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Talent shortage in the semiconductor industry

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We are creators and makers of technology



One of the world's largest semiconductor companies



48,000 employees of which
8,400 in R&D



\$12.8 billion revenues
in 2021



Over **80** sales & marketing
offices serving over **200,000**
customers across the globe



14 manufacturing sites



Signatory of the United Nations Global Compact (UNGC)
Member of the Responsible Business Alliance (RBA)

ST is in an Integrated Device Manufacturer (IDM)



**Integrated
Device
Manufacturer
(IDM)**



**Process development
and qualification**

Chip design

Wafer fabrication

Assembly & test

Sales & support

Full control and optimization of the value chain

Other semiconductor models

**Fabless semiconductor
company**

Chip design

Sales & support

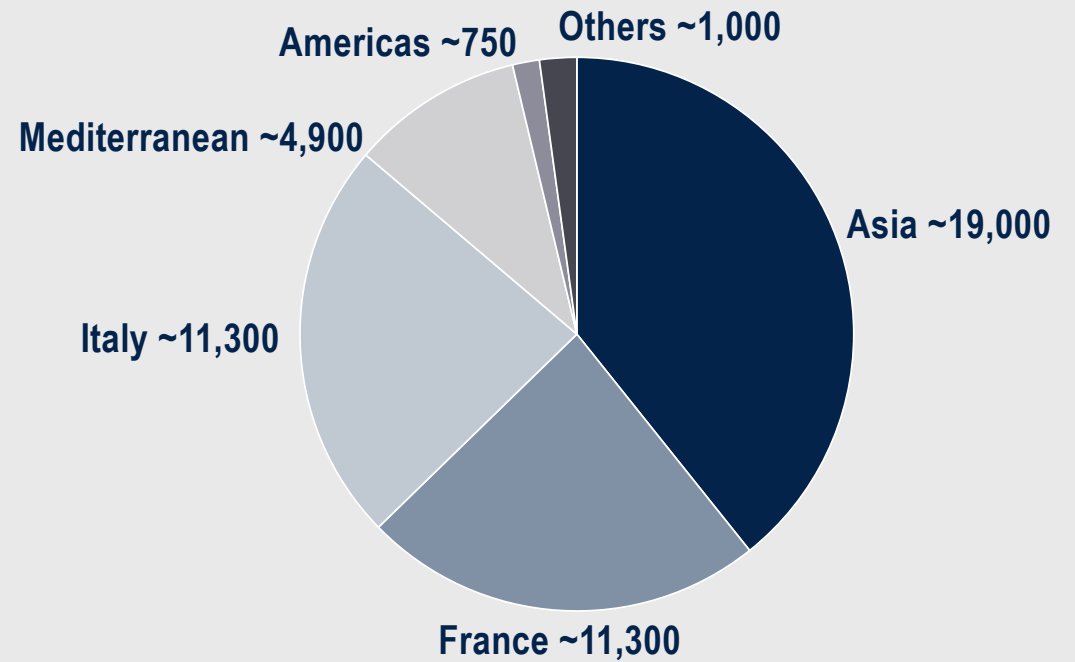
Semiconductor foundry

**Process development
and qualification**

Wafer fabrication

Assembly & test

Our technology starts with our people



Manufacturing	~ 66%
Research & Development	~ 17%
Marketing & Sales, Divisional Functions, Administration & General services	~ 17%

As of December 31, 2021

Current situation we are experiencing

Focus on **Italy and France**

Shortage of Talents in STEM*

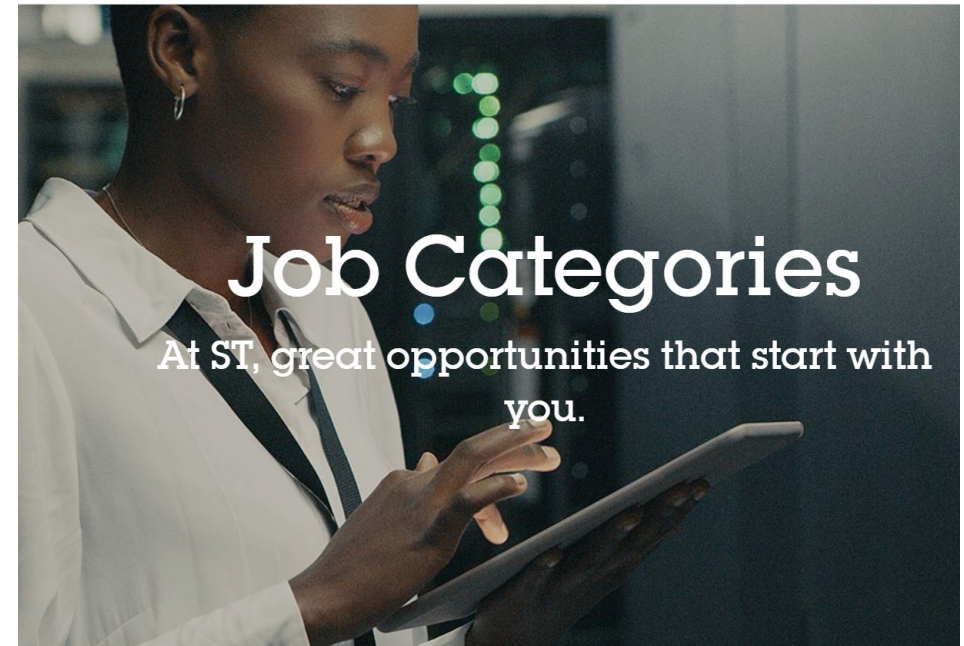
Small number of students

Academia slow to update study curriculum to new competences and lack of start of the art equipment and tools

Limited attractivity from other EU countries and globally

Remote work is shaping the job market (post Covid “new normal”)

Talent shortage is a point of concern parallel to the shortage of manufacturing capacity



Careers Life at ST **Job Categories** Students & Graduates Career Benefits

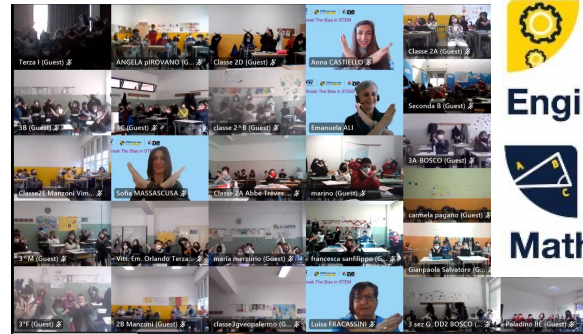
Join our global team and
become a #FutureStarter.

Opportunities.
5,500+
vacancies.

Made for you.
27
sectors.

Worldwide.
35
countries.

Examples of initiatives we engage in



State of the art **job content**

Continuous **learning**

Internal **mobility**

University partnerships

- Joint research projects
- Scholarships
- Joint teaching
- Designing curriculums

Initiatives in **high schools** to foster STEM interest in younger generations

Our technology starts with You



Find out more at www.st.com

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