

Innovating for a Better Future

2023 Global Reporting
Initiative (GRI) Index



Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 2: General Disclosures 2023		
1. The organization and its reporting practices		
2-1	Organizational Details	
	(a) Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the onsemi name and brand.
	(b) Nature of ownership and legal form	onsemi is a publicly traded company incorporated under the laws of the State of Delaware in 1999.
	(c) Location of headquarters	onsemi headquarters are located at 5701 North Pima Road, Scottsdale, Arizona 85250.
	(d) 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, 2023. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 26, 2024. For questions about this report, please contact the onsemi ESG team at sustainability@onsemi.com
2-4	Restatements of information	Restatements of 2022 baseline year emissions inventory have been made in this report as a result of the EFK acquisition, which was completed on December 31, 2022. The 2022 baseline year includes emissions from EFK as well as other associated minor adjustments, and have included the results herein. Please see the Baseline Emissions section of our 2023 Sustainability Report, pg. 17.
		Restatement of 2022 enterprise-wide Scope 3 inventory has been made in this report as a result of a unit conversion reporting error that was limited to Category 12 only. This adjustment did not have a material impact on the overall results. Please see the Scope 3 Emissions section of our 2023 Sustainability Report, pg. 17.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-5	External assurance	The emissions information contained in the 2023 Sustainability Report has been assured by APEX in accordance with AA 1000 assurance standard. Our external assurance statement can be found in the Appendix of our 2023 Sustainability Report. Scope 1, Scope 2 and Scope 3 greenhouse gas emissions have been externally assured for the 2023 fiscal year (January 1 – December 31, 2023).
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	
	(a) Sector	Semiconductor
	(b) Value chain	See the Revenue-Generating Activities section of our 2023 SEC Form 10-K , pg. 6-10.
	(c) Relevant business relationships	See the Acquisitions and Divestitures during 2021 and 2022 section of our 2023 SEC Form 10-K , pg. 5-6.
	(d) Significant Changes	See the Acquisitions and Divestitures during 2021 and 2022 section of our 2023 SEC Form 10-K , pg. 5-6.
2-7	Employees	See the Our Employees section of our 2023 Sustainability Report, pg. 41.
2-8	Workers who are not Employees	Total number of workers who are not employees: 604. 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.
3. Governance		
2-9	Governance structure and composition	See Overview of our Corporate Governance Practice and Committees of the Board in our 2024 Proxy Statement , pg. 12-13, 16-19.
2-10	Nomination and selection of the highest governance body	See the Charter of the Governance and Sustainability Committee and 2024 Proxy Statement , pg. 14-15.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See Overview of our Corporate Governance Practice in our 2024 Proxy Statement , pg. 12.
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	<p>The Board of Directors effectively views each of its committees as key in managing the company’s impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee’s allotted areas of expertise.</p> <p>While management is responsible for the day-to-day management of our risk, the Board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2023 fiscal year, the Board and its committees regularly discussed, among other things, the ongoing interest rates, inflationary pressures, supply chain issues, cybersecurity, geopolitical risk and macroeconomic uncertainty across the globe. While the board has primary responsibility for risk oversight, each of its committees supports this effort by regularly addressing risks in their respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full board to the extent appropriate. This combination of direct board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the Board of risks we face.</p>

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
		Today, the CEO works directly with the ESG department team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO, and other members of management report on the Company's impacts on the economy, environment and people to the Board at its meetings and in between meetings, as needed.
2-14	Role of the highest governance body in sustainability reporting	<p>The company's internal ESG team oversees drafting and publishing the company's annual Sustainability Report; however, the team receives input, guidance and, ultimately, approval, from members of the Board before publishing the Report and its data. This naturally flows from the Board's role in overseeing climate, sustainability and other ESG-related initiatives. Particularly as climate change continues to impact the company's operations and, in turn, factor into its strategy moving forward, the Board of Directors has taken a heightened interest in the company's emissions mitigation strategies and sustainability reporting.</p> <p>See the Corporate Governance section of our 2023 Sustainability Report, pg. 63.</p>

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-15	Conflicts of interest	<p>We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-board membership, the existence of controlling shareholders, and related parties and their relationships and transactions with related parties.</p> <p>Since January 1, 2023, there have been no related party transactions that are required to be reported as such under SEC rules.</p> <p>See the Charter of the Audit Committee and Related Party Transactions in our 2024 Proxy Statement, pg. 15.</p>
2-16	Communication of critical concerns	<p>Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our Code of Business Conduct.</p>
2-17	Collective knowledge of the highest governance body	<p>The Governance and Sustainability Committee of the board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.</p>

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-18	Evaluation of the performance of this highest governance body	See the Corporate Governance section of our 2023 Sustainability Report, pg. 63.
2-19	Remuneration policies	See 2024 Compensation of Directors and Compensation Discussion and Analysis in our 2024 Proxy Statement , pg. 24-25, 27-43.
2-20	Process to determine remuneration	See Process and Procedures for Considering and Determining Executive Compensation section in our 2024 Proxy Statement , pg. 40-43.
2-21	Annual total compensation ratio	
	(a) Annual total compensation ratio	1,268:1 for all employees 141:1 for U.S.-based non-manufacturing employees See our 2024 Proxy Statement , pg. 50.
	(b) Change in the annual total compensation ratio	23.23%
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See the United Nations Sustainable Development Goals section of our 2023 Sustainability Report, pg. 80.
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 2023 Sustainability Report, pg. 68 and 70.
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 Ethics and Compliance webpage on our external website.
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of our 2023 Sustainability Report, pg. 68. Visit the onsemi helpline for more information.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-27	Compliance with laws and regulations	To the best of our knowledge, we are compliant with all laws and regulations. We did not receive any fines or penalties in 2023.
2-28	Membership associations	See the Public Policy section of our 2023 Sustainability Report, pg. 76.
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 19.8%
GRI 3: Disclosures on Material Topics		
3-1	Process to determine material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
3-2	List of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
3-3	Management of material topics	See the Prioritization Assessment and Stakeholder Engagement section of our 2023 Sustainability Report, pg. 11.
GRI 201: Economic performance		
201-1	Direct economic value generated and distributed	See our 2023 SEC Form 10-K : Profit and Loss, pg. 58 Results of Operations, pg. 33-36 Revenue and Segment Information, pg. 67-70 Supplemental Disclosures, pg. 99.
201-2	Financial implications and other risks and opportunities	See the Climate Scenario Analysis and Risk Disclosure section of our 2023 Sustainability Report, pg. 67.
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 2023 SEC Form 10-K , pg. 66, 84-86.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
201-4	Financial assistance received from government	See our 2023 SEC Form 10-K : U.S. federal R&D credit, pg. 96, NOL and tax credit carryforwards, pg. 97.
GRI 202: Market presence		
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. Minimum wage in all listed regions is gender neutral. onsemi complies with all applicable local laws regarding minimum wage standards. “Other workers,” in the context of this section, pertains to employees of our suppliers or onsite service providers (e.g., janitorial staff, cafeteria workers, security, etc.). We conduct risk assessments and/or onsite verification of suppliers and onsite service providers to ensure that RBA standards and legal requirements are met, including those related to minimum wage. onsemi cannot provide a ratio for other workers, as that information is unavailable.
202-2	Proportion of senior management hired from the local community	See the Our Employees section of the 2023 Sustainability Report, pg. 41.
GRI 203: Indirect economic impacts		
203-1	Infrastructure investments and services supported	See the Purchase Obligations section of our 2023 SEC Form 10-K , pg. 88-89.
203-2	Significant indirect economic impacts	See the Purchase Obligations section of our 2023 SEC Form 10-K , pg. 88-89.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	See the Supply Chain section of our 2023 Sustainability Report, pg. 72.
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	<p>All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.</p> <p>In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.</p> <p>Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.</p>
205-2	Communication and training about anti-corruption policies and procedures	
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All ten (10) 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 2023.
	(b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	onsemi's anti-corruption policy has been communicated to all approximately 32,000 employees (100%) through their annual review of the company Code of Business Conduct training. In addition, a targeted anti-bribery and anti-corruption course was communicated to approximately 2,800 (9%) employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
	(c) 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.
	(d) Total number and percentage of governance body members that have received training on anti-corruption	All ten (10) board members (100%) completed our Code of Business Conduct annual training, which includes a module on anti-corruption, in 2023.
	(e) Total number and percentage of employees that have received training on anti-corruption	<p>Approximately 32,000 employees have received the annual Code of Business Conduct training which included a module on anti-corruption.</p> <p>Our completion rate for this training in 2023 was 97%. In addition, a targeted anti-corruption training course was communicated to approximately 2,800 employees, such employees including corporate and administrative functions, sales and marketing, manufacturing management, procurement management and quality management. Of the selected employees required to take this targeted training course in 2023, our completion rate was 98%.</p>

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
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.
GRI 206: Anti-competitive behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2023, 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 2024 Global Tax Strategy , sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See 2024 Global Tax Strategy , sections 2.3, 2.3.1 and 3.1. See Opinions on the Financial Statements and Internal Control over Financial Reporting in our 2023 SEC Form 10-K , pg. 55.
207-3	Stakeholder engagement and management of concerns related to tax.	See 2024 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 group at investor@onsemi.com and through our ESG group 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 use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 302: Energy		
302-1	Energy consumption within the organization	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 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 2023, we had an energy intensity of 268 MWh per million USD revenue.
302-4	Reduction of energy consumptions	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 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 2023 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 2023 Sustainability Report, pg. 31.
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 2023 Sustainability Report, pg. 31.
303-4	Water discharge	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
303-5	Water consumption	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
GRI 304: Biodiversity		
304-1	Operated 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.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
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 2023 Sustainability Report, pg. 25.
305-2	Energy indirect (Scope 2) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 Sustainability Report, pg. 25.
305-3	Other indirect (Scope 3) GHG emissions	See the Annual Inventory of Energy Consumption and Emissions section of our 2023 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 189 MTCO ₂ e per million USD revenue.
305-5	Reduction of GHG emissions	See the Net Zero Goal section of our 2023 Sustainability Report, pg. 16.
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 2023 Sustainability Report, pg. 31.
306-2	Management of significant waste-related impacts	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
306-3	Waste generated	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
306-4	Waste diverted from disposal	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
306-5	Waste directed to disposal	See the Water and Waste Management section of our 2023 Sustainability Report, pg. 31.
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our Social Responsibility Statement through the Supplier Handbook . Furthermore, our top expenditure suppliers must sign our Social Compliance 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 2023.
GRI 401: Employment		
401-1	New employee hires and employee turnovers	See the Our Employees section of our 2023 Sustainability Report, pg. 41.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least of 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for regional benefits summaries and our 2023 SEC Form 10-K .
401-3	Parental leave	See our website for regional benefits summaries and our 2023 SEC Form 10-K .

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
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 2023 Sustainability Report, pg. 37.
403-2	Hazard identification, risk assessment and incident investigation	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPAA) to protect the privacy of all employees.
403-4	Worker participation, consultation and communication on occupational health and safety	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
403-5	Worker training on occupational health and safety	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.
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 2023 Sustainability Report, pg. 37.
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 2023 Sustainability Report, pg. 37.
403-9	Work-related injuries	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.
403-10	Work-related ill health	See the Environmental Health and Safety section of our 2023 Sustainability Report, pg. 37.

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	In 2023, our average hours of training per employee was about 4 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See the Learning and Development section of our 2023 Sustainability Report, pg. 52.
404-3	Percentage of employees receiving regular performance and career development reviews	In 2023, 100% of eligible employees received a performance appraisal.
GRI 405: Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	See the Our Employees and Corporate Governance sections of our 2023 Sustainability Report, pg. 41 and pg. 63.
405-2	Ratio of basic salary and remuneration of women to men	onsemi does not publicly disclose this information.
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and 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 .

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 2023, approximately 94 percent of our security personnel received training on our Human Rights Policy.


Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
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 2023 Sustainability Report, pg. 57.
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 Social Responsibility Statement . Top suppliers (by spend) are required to sign our Social Compliance Statement of Conformance and complete a risk assessment with social criteria on an annual basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
GRI 415: Public policy		
415-1	Political contributions	See the Public Policy section of our 2023 Sustainability Report, pg. 76.
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	100 percent of our products are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts. We have several special products which are not included in this declaration. They are used for military and air force applications.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
GRI 417: Marketing and labeling		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material in order to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
GRI 418: Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.

Report Revision History

VERSION	DESCRIPTION OF REVISION AND REASON	EFFECTIVE DATE
A	2023 Sustainability Report Document Initial Release	26 June 2024



2023 Sustainability Report

onsemi

Investor Relations and Corporate Development

5701 N. Pima Road

Scottsdale, Arizona 85250

investor@onsemi.com

www.onsemi.com

onsemiTM