

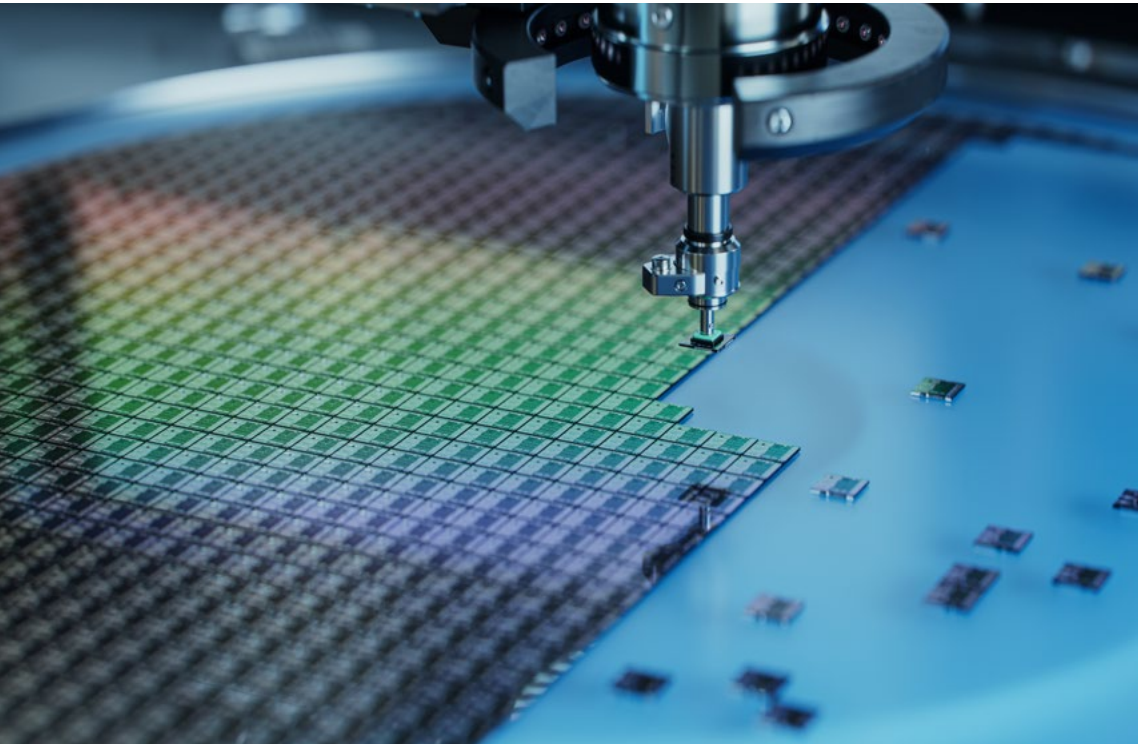
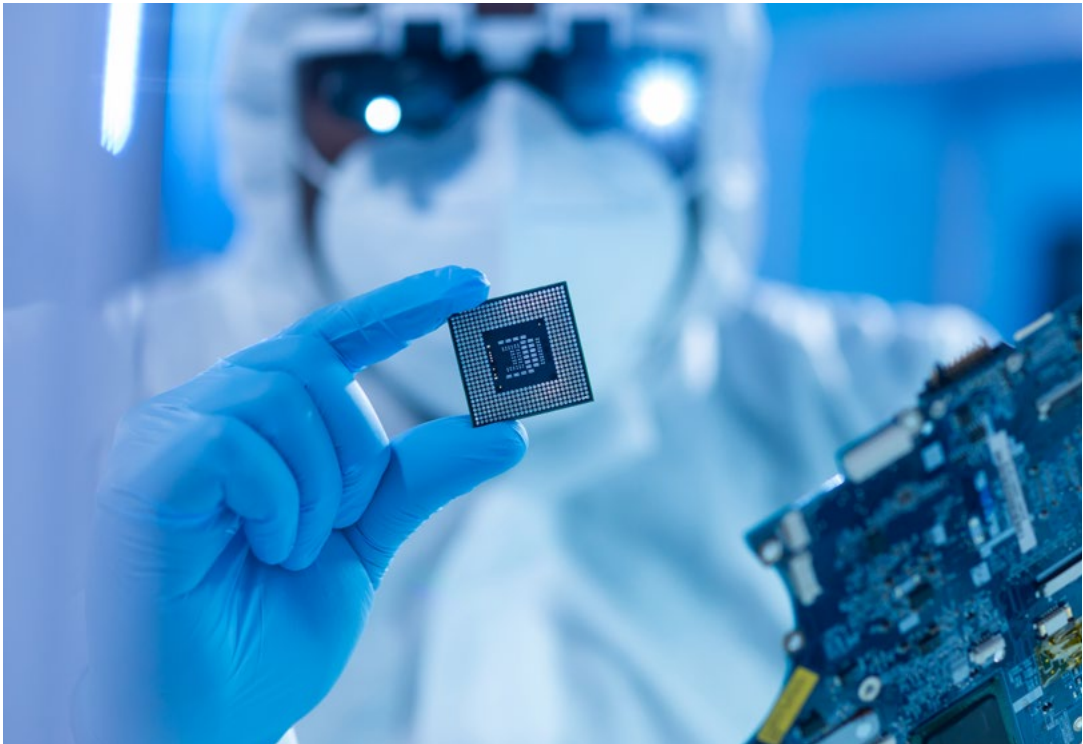


Executive Summary

2025 SUSTAINABILITY REPORT

Table of Contents

Introduction		Protecting Our Planet and Environment		Impacting Our Community Through Giving		Appendix	
Highlights	3	Annual Inventory of Energy Consumption and Emissions	16	Giving Now Program and Community Investments	33	Climate Transition Plan	43
		Water and Waste Management	24			Detailed Descriptions of Charts	44
		Environmental Health and Safety	29			Third-Party Assurance Statement	47
Our Business		Ensuring Workplace Social Responsibility		Committing to a Responsible Business			
About onsemi	5	Inclusion, Belonging and Engagement	32	Corporate Governance	35		
Decarbonization and Renewable Energy Goals	7			Fair Treatment	37		
Product Stewardship	13			Supply Chain	39		
				Information Protection	41		



Highlights

Awards and Recognition



[Barron's 100 Most Sustainable Companies](#)

8 CONSECUTIVE YEARS

In February 2025, **onsemi** ranked #37 (up from #77 in 2024) on Barron's 100 Most Sustainable Companies. Barron's looks at the 1,000 largest companies by market value and assesses performance across over 230 ESG indicators.



CDP Climate Change

"C" SCORE

onsemi received a "C" score on the 2025 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 2025 CDP Water Security questionnaire. This questionnaire helps drive improvements in water management through various factors, including water usage, measurements and risk assessment.



CDP Supplier Engagement Assessment (SEA)

"A" SCORE

onsemi received an "A" score on the 2025 CDP SEA making us an A-Lister with CDP. The SEA assesses companies' supplier engagement and governance of climate-related risks throughout the value chain.



[EcoVadis](#)

SILVER LEVEL RECOGNITION

In February 2026, **onsemi** received a score of 78/100 from EcoVadis, a leading platform for assessing a company's environmental, social and ethics management systems. Overall, our company scored in the 94th percentile of the 2,180 companies assessed by EcoVadis within the "manufacture of electronics components and boards" industry.



[Institutional Shareholders Services \(ISS\) ESG Prime Corporate Rating](#)

6 CONSECUTIVE YEARS

In November 2025, **onsemi** maintained a "Prime" rating by ISS ESG outperforming the industry average scoring in all key issues. ISS ESG is 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.



[MSCI ESG "A" Rating](#)

7 CONSECUTIVE YEARS

In October 2025, **onsemi** maintained its ESG "A" rating from MSCI, marking seven consecutive years. Our robust business ethics practices and strong efforts to manage water withdrawal and mineral sourcing contribute to our overall resilience to long-term ESG risks.



[Sustainalytics ESG Risk Rating](#)

SCORE OF 19.9

In September 2025, **onsemi** received an overall ESG risk rating score of 19.9/100 points ("Low Risk"). Lower scores from Sustainalytics indicate a smaller risk potential. The rating demonstrates our ability to manage risks across 20 different ESG issues.

Other 2025 Recognitions and Accomplishments

78%

Of our total revenue in 2025 was triple-bottom-line revenue.

31,400 MWh

Of electricity and 18,700 MWh of natural gas reduced from energy conservation and efficiency initiatives (equating to approximately \$4.24 million in annualized cost savings).

30%

Reduction in 2025 Scope 1 and 2 emissions, compared to 2022 baseline.

48%

Water recycling rate (7,401 megaliters of recycled water) achieved in 2025.

\$2.7 million

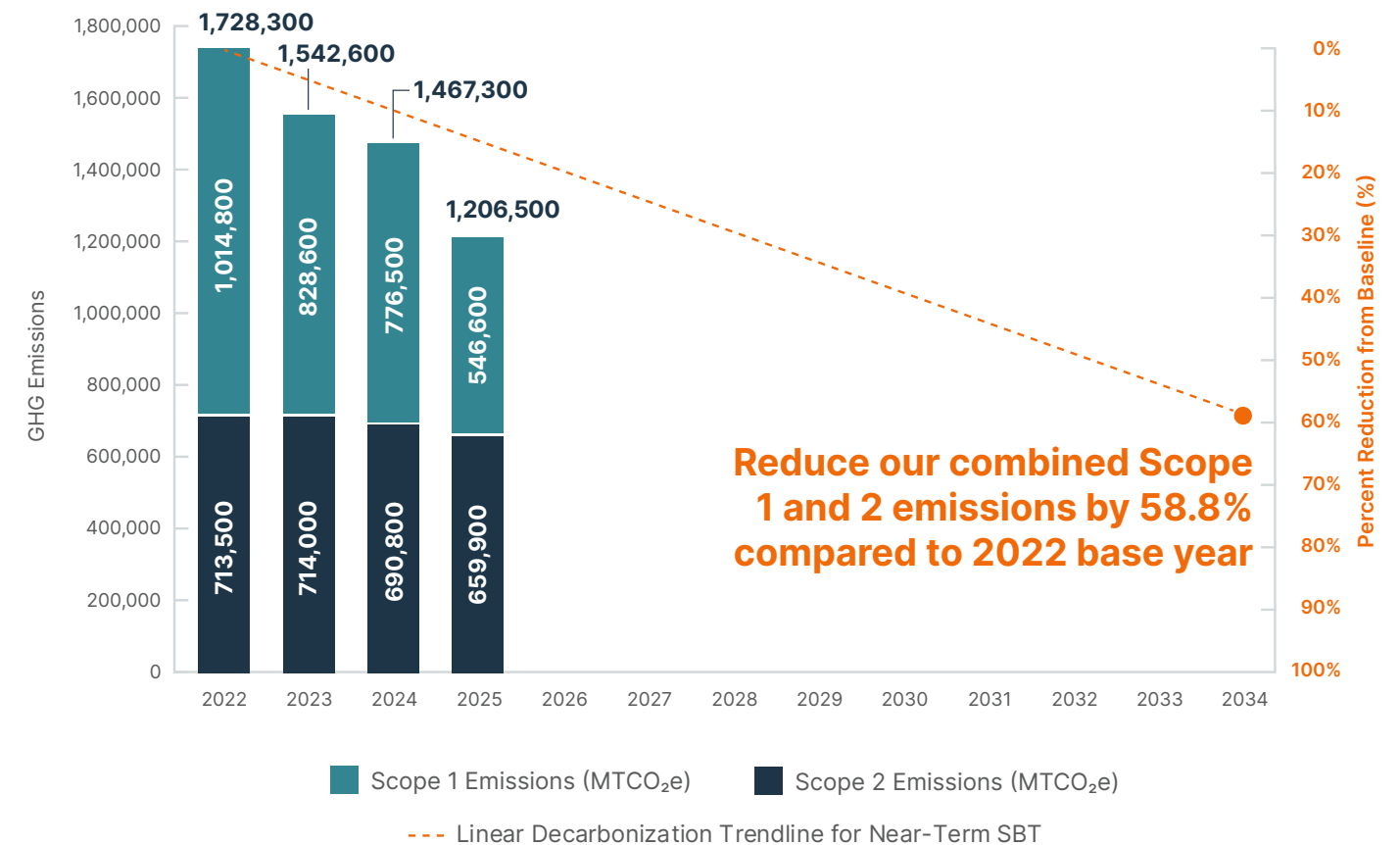
In charitable donations given by **onsemi** to the global community through our Giving Now program.

70%

Waste diversion rate achieved in 2025.

Decarbonization Progress Towards: Scope 1 and 2 Near-Term Science-Based Target

(Metric Tons of Carbon Dioxide Equivalent, MTCO₂e) | [Detailed Description of Chart on pg. 44](#)



About onsemi

Company Profile

onsemi delivers intelligent power and sensing solutions that enable electrification, energy efficiency, safety and automation across automotive, industrial and other high growth end markets, including AI data centers. Our intelligent power technologies support the electrification of automotive drivetrains, enabling lighter vehicles with extended driving range, as well as highly efficient fast charging systems. Our intelligent sensing technologies underpin advanced automotive safety applications, delivering industry leading performance and reliability.

The automotive industry is undergoing a fundamental transformation driven by vehicle electrification, advanced driver assistance systems (ADAS), autonomous driving and rising electronics content per vehicle platform. We believe these trends are redefining the boundaries of transportation. Through the integration of sensing and power, **onsemi's** solutions deliver higher system efficiency compared to conventional approaches, enabling lower operating temperatures, reduced cooling requirements and meaningful savings in cost and weight. Our power technologies also deliver more power per module with less silicon, helping extend vehicle range for a given battery capacity.

In AI data centers, **onsemi's** intelligent power technologies support the rapid growth of compute intensive workloads by enabling higher power density, improved energy efficiency and enhanced thermal performance across power conversion and power delivery systems. As AI infrastructure scales, efficient power management becomes critical to reducing energy consumption, managing heat and improving overall system reliability. **onsemi's** solutions help data center operators optimize power delivery from grid to processor, supporting more sustainable, high performance AI compute platforms.

Beyond automotive and data centers, **onsemi's** intelligent power solutions enable sustainable energy systems, including high efficiency solar string inverters and industrial power applications. In medical devices, our technologies help extend the operating life of personal diagnostic tools such as continuous glucose monitors. Our intelligent sensing portfolio supports the next generation of industrial automation – powering smarter factories and buildings – and is increasingly enabling emerging applications such as robotics and humanoids.



Founded In
1999



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



Publicly Traded
NASDAQ: ON



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



\$5.995 billion
In revenue in 2025



22,697
Employees²



\$4.684 billion
In triple-bottom-line revenue¹



18
Manufacturing sites worldwide, producing tens of billions of units per year

¹ Please see page 13 for more information on [triple-bottom-line revenue](#).
² As of December 31, 2025.

Business Groups

onsemi generates revenue from the sale of semiconductor products to distributors and direct customers. We also generate revenue, to a lesser extent, from product development agreements and manufacturing services provided to customers. We believe that our ability to offer a broad range of products and integrated systems, 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, AI data centers, computing and mobile end-markets.

Intelligent Sensing Group (ISG)

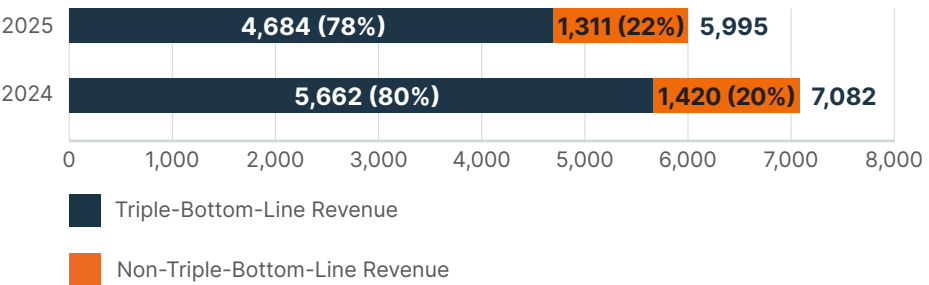
ISG designs and develops complementary metal-oxide-semiconductor (CMOS) image sensors, image signal processors, single photon detectors – including silicon photomultipliers (SiPM) and single-photon avalanche diode (SPAD) arrays – as well as actuator drivers for autofocus and image stabilization for a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

2025 Financial Performance

In 2025, **onsemi** delivered \$6B in revenue amid a challenging demand environment. This was achieved because of resilient and disciplined execution demonstrating our stable foundation and execution strength for building future growth and margin expansion as markets recover. Additionally, **onsemi** continues to strategically invest in higher value intelligent power, sensing, automotive and AI data centers applications and end markets.

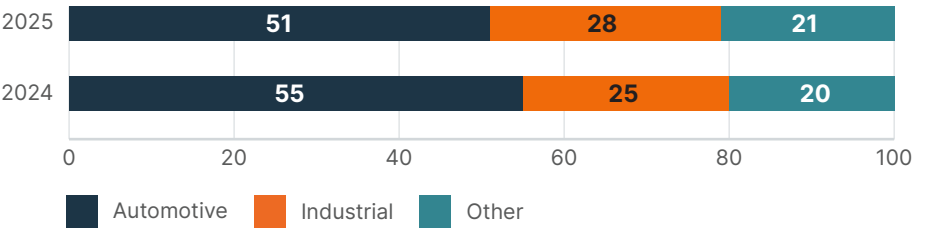
Revenue

(Dollars in Millions) | [Detailed Description of Chart on pg. 44](#)



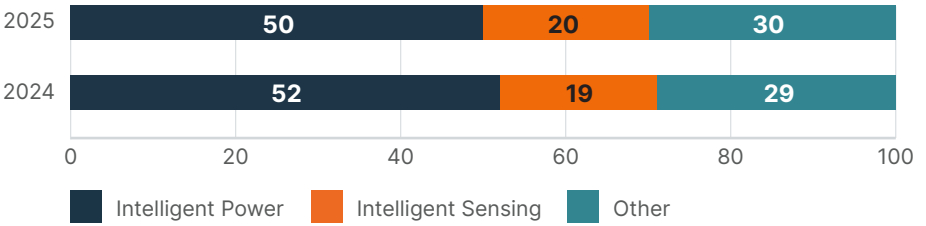
Revenue by End Market

(Percentage) | [Detailed Description of Chart on pg. 44](#)



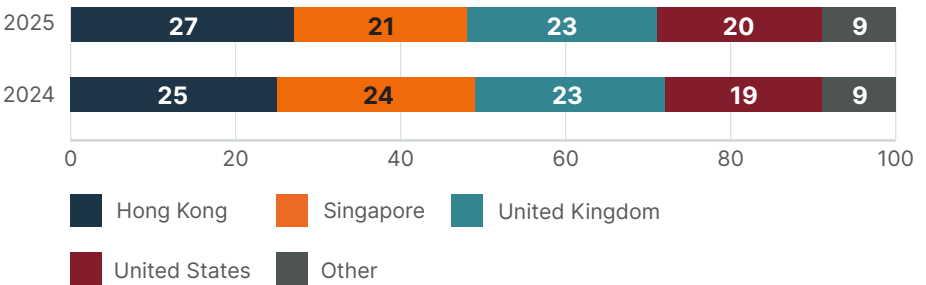
Revenue by Technology

(Percentage) | [Detailed Description of Chart on pg. 44](#)



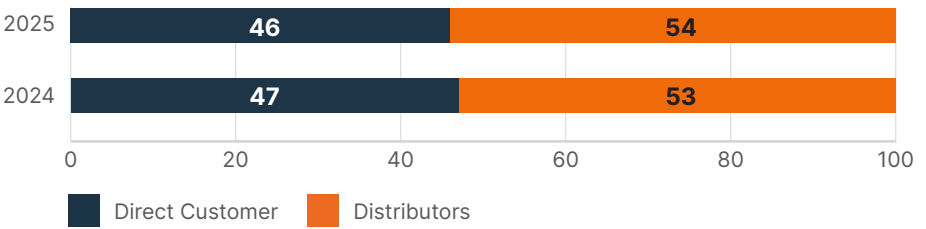
Revenue by Region

(Percentage) | [Detailed Description of Chart on pg. 44](#)



Revenue by Sales Channel

(Percentage) | [Detailed Description of Chart on pg. 44](#)



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% renewable energy by 2030 and 100% renewable energy by 2040. We see these goals as being 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 Scope 1, 2 and 3 by 2040.

RENEWABLE ENERGY COMMITMENTS

50%

Renewable Energy by 2030

100%

Renewable Energy by 2040

Near-Term Science-Based Targets



As of December 2024, we have near-term targets validated by the Science Based Targets initiative (SBTi). 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](#).

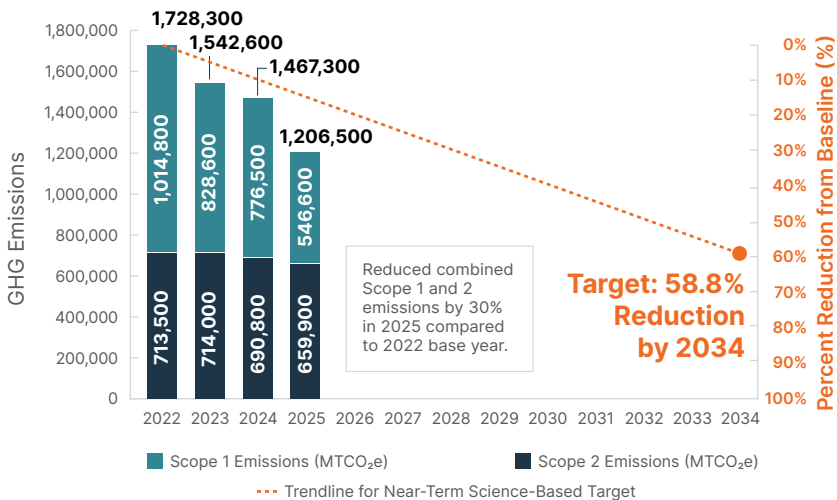
onsemi's near-term Science Based Targets (SBTs) are:

- Reduce absolute Scope 1 and 2 GHG emissions by 58.8% by 2034 from a 2022 base year.
- Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities by 35.0% within the same timeframe.
- 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.

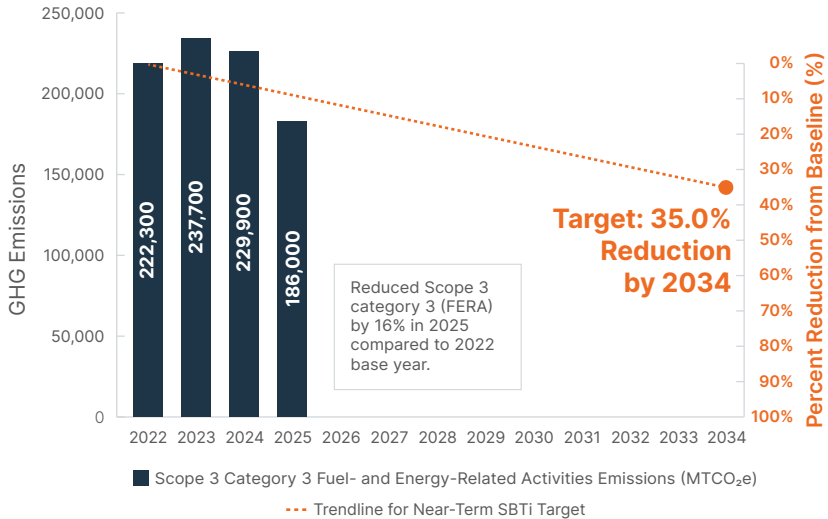
The organizational boundary of our near-term science-based targets is comprised of facilities within our operational control, in accordance with SBTi guidance.

Decarbonization Progress Towards Near-Term Science-Based Targets

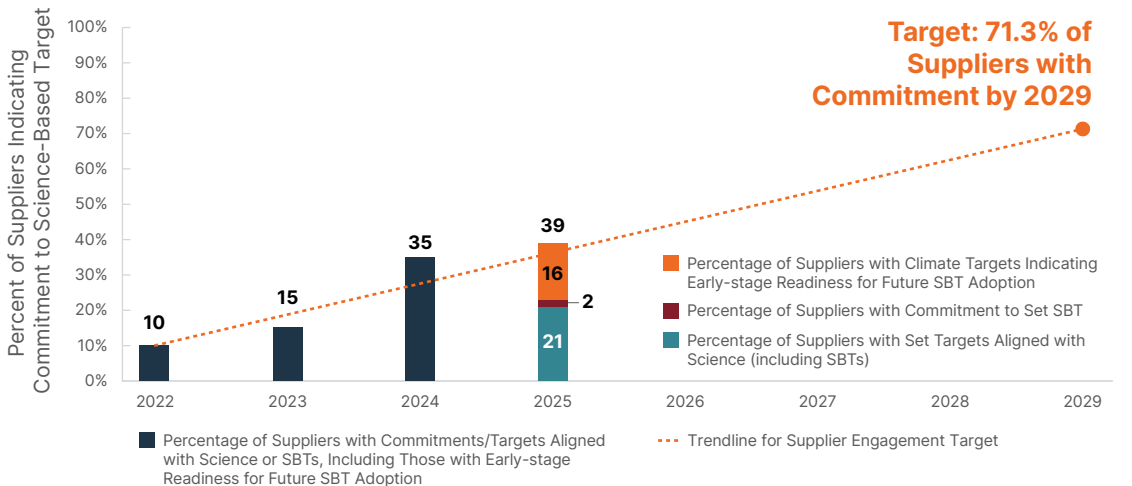
Scope 1 and 2 Near-Term Science-Based Target Progress (MTCO₂e) | [Detailed Description of Chart on pg. 44](#)



Scope 3 Near-Term Science-Based Target Progress (MTCO₂e) | [Detailed Description of Chart on pg. 44](#)



Scope 3 Supplier Engagement Target Progress^{1,2,3} (Percentage) | [Detailed Description of Chart on pg. 44](#)



¹ onsemi's SBTi target is for 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 by emissions that indicate a commitment to or have already set targets aligned with science, including SBTi validated targets.

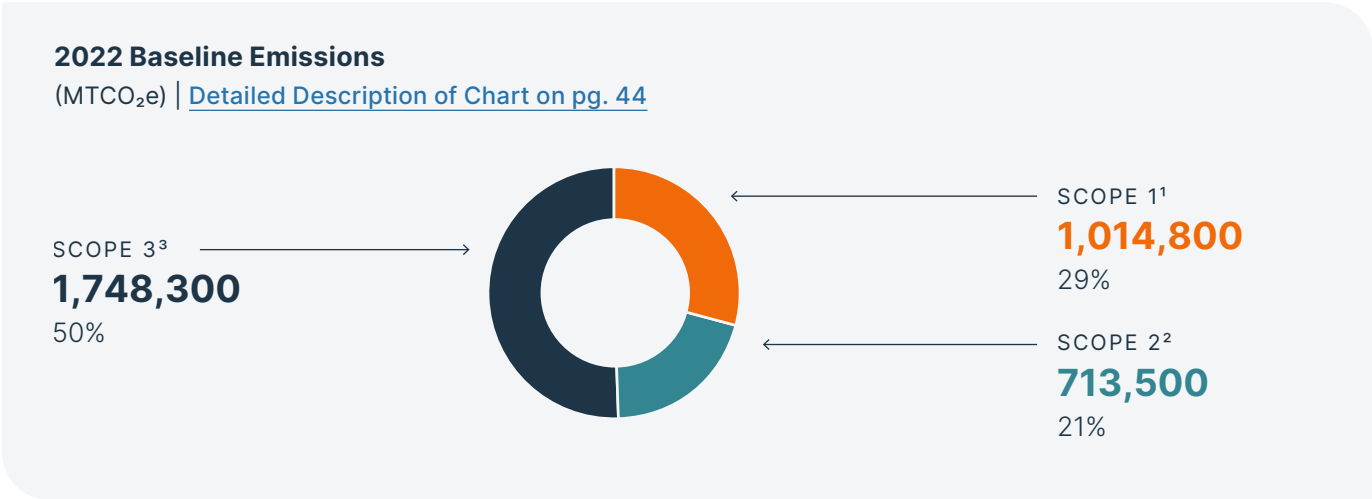
² Split between suppliers with set targets, those that are committed to setting targets and those with climate targets indicating early-stage readiness for future SBT adoption was not available prior to 2025.

³ Suppliers that have set targets aligned with science (including SBTs) and those that have committed to setting targets aligned with science (including official commitment letters to SBTi) count towards onsemi's supplier engagement target.

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 2040 goal. Our baseline emissions align with the defined organizational boundary of our near-term science-based targets. They do not include emissions from non-manufacturing sites, which are immaterial and excluded from our baseline and targets in accordance with SBTi guidance. Annual emissions reported within goal boundaries (reported in this section of the report) should not be conflated with the annual enterprise-wide GHG emissions inventory (reported in the [Annual Inventory of Energy Consumption and Emissions](#) section, page 16), which may differ due to acquisitions, divestitures and/or SBTi permitted inclusions/exclusions within the goal boundary condition. In the event of acquisitions and divestitures that materially impact emissions, baseline emissions are to include full baseline year emissions of acquired sites and exclude full baseline year emissions of divested sites in accordance with the GHG Protocol.

The baseline year for GHG emissions across Scope 1, 2 and 3 for our decarbonization goals is 2022. Our baseline emissions calculation, used to track annual progress toward decarbonization goals, is based on guidance from the [GHG Protocol](#).



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. We are restating our Scope 3 baseline emissions due to identified overstatements in previously reported numbers. Additional information can be found in our Decarbonization Progress and Annual Inventory of Energy Consumption sections.

Decarbonization Progress

Our combined 2025 Scope 1 and 2 emissions were 1,206,500 MTCO₂e, a reduction of approximately 30% from 2022 (approximately 18% year-over-year reduction) and our collective Scope 3 emissions in 2025 were 736,600 MTCO₂e, approximately 58% lower than our 2022 baseline (approximately 17% lower year-over-year). More details on our reduction efforts are further discussed in the [Protecting Our Planet and Environment](#) section on page 16.

Greenhouse Gas Emissions by Scope and Category (MTCO₂e)

Decarbonization Progress	2022	2024	2025
Scope 1 and 2 Total	1,728,300	1,467,300	1,206,500
Scope 1	1,014,800	776,500	546,600 ¹
Scope 2	713,500	690,800	659,900
Scope 3 Total ^{2,3}	1,748,300	746,600	736,600
Category 1: Purchased Goods and Services (PG&S)	1,267,100	419,900	479,100
Category 2: Capital Goods	102,700	26,000	6,500
Category 3: Fuel- and Energy-Related Activities (FERA) ⁴	222,300	229,900	186,000
Category 4: Upstream Transportation and Distribution	80,900	22,400	22,200
Category 5: Waste Generated in Operations	46,500	8,000	9,900
Category 6: Business Travel	6,600	19,500	9,700
Category 7: Employee Commuting	22,200	20,900	23,200

¹ The decrease in Scope 1 emissions is primarily due to qualifying existing abatement devices for our process emissions.

² Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Scope 3 category 8 (Upstream Leased Assets) is applicable but is not presented in the table due to the immateriality of the 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.

³ Due to program and methodology improvements, we identified overstatements in our previously reported Scope 3 emissions calculations in Category 1 (Purchased Goods and Services) and Category 4 (Upstream Transportation and Distribution). In line with our internal policy and the GHG Protocol, we have restated data in these two Scope 3 categories for 2022 (baseline year) and 2024, resulting in improved consistency and comparability over time.

⁴ The 2025 decrease in Scope 3 Category 3 (FERA) emissions is due, in part, to the use of updated emission factors. For the 2025 inventory, in line with industry standards, **onsemi** applied lifecycle electricity emissions factors based on updated International Energy Agency (IEA) data, replacing the legacy United Kingdom’s Department for Environment, Food and Rural Affairs (DEFRA)/IEA factors previously used, which are out of date. The newer emission factors reflect a real-world improvement in emissions intensity as compared to the previous emission factor set.

Climate Transition Plan

Our climate transition plan is integrated throughout this report, detailing our decarbonization strategies 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.

A key aspect of an effective climate transition plan is the identification of investments and funding needed to support the implementation of the plan, balancing other capital requirements of the business, and seeking to maximize the decarbonization impact per dollar spent. **onsemi** has identified decarbonization projects meeting these criteria, and allocated funding to implement the projects in coming years.



Scope 1 General Emissions Reduction Strategy

Our Scope 1 emissions inventory is largely driven by the use of etching and cleaning gases used in semiconductor manufacturing processes (process greenhouse gases), on-site fuel combustion and fluorinated heat transfer fluids used within equipment.

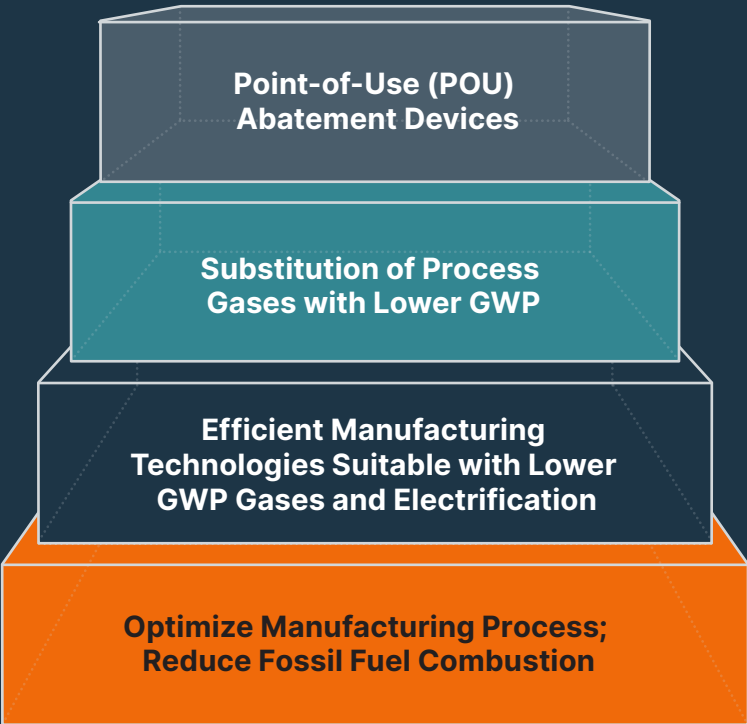
At **onsemi**, we can reduce Scope 1 emissions by: improving the efficiency of our manufacturing processes and fossil fuel usage, transitioning to process chemistry and energy sources with lower or eliminated GHG emissions and implementing point-of-use abatement to remove residual GHGs from process exhaust streams.

The most effective approach is to eliminate these high global warming potential (GWP) gases from processes by replacing them with suitable alternatives. While fluorinated gases are essential in semiconductor manufacturing, there is interchangeability - particularly in gases used to clean chemical vapor deposition (CVD) chambers.

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

Point-of-use abatement systems address any remaining process emissions that cannot be eliminated. These systems use electric heating, combustion or plasma breakdown and convert fluorinated GHGs and nitrous oxide into non-GHG products, which are further treated through the sites’ air pollution control and wastewater treatment systems.

Scope 1 Prioritization Pyramid for Decarbonization



Scope 2

General Emissions Reduction Strategy

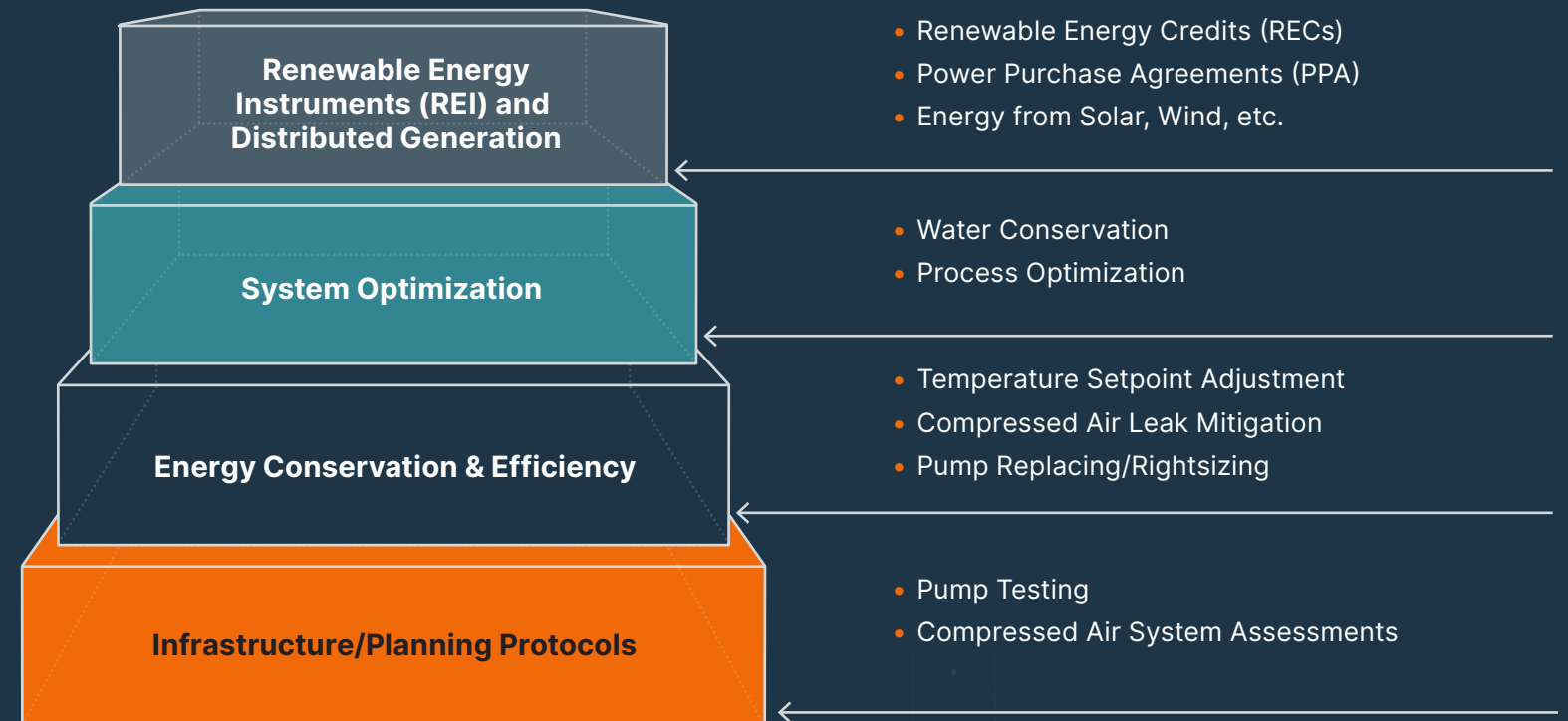
Our Scope 2 inventory primarily consists of emissions from our purchased electricity. In alignment with our strategy to pursue our Net Zero 2040 goal, we are focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Reduced electricity consumption 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, we have implemented a third-party data management system that consolidates environmental commodities consumed at our manufacturing sites. This helps 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. In 2025, we started to implement the internal stages of the roadmap, and we 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.

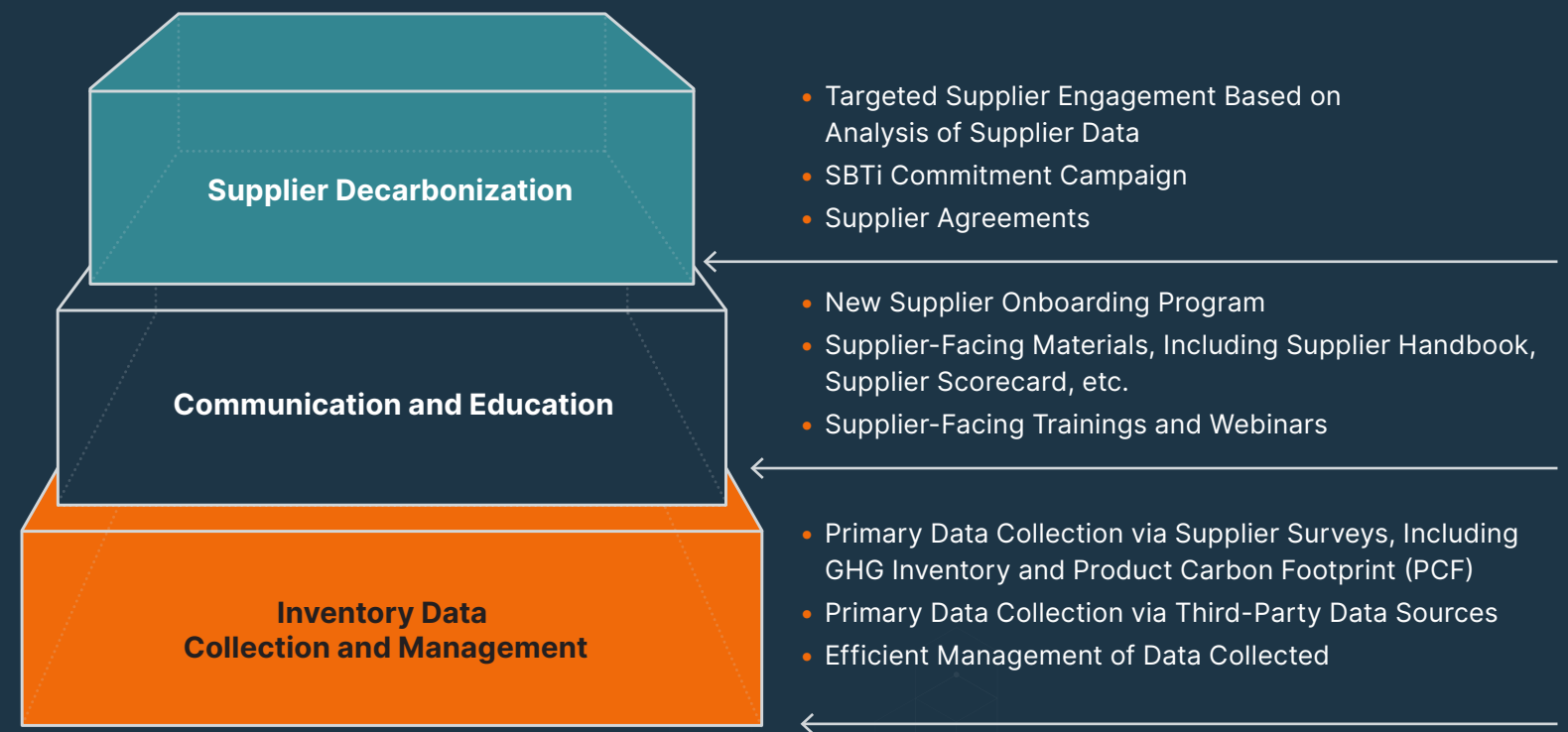
Because most of our Scope 3 emissions are from Category 1 (Purchased Goods and Services), our Scope 3 emissions reduction strategy prioritizes engaging with suppliers regarding inventory data collection and management, communication and education to decarbonize and decarbonization action. Our strategy 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 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

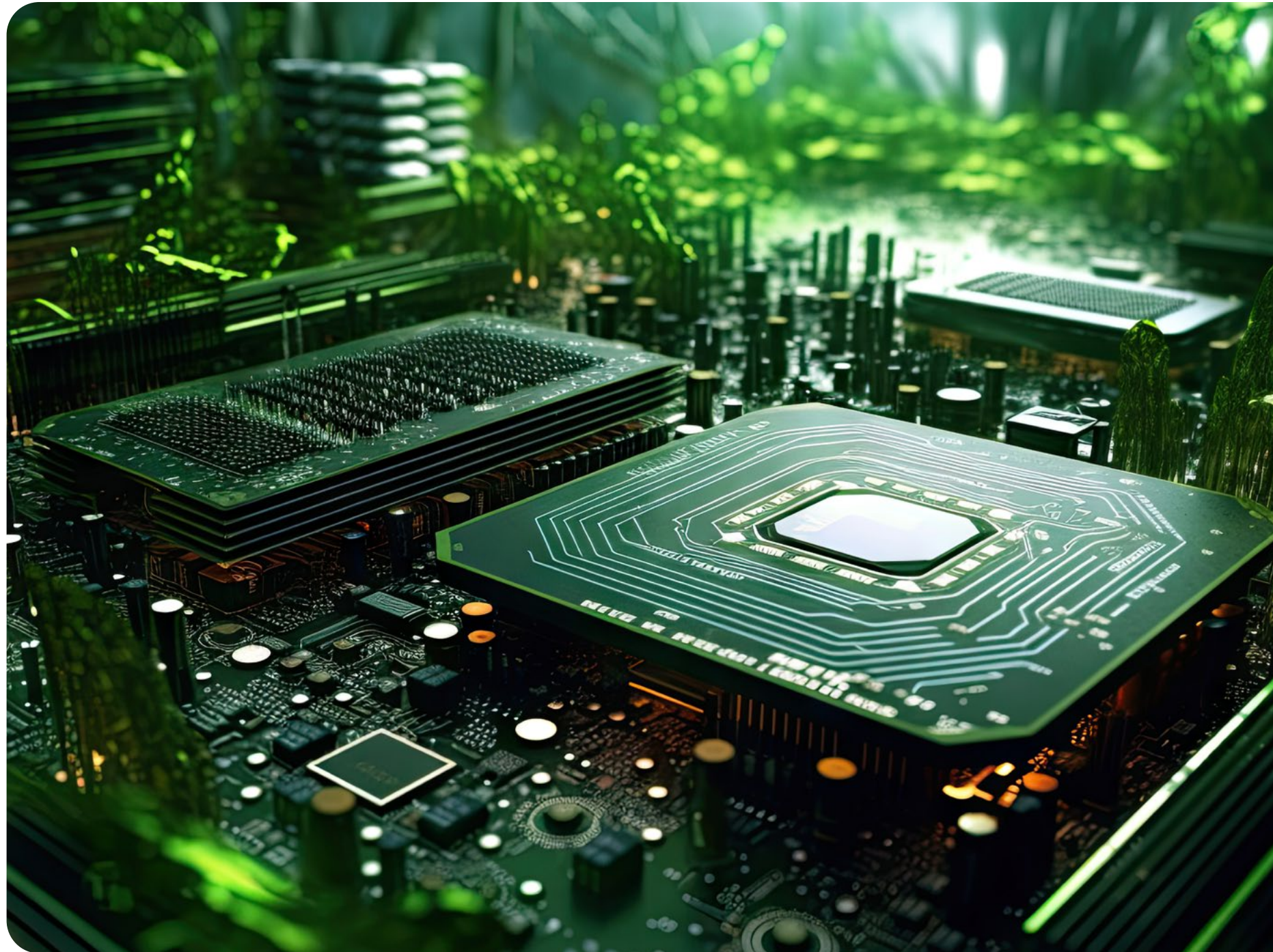
Consistent with SBTi's approach, we focus on reducing our emissions as much as possible before relying on carbon removal and offsets. For emissions that are not electricity-related and cannot be eliminated, **onsemi** will explore the purchase of certified and credible carbon removal or offset credits 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) estimates of current emissions data where actual 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 facilitating a standardized approach to reduction levers across our varied operations while balancing production demands.

To mitigate any challenges and uncertainties, we have integrated GHG emissions accounting software into our systems, enabling 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 insert climate-related data into more company processes for more informed decision-making – from selection of projects to implement that would yield the greatest project lifecycle returns to approaches to new products.



Product Stewardship

Overview

onsemi is a leader in intelligent power and 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 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, allowing for lighter, longer-range EVs and 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, employing imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.
- Improving everyday life by delivering low-power, high-precision, intelligent sensing solutions for diabetes management and clinical and over-the-counter (OTC) hearing health applications.

Our new product development efforts are concentrated in focused market segments and high-growth applications. We regularly reevaluate our research and development spend to target innovative products and appealing solutions for customers that maximize our stockholder return. By targeting innovative products and solutions, we are positioned to outperform within the industry. We work to integrate sustainability and sustainable design in our products.

Triple-Bottom-Line Revenue

In 2025, **onsemi** generated approximately \$4,684 million in triple-bottom-line revenue, representing 78% of our 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 and 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, including emissions and waste throughout its use phase. Our silicon carbide (SiC) technologies are designed to meet the demands of higher power and density as well as 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.

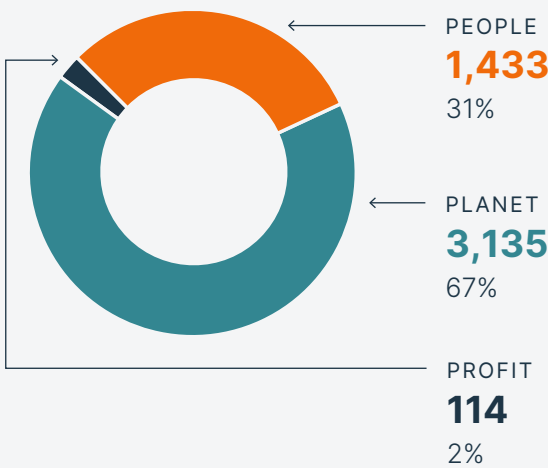
Triple-Bottom-Line Revenue Disclosure

Disclosure	Unit	2024	2025
Triple-Bottom-Line Revenue			
People	Dollars (Millions)	1,627	1,433
Planet		3,905	3,135
Profit		130	114
Total	Dollars (Millions)	5,662	4,682
Percentage of Total Revenue			
Percentage of Total Revenue	Percentage	80	78

Our triple-bottom-line product offering includes products pertaining to the following categories:

- AI data center
- Electric vehicle charging
- Vehicle electrification
- Energy infrastructure
- Industrial automation
- LED lighting
- Medical
- ADAS
- Machine vision

2025 Triple-Bottom-Line Revenue
(Dollars in Millions) | [Detailed Description of Chart on pg. 45](#)



Triple-Bottom-Line Products

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



Gate Drivers

onsemi delivers a comprehensive portfolio of Gate Drivers for silicon power, advanced silicon carbide (SiC) and high-performance gallium nitride (GaN) technologies. When paired with these power FETs, **onsemi** drivers enable exceptional energy efficiency across demanding applications such as AI data centers, electric vehicles (EVs) and more. By optimizing switching performance and reducing power losses, these solutions help minimize energy consumption and thermal footprint, supporting global sustainability goals. As AI workloads surge and EV adoption accelerates, **onsemi's** cutting-edge gate driver portfolio is positioned to play a pivotal role in reducing carbon emissions and driving a cleaner, more efficient future.



Hybrid IGBT/EliteSiC Modules

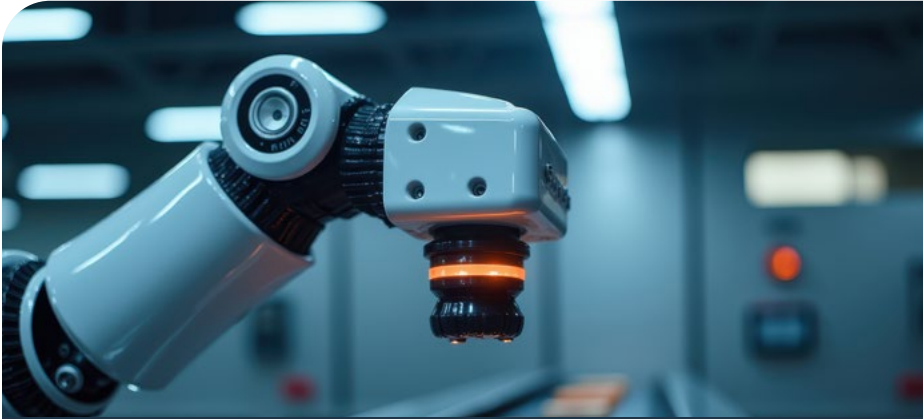
The hybrid IGBT/SiC module in an F5BP package features 1050V FS7 IGBT and the 1200V D3 EliteSiC diodes to form a foundation that facilitates high voltage and high current power conversion while reducing power dissipation and increasing reliability. The modules offer increased power density and higher efficiency 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.



Hyperlux™ ID iToF Depth Sensing for Industrial Automation

The **onsemi** Hyperlux™ ID family delivers advanced depth-sensing technology that is critical for the next generation of automated factories and intelligent robotics. By enabling precise 3D perception, Hyperlux™ ID enhances safety in industrial environments and empowers robotic systems, humanoids and autonomous mobile robots (AMRs) to operate with greater accuracy and efficiency. This capability not only reduces workplace hazards thus increasing employee safety, but it also enables productivity gains needed to make factories more profitable. As automation becomes a cornerstone of modern manufacturing and logistics, Hyperlux™ ID positions **onsemi** at the forefront of innovation in smart vision: helping businesses achieve safer operations and higher returns through safer, more capable machines.

Triple-Bottom-Line Products (cont.)



PowerTrench T10 MOSFETs

onsemi’s PowerTrench® T10 MOSFET delivers industry-leading efficiency with ultra-low conduction and switching losses, enabling higher power density in a compact footprint while ensuring exceptional reliability. The shielded gate power trench MOSFET technology significantly improves efficiency, reduces output capacitance and enhances figures of merit through lower drain-to-source resistance and gate charge. These advancements enable customers to deliver more efficient and cost-effective solutions across a wide range of automotive and industrial applications.



Silicon Carbide (SiC)

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.



T2PAK: Advanced Cooling Package

With rising power requirements in applications such as solar inverters, EV chargers and industrial power supplies, effective thermal management is a critical engineering challenge. Conventional packaging often forces designers to choose between thermal efficiency and switching performance. The EliteSiC T2PAK solution addresses this issue by efficiently transferring heat from the printed circuit board (PCB) directly into the system’s cooling infrastructure, enabling superior performance without compromise. This results in:

- Superior thermal efficiency and reduced operating temperatures.
- Lower component stress, extending system lifetime.
- Higher power density and compact system design.

Annual Inventory of Energy Consumption and Emissions

Overview

We set ambitious decarbonization goals and are dedicated to meeting them by reducing our energy consumption, GHG emissions and overall carbon footprint.

onsemi continues to reduce energy consumption and GHG emissions throughout our operational footprint. In this section, we report on our annual enterprise-wide Scope 1, 2 and 3 GHG emissions inventory, which includes both our manufacturing

and non-manufacturing sites. Consistent with our baseline year emissions inventory, we report on all relevant categories of Scope 3 annual emissions in our inventory.

As part of any decarbonization journey, our annual inventory of energy and emissions will reflect fluctuations due to production loads and ongoing energy and decarbonization initiatives.

Energy

At **onsemi**, we recognize that responsible energy management and product sustainability are deeply connected - reducing the environmental impact of our operations enables us to deliver more energy efficient, lower carbon products that support our and our customers' decarbonization goals. Our energy use, which consists primarily of purchased electricity, and to a lesser extent, natural gas, diesel fuel, heavy fuel oil, liquefied petroleum gas (LPG), purchased steam and purchased hot water, support daily operations across our global facilities. Scope 2 GHG emissions refer to indirect emissions associated with the production of purchased electricity, steam and hot water used by the company. All other energy sources listed above generate emissions directly and are therefore categorized as Scope 1 emissions.

Our total energy use (the energy-related portion of Scope 1 and all purchased electricity, purchased steam and purchased hot water of Scope 2) in 2025 was 2,067,459 MWh of which 1,623,431 MWh was attributed to purchased electricity, 3,703 MWh to purchased steam and 21,605 MWh to purchased hot water.

Our focus on reducing energy demand through optimization, conservation measures and continuous efficiency improvements across our facilities supports our decarbonization strategy and pursuit of our Net Zero 2040 goal. In 2025, we saved approximately 31,400 MWh of electricity, 18,700 MWh of natural gas and \$4.24 million.

Energy Conservation Measures

Across our sites, we engaged in multiple energy conservation measures that resulted in energy savings of approximately 17,400 MWh of electricity savings, 5,200 MWh of natural gas savings and \$1.87 million in financial savings. Some examples of these projects include:

- **HVAC Conservation Projects:** Across our Cebu, Đồng Nai and Leshan sites, we implemented a series of HVAC optimization projects to reduce energy consumption and improve system efficiency. Examples include minimizing part load inefficiencies, maximizing overall system efficiency and adjusting chilled water supply temperature setpoints to reduce cooling demand resulting in lower chiller load and improved overall system energy efficiency. At our East Fishkill site, HVAC efficiency initiatives focused on reducing recirculated air volumes in the annex while maintaining cleanroom compliance and increasing summer temperature and humidity setpoints to lower cooling and dehumidification loads. Together, these conservation measures resulted in approximately 7,600 MWh of electricity savings and \$730,000 in cost savings.
- **Process Equipment Conservation Projects – Hot and Cold Tool Idling:** At our Đồng Nai site, we

focused on production equipment utility system optimizations and projects to reduce overall energy consumption. At our East Fishkill site, energy efficiency initiatives involved shutting down base, acid and general exhaust fans in select areas and optimizing acid exhaust system operation to run only the required fans necessary for compliant operation aligned with our production needs, reducing ventilation related electrical load. We achieved further energy savings by idling non-operational tools. Across these two sites, process equipment conservation resulted in approximately 7,400 MWh of electricity savings and \$630,000 in cost savings.

- **Compressor Energy Conservation Projects:** We implemented a series of compressed air system optimization initiatives at our Cebu and Seremban sites to improve system efficiency and reduce electricity consumption. Key measures included comprehensive clean dry air (CDA) leak detection and repair activities to eliminate avoidable air losses, resulting in reduced system leakage and lower compressor runtime. Together, these measures, along with other projects, resulted in approximately 2,000 MWh of electricity savings and \$270,000 in cost reductions.
- **Pump and Motor Conservation Projects:** At our Cebu site, variable frequency drive (VFD) control setpoints for pumps and compressors were optimized to more closely match real-time system demand, improving part-load performance and reducing unnecessary energy consumption. These efforts resulted in approximately 196 MWh in annual energy savings and about \$36,000 in annual cost savings.

HIGHLIGHTS

31,400 MWh

Electricity saved through energy efficiency and conservation efforts.

18,700 MWh

Natural gas saved through energy efficiency and conservation efforts.

\$4.24M

Annual cost savings from energy efficiency and conservation.

Energy Efficiency Projects

In addition to these energy conservation projects, we also implemented energy efficiency and system optimization projects at our sites. Collectively, these initiatives reduced electricity consumption by approximately 14,000 MWh, generating about \$1.51 million in annual cost savings, and delivered an additional 13,500 MWh in natural gas savings, contributing roughly \$860,000 in further cost reductions. Some examples of these measures include:

- **Water Heat Recovery Measures:** At our Bucheon site, we implemented a series of natural gas and energy efficiency measures to recover and reuse waste heat from process cooling systems. These initiatives included deploying heat exchanger systems to return high-temperature cooling water to preheat deionized (DI) water in raw water storage tanks reducing boiler heat demand. In parallel, we optimized cooling water return temperatures to improve heat rejection efficiency and reduce downstream chiller load, resulting in a significant reduction in reliance on boiler-generated thermal energy. Combined with additional waste-heat-recovery initiatives, these efforts resulted in approximately 13,500 MWh in natural gas savings and 650 MWh of electricity savings, resulting in approximately \$910,000 in annual cost savings.
- **Compressor Energy Efficiency Measures:** Across our Bucheon, Carmona, Cebu, Seremban and Shenzhen sites, we implemented a series of compressed air system energy efficiency initiatives to enhance system performance and reduce electrical demand. These measures included transitioning hot water generation from boiler-based systems to compressor heat recovery

resulting in improved waste heat utilization and reducing fuel consumption. Compressed Dry Air (CDA) demand was reduced through optimization of compressor operating frequencies to better match system load requirements. System reliability and drying efficiency were improved through enhanced dryer dew-point control strategies and replacement of desiccant media, ensuring stable air quality while minimizing energy use. Additionally, the installation of a high-efficiency turbo-type compressor contributed to energy savings at our Bucheon site. Across our facilities, these compressor efficiency initiatives resulted in approximately 6,000 MWh of energy reductions and about \$690,000 in annual cost savings.

- **HVAC Optimization Projects:** Across the Burlington, Carmona, Cebu, Đồng Nai, East Fishkill and Seremban sites, we implemented HVAC system optimization to improve operational efficiency, reliability and energy performance. We installed high-efficiency make-up air units (MAUs) to replace air-conditioning systems with lower thermal and electrical performance. The upgraded MAUs incorporate improved heat exchange effectiveness, higher-efficiency fans and motors and enhanced control capabilities, resulting in reduced cooling and ventilation energy intensity while maintaining required air change rates and indoor air quality standards. Operating speeds of MAUs and fan filter units (FFUs) were optimized through control tuning and variable speed adjustments to better match airflow delivery with actual space and process demand. At the East Fishkill site, cooling tower decking was upgraded by replacing traditional solid panels with open grating. This modification improved airflow distribution and reduced airside

pressure drop within the cooling tower, enhancing heat rejection efficiency. Collectively, these HVAC improvements contribute approximately 4,900 MWh in energy reductions and about \$515,000 in annual cost savings.

- **Pump and Motor Efficiency Improvements:** To enhance system efficiency and reduce overall energy demand, we implemented targeted pump and motor upgrades across multiple sites. These measures included control automation enhancements to improve cooling condenser performance at the Đồng Nai site, as well as replacing inefficient pumps and selectively decommissioning pumps at various sites to better match installed system capacity with operational demand. Collectively, these initiatives resulted in approximately 575 MWh of energy savings and about \$72,000 in annual cost savings.
- **Lighting Measures:** We enhanced lighting system efficiency across the Carmona, Cebu, Đồng Nai, Seremban and Shenzhen sites through a series of optimization initiatives. These measures included deploying motion and occupancy sensing controls to minimize unnecessary lighting operation, replacing legacy luminaires with high-efficiency fixtures and converting non-LED lighting systems to LED tube technology in selected facilities. This resulted in reduced lighting energy demand and improved system performance, saving approximately 445 MWh of electricity and about \$50,000 in annual costs.

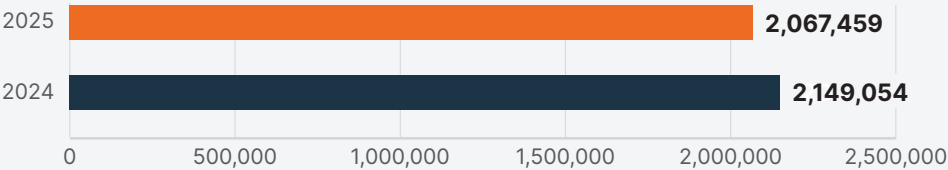
These efforts are driven by our highly engaged staff members at each site. Our staff are committed to conserving and optimizing energy use through the implementation of best operational practices and the adoption of new technologies wherever feasible.





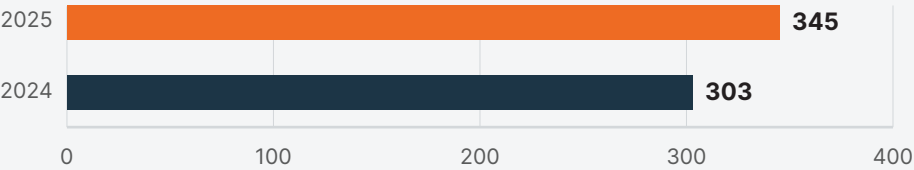
Total Energy Consumption

(MWh) | [Detailed Description of Chart on pg. 45](#)



Energy Intensity

(MWh per \$ Million Revenue) | [Detailed Description of Chart on pg. 45](#)



Total Energy Consumption and Intensity Disclosure

Disclosure	Unit	2024	2025
Total Energy Consumption			
Total Energy Consumption	MWh	2,149,054	2,067,459 ²
Energy Intensity			
Energy Intensity (per million \$ revenue)	MWh per Million USD Revenue	303	345
Energy Consumption by Source			
Electricity	MWh	1,726,357	1,623,431
Purchased Hot Water		NR	21,605
Purchased Steam		2,465	3,703
Renewable Electricity ¹		0	0
Diesel Fuel		6,690	5,934
Gasoline		NR	75
Heating Oil		NR	21,196
Heavy Oil		32,757	0
LPG		1,445	1,227
Natural Gas		379,340	390,272
Propane		NR	15
Town Gas		0	0
Renewable Fuels		0	0
Energy from Grid	Percentage	100	100

¹ 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 such renewable electricity production in order to claim renewable electricity consumption.

² Due to rounding, numbers presented may not sum precisely to the totals provided.

Emissions

Our emissions inventory represents annual, enterprise-wide emissions, including emissions from non-manufacturing sites in Scope 2, and are therefore not reflective of baseline year or emission reduction goal boundary-condition considerations reported in the [Decarbonization and Renewable Energy Goals](#) section of this report.

Enterprise-Wide Emission Inventories by Year¹

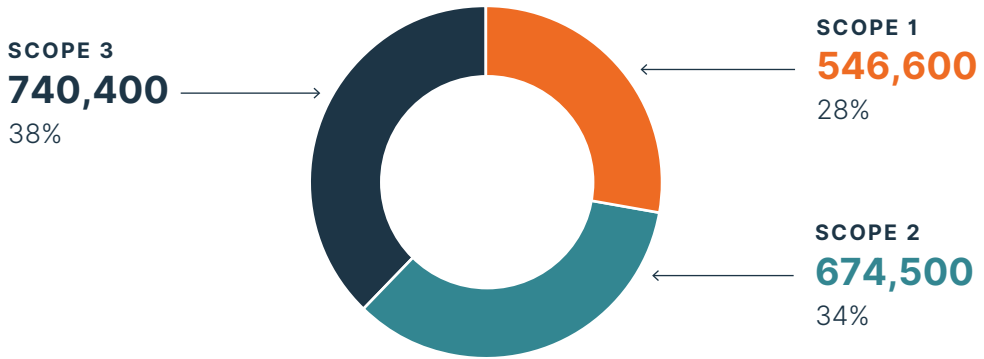
Disclosure	Unit	2024	2025
Scope 1	MTCO ₂ e	776,500	546,600
Scope 2		705,200	674,500
Scope 3		750,800 ²	740,400

¹ For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

² Due to program and methodology improvements, we identified overstatements in our previously reported Scope 3 emissions calculations in Category 1 (Purchased Goods and Services) and Category 4 (Upstream Transportation and Distribution). In line with our internal policy and the GHG Protocol, we have restated data in these two Scope 3 categories for 2022 (baseline year) and 2024, resulting in improved consistency and comparability over time.

2025 Enterprise-Wide Emissions Inventory

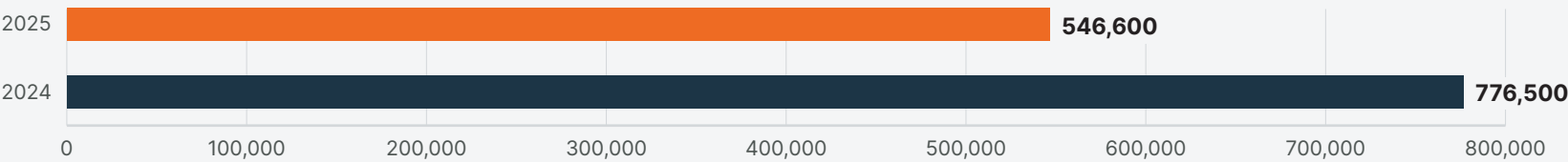
(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



Summary of Enterprise-Wide Emissions Inventory

Scope 1 Emissions¹

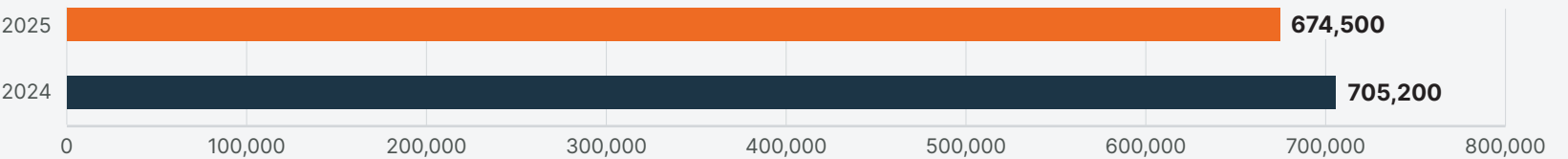
(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



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.

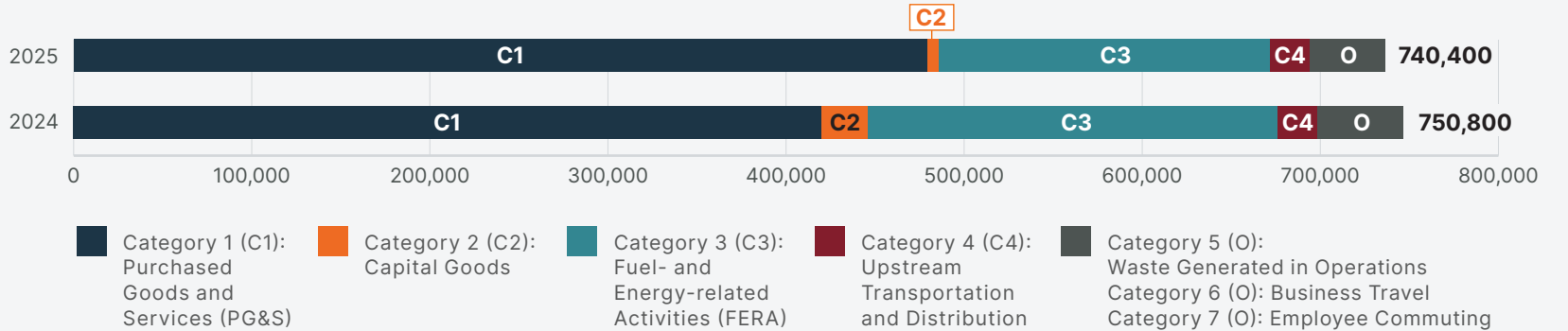
Scope 2 Emissions

(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



Scope 3 Emissions

(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



Scope 1

Scope 1 emissions are direct emissions from company-owned and company-controlled manufacturing facilities. The largest source of Scope 1 emissions come from GHGs used in etching, deposition and chamber cleaning. These processes rely on fluorinated gases and nitrous oxide (N₂O). Other Scope 1 sources include fuels used in space or process heating, as well as heat transfer fluids used in manufacturing equipment.

onsemi Scope 1 emissions are calculated based on information on production tools, process chemistry and facilities systems, including point-of-use gas abatement. For semiconductor manufacturing, we calculate GHG emissions consistent with [IPCC Tier 2c](#) methodology guidance. When downstream gas abatement is used, the equipment’s destruction and removal efficiency (DRE) is considered in calculations. To convert emissions to carbon dioxide equivalent (CO₂e), we use the 100-year GWPs from IPCC’s Sixth Assessment Report (AR6).

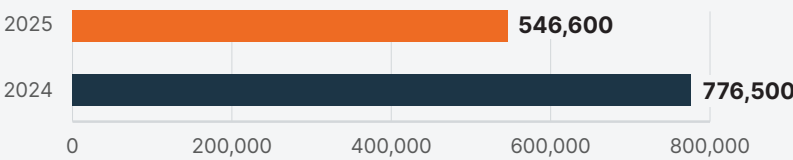
In 2025, we focused on the following Scope 1 emissions reduction initiatives, which drove approximately 275,000 MTCO₂e in emissions savings.

- **Qualification of Existing Devices:** **onsemi** fabs with existing point-of-use gas abatement continued qualifying the equipment’s effectiveness in eliminating GHGs from the process exhaust stream. **onsemi** obtained either Original Equipment Manufacturer (OEM) certification or conducted onsite testing to validate and qualify the DRE for GHGs under the process conditions at point of use. In 2025, we were able to qualify existing abatement devices at our facilities in Aizu, Bucheon and East Fishkill, NY, resulting in an almost 240,000 MTCO₂e emissions reduction compared to 2024.
- **Commencement of Fluorine-based Chamber Cleaning:** At our Rožnov, Czech Republic wafer fab, we replaced hexafluoroethane (C₂F₆) chamber cleaning with a fluorine (F₂)-based process that eliminates GHG emissions. Additional tools will be converted as we continue reducing and ultimately phasing out C₂F₆ usage at this location. We anticipate that this conversion will result in an emissions reduction of approximately 35,000 MTCO₂e per year.

These efforts resulted in a significant decrease in our Scope 1 emissions. In 2026, we plan to continue this approach and install additional abatement devices at our manufacturing facilities.

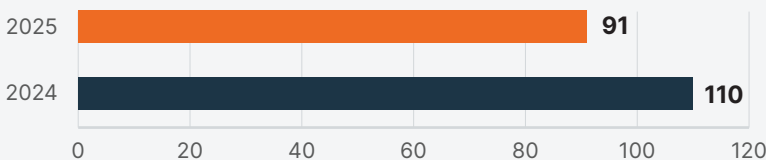
Total Scope 1 GHG Emissions

(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



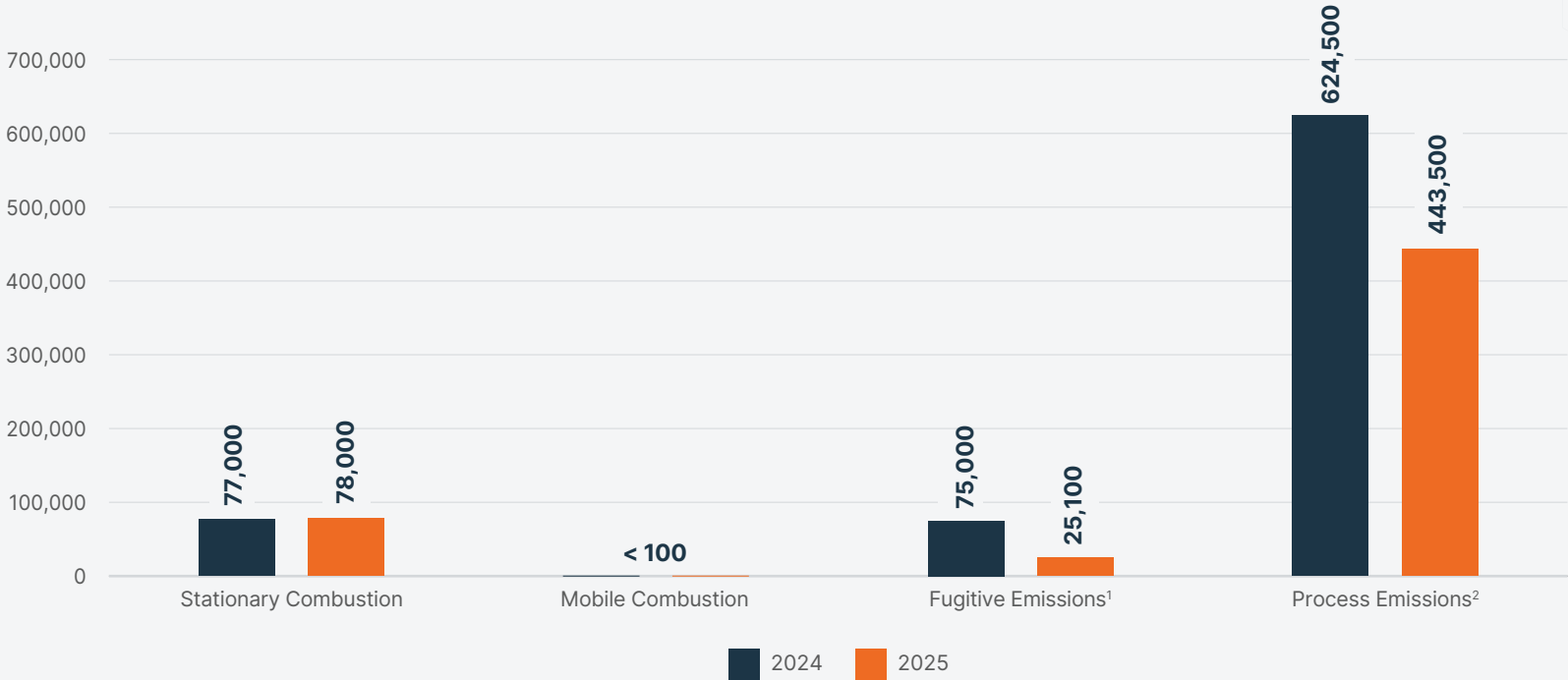
Scope 1 Emissions Intensity

(MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart on pg. 45](#)



Scope 1 Emissions Sources

(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



¹ The decrease in 2025 fugitive emissions is due to fluctuations in annual purchasing of materials contributing to these emissions.

² The decrease in 2025 process emissions is largely due to qualifying existing abatement devices.

Scope 2

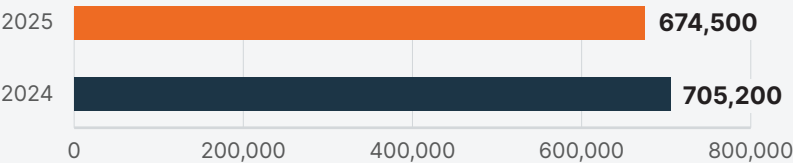
Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. At **onsemi**, Scope 2 emissions primarily result from purchased electricity, purchased steam and purchased hot water used in our facilities. Please note that in line with SBTi guidance and industry best practices, **onsemi's** near-term SBT, as discussed in [Our Business](#) on page 5, applies to manufacturing sites. **onsemi** non-manufacturing sites have an immaterial impact on our overall footprint and are disclosed in the following table for transparency purposes.

onsemi's global Scope 2 emissions in 2025 were lower than in 2024, reflecting the impact of energy conservation actions and ongoing energy efficiency and optimization efforts across our operations (see [Energy](#) section on page 16).



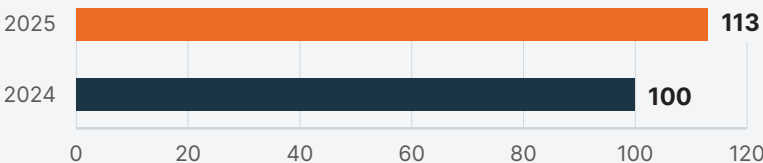
Total Scope 2 GHG Emissions

(MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



Scope 2 Emissions Intensity

(MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart on pg. 45](#)



Scope 2 Emissions Overview

Disclosure	Unit	2024	2025
Enterprise-Wide Scope 2 Emission Inventories by Year ¹			
Total Scope 2 Emissions, Manufacturing and Non-Manufacturing Sites (Location-Based)	MTCO ₂ e	705,200	674,500
Total Scope 2 Emissions, Manufacturing Sites (Location-Based)		690,800	659,900
Total Scope 2 Emissions, Non-Manufacturing Sites (Location-Based)		14,400	14,600
Scope 2 Emissions Intensity			
Scope 2 Emissions Intensity	MTCO ₂ e per \$ Million Revenue	100	113

¹ 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 the 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. For 2025, **onsemi’s** Scope 3 emissions inventory was 740,400 MTCO₂e, which accounts for 38% of our total GHG footprint (combined Scope 1, 2 and 3).

In 2025, our Scope 3 strategy included the following initiatives:

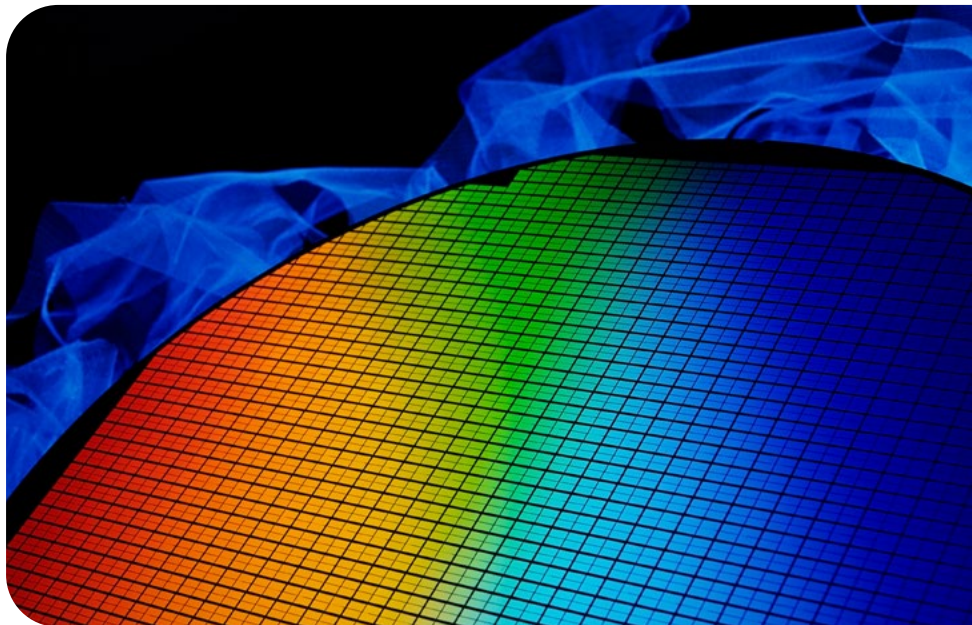
Inventory Data Collection and Management

To date, we have engaged with more than 1,000 new and legacy suppliers as part of our Scope 3 data collection program, which serves as a foundation for managing our Scope 3 emissions reduction. We surveyed our top 80% of suppliers by spend (deemed “high-priority suppliers”). As a result, our 2025 data shows that 21% of surveyed suppliers intend to commit or have already committed to a target aligned with science (including SBTi-validated targets). We continue to gather and use primary data to increase the accuracy of Scope 3 GHG accounting and track emissions reduction performance. We educate suppliers that are onboarded into the **onsemi** ecosystem about our decarbonization commitments.

Since Scope 3 Category 1, Purchased Goods and Services, account for a predominant percentage of the total Scope 3 inventory, approximately 65%, we have been working to with our procurement partners, requiring them to disclose their GHG emissions and encouraging them to set their own science-based reduction targets, in line with SBTi’s Supplier Engagement Pathway.

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:** We inform every supplier that is onboarded into the **onsemi** ecosystem our required supplier decarbonization commitments and educate them on **onsemi’s** decarbonization policies, timelines and resources. We require selected suppliers 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 high-priority suppliers. We led conversations with our highest-emitting suppliers and others we hope to influence to commit to a science-based target. We engaged with more than 50% of our suppliers by spend through two-way communications.



Scope 3 emissions were lower in 2025 than in 2024. Although our emissions in Category 1 (Purchased Goods and Services) increased, for Categories 2 (Capital Goods) and 6 (Business Travel), the decrease in emissions compared to the prior year was due to lower spend on capital and business travel. The decrease in Category 3 (FERA) is due, in part, to the use of updated emission factors. For the 2025 inventory, in line with industry standards, **onsemi** applied lifecycle electricity emissions factors based on updated IEA data, replacing the legacy DEFRA/IEA factors previously used, which are out of date. The newer emission factors reflect a real-world improvement in emissions intensity as compared to the previous emission factor set.

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

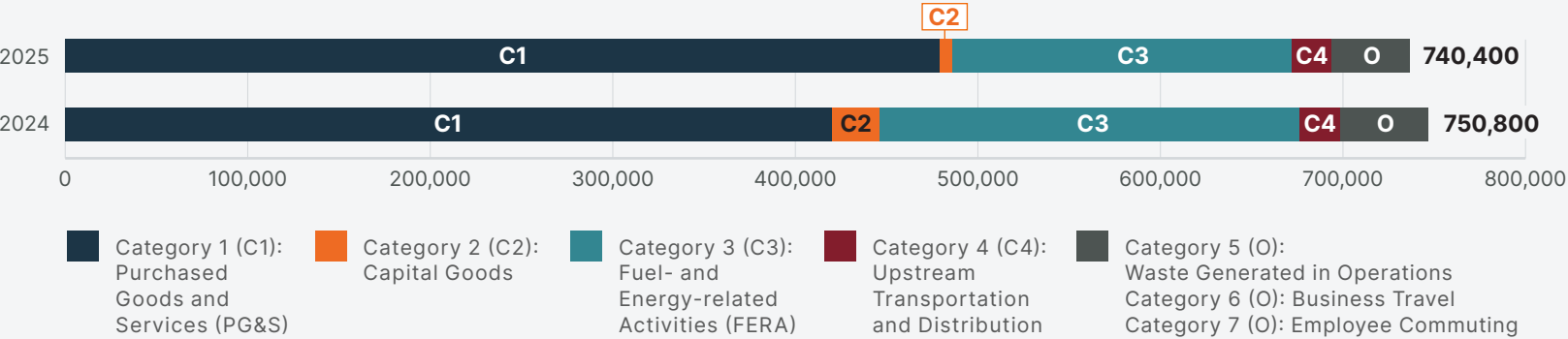
Disclosure	Unit	2024	2025
Category 1: Purchased Goods and Services (PG&S)	MTCO ₂ e	419,900 ³	479,100
Category 2: Capital Goods		26,000	6,500
Category 3: Fuel- and Energy-Related Activities (FERA)		234,100	189,800
Category 4: Upstream Transportation and Distribution		22,400 ³	22,200
Category 5: Waste Generated in Operations		8,000	9,900
Category 6: Business Travel		19,500	9,700
Category 7: Employee Commuting	MTCO ₂ e	20,900	23,200
Total		750,800	740,400

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 because it represents <1% of total Scope 3 emissions for each annual period presented. Emissions from our use of data centers fall within this category.

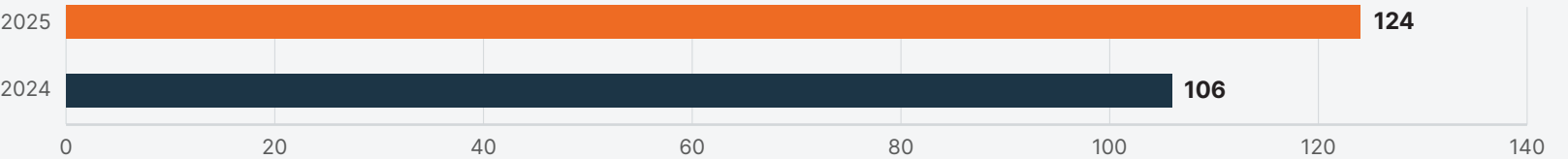
² Category 10 (Processing of Sold Products) and Category 12 (End-of-Life Treatment of Sold Products) are not presented based on applicability of these categories for producers of intermediate products, per interpretation of the GHG Protocol and **onsemi**-specific facts and circumstances.

³ Due to program and methodology improvements, we identified overstatements in our previously reported Scope 3 emissions calculations in Category 1 (Purchased Goods and Services) and Category 4 (Upstream Transportation and Distribution). In line with our internal policy and the GHG Protocol, we have restated data in these two Scope 3 categories for 2022 (baseline year) and 2024, resulting in improved consistency and comparability over time.

Total Scope 3 GHG Emissions (MTCO₂e) | [Detailed Description of Chart on pg. 45](#)



Scope 3 Emissions Intensity (MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart on pg. 46](#)



Water and Waste Management

Water Usage

Water is a critical natural resource that supports ecosystems and is essential to **onsemi's** global manufacturing operations. As part of our commitment to responsible water stewardship, we aim to enhance operational resilience and contribute to the well-being of the communities where we operate. **onsemi** continues to strengthen its water management practices through robust data governance, global standardization and continuous improvement, consistent with evolving industry expectations. We recognize that conserving water not only protects environmental resources but also improves operational efficiency by reducing treatment requirements and ensuring long-term water availability.

To support transparent and accurate water accounting, **onsemi** utilizes a third party environmental data management software platform that consolidates information on water withdrawal, consumption, recycling and discharge across all manufacturing sites. This system improves data integrity, enables timely reporting and supports informed decision making.

Our strategy remains focused on reducing water consumption, increasing reuse and recycling, strengthening process controls and integrating water efficiency considerations into capacity planning. Through these efforts, **onsemi** advances a resilient and transparent water management framework that supports sustainable growth and reinforces our responsibility to the environment and surrounding communities.

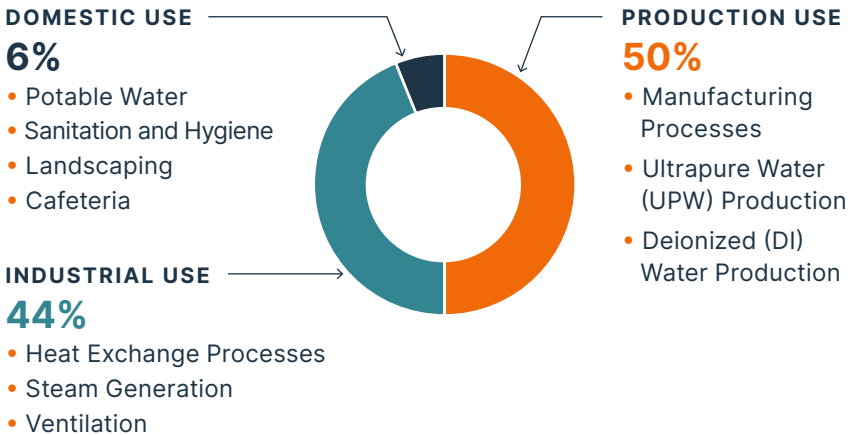
We use the World Resources Institute (WRI) Water Risk Tool to assess whether any **onsemi** sites are located in high or extremely high water-stressed regions. In 2025, of the 15,320 megaliters of total water withdrawn, 1,464 megaliters were withdrawn from high water-stressed regions and 947 megaliters from extremely high water-stressed regions, representing 10% and 6% of total withdrawals, 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 2025, two manufacturing sites were in extremely high water-stressed regions and four manufacturing sites were in high water-stressed regions. At the manufacturing site level, we continue to monitor water data and water risks.

Across our global manufacturing operations, 2,581 megaliters (17%) of total water withdrawn were consumed by **onsemi**. Of the water withdrawals, 447 megaliters (3%) originated from high water-stressed regions and 246 megaliters (2%) from extremely high-stressed regions. Consumption is mainly attributed to heating and cooling processes, where evaporation occurs as part of heat transfer operations. This year's increase in consumption was due to water system issues at two manufacturing facilities that were promptly detected and replaced with system upgrades. **onsemi** continues to evaluate opportunities to reduce water consumption and improve efficiency across all facilities.

Applications of Water Use at Manufacturing Sites

(Percentage) | [Detailed Description of Chart on pg. 46](#)



Water Usage Summary

Disclosure	Unit	2024	2025
Water Withdrawal			
Total Water Withdrawal	Megaliters	15,759	15,320
Surface Water		0	0
Groundwater		3,846	4,529
Seawater		0	0
Third Party Water		11,913	10,790
Water Withdrawal Intensity			
Water Withdrawal Intensity	Megaliter per \$ Million Revenue	2.23	2.56
Water Recycled			
Water Recycled	Megaliters	7,524	7,401
Recycling Rate	Percentage	48%	48%
Water Withdrawal in Water-Stressed Regions ¹			
High	Megaliters	1,412	1,464 ²
Extremely High		883	947 ³
Water Consumption			
Total Water Consumption	Megaliters	2,093	2,581
Water Consumption in Water-Stressed Regions			
High	Megaliters	259	447
Extremely High		161	246

¹ 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.

² High water-stressed regions for 2025 include Carmona, Đồng Nai, Nampa and Suzhou.

³ Extremely high water-stressed regions for 2025 include Cebu and Tarlac.

Water Stewardship

Demonstrating our commitment to water use efficiency, **onsemi** recycled 7,401 megaliters of water in 2025, achieving a 48% recycling rate – consistent with the previous year. Ongoing investments in facility infrastructure continue to strengthen environmental performance and operational resilience.

onsemi's water stewardship program included the following initiatives implemented in 2025 that resulted in 327 megaliters of water savings and nearly \$500,000 saved annually:

- At the Gresham facility in Oregon, targeted engineering interventions addressed persistent Deionized (DI) Reclaim water quality challenges. Through identification of Isopropyl Alcohol (IPA)-related sources, tool drain modifications, enhanced Total Organic Carbon (TOC) monitoring and optimization of reverse osmosis (RO) recycling, the site restored full reclaim performance to 209 megaliters per year, significantly improving water recovery and resource efficiency. These upgrades are expected to result in approximately \$250,000 of annual savings.
- At Bucheon facility in South Korea, to support SiC manufacturing expansion, our team implemented significant upgrades to the Total Nitrogen (TN) wastewater treatment system and Backside Grind (BSG) recycling system. The BSG recycling enhancement reduces raw water demand for ultrapure water production by approximately 118 megaliters annually, lowers wastewater discharge volumes and delivers annual savings of \$249,000. Additionally, installation of a membrane bioreactor (MBR) increased TN treatment efficiency to 95%, improving effluent quality. We also introduced a closed-loop exhaust recirculation system to reduce air emissions from the ammonia stripping process.



Wastewater Treatment

As semiconductor manufacturing processes become increasingly complex, **onsemi** continues to utilize advanced onsite wastewater treatment technologies to ensure responsible management of all process effluents. All wastewater generated at our manufacturing sites undergoes comprehensive onsite treatment prior to permitted discharge to municipal systems or other authorized discharge points. Depending on influent characteristics, treatment may include primary (physical-chemical treatment and neutralization), secondary (biological treatment) and tertiary processes (ion exchange, membrane filtration, carbon adsorption and disinfection). These systems are designed to meet or exceed applicable regulatory requirements in every jurisdiction where we operate.

onsemi closely monitors both the volume and quality of discharged water. Compliance parameters such as pH, temperature, chemical oxygen demand (COD), color, heavy metals, fluorine, nutrients and other regulated indicators are regularly tracked through automated monitoring systems and verified through laboratory analyses conducted at weekly, monthly or quarterly intervals based on regional permit conditions. Some regions also require real-time discharge monitoring. **onsemi** remains fully compliant with all local regulatory requirements.

Wastewater Treatment Data

Disclosure	Unit	2024	2025
Total Water Discharge	Megaliters	13,665	12,738
Water Discharge by Destination			
Fresh Surface Water	Megaliters	7,256	6,600
Third-Party Destination		6,409	6,138
Water Discharge by Treatment Level			
Primary Treatment	Megaliters	7,157	6,890
Secondary Treatment		183	207
Tertiary Treatment		4,290	3,937
No Treatment – Discharged to Natural Environment		571	320
No Treatment – Discharged to Third Party		1,464	1,384

Waste Management

onsemi is committed to meeting all applicable legal and environmental requirements in managing both hazardous and non-hazardous waste streams that result from semiconductor manufacturing.

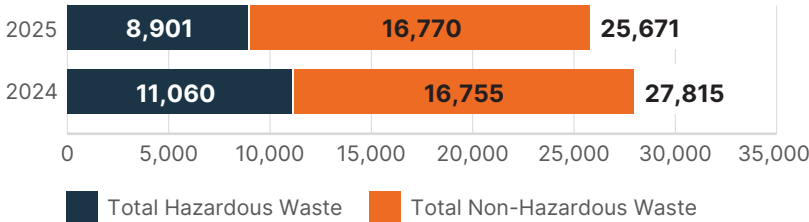
We maintain robust processes and controls to ensure waste is handled responsibly, while continuously pursuing opportunities to reduce the volume of waste requiring disposal. Our strategy prioritizes minimizing waste at the source and maximizing reuse, recycling and other recovery methods that support circular resource flows and reduce environmental impact.

In regions where regulatory constraints or limited infrastructure restrict recycling or recovery options, certain waste streams must be disposed of or incinerated, including waste-to-energy facilities.

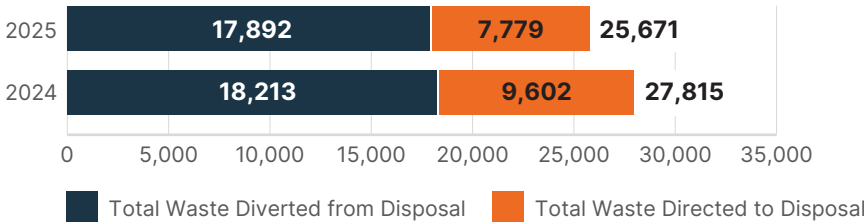
Despite these challenges, we actively seek new avenues to further reduce waste sent to landfills and incineration, recognizing that improved diversion not only supports environmental and human health but can also reduce long-term waste management costs. This commitment underscores our broader sustainability vision of responsible resource stewardship and continuous operational improvement.



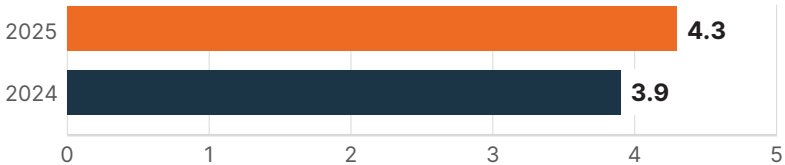
Total Waste Generated (Hazardous and Non-Hazardous)
(Metric Tons) | [Detailed Description of Chart on pg. 46](#)



Total Waste Generated (Diverted from Disposal and Directed to Disposal)
(Metric Tons) | [Detailed Description of Chart on pg. 46](#)



Waste Generation Intensity
(Metric Tons per \$ Million Revenue) | [Detailed Description of Chart on pg. 46](#)



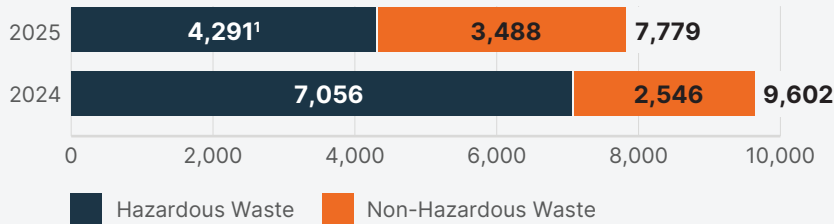
Waste Directed to Disposal

onsemi categorizes our hazardous and non-hazardous waste directed to disposal as described below.

- **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. 46](#)



¹ The reduction in hazardous waste in 2025 compared to 2024 is primarily caused by new, on-site effluent treatment technology at our facility in the Czech Republic and lower production volumes at our East Fishkill, NY facility.

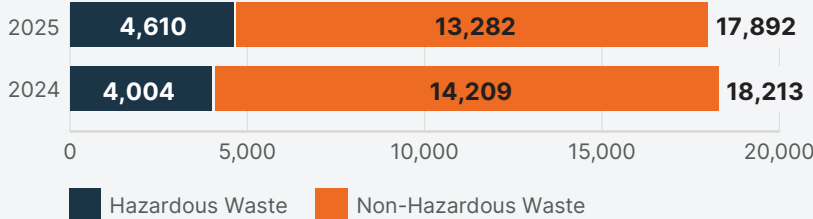
Waste Diverted from Disposal

onsemi categorizes our hazardous and non-hazardous waste diverted from disposal as described below.

- **Preparation for Reuse:** Checking, cleaning or repairing waste materials so they may be prepared to be used again for the same purpose.
- **Recycling:** Reprocessing of waste materials to make new materials.
- **Other Recovery Operations:** Preparing waste materials to fulfill a purpose in place of new products that would otherwise have been used.

Total Waste Diverted from Disposal

(Metric Tons) | [Detailed Description of Chart on pg. 46](#)



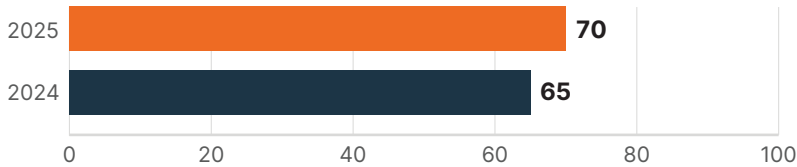
HIGHLIGHTS

70%

Overall waste diversion rate.

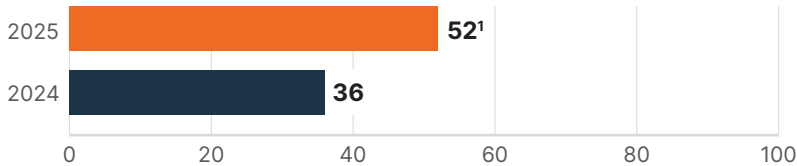
Total Waste Diversion Rate

(Percentage) | [Detailed Description of Chart on pg. 46](#)



Hazardous Waste Diversion Rate

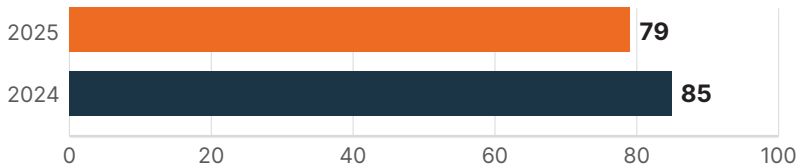
(Percentage) | [Detailed Description of Chart on pg. 46](#)



¹ The increase in the hazardous waste diversion rate for 2025 was mostly driven by the new SiC polishing waste reduction program implemented at our facility in Rožnov, Czech Republic. Please refer to [page 28](#) for more details.

Non-Hazardous Waste Diversion Rate

(Percentage) | [Detailed Description of Chart on pg. 46](#)



Reclamation Operation

onsemi's global reclamation objectives underscore our commitment to environmental sustainability, resource conservation and operational excellence. Through a responsible and secure reclaim network, we optimize material stewardship, safeguard intellectual property and maximize the recovery of economic value across our operations.

As part of this discipline, we require subcontractors to return dies or wafers, assembly trimmings and rejected units from assembly and test processes, all of which are considered **onsemi** property. We systematically segregate the resulting manufacturing scrap into precious metal-bearing and non-precious metal-bearing material streams to ensure efficient processing and recovery.

Precious metal-bearing materials – including scrap devices, spent bead blast media, gold and platinum targets, evaporator metallics, wire and printed circuit boards – contain high-value metals such as gold, silver, platinum, palladium and rhodium. Non-precious streams consist of copper and Alloy 42 lead frames, plastics, stainless steel, aluminum, silicon and copper components. Our manufacturing sites collaborate with qualified local vendors to recycle or responsibly sell recovered materials, ensuring compliance, traceability and alignment with circular-economy principles.

Reclamation remains a cornerstone of our waste-diversion strategy. In 2025, **onsemi** achieved an overall waste diversion rate of 70% (up from 65% in 2024), driven by a 79% diversion rate for non-hazardous waste and 52% diversion rate for hazardous waste, reinforcing our commitment to reducing environmental impact and advancing sustainable resource management across our global footprint.

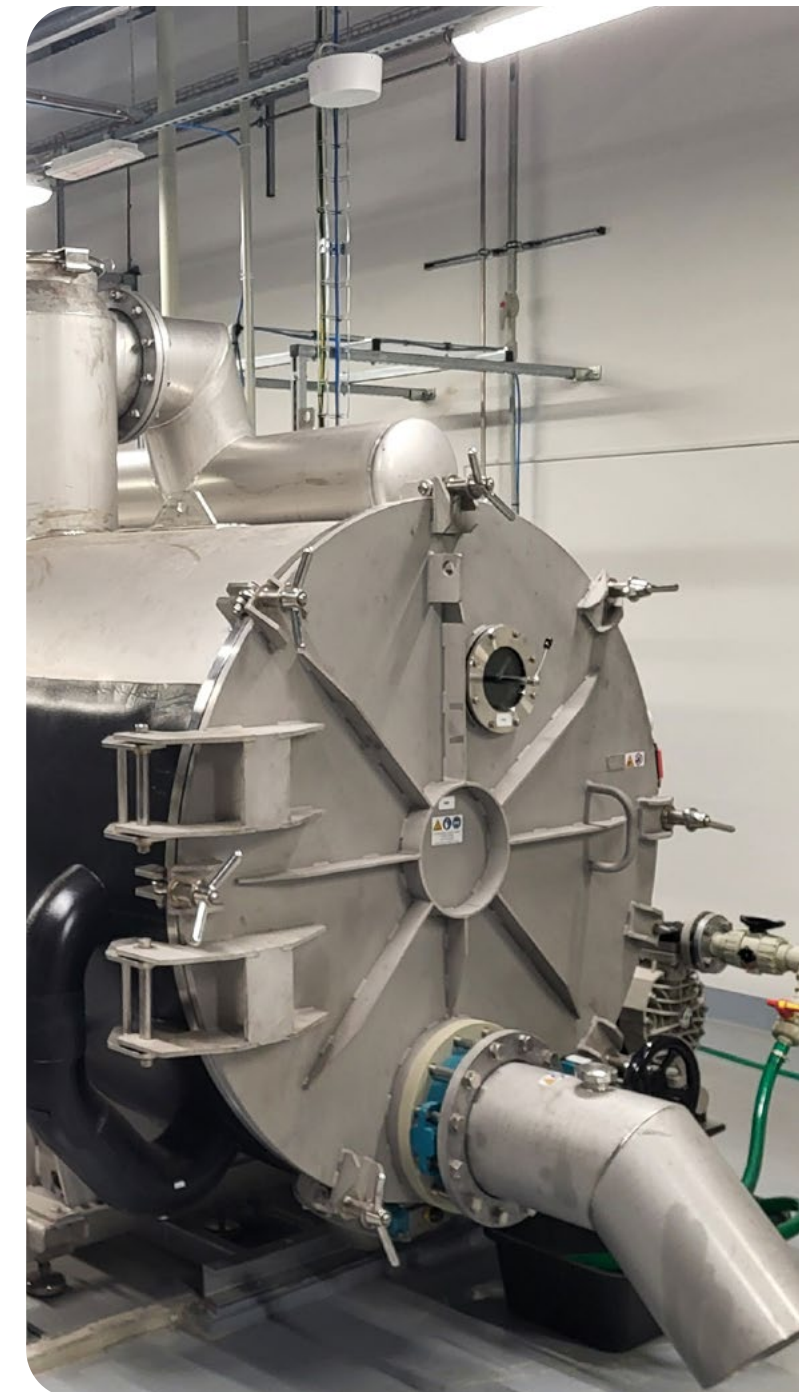
Waste Minimization, Diversion and Circularity

While reclamation activities remain a major contributor to **onsemi's** strong waste-diversion performance, waste minimization is equally critical and continues to be actively promoted across all global operations. From targeted reduction initiatives to everyday efficiency improvements, these collective efforts play a vital role in advancing our sustainability objectives and reinforcing our commitment to responsible resource management.

These initiatives mark major milestones in **onsemi's** sustainability strategy, demonstrating our commitment to responsible resource stewardship, waste minimization and strengthening circular economy practices across our operations and supply chain.

In 2025, selected projects included:

- At our Rožnov facility in the Czech Republic, we implemented a SiC polishing waste reduction project that significantly improved hazardous wastewater management by implementing on-site vacuum evaporation and heat-pump technology to treat the high-manganese polishing effluent. The solution reduced off-site wastewater volume, which is disposed of as hazardous waste, by approximately 90%, and is expected to deliver more than \$3.5 million in annual cost savings.
- At **onsemi's** Đồng Nai facility in Vietnam, we advanced non-hazardous waste management performance by shifting from conventional disposal to a circular, value recovery approach through a partnership with a specialized precious metal recovery provider. Using advanced recovery technology, the company extracted high value metals – including gold, silver, copper, tin and aluminum – from production waste. In 2025, more than 250 tons of waste materials were processed, resulting in the recovery of more than 220 tons of reusable material. This initiative marked a major milestone allowing our Đồng Nai facility to achieve a recovery rate exceeding 80%.
- In Bucheon, South Korea, we enhanced circular economy performance by shifting polypropylene (PP) waste management from a waste stream to a revenue-generating recycling model. Post-manufacturing PP is sorted and recovered for reuse as raw material by paper manufacturers, reducing resource demand and associated GHG emissions. From April (when the program started) to December 2025, the site recycled 42 tons of PP, with full-year volumes expected to rise in 2026. This initiative saved the site approximately \$1,500 in 2025 while supporting regulatory compliance and advancing **onsemi's** circularity efforts.



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 in 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

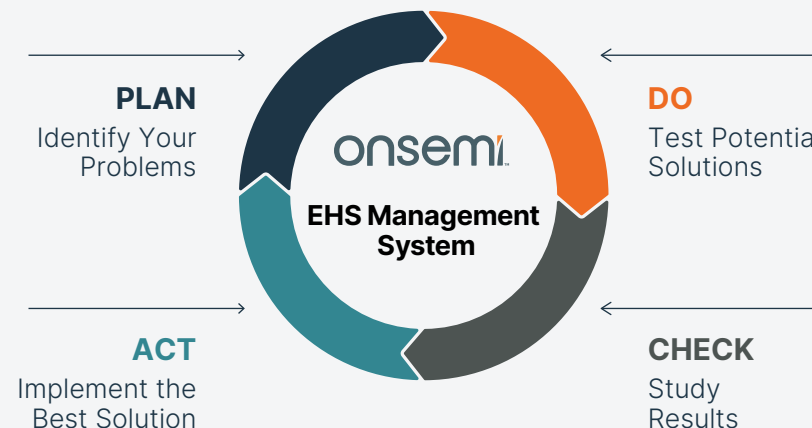
onsemi consults with workers and encourages participation to identify hazards and reduce health and safety risks. We are committed to compliance with all legal and other requirements wherever we operate. We set EHS objectives and strive for continuous improvement.

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 toward 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: Procedure to ensure 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 (PPE), electrical safety, fall protection, hot work
- Emergency Preparedness

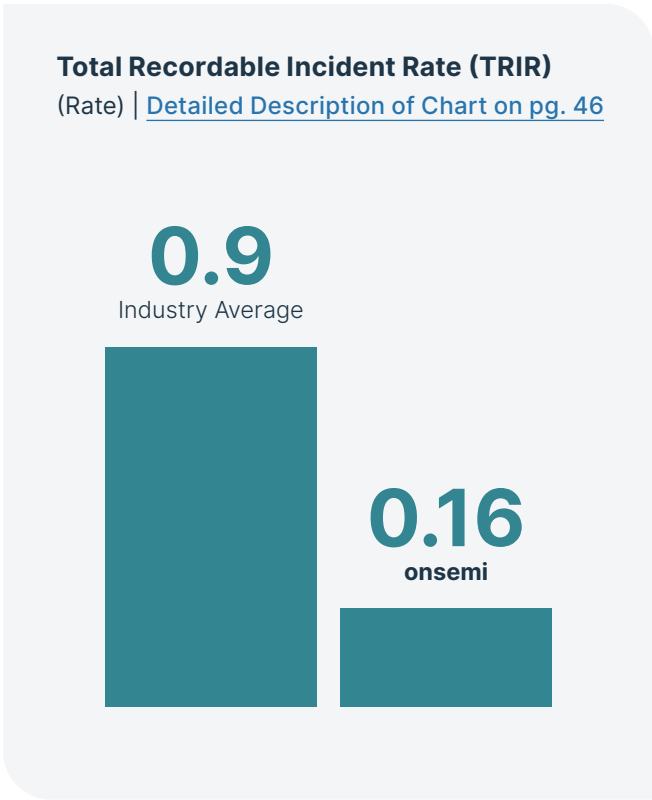
onsemi manufacturing employees attend new hire orientation, which includes:

- 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.

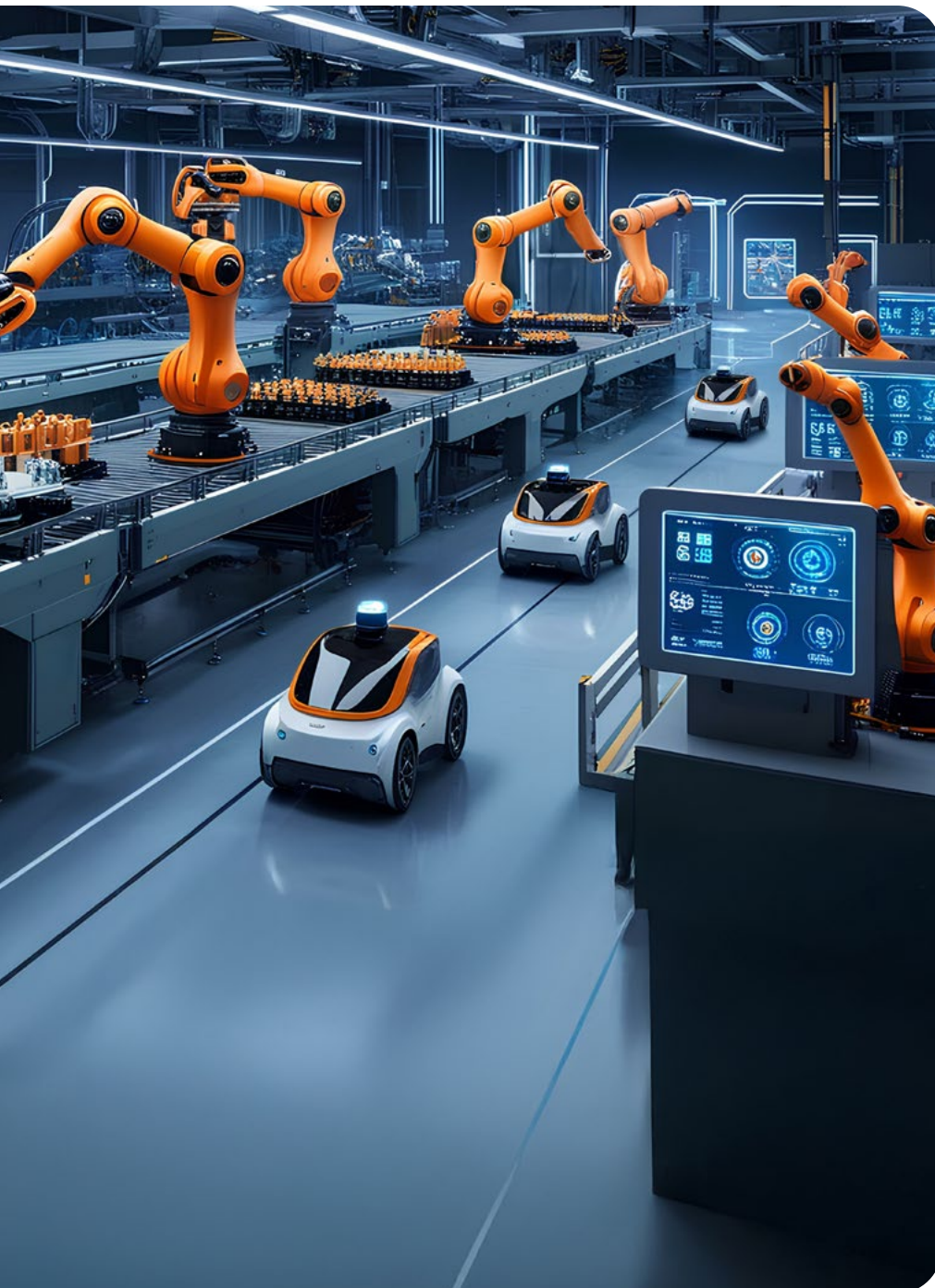
EHS Data

We track and report various EHS metrics to understand the success and trends of our program over time. Although there was minor variability in 2025 and 2024 incident rates of injury and illness, **onsemi's** Total Recordable Incident Rate (TRIR) of 0.160 remains well below the semiconductor industry average of 0.9, as reported by the [U.S. Bureau of Labor Statistics](#).



Disclosure	Unit	2024	2025
Injury Disclosures			
Fatalities, Employees	Incidents	0	0
Fatalities, Non-Employees		0	0
High-Consequence Work-Related Injuries, Employees		0	1
High-Consequence Work-Related Injuries, Non-Employees		0	0
Recordable ¹ Work-Related Injuries, Employees		40	40
Recordable ¹ Work-Related Injuries, Non-Employees		5	1
Work-Related Ill Health Disclosures			
Fatalities Due to Work-Related Ill Health, Employees	Incidents	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	0.36	0.39
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	0.005
Total Recordable Incident Rate (TRIR), Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		0.150	0.160
Total Recordable Incident Rate (TRIR), Non-Employees (number of incidents x 200,000) / total number of hours worked in the reporting period		NR	NR
Near-Miss Frequency Rate (number of near miss incidents x 200,000) / total number of hours worked in the reporting period		0.011	0.081 ³

¹ Represents “recordable” injuries or illnesses, as defined by the Occupational Safety and Health Administration.
² Based on 49,022,000 hours worked in 2025.
³ An increase in near-miss reporting reflects strengthened safety culture with proactive hazard identification.



EHS Compliance

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

- Permits
- Monitoring and measuring
- Preventative maintenance
- Inspections
- Regulatory reporting

The **onsemi** Compliance Assurance program ensures that our sites comply with local regulations. This program is maintained at sites with regional and global accountability.

In 2025, one **onsemi** site in the U.S. was issued a monetary penalty related to EHS compliance, totaling \$2,400, for a hazardous waste labeling and documentation violation. The fine was paid and corrective actions were promptly taken to prevent future recurrence.



Hazardous Substances Commitment

Process Commitment

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

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

Product Commitment

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

[Product material composition](#) is available on the **onsemi** website. The environmentally restricted and reportable substances detailed in the [Product Chemical Content Brochure](#) are in compliance with [RoHS](#), [REACH](#) and China-RoHS.

Inclusion, Belonging and Engagement

Overview

As **onsemi** is a global company spanning 33 countries, inclusion is at the heart of how we work. We know our best ideas come from different perspectives, experiences and cultures and that's what makes us stronger. By creating a sense of belonging, we give people the space to innovate and grow, which helps us stay ahead in a fast-moving industry.

Our core values of Purpose, Innovation and Excellence guide our approach. We are focused on building a strong talent pipeline for the future by partnering with universities, alumni networks and organizations worldwide to connect with top talent. From internships and curriculum collaborations to technology showcases, we're committed to opening doors and creating opportunities for everyone to thrive.

Employee Resource Groups

Our six Employee Resource Groups (ERGs) are employee-led, open to all and serve as valuable business-facing resources that support recruitment, retention, development and advancement. They provide insights that help us continuously improve policies and practices while creating opportunities for connection and growth.

In 2025, ERGs partnered with our University Relations team to engage with schools and career fairs; hosted sessions on caregiving and mental health; and organized numerous events with ERG mini-grantees and STEAM grantees. We highlighted causes around the world in which we are making a difference while providing opportunities for our employees to give back. We also sponsored employee participation at global conferences for professional development, reinforcing our commitment to learning and leadership.

ERG Impact Spotlight

onsemi ERGs play a vital role in fostering collaboration and reinforcing culture across the organization. In partnership with the World Federation for Mental Health (WFMH) and funded by a collaborative ERG mini-grant, we introduced quarterly programming that created a safe space for employees to learn, share and engage in meaningful conversations about mental health and well-being. This collaboration has helped unite our global workforce, reinforcing our commitment to inclusion and care for every individual.

Programs That Build a Sense of Belonging

As a global employer, we strive to meet the needs of employees everywhere. In 2025, we hosted global events that spotlighted employee stories, career journeys and discussions on key topics including mental health and caregiving. We also celebrated cultural milestones and featured traditions from around the world.

World Food Day remained a signature event, with seven weeks of hunger action programming across multiple sites, including food drives and giving campaigns. We amplified the voices of our interns on International Intern Day, showcasing their experiences and engaging them in service projects. These moments brought employees together, strengthened engagement and created meaningful opportunities to learn, share and celebrate what makes our global team unique.

#weAREonsemi Week 2025 Spotlight

Launched in 2025, **#weAREonsemi Week** celebrated our purpose and our people – the heart of everything we do. Through seven days of carefully-curated themes focusing on engaging activities, learning opportunities and moments of appreciation, **#weAREonsemi Week** reinforced our commitment to creating an environment where everyone feels valued and inspired to excel. This new initiative gave employees around the world the chance to connect, share their cultural traditions, recognize each other and demonstrate their commitment to sustainability and the communities we live and work in.



Giving Now Program and Community Investments

Giving Now Program

At **onsemi**, we care deeply about how we work, how we impact the environment, and how we give back. Through our [Giving Now program](#), we invest in the communities where we live and operate, leveraging our technology, the passion of our employees and partnerships with trusted nonprofits to create meaningful, lasting change. In 2025, the generosity of **onsemi** employees sharing their time, talents and treasure reached its highest levels in Giving Now history, with 32% of our employees participating globally (an increase of 78% year-over-year) and volunteering 11,800 hours (an increase of 13% year-over-year).

Since 2016, we have contributed nearly \$17 million in grants supporting disaster relief, employee giving, volunteerism and community initiatives. In 2025, our Giving Now contributions exceeded \$2.7 million, driven by the combined generosity of our employees and the company.

onsemi's Giving Now program is divided into three different initiatives:



HIGHLIGHTS

78%

Increase in global employee participation in our Giving Now program with 32% global employee participation in 2025 compared to 18% in 2024.

2025 Giving and Community Investments Summary

Giving Priority					
Category	Amount	Percentage of Total	Give to Donate	Give to Educate	Give to Help
Charitable Donations ^{1,3}	\$1.1 Million	41%	\$1,100,000	\$0	\$0
Community Investments ^{2,3}	\$1.6 Million	59%	\$0	\$1,350,000	\$250,000
Totals	\$2.7 Million	100%	Tied to Giving Now Program Initiatives		

¹ Charitable donations: One-time or occasional support for worthy causes in response to the needs and appeals of charitable and community organizations and requests from employees, including matching employee donations.

² Community investments: Long-term involvement and partnership with community organizations to address social issues, including grant support.

³ Adapted from guidance tied to the London Benchmarking Group model for documenting types of philanthropic activities at companies.

Give to Donate

Volunteerism remains central to our culture, with multiple ways for employees to engage. During 2025, employees donated time, money and goods through our Giving Now platform and accessed company matching to amplify their impact. Employees may take one fully-paid workday each year to volunteer with causes that matter to them. They are also encouraged to support **onsemi**-sponsored volunteer events throughout the year. We incent volunteerism through our dollars-for-doers program, which donates \$10 – \$20 per hour volunteered to approved nonprofits.

Through a combined annual allowance, each eligible employee can contribute up to \$2,000 (or local equivalent), matched by **onsemi** dollar-for-dollar for eligible causes. Launched in 2023, our 200% match initiative grew significantly in 2025 as we hosted 15 campaigns (50% increase year-over-year), raised more than \$250,000 for 79 causes across 23 countries and closely aligned campaigns with ERG-supported initiatives.

HIGHLIGHTS

\$250,000+

Raised for 79 causes across 23 countries as a portion of our Give to Donate program.

Give to Educate

onsemi remains committed to igniting curiosity and opportunity through STEAM education. In 2025, the ON Semiconductor Foundation awarded \$1.35 million to 37 organizations globally helping students – from elementary-aged children to adult learners – build skills for future careers in technology.

Project Lead the Way (United States)

Expanding middle school and biomedical programs near onsemi sites

Technovation (Global)

Delivering a 60-hour AI and entrepreneurship accelerator for young women

Good Neighbors International Philippines

Building a digital STEAM library in rural Tarlac, Philippines

STEAM for Vietnam Foundation

Launching a hands-on robotics and coding hub in Đồng Nai, Vietnam

Generation (India)

Training adults for EV and electronics manufacturing jobs

Universiti Teknikal Malaysia Melaka

Hosting micro:bit-powered STEM camps reaching 3,700+ students

Brno University of Technology (Czech Republic)

Workshops to inspire interest in electrical engineering

Learn more and view a full list of [2025 STEAM education grant recipients](#).

HIGHLIGHTS

\$1.35 million

Awarded to 37 organizations from the ON Semiconductor Foundation in 2025 as part of our Give to Educate Program.

“

Generation trains and places tens of thousands of people into life-changing employment every year in countries around the world. Through our partnership with onsemi in India, France and the U.S., we have supported hundreds of learners to access good quality jobs and to achieve lasting economic mobility for themselves and their families.

— Mona Mourshed,
Founding Global CEO Generation,
an onsemi STEAM grantee
and an ERG mini-grantee

”

Give to Help

We stand with our communities during crises. In 2025, employee donations (matched by onsemi) provided more than \$55,000 in disaster relief support globally to causes including the Los Angeles wildfires, Central Texas flooding and relief in Cebu, Philippines for recovery efforts from earthquakes and flooding.

To meet urgent needs, onsemi also funded 34 mini-grants totaling approximately \$250,000 in regions where we operate, supporting a range of health and human services, environmental and education projects. We supported mental health tools for the Red Cross in Leshan City, China, provided food assistance efforts in Italy and expanded first aid training in France.

Our volunteer efforts demonstrate onsemi’s commitment to creating a better, more sustainable future. Nearly 100 employees engaged in a reforestation project to enhance the biodiversity and climate resilience of the Ta Kou Nature Reserve in Vietnam, planting 500 new trees and conducting a follow-up health assessment on the prior year’s saplings.

Alongside our year-round efforts, more than 500 employees contributed 800+ volunteer hours during Global Volunteer Month in April and generated \$15,000 in dollars-for-doers across 18 events.

Together, employees supported causes that matter to them, ranging from Autism inclusion to STEAM education and from Health and food security to belonging. These efforts reflect our shared commitment to building stronger, healthier and more inclusive communities.

HIGHLIGHTS

34

Mini-grants funded approximately

\$250,000

As part of our Give to Help program.



Corporate Governance

Overview

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

Board of Directors Summary

This summary represents the members of **onsemi’s** Board of Directors and committee representation, as of December 31, 2025. 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.

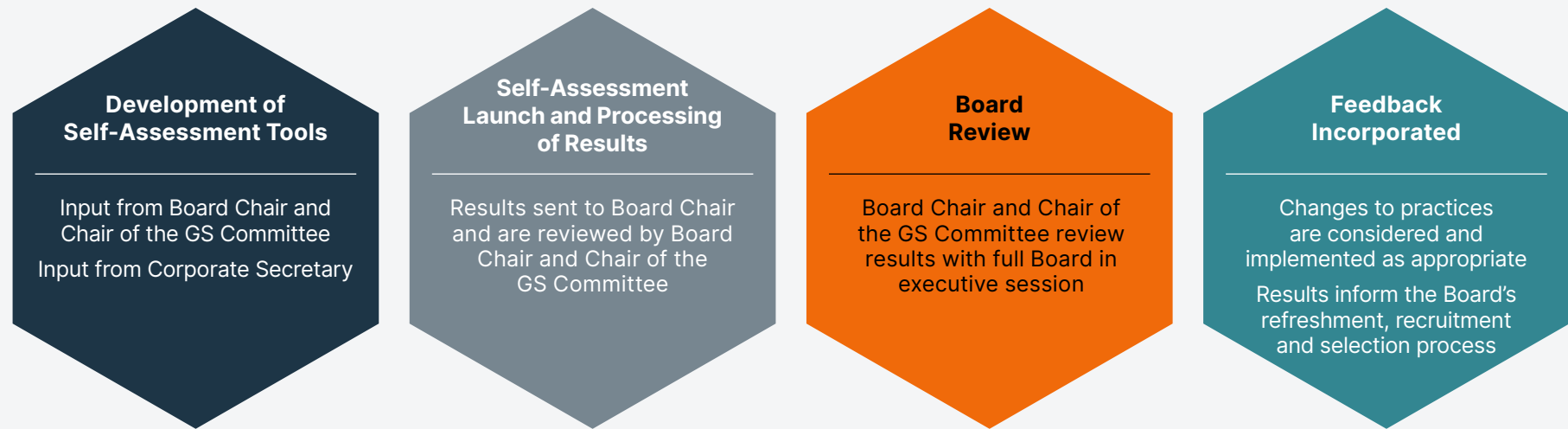
The company values diversity across all departments and decision-making groups, including our Board of Directors. We endeavor to have a Board representing diverse experiences and skills in areas that are relevant to our global activities. The Governance and Sustainability Committee considers diversity 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)	Artificial Intelligence
Alan Campbell	Male	68	11	Executive (Chair), Audit, Governance and Sustainability	●	●	●		●	●	●	●				●	●	
Susan K. Carter	Female	67	6	Audit (Chair), Governance and Sustainability		●	●	●	●	●	●	●			●	●	●	
Thomas L. Deitrich	Male	59	6	Governance and Sustainability, Human Capital and Compensation	●	●	●	●	●	●		●	●	●	●	●	●	●
Hassane El-Khoury	Male	46	6	Executive	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Bruce E. Kiddoo	Male	65	6	Audit	●	●	●	●		●	●	●				●	●	
Paul A. Mascarenas	Male	64	12	Governance and Sustainability (Chair), Executive, Human Capital and Compensation	●	●	●	●	●			●			●		●	●
Gregory L. Waters	Male	65	6	Executive, Human Capital and Compensation	●	●	●	●	●	●		●	●		●	●	●	
Christine Y. Yan	Female	60	8	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 2025, 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 Meeting Frequency	Meetings Held in 2025
Audit	Quarterly Meetings	10
Executive	Meet As Needed	3
Governance and Sustainability	Quarterly Meetings	5
Human Capital and Compensation	Quarterly Meetings	6

Board Oversight of ESG

The GS Committee is responsible for oversight of ESG matters, unless a particular ESG-related issue is assigned to another committee of the Board.

The GS Committee is also 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.

With climate-related regulations and mandatory ESG reporting requirements in place, the Audit Committee has oversight over assurance of mandatory ESG Disclosures and the quality of internal controls and risk management systems. Considering required disclosures, the Board and management established an ESG reporting governance structure that includes the GS Committee, the Audit Committee and a specific ESG Disclosure Committee comprised of key stakeholders from relevant functional groups. This governance structure will ensure we have the proper processes in place to keep abreast of potential increasing regulatory burdens and controls to ensure their efficacy.

Corporate Incentives Related to Climate and Sustainability

At **onsemi**, we believe that sustainability is everyone’s responsibility. It is through our collective contributions that we can achieve our ambitious net zero emission goals. Consequently, certain of 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 every individual associated with the manufacture and/or delivery of our products and services – employees, joint venture partners, suppliers, contractors and service providers. Our commitment to human rights and fair treatment across our global value chain is grounded in **onsemi's** Code of Business Conduct, as well as in the standards of the [Responsible Business Alliance \(RBA\)](#) Code. We respect freedom of association, maintain several sites with collective bargaining agreements and ensure that all voices across our work force are recognized and protected.

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

RBA Member

The [RBA](#) is the world's largest industry coalition dedicated to advancing responsible business conduct in global supply chains. 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 values of a responsible global supply chain. As an RBA member since 2009, **onsemi** is committed to the [RBA Code of Conduct](#) and continual improvement of social, environmental and ethical business practices. We reaffirm our commitment to the RBA annually.



Validated Assessment Program (VAP)

The RBA's Validated Assessment Program (VAP) is a leading standard for on-site compliance verification. It enables transparent, effective and shareable third-party audits.

The majority of our manufacturing sites are scheduled for external RBA VAP audits on a biennial basis. In the alternating years, we conduct internal RBA audits to ensure sites not scheduled for an official external RBA VAP audit remain compliant with RBA Code standards. In 2025, 10 out of 18 **onsemi** manufacturing sites were subject to internal RBA audits and seven manufacturing sites participated in external RBA VAP audits conducted by independent third parties.

The primary value of an on-site RBA VAP compliance audit is the correction of identified issues. The RBA recognizes manufacturing sites that show a commitment to corporate and social responsibility through verified resolution of any identified issues. In 2025, six out of seven **onsemi** sites were recognized for their efforts in supporting our global commitment and were awarded certificates of recognition from the RBA:

Platinum (full VAP score of 200): Mountain Top and Tarlac

Gold (minimum VAP score of 180 and all Priority and Major findings closed): Bucheon

Silver (minimum VAP score of 160 and all Priority findings closed): Carmona, Seremban and Suzhou

Human Rights

Our formalized [Human Rights Policy](#) demonstrates our commitment to preserving, protecting and promoting the fundamental rights of others as reflected in the RBA Code of Conduct, Universal Declaration of Human Rights and United Nations (UN) Guiding Principles on Business and Human Rights. 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 guiding company policies. All employees are required to complete an annual training course on our Code of Business Conduct, which includes a specific section emphasizing our commitment to human rights.

Prevention of Modern Slavery and Human Trafficking

To prevent slavery and human trafficking, we implemented our [Slavery and Human Trafficking Policy Statement](#), which affirms our zero-tolerance stance toward human rights violations and outlines the steps we take to ensure violations in any form do not occur in our business or in our supply chain. 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 on-site verification to ensure compliance. We also monitor potential or alleged incidents or indicators of modern slavery and human trafficking within our supply chain using risk assessments, site visits and corrective actions when necessary.

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 or +1 202-745-0190 outside the United States, the Global Human Trafficking Hotline at 1-844-888-3733 (FREE), texting “HELP” to 233733 (BEFREE) or texting “BEFREE” to +1 202-657-4006 outside the United States.

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 stipulated 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, the company performs due diligence to make sure we comply with federal, state, regional and local requirements. The global minimum age policy also describes our protocols and the protection afforded in the rare instance of a violation of 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 on-site verification to avoid incidents of child labor within our supply chain.

Freedom of Association

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

Disclosure	Unit	2024	2025
Employees Covered by Collective Bargaining Agreements			
Total Workforce	Percentage	26	19

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 networks.

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 2025 procurement budgets spent with local suppliers, broken down by region.

Additionally, in the United States, we track supplier spend for small businesses against the total U.S. spend. Small business spend in 2025 was almost 7% of total U.S. spend.

Spend on Local Suppliers, by Region

Disclosure	Unit	2024	2025
Asia	Percentage	88	93
EMEA		27	17
North America		77	80
onsemi Total	Percentage	64	63



Managing Risk in the Supply Chain

We understand that supply chain risks have the potential to disrupt our manufacturing process, alter our ability to deliver our products to 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% of annual production-related spending (required with full RBA membership). These suppliers are obligated 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 risk areas are addressed accordingly.



Responsible Minerals Sourcing

onsemi's responsible minerals sourcing program extends beyond tantalum, tin, tungsten and gold (3TG) to address global human rights concerns, including forced labor. As a member of the RBA and Responsible Minerals Initiative (RMI), **onsemi** conducts thorough due diligence with key suppliers, following [OECD Due Diligence Guidance](#) for minerals from conflict-affected and high-risk areas.

To mitigate conflict minerals risks, key suppliers are required to submit the RMI's Conflict Minerals Reporting Template (CMRT) for 3TG and the Extended Minerals Reporting Template (EMRT) for cobalt, copper, graphite, lithium, mica and nickel. **onsemi's** annual campaign utilizes these templates to ensure 99.5% of smelters and refiners are conformant, as verified by the [Responsible Minerals Assurance Process \(RMAP\)](#) and other independent third-party assessments.

When non-conformant or high-risk smelters are reported or identified, or global sanctions apply, **onsemi** reviews the situation and conducts additional due diligence with suppliers as needed. The responsible minerals sourcing team actively participates in RBA and RMI conferences, plenary calls and workgroups to stay informed on industry developments and regulatory changes.

Responsible minerals sourcing records are regularly updated and published online, including the [Responsible Minerals Policy](#), [Annual Conflict Minerals Report](#) and company-level [CMRT](#) (XLSX) and [EMRT](#) (XLSX).

RMI Audit Fund for RMAP-Participating Smelters and Refiners

onsemi contributes to the [RMI Audit Fund](#), which supports RMAP-eligible smelters and refiners in undergoing independent third-party assessments. The fund covers initial audit costs and needs-based reassessments, including those for active or conformant participants where reassessment costs may be prohibitive.

Supplier Hazardous Substances Commitment

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

Information Protection

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 global privacy laws and protect the personally identifiable information (PII) 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, Global Security, 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. Employees in specific functions that handle or otherwise have access to PII 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) with regard to 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 Principles (Swiss-U.S. DPF Principles) with regard to 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 and 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). We employ additional standards and frameworks that we deem necessary to assist us in monitoring compliance with regulatory, industry and evolving data privacy requirements. In addition to periodic in-depth evaluations of our systems and processes, we monitor our IT systems and processes on a continual basis with the goal of identifying and remediating real and potential threats as they arise. We adjust our systems, procedures and policies regularly as we deem necessary in response to identified threats and risks. We sponsor a multi-faceted security awareness program that includes regular, mandatory trainings for our personnel on data protection and malware detection, policy and process awareness, periodic phishing simulations and other kinds of preparedness testing.

We have a cyber incident response plan with clear roles, responsibilities and reporting protocols. We regularly assess and evaluate this plan to manage significant breaches and minimize business impact. When a breach or suspected breach occurs, the ECS team escalates it to the Cybersecurity Executive Council (CSEC) for analysis and guidance. The CIRT, overseen by the CSEC, handles initial responses to significant breaches. The CSEC, with input from the CIRT and others, decides if an incident triggers reporting or notification duties. The ECS team revises its strategy annually, considering business changes, legal updates, recent initiatives and cybersecurity threats. A third-party provider conducts an annual external security assessment, reported to the Audit Committee (and the Board), to determine necessary policy or practice changes.

As of December 31, 2025, **onsemi** had not identified any risks from cybersecurity threats (including any previous cybersecurity incidents) that had 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 2025 Sustainability Report Executive Summary, pg. 35.
	Board expertise on climate-related issues	See the Corporate Governance section of our 2025 Sustainability Report Executive Summary, pg. 35.
	Executive management accountability and feedback mechanisms	See the 2025 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Executive incentives linked to climate performance indicators	See the Corporate Governance section of our 2025 Sustainability Report Executive Summary, pg. 35.
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 2025 Sustainability Report Executive Summary, pg. 7.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the 2025 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 2025 Sustainability Report, pg. 58.
Financial Planning	Financial planning details associated with a 1.5°C world	See the 2025 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Low carbon products or services	See the Product Stewardship section of our 2025 Sustainability Report Executive Summary, pg. 13.
Value Chain Engagement & Low-Carbon Initiatives	Low carbon initiatives – direct operations	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report Executive Summary, pg. 16.
	Value chain engagement	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report Executive Summary, pg. 16.
Policy Engagement	Alignment of public policy engagement with climate ambition and strategy	See the Public Policy section of our 2025 Sustainability Report, pg. 68.
Risks & Opportunities	Process for identifying climate-related risks and opportunities	See the 2025 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Climate-related risks – risks, potential financial impact and response strategy	See the 2025 Task Force on Climate-Related Financial Disclosures (TCFD) Framework .
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the 2025 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 2025 Sustainability Report Executive Summary, pg. 7.
	Other climate-related targets	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report Executive Summary, pg. 7.
	Net zero targets	See the Decarbonization and Renewable Energy Goals section of our 2025 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 2025 Sustainability Report Executive Summary, pg. 7.
	Comprehensive and third-party verified emissions accounting	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report Executive Summary, pg. 7. See the Third-Party Assurance Statement in the Appendix of our 2025 Sustainability Report Executive Summary, pg. 47.

Detailed Descriptions of Charts

Decarbonization Progress Towards: Scope 1 and 2 Near-Term Science-Based Target

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. In 2025, our Scope 1 emissions were 546,600 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 659,900 metric tons of carbon dioxide equivalent, totaling to 1,206,500 for Scope 1 and 2 combined.

Revenue

Our annual revenue and triple-bottom-line revenue are reported over a two-year period, from 2024 to 2025. In 2024, our total revenue was \$7,082 million, with \$5,662 million, 80 percent, identified as our triple-bottom-line revenue. In 2025, our total revenue was \$5,995 million, with \$4,684 million, 78 percent, identified as our triple-bottom-line revenue.

Revenue by End 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 markets. In 2025, 51 percent of our revenue came from automotive, 28 percent came from industrial and 21 percent came from other markets.

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 technologies. In 2025, 50 percent of our revenue came from intelligent power, 20 percent came from intelligent sensing and 30 percent came from other technologies.

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 regions. In 2025, 27 percent of our revenue came from Hong Kong, 21 percent came from Singapore, 23 percent came from the United Kingdom, 20 percent came from the United States and 9 percent came from other regions.

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 2025, 46 percent of our revenue came from direct customers and 54 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 percent 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. In 2025, our Scope 1 emissions were 546,600 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 659,900 metric tons of carbon dioxide equivalent, totaling to 1,206,500 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 percent 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. In 2025, our Scope 3 FERA emissions were 186,000 metric tons of carbon dioxide equivalent.

Scope 3 Supplier Engagement Target Progress

Our Scope 3 supplier engagement target is to have 71.3 percent 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 percent of our suppliers by emissions with commitments or targets aligned with science or science-based targets including those with early-stage readiness for future SBT adoption. In 2023, we had 15 percent of our suppliers by emissions with commitments or targets aligned with science or science-based targets including those with early-stage readiness for future SBT adoption. In 2024, we had 35 percent of our suppliers by emissions with commitments or targets aligned with science or science-based targets including those with early-stage readiness for future SBT adoption. In 2025, we had 21 percent of our suppliers by emissions have set targets aligned with science, including science-based targets, 2 percent of suppliers by emissions with commitments to set science-based targets and 16 percent of suppliers by emissions with climate targets indicating early-stage readiness for future science-based target adoption – the total for 2025 across these 3 categories is 39 percent.

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 approximately 29 percent of our total baseline emissions. Our Scope 2 baseline emissions were 713,500 metric tons of carbon dioxide equivalent, making up approximately 21 percent of our total baseline emissions. Our total Scope 3 baseline emissions were 1,748,300 metric tons of carbon dioxide equivalent, making up approximately 50 percent of our total baseline emissions.

Detailed Descriptions of Charts

Triple-Bottom-Line Revenue

Our triple-bottom-line revenue is divided into three different categories – people, planet and profit. In 2025, our total triple-bottom-line revenue was \$4,682 million with \$1,433 million (31 percent) in the people category, \$3,135 million (67 percent) in the planet category and \$114 million (2 percent) in the profit category.

Total Energy Consumption

Our total energy consumption in megawatt-hours is reported over a two-year period, from 2024 to 2025. In 2024, we consumed a total of 2,149,054 megawatt-hours of energy. In 2025, we consumed a total of 2,067,459 megawatt-hours of energy.

Energy Intensity

Our energy intensity is reported over a two-year period, from 2024 to 2025. 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 2025, our energy intensity was 345.

2025 Enterprise-Wide Emissions Inventory

We track our Scope 1, 2 and 3 emissions annually. In 2025, our Scope 1 emissions were 546,600 metric tons of carbon dioxide equivalent, making up 28 percent of our total 2025 emissions. Our Scope 2 emissions were 674,500 metric tons of carbon dioxide equivalent, making up 34 percent of our total 2025 emissions. Our total Scope 3 emissions were 740,400 metric tons of carbon dioxide equivalent, making up 38 percent of our total 2025 emissions.

Scope 1 Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a two-year period, from 2024 to 2025. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2025, we emitted a total of 546,600 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 two-year period, from 2024 to 2025. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2025, we emitted a total of 674,500 metric tons of carbon dioxide equivalent.

Scope 3 Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a two-year period, from 2024 to 2025. In 2024, our total Scope 3 emissions were 750,800 metric tons of carbon dioxide equivalent. Category 1 emissions were 419,900 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 22,400 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2025, our total Scope 3 emissions were 740,400 metric tons of carbon dioxide equivalent. Category 1 emissions were 479,100 metric tons of carbon dioxide equivalent, Category 2 emissions were 6,500 metric tons of carbon dioxide equivalent, Category 3 emissions were 189,800 metric tons of carbon dioxide equivalent, Category 4 emissions were 22,200 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 42,800 metric tons of carbon dioxide equivalent. The ‘Other’ category includes Scope 3, Categories 5, 6 and 7.

Total Scope 1 GHG Emissions

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a two-year period, from 2024 to 2025. In 2024, we emitted a total of 776,500 metric tons of carbon dioxide equivalent. In 2025, we emitted a total of 546,600 metric tons of carbon dioxide equivalent.

Scope 1 Emissions Intensity

Our Scope 1 emissions intensity is reported over a two-year period, from 2024 to 2025. 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 2025, our Scope 1 emissions intensity was 91.

Scope 1 Emissions Sources

Our Scope 1 emissions sources are categorized as Stationary Combustion, Mobile Combustion, Fugitive Emissions and Process Emissions. For Stationary Combustion, we emitted 77,000 metric tons of carbon dioxide equivalent in 2024 and 78,000 metric tons of carbon dioxide equivalent in 2025. Mobile Combustion emissions are less than 100 metric tons of carbon dioxide equivalent for both 2024 and 2025 for **onsemi**. For Fugitive Emissions, we emitted 75,000 metric tons of carbon dioxide equivalent in 2024 and 25,100 metric tons of carbon dioxide equivalent in 2025. For Process Emissions, we emitted 624,500 metric tons of carbon dioxide equivalent in 2024 and 443,500 metric tons of carbon dioxide equivalent in 2025.

Total Scope 2 GHG Emissions

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a two-year period, from 2024 to 2025. In 2024, we emitted a total of 705,200 metric tons of carbon dioxide equivalent. In 2025, we emitted a total of 674,500 metric tons of carbon dioxide equivalent.

Scope 2 Emissions Intensity

Our Scope 2 emissions intensity is reported over a two-year period, from 2024 to 2025. 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 2025, our Scope 2 emissions intensity was 113.

Total Scope 3 GHG Emissions

Our total Scope 3 emissions are reported in metric tons of carbon dioxide equivalent over a two-year period, from 2024 to 2025. In 2024, our total Scope 3 emissions were 750,800 metric tons of carbon dioxide equivalent. Category 1 emissions were 419,900 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 22,400 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 48,400 metric tons of carbon dioxide equivalent. In 2025, our total Scope 3 emissions were 740,400 metric tons of carbon dioxide equivalent. Category 1 emissions were 479,900 metric tons of carbon dioxide equivalent, Category 2 emissions were 6,500 metric tons of carbon dioxide equivalent, Category 3 emissions were 189,800 metric tons of carbon dioxide equivalent, Category 4 emissions were 22,200 metric tons of carbon dioxide equivalent and ‘Other’ category emissions were 42,800 metric tons of carbon dioxide equivalent. The ‘Other’ category includes Scope 3, Categories 5, 6 and 7.

Detailed Descriptions of Charts

Scope 3 Emissions Intensity

Our Scope 3 emissions intensity is reported over a two-year period, from 2024 to 2025. 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 106. In 2025, our Scope 3 emissions intensity was 124.

Applications of Water Use at Manufacturing Sites

At **onsemi** manufacturing sites, in 2025 water consumption had a general application distribution of 6 percent for domestic uses, 44 percent for industrial uses and 50 percent for production uses.

Total Waste Generated (Hazardous and Non-Hazardous)

Our total waste generation, comprised of both hazardous and non-hazardous waste, is reported over a two-year period, from 2024 to 2025. In 2024, we generated a total of 27,815 metric tons of waste, where 11,060 metric tons was hazardous waste and 16,755 metric tons had been non-hazardous waste. In 2025, we generated a total of 25,671 metric tons of waste, where 8,901 metric tons was hazardous waste and 16,770 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 two-year period, from 2024 to 2025. In 2024, we generated a total of 27,815 metric tons of waste, where 18,213 metric tons was diverted from disposal and 16,755 metric tons directed to disposal. In 2025, we generated a total of 25,671 metric tons of waste, where 17,892 metric tons was diverted from disposal and 7,779 metric tons directed to disposal.

Waste Generation Intensity

Our waste generation intensity is reported over a two-year period, from 2024 to 2025. 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 3.9. In 2025, our waste generation intensity was 4.3.

Total Waste Directed to Disposal

Our total waste, both hazardous and non-hazardous waste, directed to disposal is reported over a two-year period, from 2024 to 2025. 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 nonhazardous waste, to disposal. In 2025, we directed a total of 7,779 metric tons of waste, with 4,291 metric tons being hazardous waste and 3,488 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 two-year period, from 2024 to 2025. 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 2025, we diverted a total of 17,892 metric tons of waste from disposal, with 4,610 metric tons being hazardous waste and 13,282 metric tons being non-hazardous waste.

Total Waste Diversion Rate

Our total waste diversion rate is reported over a two-year period, from 2024 to 2025. In 2024, our total waste diversion rate was 65 percent. In 2025, our total waste diversion rate was 70 percent.

Hazardous Waste Diversion Rate

Our hazardous waste diversion rate is reported over a two-year period, from 2024 to 2025. In 2024, our hazardous waste diversion rate was 36 percent. In 2025, our hazardous waste diversion rate was 52 percent.

Non-Hazardous Waste Diversion Rate

Our non-hazardous waste diversion rate is reported over a two-year period, from 2024 to 2025. In 2024, our non-hazardous waste diversion rate was 85 percent. In 2025, our non-hazardous waste diversion rate was 79 percent.

Total Recordable Incident Rate (TRIR)

The average Total Recordable Incident Rate (TRIR) for the semiconductor industry is 0.9. In 2025, **onsemi's** TRIR was 0.16, 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:** 546,600 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 674,500 metric tons of CO₂ equivalent
- Scope 2 (Market-Based):** 698,000 metric tons of CO₂ equivalent
- Scope 3:**
 - Category 1 – Purchased Goods and Services: 479,100 metric tons of CO₂ equivalent
 - Category 2 – Capital Goods: 6,500 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, propane and natural gas; emissions for WTT purchased hot water and WTT purchased hot water transmission and distribution [T&D] losses; emissions for electricity T&D losses and WTT electricity generation): 189,800 metric tons of CO₂ equivalent
 - Category 4 – Upstream Transportation and Distribution: 22,200 metric tons of CO₂ equivalent
 - Category 5 – Waste Generated in Operations: 9,900 metric tons of CO₂ equivalent
 - Category 6 – Business Travel: 9,700 metric tons of CO₂ equivalent
 - Category 7 – Employee Commuting: 23,200 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets (Market-Based): Less than one percent of verified Scope 3 emissions¹

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.



Page 2

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.

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) (2023 data), 2025
- USEPA Emission Factor Hub, 2025
- International Energy Agency (IEA) Emission Factor Database (2023 data), 2025
- IEA Life Cycle Emission Factors (2023 data), 2025
- 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 2025 Conversion Factors dataset (released June 10, 2025) are used for the calculation of Scope 3 Business Travel emissions from air travel
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024
- CDP 2025 Supply Chain Scope 3 Report
- Global Logistics Emissions Council Framework v3.1, March 2025

Period covered by GHG emissions verification:

- January 1, 2025 to December 31, 2025

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** and their consultant;
- Review of documentary evidence produced by **onsemi** and their consultant;
- Review of **onsemi** data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions;



Page 3

- In-person site visit to **onsemi**’s Gresham manufacturing facility located in Gresham, Oregon; and
- Audit of sample of data used by **onsemi** to determine GHG emissions.

Verification Opinion:

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

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

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

Statement of independence, impartiality and competence

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

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

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

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

Attestation:



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



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

May 4, 2026

*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.*



onsemi
Investor Relations and Corporate Development
5701 N. Pima Road
Scottsdale, Arizona 85250

investor@onsemi.com
www.onsemi.com