Resources to gain a better understanding of the situation and make corrections where necessary. Further detail on our adjusted gender pay gap can be found in Section 3.4.4.1.G.6. *(Own workforce - Compensation metrics)*.

**Flexible working**

We believe that hybrid work can improve quality of life and help us to attract and retain talent. We have introduced a company-wide framework for flexible working arrangements. This allows employees to work from home or other locations, in accordance with local regulations.

**Training and awareness**

We aim to overcome stereotypes by regularly reinforcing an inclusive mindset that recognizes the value and richness of a diverse workforce. To help us to achieve this, we provide two main training courses: equal treatment e-learning and unconscious bias workshops. We strive to create an environment where all employees feel free to speak up and report concerns by training managers on the importance of transparency and culture. We take concerns raised seriously and review them thoroughly.

We have issued internal inclusive communication guidelines. We believe our language and images shape attitudes as to what is considered normal and acceptable. Inclusive communication goes beyond avoiding offensive words and includes non-stereotypical, unbiased, and gender-neutral language, as well as proper acknowledgments of people and cultures.

**Employee engagement**

We have established a strong focus on setting up ERGs to promote inclusion in the workplace. These are voluntary, employee-led groups of people belonging to a minority or having a shared characteristic, as well as their allies. The aim of the ERGs is to provide a safe space for members to share their experiences and challenges, help leaders understand what matters to these employees, and to support their professional development.

We believe it is critical to listen to the perspectives of our employees. To support our younger employees, we launched our 'Blossom' program three years ago to enable younger employees to voice their opinions, offer their ideas, be creative, and share their expectations.

Our mentorship program is an essential collaboration tool for personal and professional development. The program is open to all employees and but can be particularly empowering for women who face more potential barriers in the workplace.

**Measuring effectiveness**

Each year, taking into account our equal treatment strategy, Corporate Sustainability sets company sustainability priorities and goals. We identify what actions are needed and appropriate by tracking and monitoring the goals to meet our objectives. We share all outcomes with regional Human Resources and Group Human Resources who set corrective action plans wherever necessary.

**Resources to take action**

The various actions related to equal treatment are managed by people with a sustainability focus and knowledge on equal treatment within Corporate Sustainability and other relevant ST departments, such as Compensation and Benefits Department. Site Human Resources Directors are responsible for applying and respecting our Corporate Labor and Human rights Procedure. The Ethics Hotline is under the joint responsibility of Compliance, Ethics and Privacy Department and our Corporate Audit and Risk Department. Our Code of Conduct is managed by the Compliance, Ethics & Privacy Department and by the Corporate Audit & Risk Department. Those instruments further support the management and implementation of our equal treatment principles and strategy.

The Corporate Compensation and Benefits Department is responsible for issuing quarterly adjusted gender pay gap reports that are used to share gender pay gap status with regional and Group Human Resources. Our ERGs, WISE, STAND and ABLE are also encouraged to share any concern that their members have in relation to equal opportunities with the equal treatment program manager and their sponsors. To support career development and provide access to ST's internal coaching office made up of 30+ internal coaches. Our internal mentoring program is an additional resource to foster collaboration and support team growth. We have built guidelines for mentors, which take into consideration the specific needs of employees.

**Target related to equal treatment and opportunities for all - adjusted gender pay gap below 5% (entity-specific)**

We value employee contributions and aim to maintain an environment free of any kind of discrimination. Our objective, based on our Code of Conduct, Corporate Social Responsibility Policy, and our Corporate Labor and Human Rights Procedure is to safeguard equity in development, career opportunities and remuneration, including the right to equal pay for work of equal value regardless of gender.

In connection with this objective, in 2024, we have set an entity-specific annual target to maintain an adjusted gender pay gap below 5%, throughout our operations. The base year for this target is 2024 and the baseline value is -1.8%, illustrating our commitment to equal pay for equal work. While the overall gap



is small, we identified some areas to focus on and the relevant regions and organizations are working on closing these gaps.

We monitor our adjusted gender pay gap each quarter, comparing women's and men's average salaries plus variable, by job level for each country where we operate ((men's salary - women's salary / men's salary) x100)). Global averages for each employee category are calculated weighted by country and headcount in the job level.

The table below shows the adjusted pay gap per group of employee in 2024.

| | Operators[1] | Non-Exempts[2] | Exempts[3] | Employees[4] |
|---|---|---|---|---|
| Adjusted pay gap | (4.2)% | (3.3)% | 0.3% | (1.8)% |

(1) Operators are employees working in production operations.
(2) Non-Exempts are Employees who hold positions normally requiring higher education and who are eligible for overtime compensation.
(3) Exempts are employees who hold positions normally requiring graduate or post graduate education and who are not eligible to overtime compensation.
(4) The population considered for the adjusted pay gap includes only active employees. Individuals on leave, as well as apprentices, assignees, expatriates, and those on local plus contracts are excluded. Employees with less than one year of seniority and senior management are also excluded. This ensures that an accurate comparison of remuneration (Base Salary and Premiums Paid during the year) is made.

This target contributes to UN SDG 5.5 focusing on women's full and effective participation and equal opportunities for leadership at all levels of decision-making in economic life.

The data is extracted from our Human Resources database, which covers all ST operations worldwide. We monitor our adjusted gender pay gap each quarter.

**Target related to equal treatment and opportunities for all - gender distribution (entity-specific)**

We recognize the negative impacts that workplace discrimination, harassment, and unequal opportunities can have on our workforce and their careers. In alignment with our dedication to maintain a culture free of discrimination and harassment, as stated in our Code of Conduct, Corporate Social Responsibility Policy and in our Corporate Labor and Human Rights Procedure, we foster an inclusive workplace where equity and respect are supported.

In connection herewith, we have set an entity-specific target for the representation of women (i) in management roles to reach at least 25% by 2035; and (ii) in Senior Management roles to reach at least 25% by 2035, both throughout our operations worldwide.

This women in management target contributes to UN SDG 5.5 focusing on women's full and effective participation and equal opportunities for leadership at all levels of decision-making in economic life.

The base year for this target is 2024. On December 31, 2024, we had 21% of women in management and 10% of women in Senior Management.

Our previous target was to reach at least 20% women in every management level by 2025 and 20% women in our Senior Management. In 2023 we achieved an overall total of 20% of women in management positions, however the representation of women in the Senior Management was 10%. In line with our equal treatment ambitions, we have set this new women in management target, extending the target term to 2035 and increasing the percentage of women representation. This change does not effect the comparability of the results of this target versus prior disclosures.



We monitor the progress on a quarterly basis, extracting data from our Human Resources people management system.

*Reported concerns - Incidents, complaints and severe human rights impacts (S1-17)*

In 2024, a total of 376 concerns were filed through the available channels for the people in ST's own workforce. From the previous reporting year (i.e. 2023) 77 cases were still under review and carried over to the reporting year 2024. On December 31, 2024, there were 50 cases still under review. The outcome of these cases will be reported on in our next annual report. The table below provides more detailed information.

| | December 31, 2024 |
|---|---|
| **Number of cases under review as of January 1st** | **77** |
| Number of complaints filed through channels for people in own workforce to raise concerns during the year | 376 |
| Total number of incidents reported as discrimination (including harassment) | 48 |
| Number of severe human rights incidents connected to own workforce | 0 |
| Number of cases of non-respect of the UN Guiding Principles on Business and Human Rights | 0 |
| Number of cases of non-respect of the ILO Declaration on Fundamental Principles and Rights at Work | 0 |
| Number of cases of non-respect of the OECD Guidelines for Multinational Enterprises | 0 |
| **Number of cases still under review as of December 31st** | **50** |

In 2024, 48 incidents containing the words “harassment” or “discrimination” were reported. Of these, 32 were unconfirmed, 8 remained under assessment as of December 31, 2024, and 8 were confirmed as harassment or discrimination, leading to appropriate actions. This covers work-related incidents reported as discrimination on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, involving internal and/or external stakeholders across ST's operations in the reporting period. This also includes incidents of harassment as a specific form of discrimination. These incidents can be reported via the channels described previously.

No severe human rights incidents connected to ST's own workforce were reported in 2024 and consequently there was no incident representing case of non-respect of the UN Guiding Principles on Business and Human Rights neither of non-respect of the ILO Declaration of Fundamental Principles and Rights at Work nor of non-respect of the OECD Guidelines for Multinational Enterprises.

Severe human rights incidents include instances of lawsuits, formal complaints through ST or third- party complaint mechanisms, serious allegations in public reports or the media, where these are connected to the ST's own workforce. It also includes the fact of the incidents is not disputed by ST, as well as any other severe impacts of which ST is aware.

There were no fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above.

### 4.1. Composition of the 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. In performing its duties, our Supervisory Board shall be guided by the interests of our Company and its business; it shall take into account the relevant interests of all stakeholders (including our shareholders). The Supervisory Board is responsible for the quality of its own performance.

Our Supervisory Board consists of such number of members as is resolved by our AGM upon a non-binding proposal of our Supervisory Board, with a minimum of six members. Decisions by our AGM concerning the number and the identity of our Supervisory Board members are taken by a simple majority of the votes cast at a meeting, provided quorum conditions are met.

Our Supervisory Board was composed of the following nine members as of December 31, 2024[(1)]:

| Name | Position | Year First Appointed | Term Expires | Nationality | Gender | Age |
|---|---|---|---|---|---|---|
| Nicolas Dufourcq | Chairman | 2015 | 2027 | French | Male | 61 |
| Maurizio Tamagnini [(2)] | Vice Chairman | 2014 | 2026 | Italian | Male | 59 |
| Pascal Daloz [(1)] | Member | 2024 | 2027 | French | Male | 59 |
| Janet Davidson [(3)] | Member | 2013 | 2025 | American | Female | 68 |
| Ana de Pro Gonzalo | Member | 2020 | 2025 | Spanish | Female | 57 |
| Frédéric Sanchez | Member | 2017 | 2026 | French | Male | 64 |
| Donatella Sciuto | Member | 2022 | 2025 | Italian | Female | 62 |
| Paolo Visca | Member | 2023 | 2026 | Italian | Male | 63 |
| Hélène Vletter-van Dort | Member | 2023 | 2025 | Dutch | Female | 60 |

(1) Mr. Yann Delabrière was a member of our Supervisory Board until May 22, 2024, on which date his term expired and on such date Mr. Pascal Daloz was appointed as a new member of the Supervisory Board.
(2) Mr. Maurizio Tamagnini was a member of our Supervisory Board until his resignation on March 19, 2025.
(3) On January 30, 2025, we announced that our Supervisory Board has agreed to propose for shareholders' approval at the Company's 2025 AGM, the appointment of Werner Lieberherr to the Supervisory Board in replacement of Janet Davidson, whose mandate will expire at the end of the 2025 AGM.

Resolutions of our Supervisory Board require the approval of at least three-quarters of its members in office, with each member being entitled to one vote. Our Supervisory Board must meet upon request by two or more of its members or by our Managing Board. Our Supervisory Board meets at least five times a year (and in 2024, our Supervisory Board met 9 times), including to approve our quarterly, semi-annual and annual accounts and their release. In 2024, the average attendance rate for the meetings of our Supervisory Board was 93.8%. Our Supervisory Board has adopted (i) a Supervisory Board charter, (ii) a profile for the Supervisory Board based on which proposed new members of the Supervisory Board are selected (both of which are available on our website (www.st.com)), (iii) a diversity policy for the composition of the Managing Board, the Executive Committee and the Supervisory Board, and (iv) a selection criteria and appointment procedure for the Supervisory Board and Managing Board members.

Our Supervisory Board may make a proposal to our AGM for the suspension or dismissal of one or more of its members. Each member of our Supervisory Board must resign no later than three years after

## 5.5. Dutch Gender Balance Act

On January 1, 2022, the Dutch Gender Balance Act (Wet evenwichtige man-vrouw verhouding, "GBA") promoting gender balance within the management of large companies entered into force. Pursuant to the GBA, below we report on (i) the current composition of our Supervisory Board, Managing Board and our Senior Management (as defined in Section 5. (*Corporate Governance - Managing Board*) in number of men and women, (ii) the gender balance target that we have set for our Supervisory Board and our Senior Management, (iii) our action plan to reach these gender balance targets; (iv) the results of our efforts in meeting the set gender balance targets. For the purpose of reporting under the GBA, we consider our Senior Management to be our sub-top as referenced in the GBA.

We operate in an industry in which women are traditionally under-represented, and it is a priority for us to attract, retain and grow our female talent pool. We aim to encourage girls to choose technical studies at an early stage in their education, helping us to address the shortage of women in technical positions. In 2024 we continued to promote diversity in STEM (Science, Technology, Engineering and Mathematics) functions. We organized local initiatives that raise awareness among people about the importance of STEM related subjects.

**Composition of our Supervisory Board, Managing Board and Senior Management indicated in number of men and women**

On December 31, 2024, our Managing Board consisted of two males, our President and Chief Executive Officer and our President and Chief Financial Officer.

On December 31, 2024, our Supervisory Board consisted of 9 members, of which 4 female (44%) and 5 male (56%). Please refer to Section 4.1. (*Report of the Supervisory Board - Composition of the Supervisory Board)* for further details on the composition of our Supervisory Board.

On December 31, 2024, our Senior Management consisted of 31 members, of which 3 female (10%) and 28 male (90%). More specifically, on December 31, 2024, our Executive Committee consisted of 8 members, of which 1 female (12%) and 8 male (88%), and our Executive Vice Presidents as a group consisted of 23 members, of which 2 female (9%) and 21 male (91%). Please refer to Section 5.4. (*Managing Board)* for further details on the composition of our Senior Management.

**Gender balance target for our Supervisory Board, Managing Board and Senior Management**

Gender balance target Managing Board. Our Managing Board has historically consisted of one person until May 22, 2024, as of which date our Managing Board consists of 2 male members. Since the change in the composition of our Managing Board is relatively new, we have not yet set a gender balance target for our Managing Board. Considering that at this point we deem continuity in the current composition of our Managing Board to best serve the interests of the Company, we will for now not be setting any particular diversity target specifically for the composition of our Management Board.

Gender balance target Supervisory Board. As stated in our diversity policy for our Supervisory Board, the gender balance target for our Supervisory Board is that at least 30% of its members is male and at least 30% is female. On December 31, 2024, our target was exceeded for both the male and female members of our Supervisory Board as mentioned above.

Gender balance target Senior Management. Our gender balance target for our Senior Management is that at least 25% is female and at least 25% is male by 2035, to ensure a more balanced ratio of male