

2026 Annual Report to Comply with Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211)

Reporting Entity's Legal name: **ON Semiconductor Corporation** (dba **onsemi**)

Headquarters: 5701 N. Pima Road, Scottsdale, Arizona 85250, USA

Related legal entities in Canada not included in this report (for not meet reporting threshold requirements) are:

- Sound Design Technologies Ltd., Address: 970 Fraser Drive Burlington, ON Canada L7L 5P5
- AMI Semiconductor Canada Company, Address: 200-611 Kumpf Drive Waterloo, ON Canada N2V 1K8
- ON Semiconductor Canada Trading Corporation, Address: Montreal site: 755 St-Jean Blvd., Suite 207 Pointe-Claire, QC Canada H9R 5M9

*This report represents **onsemi's** commitment to the fight against forced labor and child labor. It covers reporting period January 1, 2025 – December 31, 2025.*

Introduction

About onsemi

onsemi specializes in the design and manufacture of semiconductor components primarily used in the automotive, cloud, medical and industrial end-markets. Our products deliver intelligent power and sensing technologies that enable electrification, energy efficiency, safety, and automation across automotive, industrial, and AI data center end-markets. With a highly differentiated and innovative product portfolio, **onsemi** helps customers solve complex challenges to achieve higher efficiency, improved performance, and lower system cost, while supporting a safer, cleaner, and more energy-efficient world.

Headquartered in Scottsdale, Arizona, USA, we maintain a total worldwide workforce of approximately 24,900 employees. In Canada, our workforce is approximately 223 employees whose primary roles support design, solution engineering, manufacturing, sales and customer and technical support. For a comprehensive list of **onsemi** locations, please visit our [website](#).

Governance and Oversight

Our business operations are conducted under the guidance and oversight of the company's Board of Directors. Employees, managers and officers of **onsemi** operate under the direction of the chief executive officer (CEO) and/or executive management. The Board of Directors and its standing committees convene with executive management at least four times a year to review and discuss various aspects of the company. These meetings cover topics such as company performance, human rights, prevention of forced labor and child labor, prevention of human trafficking and Environmental, Social and Governance (ESG) initiatives.

We believe in high standards of governance, ethics, compliance and risk management. We work closely with our teams and strategic suppliers and seek to ensure that those associated with **onsemi** are prepared to achieve high levels of performance and accountability. We strive to ensure that our teams are well informed about our rules and expectations and they have the tools and training they need to manage risk in their individual areas of work.

Supply Chain Structure

onsemi's supply chain is multi-faceted, encompassing direct material suppliers, foundry and subcontractor providers, indirect material suppliers, and professional service providers. These partners are integrated through a global procurement and sourcing organization to ensure a resilient and efficient supply chain.

Commitment to Responsible Business Practice and RBA

At **onsemi**, we are unwavering in our commitment to the mission and principles of the Responsible Business Alliance (RBA). As a responsible corporate citizen, we adhere to the RBA Code of Conduct and comply with all relevant laws and regulations in the countries where we operate. Our dedication extends beyond legal compliance; we actively champion the fundamental rights of all individuals across our operations and supply chains.

onsemi has been a member of the Responsible Business Alliance (RBA) since 2009 and achieved full membership in 2010. As the world's largest electronics industry coalition focused on responsible business conduct, the RBA provides a framework for advancing ethical practices, sustainability, and worker well-being. Through our continued active engagement with the RBA, **onsemi** demonstrates its long-standing commitment to responsible sourcing, ethical practices, and positive social impact worldwide.

Our Guiding Principles

1. [RBA Code of Conduct](#): We uphold the RBA Code of Conduct, which sets forth ethical standards for labor, human rights, environmental sustainability, and business integrity.
2. [Universal Declaration of Human Rights \(UDHR\)](#): We align our practices with the principles outlined in the UDHR, recognizing the inherent dignity and equal rights of every person.
3. [UN Guiding Principles on Business and Human Rights](#): We integrate the UN Guiding Principles into our operations, emphasizing due diligence, transparency, and accountability.
4. [UN Global Compact](#): As signatories to the UN Global Compact, we commit to its ten principles related to human rights, labor, environment, and anti-corruption.
5. Company Policies and Statements include:
 - [onsemi Human Rights Policy](#)
 - [Slavery and Human Trafficking Policy Statement](#)
 - [Code of Business Conduct](#)
 - [Social Compliance Commitment](#)
 - [Social Compliance Commitment Guide](#)

Our Collaborative Approach

We collaborate with our customers, peers, partners, and suppliers to promote responsible practices across our supply chain. Our focus areas include:

1. *Human Rights*: Our formalized [Human Rights Policy](#) reflects our commitment to international standards. We respect the rights of workers, communities, and stakeholders.
2. *Labor Practices*: We ensure that all work within our company is voluntary. Workers have the legal right to leave without penalty.

3. *Environment*: We strive for environmental stewardship, minimizing our ecological footprint and promoting sustainable practices.
4. *Health and Safety*: Our management systems prioritize the well-being of our employees and contractors.
5. *Anti-Corruption*: We maintain a zero-tolerance position towards corruption and unethical behavior.
6. *Ethics*: Our [Code of Business Conduct](#) reinforces our ethical values and our commitment to integrity and compliance.

Preventing Slavery and Human Trafficking

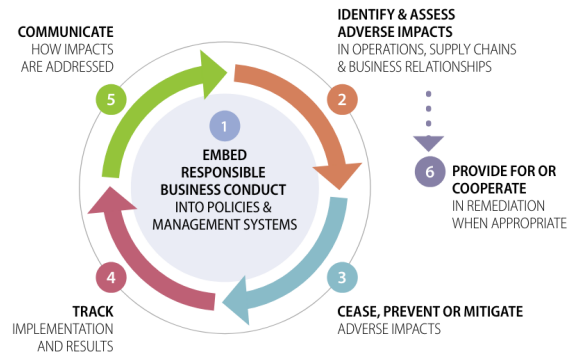
Our [Slavery and Human Trafficking Policy Statement](#) underscores our commitment to eradicating these horrific practices. Key measures include:

- *Awareness*: We educate our workforce about the signs of slavery and human trafficking.
- *Zero Tolerance*: We have zero tolerance for any form of exploitation. Violations are addressed urgently.
- *Voluntary Work*: We ensure that all work at **onsemi** is voluntary, and workers are free to leave without penalty or repercussions.
- *Document Verification*: We ensure that workers' government-issued identification, original work permits, and personal documentation are not retained.

Forced Labor and Child Labor Due Diligence

onsemi's Responsible Business Alliance (RBA) program encompasses the forced labor due diligence process stemming from the recognition that the rights of workers, especially those vulnerable to forced labor in the supply chain, are respected and upheld. Guided by the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct linked [here](#), our policies and practices are continually assessed and mitigated at all stages of recruitment and employment and remediations are defined for incidents.

OECD Due Diligence Guidance for Responsible Business Conduct* is mapped to the **onsemi** RBA Program and Due Diligence Process following the below guidelines:



*OECD (2018), OECD Due Diligence Guidance for Responsible Business Conduct, page 21.

Our Commitment

- **Supply Chain Assessment**
 - Internal Assessments - **onsemi** conducts internal assessments at all its manufacturing sites following a two-year cycle of internal audits based on the RBA Code of Conduct, regulatory requirements, customer requirements and internal policies.
 - Third-party Assessments - Among the pivotal activities undertaken by **onsemi** as an RBA member is the active participation in the RBA Validated Assessment Program (VAP), a leading compliance assessment, verification, and effectiveness monitoring initiative. **onsemi** ensures alignment with industry standards and best practices through regular third-party audits under the RBA VAP as well as participation in industry-wide dialogues and working groups.

Both internal and third-party assessments include due diligence on forced and child labor as part of the RBA Code of Conduct's assessment criteria.

- **Worker Recruitment Practices:** Recruitment checks are in place to ensure:
 - Zero recruitment and employment-related fees.
 - Voluntary recruitment through offer letters/employment contracts that are provided and signed before the start of employment in a language the “applicants” understand.
 - Age verification where all workers are required to be at least 18 years of age through cross-referencing government-issued documents such as birth certificates, national identification, passport, etc. and use of an internal verification system.
- **Risk Mitigation:** At least annually, we assess actual and potential risks to our stakeholders, including worker groups such as young and child workers. Risks are

identified, evaluated, and prioritized through cross-functional teams at both corporate and site levels, with mitigation actions implemented for high-risk areas.

- *Supplier Monitoring and Engagement:* We engage with our suppliers to ensure compliance with RBA and regulatory requirements and **onsemi** policies.
 - **onsemi** Code of Business Conduct Acknowledgment
 - All suppliers acknowledge the RBA Code of Conduct before establishing a business relationship.
 - Self-Assessment Questionnaires (“SAQs”) via RBA Portal - Major suppliers are obligated to submit their self-assessments through the RBA Online Portal (or another acceptable alternative/platform). The SAQs serve as the foundation for potential inclusion in the (shared) RBA audit cooperation program, or other independent audit programs. In addition, certain responses or risk ratings may trigger further diligence or investigations and may result in a supplier being monitored more closely and on a repeated annual basis, as appropriate.
 - Our contract templates provide standard contractual terms through our membership in the RBA to highlight and address modern slavey issues and concerns, as well as requiring those we do business with to take reasonable steps to identify and address risks of forced and child labor practices in their own operations and supply chains.

- *Progress steps taken in the previous year:* **onsemi** has taken additional steps to prevent and reduce risk that forced labor is used at any step in the production of goods in Canada or elsewhere, or of the goods imported into Canada by **onsemi**. These steps include:
 - Implemented new tools to strengthen controls related to restricted parties, high-risk jurisdictions and potential forced labor indicators.
 - Realigned ownership of potential indicators of forced labor in accordance with the RBA standard.
 - Updated our Statement of Conformance for required suppliers and service providers reflecting our commitment to the RBA, UN Declaration of Human Rights and the UN Global Compact including specific questions relating to prohibition of any and all forms of forced labor, child labor etc.
 - Launched forced labor training and supplier communications, including initial rollout to procurement, to increase awareness.
 - Completed VAP audit of high-risk supplier and more than 15 audits of onsite service providers: such audits including continued monitoring and remediation, as appropriate.

- *For continued progress steps in the coming years, we plan to:*
 - Reinforce and/or expand training and development sessions on modern slavery and forced labor risk.
 - Continue to map activities and supply-chain where able with a view to forced and child-labor risks.
 - Continue to audit onsite service providers.
 - Continue to evolve and/or expand in due diligence processing.
 - Update training materials as required for **onsemi** employees to increase awareness around forced labor and child labor, as well as the company's risk-mitigation process.
- *Remediation:* The due diligence program prioritizes awareness and prevention and is our foremost mitigation process. At this time, **onsemi** has not identified actual instances of forced or child labor in our activities or in our supply chains. In case of an occurrence, however, an ad hoc committee will be created to review and decide on the matter. The committee will be chaired by the Chief Ethics and Compliance Officer as well as the Social Compliance team members. As required from time to time, representatives from regional legal counsel, VP or regional/site human resources, VP of manufacturing or site general manager and VP/Regional Procurement may be asked or requested to join the committee to support and/or provide additional information and guidance.
- *Remediation of Loss of Income:* **onsemi** is not aware of any instance where its efforts to prevent and reduce the risk of forced labor and child labor in our operations or supply chains have contributed to a loss of income for vulnerable families.
- *Grievance and Reporting Mechanisms:* **onsemi** has implemented multiple ways to report concerns and grievances.
 - **onsemi** helpline, operated 24/7 by an independent third party (NAVEX), is available globally, where the contact numbers are posted in all our factories and in our Code of Business Conduct
 - Email to our:
 - Chief Compliance Office (CCO@onsemi.com)
 - the Ethics and Compliance Program (ethics@onsemi.com)
 - the Legal Compliance Program (legal.compliance@onsemi.com)
 - the Privacy Program (privacy@onsemi.com)
 - A network of business ethics liaisons is established across all our manufacturing sites to further support the Ethics and Compliance program as well as our Social Compliance teams.

onsemi is fully committed to a non-retaliation policy, ensuring that everyone can voice their concerns freely and without fear of adverse consequences. More information about our [Ethics and Compliance Program](#) is available on our website for your reference.

- *Training and Awareness:* Equally important is the task of educating our workforce and suppliers on recognizing and preventing forced labor. All employees and the **onsemi** Board of Directors are required to complete training on and reaffirm their commitment to each of the human rights listed above through our annual Code of Business Conduct which further includes training on non-retaliation and social compliance. Global **onsemi** security personnel and select contractors are also trained in relevant human rights standards through our Code of Business Conduct, the RBA Code of Conduct, and any relevant other training to ensure the human rights of the individual are respected and maintained.
- *Assessing Effectiveness:* At **onsemi**, we stand firm in our commitment to responsible business practice in ensuring that forced labor and child labor are not used in our business and supply chains by conducting regular self-assessment and third-party audits. Zero cases have been raised since we started monitoring, coinciding with the company's RBA membership in 2009.

[Approval and Attestation on Following Page.]

Approval and Attestation

In accordance with the requirements of the Act and in particular, Section 11 thereof, this “Annual Report” was reviewed and approved by its governing body on May 15, 2026, in accordance with paragraph (4)(a).

I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Annual Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. For clarity, I have provided the attestation above in my capacity as a director and officer of **onsemi** and not in my personal capacity.

Full name: Hassane El-Khoury

Title: President, Chief Executive Officer and member of the Board of Directors

Date: May 15, 2026

Signature: _____



*“I have the authority to bind **ON Semiconductor Corporation** (dba **onsemi**) and its related companies.”*
