Innovating for a Better Future

2023 Global Reporting Initiative (GRI) Index

ONSEMÍ,



GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 2: General	Disclosures 2023	
1. The organiza	tion and its reporting practices	
2-1	Organizational Details	
	(a) Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the onsemi name and brand.
	(b) Nature of ownership and legal form	onsemi is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	(c) Location of headquarters	onsemi headquarters are located at 5701 North Pima Road, Scottsdale, Arizona 85250.
	(d) Countries of operation	See our global locations on our website.
2-2	Entities included in the organization's sustainability reporting	Sustainability reporting includes information about onsemi 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 onsemi ESG team at sustainability@onsemi.com
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 Baseline Emissions 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 Scope 3 Emissions section of our 2023 Sustainability Report, pg. 17.

	DISOE030IKE	
2-5 2. Activities and	External assurance	The emissions Report has bee assurance stan be found in the Scope 1, Scope been externally December 31, 2
2-6	Activities, value chain and other k	ousiness relation
	(a) Sector	Semiconductor
	(b) Value chain	See the Revenu
	(c) Relevant business relationships	See the Acquis section of our 2
	(d) Significant Changes	See the Acquis section of our 2
2-7	Employees	See the Our En Report, pg. 41.
2-8	Workers who are not Employees	Total number o Majority of con operators (peo
		technicians (pe Temporary wor in production o
3. Governance	·	
2-9	Governance structure and composition	See Overview of Committees of 12-13, 16-19.
2-10	Nomination and selection of the	See the Charte

highest governance body

GRI STANDARD DISCLOSURE

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information contained in the 2023 Sustainability en assured by APEX in accordance with AA 1000 ndard. Our external assurance statement can e Appendix of our 2023 Sustainability Report. be 2 and Scope 3 greenhouse gas emissions have lly assured for the 2023 fiscal year (January 1 – 2023).

nships

nue-Generating Activities section of our 2023 K, pg. 6-10.

sitions and Divestitures during 2021 and 2022 2023 SEC Form 10-K, pg. 5-6.

sitions and Divestitures during 2021 and 2022 2023 SEC Form 10-K, pg. 5-6.

mployees section of our 2023 Sustainability

of workers who are not employees: 604.

ntract workers are working in factories as

- ople processing and moving product) or
- eople working on the processing equipment).
- orkers are used to support short-term increases output.

of our Corporate Governance Practice and f the Board in our 2024 Proxy Statement, pg.

Nomination and selection of the See the Charter of the Governance and Sustainability Committee and 2024 Proxy Statement, pg. 14-15.

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 2024 Proxy Statement , pg. 12.	
2-12	Role of the highest governance body in overseeing the management of impacts	See Amended and Restated ON Semiconductor Corporation Corporate Governance Principles.	
2-13	Delegation of responsibility for managing impacts	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. 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.	

GRI STANDARD	DISCLOSURE	CROSS REFERENC
0.14		Today, the CEO v team on climate- their supervisors management rep economy, enviror and in between n
2-14	Role of the highest governance body in sustainability reporting	The company's ir publishing the co- however, the tear approval, from m Report and its da in overseeing clirr initiatives. Particu the company's op moving forward, interest in the co- sustainability rep See the Corpora Sustainability Rep

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) works directly with the ESG department e- and sustainability-related initiatives through rs. The CEO, CFO, and other members of eport on the Company's impacts on the ronment and people to the Board at its meetings in meetings, as needed.

s internal ESG team oversees drafting and company's annual Sustainability Report; eam receives input, guidance and, ultimately, members of the Board before publishing the data. This naturally flows from the Board's role climate, sustainability and other ESG-related icularly as climate change continues to impact operations and, in turn, factor into its strategy d, the Board of Directors has taken a heightened company's emissions mitigation strategies and eporting.

rate Governance section of our 2023 Report, pg. 63.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-15	Conflicts of interest	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. Since January 1, 2023, there have been no related party transactions that are required to be reported as such under
		SEC rules. See the Charter of the Audit Committee and Related Party Transactions in our 2024 Proxy Statement , pg. 15.
2-16	Communication of critical concerns	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 Code of Business Conduct .
2-17	Collective knowledge of the highest governance body	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.

GRI STANDARD	DISCLOSURE	CROSS REFERE
2-18	Evaluation of the performance of this highest governance body	See the Corp Sustainability
2-19	Remuneration policies	See 2024 Cor Discussion an pg. 24-25, 27
2-20	Process to determine remuneration	See Process a Executive Cor pg. 40-43.
2-21	Annual total compensation ratio	
	(a) Annual total compensation ratio	1,268:1 for all 141:1 for U.S See our 2024
	(b) Change in the annual total compensation ratio	23.23%
1. Strategy, Pol	icies and Practices	
2-22	Statement on sustainable development strategy	See the Unite section of our
2-23	Policy commitments	See our Code Policy. More i Compliance a Sustainability
2-24	Embedding policy commitments	See the Respo Responsibilitie Code of Busir
2-25	Processes to remediate negative impacts	See Ethics an
2-26	Mechanisms for seeking advice and raising concerns	See the Ethic Sustainability Visit the onse

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porate Governance section of our 2023 y Report, pg. 63.

ompensation of Directors and Compensation nd Analysis in our **2024 Proxy Statement**, 7-43.

and Procedures for Considering and Determining ompensation section in our **2024 Proxy Statement**,

ll employees .-based non-manufacturing employees **4 Proxy Statement**, pg. 50.

ed Nations Sustainable Development Goals ur 2023 Sustainability Report, pg. 80.

e of Business Conduct and our Human Rights information can be found in the Ethics and and Fair Treatment sections of our 2023 y Report, pg. 68 and 70.

ponsibility and Accountability and Additional ties of Managers and Supervisors sections of our siness Conduct, pg. 3-4.

nd Compliance webpage on our external website.

cs and Compliance section of our 2023 y Report, pg. 68. semi helpline for more information.

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 Public Policy section of our 2023 Sustainability Report, pg. 76.
5. Stakeholder	Engagement	
2-29	Approach to stakeholder engagement	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 19.8%
GRI 3: Disclosu	res on Material Topics	
3-1	Process to determine material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
3-2	List of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
3-3	Management of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
GRI 201: Econo	mic performance	
201-1	Direct economic value generated and distributed	See our 2023 SEC Form 10-K : 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 Climate Scenario Analysis and Risk Disclosure 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 regional benefits summaries and 2023 SEC Form 10-K , pg. 66, 84-86.

GRI STANDARD	DISCLOSURE	CROSS REFEREN
201-4	Financial assistance received from government	See our 2023 S NOL and tax cre
GRI 202: Marke	et presence	
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	All employees a Minimum wage complies with a standards. "Other workers, employees of o janitorial staff, o risk assessmen onsite service p legal requireme wage. onsemi o information is u
202-2	Proportion of senior management hired from the local community	See the Our Em Report, pg. 41.
GRI 203: Indire	ct economic impacts	
203-1	Infrastructure investments and services supported	See the Purchas 10-K , pg. 88-89
203-2	Significant indirect economic impacts	See the Purchas 10-K, pg. 88-89
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SEC Form 10-K: U.S. federal R&D credit, pg. 96, credit carryforwards, pg. 97.

are compensated at or above minimum wage. e in all listed regions is gender neutral. **onsemi** all applicable local laws regarding minimum wage

s," in the context of this section, pertains to our suppliers or onsite service providers (e.g., , cafeteria workers, security, etc.). We conduct ents and/or onsite verification of suppliers and providers to ensure that RBA standards and ents are met, including those related to minimum i cannot provide a ratio for other workers, as that unavailable.

mployees section of the 2023 Sustainability .

ase Obligations section of our **2023 SEC Form** 89.

ase Obligations section of our **2023 SEC Form** 89.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER	
GRI 204: Procu	rement Practices		
204-1	Proportion of spending on local suppliers	See the Supply Chain section of our 2023 Sustainability Report, pg. 72.	
GRI 205: Anti-c	orruption		
205-1	Operations assessed for risks related to corruption	All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.	
		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.	
		Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.	
205-2	5-2 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	onsemi's 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 REFEREN
	(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 supplier receive notice corruption due social compliar engagement a
	(d) Total number and percentage of governance body members that have received training on anti-corruption	All ten (10) boa Business Cond anti-corruption
	(e) Total number and percentage of employees that have received training on anti- corruption	Approximately Code of Busine anti-corruption
		Our completion addition, a targ communicated employees incl sales and mark management a employees req 2023, our com

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ers, customers and other business partners e of our anti-corruption policy through antiue diligence questionnaires, surveys, the **onsemi** ance commitment guide and various other activities.

bard members (100%) completed our Code of induct annual training, which includes a module on on, in 2023.

y 32,000 employees have received the annual ness Conduct training which included a module on on.

on rate for this training in 2023 was 97%. In rgeted anti-corruption training course was ed to approximately 2,800 employees, such including corporate and administrative functions, inketing, manufacturing management, procurement and quality management. Of the selected equired to take this targeted training course in mpletion rate was 98%.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
205-3	Confirmed incidents of corruption and actions taken	onsemi cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
GRI 206: Anti-c	ompetitive behavior	
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.
GRI 207: Tax	·	
207-1	Approach to tax	See 2024 Global Tax Strategy, sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See 2024 Global Tax Strategy , sections 2.3, 2.3.1 and 3.1. See Opinions on the Financial Statements and Internal Control over Financial Reporting in our 2023 SEC Form 10-K , pg. 55.
207-3	Stakeholder engagement and management of concerns related to tax.	See 2024 Global Tax Strategy, 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 investor@onsemi.com and through our ESG group at sustainability@onsemi.com.
207-4	Country by country reporting	We do not publicly disclose this information.
GRI 301: Materi	als	
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	onsemi does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFEREN
GRI 302: Energ	у	
302-1	Energy consumption within the organization	See the Annua Emissions sect
302-2	Energy consumption outside the organization	onsemi does no
302-3	Energy intensity	Our energy inte an energy inten
302-4	Reduction of energy consumptions	See the Annual Emissions sect
302-5	Reductions in energy requirements of products and services	Our products of See the Produc Sustainability R
GRI 303: Water	and Effluents	
303-1	Interaction with water as a shared resource	See the Water a Sustainability R
303-2	Management of water discharge-related impacts	Effluent discha
303-3	Water withdrawal	See the Water a Sustainability R
303-4	Water discharge	See the Water Sustainability R
303-5	Water consumption	See the Water Sustainability R
GRI 304: Biodiv	ersity	
304-1	Operated sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	onsemi does no managed in or a biodiversity val
304-2	Significant impact of activities, products and services on biodiversity	None; onsemi s with minimal dir

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al Inventory of Energy Consumption and ction of our 2023 Sustainability Report, pg. 25.

not track energy usage outside the organization.

ensity is based on our revenue. In 2023, we had ensity of 268 MWh per million USD revenue.

al Inventory of Energy Consumption and ction of our 2023 Sustainability Report, pg. 25.

offer significant energy savings to our customers. **Ict Stewardship** section of our 2023 Report, pg. 21.

r and Waste Management section of our 2023 Report, pg. 31.

arge meets or exceeds local regulations.

r and Waste Management section of our 2023 Report, pg. 31.

r and Waste Management section of our 2023 Report, pg. 31.

r and Waste Management section of our 2023 Report, pg. 31.

not have any operational site owned, leased, adjacent to protected areas and areas of high alue outside protected areas.

i sites are in industrial zones or urban settings direct or indirect impacts on biodiversity.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
304-3	Habitats protected or restored	onsemi 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.
GRI 305: Emiss	ions	
305-1	Direct (Scope 1) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 Sustainability Report, pg. 25.
305-2	Energy indirect (Scope 2) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 Sustainability Report, pg. 25.
305-3	Other indirect (Scope 3) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions 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_2e per million USD revenue.
305-5	Reduction of GHG emissions	See the Net Zero Goal section of our 2023 Sustainability Report, pg. 16.
305-6	Emissions of ozone-depleting substances	onsemi 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.
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
306-2	Management of significant waste-related impacts	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFEREN
306-3	Waste generated	See the Water Sustainability F
306-4	Waste diverted from disposal	See the Water Sustainability F
306-5	Waste directed to disposal	See the Water Sustainability F
GRI 308: Supple	er Environmental Assessment	
308-1	New suppliers that were screened using environmental criteria	New suppliers criteria. Howev Responsibility Furthermore, o Social Complia risk assessmer
308-2	Negative environmental impacts in the supply chain and actions taken	We are not awa supply chain fo
GRI 401: Employ	yment	<u> </u>
401-1	New employee hires and employee turnovers	See the Our En Report, pg. 41.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who employees are are strategic in level. See our v 2023 SEC Form
401-3	Parental leave	See our websit 2023 SEC Forr

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r and Waste Management section of our 2023 Report, pg. 31.

r and Waste Management section of our 2023 Report, pg. 31.

r and Waste Management section of our 2023 Report, pg. 31.

s are not pre-screened using environmental ever, all suppliers are provided our **Social y Statement** through the **Supplier Handbook**. our top expenditure suppliers must sign our ance Statement of Conformance and complete a ent with environmental criteria on a biennial basis.

vare of any negative environmental impacts in the for 2023.

Employees section of our 2023 Sustainability I.

no work at least of 20 hours per week as regular e eligible for our benefit programs. To ensure we n our offerings, benefits are handled at a regional website for **regional benefits summaries** and our **rm 10-K**.

ite for **regional benefits summaries** and our **rm 10-K**.

RI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
RI 402: Labor,	/Management relations	
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
RI 403: Occur	pational health and safety	France: as per legal provisions
403-1	Occupational health and safety management system	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.
403-2	Hazard identification, risk assessment and incident investigation	See the Environmental Health and Safety 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 (GDRP) 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 Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.

GRI STANDARD	DISCLOSURE	CROSS REFERE
403-5	Worker training on occupational health and safety	See the Enviro Sustainability F
403-6	Promotion of worker health	We offer progr fitness and the smoking, drink subsidized gyr and/or an onsit
		See the Enviro Sustainability F
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow stric employees aro as adequate ex interlocks, mac identified haza (PPE) is provid
403-8	Workers covered by occupational health and safety management system	See the Enviro Sustainability F
403-9	Work-related injuries	See the Enviro Sustainability F
403-10	Work-related ill health	See the Enviro Sustainability F

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conmental Health and Safety section of our 2023 Report, pg. 37.

grams focused on nutrition, weight loss, physical ne avoidance of unhealthy habits, including aking and using drugs. Several of our sites offer ym membership plans, access to fitness classes site gym facility.

ronmental Health and Safety section of our 2023 Report, pg. 37.

ict standards to provide safe workplaces for round the world. Engineering controls such exhaust/ventilation, fire protection systems, achine guarding, etc. are preferred based on eards. Additionally, personal protection equipment ded based on a job hazard analysis/risk analysis.

ronmental Health and Safety section of our 2023 Report, pg. 37.

conmental Health and Safety section of our 2023 Report, pg. 37.

ronmental Health and Safety section of our 2023 Report, pg. 37.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 404: Training and Education		
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 Learning and Development 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.
GRI 405: Divers	sity and equal opportunity	
405-1	Diversity of governance bodies and employees	See the Our Employees and Corporate Governance sections of our 2023 Sustainability Report, pg. 41 and pg. 63.
405-2	Ratio of basic salary and renumeration of women to men	onsemi does not publicly disclose this information.
GRI 406: Non-c	liscrimination	
406-1	Incidents of discrimination and actions taken	onsemi cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
GRI 407: Freed	om of association and collective ba	argaining
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 Human Rights Policy .

GRI STANDARD	DISCLOSURE	CROSS REFER
GRI 408: Child	labor	
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with labor and hun medium to hig suppliers to c provide trainin relating to chi diligently with If the noncom supplier withi terminate our see our Hum
GRI 409: Force	d or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with labor and hur medium to his suppliers to c provide traini relating to for diligently with If the noncon supplier withi terminate our see our Hum
GRI 410: Securi	ty practices	
410-1	Security personnel trained in human rights policies or procedures	We use both security perso security perso Policy.
	I	1

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h suppliers in countries where the risk of violating iman rights standards is recognized as being igh risk. To actively address this, we require complete self-assessment questionnaires, ning and conduct onsite verification. If any risks hild labor are identified, we work closely and th the suppliers through corrective action plans. Informance is not adequately addressed by the nin an acceptable period of time, we may choose to ar contract with the supplier. For more information, **nan Rights Policy**.

h suppliers in countries where the risk of violating man rights standards is recognized as being igh risk. To actively address this, we require complete self-assessment questionnaires, ing and conduct onsite verification. If any risks preed labor are identified, we work closely and the suppliers through corrective action plans. Informance is not adequately addressed by the nin an acceptable period of time, we may choose to or contract with the supplier. For more information, man Rights Policy.

i in-house and third-party organizations for sonnel. In 2023, approximately 94 percent of our sonnel received training on our Human Rights

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER	
GRI 411: Rights	GRI 411: Rights of indigenous peoples		
411-1	Incidents of violations involving rights of indigenous peoples		
GRI 413: Local o	communities		
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 Giving Now webpage and the Impacting our Community Through Giving 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.	
GRI 414: Suppli	er social assessment		
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 Supplier Handbook , which references our Social Responsibility Statement . 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 REFER
GRI 415: Public	policy	
415-1	Political contributions	See the Publ Report, pg. 7
GRI 416: Custo	mer Health and Safety	
416-1	Assessment of the health and safety impacts of product and service categories	100 percent o compliance v service healt
		We have seve in this declar applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not av and safety im
GRI 417: Marke	ting and labeling	
417-1	Requirements for product and service information and labeling	Per labeling r all shipping la restriction of Our labeling a material in or
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best on non-compliant and labelling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of compliance of
GRI 418: Custo	mer privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best o substantiated losses of cus

RENCE OR ANSWER

Dic Policy section of our 2023 Sustainability 76.

of our products are covered by and assessed for with company procedures for assessing product/ lth and safety impacts.

veral special products which are not included aration. They are used for military and air force

aware of any non-compliance concerning the health mpacts of our products and services.

requirements of JEDEC standard JESD97, labels show whether the products are under of hazardous substances (RoHS) compliant/Pb-free. also indicates information regarding hazardous order to comply with the China RoHS directive.

of our knowledge, we have not received fines for ance concerning product and service information g.

of our knowledge, we are not aware of any nonconcerning marketing communications.

of our knowledge, we are not aware of any ed complaints of breaches of customer privacy or istomer data.

Report Revision History

VERSION	DESCRIPTION OF REVISION AND REASON	EFFECTIVE DATE
А	2023 Sustainability Report Document Initial Release	26 June 2024

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onsemi

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