Q4. Does your company have specific policies or dedicated initiatives for women in STEM employees, including provisions such as flexible working hours, remote work options, childcare support, or other inclusivity programs? If so, please provide details.

STMicroelectronics is deeply committed to fostering an inclusive, supportive, and ethical workplace where every employee has the opportunity to thrive. Central to this commitment is the principle of equal opportunity in hiring, ensuring that all candidates are evaluated fairly based on their skills and qualifications, without discrimination based on race, religion, gender, age, or background. This approach not only promotes diversity but also strengthens the organization by building a workforce that reflects a wide range of perspectives and talents.

The company's non-discrimination policy further reinforces this inclusive culture by guaranteeing that all employment decisions—including recruitment, compensation, training, promotions, and discipline—are made objectively and fairly. ST prioritizes respect and dignity for all employees, regardless of personal characteristics unrelated to job performance, and actively works to prevent harassment and discrimination in the workplace.

Recognizing the importance of work-life balance, ST supports flexible work arrangements through its Home Office Arrangement (HOA) policy. This policy provides employees and managers with clear guidelines to enable flexible working while ensuring business continuity, reflecting the company's focus on effective talent management.

Employee well-being is also a top priority. ST offers comprehensive medical leave policies, including paid sick leave, hospitalization leave, child medicare leave, and extended medical leave for long-term health issues. Additionally, the company provides marriage leave, maternity and paternity leave, examination leave for educational pursuits, and volunteering leave to support employees' personal and family needs as well as their engagement with the community.

ST encourages continuous learning and development through its education facilitation program, which reimburses employees for approved courses related to their current roles or career advancement. This support extends to technical certifications, diplomas, and advanced degrees, with reimbursement limits based on job grade.

To empower women in the workplace, ST runs specialized programs such as S.H.E Mentoring and S.H.E Circles, which nurture women's professional growth through mentoring and peer learning. The company also offers leadership development initiatives like Women in Leadership (WIL) and Advanced Women in Leadership (AWIL), aimed at increasing female

representation in senior roles and providing platforms for visibility, networking, and career advancement.

Practical employee support includes a taxi arrangement policy allowing employees to book transportation when working late, subject to approval, and a Commit to be Fit program promoting physical and mental health through regular health checkups, awareness sessions, and sports activities.

ST maintains a strong stance on workplace safety and ethics through its Prevention of Sexual Harassment (POSH) policy and a Zero Tolerance Protocol for misconduct. These policies ensure a safe, respectful environment and outline strict consequences for violations such as theft, violence, harassment, and other serious offenses.

Finally, the company fosters a culture of accountability with its Non-Compliance Reporting system. Employees are encouraged to “speak up” about concerns through a clear Standard Operating Procedure and confidential reporting channels, including an online portal. An Ethics Committee oversees the fair handling of reports, supporting principles like fair wages, anti-harassment, non-discrimination, and privacy protection.

In summary, ST comprehensive policies and programs reflect its dedication to creating a diverse, healthy, and ethical workplace where all employees are valued, supported, and empowered to succeed.