



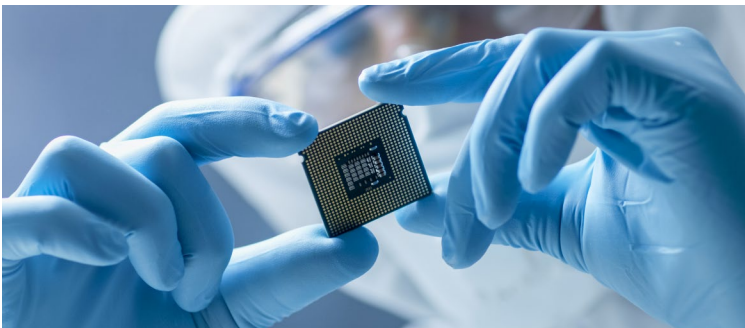
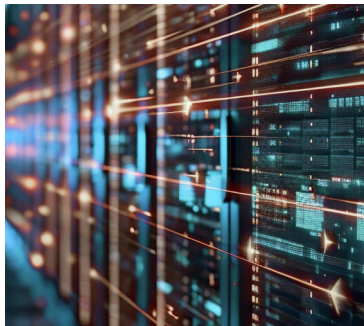
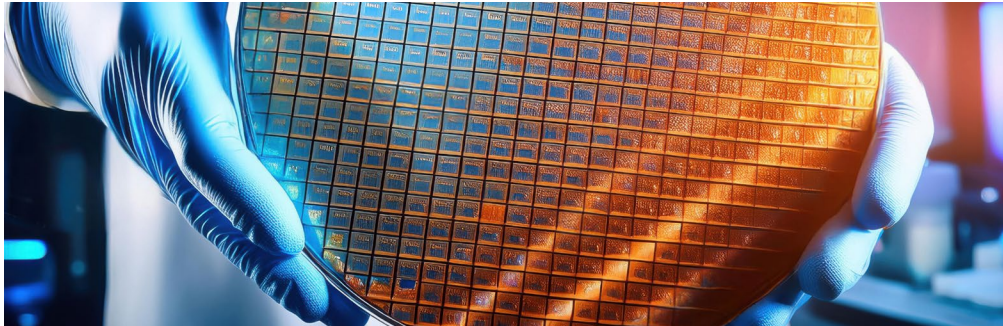
2024 SUSTAINABILITY REPORT

Executive Summary



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Highlights


Awards and Recognition



3BL 100 Best
Corporate Citizens

3 CONSECUTIVE YEARS

In October 2024, **onsemi** was included on the 100 Best Corporate Citizens list. This ranking is based on more than 180 ESG factors in a variety of pillars, including climate change, employee relations, environment, governance, human rights, stakeholders and society and ESG performance.



Barron's 100 Most
Sustainable Companies

7 CONSECUTIVE YEARS

In February 2024, **onsemi** ranked #77 on Barron's 100 Most Sustainable Companies. Barron's looks at the 1,000 largest companies by market value and assesses performance across more than 230 ESG indicators.



CDP Climate Change

"C" SCORE

onsemi received a "C" score on the 2024 CDP Climate Change questionnaire. 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 2024 CDP Water Security questionnaire. This questionnaire helps drive improvements in water management through various factors, including water usage, measurements and risk assessment.



Dow Jones Sustainability
Index (DJSI) North America

7 CONSECUTIVE YEARS

In December 2024, **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.



EcoVadis

GOLD LEVEL RECOGNITION

In November 2024, **onsemi** received a score of 75/100 from EcoVadis, a leading platform for assessing a company's environmental, social and ethics management systems. Overall, our company scored in the 96th percentile of the 1,779 companies assessed by EcoVadis within the "manufacture of electronics components and boards" industry.



Institutional Shareholders
Services (ISS) ESG Prime
Corporate Rating

5 CONSECUTIVE YEARS

In November 2024, **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 perform well against universal and industry-specific ESG topics.



Morgan Stanley Capital
International (MSCI)
ESG "A" Rating

6 CONSECUTIVE YEARS

In February 2024, **onsemi** maintained its ESG "A" rating from MSCI, marking six consecutive years. Our robust business ethics practices and strong efforts to manage water withdrawal and mineral sourcing contribute to our overall resilience to long-terms ESG risks.



Sustainalytics
ESG Risk Rating

SCORE OF 20.8

In September 2024, **onsemi** received an overall ESG risk rating score of 20.8/100 points (the lower the score, the better) from Sustainalytics. The rating demonstrates our ability to manage risks across 20 different ESG issues.



World Finance Sustainability Award

5 CONSECUTIVE YEARS

In June 2024, **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** continued recognition demonstrates our ongoing dedication to creating a greener future.

Other 2024 Recognitions and Accomplishments

SBTi Approval

Science Based Targets initiative (SBTi) approved our near-term science-based emissions reduction targets in December 2024.

80%

Of our total revenue in 2024 was from triple-bottom-line revenue.

19,000 MWh

Of electricity reduced from energy conservation and efficiency initiatives (equating to approximately \$2.2 million in annualized cost savings).

15%

Reduction in 2024 Scope 1 and 2 emissions, compared to 2022 baseline.

48%

Water recycling rate (7,524 megaliters of water) achieved in 2024 — a 6% rate increase compared to 2023.

\$3.4 million

In charitable donations given by **onsemi** to the global community.

2,000+

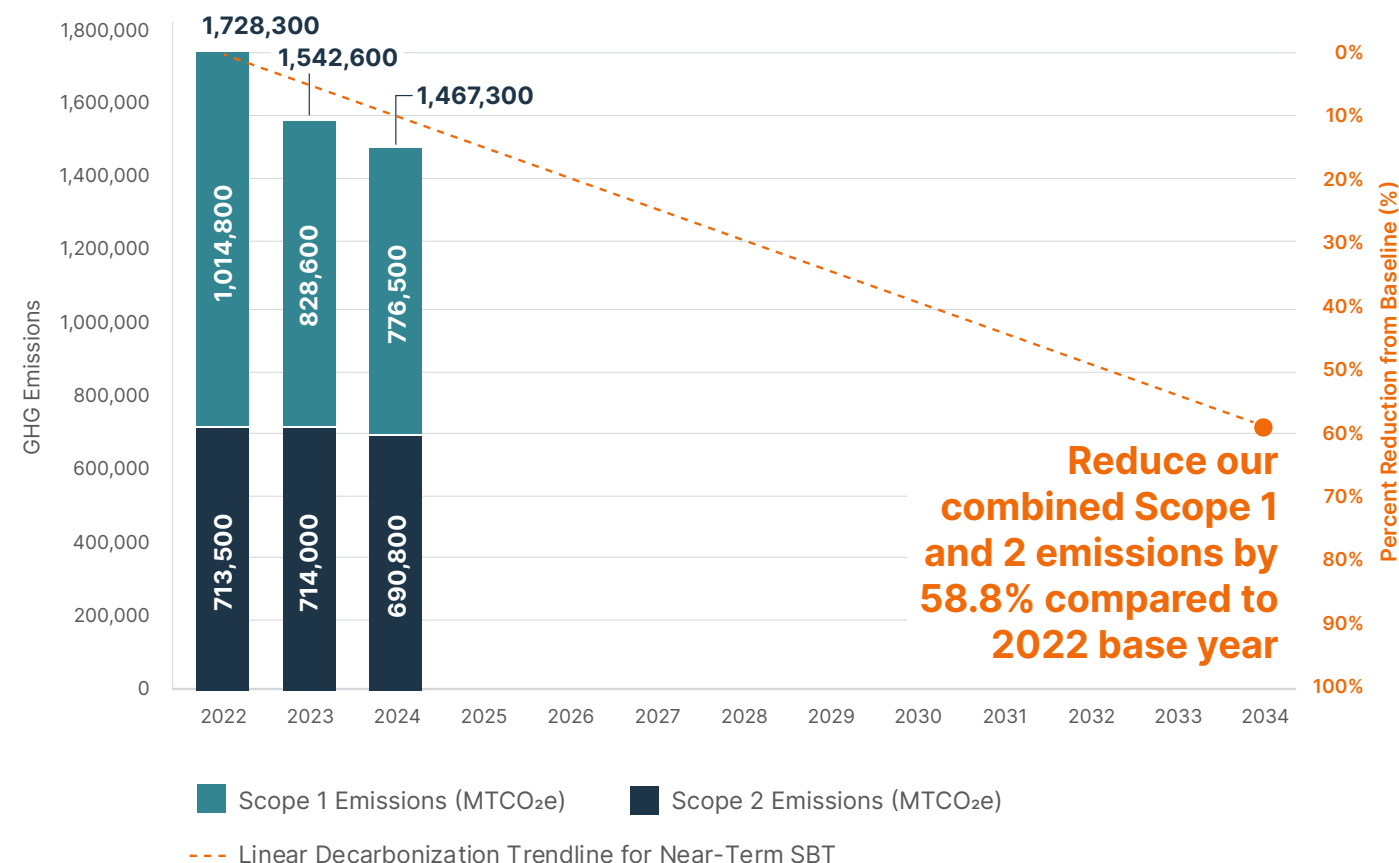
Employees volunteered 10,500 hours — a 62% increase in hours compared to 2023.

65%

Waste diversion rate achieved in 2024.

Scope 1 and 2 Near-Term Science-Based Target (SBT) Progress

(Metric Tons of Carbon Dioxide Equivalent, MTCO₂e) | [Detailed Description of Chart on pg. 34](#)



About onsemi

Company Profile

onsemi specializes in providing intelligent power and intelligent sensing solutions with a primary focus on automotive and industrial markets to help our customers solve challenging problems and create cutting-edge products for a better future. We use our extensive range of power technologies to help address the growing power demands of artificial intelligence (AI) data centers.

Our intelligent power technologies enable the electrification of the automotive industry that allows for lighter and longer-range electric vehicles, empowers efficient fast-charging systems, and propels sustainable energy for the highest efficiency solar strings and industrial power. Our intelligent power solutions for the automotive industry allow our customers to exceed range targets with lower weight and reduce system cost through efficiency. Our intelligent sensing technologies support the next-generation industry, allowing for smarter factories and buildings while also enhancing the automotive mobility experience with imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.

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.

¹ Please see page 13 for more information on triple-bottom-line revenue.

² As of December 31, 2024

Key Facts



Founded In
1999

Headquartered In
Scottsdale, Arizona
on [Salt River Pima-Maricopa Indian Community](#) land

ON

Publicly Traded
NASDAQ: ON



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



\$7.08 billion

Revenue in 2024



\$5,662 million

In triple-bottom-line revenue¹



18

Manufacturing sites worldwide, producing
tens of billions of units of product



26,473

Employees²



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.

We are organized into three operating and reportable business groups: Power Solutions Group (PSG), Analog and Mixed-Signal Group (AMG) 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, signal conditioning and circuit protection.

Analog and Mixed-Signal Group (AMG)

AMG 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, computing and mobile end-markets.

Intelligent Sensing Group (ISG)

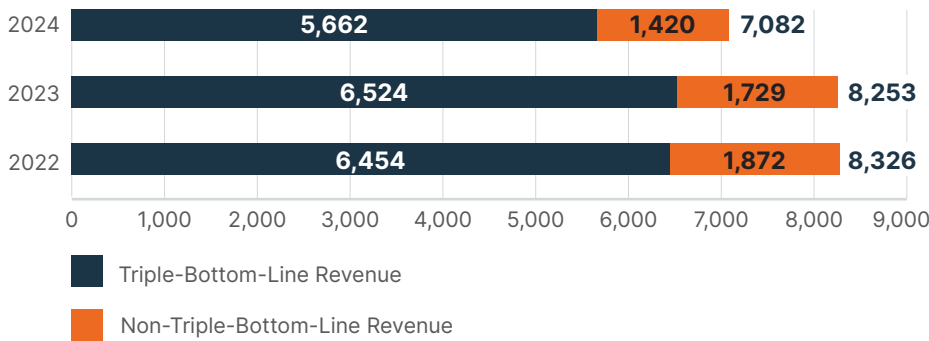
ISG designs and develops complementary metal-oxide-semiconductor (CMOS) image sensors, image signal processors, single photon detectors, including silicon photomultipliers (SiPM) and single-photon avalanche diode (SPAD) arrays, as well as actuator drivers for autofocus and image stabilization for a broad base of end-users in the different end-markets.

2024 Financial Performance

In 2024, we experienced a decrease in our revenue. This was primarily due to decreased demand in the automotive and industrial end-markets resulting in lower sales volumes and the corresponding underutilization of our manufacturing facilities. We are actively managing and have taken corrective actions in our manufacturing capacity and spending to align with forecasted demand.

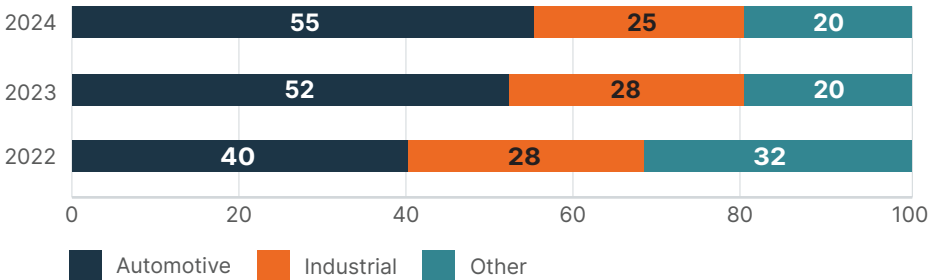
Revenue

(Dollars in Millions) | [Detailed Description of Chart on pg. 34](#)



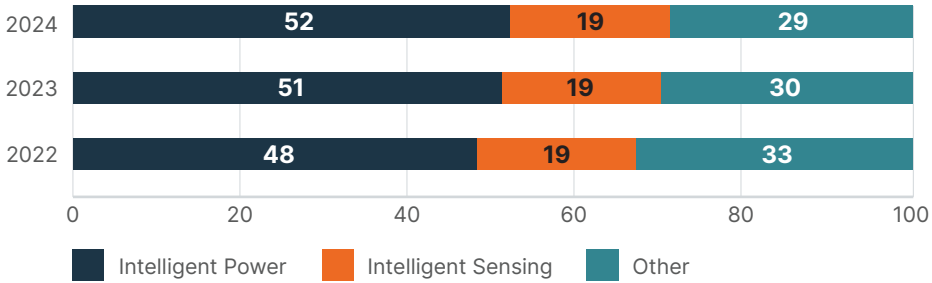
Revenue by Market

(Percentage) | [Detailed Description of Chart on pg. 34](#)



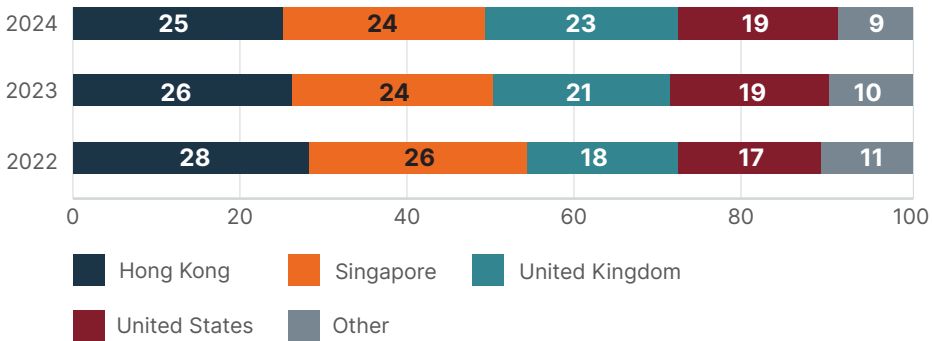
Revenue by Technology

(Percentage) | [Detailed Description of Chart on pg. 34](#)



Revenue by Region¹

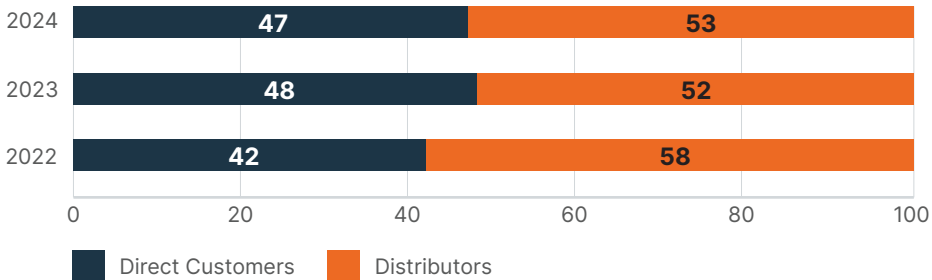
(Percentage) | [Detailed Description of Chart on pg. 34](#)



¹ Represents sales billed from the respective country or region.

Revenue by Sales Channel

(Percentage) | [Detailed Description of Chart on pg. 34](#)



Decarbonization and Renewable Energy Goals

Net Zero and Renewable Energy Goals

Since 2021, we have had a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3 emissions, along with using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040. We see these goals as our primary long-term sustainability undertaking.

To demonstrate progress along this path and monitor the effectiveness of our approach, we have established interim milestones on our way to achieving long-term decarbonization objectives.

NET ZERO GOAL

Achieve net zero emissions across Scopes 1, 2 and 3 by 2040.

RENEWABLE ENERGY COMMITMENTS

50% Renewable Energy by 2030

100% Renewable Energy by 2040



Near-Term Science-Based Targets

In December 2024, the Science Based Targets initiative (SBTi) approved our near-term science-based emission reduction targets. Science-based targets 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 targets align with the latest science to limit global warming to 1.5 degrees Celsius, as defined by the Paris Climate Agreement.

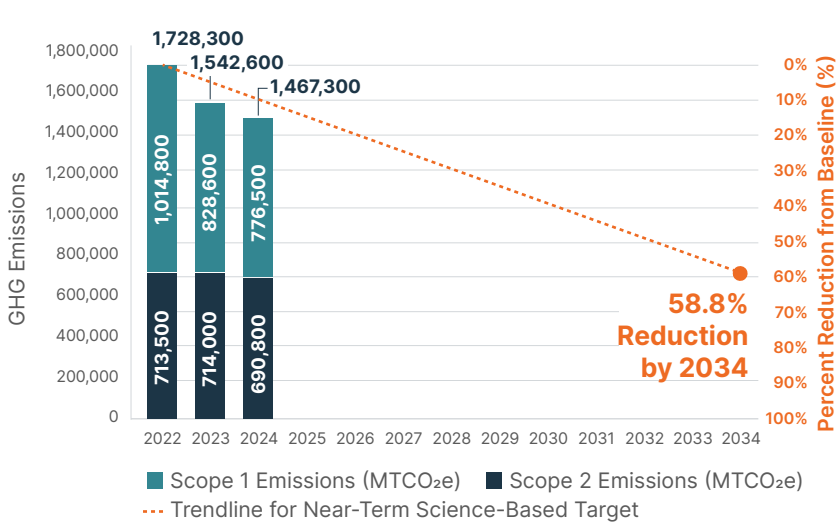
With validation by SBTi, **onsemi** commits to:

- Reduce absolute Scope 1 and 2 GHG emissions 58.8% by 2034 from a 2022 base year
- Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities 35.0% within the same timeframe
- Have 71.3% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, commit to science-based targets by 2029

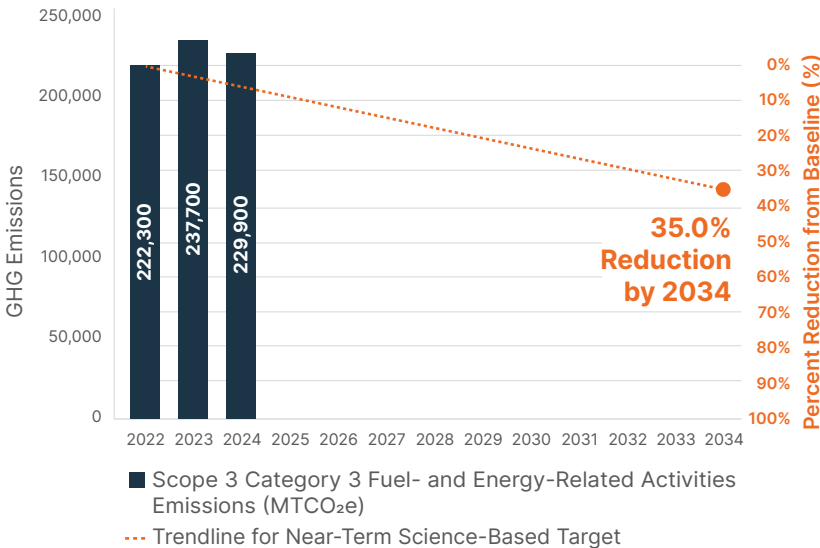
The organizational boundary of our near-term science-based targets is comprised of our facilities within our operational control, in accordance with SBTi guidance.

Progress Towards Near-Term Science-Based Targets

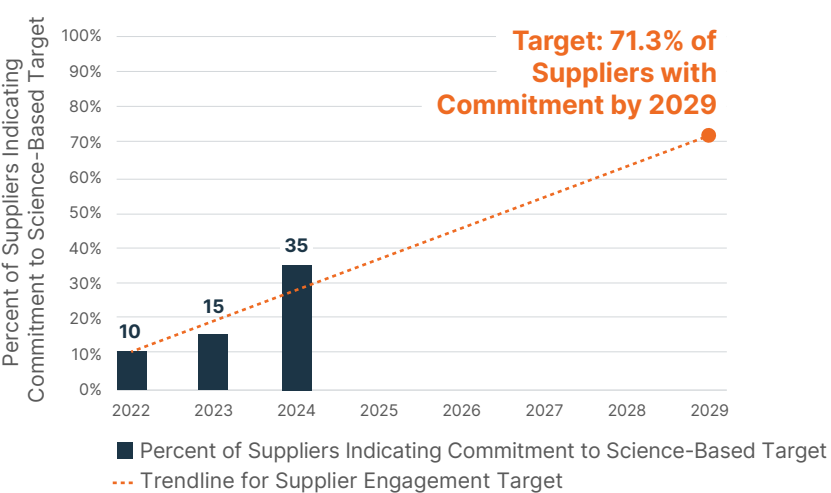
Scope 1 and 2 Near-Term Science-Based Target Progress (MTCO_{2e}) | [Detailed Description of Chart on pg. 34](#)



Scope 3 Near-Term Science-Based Target Progress (MTCO_{2e}) | [Detailed Description of Chart on pg. 34](#)



Scope 3 Supplier Engagement Target Progress¹ (Percentage) | [Detailed Description of Chart on pg. 34](#)



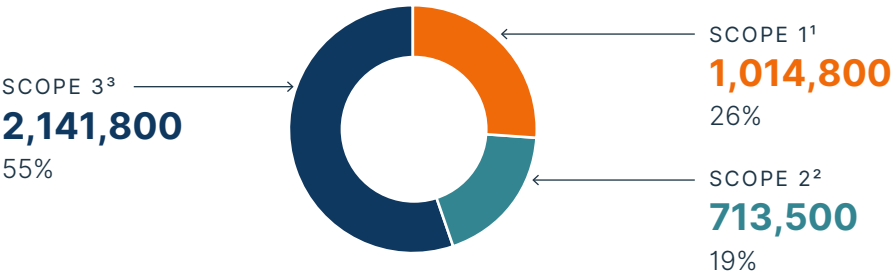
¹ **onsemi** commits that 71.3% of its suppliers by emissions in categories noted above commit to science-based targets by 2029. The data in this chart represents the percentage of suppliers that indicate a commitment to science-based target, and approximates our near-term supplier engagement progress. In the future, the progress chart will report on suppliers by emissions and results will vary from the progress approximation above.

Baseline Emissions Inventory

Baseline emissions refer to the initial level of GHG emissions against which annual reductions toward a goal are measured. Baseline emissions, in conjunction with annual emissions within goal boundaries, will be used to demonstrate progress against near-term science-based targets and our net zero goal. Our baseline emissions align with the defined organizational boundary of our near-term science-based targets, encompassing facilities within our operational control, and in accordance with Science Based Targets initiative guidance. Annual emissions reported within goal boundaries (reported in this section of the report) should not be conflated with annual enterprise-wide GHG emissions inventory (reported in the [Annual Inventory of Energy Consumption and Emissions](#) section, pg. 15), which may differ due to acquisitions, divestitures, and/or SBTi allowed exclusions within the goal boundary condition. In accordance with the GHG Protocol, 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.

We consider 2022 to be our baseline year for GHG emissions across Scopes 1, 2 and 3 for our decarbonization goals. Our calculation of baseline emissions tracking annual progress towards decarbonization goals is based on guidance from the [GHG Protocol](#). These 2022 baseline emissions reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

2022 Baseline Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 34](#)



¹ Scope 1: Direct GHG emissions that occur from sources that are owned or controlled by a company’s operations
² Scope 2: Indirect GHG emissions from the generation of purchased electricity, steam, etc.
³ Scope 3: Indirect GHG emissions from sources owned or controlled by other entities in the value chain that are beyond a company’s operations

Decarbonization Progress

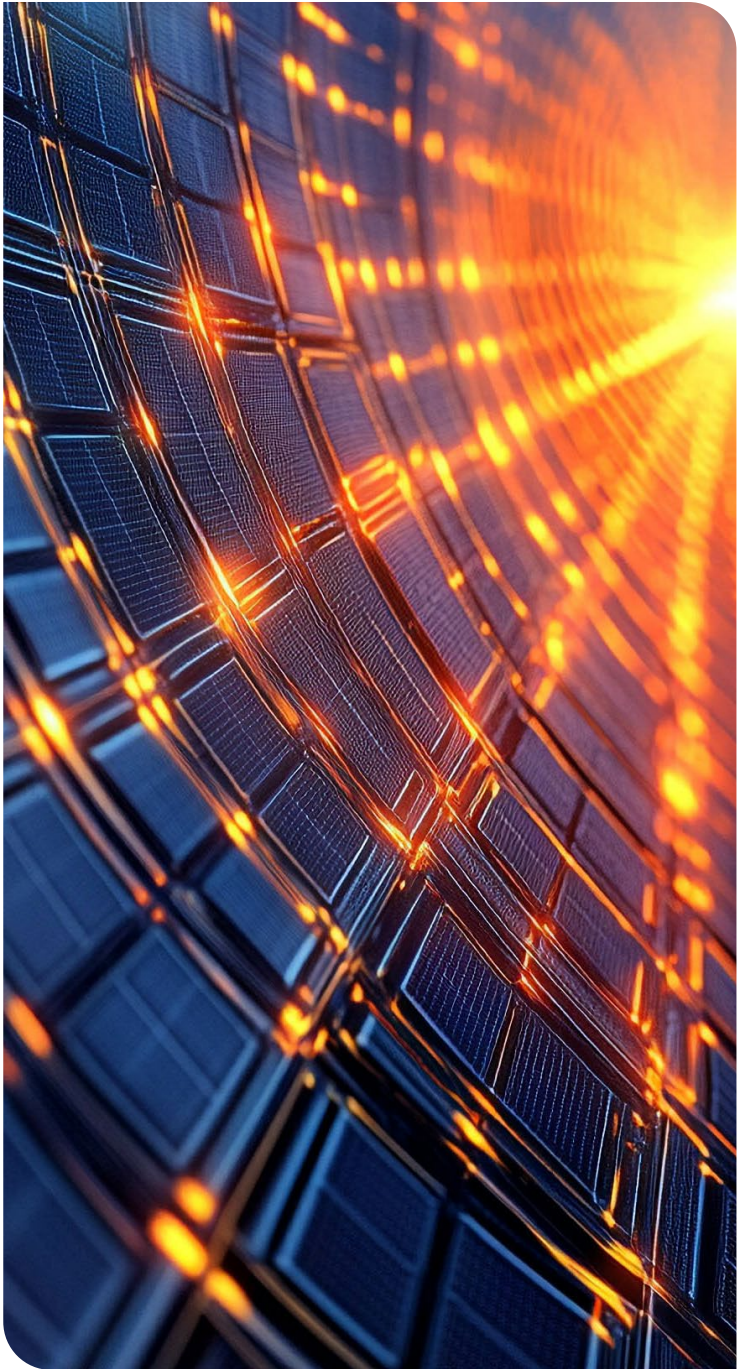
Our combined Scope 1 and 2 emissions were 1,467,300 MTCO₂e, a reduction of approximately 15 percent from 2022 and our collective Scope 3 emissions in 2024 were 948,000 MTCO₂e, a reduction of approximately 56 percent from 2022. More details on our reduction efforts are further discussed in the [Protecting Our Planet and Environment](#) section on page 15.

onsemi acquired our Syracuse, New York, facility in December 2024. Due to this acquisition closing near the end of 2024, emissions from the site have not been included in our emissions inventory. We will work to include Syracuse emissions in our inventory next year and will report on its impact in our 2025 Sustainability Report.

Greenhouse Gas Emissions by Scope and Category
(MTCO₂e)

Decarbonization Progress	2022	2023	2024
Scope 1 and 2 Total	1,728,300	1,542,600	1,467,300
Scope 1	1,014,800	828,600	776,500
Scope 2	713,500	714,000	690,800
Scope 3 Total ^{1,2}	2,141,800	1,564,500	948,000
Category 1: Purchased Goods and Services (PG&S)	1,414,900	1,062,500	591,600
Category 2: Capital Goods	102,700	92,100	26,000
Category 3: Fuel- and Energy-Related Activities (FERA)	222,300	237,700	229,900
Category 4: Upstream Transportation and Distribution	326,600	101,100	52,100
Category 5: Waste Generated in Operations	46,500	37,700	8,000
Category 6: Business Travel	6,600	11,300	19,500
Category 7: Employee Commuting	22,200	22,100	20,900

¹ Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Category 8 Upstream Leased Assets is applicable but is not presented in the table due to the magnitude of emissions category (represents <1% of total Scope 3 emissions for each annual period presented). Our emissions from use of data centers fall within Category 8.
² Category 10 Processing of Sold Products and Category 12 End-of-Life Treatment of Sold Products are no longer presented based on applicability of these categories for producers of intermediate products, per interpretation of the GHG Protocol, and **onsemi**-specific facts and circumstances.



Climate Transition Plan

Our climate transition plan is integrated throughout this report, detailing our decarbonization strategy for 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

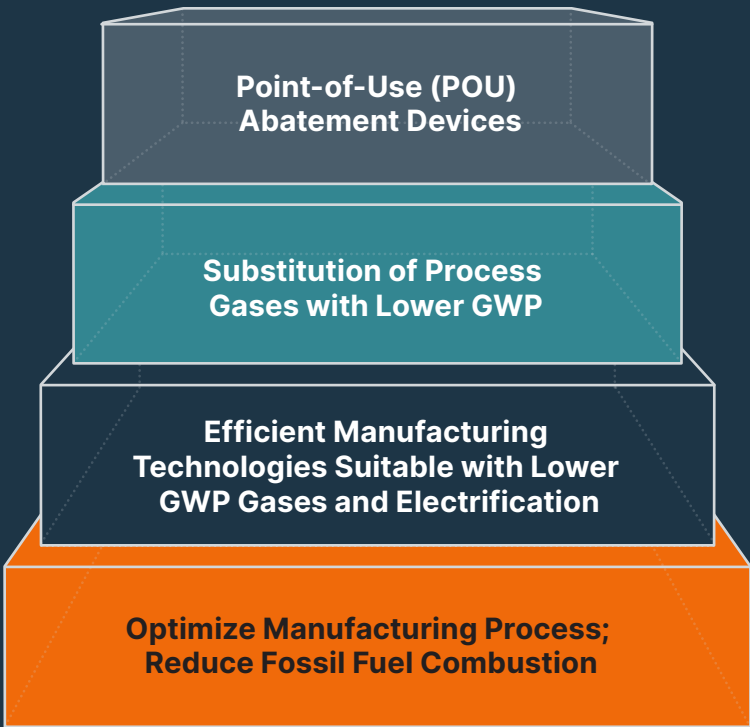
Our Scope 1 emissions inventory primarily consists of etching and cleaning gases used within semiconductor manufacturing processes (process gases), onsite combustion of fuels and fluorinated heat transfer fluids used within equipment. At **onsemi**, we can reduce Scope 1 emissions by: improving the efficiency of processes that use GHG chemistry or fossil fuels; converting to chemistry and energy sources with reduced or eliminated GHG emissions; and utilizing point-of-use abatement to remove residual GHGs from the process exhaust stream.

The most advantageous solution is eliminating these high global warming potential (GWP) gases from processes by swapping them with suitable alternatives. While fluorinated gases remain an essential ingredient to the semiconductor manufacturing recipe, there is interchangeability, particularly in gases used to clean chemical vapor deposition (CVD) chambers.

Where possible, we opt for fluorinated gases with a lower GWP, higher efficiency rates and lower byproduct formation. This reduces the emissions intensity of our process and the absolute emissions of our operations, as well as that of the upstream gas supply.

Point-of-use abatement systems will control the 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 GHGs to non-GHG products, which are further treated using the manufacturing site’s air pollution control and wastewater treatment systems.

Scope 1 Prioritization Pyramid for Decarbonization



Scope 2 General Emissions Reduction Strategy

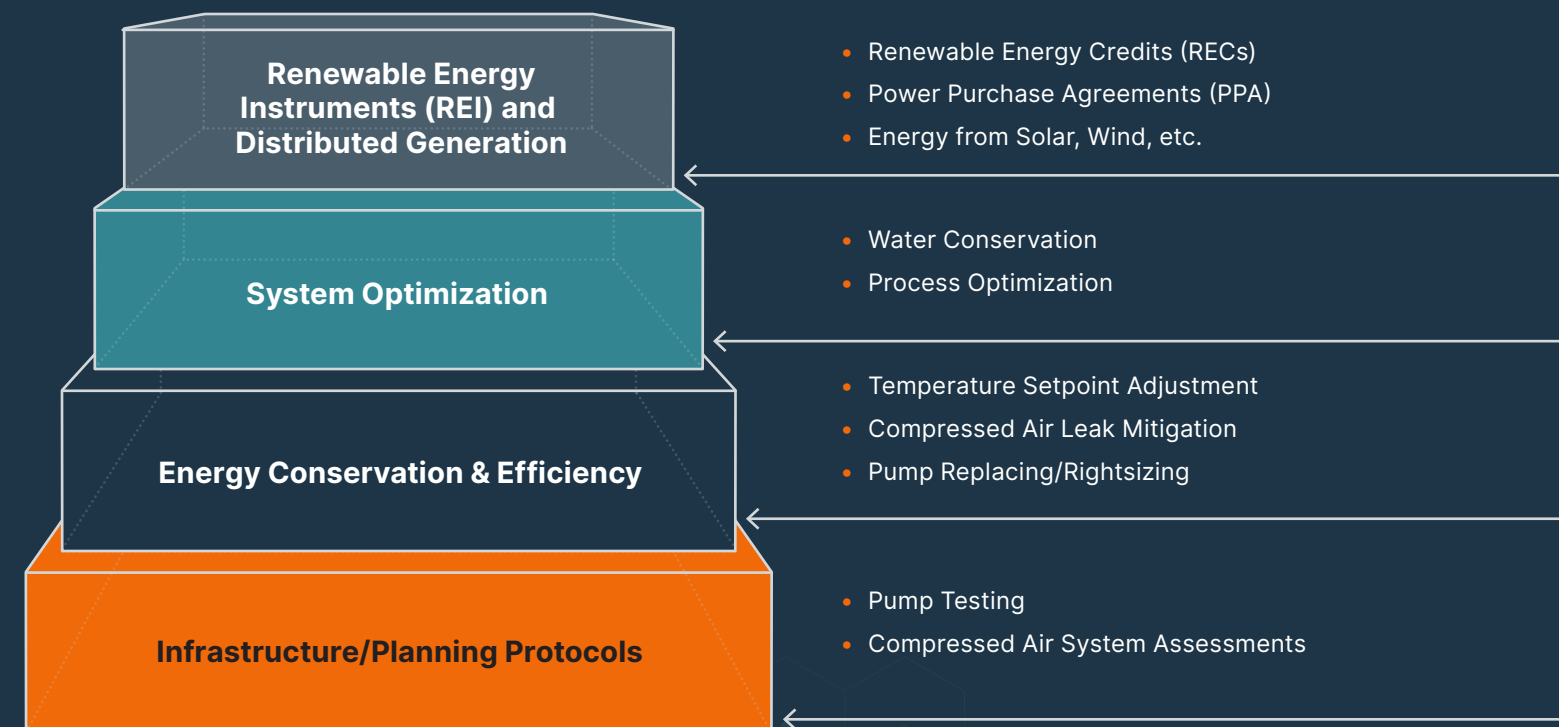
Our Scope 2 inventory primarily consists of emissions from our purchased electricity. In alignment with our net zero strategy, we are focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Reduced electricity consumption equates to reduced procurement of equivalent renewable energy instruments, which makes good business and sustainability sense. We have developed a prioritization pyramid that will help us decarbonize.

Our initial priority in reducing Scope 2 emissions — the foundational tier of the pyramid — is to improve our infrastructure protocols. To support data collection, tracking and reporting efforts to this end, we have implemented a third-party data management system that consolidates environmental commodities consumed at our manufacturing sites. This will help us monitor component and system level efficiencies, ensuring we optimize energy use across all our systems at each manufacturing site.

The second and third tiers of our prioritization pyramid focus on energy conservation, energy efficiency and system optimization. As part of our overall Scope 2 emissions reduction strategy, we will implement short-, mid- and long-term energy efficiency and system optimization projects that help reduce overall energy use at our facilities.

At the apex of our prioritization pyramid is the utilization of renewable energy. After achieving optimal energy levels through conservation, reduction and optimization projects, we will shift our focus to distributed generation and renewable energy technologies and instruments. In 2024, with third-party assistance, we completed an initial global strategic roadmap for procurement of renewable energy instruments across the various regions in which we operate. We have started to implement the internal stages of the roadmap, and plan on implementing external stages in the coming years to progress toward our renewable energy goals.

Scope 2 Prioritization Pyramid for Decarbonization



Scope 3 General Emissions Reduction Strategy

Scope 3 emissions are indirect emissions that occur in a company's value chain. Consistent with the GHG Protocol, our Scope 3 emissions are indirect emissions from applicable value chain categories based on our business model and products.

Because our Scope 3 inventory primarily consists of emissions from our upstream suppliers, our emissions reduction strategy prioritizes engaging with suppliers regarding inventory data collection and management, communication and education to decarbonize and decarbonization action. Our strategy is to engage suppliers to adopt their own science-based targets and decarbonize their business operations. As we incorporate decarbonization within our operations, we plan to roll this expectation to our suppliers as well, so that they incorporate this into their operations.

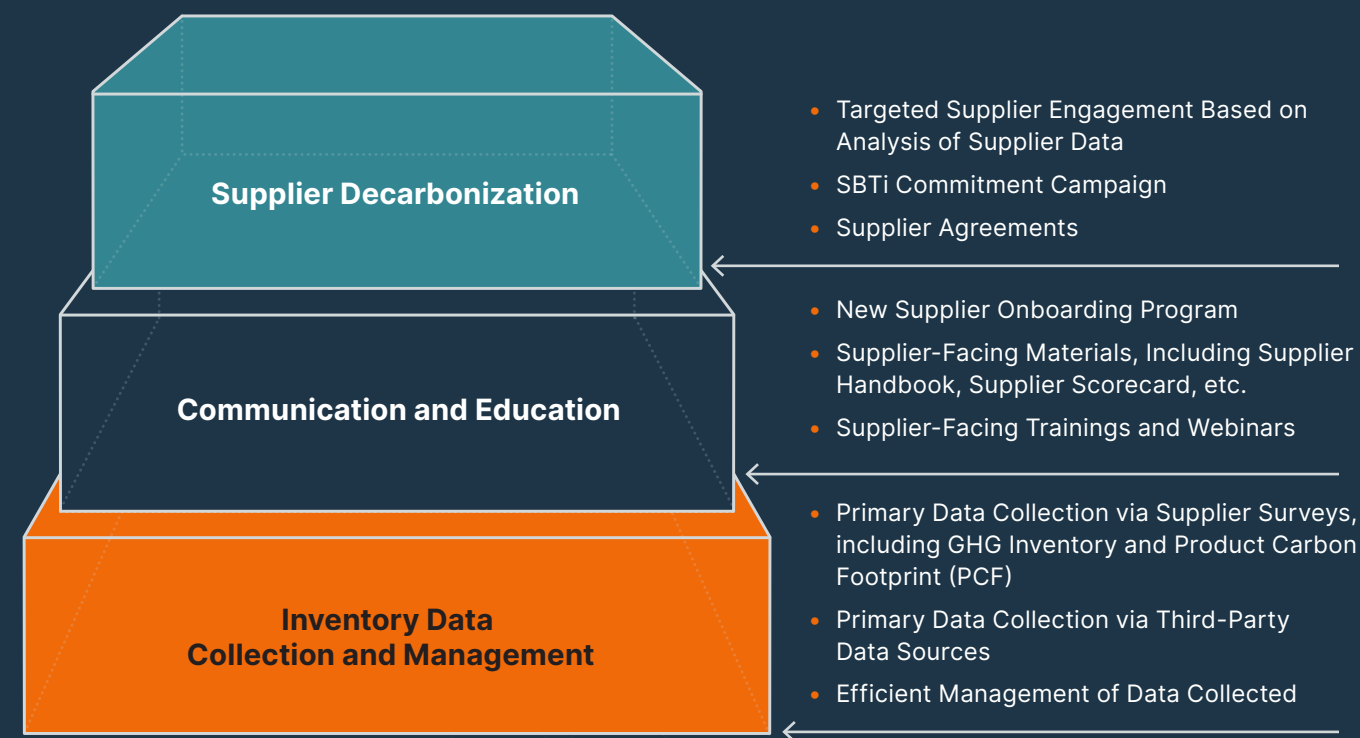
Data is the foundation of our Scope 3 emissions reduction strategy and includes data collection as well as data management. We collect primary emissions data from our suppliers, ensure that we have audit-ready Scope 3 inventory accounting methodologies and build data management systems through a combination of in-house and third-party tools.

Through our **onsemi** policies, we communicate to our suppliers that their decarbonization is a priority. The **onsemi** mechanisms that incorporate supplier-facing policies of future decarbonization expectations include the new supplier onboarding program, Supplier Handbook and other supplier-facing materials.

Supplier decarbonization action will rely on analysis of supplier data, targeted supplier engagement and supplier agreements. This step leverages the analysis of primary data collected, supplier survey responses and product carbon footprint data to further encourage suppliers to commit to the adoption of their own science-based targets. Targeted supplier engagement is anticipated to be carried out through collaboration with supplier sourcing within the procurement team.

Scope 3 Category 3 FERA emissions are directly linked to Scope 1 and 2 emissions and therefore, emissions reduction for this category will occur as a direct result of Scope 1 and 2 emissions reductions. **onsemi's** successful decarbonization efforts in Scope 1 and 2 will be the main pathway for the achievement of our Scope 3 Category 3 FERA emissions reduction target.

Scope 3 Prioritization Pyramid for Decarbonization



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 emissions that are not electricity-related and cannot be eliminated, **onsemi** will explore the purchase of certified and credible carbon removal or offset credits equal to the remaining emissions.

Plan Assumptions, Challenges and Uncertainties

In developing this climate transition action plan, some assumptions were made, including, but not limited to (i) estimations of current emissions data where data is limited, (ii) duration of time needed to hit key milestone tasks, (iii) uncertainties around the availability of renewable energy and credible carbon removal/offset technology in different regions that we operate, and (iv) projected future organic and inorganic growth of the company through 2040. We are aware of these assumptions and will continue to monitor them over time to refine our plan.

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

- Achieving full and accurate data collection due to 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 integrated GHG emissions accounting software into our systems that enables us to track, manage and report consistently across our entire enterprise. We also developed education and training workshops to educate teams across our manufacturing sites. As a result, our teams continue to work towards inserting 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

Overview

onsemi is a leader in intelligent power and image sensing technologies that build a better future. **onsemi** provides components in AI data centers, autonomous vehicles and EVs, charging stations, solar inverters, renewable energy systems, medical devices and more. We deliver disruptive technologies that enable our customers to solve challenging problems and create cutting-edge products for a better future. Through our innovation, we empower a strong triple-bottom-line product offering. Our product development efforts are directed toward:

- Addressing the need for solutions to manage and optimize the growing power demands and distribution within AI data centers.
- 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.
- Improving everyday life by delivering low-power, high-precision and intelligent sensing solutions for diabetes management and clinical and over-the-counter hearing health applications.

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 maximize our return by targeting innovative products and solutions for high-growth applications that position us to outperform the industry. We are also exploring fully integrating sustainability and sustainable design in our products.

Triple-Bottom-Line Revenue

In 2024, **onsemi** had approximately \$5,662 million in triple-bottom-line revenue, representing 80 percent of total revenue. Our definition of “triple-bottom-line” is revenue from products that fall under intelligent power and sensing 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 advanced driver assistance systems (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 impacts such as emissions and waste throughout its use phase. Our silicon carbide (SiC) technologies are designed to meet the demands of higher power and density and DC fast charging in the electric vehicle 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.

Triple-Bottom-Line Revenue Disclosure

Category	Unit	2022	2023	2024
People	Dollars (Millions)	1,462	1,709	1,627
Planet		4,646	4,557	3,905
Profit		346	258	130
Total	Dollars (Millions)	6,454	6,524	5,662
Triple-Bottom-Line Revenue as Percentage of Total	Percentage	78	79	80

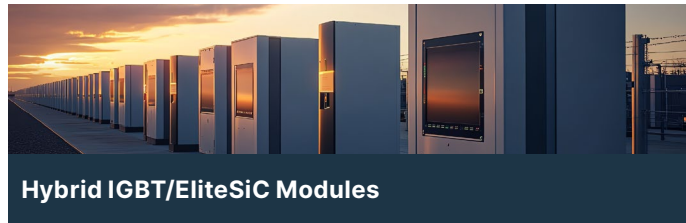
We consider these products a key part of our triple-bottom-line product offering, which includes the following categories:

- AI Data Centers
- Electric Vehicle Charging
- Vehicle Electrification
- Energy Infrastructure
- Industrial Automation
- LED Lighting
- Medical
- ADAS
- Machine Vision



Triple-Bottom-Line Products

Our cutting-edge, key triple-bottom-line technologies include:



The hybrid IGBT/SiC module in an FSBP package features 1050V FS7 IGBT and the 1200V D3 EliteSiC diodes to form a foundation that facilitates high voltage and high current power conversion while reducing power dissipation and increasing reliability. The modules offer increased power density and higher efficiencies within the same footprint. This means a one-gigawatt (GW) capacity utility scale solar farm using the latest generation modules can achieve energy savings of nearly two megawatts (MW) per hour — the equivalent of powering more than 700 homes per year.



onsemi provides a suite of ultra-compact, highly robust Smart Power Stages. Smart Power Stages are the power delivery mechanism to deliver power to Central Processing Units (CPUs) and Graphics Processing Units (GPUs) in AI Data Centers and other compute 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.



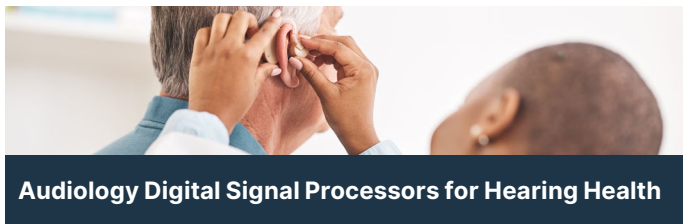
EliteSiC M3e MOSFETs will play a fundamental role in enabling the performance and reliability of next-generation electrical systems at a lower cost per kilowatt. With the ability to operate at higher switching frequencies and voltages while minimizing power conversion losses, this platform is essential for a wide range of automotive and industrial applications, such as electric vehicle powertrains, DC fast chargers, solar inverters and energy storage solutions. Additionally, the EliteSiC M3e MOSFETs will enable the transition to more efficient, higher power data centers to meet the exponentially increasing energy demands that power artificial intelligence engines.



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, allowing heat to be dissipated directly into a heatsink rather than via a typical printed circuit board (PCB). By using both sides of the PCB and decreasing the amount of heat going into it, power density is increased, and reliability is improved, adding to an overall extended system lifetime.



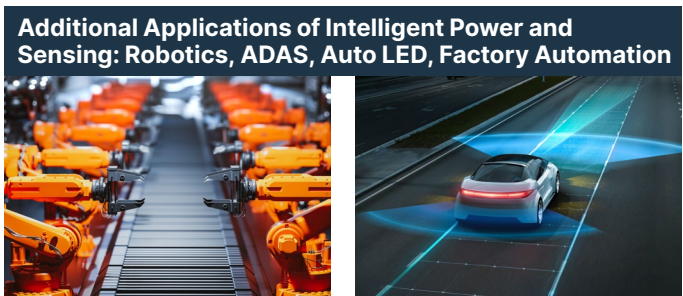
SiC, a prime component of next-generation semiconductors, provides technical benefits and improves system efficiency in many applications, including electric vehicles, electric vehicle charging and energy infrastructure. Full SiC modules can minimize power losses, enable optimal thermal management and 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.



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 sensing and connectivity capability.



onsemi is the leading provider of Analog Front Ends (AFE) 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.



Annual Inventory of Energy Consumption and Emissions

Energy

The use of energy across the organization consists predominantly of purchased electricity and, to a lesser extent, natural gas, diesel fuel, heavy oil, liquified petroleum gas (LPG) and purchased steam. Emissions from purchased electricity and steam 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.

Our total energy use (the energy-related portion of Scope 1 and all purchased electricity and purchased steam of Scope 2) in 2024 was 2,149,054 Megawatt-hours (MWh), out of which the majority was due to purchased electricity.

At **onsemi**, we have been working diligently to reduce our energy consumption through both energy efficiency and conservation projects, which resulted in annualized opportunities and savings of 19,000 MWh of electricity and \$2.17 million in annual cost savings.

As part of our energy conservation initiatives, for the first time, we initiated standardized energy treasure hunts at our Assembly, Test and Operations (ATO) manufacturing sites, with around 800 employees participating. We involved our employees in this process and identified numerous energy-conservation opportunities, both big and small. Together, we uncovered opportunities that save an estimated 8,000 MWh of electricity, approximately 2.5 million gallons of water, and equating to approximately \$880,000 in annual cost savings.

These efforts highlight our ongoing commitment to reducing our environmental impact, while maintaining the high quality of our operations.

Our site personnel at each facility are highly dedicated to conserving and optimizing energy use by implementing operational best practices and adopting new technologies whenever possible. This commitment aligns with the general principle that the cleanest energy is the energy not being used.



HIGHLIGHTS

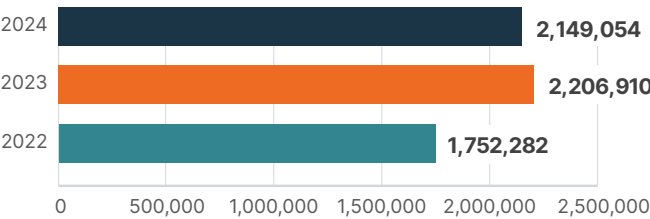
19,000 MWh

Energy saved through efficiency and conservation projects.

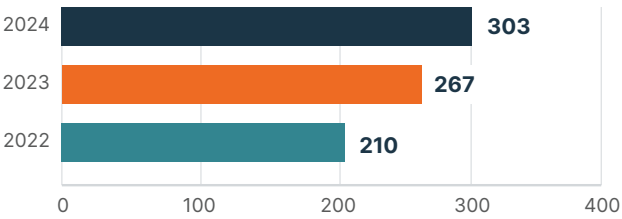
\$2.17M

Annual cost savings from energy efficiency and conservation.

Total Energy Consumption (MWh) | [Detailed Description of Chart on pg. 34](#)



Energy Intensity (MWh per \$ Million Revenue) | [Detailed Description of Chart on pg. 34](#)



Total Energy Consumption and Intensity Disclosure¹

Disclosure	Unit	2022	2023	2024
Total Actual Energy Consumption of Owned Facilities				
Total Energy Consumption	MWh	1,752,282 ²	2,206,910 ³	2,149,054
Energy Intensity				
Energy Intensity	MWh per \$ Million Revenue	210	267	303
Energy Consumption by Source				
Electricity	MWh	1,487,074	1,765,602	1,726,357
Purchased Steam		Not reported (NR)	NR	2,465
Renewable Electricity ⁴		0	0	0
Natural Gas		172,028	391,656	379,340
Diesel Fuel		3,170	6,784	6,690
Town Gas		57,883 ⁵	0	0
Heavy Oil		30,121	40,814	32,757
LPG	Percentage	2,006	2,054	1,445
Energy from Grid		100	100	100

¹ 2022 and 2023 Energy Consumption and Energy Intensity amounts reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

² Energy from our 2022 divested sites is included in our actual energy totals through the date of divestiture.

³ The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our East Fishkill site, which was finalized on December 31, 2022.

⁴ 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.

⁵ In 2022, two of our manufacturing sites reported using “Town Gas” fuel. One site was divested in 2022 and the other was purchasing fossil methane (“natural”) gas, not manufactured gas. As of 2023, that site’s gas usage is included in “Natural Gas” and none of our sites have used “Town Gas” in subsequent years.

Emissions

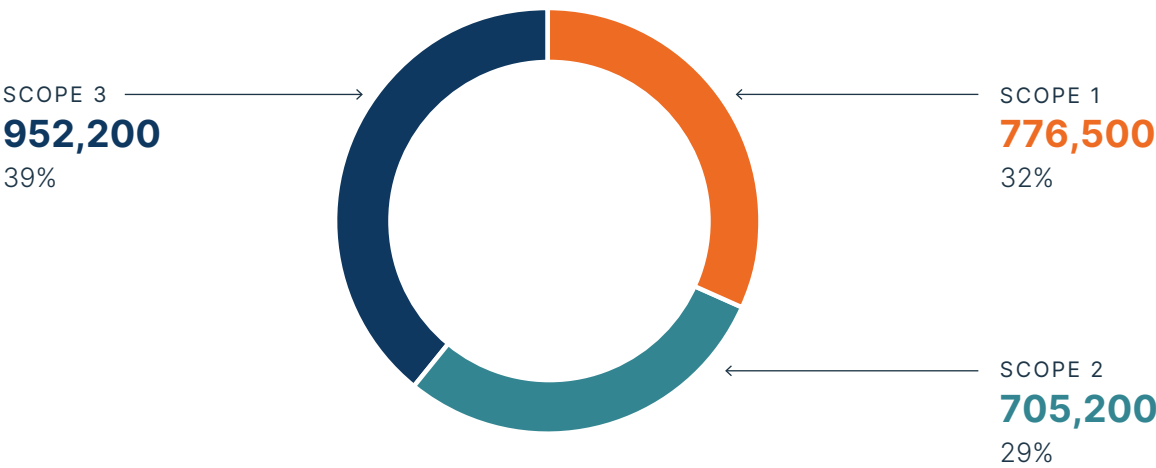
Enterprise-wide Emission Inventories by Year^{1,2}
(MTCO₂e)

Disclosure	2022	2023	2024
Scope 1	1,016,800	830,200	776,500
Scope 2	727,100	727,500	705,200
Scope 3	2,146,200	1,568,500	952,200

¹ Inventories represent annual enterprise-wide emissions, including any material emissions from non-manufacturing sites in Scope 2, and are therefore 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.

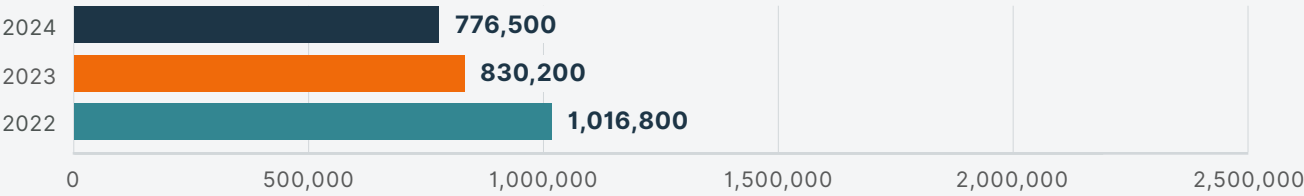
² onsemi acquired our Syracuse, New York, facility in December 2024. Due to this acquisition closing near the end of 2024, emissions from the site have not been included in our emissions inventory. We will work to include Syracuse emissions in our inventory next year and will report on its impact in our 2025 Sustainability Report.

2024 Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 34](#)

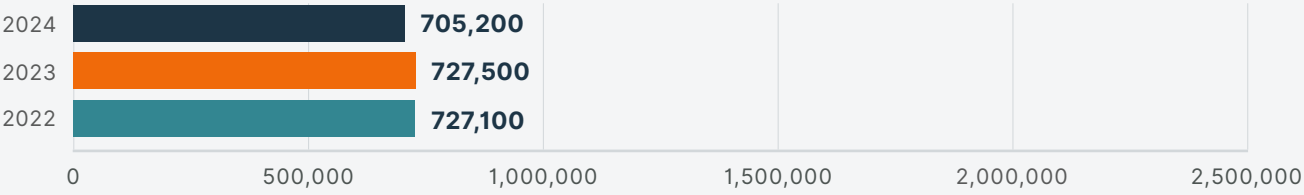


Summary of Enterprise-wide Emission Inventories

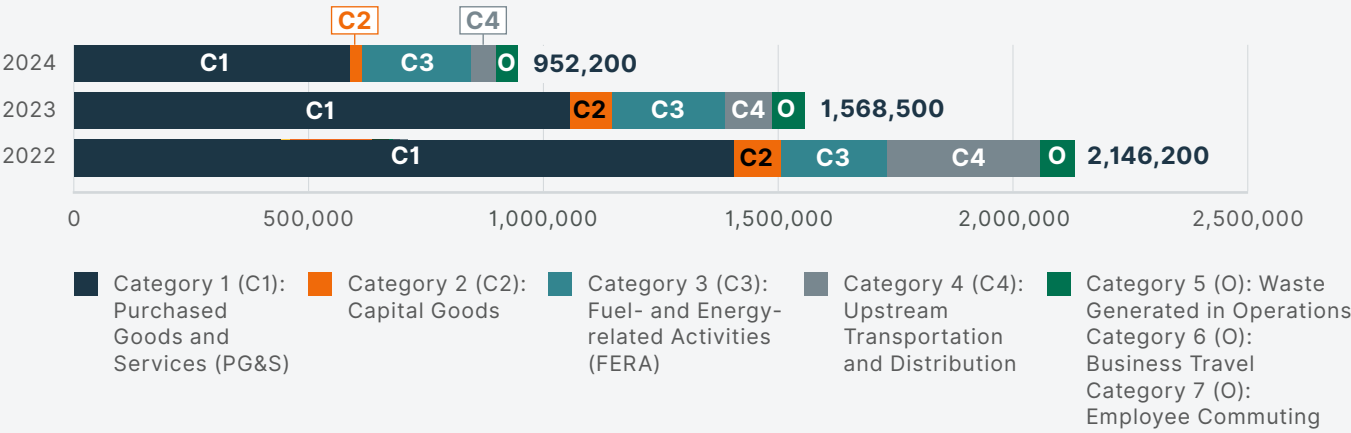
Scope 1 Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 34](#)



Scope 2 Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 34](#)



Scope 3 Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 35](#)



Scope 1

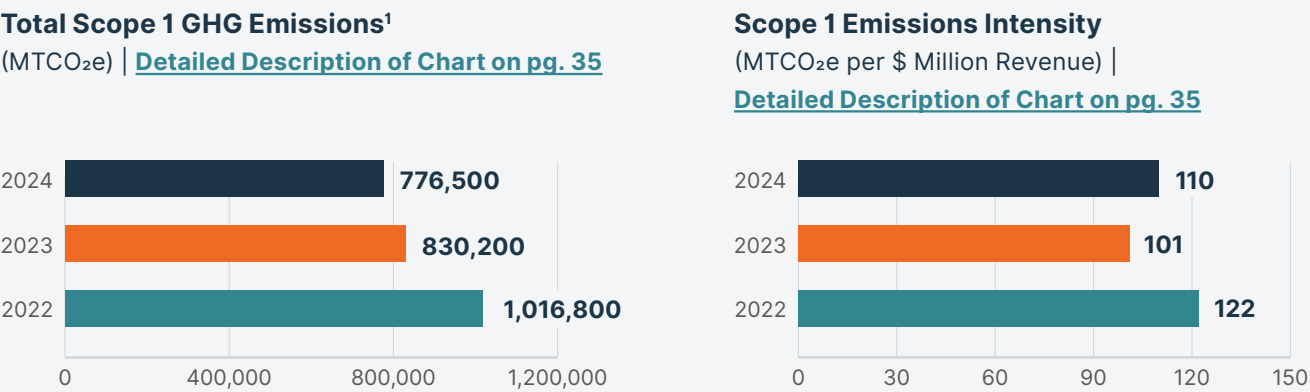
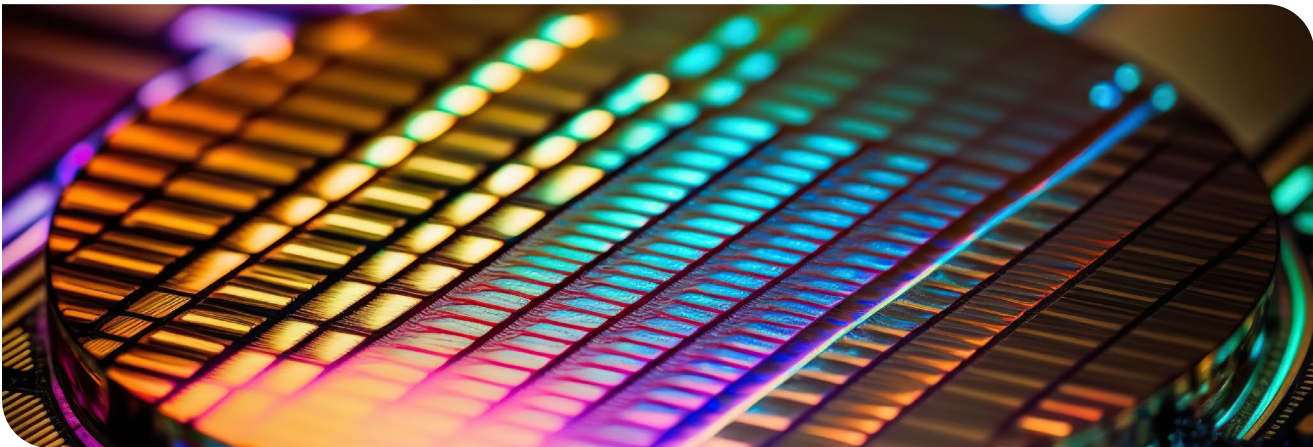
Scope 1 emissions are direct emissions from company-owned and -controlled facilities. The largest source of Scope 1 emissions is from fluorinated process gases used in manufacturing. Other sources include fuels used in space- or process-heating and heat transfer fluids used in manufacturing equipment.

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 supplying 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, data submitted by our manufacturing site teams is checked for quality and completeness before performing final calculations and modeling.

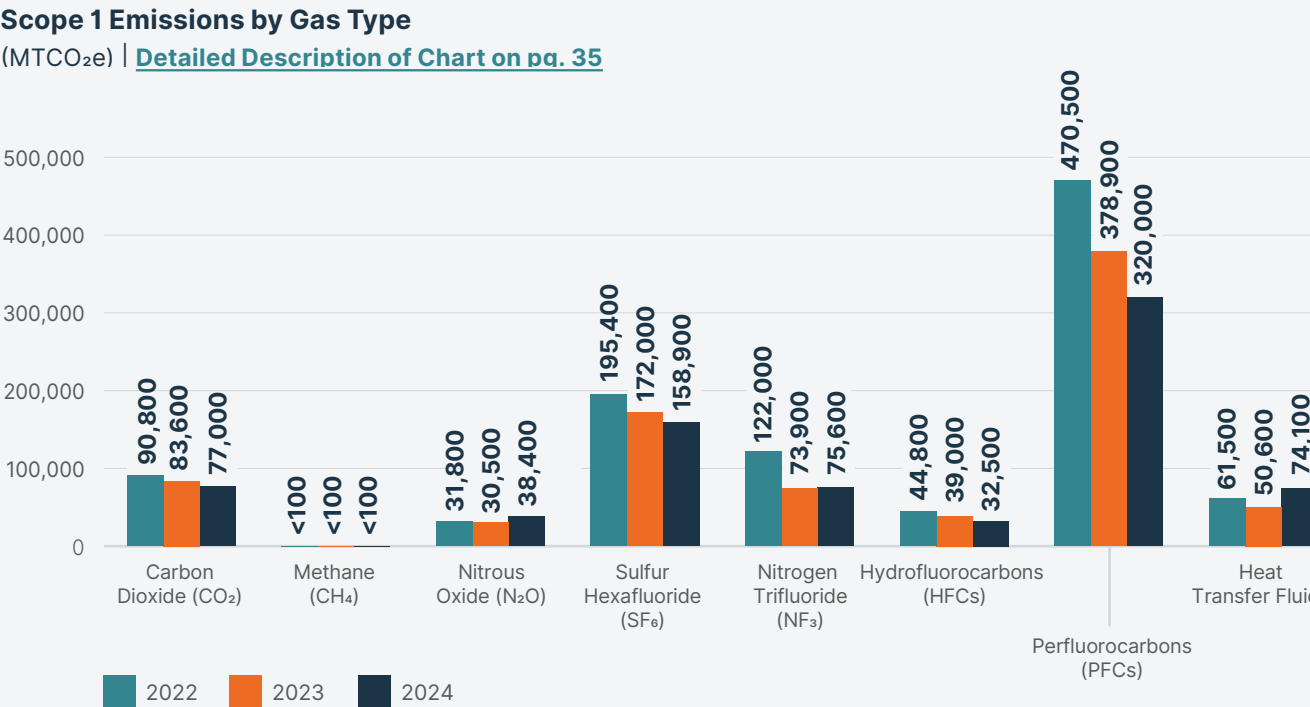
For the semiconductor manufacturing-related emissions, we use a methodology consistent with [IPCC Tier 2c](#) guidance to determine process gas emissions. The methodology efficiency and by-product formation of fluorinated gases and nitrous oxide within the semiconductor manufacturing process. Global warming potentials from IPCC’s Sixth Assessment Report (AR6) are used to convert gas quantity to CO₂e.

In 2024, we focused on the following initiatives pertaining to Scope 1 emissions:

- **Engagement with Fabrication Facility Locations for Fluorine (F₂)-Based Chamber Cleaning:** Our wafer fabrication facility in Rožnov, Czech Republic was selected to begin transitioning from hexafluoroethane (C₂F₆)-based plasma chamber cleaning to a fluorine (F₂)-based process, which has a lower GWP.
- **Qualification of Existing Abatement Devices:** Most **onsemi** fabs have some level of point-of-use abatement equipment installed. This equipment was identified and **onsemi** began obtaining OEM certification and/or onsite testing to validate and qualify the destruction and removal efficiency (DRE) for GHGs under the process conditions at the point of use.



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



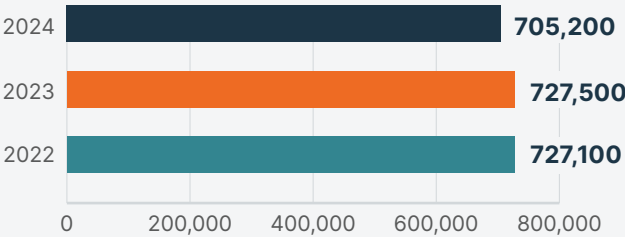
Scope 2

Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. For our purposes, this means our purchased electricity and steam. The boundary of our near-term science-based target is based on operational control, and non-manufacturing sites are anticipated to contribute de minimis emissions to our company wide total emissions. Disclosure of non-manufacturing site emissions in the accompanying table is for transparency.

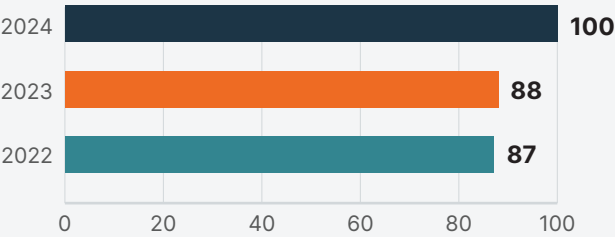
onsemi reduced global Scope 2 emissions in 2024 from 2023 levels due to the combination of implementation of energy conservation and energy efficiency practices at our sites (see [Energy](#) section on page 15).



Total Scope 2 GHG Emissions
(MTCO₂e) | [Detailed Description of Chart on pg. 35](#)



Scope 2 Emissions Intensity
(MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart on pg. 35](#)



Scope 2 Emissions Overview

Disclosure	Unit	2022 ¹	2023	2024
Enterprise-wide Scope 2 Emission Inventories by Year ²				
Total Scope 2 Emissions, Manufacturing and Non-Manufacturing Sites (Location-Based)	MTCO ₂ e	727,100	727,500	705,200
Total Scope 2 Emissions, Manufacturing Sites		713,500	714,000	690,800
Total Scope 2 Emissions, Non-Manufacturing Sites		13,600	13,500	14,400
Scope 2 Emissions Intensity				
Scope 2 Emissions Intensity (Calculated for Total Scope 2)	MTCO ₂ e per \$ Million Revenue	87	88	100

¹ 2022 amounts reflect revisions that are the result of requested methodologies completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report.

² Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary 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 a company’s value chain. In 2024, the **onsemi** Scope 3 emissions inventory was 952,200 MTCO₂e, which accounts for 39 percent of our total GHG footprint (combined Scope 1, 2 and 3).

In 2024, our Scope 3 strategy included a rollout of the following initiatives:

• **Inventory Data Collection and Management**

We engaged more than 1,000 new and legacy suppliers through our new data collection program, which serves as a foundation to managing our Scope 3 emissions reduction. We surveyed our top 80 percent of suppliers by spend (deemed “high priority suppliers”) and received more than an 80 percent response rate. As a result, our 2024 data shows that 35 percent of surveyed suppliers intend to commit or have already committed to a science-based target, or have already been validated by the SBTi. This data represents the percentage of suppliers that will or have already committed to a science-based target, and serves as an approximation of **onsemi’s** near-term supplier engagement target process. In the future, we will report on suppliers by emissions that commit to a science-based target.

• **Communication and Education**

Increased Supplier Engagement: As part of the targeted supplier engagement program, we held preliminary meetings with high-priority suppliers to encourage them to commit to their own science-based targets.

New Supplier Onboarding Program Launched: Every supplier that is onboarded into the **onsemi** ecosystem is now informed of **onsemi**-required supplier decarbonization commitments and is educated on **onsemi’s** decarbonization policies, timelines and resources. Selected suppliers are required to provide emissions inventory data annually so that we are able to track their emissions reduction performance.

Supplier Handbook: We distributed communications via our **onsemi** Supplier Handbook to our high-priority suppliers. We led conversations with our highest-emitting suppliers and those suppliers that we hope to influence to commit to a science-based target. We engaged with more than 50 percent of our suppliers by spend through two-way communications.

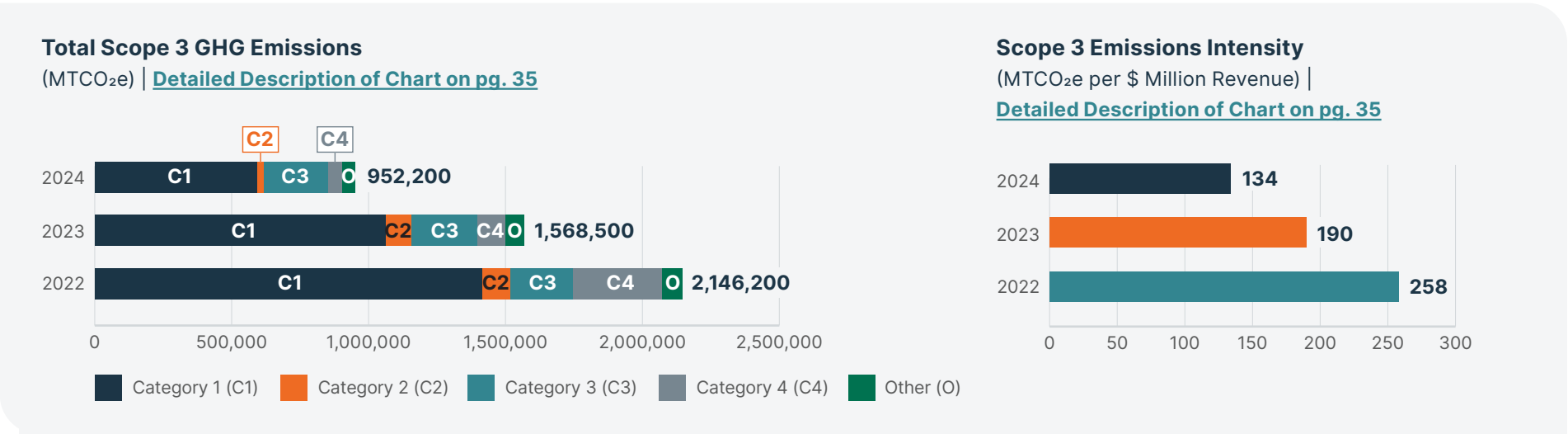
In 2024, we experienced an overall reduction in our Scope 3 emissions. For Categories 1 (Purchased Goods and Services) and 2 (Capital Goods), the decrease in emissions compared to the prior year is due to a combination of decreased consumption (purchases from suppliers) and decreased emissions factors related to supplier-specific and commodity changes. For Category 4 (Upstream Transportation and Distribution), the decrease in emissions was partially driven by the decrease in consumption (fewer shipments from suppliers and decrease in average weight per shipment), with additional impact from an average shorter distance per shipment. For Category 5 (Waste Generated in Operations), the decrease in emissions is the result of a refinement in waste categorization at our sites, as well as updates to the related emission factors. Although we saw a decreasing trend in our total Scope 3 inventory, Category 6 (Business Travel) experienced an increase compared to the prior year due to refinement of the calculation, including updated emissions factors and additional data granularity.

Enterprise-wide Scope 3 Category Emission Inventories by Year^{1,2}

Disclosure	Unit	2022	2023	2024
Category 1 (C1): Purchased Goods and Services (PG&S)	MTCO ₂ e	1,414,900	1,062,500	591,600
Category 2 (C2): Capital Goods		102,700	92,100	26,000
Category 3 (C3): Fuel- and Energy-Related Activities (FERA)		226,700	241,700	234,100
Category 4 (C4): Upstream Transportation and Distribution		326,600	101,100	52,100
Category 5 (O): Waste Generated in Operations		46,500	37,700	8,000
Category 6 (O): Business Travel		6,600	11,300	19,500
Category 7 (O): Employee Commuting		22,200	22,100	20,900
Total	MTCO ₂ e	2,146,200	1,568,500	952,200

¹ Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Category 8 Upstream Leased Assets is applicable but is not presented in the table due to the magnitude of emissions category (represents <1% of total Scope 3 emissions for each annual period presented). Our emissions from use of data centers fall within Category 8.

² Category 10 Processing of Sold Products and Category 12 End-of-Life Treatment of Sold Products are no longer presented based on applicability of these categories for producers of intermediate products, per interpretation of the GHG Protocol, and **onsemi**-specific facts and circumstances.



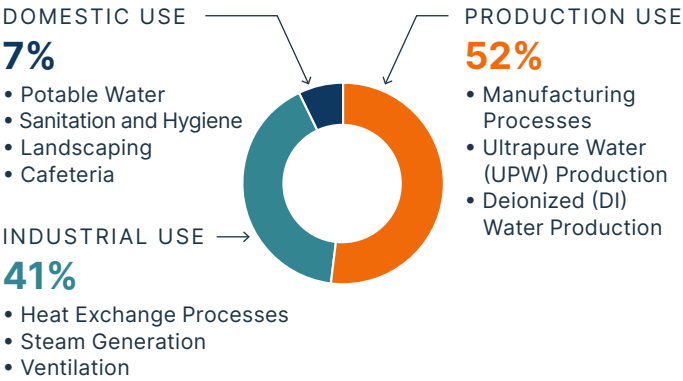
Water and Waste Management

Water Usage

Water is an essential and valuable 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 watersheds and surrounding communities. We actively work to prevent any adverse effects on our water systems and understand that conserving water lowers the cost of processing and safeguards the supply of water resources.

Water consumption is typically calculated as water withdrawal minus water discharge. In 2024, we collected data on water discharge volumes for the first time, enabling us to more accurately monitor and track our water consumption.

Applications of Water Use at Manufacturing Sites (Percentage) | [Detailed Description of Chart on pg. 35](#)



We use the World Resources Institute (WRI) Water Risk tool to identify if any of our sites are in high or extremely high water-stressed regions. In 2024, out of 15,759 megaliters of total water withdrawn, 1,412 megaliters were withdrawn from high water-stressed regions and 883 megaliters from extremely high water-stressed regions (9 percent and 6 percent of total water withdrawn, respectively). The designation of a region as an extremely high or high water-stressed region varies year-over-year based on WRI's analysis of risk and varying water availability in different locations. In 2024, two manufacturing sites were in extremely high water-stressed regions and five manufacturing sites were in high water-stressed regions. At the manufacturing site level, we continue to monitor water data and water risks.

Across our manufacturing facilities, out of the total water withdrawn, 2,093 megaliters of water (13 percent) were consumed by **onsemi**. Of this, 259 megaliters (2 percent) of water consumed were from high water-stressed regions and 161 megaliters (1 percent) were from extremely high water-stressed regions. Our water consumption is mainly attributed to heating and cooling processes in our manufacturing facilities where the heat transfer process causes water to evaporate. **onsemi** continues to evaluate opportunities for water consumption reduction.

Water Usage Summary

Disclosure	Unit	2022	2023	2024
Water Withdrawal				
Total Water Withdrawal	Megaliters	13,692	15,652 ¹	15,759
Surface Water		0	0	0
Groundwater (renewable)		1,129	3,618	3,846
Seawater		0	0	0
Third Party Water		12,563	12,034	11,913
Water Withdrawal Intensity				
Water Withdrawal Intensity	Megaliter per \$ Million Revenue	1.64	1.90	2.23 ²
Water Recycled				
Water Recycled	Megaliters	5,776	6,507	7,524
Recycling Rate	Percentage	42	42	48
Water Withdrawal in Water-Stressed Regions ³				
Extremely High ⁴	Megaliters	0	854	883
High ⁵		515	1,716	1,412
Water Consumption				
Total Water Consumption	Megaliters	NR	NR	2,093
Water Consumption in Water-Stressed Regions ³				
Extremely High ⁴	Megaliters	NR	NR	161
High ⁵		NR	NR	259

¹ In 2023, we significantly expanded our Bucheon, South Korea facility and accounted for our East Fishkill, United States site (acquisition finalized on December 31, 2022) in our operations, resulting in increased water withdrawal compared to prior years.

² Water withdrawal intensity increased in 2024 compared to 2023 because water withdrawal remained generally consistent while revenue decreased. Water withdrawal is generally a consistent fixed volume to support industrial and production equipment operations, and does not vary significantly with manufacturing load.

³ Water-stressed regions were identified through the WRI Water Risk Tool. Sites identified in extremely 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.

⁴ Extremely high water-stressed regions for 2023 and 2024 include Cebu and Tarlac.

⁵ High water-stressed regions for 2023 and 2024 include Suzhou, Biên Hòa, Bình Dương, Carmona and Nampa, United States. For 2022, these regions included Pocatello, United States and Suzhou, China.

Water Stewardship

Highlighting our dedication to water-use efficiency, we recycled 7,524 megaliters of water in 2024 and achieved a recycling rate of 48 percent, an improvement compared to 42 percent in 2023. We are dedicated to continuous improvement in safeguarding environmental health and safety through investments in facility infrastructure. **onsemi's** water stewardship program included the following initiatives implemented in 2024:

- At our Carmona site, we mitigated our limited water resources by installing a Water Recycling System (WRS) that not only complies with local regulations but also supports the manufacturing facility's cost-saving initiatives and emission reduction initiatives. Approximately 40 percent of the water used by the manufacturing facility is recycled and fed into the Reverse Osmosis-Deionization (RODI) system to produce deionized water. The project is anticipated to save 145 megaliters of water and \$406,000 annually.
- At our Biên Hòa site, we replaced the existing wastewater recycling system with a new wastewater treatment system using conventional coagulation/flocculation, clarifier, sand filter and cartridge filter. This system ensures high-quality water for production reuse, reducing water withdrawal by 23 megaliters and saving approximately \$10,000 annually.



Wastewater Treatment

The complexity of semiconductor manufacturing technology has increased over time. This drives the need to invest in more sophisticated onsite treatment systems to treat the 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 a permit to a municipality or other authorized discharge point. The treatment process can include primary treatment (physical-chemical treatment and wastewater neutralization), secondary treatment (biological treatment) and tertiary treatment (ion exchange treatment, disinfection and membrane treatment, carbon absorption treatment), depending on the wastewater characteristics. The level of treatment is stringent and meets or exceeds the local government requirements in the areas where we operate.

onsemi not only monitors water discharge 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 according to 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** is fully compliant with all applicable local regulations and requirements.

Wastewater Treatment Disclosure¹

Disclosure	Unit	2024
Total Water Discharge	Megaliters	13,665
Water Discharge by Destination		
Fresh Surface Water	Megaliters	7,256
Third-Party Destination		6,409
Water Discharge by Treatment Level		
Primary Treatment	Megaliters	7,157
Secondary Treatment		183
Tertiary Treatment		4,290
No Treatment – Discharged to Natural Environment		571
No Treatment – Discharged to Third Party		1,464

¹ 2022 and 2023 values not reported

Waste Management

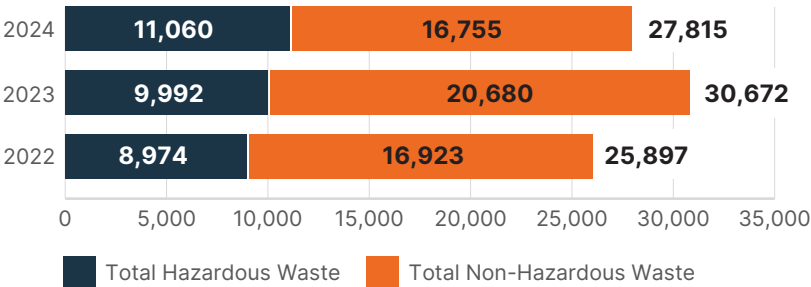
Semiconductor manufacturing generates both hazardous and non-hazardous waste, as classified under local government regulations. **onsemi** is committed to complying with all applicable requirements related to our waste management practices. We ensure there are processes and controls in place to effectively 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 to both reduce waste management costs and avoid negative impacts on human and environmental health.



Total Waste Generated (Hazardous and Non-Hazardous)

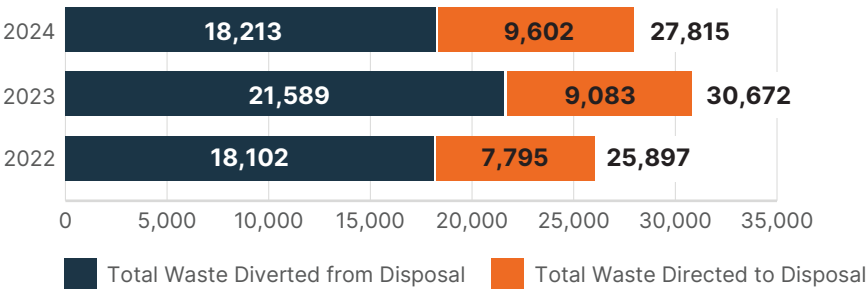
(Metric Tons) | [Detailed Description of Chart on pg. 36](#)



Total Waste Generated

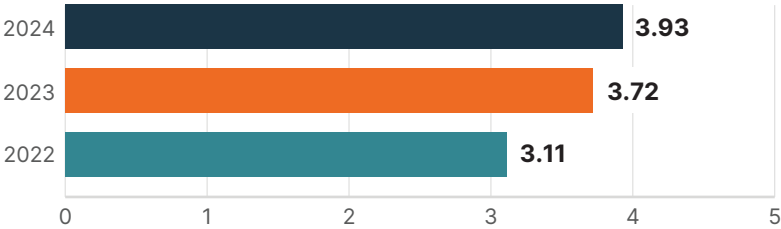
(Diverted from Disposal and Directed to Disposal)

(Metric Tons) | [Detailed Description of Chart on pg. 36](#)



Waste Generation Intensity

(Metric Tons per \$ Million Revenue) | [Detailed Description of Chart on pg. 36](#)



Waste Directed to Disposal

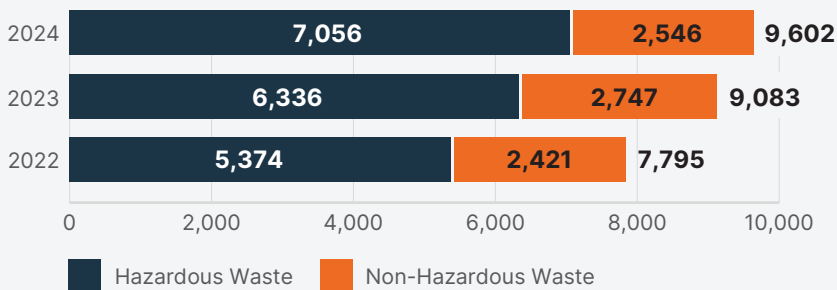
onsemi categorizes our waste directed to disposal as described below.

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. 36](#)



Waste Diverted from Disposal

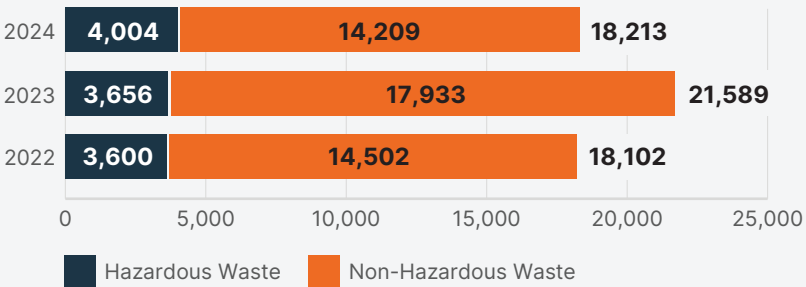
onsemi categorizes our waste diverted from disposal as described below.

Hazardous and Non-Hazardous:

- **Preparation for Reuse:** Materials that have become waste are prepared (by way of checking, cleaning or repairing) to be used for the same purpose for which they were conceived.
- **Recycling:** Materials that have become waste are reprocessed 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.

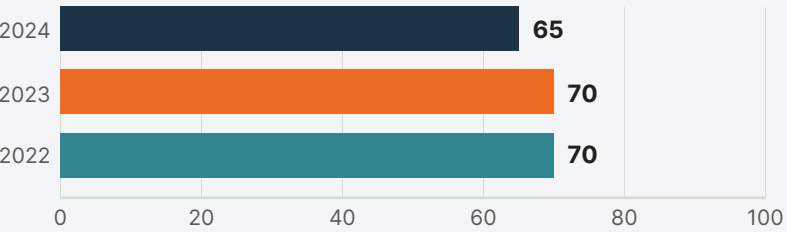
Total Waste Diverted from Disposal

(Metric Tons) | [Detailed Description of Chart on pg. 36](#)



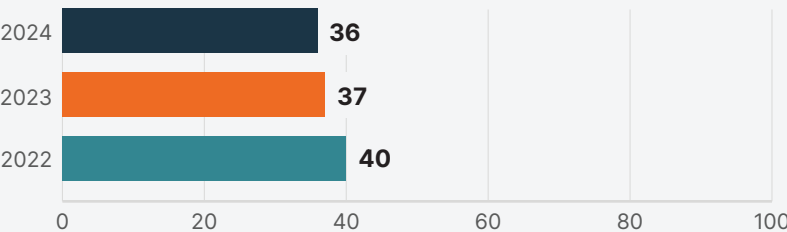
Total Waste Diversion Rate

(Percentage) | [Detailed Description of Chart on pg. 36](#)



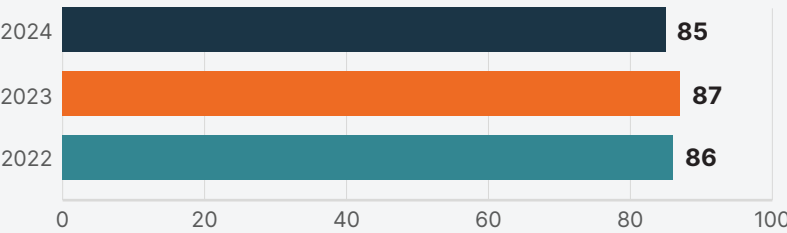
Hazardous Waste Diversion Rate

(Percentage) | [Detailed Description of Chart on pg. 36](#)



Non-Hazardous Waste Diversion Rate

(Percentage) | [Detailed Description of Chart on pg. 36](#)



Reclamation Operation

Our global reclamation 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 non-precious 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 2024 waste diversion rate of 65 percent and a non-hazardous waste diversion rate of 85 percent.

Waste Minimization and Diversion

Although reclamation activities are primarily responsible for onsemi's strong waste diversion rate, waste minimization is a critical strategy and is promoted throughout our sites globally. Efforts small and large help us operate more sustainably. At our Bucheon site, generated wastewater sludge from our manufacturing process is recycled into blocks that are used as construction materials. Our various recycling methods help reduce the risks of waste treatment and the additional processing costs associated with it. In 2024, 7,420 metric tons of waste were recycled, saving approximately \$164,000.

Environmental Health and Safety

Overview

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

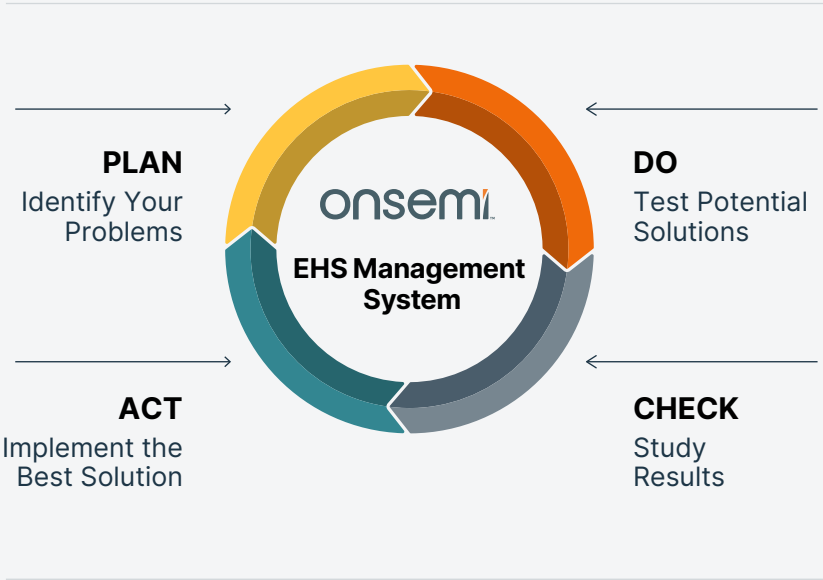


94%

Of onsemi manufacturing sites are certified to ISO 14001 and 45001.

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:** Establish objectives and 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.

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

EHS Management System Manual, Including the onsemi [EHS Policy and Statement](#): Manual (and policy) that establishes 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 for each employee.

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

Contractor EHS Activities: Procedure to establish contractor EHS-related activities, outlining 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: Guidance to assure compliance with legal and other requirements.

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

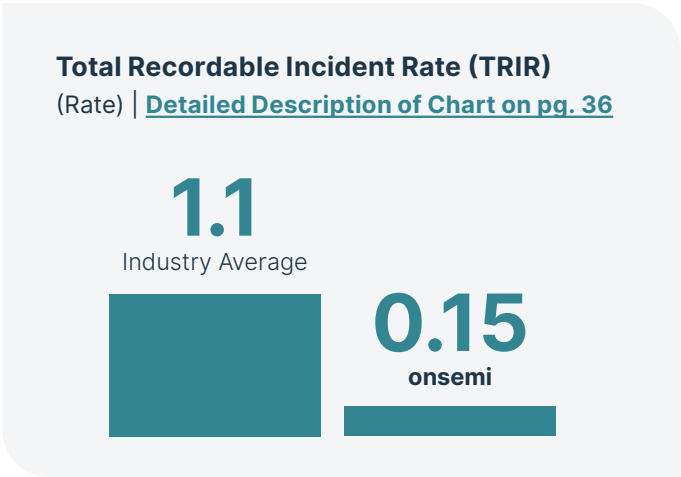
onsemi manufacturing employees attend new hire orientation, which includes:

- 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 Recurrence
- Emergency Response
- Ergonomics
- Waste

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

EHS Data

We track and report various EHS metrics to understand the success and trends of our program over time. Although there is minor variability in 2024 and 2023 incident rates of injury and illness, **onsemi's** Total Recordable Incident Rate (TRIR) of 0.150 remains well below the semiconductor industry average of 1.1, as reported by the [U.S. Bureau of Labor Statistics](#).



Disclosure	Unit	2022	2023	2024
Injury Disclosures				
Fatalities, Employees	Incidents	0	0	0
Fatalities, Non-Employees		0	0	0
High-Consequence Work-Related Injuries, Employees		0	0	0
High-Consequence Work-Related Injuries, Non-Employees		0	0	0
Recordable ¹ Work-Related Injuries, Employees		40	53	40
Recordable ¹ Work-Related Injuries, Non-Employees		2	0	5
Work-Related Ill Health Disclosures				
Fatalities Due to Work-Related Ill Health, Employees	Incidents	0	0	0
Breakdown by Type of Work-Related Ill Health				
Occupational Illness	Incidents	8	2	8
	Percentage	61.5	40	61.5
Dermatitis	Incidents	4	1	4
	Percentage	30.8	20	30.8
Respiratory Disorder	Incidents	1	1	1
	Percentage	7.7	20	7.7
Lightheaded/Dizziness	Incidents	0	1	0
	Percentage	0	20	0
Fainting	Incidents	0	0	0
	Percentage	0	0	0
Rate Calculations ²				
Lost Time Incident Rate (LTIR) (number of lost time injuries in the reporting period x 1,000,000) / total number of hours worked in the reporting period	Rate	0.31	0.47	0.36
Lost Time Incident Severity Rate (number of days lost due to injuries x 1,000) / total number of hours worked in the reporting period		0.009	0.015	0.009
Total Recordable Incident Rate (TRIR), Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		0.108	0.170	0.150
Total Recordable Incident Rate (TRIR), Non-Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		0.005	NR	NR
Near-Miss Frequency Rate (number of near miss incidents x 200,000) / total number of hours worked in the reporting period		0.016	0.009	0.011

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

² Based on 52,946,000 hours worked in 2024.

Inclusion, Belonging and Engagement

Overview

At **onsemi**, we are committed to ensuring a culture of inclusion for our employees. We recognize that we are strongest when drawing on the broad experiences, knowledge, cultures and perspectives of all employees around the world. We are proud to celebrate our employees and encourage the creativity and innovation necessary to maintain a competitive advantage in the global marketplace.

Expanding our talent pipeline is critical to keeping our organization well-positioned to handle the changing demands of our industry. We foster an environment of belonging where everyone can thrive and succeed. At **onsemi**, all employees have the same opportunities to develop skills consistent with our business objectives and core values of Purpose, Innovation and Excellence.

We participate in various conferences and career fairs around the world throughout the year. We engage with multiple organizations to attract a highly qualified workforce. Some of our partners include:

- Strategic partner schools in the United States to provide opportunities for internships and employment.
- Embedded partnerships with local universities in Europe enable us to consult on curriculum to better prepare graduates for the semiconductor industry.
- Alumni connections in Asia allow us to pair current **onsemi** employees with their alma mater to organize pre-placement talks and showcase our technology to attract top talent from engineering programs.

Employee Resource Groups

Our six Employee Resource Groups (ERGs) are employee-led and open to everyone. These groups evolve through organic formation and are business-facing resources that support our recruitment, retention, development and advancement objectives.

ERGs are critical resources to our organization and provide key insights that drive continuous improvements to our policies, practices and procedures. In 2024, one of our ERGs helped our University Relations team to recruit at some of our strategic partner schools, as well as at an annual conference and career fair. These efforts provided prospective candidates with an opportunity to connect with existing employees and get a better sense of our organizational culture, innovative products and company performance.

We also sponsored the attendance of multiple employees at conferences around the world for professional development. These leaders were able to listen to and learn from experts in various areas.

Another ERG hosted sessions throughout the year on supporting colleagues in the workplace and mental health. Our multigenerational ERG planned several key events, including a lunch and learn session with a Science, Technology, Engineering, Art and Math (STEAM) grantee that supports economic mobility. We are excited about the work that they will do in India to train and place people in technology roles.

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

“I participate in events driven by ERGs, which provide opportunities for networking, professional development and community outreach. onsemi ERGs provide a community within the company with colleagues that have shared personal experiences, beyond our professional connection. Through these groups — which are open to everyone — I have expanded my network and had opportunities to represent the organization at various events in the community.”

— Michael Vega, Product Line Manager; Scottsdale, AZ

For International Women’s Day in March, Intergeneration Month in September and International Men’s Day in November, we hosted global panel events to highlight employees, share experiences and career journeys and provide opportunities for employees to engage around key topics.

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. This signature event began in 2023 and has been widely embraced by our employees.

These events brought our employees together for meaningful and fun team-building opportunities that increased employee engagement and strengthened the employee experience.

Over the course of the year, we celebrated diverse cultural milestones that resonated with our global workforce. A key highlight of this approach was introducing employee storytelling in which we featured employees from multiple countries sharing how they celebrate their holidays. One standout moment was our focus on the Lunar New Year, where employees from various countries shared their unique traditions. This initiative not only deepened understanding of this significant celebration but also enhanced cultural competence within our team worldwide.

External Benchmarking

onsemi participates in industry-recognized surveys annually to ensure we are accurately measuring the performance of our internal initiatives against external benchmarks. Our participation helps to inform key reports and provide context on emerging trends.



2024 Giving Now Program Highlights



onsemi teams supported a global World Food Day campaign in October by volunteering to address food insecurity. Fourteen giving campaigns and 19 volunteer activities around the world offered a 200 percent donation match and dollars-for-doers incentive. With more than 310 donors and 450 employees volunteering more than 850 hours, we raised more than \$40,000 supporting 22 causes across 9 countries.



In August, **onsemi's** team in Vietnam partnered with Gaia Nature Conservation to launch a forest planting program at Ta Kou Nature Reserve. More than 100 employee volunteers planted 500 trees, receiving expert guidance to ensure a high survival rate for the saplings. This initiative helps restore the ecosystem, prevent soil erosion and improve air quality, demonstrating our commitment to sustainable activities.



onsemi also donated used technology to support education and sustainability. **onsemi** gave away nearly 200 monitors of various sizes and more than 650 laptops to a Phoenix-based cause, 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 and laptops were valued at more than \$103,000 and will help enhance the learning experience of students as well as assist schools and other nonprofits that need them.



onsemi continued its support for Giving Tuesday, a globally recognized day of giving. Employees (except those in China) received a \$10 reward on the Giving Now platform to donate to their favorite causes. This resulted in more than 3,400 employees engaging to provide more than \$40,000 in donations to 954 causes globally. The largest share of campaign contributions supported organizations focused on: human services; civil rights, social action and advocacy; arts, culture and humanities; and animal-related causes.



HIGHLIGHTS

\$3.4 million

Donated in charitable donations to the global community.

10,500

Hours volunteered in 2024 by more than 2,000 employees.

Corporate Governance

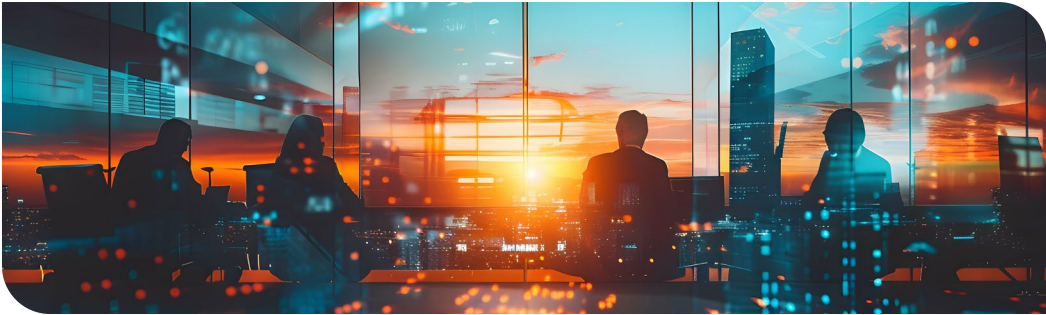
Overview

All business conducted by employees, managers and officers at **onsemi** is under the direction of the 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, 2024. 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.

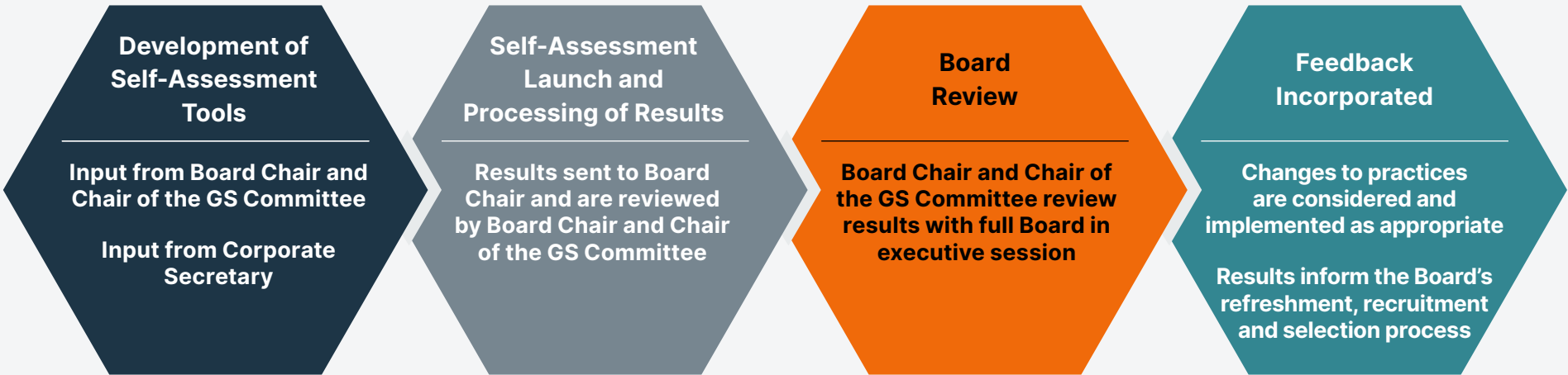
We endeavor to have a Board representing diverse experiences and skills in areas that are relevant to our global activities. The Governance and Sustainability Committee considers diversity of experience, thought, skills and viewpoints, as part of the Board's self-evaluation process and in its evaluation of potential candidates to serve on the Board.



Board Member	Gender	Age	Tenure	Committees	Semiconductor / Technology	Public Company Management	International	Environmental Social Governance (ESG)	Manufacturing	Finance	Compliance	Mergers and Acquisitions	Marketing	Government Relations	Sustainability/Climate	Information Security	Enterprise Risk Management (ERM)
Alan Campbell	Male	67	10	Executive (Chair), Audit, Governance and Sustainability	●	●	●		●	●	●	●				●	●
Susan K. Carter	Female	66	5	Audit (Chair), Governance and Sustainability		●	●	●	●	●	●	●		●	●	●	●
Thomas L. Deitrich	Male	58	5	Governance and Sustainability, Human Capital and Compensation	●	●	●	●	●	●		●	●	●	●	●	●
Hassane El-Khoury	Male	45	5	Executive	●	●	●	●	●	●	●	●	●	●	●	●	●
Bruce E. Kiddoo	Male	64	5	Audit	●	●	●	●	●	●	●	●				●	●
Christina Lampe-Önnerud	Female	58	2	Audit			●	●	●				●		●		
Paul A. Mascarenas	Male	63	11	Governance and Sustainability (Chair), Executive, Human Capital and Compensation	●	●	●	●	●			●			●		●
Gregory L. Waters	Male	64	5	Executive, Human Capital and Compensation	●	●	●	●	●	●		●	●		●	●	●
Christine Y. Yan	Female	59	7	Human Capital and Compensation (Chair)		●	●	●	●			●	●		●	●	

Board Evaluation

Our Board believes that having strong governance principles and practices improves effectiveness and contributes to the creation of long-term stockholder value. 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 2024, the GS Committee used the following process to conduct the Board’s self-evaluation:



The Board of Directors believes that each of our directors can and does benefit from candid feedback received from fellow directors about their individual performance. Accordingly, we conduct annual peer evaluations to obtain information about each director’s individual performance, contributions and effectiveness. These director peer evaluations are critical tools that promote more authentic Board collaboration, improve the skills and perspectives of our directors and allow them to receive constructive feedback from respected colleagues.

Committee Details

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

- Audit Committee
- Governance and Sustainability (GS) Committee
- Human Capital and Compensation (HCC) Committee
- 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 Minimum	Meetings Held in 2024
Audit	Quarterly Meetings	10
Executive	Meet As Needed	2
Governance and Sustainability	Quarterly Meetings	5
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.

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. Throughout the fiscal year, the GS Committee oversaw the progress made in emissions reduction toward our targets. Below the Board level, an ESG Steering Committee, comprised of executives from key functional areas, is responsible for overseeing the key operational aspects of the ESG strategy and progress towards goals, and provides regular updates to the relevant committees of the Board.

Following the introduction of climate-related regulations and mandatory ESG reporting requirements, the Audit Committee took on an increased oversight role concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems. Considering future required disclosures, the Board and management devised an ESG reporting governance structure that includes the GS Committee, the Audit Committee and a specific ESG Disclosure Committee composed of key stakeholders from relevant functional groups. Moving forward, this governance structure will ensure we have the proper processes in place to keep abreast of the increasing regulatory burdens and appropriate controls to ensure the efficacy of the resulting disclosures.

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.

Fair Treatment

Overview

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 [Responsible Business Alliance \(RBA\)](#) 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 venture employees, major suppliers (including select service providers) and contractors associated with the manufacture and/or delivery of our products and services. We have several sites with collective bargaining agreements, and we respect our employees’ freedom of association with these groups.

RBA Member

Overview

The [RBA](#) is the world’s largest industry coalition dedicated to responsible business conduct in global supply chains. As an RBA member, **onsemi** is required to commit to a common [Code of Conduct](#) and use 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 supply chain. **onsemi** has been a member since 2009 and we reaffirm our commitment to the RBA 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 annual internal RBA audits to ensure sites not slated for an official RBA VAP audit remain compliant with RBA

Code standards. In 2024, 9 out of 18 **onsemi** manufacturing sites were subject to internal RBA audits and 15 manufacturing sites participated in initial or closing external RBA VAP audits.

The RBA recognizes manufacturing sites that show a commitment to corporate responsibility through verified resolution of the issues identified in a VAP audit. In 2024, 14 out of 15 **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 2024, VAP external audits were conducted by independent third parties and we received the following recognition:

- **Platinum (minimum VAP score of 200 and all Priority, Major and Minor findings closed):** East Fishkill, Gresham, Hudson, Nampa, Carmona, Cebu and Tarlac
- **Gold (minimum VAP score of 180 and all Priority and Major findings closed):** Aizu, Rožnov, Seremban ATO and Biên Hòa
- **Silver (minimum VAP score of 160 and all Priority findings closed):** Suzhou, Leshan and Shenzhen

Human Rights

Overview

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. All employees participate in an annual training course on our Code of Business Conduct, which includes a specific section emphasizing our commitment to human rights.

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 comply with federal, state, regional and local requirements. The global minimum age policy also describes the process to follow and the protection afforded in the rare instance of a violation to our policy.

We apply the same minimum age requirement for employment to 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.

Supply Chain

Overview

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**, provide any requested certifications and cascade all applicable requirements through their supply chain.

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.

When possible, we prioritize purchasing from local suppliers. The following table shows the percentage of our 2024 procurement budgets, broken down by region, that was spent on suppliers local to a given site's region. In 2022, we tracked this information only at the manufacturing level.

Additionally, in the United States, we track supplier spend for small businesses against the total U.S. spend. Small business spend in 2024 was 6 percent of total U.S. spend.

Spend on Local Suppliers, by Region

Disclosure	Unit	2022 ¹	2023	2024
Asia	Percentage	88	85	88
EMEA		76	33	27
North America		87	78	77
onsemi Total	Percentage	84	66	64

¹ Represents data from manufacturing procurement only.

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 analyzes different factors to manage risk in our supply chain.

For new supplier selection, we consider the financial health, historical performance, geography and risk profile of potential candidates. Once selected, a new supplier is required to adhere to both the RBA Code of Conduct and the **onsemi** Supplier Code of Conduct, which are aligned with our [Supplier Handbook](#). We conduct an annual RBA conformance certification and engage with our suppliers regularly. By clearly communicating our expectations, deploying risk assessments, conducting business reviews, launching verification audits and addressing any non-conformance, we encourage healthy and transparent relationships with all our suppliers.

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 the 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, ethics, supply chain management, environment and health and safety. 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** engages in reasonable and responsible due diligence with key suppliers, adhering to 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). Cobalt has also been included in our [Responsible Minerals Sourcing Policy](#), available on our website.

To identify and mitigate conflict mineral risks in our supply chain, we require key suppliers to complete and submit the RMI's Conflict Minerals Reporting Template (CMRT) for 3TG and Extended Minerals Reporting Template (EMRT) for mica and cobalt.

Using the CMRT for our annual campaign, **onsemi** aims to use 100 percent conformant smelters and refiners from the Responsible Minerals Assurance Process (RMAP) assessment. We have achieved this target for the past three consecutive years.

When non-conformant or high-risk smelters are identified, or when there are global sanctions for certain smelters or refiners, we review the circumstances and conduct due diligence with our key suppliers as appropriate.

Members of **onsemi's** responsible minerals sourcing team actively participate in regular RBA and RMI annual conferences, regular plenary calls and workgroups to stay informed about smelters and refiners, RMI programs and emerging global responsible sourcing regulations.

Our responsible sourcing records, including the latest filing of the [SEC Form SD](#), and company-level [CMRT](#) and [EMRT](#), are regularly updated and posted online.

Information Protection

Overview

We operate continuously to safeguard our technology and intellectual property against cybersecurity threats and vulnerabilities. We take privacy and cybersecurity seriously, striving to identify and eliminate potential threats to our IT infrastructure, proprietary technologies and confidential information.

Privacy

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

onsemi's Privacy Office partners with global leaders from key functions such as HR, Procurement, Finance, Legal and Information Security to support our data privacy and compliance efforts. In addition, **onsemi** has appointed Data Protection Officers in certain jurisdictions and as required by law.

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 complete an additional, in-depth data privacy course annually. Ad hoc privacy communications and training are also delivered to employees as needed.

onsemi complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) set forth by the U.S. Department of Commerce. **onsemi** has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) regarding the processing of Personal Data received from the European Union and the United Kingdom in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF. **onsemi** has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF Principles) regarding the processing of Personal Data received from Switzerland in reliance on the Swiss-U.S. DPF. View information on our [DPF Certifications](#).

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 dedicated groups that address and respond to cyber risk, including cyber risks related to security architecture and engineering, identity and access management and security operations. The ECS Assurance & Trust (A&T) team oversees compliance with our cybersecurity framework and IT General Controls within the organization and facilitates cybersecurity risk management activities throughout the organization. The ECS A&T team reviews and approves policies, benchmarks against ISO 27001 standards and SOX key controls, maintains a cyber risk registrar and oversees the security awareness program.

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. The ECS team collaborates with the Cybersecurity Executive Council, ERM team, Internal Audit department and Cyber Incident Response Team (CIRT) to align efforts, priorities and oversight.

Our Information Security Management System (ISMS) is aligned with ISO/IEC 27001:2022. ISO 27001 provides a set of control objectives that align with other standard information security frameworks, including the National Institute of Standards and Technology (NIST) and the Cybersecurity Framework (CSF). In addition to periodic in-depth evaluations of our systems and processes, we monitor our IT systems and processes on a continual basis with the goal of identifying and remediating real and potential threats as they arise. 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.

As of December 31, 2024, **onsemi** has not identified any risks from cybersecurity threats (including any previous cybersecurity incidents) that have materially affected the Company, our Clients, our business strategy, our results of operations or our financial condition.

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 Corporate Governance section of our 2024 Sustainability Report Executive Summary, pg. 28.
	Board expertise on climate-related issues	See the Corporate Governance section of our 2024 Sustainability Report Executive Summary, pg. 28.
	Executive management accountability and feedback mechanisms	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Executive incentives linked to climate performance indicators	See the Corporate Governance section of our 2024 Sustainability Report Executive Summary, pg. 28.
Strategy	Existence of a “1.5°C world” aligned transition plan within business strategy and shareholder feedback	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
Scenario Analysis	Details of scenario analysis	See the Enterprise Risk Management and Business Continuity section of our 2024 Sustainability Report, pg. 57.
Financial Planning	Financial planning details associated with a 1.5°C world	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Low carbon products or services	See the Product Stewardship section of our 2024 Sustainability Report Executive Summary, pg. 13.
Value Chain Engagement & Low-Carbon Initiatives	Value chain engagement	See the Annual Inventory of Energy Consumption and Emissions section of our 2024 Sustainability Report Executive Summary, pg. 15.
	Low carbon initiatives – direct operations	See the Annual Inventory of Energy Consumption and Emissions section of our 2024 Sustainability Report Executive Summary, pg. 15.
Policy Engagement	Alignment of public policy engagement with climate ambition and strategy	See the Public Policy section of our 2024 Sustainability Report, pg. 67.
Risks & Opportunities	Process for identifying climate-related risks and opportunities	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Climate-related risks – risks, potential financial impact and response strategy	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
Targets	Emission reduction targets – absolute and intensity	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7.
	Other climate-related targets	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7.
	Net zero targets	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7.
Scope 1, 2 & 3 Accounting, with Verification	Progress toward respective targets of Scope 1, 2 and 3 emissions	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7.
	Comprehensive and third-party verified emissions accounting	See the Decarbonization and Renewable Energy Goals section of our 2024 Sustainability Report Executive Summary, pg. 7. See the Third-Party Assurance Statement in the Appendix of our 2024 Sustainability Report Executive Summary, pg. 37.

Detailed Descriptions of Charts

Scope 1 and 2 Near-Term Science-Based Target (SBT) Progress

We have a near-term science-based target to reduce our combined Scope 1 and 2 emissions by 58.8% by 2034, compared to our 2022 baseline. In 2022, our Scope 1 emissions were 1,014,800 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,500 metric tons of carbon dioxide equivalent, totaling to 1,728,300 for Scope 1 and 2 combined. In 2023, our Scope 1 emissions were 828,600 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 714,000 metric tons of carbon dioxide equivalent, totaling to 1,542,600 for Scope 1 and 2 combined. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 690,800 metric tons of carbon dioxide equivalent, totaling to 1,467,300 for Scope 1 and 2 combined.

Revenue

Our annual revenue and triple-bottom-line revenue are reported over a 3-year period, from 2022 to 2024. In 2024, our total revenue was \$7,082 million, with \$5,662 million identified as our triple-bottom-line revenue. 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.

Revenue by Market

Our annual revenue is categorized into three end-markets: automotive, industrial and other. In 2024, 55 percent of our revenue came from automotive, 25 percent came from industrial and 20 percent came from 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.

Revenue by Technology

Our annual revenue into three product technology streams: intelligent power, intelligent sensing and other. In 2024, 52 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 29 percent came from 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.

Revenue by Region

Our annual revenue is categorized into five different regions: Hong Kong, Singapore, United Kingdom, the United States and other. In 2024, 25 percent of our revenue came from Hong Kong, 24 percent came from Singapore, 23 percent came from the United Kingdom, 19 percent came from the United States and 9 percent came from other. In 2023, 26 percent of our revenue came from Hong Kong, 24 percent came from Singapore, 21 percent came from the United Kingdom, 19 percent came from the United States and 10 percent came from other. In 2022, 28 percent of our revenue came from Hong Kong, 26 percent came from Singapore, 18 percent came from the United Kingdom, 17 percent came from the United States and 11 percent came from other.

Revenue by Sales Channel

Our annual revenue is categorized into two sales channels: direct customers and distributors. In 2024, 47 percent of our revenue came from direct customers and 53 percent came from distributors. In 2023, 48 percent of our revenue came from direct customers and 52 percent came from distributors. In 2022, 42 percent of our revenue came from direct customers and 58 percent came from distributors.

Scope 1 and 2 Near-Term Science-Based Target Progress

We have a near-term science-based target to reduce our combined Scope 1 and 2 emissions by 58.8% by 2034, compared to our 2022 baseline. In 2022, our Scope 1 emissions were 1,014,800 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,500 metric tons of carbon dioxide equivalent, totaling to 1,728,300 for Scope 1 and 2 combined. In 2023, our Scope 1 emissions were 828,60000 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 714,000 metric tons of carbon dioxide equivalent, totaling to 1,542,600 for Scope 1 and 2 combined. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 690,800 metric tons of carbon dioxide equivalent, totaling to 1,467,300 for Scope 1 and 2 combined.

Scope 3 Near-Term Science-Based Target Progress

We have a near-term science-based target to reduce our Scope 3 emissions from fuel- and energy-related activities (FERA) by 35% by 2034, compared to our 2022 baseline. In 2022, our Scope 3 FERA emissions were 222,300 metric tons of carbon dioxide equivalent. In 2023, our Scope 3 FERA emissions were 237,700 metric tons of carbon dioxide equivalent. In 2024, our Scope 3 FERA emissions were 229,900 metric tons of carbon dioxide equivalent.

Scope 3 Supplier Engagement Target Progress

Our Scope 3 supplier engagement target is to have 71.3% of our suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, commit to science-based targets by 2029. In 2022, we had 10% of our suppliers by emissions commit to a science-based target. In 2023, we had 15% of our suppliers by emissions commit to a science-based target. In 2024, we had 35% of our suppliers by emissions commit to a science-based target.

2022 Baseline Emissions

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our Scope 1 baseline emissions were 1,014,800 metric tons of carbon dioxide equivalent, making up 26 percent of our total baseline emissions. Our Scope 2 baseline emissions were 713,500 metric tons of carbon dioxide equivalent, making up 19 percent of our total baseline emissions. Our total Scope 3 baseline emissions were 2,141,800 metric tons of carbon dioxide equivalent, making up 55 percent of our total baseline emissions.

Total Energy Consumption

Our total energy consumption in Megawatt-hours is reported over a 3-year period, from 2022 to 2024. In 2024, we consumed a total of 2,149,054 Megawatt-hours of energy. 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.

Energy Intensity

Our energy intensity is reported over a 3-year period, from 2022 to 2024. Energy intensity is calculated by dividing total energy (in Megawatt-hours) by annual revenue (in million dollars). In 2024, our energy intensity was 303. In 2023, our energy intensity was 267. In 2022, our energy intensity was 210.

2024 Emissions

We track our Scope 1, 2 and 3 emissions annually. In 2024, our Scope 1 emissions were 776,500 metric tons of carbon dioxide equivalent, making up 32 percent of our total 2024 emissions. Our Scope 2 emissions were 705,200 metric tons of carbon dioxide equivalent, making up 29 percent of our total 2024 emissions. Our total Scope 3 baseline emissions were 952,200 metric tons of carbon dioxide equivalent, making up 39 percent of our total 2024 emissions.

Scope 1 Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 830,200 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 1,016,800 metric tons of carbon dioxide equivalent.

Scope 2 Emissions

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 727,500 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 727,100 metric tons of carbon dioxide equivalent.

Detailed Descriptions of Charts

Scope 3 Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, our total Scope 3 emissions were 952,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 591,600 metric tons of carbon dioxide equivalent, Category 2 emissions were 26,000 metric tons of carbon dioxide equivalent, Category 3 emissions were 234,100 metric tons of carbon dioxide equivalent, Category 4 emissions were 52,100 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,568,500 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,500 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,100 metric tons of carbon dioxide equivalent, Category 3 emissions were 241,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,100 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 71,100 metric tons of carbon dioxide equivalent. In 2022, our total Scope 3 emissions were 2,146,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,414,900 metric tons of carbon dioxide equivalent, Category 2 emissions were 102,700 metric tons of carbon dioxide equivalent, Category 3 emissions were 226,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 326,600 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 75,300 metric tons of carbon dioxide equivalent.

Total Scope 1 GHG Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 830,200 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 1,016,800 metric tons of carbon dioxide equivalent.

Scope 1 Emissions Intensity

Our Scope 1 emissions intensity is reported over a 3-year period, from 2022 to 2024. 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 2024, our Scope 1 emissions intensity was 110. In 2023, our Scope 1 emissions intensity was 101. In 2022, our Scope 1 emissions intensity was 122.

Scope 1 Emissions by Gas Type

Our Scope 1 emissions by gas type are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted 77,000 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 38,400 metric tons of carbon dioxide equivalent of nitrous oxide, 158,900 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 75,600 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 32,500 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 320,000 metric tons of carbon dioxide equivalent of perfluorocarbons and 74,100 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2023, we emitted 83,600 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 30,500 metric tons of carbon dioxide equivalent of nitrous oxide, 172,000 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 73,900 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 39,000 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 378,900 metric tons of carbon dioxide equivalent of perfluorocarbons and 50,600 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2022, we emitted 90,800 metric tons of carbon dioxide equivalent of carbon dioxide, less than 50 metric tons of carbon dioxide equivalent of methane, 31,800 metric tons of carbon dioxide equivalent of nitrous oxide, 195,400 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 122,000 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 44,800 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 470,500 metric tons of carbon dioxide equivalent of perfluorocarbons and 61,500 metric tons of carbon dioxide equivalent of heat transfer fluids.

Total Scope 2 GHG Emissions

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2023, we emitted a total of 727,500 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 727,100 metric tons of carbon dioxide equivalent.

Scope 2 Emissions Intensity

Our Scope 2 emissions intensity is reported over a 3-year period, from 2022 to 2024. 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 2024, our Scope 2 emissions intensity was 100. In 2023, our Scope 2 emissions intensity was 88. In 2022, our Scope 2 emissions intensity was 87.

Total Scope 3 GHG Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2022 to 2024. In 2024, our total Scope 3 emissions were 952,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 591,600 metric tons of carbon dioxide equivalent, Category 2 emissions were 26,000 metric tons of carbon dioxide equivalent, Category 3 emissions were 234,100 metric tons of carbon dioxide equivalent, Category 4 emissions were 52,100 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,568,500 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,500 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,100 metric tons of carbon dioxide equivalent, Category 3 emissions were 241,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,100 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 71,100 metric tons of carbon dioxide equivalent. In 2022, our total Scope 3 emissions were 2,146,200 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,414,900 metric tons of carbon dioxide equivalent, Category 2 emissions were 102,700 metric tons of carbon dioxide equivalent, Category 3 emissions were 226,700 metric tons of carbon dioxide equivalent, Category 4 emissions were 326,600 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 75,300 metric tons of carbon dioxide equivalent.

Scope 3 Emissions Intensity

Our Scope 3 emissions intensity is reported over a 3-year period, from 2022 to 2024. Scope 3 emissions intensity is calculated by dividing total Scope 3 emissions (in metric tons of carbon dioxide equivalent) by annual revenue (in million dollars). In 2024, our Scope 3 emissions intensity was 134. In 2023, our Scope 3 emissions intensity was 190. In 2022, our Scope 3 emissions intensity was 258.

Applications of Water Use at Manufacturing Sites

At **onsemi** manufacturing sites, water consumption has a general application distribution of 7 percent for domestic uses, 41 percent for industrial uses and 52 percent for production uses.

Detailed Descriptions of Charts

Total Waste Generated (Hazardous and Non-Hazardous)

Our total waste generation, comprised of both hazardous and non-hazardous waste, is reported over a 3-year period, from 2022 to 2024. In 2024, we generated a total of 27,815 metric tons of waste, where 11,060 metric tons had been hazardous waste and 16,755 metric tons had been non-hazardous waste. In 2023, we generated a total of 30,672 metric tons of waste, where 9,992 metric tons had been hazardous waste and 20,680 metric tons had been non-hazardous waste. In 2022, we generated a total of 25,897 metric tons of waste, where 8,974 metric tons had been hazardous waste and 16,923 metric tons had been non-hazardous waste.

Total Waste Generated (Diverted from Disposal and Directed to Disposal)

Our total waste generation, categorized by diverted from disposal and directed to disposal, is reported over a 3-year period, from 2022 to 2024. In 2024, we generated a total of 27,815 metric tons of waste, where 18,213 metric tons had been diverted from disposal and 16,755 metric tons directed to disposal. In 2023, we generated a total of 30,672 metric tons of waste, where 21,589 metric tons had been diverted from disposal and 9,083 metric tons directed to disposal. In 2022, we generated a total of 25,897 metric tons of waste, where 18,102 metric tons had been diverted from disposal and 7,795 metric tons directed to disposal.

Waste Generation Intensity

Our waste generation intensity is reported over a 3-year period, from 2022 to 2024. Waste generation intensity is calculated by dividing total waste generated (in metric tons) by annual revenue (in million dollars). In 2024, our waste generation intensity was 3.93. In 2023, our waste generation intensity was 3.72. In 2022, our waste generation intensity was 3.11.

Total Waste Directed to Disposal

Our total waste, both hazardous and non-hazardous waste, directed to disposal is reported over a 3-year period, from 2022 to 2024. In 2024, we directed a total of 9,602 metric tons of waste, with 7,056 metric tons being hazardous waste and 2,546 metric tons being non-hazardous waste, to disposal. 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.

Total Waste Diverted from Disposal

Our total waste, both hazardous and non-hazardous waste, diverted from disposal is reported over a 3-year period, from 2022 to 2024. In 2024, we diverted a total of 18,213 metric tons of waste from disposal, with 4,004 metric tons being hazardous waste and 14,209 metric tons being non-hazardous waste. In 2023, we diverted a total of 21,589 metric tons of waste from disposal, with 3,656 metric tons being hazardous waste and 17,933 metric tons being non-hazardous waste. In 2022, we diverted a total of 18,102 metric tons of waste from disposal, with 3,600 metric tons being hazardous waste and 14,502 metric tons being non-hazardous waste.

Total Waste Diversion Rate

Our total waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our total waste diversion rate was 65 percent. In 2023, our total waste diversion rate was 70 percent. In 2022, our total waste diversion rate was 70 percent.

Hazardous Waste Diversion Rate

Our hazardous waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our hazardous waste diversion rate was 36 percent. In 2023, our hazardous waste diversion rate was 37 percent. In 2022, our hazardous waste diversion rate was 40 percent.

Non-Hazardous Waste Diversion Rate

Our non-hazardous waste diversion rate is reported over a 3-year period, from 2022 to 2024. In 2024, our non-hazardous waste diversion rate was 85 percent. In 2023, our non-hazardous waste diversion rate was 87 percent. In 2022, our non-hazardous waste diversion rate was 86 percent.

Total Recordable Incident Rate (TRIR)

The average Total Recordable Incident Rate (TRIR) for the semiconductor industry is 1.1. In 2024, **onsemi's** TRIR was 0.15, which falls well below the industry average.

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: CO₂, N₂O, CH₄, NF₃, SF₆, HFCs, PFCs

GHG Emissions Statement:

- Scope 1:** 776,500 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 705,200 metric tons of CO₂ equivalent
- Scope 3:**
 - Category 1 – Purchased Goods and Services: 591,600 metric tons of CO₂ equivalent
 - Category 2 – Capital Goods: 26,000 metric tons of CO₂ equivalent
 - Category 3 – Fuel and Energy Related Activities (well-to-tank [WTT] emissions for diesel, motor gasoline, fuel oil, liquified petroleum gas and natural gas; emissions for WTT electricity generation and WTT electricity transmission and distribution losses): 234,100 metric tons of CO₂ equivalent
 - Category 4 – Upstream Transportation and Distribution: 52,100 metric tons of CO₂ equivalent
 - Category 5 – Waste Generated in Operations: 8,000 metric tons of CO₂ equivalent
 - Category 6 – Business Travel: 19,500 metric tons of CO₂ equivalent
 - Category 7 – Employee Commuting: 20,900 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets: Less than one percent of verified Scope 3 emissions¹

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

¹ Verified Scope 3 emissions is the sum of Scope 3 categories 1 through 8: Purchased Goods and Services, Capital Goods, Fuel and Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting and Upstream Leased Assets.



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Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- IPCC Guidelines for Electronics Manufacturing 2019 - Tier 2c Method - Emission Factors
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2025
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
 - Emission factors from DEFRA’s 2021 Conversion Factors dataset (released June 2, 2021) are used for the calculation of Scope 3 Fuel and Energy Related Activities emissions for WTT electricity generation and WTT electricity transmission and distribution losses
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024
- CDP 2024 Supply Chain Scope 3 Report
- Global Logistics Emissions Council Framework v3.1, March 2025

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

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;
- In-person site visits to onsemi’s CZ-2 and CZ-4 manufacturing facilities located in Rožnov pod Radhoštěm, Czechia; and
- Audit of sample of data used by onsemi to determine GHG emissions.



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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



Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

May 1, 2025

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.



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