



# 2024 Global Reporting Initiative (GRI) Index



# Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 2: General Disclosures 2024		
1. The Organization and its Reporting Practices		
2-1	Organizational details	
	1. Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the <b>onsemi</b> name and brand.
	2. Nature of ownership and legal form	ON Semiconductor Corporation is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	3. Location of headquarters	<b>onsemi</b> headquarters are located at: 5701 North Pima Road, Scottsdale, Arizona 85250.
	4. Countries of operation	See our <a href="#">global locations</a> on our website.
2-2	Entities included in the organization’s sustainability reporting	Sustainability reporting includes information about <b>onsemi</b> worldwide subsidiaries and joint ventures for which we have management control. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3	Reporting period, frequency and contact point	Our sustainability reporting is completed on an annual basis. This report covers January 1 through December 31, 2024. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 25, 2025. For questions about this report, please contact the <b>onsemi</b> ESG team at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a> .
2-4	Restatements of information	Restatements of our emissions inventory in 2022 and 2023 have been made in this report as a result of the validation process completed with SBTi in 2024 for our near-term targets and reflect generally minor changes from values published in our previous sustainability report. Please see the <a href="#">Baseline Emissions Inventory</a> and <a href="#">Annual Inventory of Energy Consumption and Emissions</a> sections of our 2024 Sustainability Report, pg. 18 and 26, respectively.
2-5	External assurance	The emissions information contained in the 2024 Sustainability Report has been assured by APEX in accordance with AA 1000 assurance standard. Our external assurance statement can be found in the Appendix of our 2024 Sustainability Report. Scope 1, Scope 2 and Scope 3 greenhouse gas emissions have been externally assured for the 2024 fiscal year (January 1 – December 31, 2024).



GRI Standard	Disclosure	Cross Reference or Answer
<b>2. Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	
	1. Sector	Semiconductor
	2. Value chain	See the Revenue-Generating Activities section of our <a href="#">2024 SEC Form 10-K</a> , pg. 7-12.
	3. Relevant business relationships	See the 2022 Acquisitions and Divestitures section of our <a href="#">2024 SEC Form 10-K</a> , pg. 6.
	4. Significant changes	See the 2022 Acquisitions and Divestitures section of our <a href="#">2024 SEC Form 10-K</a> , pg. 6.
2-7	Employees	See the <a href="#">Our Employees</a> section of our 2024 Sustainability Report, pg. 41.
2-8	Workers who are not employees	Total number of workers who are not employees: 1,630.  Majority of contract workers are working in factories as operators (people processing and moving product) or technicians (people working on the processing equipment). Temporary workers are used to support short-term increases in production output.
<b>3. Governance</b>		
2-9	Governance structure and composition	See the Overview of our Corporate Governance Practices and Committees of the Board sections of our <a href="#">2025 Proxy Statement</a> , pg. 10-11, 14-17.
2-10	Nomination and selection of the highest governance body	See the <a href="#">Charter of the Governance and Sustainability Committee</a> and <a href="#">2025 Proxy Statement</a> , pg. 12-13.
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See the Overview of our Corporate Governance Practices section of our <a href="#">2025 Proxy Statement</a> , pg. 10.
2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Amended and Restated ON Semiconductor Corporation Corporate Governance Principles</a> .
2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors effectively views each of its committees as key in managing the company’s impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee’s allotted areas of expertise.</p> <p>While management is responsible for the day-to-day management of our risk, the Board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2024 fiscal year, the Board and its committees regularly discussed, among other things, key strategic, operating, legal and compliance, cybersecurity, workforce and financial risks. While the Board has primary responsibility for risk oversight, each of its committees supports this effort by regularly addressing risks in its respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full Board to the extent appropriate. This combination of direct Board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the Board of risks we face.</p> <p>Today, the CEO works directly with the ESG team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO and other members of management report on the Company’s impacts on the economy, environment and people to the Board at its meetings and in between meetings, as needed.</p>

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2-14	Role of the highest governance body in sustainability reporting	<p>The GS Committee of the Board 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.</p> <p>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. Furthermore, in light of such ESG developments and 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. The company's internal ESG team that oversees drafting and publishing the company's annual Sustainability Report receives input, guidance and, ultimately, approval, from members of the ESG Disclosure Committee and Board before publishing the Report and its data.</p> <p>See the <a href="#">Corporate Governance</a> section of our 2024 Sustainability Report, pg. 55.</p>
2-15	Conflicts of interest	<p>We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-Board membership, the existence of controlling shareholders, and related parties and their relationships and transactions with related parties.</p> <p>Since January 1, 2024, there have been no related party transactions that are required to be reported as such under SEC rules.</p> <p>See the <a href="#">Charter of the Audit Committee</a> and Related Party Transactions section of our <a href="#">2025 Proxy Statement</a>, pg. 13.</p>
2-16	Communication of critical concerns	<p>Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the Board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our <a href="#">Code of Business Conduct</a>.</p>
2-17	Collective knowledge of the highest governance body	<p>The Governance and Sustainability Committee of the Board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of Board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.</p>
2-18	Evaluation of the performance of this highest governance body	<p>See the <a href="#">Corporate Governance</a> section of our 2024 Sustainability Report, pg. 55.</p>
2-19	Remuneration policies	<p>See the 2024 Compensation of Directors and Compensation Discussion and Analysis sections of our <a href="#">2025 Proxy Statement</a>, pg. 21-23, 25-40.</p>
2-20	Process to determine remuneration	<p>See the Process and Procedures for Considering and Determining Executive Compensation section of our <a href="#">2025 Proxy Statement</a>, pg. 37-40.</p>
2-21	Annual total compensation ratio	<p>1. Annual total compensation ratio</p> <p>1,998:1 for all employees</p> <p>229:1 for U.S.-based non-manufacturing employees</p> <p>See our <a href="#">2025 Proxy Statement</a>, pg. 47-48.</p>
	2. Change in the annual total compensation ratio	<p>57.57% for all employee ratio</p> <p>62.41% for U.S.-based non-manufacturing employee ratio</p>

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4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See the <a href="#">United Nations Sustainable Development Goals</a> section of our 2024 Sustainability Report, pg. 70.
2-23	Policy commitments	See our <a href="#">Code of Business Conduct</a> and our <a href="#">Human Rights Policy</a> . More information can be found in the <a href="#">Ethics and Compliance</a> and <a href="#">Fair Treatment</a> sections of our 2024 Sustainability Report, pg. 59 and 61, respectively.
2-24	Embedding policy commitments	See the Responsibility and Accountability and Additional Responsibilities of Managers and Supervisors sections of our <a href="#">Code of Business Conduct</a> , pg. 3-4.
2-25	Processes to remediate negative impacts	See <a href="#">Ethics and Compliance</a> webpage on our external website.
2-26	Mechanisms for seeking advice and raising concerns	See the <a href="#">Ethics and Compliance</a> section of our 2024 Sustainability Report, pg. 59.  Visit the <a href="#">onsemi helpline</a> for more information.
2-27	Compliance with laws and regulations	In 2024, two <b>onsemi</b> sites were issued a monetary penalty related to EHS compliance, totaling \$19,070. Fines were paid for both issues and underlying issues were addressed to prevent future recurrence.
2-28	Membership associations	See the <a href="#">Public Policy</a> section of our 2024 Sustainability Report, pg. 67.
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2024 Sustainability Report, pg. 12.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 26%
GRI 3: Disclosures on Material Topics		
3-1	Process to determine material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2024 Sustainability Report, pg. 12.
3-2	List of material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2024 Sustainability Report, pg. 12.
3-3	Management of material topics	See the <a href="#">Prioritization Assessment and Stakeholder Engagement</a> section of our 2024 Sustainability Report, pg. 12.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	See our <a href="#">2024 SEC Form 10-K</a> :  Results of Operations, pg. 34-38,  Profit and Loss, pg. 56,  Segments and Revenue, pg. 64-68,  Supplemental Disclosures, pg. 96.
201-2	Financial implications and other risks and opportunities due to climate change	See the <a href="#">Climate Scenario Analysis and Risk Disclosure</a> section of our 2024 Sustainability Report, pg. 58.
201-3	Defined benefit plan obligations and other retirement plans	To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for <a href="#">regional benefits summaries</a> and <a href="#">2024 SEC Form 10-K</a> , pg. 64, 81-83.
201-4	Financial assistance received from government	See our <a href="#">2024 SEC Form 10-K</a> :  Government Assistance, pg. 88,  U.S. federal R&D credit, pg. 93.

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GRI 202: Market Presence		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. <b>onsemi</b> complies with all applicable local laws regarding minimum wage standards.
202-2	Proportion of senior management hired from the local community	See the <a href="#">Our Employees</a> section of the 2024 Sustainability Report, pg. 41.
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	See the Purchase Obligations section of our <a href="#">2024 SEC Form 10-K</a> , pg. 86.
203-2	Significant indirect economic impacts	See the Purchase Obligations section of our <a href="#">2024 SEC Form 10-K</a> , pg. 86.
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	See the <a href="#">Supply Chain</a> section of our 2024 Sustainability Report, pg. 63.
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	<p>All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.</p> <p>In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.</p> <p>Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.</p>
205-2	Communication and training about anti-corruption policies and procedures	
	1. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All nine (9) Board members (100%) received materials communicating the company's anti-corruption policy by their annual review of the company Code of Business Conduct training which includes the topic of anti-corruption in 2024.
	2. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	<b>onsemi's</b> anti-corruption policy has been communicated to all approximately 28,000 employees (100%) through their annual review of the company Code of Business Conduct training. In addition, a targeted anti-bribery and anti-corruption course was communicated to approximately 3,900 (14%) employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management.
	3. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Select suppliers, customers and other business partners receive notice of our anti-corruption policy through anti-corruption due diligence questionnaires, surveys, the <b>onsemi</b> social compliance commitment guide and various other engagement activities.
	4. Total number and percentage of governance body members that have received training on anti-corruption	Approximately 28,000 employees have received the annual Code of Business Conduct training which included a module on anti-corruption.
	5. Total number and percentage of employees that have received training on anti-corruption	Our completion rate for this training in 2024 was 98%. In addition, a targeted anti-corruption training course was communicated to approximately 3,900 employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management. Of the selected employees required to take this targeted training course in 2024, our completion rate was 98%.
205-3	Confirmed incidents of corruption and actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.

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GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2024, there were no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation.
GRI 207: Tax		
207-1	Approach to tax	See <a href="#">2025 Global Tax Strategy</a> , sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See <a href="#">2025 Global Tax Strategy</a> , sections 2.3, 2.3.1 and 3.1.  For a copy of the report that contains the opinions on the financial statements and internal control over financial reporting please refer to our <a href="#">2024 SEC Form 10-K</a> , pg. 53.
207-3	Stakeholder engagement and management of concerns related to tax	See <a href="#">2025 Global Tax Strategy</a> , sections 2.3.3 and 3.1.  For details regarding our approach to public policy advocacy on tax, see GRI 415-1. In addition, we also collect information from external stakeholders through our Investor Relations department at <a href="mailto:investor@onsemi.com">investor@onsemi.com</a> and through our ESG department at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a> .
207-4	Country by country reporting	We do not publicly disclose this information.
GRI 301: Materials		
301-1	Materials used by weight or volume	We do not track or estimate the raw materials used in key manufacturing locations.
301-2	Recycled input materials used	<b>onsemi</b> does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
GRI 302: Energy		
302-1	Energy consumption within the organization	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2024 Sustainability Report, pg. 26.
302-2	Energy consumption outside the organization	<b>onsemi</b> does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In 2024, we had an energy intensity of 303 MWh per million dollars revenue.
302-4	Reduction of energy consumption	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2024 Sustainability Report, pg. 26.
302-5	Reductions in energy requirements of products and services	Our products offer significant energy savings to our customers.  See the <a href="#">Product Stewardship</a> section of our 2024 Sustainability Report, pg. 23.
GRI 303: Water and Effluents		
303-1	Interaction with water as a shared resource	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
303-4	Water discharge	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
303-5	Water consumption	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.

GRI Standard	Disclosure	Cross Reference or Answer
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<b>onsemi</b> does not have any operational site owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impact of activities, products and services on biodiversity	None; <b>onsemi</b> sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.
304-3	Habitats protected or restored	<b>onsemi</b> has not participated in habitat protection or restoration. This practice may become part of our carbon offsetting activities in the future, but at this time we have nothing to report.
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2024 Sustainability Report, pg. 26.
305-2	Energy indirect (Scope 2) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2024 Sustainability Report, pg. 26.
305-3	Other indirect (Scope 3) GHG emissions	See the <a href="#">Annual Inventory of Energy Consumption and Emissions</a> section of our 2024 Sustainability Report, pg. 26.
305-4	GHG emissions intensity	Our GHG emissions intensity is based on revenue and includes our Scope 1 and 2 emissions. We emit 209 MTCO <sub>2</sub> e per million dollars revenue.
305-5	Reduction of GHG emissions	See the <a href="#">Decarbonization and Renewable Energy Goals</a> section of our 2024 Sustainability Report, pg. 17.
305-6	Emissions of ozone-depleting substances	<b>onsemi</b> does not emit ozone-depleting substances.
305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
306-2	Management of significant waste-related impacts	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
306-3	Waste generated	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
306-4	Waste diverted from disposal	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
306-5	Waste directed to disposal	See the <a href="#">Water and Waste Management</a> section of our 2024 Sustainability Report, pg. 32.
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our <a href="#">Social Compliance Commitment</a> through the <a href="#">Supplier Handbook</a> . Furthermore, our top expenditure suppliers must sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with environmental criteria on a biennial basis.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for 2024.
GRI 401: Employment		
401-1	New employee hires and employee turnovers	See the <a href="#">Our Employees</a> section of our 2024 Sustainability Report, pg. 41.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least of 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for <a href="#">regional benefits summaries</a> and <a href="#">our 2024 SEC Form 10-K</a> .
401-3	Parental leave	See our website for <a href="#">regional benefits summaries</a> and <a href="#">our 2024 SEC Form 10-K</a> .



GRI Standard	Disclosure	Cross Reference or Answer
GRI 402: Labor/Management Relations		
402-1	Minimum notice period regarding operational changes	<p>As applicable, we provide advance notice or change the contract mid-term by mutual consent in accordance with collective bargaining agreements and local requirements in the different countries where we operate.</p> <p>Belgium: as per legal provisions</p> <p>Czech Republic: as per legal provisions</p> <p>China: yes (manufacturing only)</p> <p>Japan: yes</p> <p>South Korea: n/a</p> <p>United States: yes</p> <p>Vietnam: no</p> <p>Taiwan: no</p> <p>France: as per legal provisions</p>
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-2	Hazard identification, risk assessment and incident investigation	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPPA) to protect the privacy of all employees.
403-4	Worker participation, consultation and communication on occupational health and safety	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-5	Worker training on occupational health and safety	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-6	Promotion of worker health	<p>We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits, including smoking, drinking and using drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an onsite gym facility.</p> <p>See the <a href="#">Employee Compensation and Benefits</a> section of our 2024 Sustainability Report, pg. 47.</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow strict standards to provide safe workplaces for employees around the world. Engineering controls such as adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on identified hazards. Additionally, personal protection equipment (PPE) is provided based on a job hazard analysis/risk analysis.
403-8	Workers covered by occupational health and safety management system	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-9	Work-related injuries	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.
403-10	Work-related ill health	See the <a href="#">Environmental Health and Safety</a> section of our 2024 Sustainability Report, pg. 37.

GRI Standard	Disclosure	Cross Reference or Answer
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	In 2024, our average hours of training per employee was about 3 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See the <a href="#">Learning and Development</a> section of our 2024 Sustainability Report, pg. 45.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of eligible employees received and completed a performance appraisal between December 2023 and May 2024.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See the <a href="#">Our Employees</a> and <a href="#">Corporate Governance</a> sections of our 2024 Sustainability Report, pg. 41 and pg. 55.
405-2	Ratio of basic salary and remuneration of women to men	<b>onsemi</b> does not publicly disclose this information.
GRI 406: Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to the right to freedom of association are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to child labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to forced labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our <a href="#">Human Rights Policy</a> .
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third-party organizations for security personnel. In 2024, approximately 95 percent of our security personnel received training on our Human Rights Policy.
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.

GRI Standard	Disclosure	Cross Reference or Answer
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	All of our global sites are involved with community engagement and development programs through our workplace giving program and employee volunteerism. To learn more about our community engagement efforts, see our <a href="#">Giving Now</a> webpage and the <a href="#">Impacting our Community Through Giving</a> section of our 2024 Sustainability Report, pg. 50.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual and potential negative impacts on local communities.
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our <a href="#">Supplier Handbook</a> , which references our <a href="#">Social Compliance Commitment</a> . Top suppliers (by spend) are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria on an annual basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.
GRI 415: Public Policy		
415-1	Political contributions	See the <a href="#">Public Policy</a> section of our 2024 Sustainability Report, pg. 67.
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Except as described below, 100 percent of our products are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts.  We have several special products which are not included in this declaration. They are used for military and air force applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material in order to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.