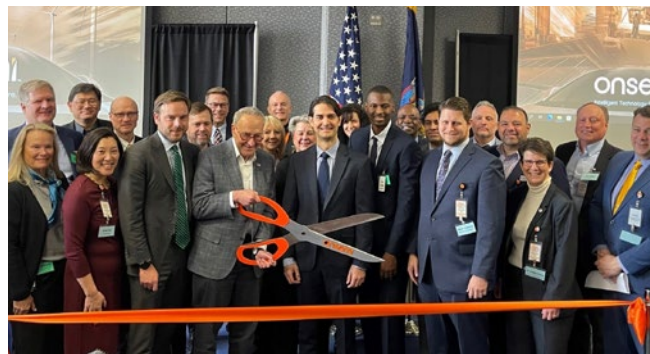


# Innovating for a Better Future

2023 Sustainability Report





## About this Report

### Report Overview

Our 2023 Sustainability Report is the 11th iteration of our voluntary non-financial public disclosure of topics concerning Environmental, Social and Governance (ESG) initiatives at **onsemi**. This report was created to transparently communicate our sustainability efforts with our investors, customers, stakeholders and employees, serving as an important tool for disclosing sustainability strategies, measurements, progress and achievements.

All financial figures throughout the report are stated in United States Dollars (USD) unless specified otherwise.

### Report Scope

Data presented in this report covers our 2023 fiscal year (FY), January 1 – December 31, 2023, and contains information about **onsemi** worldwide subsidiaries and joint ventures for which we have management control. This report includes year-over-year data disclosure to demonstrate quantitative performance and allow for trend identification.

### Reporting Principles

Our 2023 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) standards.

### Date of Issuance

**onsemi** publishes this report annually. An electronic version is available on [onsemi's website](#).

Current issue: FY2023, published in June 2024  
 Date of previous publication: June 2023  
 Estimated date of publication for the next issue: June 2025

### Feedback

We welcome feedback on our activities and performance outlined in this report. Feel free to contact us at:

**onsemi**  
 Investor Relations and Corporate Development  
 5701 N. Pima Road  
 Scottsdale, Arizona 85250  
[investor@onsemi.com](mailto:investor@onsemi.com)  
[www.onsemi.com](http://www.onsemi.com)

### Reporting Assurance

Emissions information contained in this report has been externally verified by a third-party assurance agency, APEX Companies, in accordance with ISO 14064-3 and against criteria found in the Greenhouse Gas Protocol, Corporate Value Chain Accounting and Reporting Standard and IPCC 2019 Guidelines on National Greenhouse Gas Inventories – leading methodologies used by sustainability professionals for sustainability-related assurance. Our full assurance statement can be found in the appendix of this report.





## Message from Our CEO

### Empowering Tomorrow: Our Commitment to Positive Change

At **onsemi**, we are driven to impact tomorrow through the actions we take today. Guided by this principle, we take ownership and hold ourselves accountable to our environmental, social and corporate governance objectives. We believe technology plays a critical role in positive change, enabling us to solve our planet's biggest challenges. And in this 2023 Sustainability Report, we are proud to share the many operational improvements and progress we have made towards the journey in meeting our Net Zero by 2040 goal.

### Engaging Employees to Make a Meaningful Difference

Our commitment to purpose, innovation and excellence is more than just a statement – it is the essence of who we are. Our newly introduced Culture and Core Values help guide our actions and shape our identity. In 2023, **onsemi** made a significant investment through its Foundation by awarding \$1.36 million USD to 41 agencies that share a common vision of empowering students with STEAM education in underserved communities – a 41% YoY increase. In addition, our global workforce donated 6,457 volunteer hours to our Giving Now and Diversity, Equity and Inclusion (DEI) campaign programs, for a total value of \$963K USD (including employee and company matches) – each contributing towards making a positive impact on the communities we live and work in.

### Delivering Innovative Technologies for a Better Future

In the face of the escalating climate crisis and a dramatic rise in global energy demands, governments and industries are committing to ambitious climate goals aimed at mitigating environmental impact and securing a sustainable future. Key to these efforts is the transition to electrification to reduce carbon emissions and embrace renewable energy resources. To meet the market demands, **onsemi** specializes in delivering industry-

leading intelligent power and sensing solutions that greatly improve the safety, sustainability and power efficiency of end products in the automotive and industrial markets – notably the demand for greater efficiency in electric vehicles (EV), energy infrastructure and renewable energy systems. And in a step towards accelerating this transition to electrification, **onsemi** has made significant investments in the innovation for Silicon Carbide (SiC) – a material that delivers increased power density over traditional silicon with higher voltage and thermal tolerance and lower power losses.

Today, **onsemi** is the only semiconductor company in the U.S. that has fully integrated end-to-end SiC manufacturing from design engineering, boule growth, wafering, substrate, epitaxy, device fabrication and packaging. And our commitment to investing in SiC innovation and production continues. Last year, we expanded our operations in Bucheon, Korea, establishing the world's largest SiC fabrication facility which has enabled **onsemi** to deliver SiC advancements on a global scale.

Our pursuit for a better future is further evidenced in the innovation of our extended product portfolio technologies. For example, in 2023 our ASPM16 exciter modules for automotive advancements eliminated the need for permanent magnets in EVs, which helped to avoid over 1,900,000 metric tons of toxic mining waste and contributed to improved environmental impact.

These are just a few of the many examples that demonstrate how our investments and technology are actively shaping a more sustainable and better future.

### Celebrating Sustainability Accolades

Our steadfast dedication and efforts have been recognized in the industry, with **onsemi** receiving multiple sustainability awards in

2023, including being listed for the sixth consecutive year on the Dow Jones Sustainability Index North America. We were also named by World Finance as the Most Sustainable Company in the semiconductor industry for the fourth consecutive year, and we received the EcoVadis Platinum rating, ranking us in the top one percent of companies assessed in the “manufacture of electronic components and boards” category.

At **onsemi**, we remain focused on continuous improvement of our ESG initiatives and prioritize sustainability at every opportunity – both within **onsemi** and in our interactions with customers, partners and suppliers. This is fueled by our hard work and dedication for positive change. We believe that the efforts we invest in today will shape a better tomorrow. Each employee plays an essential role in our purpose and each step we take brings us closer to solving the world's greatest challenges through technical innovation and the development of leading-edge products.

We are purpose-driven, innovative and committed to excellence – that is who we are at **onsemi**. Together, we can shape a better future for tomorrow where technology, sustainability and progress go hand in hand.

Thank you,  
Hassane El-Khoury,  
President and CEO, **onsemi**



**Highlights** Awards and Recognition



**Barron's 100 Most Sustainable Companies; 6 Consecutive Years**

In March 2023, **onsemi** ranked #75 on Barron's 100 Most Sustainable Companies. Barron's looks at 230+ ESG performance indicators and ranks companies' performance over five key areas: shareholders, employees, customers, community and planet.



**Sustainalytics ESG Risk Rating Score of 22.6**

In April 2023, **onsemi** received an overall ESG risk rating score of 22.6/100 points (the lower the score, the better) from Sustainalytics. The rating puts us at medium risk of experiencing material financial impacts from over 20 ESG factors.



**Morgan Stanley Capital International (MSCI) ESG "A" Rating; 5 Consecutive Years**

In February 2023, **onsemi** maintained its ESG "A" rating from MSCI, marking five consecutive years. We are among the top five industry leaders for our ethical practices related to raw material sourcing and human and labor rights.



**Investor's Business Daily (IBD) 100 Best ESG Companies of 2023; 3 Consecutive Years**

In October 2023, **onsemi** ranked #28 on IBD's 100 Best ESG Companies for 2023, representing an improvement from a ranking of #52 in 2022. Companies are ranked based on profitability in addition to their achievements in ethical and social responsibility.



**EcoVadis Platinum Level Recognition; 4 Consecutive Years**

In November 2023, **onsemi** received a score of 82/100 from EcoVadis, a leading platform for assessing a company's environmental, social and ethics management systems. Overall, our company scored in the top one percent of the 1,322 companies assessed by EcoVadis within the "manufacture of electronics components and boards" category.



**Institutional Shareholder Services (ISS) ESG Prime Corporate Rating; 4 Consecutive Years**

In April 2023, **onsemi** maintained a "Prime" rating by ISS ESG, one of the world's leading rating agencies for sustainable investments. This status is granted to industry leaders who performed well against universal and industry-specific ESG topics. Our company ranked in the top 30 percent of the 95 companies rated within the semiconductor industry.



**World Finance Sustainability Award; 4 Consecutive Years**

In June 2023, **onsemi** was named the Most Sustainable Company in the Semiconductor Industry. World Finance recognizes companies for being an agent of change for climate sustainability. **onsemi's** consistent recognition demonstrates our continued efforts to creating a more sustainable future.



**Dow Jones Sustainability Index (DJSI) North America; 6 Consecutive Years**

In November 2023, **onsemi** was one of seven semiconductor companies included in the DJSI North America component. Inclusion in this index is based on our excellent sustainability performance within the semiconductor industry on the S&P Global Corporate Sustainability Assessment (CSA), with criteria including corporate governance, customer relations, environmental policy, working conditions and social initiatives.



**3BL 100 Best Corporate Citizens; 2 Consecutive Years**

In October 2023, **onsemi** was ranked #71 on the 100 Best Corporate Citizens list. This ranking is based on over 180 ESG factors in seven pillars: climate change, employee relations, environment, governance, human rights, stakeholders and society and ESG performance.



**CDP Climate Change; "B" Score**

**onsemi** received a "B" score on the 2023 CDP Climate Change questionnaire, a consistent year-over-year improvement from "C" and "D" scores received in 2022 and 2021, respectively. Companies are assessed across climate-related criteria, including risk assessment and management, governance structure and reduction pathways.



**CDP Water Security; "C" Score**

**onsemi** received a "C" score on the 2023 CDP Water Security questionnaire. This questionnaire helps drive improvements in water management through various factors, including water usage, measurements and risk assessment.

Our Business

# Intelligent Solutions for Challenging Problems



About onsemi

Founded in  
**1999**



Headquartered in Scottsdale, Arizona on **Salt River Pima-Maricopa Indian Community** land

**ON**

Publicly traded (NASDAQ: ON)



Hassane El-Khoury is the President & Chief Executive Officer (CEO)

**\$8.253**  
billion in revenue in 2023



**\$6,524**  
million in triple-bottom-line revenue<sup>1</sup>

**28,982**  
employees<sup>2</sup>



**44%**  
female<sup>2</sup>

**30%**  
female Board of Directors<sup>2</sup>

**27%**  
minority workforce (U.S. only)<sup>2</sup>

**27%**  
female **executive leadership**<sup>2</sup>

**Tens of billions**  
of units produced per year



**20**  
manufacturing sites worldwide



Company Profile

onsemi specializes in delivering industry-leading intelligent power and intelligent sensing solutions that help our customers solve challenging problems and greatly improve the safety, sustainability and power efficiency of end products in the automotive and industrial markets.

In the automotive market, our products enable lighter and longer-range electric vehicles (EVs) and hybrid vehicles, automatic emergency braking, advanced driver assistance systems (ADAS) and depth sensing that make advanced vehicle safety such as pedestrian detection and autonomous driving systems possible.

And with respect to the industrial market, our products are used to enable highly efficient energy storage and renewable energy systems, EV charging infrastructure, industrial automation, smart cities and buildings, motor

control and robotics, hearing health and diagnostic therapy and monitoring for chronic diseases such as diabetes.

We also manufacture products used in end-user markets related to computing and consumer networking and communications such as 5G base stations and smart phones.

To support these applications, we offer a robust portfolio of semiconductor products and technologies that include Silicon Carbide, Image Sensors, Power Modules, Wireless Connectivity and more. These applications help our customers create cutting-edge products that solve challenging problems, enhance safety standards and support the transition to electrification for a more sustainable future.



<sup>1</sup>Please see pg. 22 for more information on triple-bottom-line revenue.  
<sup>2</sup>As of December 31, 2023

Worldwide Locations<sup>1</sup>

A list of our **global locations** can be viewed on our website.

**○ Manufacturing Locations:**

Canada, China, Czech Republic, Japan, Malaysia, Philippines, South Korea, United States (ID, OR, PA, NH, NY) and Vietnam

**○ Design Center Locations:**

Belgium, Canada, China, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, South Korea, Philippines, Singapore, Slovakia, Slovenia, Switzerland, Taiwan, United Kingdom and United States (AZ, CA, ID, NY, OR, PA, RI, TX)

<sup>1</sup>As of December 31, 2023





### Business Groups

onsemi generates revenue from the sale of semiconductor products to distributors and direct customers. We also generate revenue, to a much lesser extent, from product development agreements and manufacturing services provided to customers. We believe that our ability to offer a broad range of products, combined with our global manufacturing and logistics network, provides our customers with single-source purchasing.

In 2023, we were organized into three operating and reportable business groups: Power Solutions Group (PSG), Advanced Solutions Group (ASG) and Intelligent Sensing Group (ISG).

#### Power Solutions Group (PSG)

PSG offers a wide array of analog, discrete, module and integrated semiconductor products that perform multiple application functions, including power switching, power conversion, signal conditioning, circuit protection, signal amplification and voltage regulation functions. The trends driving growth within our end-user markets are primarily higher power efficiency and power density in power applications, the demand for greater functionality and faster data transmission rates in all communications. The advancement of existing volt electrical infrastructure, electrification of power train in the form of EV/hybrid electric vehicles (HEV), higher trench density enabling lower losses in power-efficient packages and lower capacitance and integrated signal conditioning products to support faster data transmission rates significantly increase the use of high-power semiconductor solutions. The recent increase in the use of wide-bandgap (WBG) metal-oxide-semiconductor field-effect transistors (MOSFETs) and diodes, including SiC and insulated-gate bipolar transistors (IGBT), is further expanding the use of semiconductor products.

#### Advanced Solutions Group (ASG)

ASG designs and develops analog, mixed-signal, Power Management integrated circuits (ICs) and Sensor Interface devices for a broad base of end-users in the Automotive, Industrial, Compute and Mobile end-user markets. We implement a platform-based design approach to rapidly proliferate product portfolios. ASG offers technology that provides our customers with system-level differentiation such as multi-phase controllers, gate drivers, direct current (DC)-DC converters, alternating current (AC)-DC converters, ultrasonic sensors, inductive sensors, audiology digital signal processors, analog front ends, Bluetooth Low Energy, wired connectivity and more.

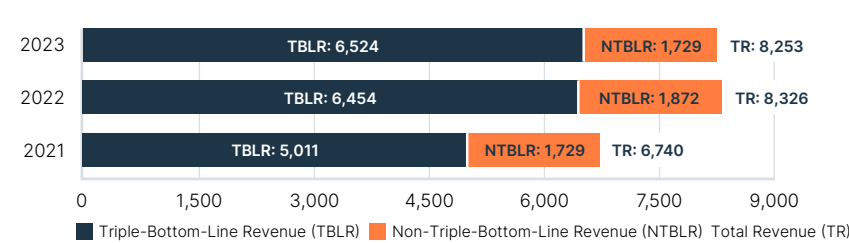
#### Intelligent Sensing Group (ISG)

ISG designs and develops complementary metal-oxide-semiconductor (CMOS) image sensors, image signal processors, single photon detectors, including silicon photomultipliers (SiPM) and single-photon avalanche diode (SPAD) arrays, as well as actuator drivers for autofocus and image stabilization for a broad base of end users in the different end markets. Our broad range of product offerings delivers excellent pixel performance, sensor functionality and camera systems capabilities in which high-quality visual imagery is becoming increasingly important to our customers and their end users, particularly in automotive and factory automation and in applications powered by artificial intelligence (AI).

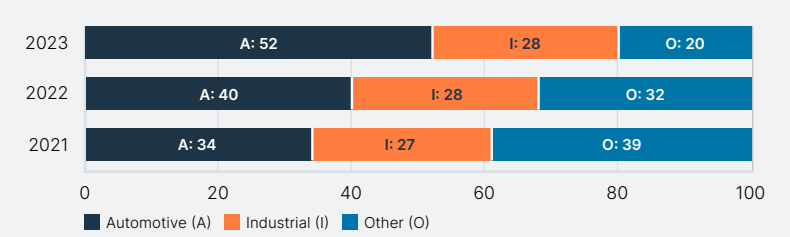
### 2023 Financial Performance

In 2023, we sustained solid results financially while demonstrating resilience amid the uncertain macroenvironment. We achieved a record automotive revenue that increased 29 percent year over year. Our SiC revenue soared, growing four times higher than the previous year, and intelligent power and sensing technologies now represent 70 percent of our total revenue. Our resilience and consistent performance are aligned with our long-term strategy of leading in intelligent power and sensing solutions.

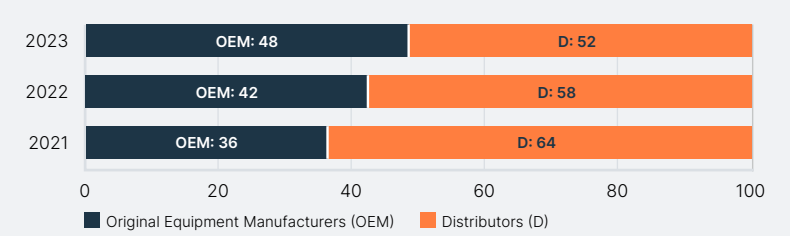
Revenue (Dollars, millions) | Detailed Description of Chart on pg. 108



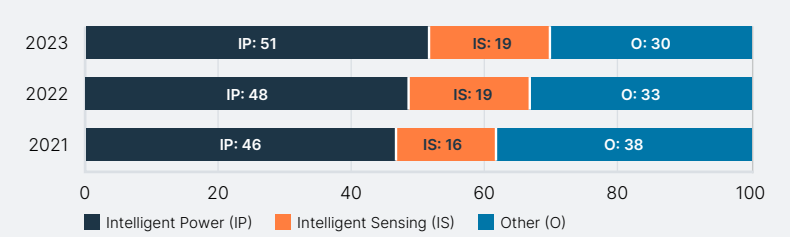
Revenue by Market (Percentage) | Detailed Description of Chart on pg. 108



Revenue by Sales Channel (Percentage) | Detailed Description of Chart on pg. 108



Revenue by Technology (Percentage) | Detailed Description of Chart on pg. 108



DISCLOSURE	UNITS	2021	2022	2023
<b>Revenue by Region<sup>1</sup></b>				
Hong Kong	Percentage	27	28	26
Singapore		31	26	24
United Kingdom		17	18	21
United States		14	17	19
Other		11	11	10

<sup>1</sup>Represents sales billed from the respective country or region.

## Our Values

### Mission

We push innovation to create intelligent power and sensing technologies that solve the most challenging customer problems. Our employees are inspired to go above and beyond to increase stakeholder value through high-quality and high-value products and services.

### Vision

To drive technology breakthroughs that deliver on the promise of a sustainable future.

### Culture and Core Values

Our Culture and Core Values define who we are as employees and as representatives of **onsemi**. We are a performance-based company, committed to profitable growth, world-class operating results, quality and superior customer and shareholder value.

In 2023, we revamped our Culture and Core Values, rolling out three new values, supported by several character traits that make up those values.

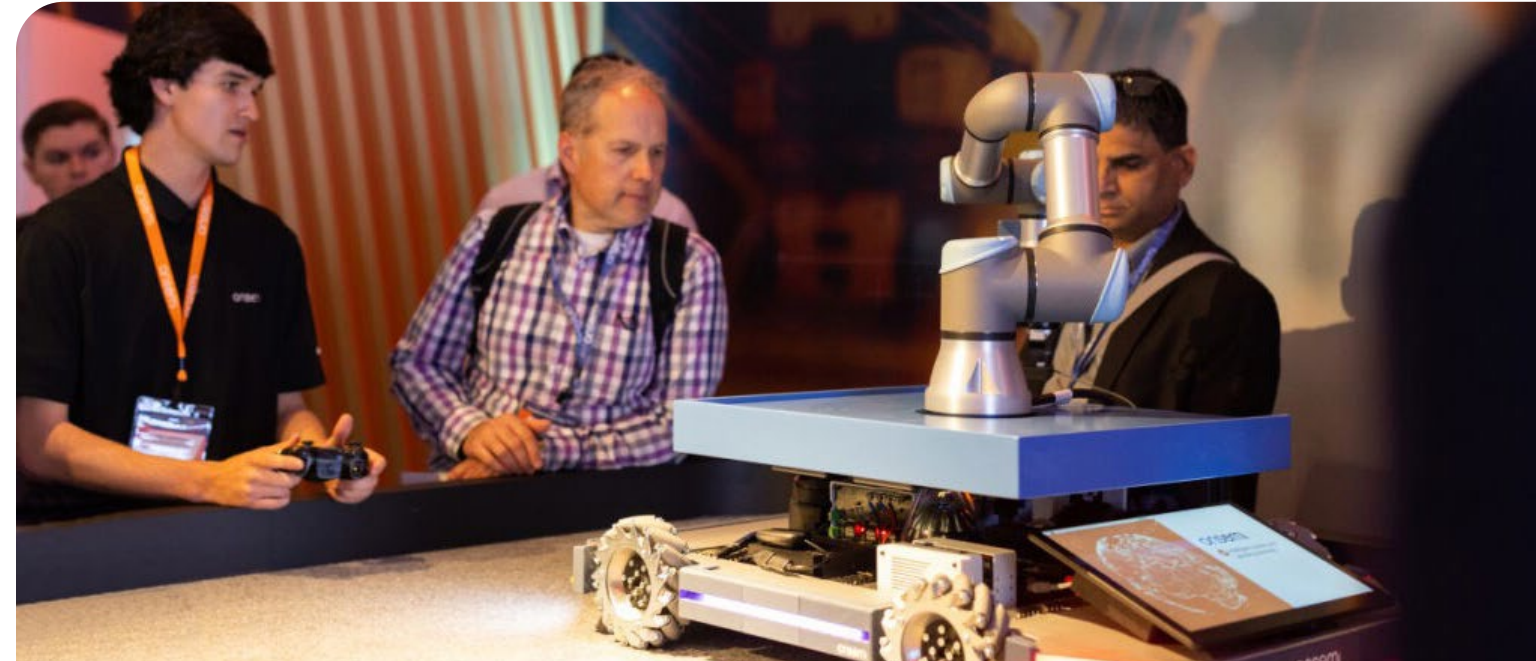
- Purpose: We are intrinsically motivated by our mission to give our best each day.
- Innovation: We relentlessly pursue boundary-pushing and industry-transforming solutions.
- Excellence: We are accountable for our success by lifting each other up and executing with an unwavering determination knowing that our work makes a difference.

These core values, defined by our employees, leaders and stakeholders around the globe, are made up of several character traits: Integrity, Respect, Disruptor, Collaborator, Accountable and Relentless.

Each year, our Board of Directors and employees receive training about our Culture and Core Values through the **Code of Business Conduct**, which is available in the languages that represent our worldwide workforce. These values apply equally to us all – employees, global leadership teams, executive leadership and Board of Directors alike.

### Tomorrow, today

At **onsemi**, we are creating the future we want to live in. The work and giving we do today are essential for a better future tomorrow. How we work, impact the environment and give back makes a difference in our local communities and around the world. We are inspired by a collective passion to drive change to make the world a better place.



Our efforts toward creating a better tomorrow through today's impact are organized into the following four pillars:

- 1 Protecting Our Planet and Environment**
- Product Stewardship
  - Energy and Emissions
  - Water and Waste Management
  - Employee Health and Safety

- 2 Ensuring Social Responsibility**
- Diversity, Equity and Inclusion
  - Learning and Development
  - Employee Hiring

- 3 Impacting Our Community Through Giving**
- Giving Now Program Including Matching Employee Giving
  - Science, Technology, Engineering, Arts and Mathematics (STEAM) Education
  - Disaster Relief and Responding when Crises Arise

- 4 Committing to a Responsible Business**
- Ethics and Compliance
  - Supply Chain Management
  - Fair Treatment
  - Information Protection



## Prioritization Assessment and Stakeholder Engagement

### Prioritization Assessment

A prioritization assessment was performed and reported as part of the 2022 Sustainability Report. The assessment considered the importance of ESG issues from the perspective of impact on stakeholders and impact on **onsemi**. The results of the assessment provide a foundation for best-practice ESG strategy and reporting. The outcomes direct our strategic focus to our most important sustainability-related financial risks, strategic opportunities and stakeholder impacts. They also help us deliver a reporting suite that meets the information needs of investors, as well as others interested in how we support wider sustainable development objectives.

We maintain our commitment to sustainability, and the priorities identified from the prioritization assessment in the 2022 Sustainability Report remain relevant and continue to guide us. We are dedicated to ensuring our processes, policies, systems and operations support our corporate goals.

### onsemi's Priority Issues

The following table outlines **onsemi's** identified priority issues and where reporting on these issues can be found:

PRIORITY ISSUES	DEFINITION	REPORTING AND DISCLOSURE
<p><b>Decarbonizing onsemi's operations and supply chain</b></p>	<p>Decarbonizing <b>onsemi's</b> operations (through energy efficiency, switching to renewable energy and strategic swaps of high global warming potential process gases, among other strategies) and engaging <b>onsemi</b> suppliers to understand their carbon emissions and collaborate to decarbonize supplier operations.</p>	<p><b>Net Zero Goal</b>, pg. 16</p> <p>SASB:</p> <ul style="list-style-type: none"> <li>• <b>TC-SC-110a.1 - Greenhouse Gas Emissions</b></li> <li>• <b>TC-SC-110a.2 - Greenhouse Gas Emissions</b></li> <li>• <b>TC-SC-130a.1 - Energy Management in Manufacturing</b></li> <li>• <b>TC-SC-410a.1 - Product Lifecycle Management</b></li> </ul> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <b>302-1 Energy consumption within the organization</b></li> <li>• <b>302-2 Energy consumption outside of the organization</b></li> <li>• <b>302-3 Energy intensity</b></li> <li>• <b>302-4 Reduction of energy consumption</b></li> <li>• <b>302-5 Reductions in energy requirements of products and services</b></li> <li>• <b>305-1 Direct (Scope 1) GHG emissions</b></li> <li>• <b>305-2 Energy indirect (Scope 2) GHG emissions</b></li> <li>• <b>305-3 Other indirect (Scope 3) GHG emissions</b></li> <li>• <b>305-4 GHG emissions intensity</b></li> <li>• <b>305-5 Reduction of GHG emissions</b></li> <li>• <b>308-1 New suppliers that were screened using environmental criteria</b></li> <li>• <b>308-2 Negative environmental impacts in the supply chain and actions taken</b></li> </ul> <p><b>TCFD (transition risk)</b></p> <p>UN SDGs:</p> <ul style="list-style-type: none"> <li>• <b>13 Climate Action</b></li> </ul>



PRIORITY ISSUES	DEFINITION	REPORTING AND DISCLOSURE
Expanding <b>onsemi's</b> triple-bottom-line revenue	Continuing to develop internal innovation capabilities to advance onsemi's triple-bottom-line revenue in pursuit of decarbonization and human safety and wellbeing.	<p><b>Product Stewardship</b>, pg. 21</p> <p>SASB:</p> <ul style="list-style-type: none"> <li>• <b>TC-SC-410a.2 - Product Lifecycle Management</b></li> </ul> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <b>201-1 Direct economic value generated and distributed</b></li> <li>• <b>201-2 Financial implications and other risks and opportunities due to climate change</b></li> <li>• <b>203-1 Infrastructure investments and services supported</b></li> <li>• <b>203-2 Significant indirect economic impacts</b></li> <li>• <b>416-1 Assessment of health and safety impacts of product and service categories</b></li> <li>• <b>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</b></li> </ul>
Decreasing total water demand and increasing water recycling in <b>onsemi</b> manufacturing	Increasing the rate of water recycling (including water reuse) in the manufacturing process while minimizing consumption.	<p><b>Water and Waste Management</b>, pg. 31</p> <p>SASB:</p> <ul style="list-style-type: none"> <li>• <b>TC-SC-140a.1 - Water Management</b></li> </ul> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <b>303-3 Water withdrawal</b></li> <li>• <b>303-4 Water discharge</b></li> <li>• <b>303-5 Water consumption</b></li> </ul>
Enhancing <b>onsemi's</b> talent attraction and retention	Attracting and retaining talent through employee engagement, performance management and professional development – supporting onsemi's competitiveness and resilience given labor/skills shortages that persist in the semiconductor industry.	<p><b>Ensuring Workplace Social Responsibility</b>, pg. 40</p> <p>SASB</p> <ul style="list-style-type: none"> <li>• <b>TC-SC-320a.1 - Workforce Health and Safety</b></li> <li>• <b>TC-SC-320a.2 - Workforce Health and Safety</b></li> <li>• <b>TC-SC-330a.1 - Recruiting and Managing a Global and Skilled Workforce</b></li> </ul>



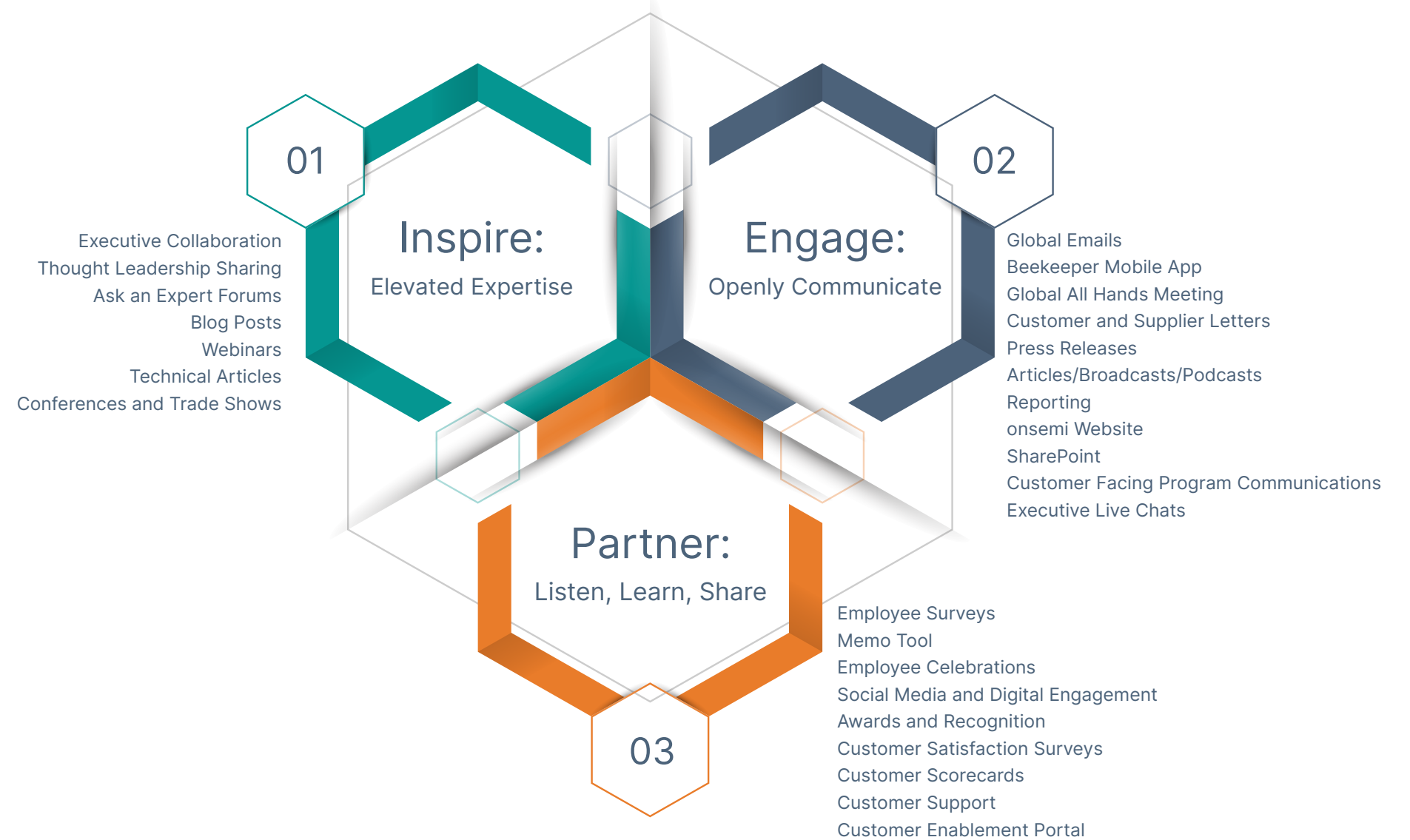
PRIORITY ISSUES	DEFINITION	REPORTING AND DISCLOSURE
Integrating sustainability-related risks, opportunities and impacts into onsemi corporate governance	Ensuring that board mandates, management mandates, roles, responsibilities, policies, procedures, incentive structures and other corporate governance factors support the integration of sustainability-related risks, opportunities and impacts into onsemi's corporate strategy and risk management.	<p><a href="#">Climate Scenario Analysis and Risk Disclosure</a>, pg. 67</p> <p><a href="#">TCFD (for climate-related issues)</a></p> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <a href="#">Management approach disclosures</a></li> </ul>
Building operational resilience through policies, procedures and infrastructure enhancements	Designing resilience into operations to ensure the company's infrastructure can sustain business in instances of extreme weather. For a global manufacturing company like onsemi, failure to act may mean increased costs of repair and recovery, lost production time and physical danger to staff.	<p><a href="#">Climate Scenario Analysis and Risk Disclosure</a>, pg. 67</p> <p><a href="#">TCFD (physical risk)</a></p>
Ensuring a diverse workforce and an inclusive culture at onsemi	Enhancing the diversity of onsemi's workforce at all levels and maintaining an inclusive culture through targeted initiatives and inclusive policies around recruiting, training, promotions and benefits.	<p><a href="#">Diversity, Equity and Inclusion (DEI)</a>, pg. 48</p> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <a href="#">202-1 Ratios of standard entry-level wage by gender compared to local minimum wage</a></li> <li>• <a href="#">202-2 Proportion of senior management hired from the local community</a></li> <li>• <a href="#">405-1 Diversity of governance bodies and employees</a></li> <li>• <a href="#">406-1 Incidents of discrimination and corrective actions taken</a></li> </ul>
Upholding human rights in onsemi's supply chain	Ensuring onsemi's supplier selection, due diligence and engagement mechanisms consider human rights risk and remediate any human rights risks/ violations that occur.	<p><a href="#">Fair Treatment</a>, pg. 70</p> <p><a href="#">Supply Chain</a>, pg. 72</p> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <a href="#">408-1 Operations and suppliers at significant risk for incidents of child labor</a></li> <li>• <a href="#">414-1 New suppliers that were screened using social criteria</a></li> <li>• <a href="#">414-2 Negative social impacts in the supply chain and actions taken</a></li> </ul>
Increasing hazardous and non-hazardous waste recycling	Continuing to innovate and improve performance regarding waste recycling, decrease waste directed to disposal and decrease effluent discharge.	<p><a href="#">Water and Waste Management</a>, pg. 31</p> <p>SASB:</p> <ul style="list-style-type: none"> <li>• <a href="#">TC-SC-150a.1 - Waste Management</a></li> </ul> <p>GRI:</p> <ul style="list-style-type: none"> <li>• <a href="#">306-1 Waste generation and significant waste-related impacts</a></li> <li>• <a href="#">306-2 Management of significant waste-related impacts</a></li> <li>• <a href="#">306-3 Waste generated</a></li> <li>• <a href="#">306-4 Waste diverted from disposal</a></li> <li>• <a href="#">306-5 Waste directed to disposal</a></li> </ul>

Stakeholder Engagement

Steadfast in our mission to drive a more sustainable future, we prioritize solving our customers' biggest challenges. Our stakeholder engagement is critical – we inspire, engage and partner with employees, customers and partners to exceed expectations. Unified by our culture and core values, we create positive and memorable interactions with all our external stakeholders.



Spectrum of Stakeholder Engagement





## Net Zero Goal

### Overview and Alignment with Near-Term Science Based Targets Initiative

Since 2021, we have had a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scopes 1, 2 and 3, along with using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040.

In December 2022, we submitted a commitment letter signed by our President and CEO, Hassane El-Khoury, to set near-term science-based emission reduction targets in line with the [Science Based Targets initiative \(SBTi\)](#).

Science-based targets (SBTs) provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, focusing on deep decarbonization of current business processes and decoupling business and revenue growth from increased emissions in the future. SBTi ensures our targets align with the latest science to limit global warming to 1.5 degrees Celsius, as defined by the [Paris Climate Agreement](#).

By December 2024, we intend to submit near-term SBTs for validation by SBTi, and publish the results soon thereafter (completion of SBT validation is dependent on SBTi schedule). These milestones are important because they provide an additional level of transparency toward our Net Zero 2040 goal.

### Setting Near-Term SBTs and Boundary Conditions

Pending the SBTi validation process, the boundary conditions of onsemi's near-term SBTs are anticipated to encompass manufacturing facilities for Scope 1 and 2 emissions, and are anticipated to be enterprise-wide (i.e., manufacturing and non-manufacturing) for Scope 3 emissions, with the exception of Category 3: Fuel- and Energy-Related Activities (FERA). Because FERA is calculated from fuel consumption of Scope 1 and 2 emission sources per GHG Protocol, our FERA calculation is based only on our manufacturing sites for consistency purposes. Near-term SBTs for Scope 1 and 2 are not anticipated to include emissions from our non-manufacturing sites, which represent less than 1 percent of the collective Scope 1 and 2 manufacturing emissions and are not considered to be material.

For Scope 1 and 2 emissions, onsemi's near-term SBTs are anticipated to consist of linear absolute reduction targets. For Scope 3 emissions, onsemi's near-term SBTs are anticipated to consist of a combination of supplier engagement (involving Category 1: Purchased Goods and Services, Category 2: Capital Goods and Category 4: Upstream Transportation and Distribution) and a linear absolute reduction target for Category 3: FERA. In accordance with SBTi, the aggregated goals set out for these four categories within Scope 3 will result in near-term reduction efforts covering 67% of onsemi's Scope 3 baseline emissions and will align our entire value chain with the goals onsemi sets out to achieve through SBTi.



DISCLOSURE		UNITS	DATA
<b>2022 Baseline Emissions<sup>1</sup></b>			
Scope 1	Metric Tons of Carbon Dioxide Equivalent (MTCO <sub>2</sub> e)		1,014,836
Scope 2			713,547
Scope 3 (Sum of Category Emissions)			2,150,040

DISCLOSURE		UNITS	DATA	
<b>GHG Protocol, Applicable Scope 3 Category Subtotals</b>				
1	Purchased Goods and Services (PG&S)	MTCO <sub>2</sub> e	1,414,941	
2	Capital Goods		102,663	
3	Fuel- and Energy-Related Activities (FERA)		222,296 <sup>2</sup>	
4	Upstream Transportation and Distribution		326,612 <sup>3</sup>	
5	Waste Generated in Operations		46,475 <sup>4</sup>	
6	Business Travel		5,556	
7	Employee Commuting		17,452	
8	Upstream Leased Assets		9	
10	Processing of Sold Products		13,992	
12	End-of-Life Treatment of Sold Products		44 <sup>4</sup>	
<b>TOTAL</b>			<b>MTCO<sub>2</sub>e</b>	<b>2,150,040</b>

<sup>1</sup>In line with GHG Protocol, our 2022 baseline emissions have been recalculated from last year's disclosure to include emissions from the acquisition of EFK and Scope 1 and 2 has been adjusted to only include manufacturing sites.

<sup>2</sup>In line with GHG Protocol accounting standards, FERA contributions to baseline emissions were recalculated from values published in the 2022 Sustainability Report to include emissions from our EFK site and exclude the four sites we divested in 2022. Because FERA is calculated from fuel consumption of Scope 1 and 2 emission sources per GHG Protocol (which includes only our manufacturing sites), our FERA calculation is based only on our manufacturing sites for consistency purposes.

<sup>3</sup>In order to align with SBTi, and as part of continuous improvement efforts, our Upstream Transportation and Distribution emissions were recalculated to include a Well-to-Wheel approach. This includes both upstream emissions related to fuel production and distribution (Well-to-Tank) and the direct-use emissions from fuel combustion (Tank-to-Wheel).

<sup>4</sup>This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.



### Baseline Emissions

Baseline emissions refers to the initial level of GHG emissions against which annual reductions toward a goal are measured. Baseline emissions align with the defined boundary conditions of our anticipated near-term SBTs. Baseline emissions, in conjunction with annual emissions within goal boundary conditions, are anticipated to be used to demonstrate progress against near-term SBTs. Annual emissions within goal boundary conditions should not be conflated with annual enterprise-wide GHG emissions inventory (reported in the Annual Inventory of Energy Consumption and Emissions section, pg. 25), which represent the entirety of an organization's emissions without respect to goal boundary conditions. In the event of acquisitions and divestitures that materially impact emissions, baseline emissions are to include baseline year acquired emissions and exclude baseline year divested emissions.

2022 serves as our baseline year for GHG emissions across Scopes 1, 2 and 3 for our decarbonization goals. Emissions are calculated based on the [GHG Protocol](#).

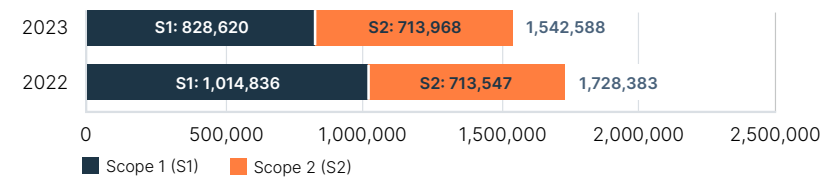
On December 31, 2022, **onsemi** completed the acquisition of our East Fishkill (EFK), New York fabrication facility. Due to the acquisition closing at the end of 2022, emissions from the manufacturing site were not included in the baseline emission calculation disclosed in our 2022 Sustainability Report. For this 2023 Sustainability Report, we have recalculated our 2022 baseline emissions to include emissions from EFK, as well as other associated minor adjustments, and have included the results herein.

### Progress Toward Anticipated-Near-Term SBTs

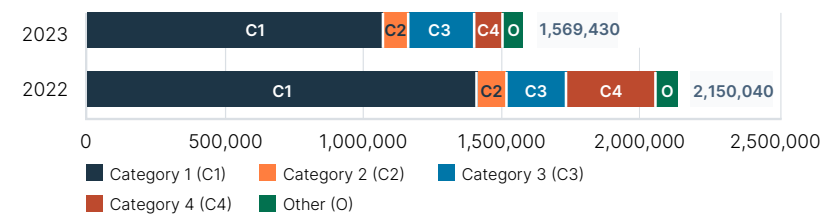
Throughout 2023, as part of preparation for SBTi validation of our near-term targets, we worked diligently to create our decarbonization plan. We conducted internal workshops with stakeholders to aggregate and disseminate information on best practices and opportunities that will allow us to integrate our emissions reduction strategies across our global operations.

In an effort to disclose our general annual decarbonization progress as we await near-term SBT validation, **onsemi's** decarbonization progress is shown here. 2023 emissions reflect emissions within the anticipated SBT boundary conditions across Scopes 1, 2 and 3, and are compared against 2022 baseline emissions. Our combined Scope 1 and 2 emissions were 1,542,588 MTCO<sub>2</sub>e in 2023 compared to 1,728,383 MTCO<sub>2</sub>e in 2022, a reduction of approximately 11%. Our collective Scope 3 emission was 1,569,430 in 2023 compared to 2,150,040 MTCO<sub>2</sub>e in 2022, a reduction of 27%. Our specific emission reduction efforts are further discussed in the Protecting Our Planet and Environment section on page 24.

**Decarbonization Progress: Scopes 1 and 2 (MTCO<sub>2</sub>e)** | [Detailed Description of Chart on pg. 108](#)



**Decarbonization Progress: Scope 3 (MTCO<sub>2</sub>e)** | [Detailed Description of Chart on pg. 108](#)



<sup>1</sup>Emissions for Other (O) is the sum of Category 5 – Category 12.

DECARBONIZATION PROGRESS	UNIT	BASELINE EMISSIONS	ANNUAL EMISSIONS WITHIN SBT <sup>1</sup> BOUNDARY CONDITIONS
		2022	2023
Scope 1	MTCO <sub>2</sub> e	1,014,836	828,620
Scope 2		713,547	713,968
Scope 3		2,150,040	1,569,430
Category 1 (C1): Purchased Goods and Services (PG&S)		1,414,941	1,062,541 <sup>2</sup>
Category 2 (C2): Capital Goods		102,663	92,083
Category 3 (C3): FERA		222,296	237,688
Category 4 (C4): Upstream Transportation and Distribution		326,612	101,087 <sup>3</sup>
Category 5 (O): Waste Generated in Operations		46,475	37,707
Category 6 (O): Business Travel		5,556	9,453
Category 7 (O): Employee Commuting		17,452	17,416
Category 8 (O): Upstream Leased Assets		9	42
Category 10 (O): Processing of Sold Products		13,992	11,345
Category 12 (O): End-of-Life Treatment of Sold Products	44	68	

<sup>1</sup>Anticipated SBT boundary conditions, based on validation process to be completed by 2024.

<sup>2</sup>Emissions decrease for Category 1: PG&S is attributed to more supply chain primary data of emissions (and less reliance on modeled estimates) in 2023 compared to 2022.

<sup>3</sup>Emissions decrease for Category 4: Upstream Transportation & Distribution is generally attributed to **onsemi's** efficient shipment efforts that consolidated shipments in 2023, which resulted in over 200,000 fewer shipments.

**Climate Transition Plan**

As a part of our overall holistic sustainability strategy, our climate transition plan is woven throughout this Sustainability Report. The following section details our decarbonization strategy across Scopes 1, 2 and 3. Within the appendix, a climate transition plan index serves as a quick reference of key elements and their corresponding sections, enabling easy navigation and information gathering pertaining to concrete strategies, targets and actions that will guide our organization's climate transition.

**Scope 1 General Emissions Reduction Strategy**

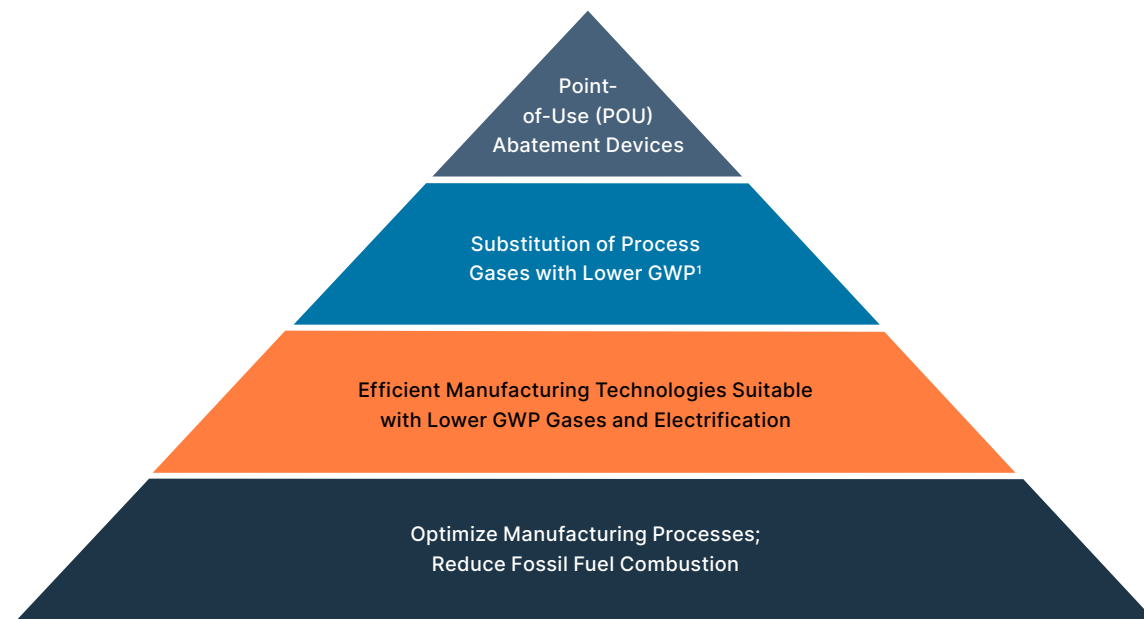
Our Scope 1 emissions inventory consists of emissions from fluorinated greenhouse gases used in semiconductor manufacturing processes (process gases), onsite combustion of fuels, such as diesel or liquefied petroleum gas, and heat transfer fluids. At onsemi, we have a tremendous opportunity to reduce Scope 1 emissions through process gas swaps and utilization of point-of-use abatement tools to treat manufacturing exhaust and destroy residual GHGs.

Process gas swaps are our largest opportunity for emissions reductions. While fluorinated gases are an essential ingredient to the semiconductor manufacturing recipe, there is interchangeability in which gas we choose.

Where possible, we opt for fluorinated gases with a lower global warming potential (GWP) and higher efficiency rates, effectively reducing the emissions intensity of our process and the absolute emissions of our operations.

Point-of-use abatement systems will control remaining Scope 1 fluorinated GHG emissions that cannot be eliminated from the semiconductor manufacturing process. These systems utilize high temperature and/or plasma chemistry to convert fluorinated greenhouse gases to non-GHG products, which are further treated using the factory air pollution control and wastewater treatment systems.

Scope 1 Prioritization Pyramid for Decarbonization



<sup>1</sup>GWP: Global warming potential



**Scope 2 General Emissions Reduction Strategy**

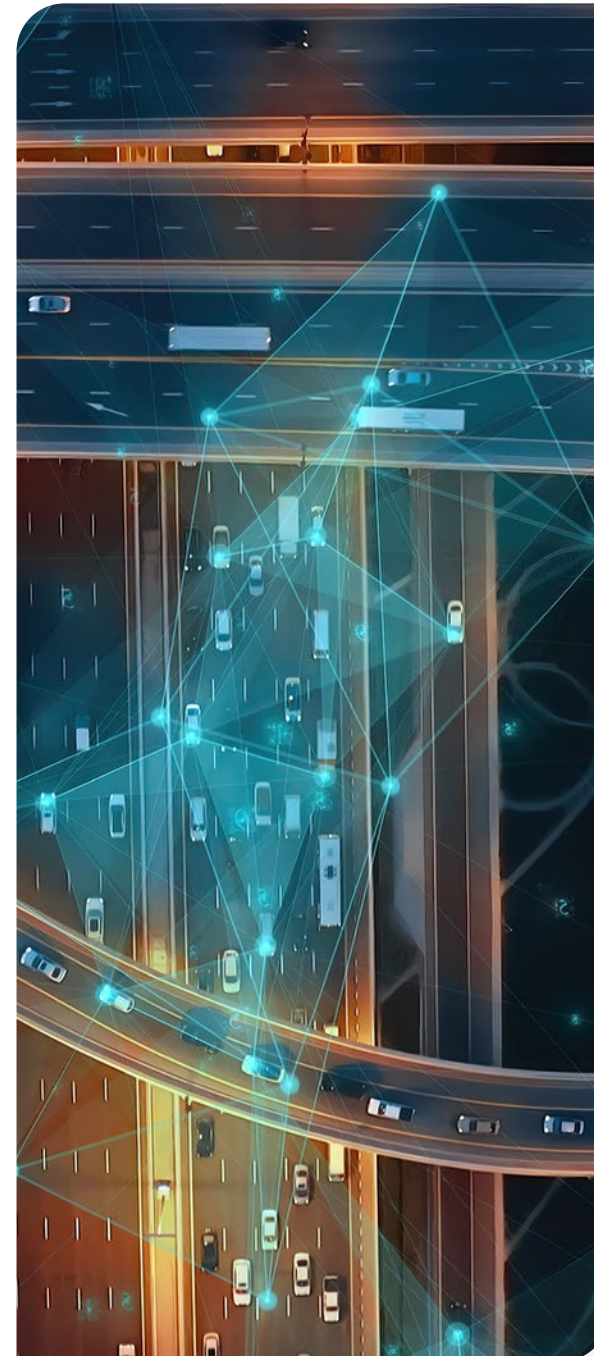
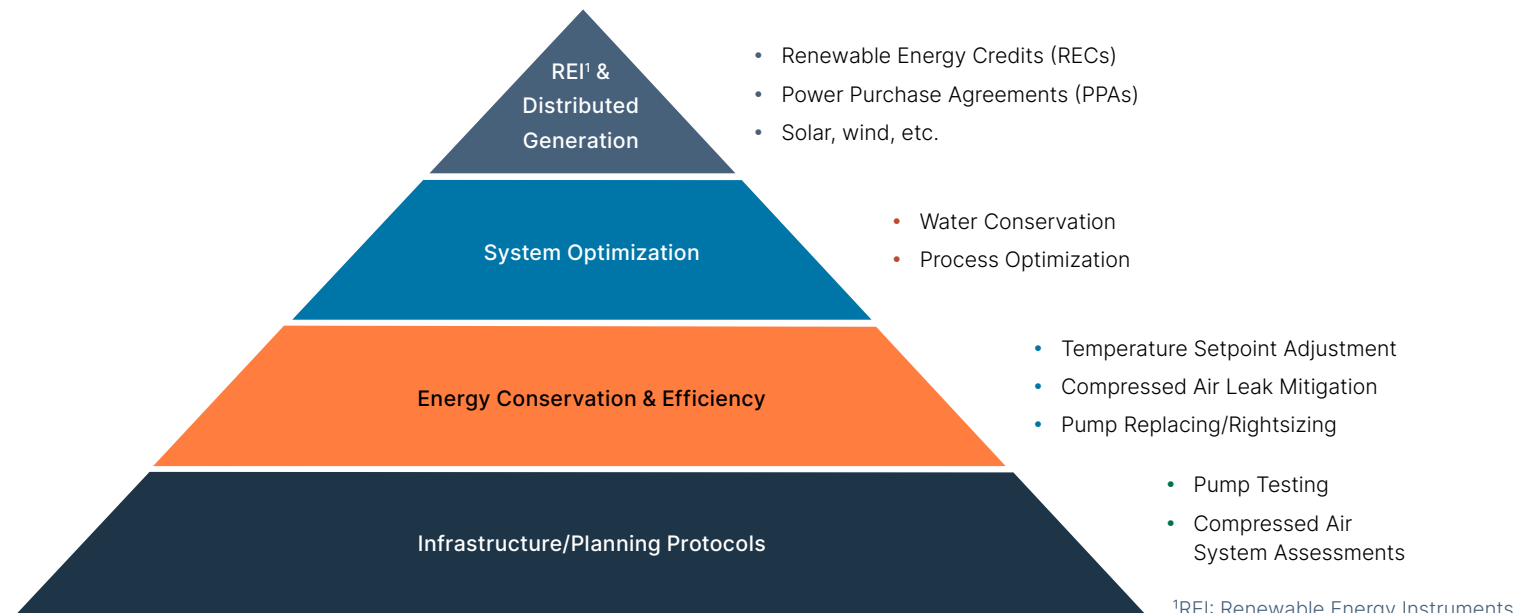
Our Scope 2 inventory consists of emissions from our purchased electricity. To align with industry best practices, we're focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Every ton of CO<sub>2</sub>e avoided through reduced electricity consumption is a ton we do not need to procure from renewable energy sources, which makes good business and sustainability sense. As such, we have developed a prioritization pyramid that will help us decarbonize.

We will continue to develop standardized protocols for equipment testing, system assessments and metering equipment that will help us understand the energy use through each of our systems at our sites. Following these, we will focus on energy conservation strategies that will involve no/low-cost improvements. We will then strategize the implementation of short-, mid- and long-term energy efficiency and

system optimization projects that help reduce our overall energy use at our facilities. Typical short-term energy efficiency measures at our sites may include LED lighting retrofits, smart thermostat controls, variable frequency drive controls and pump overhauls. Mid- and long-term energy efficiency measures typically include measures related to equipment retrofits associated with space cooling (chillers, cooling towers), heating (boilers, furnaces) and process operations (compressors, pumps) at our facilities.

After achieving optimal energy levels through conservation, reduction and optimization projects, we will shift our focus to distributed generation and renewable energy technologies, such as solar or wind energy, to power our remaining energy load. In 2024, we anticipate developing strategies to pursue acquisition of renewable energy across the enterprise.

**Scope 2 Prioritization Pyramid for Decarbonization**



**Scope 3 General Emissions Reduction Strategy**

In accordance with and in preparation for setting an SBT, we will evaluate other ways we can reduce our Scope 3 emissions and create positive environmental impact within our value chain. Looking at our upstream emissions (consisting of Category 1: Purchased Goods and Services, Category 2: Capital Goods and Category 4: Upstream Transportation and Distribution), we plan to create a targeted supplier engagement program that will help our top priority suppliers better understand their emissions footprint and explore setting science-based targets to reduce their footprints. This will ultimately result in the reduction of the emissions attributed to onsemi's Scope 3 inventory. As part of our current supplier onboarding process, we require suppliers to measure and manage their GHG emissions. In an effort to improve data accuracy, we are increasing primary data collection through a supplier survey to assess GHG emissions inventory and other reduction programs in our value chain.

Additionally, we will look to set a linear absolute reduction target for Category 3: FERA. Because FERA is directly linked to our Scope 1 and 2 fuel consumption, the actions taken to reduce our Scope 1 and 2 footprints will also have a direct impact on our Scope 3 emissions as they relate to FERA. In total, the goals set for these four categories will result in long-term reduction efforts for 67% of our Scope 3 baseline emissions and will align our entire value chain with the goals we have set to achieve through the SBTi.



#### Carbon Removals or Offsets

Consistent with SBTi's approach, we focus on reducing our emissions as much as possible before relying on carbon removal and offsets. For non-electricity-related emissions that cannot be eliminated, onsemi will explore the purchase of certified carbon removal or offset credits equal to the remaining emissions.

**Green-E** and **Gold Standard** certified removals and offsets are the most credible and will be prioritized.

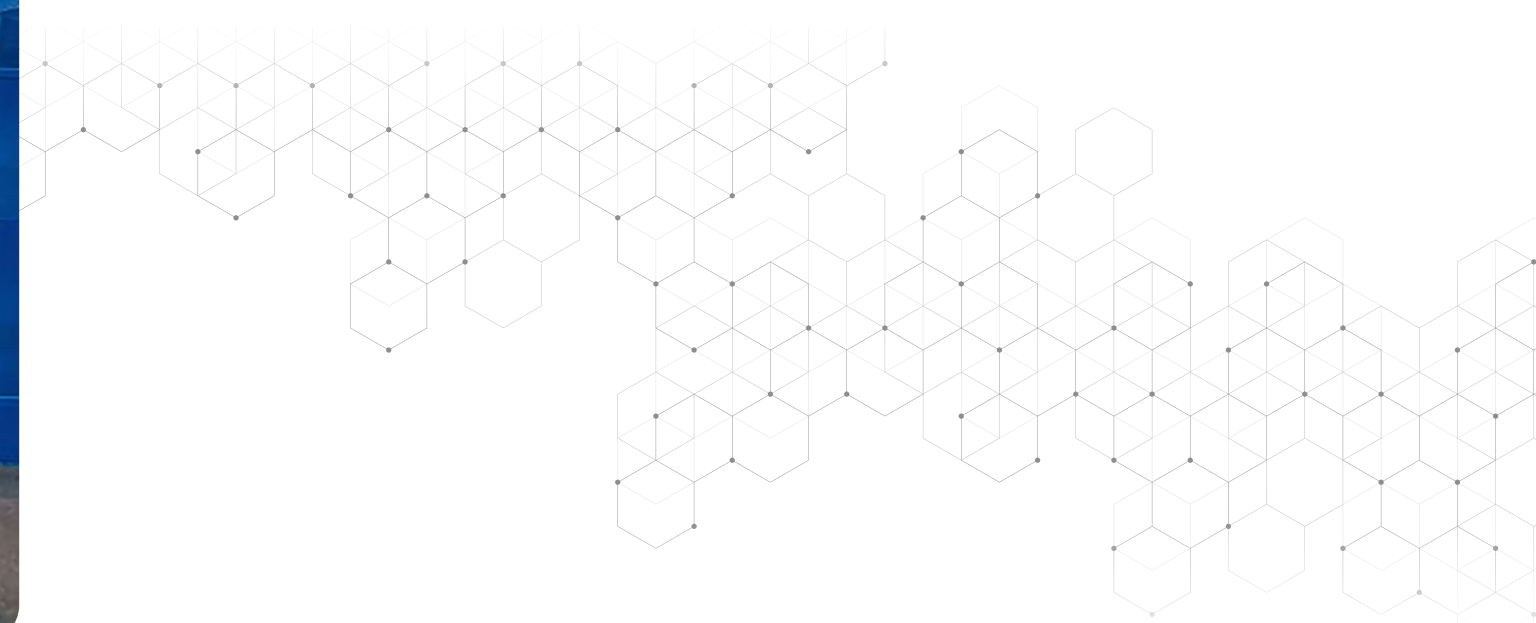
#### Plan Assumptions, Challenges and Uncertainties

In developing this climate transition action plan, some assumptions will be made, including, but not limited to: (i) estimations of current emissions data where data is limited, (ii) challenges around proper knowledge sharing by employees across the organization for implementation of proposed solutions, (iii) duration of time needed to hit key milestone tasks, (iv) uncertainties around the availability of renewable energy and credible carbon removal/offset technology in different regions that we operate and (v) projected future organic and inorganic growth of the company through 2040. We're aware of these issues and will continue to mitigate them over time.

Additionally, there are challenges and uncertainties associated with developing a transition plan, including:

- Achieving full and accurate data collection due to inherent manual data entry processes.
- Facilitating a standardized approach on reduction levers across our varied operations while balancing production demands.

To mitigate these challenges and uncertainties, we've invested in GHG emissions calculation accounting software that enables us to track, manage and report consistently across our entire enterprise. We developed education and training workshops that were conducted across our manufacturing sites. As a result, our teams continue to insert climate-related data into more company processes for more informed decision-making, from new product development and capital expenditure decisions to mergers and acquisition due diligence assessments.





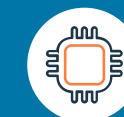
### Product Stewardship

onsemi is a leader in intelligent power and image sensing technologies that build a better future.

onsemi has components in medical devices, fitness trackers and smartwatches, autonomous vehicles and EVs, charging stations, solar inverters and more. We innovate to deliver disruptive technologies that enable our customers to solve challenging problems and create cutting-edge products for a better future. In so doing, we empower a strong triple-bottom-line product offering. Our product development efforts are directed toward:

- Powering the electrification of the automotive industry with our intelligent power technologies that allow for lighter and longer-range EVs and enable efficient fast-charging systems.
- Propelling the sustainable energy evolution with our intelligent power technologies for the highest-efficiency solar strings, industrial power and storage systems.
- Enhancing the automotive mobility experience with our intelligent sensing technologies with imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.
- Enabling automation and data exchange (Industry 4.0) with our intelligent sensing technologies for smarter factories and buildings.

While our new product development efforts continue to focus on building solutions in areas that appeal to customers in focused market segments and across high-growth applications, we regularly re-evaluate our research and development spending to assess the deployment of resources and to review the funding of high-growth technologies. We deploy people and capital to maximize the return from our research and development investments by targeting innovative products and solutions for high-growth applications that position us to outperform the industry. We are also exploring integrating sustainability and sustainable design in our products.



onsemi has components in medical devices, fitness trackers and smartwatches, autonomous vehicles and EVs, charging stations, solar inverters and more.

### Triple-Bottom-Line Revenue

In 2023, onsemi had over \$6,524 million in triple-bottom-line revenue, representing 79 percent of total revenue. Our definition of “triple bottom line” is revenue from products that fall under the intelligent power and sensing umbrella and products that contribute to the triple bottom line – People, Planet, Profit.






The “People” category refers to any product that helps improve human health or offers support in saving lives. For example, our image sensors go into ADAS and automation systems, leading to increased levels of safety in automotive applications.

The “Planet” category refers to any product that helps reduce negative environmental impact throughout its use phase. Examples

include applications that reduce carbon emissions, aid in the transition to renewable energy or enable resource conservation, such as the reduction of waste and scrap in manufacturing processes. Our SiC technologies are designed to meet the demands of higher power and density, and DC fast charging in the EV charging application.

The “Profit” category refers to any product that contributes to an organization’s ability to provide economic benefit to society by enabling more efficient and productive operations. For example, our image sensors provide high-quality, global shutter imaging for factory automation applications including robotics and inspection systems.

We consider these products a key part of our triple-bottom-line product offering, which includes the following categories:

	EV Charging		Factory Automation		ADAS
	Vehicle Electrification		LED Lighting		Machine Vision
	Energy Infrastructure		Medical		



DISCLOSURE	UNITS	2021	2022	2023
<b>Triple-Bottom-Line Revenue</b>				
People	Dollars (Millions)	Not Reported (NR)	1,462	1,709
Planet		NR	4,646	4,557
Profit		NR	346	258
<b>TOTAL</b>		<b>5,011</b>	<b>6,454</b>	<b>6,524</b>
<b>Percentage of Total Revenue</b>				
Percentage of Total Revenue	Percentage	74	78	79

**Triple-Bottom-Line Products**

Our cutting-edge, sustainability-minded key technologies include:

**ASPM16 – Exciter Module:** EV train systems rely on electromagnetic fields to operate. These electromagnetic fields can be created using permanent magnets or through induction technology. onsemi’s ASPM16 Exciter Module enables the adoption of induction technology for EV traction drive applications, eliminating the need for permanent magnets. This is important as permanent magnets require the mining of rare earth elements such as neodymium and dysprosium, both of which have high rates of waste in their mining processes. According to [Harvard International Review](#), approximately 2,000 tons of toxic waste are produced per ton of rare earth minerals.

The average hybrid or electric vehicle requires between two and five kilograms (kg) of rare earth magnets using neodymium and dysprosium. With the ASPM16 exciter modules sold in 2023, onsemi helped reduce over 1,900,000 metric tons of toxic mining waste by eliminating the need for permanent magnets in EVs.

**Audiology Digital Signal Processors for Hearing Health:** onsemi makes Hearing Health more accessible by providing cutting-edge technology in Ezairo audio processors for both clinical and over-the-counter Hearing Aid applications, enabling embedded compute, sensing and connectivity capability.

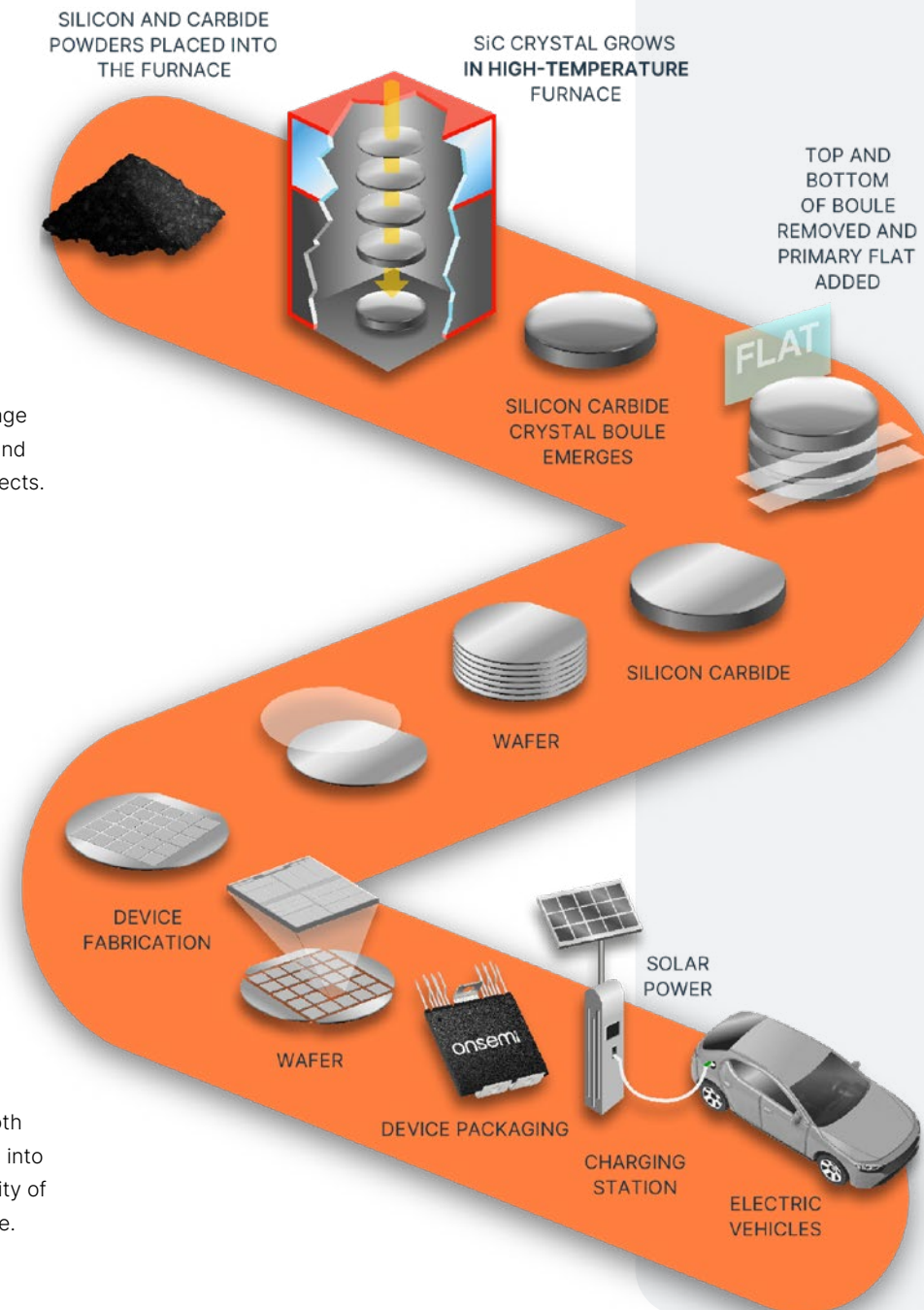
**Analog Front Ends (AFEs) for Continuous Glucose Monitoring:** onsemi is the leading provider of Analog Front Ends (AFEs) for Continuous Glucose Monitoring (CGM). Our product delivers best-in-class power consumption, extending the battery life of CGM devices while also maintaining optimum performance. Battery life extension on CGM devices means reducing the hassle and discomfort of more frequent sensor changes, improving user experience and increasing adoption of solutions like CGM that improve human health.

**Smart Power Stages:** onsemi provides a suite of ultra-compact, highly robust Smart Power Stages utilized in AI Data Center applications. Not only does this enable higher energy efficiency, but it also demonstrates the advanced capabilities of our cutting-edge technology. With AI applications growing at a rapid pace, onsemi’s products are positioned to be a major factor in energy efficiency throughout the AI boom.

**EliteSiC – SiC Power Integrated Modules (PIM):** onsemi’s EliteSiC PIM solution kit delivers the most innovative package technology to minimize parasitics and thermal resistance and offers robust package reliability using innovative interconnects. Compared to traditional IGBT-based solutions, our EliteSiC products enable a reduced volume and weight of systems, simpler cooling mechanisms in ultra-fast DC charging and higher energy efficiency by over 3 percent.

With decades of superior packaging expertise in high-density power solutions for automotive applications, onsemi differentiated power module technology delivers industry-leading power traction solutions. Exceptional packaging technology alongside an evolutionary path from planar to trench cell structures in SiC enables onsemi to provide highly robust and reliable solutions to customers.

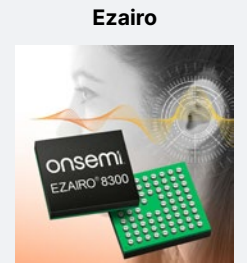
**Top-Cool MOSFETs:** These devices feature top-side cooling to assist designers in challenging automotive applications, especially with motor control and DC/DC conversion. The thermal pad is on the top side, which allows heat to be dissipated directly into a heatsink rather than typically via a printed circuit board (PCB). By using both sides of the PCB and decreasing the amount of heat going into it, the power density is increased and the improved reliability of the new design adds to an overall extended system lifetime.



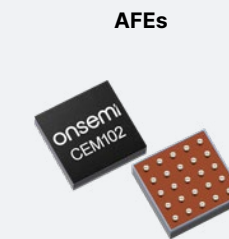
**Silicon Carbide (SiC)** – SiC is a prime component of next-generation semiconductors that provides technical benefits and improves system efficiency in many applications, including EVs, EV charging and energy infrastructure. Full SiC modules have the capability to minimize power losses, enable optimal thermal management and offer more robustness and dependability to ensure consistent and efficient operations. Our innovative product lines allow us to meet the rapidly growing demand for SiC-based solutions.



ASPM16



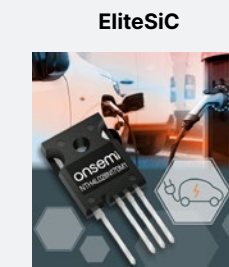
Ezairo



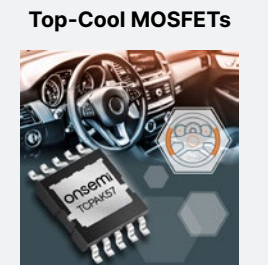
AFEs



Smart Power Stages



EliteSiC



Top-Cool MOSFETs

Protecting Our Planet and Environment

# Taking Action Today to Impact Tomorrow





## Annual Inventory of Energy Consumption and Emissions

We are dedicated to reducing our energy consumption, GHG emissions and overall carbon footprint in alignment with our decarbonization goals.

For years, onsemi has taken steps to reduce energy consumption and GHG emissions throughout our operational footprint. In this section, we report on our annual enterprise-wide GHG emissions inventory. Reported emissions include both our manufacturing and non-manufacturing sites. We report all relevant categories of Scope 3 emissions. Our emissions and energy management team has implemented policies and procedures to ensure our manufacturing sites are reporting accurate and complete data on a quarterly basis for emissions and energy consumption.

As onsemi is in the early stages of its decarbonization journey, our annual inventory of energy and emissions will reflect fluctuations due to production loads and ongoing energy and decarbonization initiatives. We are exploring production-based normalization metrics to enhance transparency into our annual energy and emissions reduction progress. As our internal investments in energy conservation/efficiency continue to grow and our decarbonization initiatives mature, we expect to see a decoupling of our annual energy and emissions inventory compared from production load, as this is a crucial step toward achieving net zero emissions.

### Energy

The use of energy across the organization consists predominantly of purchased electricity and, to a lesser extent, natural gas, diesel fuel, town gas, heavy oil and liquified petroleum gas (LPG). Electricity emissions are considered Scope 2 emissions, while the other energy sources in this list are direct emissions and are considered Scope 1. We strive to use our energy efficiently across all our operations to reduce our footprint.



DISCLOSURE	UNITS	2021	2022	2023
<b>Total Actual Energy Consumption of Owned Facilities (For Annual Reporting Purposes Only)</b>				
Total Energy Consumption	MWh	1,781,685	1,752,282 <sup>1</sup>	2,208,573 <sup>2</sup>
<b>Energy Intensity</b>				
Energy Intensity	MWh per \$ Million Revenue	264	210	268
<b>Energy Consumption by Source</b>				
Electricity	MWh	1,548,009	1,487,074	1,766,748
Renewable Electricity <sup>3</sup>		0	0	0
Natural Gas		173,332	172,028	392,318
Diesel Fuel		4,536	3,170	6,784
Town Gas		25,422	57,883	0 <sup>4</sup>
Heavy Oil		28,734	30,121	40,670
LPG		1,652	2,006	2,054
Energy from Grid	Percentage	100	100	100

<sup>1</sup>Energy from our 2022 divested sites is included in our actual energy totals through the date of divestiture.

<sup>2</sup>The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

<sup>3</sup>In accordance with the GHG Protocol, renewable electricity consumption listed in this table does not reflect renewable electricity supplied via the standard electricity grid. Per the protocol, a company must own and retire credits linked to that renewable electricity production in order to claim renewable electricity consumption.

<sup>4</sup>Prior to 2023, two of our manufacturing sites reported using "Town Gas" fuel. One site was divested during 2022 and the other was found to be purchasing fossil methane ("natural") gas, not manufactured gas. As a result, that site's gas usage is now included in "Natural Gas" and none of our sites used Town Gas in 2023.

Our total energy use (the energy-related portion of Scope 1 and all electricity of Scope 2) in 2023 was 2,208,573 Megawatt-hours (MWh), out of which 1,766,748 MWh was attributed to purchased electricity. Implemented customized energy efficiency and energy conservation measures at our manufacturing sites resulted in a reduction of over 23,000 MWh of purchased electricity and approximately 500,000 therms of natural gas. These projects represent a total of approximately 17,000 MTCO<sub>2</sub>e saved with an estimated investment of over \$4.3 million across our enterprise. These include (but are not limited to):

**Energy conservation measures such as:**

- Optimization of compressed dry air (CDA) systems by reducing compressed air leaks, line pressure setpoints, CDA line consolidations, pipe upsizing, reducing air demands and the number of online operational dryers. These measures resulted in an annual energy savings of approximately 7.3 million kilowatt-hours (kWh) which translates to approximately \$832,000 in annualized cost savings at our manufacturing sites in: Aizu, Japan; Bucheon, Korea; Seremban, Malaysia; Carmona, Philippines; Leshan, China; and Suzhou, China.
- Optimization of process tools through idling or shutting down, wherever operationally feasible, resulting in an annual energy savings of approximately 4 million kWh and approximately \$668,000 in annualized cost savings at our Aizu and Seremban manufacturing sites.
- Optimization of air handler unit (AHU) energy use through variable frequency drive (VFD) setpoint adjustments, filter upgrades and schedule updates, which led to an annual reduction in energy consumption of approximately 1.4 million kWh and annualized cost savings of approximately \$191,000 at our Aizu and Seremban manufacturing sites.
- Reduction of chiller energy consumption through strategic, proactive monitoring, overhauls and reducing the number of

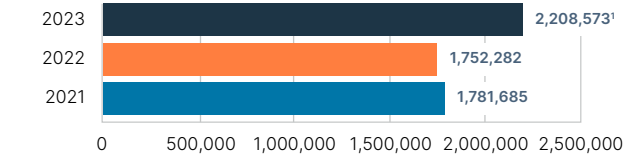
online chillers based on operational needs, which resulted in an annual energy savings of approximately 1.15 million kWh and approximately \$156,900 annualized cost savings at our Aizu, Seremban, Suzhou and Cebu (Philippines) manufacturing sites.

- Reduction of heating, ventilation and air conditioning (HVAC) energy use through temperature setpoint and schedule optimization based on operational needs and occupancy, which resulted in an annual energy savings of approximately 500,000 kWh and \$64,000 in annualized costs savings at our Aizu, Seremban and Binh Duong (Vietnam) manufacturing sites.
- Reduction of cooling tower equipment and condenser pump energy use by active chemical management and reduction of the number of online operational condenser pumps. These measures resulted in an annual energy savings of approximately 400,000 kWh and \$60,000 in annualized cost savings at our Carmona, Seremban, Leshan and Tarlac (Philippines) manufacturing sites.
- Natural gas leakage detection and gas line shutdown when a plant is not online resulted in an annual gas savings of approximately 174,000 therms and annualized costs savings of approximately \$127,000 at our Leshan and Gresham (Oregon) manufacturing sites.

Implemented energy conservation and energy efficiency measures helped save over 23,000 MWh of electricity.

**Total Energy Consumption**

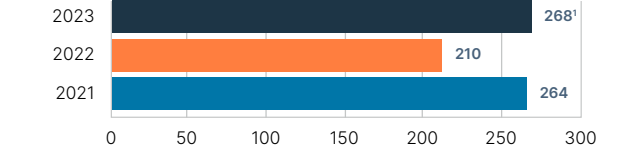
(MWh) | [Detailed Description of Chart on pg. 108](#)



<sup>1</sup>The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

**Energy Intensity**

(MWh per \$ Million Revenue USD) | [Detailed Description of Chart on pg. 108](#)



<sup>1</sup>The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

**Energy efficiency measures such as:**

- Replacement of older, inefficient screw/centrifugal air compressors with newer, high-efficiency centrifugal counterparts, air compressor overhauls and purgeless air dryer installations, which resulted in a total savings of approximately 3 million kWh of annual energy savings and approximately \$559,000 of annualized cost savings at our Bucheon, Cebu, Leshan, Seremban and Suzhou manufacturing sites.
- Replacement of old and inefficient packaged air-conditioner units with more efficient counterparts, efficiency improvement of chillers and cooling tower infill replacements resulted in an annual energy savings of approximately 1.7 million kWh and approximately \$416,000 in annualized costs savings at our Aizu, Cebu and Seremban manufacturing sites.
- Replacement of older, inefficient pumps and motors with higher-efficiency counterparts and/or newer technologies resulted in annual energy savings of approximately 944,300 kWh and approximately \$117,000 in annualized costs savings at our Leshan, Seremban and Suzhou manufacturing sites.
- Installation of waste heat recovery systems to reutilize heat within the facility (in air compressors, electric/gas

heaters and other process equipment), which resulted in an annual avoided gas consumption of approximately 330,000 therms, annual electricity savings of approximately 889,000 kWh and approximately \$807,000 in annualized utility costs savings at our Bucheon, Leshan, Carmona and Suzhou manufacturing sites.

- Installation of VFD on various equipment across the facility resulted in an annual energy savings of approximately 709,200 kWh and approximately \$86,000 in annualized costs savings at our Seremban and Suzhou manufacturing sites.
- Replacement of existing linear fluorescent bulb fixtures with LED kits within specific areas of our buildings and parking lots at Seremban and Carmona manufacturing sites. These projects resulted in an annual energy savings of approximately 168,600 kWh translating to approximately \$24,800 in annualized costs savings.

Our site personnel at each facility are extremely committed to conserving and optimizing energy use through operational best practices and/or leveraging new technologies, wherever possible. This is done in alignment with our principle that “the cleanest energy is the energy that is not being used at our sites.”

DISCLOSURE	UNITS	2021	2022	2023
<b>Enterprise-wide Emission Inventories by Year<sup>1</sup></b>				
Scope 1	MTCO <sub>2</sub> e	2,485,870	841,104 <sup>2,3</sup>	828,620 <sup>4</sup>
Scope 2		782,790	741,934 <sup>3</sup>	727,464
Scope 3		617 <sup>5</sup>	2,098,541 <sup>6</sup>	1,573,417 <sup>7</sup>

<sup>1</sup>Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition. Reported annual emission inventories represent those from both manufacturing and non-manufacturing sites, except for Scope 1 emissions which represent only manufacturing sites. The lack of Scope 1 non-manufacturing emissions in the inventory is not anticipated to have a material impact on the overall data.

<sup>2</sup>Starting in 2022, Scope 1 emissions are calculated based on discharged emissions, in line with the **IPCC Tier 2c guidance**. Per this guidance, we have claimed destruction of certain GHGs within our manufacturing process, which has contributed to the large change in reported Scope 1 emissions as of 2022, compared to 2021.

<sup>3</sup>Scope 1 and 2 annual emission inventory for 2022 includes divested sites up to the date of divestiture. A portion of emission reductions observed in 2022, compared to 2021, is due to 2022 site divestitures.

<sup>4</sup>Decrease of Scope 1 emissions in 2023, compared to 2022, is generally due to optimized and reduced fuel/process gas usage at our manufacturing sites and fuel/process gas reductions due to manufacturing site divestitures in 2022.

<sup>5</sup>2021 disclosure only represents Scope 3 Category 6 – Business Travel data.

<sup>6</sup>This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.

<sup>7</sup>Emission reductions in 2023, compared to 2022, were generally due to more supply chain primary data of emissions (and less reliance on modeled estimates) for Category 1 and efficient consolidation/reduction of shipments for Category 4.

## Emissions

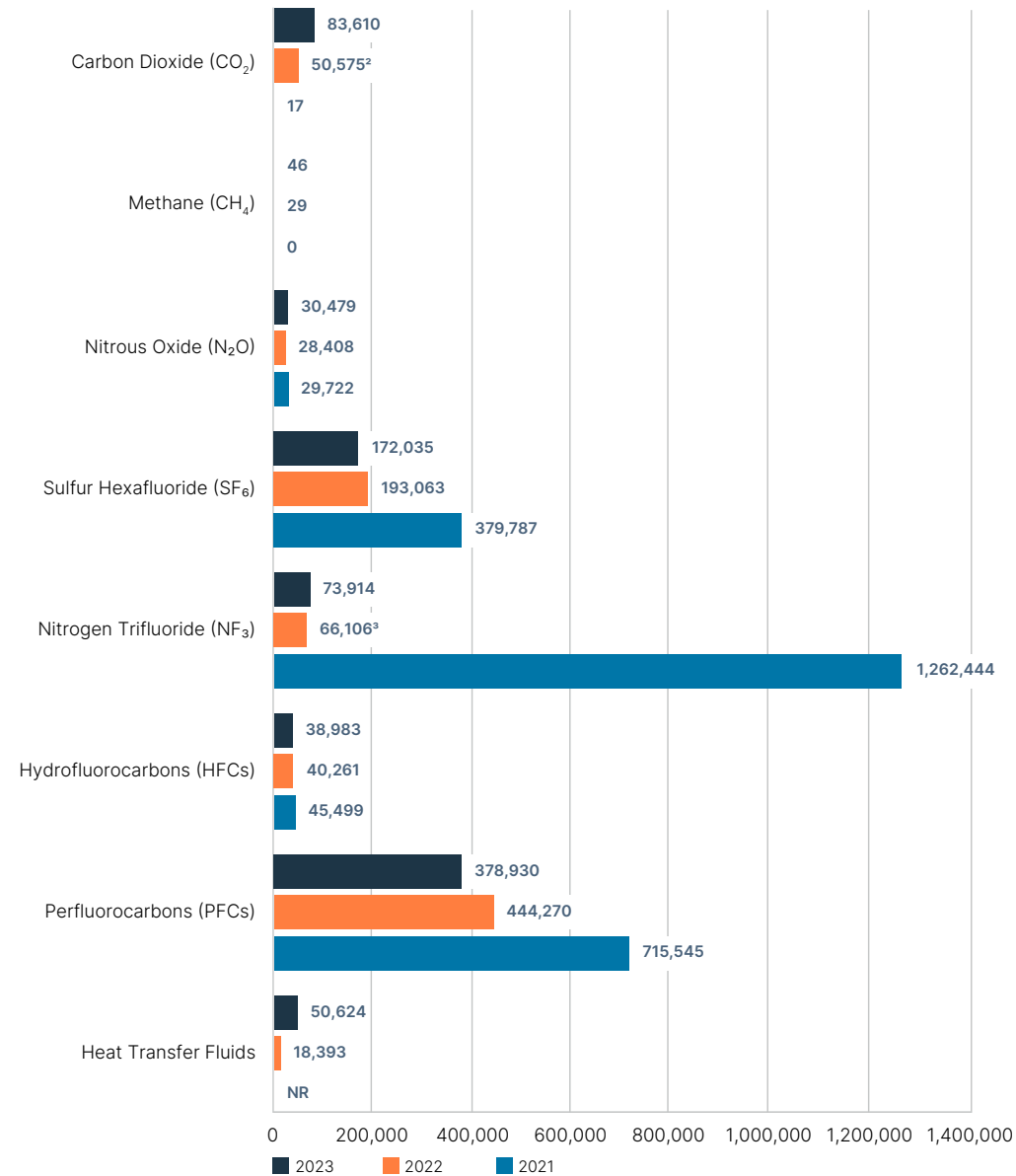
### Scope 1

Scope 1 emissions are direct emissions from company-owned and -controlled facilities. The largest source of Scope 1 emissions is from fluorinated process gases used in manufacturing. Other sources include fuels used in space or process heating and heat transfer fluids used in manufacturing equipment.

onsemi Scope 1 emissions are managed jointly by our corporate sustainability and manufacturing site teams across the globe. Our manufacturing site team members are responsible for updating quarterly usage data from our purchasing and consumption activities for commodities that produce emissions, as well as providing manufacturing data related to the processes and equipment in use. At the corporate level, we monitor the data submitted by our manufacturing site teams to check for quality and completeness and perform final calculations and modeling.

### Scope 1 Emissions by Gas Type<sup>1</sup>

(Metric tons of CO<sub>2</sub>e) | Detailed Description of Chart on pg. 108



<sup>1</sup>Prior to 2022, onsemi reported Scope 1 emissions by gas type for its process gas usage only. Starting in 2022, this breakdown also includes the Scope 1 emissions from fuel usage and heat transfer fluids, aligning with the Greenhouse Gas Protocol methodology for reporting emissions.

<sup>2</sup>As of 2022, includes CO<sub>2</sub> emissions from fuel combustion which was not included in our CO<sub>2</sub> emissions breakdown in previous years.

<sup>3</sup>As of 2022, due to the claimed destruction values of NF<sub>3</sub> within the semiconductor manufacturing process, per **IPCC Tier 2c guidance**, there is a large decrease in NF<sub>3</sub> emissions from this year forward.

**Scope 1 (cont.)**

We use an industry best practice methodology consistent with IPCC Tier 2c guidance to determine process gas emissions. The methodology accounts for the utilization efficiency and by-product production of fluorinated gases and nitrous oxide within the semiconductor manufacturing process. Global warming potentials from IPCC's Sixth Assessment Report (AR6) are used to convert gas quantity to CO<sub>2</sub>e.

In 2023, we focused on the following initiatives pertaining to Scope 1 emissions:

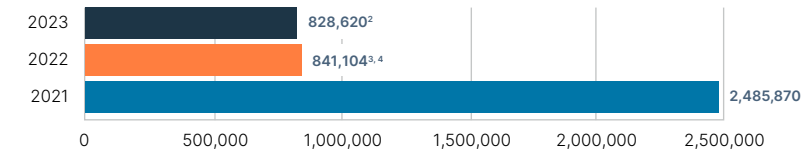
- Optimization of fluorinated gas use: Fluorinated gas use was optimized in chamber cleaning processes at our Aizu and Mountain Top sites, resulting in reduced emissions.
- Emissions Accounting and Abatement: Qualified process gas point-of-use abatement systems can treat manufacturing exhaust and destroy residual GHG emissions to manufacturer-specified destruction removal efficiencies (DREs), which varies and can be in the high 90th percentile. Qualification entails ensuring the abatement systems are designed for the gas(es) being treated and are operated/maintained according to manufacturer requirements. For example, in 2023, our EFK manufacturing site established data to complete qualification of its greenhouse gas abatement systems, which previously had been installed but

were not qualified. The 2023 Scope 1 emissions inventory for EFK reflects reduced emissions, compared to 2022 baseline, due to destruction of residual GHG emissions to manufacturer specified DREs in qualified abatement systems.

- Data Management: Several innovations to improve emissions accounting were in development in 2023, including onboarding of GHG emissions calculation software and an internal proprietary tool. GHG emissions accounting software is anticipated to enable enterprise-wide data collection from consumption invoices of process gases, fuels and heat transfer fluids. The other innovation is an internally developed proprietary tool that enables direct emissions data to be managed at the manufacturing tool level, enabling improved access to facility emissions models used in the IPCC Tier 2c protocol for electronics manufacturing. We are able to target high-volume equipment and lower-efficiency gases for investment, reducing more emissions upfront and improving the cost per ton of carbon dioxide equivalent.
- Project Implementation: Best practices have been shared among our manufacturing sites on technical and operational approaches for reducing process gas emissions from semiconductor fabrication. Manufacturing sites have begun developing their implementation strategy.

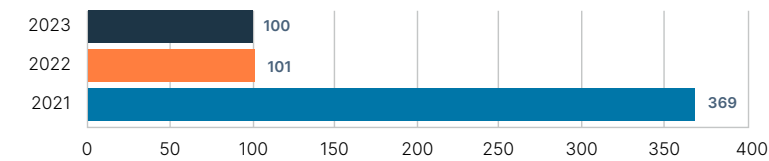
**Total Scope 1 GHG Emissions<sup>1</sup>**

(Metric tons of CO<sub>2</sub>e) | Detailed Description of Chart on pg. 108



**Scope 1 Emissions Intensity**

(MTCO<sub>2</sub>e per \$ Million Revenue) | Detailed Description of Chart on pg. 108

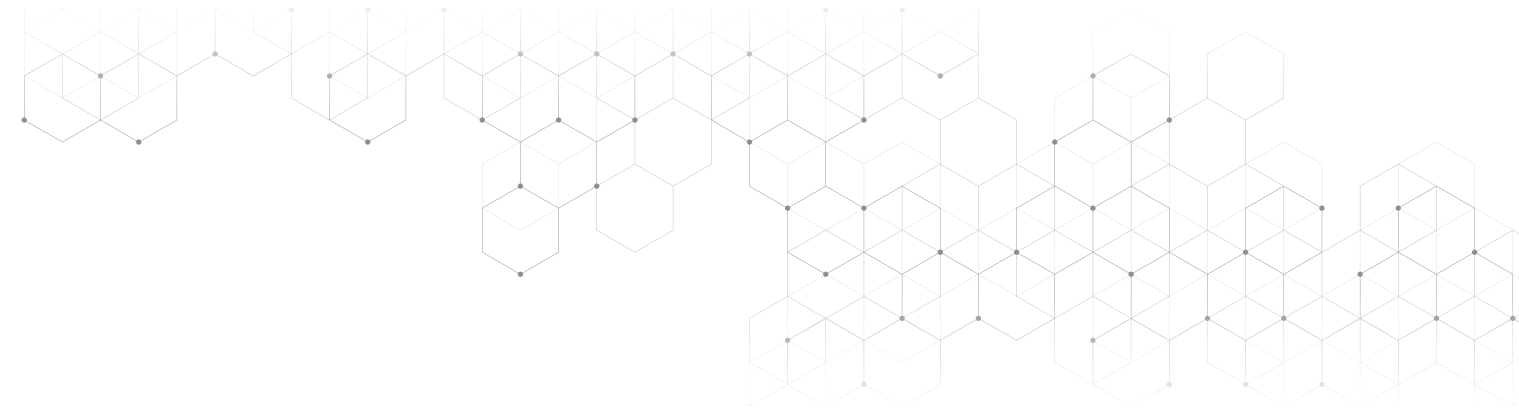


<sup>1</sup>Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition. Reported annual emission inventories represent those from both manufacturing and non-manufacturing sites, except for Scope 1 emissions which represent only manufacturing sites. The lack of Scope 1 non-manufacturing emissions in the inventory is not anticipated to have a material impact on the overall data.

<sup>2</sup>Decrease of Scope 1 emissions in 2023, compared to 2022, is generally due to optimized and reduced fuel/process gas usage at our manufacturing sites and fuel/process gas reductions due to manufacturing site divestitures in 2022.

<sup>3</sup>Starting in 2022, Scope 1 emissions are calculated based on discharged emissions, in line with the **IPCC Tier 2c guidance**. Per this guidance, we have claimed destruction of certain GHGs within our manufacturing process, which has contributed to the large change in reported Scope 1 emissions compared to 2021 emissions.

<sup>4</sup>Scope 1 annual emissions inventory for 2022 includes emissions from our divested sites up to the date of divestiture. A portion of emission reductions observed in 2022, compared to 2021, is due to 2022 site divestitures.



**Scope 2**

Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. For our purposes, this means our purchased electricity. onsemi indirectly emits GHG emissions from electricity purchased for the operations of our manufacturing and non-manufacturing sites. Due to the small percentage of emissions from non-manufacturing sites, onsemi's near-term SBT will include our manufacturing site emissions and is not anticipated to include non-manufacturing site emissions. Disclosure of non-manufacturing site emissions in the table below is for transparency purposes.

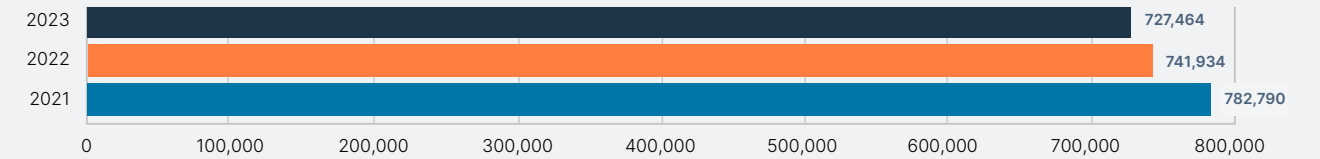
onsemi's global Scope 2 emissions in 2023 have reduced from our 2022 levels due to the combination of implementation of energy conservation and energy efficiency/optimization practices at our sites (see Energy section on page 25) and strategic divestitures from four sites during 2022.

In addition, we ramped up production activities at strategic manufacturing sites with relatively cleaner electric grids and continued downsizing our non-manufacturing sites:

- We ramped up production at our EFK, Bucheon and Roznov sites. These sites are served by electricity grids that have approximately 30 percent (on average) lower carbon intensity than the average electric grid serving the remainder of our manufacturing sites.
- We also downsized and consolidated over 600,000 square feet of non-manufacturing space comprising offices and design centers. These downsizing activities are estimated to result in approximately 21,000 MWh of avoided energy use, translating to a reduction of approximately 7,300 MTCO<sub>2</sub>e from our 2022 actual emissions.



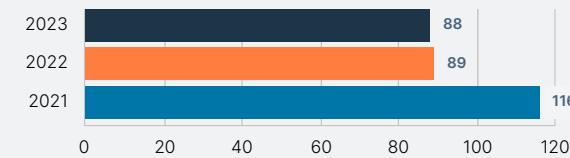
**Total Scope 2 GHG Emissions<sup>1</sup>** (Metric tons of CO<sub>2</sub>e) | [Detailed Description of Chart on pg. 108](#)



<sup>1</sup>Scope 2 emissions for fiscal year 2022 include emissions from our divested facilities up to the date of divestiture. Our Net Zero baseline year (2022) does not include these emissions.

**Scope 2 Emissions Intensity**

(MTCO<sub>2</sub>e per \$ Million Revenue) | [Detailed Description of Chart on pg. 108](#)



DISCLOSURE	UNITS	2021	2022	2023
<b>Enterprise-wide Scope 2 Emission Inventories by Year<sup>1</sup></b>				
Total Scope 2 Emissions, manufacturing and non-manufacturing sites (location based)	MTCO <sub>2</sub> e	782,790	741,934	727,464
Total Scope 2 Emissions, manufacturing sites (location-based)		782,790	728,370	713,968
Total Scope 2 Emissions, non-manufacturing sites (location-based)		NR	13,564	13,496
<b>Scope 2 Emissions Intensity</b>				
Scope 2 Emissions Intensity (calculated for total Scope 2)	MTCO <sub>2</sub> e per \$ Million Revenue	116	89	88

<sup>1</sup>Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

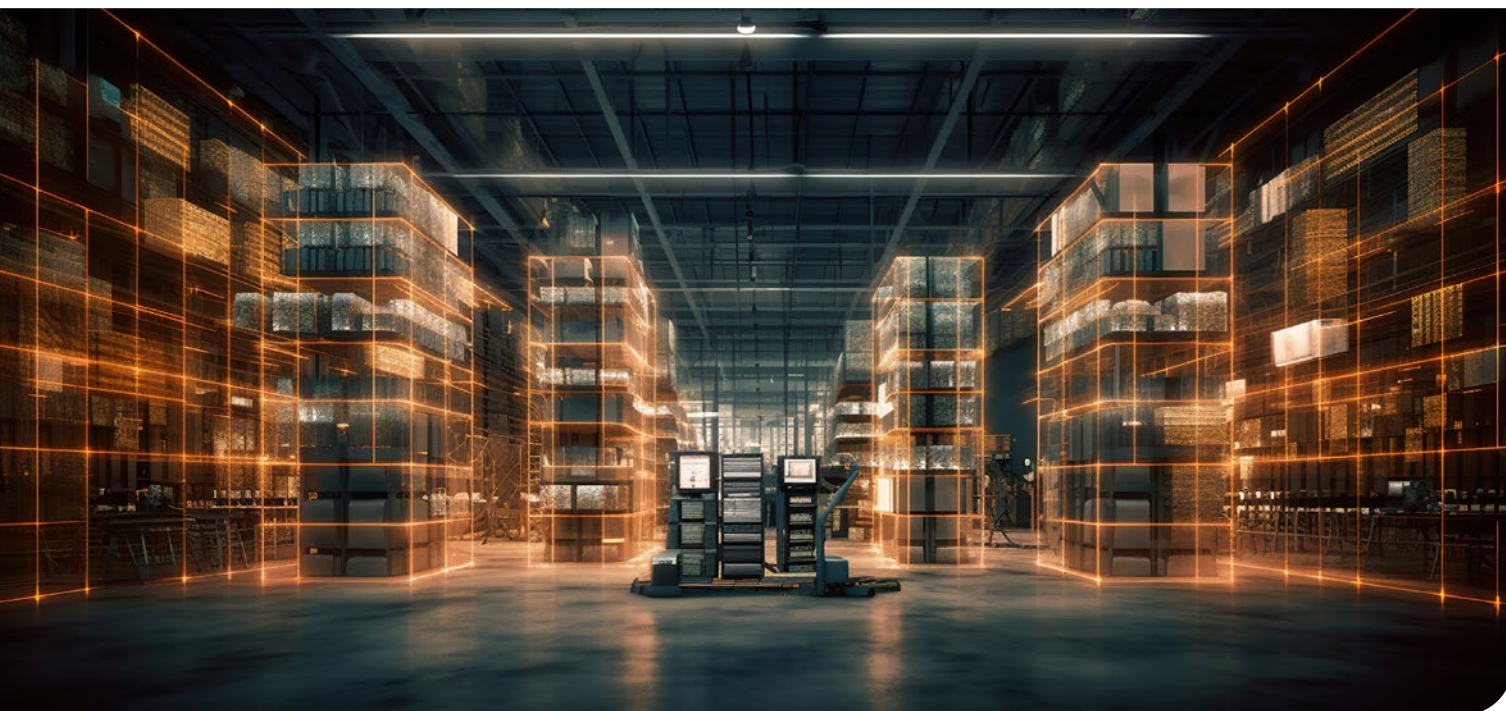
**Scope 3**

Scope 3 emissions are indirect emissions that occur in the company's value chain, including upstream and downstream emissions. Consistent with the GHG Protocol, our Scope 3 emissions include 10 categories applicable to onsemi operations, out of 15 total possible categories.

For 2023, onsemi Scope 3 emissions inventory was 1,573,417 MTCO<sub>2</sub>e, which accounts for 50 percent of our total GHG footprint (combined Scope 1, 2 and 3). Since Purchased Goods and Services (Category 1 of Scope 3 emissions, per GHG Protocol) account for a significant percentage of the total Scope 3 inventory, we have begun to reduce Scope 3 emissions by engaging with our supply chain partners and encouraging them to disclose their GHG emissions and set their own science-based reduction

targets, per the Supplier Engagement Pathway of the SBTi guidance.

In 2023, we worked internally to align on cross-functional best practices to leverage our influence on suppliers. Through collaboration with suppliers, we can more effectively adjust our efforts with advanced programs and by educating those who are earlier on their sustainability journey. So far, we have engaged hundreds of suppliers, while introducing our new data collection program which has set the foundation to positively impact our Scope 3 emissions. We have started, and will continue, to gather primary data to increase the accuracy of GHG accounting from our upstream value chain.



DISCLOSURE		UNITS	2021	2022	2023	
<b>Enterprise-wide Scope 3 Emissions Category by Year<sup>1</sup></b>						
1	Purchased Goods and Services (PG&S)	MTCO <sub>2</sub> e	NR <sup>2</sup>	1,414,941	1,062,541 <sup>2</sup>	
2	Capital Goods		NR	102,663	92,083	
3	Fuel- and Energy-Related Activities (FERA)		NR	203,238	241,675	
4	Upstream Transportation and Distribution		NR	294,171	101,087 <sup>3</sup>	
5	Waste Generated in Operations		NR	46,475	37,707	
6	Business Travel		617	5,556	9,453	
7	Employee Commuting		NR	17,452	17,416	
8	Upstream Leased Assets		NR	9	42	
10	Processing of Sold Products		NR	13,992	11,345	
12	End-of-Life Treatment of Sold Products		NR	44 <sup>4</sup>	68	
<b>TOTAL</b>				<b>617</b>	<b>2,098,541</b>	<b>1,573,417</b>

<sup>1</sup>Applicable Scope 3 emission categories in line with the GHG Protocol

<sup>2</sup>Emissions decrease for Category 1: PG&S is attributed to more supply chain primary data of emissions (and less reliance on modeled estimates) in 2023 compared to 2022.

<sup>3</sup>Emissions decrease for Category 4: Upstream Transportation & Distribution is generally attributed to onsemi's efficient shipment efforts that consolidated shipments in 2023, which resulted in over 200,000 fewer shipments.

<sup>4</sup>This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.



Scope 3 emissions account for approximately 50% of total GHG emissions.

## Water and Waste Management

### Water Stewardship

Water is an essential natural resource sustaining life and the ecosystem; it is also a vital element of onsemi's business. We are dedicated to ensuring that our operations have a positive impact on the watershed and surrounding communities. We actively work to prevent any adverse effects on our water systems and strive for transparency with our stakeholders, displaying deliberate stewardship of water as a valuable and limited resource. We understand that conserving water lowers the cost of processing and safeguards the supply of water resources. We continue to seek opportunities to reduce, reuse and recycle water through global alignment and benchmarking throughout all our sites.

At onsemi manufacturing sites, water consumption has a general application distribution of 20 percent for domestic uses, 20 percent for industrial uses and 60 percent for production uses. Domestic uses include potable water, sanitation and hygiene, landscaping and the cafeteria. Industrial uses include heat exchange processes, steam generation and ventilation. Production uses include manufacturing processes, ultrapure water (UPW) production and deionized (DI) water production. We monitor and evaluate all the water processes and water discharge characteristics and continue to implement more water conservation programs. The bulk of onsemi's water consumption is from our manufacturing sites; however, we continue to explore ways to track water consumption at our non-manufacturing sites.

In 2023, out of 15,652 megaliters of total water withdrawn, 1,716 megaliters of water were withdrawn from high water-stressed region and 854 megaliters from extremely high water-stressed regions (11.0 and 5.5 percent of total water withdrawn, respectively). We utilize the World Resources Institute's (WRI) Water Risk tool to identify if any of our sites are in high or extremely high water-stressed regions. The designation of a region as an extremely high or high water stressed region varies year over year based on how WRI analyzes risk. In 2023, two manufacturing sites were in extremely high water-stressed regions and four sites were in high water-stressed regions, and the aggregate number (six) of extremely high and high water-stressed manufacturing sites identified increased compared to the prior year. This explains why the total water withdrawal in extremely high and high water-stressed regions increased in 2023 compared to 2022. Evaluation of water region stress status will be incorporated into environmental due diligence.

onsemi assumes that all water withdrawn is discharged. We are in the process of collecting additional manufacturing site water discharge data to better calculate water consumption for future implementation of water-related initiatives for the company. In 2024, onsemi will explore development and adoption of an enterprise water stewardship initiative.

WATER USAGE		UNITS	2021	2022	2023
<b>Water Withdrawal</b>					
Surface Water	Megaliters		0	0	0
Groundwater (renewable)			885	1,129	3,618
Seawater			0	0	0
Third Party Water			12,714	12,563	12,034
<b>TOTAL WATER WITHDRAWAL</b>			<b>13,599</b>	<b>13,692</b>	<b>15,652<sup>1</sup></b>
<b>Water Withdrawal Intensity</b>					
Water Withdrawal Intensity	Megaliter per \$ Million Revenue		2.02	1.64	1.90
<b>Water Recycled</b>					
Water Recycled	Megaliters		5,779	5,776	6,507
Recycling Rate	Percentage		42	42	42
<b>Water Withdrawal in Water-Stressed Regions<sup>2</sup></b>					
Extremely High <sup>3</sup>	Megaliters		271	0	854
High <sup>4</sup>			1,127	515	1,716

<sup>1</sup>In 2023, we significantly expanded our Bucheon facility and accounted for EFK (acquisition finalized on December 31, 2022) in our operations, resulting in increased water withdrawal compared to prior years.

<sup>2</sup>Water-stressed regions were identified through the WRI Water Risk Tool. Sites identified in extremely high and high water-stressed regions vary year over year, depending on the current and future water risks at the time of assessment by the WRI Tool.

<sup>3</sup>Extremely high water-stressed regions for 2023 include Cebu and Tarlac. For 2022 and 2021, Oudenaarde, Belgium was in an extremely high water-stressed region, but onsemi divested this site in 2022.

<sup>4</sup>High water-stressed regions for 2023 include Suzhou, China; Dong Nai, Vietnam; Binh Duong, Vietnam; Carmona, Philippines and Nampa, Idaho, U.S. For 2022, these regions included Pocatello, Idaho, U.S. and Suzhou. For 2021, high water-stressed regions included Pocatello, Suzhou and Tarlac.



Demonstrating our commitment to water-use efficiency, our water recycling rate in 2023 was 42 percent, which equates to 6,507 megaliters of water recycled. onsemi's water stewardship program is demonstrated through the following 2023 initiatives:

- The majority of our manufacturing sites recycle "reject water" from the reverse osmosis (RO) process and reuse it in cooling tower applications, eliminating the need to directly withdraw more water from supply sources.
- At our Seremban site, we have successfully converted a conventional pretreatment system from sand filtration to an ultra-filtration (UF) system. Upgrading the technology of our RO DI pretreatment process reduces wastewater generation from 10 to 3 percent, while also improving the filtered water quality fed through the RO system. Taking such action also has an indirect benefit of helping save chemical cost for RO membrane cleaning in the long run.
- At our Aizu site, we have initiated several water conservation programs, including the reuse of RO "reject water" in industrial processes, modification and optimization of maintenance programs that resulted in a reduction in wastewater generation and chemical, water and electricity consumption. This equates to approximately \$83,900 in annual cost savings and 4.3 megaliters of additional water reduction at the site annually.
- At our EFK site, we have consolidated our six sets of RO systems into three, therefore increasing the feed flow and reducing water reject to wastewater. This initiative will allow us to save approximately 90 megaliters of water per year.
- For our Roznov site, we were awarded the most innovative company by the Czech Republic's Zlin region for our innovative cooling solution for grinding processes and cooling water recycling. Savings of cooling water reached 99.5 percent, equating to an annual water savings of 621 megaliters. This project also allowed us to reduce system electricity use by approximately 82 percent.



For our Roznov site, we were awarded the most innovative company by the Czech Republic's Zlin region for our innovative cooling solution for grinding processes and cooling water recycling.





### Water Usage

onsemi treats water received from our municipal suppliers to ensure that the water used in relevant manufacturing processes meets required quality thresholds. UPW is a highly purified form of water that has gone through multiple steps of treatment and is commonly used in the semiconductor industry. It is used in semiconductor manufacturing to wash excess chemicals and materials off surfaces of wafers and packaged products, dilute chemicals used in the manufacturing process or replace water in cooling systems for critical applications. UPW can even be used as a humidification source for our cleanroom environments. Approximately 40 percent of the total water stream received for the UPW generation process is returned for reuse in industrial processes, wherever possible. In 2023, onsemi produced around 7,500 megaliters (or 7,500,000 cubic meters (m<sup>3</sup>)) of UPW.

### Wastewater Treatment

The complexity of semiconductor manufacturing technology has increased over time and drives the need to invest in more sophisticated onsite treatment systems to treat wastewater produced from our manufacturing operations. All wastewater produced in our manufacturing sites is treated using advanced onsite treatment techniques before it is discharged under permit to a municipality or other authorized discharge point. The treatment process can include physical-chemical treatment, wastewater neutralization, carbon absorption treatment, biological treatment and tertiary treatment, including ion exchange treatment, disinfection and membrane treatment, depending on the wastewater characteristics. The level of treatment is stringent and meets the local government requirements in the areas where we operate.

onsemi not only monitors water quantity, but also water discharge quality. We monitor various metrics associated with our wastewater discharge to ensure compliance with pH, temperature, chemical oxygen demand (COD), color, heavy metals, fluorine, nutrients and other regulated discharge parameters. In addition to our discharge monitoring systems, we perform laboratory analysis on our water discharge under local regulations. The laboratory analysis can occur on a weekly, monthly or quarterly basis depending on the permit and the region. Some regions require real-time monitoring of

wastewater discharge. onsemi believes it is fully compliant with all applicable local regulations and requirements to minimize the impact to the environment.

onsemi's dedication to continuous improvement in safeguarding environmental health and safety is reflected in our investments in facility infrastructure, including the following activities in 2023:

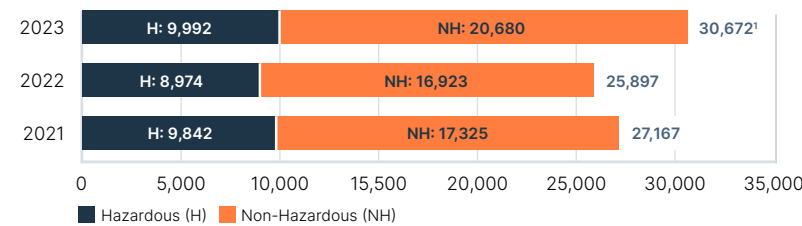
- Cebu, Tarlac and Carmona manufacturing sites in the Philippines completed construction of respective wastewater treatment facilities with upgraded tertiary treatment systems. Tarlac and Carmona manufacturing sites completed the upgrade of onsite sewage treatment facilities. The upgraded wastewater treatment system recycles wastewater from industrial processes and water withdrawal is anticipated to be reduced by 26.5 megaliters annually.
- Our Seremban site completed a \$3.6 million upgrade of the onsite wastewater treatment and sewage treatment plant to ensure it was rightsized for our manufacturing operations.
- Our Dong Nai site completed a \$270,000 capability expansion of its facility wastewater treatment plant to enable the recycle and reuse of an additional 18.5 megaliters of wastewater annually.
- Because our Suzhou site had been identified as being in an area with high water stress, when it came time to construct a wastewater treatment system, onsemi invested in a sophisticated zero-discharge wastewater treatment system that was designed to minimize or eliminate the discharge of treated wastewater into the environment. The goal is to recover and reuse as much water as possible through multiple rounds of RO, leaving little to no wastewater to be released into the environment. Residual sludge generated during the treatment processes is separated and managed separately through appropriate disposal. The remaining minimal stream of reject water goes through a controlled evaporation process. Suzhou's zero-discharge wastewater treatment system completed construction in 2023.

### Waste Management

Semiconductor manufacturing generates both hazardous and non-hazardous waste, as classified under local government regulations. onsemi is committed to compliance with all applicable requirements related to our waste management practices. We ensure there are processes and controls in place to effectively manage our waste streams, and we strive to reduce the amount of waste directed to disposal through waste reduction and diversion.

We strive to maximize waste diverted from disposal through the reduction of waste in manufacturing processes, reuse, recycling and other recovery operations. Due to local regulations or limited opportunities for waste diversion, we must often direct the waste generated by our operations to disposal or incineration (including waste to energy incineration). We continue to look for ways to reduce the amount of waste directed to disposal and incineration as these solutions tend to reduce waste management costs and avoid negative impacts on human and environmental health.

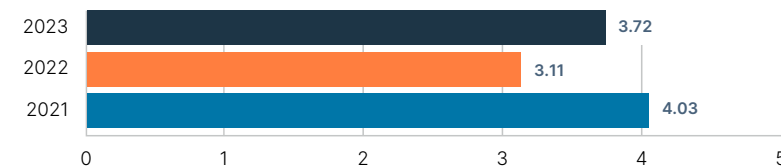
**Total Waste Generated** (Metric tons) | Detailed Description of Chart on pg. 109



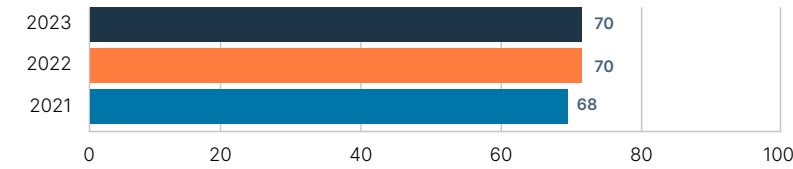
<sup>1</sup>The increase in total 2023 waste generation, as compared to prior years, is generally due to the completion of our acquisition of the EFK site which occurred on December 31, 2022.

### Waste Generation Intensity

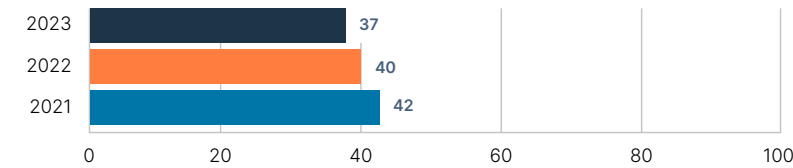
(Metric tons per \$ Million Revenue USD) | Detailed Description of Chart on pg. 109



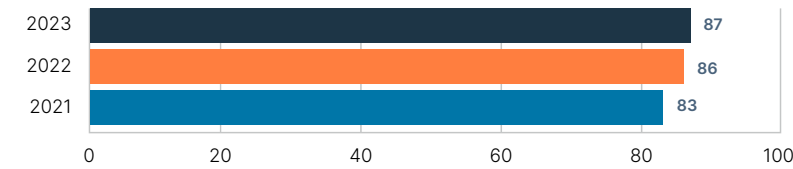
**Total Waste Diversion Rate** (Percentage) | Detailed Description of Chart on pg. 109



**Hazardous Waste Diversion Rate** (Percentage) | Detailed Description of Chart on pg. 112



**Non-Hazardous Waste Diversion Rate** (Percentage) | Detailed Description of Chart on pg. 109



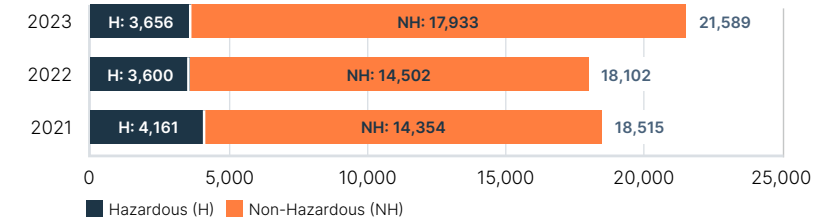
### Waste Diverted from Disposal

onsemi categorizes our waste diverted from disposal as shown below.

#### Hazardous and Non-Hazardous:

- Preparation for reuse – by way of checking, cleaning or repairing, materials that have become waste are prepared to be used for the same purpose for which they were conceived.
- Recycling – reprocessing of materials that have become waste to make new materials.
- Other recovery operations – materials that have become waste are prepared to fulfill a purpose in place of new products that would otherwise have been used for that purpose.
- Fuel blending (non-incineration) – mixing waste and commercial fuel to meet the specifications needed for other use.

**Total Waste Diverted from Disposal** (Metric tons) | Detailed Description of Chart on pg. 109



WASTE DIVERTED FROM DISPOSAL		UNITS	2021	2022	2023
<b>Non-Hazardous Waste</b>					
Non-hazardous waste – preparation for reuse	Metric tons	NR	107	335	
	Percentage	NR	1	2	
Non-hazardous waste – recycling	Metric tons	NR	983	5,788	
	Percentage	NR	6	28	
Non-hazardous waste – other recovery options	Metric tons	NR	13,408	11,791	
	Percentage	NR	79	57	
Non-hazardous waste – fuel blending for fuel (not to incineration)	Metric tons	NR	4	19	
	Percentage	NR	0	0	
<b>TOTAL</b>	<b>Metric tons</b>		<b>14,354</b>	<b>14,502</b>	<b>17,933</b>
	<b>Percentage</b>		<b>83</b>	<b>86</b>	<b>87</b>
<b>Hazardous Waste</b>					
Hazardous waste – preparation for reuse	Metric tons	NR	1	180	
	Percentage	NR	0	2	
Hazardous waste – recycling	Metric tons	NR	158	996	
	Percentage	NR	2	10	
Hazardous waste – other recovery options	Metric tons	NR	3,015	1,852	
	Percentage	NR	33	19	
Hazardous waste – fuel blending for fuel (not to incineration)	Metric tons	NR	426	628	
	Percentage	NR	5	6	
<b>TOTAL</b>	<b>Metric tons</b>		<b>4,161</b>	<b>3,600</b>	<b>3,656</b>
	<b>Percentage</b>		<b>42</b>	<b>40</b>	<b>37</b>

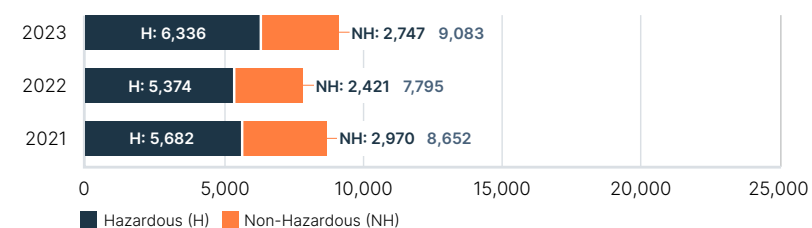
**Waste Directed to Disposal**

onsemi categorizes our waste directed to disposal as shown below.

**Hazardous and Non-Hazardous:**

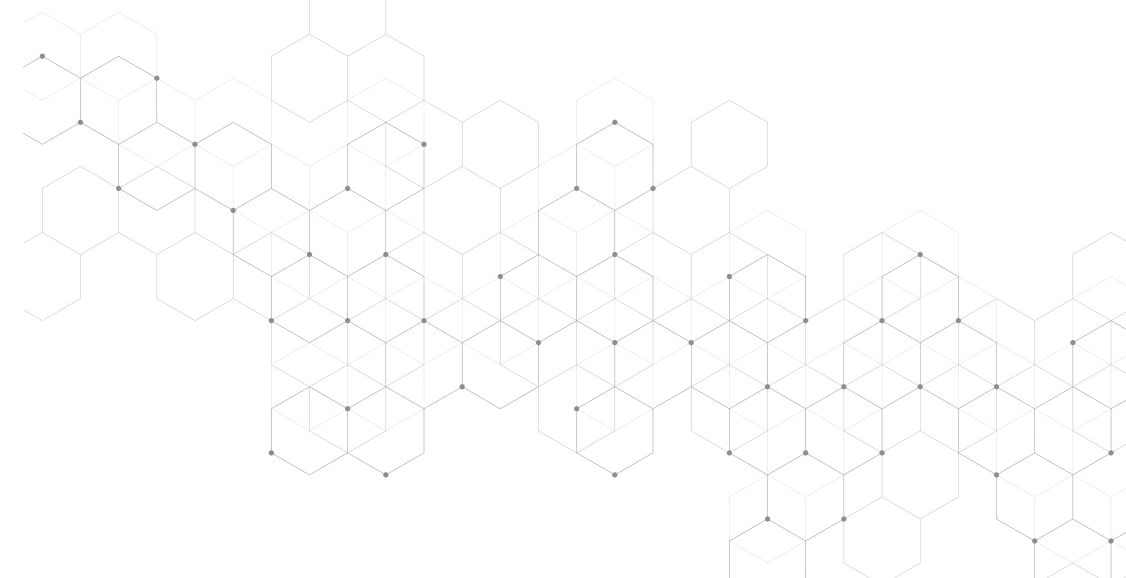
- Incineration (with and without energy recovery) – controlled burning of waste at high temperatures.
- Landfill – depositing solid waste at, below or above ground level at engineered disposal sites.
- Other disposal operations – operations without recovery of materials sent to disposal.

**Total Waste Directed to Disposal** (Metric tons) | [Detailed Description of Chart](#) on pg. 109



WASTE DIRECTED TO DISPOSAL	UNITS	2021	2022	2023
<b>Non-Hazardous Waste</b>				
Non-hazardous waste – incineration (energy recovery)	Metric tons	NR	100	808
	Percentage	NR	1	4
Non-hazardous waste – incineration (without energy recovery)	Metric tons	NR	41	263
	Percentage	NR	0	1
Non-hazardous waste – landfilling	Metric tons	NR	911	1,629
	Percentage	NR	5	8
Non-hazardous waste – other disposal operations	Metric tons	NR	1,369	47
	Percentage	NR	8	0
<b>TOTAL</b>	<b>Metric tons</b>	<b>2,970</b>	<b>2,421</b>	<b>2,747</b>
	<b>Percentage</b>	<b>17</b>	<b>14</b>	<b>13</b>
<b>Hazardous Waste</b>				
Hazardous waste – incineration (energy recovery)	Metric tons	NR	457	363
	Percentage	NR	5	3
Hazardous waste – incineration (without energy recovery)	Metric tons	NR	475	181
	Percentage	NR	5	2
Hazardous waste – landfilling	Metric tons	NR	828	1,083
	Percentage	NR	9	11
Hazardous waste – other disposal operations	Metric tons	NR	3,614	4,709
	Percentage	NR	40	47
<b>TOTAL</b>	<b>Metric tons</b>	<b>5,682</b>	<b>5,374</b>	<b>6,336<sup>1</sup></b>
	<b>Percentage</b>	<b>58</b>	<b>60</b>	<b>63</b>

<sup>1</sup>The increase in our total non-hazardous waste, when compared to 2022, is due to the acquisition of our EFK site.



### Reclamation Operation

Our global reclaim objectives reflect our commitment to environmental sustainability and resource conservation while optimizing our network, protecting our intellectual property and maximizing and recapturing profits.

Subcontractors are required to return dies (or wafers), trimmings in assembly and rejected units from assembly and test fallouts that are considered **onsemi** property. The manufacturing scrap collected from this process is separated into two categories: precious metals-bearing materials and nonprecious metals-bearing materials.

Precious metals-bearing materials include scrap devices, spent bead blast material, gold targets, wire and evaporator metallic,

platinum targets, evaporator metallic and printed circuit boards. Precious metals have high intrinsic value and include gold, silver, platinum, palladium and rhodium.

Non-precious metals-bearing materials include copper and alloy 42 lead frames, plastics, stainless steel, aluminum, silicon and copper wire and tubing. Our manufacturing sites work with local vendors to sell or recycle the material recovered in the manufacturing scrap reclaim operation.

The reclamation operations at our sites enable **onsemi** to divert a large percentage of our waste, resulting in an overall 2023 waste diversion rate of 70 percent and a non-hazardous waste diversion rate of 87 percent.

### Waste Minimization and Diversion

Reclamation activities are primarily responsible for **onsemi's** strong waste diversion rate. However, waste minimization is a mindset undertaken by our sites globally. Efforts small and large help us operate more sustainably. We have implemented many waste minimization and diversion projects at our sites, including, but not limited to, the following:



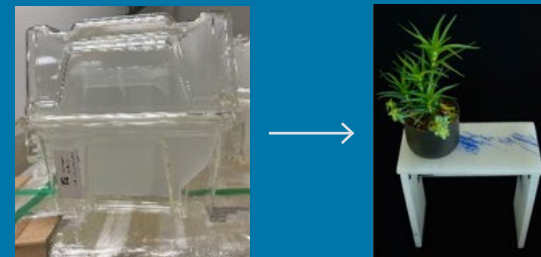
**Carmona, Philippines** – Part of the semiconductor manufacturing process occurs in cleanrooms. These cleanrooms must meet certain requirements, including temperature, humidity, particle count, etc. To help control cleanroom particle count, mats are installed at entrances to cleanroom gowning areas and air showers. Historically, disposable peel-off mats were used, but these were recently replaced by polymer mats made of pure polymeric compounds with a three- to five-year life cycle. In 2023, Carmona diverted over 11,000 pounds of waste from landfills.



**Global Distribution Centers in APAC** – We implemented a project across our Global Distribution Centers that optimizes our packaging process. By increasing the number of tape reels packed in each box from one to two, such action reduces the overall number of packages used, therefore reducing waste. The box sizes were then standardized to encourage consistency in packaging and reduce the overall number of box SKUs in our inventory. The second phase of the project involved optimizing the size of the shipping container so that the product boxes fit more precisely within the container. With this improvement, there is a lesser likelihood for the products to move around in the box, reducing any damage and improving the quality of our products. In 2023, the estimated cost savings attributed to this project was approximately \$633,000.

**70%** overall waste diversion in 2023.

**Nampa, Idaho, U.S.** – Through the manufacturing process, pods are used to hold wafers secure while they move from different tools to ultimately create the end product. The pods consist of non-recyclable plastic and, without an alternative disposal solution, would need to be sent to a landfill. The Nampa site had identified a local group to repurpose the plastic into construction materials and furniture pieces such as drywall, benches, end tables, trays, stools and more. In 2023, this effort diverted 4,100 pounds of plastic waste from disposal.



**Binh Duong, Vietnam** – The Vietnam EHS team launched the “Exchange Batteries for Gifts” program to limit battery waste and, at the same time, increase the sense of responsibility within the **onsemi** Vietnam community. In two events alone, over 330 pounds of battery waste were collected and sent to a functional hazardous waste treatment company for proper disposal. This promotes a healthier environment and generates a sense of pride among employees.

## Environmental Health and Safety

onsemi ensures the protection of its people and compliance with environmental regulations through our Environmental, Health and Safety (EHS) practices, which are upheld through EHS Policy and Statement.

### EHS Policy

onsemi protects people and minimizes our environmental impact through efforts to prevent injury, illness and pollution.

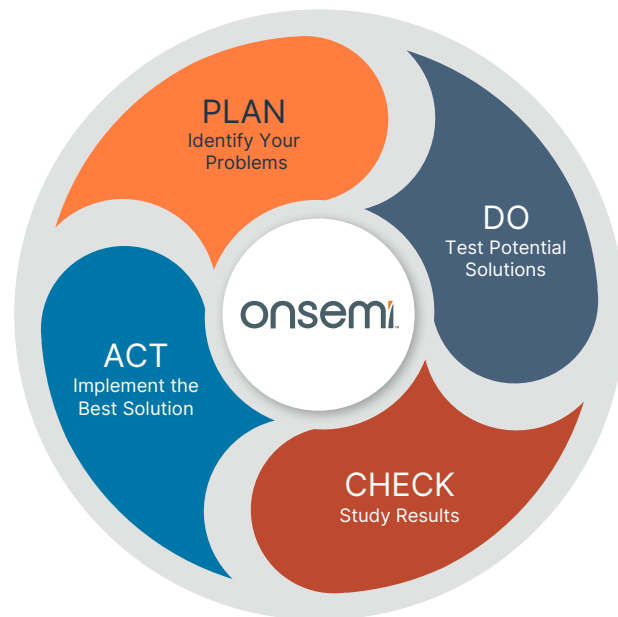
### EHS Statement

onsemi consults with workers and encourages participation to identify hazards and reduce health and safety risks. We are committed to compliance with all legal and other requirements wherever we operate. We set EHS objectives and strive for continuous improvement. The [EHS Policy and Statement](#) are available on the [onsemi](#) website.

### EHS Management System

The onsemi global EHS Management System is founded on the concept of Plan-Do-Check-Act (PDCA). The PDCA model provides a framework for the following:

- Plan: To establish objectives and to deliver results
- Do: Implement EHS processes
- Check: Monitor and measure performance and progress to objectives
- Act: Take actions to continually improve the EHS management system



The onsemi EHS Management System is audited and certified by a third party to **ISO 14001 Environmental Management System** and **ISO 45001 Health and Safety Management System** standards.

- 90 percent of onsemi manufacturing sites are certified to ISO 14001 (25,138 employees).
- 85 percent of onsemi manufacturing sites are certified to ISO 45001 (25,004 employees).



Elements of the onsemi global EHS Management System include the following:

**EHS Management System Manual,** including the [onsemi EHS Policy and Statement](#) Manual and policy that establish the foundation of our EHS Management System and adherence to [ISO 14001](#) and [ISO 45001](#) for manufacturing operations.

**EHS Risk Assessment**  
Procedure to identify risks and opportunities that need to be addressed to ensure the EHS Management System can achieve its intended outcomes.

**EHS Legal and Other**  
Procedure to ensure compliance obligations and other requirements are identified, communicated and satisfied.

**EHS Training**  
Procedure to ensure EHS training is satisfied, including maintaining a matrix of required training courses and what employees are in scope to take training.

**EHS Audit**  
Procedure to globalize the way EHS system audits are planned, performed, reported, followed up and completed by auditors.

**Contractor EHS Activities**  
Establishes contractor EHS-related activities, outlining procedures including EHS communication, risk/hazard identification and incident investigation.

**EHS Incident Reporting and Investigation**  
Procedure that outlines how to communicate incidents, investigate and identify root cause(s) and corrective action(s) to prevent reoccurrence.

**EHS Management of Change**  
Procedure to ensure temporary, permanent or emergency changes, including changes to people critical to EHS compliance and performance, are reviewed by EHS prior to implementation or assignment.

**EHS Compliance Assurance**  
Provides guidance to assure compliance with legal and other requirements.

**onsemi employees attend new hire orientation, which includes:**

- EHS Policy and EHS Statement
- **onsemi** responsibilities
- **onsemi** Core Values of Purpose, Innovation and Excellence
- Safety Culture focused on hazard identification (e.g., unsafe acts and unsafe conditions) reporting to prevent injuries and illnesses
- Incident reporting and investigation to prevent reoccurrence
- Emergency response
- Ergonomics
- Waste

All **onsemi** employees are provided with the contact [EHSQuestions@onsemi.com](mailto:EHSQuestions@onsemi.com). This inbox is monitored daily to support all employees with any EHS questions, comments or concerns.

**EHS Standards and Expectations**

**In addition to the onsemi global EHS Management System, global EHS procedures include:**

- Environmental (Air, Water and Waste)
- Industrial Hygiene (Hearing, Respirator, Radiation, etc.)
- Ergonomics
- Safety (Hazard Communication, Control of Hazardous Energy, Machine Guarding, Personal Protective Equipment, Electrical Safety, Fall Protection, Hot Work, etc.)
- Emergency Preparedness

**Hazardous Substance Commitment**

**Process Commitment**

All **onsemi** processes are governed by our Process Chemical Brochure, an internal policy. This brochure refers to international environmental regulations concerning chemicals in the manufacturing process. In addition, all sites are to ensure compliance with all local regulations in the manufacturing processes of **onsemi** products. The environmentally restricted and reportable substances detailed in the Process Chemical Brochure include:

- U.S. EPA ozone-depleting substances
- **Restriction of Hazardous Substances (RoHS)**
- **Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH)**
- China-RoHS

**Product Commitment**

All **onsemi** products, including packaging, are governed by **Product Chemical Content Brochure**. This brochure refers to international environmental regulations concerning chemicals in **onsemi** products produced internally, as well as externally with our manufacturing partners. We restrict the intentional use and presence of certain substances known to be toxic or harmful to the environment in our products. To ensure compliance, external manufacturers (e.g., foundries, subcontractors, etc.) are to submit laboratory analyses to verify product and packaging compliance.

**Product material composition** is available on the **onsemi** website. The environmentally restricted and reportable substances detailed in the **Product Chemical Content Brochure** include:

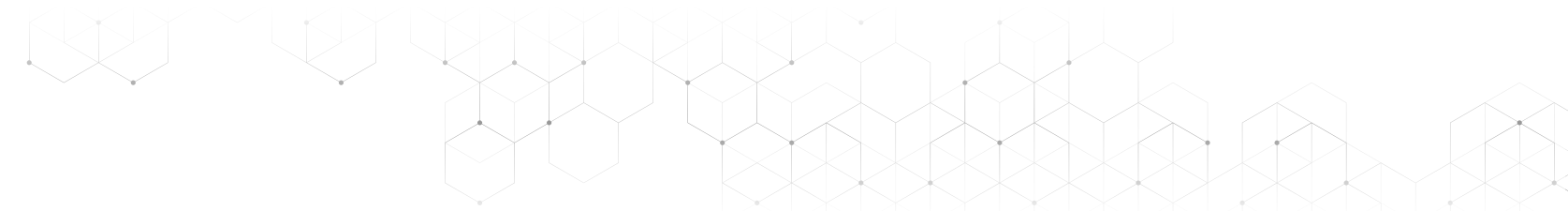
- **RoHS**
- **REACH**
- China-RoHS

**EHS Compliance**

All **onsemi** sites are committed to EHS compliance, and sites with regulated emissions and effluents are required to follow local regulations. These legal and other requirements include:

- Permits
- Monitoring and Measuring
- Preventative Maintenance
- Inspections
- Regulatory Reporting

The **onsemi** Compliance Assurance program ensures that our sites comply with local regulations. This program is maintained at sites with regional and global accountability. In 2023, no sites received environmental monetary penalties.



EHS Data

We track and report various environmental health and safety metrics to understand the success and trends of our program over time.

Although there is minor variability in 2023 and 2022 incident rates of injury and illness, onsemi's Total Recordable Incident Rate (TRIR) remains well below the semiconductor industry average of 1.1, as reported by the [US Bureau of Labor Statistics](#).

DISCLOSURE	UNITS	2021	2022	2023
<b>Injury Disclosures</b>				
Fatalities, employees	Incidents	0	0	0
Fatalities, non-employees		0	0	0
High-consequence work-related injuries, employees		2	0	0
High-consequence work-related injuries, non-employees		0	0	0
Recordable <sup>1</sup> work-related injuries, employees		43	40	53
Recordable <sup>1</sup> work-related injuries, non-employees		3	2	0

<sup>1</sup>Represents "recordable" injuries or illnesses, as defined by the Occupational Safety and Health Administration.

DISCLOSURE	2022	2023	CALCULATION
<b>Rate Calculations<sup>1</sup></b>			
Lost time incident rate (LTIR)	0.31 <sup>2</sup>	0.47	$\frac{\text{(Number of lost time injuries in the reporting period x 1,000,000)}}{\text{Total \# hours worked in the reporting period}}$
Lost time incident severity rate	0.009	0.015	$\frac{\text{(Number of days lost due to injuries x 1,000)}}{\text{Total \# hours worked in the reporting period}}$
Total recordable incident rate (TRIR), employees	0.108	0.170	$\frac{\text{(Number of incidents x 200,000)}}{\text{Total \# hours worked in the reporting period}}$
Total recordable incident rate (TRIR), non-employees	0.005	NR	$\frac{\text{(Number of incidents x 200,000)}}{\text{Total \# hours worked in the reporting period}}$

<sup>1</sup>Based on 62,046,000 hours worked in 2023.

<sup>2</sup>Our 2022 LTIR was recalculated to align with the formula used by EcoVadis.

DISCLOSURE	UNITS	2021	2022	2023
<b>Breakdown by Type of Work-Related Ill Health</b>				
Occupational Illness	Percentage	NR	61.5	40
Dermatitis		NR	30.8	20
Respiratory Disorder		NR	7.7	20
Lightheaded/Dizziness		NR	0	20
Occupational Illness	Incidents	NR	8	2
Dermatitis		NR	4	1
Respiratory Disorder		NR	1	1
Lightheaded/Dizziness		NR	0	1

DISCLOSURE	UNITS	2021	2022	2023
<b>Breakdown by Type of Injury</b>				
Sprain/Strain	Percentage	NR	31.8	16.4
Puncture		NR	2.3	1.1
Laceration		NR	19.7	25.7
Irritation		NR	0	1.1
Inhalation		NR	0.8	3.3
Inflammation		NR	0	1.6
Fracture		NR	4.5	4.4
Foreign Body		NR	0.8	0.5
Electric Shock		NR	2.3	0
Cuts		NR	1.5	2.2
Cumulative Stress Disorder		NR	3.8	0
Crushing		NR	2.3	2.2
Contusion		NR	22.0	19.7
Burn or Scald (heat)		NR	0.8	3.8
Burn (chemical)		NR	6.8	14.8
Amputation		NR	0	0.5
Abrasion		NR	0.8	2.7

DISCLOSURE	UNITS	2021	2022	2023
<b>Breakdown by Type of Injury</b>				
Sprain/Strain	Incidents	NR	42	30
Puncture		NR	3	2
Laceration		NR	26	47
Irritation		NR	0	2
Inhalation		NR	1	6
Inflammation		NR	0	3
Fracture		NR	6	8
Foreign Body		NR	1	1
Electric Shock		NR	3	0
Cuts		NR	2	4
Cumulative Stress Disorder		NR	5	0
Crushing		NR	3	4
Contusion		NR	29	36
Burn or Scald (heat)		NR	1	7
Burn (chemical)		NR	9	27
Amputation		NR	0	1
Abrasion		NR	1	5

Ensuring Workplace Social Responsibility

# A Brighter Future for Everyone





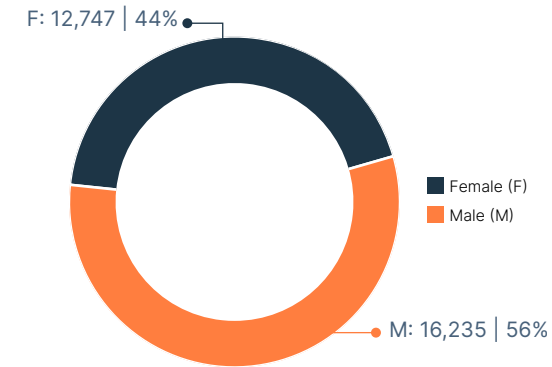
## Our Employees

At onsemi, our success is rooted in our people. The values we hold as a company reflect our dedication to advancing diversity, equity and inclusion across our employee population. We place high value on building a culture of trust and inclusivity across the organization. Each individual contributes a unique perspective that allows us to maintain a competitive advantage in our industry.

Our community of employees is located around the world with major facilities in Belgium, Canada, China, Czech Republic, Germany, Ireland, Japan, Malaysia, Philippines, Slovakia, South Korea, Taiwan, Vietnam and the United States. As of December 31, 2023, we had approximately 28,982 employees operating globally.

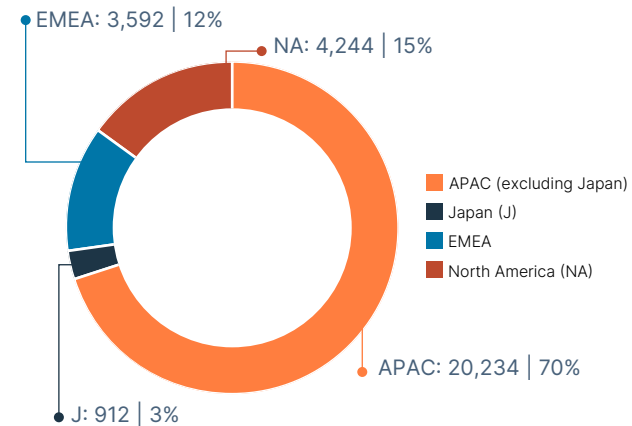
### Workforce by Gender

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)

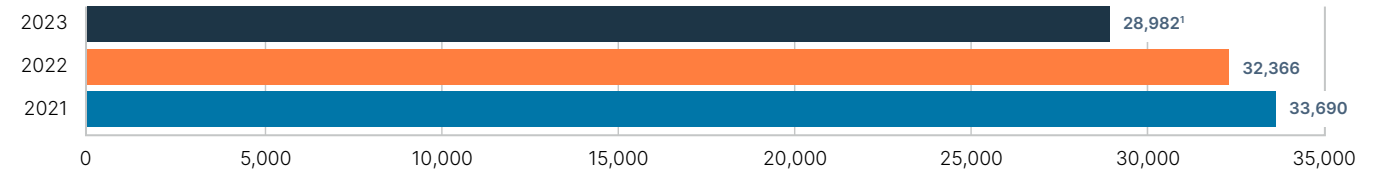


### Workforce by Region

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)



### Total Global Workforce (Employees) | [Detailed Description of Chart on pg. 109](#)



<sup>1</sup>In 2023, only full-time, regular employees were counted towards our global headcount. Previous years' data also included part-time and temporary employees towards our global headcount.

WORKFORCE BY COUNTRY	UNITS	2021	2022	2023
Austria	Percentage	NR	0.009	0.011
Belgium		NR	0.856	0.800
Canada		NR	0.454	0.518
China		NR	16.554	9.899
Czech Republic		NR	7.310	8.367
Denmark		NR	0.003	0.007
Finland		NR	0.012	0.017
France		NR	0.244	0.128
Germany		NR	0.371	0.424
Hong Kong		NR	0.207	0.193
India		NR	0.769	0.838
Ireland		NR	0.294	0.242
Israel		NR	0.053	0.069
Italy		NR	0.120	0.131
Japan		NR	3.343	3.147
Malaysia		NR	16.304	15.910
Netherlands		NR	0.009	0.003

WORKFORCE BY COUNTRY	UNITS	2021	2022	2023
Philippines	Percentage	NR	25.311	25.191
Poland		NR	0.012	0.014
Romania		NR	0.386	0.345
Russia		NR	0.006	0
Singapore		NR	0.210	0.190
Slovakia		NR	1.313	1.332
Slovenia		NR	0.031	0.017
South Korea		NR	6.430	7.933
Spain		NR	0.009	0.010
Sweden		NR	0.049	0.052
Switzerland		NR	0.117	0.104
Taiwan		NR	0.714	0.728
Thailand		NR	0.090	0.100
Turkey		NR	0.006	0.007
United Kingdom		NR	0.256	0.314
United States	NR	10.594	14.126	
Vietnam	NR	7.551	8.833	

WORKFORCE BY WORK SCHEDULE		UNITS	2023
Full-time (Regular)	Percentage		99.6
Part-time (Regular)			0.4
Full-time (Regular)	Employees		28,871
Part-time (Regular)			111
Full-time (Temporary)	Percentage		94.2
Part-time (Temporary)			5.8
Full-time (Temporary)	Employees		2,323
Part-time (Temporary)			144

WORKFORCE BY CONTRACT TYPE		UNITS	2023
Regular	Percentage		100 <sup>1</sup>
Temporary (contractors/interns)			2
Regular	Employees		28,982
Temporary (contractors/interns)			601

<sup>1</sup>Only full-time, regular employees are counted towards our global headcount.



DEI Data

DISCLOSURE		UNITS	2023
<b>Women in Leadership and STEM</b>			
Women in Executive <sup>1</sup> Role	Number		3
	Percentage		30
Women in SVP Role (not already included in Executive)	Number		1
	Percentage		10
Women in VP Role (not already included in Executive)	Number		14
	Percentage		23
Women in Senior Manager <sup>3</sup> Role	Number		175
	Percentage		15
Women in Manager Role	Number		863
	Percentage		22
Women in all management positions in revenue-generation functions	Number		386
	Percentage		22
Women in STEM-related position	Number		957
	Percentage		17

<sup>1</sup>Executive role is defined as those directly reporting to the CEO.

<sup>2</sup>All female employees at onsemi in the SVP role report to the CEO and are therefore categorized as members of the Executive team.

<sup>3</sup>Senior Manager is defined based on McKinsey Women in the Workplace definition and is based on onsemi internal employment grade levels.



DISCLOSURE	UNITS	2023
<b>Full-time Employees (Regular) by Age, Gender and Region</b>		
< 30 Years Old	Percentage	27
30 – 50 Years Old		55
> 50 Years Old		18
Female		44
Male		56
APAC (excluding Japan)		70
Japan		3
EMEA		12
North America		15
< 30 Years Old		Employees
30 – 50 Years Old	15,894	
> 50 Years Old	5,180	
Female	12,700	
Male	16,171	
APAC (excluding Japan)	20,229	
Japan	912	
EMEA	3,486	
North America	4,244	

DISCLOSURE	UNITS	2023
<b>Part-time Employees (Regular) by Age, Gender and Region</b>		
< 30 Years Old	Percentage	14
30 – 50 Years Old		52
> 50 Years Old		34
Female		42
Male		58
APAC (excluding Japan)		5
Japan		0
EMEA		95
North America		0
< 30 Years Old		Employees
30 – 50 Years Old	58	
> 50 Years Old	38	
Female	47	
Male	64	
APAC (excluding Japan)	5	
Japan	0	
EMEA	106	
North America	0	

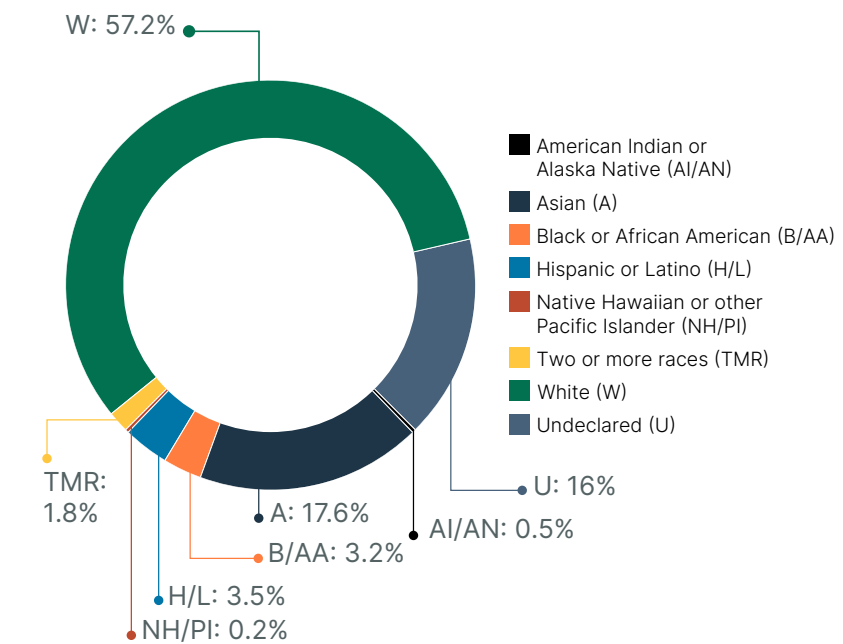
DISCLOSURE	UNITS	2023
<b>Contractors and Interns (Temporary), by Age, Gender and Region</b>		
< 30 Years Old	Percentage	41
30 – 50 Years Old		23
> 50 Years Old		36
Female		25
Male		75
APAC (excluding Japan)		24
Japan		16
EMEA		30
North America		30
< 30 Years Old		Contractors/Interns
30 – 50 Years Old	140	
> 50 Years Old	216	
Female	148	
Male	453	
APAC (excluding Japan)	144	
Japan	97	
EMEA	178	
North America	182	





**U.S. Workforce by Race and Ethnicity**

(Percentage) | [Detailed Description of Chart](#) on pg. 109



**100%**  
of senior management was hired from local community.

### Recruitment and Retention

As a company that values innovation and customer satisfaction, we are committed to actively identifying candidates who share our values and can contribute to our dynamic environment. We seek talented individuals who desire challenging, empowering and engaging careers to ensure that onsemi can meet the ever-changing needs of our customers.

With this strategy in mind, we recruit recent university graduates who can bring cutting-edge ideas and perspectives. We consider recent graduates to be individuals hired within two years of graduating. Attracting this group will help us foster a culture of growth, creativity and excellence and, in turn, force our commitment to delivering exceptional customer value.

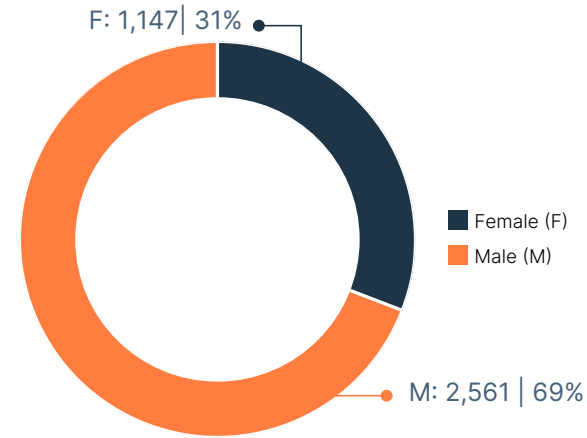
**3,708** Total New Hires in 2023.



### Recruitment Data

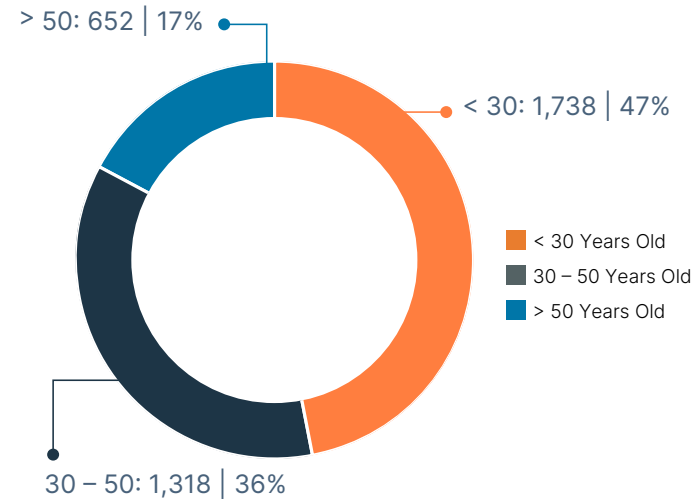
#### New Hires by Gender

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)



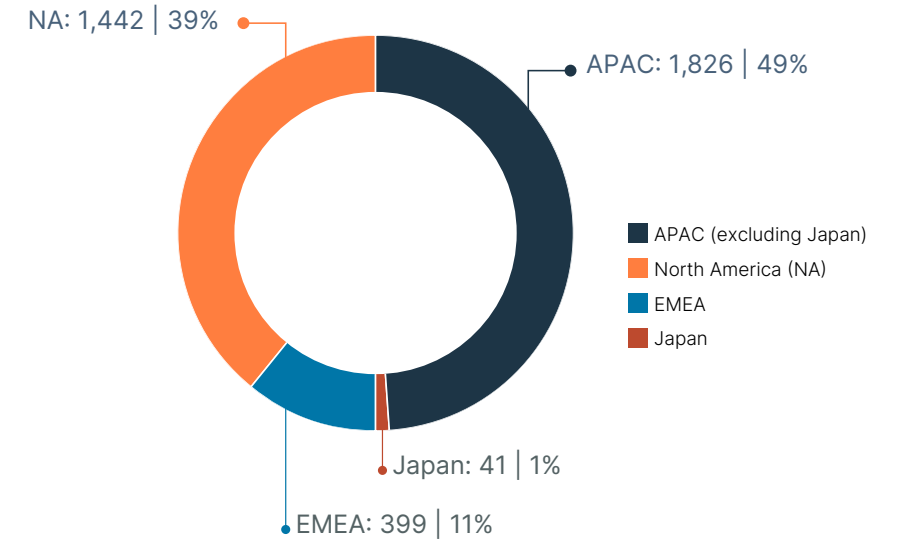
#### New Hires by Age

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)



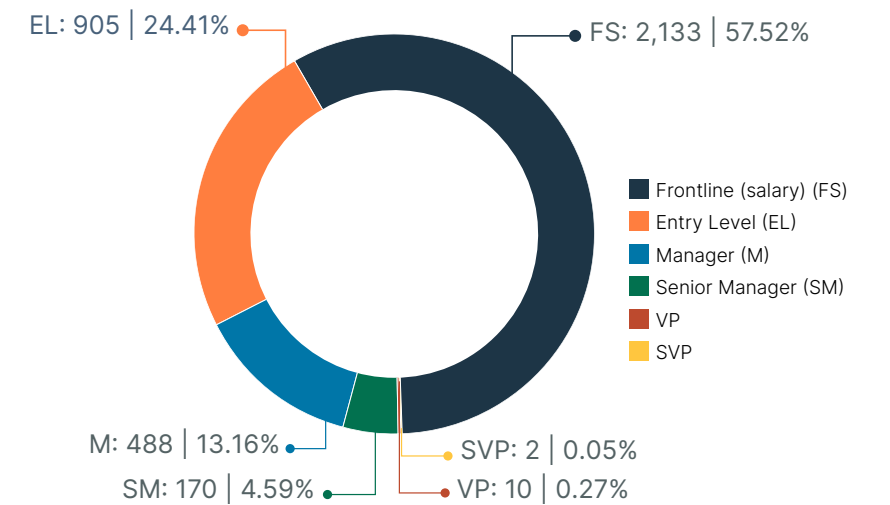
#### New Hires by Region

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)



#### New Hires by Job Category<sup>1</sup>

(Employees & Percentage) | [Detailed Description of Chart on pg. 109](#)



<sup>1</sup>Job categories above are defined in alignment with McKinsey Women in the Workforce level definitions.



Retention Data

DISCLOSURE	UNITS	2023
<b>Employee Turnover<sup>1</sup> by Age, Gender, Region and Job Category<sup>2</sup></b>		
< 30 Years Old	Percentage	40
30 – 50 Years Old		42
> 50 Years Old		18
Female		39
Male		61
APAC (excluding Japan)		68
Japan		1
EMEA		10
North America		21
Executives		<0.1
SVPs		<0.1
VP		0.21
Senior Manager		3.55
Manager		11.46
Entry Level		17.31
Interns		7.29
Frontline (hourly)		0
Frontline (salary)	60.1	

DISCLOSURE	UNITS	2023
<b>Employee Turnover</b>		
Voluntary	Percentage	13
Involuntary		6

DISCLOSURE	UNITS	2023
<b>Employee Turnover<sup>1</sup> by Age, Gender, Region and Job Category<sup>2</sup></b>		
< 30 Years Old	Employees	2,133
30 – 50 Years Old		2,292
> 50 Years Old		949
Female		2,107
Male		3,267
APAC (excluding Japan)		3,635
Japan		81
EMEA		536
North America		1,122
Executives		3
SVPs		1
VP		11
Senior Manager		191
Manager		616
Entry Level		930
Interns		392
Frontline (hourly)		0
Frontline (salary)	3,230	

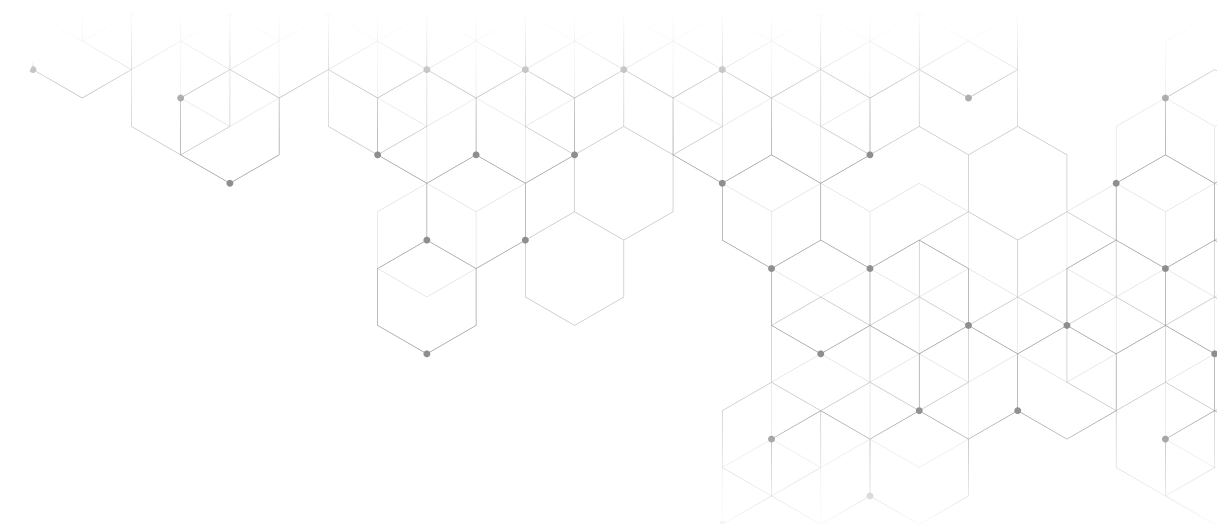
<sup>1</sup>Represents distribution of a total of 19 percent employee turnover in 2023 across these categories.  
<sup>2</sup>Job categories are defined in alignment with McKinsey Women in the Workforce level definitions.



### Equal Opportunity Employment

We are an equal opportunity employer and maintain policies and practices that are designed to prevent discrimination against any qualified applicant or employee to the extent prohibited by federal, state and local laws and regulations. Discrimination based on race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, disability, medical condition, genetic information and status as a Vietnam-era or special disabled veteran, political affiliation, union membership, gender orientation or expression is prohibited.

Our policy of non-discrimination applies to all employment practices, including hiring, placement, promotion, compensation, benefits, training and termination. Equal opportunity can only be achieved through leadership, commitment and implementation of our Diversity, Equity and Inclusion (DEI) and affirmative action programs.



## Diversity, Equity and Inclusion (DEI)

At onsemi, we have a long-standing commitment to DEI. We recognize that we are strongest when drawing on the diverse experiences, knowledge, cultures and backgrounds of all employees around the world. We are proud to celebrate differences, promote equity and maintain an inclusive workplace for our employees. Our DEI efforts enable and empower us to encourage the creativity and innovation necessary to maintain a competitive advantage in the global marketplace.

We consistently strive toward a more diverse, equitable and inclusive workplace, which benefits our organization and allows us to successfully meet the changing needs of our customers, suppliers, employees and shareholders worldwide.



Our DEI efforts enable and empower us to encourage the creativity and innovation necessary to maintain a competitive advantage in the global marketplace.



### DEI Mission

To build a DEI culture across the organization through focused efforts across workforce diversity, workflow equity, workplace inclusion and community partnerships.

### DEI Vision

To have a culture where diversity, equity and inclusion are embedded in everything we do.

Our DEI strategy includes an integrated plan consisting of five pillars:







### STEM Organizations

We participate in multiple diversity conferences and career fairs across North America throughout the year, including (but not limited to) Society of Women Engineers. We also partner with organizations in Asia, including Women in Science, Engineering and Technology (WASET) foundation.

### Succession Management

Succession management aligns with the company's business priorities and future growth strategy. It is an integrated process designed to identify and develop employees for growth into key roles within the company.



### Diverse Hiring Programs

We engage with multiple organizations to attract a more diverse workforce. Some of our partner organizations include:

- *Historically Black Colleges and Universities (HBCUs)* to provide employment opportunities.
- *EMEA, Embedded partnerships* with local universities: **onsemi** consults local universities on curriculums to prepare graduates for the semiconductor industry.
- *India, onsemi alumni connections:* Current **onsemi** employees partner with their alma mater to organize pre-placement talks and showcase **onsemi** technologies to attract top engineering school talent.



We train leadership on how to best mitigate unconscious bias during the interview and hiring process, as well as provide general unconscious bias and DEI learning for employees around the globe.

### Workforce Diversity

Building a diverse talent pipeline is critical to keeping our organization well positioned to handle the changing demands of our industry. We understand this means more than just attracting a diverse workforce. To develop and retain our diverse workforce, we also train leadership on how to best mitigate unconscious bias during the interview and hiring process, as well as provide general unconscious bias and DEI learning for employees around the globe.

### Workforce Equity

At **onsemi**, we understand that it is imperative to infuse equity as the integrator for attracting and retaining a diverse workforce and developing an inclusive workplace. Equity efforts create access for our employees to have the same opportunities to develop skills consistent with our business objectives and core values of Purpose, Innovation and Excellence.



**Employee Resource Groups**

Our Employee Resource Groups (ERGs) help facilitate equity in the workplace. These employee-led groups evolve through organic formation and are business-facing resources that support our recruitment, retention, development and advancement objectives.

**WE**

WE, established in 2014, focuses on empowering and supporting women to succeed through professional development in business, strategic and financial acumen.

**STEM UP**

Science, Technology, Engineering and Mathematics for Underrepresented Populations (STEM UP), established in 2015, strives to develop and retain a diverse workforce, which will positively impact our company's innovation and performance. This group's programs are focused on retaining employees and developing new talent in the local area for the underrepresented population.

**Cultivate**

Cultivate, established in 2018, works to unite a group of diverse generations who are committed to engaging the workforce and enhancing our collaborative company culture. This group is devoted to understanding all generations in the

workplace and connecting the company with the evolving employee community.

**Black Employee Network (BEN)**

BEN, established in 2019, fosters an environment that is conducive to the recruitment, retention and career advancement of Black employees. This group is committed to promoting the company brand and emerging market penetration in the Black community.

**Continua**

Continua, established in 2020, works to cultivate an inclusive workplace where all employees are free and encouraged to be themselves. This group advocates for those who are – and who support – LGBTQ+ people in our company, in our families and in our communities.

**Veteran and Military Employees (VME)**

VME, established in 2020, helps recruit veterans and military members, provides transitional assistance into the civilian workforce, develops and retains these employees and increases networking through community outreach.



ERGs are critical resources to our organization, and they provide key insights that drive continuous improvements to our policies, practices and procedures. In 2023, we took feedback from our women-focused ERG and enhanced our bereavement policy to include pregnancy loss. This policy update demonstrates the significant impact and positive contributions that our ERGs can have on current and future employees.

In 2023, WE helped our University Relations team to recruit at some of our strategic partner schools, as well as the Society of Women Engineers (SWE) annual conference and career fair. These efforts provided prospective candidates with an opportunity to connect with existing female-identifying employees and get a better sense of our organizational culture, innovative products and company performance.

We sponsored the attendance of multiple groups of women to conferences – such as the Women Lead conference – for professional development this year. These female leaders were able to listen to and learn from experts in various areas, including one of our very own employees who led two panel events on neurodiversity. We are proud of the contributions our employees make to our business and the communities in which we live and work.

Continua, our LGBTQ+ ERG, hosted Pride Month events all around the globe, including an educational session that provided employees with fact-focused learning and a community-building opportunity to understand more about the current state of being a part of the LGBTQ+ community in 2023.

ERGs are critical resources to our organization, and they provide key insights that drive continuous improvements to our policies, practices and procedures.

### Workplace Inclusion

As a global employer, we engage and address the local needs of all employees.

During Global Diversity Awareness Month in October, we encouraged our sites around the world to participate in several different opportunities. Numerous sites created “we are **onsemi**” videos that brought together employees to highlight their sites, culture, traditional attire and food.

For World Mental Health Day on October 10, our ERGs hosted multiple panel events throughout the day on unconscious bias to give employees a chance to listen, learn and share their own experiences.

In honor of World Food Day on October 16, numerous sites around the world participated in food drives, giving campaigns and volunteering events to address local food insecurity.

These events brought our employees together for meaningful and fun team-building events that increased employee engagement and strengthened the employee experience. We also created and launched a three-part eLearning curriculum that focused on various elements of Diversity, Equity and Inclusion in a highly engaging and interactive format. This training was translated into multiple languages for greater inclusion and will continue to be used in the future.

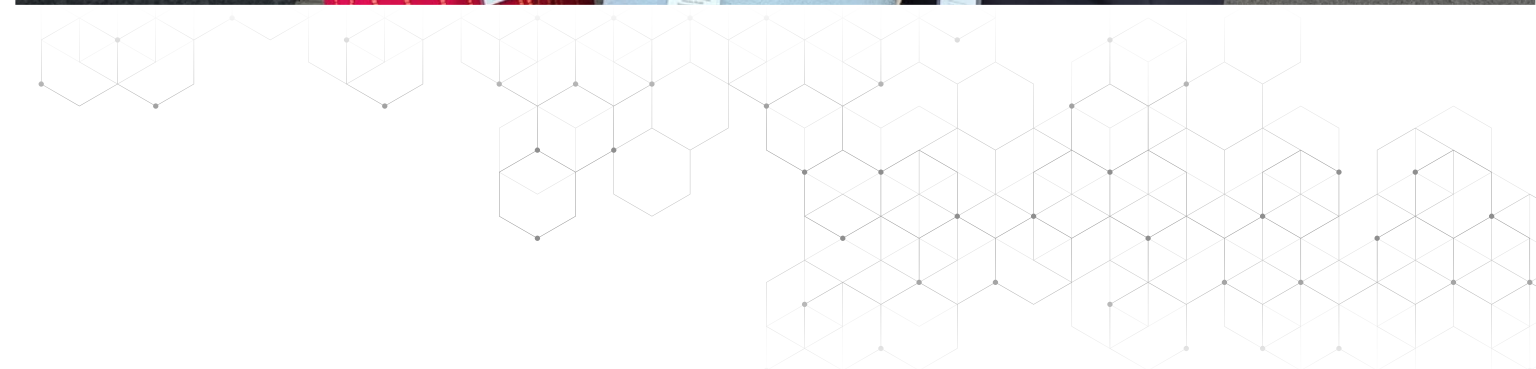
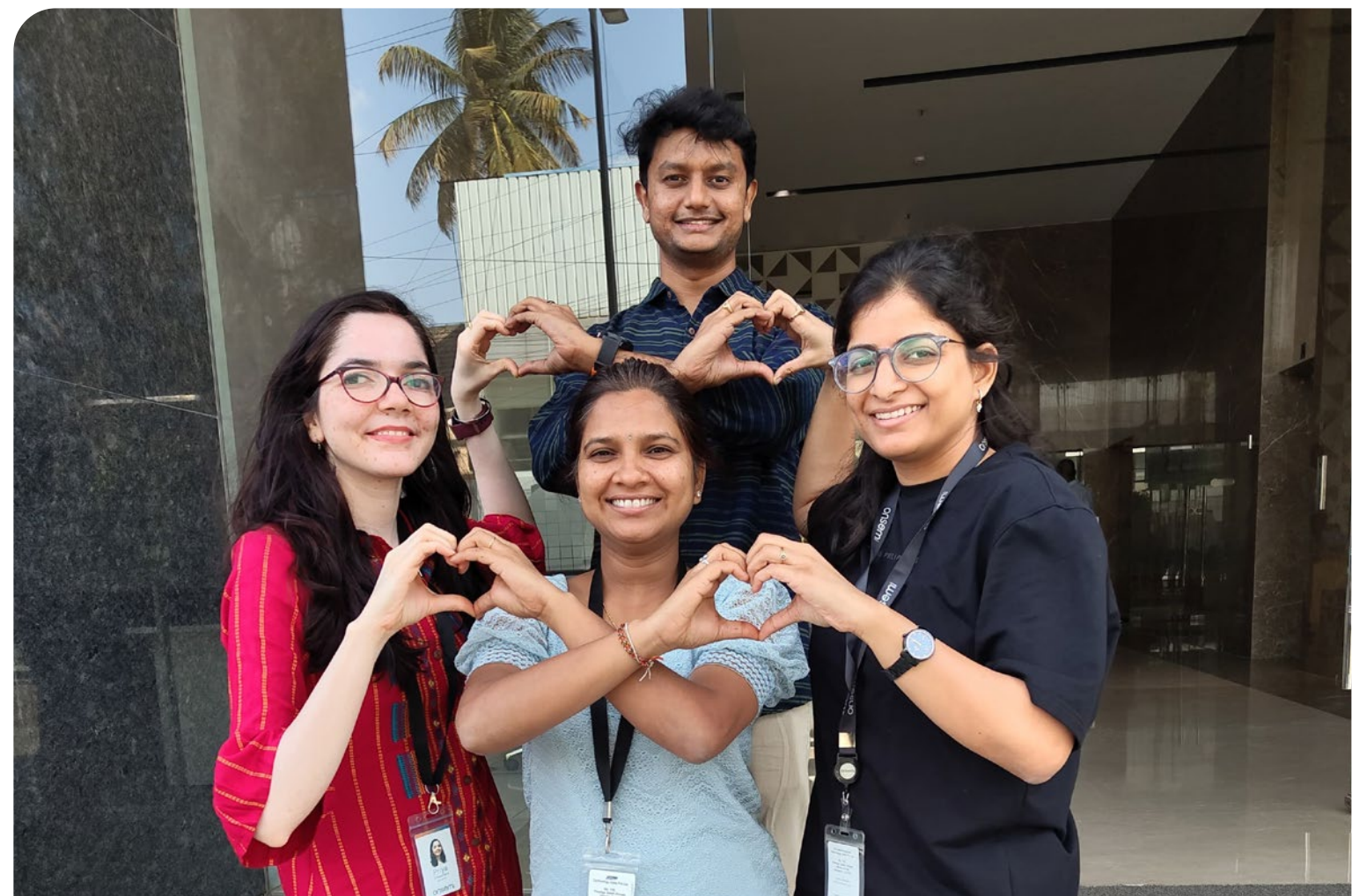
Throughout the year, we recognized various DEI moments that matter to our diverse workforce. A key highlight of this approach to employee storytelling is our efforts around Lunar New Year, in which we featured employees from multiple countries sharing how they celebrated the holiday. Employees around the world learned more about this meaningful celebration and increased their cultural competence along the way.

### Community Partnerships

For greater impact, our DEI efforts partner with **onsemi**'s Giving Now program to enable strong alliances with external organizations. We partner with leading organizations to expand our positive impact and advance DEI initiatives within our local communities. In 2023, we created the DEI Giving Now 200 percent Match Rate Program that matches employee donations to ten specific fundraising campaigns throughout the year. This program was developed to further demonstrate the commitment that we have as an organization to DEI efforts around the globe. For the first time in the history of the **onsemi** Giving Now program, the match was more than 100 percent. The 200 percent match enabled our employees to maximize their support of DEI causes by tripling their monetary impact. With an impact of just under \$67,000 in its first year, this program was able to provide much-needed financial support to causes that champion racial and gender equity, food insecurity, mental health and wellness, veterans and LGBTQ+ issues. We will continue to enhance and expand this program in the years to come.

### DEI Benchmarking

**onsemi** participates in industry-recognized diversity surveys annually to ensure we are accurately measuring the performance of our internal initiatives to external benchmarking. In 2023, **onsemi** once again participated in the McKinsey Women in the Workplace study, which provides an overview of human resources (HR) policies and programs, including HR leaders' sentiment on the most effective DEI practices, and explores the intersectional experiences of women at work. Our participation helped inform the Women in the Workplace 2023 Report findings within the Technology-Hardware industry.



## Learning and Development (L&D)

onsemi is committed to investing in the development of its employees. Starting on the first day of employment, we provide opportunities for growth and career advancement through a number of training and leadership programs. Employees are crucial to the success of our company, and it's important for us to provide global programs that recognize and enable employees to develop in their careers. We categorize our L&D programs into three distinct categories: leadership development training, professional development training and compliance training. In addition, we are proactive in the new-employee experience and provide the appropriate information so that our employees feel well equipped to begin their journey at the company.

Per our career development philosophy, employees own their careers by leveraging the programs, tools and resources available to them. Employees are encouraged to partner with their managers to craft a personal development plan that aligns with their career goals.

### Leadership Development Training

#### Leadership Exploration and Development (LEAD) Programs

We recognize that individuals at all levels are on their own leadership journey. We are committed to providing our leaders with the tools necessary to succeed. We have two programs under our LEAD umbrella, LEAD Embark and LEAD Ascend. These longitudinal, cohort-based programs take new and mid-level managers through curated instructor-led classes and self-directed courses, over nine months.

The LEAD programs are designed to help leaders develop new capabilities, challenge their current mindset and change behaviors. Key talent and new people managers at onsemi may be nominated to participate in our flagship leadership training programs within LEAD.



We categorize our L&D programs into three distinct categories: leadership development, professional development and compliance.



The LEAD programs will be replaced in 2024 with two new global leadership programs focused on the continued development of our leaders. The programs will focus on developing skills vital to the success of onsemi. The delivery methodology of the programs will change to be shorter in length and provide more impactful learning, improving the overall experience for all participants and continuing to build our learning culture.



#### LEAD Embark

Our LEAD Embark program is geared toward new people managers and high-potential individual contributors at our company. The program consists of 27 learning hours. In 2023, 405 employees participated in the LEAD Embark program globally.



#### LEAD Ascend

Our LEAD Ascend program is geared toward mid-level experienced managers and high-performance leaders and critical talent at the company. The program consists of 46 learning hours. In 2023, 412 employees participated in the LEAD Ascend program globally.

Professional Development Training

E-Learning

Our global employees have access to online learning platforms, which contain training content from third-party providers and custom onsemi training content. Employees are empowered to take ownership of their development by engaging in a full range of video lessons, digital books, audio courses and curated "learning journeys," available 24/7 on any computer or mobile device.

In 2023, around 17,000 employees participated in the e-learning courses, completing around 77,000 learning hours across 2,200 courses.

Having the ability to upload customized, curated content for our employees to engage with expands our custom development offering, including content from HR, finance, environmental health and safety and other departments.

Courses cover a wide array of professional development, leadership, management, DEI, business acumen and technology training subjects. Global HR promotes a range of learning topics on our internal SharePoint site, and regional HR leadership recommends relevant courses to local employee groups.

Instructor-Led Training

Throughout 2023, onsemi continued to offer instructor-led professional development training sessions for employees. Given our global footprint, our instructor-led training courses are offered in various formats and languages to ensure all employees can take advantage of and learn from these professional development opportunities.

By leveraging hybrid training and collaboration platforms, employees across the globe can participate in instructor-led and interactive training sessions, facilitated by professional, internally certified instructors.

**77,000** hours  
of learning time, across 2,200  
unique course titles, completed by  
17,000 employees in 2023.

Learning and Development Data<sup>1</sup>

DISCLOSURE	UNITS	2021	2022	2023
Average hours of training per employee	Hours	3.5	5.9	4.4
Employees receiving training	Number	8,788	12,405	17,246
	Percentage	26 <sup>2</sup>	38 <sup>3</sup>	60 <sup>4</sup>

<sup>1</sup>Data from E-Learning platform does not include technical training or hours from Leadership Development programs.  
<sup>2</sup>Based on a population of 33,690 employees.  
<sup>3</sup>Based on a population of 32,366 employees.  
<sup>4</sup>Based on a population of 28,982 employees.



Global Compliance and Mandatory Training

L&D coordinates the production and delivery of compliance training content across the company. New employees at onsemi are automatically assigned a package of e-learning modules upon hire, which must be completed within a specific number of days. The following courses are also assigned to our employees annually:

- Workplace Harassment Prevention
- Code of Business Conduct
- Corporate Social Responsibility
- Information Security Awareness

New Employee Orientation (NEO)

In 2023, our L&D team led and revamped our NEO program, which is assigned to all new hires globally. NEO is onsemi's first opportunity to engage with incoming talent. This includes vital first-day/week information and key touchpoints from a variety of functional areas, ensuring our new employees are set up for success in their careers at the company.

## Employee Compensation and Benefits

We strongly believe that setting clear performance expectations and goals leads to an overall improvement in business performance. We encourage our managers to use fair performance management processes by setting clear expectations, delivering regular feedback and identifying career paths and development opportunities.

### Performance Management

onsemi's performance management process reinforces our commitment to recognize and distribute rewards that reflect each employee's personal contribution and ensures we distinguish top performers. We do this through our year-long performance management cycle, which will look different for each employee based on their role. The cycle includes goals, quarterly check-ins, self-assessments, 360 feedback, performance appraisals and annual performance conversations with a manager.

In 2023, 100 percent of eligible employees received and completed a performance appraisal.

### Compensation and Awards

To recognize employees who make a positive impact at onsemi, we offer a variety of reward and performance recognition programs. These programs generally include competitive base salaries, performance-based cash incentives and equity awards, an employee stock purchase plan (subject to location), comprehensive health-care plans and company contributions to retirement plans, which ensure employees have the means to adequately prepare for life after onsemi.

### Benefits and Programs

onsemi offers a competitive benefits package that meets the needs of our diverse workforce. To ensure we are strategic in our offerings, benefits are handled at a regional level. This allows us to cater our packages to employee values and culture, no matter where they are in the world. Our HR team keeps a pulse on benefits trends to ensure we are offering a well-rounded and competitive benefits package. We benchmark our benefits plan across the largest and most credible benefits survey data in the industry. We annually review benefits from a plan design and cost perspective to ensure that they are at market.

All regions offer a range of health and/or wellness programs, time off and savings benefit programs. Most programs are open for all employees from their first day of employment, although some apply a vesting period or minimum requirement of working hours per week.

#### United States Benefit Program Highlights:

##### Fertility Treatment

onsemi medical plan offers a maximum of \$15,000 per member, per lifetime (combined medical and prescription drug benefit) for coverage related to the treatment of infertility.

##### Adoption Assistance

onsemi offers a maximum \$15,000 lifetime benefit for reimbursement of expenses associated with adopting a child.

##### Domestic Partner Coverage

onsemi employee's domestic partner and their domestic partner's children are eligible for benefit coverage once the appropriate paperwork has been submitted. Coverage includes medical, dental, vision, life insurance, voluntary benefits and more.

##### Lyra

onsemi believes that our employees and their family's emotional health are vital to an employee's productivity and overall well-being and that sometimes expert assistance can help an employee deal with household difficulties. The company's employee assistance program (EAP) offered through Lyra provides a variety of services to help employees and their families deal with problems that life might throw their way. EAP is provided to employees and their family members at no cost.

Lyra provides confidential mental health support to all employees and their spouses, domestic partners and dependents.

Lyra offers expert and compassionate support for all types of needs and preferences. Lyra

can help with burnout, anxiety or depression, caregiver stress, racial stress/trauma or even suggest ways to improve relationships.

##### Health Advocate

Health Advocate offers confidential support to help make sense of health care. Services are provided by Personal Health Advocates, typically registered nurses, backed up by a team of medical directors and administrative experts who will aid in a variety of topics, including identifying leading health care providers and institutions, sorting out claim questions, billing and payment arrangements and related administrative issues, securing second opinions to help provide peace of mind and much more. Health Advocate is provided to employees and their family members at no cost.





**APAC Benefit Program Highlights:**

**Wellness Program, Malaysia**

onsemi in Malaysia engages a third-party company to deliver wellness talks on health risks, balanced diet and physical fitness to employees. onsemi Malaysia organized a weight loss challenge program to encourage employees to maintain a healthy weight. Employees who lose weight to achieve a healthy weight are rewarded for their efforts.

**EAP, China Sales & BU**

Sales and business units in China provide a full range of high-quality EAP services for employees, including a mental counseling hotline, one-on-one professional mental counseling, live mental health lectures and activities, a mental health self-assessment and recorded mental health courses employees can take when needed.

**Badminton Club, China, Shenzhen**

The onsemi labor union for our site in Shenzhen has partnered with a local badminton club to provide employees with free access to the venue every Tuesday. This benefit is paid by the labor union with no cost to employees. This benefit supports employee wellness by incentivizing physical activity and allows employees to explore a new sport.

**Onsite Clinic, Taiwan**

onsemi in Taiwan provides an onsite clinic for employees to use. Employees can be seen by the attending doctor or nurse depending on the severity of their illness.

**Wellness Program, Philippines (Carmona, Tarlac, Cebu)**

onsemi in the Philippines provides and facilitates health and wellness-related education to employees monthly. Topics include mental health awareness, anger management, burnout and how to manage stress in the workplace. A yearly medical and physical checkup is also required for all employees.



**EMEA Benefit Program Highlights:**

**Meditation Space, Germany**

Meditation and relaxation rooms onsite for employees to use throughout the day.

**Bicycle Plan, Germany**

All employees in Germany can buy a bike at a discounted cost through a third-party vendor that is allowing them to tax optimize their salary.

**Green Commuting, Belgium**

For employees who are entitled to a company car, they are required to choose an electric vehicle. Employees who are not entitled to a company car are entitled to a bicycle allowance.

**Wellness Subsidy, Czech Republic**

All employees receive monthly contributions/credits to be used for their well-being activities. Employees receive debit cards that can be used to pay only for well-being activities (sports, cultural activities, wellness, health products, etc.). Credits are added monthly; amounts are based on employee seniority.

**Bike Storage Onsite, Slovakia & Romania**

Employees are encouraged to bike to work to boost wellness, eliminate carbon emissions from commuting and reduce traffic congestion. Bike storage and showers are available onsite for employees to use once they arrive at the office.

## Employee Experience and Employee Engagement

### Employee Experience (EX)

onsemi is committed to optimizing the employee experience for all team members around the globe.

In 2023, we established a dedicated global Employee Experience function to accelerate our ability to anticipate employee needs with a focus on driving employee outcomes. We focused on the creation of an EX Center of Excellence, which includes representatives from across HR and key employee functions, establishing a unified view of the employee journey and working to set a view of our foundational metrics. 2023 also saw the addition of a new survey platform and overall sentiment strategy, rooted in industry research and aimed at understanding the unique drivers behind sentiment.

Employee Perception is measured utilizing an index which includes Employee Satisfaction, Employee Net Promoter Score (NPS) and Employee Effort.

"Our priority is to create an exceptional employee experience where every individual feels valued, inspired and empowered to be bold and unleash their full potential. We aspire to become an employer of choice, attracting, cultivating and retaining top talent that drives purpose, innovation and excellence for both our team members and onsemi."

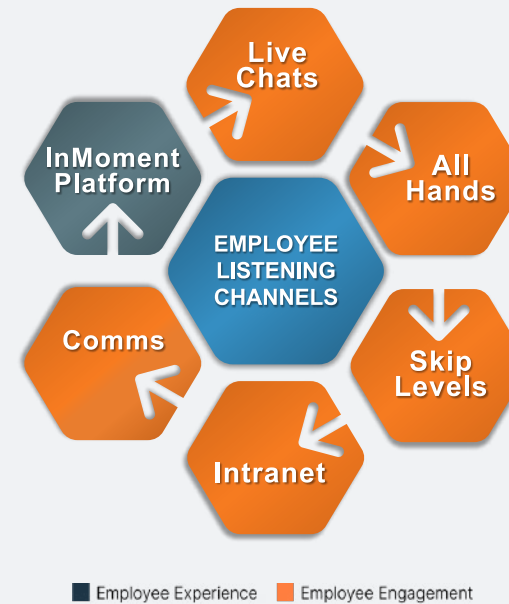
### Employee Engagement (EE)

EE is the employee's emotional commitment, mindset and behavior while approaching their daily work. Engagement is the outcome of all workplace experiences that directly impact an employee's productivity and satisfaction within their role and their relationship overall with onsemi. We are keenly aware of how an engaged workforce positively impacts company performance and success.

In 2023, we launched the new Culture and Core Values at a quarterly global All Hands Meetings. Along with a variety of tools, 460 total assets were developed (e.g., messaging campaigns, video, posters, digital monitor slides and Sway) and translated into local languages. This comprehensive launch was designed to raise awareness and begin to integrate the Culture and Core Values throughout the company.

Building upon our new Culture and Core Values, the EE team actively deploys several active listening channels to stay attuned to how employees are feeling about their workplace experiences, their emotional commitment and their connection with onsemi.

Prioritizing and improving Employee Engagement initiatives are essential to onsemi's success. It will provide the insights to enable a high-performing organization. Success will lead to job satisfaction, support employee retention, improve productivity, enhance customer satisfaction and deliver positive business results. In addition, an engaged workforce culture will serve as a definitive competitive advantage.



These channels help surface what is going well and what needs improvement:

**The InMoment Platform** empowers us to both conduct surveys and facilitate listening sessions, gathering data and insights that drive transformative action. This enables us to more efficiently pinpoint crucial areas for improving performance, retention, and overall employee fulfillment.

**Executive Live Chats** give employees opportunities to connect with executives in a small group, enabling us to gauge employee sentiment on key topics and initiatives to better understand employees' concerns and issues. Follow-up surveys showed a 100 NPS score.

**Beekeeper App** – a mobile app, which promotes further information sharing and drives loyalty while capturing employee sentiment.

**All Hands Meetings** are hosted quarterly for global employees and capture real-time employee feedback on key topics through Q&A sessions and post-meeting surveys.

**Skip Level Meetings** regularly facilitate conversation among a leader's entire team to gain insight into team dynamics and build a stronger bond with team members at all levels. Post-survey scores showed participants were highly satisfied with the meetings.

**The Connection**, our onsemi Intranet home, was fully upgraded in 2023 as a resource hub and customizable content experience for always accessible employee information, choice content, news stories and more – all to promote an engaging, inclusive employee experience.

**Internal Communications** that provide regular updates and critical information about onsemi events, activities and programs with global employees. Importantly, employees can provide their feedback and ask questions about company messaging via a continuously monitored employee engagement mailbox.



Impacting Our Community Through Giving




# Lifting Each Other Up



## Giving Now Program, Community Investments and Commercial Initiatives

At onsemi, we are on a mission to shape the future with smart technology and green energy. We care about how we work, how we impact the environment and how we give back to the customers and communities we serve. We invest in our communities through our Giving Now program, a corporate philanthropy initiative that reflects our values and vision. We believe that the work and giving we do today will make a difference for tomorrow.

Since 2016, onsemi has contributed more than \$11 million in grants, disaster relief efforts, employee matching, dollars-for-doers and more. We are proud of our achievements, and we are excited for what is next to make the world a smarter, greener and happier place.

2023 GIVING, COMMUNITY INVESTMENTS AND COMMERCIAL INITIATIVES SUMMARY					
Category	Amount	Percentage of Total	Giving Priority		
			Give to Donate	Give to Educate	Give to Help
 Charitable donations <sup>1, 4</sup>	\$723,000	27%	\$723,000	\$0	\$0
 Community investments <sup>2, 4</sup>	\$1,497,000	56%	\$0	\$1,360,000	\$137,000
 Commercial initiatives <sup>3, 4</sup>	\$466,000	17%	Not Applicable	Not Applicable	Not Applicable
<b>TOTALS</b>	<b>\$2.686 Million</b>		<b>\$2.220 Million – tied to Giving Now program initiatives</b>		

<sup>1</sup>“Charitable donations” refers to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees, etc., and includes matching employee donations.

<sup>2</sup>“Community investments” refers to long-term involvement and partnership with community organizations to address social issues, including through grants.

<sup>3</sup>“Commercial initiatives” refers to business-related activities in the community that promote the company and its brand, in partnership with charities and community-based organizations, such as support for universities as well as research and development.

<sup>4</sup>Adapted from guidance tied to the London Benchmarking Group model for documenting types of philanthropic activities at companies.



The Giving Now program is transforming our planet and every community we touch with positive change. We leverage the collective power of our employees and partner with various organizations to create impact in three simple ways:

- 1 We have a passion to drive change and make the world a better place. We build trust with our stakeholders by enabling them with technology and supporting our giving initiatives.
- 2 We show our commitment to social impact through our Giving Now philanthropic program, which funds various causes and projects that align with our goals and values.
- 3 We celebrate our employees’ volunteerism and generosity by matching their donations and rewarding their hours of service.



### Give to Donate

At onsemi, we are not only innovators of smart technology and green energy, but also champions of social good. We know our work, our impact and our giving matter to the customers and communities we serve. That is why we enhanced our Giving Now program in 2023 – to make it easier and more rewarding for our employees to share their generosity with the world.

The program offers two ways for our employees to give back: through monetary donations and volunteerism. In 2023, we combined the annual allowances for both types of giving so that each employee can choose how they want to contribute, up to \$2,000 per year, per person. Regardless of whether they prefer to donate money or time, or a mix of both, onsemi will match their efforts to qualified organizations, dollar for dollar and hour for hour.

We believe that our community involvement is strongest when we encourage and support our employees to give their time, talent, effort and energy. Through our employee volunteer program, employees can volunteer with approved organizations during company time, for up to one day, or eight to twelve hours per year, depending on their role at the company, while receiving their normal pay. Employees are also welcome to join volunteer events organized by the company.

To reward these positive contributions, we also match our employees' volunteer efforts through a dollars-for-doers program, in which onsemi donates \$10 per hour to approved charities and educational institutions for each hour volunteered, up to \$2,000 per year, per person, through employees' monetary contributions, volunteerism time or a combination of the two. In 2023, our employees logged over 6,400 hours of volunteerism, a 257 percent increase over 2022.

In honor of Global Volunteer Month in April, onsemi hosted one of the Giving Now program's signature events, where our employees connected with their colleagues and local communities through locally planned volunteer events. Eighty-six employees volunteered 256 hours, generating a donation value of \$26,705<sup>1</sup> through dollars-for-doers/volunteer matching grants. Their volunteerism helped seven households with children who have lost parental care, taught 400 parents about positive discipline, served 498 K-12 students and 13 college students, fed 120 seniors and supported 388 homeless people. We also collaborated with ambassadors to coordinate 13 volunteer activities globally, with 293 employees volunteering over 915 hours, creating a donation value of \$40,700<sup>1</sup>. Their volunteerism helped over 1,050 children, students and teachers, assisted 320 underserved families, removed 50 pounds of waste and planted 8,000 plants/trees.

We celebrate the diversity of our customers and communities, and support them with our work, our impact and our giving. We hosted a second signature event in October, during Global Diversity Awareness Month, in partnership with our DEI program. We also featured 10 DEI fundraising campaigns that received a special 200 percent match rate throughout the year. Our global employees could donate up to \$25,000 to these campaigns, and any donations were matched at a rate of 2:1 by onsemi. These campaigns were chosen by our ERGs to represent various aspects of diversity that we value and honor. These giving opportunities raised just under \$67,000 (including the company match) for multiple causes around the world.



To address the issue of food insecurity, especially on World Food Day, onsemi sites around the world hosted food drives and volunteer events at local food banks. In total, 29 causes received hunger relief assistance from onsemi and its employees, as well as 14 food donation drives that collected over 9,000 pounds of non-perishable food items, which translated to over 7,700 meals. In total, 21 volunteer activities were organized with 305 employees volunteering 850 hours, which had a dollars-for-doers donation value of \$47,900<sup>1</sup>. Our efforts produced over 41,000 pounds of food for local communities, equating to 46,038 meals feeding those in need. Together, we helped more than 14,600 people at a donation value of \$70,500<sup>1</sup>.

Through these efforts, we doubled our employee impact with over \$388,000 in matching support tied to these programs, a 65 percent increase over 2022. These initiatives allowed us to harness the collective goodwill of our people and channel it to make a difference in the world while also empowering our employees to have a meaningful impact as volunteers.

<sup>1</sup>Impact investment is a sum of the dollars-for-doers donation offered by onsemi, direct contributions made to the nonprofits for set-up fees or supplies and the value of volunteer hours by Independent Sector.

**Give to Help**

At **onsemi**, we stand with our customers and communities in times of crisis and help them recover and restore their lives. In 2023, we provided local disaster relief support, matching our employees' donations of over \$20,000 to various agencies.

The year was marked by several disasters that shook the world. In February, a 7.8-magnitude earthquake devastated southeastern Turkey and northwestern Syria, destroying thousands of buildings and displacing millions of people. Through regional giving opportunities with partner organizations, we raised more than \$34,000 for relief efforts.

We also showed solidarity with those impacted by the Israeli-Palestinian conflict, which escalated in October, claiming thousands of lives and injuring thousands more. We supported local agencies that helped these communities become self-reliant, reunite families and support healthcare facilities. We raised over \$10,000 for this cause.

Additionally, **onsemi** and its employees rallied to support the more than 8,700 residents who lost their homes due to a fire that broke out in the Barangay Pusok district of Lapu-Lapu City, Philippines in December. Several of our Cebu employees and their families were among the victims, losing all their belongings. We set up a campaign to help all those affected and raised funds to rebuild in 2024.

Lastly, we issued 13 mini grants (\$97,000) in areas where we operate, to support urgent and essential community needs outside of our grant cycle, which only supports science, technology, engineering, art and math (STEAM) education activities. These projects included health and human services in China, such as buying automated external defibrillators for first aid stations in the Red Cross of Shizhong District of Leshan City, and human services efforts in Europe, such as helping children with disabilities in Italy manage their emotions and buying furnishings for a child welfare facility in Germany.



At **onsemi**, we all have an opportunity to make a difference. We believe, with unwavering confidence, in the ability of people and communities to rebuild and thrive in the wake of such emergencies.

**Give to Educate**

**onsemi** is on a mission to spark the curiosity and creativity of the next generation of innovators. Through its Foundation, **onsemi** supports STEAM education for underserved children, giving them the tools and opportunities to explore the wonders of science, technology, engineering, art and math.

In fall 2023, **onsemi** made a big splash by awarding a whopping \$1,360,000 to 41 agencies that share its vision of empowering students in underserved communities – a 70 percent jump from the previous year. Seven of these agencies formed strategic partnerships with **onsemi** to bring semiconductors to life for middle schoolers.

**Institute of Electrical and Electronics Engineers (IEEE) Foundation:** This two-year grant will help create and deliver a suite of engaging and relevant resources for teachers and students to show them how semiconductors are transforming the world and creating exciting careers.

**For Inspiration and Recognition of Science and Technology (FIRST) Robotics:** This one-year grant will support FIRST's efforts to promote equity, diversity and inclusion in STEAM fields by reaching out to students from diverse backgrounds and communities.

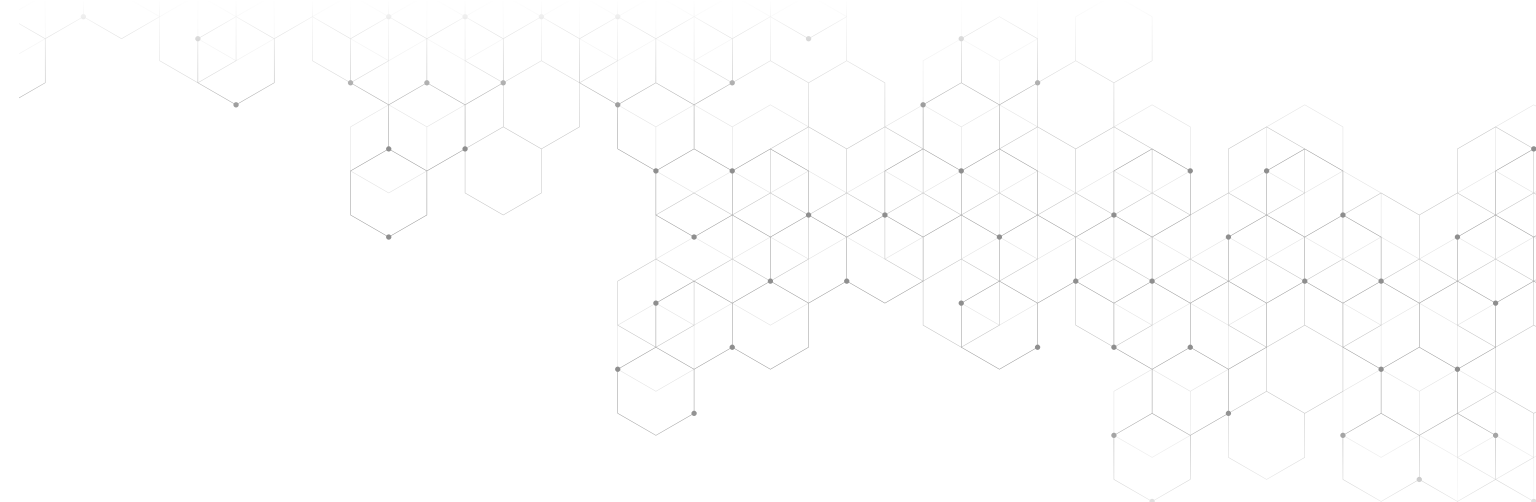
**Science Buddies:** This one-year grant will fund a new, hands-on curriculum that will allow students to experiment with semiconductors and learn how they work.

**Arizona Technology Council Foundation, DBA SciTech Institute:** This one-year grant will cover the costs of hosting the STEM Virtual Youth Congress, where students can come together to make powerful change.

**Project Lead the Way (PLTW):** This two-year grant will enable middle schools to implement or expand PLTW Gateway, a program that offers a variety of STEAM courses, including one on automation and robotics.

**Girlstart:** This one-year grant will allow Girlstart to offer more after-school clubs, community STEM events and summer camps for girls to inspire them to pursue STEAM education and careers.

**Girl Scouts Arizona Cactus Pine Council (GSACPC):** This one-year grant will help fund their new mobile learning space, which will offer experiential learning activities, including solar power.



2023 Giving Now Program Highlights



\$575,000

onsemi employees showed their generosity and compassion by donating \$575,000 through the Giving Now platform. onsemi matched an additional \$388,000 to more than 1,720 causes worldwide. That is a 101 percent increase from 2022!

onsemi made history by supporting Giving Tuesday, the Global Day of Giving, for the first time ever in 2023. On November 28, every employee (except those in China) received a \$10 reward on the giving platform and was encouraged to donate it to their favorite cause. This resulted in over 2,400 employees rallying together to provide more than \$30,000 in donations to 867 causes globally. The largest share of campaign contributions supported causes focused on international issues, foreign affairs and national security.



\$2.22 million

in charitable donations to the global community in 2023.



**giving now**  
donate, educate, help

onsemi

In June, onsemi's team in Vietnam partnered with Gaia Nature Conservation Vietnam, a nonprofit that works to protect the environment and promote harmony between humans and nature. With a mini-grant from onsemi, Gaia organized a tree planting event that attracted more than 80 volunteers. They planted 500 indigenous trees in the Dong Nai Cultural Nature Reserve, with the goal to achieve a survival rate of 70-80 percent after four years. This activity supports onsemi's commitment to addressing global climate issues and innovating products that support sustainable development.



6,457 hours

onsemi employees did not just give money, they also gave their time and energy. They volunteered for a total of 6,457 hours in 2023, a 257 percent increase from 2022.



onsemi also donated used technology to support education and sustainability. We gave away 1,200 24-inch monitors to a Phoenix-based charity, Arizona Students Recycling Used Technology, which refurbishes and donates technology equipment to schools and nonprofits serving under-resourced students and residents of Arizona. The monitors were valued at \$60,000 and will help enhance the learning experience of students and will assist schools and other nonprofits that need them.



Committing to a Responsible Business

# Accountable for Our Success



### Corporate Governance

All business conducted by employees, managers and officers at **onsemi** is under the direction of the chief executive officer (CEO) and the oversight of the company's Board of Directors. The board and its standing committees have at least four scheduled meetings annually to review and discuss reports by management, as well as the performance of the company. Our corporate governance principles set forth certain requirements under which the Board and management operate.

### Board of Directors Summary

This summary represents the members of **onsemi's** Board of Directors and committee representation, as of December 31, 2023. All directors are independent, aside from Hassane El-Khoury, who also serves as the president and chief executive officer of **onsemi**. We have a board member age limit of 75 years of age.

The company values diversity at all levels, including at our Board of Directors. We endeavor to have a Board representing diverse experiences in areas that are relevant to our global activities. The Governance and Sustainability Committee considers diversity of experience, thought, skills and viewpoints, as well as diversity concepts such as race, ethnicity and gender identification, as part of the Board's self-evaluation process and in its evaluation of potential candidates to serve on the Board. As of December 31, 2023, 30 percent of **onsemi's** Board of Directors identified as female, which is consistent with the gender diversity reflected across Fortune 500 companies.

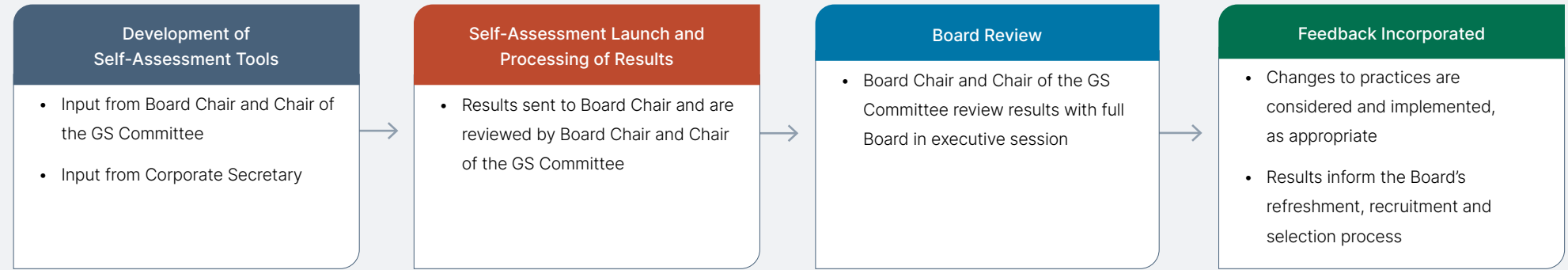
BOARD MEMBER	GENDER	AGE	TENURE	COMMITTEES	QUALIFICATIONS
Atsushi Abe	Male	70	13	Audit	
Alan Campbell	Male	66	9	Executive (Chair), Audit, Governance and Sustainability	
Susan K. Carter	Female	65	4	Audit (Chair), Governance and Sustainability	
Thomas L. Deitrich	Male	57	4	Governance and Sustainability	
Hassane El-Khoury	Male	44	4	Executive	
Bruce E. Kiddoo	Male	63	4	Audit	
Christina Lampe-Önnerud	Female	57	1	Audit	
Paul A. Mascarenas	Male	62	10	Governance and Sustainability (Chair), Executive, Human Capital and Compensation	
Gregory L. Waters	Male	63	4	Executive, Human Capital and Compensation	
Christine Y. Yan	Female	58	6	Human Capital and Compensation (Chair)	

#### Qualifications Key:

- Semiconductor/Technology
- Environmental Social Governance (ESG)
- Compliance
- Government Relations
- Enterprise Risk Management (ERM)
- Public Company Management
- Manufacturing
- Mergers and Acquisition
- Sustainability/Climate
- International
- Finance
- Marketing
- Information Security

### Board Evaluation

Our Board believes that having strong governance principles and practices improves effectiveness and contributes to the creation of stockholder value. To measure its own operation against such principles and practices and to identify and act on areas for improvement, each member of the Board and its committees performs an annual self-evaluation. The Governance and Sustainability (GS) Committee is charged with overseeing the self-evaluations, and in 2023, the GS Committee used the following process to conduct the Board’s self-evaluation:



### Committee Details

onsemi’s Board of Directors has established four standing committees:

1. Audit Committee
2. Governance and Sustainability (GS) Committee
3. Human Capital and Compensation (HCC) Committee
4. Executive Committee

Each committee is tasked with overseeing various aspects of the company and carrying out the responsibilities specified in its respective charter. To view a copy of the formal written charter pertaining to each standing committee, please visit the [Investor Relations](#) section of our website.

COMMITTEE	CHARTER REQUIRED MIN.	IN 2023
Audit	Quarterly meetings	12
Executive	Meet as needed	1
Governance and Sustainability	Quarterly meetings	6
Human Capital and Compensation	Quarterly meetings	6



### Board Oversight of ESG

The GS Committee has the responsibility of overseeing ESG matters unless there is a specific matter connected to ESG initiatives that is assigned to another committee of the Board.

For example, the HCC committee has the responsibility of overseeing the company’s policies and strategies concerning human capital, which includes DEI. The HCC committee considers DEI in its broader review of pay equity within the company; however, both the GS Committee and the HCC Committee play a role in the management and oversight of DEI. The GS Committee has also been tasked with oversight of climate and sustainability-related initiatives and other actions associated with the environment. In turn, the GS Committee will assist the Board in providing guidance and oversight with respect to strategy, risk management, capital expenditures, opportunities and investments in the context of climate change.

Following the establishment of our 2022 emissions baselines, the GS Committee focused its efforts on overseeing the establishment of an emissions reduction roadmap toward our targets. As climate-related regulations and mandatory ESG reporting requirements were introduced, the Audit Committee began to take on an increased oversight role that is expected to expand in the future concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems.

### Corporate Incentives Related to Climate and Sustainability

At onsemi, we believe that sustainability is everyone’s responsibility. It is through our collective contributions from throughout the company that we can achieve our ambitious net-zero emission goals. Consequently, our company-wide strategic initiatives reflect this belief and tie corporate incentives to advancing our climate and sustainability objectives.





## Enterprise Risk Management and Business Continuity

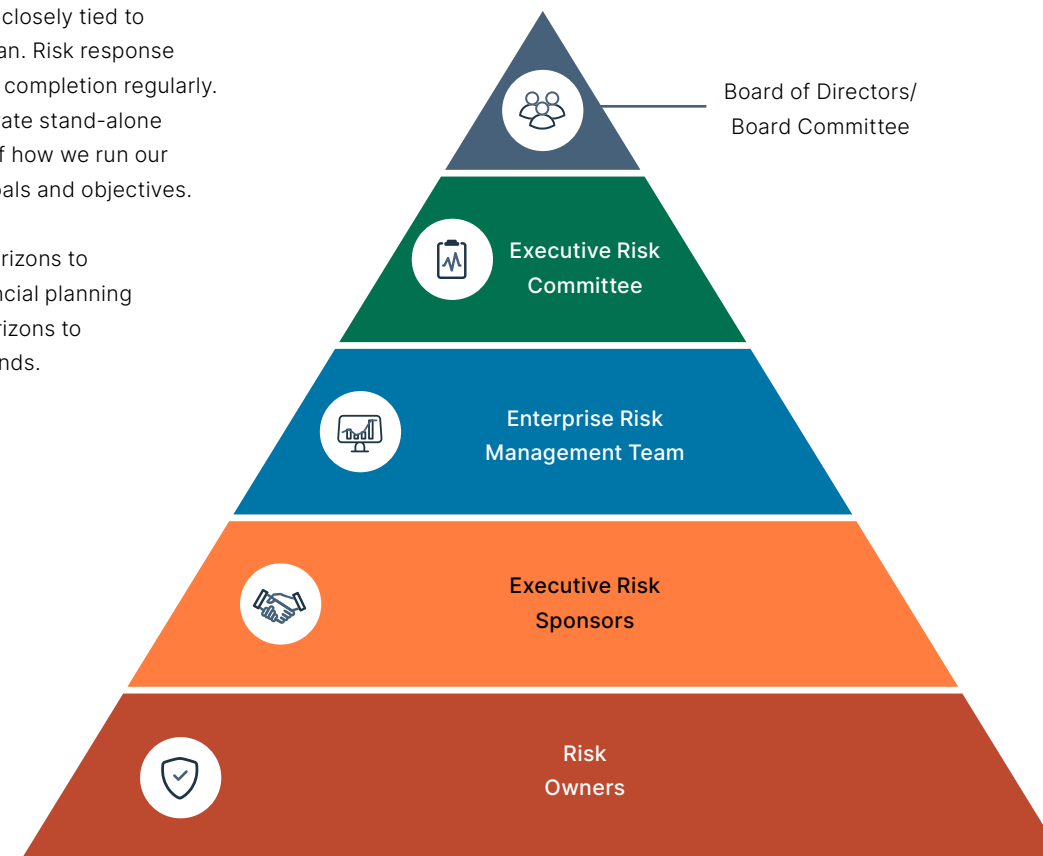
The mission of our Enterprise Risk Management (ERM) program is to drive strategic capabilities that preserve and create value for our company by embedding a risk-aware decision-making culture across all functions. We have developed a process and framework to effectively identify, evaluate, prioritize, manage and report key risks that can impact our company's ability to achieve strategic goals and objectives.

We identify critical risks by interviewing key stakeholders within **onsemi** and reviewing external research on the global risk landscape. Identified risks are then processed, analyzed and prioritized for action. These risks are closely tied to the company's operating and strategic plan. Risk response actions and commitments are tracked for completion regularly. Ultimately, ERM is not considered a separate stand-alone activity, but is integrated into the fabric of how we run our business and successfully achieve our goals and objectives.

We consider risks across multiple time horizons to align with our business strategy and financial planning activities. We also look at longer-term horizons to capture emerging risks and long-term trends.










### Management Approach

Our ERM program is overseen by a risk committee comprising the CEO, Chief Financial Officer (CFO), Chief Legal Officer (CLO) and Executive Vice President (EVP) of Operations and Manufacturing. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for key individual risks and work with risk owners who oversee and manage the risks on a day-to-day basis. The Board of Directors has oversight responsibility as it ensures appropriate risk management systems are in place and that risk awareness is incorporated in both the business strategy and overall company decision-making.





We engage with internal and external industry experts to conduct risk assessments at our facilities and at those of our suppliers to identify areas of opportunity. The types of risks we face include:

-  Key equipment failures
-  Interruption from externally provided products, processes and services
-  Labor shortages
-  Recurring natural disasters (such as earthquakes, floods and volcanic eruptions)
-  Fires
-  Infrastructure disruptions, such as breakdown of transportation, water or sewage
-  Utility interruptions, such as power outages
-  Cyberattacks on information systems
-  Pandemics



### Business Continuity

onsemi understands the importance of business continuity and having systems of prevention, preparation and recovery in place to assist with the disruption of business functions and processes that could affect our customers, partners and other stakeholders. Our business continuity program systematically, consistently and effectively identifies and evaluates priorities and manages key risks and opportunities affecting the company.

Additionally, we mitigate certain risks proactively through the qualification of certain products to a secondary production source.

We maintain a rigorous process in which we are consistently analyzing risks and working to reduce the likelihood and impact of negative events while identifying how to capitalize on the opportunities provided by the dynamic market and supply chain in which we operate. We recognize that no amount of mitigation and prevention can stop all negative impact events from occurring and engage in a robust process of planning for the response and recovery operations required to minimize impact to our customers, partners and stakeholders.

## Climate Scenario Analysis and Risk Disclosure

Climate-related risks and opportunities have the potential to impact all aspects of our organization. At **onsemi**, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We place a high priority on mitigation and adaptation strategies for any identified climate-related risks and opportunities. Integration at every level of the company allows us to be well equipped to tackle any challenges that come our way.

### Climate Scenario Analysis

A climate scenario analysis was performed and reported in 2022. The climate scenario analysis was performed in accordance with guidance from the Task Force on Climate-related Financial Disclosures (TCFD). **onsemi** uses scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the presumed operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose a material impact.

These scenarios are not intended to predict the future, but instead help us understand our potential risk exposure and build resilience through activities to enhance our preparedness. There have not been substantial changes to our business conditions, strategy and operations that would warrant the climate scenario analysis findings in 2022 out of date. As such, the analysis remains relevant and continues to guide us.

Using three plausible, distinctive, consistent, relevant and challenging climate scenarios, **onsemi** executive leadership, various functional owners and the ESG team participated in a climate scenario analysis. Led by an external advisory firm, this analysis informed the development of a climate adaptation and resilience plan for implementation at the company. Scenarios were used to assume various degrees of warming by 2100 and include social, technological, economic and political developments considered plausible under each warming trajectory.

The three scenarios used to inform the development of a climate action plan for **onsemi** include:

- 1 Failure to Decarbonize:** runaway climate change resulting in warming above 3 degrees Celsius (°C) by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change.
- 2 Orderly Decarbonization:** orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement development, adoption of sustainable technology and global policies for decarbonization, including carbon pricing.
- 3 Disorderly Decarbonization:** disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change.

Through this exercise, relevant climate-related risks and opportunities were identified and socialized for inclusion in our overall business strategy.

### Risk & Opportunity Disclosure

At **onsemi**, we have identified potential climate-related risks and opportunities, which could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operations and value chain, including our financials, supply chain, workforce, company disclosures and reputation. Climate-related opportunities identified include transitional and physical opportunities related to increasing demand for **onsemi** products and an increase in tangible and intangible asset values. Our identified climate-related risks and opportunities can impact **onsemi** over the near, medium and long term, depending on the risk or opportunity development and maturity.

For a full list of **onsemi's** climate-related risks and opportunities see the Risk and Opportunity Disclosure tables within our Task Force on Climate-related Financial Disclosures Framework in the appendix of this report, pg. 93.

### Management Response to Risk and Opportunities

Through our scenario analysis, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. We're exploring the development of internal controls and procedures, adaptation and mitigation plans, identification of trigger events to inform future action and no-regret actions to be taken in response to the outcomes of our climate scenario analysis. Owners will be assigned to monitor and manage relevant climate-related risks to ensure actions are being taken when appropriate to safeguard the resilience of business operations and strategies.

**onsemi** will explore monitoring the following metrics:

- Product energy, water and emissions intensity
- Research and development (R&D) expenditures for low-carbon products
- Percentage of expenditure on energy efficiency
- Total energy consumption, including percentage from renewables
- Total greenhouse gas emissions
- Investment in climate adaptation measures
- R&D expenditure on products that support customer decarbonization

By identifying and monitoring our climate-related risks and opportunities, we can work to set further targets to build resilience and reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.

## Ethics and Compliance

onsemi's ethics and compliance program is designed to assist us in preventing, detecting and responding to unethical or illegal conduct and promote an organizational culture of integrity, accountability and compliance with the law. To do this, ethics and compliance are integrated into every level of our company from the Board of Directors and CEO to individual employees across the globe.

### Ethics and Compliance Program



## Code of Business Conduct

onsemi's **Code of Business Conduct** outlines the broad principles of legal and ethical conduct embraced by our company core values of purpose, innovation and excellence, which guide every business decision. It is the responsibility of our directors, officers and employees to comply with local laws and regulations, embrace our core values and exemplify our commitment to operating ethically.

The Code is structured to comply with the requirements of the Sarbanes-Oxley Act of 2002; the Foreign Corrupt Practices Act of 1977; the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and the Listing Rules of the NASDAQ Stock Market LCC, among other laws and regulations. The ethics and compliance team reviews the Code regularly and ensures the Code is available for employees to review in 14 languages, making it easily accessible to employees in all regions where we do business. Every year, the Board of Directors and all employees are required to read and acknowledge their understanding of the Code by taking an online training course. Managers and employees are required to complete workplace harassment awareness training on an annual basis and as tailored to meet any specific legislative requirements based on their work location. We also require managers and other select individuals to complete additional compliance-related training courses related to topics such as data privacy, trade compliance, etc., depending on areas of focus.

**Every year**  
the Board of Directors and all employees are required to read and acknowledge their understanding of the Code by taking an online training course.

### Ethics and Compliance Program

Our Ethics and Compliance program aims to implement ethical principles into our everyday business operations by providing relevant training and practical guidance, targeted communications and dedicated resources. **onsemi** aspires to be a global leader in demonstrating the power of aligning business objectives with doing the right thing. The ethics and compliance team administers and executes the full program that manages the Code of Business Conduct (Code), related training and education, and oversees the intake, triage and resolution of complaints and questions from our company helpline or other reporting channels. **onsemi** employees are empowered and encouraged to report potential ethics and compliance violations. Working closely with key **onsemi** partners, the ethics and compliance team ensures all concerns are promptly and thoroughly investigated without retaliation.

**onsemi** always strives to comply with the law, and in several areas, we have adopted policies and practices that go beyond what the law requires to foster a culture of integrity and accountability. The legal department's programs for anti-corruption, trade compliance and data privacy are designed to include all the essential elements for effective compliance, including risk assessments, policies and procedures, training, monitoring and auditing thorough investigations and remediation of misconduct. These legal compliance programs are dynamic and continually evolving as our company grows and the business landscape changes.



**onsemi** employees are empowered and encouraged to report potential ethics and compliance violations.



The availability of BELs often gives employees access to a peer with whom they may raise potential concerns outside of HR and their management chain.

### onsemi Business Ethics Liaisons

Our global network of Business Ethics Liaisons (BELs) serves a critical role in promoting and institutionalizing an ethical culture throughout our global operations. The CEO sets the tone at the top by communicating expectations and holding managers accountable for delivering on those expectations. BELs further amplify these expectations at the local and site levels, serving as a trusted resource for employees seeking guidance or wishing to raise a concern. The BEL network, which comprises employees of many job functions and grade levels, is essential to the continual strengthening of the company's ethical foundation and culture of integrity. Through quarterly calls, BELs get the chance to review reporting metrics, share best practices, receive training and discuss benchmarking trends in ethics and compliance.

The availability of BELs often gives employees access to a peer with whom they may raise potential concerns outside of HR and their management chain. The accessibility of this additional reporting channel helps our company integrate ethics and compliance into our culture by building trust at the local level. We consider the fact employees choose to raise concerns to BELs, more than any other reporting channel, to reflect the strength of the Ethics and Compliance program.

### Avenues for Reporting

**onsemi** employees have access to several reporting channels to raise concerns, including a helpline (managed by a third party and available 24x7 with translator availability to support locations where we do business); the BELs; members of the ethics and compliance team; the chief compliance officer and the senior director of ethics and compliance. Further, unless restricted by local law, employees may report to the helpline anonymously.

### Helpline

U.S.: 1-844-935-0213

All other locations: Click [here](#) for country-specific instructions.





**6 sites**

were recognized for their efforts in supporting our global commitment to being a model corporate citizen.

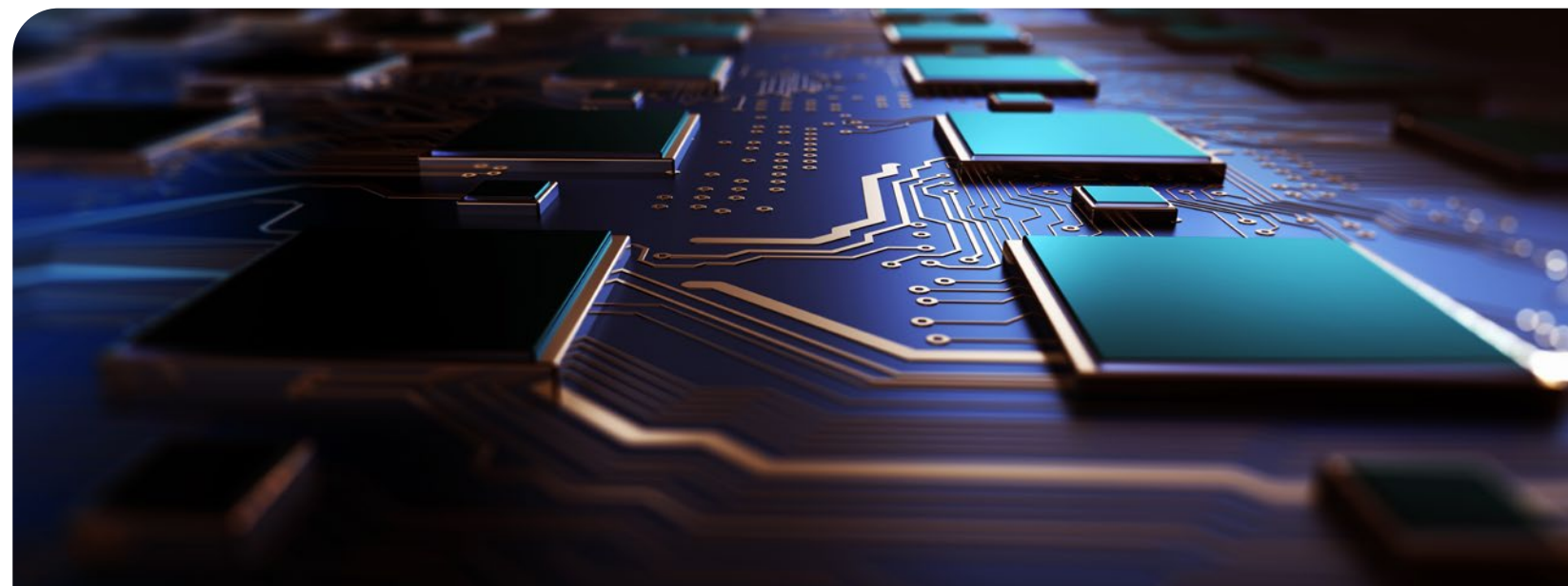
### Fair Treatment

onsemi is committed to preserving and promoting the fundamental rights of others and ensuring everyone is awarded fair treatment. Our company Code of Business Conduct, as well as the **RBA** Code, covers human rights in several areas, ensuring we have a comprehensive stance on human rights and fair treatment that applies to all onsemi employees, joint ventures, major suppliers, select service providers, contractors and products and services. We have several sites with collective bargaining agreements, and we respect our employees' freedom of association with these groups.

To ensure our approaches are regularly updated, we engage all relevant groups – including, but not limited to, ethics and compliance, environmental, health and safety, HR, legal, global security and supply chain in our review and due diligence process. Every individual and department is responsible for understanding and upholding the fundamental rights of others.

### RBA Member

The **RBA** is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. As an RBA member, onsemi is required to commit to and be held accountable to a common **Code of Conduct** and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of our supply chain. The RBA regularly engages in dialogue and collaborations with workers, governments, civil society, investors and academia to gather the necessary range of perspectives and expertise to support and drive its members toward achieving the RBA mission and the values of a responsible global electronics supply chain. onsemi has been a member since 2009, and we reaffirm our commitment to the alliance annually.



### Validated Assessment Program (VAP)

One of the most fundamental RBA programs is the **VAP**. It is the leading standard for onsite compliance verification and effective, shareable audits.

About half of our manufacturing sites are scheduled for VAP audits through RBA annually. We conduct internal RBA audits annually to ensure those sites not slated for an official RBA VAP audit remain compliant to RBA Code standards. In 2023, 10 out of 18 onsemi manufacturing sites were subject to internal RBA audits and 12 manufacturing sites participated in initial or closing RBA VAP audits.

The primary value of an onsite compliance audit is the correction of identified issues. The RBA recognizes manufacturing sites that show a commitment to corporate responsibility through verified resolution of the issues identified in a VAP audit.

In 2023, 6 out of 10 onsemi sites were recognized for their efforts in supporting our global commitment to being a model corporate citizen. The sites were awarded certificates from the RBA.

During 2023, VAP external audits were conducted by independent third parties and we received the following recognitions:

- Platinum (minimum VAP score of 200 and all Priority, Major and Minor findings closed): Mountain Top
- Gold (minimum VAP score of 180 and all Priority and Major findings closed): Bucheon
- Silver (minimum VAP score of 160 and all Priority findings closed): Tarlac, Suzhou, Cebu, Carmona

**Human Rights**

Our formalized **Human Rights Policy** demonstrates our commitment to preserving, protecting and promoting the fundamental rights of others as reflected in the RBA Code of Conduct, Universal Declaration of Human Rights, United Nations (UN) Guiding Principles on Business and Human Rights and UN Global Compact, to which we are a signatory. Our commitment to international human rights standards and local laws is rooted in our core values and reinforced through our **Code of Business Conduct** and other company policies.


**Prevention of Slavery and Human Trafficking**

To prevent slavery and human trafficking, we implemented our **Slavery and Human Trafficking Policy Statement**, which memorializes our zero-tolerance stance toward human rights violations and outlines the steps we take to ensure awareness of any such violations in our supply chain or in our business. We have implemented policies, procedures and management systems to ensure that all work at our company is voluntary and that workers are legally entitled to leave the company without penalty. **onsemi** also ensures that workers' government-issued identification, original work permits and original personal documentation are not withheld or otherwise destroyed, concealed or confiscated by our company or its labor agents. We train our HR staff and labor agents on the company's practices related to anti-human trafficking and conduct onsite verification to ensure compliance. Incidents of slavery and human trafficking are also verified in our supply chain using risk assessments and site visits.

Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our **ethics helpline** or by directly contacting the **National Human Trafficking Hotline** (to speak with a hotline advocate) at 1-888-373-7888 (outside the United States at +1 202-745-0190), the Global Human Trafficking Hotline at 1-844-888-3733 (FREE), or texting "HELP" to 233733 (BEFREE) (outside the United States text "BEFREE" to +1 202-657-4006).

**Prevention of Child Labor**

Our practice on the use of child and young labor is based upon our global minimum employment age policy, which is reiterated in our **Human Rights Policy**. The purpose of this policy is to define and ensure that sufficient measures and controls are in place to verify the minimum age of individuals working at our company. As a rule, we only employ individuals who are at least 18 years of age by the first day of employment. The only exception to this rule is in China, where the minimum age for employment is 16 years old. To confirm that candidates for employment meet the minimum age requirement, members of our HR department perform due diligence to make sure we are complying with federal, state, regional and local requirements. The global minimum age policy also describes the process to be followed and protection afforded to discovered child laborers. We apply the same minimum age requirement for employment at our supplier companies and labor agencies. We work to ensure that our suppliers have the necessary policies, procedures, measures and controls in place through risk assessments and onsite verification to avoid incidents of child labor within our supply chain.



**1-844-888-FREE**

is our global trafficking hotline where employees and other stakeholders are encouraged to report any concerns.

**Freedom of Association**

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, bargain collectively, engage in peaceful assembly or refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, HR, BELs or a member of the ethics and compliance team.

DISCLOSURE	UNITS	2021	2022	2023
<b>Employees Covered by Collective Bargaining Agreements</b>				
Total Workforce	Percentage	26.2	26.5	19.8



## Supply Chain

We are committed to ensuring the highest standards of social responsibility where we live and work. We require that our suppliers provide safe working conditions, treat workers with dignity and respect, prohibit human trafficking and slavery (including the procurement of commercial sex acts and the use of forced or child labor) and promote ethical behavior. We also require that our suppliers use environmentally responsible manufacturing processes and follow principles like those in our [Code of Business Conduct](#).

As outlined in our [Supplier Handbook](#), the supplier must conform to all environmental and other applicable laws and regulations, behave ethically, comply with all social responsibilities and conflict mineral requirements that are required by [onsemi's commitment to social compliance](#) and provide any requested certifications and cascade all applicable requirements through their supply chain.

### Management Approach

We operate a flexible, reliable and responsive supply chain that is certified to [IATF-16949](#) and [ISO 9001](#) quality management system requirements. We continually develop business partnerships with selected key suppliers and ensure that all purchased materials used in product manufacturing satisfy current governmental, environmental and safety criteria applicable to the country of manufacture and sale. Our transportation packaging meets electrostatic discharge requirements and appropriate methods of packing are incorporated into our processes to prevent physical damage. Through our sales and operations planning process, we work directly with our business units and sales teams to align capacity and demand to support customer requirements.

### Our Suppliers

Our supply chain has a multifaceted supply structure of direct materials suppliers, foundry and subcontractor providers, indirect material suppliers and professional service providers deployed across a global sourcing and procurement network. In 2023, **onsemi** worked with 9,600 suppliers and service providers globally, of which approximately 7,000 were production-related.

### Supplier Diversity

When possible, we prioritize purchasing from local suppliers. The following graphic shows the percentage of our 2023 procurement budgets, broken down by region, that was spent on suppliers local to the site's region. In 2022 and 2021, we tracked this information only at the manufacturing level. 2023 is the first year that this data represents total company procurement.

Additionally, in the United States, we track suppliers that are owned by minority populations. During our supplier onboarding process, suppliers are asked to disclose whether they belong to a minority group as defined in the Spend by Minority Group table below. We then track our annual spend toward these suppliers against the total U.S. spend.



DISCLOSURE	UNITS	2021	2022 <sup>1</sup>	2023 <sup>1</sup>
<b>Spend on Local Suppliers, by Region</b>				
Asia	Percentage	90.5	87.9	85.3
EMEA		83.7	76.3	33.2
North America		90.3	86.9	78.2
<b>onsemi TOTAL</b>		<b>88.2</b>	<b>83.7</b>	<b>65.6</b>

<sup>1</sup>Represents data from manufacturing procurement only.

DISCLOSURE	UNITS	2021	2022	2023
<b>Spend by Minority Group, in the U.S.</b>				
Small Business	Percentage	4.32	4.05	6.18
Woman-Owned		0.17	0.15	0.21
Minority-Owned		0.04	0.05	0.02
Small Disadvantaged		0.04	0.02	0.07
<b>onsemi TOTAL U.S. SPEND ON MINORITY-OWNED BUSINESSES</b>		<b>4.57</b>	<b>4.27</b>	<b>6.48</b>



### Managing Risk in the Supply Chain

We understand that supply chain risks have the potential to cause disruptions to our manufacturing process, alter our ability to deliver our products to our customers and create a ripple effect impacting all stakeholders. Our procurement team currently uses several models to manage risk in our supply chain.

For new supplier selection, we consider the financial strength, quality track record, geography, social compliance and technology of each supplier. Once selected, a new supplier is required to adhere to the onsemi Supplier Code of Conduct, which is aligned with our [Supplier Handbook](#). We conduct bi-annual RBA conformance certification and engage with our suppliers in regular cycles by clearly communicating our expectations, deploying risk assessments, conducting business reviews, launching verification audits and addressing any non-conformance.

onsemi identifies and monitors suppliers that fall in the top 80 percent of annual production-related spending, as required by being a full member of RBA. These suppliers are required to complete [RBA's online self-assessment questionnaire](#) (SAQ) annually. The SAQ evaluates suppliers on a host of different risk parameters, including labor, environment, health and safety and ethics. Suppliers that fall within the identified threshold must share and release the SAQ to onsemi through the RBA online platform after completion. Our teams work with suppliers flagged as high risk through RBA's SAQ process to develop corrective action plans and ensure these risk areas are addressed accordingly.



### Responsible Minerals Sourcing

Responsible minerals sourcing has progressed beyond tantalum, tin, tungsten and gold (3TG) to address global human rights violations, especially with the emerging focus on forced labor. As an active member of the RBA and Responsible Minerals Initiative (RMI), onsemi continually engages in reasonable and responsible due diligence with its key suppliers, consistent with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). onsemi has included cobalt in the [Responsible Minerals Sourcing Policy](#) posted on our website. To identify and mitigate conflict mineral risk in our supply chain, we require our key suppliers to engage in due diligence by completing the RMI's Conflict Minerals Reporting Template (CMRT) for 3TG and Extended Minerals Reporting Template (EMRT) for mica and cobalt.

Using CMRT for our annual campaign, onsemi sets the target of using 100 percent conformant smelters and refiners from the Responsible Minerals Assurance Process (RMAP) assessment. We achieved this target for each of the past two years.

When we identify any non-conformant or high-risk smelters or refiners sourced from CAHRAs or when there are global sanctions for certain smelters or refiners, we review the circumstances and conduct due diligence with our key suppliers. Customers often request updated CMRTs or EMRTs when there are changes in the reporting templates. In 2023, onsemi responded to and completed approximately 1,841 conflict minerals customer requests, which was 14 percent higher compared to the previous year.

Members of onsemi's conflict minerals team actively participate in regular RMI annual conferences and monthly plenary calls, as well as workgroups to obtain updated information on smelters, RMI programs and emerging global responsible sourcing regulations. onsemi also joins peer companies in various supply chain and local work group discussions on relevant topics, including due diligence, sourcing regulations and more. Our responsible sourcing records can be found online, including the latest filing of the [SEC Form SD](#), [Responsible Minerals Sourcing Policy](#), as well as latest company-level [CMRT](#) and [EMRT](#).

REPORTING YEAR	CONFORMANT	ACTIVE	NON-CONFORMANT	NOT ELIGIBLE	TOTAL
2021	98%	1.0%	1%	0%	100%
2022	100%	0%	0%	0%	100%
2023	100%	0%	0%	0%	100%



### RMI Audit Fund for RMAP Participating Smelters and Refiners

Along with 36 other member companies, **onsemi** contributed to the **RMI Audit Fund** which is designed to encourage RMAP-eligible smelters and refiners (SORs) to undergo an independent third-party assessment. The Audit Fund offers SORs an incentive for participating in the RMAP by fully paying for the costs of their initial audit and supporting needs-based re-assessments. The Audit Fund also supports the cost of re-assessment for SORs (active or conformant) that are already participating in the RMAP for which the cost of reassessment may be burdensome.

### Supplier Hazardous Substances Commitment

**onsemi** is committed to providing our customers with products that are compliant with industry environmental best practices, now and in the future. We meet all applicable **REACH** requirements, and all products manufactured by **onsemi** comply with the amended **RoHS** directive. To support this commitment, we have environmental requirements for our suppliers related to the hazardous materials in their products. All purchased materials, services and products used in part manufacturing are required to satisfy current governmental, statutory and regulatory requirements and safety constraints on restricted, toxic and hazardous materials; as well as environmental, electrical and electromagnetic considerations applicable to the country of manufacture and sale. All purchased materials, services and products must conform to **onsemi's** environmental requirements described in our **Product Chemical Content Brochure**. Suppliers must be prepared to provide supporting evidence of conformance.



## Information Protection

We work around the clock to protect our company, technology and intellectual property from potential cybersecurity threats and vulnerabilities. We take privacy and cybersecurity seriously and strive to identify and eliminate potential threats to our IT infrastructure, proprietary technologies and confidential information.

### Privacy

**onsemi** has developed a global data privacy program designed to comply with applicable laws around the world and to protect the personally identifiable information of **onsemi** employees, customers and others who have entrusted us with their personal data.

We also have a Data Privacy Committee comprising global leaders from key functions such as HR, procurement, legal and information security who provide strategic guidance and oversight to support our data privacy and compliance efforts. In addition, our Chief Privacy Officer has appointed employees of various roles and grade levels throughout the company as “data privacy champions” who advocate the importance of our data privacy program, maintain awareness of key data privacy laws and help reinforce best practices around data privacy matters.

All **onsemi** employees receive basic data privacy training annually through the Code of Business Conduct and Information Security trainings; however, employees in specific functions that handle or otherwise have access to personal identifiable information must further complete an additional, in-depth data privacy course annually. Ad hoc privacy communications and training are also delivered to the organization as needed.

For more information, please visit our [Privacy Policy](#).

### Information Security and Risk

The secure processing, maintenance and transmission of sensitive data, including confidential and other proprietary information about our business and our employees, customers, suppliers and business partners, is important to our operations and business strategy. As a result, cybersecurity and data protection are key components of our long-term strategy.

**Governance**

Consistent with our overall risk management governance structure, management is responsible for the day-to-day management of cybersecurity risk while our Board and its Audit Committee play an active, ongoing oversight role.

Our Board has delegated to its Audit Committee specific, first-line responsibility for overseeing major cybersecurity risk exposures in addition to our broader ERM program. Specifically, under its charter, the Audit Committee is responsible for overseeing our cybersecurity posture, risk assessment, strategy and mitigation and for making recommendations to address and resolve any breaches or issues related to the protection or privacy of our data. Management (including our Chief Information Officer (CIO) and our Chief Information Security Officer (CISO)) reports at least quarterly to the Audit Committee on information security and data privacy and protection. These presentations address a wide range of topics, including trends in cyber threats and the status of initiatives intended to bolster our security systems and the cyber readiness of our personnel. The Audit Committee Chair reports to the full Board on these risk discussions as appropriate. At least annually, the Board meets with members of our ERM team to review and discuss our ERM program, including areas of material risk and how these risks, which may include cybersecurity risk, are being managed and reported to the Board and its committees.

Our Enterprise Cybersecurity Services (ECS) team is composed of several support teams that address and respond to cyber risk, including cyber risks related to security architecture and engineering, identity and access management and security operations. Formerly known as our Information Security and Risk (ISR) team, the ECS team oversees compliance with our cybersecurity framework within the organization and facilitates cybersecurity risk management activities throughout the organization. The ECS team also assists with the review and approval of policies, completes benchmarking against applicable standards, maintains a cyber risk registrar and oversees the security awareness program.



Management, including our Chief Information Officer (CIO) and our Chief Information Security Officer (CISO), reports at least quarterly to the Audit Committee on information security and data privacy and protection.

**Risk Management and Strategy**

We use various processes to inform our assessment, identification and management of risk from cybersecurity threats. Our ECS team, led by our CISO, has first-line responsibility for our cybersecurity risk management processes. However, the ECS team works in partnership with other internal teams, including our Cybersecurity Executive Council (Council), our ERM team, our Internal Audit Department and our Cyber Incident Response Team (CIRT), to coordinate efforts, priorities and oversight.

Our information security management system is currently aligned with the **National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF)**. CSF provides a set of control objectives that align with several other standard information security frameworks, including ISO 27001. We employ additional standards and frameworks as we deem necessary to assist us in monitoring compliance with regulatory, industry and evolving data privacy requirements. In addition to periodic in-depth evaluations of our systems and processes, we monitor our IT systems and processes on an ongoing basis with the goal of identifying and remediating real and potential threats as they arise. We adjust our systems, procedures and policies regularly as we deem necessary in response to identified threats and risks. We sponsor a multi-faceted security awareness program that includes regular, mandatory trainings for our personnel on data protection and malware detection, policy and process awareness, periodic phishing simulations and other kinds of preparedness testing.

We maintain a cross-functional cyber incident response plan with defined roles, responsibilities and reporting protocols. This plan, which we evaluate and test on a regular basis, focuses on responding to and recovering from any significant breach as well as mitigating any impact to our business. Generally, when a breach or suspected breach is identified, the ECS team would escalate the issue to the Council for initial analysis and guidance. In the event of a significant breach, the CIRT, overseen by the Council, would typically be tasked with preparing an initial response. The Council (in consultation with, among others, the CIRT) would be responsible for determining whether a particular incident (alone or in combination with other factors) triggers any reporting or notification responsibilities. The ECS team, in consultation with the Council and other members of senior management, updates its strategy at least annually to account for changes in our business strategy, legal and regulatory developments across our geographic footprint, the results of our recent ECS initiatives and further developments in the cybersecurity threat landscape. In addition, we engage a third-party provider to conduct an external assessment of our security program annually. The results of this assessment, which are reported to the Audit Committee (and the Board, as appropriate), assist us in determining whether any further changes to our existing policies and practices are warranted.

As of December 31, 2023, we have not identified any risks from cybersecurity threats (including any previous cybersecurity incidents) that have materially affected the Company, our business strategy, our results of operations or our financial condition.

## Public Policy

onsemi supports public policies that encourage the innovation, investment and open markets that enable us to create the intelligent power and sensing technologies that solve the world's most complex challenges, leading the way to a safer, cleaner and smarter world. Our public policy program reflects our profile as a global company headquartered in the United States that interacts regularly with government agencies around the world. Much of our public policy advocacy is performed through the U.S. **Semiconductor Industry Association (SIA)**, although our company is also a member of other industry associations as well as local associations and chambers in the regions in which we operate.

onsemi is a founding member of the Semiconductor Climate Consortium (SCC) focused on the challenges of climate change and working to speed industry value chain efforts to reduce greenhouse gas emissions in member company operations and in other sectors across the semiconductor value chain.

We have been an active participant in the **World Semiconductor Council (WSC)**, an organization composed of the world's leading semiconductor industry associations from China, Chinese Taipei, Europe, Japan, South Korea and the U.S. The organization meets annually at the CEO level to make recommendations to governments and authorities on issues such as expanding the global market for information technology products by promoting fair competition, sound environmental and health and safety practices, intellectual property rights and open markets.

### Statement on Political Contributions

Participating in political activities is a very sensitive and complex area. Strict laws govern our political activities as a United States company. For this reason, onsemi does not make political contributions to individual candidates. In the U.S., companies and other organizations may organize political action committees (PACs); however, we chose not to have a PAC and did not make political contributions in the company's name in 2023.

IN 2023, WE SUPPORTED THE FOLLOWING PUBLIC POLICIES:	
Pro-Innovation, Pro-Growth Business Environment	We work with the SIA and our other associations to support United States government policies that promote innovation and growth. This includes the implementation of Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act, which was signed by the President in August 2022. The CHIPS Act provides \$52 billion in federal incentives for semiconductor manufacturing in the U.S. to increase the share of global wafer fabrication capacity located in the U.S. from its then-current level of only 12 percent, for semiconductor-related research and development at universities and national laboratories and for government actions to ensure a well-educated semiconductor workforce.
Open Markets and Fair Competition	We actively work to promote policies that open markets and create fair competition. Working through our trade associations, we oppose tariffs on semiconductors, including the 25 percent tariffs that the U.S. imposed in 2018 on imports of semiconductors from China and tariffs on digital trade, which could burden global chip design teams who tap into expertise around the globe as they transfer digital design files across multiple borders. We work through the WSC to promote transparency on government subsidies, which depending on size, scope and discriminatory application have the potential to distort fair competition in global semiconductor markets. We also recommend that when the U.S. government imposes export controls, it does so under two conditions: 1) only to the extent necessary to protect national security; and 2) only if the controlled U.S. items cannot be easily substituted with foreign-sourced items.
Stopping Counterfeit Semiconductors	Counterfeit semiconductors are unreliable and can fail at any time. The semiconductor industry has found counterfeits in airbags, train-braking systems and other applications where a failure can have serious health or safety consequences. In 2023, we assisted law enforcement to identify and seize counterfeit goods and remove them from the marketplace.
Energy Efficiency, Fuel Economy and Automotive Safety	We have been an ally member of the American Council for an Energy-Efficient Economy (ACEEE), a thought leader on energy efficiency policies such as the deployment of electric vehicles. Additionally, we have been a member of the Motor & Equipment Manufacturing Association (MEMA), which advocates for legislation and regulations related to fuel economy and automotive safety, such as ADAS (including automatic emergency braking and policies to facilitate the introduction of autonomous vehicles).



### Site Ribbon Cutting Ceremonies

In 2023, **onsemi** celebrated the opening of multiple sites, in the presence of local politicians and government leaders.

- **East Fishkill, New York:** In February, leading federal and local officials joined **onsemi** to celebrate the acquisition of our EFK fabrication facility. The ceremony was led by Senate Majority Leader Chuck Schumer (NY), joined by Senior Advisor to the Secretary of Commerce on CHIPS Implementation J.D. Grom and several other local governmental and education institution dignitaries. The EFK fab is the largest **onsemi** manufacturing facility in the U.S., adding advanced CMOS capabilities – including 40 nanometer and 65 nanometer technology nodes with specialized processing capabilities required for image sensor production – to the company’s manufacturing profile. The acquisition of this facility preserved 1,000 local jobs and continued support for local science and technology education.
- **Scottsdale, Arizona:** In March, **onsemi** relocated their headquarters from Phoenix to Scottsdale, Arizona. With the new office located on the Salt River Pima Maricopa Indian Community (SRPMIC), the inauguration event included an official welcome to the LEED Gold-certified building by Doran Dalton, assistant community manager of SRPMIC and Mark Stanton, president and CEO of the Scottsdale Chamber of Commerce. The new headquarters building received a Leadership in Energy and Environmental Design for Interior Design and Construction (LEED ID+C) Gold certification in 2019. The open-plan environment will promote innovation, collaboration and creativity for local employees.
- **Bucheon, South Korea:** In November, **onsemi** completed the expansion of its state-of-the-art, world-largest SiC fabrication facility and a cornerstone to the **onsemi** strategy to produce products that support a carbon-free future. At full capacity, this fab will be able to manufacture more than one million 200 mm SiC wafers per year. **onsemi’s** leadership was joined by a delegation of dignitaries led by Vice Governor for Economy of the Gyeonggi-Do Taeyoung Yeom; followed by Bucheon City Mayor YongEek Cho; National Assembly delegates; and representatives from local communities, customers, suppliers and other stakeholders.

### External Initiatives and Industry Associations

**onsemi** is a member of many external initiatives and industry associations. These organizations connect us to peers and stakeholders, providing a space to share ideas, collaborate and grow as an industry and partner with our local communities. Some of our employees hold leadership positions within these organizations, as noted below. These reflect memberships as of December 31, 2023.

#### External Initiatives

- American Council for an Energy-Efficient Economy (ACEEE), Leader tier
- Association for Corporate Citizenship Professionals (ACCP)
- Arizona Forward
- Arizona Tax Research Association (ATRA)
- Boston College Center for Corporate Citizenship
- CDP (formerly Carbon Disclosure Project)
- Clean Energy Buyers Association (CEBA)
- Conference Board
- Corporate Volunteer Council of Central Arizona
- CSR and ESG Board, founding member
- Electronic Components Industry Association (ECIA)
- Ethisphere’s Business Ethics Leadership Alliance (BELA)
- Hearing Industries Association
- Joint Electron Device Engineering Council (JEDEC)
- Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM)
- Microelectronic Industry Design Association (MIDAS) Ireland
- Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA)
- Pocatello Chubbuck Chamber of Commerce
- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- Semiconductor Climate Consortium (SCC), founding member
- Semiconductor and Electronics Industries in the Philippines Inc. (SEIPI)
- Semiconductor Equipment and Materials International (SEMI)
- Semiconductor Industry Association (SIA)
- United Nations Global Compact
- United States Information Technology Office (USITO) in Beijing
- World Semiconductor Council (WSC)

#### Membership of Associations

- ATRA, Kyle Cardita, Board of Directors
- ECIA, Julia Zibrida, Manufacturer Council
- JEDEC, TBD, Board of Directors
- MEPZCEM, Darshan Denamany, Board of Directors
- SEIPI, Gary Dirige, Board of Trustees
- SIA, Hassane El-Khoury, Board of Directors
- SIA International Trades Committee, Daryl Hatano, co-chair
- WSC, Daryl Hatano, co-chair U.S. delegation to joint steering committee

## Quality

### Quality Management System

We are committed to operating according to stringent, internationally recognized requirements for reliability and quality. **onsemi** is certified to ISO 9001, IATF 16949, ISO 26262 AS9100, ISO 14001, ISO 45001, ANSI/ESD20:20, MIL-PRF-38535, ISO 13485 and Category 1A for Trusted Foundry.

Our Quality Statement/Policy reads, “At **onsemi**, we focus on embedding quality in every system, tool and process, with detailed attention to providing best-in-class products and solutions. This demonstrates our inherent zero-defect quality mindset, from ideation through execution and delivery, in support of consistent growth.”

We demonstrate our commitment by continuing our Road to Zero Defects initiative, which was implemented several years ago to focus on eliminating quality excursions, improving 8D responsiveness, lowering our parts per billion (ppb) defect rate and enhancing our quality standards. We recognize that incorporating these objectives into our service offerings, processes and products enables us to use our quality and reliability to fuel our growth. Ultimately, we are committed to maintaining a distinctive, world-class quality system that transcends international quality standards and exceeds customer expectations. For more information, please see our [Quality and Reliability Handbook](#).

## Customer Experience (CX)

**onsemi** is engaged in a diverse competitive global marketplace. We continually strive to put customers at the center of what we do by understanding and anticipating our customers’ needs for service and support. We understand that our customers expect us to grow with them and that means we must deliver high-value experiences through every customer engagement and deliver the best-in-class innovative designs and products.

In 2023, we moved to transactional in-the-moment customer feedback and satisfaction measurement throughout critical touchpoint interactions between **onsemi** and our customers. With new technology in place, we were able to evaluate customer feedback and act on feedback in real-time. We also focused on broadening the roles and responsibilities of our CX Executive Steering Council, further developing our customer-focused leadership. Finally, we re-launched the Annual Customer Relationship Survey, helping us drive a set of critical CX priorities going forward.

Within our analytics strategy, **onsemi** focuses on three elements (Perception, Interaction and Outcome) of customer experience and reports to the enterprise monthly and through our CX Executive Council and Steering Committees.

Customer Perception is measured utilizing an index that includes Customer Satisfaction (CSAT), Net Promoter Score (NPS) and Customer Effort Score (CES).

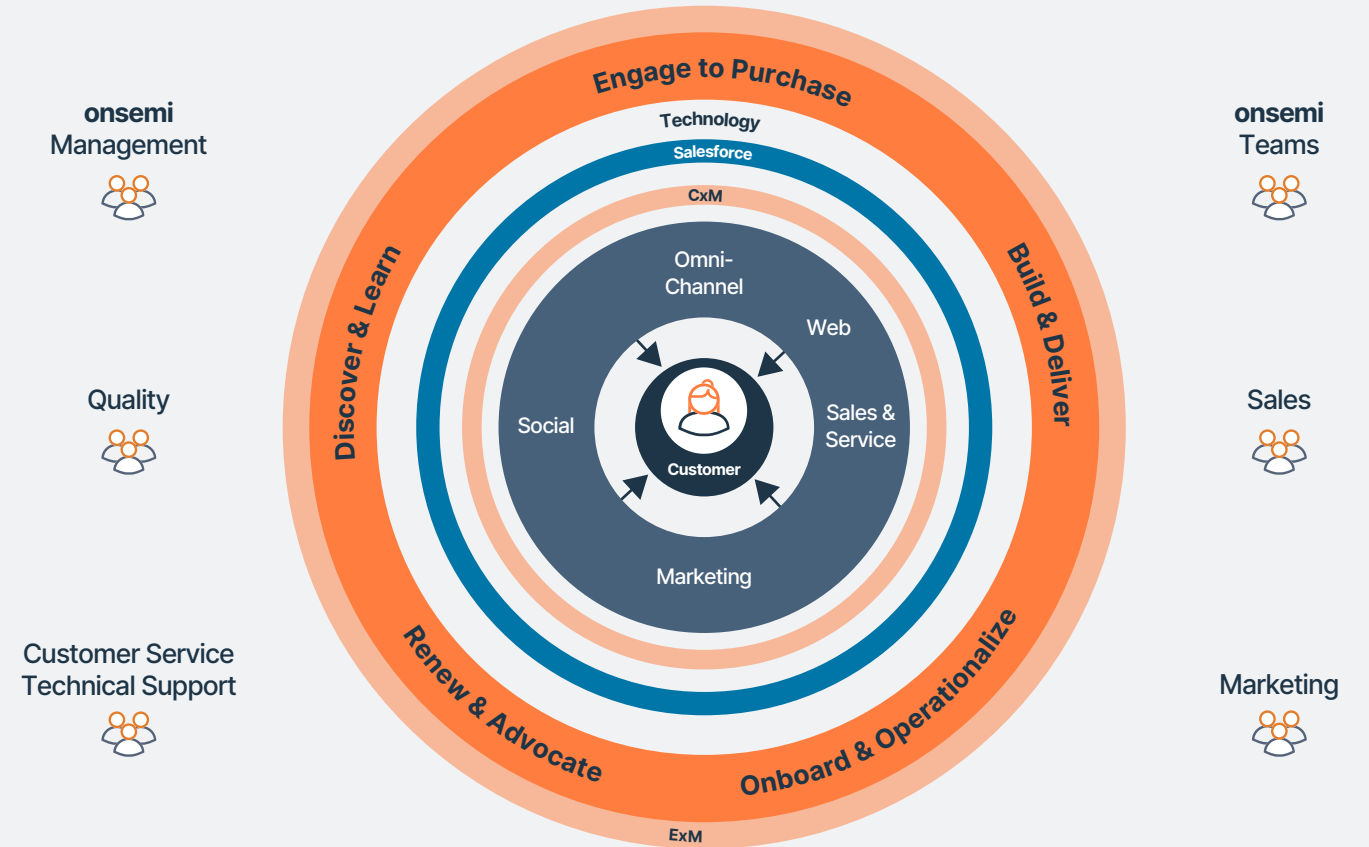
## Customer Satisfaction

At **onsemi**, we focus on embedding quality in every system, tool and process, with detailed attention to providing best-in-class products and solutions. This demonstrates our inherent zero-defect quality mindset, from ideation through execution and delivery, in support of consistent growth.

The feedback we receive on the quality of our products and services is a key driver to helping us anticipate future solutions and needs that our customers have yet to recognize. We actively

listen to our customers’ ideas about how we can better serve them holistically – from an idea introduction to the successful delivery of the product and/or service.

Our quality and reliability approach to customers is enabled by a focused support network that includes regular strategic weekly, monthly and quarterly customer review meetings (internal and external), customer score cards, customer rewards, sales feedback, complaints, etc.



# Measuring Up





## United Nations (UN) Sustainable Development Goals and UN Global Compact

The **Sustainable Development Goals (SDGs)**, set by the UN in 2015, are a blueprint for fighting the world's biggest social and environmental issues such as gender equality, access to quality health and education, climate change and much more. They are a call for global partnership and action by governments, businesses, civil society and other organizations to achieve a better and more sustainable future for all by 2030. As a global company and corporate citizen, we have a responsibility to help achieve the goals by adhering to the goals most relevant to our business.

While all the SDGs are vital, we prioritized five goals that are the most relevant to our sustainability strategy and will help make the largest global impact. In 2019, **onsemi** became a signatory to the UN Global Compact. Our most recent **Communication on Progress (COP)** submitted to the UN Global Compact outlines our alignment with its ten principles, focused on human rights, labor, environment and anti-corruption and our alignment with the SDGs.



### Ensure availability and sustainable management of water and sanitation for all

- We are committed to water conservation in our operations through treatment of wastewater before discharge into the environment, recycling and reduction of water consumption.
- For more information, please see the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.



### Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- We have zero tolerance for forced labor.
- We assess and mitigate social risks within our supply chain.
- We strive for equal pay for equal work.
- We focus on providing a safe and secure workplace with zero injuries and occupational diseases.
- For more information, please see the Fair Treatment section of our 2023 Sustainability Report, pg. 72.



### Reduce inequality within and among countries

- Our ambition is to be a leader of diversity, equity and inclusion (DEI) in the semiconductor industry.
- For more information, please see the Diversity, Equity and Inclusion section of our 2023 Sustainability Report, pg. 50.



### Ensure sustainable consumption and production patterns

- We consistently work to reduce consumption of chemicals and eliminate hazardous materials in our production processes.
- For more information, please see the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.



### Take urgent action to combat climate change and its impacts

- We have a goal of achieving net zero carbon emissions by 2040, focusing on internal operation efficiency, use of renewable energy and value chain and industry partnerships and purchase of credible carbon offsets for any remaining emissions.
- We are committed to the Science Based Targets initiative (SBTi) and are in the process of setting near-term SBTs.
- As a founding member of the Semiconductor Climate Consortium, we collaborate to speed industry value chain efforts to reduce greenhouse gas emissions.
- For more information, please see the Net Zero Goal and Annual Inventory of Energy Consumption and Emissions sections of our 2023 Sustainability Report, pg. 16 and pg. 25.



## Triple-Bottom-Line Performance Summary

This triple-bottom-line performance summary, which focuses on people, planet and profit, was created to transparently communicate our ESG efforts with our stakeholders. We organized the summary to cover the topics most relevant to our mission, business and partners.

### Our Business

DISCLOSURE	UNITS	2021	2022	2023
<b>Financial Strength</b>				
Revenue	Dollars (billions)	6.74	8.33	8.25
Triple-Bottom-Line Revenue	Dollars (millions)	5,011	6,454	6,524
<b>Revenue by Market</b>				
Automotive	Percentage	34	40	52
Industrial		27	28	28
Other		39	32	20
<b>Revenue by Region<sup>1</sup></b>				
Hong Kong	Percentage	27	28	26
Singapore		31	26	24
United Kingdom		17	18	21
United States		14	17	19
Other		11	11	10
<b>Revenue by Technology</b>				
Intelligent Power	Percentage	46	48	51
Intelligent Sensing		16	19	19
Other		38	33	30
<b>Revenue by Sales Channel</b>				
Original Equipment Manufacturers	Percentage	36	42	48
Distributors		64	58	52

<sup>1</sup>Represents sales billed from the respective country or region.

DISCLOSURE	UNITS	2021	2022	2023
<b>Supply Chain</b>				
Units shipped through Global Logistics Network	Units (billions)	70	65	65
<b>Spend on Local Supplier by Region</b>				
Asia-Pacific (APAC)	Percentage	90.5 <sup>2</sup>	87.9	85.3
Europe, Middle East and Africa (EMEA)		83.7 <sup>2</sup>	76.3	33.2
North America		90.3 <sup>2</sup>	86.9	78.2
Total Company		88.2 <sup>2</sup>	83.7	65.6
<b>Spend on by Minority Group, US only</b>				
Small Business	Percentage	4.32	4.05	6.18
Woman Owned		0.17	0.15	0.21
Minority Owned		0.04	0.05	0.02
Small Disadvantaged		0.04	0.02	0.07
onsemi total US spend on minority owned businesses		4.57	4.27	6.48
<b>Supplier Designation</b>				
Total Global Suppliers and Service Providers	Suppliers	9,500	9,700	9,600
Production-related supplier		7,000	7,100	7,000

<sup>2</sup>Represents data from manufacturing procurement only. Beginning in 2022, this data was pulled using total company procurement.

Our Business

DISCLOSURE	UNITS	2021	2022	2023
<b>Supply Chain Risk</b>				
Responsible Minerals Assurance Process (RMAP) Conformant Smelters	Percentage	98	100	100
Suppliers that Completed a Self-Assessment Questionnaire (SAQ)		100	99	97
Suppliers Rated as Low-Risk on Their SAQ		93.4	97.3	82
RBA Audit Completed	Audits	14	10	12

Our Governance

DISCLOSURE	UNITS	2021	2022	2023
<b>Board of Directors ("Board") Composition and Independence</b>				
Total Members	Number	10	9	10
Board Average Age		60	60	62
Board Average Tenure		5	5	6
Number of Independent Directors		9	8	9
<b>Board Diversity</b>				
Women on Board	Directors	2	2	3
	Percentage	20	22	30
<b>Board and Committee Meetings</b>				
Board and Committee Meetings Held During the Calendar Year	Meetings	23	29	30
Directors Attending Less than 75% of Meetings During the Calendar Year	Directors	0	0	0

DISCLOSURE	UNITS	2021	2022	2023
<b>Policies, Statement and Commitments</b>				
Anti-Corruption Policy	Yes/No	Yes	Yes	Yes
Code of Business Conduct		Yes	Yes	Yes
Non-Retaliation Policy		Yes	Yes	Yes
Privacy Policy		Yes	Yes	Yes
<b>Compliance and Ethics Program</b>				
Number of Business Ethics Liaisons (BELs)	BELs	44	45	48
<b>Number of Reports and Requests for Advice by Intake Channel</b>				
BEL Reporting	Reports	69	62	59
Other		125	84	116
<b>Reporter Anonymity Rate</b>				
Anonymous Reporters	Percentage	31	40	48
<b>Total Number of Reports</b>				
Concerns and Incidents	Reports	161	126	145
Requests for Advice		33	20	30
<b>Substantiation Rate</b>				
Substantiated Reports	Percentage	55	52	43
<b>Top Corrective Actions</b>				
No Action Necessary	Rank	1st	2nd	1st
Remedial Measure – coaching, counseling, training		3rd	3rd	3rd
Remedial Measure – disciplinary actions		2nd	1st	-
Other		-	-	2nd

Our People

DISCLOSURE	UNITS	2023
<b>Global Workforce</b>		
Total Workforce	Employees	28,982 <sup>1</sup>
<b>Workforce by Region</b>		
APAC (excluding Japan)	Percentage	70
Japan		3
EMEA		12
North America		15
<b>Workforce by Gender</b>		
Female	Percentage	44
Male		56

DISCLOSURE	UNITS	2023
<b>Workforce by Contract Type</b>		
Regular	Percentage	100 <sup>2</sup>
Temporary (contractors/interns)		2

<sup>1</sup>In 2023, only full-time, regular employees were counted towards our global headcount. Previous years' data also included part-time and temporary employees towards our global headcount.

<sup>2</sup>Only full-time, regular employees are counted towards our global headcount.

DISCLOSURE	UNITS	2023
<b>Workforce by Work Schedule</b>		
Full-time (Regular)	Percentage	99.6
Part-time (Regular)		0.4
Full-time (Temporary)	Percentage	94.2
Part-time (Temporary)		5.8
<b>Contractors and Interns, by Age, Gender and Region</b>		
< 30 Years Old	Percentage	41
30 – 50 Years Old		23
> 50 Years Old		36
Female	Percentage	25
Male		75
APAC (excluding Japan)	Percentage	24
Japan		16
EMEA		30
North America		30
<b>Full-time Employees by Age, Gender and Region</b>		
< 30 Years Old	Percentage	27
30 – 50 Years Old		55
> 50 Years Old		18
Female	Percentage	44
Male		56
APAC (excluding Japan)	Percentage	70
Japan		3
EMEA		12
North America		15

DISCLOSURE	UNITS	2023
<b>Part-time Employees by Age, Gender and Region</b>		
< 30 Years Old	Percentage	14
30 – 50 Years Old		52
> 50 Years Old		34
Female	Percentage	42
Male		58
APAC (excluding Japan)	Percentage	5
Japan		0
EMEA		95
North America		0
<b>New Hires by Age, Gender and Region</b>		
< 30 Years Old	Percentage	47
30 – 50 Years Old		36
> 50 Years Old		17
Female	Percentage	31
Male		69
APAC (excluding Japan)	Percentage	49
Japan		1
EMEA		11
North America		39

Our People

DISCLOSURE	UNITS	2023
<b>Employee Turnover</b>		
Voluntary Turnover	Percentage	13
Involuntary Turnover		6
<b>Employee Turnover by Age, Gender and Region<sup>1</sup></b>		
< 30 Years Old	Percentage	40
30 – 50 Years Old		42
> 50 Years Old		18
Female		39
Male		61
APAC (excluding Japan)		68
Japan		1
EMEA		10
North America		21
<b>U.S. Workforce by Race and Ethnicity</b>		
American Indian or Alaskan Native	Percentage	0.5
Asian		17.6
Black or African American		3.2
Hispanic or Latino		3.5
Native American or other Pacific Islander		0.2
Two or more races		1.8
White		57.2
Undeclared		16

<sup>1</sup>Represents distribution of total 19 percent employee turnover across these categories.

DISCLOSURE	UNITS	2021	2022	2023
<b>Employees Covered by Collective Bargaining Agreements</b>				
Total Workforce	Percentage	26.2	26.5	19.8

DISCLOSURE	UNITS	2021	2022	2023
<b>Employee Resource Groups</b>				
Black Employee Network (BEN)	Yes/No	Yes	Yes	Yes
Continua		Yes	Yes	Yes
Cultivate		Yes	Yes	Yes
Science, Technology, Engineering and Mathematics for Under-represented Populations (STEM UP)		Yes	Yes	Yes
Veteran and Military Employees (VME)		Yes	Yes	Yes
Women Empowerment (WE)		Yes	Yes	Yes
<b>Employee Engagement Survey Completion Rate</b>				
Employee Engagement Survey	Percentage	81	75	0 <sup>2</sup>
<b>Employee Health and Safety</b>				
Fatalities, employees	Incidents	0	0	0
Fatalities, non-employees		0	0	0
High-consequence work-related injuries, employees		2	0	0
High-consequence work-related injuries, non-employees		0	0	0
Recordable <sup>3</sup> work-related injuries, employees		43	40	53
Recordable <sup>3</sup> work-related injuries, non-employees		3	2	0

<sup>2</sup>In 2023, we did not deploy our annual pulse survey as we were making improvements to align with our new core values. Our new employee engagement survey was distributed in January 2024.

<sup>3</sup>Recordable injury or illness as defined by The Occupational Safety and Health Administration (OSHA).

Our People

DISCLOSURE	UNITS	2021	2022	2023
<b>Total Hours Worked<sup>1</sup></b>				
Hours worked	Number	NR	74,084,225	62,046,000
<b>Rate Calculations<sup>2</sup></b>				
Lost time incident rate (LTIR) (number of lost time injuries in the reporting period x 200,000) / total hours worked in the reporting period	Rate	NR	0.31 <sup>2</sup>	0.47
Lost time incident severity rate (number of days lost due to injuries x 1,000) / total hours worked		NR	0.009	0.015
Total recordable incident rate (TRIR), employees (number of incidents x 200,000) / total number of hours worked in the reporting period		NR	0.108	0.170
Total recordable incident rate (TRIR), non-employees (number of incidents x 200,000) / total number of hours worked in the reporting period		NR	0.005	NR

<sup>1</sup>Total hours worked by all regular employees (full-time, part-time).

<sup>2</sup>Our 2022 LTIR was recalculated to align with the formula used by EcoVadis.

DISCLOSURE	UNITS	2021	2022	2023
<b>Policies, Statements and Commitments</b>				
<a href="#">Environmental Health and Safety Policy</a>	Yes/No	Yes	Yes	Yes
Equal Employment Opportunity		Yes	Yes	Yes
<a href="#">Human Rights Policy</a>		Yes	Yes	Yes
<a href="#">RBA Full Member</a>		Yes	Yes	Yes
<a href="#">Responsible Minerals Sourcing Policy</a>		Yes	Yes	Yes
<a href="#">Slavery and Human Trafficking Policy Statement</a>		Yes	Yes	Yes
<a href="#">Social Responsibility Statement</a>		Yes	Yes	Yes
<a href="#">UN Global Compact Signatory</a>	Yes	Yes	Yes	

Our Planet

DECARBONIZATION PROGRESS		UNIT	ANNUAL EMISSIONS WITHIN SBT BOUNDARY CONDITIONS	
			BASELINE EMISSIONS <sup>1</sup> 2022	2023
<b>Emissions</b>				
Scope 1	Metric Tons Carbon Dioxide Equivalent (MTCO <sub>2</sub> e)	1,014,836	828,620	
Scope 2		713,547	713,968	
Scope 3		2,150,040	1,569,430	

<sup>1</sup>In line with GHG Protocol, our 2022 baseline emissions have been recalculated from last year's disclosure to include emissions from the acquisition of EFK and Scope 1 and 2 has been adjusted to only include manufacturing sites.

DISCLOSURE	UNITS	2021	2022	2023
<b>Enterprise-wide Emission Inventories by Year<sup>1</sup></b>				
Scope 1	MTCO <sub>2</sub> e	2,485,870	841,104 <sup>2,3</sup>	828,620 <sup>4</sup>
Scope 2		782,790	741,934 <sup>3</sup>	727,464
Scope 3		617 <sup>5</sup>	2,098,541 <sup>6</sup>	1,573,417 <sup>7</sup>
<b>Energy</b>				
Total Consumption (Fuels and Electricity)	Megawatt-Hours (MWh)	1,781,685	1,752,282	2,208,573
<b>Emissions and Energy Intensity</b>				
Revenue	Dollars (millions)	6,740	8,326	8,253
Scope 1 Emissions Intensity	MTCO <sub>2</sub> e per \$ Million	369	101	100
Scope 2 Emissions Intensity		116	89	88
Energy Intensity	MWh per \$ Million Revenue USD	264	210	268
<b>Water</b>				
Withdrawal	Megaliters	13,599	13,692	15,652
Recycled		5,779	5,776	6,507
Withdrawal from High or Extremely High Stress Regions <sup>8</sup>	Percentage	10	4	16

DISCLOSURE	UNITS	2021	2022	2023
Manufacturing sites in Low Stressed Regions	Number	8	7	3
Manufacturing sites in Low-Medium Stressed Regions		7	7	7
Manufacturing sites in Medium-High Stressed Regions		2	4	2
Manufacturing sites in High Stressed Regions		3	2	5
Manufacturing sites in Extremely High Stressed Regions		1	0	2
<b>Waste</b>				
Hazardous Waste Generated	Metric Tons	9,842	8,974	9,992
Hazardous Waste Diverted from Disposal	Percentage	42	40	37
Non-Hazardous Waste Generated	Metric Tons	17,325	16,923	20,680
Non-Hazardous Waste Diverted from Disposal	Percentage	83	86	87

<sup>1</sup>Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition. Reported annual emission inventories represent those from both manufacturing and non-manufacturing sites, except for Scope 1 emissions which represent only manufacturing sites. The lack of Scope 1 non-manufacturing emissions in the inventory is not anticipated to have a material impact on the overall data.

<sup>2</sup>Starting in 2022, Scope 1 emissions are calculated based on discharged emissions, in line with the **IPCC Tier 2c guidance**. Per this guidance, we have claimed destruction of certain GHGs within our manufacturing process, which has contributed to the large change in reported Scope 1 emissions as of 2022, compared to 2021.

<sup>3</sup>Scope 1 and 2 annual emission inventory for 2022 includes divested sites up to the date of divestiture. A portion of emission reductions observed in 2022, compared to 2021, is due to 2022 site divestitures.

<sup>4</sup>Decrease of Scope 1 emissions in 2023, compared to 2022, is generally due to optimized and reduced fuel/process gas usage at our manufacturing sites and fuel/process gas reductions due to manufacturing site divestitures in 2022.

<sup>5</sup>2021 disclosure only represents Scope 3 Category 6 – Business Travel data.

<sup>6</sup>This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.

<sup>7</sup>Emission reductions in 2023, compared to 2022, were generally due to more supply chain primary data of emissions (and less reliance on modeled estimates) for Category 1 and efficient consolidation/reduction of shipments for Category 4.

<sup>8</sup>Per the World Resource Institute Aqueduct Water Risk Atlas, sites identified in high or extremely high stressed regions vary year-over-year.

Our Planet

DISCLOSURE	UNITS	2021	2022	2023
<b>Policies, Statements and Commitments</b>				
<b>Climate Change Policy</b>	Yes/No	Yes	Yes	Yes
<b>Environmental Health and Safety Policy</b>		Yes	Yes	Yes
<b>Rare Earth Elements Use Statement</b>		Yes	Yes	Yes
<b>Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) Statement</b>		Yes	Yes	Yes
<b>Restriction of Hazardous Substances (RoHS) Statement</b>		Yes	Yes	Yes
<b>Social Responsibility Statement</b>		Yes	Yes	Yes

Sustainability Accounting Standards Board (SASB) Framework Tables Continue on pg. 91

### Sustainability Accounting Standards Board (SASB) Framework

Reporting Period: January 1 – December 31, 2023

CODE	METRIC	ONSEMI DISCLOSURE
<b>Greenhouse Gas Emissions</b>		
TC-SC-110a.1	(1) Gross global Scope 1 emissions, (2) amount of total emissions from perfluorinated compounds	(1) 828,620 MTCO <sub>2</sub> e (2) 714,485 MTCO <sub>2</sub> e See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg 16.
<b>Energy Management in Manufacturing</b>		
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 7,950,863 GJ (2) 100% (3) 0% See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.

CODE	METRIC	ONSEMI DISCLOSURE
<b>Water Management</b>		
TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 15,652 thousand m <sup>3</sup> (2) <b>onsemi</b> is developing better strategies for tracking water discharge and, consequently, water consumption across its operational footprint. We aim to have better metrics in the years to come. In 2023, <b>onsemi</b> withdrew 2,570 thousand m <sup>3</sup> of water from areas with high or extremely high water stress. About 16% of our water withdrawal is from regions with high or extremely high water stress.  High water-stressed regions: Suzhou, China; Dong Nai, Vietnam; Binh Duong, Vietnam; Carmona, Philippines and Nampa, Idaho, U.S. Extremely high water-stressed regions: Cebu, Philippines and Tarlac, Philippines  See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
<b>Waste Management</b>		
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	(1) 9,992 metric tons (2) 10% recycled See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.



## Sustainability Accounting Standards Board (SASB) Framework

CODE	METRIC	ONSEMI DISCLOSURE
<b>Workforce Health &amp; Safety</b>		
TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2023, <b>onsemi</b> did not incur monetary losses as a result of legal proceedings associated with employee health and safety violations.
<b>Recruiting and Managing a Global and Skilled Workforce</b>		
TC-SC-330a.1	Percentage of employees that require a work visa	5% of U.S. employees; 2% of EMEA employees
<b>Product Lifecycle Management</b>		
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Approximately 28% of the products sold by <b>onsemi</b> in 2023 contained IEC 62474 declarable substances, representing 32% of revenue.  <a href="#">RoHS Statement</a> <a href="#">Compliance with REACH</a> <a href="#">Product Chemical Content Brochure</a> <a href="#">Materials Composition Program</a>
TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not applicable for <b>onsemi</b> operations

CODE	METRIC	ONSEMI DISCLOSURE
<b>Materials Sourcing</b>		
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	<b>onsemi</b> discloses management's approach to our responsible minerals sourcing. We are aware of the potential supply shortage of rare earth elements and their use in the production of electronic products.  <b>onsemi</b> has identified that less than 1% of our products are using rare earth elements for its backend material. We are aware that our supply chain has enough existing supply to support the manufacture of the affected products. Through our Enterprise Risk Management (ERM) framework, tools and processes, we identify the loss of critical supplies as a risk that is managed, mitigated and tracked within the supply chain planning, sourcing and procurement groups and reported on a quarterly basis.  <a href="#">SEC Form SD Conflict Minerals Report</a> <a href="#">Rare Earth Minerals Statement</a> <a href="#">Responsible Minerals Sourcing Policy</a>  See the <a href="#">Supply Chain</a> section of our 2023 Sustainability Report, pg. 72.
<b>Intellectual Property Protection and Competitive Behavior</b>		
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In FY23, <b>onsemi</b> did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.  See the Legal Matters section in our <a href="#">2023 SEC Form 10-K</a> , pg. 91.

**Task Force on Climate-related Financial Disclosures (TCFD) Framework**

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities.		
(a) Describe the board's oversight of climate-related risks and opportunities.	CDP Climate Change, C1.1, C1.1a, C1.1b	<p>As stated in its charter, the Governance and Sustainability (GS) Committee of the Board of Directors is tasked with formal responsibility and oversight of matters related to environmental, health and safety (EHS), environmental, social and governance (ESG) and sustainability issues at <b>onsemi</b>. The committee also oversees ESG, climate-related and sustainability-related initiatives regarding related strategy, risk management, opportunities, major capital expenditure and investments.</p> <p>The GS Committee holds at least four regular meetings per year and is composed of three or more independent members of the Board. Additionally, the entire Board reviews progress against climate and sustainability-related goals and targets, including progress towards <b>onsemi's</b> goal to achieve net zero emissions by 2040 (Net Zero 2040) across Scopes 1, 2 and 3 and other metrics like energy usage, waste generation and water withdrawal. Progress of the company's sustainability projects is communicated by the Chief Marketing Officer on a quarterly basis for review by the Board.</p>

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<b>Governance</b>		
(b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Climate Change, Questions C1.2, C1.3, C1.3a	<p>At <b>onsemi</b>, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We believe that the responsibility of operationalizing mitigation and adaptation strategies in response to climate-related risks and opportunities must be integrated at every level of the company, ensuring the success of our risk management program and giving us the ability to act nimbly at all levels when needed.</p> <p>Our ERM program is overseen by a Risk Committee comprising the CEO, CLO, CFO, CSO and EVP of Operations &amp; Manufacturing. The Risk Committee is responsible for the identification, management and mitigation of risks faced by <b>onsemi</b>. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for individual risks and work with risk owners who manage the risk on a day-to-day basis. ERM findings are communicated to the Risk Committee monthly to ensure that this information is communicated to executive staff and our Board of Directors.</p> <p>Climate-related risks and opportunities impact business units (BUs) and functional departments across the organization in unique and nuanced ways. BU and department leaders are responsible for understanding, monitoring and acting as the risk and opportunity landscape changes, ensuring they have the information, capacity and resources needed to respond quickly and effectively to trigger events. Groups engaged in climate-related risk and opportunity assessment include our three BUs, finance, legal, manufacturing, business continuity, new product development, supply chain, ESG, human resources and customer experience.</p>

**Task Force on Climate-related Financial Disclosures (TCFD) Framework**

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<b>Strategy</b>		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.		
(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Climate Change, Questions C2.3, C2.3a, C2.4, C2.4a	<p>At <b>onsemi</b>, we have identified potential climate-related risks and opportunities that could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operation and value chain, including our financials, supply chain, workforce, company disclosure and reputation. Climate-related opportunities identified include transitional and physical opportunities related to increased demand of <b>onsemi</b> products and an increase in tangible and intangible asset values. Our identified climate-related risks and opportunities can impact <b>onsemi</b> over the near, medium and long term depending on the risk or opportunity development and maturity.</p> <p>For a full list of <b>onsemi's</b> climate-related risks and opportunities, see the Risk and Opportunity Disclosure tables below.</p>
(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Climate Change, Questions C3.1, C3.3, C3.4	<p>Identified climate-related risks and opportunities may pose potential impacts to our business across different impact categories such as finance, supply chain, customer demand and direct operations. These impacts can be general and applicable across our business and value chain, or they can be location-based, requiring specific plans and actions localized to the region or country where the risk or opportunity is realized.</p> <p>Realized potential impacts of the identified climate-related risks and opportunities are to be integrated into strategic decision-making across <b>onsemi</b> in business continuity planning, capital expenditure planning and new product development.</p>

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario.	CDP Climate Change, Questions C3.2, C3.2b	<p>Using three plausible, distinctive, consistent, relevant and challenging climate scenarios, <b>onsemi</b> executive leadership, various functional owners and the ESG team participated in a climate scenario analysis to inform a climate adaptation and resilience plan for implementation at the company. Scenarios used assume various degrees of warming by 2100 and include social, technological, economic and political developments considered plausible under each warming trajectory.</p> <p>The three scenarios used to inform the development of a climate action plan for <b>onsemi</b> include:</p> <ol style="list-style-type: none"> <li>1. Failure to Decarbonize: runaway climate change resulting in warming above 3°C by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change.</li> <li>2. Orderly Decarbonization: orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement, development and adoption of sustainable technology and global policies for decarbonization, including carbon pricing.</li> <li>3. Disorderly Decarbonization: disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change.</li> </ol> <p>Through this exercise, relevant climate-related risks and opportunities were identified and socialized for inclusion in our overall business strategy. We're exploring the development of internal controls and procedures, adaptation and mitigation plans, identification of trigger events to inform future action and no-regret actions to be taken in response to the outcomes of our climate scenario analysis.</p>

**Task Force on Climate-related Financial Disclosures (TCFD) Framework**

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<b>Risk Management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.		
(a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Climate Change, Questions C1.2, C2.1, C2.1a, C2.1b, C2.2, C2.2a	<b>onsemi</b> uses scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the presumed operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose an impact to our business and strategy. These scenarios are not intended to predict the future, but instead help us understand our potential risk exposure and build resilience through activities to enhance our preparedness.
(b) Describe the organization's processes for managing climate-related risks.	CDP Climate Change, Questions C2.2, C2.2a, C2.3, C2.3a	Through our scenario analysis, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. We're exploring the development of internal controls and procedures, adaptation and mitigation plans, identification of trigger events to inform future action and no-regret actions to be taken in response to the outcomes of our climate scenario analysis. Owners will be assigned to monitor and manage relevant climate-related risks to ensure actions are being taken when appropriate to ensure the resilience of business operations and strategies.
(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Change, Questions C2.2, C2.2a	The process of identifying, assessing and managing corporate risks falls within ERM. Our climate-related risks identified through scenario analysis have been mapped to relevant risk definitions within our current risk registrar for ease of integration into our ERM framework. Risk owners have been identified and assigned to ensure continuous management of identified climate-related risks.

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<b>Metrics and Targets</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Climate Change, Sections C5, C6, C7, C8	Our scenario analysis detailed important metrics to help us assess and monitor climate-related risks and opportunities in line with our strategy and risk management process. Monitored metrics include: <ul style="list-style-type: none"> <li>• Product energy, water and emissions intensity</li> <li>• R&amp;D expenditures for low-carbon products</li> <li>• Percentage of expenditure on energy efficiency</li> <li>• Total energy consumption included percentage from renewables</li> <li>• Total greenhouse gas emissions</li> <li>• Investment in climate adaptation measures</li> <li>• R&amp;D expenditure on products that support customer decarbonization</li> </ul>
(b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	CDP Climate Change, Sections C5, C6, C7, C8	In Fiscal Year (FY) 2023, our GHG emissions were as follows: Scope 1 – 828,620 MTCO <sub>2</sub> e Scope 2 – 727,464 MTCO <sub>2</sub> e Scope 3 – 1,573,417 MTCO <sub>2</sub> e For a breakdown of Scope 3 by category, see the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.  As regions and nations develop regulations aimed at accelerating local or global decarbonization efforts, <b>onsemi</b> may encounter risks associated with our GHG emissions including carbon prices and carbon border adjustments. These can result in increased operational expenditures if we continue to emit GHG emissions through our business operation activities.

**Task Force on Climate-related Financial Disclosures (TCFD) Framework**

TCFD RECOMMENDED DISCLOSURE	LOCATION OF DISCLOSURE	BRIEF DESCRIPTION
<p>(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>CDP Climate Change, Questions C4.1, C4.1b, C4.2, C4.2b, C4.3, C4.3a, C4.3b, C4.3c</p> <p><b>onsemi</b> blog, <a href="#">2040 Emissions Goal for onsemi</a></p>	<p>We have a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scopes 1, 2 and 3, along with using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040. This goal will guide how we operate our business over the coming years and is essential to ensuring we operate in a socially thoughtful and environmentally responsible manner.</p> <p>We are working to create a climate transition plan to meet Net Zero 2040. We're exploring the use of available levers for reducing emissions across Scopes 1 and 2 internally at our facilities, along with pathways for engaging suppliers and other reduction strategies in the value chain for Scope 3 emissions reductions outside <b>onsemi's</b> direct control. We're determining the appropriate milestone tasks, metrics and key performance indicators to use for our climate transition plan, allowing us to track our progress over time.</p> <p>By identifying and monitoring our climate-related risks and opportunities, we can work to set further targets used to build resilience and reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.</p>

Risk and Opportunity Disclosures Tables Continue on pg. 97

Risk and Opportunity Disclosures

Transition risks

Transition risks were most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

RISK	VALUE CHAIN	FINANCIAL IMPACT	TIMEFRAME OF IMPACT	ONSEMI RESPONSE
<b>Risk Management</b>				
Introduction of national carbon pricing schemes and/or carbon border adjustment mechanisms	Own operations	Increased expenditure associated with manufacturing and corporate activity. Potential reduction in product margins. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	<p><b>onsemi's</b> approach to enhancing the resilience of its own operations to transition risks includes:</p> <ul style="list-style-type: none"> <li>• <b>Achieving net zero emissions:</b> through energy efficiency projects, renewable energy procurement and reducing greenhouse gas emissions from process gases through process swaps, gas swaps and abatement technology.</li> <li>• <b>Integration with strategic planning and risk management:</b> such as exploration of incorporating an internal carbon price in capital expenditure planning.</li> <li>• <b>Enhancing disclosure:</b> through ongoing alignment with global climate-related reporting frameworks and comprehensive data/information controls.</li> </ul>
Regulatory limits on carbon-related processes	Own operations	Reduced revenue from the reduction in production capacity. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
Varied availability of renewable energy in locations where <b>onsemi</b> operates	Own operations	Increased expenditure associated with sourcing renewable energy (in order to meet regulation and/or strategic objectives).	Some impact at present, the impact increases into the medium term (before 2030), mostly in the Failure to Decarbonize scenario.	
Increased sustainability reporting and assurance requirements	Own operations	Increased expenditure on staff and data/information systems and controls	Impact is present today and increases in the medium term (before 2030) under some scenarios.	

RISK	VALUE CHAIN	FINANCIAL IMPACT	TIMEFRAME OF IMPACT	ONSEMI RESPONSE
Carbon pricing schemes and/or carbon border adjustment mechanisms applied to <b>onsemi</b> suppliers and their emissions	Supply chain	Increased expenditure for raw materials, products and services, as suppliers pass costs on to <b>onsemi</b> . Potential reduction in product margins.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	<p><b>onsemi's</b> approach to enhancing the resilience of its supply chain to transition risks includes:</p> <ul style="list-style-type: none"> <li>• <b>Understanding emissions:</b> developing a baseline of supplier emissions through our Scope 3 emissions inventory.</li> <li>• <b>Supplier engagement:</b> we are exploring ways to incorporate public reporting of GHG emissions by our suppliers and other ESG matters into our supplier scorecard, which is used to track and encourage enhancement of supplier performance.</li> </ul>
Limitations on access or availability to raw materials such as rare earth minerals due to increasing regulations	Supply chain	Reduced revenue if raw materials cannot be supplied to meet demand, and increased expenditure associated with sourcing alternate suppliers and materials.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
Pressure to demonstrate deforestation-free supply chain	Supply chain	Increased expenditure associated with investigating deforestation in <b>onsemi's</b> supply chain, and potentially switching suppliers.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	

**Physical risks**

Physical risks were most prevalent under the Failure to Decarbonize scenario.

RISK	VALUE CHAIN	FINANCIAL IMPACT	TIMEFRAME OF IMPACT	ONSEMI RESPONSE
Production disruption from extreme weather (including indirect impacts such as government-imposed power restrictions and/or impacts to surrounding infrastructure)	Own operations	Reduced revenue from lost production and increased expenditure associated with restarting production.	Impact already occurs in some locations, frequency and severity of impact increases in the medium term under all scenarios.	<p><b>onsemi's</b> approach to enhancing the resilience of its own operations to physical risks includes:</p> <ul style="list-style-type: none"> <li>• <b>Enhanced business continuity planning:</b> we are exploring incorporating future scenarios into existing business continuity planning, prioritizing sites at higher risk of climate-related impact.</li> <li>• <b>Infrastructure planning:</b> exploring the consideration of climate scenarios when planning for facility and/or equipment upgrades or acquisitions.</li> <li>• <b>Accelerated resource efficiency:</b> adopting energy conservation and efficiency measures and increasing water recycling practices, reducing the number of resources needed to operate effectively.</li> </ul>
Damage to <b>onsemi</b> facilities	Own operations	Increased expenditure to repair facilities and increased insurance costs.	Impact already occurs in some locations, frequency and severity of impact increases in the medium term under all scenarios.	
Limits to energy and water availability in specific locations at specific times of year	Own operations	Reduced revenue from lost production. Increased expenditure is associated with higher energy and water costs.	Impact already occurs in some locations, frequency and severity of impact increases in the medium term under all scenarios.	
Extreme weather impacts employee health, safety and productivity	Own operations	Increased expenditure and liability risk. Potential reduced revenue associated with lost production from absenteeism.	Impact already occurs in some locations, frequency and severity of impact increases in the medium term under all scenarios.	

RISK	VALUE CHAIN	FINANCIAL IMPACT	TIMEFRAME OF IMPACT	ONSEMI RESPONSE
Extreme weather impacts <b>onsemi</b> supplier locations and/or supply chain logistics	Supply chain	Reduced revenue from lost production.	Impact already occurs in some locations, frequency and severity of impact increases in the medium term under all scenarios.	<p><b>onsemi's</b> approach to enhancing the resilience of its supply chain to physical risks includes:</p> <ul style="list-style-type: none"> <li>• <b>Existing suppliers:</b> Exploring incorporation of future scenarios into supplier engagement, including audit specifications.</li> <li>• <b>Prospective suppliers:</b> Exploring incorporation of future scenarios into business continuity requirements.</li> </ul>

**Climate-related opportunities**

Climate-related opportunities are most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

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OPPORTUNITY	VALUE CHAIN	FINANCIAL IMPACT	TIMEFRAME OF IMPACT	ONSEMI RESPONSE
onsemi products supporting electrification of transport, infrastructure and wider renewable energy	Customer/ market demand	Increased revenue associated with increased market demand for electrification technologies.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	<p>onsemi's approach to capitalizing on climate-related opportunities includes:</p> <ul style="list-style-type: none"> <li>• <b>Sustainable product ecosystem: onsemi's</b> strategy targets the use of our products in decarbonization and efficiency applications such as electric vehicles, factory automation and renewable energy infrastructure</li> <li>• <b>Integration into strategic planning: onsemi</b> incorporates climate-related opportunities, including market developments in decarbonization technology, in its processes for new product development, expansion of manufacturing capacity and other strategic planning processes.</li> </ul>
onsemi products supporting solutions for energy, water and other resource efficiency	Customer/ market demand	Increased revenue associated with increased market demand for technology solutions that increase resource efficiency.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	
onsemi products supporting technology for avoided emissions and carbon removals	Customer/ market demand	Increased revenue associated with increased market demand for avoided emissions and carbon removal technology.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	



## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 2: General Disclosures 2023</b>		
<b>1. The organization and its reporting practices</b>		
2-1	Organizational Details	
	(a) Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the <b>onsemi</b> name and brand.
	(b) Nature of ownership and legal form	<b>onsemi</b> is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	(c) Location of headquarters	<b>onsemi</b> headquarters are located at 5701 North Pima Road, Scottsdale, Arizona 85250.
	(d) Countries of operation	See our <a href="#">global locations</a> on our website.
2-2	Entities included in the organization's sustainability reporting	Sustainability reporting includes information about <b>onsemi</b> worldwide subsidiaries and joint ventures for which we have management control. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3	Reporting period, frequency and contact point	Our sustainability reporting is completed on an annual basis. This report covers January 1 through December 31, 2023. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 26, 2024. For questions about this report, please contact the <b>onsemi</b> ESG team at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a>
2-4	Restatements of information	Restatements of 2022 baseline year emissions inventory have been made in this report as a result of the EFK acquisition, which was completed on December 31, 2022. The 2022 baseline year includes emissions from EFK as well as other associated minor adjustments, and have included the results herein. Please see the <a href="#">Baseline Emissions</a> section of our 2023 Sustainability Report, pg. 17.
		Restatement of 2022 enterprise-wide Scope 3 inventory has been made in this report as a result of a unit conversion reporting error that was limited to Category 12 only. This adjustment did not have a material impact on the overall results. Please see the <a href="#">Scope 3 Emissions</a> section of our 2023 Sustainability Report, pg. 17.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-5	External assurance	The emissions information contained in the 2023 Sustainability Report has been assured by APEX in accordance with AA 1000 assurance standard. Our external assurance statement can be found in the Appendix of our 2023 Sustainability Report. Scope 1, Scope 2 and Scope 3 greenhouse gas emissions have been externally assured for the 2023 fiscal year (January 1 – December 31, 2023).
<b>2. Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	
	(a) Sector	Semiconductor
	(b) Value chain	See the Revenue-Generating Activities section of our <a href="#">2023 SEC Form 10-K</a> , pg. 6-10.
	(c) Relevant business relationships	See the Acquisitions and Divestitures during 2021 and 2022 section of our <a href="#">2023 SEC Form 10-K</a> , pg. 5-6.
	(d) Significant Changes	See the Acquisitions and Divestitures during 2021 and 2022 section of our <a href="#">2023 SEC Form 10-K</a> , pg. 5-6.
2-7	Employees	See the <a href="#">Our Employees</a> section of our 2023 Sustainability Report, pg. 41.
2-8	Workers who are not Employees	Total number of workers who are not employees: 604.  Majority of contract workers are working in factories as operators (people processing and moving product) or technicians (people working on the processing equipment). Temporary workers are used to support short-term increases in production output.
<b>3. Governance</b>		
2-9	Governance structure and composition	See Overview of our Corporate Governance Practice and Committees of the Board in our <a href="#">2024 Proxy Statement</a> , pg. 12-13, 16-19.
2-10	Nomination and selection of the highest governance body	See the <a href="#">Charter of the Governance and Sustainability Committee</a> and <a href="#">2024 Proxy Statement</a> , pg. 14-15.

**Global Reporting Initiative (GRI) Index**

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See Overview of our Corporate Governance Practice in our <a href="#">2024 Proxy Statement</a> , pg. 12.
2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Amended and Restated ON Semiconductor Corporation Corporate Governance Principles</a> .
2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors effectively views each of its committees as key in managing the company's impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee's allotted areas of expertise.</p> <p>While management is responsible for the day-to-day management of our risk, the Board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2023 fiscal year, the Board and its committees regularly discussed, among other things, the ongoing interest rates, inflationary pressures, supply chain issues, cybersecurity, geopolitical risk and macroeconomic uncertainty across the globe. While the board has primary responsibility for risk oversight, each of its committees supports this effort by regularly addressing risks in their respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full board to the extent appropriate. This combination of direct board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the Board of risks we face.</p>

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
		Today, the CEO works directly with the ESG department team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO, and other members of management report on the Company's impacts on the economy, environment and people to the Board at its meetings and in between meetings, as needed.
2-14	Role of the highest governance body in sustainability reporting	<p>The company's internal ESG team oversees drafting and publishing the company's annual Sustainability Report; however, the team receives input, guidance and, ultimately, approval, from members of the Board before publishing the Report and its data. This naturally flows from the Board's role in overseeing climate, sustainability and other ESG-related initiatives. Particularly as climate change continues to impact the company's operations and, in turn, factor into its strategy moving forward, the Board of Directors has taken a heightened interest in the company's emissions mitigation strategies and sustainability reporting.</p> <p>See the <a href="#">Corporate Governance</a> section of our 2023 Sustainability Report, pg. 63.</p>

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-15	Conflicts of interest	<p>We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-board membership, the existence of controlling shareholders, and related parties and their relationships and transactions with related parties.</p> <p>Since January 1, 2023, there have been no related party transactions that are required to be reported as such under SEC rules.</p> <p>See the <a href="#">Charter of the Audit Committee</a> and Related Party Transactions in our <a href="#">2024 Proxy Statement</a>, pg. 15.</p>
2-16	Communication of critical concerns	<p>Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our <a href="#">Code of Business Conduct</a>.</p>
2-17	Collective knowledge of the highest governance body	<p>The Governance and Sustainability Committee of the board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.</p>

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-18	Evaluation of the performance of this highest governance body	See the <a href="#">Corporate Governance</a> section of our 2023 Sustainability Report, pg. 63.
2-19	Remuneration policies	See 2024 Compensation of Directors and Compensation Discussion and Analysis in our <a href="#">2024 Proxy Statement</a> , pg. 24-25, 27-43.
2-20	Process to determine remuneration	See Process and Procedures for Considering and Determining Executive Compensation section in our <a href="#">2024 Proxy Statement</a> , pg. 40-43.
2-21	Annual total compensation ratio	
	(a) Annual total compensation ratio	1,268:1 for all employees 141:1 for U.S.-based non-manufacturing employees See our <a href="#">2024 Proxy Statement</a> , pg. 50.
	(b) Change in the annual total compensation ratio	23.23%
<b>4. Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	See the <a href="#">United Nations Sustainable Development Goals</a> section of our 2023 Sustainability Report, pg. 80.
2-23	Policy commitments	See our <a href="#">Code of Business Conduct</a> and our <a href="#">Human Rights Policy</a> . More information can be found in the <a href="#">Ethics and Compliance</a> and <a href="#">Fair Treatment</a> sections of our 2023 Sustainability Report, pg. 68 and 70.
2-24	Embedding policy commitments	See the Responsibility and Accountability and Additional Responsibilities of Managers and Supervisors sections of our <a href="#">Code of Business Conduct</a> , pg. 3-4.
2-25	Processes to remediate negative impacts	See <a href="#">Ethics and Compliance</a> webpage on our external website.
2-26	Mechanisms for seeking advice and raising concerns	See the <a href="#">Ethics and Compliance</a> section of our 2023 Sustainability Report, pg. 68. Visit the <a href="#">onsemi helpline</a> for more information.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-27	Compliance with laws and regulations	To the best of our knowledge, we are compliant with all laws and regulations. We did not receive any fines or penalties in 2023.
2-28	Membership associations	See the <a href="#">Public Policy</a> section of our 2023 Sustainability Report, pg. 76.
<b>5. Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2023 Sustainability Report, pg. 11.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 19.8%
<b>GRI 3: Disclosures on Material Topics</b>		
3-1	Process to determine material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2023 Sustainability Report, pg. 11.
3-2	List of material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2023 Sustainability Report, pg. 11.
3-3	Management of material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2023 Sustainability Report, pg. 11.
<b>GRI 201: Economic performance</b>		
201-1	Direct economic value generated and distributed	See our <a href="#">2023 SEC Form 10-K</a> : Profit and Loss, pg. 58 Results of Operations, pg. 33-36 Revenue and Segment Information, pg. 67-70 Supplemental Disclosures, pg. 99.
201-2	Financial implications and other risks and opportunities	See the <a href="#">Climate Scenario Analysis and Risk Disclosure</a> section of our 2023 Sustainability Report, pg. 67.
201-3	Defined benefit plan obligations and other retirement plans	To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for <a href="#">regional benefits summaries</a> and <a href="#">2023 SEC Form 10-K</a> , pg. 66, 84-86.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
201-4	Financial assistance received from government	See our <a href="#">2023 SEC Form 10-K</a> : U.S. federal R&D credit, pg. 96, NOL and tax credit carryforwards, pg. 97.
<b>GRI 202: Market presence</b>		
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. Minimum wage in all listed regions is gender neutral. <b>onsemi</b> complies with all applicable local laws regarding minimum wage standards. “Other workers,” in the context of this section, pertains to employees of our suppliers or onsite service providers (e.g., janitorial staff, cafeteria workers, security, etc.). We conduct risk assessments and/or onsite verification of suppliers and onsite service providers to ensure that RBA standards and legal requirements are met, including those related to minimum wage. <b>onsemi</b> cannot provide a ratio for other workers, as that information is unavailable.
202-2	Proportion of senior management hired from the local community	See the <a href="#">Our Employees</a> section of the 2023 Sustainability Report, pg. 41.
<b>GRI 203: Indirect economic impacts</b>		
203-1	Infrastructure investments and services supported	See the Purchase Obligations section of our <a href="#">2023 SEC Form 10-K</a> , pg. 88-89.
203-2	Significant indirect economic impacts	See the Purchase Obligations section of our <a href="#">2023 SEC Form 10-K</a> , pg. 88-89.

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GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 204: Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	See the <a href="#">Supply Chain</a> section of our 2023 Sustainability Report, pg. 72.
<b>GRI 205: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	<p>All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.</p> <p>In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.</p> <p>Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.</p>
205-2	Communication and training about anti-corruption policies and procedures	
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All ten (10) board members (100%) received materials communicating the company's anti-corruption policy by their annual review of the company Code of Business Conduct training, which includes the topic of anti-corruption, in 2023.
	(b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	<b>onsemi's</b> anti-corruption policy has been communicated to all approximately 32,000 employees (100%) through their annual review of the company Code of Business Conduct training. In addition, a targeted anti-bribery and anti-corruption course was communicated to approximately 2,800 (9%) employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
	(c) Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Select suppliers, customers and other business partners receive notice of our anti-corruption policy through anti-corruption due diligence questionnaires, surveys, the <b>onsemi</b> social compliance commitment guide and various other engagement activities.
	(d) Total number and percentage of governance body members that have received training on anti-corruption	All ten (10) board members (100%) completed our Code of Business Conduct annual training, which includes a module on anti-corruption, in 2023.
	(e) Total number and percentage of employees that have received training on anti-corruption	<p>Approximately 32,000 employees have received the annual Code of Business Conduct training which included a module on anti-corruption.</p> <p>Our completion rate for this training in 2023 was 97%. In addition, a targeted anti-corruption training course was communicated to approximately 2,800 employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management. Of the selected employees required to take this targeted training course in 2023, our completion rate was 98%.</p>

## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
205-3	Confirmed incidents of corruption and actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
<b>GRI 206: Anti-competitive behavior</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2023, there were no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation.
<b>GRI 207: Tax</b>		
207-1	Approach to tax	See <a href="#">2024 Global Tax Strategy</a> , sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See <a href="#">2024 Global Tax Strategy</a> , sections 2.3, 2.3.1 and 3.1. See Opinions on the Financial Statements and Internal Control over Financial Reporting in our <a href="#">2023 SEC Form 10-K</a> , pg. 55.
207-3	Stakeholder engagement and management of concerns related to tax.	See <a href="#">2024 Global Tax Strategy</a> , sections 2.3.3 and 3.1. For details regarding our approach to public policy advocacy on tax, see GRI 415-1. In addition, we also collect information from external stakeholders through our investor relations group at <a href="mailto:investor@onsemi.com">investor@onsemi.com</a> and through our ESG group at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a> .
207-4	Country by country reporting	We do not publicly disclose this information.
<b>GRI 301: Materials</b>		
301-1	Materials used by weight or volume	We do not track or estimate the raw materials used in key manufacturing locations.
301-2	Recycled input materials used	<b>onsemi</b> does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
302-2	Energy consumption outside the organization	<b>onsemi</b> does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In 2023, we had an energy intensity of 268 MWh per million USD revenue.
302-4	Reduction of energy consumptions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
302-5	Reductions in energy requirements of products and services	Our products offer significant energy savings to our customers. See the <a href="#">Product Stewardship</a> section of our 2023 Sustainability Report, pg. 21.
<b>GRI 303: Water and Effluents</b>		
303-1	Interaction with water as a shared resource	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
303-4	Water discharge	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
303-5	Water consumption	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
<b>GRI 304: Biodiversity</b>		
304-1	Operated sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<b>onsemi</b> does not have any operational site owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impact of activities, products and services on biodiversity	None; <b>onsemi</b> sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.

## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
304-3	Habitats protected or restored	<b>onsemi</b> has not participated in habitat protection or restoration. This practice may become part of our carbon offsetting activities in the future, but at this time we have nothing to report.
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
305-2	Energy indirect (Scope 2) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
305-3	Other indirect (Scope 3) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
305-4	GHG emissions intensity	Our GHG emissions intensity is based on revenue and includes our Scope 1 and 2 emissions. We emit 189 MTCO <sub>2</sub> e per million USD revenue.
305-5	Reduction of GHG emissions	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
305-6	Emissions of ozone-depleting substances	<b>onsemi</b> does not emit ozone-depleting substances.
305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
306-2	Management of significant waste-related impacts	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
306-3	Waste generated	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
306-4	Waste diverted from disposal	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
306-5	Waste directed to disposal	See the <a href="#">Water and Waste Management</a> section of our 2023 Sustainability Report, pg. 31.
<b>GRI 308: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our <a href="#">Social Responsibility Statement</a> through the <a href="#">Supplier Handbook</a> . Furthermore, our top expenditure suppliers must sign our Social Compliance Statement of Conformance and complete a risk assessment with environmental criteria on a biennial basis.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for 2023.
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnovers	See the <a href="#">Our Employees</a> section of our 2023 Sustainability Report, pg. 41.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least of 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for <a href="#">regional benefits summaries</a> and our <a href="#">2023 SEC Form 10-K</a> .
401-3	Parental leave	See our website for <a href="#">regional benefits summaries</a> and our <a href="#">2023 SEC Form 10-K</a> .

**Global Reporting Initiative (GRI) Index**

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 402: Labor/Management relations</b>		
402-1	Minimum notice period regarding operational changes	As applicable, we provide advance notice or change the contract mid-term by mutual consent in accordance with collective bargaining agreements and local requirements in the different countries where we operate.  Belgium: as per legal provisions Czech Republic: as per legal provisions China: yes (manufacturing only) Japan: yes South Korea: n/a U.S.: yes Vietnam: no Taiwan: no France: as per legal provisions
<b>GRI 403: Occupational health and safety</b>		
403-1	Occupational health and safety management system	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-2	Hazard identification, risk assessment and incident investigation	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPAA) to protect the privacy of all employees.
403-4	Worker participation, consultation and communication on occupational health and safety	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
403-5	Worker training on occupational health and safety	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-6	Promotion of worker health	We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits, including smoking, drinking and using drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an onsite gym facility.  See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow strict standards to provide safe workplaces for employees around the world. Engineering controls such as adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on identified hazards. Additionally, personal protection equipment (PPE) is provided based on a job hazard analysis/risk analysis.
403-8	Workers covered by occupational health and safety management system	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-9	Work-related injuries	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.
403-10	Work-related ill health	See the <a href="#">Environmental Health and Safety</a> section of our 2023 Sustainability Report, pg. 37.



## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 404: Training and Education</b>		
404-1	Average hours of training per year per employee	In 2023, our average hours of training per employee was about 4 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See the <a href="#">Learning and Development</a> section of our 2023 Sustainability Report, pg. 52.
404-3	Percentage of employees receiving regular performance and career development reviews	In 2023, 100% of eligible employees received a performance appraisal.
<b>GRI 405: Diversity and equal opportunity</b>		
405-1	Diversity of governance bodies and employees	See the <a href="#">Our Employees</a> and <a href="#">Corporate Governance</a> sections of our 2023 Sustainability Report, pg. 41 and pg. 63.
405-2	Ratio of basic salary and remuneration of women to men	<b>onsemi</b> does not publicly disclose this information.
<b>GRI 406: Non-discrimination</b>		
406-1	Incidents of discrimination and actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
<b>GRI 407: Freedom of association and collective bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to the right to freedom of association are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 408: Child labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to child labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .
<b>GRI 409: Forced or compulsory labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to forced labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .
<b>GRI 410: Security practices</b>		
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third-party organizations for security personnel. In 2023, approximately 94 percent of our security personnel received training on our Human Rights Policy.

## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 411: Rights of indigenous peoples</b>		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.
<b>GRI 413: Local communities</b>		
413-1	Operations with local community engagement, impact assessments and development programs	All of our global sites are involved with community engagement and development programs through our workplace giving program and employee volunteerism. To learn more about our community engagement efforts, see our <a href="#">Giving Now</a> webpage and the <a href="#">Impacting our Community Through Giving</a> section of our 2023 Sustainability Report, pg. 57.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual and potential negative impacts on local communities.
<b>GRI 414: Supplier social assessment</b>		
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our <a href="#">Supplier Handbook</a> , which references our <a href="#">Social Responsibility Statement</a> . Top suppliers (by spend) are required to sign our Social Compliance Statement of Conformance and complete a risk assessment with social criteria on an annual basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 415: Public policy</b>		
415-1	Political contributions	See the <a href="#">Public Policy</a> section of our 2023 Sustainability Report, pg. 76.
<b>GRI 416: Customer Health and Safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	100 percent of our products are covered by and assessed for compliance with company procedures for assessing product/ service health and safety impacts.  We have several special products which are not included in this declaration. They are used for military and air force applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
<b>GRI 417: Marketing and labeling</b>		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material in order to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
<b>GRI 418: Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.

## Climate Transition Plan

The elements of our Climate Transition Plan are outlined by CDP's definition of a credible climate transition plan. The listed elements are key for our business to thrive in a 1.5°C world.

TRANSITION PLAN ELEMENT	DETAILS	REFERENCE
Governance	Board-level oversight	See the <a href="#">Corporate Governance</a> section of our 2023 Sustainability Report, pg. 63.
	Board expertise on climate-related issues	See the <a href="#">Corporate Governance</a> section of our 2023 Sustainability Report, pg. 63.
	Executive management accountability and feedback mechanisms	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
	Executive incentives linked to climate performance indicators	See the <a href="#">Corporate Governance</a> section of our 2023 Sustainability Report, pg. 63.
Strategy	Existence of a "1.5C world" aligned transition plan within business strategy and shareholder feedback	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
Scenario Analysis	Details of scenario analysis	See the <a href="#">Enterprise Risk Management and Business Continuity</a> section of our 2023 Sustainability Report, pg. 65.
Financial Planning	Financial planning details associated with a 1.5°C world	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
	Low carbon products or services	See the <a href="#">Product Stewardship</a> section of our 2023 Sustainability Report, pg. 21.
Value Chain Engagement & Low-Carbon Initiatives	Low carbon initiatives – direct operations	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.
	Value chain engagement	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2023 Sustainability Report, pg. 25.

TRANSITION PLAN ELEMENT	DETAILS	REFERENCE
Policy Engagement	Alignment of public policy engagement with climate ambition and strategy	See the <a href="#">Public Policy</a> section of our 2023 Sustainability Report, pg. 76.
Risks & Opportunities	Process for identifying climate-related risks and opportunities	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
	Climate related risks – risks, potential financial impact and response strategy	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the <a href="#">TCFD</a> section in the Appendix of our 2023 Sustainability Report, pg. 90.
Targets	Emission reduction targets – absolute and intensity	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
	Other climate-related targets	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
	Net zero targets	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
Scope 1, 2 & 3 Accounting, with Verification	Progress toward respective targets of Scope 1, 2 and 3 emissions	See Decarbonization Progress Report in <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.
	Comprehensive and third-party verified emissions accounting	See the <a href="#">Net Zero Goal</a> section of our 2023 Sustainability Report, pg. 16.  See the <a href="#">Third Party Assurance Statement</a> in the Appendix of our 2023 Sustainability Report, pg. 110.

## Detailed Descriptions of Charts

### Revenue/Triple-Bottom-Line Revenue on pg. 9

Our annual revenue and triple-bottom-line revenue are reported over a 3-year period, from 2021 to 2023. In 2023, our total revenue was \$8,253 million, with \$6,524 million identified as our triple-bottom-line revenue. In 2022, our total revenue was \$8,326 million, with \$6,454 million identified as our triple-bottom-line revenue. In 2021, our total revenue was \$6,740 million, with \$5,011 million identified as our triple-bottom-line revenue.

### Revenue by Market on pg. 9

Our annual revenue is categorized into three end markets: automotive, industrial and other. In 2023, 52 percent of our revenue came from automotive, 28 percent came from industrial and 20 percent came from other. In 2022, 40 percent of our revenue came from automotive, 28 percent came from industrial and 32 percent came from other. In 2021, 34 percent of our revenue came from automotive, 27 percent came from industrial and 39 percent came from other.

### Revenue by Sales Channel on pg. 9

Our annual revenue is categorized into two sales channels: original equipment manufacturers and distributors. In 2023, 48 percent of our revenue came from original equipment manufacturers and 52 came from distributors. In 2022, 42 percent of our revenue came from original equipment manufacturers and 58 came from distributors. In 2021, 36 percent of our revenue came from original equipment manufacturers and 64 came from distributors.

### Revenue by Technology on pg. 9

Our annual revenue is categorized into three product technology streams: intelligent power, intelligent sensing and other. In 2023, 51 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 30 percent came from other. In 2022, 48 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 33 percent came from other. In 2021, 46 percent of our revenue came from intelligent power, 16 percent came from intelligent sensing and 38 percent came from other.

### Decarbonization Progress: Scopes 1 and 2 on pg. 17

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our Scope 1 baseline emissions were 1,014,836 metric tons of carbon dioxide equivalent and our Scope 2 baseline emissions were 713,547 metric tons of carbon dioxide equivalent, totaling to 1,728,383 for Scopes 1 and 2. In 2023, our Scope 1 emissions were 828,620 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,968 metric tons of carbon dioxide equivalent, totaling to 1,569,430 for Scopes 1 and 2.

### Decarbonization Progress: Scope 3 on pg. 17

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our total Scope 3 baseline emissions were 2,150,040 metric tons of carbon dioxide equivalent. Category 1 baseline emissions were 1,414,941 metric tons of carbon dioxide equivalent, Category 2 baseline emissions were 102,663 metric tons of carbon dioxide equivalent, Category 3 baseline emissions were 222,296 metric tons of carbon dioxide equivalent, Category 4 baseline emissions were 326,612 metric tons of carbon dioxide equivalent and the remaining “Other” categories summed to 83,528 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,569,430 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,541 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,083 metric tons of carbon dioxide equivalent, Category 3 emissions were 237,688 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,087 metric tons of carbon dioxide equivalent and the remaining “Other” categories summed to 76,031 metric tons of carbon dioxide equivalent.

### Total Energy Consumption on pg. 26

Our total energy consumption in Megawatt-hours is reported over a 3-year period, from 2021 to 2023. In 2023, we consumed a total of 2,206,910 Megawatt-hours of energy. In 2022, we consumed a total of 1,752,282 Megawatt-hours of energy. In 2021, we consumed a total of 1,781,685 Megawatt-hours of energy.

### Energy Intensity on pg. 26

Our energy intensity is reported over a 3-year period, from 2021 to 2023. Energy intensity is calculated by dividing total energy (in Megawatt-hours) by annual revenue (in million dollars). In 2023, our energy intensity was 267. In 2022, our energy intensity was 210. In 2021, our energy intensity was 264.

### Scope 1 Emissions by Gas Type on pg. 27

Our Scope 1 emissions by gas type are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted 83,610 metric tons of carbon dioxide equivalent of carbon dioxide, 46 metric tons of carbon dioxide equivalent of methane, 30,479 metric tons of carbon dioxide equivalent of nitrous oxide, 172,035 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 73,914 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 38,983 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 378,930 metric tons of carbon dioxide equivalent of perfluorocarbons and 50,624 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2022, we emitted 50,575 metric tons of carbon dioxide equivalent of carbon dioxide, 29 metric tons of carbon dioxide equivalent of methane, 28,408 metric tons of carbon dioxide equivalent of nitrous oxide, 193,063 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 66,106 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 40,261 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 444,270 metric tons of carbon dioxide equivalent of perfluorocarbons and 18,393 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2021, we emitted 17 metric tons of carbon dioxide equivalent of carbon dioxide, 0 metric tons of carbon dioxide equivalent of methane, 29,722 metric tons of carbon dioxide equivalent of nitrous oxide, 379,787 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 1,262,444 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 45,499 metric tons of carbon dioxide equivalent of hydrofluorocarbons and 715,545 metric tons of carbon dioxide equivalent of perfluorocarbons. Heat transfer fluids were not reported in 2021.

### Total Scope 1 GHG Emissions on pg. 28

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted a total of 828,620 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 841,104 metric tons of carbon dioxide equivalent. In 2021, we emitted a total of 2,485,870 metric tons of carbon dioxide equivalent.

### Scope 1 Emissions Intensity on pg. 28

Our Scope 1 emissions intensity is reported over a 3-year period, from 2021 to 2023. Scope 1 emissions intensity is calculated by dividing total Scope 1 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2023, our Scope 1 emissions intensity was 100. In 2022, our Scope 1 emissions intensity was 101. In 2021, our Scope 1 emissions intensity was 369.

### Total Scope 2 GHG Emissions on pg. 29

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted a total of 727,464 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 741,934 metric tons of carbon dioxide equivalent. In 2021, we emitted a total of 782,790 metric tons of carbon dioxide equivalent.

### Scope 2 Emissions Intensity on pg. 29

Our Scope 2 emissions intensity is reported over a 3-year period, from 2021 to 2023. Scope 2 emissions intensity is calculated by dividing total Scope 2 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2023, our Scope 2 emissions intensity was 88. In 2022, our Scope 2 emissions intensity was 89. In 2021, our Scope 2 emissions intensity was 116.

## Detailed Descriptions of Charts (cont.)

### Total Waste Generated on pg. 34

Our total waste generation, both hazardous and non-hazardous waste, is reported over a 3-year period, from 2021 to 2023. In 2023, we generated a total of 30,672 metric tons of waste, with 9,992 metric tons being hazardous waste and 20,680 metric tons being non-hazardous waste. In 2022, we generated a total of 25,897 metric tons of waste, with 8,974 metric tons being hazardous waste and 16,923 metric tons being non-hazardous waste. In 2021, we generated a total of 27,167 metric tons of waste, with 9,842 metric tons being hazardous waste and 17,325 metric tons being non-hazardous waste.

### Waste Generation Intensity on pg. 34

Our waste generation intensity is reported over a 3-year period, from 2021 to 2023. Waste generation intensity is calculated by dividing total waste generated (in metric tons) by annual revenue (in million dollars). In 2023, our waste generation intensity was 3.72. In 2022, our waste generation intensity was 3.11. In 2021, our waste generation intensity was 4.03.

### Total Waste Diversion Rate on pg. 34

Our total waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our total waste diversion rate was 70 percent. In 2022, our total waste diversion rate was 70 percent. In 2021, our total waste diversion rate was 68 percent.

### Hazardous Waste Diversion Rate on pg. 34

Our hazardous waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our hazardous waste diversion rate was 37 percent. In 2022, our hazardous waste diversion rate was 40 percent. In 2021, our hazardous waste diversion rate was 42 percent.

### Non-Hazardous Waste Diversion Rate on pg. 34

Our non-hazardous waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our non-hazardous waste diversion rate was 87 percent. In 2022, our non-hazardous waste diversion rate was 86 percent. In 2021, our non-hazardous waste diversion rate was 83 percent.

### Total Waste Diverted from Disposal on pg. 34

Our total waste, both hazardous and non-hazardous waste, diverted from disposal is reported over a 3-year period, from 2021 to 2023. In 2023, we diverted a total of 21,589 metric tons of waste, with 3,656 metric tons being hazardous waste and 17,933 metric tons being non-hazardous waste, from disposal. In 2022, we diverted a total of 18,102 metric tons of waste, with 3,600 metric tons being hazardous waste and 14,502 metric tons being non-hazardous waste, from disposal. In 2021, we diverted a total of 18,515 metric tons of waste, with 4,161 metric tons being hazardous waste and 14,354 metric tons being non-hazardous waste, from disposal.

### Total Waste Directed to Disposal on pg. 35

Our total waste, both hazardous and non-hazardous waste, directed to disposal is reported over a 3-year period, from 2021 to 2023. In 2023, we directed a total of 9,083 metric tons of waste, with 6,336 metric tons being hazardous waste and 2,747 metric tons being non-hazardous waste, to disposal. In 2022, we directed a total of 7,795 metric tons of waste, with 5,374 metric tons being hazardous waste and 2,421 metric tons being non-hazardous waste, to disposal. In 2021, we directed a total of 8,652 metric tons of waste, with 5,682 metric tons being hazardous waste and 2,970 metric tons being non-hazardous waste, to disposal.

### Workforce by Gender on pg. 41

In 2023, 12,747 of our employees globally identified as female, which was 44 percent of the total workforce. 16,235 of our employees globally identified as male, which was 56 percent of the total workforce.

### Workforce by Region on pg. 41

Our workforce is categorized by four regions: Asia Pacific (APAC) (excluding Japan); Japan; Europe, Middle East, Africa (EMEA); and North America. In 2023, 20,234 employees were located in the APAC region, which makes up 70 percent of the total workforce. 912 employees were located in Japan, which makes up 3 percent of the total workforce. 3,592 employees were located in the EMEA region,

which makes up 12 percent of the total workforce. 4,244 employees were located in North America, which makes up 15 percent of the total workforce.

### Total Global Workforce on pg. 41

Our total global workforce is reported over a 3-year period, from 2021 to 2023. In 2023, our total global workforce comprised 28,982 employees. In 2022, our total global workforce comprised 32,366 employees. In 2021, our total global workforce comprised 33,690 employees.

### U.S. Workforce by Race and Ethnicity on pg. 44

We disclose race and ethnicity for our US workforce. In 2023, 0.5 percent of our US workforce identified as American Indian or Alaskan native, 17.6 percent identified as Asian, 3.2 percent identified as Black or African American, 3.5 percent identified as Hispanic or Latino, 0.2 percent identified as Native American or other Pacific Islander, 1.8 percent identified as two or more races, 57.2 percent identified as White and 16 percent did not disclose.

### New Hires by Gender on pg. 45

In 2023, 1,147 of our newly hired employees identified as female, which was 31 percent of total new hires. 2,561 of our newly hired employees identified as male, which was 69 percent of total new hires.

### New Hires by Age on pg. 45

In 2023, 1,738 of our newly hired employees were under the age of 30, which was 47 percent of total new hires. 1,318 of our newly hired employees were between the ages of 30 and 50, which was 36 percent of total new hires. 652 of our newly hired employees were over the age of 50, which was 17 percent of total new hires.

### New Hires by Region on pg. 45

In 2023, 1,826 of our newly hired employees were located in the APAC region (excluding Japan), which was 78 percent of total new hires. 41 of our newly hired employees were located in Japan, which was

1 percent of total new hires. 399 of our newly hired employees were located in the EMEA region, which was 11 percent of total new hires. 1,442 of our newly hired employees were located in North America, which was 39 percent of total new hires.

### New Hires by Job Category on pg. 45

Our workforce is categorized into nine different job categories: executives, senior vice presidents (SVP), vice presidents (VP), senior managers, managers, entry level, frontline hourly and frontline salaried. In 2023, 0 of our newly hired employees were executives. 2 of our newly hired employees were SVPs, which was 0.05 percent of total new hires. 10 of our newly hired employees were VPs, which was 0.27 percent of total new hires. 170 of our newly hired employees were senior managers, which was 4.59 percent of total new hires. 488 of our newly hired employees were managers, which was 13.16 percent of total new hires. 905 of our newly hired employees were entry level, which was 24.41 percent of total new hires. 0 of our newly hired employees were frontline (hourly). 2,133 of our newly hired employees were frontline (salary), which was 57.52 percent of total new hires.

### Third Party Assurance Statement



#### VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Semiconductor Components Industries, LLC (SCI d/b/a "onsemi") for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of onsemi. onsemi is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of verification are less extensive in nature, timing and extent than in a reasonable level of verification.

**Boundaries of the reporting company GHG emissions covered by the verification:**

- Operational Control
- Worldwide
- Exclusions:
  - Emissions associated with refrigerant losses in building cooling systems

**Types of GHGs:** CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, NF<sub>3</sub>, SF<sub>6</sub>, HFCs, PFCs

**GHG Emissions Statement:**

- **Scope 1:** 828,620 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Location-Based):** 727,464 metric tons of CO<sub>2</sub> equivalent
- **Scope 3**
  - Category 1 – Purchased Goods and Services: 1,062,541 metric tons of CO<sub>2</sub> equivalent
  - Category 2 – Capital Goods: 92,083 metric tons of CO<sub>2</sub> equivalent
  - Category 3 – Fuel and Energy Related Activities: 241,675 metric tons of CO<sub>2</sub> equivalent
  - Category 4 – Upstream Transportation and Distribution: 101,087 metric tons of CO<sub>2</sub> equivalent
  - Category 5 – Waste Generated in Operations: 37,707 metric tons of CO<sub>2</sub> equivalent
  - Category 6 – Business Travel: 9,453 metric tons of CO<sub>2</sub> equivalent
  - Category 7 – Employee Commute (includes work from home): 17,416 metric tons of CO<sub>2</sub> equivalent
  - Category 8 – Upstream Leased Assets: 42 metric tons of CO<sub>2</sub> equivalent
  - Category 10 – Processing of Sold Products: 11,345 metric tons of CO<sub>2</sub> equivalent
  - Category 12 – End-of-Life Treatment of Sold Products: 68 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

**Period covered by GHG emissions verification:**

- January 1, 2023 to December 31, 2023



**Criteria against which verification conducted:**

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

**Reference Standard:**

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

**GHG Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of onsemi;
- Review of documentary evidence produced by onsemi;
- Review of onsemi data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by onsemi to determine GHG emissions.

**Verification Opinion:**

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that onsemi has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



**Statement of independence, impartiality, and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with onsemi, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

**Attestation:**

Megan O'Neil, Lead Verifier  
ESG Program Manager  
Apex Companies, LLC  
Atlanta, Georgia


David Reilly, Technical Reviewer  
ESG Principal Consultant  
Apex Companies, LLC  
Santa Ana, California

May 22, 2024

*This verification opinion declaration, including the opinion expressed herein, is provided to onsemi and is solely for the benefit of onsemi in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.*

### Report Revision History

VERSION	DESCRIPTION OF REVISION AND REASON	EFFECTIVE DATE
B	2023 Sustainability Report Document Initial Release	31 July 2024



**2023 Sustainability Report**

**onsemi**

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