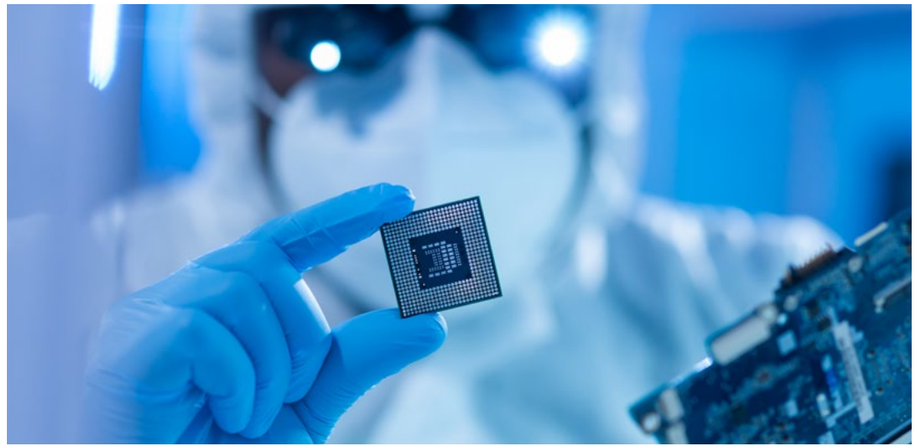
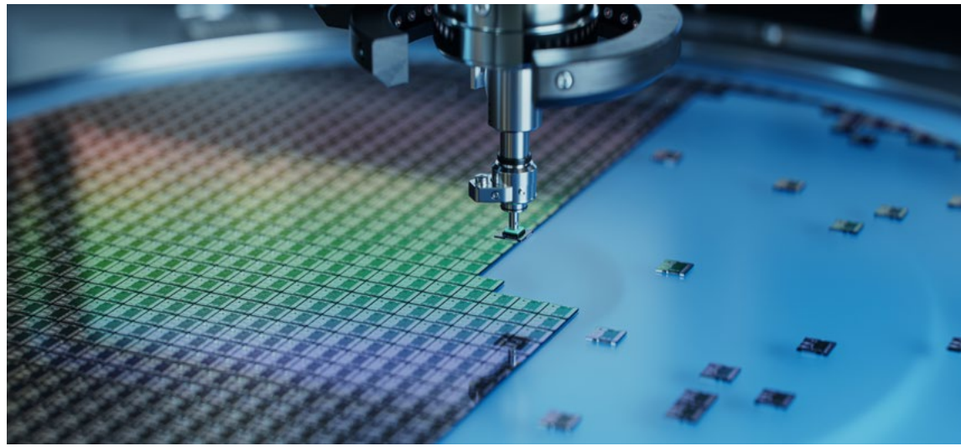

onsemi
Advancing Innovation for a Better, More Sustainable Future
2025 SUSTAINABILITY REPORT

Table of Contents





About This Report

Report Overview

Our 2025 Sustainability Report is the 13th iteration of our voluntary non-financial public disclosure of topics concerning Environmental, Social and Governance (ESG) initiatives and corporate responsibilities at **onsemi**. We created this report to transparently communicate our sustainability efforts with our investors, customers, stakeholders and employees, serving as an important tool for disclosing sustainability strategies, measurements, progress and achievements.

All financial figures throughout the report are stated in United States Dollars (USD) unless specified otherwise.

Report Scope

Data presented in this report covers our 2025 fiscal year (FY), January 1 – December 31, 2025, and contains information about **onsemi** worldwide subsidiaries and joint ventures for which we have management control. This report includes year-over-year data disclosure to demonstrate quantitative performance and allow for trend identification.

Reporting Principles

We prepared our 2025 Sustainability Report in accordance with the Global Reporting Initiative (GRI), Task Force on Climate-Related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) standards. We are working concurrently to prepare for new requirements, including the Corporate Sustainability Reporting Directive (CSRD) in the European Union member countries and the adoption of the International Sustainability Standards Board's (ISSB) reporting standards globally. We expect our disclosures to evolve in future years in response to these standards.

Date of Issuance

onsemi publishes this report annually. An electronic version is available on **onsemi's** website.

Current issue: FY2025, published in June 2026
Date of previous publication: June 2025
Estimated date of publication for the next issue: June 2027

Feedback

We welcome feedback on our activities and performance outlined in this report. Feel free to contact us at:

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Reporting Assurance

Emissions information contained in this report has been externally verified by a third-party assurance agency, Apex Companies, in accordance with ISO 14064-3 and aligning with criteria found in the Greenhouse Gas Protocol, Corporate Value Chain Accounting and Reporting Standard and IPCC 2019 Guidelines on National Greenhouse Gas Inventories – leading methodologies used by sustainability professionals for sustainability-related assurance. Our full assurance statement can be found in the appendix of this report.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are identified by words such as "anticipates," "aims," "aspires," "believes," "commits," "estimates," "expects," "intends," "may," "projects," "plans," "could," "should," "will," "continue," and other similar expressions. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance, and are subject to certain risks, uncertainties, and other factors, many of which are beyond our control and are difficult to predict. We describe some of the risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, any of these forward-looking statements in our SEC filings, including our most recent Annual Report on Form 10-K and our subsequent reports on Forms 10-Q and 8-K. We do not intend to update or revise this report, including any forward-looking statements contained herein, except as required by law. This report uses terms such as "material" or "materiality" to reflect relevant or significant issues important to **onsemi** and our stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting.

This report is intended to provide information from a different perspective and, in certain cases, in more detail than that required to be included or otherwise appropriate in financial reporting, including our filings with the SEC. Many of the numbers and percentages used in this report are estimates and may be based on assumptions and third-party data. Our ability to verify such assumptions and data is limited. Actual results and outcomes may differ from those expressed in or implied in this report due to, among other factors, the accuracy of such assumptions and data, as well as the compliance of third parties with our policies and procedures in providing such data. In addition, regulations, industry practices, methodologies, standards, and underlying science remain subject to development with respect to key topics covered in this report, such as greenhouse gas emissions. As a result, certain information disclosed in this report could be different from the information we have disclosed or may disclose in the future. The information provided in this report reflects the **onsemi** approach to ESG and corporate responsibilities as of the date of this report and is subject to change without notice.

Message from Our CEO

The world is at a decisive turning point, with demand for smarter energy, intelligent systems and sustainable solutions accelerating rapidly. **onsemi** is built to lead in this moment. Our vision is clear: drive technology breakthroughs that deliver on the promise of a sustainable future. We do this by pushing the boundaries of power efficiency and accelerating the transition to a cleaner, more resilient future. In 2025, we advanced this vision, and we are sharpening our focus and investments to propel the next phase of growth.

Meeting the Power Demand Challenge

Across automotive, industrial and AI data centers, **onsemi** is redefining how power is generated, converted and delivered from grid to processor. Our technologies enable higher capacity, ultra-efficient and digitally optimized systems that serve as the backbone of next-generation infrastructure.

Additionally, our leadership in wide-bandgap semiconductors, including silicon carbide (SiC) and vertical gallium nitride (vGaN), enables higher-density, more efficient power architectures with smaller footprints and lower losses – with vGaN alone reducing energy loss by up to 50%. By combining advanced power devices with intelligent sensing and control, we help customers achieve meaningful system-level gains in efficiency, performance and scalability across energy, mobility and AI infrastructure.

To meet the rapidly rising power demands of AI and global electrification, **onsemi** is accelerating the pace of power innovation with the goal of doubling power density every two years. This represents a fundamental shift in how power systems are engineered. By innovating holistically – from die to package to system solutions – we are moving beyond incremental gains to deliver integrated, higher-value solutions. This systems-level approach accelerates customer innovation, enabling advanced AI platforms, faster EV adoption and the shift towards efficient distributed energy architectures, including 800-volt DC data centers and AI-optimized storage systems.

Elevating Long-term Partnerships

Progress at this scale requires deep, multi-year collaboration. Our customers are engaging with us earlier and more strategically – co-developing roadmaps, extending sampling cycles and aligning on platforms that reduce complexity and time-to-innovation. In parallel, we are strengthening collaboration across our supply chain, aligning on decarbonization goals, transparency and responsible operations to support long-term continuity and shared value.

These long-term, trust-based collaborations reflect our expanding role, not just as a supplier but as an indispensable systems-level partner shaping the next wave of global infrastructure in a world that requires sustainable operations.

Reducing Our Carbon Footprint

Our technologies already play a central role in the clean energy transition. From high-efficiency solar inverters and utility-scale storage systems to EV platforms and renewable-powered microgrids, our products help reduce energy loss, strengthen grid resilience and support the global shift toward distributed, low-carbon energy systems. With electricity demand from AI data centers expected to quadruple by 2030, the world's ability to decarbonize will hinge on breakthroughs in efficiency – breakthroughs that **onsemi** is already delivering.

Our commitment to a cleaner energy future extends beyond our products. We continue to make progress towards our long-term goal of net zero emissions by 2040, including establishing milestones to achieve near-term Science Based Targets (SBTs). Our SBTs include a commitment to reduce Scope 1, 2 and 3 emissions significantly by 2034, including a commitment that, by 2029, more than 71% of our suppliers will set their own targets aligned with science.

In 2025, we achieved an approximate 18% year-over-year reduction of Scope 1 and 2 emissions, or 30% compared to our 2022 baseline. We also had 58% lower Scope 3 emissions in 2025 compared to our baseline year. Sustainability progress is only effective if applied end-to-end and we continue to work with our customers and suppliers to deliver measurable impact. I am proud of our continued progress – a reflection of our company-wide commitment to sustainability in both our product strategy and operations.

Investing in People and Communities

Our progress is powered by the talent and dedication of our teams worldwide and our connection to the communities where we live and work. Through our Giving Now program, employee engagement and generosity reached 32% participation – a significant increase from 18% in 2024, with over 11,800 volunteer hours and $2.7 million in financial support for community initiatives, disaster relief and 71 global grants addressing health, education and environmental needs.

Our support for Science, Technology, Engineering, Arts and Mathematics (STEAM) education has had a cascading global impact, preparing the next generation for careers in technology. These efforts reflect our belief that sustainability is not only about protecting the planet, but also about empowering people.

Shaping Tomorrow by Advancing Today

As we look to the year ahead, our mission is unwavering. We will continue to push the limits of what is possible in power efficiency, to lead the modernization of global infrastructure and to accelerate the world's transition to clean, intelligent energy systems. Together with our employees, partners, suppliers and customers, we are creating a future built on opportunity and innovation.

The progress we made in 2025 positions us well for what comes next. With a clear strategy and a deep commitment to sustainability, we are prepared to deliver the breakthroughs that will shape a cleaner and more resilient future.

Sincerely,
Hassane El-Khoury,
President and CEO, **onsemi**

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

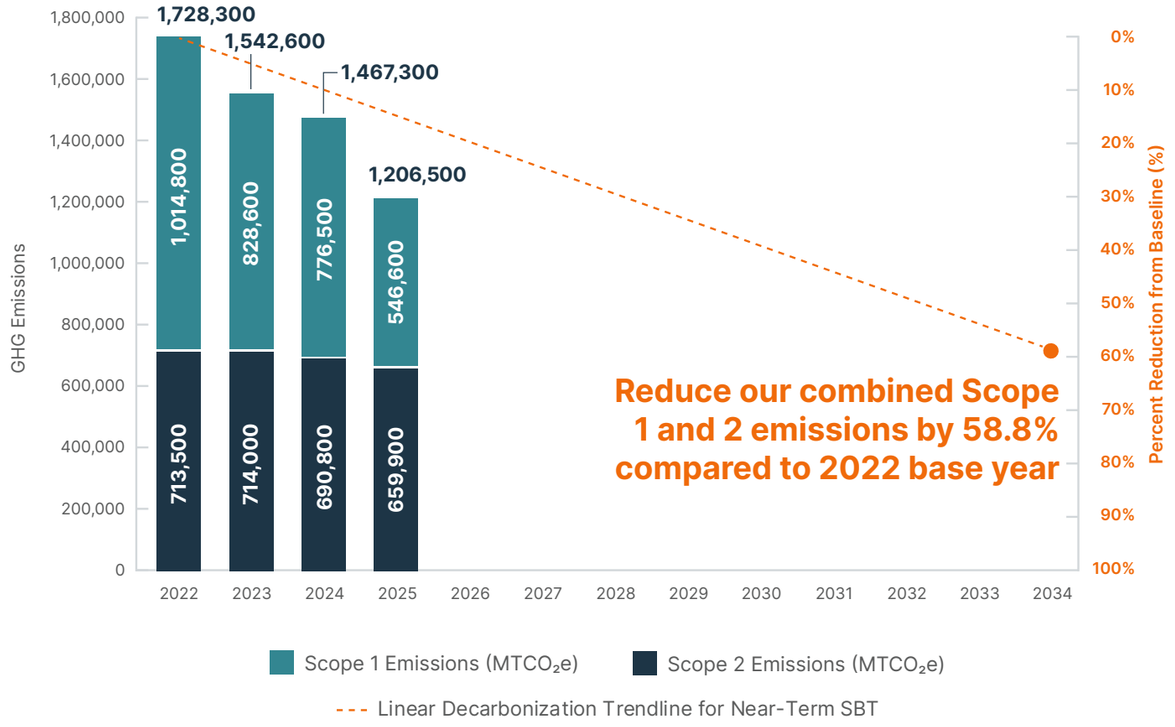
In charitable donations given by **onsemi** to the global community through our Giving Now program.

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, $MTCO_2e$) | Detailed Description of Chart on pg. 96



Our Business

- About **onsemi**
- Our Values
- Tomorrow, Today
- Prioritization Assessment and Stakeholder Engagement
- Decarbonization and Renewable Energy Goals
- Product Stewardship

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

Publicly Traded
NASDAQ: ON

Headquartered In
Scottsdale, Arizona on Salt River Pima-Maricopa Indian Community land

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

$5.995 billion
In revenue in 2025

22,697
Employees[2]

$4.684 billion
In triple-bottom-line revenue[1]

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

[1] Please see page 21 for more information on triple-bottom-line revenue.
[2] As of December 31, 2025.

Worldwide Locations[1]

A full list of our global locations can be viewed on our website.

Design Center Locations

Belgium, Canada, China, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, Philippines, Singapore, Slovakia, South Korea, Sweden, Switzerland, Taiwan, United Kingdom and United States (AZ, CA, ID, NY, OR, PA, RI, TX).

Manufacturing Locations

Canada
- Burlington

China
- Leshan
- Shenzhen
- Suzhou

Czech Republic
- Rožnov

Japan
- Aizu-Wakamatsu (Aizu)

Malaysia
- Seremban[2]

Philippines
- Carmona
- Cebu
- Tarlac

South Korea
- Bucheon

United States
- East Fishkill, NY
- Gresham, OR
- Hudson, NH
- Mountain Top, PA
- Nampa, ID

Vietnam
- Đồng Nai

[1] As of December 31, 2025.
[2] **onsemi** has two locations in Seremban, Malaysia [Seremban Assembly and Test Operations (ATO) and Seremban Fab].

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)

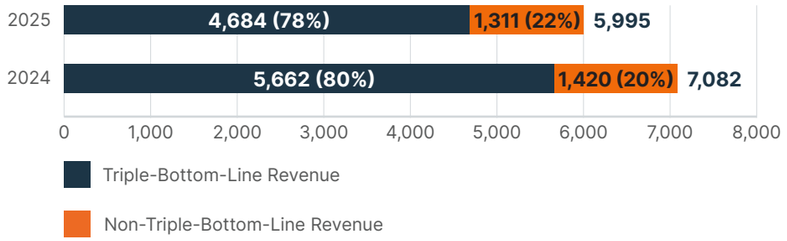
ISG designs and develops complementary metal-oxide-semiconductor (CMOS) image sensors, image signal processors, single photon detectors – including silicon photomultipliers (SiPM) and single-photon avalanche diode (SPAD) arrays – as well as actuator drivers for autofocus and image stabilization for a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

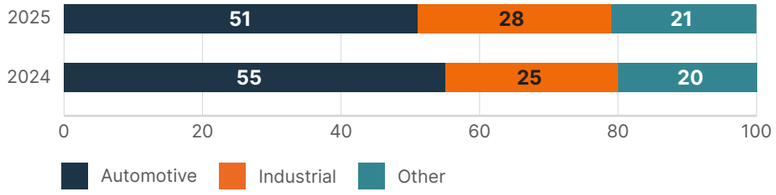
Revenue

(Dollars in Millions) | Detailed Description of Chart on pg. 96



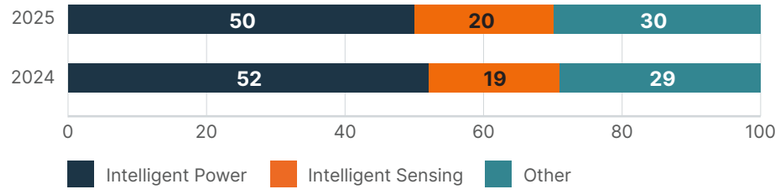
Revenue by End Market

(Percentage) | Detailed Description of Chart on pg. 96



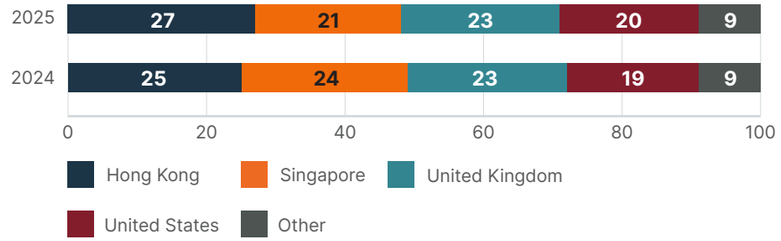
Revenue by Technology

(Percentage) | Detailed Description of Chart on pg. 96



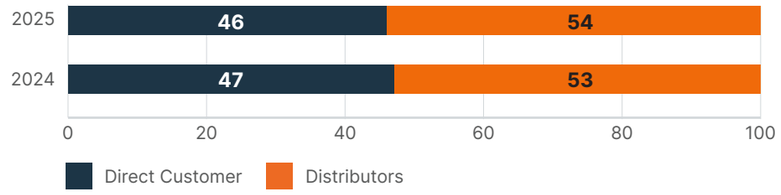
Revenue by Region

(Percentage) | Detailed Description of Chart on pg. 96



Revenue by Sales Channel

(Percentage) | Detailed Description of Chart on pg. 96



Our Values

Mission

We push innovation to create intelligent power and sensing technologies that solve the most challenging customer problems. Our employees are inspired to go above and beyond to increase stakeholder value through high-quality and high-value products and services.

Vision

To drive technology breakthroughs that deliver on the promise of a sustainable future.

Culture and Core Values

Our Culture and Core Values define who we are as employees and as representatives of **onsemi**. We are a performance-based company, committed to profitable growth, world-class operating results, quality and delivering superior customer and shareholder value. We hold these three values as core to our business:

- **Purpose**
  We are intrinsically motivated by our mission to give our best each day.
- **Innovation**
  We relentlessly pursue boundary-pushing and industry-transforming solutions.
- **Excellence**
  We are accountable for our success by lifting each other up and executing with an unwavering determination knowing that our work makes a difference.

Each year, our Board of Directors and employees receive training about our Culture and Core Values through the Code of Business Conduct, which is available in the languages that represent our worldwide workforce. These values apply equally to us all – employees, global leadership teams, executive leadership and Board of Directors alike.

Tomorrow, Today

At **onsemi**, we create the future we want to live in. The work we do today is essential for a better future tomorrow. How we work, impact the environment and give back makes a difference in our local communities around the world. We are inspired by a collective passion to drive change to make the world a better place.

Our efforts toward creating a better tomorrow through today's impact are organized into the following four pillars:

01. Protecting Our Planet and Environment

02. Ensuring Social Responsibility

03. Impacting Our Community Through Giving

04. Committing to a Responsible Business

Prioritization Assessment and Stakeholder Engagement

Prioritization Assessment

A prioritization assessment was performed with a third-party and initially reported as part of the 2022 Sustainability Report. The assessment considered the importance of ESG issues from the perspective of impact on internal and external stakeholders. The results provide a foundation for best practice ESG strategy and reporting. The outcomes focus us on our most important sustainability-related financial risks, strategic opportunities and stakeholder impacts. They also help us deliver reporting that meets the information needs of investors, as well as others interested in how we support wider sustainable development objectives.

We maintain our commitment to sustainability and the previously identified prioritization assessment results. The topics identified as priorities in the current year may evolve and may not reflect those reported in future years, including as a result of potential identification of new priority items or de-prioritization of topics.

The following table outlines **onsemi's** identified priority issues:

Priority Issue	Definition	Reporting and Disclosures
Decarbonizing onsemi's operations and supply chain	Decarbonizing **onsemi's** operations (through energy efficiency, switching to renewable energy and strategic swaps of high global warming potential process gases, among other strategies) and engaging **onsemi** suppliers to understand their carbon emissions and collaborate to decarbonize supplier operations.	Net Zero and Renewable Energy Goals, pg. 15
Expanding onsemi's triple-bottom-line revenue	Developing internal innovation capabilities to advance **onsemi's** triple-bottom-line revenue in pursuit of decarbonization and human safety and well-being.	Product Stewardship, pg. 21
Decreasing total water demand and increasing water recycling in onsemi manufacturing	Increasing the rate of water recycling (including water reuse) in the manufacturing process while minimizing consumption.	Water and Waste Management, pg. 33
Enhancing onsemi's talent attraction and retention	Attracting and retaining talent through employee engagement, performance management and professional development – supporting **onsemi's** competitiveness and resilience given labor/skills shortages that persist in the semiconductor industry.	Ensuring Workplace Social Responsibility, pg. 42
Integrating sustainability-related risks, opportunities and impacts into onsemi corporate governance	Ensuring that Board of Directors mandates, as well as, management mandates, roles, responsibilities, policies, procedures, incentive structures and other corporate governance factors support the integration of sustainability-related risks, opportunities and impacts into **onsemi's** corporate strategy and risk management.	Climate Scenario Analysis and Risk Disclosure, pg. 59
Building operational resilience through policies, procedures and infrastructure enhancements	Designing resilience into operations to ensure the company's infrastructure can sustain business in extreme weather instances. For a global manufacturing company like **onsemi**, failure to act may mean increased costs of repair and recovery, lost production time and physical danger to staff.	Climate Scenario Analysis and Risk Disclosure, pg. 59
Ensuring our global workforce has a sense of inclusion, belonging and engagement at onsemi	Building a culture of inclusion, belonging and engagement through programming and policies that enable **onsemi's** global workforce to feel valued and respected for their unique contributions.	Inclusion, Belonging and Engagement, pg. 45
Upholding human rights in onsemi's supply chain	Considering and remediating human rights risks/violations through **onsemi's** supplier selection, including due diligence and engagement mechanisms.	Fair Treatment, pg. 62 Supply Chain, pg. 64
Increasing hazardous and non-hazardous waste recycling	Innovating and improving performance regarding waste recycling, decreased waste directed to disposal and decreased effluent discharge.	Water and Waste Management, pg. 33

Stakeholder Engagement

Steadfast in our mission to drive a more sustainable future, we prioritize solving our customers' biggest challenges. We aim to inspire, engage and partner with employees to innovate and exceed expectations as they align with our purpose. Unified in culture and core values, our employees thoughtfully and intentionally aim to make every interaction with our stakeholders unforgettable.

How We Engage With Stakeholders

- **Executive Collaboration**
- **Thought Leadership Sharing**
- **Ask an Expert Forums**
- **Blog Posts**
- **Webinars**
- **Technical Articles**
- **Conferences and Trade Shows**
- **Brand Advocacy Program**

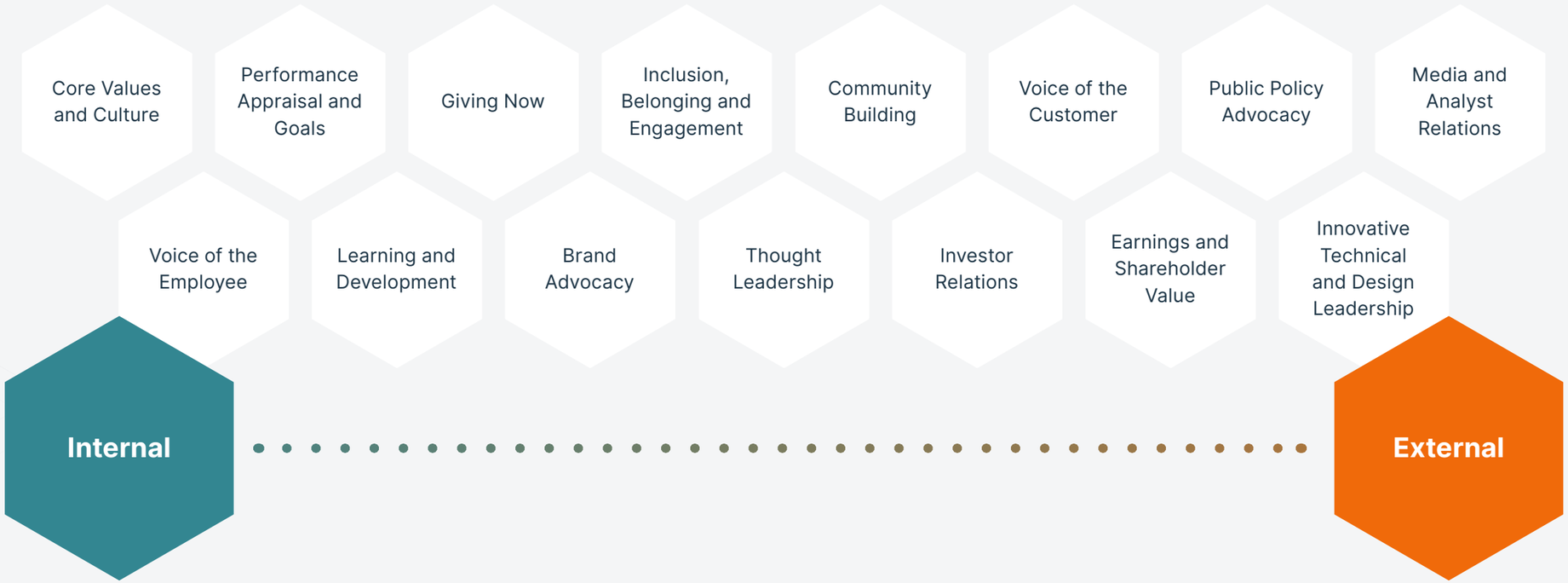
- **Global Emails**
- **Beekeeper Mobile App**
- **Global All Hands Meeting**
- **Customer and Supplier Letters**
- **Press Releases**
- **Articles/Broadcasts/ Podcasts**
- **Reporting**
- **onsemi Website**
- **SharePoint**
- **Customer Facing Communications**

- **Employee Surveys**
- **Memo Tool**
- **Employee Celebrations**
- **Social Media and Digital Engagement**
- **Awards and Recognition**

- **Customer Surveys**
- **Ombudsman Program**
- **Customer Experience (CX) Scorecard**
- **Customer Scorecards**
- **Customer Support Teams**
- **Customer Portals**

Spectrum of Stakeholder Engagement

To help us fully address our stakeholders' interests, we leverage a variety of engagement mechanisms.



onsemi Stakeholder Touchpoints

Digital Platforms and Tools

- Beekeeper Mobile App
- SharePoint
- Memo Tool
- **onsemi** Website
- **onsemi** Community
- Customer Portals

Internal Communication and Culture

- Global All Hands Meetings
- Executive Collaboration
- Employee Surveys
- Employee Celebrations
- Awards and Recognition
- Learning and Development
- Brand Advocacy
- Employee Resource Groups (ERGs)

Media and External Communications

- Blog Posts
- Webinars
- Press Releases, Articles, Broadcasts, Podcasts
- Social Media and Digital Engagement

Customer and Stakeholder Feedback

- Voice of the Customer
- Customer Facing Communications
- Customer Support Teams
- Customer Scorecards
- Customer Surveys
- Customer and Supplier Letters
- Customer Scorecard/Metrics
- Ombudsman Program

Events and Thought Leadership

- Conferences and Tradeshows
- Technical Articles
- Thought Leadership Forums
- Global Emails

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

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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:

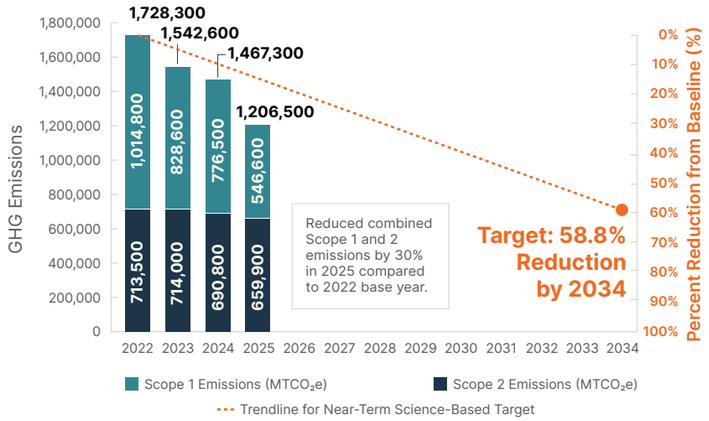
- Reduce absolute Scope 1 and 2 GHG emissions by 58.8% by 2034 from a 2022 base year.
- Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities by 35.0% within the same timeframe.
- Have 71.3% of our suppliers by emissions covering purchased goods and services, capital goods and 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

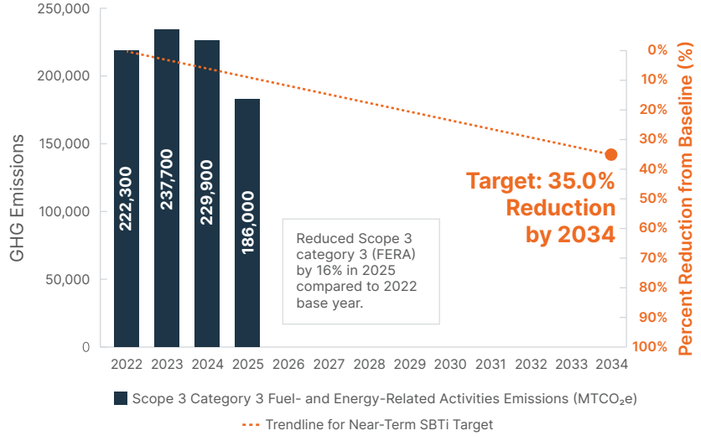
Scope 1 and 2 Near-Term Science-Based Target Progress

($MTCO_2e$) | Detailed Description of Chart on pg. 96



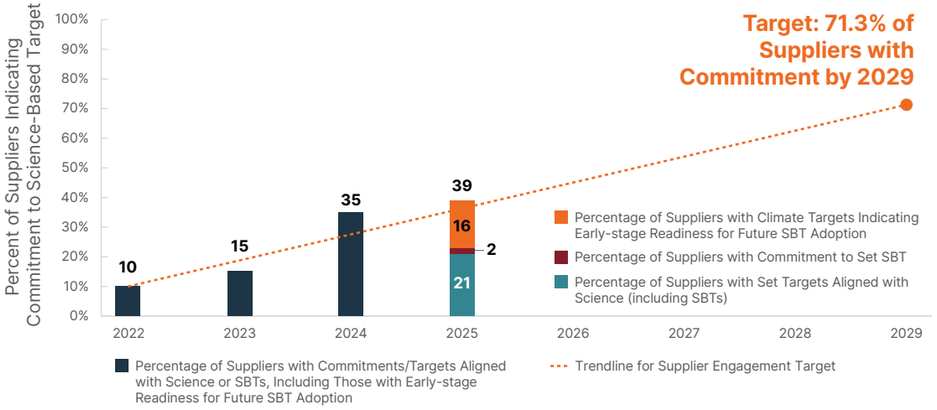
Scope 3 Near-Term Science-Based Target Progress

($MTCO_2e$) | Detailed Description of Chart on pg. 96



Scope 3 Supplier Engagement Target Progress[1,2,3]

(Percentage) | Detailed Description of Chart on pg. 96



[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.

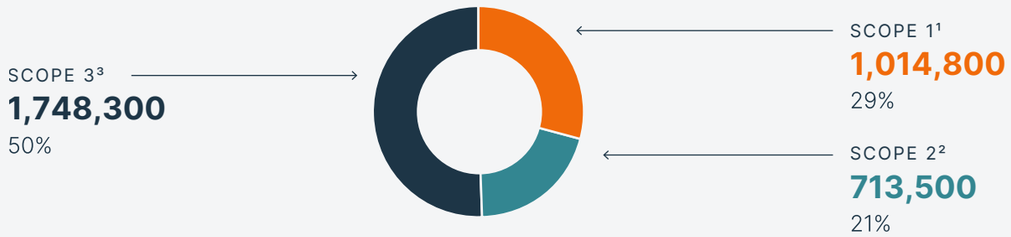
Baseline Emissions Inventory

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 25), 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.

2022 Baseline Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 96



[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 $MTCO_2e$, a reduction of approximately 30% from 2022 (approximately 18% year-over-year reduction) and our collective Scope 3 emissions in 2025 were 736,600 $MTCO_2e$, 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 24.

Greenhouse Gas Emissions by Scope and Category ($MTCO_2e$)

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.

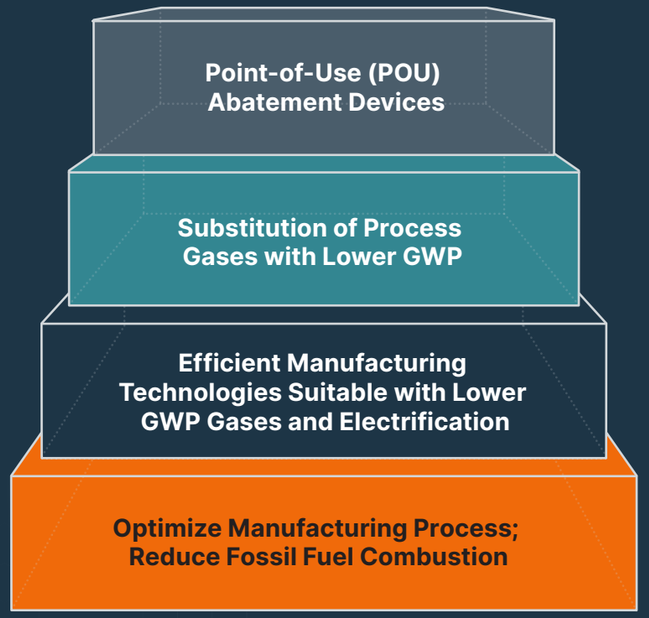
At **onsemi**, we can reduce Scope 1 emissions by: improving the efficiency of our manufacturing processes and fossil fuel usage, transitioning to process chemistry and energy sources with lower or eliminated GHG emissions and implementing point-of-use abatement to remove residual GHGs from process exhaust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

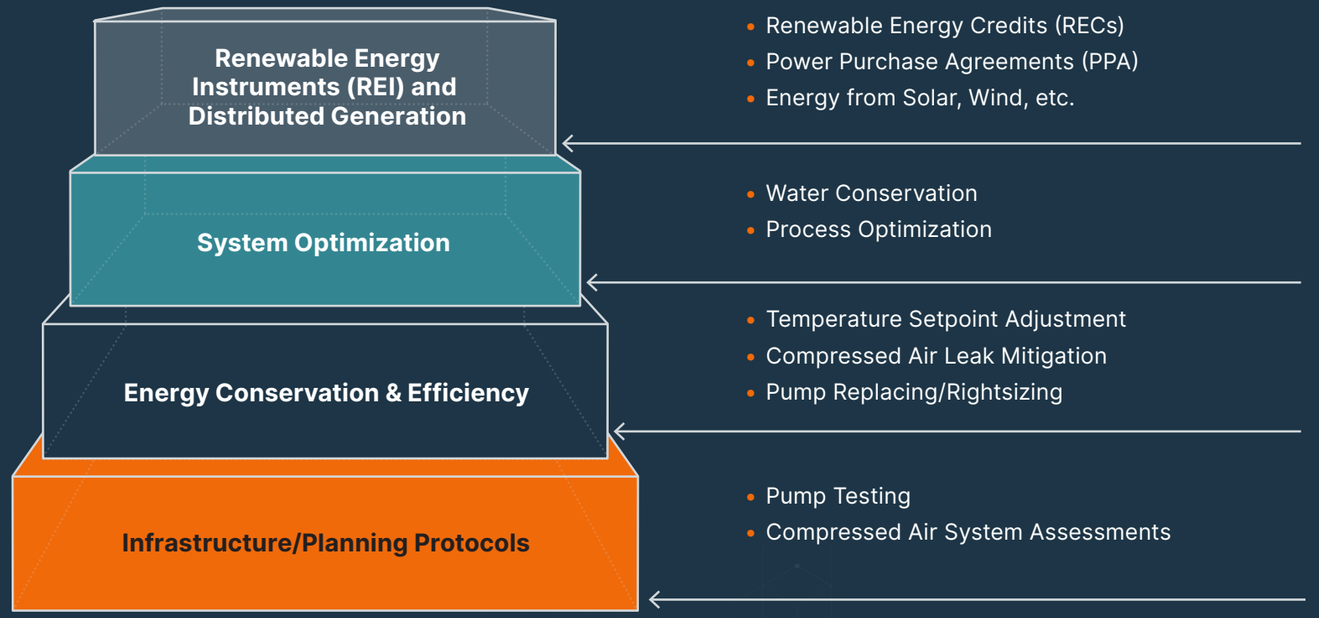
Our Scope 2 inventory primarily consists of emissions from our purchased electricity. In alignment with our strategy to pursue our Net Zero 2040 goal, we are focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Reduced electricity consumption 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.

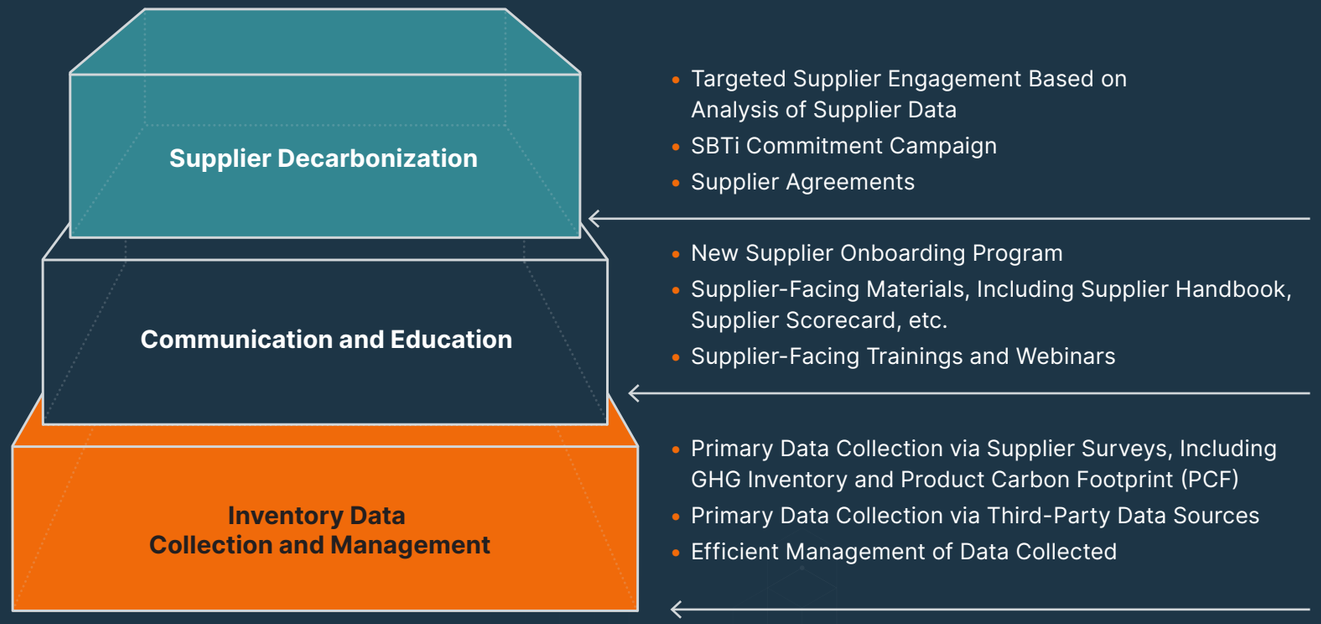
Because most of our Scope 3 emissions are from Category 1 (Purchased Goods and Services), our Scope 3 emissions reduction strategy prioritizes engaging with suppliers regarding inventory data collection and management, communication and education to decarbonize and decarbonization action. Our strategy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

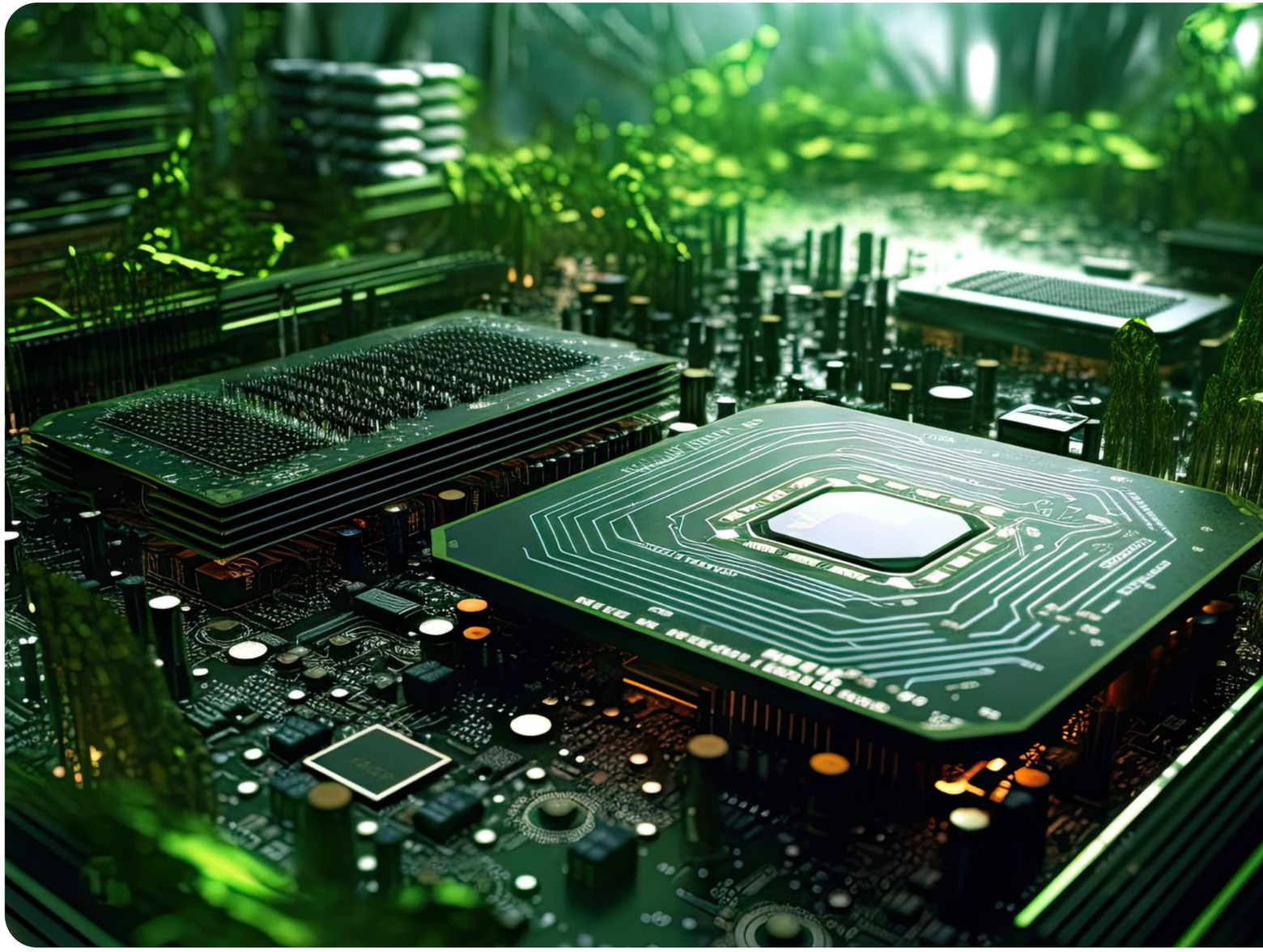
Consistent with SBTi's approach, we focus on reducing our emissions as much as possible before relying on carbon removal and offsets. For emissions that are not electricity-related and cannot be eliminated, **onsemi** will explore the purchase of certified and credible carbon removal or offset credits 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.

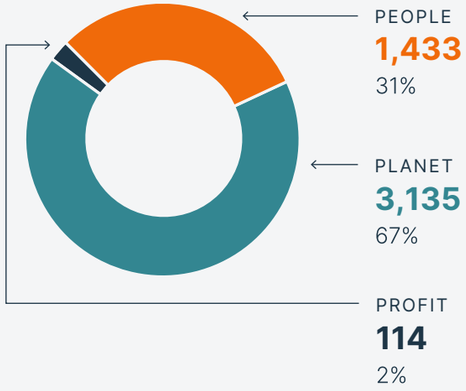
Triple-Bottom-Line Revenue Disclosure

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. 97



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.

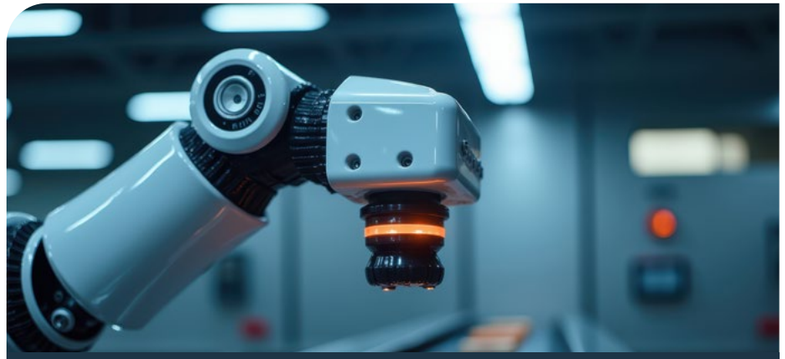
Hybrid IGBT/EliteSiC Modules

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.

Protecting Our Planet and Environment

- Annual Inventory of Energy Consumption and Emissions
- Water and Waste Management
- Environmental Health and Safety

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.

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

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.

Energy Efficiency Projects

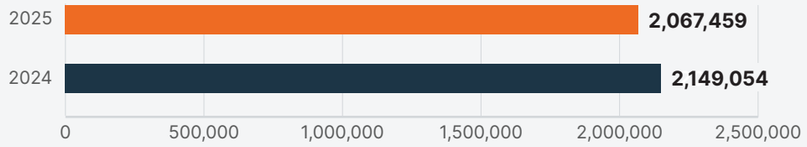
In addition to these energy conservation projects, we also implemented energy efficiency and system optimization projects at our sites. Collectively, these initiatives reduced electricity consumption by approximately 14,000 MWh, generating about $1.51 million in annual cost savings, and delivered an 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 Shenzen 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 Shenzen 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.

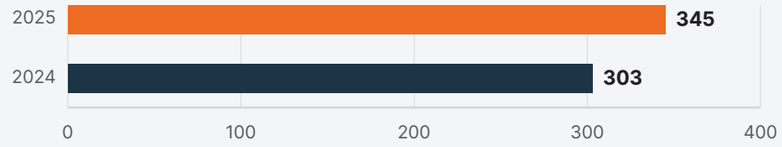
Total Energy Consumption

(MWh) | Detailed Description of Chart on pg. 97



Energy Intensity

(MWh per $ Million Revenue) | Detailed Description of Chart on pg. 97



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 Year[1]

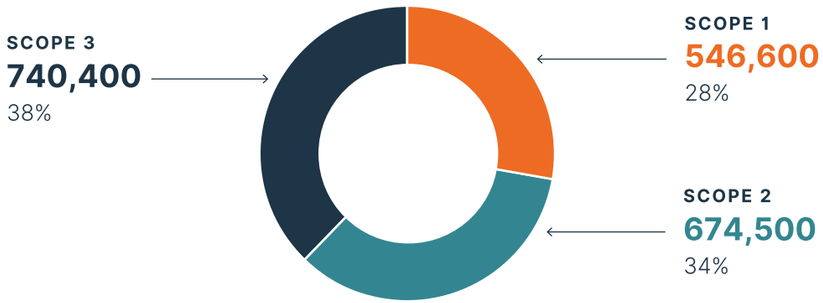
Disclosure	Unit	2024	2025
Scope 1	$MTCO_2e$	776,500	546,600
Scope 2		705,200	674,500
Scope 3		750,800[2]	740,400

[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

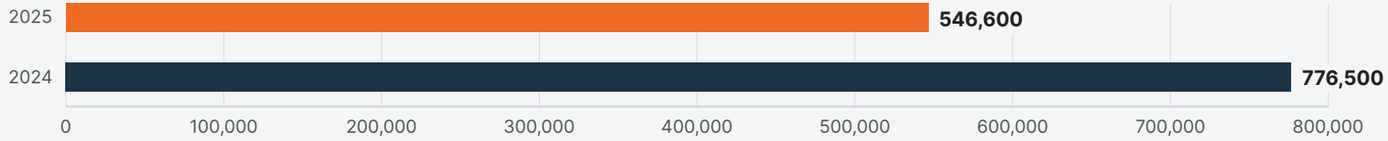
($MTCO_2e$) | Detailed Description of Chart on pg. 97



Summary of Enterprise-Wide Emissions Inventory

Scope 1 Emissions[1]

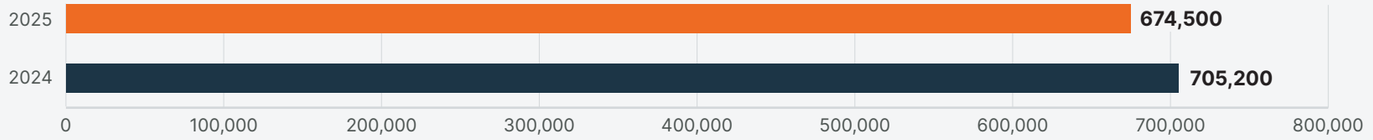
($MTCO_2e$) | Detailed Description of Chart on pg. 97



[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.

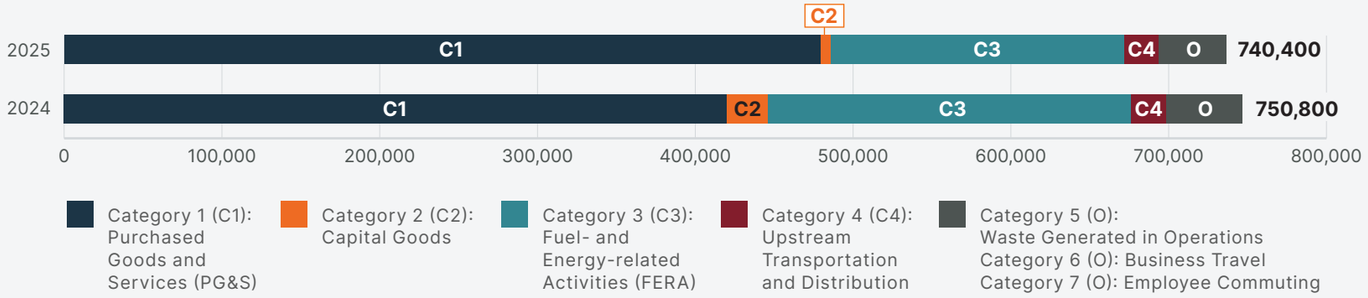
Scope 2 Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 3 Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 97



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 (N_2O). Other Scope 1 sources include fuels used in space or process heating, as well as heat transfer fluids used in manufacturing equipment.

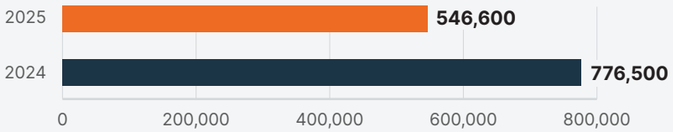
onsemi Scope 1 emissions are calculated based on information on production tools, process chemistry and facilities systems, including point-of-use gas abatement. For semiconductor manufacturing, we calculate GHG emissions consistent with IPCC Tier 2c methodology guidance. When downstream gas abatement is used, the equipment's destruction and removal efficiency (DRE) is considered in calculations. To convert emissions to carbon dioxide equivalent (CO_2e), 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 $MTCO_2e$ in emissions savings.

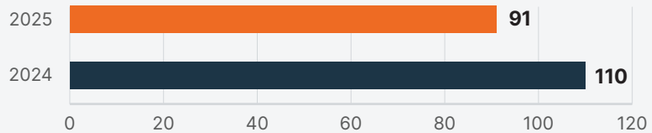
- **Qualification of Existing Devices: onsemi** fabs with existing point-of-use gas abatement continued qualifying the equipment's effectiveness in eliminating GHGs from the process exhaust stream. **onsemi** obtained either Original Equipment Manufacturer (OEM) certification or conducted onsite testing 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 $MTCO_2e$ emissions reduction compared to 2024.
- **Commencement of Fluorine-based Chamber Cleaning:** At our Rožnov, Czech Republic wafer fab, we replaced hexafluoroethane (C_2F_6) chamber cleaning with a fluorine (F_2)-based process that eliminates GHG emissions. Additional tools will be converted as we continue reducing and ultimately phasing out C_2F_6 usage at this location. We anticipate that this conversion will result in an emissions reduction of approximately 35,000 $MTCO_2e$ 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.

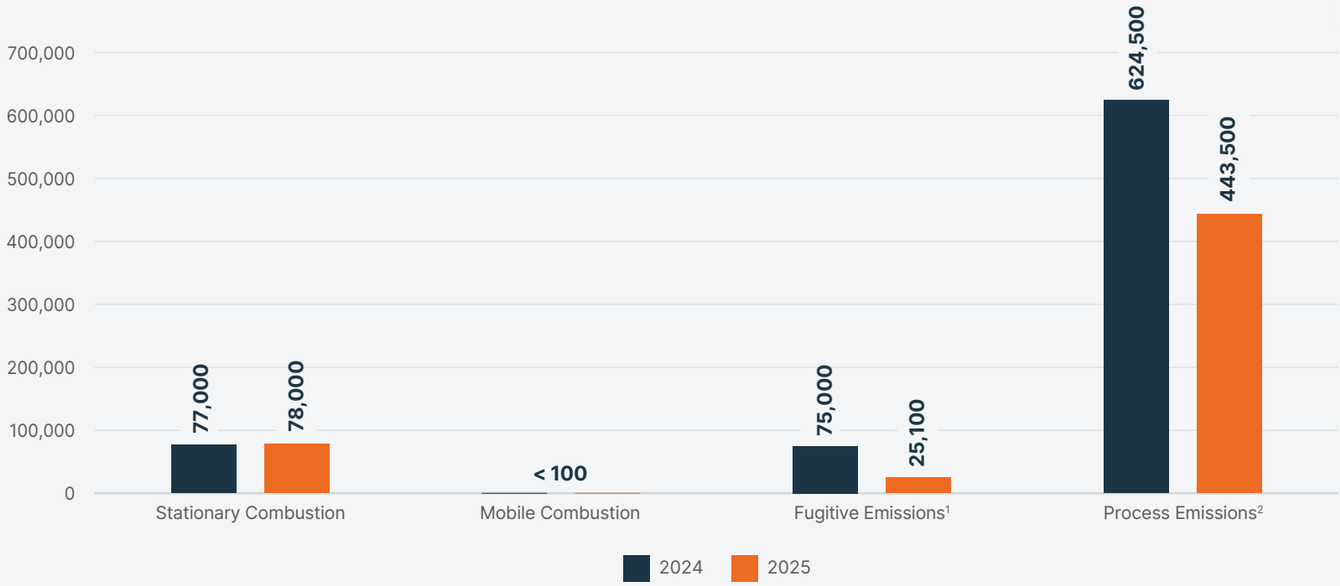
Total Scope 1 GHG Emissions
($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 1 Emissions Intensity
($MTCO_2e$ per $ Million Revenue) | Detailed Description of Chart on pg. 97



Scope 1 Emissions Sources
($MTCO_2e$) | Detailed Description of Chart on pg. 97



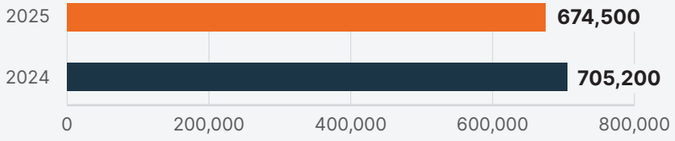
[1] The decrease in 2025 fugitive emissions is due to fluctuations in annual purchasing of materials contributing to these emissions.
[2] The decrease in 2025 process emissions is largely due to qualifying existing abatement devices.

Scope 2

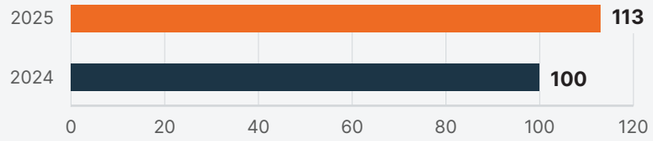
Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. At **onsemi**, Scope 2 emissions primarily result from purchased electricity, purchased steam and purchased hot water used in our facilities. Please note that in line with SBTi guidance and industry best practices, **onsemi's** near-term SBT, as discussed in Our Business on page 7, 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 25).

Total Scope 2 GHG Emissions
($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 2 Emissions Intensity
($MTCO_2e$ per $ Million Revenue) | Detailed Description of Chart on pg. 97



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)	$MTCO_2e$	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	$MTCO_2e$ 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 $MTCO_2e$, 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:

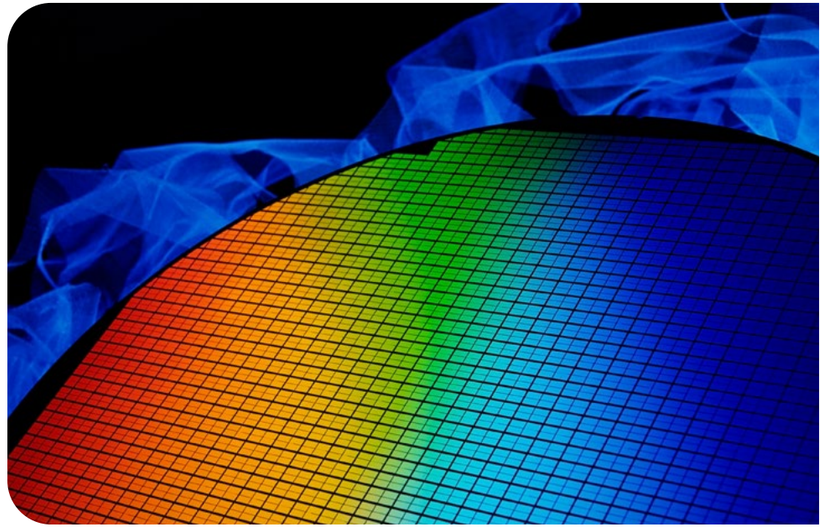
Inventory Data Collection and Management

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)	$MTCO_2e$	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		20,900	23,200
Total	$MTCO_2e$	**750,800**	**740,400**

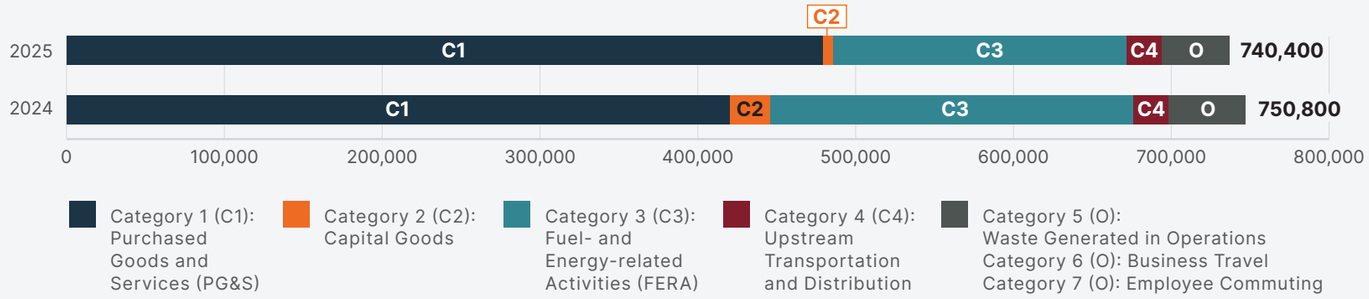
[1] Reflects applicable Scope 3 emissions categories in line with the GHG Protocol. Category 8 Upstream Leased Assets is applicable but is not presented in the table because it represents <1% of total Scope 3 emissions for each annual period presented. Emissions from our use of data centers fall within 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.

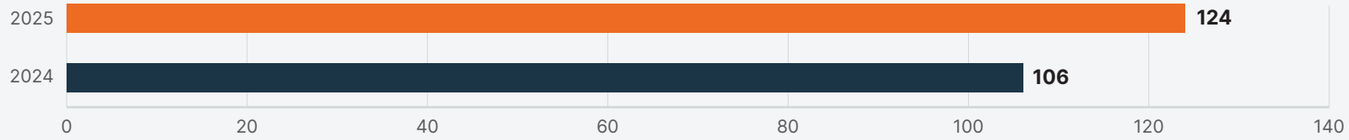
Total Scope 3 GHG Emissions

($MTCO_2e$) | Detailed Description of Chart on pg. 97



Scope 3 Emissions Intensity

($MTCO_2e$ per $ Million Revenue) | Detailed Description of Chart on pg. 98



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.

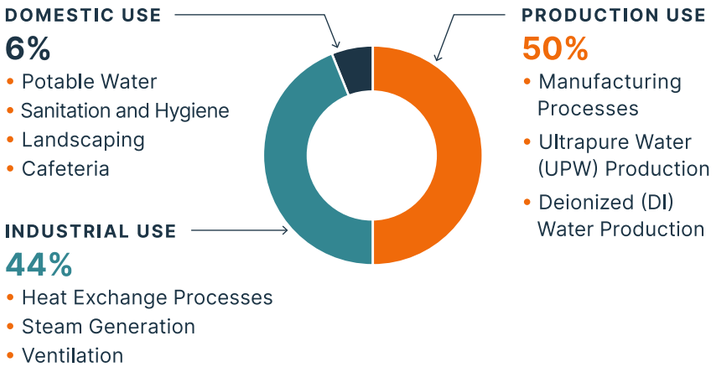
Our strategy remains focused on reducing water consumption, increasing reuse and recycling, strengthening process controls and integrating water efficiency considerations into capacity planning. Through these efforts, **onsemi** advances a resilient and transparent water management framework that supports 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. 98



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

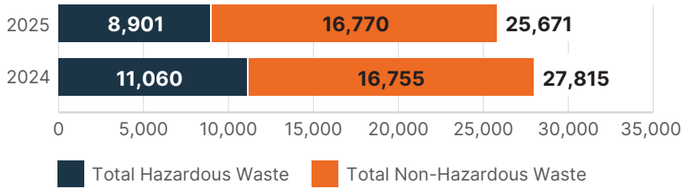
onsemi is committed to meeting all applicable legal and environmental requirements in managing both hazardous and non-hazardous waste streams that result from semiconductor manufacturing.

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.

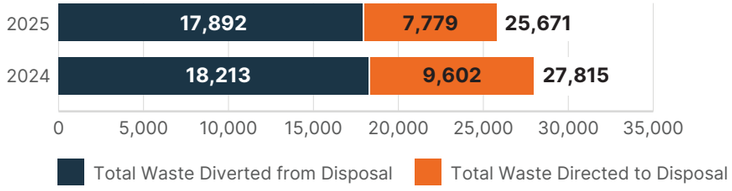
In regions where regulatory constraints or limited infrastructure restrict recycling or recovery options, certain waste streams must be disposed of or incinerated, including waste-to-energy facilities.

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.

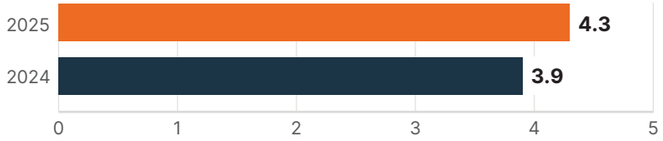
Total Waste Generated (Hazardous and Non-Hazardous)
(Metric Tons) | Detailed Description of Chart on pg. 98



Total Waste Generated
(Diverted from Disposal and Directed to Disposal)
(Metric Tons) | Detailed Description of Chart on pg. 98



Waste Generation Intensity
(Metric Tons per $ Million Revenue) | Detailed Description of Chart on pg. 98



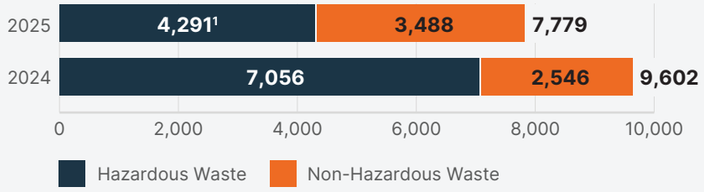
Waste Directed to Disposal

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. 98



[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.

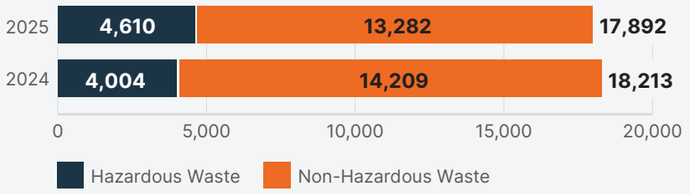
Waste Diverted from Disposal

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. 98



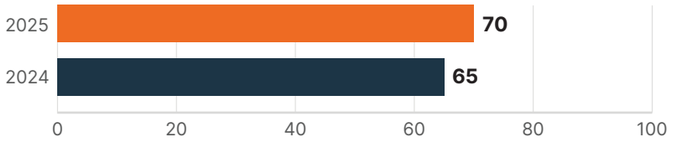
HIGHLIGHTS

70%

Overall waste diversion rate.

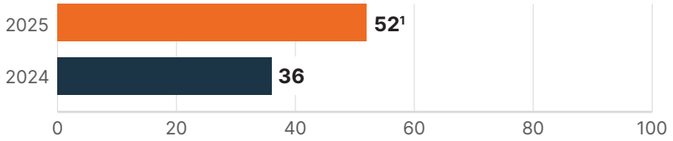
Total Waste Diversion Rate

(Percentage) | Detailed Description of Chart on pg. 98



Hazardous Waste Diversion Rate

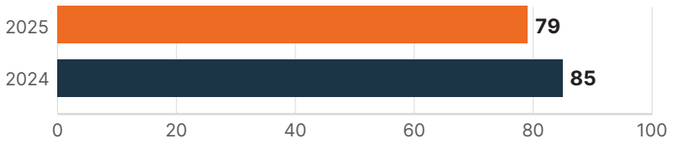
(Percentage) | Detailed Description of Chart on pg. 98



[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 37 for more details.

Non-Hazardous Waste Diversion Rate

(Percentage) | Detailed Description of Chart on pg. 98



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.

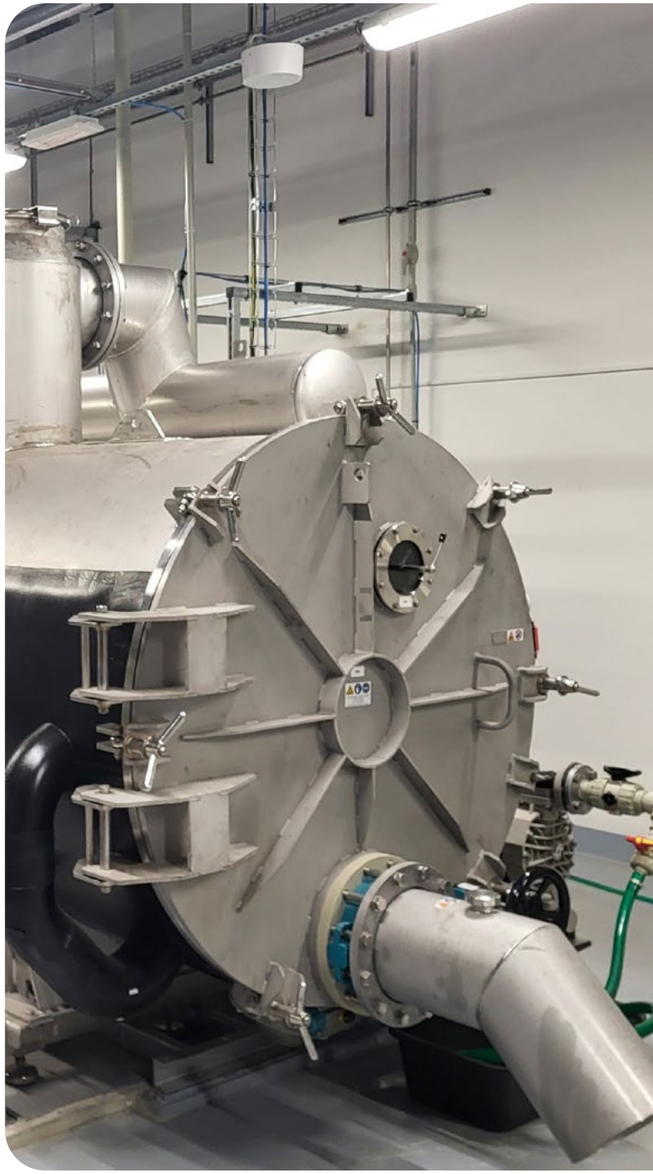
Waste Minimization, Diversion and Circularity

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.



Non-Hazardous Waste Disclosures

Disclosure	Unit	2024	2025
Non-Hazardous Waste			
Total Non-Hazardous Waste	Metric Tons	16,755	16,770
Non-Hazardous Waste Diversion Rate	Percentage	85	79
Non-Hazardous Waste Diverted from Disposal			
Total Non-Hazardous Waste Diverted From Disposal	Metric Tons	14,209	13,282[1]
	Percentage	85	79
Non-Hazardous Waste - Preparation For Reuse	Metric Tons	268	160
	Percentage	2	1
Non-Hazardous Waste - Recycling	Metric Tons	13,341	12,963
	Percentage	80	77
Non-Hazardous Waste - Other Recovery Options[1]	Metric Tons	600	160
	Percentage	3	1
Non-Hazardous Waste Directed to Disposal			
Total Non-Hazardous Waste Directed to Disposal	Metric Tons	2,546	3,488
	Percentage	15	21
Non-Hazardous Waste - Incineration (Energy Recovery)	Metric Tons	939	1,050
	Percentage	5	6
Non-Hazardous Waste - Incineration (Without Energy Recovery)	Metric Tons	282	33
	Percentage	2	0
Non-Hazardous Waste - Landfilling	Metric Tons	1,312	2,350
	Percentage	8	14
Non-Hazardous Waste - Other Disposal Operations	Metric Tons	13	55
	Percentage	0	0

[1] Due to rounding, numbers presented may not add up precisely to the totals provided.

Hazardous Waste Disclosures

Disclosure	Unit	2024	2025
Hazardous Waste			
Total Hazardous Waste	Metric Tons	11,060	8,901
Hazardous Waste Diversion Rate	Percentage	36	52
Hazardous Waste Diverted from Disposal			
Total Hazardous Waste Diverted from Disposal	Metric Tons	4,004	4,610
	Percentage	36	52
Hazardous Waste - Preparation for Reuse	Metric Tons	313	297
	Percentage	3	3
Hazardous Waste - Recycling	Metric Tons	2,252	2,290
	Percentage	20	26
Hazardous Waste - Other Recovery Options	Metric Tons	1,439	2,023
	Percentage	13	23
Hazardous Waste Directed to Disposal			
Total Hazardous Waste Directed to Disposal	Metric Tons	7,056	4,291[1]
	Percentage	64	48
Hazardous Waste - Incineration (Energy Recovery)	Metric Tons	733	725
	Percentage	7	8
Hazardous Waste - Incineration (Without Energy Recovery)	Metric Tons	202	368
	Percentage	2	4
Hazardous Waste - Landfilling	Metric Tons	531	589
	Percentage	5	7
Hazardous Waste - Other Disposal Operations	Metric Tons	5,590	2,609
	Percentage	50	29

[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.

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.

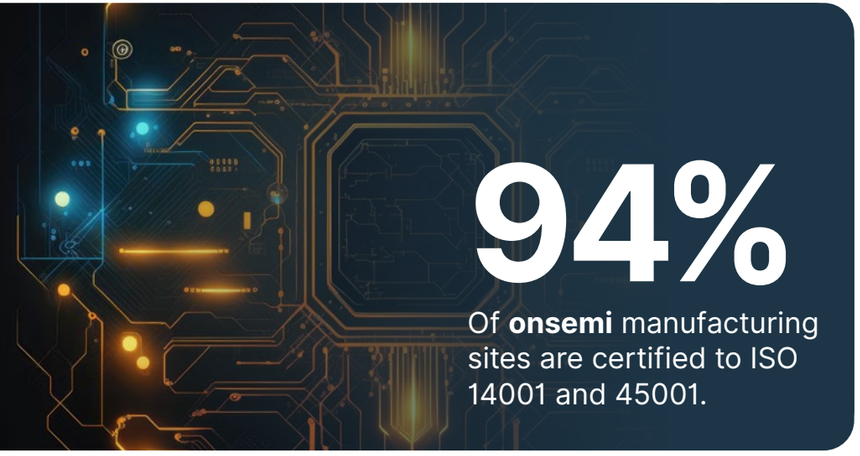
EHS Policy

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.



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:

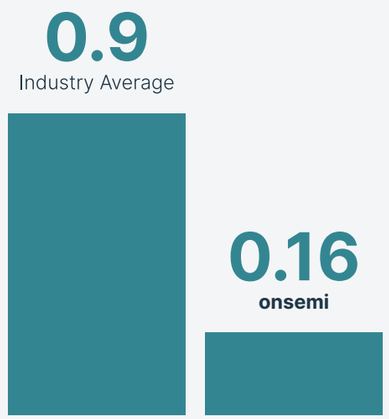
- EHS Policy and EHS Statement
- **onsemi** responsibilities
- **onsemi** Core Values of Purpose, Innovation and Excellence
- Safety Culture focused on hazard identification (e.g., unsafe acts and unsafe conditions) reporting to prevent injuries and illnesses
- Incident reporting and investigation to 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.

Total Recordable Incident Rate (TRIR)
(Rate) | Detailed Description of Chart on pg. 98



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.

Ensuring Workplace Social Responsibility

- Our Employees
- Inclusion, Belonging and Engagement
- Learning and Development (L&D)
- Employee Compensation and Benefits
- Employee Experience (EX)

Our Employees

Overview

At **onsemi**, our success is rooted in our people. The values we hold as a company reflect our dedication to supporting our global workforce. We place high value on building a culture of trust and belonging across the organization. Each employee contributes a unique and diverse perspective that allows us to maintain a competitive advantage in our industry. Our employees are located around the world as we have major facilities in Belgium, Canada, China, the Czech Republic, Germany, Ireland, Japan, Malaysia, the Philippines, Slovakia, South Korea, Taiwan, the United States and Vietnam. As of December 31, 2025, we had approximately 22,697 employees operating globally.

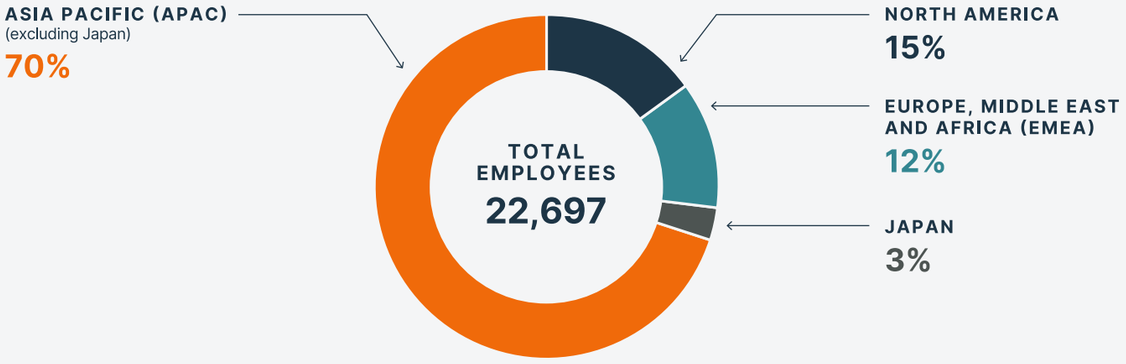
Equal Opportunity Employment

We are an equal opportunity employer and maintain policies and practices that are designed to prevent discrimination against any qualified applicant or employee to the extent prohibited by federal, state and local laws and regulations. Discrimination based on race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, disability, medical condition, genetic information, status as a Vietnam-era or special disabled veteran, political affiliation, union membership, gender orientation or expression is prohibited.

Our policy of non-discrimination applies to all employment practices, including hiring, placement, promotion, compensation, benefits, training and termination.

Worldwide Workforce by Region

(Percentage) | Detailed Description of Chart on pg. 98



Disclosure	Unit	2025
Workforce by Contract Type		
Regular	Percentage	78[1]
Temporary		22
Regular	Count	22,697
Temporary		6,426
Workforce by Work Schedule		
Full-Time (Regular)	Count	22,630
	Percentage	99.7
Part-Time (Regular)	Count	67
	Percentage	0.3
Full-Time (Temporary)	Count	1,561
	Percentage	24
Part-Time (Temporary)	Count	4,865
	Percentage	76
Full-Time Employees (Regular) by Region		
APAC (excluding Japan)	Count	15,757
	Percentage	70
Japan	Count	654
	Percentage	3
EMEA	Count	2,804
	Percentage	12
North America	Count	3,482
	Percentage	15

[1] Global headcount consists of Regular Full-time and Regular Part-time Employees. Temporary Employees are not counted towards our global headcount.

Recruitment Data

Disclosure	Unit	2025
Total New Hires	Count	**1,236**
APAC (excluding Japan)	Count	691
	Percentage	56
Japan	Count	17
	Percentage	1
EMEA	Count	134
	Percentage	11
North America	Count	394
	Percentage	32

Retention Data

Disclosure	Unit	2025
Employee Turnover		
Total Turnover	Percentage	8
APAC (excluding Japan)	Count	1,392
	Percentage	77
Japan	Count	2
	Percentage	0
EMEA	Count	140
	Percentage	8
North America	Count	274
	Percentage	15

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.

Learning and Development (L&D)

Overview

We are committed to investing in our employees' growth and success through comprehensive learning and development programs. These initiatives foster career advancement, strengthen leadership capabilities and build critical skills for the future. Our approach centers on three key areas: leadership development, professional development and compliance, ensuring employees have the resources they need to thrive. To meet diverse learning needs, we continue to offer a variety of courses and modalities-from instructor-led sessions and online courses to interactive virtual training-to give employees flexible options to grow and succeed.

Leadership Development

2025 was a record-breaking year for leadership development, with 820 leaders participating in our programs. We expanded our investment in 360-degree reviews, coaching and leadership assessments to ensure leaders had the insights and tools they need to create personalized development plans. We enhanced two signature leadership development programs in 2025, providing structured learning experiences through instructor-led classes and practical application:

- **Managing at onsemi** for newer managers focuses on building leadership skills and critical talent management capabilities.
- **Leading at onsemi** is geared towards mid-level leaders to equip them with the tools to inspire their teams and drive organizational success.

Professional Development

In 2025, we achieved our highest learning utilization to date, empowering employees to access thousands of on-demand courses and learning paths. We enable all employees to learn anytime, anywhere, offering a wide spectrum of learning assets to develop business, technology and leadership skills. We invest in customized, curated and engaging content to equip our learners with the essential knowledge required for their specific roles.

We also prioritized developing innovation and critical skills in 2025. A standout example was our focus on Artificial Intelligence (AI), with more than half of our employees participating in AI-related learning and development. This investment is helping build a workforce that is well prepared to excel in a rapidly evolving technological landscape.

We recognize that investing in employee skill development and supporting career growth within **onsemi** is essential to retaining top talent. In 2025, we formalized our internal mobility policy and introduced a Career Framework tool which empowers employees to:

- Define and pursue their career paths.
- Access tools and resources to build relevant skills.
- Explore and apply for internal opportunities.
- Receive support to achieve their career goals.

Learning and Development Data[1]

Disclosure	Unit	2024	2025
Average Hours of Training Per Worker	Hours	3.2	6.8
Workers Receiving Training	Number	9,647	14,583
	Percentage	34	49[1]

[1] Based on a population of 29,796 employees and contractors. Because this number is tracked throughout the year, it differs from the total workforce number which is calculated as of December 31, 2025.

Global Compliance and Mandatory Training

L&D coordinates the production and delivery of compliance training content across the company. New employees at **onsemi** are automatically assigned e-learning modules to fulfill legal and regulatory requirements upon hire and all employees are re-trained on these topics annually.

All global employees must complete the following core compliance training courses:

01. Code of Business Conduct, Social Compliance and Environmental Social Governance
02. Cybersecurity Training
03. Enterprise Excellence - Quality Culture
04. Global Quality Awareness
05. Information Security Awareness
06. Workplace Harassment Prevention

Select employees must also complete the following compliance training courses based on their specific roles:

01. Anti-Bribery and Anti-Corruption
02. Global Data Privacy
03. Global Trade Compliance
04. International Traffic in Arms Regulations (ITAR)

Employee Compensation and Benefits

Overview

We strongly believe setting clear performance expectations and goals leads to an overall improvement in business performance. We encourage managers to use fair performance management processes by setting clear expectations, delivering regular feedback and identifying career paths and development opportunities.

Performance Management

onsemi's performance management process reflects our commitment to recognizing and rewarding each employee's individual contributions. Several years ago, we adopted a performance-driven compensation philosophy to ensure we meaningfully differentiate and reward top performers and high-impact contributions. This approach is supported by a year-long performance management cycle – tailored by role – which includes goal setting, self-assessments, formal performance appraisals and an annual performance discussion with managers.

All eligible employees participated in and completed their 2024 performance appraisals between December 2024 and April 2025. 2025 performance appraisals will be conducted and completed in 2026.

HIGHLIGHTS

100%

Of eligible employees completed performance appraisals between December 2024 and April 2025.

Compensation and Awards

To recognize employees who make a positive impact at **onsemi**, we offer a variety of reward and performance recognition programs. These programs generally include competitive base salaries, performance-based cash incentives and equity awards, an employee stock purchase plan (subject to location), comprehensive healthcare plans and company contributions to retirement plans, which ensure employees have the means to adequately prepare for life beyond **onsemi**.

Benefits and Programs

onsemi offers a competitive benefits package tailored to the needs of our global workforce. Managed regionally, our HR team stays current on benefits trends to ensure our offerings are well-rounded and competitive. We regularly benchmark our packages against the largest and most reputable benefits survey data in the industry. Annually, we review both plan design and cost to maintain high standards and ensure we are aligned with the market. All regions offer a range of health and wellness programs, time off and savings benefit programs. Most programs are open for all employees from their first day of employment, although some apply a vesting period or minimum requirement of working hours per week.

North America Benefits Program Highlights

Benefit Name	Description
Fertility Treatment United States and Canada	**onsemi's** medical plan offers a maximum of $15,000 per member in the United States and $20,000 in Canada per lifetime (combined medical and prescription drug benefit) for coverage related to the treatment of infertility.
Adoption Assistance United States	**onsemi** offers a maximum $15,000 lifetime benefit for reimbursement of expenses associated with adopting a child.
Domestic Partner Coverage United States	**onsemi** employees' domestic partners and their domestic partners' children are eligible for benefit coverage once the appropriate paperwork has been submitted. Coverage includes medical, dental, vision, life insurance, voluntary benefits and more.
Lyra United States	**onsemi** believes that our employees and their families' emotional health are vital to the productivity and overall well-being of our employees and that sometimes expert assistance can help an employee deal with outside-of-work difficulties. Lyra provides a variety of services to help employees and their families process anything that life might throw their way. Lyra offers confidential mental health support, including tools for burnout, anxiety or depression, caregiver stress, racial stress/trauma and even ways to improve relationships. Expert and compassionate support for all types of needs and preferences is provided to employees and their family members at no cost.
Health Advocate United States	Health Advocate offers confidential support to help make sense of healthcare. Services are provided by Personal Health Advocates, typically registered nurses, backed by a team of medical directors and administrative experts who provide aid for a variety of topics, including identifying leading healthcare providers and institutions, sorting out claim questions, billing and payment arrangements and related administrative issues, securing second opinions to help provide peace of mind and much more. Health Advocate is provided to employees and their family members at no cost.
TELUS Health Canada	TELUS Health Employee Assistance Program (EAP) provides employees and their immediate family members with immediate and confidential help for work, health or life concerns – available anytime and anywhere. Employees can access support in a way that is most suited to their preferences, comfort level and lifestyle, including over the telephone, in person, online and through a variety of health and wellness resources, all at no cost. Employees can also receive a series of private sessions with an expert and take advantage of online tools to help manage various health concerns.
Wellness Spending Account Canada	The Wellness Taxable Spending Account allows employees to submit claims up to $300 per year toward wellness-related activities and services.

EMEA Benefits Program Highlights

Benefit Name	Description
Employee Assistance Programs All EMEA	All employees and interns in EMEA, as well as their in-house family members, are entitled to benefit from the EAP which provides counselling on mental, financial and legal topics.
Meditation Space Germany	Meditation and relaxation rooms are available on-site for employees to use throughout the day.
Bicycle Plan Germany	All employees in Germany can buy a bike at a discounted cost through a third-party vendor, allowing them to tax optimize their salary.
Green Commuting Belgium and other EMEA countries	Employees in Belgium who are entitled to a company car are required to choose an electric vehicle; employees who are not entitled to a company car are entitled to a bicycle allowance. In many countries in EMEA, employees who are entitled to a company car are required to choose an electric vehicle or a plug-in hybrid vehicle.
Wellness Subsidy Czech Republic, Slovakia, Romania	All employees receive monthly credits to use for well-being activities. Employees receive debit cards that can only be used to pay for well-being activities (sports, cultural activities, wellness, health products, etc.). Credits are added monthly and amounts are based on employee seniority.
Bike Storage Onsite Slovakia and Romania	Employees are encouraged to bike to work to boost wellness, eliminate carbon emissions from commuting and reduce traffic congestion. Bike storage and showers are available onsite for employees to use at the office.

APAC Benefits Program Highlights

Benefit Name	Description
Wellness Program China Sales and BUs	**onsemi** provides a high-quality Wellness Program for employees in Chinese sales offices with a full range of offerings, including: • 24/7 mental counseling hotline • Diverse health lectures covering mental and physical health and first aid training • Mental health self-assessment and recorded mental health courses employees can view when needed • Annual health checks • Site Staff Recreation Committees offer various sport activities such as weight management, basketball, badminton, hiking etc.
Wellness Program China Manufacturing Sites	**onsemi** Chinese manufacturing sites provide a wide variety of health programs to the employees including: • Onsite clinic • EAP • Onsite/online health lectures • Sports clubs that include badminton, table tennis, basketball, football and bowling and allow employees to participate in competitions organized by **onsemi**, other companies, local communities and the government.

Benefit Name	Description
Wellness Program India	**onsemi** in India provides a comprehensive Wellness Program that addresses multiple dimensions of employee well-being including: • Employees are entitled to an annual health examination • EAP program which covers employees and their dependents with counselling sessions • Onsite or online health webinars or workshops • Sports events including indoor and outdoor competitions
Wellness Program Japan	**onsemi** in Japan provides a comprehensive range of wellness services for all employees, including annual medical checkups, stress assessments and access to EAP consulting and hotline services. An on-site doctor is available bi-weekly at manufacturing sites, and employees at non-manufacturing sites can schedule consultations with a doctor by appointment. An employee networking program that helps foster better relationships among employees through sports events such as jogging, climbing and more.
Wellness Program Korea	**onsemi** in Korea provides weekly counseling sessions with a visiting psychiatrist and ongoing medical support from an on-site nurse. In addition, the company supports various sports and wellness clubs, including soccer, running, hiking, basketball, swimming, table tennis, tennis, bowling, badminton, cycling, screen golf and climbing.

APAC Benefits Program Highlights (cont.)

Benefit Name	Description
Wellness Program Malaysia	**onsemi** in Malaysia collaborates with hospitals to provide wellness talks to employees on mental health and breast cancer awareness. Blood donation campaigns, influenza vaccination programs and health screenings are organized to promote healthy lifestyles among employees.
Wellness Program Philippines	**onsemi** in the Philippines offers: • Health and wellness education for employees, covering topics such as mental health awareness, anger management, burnout and workplace stress management • Mental wellness consultation through health insurance • On-site medical physicians and nurses for consultation • Annual sports tournaments, which encourage physical activity, reduce stress and promote overall well-being • Annual medical checkups

Benefit Name	Description
Wellness Program Taiwan Sales and BUs	**onsemi** in Taiwan provide a comprehensive Wellness Program that addresses multiple dimensions of employee well-being, including: • An annual health check where each employee is entitled to an annual health examination • On-site medical support from professional healthcare providers to help employees monitor and manage their health • One-on-one mental counseling sessions provided three times per year to support mental and emotional balance Diverse lectures and workshops covering topics on social, emotional, community, physical and financial well-being for holistic growth
Wellness Program Vietnam	**onsemi** in Vietnam hosts wellness talks on stress management to help employees address and manage their stress in both their professional and personal lives. They also organize sports events, such as football and other traditional sports, to further promote employee health. **onsemi** in Vietnam provides an on-site clinic for employees to use. Employees can consult with the on-site doctor or nurse, based on their needs.

Employee Experience (EX)

onsemi is committed to listening to employees and enhancing the experience of team members around the world. Organizations with a highly-engaged workforce see stronger retention, higher productivity, improved profitability and greater customer satisfaction. By tracking sentiment across the employee journey, we gain insight into where we can continue to evolve and deliver an even better workplace experience.

Our 2025 Employee Engagement Survey offered a clear view into how employees experience **onsemi** as a workplace. Participation was exceptional: 95% of employees – 22,765 people – completed the survey, marking a 30-point increase from the prior year and significantly outperforming industry benchmarks.

HIGHLIGHTS

95%

Of employees completed the 2025 Employee Engagement Survey.

Results showed meaningful progress, with improvements in 12 of 13 key measures. More than 90% of global employees expressed positive sentiment around Customer Focus, Role Clarity and Accountability. Additionally, more than 80% reported positive experiences related to Respect Among Colleagues, Satisfaction with Safety Measures, Innovation, Access to Resources, Manager Trust and Overall Manager Effectiveness.

Since their launch in 2024, our global EX Action Teams turned insights into relevant actions and remain the driving force behind survey follow-through at **onsemi**. In the first year alone, they delivered 98% of planned actions, resulting in notable gains in employee experience. Building on this momentum, and supported by improved quantitative dashboards, we will keep prioritizing what matters most to employees, tracking progress and communicating results.

With this strong foundation of positive employee experience, our employees are motivated to succeed and **onsemi** is well positioned to deliver customer satisfaction.

Impacting Our Community Through Giving

- Giving Now Program and Community Investments

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.

Committing to a Responsible Business

- Corporate Governance
- Enterprise Risk Management and Business Continuity
- Climate Scenario Analysis and Risk Disclosure
- Ethics and Compliance
- Fair Treatment
- Supply Chain
- Information Protection
- Public Policy
- Quality

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

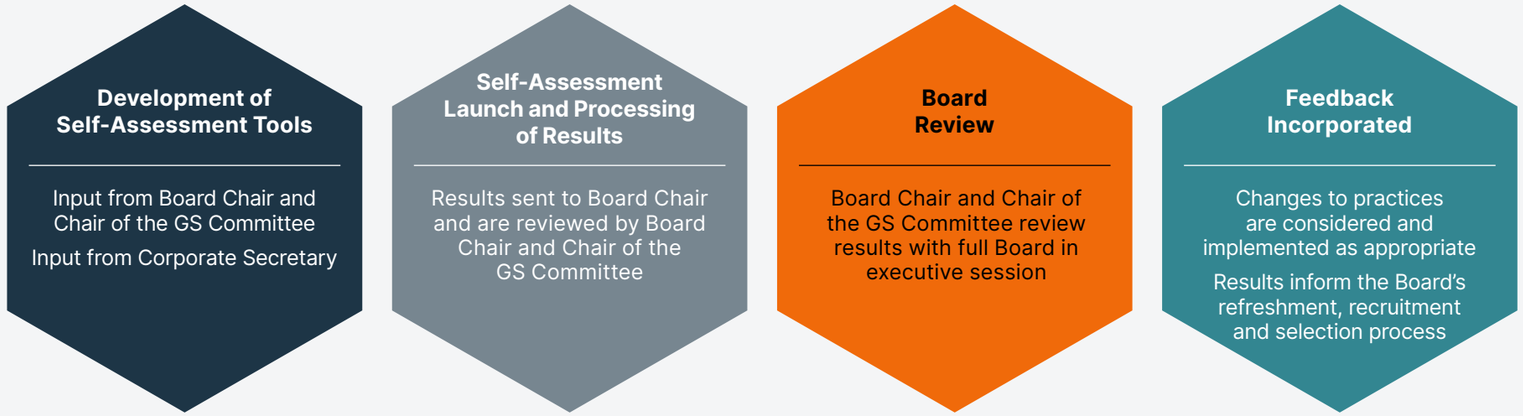
This summary represents the members of **onsemi's** Board of Directors and committee representation, as of December 31, 2025. All directors are independent, aside from Hassane El-Khoury, who also serves as the president and chief executive officer of **onsemi**. We have a Board member age limit of 75 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.

Enterprise Risk Management and Business Continuity

Overview

The mission of our Enterprise Risk Management (ERM) program is to drive strategic capabilities that preserve and create value for our company by embedding a risk-aware decision making culture across all functions. The ERM team has developed a process and framework to effectively identify, evaluate, prioritize, manage and report key risks that can impact our company's ability to achieve strategic goals and objectives.

We identify critical risks by interviewing key stakeholders within **onsemi** and reviewing external research on the global risk landscape. Identified risks are then processed, analyzed and prioritized for action. These risks are closely linked to the company's operating and strategic plan. Risk response actions and commitments are tracked for completion regularly. Ultimately, ERM is not considered a separate stand-alone activity but is integrated into the fabric of how we run our business and successfully achieve our goals and objectives.

We consider risks across multiple time horizons to align with our business strategy and financial planning activities. We also look at longer-term horizons to capture emerging risks and long-term trends.

To continue to promote a risk-aware culture throughout the company, mandatory ERM training is distributed to **onsemi** employees (including all full-time employees, interns and select contract employees, as determined by **onsemi** HR) on an annual basis. This content explains the purpose and scope of ERM within **onsemi**, as well as how employees can closely collaborate with the ERM team on risk management in their organizations.

Management Approach

Our ERM program is overseen by a risk committee comprised of the CEO, Chief Financial Officer (CFO), Chief Legal Officer (CLO), Executive Vice President (EVP) of Global Manufacturing and Operations and Senior Vice President (SVP) of Corporate Strategy. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for key individual risks and work with risk owners who oversee and manage the risks on a day-to-day basis. The Board of Directors has oversight responsibility as it ensures appropriate risk management systems are in place and that risk awareness is incorporated in both the business strategy and overall company decision-making.

ERM Governance Structure

Business Continuity

onsemi understands the importance of business continuity and having systems of prevention, preparation and recovery in place. These assist with handling the disruption of business functions and processes that could affect our customers, partners and other stakeholders. Our business continuity program systematically, consistently and effectively identifies and evaluates priorities and manages key risks and opportunities impacting the company.

We engage with internal and external industry experts to conduct risk assessments at our facilities and at those of our suppliers to identify opportunities. The types of risks we face include:

01. Key equipment failures
02. Interruption from externally provided products, processes and services
03. Recurring natural disasters (such as earthquakes, floods, fires and volcanic eruptions)
04. Utility interruptions, such as power outages
05. Infrastructure disruptions, such as breakdown of transportation, water or sewage
06. Pandemics
07. Cyber-attacks on information systems
08. Labor shortages

We maintain a rigorous process to consistently analyze risks and work to reduce the likelihood and impact of negative events, while identifying how to capitalize on the opportunities provided by the dynamic market and supply networks in which we operate. We recognize that no amount of mitigation and prevention can stop all negative impact events from occurring and engage in a robust process of planning for the response and recovery operations required to minimize impact to our employees, customers, partners and stakeholders.

Climate Scenario Analysis and Risk Disclosure

Overview

Climate-related risks and opportunities have the potential to impact all aspects of our organization. At **onsemi**, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We place high priority on mitigation and adaptation strategies for any identified climate-related risks and opportunities. Integration at every level of the company allows us to be well-equipped to tackle any challenges that come our way.

Climate Scenario Analysis

We conducted a climate scenario analysis in 2022 in accordance with guidance from the Task Force on Climate-Related Financial Disclosures (TCFD). Three relevant and challenging climate scenarios were used to assume various degrees of warming by the year 2100 and included social, technological, economic and political developments considered plausible under each warming trajectory.

01. Failure to Decarbonize:

Runaway climate change resulting in warming above 3 degrees Celsius (°C) by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change.

02. Orderly Decarbonization:

Orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement development, adoption of sustainable technology and global policies for decarbonization, including carbon pricing.

03. Disorderly Decarbonization:

Disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change.

onsemi used the results of the scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose a material impact. These scenarios are not intended to predict the future but help us understand our potential risk exposure and build resilience through activities to enhance our preparedness. There have not been substantial changes to our business conditions, strategy and operations that would warrant the climate scenario analysis findings in 2022 out-of-date. As such, the analysis remains relevant and continues to guide us and our overall business strategy.

Risk and Opportunity Disclosure

At **onsemi**, we have identified potential climate-related risks and opportunities that could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operations and value chain, including our financials, supply chain, workforce, company disclosures and reputation. Climate-related opportunities include transitional and physical opportunities related to increasing demand for **onsemi** products. Our identified climate-related risks and opportunities can impact **onsemi** over the near, medium and long-term depending on the risk or opportunity development and maturity.

For a full list of **onsemi's** climate-related risks and opportunities, see the Risk and Opportunity Disclosure tables within our Task Force on Climate-Related Financial Disclosure in the Appendix of this report, page 78.

Management Response to Risk and Opportunities

Through our scenario analysis, prioritization assessment and other internal risk monitoring processes, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. We monitor various quantitative metrics as disclosed throughout the report, take actions to respond to identified transition and physical risks and capitalize on climate-related opportunities. Key metrics include:

- Total greenhouse gas emissions
- Total energy consumption, including percentage from renewables
- Total water withdrawal
- Energy, emissions and water intensity

By identifying and monitoring our climate-related risks and opportunities, we can build resilience, reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.

Ethics and Compliance

Overview

onsemi's Ethics and Compliance program is designed to assist us in preventing, detecting and responding to unethical or illegal conduct and to promote an organizational culture of integrity, accountability and compliance with the law. To do this, ethics and compliance measures are integrated into every level of our company – from the Board of Directors and CEO to individual employees around the globe.

Ethics and Compliance Program

Our Ethics and Compliance program aims to implement ethical principles into our everyday business operations by providing relevant training and practical guidance, targeted communications and dedicated resources. **onsemi** aspires to be a global leader in demonstrating the power of aligning business objectives with doing the right thing. The ethics and compliance team administers and executes the full program that manages the Code of Business Conduct and related training and education, as well as overseeing the intake, triage and resolution of complaints and questions from our company helpline and other reporting channels. **onsemi** employees are empowered and encouraged to report potential ethics and compliance violations. Working closely with key **onsemi** partners, the Ethics and Compliance team ensures all concerns are promptly and thoroughly investigated without retaliation.

onsemi always strives to comply with the law, and in several areas, we have adopted policies and practices that go beyond what the law requires to foster a culture of integrity and accountability. The Legal department's anti-corruption, trade compliance and data privacy programs are designed to include all the essential elements for effective compliance, including risk assessments, policies and procedures, training, monitoring and auditing thorough investigations and remediation of misconduct. These legal compliance programs are dynamic and continue to evolve as our company grows and the business landscape changes.

Governance Structure

CEO and President | **Board of Directors, Audit Committee**

SVP, Chief Legal Officer and Chief Compliance Officer

Chief Ethics and Compliance Officer, Ethics and Compliance

Ethics and Compliance | **Business Ethics Liaisons, CSR Site Champions and Subject Matter Experts**

Key Stakeholders
Environmental Health and Safety, Global Security, Global Supply Chain Operations, Human Resources, Internal Audit and Other Members of the Legal Department

onsemi Business Ethics Liaisons

Our network of Business Ethics Liaisons (BELs) serves a critical role in promoting and institutionalizing an ethical culture throughout our global operations. The CEO sets the tone by communicating expectations and holding managers accountable for delivering on those expectations. BELs provide expectations at the local and site levels and act as resources for employees seeking guidance or wishing to raise a concern. The BEL network, which is comprised of employees of varying job functions and grade levels, is essential to the company's ethical foundation and culture of integrity. Through quarterly calls, BELs get the chance to review reporting metrics, share best practices, receive training and discuss benchmarking trends in ethics and compliance.

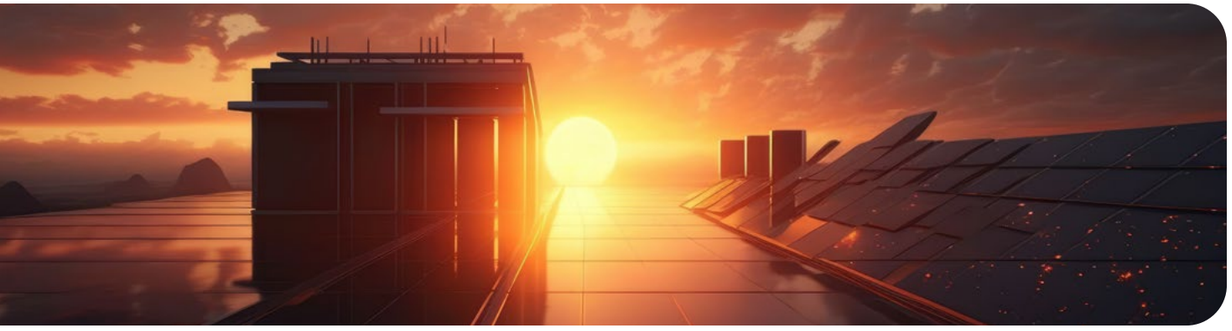
The availability of BELs gives employees access to peers, with whom they may raise potential concerns outside of their management chain and HR. The accessibility of this additional reporting channel helps our company integrate ethics and compliance into our culture by building trust at the local level. We consider the fact that employees choose to raise concerns to BELs more frequently than through any other reporting channel to reflect the strength of our Ethics and Compliance program.

Avenues for Reporting

onsemi employees have access to several reporting channels to raise concerns: the BELs, members of the Ethics and Compliance team, the Chief Compliance Officer, the Chief Ethics and Compliance Officer and a helpline. Our helpline, managed by a third party, is available 24/7 with translator availability to support locations where we do business. Where legally permissible, employees may report to the helpline anonymously.

Helpline

United States: 1-844-935-0213
All other locations: Refer to country-specific instructions on our website.



Code of Business Conduct

onsemi's Code of Business Conduct outlines the broad principles of legal and ethical conduct embraced by our company core values of Purpose, Innovation and Excellence, which guide every business decision. It is the responsibility of our directors, officers and employees to comply with local laws and regulations, embrace our core values and exemplify our commitment to operating ethically.

The Code is structured to comply with the requirements of the Sarbanes-Oxley Act of 2002 (SOX); the Foreign Corrupt Practices Act of 1977; the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and the Listing Rules of the Nasdaq Stock Market LLC, among other laws and regulations. The Ethics and Compliance team reviews the Code regularly and ensures the Code is available for employees to review in 13 languages, making it easily accessible to employees in all regions where we do business.

Every year, the Board of Directors and all employees are required to read and acknowledge their understanding of the Code by taking an online training course. Managers and employees must complete annual workplace harassment awareness training, tailored to meet specific legislative requirements based on their respective work locations. We also require managers and other select individuals to complete additional compliance-related training courses on topics such as data privacy, trade compliance, etc., depending on areas of focus.

Fair Treatment

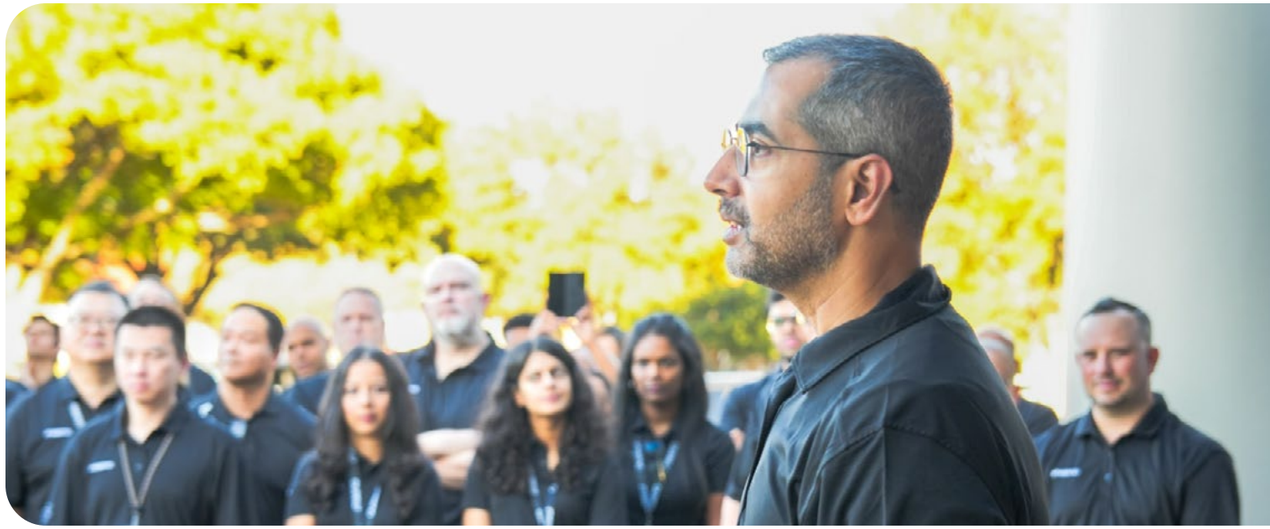
Overview

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.

Public Policy

Overview

onsemi supports public policies that encourage innovation, investment and open markets – all of which enable us to create intelligent power and sensing technologies to solve the world's most complex challenges, leading the way to a safer, cleaner and smarter world. Our public policy program reflects our profile as a global company headquartered in the United States that interacts regularly with government agencies around the world.

onsemi is a founding member of the Semiconductor Climate Consortium (SCC) focused on the challenges of climate change and working to accelerate efforts to reduce GHG emissions in member company operations and in other sectors across the semiconductor value chain.

We have been an active participant in the World Semiconductor Council (WSC) – an organization comprised of the world's leading semiconductor industry associations from China, Chinese Taipei, Europe, Japan, South Korea and the U.S. The organization meets annually at the CEO level to make recommendations to governments and authorities on issues such as expanding the global market for information technology products by promoting fair competition, sound environmental and health and safety practices, intellectual property rights and open markets.

Statement on Political Contributions

Participating in political activities is a very sensitive and complex area. Strict laws govern our political activities as a United States-headquartered company. For this reason, **onsemi** does not make political contributions to individual candidates. In the U.S., companies and other organizations may organize political action committees (PACs); however, we chose not to have a PAC and did not make political contributions in the company's name in 2025.

Supported Policies

In 2025, we supported the following public policies:

Industry Incentives and R&D Investments

We work with the Semiconductor Industry Association (SIA) to support advances in semiconductor innovation and R&D to strengthen the global semiconductor industry. These investments set the stage for better technology leadership through greater partnerships between industry and research institutions, leading to advanced solutions to global challenges.

Investment in Developing a High-skilled Workforce

onsemi is dedicated to initiatives that attract, train and retain highly skilled talent. By investing in workforce development, **onsemi** can drive innovation and contribute to global competition. These initiatives not only help build a robust workforce but also ensure that the company remains at the forefront of technological advancements across the globe.

Supply Chain Resilience

onsemi works with the SIA in support of efforts to build strong global semiconductor supply chains. Robust global supply chains are essential to maximize economic impact, propel innovation and mitigate risks from disruptions.

Environmental Policies

We support processes to foster innovation and industry growth, safeguard workers and the environment and strengthen energy leadership. An efficient and effective regulatory environment is essential for the semiconductor industry to support global operations. By streamlining these processes, we can enhance the competitiveness of chip manufacturing and ensure sustainable development.

External Initiatives and Industry Associations

onsemi is a member of many external initiatives and industry associations. These organizations connect us with peers and stakeholders, providing a space to share ideas, collaborate with our local communities and promote the growth of our industry. Some of our employees hold leadership positions within these organizations, as noted below. These reflect memberships as of December 31, 2025.

External Initiatives

- Association for Corporate Citizenship Professionals (ACCP)
- Arizona Tax Research Association (ATRA)
- CDP (formerly Carbon Disclosure Project)
- Central Arizona Corporate Volunteer Council (CACVC)
- Clean Energy Buyers Association (CEBA)
- Conference Board
- CSR and ESG Board, founding member
- Electronic Components Industry Association (ECIA)
- Hearing Industries Association
- Joint Electron Device Engineering Council (JEDEC)
- Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM)
- Microelectronic Industry Design Association (MIDAS) Ireland
- Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA)
- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- Semiconductor Climate Consortium (SCC), founding member
- Semiconductor and Electronics Industries in the Philippines Inc. (SEIPI)
- Semiconductor Equipment and Materials International (SEMI)
- Semiconductor Industry Association (SIA)
- United States China Business Council (USCBC)
- World Semiconductor Council (WSC)

Quality

Commitment to Quality

At **onsemi**, we are committed to operating in accordance with the most stringent, internationally recognized standards for reliability and quality. **onsemi** holds certifications including ISO 9001, IATF 16949, ISO 26262 AS9100, ISO 14001, ISO 45001, ANSI/ESD20:20, MIL-PRF-38535, ISO 13485 and Category 1A for Trusted Foundry. For further details and copies of these certifications, please visit the **onsemi** website.

> **At onsemi, we focus on embedding quality in every system, tool and process, with detailed attention to providing best-in-class products and solutions. This demonstrates our inherent zero-defect quality mindset, from ideation through execution and delivery, in support of consistent growth.**
>
> **— Our Quality Statement/Policy**

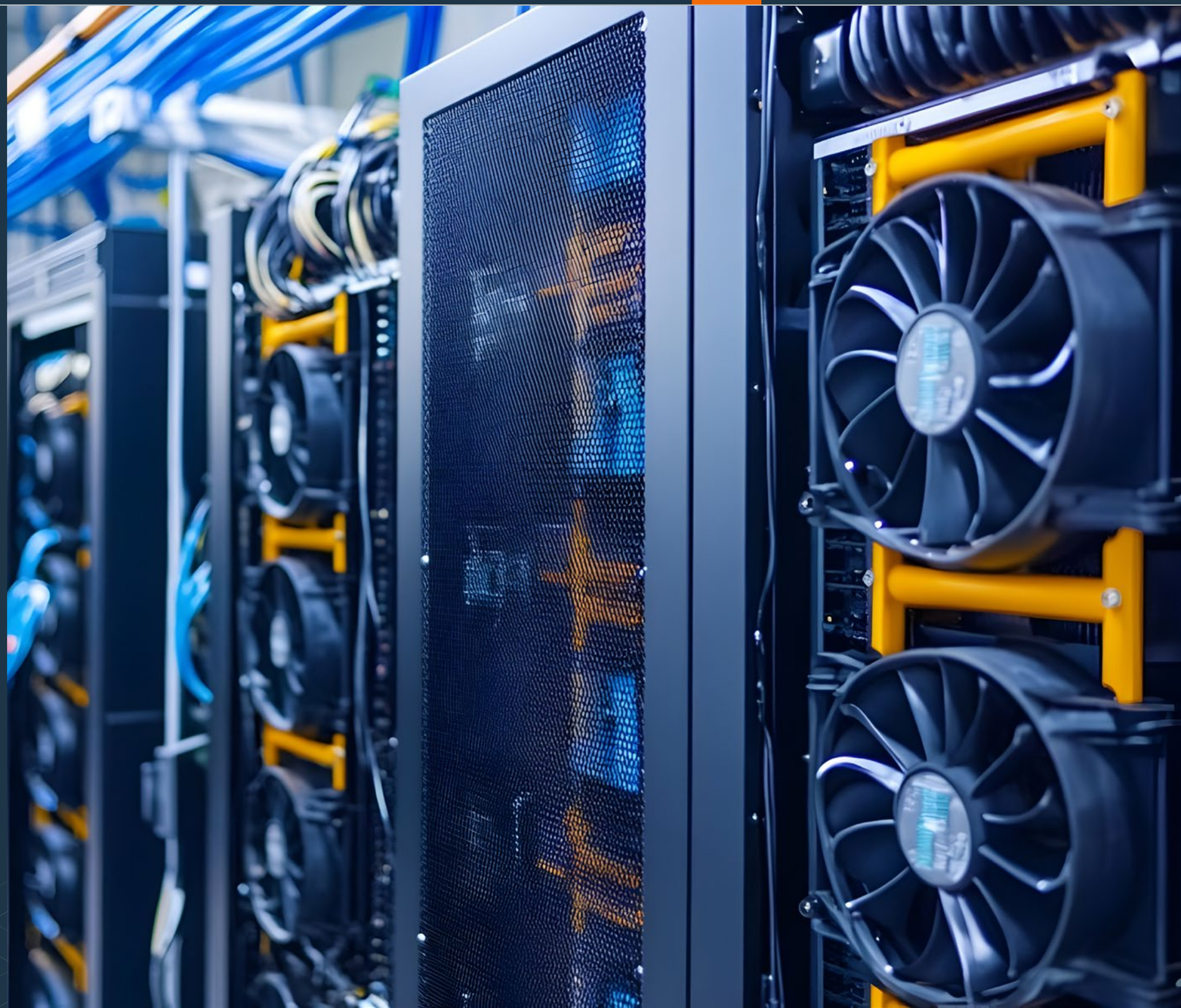
We demonstrate our commitment through a culture focused on First Time Right and Zero Defects. Our ongoing efforts include eliminating quality excursions, improving 8D responsiveness, reducing our parts per billion (ppb) defect rate and continuously enhancing our quality standards. Product quality monitoring at **onsemi** consistently demonstrates exceptionally low ppb defect rates, and we have never initiated a product safety recall.

By integrating these objectives into our services, processes and products, we leverage our quality and reliability to drive growth. Ultimately, we are committed to maintaining a distinctive, world-class quality system that not only meets but exceeds international standards and customer expectations.

For more information, please refer to our Quality and Reliability Handbook.

Appendix

- Policies, Statements and Commitments
- Triple-Bottom-Line Performance Summary
- Sustainability Accounting Standards Board (SASB) Framework
- Task Force on Climate-Related Financial Disclosures (TCFD) Framework
- Global Reporting Initiative (GRI) Index
- Climate Transition Plan
- Glossary
- Detailed Descriptions of Charts
- Third-Party Assurance Statement



Policies, Statements and Commitments

Our Governance

- Anti-Corruption Policy
- Code of Business Conduct
- Non-Retaliation Policy
- Privacy Policy

Our People

- Social Compliance Commitment (PDF)
- Environmental Health & Safety Policy
- Equal Employment Opportunity
- Human Rights Policy (PDF)
- RBA Membership
- Responsible Minerals Souring Policy (PDF)
- Slavery and Human Trafficking Policy Statement (PDF)

Our Planet

- Climate Change Policy (PDF)
- Environmental Health & Safety Policy
- Rare Earth Elements Use Statement (PDF)
- Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) Statement
- Restriction of Hazardous Substances (RoHS) Statement

Triple-Bottom-Line Performance Summary

This triple-bottom-line performance summary, which focuses on people, planet and profit, was created to transparently communicate our ESG efforts with our stakeholders. We organized the summary to cover the topics most relevant to our mission, business and partners.

Our Business

Disclosure	Unit	2024	2025
Financial Strength			
Revenue	Dollars (Millions)	7,082	5,995
Triple-Bottom-Line Revenue		5,662	4,684
Revenue by End Market			
Automotive	Percentage	55	51
Industrial		25	28
Other		20	21
Revenue by Region[1]			
Hong Kong	Percentage	25	27
Singapore		24	21
United Kingdom		23	23
United States		19	20
Other		9	9
Revenue by Technology			
Intelligent Power	Percentage	52	50
Intelligent Sensing		19	20
Other		29	30

[1] Represents sales billed from the respective country or region.

Disclosure	Unit	2024	2025
Revenue by Sales Channel			
Direct Customers	Percentage	47	46
Distributors		53	54
Spend on Local Supplier by Region			
Asia (APAC)	Percentage	88	93
Europe, Middle East and Africa (EMEA)		27	17
North America		77	80
Total Company		64	63
Supplier Designation			
Total Global Suppliers and Service Providers	Number	8,600	8,600
Production-Related Supplier		6,300	6,300
Supply Chain Risk			
Responsible Minerals Assurance Process (RMAP) Conformant Smelters	Percentage	100	99.5
Suppliers that Completed a Self-Assessment Questionnaire (SAQ)		91	95
Suppliers Rated as Low-Risk on Their SAQ		41	43
RBA VAP Audits Completed	Audits	15	17

Our Governance

Disclosure	Unit	2024	2025
Board of Directors ("Board") Composition and Independence			
Total Members	Number	9	8
Board Average Age		60	62
Board Average Tenure		6	8
Number of Independent Directors		8	7
Board and Committee Meetings			
Board and Committee Meetings Held During the Calendar Year	Meetings	29	24
Directors Attending Less than 75% of Meetings During the Calendar Year	Directors	0	0
Policies, Statement and Commitments			
Anti-Corruption Policy	Yes/No	Yes	Yes
Code of Business Conduct		Yes	Yes
Non-Retaliation Policy		Yes	Yes
Privacy Policy		Yes	Yes
Compliance and Ethics Program			
Number of Business Ethics Liaisons (BELs)	BELs	43	38
Number of Reports and Requests for Advice by Intake Channel			
BEL Reporting	Reports	28	31
Other		124	166
Reporter Anonymity Rate			
Anonymous Reporters	Percentage	41	38
Total Number of Reports			
Concerns and Incidents	Reports	123	178
Requests for Advice		29	19
Substantiation Rate			
Substantiated Reports	Percentage	43	62
Top Corrective Actions			
No Action Necessary	Rank	-	-
Remedial Measure – Coaching, Counseling, Training		1st	1st
Remedial Measure – Disciplinary Actions		2nd	-
Policy/Process improvement		-	2nd
Other		3rd	3rd

Our People

Disclosure	Unit	2025
Global Workforce		
Total Workforce	Employees	22,697
Workforce by Region		
APAC (excluding Japan)	Percentage	70
Japan		3
EMEA		12
North America		15
Workforce by Contract Type		
Regular	Percentage	78
Temporary (Contractors/Interns)		22
Workforce by Work Schedule		
Full-Time (Regular)	Percentage	99.7
Part-Time (Regular)		0.3
Full-Time (Temporary)		24
Part-Time (Temporary)		76
Full-Time Employees (Regular) by Region		
APAC (excluding Japan)	Percentage	70
Japan		3
EMEA		12
North America		15
New Hires by Region		
APAC (excluding Japan)	Percentage	56
Japan		1
EMEA		11
North America		32

Our People (cont.)

Disclosure	Unit	2025
Employee Turnover		
Total Turnover	Percentage	8
APAC (excluding Japan)		77
Japan		0
EMEA		8
North America		15

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

Disclosure	Unit	2024	2025
Employee Engagement Survey Completion Rate			
Employee Engagement Survey	Percentage	65	95

Disclosure	Unit	2024	2025
Employee Health and Safety			
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
Total Hours Worked[2]			
Hours Worked	Hours	52,946,000	49,022,000
Rate Calculations			
Lost Time Incident Rate (LTIR) (Number of lost time injuries in the reporting period x 200,000) / total hours worked in the reporting period	Rates	0.36	0.39
Lost Time Incident Severity Rate (Number of days lost due to injuries x 1,000) / total 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

[1] Recordable injury or illness as defined by The Occupational Safety and Health Administration (OSHA).

[2] Total hours worked by all regular employees (full-time, part-time).

Our Planet

Disclosure	Unit	2022	2024	2025
Decarbonization Progress				
Scope 1	$MTCO_2e$	1,014,800	776,500	546,600
Scope 2		713,500	690,800	659,900
Scope 3		1,748,300	746,600	736,600

Disclosure	Unit	2024	2025
Enterprise-Wide Emission Inventories by Year			
Scope 1	$MTCO_2e$	776,500	546,600
Scope 2		705,200	674,500
Scope 3		750,800	740,400

Disclosure	Unit	2024	2025
Energy			
Total Consumption (Fuels and Electricity)	MWh	2,149,054	2,067,459
Emissions and Energy Intensity			
Revenue	Dollars (Millions)	7,082	5,995
Scope 1 Emissions Intensity	$MTCO_2e$ per $ Million Revenue	110	91
Scope 2 Emissions Intensity		100	113
Scope 3 Emissions Intensity		106	124
Energy Intensity	MWh per $ Million Revenue	303	345

Disclosure	Unit	2024	2025
Water[1]			
Withdrawal	Megaliters	15,759	15,320
Recycled		7,524	7,401
Withdrawal from High or Extremely High Stressed Regions	Percentage	15	16
Manufacturing Sites in Low Stressed Regions	Number	3	3
Manufacturing Sites in Low-Medium Stressed Regions		7	6
Manufacturing Sites in Medium-High Stressed Regions		2	3
Manufacturing Sites in High Stressed Regions		4	4
Manufacturing Sites in Extremely High Stressed Regions		2	2
Waste			
Hazardous Waste Generated	Metric Tons	11,060	8,901
Hazardous Waste Diverted from Disposal	Percentage	36	52
Non-Hazardous Waste Generated	Metric Tons	16,755	16,770
Non-Hazardous Waste Diverted from Disposal	Percentage	85	79

[1] Per the World Resource Institute Aqueduct Water Risk Atlas, sites identified in high or extremely high stressed regions vary year-over-year.

Sustainability Accounting Standards Board (SASB) Framework

The index was prepared using the Sustainability Accounting Standards Board (SASB) Standards for the Technology & Communications sector: Semiconductors. The disclosure is in accordance with Industry Standards Version 2023-12. Unless otherwise noted, all data and descriptions are reported for the entire operations for the year ended December 31, 2025.

Code	Metric	onsemi Disclosure
Greenhouse Gas Emissions		
TC-SC-110a.1	(1) Gross global Scope 1 emissions, (2) amount of total emissions from perfluorinated compounds	(1) 546,600 $MTCO_2e$ (2) 219,400 $MTCO_2e$ See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25
TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15
Energy Management in Manufacturing		
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 7,442,852 GJ (2) 100% (3) 0% See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25
Water Management		
TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	(1) 15,320 thousand m^3 (2) In 2025, **onsemi** withdrew 2,411 thousand m^3 of water from areas with high or extremely high water-stress. About 16% of our water withdrawal is from regions with high or extremely high water stress. High water-stressed regions: Carmona, Đồng Nai, Nampa and Suzhou Extremely high water-stressed regions: Cebu and Tarlac See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33
Waste Management		
TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	(1) 8,901 metric tons (2) 52% recycled See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33

Sustainability Accounting Standards Board (SASB) Framework

Code	Metric	onsemi Disclosure
Workforce Health & Safety		
TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	In 2025, one **onsemi** site was issued a monetary penalty related to EHS compliance, totaling $2,400. The fine was paid and corrective actions were taken to prevent future recurrence.
Recruiting and Managing a Global and Skilled Workforce		
TC-SC-330a.1	Percentage of employees that require a work visa	8% of U.S. employees; 3% of EMEA employees
Product Lifecycle Management		
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Approximately 25% of the products sold by **onsemi** in 2025 contained IEC 62474 declarable substances. RoHS Statement Compliance with REACH Product Chemical Content Brochure Materials Composition Program
TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not applicable for **onsemi** operations.
Materials Sourcing		
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	**onsemi** discloses management's approach to our responsible minerals sourcing. We are aware of the potential supply shortage of rare earth elements and other critical minerals due to geopolitical and regulatory export concerns. **onsemi** continues to conduct thorough due diligence in its supply chain and confirmed that the majority of our products do not contain any rare earth elements. However, a very small number of products utilize yttrium in gold wirebond as a dopant at very minimal amounts to improve its material strength and stability at high temperature applications. SEC Form SD and Conflict Minerals Report Responsible Minerals Sourcing Policy
Intellectual Property Protection and Competitive Behavior		
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2025, **onsemi** did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. See the Legal Matters section in our 2025 SEC Form 10-K, pg. 98.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Governance		
Disclose the organization's governance around climate-related risks and opportunities.		
a) Describe the board's oversight of climate-related risks and opportunities.	CDP Corporate Questionnaire: 4.1.1, 4.1.2	As stated in its charter, the Governance and Sustainability (GS) Committee of the Board of Directors (Board) is tasked with formal responsibility and oversight of matters related to environmental, health and safety (EHS), environmental, social and governance (ESG) and sustainability issues at **onsemi**. The committee also oversees ESG, climate-related and sustainability-related initiatives regarding related strategy, risk management, opportunities, major capital expenditure and investments. The GS Committee holds at least four regular meetings per year and is comprised of three or more independent members of the Board. Additionally, the entire Board reviews progress against climate and sustainability-related goals and targets, including progress towards **onsemi's** goal to achieve net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3, SBTi-validated near-term targets and other metrics like energy usage, waste generation and water withdrawal. Progress of the company's sustainability projects is communicated by the Chief Marketing Officer and VP of Sustainability and ESG on a quarterly basis for review by the Board.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Corporate Questionnaire: 4.3, 4.3.1, 4.5, 4.5.1	At **onsemi**, climate-related risks and opportunities are assessed, managed and realized at the highest level of the organization. We believe that the responsibility of operationalizing mitigation and adaptation strategies in response to climate-related risks and opportunities must be integrated at every level of the company, ensuring the success of our risk management program and giving us the ability to act nimbly at all levels when needed. Our ERM program is overseen by a Risk Committee comprised of the CEO, CLO, CFO, CSO, EVP of Global Manufacturing and Operations and SVP of Corporate Strategy. The Risk Committee is responsible for the identification, management and mitigation of risks faced by **onsemi**. To maintain accountability at the highest functional level, executive staff members are appointed as risk sponsors for individual risks and work with risk owners who manage the risk on a day-to-day basis. ERM findings are communicated to the Risk Committee monthly to ensure that this information is communicated to executive staff and our Board of Directors. Climate-related risks and opportunities impact business units (BUs) and functional departments across the organization in unique and nuanced ways. BU and department leaders are responsible for understanding, monitoring and acting as the risk and opportunity landscape changes, ensuring they have the information, capacity and resources needed to respond quickly and effectively to trigger events. Groups engaged in climate-related risk and opportunity assessment include our three BUs, finance, legal, manufacturing, business continuity, new product development, supply chain, ESG, human resources and customer experience.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Corporate Questionnaire: 3.1, 3.1.1, 3.6, 3.6.1	At **onsemi**, we have identified potential climate-related risks and opportunities that could impact our business continuity, strategy and financial planning. Risks identified include transitional and physical risks with the capacity to impact our own operation and value chain, including our financials, supply chain, workforce, company disclosure and reputation. Climate-related opportunities identified include transitional and physical opportunities related to increased demand for **onsemi** products. Our identified climate-related risks and opportunities can impact **onsemi** over the near, medium and long term depending on the risk or opportunity development and maturity. For a full list of **onsemi's** climate-related risks and opportunities, see the Risk and Opportunity Disclosure tables below.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire: 5.2, 5.3.1, 5.3.2	Identified climate-related risks and opportunities may pose potential impacts to our business across different impact categories such as finance, supply chain, customer demand and direct operations. These impacts can be general and applicable across our business and value chain, or they can be location-based, requiring specific plans and actions localized to the region or country where the risk or opportunity is realized. Realized potential impacts of the identified climate-related risks and opportunities are to be integrated into strategic decision-making across **onsemi** in business continuity planning, capital expenditure planning and new product development.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario.	CDP Corporate Questionnaire: 5.1, 5.1.2	Using three plausible, distinctive, consistent, relevant and challenging climate scenarios, **onsemi** executive leadership, various functional owners and the ESG team participated in a climate scenario analysis to inform a climate adaptation and resilience plan for implementation at the company. Scenarios used assume various degrees of warming by 2100 and include social, technological, economic and political developments considered plausible under each warming trajectory. The three scenarios used to inform the development of a climate action plan for **onsemi** include: 1. Failure to Decarbonize: runaway climate change resulting in warming above 3°C by 2100, international cooperation breakdowns and increased potential for irreversible effects of climate change. 2. Orderly Decarbonization: orderly decarbonization resulting in warming limited to 1.5°C by 2100, advancement, development and adoption of sustainable technology and global policies for decarbonization, including carbon pricing. 3. Disorderly Decarbonization: disorderly decarbonization resulting in warming around 2°C by 2100, the abrupt and uneven introduction of climate policies and increased financial consequences of climate change. Through this exercise, relevant climate-related risks and opportunities were identified and socialized for inclusion in our overall business strategy.

Task Force on Climate-Related Financial Disclosures (TCFD) Framework

TCFD Recommended Disclosure	Location of Disclosure	Brief Description
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.		
a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Corporate Questionnaire: 2.1, 2.2.1, 2.2.2, 4.3, 4.3.1	**onsemi** uses scenario analysis to understand the impacts of climate change on our business operations, corporate strategy and value chain. By understanding the presumed operational context of different decarbonization trajectories, we can identify potential climate-related physical and transitional risks that could conceivably pose an impact to our business and strategy. These scenarios are not intended to predict the future, but instead help us understand our potential risk exposure and build resilience through activities to enhance our preparedness.
b) Describe the organization's processes for managing climate-related risks.	CDP Corporate Questionnaire: 2.2.2, 3.1, 3.1.1	Through our scenario analysis, we have identified various action planning and trigger monitoring activities to build resilience to potential climate-related risks. Owners have been assigned to monitor and manage relevant climate-related risks to ensure actions are being taken when appropriate to ensure the resilience of business operations and strategies.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Corporate Questionnaire: 2.2.2	The process of identifying, assessing and managing corporate risk falls within ERM. The ERM team completes a yearly risk identification and prioritization cycle that includes risk interviews with key leaders across all company functions, including ESG, business continuity, manufacturing, etc. Outputs from these interviews are used by the Executive Risk Committee to create yearly risk mitigation plans.
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Corporate Questionnaire: Sections C7, C9	We monitor various quantitative metrics as disclosed throughout the report, as well as take actions to respond to identified transition and physical risks and capitalize on climate-related opportunities. Key metrics include: • Total GHG emissions • Total energy consumption, including percentage from renewables • Total water withdrawal • Energy, emissions and water intensity
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	CDP Corporate Questionnaire: Section C7	In Fiscal Year (FY) 2025, our GHG emissions were as follows: **Scope 1:** 546,600 $MTCO_2e$ | **Scope 2:** 674,500 $MTCO_2e$ | **Scope 3:** 740,400 $MTCO_2e$ For a breakdown of Scope 3 by category, see the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25 As regions and nations develop regulations aimed at accelerating local or global decarbonization efforts, **onsemi** may encounter risks associated with our GHG emissions including carbon prices and carbon border adjustments. These can result in increased operational expenditures if we continue to emit GHGs through our business operations and activities.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Corporate Questionnaire: 7.54, 7.54.1, 7.54.3, 7.55, 7.55.1, 7.55.2, 7.55.3	We have a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scope 1, 2 and 3, along with meeting our near-term targets validated by SBTi. We have also committed to using 50% renewable energy by 2030 and 100% renewable energy by 2040. This goal will guide how we operate our business over the coming years and is essential to ensuring we operate in a socially thoughtful and environmentally responsible manner. We are exploring available levers for reducing emissions across Scope 1 and 2 internally at our facilities, along with pathways for engaging suppliers and other reduction strategies in the value chain for applicable Scope 3 emissions. We will track our decarbonization progress over time to ensure we meet our goals. By identifying and monitoring our climate-related risks and opportunities, we can work to build resilience, reduce potential negative impacts from identified risks and realize potential positive impacts from identified opportunities.

Risk and Opportunity Disclosures

Transition Risks

Transition risks were most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Customer/ market demand	Customer requirements to achieve greenhouse gas emission reduction milestones or other sustainability initiatives	Reduced revenue if customer requirements are not met. Increased expenditure associated with manufacturing and corporate activity, or with sourcing renewable energy.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	**onsemi's** approach to enhancing the resilience of its customer and market-related risks: • **Sustainable product ecosystem: onsemi's** strategy targets the use of our products in decarbonization and efficiency applications such as electric vehicles, factory automation and renewable energy infrastructure. • **Achieving net zero emissions:** Through energy efficiency projects, renewable energy procurement and reducing GHG emissions from process gases through process swaps, gas swaps and abatement technology. • **Integration into strategic planning: onsemi** incorporates climate-related opportunities, including market developments in decarbonization technology, in its processes for new product development, expansion of manufacturing capacity and other strategic planning processes.
	Own Operations	Introduction of national carbon pricing schemes and/or carbon border adjustment mechanisms	Increased expenditure associated with manufacturing and corporate activity. Potential reduction in product margins. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	**onsemi's** approach to enhancing the resilience of its own operations to transition risks includes: • **Achieving Net Zero Emissions:** Through energy efficiency projects, renewable energy procurement and reducing GHG emissions from process gases through process swaps, gas swaps and abatement technology. • **Integration With Strategic Planning and Risk Management:** Such as exploration of incorporating an internal carbon price in capital expenditure planning. • **Enhancing Disclosure:** Through ongoing alignment with global climate-related reporting frameworks and comprehensive data/information controls.
		Regulatory limits on carbon-related processes	Reduced revenue from the reduction in production capacity. Increased exposure to legal liability.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
		Varied availability of renewable energy in locations where **onsemi** operates	Increased expenditure associated with sourcing renewable energy (in order to meet regulation and/or strategic objectives).	Some impact at present; the impact increases in the medium term (before 2030), mostly in the Failure to Decarbonize scenario.	
		Increased sustainability reporting and assurance requirements	Increased expenditure on staff and data/information systems and controls.	Impact is present today and increases in the medium term (before 2030) under some scenarios.	
	Supply Chain	Carbon pricing schemes and/ or carbon border adjustment mechanisms applied to **onsemi** suppliers and their emissions	Increased expenditure for raw materials, products and services, as suppliers pass costs on to **onsemi**. Potential reduction in product margins.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	**onsemi's** approach to enhancing the resilience of its supply chain to transition risks includes: • **Understanding Emissions:** Developing a baseline of supplier emissions through our Scope 3 emissions inventory. • **Supplier Engagement:** We are exploring ways to incorporate public reporting of GHG emissions by our suppliers and other ESG matters into our supplier scorecard, which is used to track and encourage enhancement of supplier performance.
		Limitations on access or availability to raw materials such as rare earth minerals due to increasing regulations	Reduced revenue if raw materials cannot be supplied to meet demand and increased expenditure associated with sourcing alternate suppliers and materials.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	
		Pressure to demonstrate deforestation-free supply chain	Increased expenditure associated with investigating deforestation in **onsemi's** supply chain and potentially switching suppliers.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	

Physical Risks

Physical risks were most prevalent under the Failure to Decarbonize scenario.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Own Operations	Production disruption from extreme weather (including indirect impacts such as government-imposed power restrictions and/or impacts to surrounding infrastructure)	Reduced revenue from lost production and increased expenditure associated with restarting production.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term (before 2030) under all scenarios.	**onsemi's** approach to enhancing the resilience of its own operations to physical risks includes: • **Enhanced Business Continuity Planning:** We are exploring incorporating future scenarios into existing business continuity planning, prioritizing sites at higher risk of climate-related impact. • **Infrastructure Planning:** Exploring the consideration of climate scenarios when planning for facility and/or equipment upgrades or acquisitions. • **Accelerate Resource Efficiency:** Adopting energy conservation and efficiency measures and increasing water recycling practices, reducing the number of resources needed to operate effectively.
		Damage to **onsemi** facilities	Increased expenditure to repair facilities and increased insurance costs.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term (before 2030) under all scenarios.	
		Limits to energy and water availability in specific locations at specific times of year	Reduced revenue from lost production. Increased expenditure is associated with higher energy and water costs.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term (before 2030) under all scenarios.	
		Extreme weather impacts employee health, safety and productivity	Increased expenditure and liability risk. Potential reduced revenue associated with lost production from absenteeism.	Impact already occurs in some locations; frequency and severity of impact increase in the medium term (before 2030) under all scenarios.	
	Supply Chain	Extreme weather impacts **onsemi** supplier locations and/or supply chain logistics	Reduced revenue from lost production	Impact already occurs in some locations; frequency and severity of impact increases in the medium term (before 2030) under all scenarios.	**onsemi's** approach to enhancing the resilience of its supply chain to physical risks includes: • **Existing Suppliers:** Exploring incorporation of future scenarios into supplier engagement, including audit specifications. • **Prospective Suppliers:** Exploring incorporation of future scenarios into business continuity requirements.

Climate-Related Opportunities

Climate-related opportunities are most prevalent under the Orderly Decarbonization and Disorderly Decarbonization scenarios.

		Risk	Financial Impact	Timeframe of Impact	onsemi Response
Value Chain	Customer/ Market Demand	**onsemi** products supporting electrification of transport, infrastructure and wider renewable energy availability	Increased revenue associated with increased market demand for electrification technologies.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	**onsemi's** approach to capitalizing on climate-related opportunities includes: • **Sustainable Product Ecosystem: onsemi's** strategy targets the use of our products in decarbonization and efficiency applications such as electric vehicles, factory automation and renewable energy infrastructure. • **Integration Into Strategic Planning: onsemi** incorporates climate-related opportunities, including market developments in decarbonization technology, in its processes for new product development, expansion of manufacturing capacity and other strategic planning processes.
		onsemi products supporting solutions for energy, water and other resource efficiency	Increased revenue associated with increased market demand for technology solutions that increase resource efficiency.	Impact already occurs in some locations and sectors; impact may increase within existing geographies/sectors and expand to new geographies/sectors under some scenarios.	
		onsemi products supporting technology for avoided emissions and carbon removals	Increased revenue associated with increased market demand for avoided emissions and carbon removal technology.	Negligible impact at present; however, impact increases in the medium term (before 2030) under some scenarios.	

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 2: General Disclosures 2025		
1. The Organization and its Reporting Practices		
2-1	Organizational details	
	1. Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the **onsemi** name and brand.
	2. Nature of ownership and legal form	ON Semiconductor Corporation is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	3. Location of headquarters	**onsemi** headquarters are located at: 5701 North Pima Road, Scottsdale, Arizona 85250.
	4. Countries of operation	See our global locations on our website.
2-2	Entities included in the organization's sustainability reporting	Sustainability reporting includes information about **onsemi** worldwide subsidiaries and joint ventures for which we have management control. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3	Reporting period, frequency and contact point	Our sustainability reporting is completed on an annual basis. This report covers January 1 through December 31, 2025. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 25, 2026. For questions about this report, please contact the **onsemi** ESG team at sustainability@onsemi.com.
2-4	Restatements of information	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.
2-5	External assurance	The emissions information contained in the 2025 Sustainability Report has been assured by Apex Companies in accordance with ISO 14064-3 assurance standard. Our external assurance statement can be found in the Appendix of our 2025 Sustainability Report. Scope 1, 2 and 3 GHG emissions have been externally assured for the 2025 fiscal year (January 1 – December 31, 2025).
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	
	1. Sector	Semiconductor
	2. Value chain	See the Revenue-Generating Activities section of our 2025 SEC Form 10-K, pg. 7-12.
	3. Relevant business relationships	See the 2025 Acquisitions section of our 2025 SEC Form 10-K, pg. 6.
	4. Significant changes	See the 2025 Acquisitions section of our 2025 SEC Form 10-K, pg. 6.
2-7	Employees	See the Our Employees section of our 2025 Sustainability Report, pg. 43.
2-8	Workers who are not employees	Total number of workers who are not employees: 6,426. Majority of contract workers are working in factories as operators (people processing and moving product) or technicians (people working on the processing equipment). Temporary workers are used to support short-term increases in production output.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
3. Governance		
2-9	Governance structure and composition	See the Overview of our Corporate Governance Practices and Committees of the Board sections of our 2026 Proxy Statement, pg. 10-11, 14-16.
2-10	Nomination and selection of the highest governance body	See the Charter of the Governance and Sustainability Committee and 2026 Proxy Statement, pg. 12-13.
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See the Overview of our Corporate Governance Practices section of our 2026 Proxy Statement, pg. 10.
2-12	Role of the highest governance body in overseeing the management of impacts	See Amended and Restated ON Semiconductor Corporation Corporate Governance Principles.
2-13	Delegation of responsibility for managing impacts	The Board of Directors effectively views each of its committees as key in managing the company's impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee's allotted areas of expertise. While management is responsible for the day-to-day management of our risk, the Board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2025 fiscal year, the Board and its committees regularly discussed, among other things, key strategic, operating, legal and compliance, cybersecurity, workforce, AI and financial risks. While the Board has primary responsibility for risk oversight, each of its committees supports this effort by regularly addressing risks in its respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full Board to the extent appropriate. This combination of direct board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the Board of risks we face. Today, the CEO works directly with the ESG team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO and other members of management report on the Company's impacts on the economy, environment and people to the Board at its meetings and between meetings as needed.
2-14	Role of the highest governance body in sustainability reporting	The GS Committee of the Board has the responsibility of overseeing ESG matters unless there is a specific matter connected to ESG initiatives that is assigned to another committee of the Board. Following the introduction of climate-related regulations and mandatory ESG reporting requirements, the Audit Committee took on an increased oversight role concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems. Furthermore, in light of such ESG developments and future required disclosures, the Board and management devised an ESG reporting governance structure that includes the GS Committee, the Audit Committee and a specific ESG Disclosure Committee composed of key stakeholders from relevant functional groups. The company's internal ESG team that oversees drafting and publishing the company's annual Sustainability Report receives input, guidance and, ultimately, approval, from members of the ESG Disclosure Committee and Board before publishing the Report and its data. See the Corporate Governance section of our 2025 Sustainability Report, pg. 56.
2-15	Conflicts of interest	We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-board membership, the existence of controlling shareholders and related parties and their relationships and transactions with related parties. Since January 1, 2025, there have been no related party transactions that are required to be reported as such under SEC rules. See the Charter of the Audit Committee and Related Party Transactions section of our 2026 Proxy Statement, pg. 13.
2-16	Communication of critical concerns	Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the Board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our Code of Business Conduct.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
2-17	Collective knowledge of the highest governance body	The Governance and Sustainability Committee of the Board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.
2-18	Evaluation of the performance of this highest governance body	See the Corporate Governance section of our 2025 Sustainability Report, pg. 56.
2-19	Remuneration policies	See the 2025 Compensation of Directors and Compensation Discussion and Analysis sections of our 2026 Proxy Statement, pg. 21-23, 25-41.
2-20	Process to determine remuneration	The individual performance goals set for our CEO under our annual short-term incentive plan include a "strategic initiatives" goal for the year. This goal typically consists of 10-15 initiatives with specific, measurable milestones. The initiatives reflect a variety of priorities across the organization but at least one is ESG-related. To earn points for this goal, at least 70% progress must have been made, collectively, on the listed initiatives (which results in a 70% earned on this goal). At maximum performance, 100% is earned for the goal. Linear interpolation applies for performance between 70-100%. See the Process and Procedures for Considering and Determining Executive Compensation section of our 2026 Proxy Statement, pg. 38-41, for additional information.
2-21	Annual total compensation ratio	
	1. Annual total compensation ratio	1,257:1 for all employees 91:1 for U.S.-based non-manufacturing employees
	2. Change in the annual total compensation ratio	37% decrease for all employee ratio 60% decrease for U.S.-based non-manufacturing employee ratio

GRI Standard	Disclosure	Cross Reference or Answer
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See the following sections of our 2025 Sustainability Report: Water and Waste Management, pg. 33. Fair Treatment, pg. 62. Inclusion, Belonging and Engagement, pg. 45. Annual Inventory of Energy Consumption and Emissions, pg. 25.
2-23	Policy commitments	See our Code of Business Conduct and our Human Rights Policy. More information can be found in the Ethics and Compliance and Fair Treatment sections of our 2025 Sustainability Report, pg. 60 and 62, respectively.
2-24	Embedding policy commitments	See the Responsibility and Accountability and Additional Responsibilities of Managers and Supervisors sections of our Code of Business Conduct, pg. 3-4.
2-25	Processes to remediate negative impacts	See the Ethics and Compliance webpage on our external website.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of our 2025 Sustainability Report, pg. 60. Visit the **onsemi** helpline for more information.
2-27	Compliance with laws and regulations	In 2025, one **onsemi** site was issued a monetary penalty related to EHS compliance, totaling $2,400. The fine was paid and corrective actions were taken to prevent future recurrence.
2-28	Membership associations	See the Public Policy section of our 2025 Sustainability Report, pg. 68.
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	See the Prioritization Assessment and Stakeholder Engagement section of our 2025 Sustainability Report, pg. 12.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 19%
GRI 3: Disclosures on Material Topics		
3-1	Process to determine material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2025 Sustainability Report, pg. 12.
3-2	List of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2025 Sustainability Report, pg. 12.
3-3	Management of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2025 Sustainability Report, pg. 12.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	See our 2025 SEC Form 10-K: Profit and Loss, pg. 37-41, Results of Operations, pg. 36-50, Segments and Revenue, pg. 71-75, Supplemental Disclosures, pg. 107.
201-2	Financial implications and other risks and opportunities due to climate change	See the Climate Scenario Analysis and Risk Disclosure section of our 2025 Sustainability Report, pg. 59.
201-3	Defined benefit plan obligations and other retirement plans	To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for regional benefits summaries and 2025 SEC Form 10-K, pg. 14, 83, 91-92.
201-4	Financial assistance received from government	See our 2025 SEC Form 10-K: Government Assistance, pg. 97, U.S. federal R&D credit, pg. 104.
GRI 202: Market Presence		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. **onsemi** complies with all applicable local laws regarding minimum wage standards.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	See the Purchase Obligations section of our 2025 SEC Form 10-K, pg. 95.
203-2	Significant indirect economic impacts	See the Purchase Obligations section of our 2025 SEC Form 10-K, pg. 95.
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	See the Supply Chain section of our 2025 Sustainability Report, pg. 64.
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits. In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners. Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.
205-2	Communication and training about anti-corruption policies and procedures	
	1. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All eight (8) Board members (100%) received materials communicating the company's anti-corruption policy by their annual review of the company Code of Business Conduct training which includes the topic of anti-corruption in 2025.
	2. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	**onsemi's** anti-corruption policy was communicated to all approximately 23,000 employees (100%) through their annual review of the company Code of Business Conduct training in 2025. Total employees receiving anti-corruption policy communication might not reflect total workforce number as of December 31, 2025.
	3. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Select suppliers, customers and other business partners receive notice of our anti-corruption policy through anti-corruption due diligence questionnaires, surveys, the **onsemi** social compliance commitment guide and various other engagement activities.
	4. Total number and percentage of governance body members that have received training on anti-corruption	All eight (8) Board members (100%) completed our 2025 Code of Business Conduct annual training, which includes a module on anti-corruption.
	5. Total number and percentage of employees that have received training on anti-corruption	Approximately 23,000 employees have received the annual Code of Business Conduct training which included a module on anti-corruption. Our completion rate for this training in 2025 was 98%.
205-3	Confirmed incidents of corruption and actions taken	**onsemi** cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2025, there were no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation.
GRI 207: Tax		
207-1	Approach to tax	See 2025 Global Tax Strategy, sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See 2025 Global Tax Strategy, sections 2.3, 2.3.1 and 3.1. For a copy of the report that contains the opinions on the financial statements and internal control over financial reporting please refer to our 2025 SEC Form 10-K, pg. 58.
207-3	Stakeholder engagement and management of concerns related to tax	See 2025 Global Tax Strategy, sections 2.3.3 and 3.1. For details regarding our approach to public policy advocacy on tax, see GRI 415-1. In addition, we also collect information from external stakeholders through our Investor Relations department at investor@onsemi.com and through our ESG department at sustainability@onsemi.com.
207-4	Country by country reporting	We do not publicly disclose this information.
GRI 301: Materials		
301-1	Materials used by weight or volume	We do not track or estimate the raw materials used in key manufacturing locations.
301-2	Recycled input materials used	**onsemi** does not track usage of recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
GRI 302: Energy		
302-1	Energy consumption within the organization	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
302-2	Energy consumption outside the organization	**onsemi** does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In 2025, we had an energy intensity of 345 MWh per million dollars revenue.
302-4	Reduction of energy consumption	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
302-5	Reductions in energy requirements of products and services	Our products offer significant energy savings to our customers. See the Product Stewardship section of our 2025 Sustainability Report, pg. 21.
GRI 303: Water and Effluents		
303-1	Interaction with water as a shared resource	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
303-4	Water discharge	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
303-5	Water consumption	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	**onsemi** does not have any operational site owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impact of activities, products and services on biodiversity	None; **onsemi** sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.
304-3	Habitats protected or restored	**onsemi** has not participated in habitat protection or restoration. This practice may become part of our carbon offsetting activities in the future, but at this time we have nothing to report.
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
305-2	Energy indirect (Scope 2) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
305-3	Other indirect (Scope 3) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
305-4	GHG emissions intensity	Our GHG emissions intensity is based on revenue and includes our Scope 1 and 2 emissions. We emit 204 $MTCO_2e$ per million dollars revenue.
305-5	Reduction of GHG emissions	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15.
305-6	Emissions of ozone-depleting substances	**onsemi** does not emit ozone-depleting substances.
305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
306-2	Management of significant waste-related impacts	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
306-3	Waste generated	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
306-4	Waste diverted from disposal	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.
306-5	Waste directed to disposal	See the Water and Waste Management section of our 2025 Sustainability Report, pg. 33.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 308: Suppler Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our CSR Commitment through the Supplier Handbook. Furthermore, our top suppliers (by spend) must sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with environmental criteria on a biennial basis.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for 2025.
GRI 401: Employment		
401-1	New employee hires and employee turnovers	See the Our Employees section of our 2025 Sustainability Report, pg. 43.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for regional benefits summaries and our 2025 SEC Form 10-K.
401-3	Parental leave	See our website for regional benefits summaries and our 2025 SEC Form 10-K.
GRI 402: Labor/Management Relations		
402-1	Minimum notice period regarding operational changes	As applicable, we provide advance notice or change the contract mid-term by mutual consent in accordance with collective bargaining agreements and local requirements in the different countries where we operate. Belgium: as per legal provisions Czech Republic: as per legal provisions China: yes (manufacturing only) Japan: yes South Korea: n/a U.S.: yes Vietnam: no Taiwan: no France: as per legal provisions
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-2	Hazard identification, risk assessment and incident investigation	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPPA) to protect the privacy of all employees.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
403-4	Worker participation, consultation and communication on occupational health and safety	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-5	Worker training on occupational health and safety	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-6	Promotion of worker health	We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits, including smoking, drinking and using drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an onsite gym facility. See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow strict standards to provide safe workplaces for employees around the world. Engineering controls such as adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on identified hazards. Additionally, personal protection equipment (PPE) is provided based on a job hazard analysis/risk analysis.
403-8	Workers covered by occupational health and safety management system	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-9	Work-related injuries	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
403-10	Work-related ill health	See the Environmental Health and Safety section of our 2025 Sustainability Report, pg. 39.
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	In 2025, our average hours of training per employee was about 7 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See the Learning and Development section of our 2025 Sustainability Report, pg. 46.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of eligible employees received and completed a performance appraisal between December 2024 and April 2025.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See the Our Employees and Corporate Governance sections of our 2025 Sustainability Report, pg. 43 and pg. 56.
405-2	Ratio of basic salary and renumeration of women to men	**onsemi** does not publicly disclose this information.
GRI 406: Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	**onsemi** cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to the right to freedom of association are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to child labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being medium to high risk. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risks relating to forced labor are identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier within an acceptable period of time, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy.
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third-party organizations for security personnel. In 2025, approximately 97% of our security personnel received training on our Human Rights Policy.
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	All of our global sites are involved with community engagement and development programs through our workplace giving program and employee volunteerism. To learn more about our community engagement efforts, see our Giving Now webpage and the Impacting our Community Through Giving section of our 2025 Sustainability Report, pg. 52.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual and potential negative impacts on local communities.
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our Supplier Handbook, which references our CSR Commitment. Top suppliers (by spend) are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria on a biennial basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.
GRI 415: Public Policy		
415-1	Political contributions	See the Public Policy section of our 2025 Sustainability Report, pg. 68.

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Except as described below, 100% of our products are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts. We have several special products which are not included in this declaration. They are used for military and air force applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material in order to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.

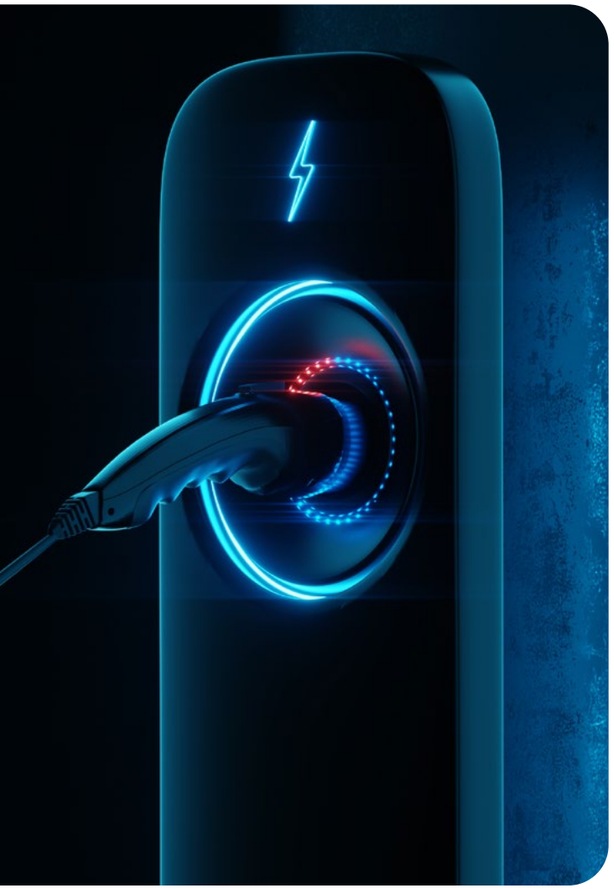
Climate Transition Plan

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, pg. 56.
	Board expertise on climate-related issues	See the Corporate Governance section of our 2025 Sustainability Report, pg. 56.
	Executive management accountability and feedback mechanisms	See the TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
	Executive incentives linked to climate performance indicators	See the Corporate Governance section of our 2025 Sustainability Report, pg. 56.
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, pg. 15.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
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 TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
	Low carbon products or services	See the Product Stewardship section of our 2025 Sustainability Report, pg. 21.
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, pg. 25.
	Value chain engagement	See the Annual Inventory of Energy Consumption and Emissions section of our 2025 Sustainability Report, pg. 25.
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 TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
	Climate-related risks – risks, potential financial impact and response strategy	See the TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the TCFD section in the Appendix of our 2025 Sustainability Report, pg. 78.
Targets	Emission reduction targets – absolute and intensity	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15.
	Other climate-related targets	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15.
	Net zero targets	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15.
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, pg. 15.
	Comprehensive and third-party verified emissions accounting	See the Decarbonization and Renewable Energy Goals section of our 2025 Sustainability Report, pg. 15. See the Third-Party Assurance Statement in the Appendix of our 2025 Sustainability Report, pg. 99.

Glossary

This glossary is intended to help understand key sustainability terms and technical details used throughout this report. If additional terms require clarification, please refer to the relevant section of the report.



Technical Terms and Key Definitions

Baseline Emissions: The starting level of greenhouse gas emissions used for measuring reductions over time.

Carbon Dioxide Equivalent, CO_2e: A metric used to compare the emissions of different greenhouse gases based upon their global warming potential and expressed as equivalent impact to carbon dioxide.

Carbon Removal: The process of capturing and permanently storing atmospheric carbon dioxide.

Climate Scenario Analysis: A strategic approach to assessing potential future climate-related risks and opportunities.

Decarbonization: The process of reducing carbon dioxide and other greenhouse gas emissions.

Electrification: The transition from fossil fuel-based systems to electric-powered alternatives.

Energy Intensity: The amount of energy consumed per unit of output, such as revenue.

Fluorinated Gases: A gas containing fluorine that is used in semiconductor manufacturing, notable because it typically has high global warming potential.

GHG Protocol: A standardized framework for quantifying and reporting greenhouse gas emissions.

Global Warming Potential (GWP): Measure of how much heat a greenhouse gas traps in the atmosphere over a specific time period, relative to carbon dioxide.

Life Cycle Assessment (LCA): The analysis of environmental impacts associated with a product's entire life cycle.

Net Zero: Achieving a balance between greenhouse gas emissions that are emitted and removed from the atmosphere, typically across all Scopes.

Renewable Energy Credits (RECs): The documented procurement of renewable energy, allowing a company to claim credit for its use.

Science-Based Targets: Greenhouse gas reduction targets, aligned with the goals of the Paris Agreement, limiting global warming to 1.5°C above pre-industrial levels. An official Science-Based Target has been validated by the Science Based Targets initiative (SBTi), a leading and credible third-party organization that advocates for climate action.

Scope 1 Emissions: Direct greenhouse gas emissions from owned or controlled sources, in alignment with the GHG Protocol.

Scope 2 Emissions: Indirect greenhouse gas emissions from purchased electricity, steam, heating, or cooling, in alignment with the GHG Protocol.

Scope 3 Emissions: Indirect greenhouse gas emissions that occur in a company's applicable value chain, in alignment with the GHG Protocol.

Supplier Engagement Program: An initiative to influence priority suppliers to set science-based targets and invest in carbon emission reductions.

Task Force on Climate-Related Financial Disclosures (TCFD): A framework for reporting climate-related risks and opportunities.

Triple-Bottom-Line: A sustainability framework that considers social (people), environmental (planet) and financial (profit) impacts.

Waste Diversion Rate: The percentage of waste that is recycled, reused, or otherwise kept out of landfills and incineration.

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.

Worldwide Workforce by Region

Our workforce is categorized by four regions: Asia Pacific (APAC) (excluding Japan); Japan; Europe, Middle East, Africa (EMEA); and North America. In 2025, 15,757 employees were located in the APAC region, which makes up 70 percent of the total workforce. 654 employees were located in Japan, which makes up 3 percent of the total workforce. 2,804 employees were located in the EMEA region, which makes up 12 percent of the total workforce. 3,482 employees were located in North America, which makes up 15 percent of the total workforce.

Third-Party Assurance Statement

APEX

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: CO_2, N_2O, CH_4, NF_3, SF_6, HFCs, PFCs

GHG Emissions Statement:

- **Scope 1:** 546,600 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 674,500 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 698,000 metric tons of CO_2 equivalent
- **Scope 3:**
  - Category 1 – Purchased Goods and Services: 479,100 metric tons of CO_2 equivalent
  - Category 2 – Capital Goods: 6,500 metric tons of CO_2 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 CO_2 equivalent
  - Category 4 – Upstream Transportation and Distribution: 22,200 metric tons of CO_2 equivalent
  - Category 5 – Waste Generated in Operations: 9,900 metric tons of CO_2 equivalent
  - Category 6 – Business Travel: 9,700 metric tons of CO_2 equivalent
  - Category 7 – Employee Commuting: 23,200 metric tons of CO_2 equivalent
  - Category 8 – Upstream Leased Assets (Market-Based): Less than one percent of verified Scope 3 emissions[1]

[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.

APEX

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;

APEX

- 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.

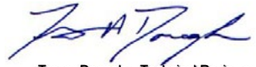
No member of the verification team has a business relationship with **onsemi**, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

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

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