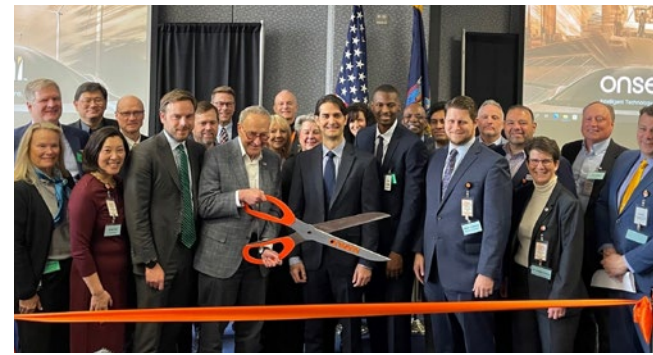
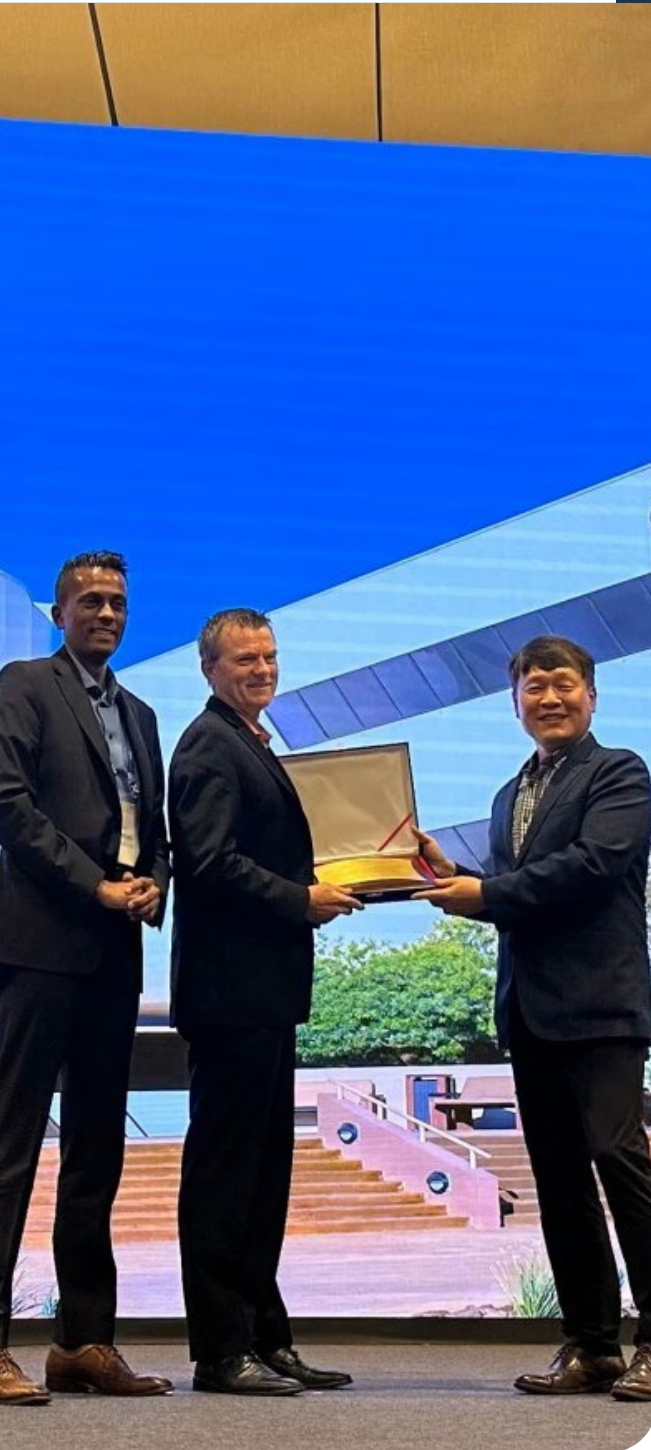


Innovating for a Better Future

2023 Sustainability Report
Executive Summary







Highlights Awards and Recognition



Barron's 100 Most Sustainable Companies; 6 Consecutive Years

In March 2023, **onsemi** ranked #75 on Barron's 100 Most Sustainable Companies. Barron's looks at 230+ ESG performance indicators and ranks companies' performance over five key areas: shareholders, employees, customers, community and planet.



Sustainalytics ESG Risk Rating Score of 22.6

In April 2023, **onsemi** received an overall ESG risk rating score of 22.6/100 points (the lower the score, the better) from Sustainalytics. The rating puts us at medium risk of experiencing material financial impacts from over 20 ESG factors.



Morgan Stanley Capital International (MSCI) ESG "A" Rating; 5 Consecutive Years

In February 2023, **onsemi** maintained its ESG "A" rating from MSCI, marking five consecutive years. We are among the top five industry leaders for our ethical practices related to raw material sourcing and human and labor rights.



Investor's Business Daily (IBD) 100 Best ESG Companies of 2023; 3 Consecutive Years

In October 2023, **onsemi** ranked #28 on IBD's 100 Best ESG Companies for 2023, representing an improvement from a ranking of #52 in 2022. Companies are ranked based on profitability in addition to their achievements in ethical and social responsibility.



EcoVadis Platinum Level Recognition; 4 Consecutive Years

In November 2023, **onsemi** received a score of 82/100 from EcoVadis, a leading platform for assessing a company's environmental, social and ethics management systems. Overall, our company scored in the top one percent of the 1,322 companies assessed by EcoVadis within the "manufacture of electronics components and boards" category.



Institutional Shareholder Services (ISS) ESG Prime Corporate Rating; 4 Consecutive Years

In April 2023, **onsemi** maintained a "Prime" rating by ISS ESG, one of the world's leading rating agencies for sustainable investments. This status is granted to industry leaders who performed well against universal and industry-specific ESG topics. Our company ranked in the top 30 percent of the 95 companies rated within the semiconductor industry.



World Finance Sustainability Award; 4 Consecutive Years

In June 2023, **onsemi** was named the Most Sustainable Company in the Semiconductor Industry. World Finance recognizes companies for being an agent of change for climate sustainability. **onsemi's** consistent recognition demonstrates our continued efforts to creating a more sustainable future.



Dow Jones Sustainability Index (DJSI) North America; 6 Consecutive Years

In November 2023, **onsemi** was one of seven semiconductor companies included in the DJSI North America component. Inclusion in this index is based on our excellent sustainability performance within the semiconductor industry on the S&P Global Corporate Sustainability Assessment (CSA), with criteria including corporate governance, customer relations, environmental policy, working conditions and social initiatives.



3BL 100 Best Corporate Citizens; 2 Consecutive Years

In October 2023, **onsemi** was ranked #71 on the 100 Best Corporate Citizens list. This ranking is based on over 180 ESG factors in seven pillars: climate change, employee relations, environment, governance, human rights, stakeholders and society and ESG performance.



CDP Climate Change; "B" Score

onsemi received a "B" score on the 2023 CDP Climate Change questionnaire, a consistent year-over-year improvement from "C" and "D" scores received in 2022 and 2021, respectively. 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 2023 CDP Water Security questionnaire. This questionnaire helps drive improvements in water management through various factors, including water usage, measurements and risk assessment.

About onsemi

Founded in
1999



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

ON

Publicly traded (NASDAQ: ON)



Hassane El-Khoury is the President & Chief Executive Officer (CEO)

\$8.253
billion in revenue in 2023



\$6,524
million in triple-bottom-line revenue¹

28,982
employees²



44%
female²

30%
female Board of Directors²

27%
minority workforce (U.S. only)²

27%
female **executive leadership**²

Tens of billions
of units produced per year



20
manufacturing sites worldwide



Company Profile

onsemi specializes in delivering industry-leading intelligent power and intelligent sensing solutions that help our customers solve challenging problems and greatly improve the safety, sustainability and power efficiency of end products in the automotive and industrial markets.

In the automotive market, our products enable lighter and longer-range electric vehicles (EVs) and hybrid vehicles, automatic emergency braking, advanced driver assistance systems (ADAS) and depth sensing that make advanced vehicle safety such as pedestrian detection and autonomous driving systems possible.

And with respect to the industrial market, our products are used to enable highly efficient energy storage and renewable energy systems, EV charging infrastructure, industrial automation, smart cities and buildings, motor

control and robotics, hearing health and diagnostic therapy and monitoring for chronic diseases such as diabetes.

We also manufacture products used in end-user markets related to computing and consumer networking and communications such as 5G base stations and smart phones.

To support these applications, we offer a robust portfolio of semiconductor products and technologies that include Silicon Carbide, Image Sensors, Power Modules, Wireless Connectivity and more. These applications help our customers create cutting-edge products that solve challenging problems, enhance safety standards and support the transition to electrification for a more sustainable future.



¹Please see pg. 10 for more information on triple-bottom-line revenue.
²As of December 31, 2023

Business Groups

onsemi generates revenue from the sale of semiconductor products to distributors and direct customers. We also generate revenue, to a much lesser extent, from product development agreements and manufacturing services provided to customers. We believe that our ability to offer a broad range of products, combined with our global manufacturing and logistics network, provides our customers with single-source purchasing.

In 2023, we were organized into three operating and reportable business groups: Power Solutions Group (PSG), Advanced Solutions Group (ASG) 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, power conversion, signal conditioning, circuit protection, signal amplification and voltage regulation functions. The trends driving growth within our end-user markets are primarily higher power efficiency and power density in power applications, the demand for greater functionality and faster data transmission rates in all communications. The advancement of existing volt electrical infrastructure, electrification of power train in the form of EV/hybrid electric vehicles (HEV), higher trench density enabling lower losses in power-efficient packages and lower capacitance and integrated signal conditioning products to support faster data transmission rates significantly increase the use of high-power semiconductor solutions. The recent increase in the use of wide-bandgap (WBG) metal-oxide-semiconductor field-effect transistors (MOSFETs) and diodes, including SiC and insulated-gate bipolar transistors (IGBT), is further expanding the use of semiconductor products.

Advanced Solutions Group (ASG)

ASG 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, Compute and Mobile end-user markets. We implement a platform-based design approach to rapidly proliferate product portfolios. ASG offers technology that provides our customers with system-level differentiation such as multi-phase controllers, gate drivers, direct current (DC)-DC converters, alternating current (AC)-DC converters, ultrasonic sensors, inductive sensors, audiology digital signal processors, analog front ends, Bluetooth Low Energy, wired connectivity and more.

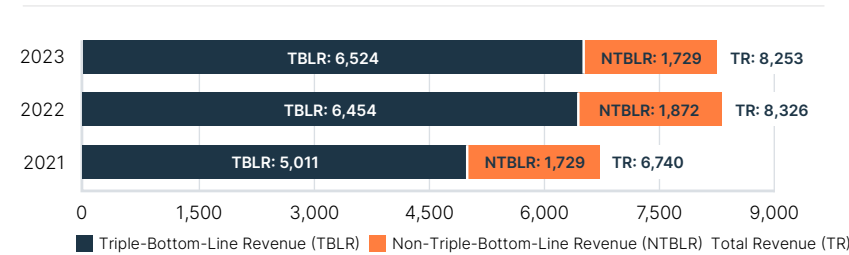
Intelligent Sensing Group (ISG)

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. Our broad range of product offerings delivers excellent pixel performance, sensor functionality and camera systems capabilities in which high-quality visual imagery is becoming increasingly important to our customers and their end users, particularly in automotive and factory automation and in applications powered by artificial intelligence (AI).

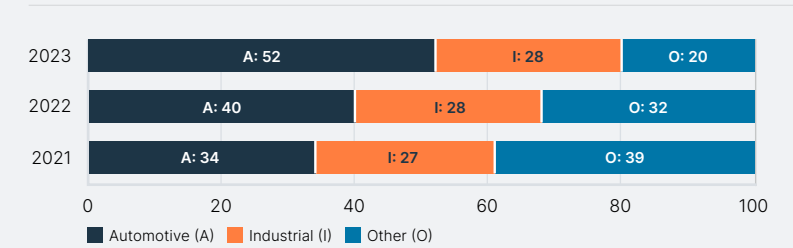
2023 Financial Performance

In 2023, we sustained solid results financially while demonstrating resilience amid the uncertain macroenvironment. We achieved a record automotive revenue that increased 29 percent year over year. Our SiC revenue soared, growing four times higher than the previous year, and intelligent power and sensing technologies now represent 70 percent of our total revenue. Our resilience and consistent performance are aligned with our long-term strategy of leading in intelligent power and sensing solutions.

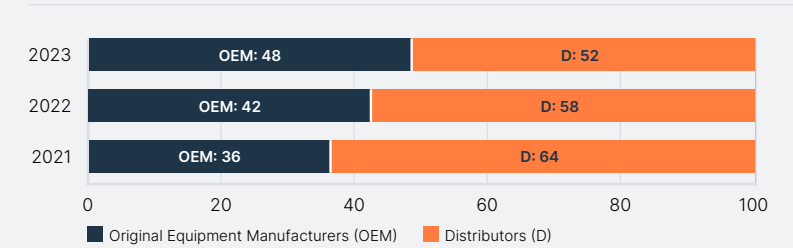
Revenue (Dollars, millions) | Detailed Description of Chart on pg. 32



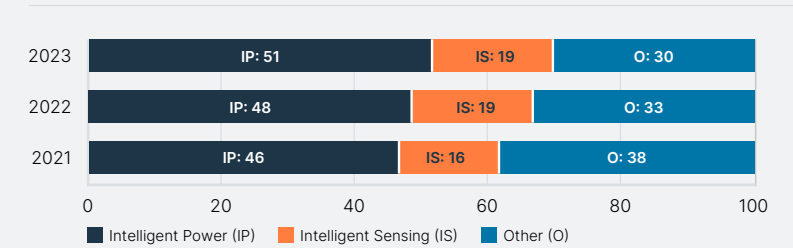
Revenue by Market (Percentage) | Detailed Description of Chart on pg. 32



Revenue by Sales Channel (Percentage) | Detailed Description of Chart on pg. 32



Revenue by Technology (Percentage) | Detailed Description of Chart on pg. 32



DISCLOSURE	UNITS	2021	2022	2023
Revenue by Region¹				
Hong Kong	Percentage	27	28	26
Singapore		31	26	24
United Kingdom		17	18	21
United States		14	17	19
Other		11	11	10

¹Represents sales billed from the respective country or region.

Net Zero Goal

Overview and Alignment with Near-Term Science Based Targets Initiative

Since 2021, we have had a goal of achieving net zero emissions by 2040 (Net Zero 2040) across Scopes 1, 2 and 3, along with using 50 percent renewable energy by 2030 and 100 percent renewable energy by 2040.

In December 2022, we submitted a commitment letter signed by our President and CEO, Hassane El-Khoury, to set near-term science-based emission reduction targets in line with the [Science Based Targets initiative \(SBTi\)](#).

Science-based targets (SBTs) 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 our targets align with the latest science to limit global warming to 1.5 degrees Celsius, as defined by the [Paris Climate Agreement](#).

By December 2024, we intend to submit near-term SBTs for validation by SBTi, and publish the results soon thereafter (completion of SBT validation is dependent on SBTi schedule). These milestones are important because they provide an additional level of transparency toward our Net Zero 2040 goal.

Setting Near-Term SBTs and Boundary Conditions

Pending the SBTi validation process, the boundary conditions of **onsemi's** near-term SBTs are anticipated to encompass manufacturing facilities for Scope 1 and 2 emissions, and are anticipated to be enterprise-wide (i.e., manufacturing and non-manufacturing) for Scope 3 emissions, with the exception of Category 3: Fuel- and Energy-Related Activities (FERA). Because FERA is calculated from fuel consumption of Scope 1 and 2 emission sources per GHG Protocol, our FERA calculation is based only on our manufacturing sites for consistency purposes. Near-term SBTs for Scope 1 and 2 are not anticipated to include emissions from our non-manufacturing sites, which represent less than 1 percent of the collective Scope 1 and 2 manufacturing emissions and are not considered to be material.

For Scope 1 and 2 emissions, **onsemi's** near-term SBTs are anticipated to consist of linear absolute reduction targets. For Scope 3 emissions, **onsemi's** near-term SBTs are anticipated to consist of a combination of supplier engagement (involving Category 1: Purchased Goods and Services, Category 2: Capital Goods and Category 4: Upstream Transportation and Distribution) and a linear absolute reduction target for Category 3: FERA. In accordance with SBTi, the aggregated goals set out for these four categories within Scope 3 will result in near-term reduction efforts covering 67% of **onsemi's** Scope 3 baseline emissions and will align our entire value chain with the goals **onsemi** sets out to achieve through SBTi.



DISCLOSURE		UNITS	DATA
2022 Baseline Emissions¹			
Scope 1	Metric Tons of Carbon Dioxide Equivalent (MTCO ₂ e)		1,014,836
Scope 2			713,547
Scope 3 (Sum of Category Emissions)			2,150,040

DISCLOSURE		UNITS	DATA	
GHG Protocol, Applicable Scope 3 Category Subtotals				
1	Purchased Goods and Services (PG&S)	MTCO ₂ e	1,414,941	
2	Capital Goods		102,663	
3	Fuel- and Energy-Related Activities (FERA)		222,296 ²	
4	Upstream Transportation and Distribution		326,612 ³	
5	Waste Generated in Operations		46,475 ⁴	
6	Business Travel		5,556	
7	Employee Commuting		17,452	
8	Upstream Leased Assets		9	
10	Processing of Sold Products		13,992	
12	End-of-Life Treatment of Sold Products		44 ⁴	
TOTAL			MTCO₂e	2,150,040

¹In line with GHG Protocol, our 2022 baseline emissions have been recalculated from last year's disclosure to include emissions from the acquisition of EFK and Scope 1 and 2 has been adjusted to only include manufacturing sites.

²In line with GHG Protocol accounting standards, FERA contributions to baseline emissions were recalculated from values published in the 2022 Sustainability Report to include emissions from our EFK site and exclude the four sites we divested in 2022. Because FERA is calculated from fuel consumption of Scope 1 and 2 emission sources per GHG Protocol (which includes only our manufacturing sites), our FERA calculation is based only on our manufacturing sites for consistency purposes.

³In order to align with SBTi, and as part of continuous improvement efforts, our Upstream Transportation and Distribution emissions were recalculated to include a Well-to-Wheel approach. This includes both upstream emissions related to fuel production and distribution (Well-to-Tank) and the direct-use emissions from fuel combustion (Tank-to-Wheel).

⁴This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.

Baseline Emissions

Baseline emissions refers to the initial level of GHG emissions against which annual reductions toward a goal are measured. Baseline emissions align with the defined boundary conditions of our anticipated near-term SBTs. Baseline emissions, in conjunction with annual emissions within goal boundary conditions, are anticipated to be used to demonstrate progress against near-term SBTs. Annual emissions within goal boundary conditions should not be conflated with annual enterprise-wide GHG emissions inventory (reported in the Annual Inventory of Energy Consumption and Emissions section, pg. 13), which represent the entirety of an organization's emissions without respect to goal boundary conditions. In the event of acquisitions and divestitures that materially impact emissions, baseline emissions are to include baseline year acquired emissions and exclude baseline year divested emissions.

2022 serves as our baseline year for GHG emissions across Scopes 1, 2 and 3 for our decarbonization goals. Emissions are calculated based on the [GHG Protocol](#).

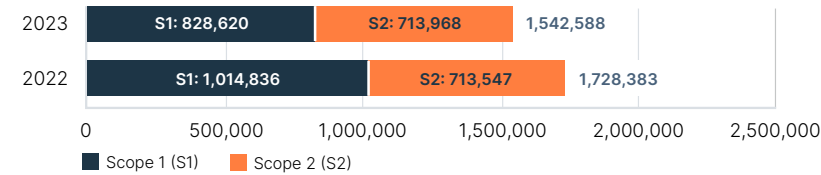
On December 31, 2022, **onsemi** completed the acquisition of our East Fishkill (EFK), New York fabrication facility. Due to the acquisition closing at the end of 2022, emissions from the manufacturing site were not included in the baseline emission calculation disclosed in our 2022 Sustainability Report. For this 2023 Sustainability Report, we have recalculated our 2022 baseline emissions to include emissions from EFK, as well as other associated minor adjustments, and have included the results herein.

Progress Toward Anticipated-Near-Term SBTs

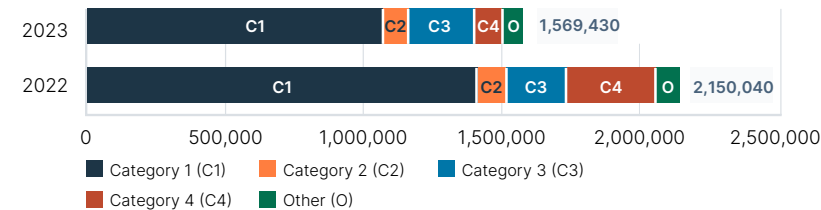
Throughout 2023, as part of preparation for SBTi validation of our near-term targets, we worked diligently to create our decarbonization plan. We conducted internal workshops with stakeholders to aggregate and disseminate information on best practices and opportunities that will allow us to integrate our emissions reduction strategies across our global operations.

In an effort to disclose our general annual decarbonization progress as we await near-term SBT validation, **onsemi's** decarbonization progress is shown here. 2023 emissions reflect emissions within the anticipated SBT boundary conditions across Scopes 1, 2 and 3, and are compared against 2022 baseline emissions. Our combined Scope 1 and 2 emissions were 1,542,588 MTCO₂e in 2023 compared to 1,728,383 MTCO₂e in 2022, a reduction of approximately 11%. Our collective Scope 3 emission was 1,569,430 in 2023 compared to 2,150,040 MTCO₂e in 2022, a reduction of approximately 27%. Our specific emission reduction efforts are further discussed in the Annual Inventory of Energy Consumption and Emissions section on page 13.

Decarbonization Progress: Scopes 1 and 2 (MTCO₂e) | [Detailed Description of Chart on pg. 32](#)



Decarbonization Progress: Scope 3 (MTCO₂e) | [Detailed Description of Chart on pg. 32](#)



¹Emissions for Other (O) is the sum of Category 5 – Category 12.

DECARBONIZATION PROGRESS	UNIT	BASELINE EMISSIONS	ANNUAL EMISSIONS WITHIN SBT ¹ BOUNDARY CONDITIONS
		2022	2023
Scope 1	MTCO ₂ e	1,014,836	828,620
Scope 2		713,547	713,968
Scope 3		2,150,040	1,569,430
Category 1 (C1): Purchased Goods and Services (PG&S)		1,414,941	1,062,541 ²
Category 2 (C2): Capital Goods		102,663	92,083
Category 3 (C3): FERA		222,296	237,688
Category 4 (C4): Upstream Transportation and Distribution		326,612	101,087 ³
Category 5 (O): Waste Generated in Operations		46,475	37,707
Category 6 (O): Business Travel		5,556	9,453
Category 7 (O): Employee Commuting		17,452	17,416
Category 8 (O): Upstream Leased Assets		9	42
Category 10 (O): Processing of Sold Products		13,992	11,345
Category 12 (O): End-of-Life Treatment of Sold Products	44	68	

¹Anticipated SBT boundary conditions, based on validation process to be completed by 2024.

²Emissions decrease for Category 1: PG&S is attributed to more supply chain primary data of emissions (and less reliance on modeled estimates) in 2023 compared to 2022.

³Emissions decrease for Category 4: Upstream Transportation & Distribution is generally attributed to **onsemi's** efficient shipment efforts that consolidated shipments in 2023, which resulted in over 200,000 fewer shipments.

Climate Transition Plan

As a part of our overall holistic sustainability strategy, our climate transition plan is woven throughout this Sustainability Report. The following section details our decarbonization strategy across 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.

Scope 1 General Emissions Reduction Strategy

Our Scope 1 emissions inventory consists of emissions from fluorinated greenhouse gases used in semiconductor manufacturing processes (process gases), onsite combustion of fuels, such as diesel or liquefied petroleum gas, and heat transfer fluids. At onsemi, we have a tremendous opportunity to reduce Scope 1 emissions through process gas swaps and utilization of point-of-use abatement tools to treat manufacturing exhaust and destroy residual GHGs.

Process gas swaps are our largest opportunity for emissions reductions. While fluorinated gases are an essential ingredient to the semiconductor manufacturing recipe, there is interchangeability in which gas we choose.

Where possible, we opt for fluorinated gases with a lower global warming potential (GWP) and higher efficiency rates, effectively reducing the emissions intensity of our process and the absolute emissions of our operations.

Point-of-use abatement systems will control remaining Scope 1 fluorinated GHG emissions that cannot be eliminated from the semiconductor manufacturing process. These systems utilize high temperature and/or plasma chemistry to convert fluorinated greenhouse gases to non-GHG products, which are further treated using the factory air pollution control and wastewater treatment systems.

Scope 2 General Emissions Reduction Strategy

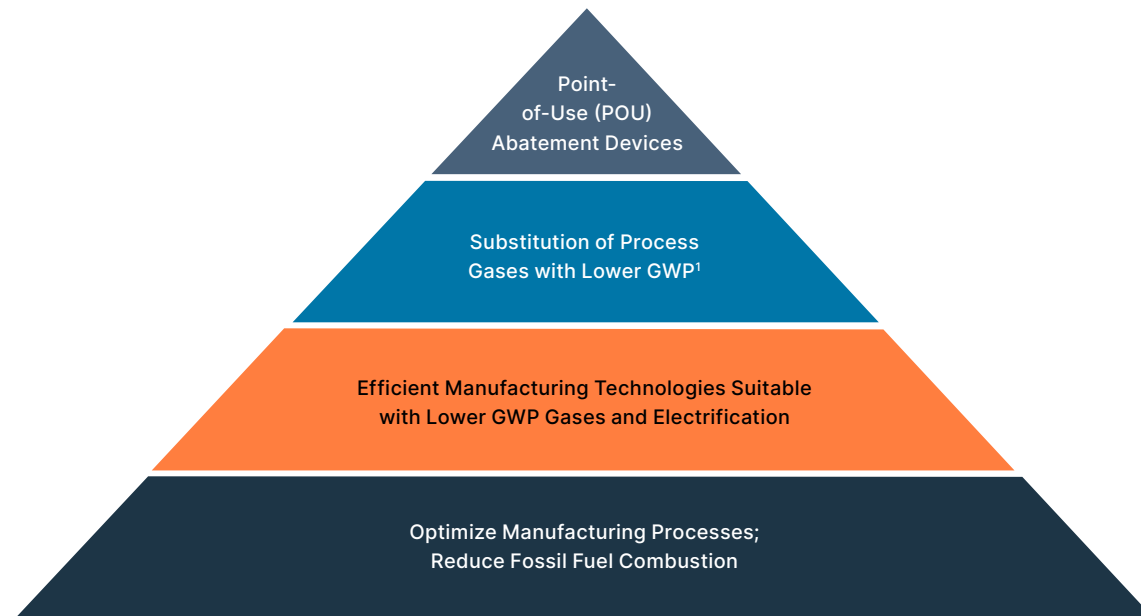
Our Scope 2 inventory consists of emissions from our purchased electricity. To align with industry best practices, we're focusing on deep decarbonization before turning to renewable energy instruments for our electricity-related emissions. Every ton of CO₂e avoided through reduced electricity consumption is a ton we do not need to procure from renewable energy sources, which makes good business and sustainability sense. As such, we have developed a prioritization pyramid that will help us decarbonize.

We will continue to develop standardized protocols for equipment testing, system assessments and metering equipment that will help us understand the energy use through each of our systems at our sites. Following these, we will focus on energy conservation strategies that will involve no/low-cost improvements. We will then strategize the implementation of short-, mid- and long-term energy efficiency and system optimization projects that help reduce

our overall energy use at our facilities. Typical short-term energy efficiency measures at our sites may include LED lighting retrofits, smart thermostat controls, variable frequency drive controls and pump overhauls. Mid- and long-term energy efficiency measures typically include measures related to equipment retrofits associated with space cooling (chillers, cooling towers), heating (boilers, furnaces) and process operations (compressors, pumps) at our facilities.

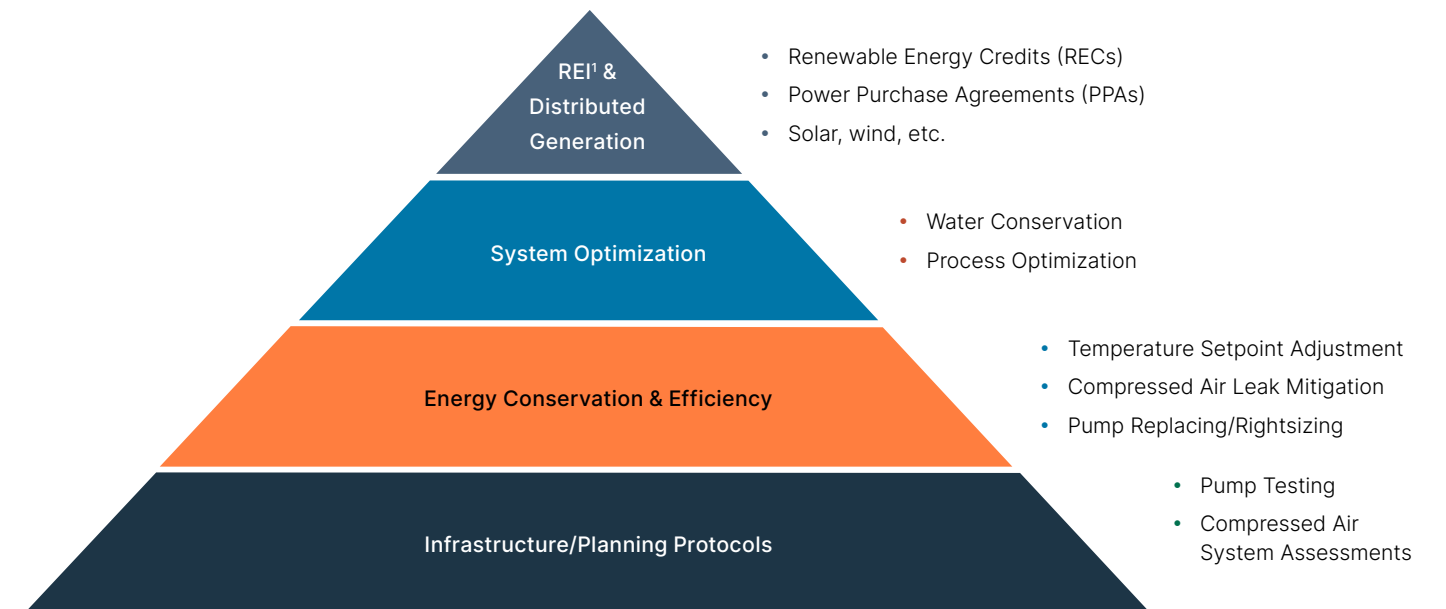
After achieving optimal energy levels through conservation, reduction and optimization projects, we will shift our focus to distributed generation and renewable energy technologies, such as solar or wind energy, to power our remaining energy load. In 2024, we anticipate developing strategies to pursue acquisition of renewable energy across the enterprise.

Scope 1 Prioritization Pyramid for Decarbonization



¹GWP: Global warming potential

Scope 2 Prioritization Pyramid for Decarbonization



¹REI: Renewable Energy Instruments



Scope 3 General Emissions Reduction Strategy

In accordance with and in preparation for setting an SBT, we will evaluate other ways we can reduce our Scope 3 emissions and create positive environmental impact within our value chain. Looking at our upstream emissions (consisting of Category 1: Purchased Goods and Services, Category 2: Capital Goods and Category 4: Upstream Transportation and Distribution), we plan to create a targeted supplier engagement program that will help our top priority suppliers better understand their emissions footprint and explore setting science-based targets to reduce their footprints. This will ultimately result in the reduction of the emissions attributed to onsemi's Scope 3 inventory. As part of our current supplier onboarding process, we require suppliers to measure and manage their GHG emissions. In an

effort to improve data accuracy, we are increasing primary data collection through a supplier survey to assess GHG emissions inventory and other reduction programs in our value chain.

Additionally, we will look to set a linear absolute reduction target for Category 3: FERA. Because FERA is directly linked to our Scope 1 and 2 fuel consumption, the actions taken to reduce our Scope 1 and 2 footprints will also have a direct impact on our Scope 3 emissions as they relate to FERA. In total, the goals set for these four categories will result in long-term reduction efforts for 67% of our Scope 3 baseline emissions and will align our entire value chain with the goals we have set to achieve through the SBTi.

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 non-electricity-related emissions that cannot be eliminated, onsemi will explore the purchase of certified carbon removal or offset credits equal to the remaining emissions.

Green-E and **Gold Standard** certified removals and offsets are the most credible and will be prioritized.

Plan Assumptions, Challenges and Uncertainties

In developing this climate transition action plan, some assumptions will be made, including, but not limited to: (i) estimations of current emissions data where data is limited, (ii) challenges around proper knowledge sharing by employees across the organization for implementation of proposed solutions, (iii) duration of time needed to hit key milestone tasks, (iv) uncertainties around the availability of renewable energy and credible carbon removal/offset technology in different regions that we operate and (v) projected future organic and inorganic growth of the company through 2040. We're aware of these issues and will continue to mitigate them over time.

Additionally, there are challenges and uncertainties associated with developing a transition plan, including:

- Achieving full and accurate data collection due to inherent manual data entry processes.
- Facilitating a standardized approach on reduction levers across our varied operations while balancing production demands.

To mitigate these challenges and uncertainties, we've invested in GHG emissions calculation accounting software that enables us to track, manage and report consistently across our entire enterprise. We developed education and training workshops that were conducted 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 new product development and capital expenditure decisions to mergers and acquisition due diligence assessments.

Product Stewardship

onsemi is a leader in intelligent power and image sensing technologies that build a better future. onsemi has components in medical devices, fitness trackers and smartwatches, autonomous vehicles and EVs, charging stations, solar inverters and more. We innovate to deliver disruptive technologies that enable our customers to solve challenging problems and create cutting-edge products for a better future. In so doing, we empower a strong triple-bottom-line product offering. Our product development efforts are directed toward:

- Powering the electrification of the automotive industry with our intelligent power technologies that allow for lighter and longer-range EVs and enable 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 with imaging and depth sensing that make advanced vehicle safety and automated driving systems possible.
- Enabling automation and data exchange (Industry 4.0) with our intelligent sensing technologies for smarter factories and buildings.

While our new product development efforts continue to focus on building solutions in areas that appeal to customers in focused market segments and across high-growth applications, we regularly re-evaluate our research and development spending to assess the deployment of resources and to review the funding of high-growth technologies. We are also exploring integrating sustainability and sustainable design in our products.

Triple-Bottom-Line Revenue

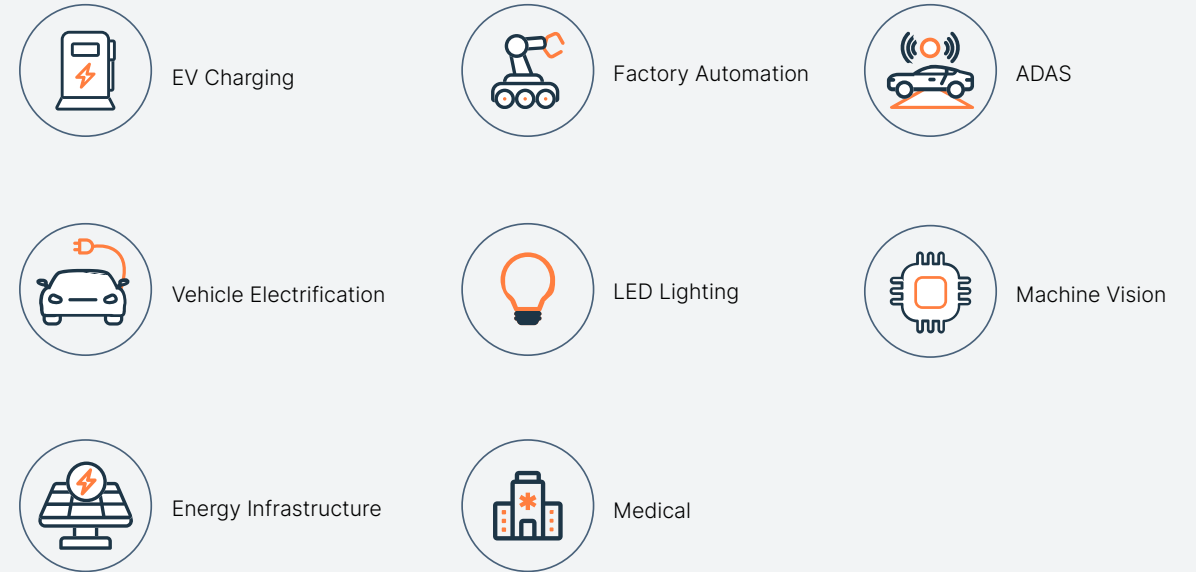
In 2023, onsemi had over \$6,524 million in triple-bottom-line revenue, representing 79 percent of total revenue. Our definition of “triple bottom line” is revenue from products that fall under the intelligent power and sensing umbrella and products that contribute to the triple bottom line – People, Planet, 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 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 impact throughout its use phase. Examples include applications that reduce carbon emissions, aid in the transition to renewable energy or enable resource conservation, such as the reduction of waste and scrap in manufacturing processes. Our SiC technologies are designed to meet the demands of higher power and density, and DC fast charging in the EV 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.

We consider these products a key part of our triple-bottom-line product offering, which includes the following categories:



DISCLOSURE	UNITS	2021	2022	2023
Triple-Bottom-Line Revenue				
People	Dollars (Millions)	Not Reported (NR)	1,462	1,709
Planet		NR	4,646	4,557
Profit		NR	346	258
TOTAL		5,011	6,454	6,524
Percentage of Total Revenue				
Percentage of Total Revenue	Percentage	74	78	79

Annual Inventory of Energy Consumption and Emissions

Energy

The use of energy across the organization consists predominantly of purchased electricity and, to a lesser extent, natural gas, diesel fuel, town gas, heavy oil and liquified petroleum gas (LPG). Electricity emissions are considered Scope 2 emissions, while the other energy sources in this list are direct emissions and are considered Scope 1. We strive to use our energy efficiently across all our operations to reduce our footprint.

Our total energy use (the energy-related portion of Scope 1 and all electricity of Scope 2) in 2023 was 2,208,573 Megawatt-hours (MWh), out of which 1,766,748 MWh was attributed to purchased electricity. Implemented customized energy efficiency and energy conservation measures at our manufacturing sites resulted in a reduction of over 23,000 MWh of purchased electricity and approximately 500,000 therms of natural gas. These projects represent a total of approximately 17,000 MTCO₂e saved with an estimated investment of over \$4.3 million across our enterprise. These include (but are not limited to):

Energy conservation measures such as:

- Optimization of compressed dry air (CDA) systems by reducing compressed air leaks, line pressure setpoints, CDA line consolidations, pipe upsizing, reducing air demands and the number of online operational dryers. These measures resulted in an annual energy savings of approximately 7.3 million kilowatt-hours (kWh) which translates to approximately \$832,000 in annualized cost savings at our manufacturing sites in: Aizu, Japan; Bucheon, Korea; Seremban, Malaysia; Carmona, Philippines; Leshan, China; and Suzhou, China.
- Optimization of process tools through idling or shutting down, wherever operationally feasible, resulting in an annual energy savings of approximately 4 million kWh and approximately \$668,000 in annualized cost savings at our Aizu and Seremban manufacturing sites.

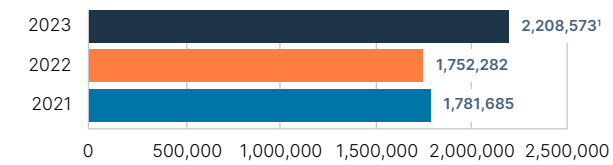
- Optimization of air handler unit (AHU) energy use through variable frequency drive (VFD) setpoint adjustments, filter upgrades and schedule updates, which led to an annual reduction in energy consumption of approximately 1.4 million kWh and annualized cost savings of approximately \$191,000 at our Aizu and Seremban manufacturing sites.
- Reduction of chiller energy consumption through strategic, proactive monitoring, overhauls and reducing the number of online chillers based on operational needs, which resulted in an annual energy savings of approximately 1.15 million kWh and approximately \$156,900 annualized cost savings at our Aizu, Seremban, Suzhou and Cebu (Philippines) manufacturing sites.

Energy efficiency measures such as:

- Replacement of older, inefficient screw/centrifugal air compressors with newer, high-efficiency centrifugal counterparts, air compressor overhauls and purgeless air dryer installations, which resulted in a total savings of approximately 3 million kWh of annual energy savings and approximately \$559,000 of annualized cost savings at our Bucheon, Cebu, Leshan, Seremban and Suzhou manufacturing sites.
- Replacement of old and inefficient packaged air-conditioner units with more efficient counterparts, efficiency improvement of chillers and cooling tower infill replacements resulted in an annual energy savings of approximately 1.7 million kWh and approximately \$416,000 in annualized costs savings at our Aizu, Cebu and Seremban manufacturing sites.
- Replacement of older, inefficient pumps and motors with higher-efficiency counterparts and/or newer technologies resulted in annual energy savings of approximately 944,300 kWh and approximately \$117,000 in annualized costs savings at our Leshan, Seremban and Suzhou manufacturing sites.

Total Energy Consumption

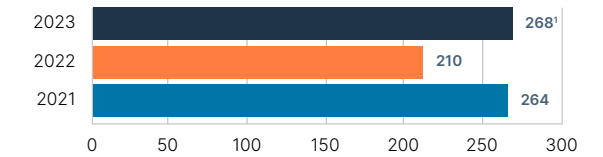
(MWh) | Detailed Description of Chart on pg. 32



¹The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

Energy Intensity

(MWh per \$ Million Revenue USD) | Detailed Description of Chart on pg. 32



¹The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

DISCLOSURE	UNITS	2021	2022	2023
Total Actual Energy Consumption of Owned Facilities (For Annual Reporting Purposes Only)				
Total Energy Consumption	MWh	1,781,685	1,752,282 ¹	2,208,573 ²
Energy Intensity				
Energy Intensity	MWh per \$ Million Revenue	264	210	268
Energy Consumption by Source				
Electricity	MWh	1,548,009	1,487,074	1,766,748
Renewable Electricity ³		0	0	0
Natural Gas		173,332	172,028	392,318
Diesel Fuel		4,536	3,170	6,784
Town Gas		25,422	57,883	0 ⁴
Heavy Oil		28,734	30,121	40,670
LPG		1,652	2,006	2,054
Energy from Grid	Percentage	100	100	100

¹Energy from our 2022 divested sites is included in our actual energy totals through the date of divestiture.

²The increase in total energy consumption in 2023, compared to 2022, is generally due to the acquisition of our EFK site, which was finalized on December 31, 2022.

³In 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 that renewable electricity production in order to claim renewable electricity consumption.

⁴Prior to 2023, two of our manufacturing sites reported using "Town Gas" fuel. One site was divested during 2022 and the other was found to be purchasing fossil methane ("natural") gas, not manufactured gas. As a result, that site's gas usage is now included in "Natural Gas" and none of our sites used Town Gas in 2023.

DISCLOSURE	UNITS	2021	2022	2023
Enterprise-wide Emission Inventories by Year¹				
Scope 1	MTCO ₂ e	2,485,870	841,104 ^{2,3}	828,620 ⁴
Scope 2		782,790	741,934 ³	727,464
Scope 3		617 ⁵	2,098,541 ⁶	1,573,417 ⁷

¹Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition. Reported annual emission inventories represent those from both manufacturing and non-manufacturing sites, except for Scope 1 emissions which represent only manufacturing sites. The lack of Scope 1 non-manufacturing emissions in the inventory is not anticipated to have a material impact on the overall data.

²Starting in 2022, Scope 1 emissions are calculated based on discharged emissions, in line with the **IPCC Tier 2c guidance**. Per this guidance, we have claimed destruction of certain GHGs within our manufacturing process, which has contributed to the large change in reported Scope 1 emissions as of 2022, compared to 2021.

³Scope 1 and 2 annual emission inventory for 2022 includes divested sites up to the date of divestiture. A portion of emission reductions observed in 2022, compared to 2021, is due to 2022 site divestitures.

⁴Decrease of Scope 1 emissions in 2023, compared to 2022, is generally due to optimized and reduced fuel/process gas usage at our manufacturing sites and fuel/process gas reductions due to manufacturing site divestitures in 2022.

⁵2021 disclosure only represents Scope 3 Category 6 – Business Travel data.

⁶This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.

⁷Emission reductions in 2023, compared to 2022, were generally due to more supply chain primary data of emissions (and less reliance on modeled estimates) for Category 1 and efficient consolidation/reduction of shipments for Category 4.



Emissions

Scope 1

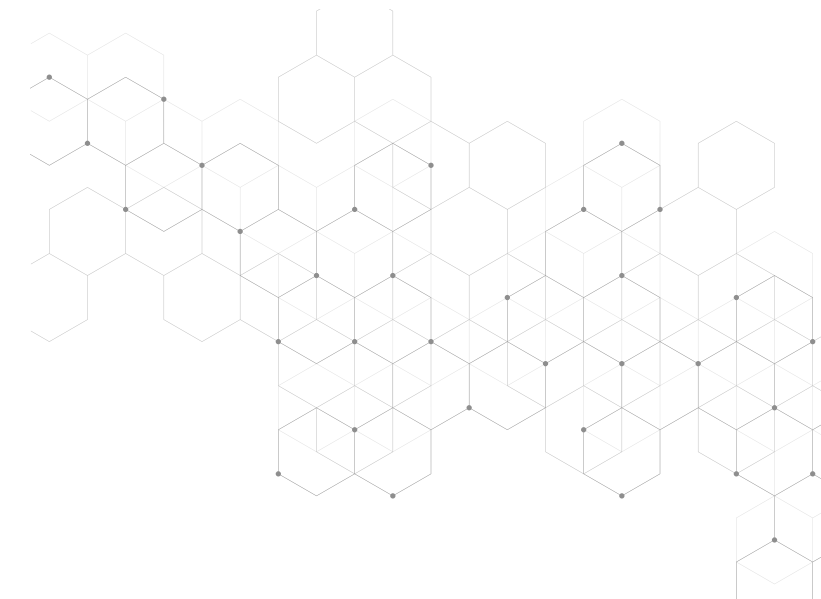
Scope 1 emissions are direct emissions from company-owned and -controlled facilities. The largest source of Scope 1 emissions is from fluorinated process gases used in manufacturing. Other sources include fuels used in space or process heating and heat transfer fluids used in manufacturing equipment.

We use an industry best practice methodology consistent with IPCC Tier 2c guidance to determine process gas emissions. The methodology accounts for the utilization efficiency and by-product production of fluorinated gases and nitrous oxide within the semiconductor manufacturing process. Global warming potentials from IPCC's Sixth Assessment Report (AR6) are used to convert gas quantity to CO₂e.

In 2023, we focused on the following initiatives pertaining to Scope 1 emissions:

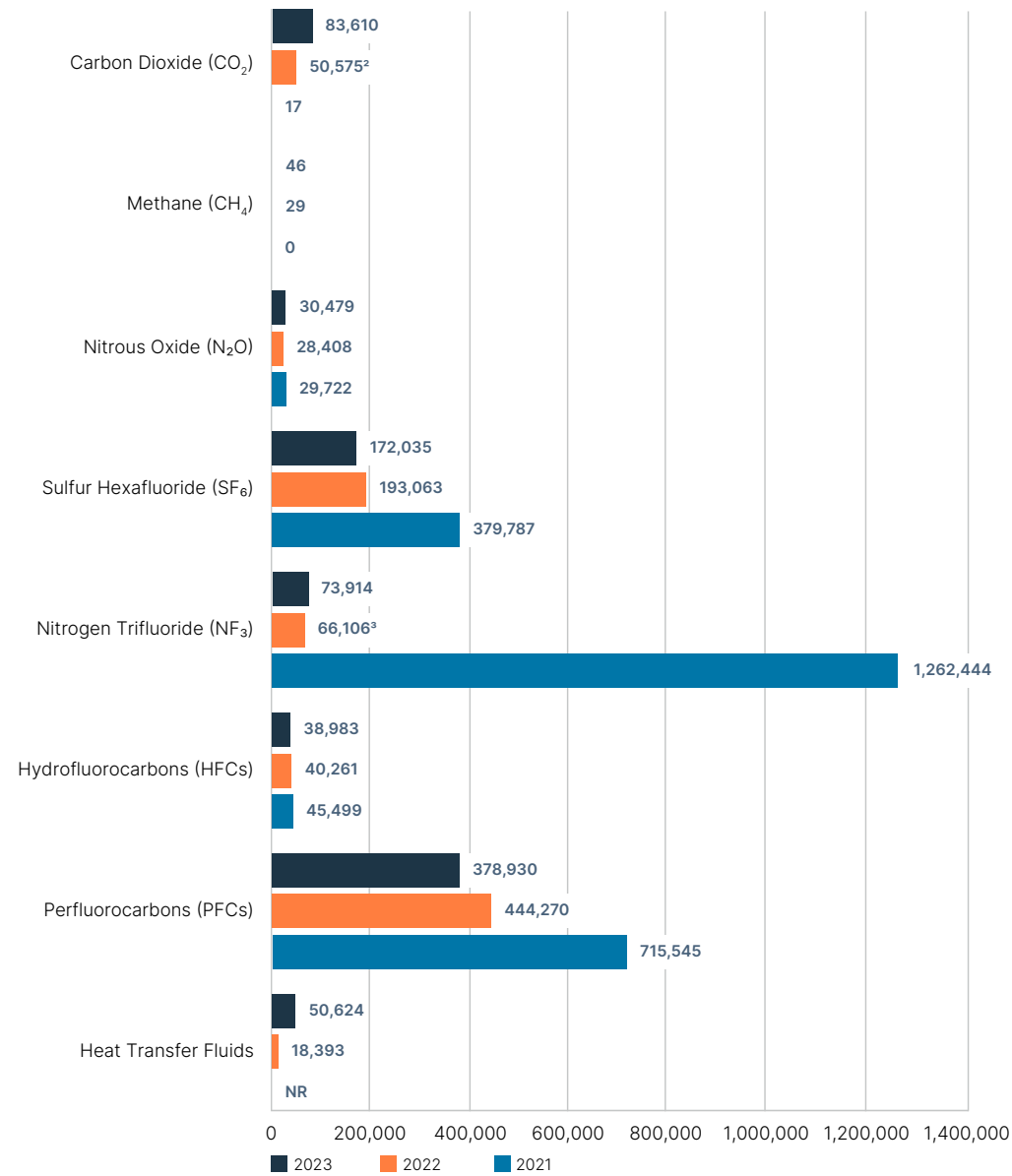
- **Optimization of fluorinated gas use:** Fluorinated gas use was optimized in chamber cleaning processes at our Aizu and Mountain Top sites, resulting in reduced emissions.
- **Emissions Accounting and Abatement:** Qualified process gas point-of-use abatement systems can treat manufacturing exhaust and destroy residual GHG emissions to manufacturer-specified destruction removal efficiencies (DREs), which varies and can be in the high 90th percentile. Qualification entails ensuring the abatement systems are designed for the gas(es) being treated and are operated/maintained according to manufacturer requirements. For example, in 2023, our EFK manufacturing site established data to complete qualification of its greenhouse gas abatement systems, which previously had been installed but were not qualified. The 2023 Scope 1 emissions inventory for EFK reflects reduced emissions, compared to 2022 baseline, due to destruction of residual GHG emissions to manufacturer specified DREs in qualified abatement systems.

- **Data Management:** Several innovations to improve emissions accounting were in development in 2023, including onboarding of GHG emissions calculation software and an internal proprietary tool. GHG emissions accounting software is anticipated to enable enterprise-wide data collection from consumption invoices of process gases, fuels and heat transfer fluids. The other innovation is an internally developed proprietary tool that enables direct emissions data to be managed at the manufacturing tool level, enabling improved access to facility emissions models used in the IPCC Tier 2c protocol for electronics manufacturing.
- **Project Implementation:** Best practices have been shared among our manufacturing sites on technical and operational approaches for reducing process gas emissions from semiconductor fabrication.



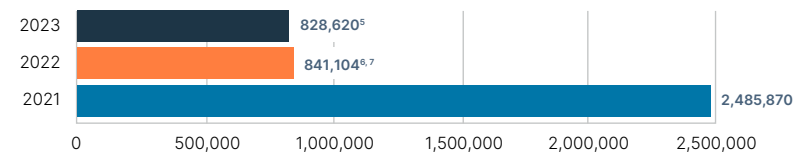
Scope 1 Emissions by Gas Type¹

(Metric tons of CO₂e) | [Detailed Description of Chart](#) on pg. 32



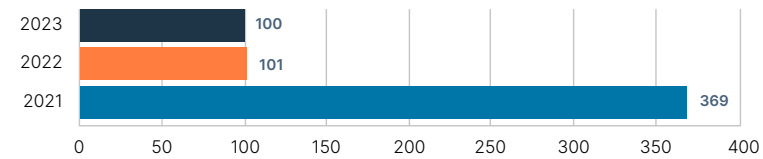
Total Scope 1 GHG Emissions⁴

(Metric tons of CO₂e) | [Detailed Description of Chart](#) on pg. 32



Scope 1 Emissions Intensity

(MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart](#) on pg. 32



¹Prior to 2022, onsemi reported Scope 1 emissions by gas type for its process gas usage only. Starting in 2022, this breakdown also includes the Scope 1 emissions from fuel usage and heat transfer fluids, aligning with the Greenhouse Gas Protocol methodology for reporting emissions.

²As of 2022, includes CO₂ emissions from fuel combustion which was not included in our CO₂ emissions breakdown in previous years.

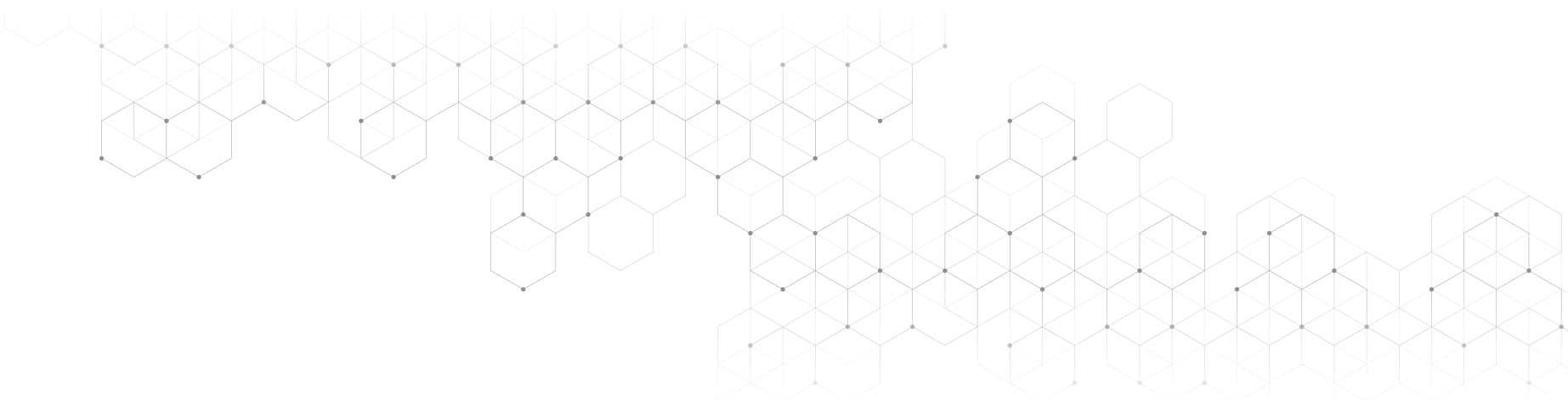
³As of 2022, due to the claimed destruction values of NF₃ within the semiconductor manufacturing process, per **IPCC Tier 2c guidance**, there is a large decrease in NF₃ emissions from this year forward.

⁴Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition. Reported annual emission inventories represent those from both manufacturing and non-manufacturing sites, except for Scope 1 emissions which represent only manufacturing sites. The lack of Scope 1 non-manufacturing emissions in the inventory is not anticipated to have a material impact on the overall data.

⁵Decrease of Scope 1 emissions in 2023, compared to 2022, is generally due to optimized and reduced fuel/process gas usage at our manufacturing sites and fuel/process gas reductions due to manufacturing site divestitures in 2022.

⁶Starting in 2022, Scope 1 emissions are calculated based on discharged emissions, in line with the **IPCC Tier 2c guidance**. Per this guidance, we have claimed destruction of certain GHGs within our manufacturing process, which has contributed to the large change in reported Scope 1 emissions compared to 2021 emissions.

⁷Scope 1 annual emissions inventory for 2022 includes emissions from our divested sites up to the date of divestiture. A portion of emission reductions observed in 2022, compared to 2021, is due to 2022 site divestitures.



Scope 2

Scope 2 emissions are indirect emissions resulting from the generation of purchased energy. For our purposes, this means our purchased electricity. onsemi indirectly emits GHG emissions from electricity purchased for the operations of our manufacturing and non-manufacturing sites. Due to the small percentage of emissions from non-manufacturing sites, onsemi's near-term SBT will include our manufacturing site emissions and is not anticipated to include non-manufacturing site emissions. Disclosure of non-manufacturing site emissions in the table below is for transparency purposes.

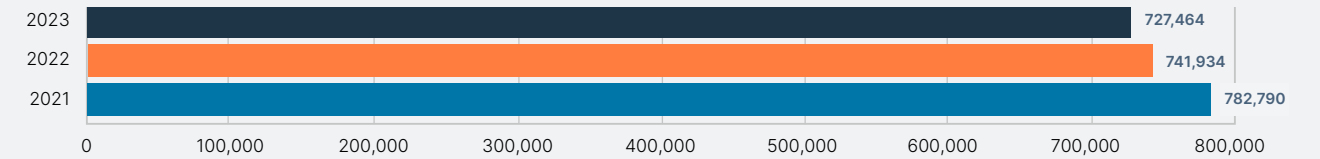
onsemi's global Scope 2 emissions in 2023 have reduced from our 2022 levels due to the combination of implementation of energy conservation and energy efficiency/optimization practices at our sites (see Energy section on page 25) and strategic divestitures from four sites during 2022.

In addition, we ramped up production activities at strategic manufacturing sites with relatively cleaner electric grids and continued downsizing our non-manufacturing sites:

- We ramped up production at our EFK, Bucheon and Roznov sites. These sites are served by electricity grids that have approximately 30 percent (on average) lower carbon intensity than the average electric grid serving the remainder of our manufacturing sites.
- We also downsized and consolidated over 600,000 square feet of non-manufacturing space comprising offices and design centers. These downsizing activities are estimated to result in approximately 21,000 MWh of avoided energy use, translating to a reduction of approximately 7,300 MTCO₂e from our 2022 actual emissions.



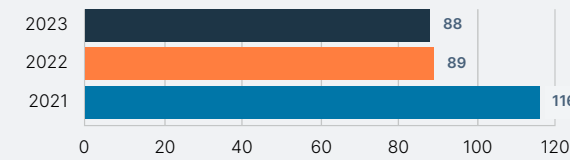
Total Scope 2 GHG Emissions¹ (Metric tons of CO₂e) | [Detailed Description of Chart on pg. 32](#)



¹Scope 2 emissions for fiscal year 2022 include emissions from our divested facilities up to the date of divestiture. Our Net Zero baseline year (2022) does not include these emissions.

Scope 2 Emissions Intensity

(MTCO₂e per \$ Million Revenue) | [Detailed Description of Chart on pg. 32](#)



DISCLOSURE	UNITS	2021	2022	2023
Enterprise-wide Scope 2 Emission Inventories by Year¹				
Total Scope 2 Emissions, manufacturing and non-manufacturing sites (location based)	MTCO ₂ e	782,790	741,934	727,464
Total Scope 2 Emissions, manufacturing sites (location-based)		782,790	728,370	713,968
Total Scope 2 Emissions, non-manufacturing sites (location-based)		NR	13,564	13,496
Scope 2 Emissions Intensity				
Scope 2 Emissions Intensity (calculated for total Scope 2)	MTCO ₂ e per \$ Million Revenue	116	89	88

¹Inventories represent annual enterprise-wide emissions and are not reflective of baseline year or emission reduction goal boundary-condition considerations. For site divestitures, inventory reflects emissions up through the date of divestiture. For site acquisitions, inventory reflects emissions after the date of acquisition.

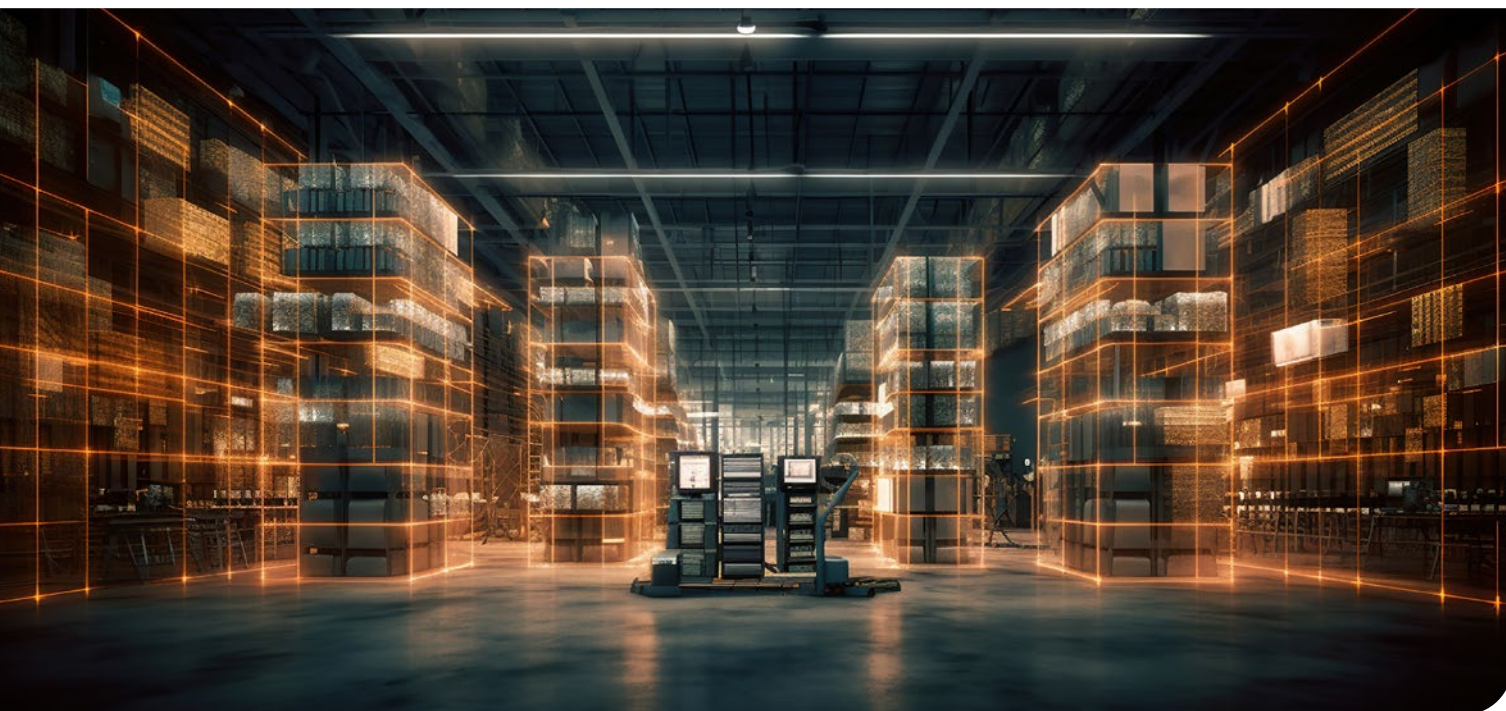
Scope 3

Scope 3 emissions are indirect emissions that occur in the company's value chain, including upstream and downstream emissions. Consistent with the GHG Protocol, our Scope 3 emissions include 10 categories applicable to onsemi operations, out of 15 total possible categories.

For 2023, onsemi Scope 3 emissions inventory was 1,573,417 MTCO₂e, which accounts for 50 percent of our total GHG footprint (combined Scope 1, 2 and 3). Since Purchased Goods and Services (Category 1 of Scope 3 emissions, per GHG Protocol) account for a significant percentage of the total Scope 3 inventory, we have begun to reduce Scope 3 emissions by engaging with our supply chain partners and encouraging them to disclose their GHG emissions and set their own science-based reduction

targets, per the Supplier Engagement Pathway of the SBTi guidance.

In 2023, we worked internally to align on cross-functional best practices to leverage our influence on suppliers. Through collaboration with suppliers, we can more effectively adjust our efforts with advanced programs and by educating those who are earlier on their sustainability journey. So far, we have engaged hundreds of suppliers, while introducing our new data collection program which has set the foundation to positively impact our Scope 3 emissions. We have started, and will continue, to gather primary data to increase the accuracy of GHG accounting from our upstream value chain.



DISCLOSURE		UNITS	2021	2022	2023	
Enterprise-wide Scope 3 Emissions Category by Year¹						
1	Purchased Goods and Services (PG&S)	MTCO ₂ e	NR ²	1,414,941	1,062,541 ²	
2	Capital Goods		NR	102,663	92,083	
3	Fuel- and Energy-Related Activities (FERA)		NR	203,238	241,675	
4	Upstream Transportation and Distribution		NR	294,171	101,087 ³	
5	Waste Generated in Operations		NR	46,475 ⁴	37,707	
6	Business Travel		617	5,556	9,453	
7	Employee Commuting		NR	17,452	17,416	
8	Upstream Leased Assets		NR	9	42	
10	Processing of Sold Products		NR	13,992	11,345	
12	End-of-Life Treatment of Sold Products		NR	44 ⁴	68	
TOTAL				617	2,098,541	1,573,417

¹Applicable Scope 3 emission categories in line with the GHG Protocol

²Emissions decrease for Category 1: PG&S is attributed to more supply chain primary data of emissions (and less reliance on modeled estimates) in 2023 compared to 2022.

³Emissions decrease for Category 4: Upstream Transportation & Distribution is generally attributed to onsemi's efficient shipment efforts that consolidated shipments in 2023, which resulted in over 200,000 fewer shipments.

⁴This corrects minor typographical or unit conversion errors in the 2022 sustainability report that were limited to selected footnoted categories only. This adjustment does not have a material impact on the overall results.



Scope 3 emissions account for approximately 50% of total GHG emissions.

Water and Waste Management

Water Stewardship

Water is an essential natural resource sustaining life and the ecosystem; it is also a vital element of onsemi's business. We are dedicated to ensuring that our operations have a positive impact on the watershed and surrounding communities. We actively work to prevent any adverse effects on our water systems and strive for transparency with our stakeholders, displaying deliberate stewardship of water as a valuable and limited resource. We understand that conserving water lowers the cost of processing and safeguards the supply of water resources. We continue to seek opportunities to reduce, reuse and recycle water through global alignment and benchmarking throughout all our sites.

At onsemi manufacturing sites, water consumption has a general application distribution of 20 percent for domestic uses, 20 percent for industrial uses and 60 percent for production uses. Domestic uses include potable water, sanitation and hygiene, landscaping and the cafeteria. Industrial uses include heat exchange processes, steam generation and ventilation. Production uses include manufacturing processes, ultrapure water (UPW) production and deionized (DI) water production. We monitor and evaluate all the water processes and water discharge characteristics and continue to implement more water conservation programs. The bulk of onsemi's water consumption is from our manufacturing sites; however, we continue to explore ways to track water consumption at our non-manufacturing sites.

In 2023, out of 15,652 megaliters of total water withdrawn, 1,716 megaliters of water were withdrawn from high water-stressed region and 854 megaliters from extremely high water-stressed regions (11.0 and 5.5 percent of total water withdrawn, respectively). We utilize the World Resources Institute's (WRI) Water Risk tool to identify if any of our sites are in high or extremely high water-stressed regions. The designation of a region as an extremely high or high water stressed region varies year over year based on how WRI analyzes risk. In 2023, two manufacturing sites were in extremely high water-stressed regions and four sites were in high water-stressed regions, and the aggregate number (six) of extremely high and high water-stressed manufacturing sites identified increased compared to the prior year. This explains why the total water withdrawal in extremely high and high water-stressed regions increased in 2023 compared to 2022. Evaluation of water region stress status will be incorporated into environmental due diligence.

onsemi assumes that all water withdrawn is discharged. We are in the process of collecting additional manufacturing site water discharge data to better calculate water consumption for future implementation of water-related initiatives for the company. In 2024, onsemi will explore development and adoption of an enterprise water stewardship initiative.

WATER USAGE		UNITS	2021	2022	2023
Water Withdrawal					
Surface Water	Megaliters		0	0	0
Groundwater (renewable)			885	1,129	3,618
Seawater			0	0	0
Third Party Water			12,714	12,563	12,034
TOTAL WATER WITHDRAWAL			13,599	13,692	15,652¹
Water Withdrawal Intensity					
Water Withdrawal Intensity	Megaliter per \$ Million Revenue		2.02	1.64	1.90
Water Recycled					
Water Recycled	Megaliters		5,779	5,776	6,507
Recycling Rate	Percentage		42	42	42
Water Withdrawal in Water-Stressed Regions²					
Extremely High ³	Megaliters		271	0	854
High ⁴			1,127	515	1,716

¹In 2023, we significantly expanded our Bucheon facility and accounted for EFK (acquisition finalized on December 31, 2022) in our operations, resulting in increased water withdrawal compared to prior years.

²Water-stressed regions were identified through the WRI Water Risk Tool. Sites identified in extremely high and 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.

³Extremely high water-stressed regions for 2023 include Cebu and Tarlac. For 2022 and 2021, Oudenaarde, Belgium was in an extremely high water-stressed region, but onsemi divested this site in 2022.

⁴High water-stressed regions for 2023 include Suzhou, China; Dong Nai, Vietnam; Binh Duong, Vietnam; Carmona, Philippines and Nampa, Idaho, U.S. For 2022, these regions included Pocatello, Idaho, U.S. and Suzhou. For 2021, high water-stressed regions included Pocatello, Suzhou and Tarlac.



Demonstrating our commitment to water-use efficiency, our water recycling rate in 2023 was 42 percent, which equates to 6,507 megaliters of water recycled. **onsemi's** water stewardship program is demonstrated through the following 2023 initiatives:

- The majority of our manufacturing sites recycle “reject water” from the reverse osmosis (RO) process and reuse it in cooling tower applications, eliminating the need to directly withdraw more water from supply sources.
- At our Seremban site, we have successfully converted a conventional pretreatment system from sand filtration to an ultra-filtration (UF) system. Upgrading the technology of our RO DI pretreatment process reduces wastewater generation from 10 to 3 percent, while also improving the filtered water quality fed through the RO system. Taking such action also has an indirect benefit of helping save chemical cost for RO membrane cleaning in the long run.

- At our Aizu site, we have initiated several water conservation programs, including the reuse of RO “reject water” in industrial processes, modification and optimization of maintenance programs that resulted in a reduction in wastewater generation and chemical, water and electricity consumption. This equates to approximately \$83,900 in annual cost savings and 4.3 megaliters of additional water reduction at the site annually.
- At our EFK site, we have consolidated our six sets of RO systems into three, therefore increasing the feed flow and reducing water reject to wastewater. This initiative will allow us to save approximately 90 megaliters of water per year.
- For our Roznov site, we were awarded the most innovative company by the Czech Republic's Zlin region for our innovative cooling solution for grinding processes and cooling water recycling. Savings of cooling water reached 99.5 percent, equating to an annual water savings of 621 megaliters. This project also allowed us to reduce system electricity use by approximately 82 percent.



For our Roznov site, we were awarded the most innovative company by the Czech Republic's Zlin region for our innovative cooling solution for grinding processes and cooling water recycling.

Water Usage

onsemi treats water received from our municipal suppliers to ensure that the water used in relevant manufacturing processes meets required quality thresholds. UPW is a highly purified form of water that has gone through multiple steps of treatment and is commonly used in the semiconductor industry. It is used in semiconductor manufacturing to wash excess chemicals and materials off surfaces of wafers and packaged products, dilute chemicals used in the manufacturing process or replace water in cooling systems for critical applications. UPW can even be used as a humidification source for our cleanroom environments. Approximately 40 percent of the total water stream received for the UPW generation process is returned for reuse in industrial processes, wherever possible. In 2023, **onsemi** produced around 7,500 megaliters (or 7,500,000 cubic meters (m³)) of UPW.

Wastewater Treatment

The complexity of semiconductor manufacturing technology has increased over time and drives the need to invest in more sophisticated onsite treatment systems to treat wastewater produced from our manufacturing operations. All wastewater produced in our manufacturing sites is treated using advanced onsite treatment techniques before it is discharged under permit to a municipality or other authorized discharge point. The treatment process can include physical-chemical treatment, wastewater neutralization, carbon absorption treatment, biological treatment and tertiary treatment, including ion exchange treatment, disinfection and membrane treatment, depending on the wastewater characteristics. The level of treatment is stringent and meets the local government requirements in the areas where we operate.

onsemi not only monitors water quantity, but also water discharge quality. We monitor various metrics associated with our wastewater discharge to ensure compliance with pH, temperature, chemical oxygen demand (COD), color, heavy metals, fluorine, nutrients and other regulated discharge parameters. In addition to our discharge monitoring systems, we perform laboratory analysis on our water discharge under local regulations. The laboratory analysis can occur on a weekly, monthly or quarterly basis depending on the permit and the region. Some regions require real-time monitoring of

wastewater discharge. **onsemi** believes it is fully compliant with all applicable local regulations and requirements to minimize the impact to the environment.

onsemi's dedication to continuous improvement in safeguarding environmental health and safety is reflected in our investments in facility infrastructure, including the following activities in 2023:

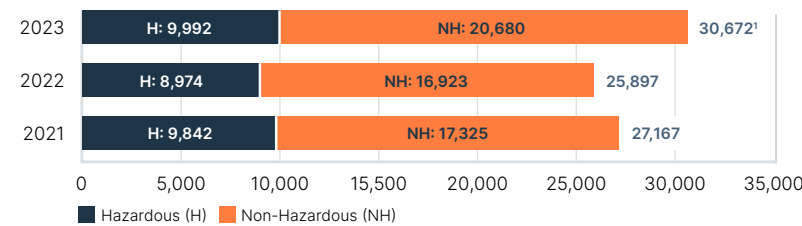
- Cebu, Tarlac and Carmona manufacturing sites in the Philippines completed construction of respective wastewater treatment facilities with upgraded tertiary treatment systems. Tarlac and Carmona manufacturing sites completed the upgrade of onsite sewage treatment facilities. The upgraded wastewater treatment system recycles wastewater from industrial processes and water withdrawal is anticipated to be reduced by 26.5 megaliters annually.
- Our Seremban site completed a \$3.6 million upgrade of the onsite wastewater treatment and sewage treatment plant to ensure it was rightsized for our manufacturing operations.
- Our Dong Nai site completed a \$270,000 capability expansion of its facility wastewater treatment plant to enable the recycle and reuse of an additional 18.5 megaliters of wastewater annually.
- Because our Suzhou site had been identified as being in an area with high water stress, when it came time to construct a wastewater treatment system, **onsemi** invested in a sophisticated zero-discharge wastewater treatment system that was designed to minimize or eliminate the discharge of treated wastewater into the environment. The goal is to recover and reuse as much water as possible through multiple rounds of RO, leaving little to no wastewater to be released into the environment. Residual sludge generated during the treatment processes is separated and managed separately through appropriate disposal. The remaining minimal stream of reject water goes through a controlled evaporation process. Suzhou's zero-discharge wastewater treatment system completed construction in 2023.

Waste Management

Semiconductor manufacturing generates both hazardous and non-hazardous waste, as classified under local government regulations. onsemi is committed to compliance with all applicable requirements related to our waste management practices. We ensure there are processes and controls in place to effectively manage our waste streams, and we strive to reduce the amount of waste directed to disposal through waste reduction and diversion.

We strive to maximize waste diverted from disposal through the reduction of waste in manufacturing processes, reuse, recycling and other recovery operations. Due to local regulations or limited opportunities for waste diversion, we must often direct the waste generated by our operations to disposal or incineration (including waste to energy incineration). We continue to look for ways to reduce the amount of waste directed to disposal and incineration as these solutions tend to reduce waste management costs and avoid negative impacts on human and environmental health.

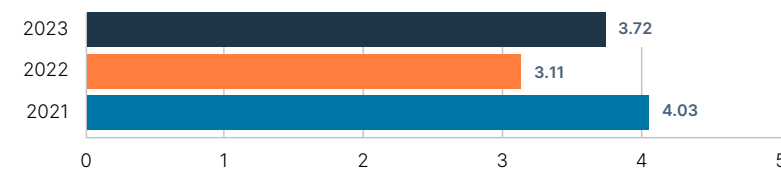
Total Waste Generated (Metric tons) | [Detailed Description of Chart on pg. 33](#)



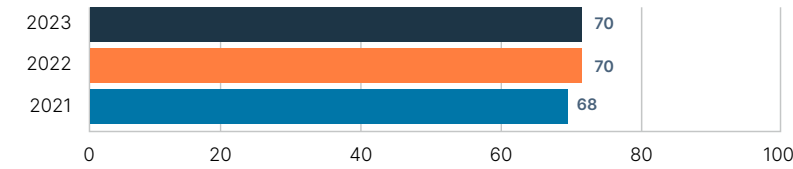
¹The increase in total 2023 waste generation, as compared to prior years, is generally due to the completion of our acquisition of the EFK site which occurred on December 31, 2022.

Waste Generation Intensity

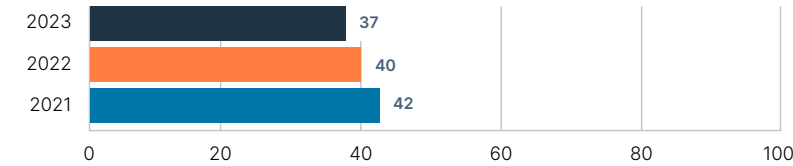
(Metric tons per \$ Million Revenue USD) | [Detailed Description of Chart on pg. 33](#)



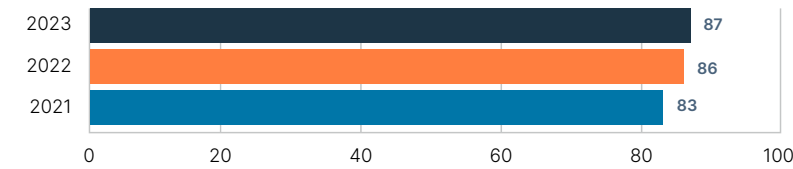
Total Waste Diversion Rate (Percentage) | [Detailed Description of Chart on pg. 33](#)



Hazardous Waste Diversion Rate (Percentage) | [Detailed Description of Chart on pg. 33](#)



Non-Hazardous Waste Diversion Rate (Percentage) | [Detailed Description of Chart on pg. 33](#)



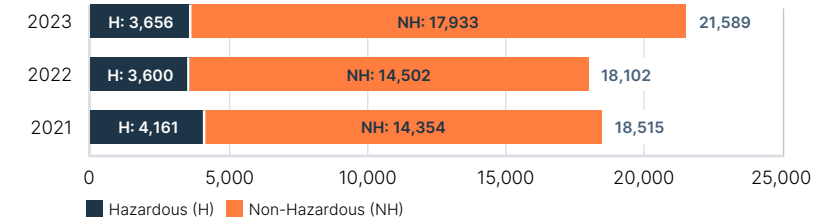
Waste Diverted from Disposal

onsemi categorizes our waste diverted from disposal as shown below.

Hazardous and Non-Hazardous:

- Preparation for reuse – by way of checking, cleaning or repairing, materials that have become waste are prepared to be used for the same purpose for which they were conceived.
- Recycling – reprocessing of materials that have become waste to make new materials.
- Other recovery operations – materials that have become waste are prepared to fulfill a purpose in place of new products that would otherwise have been used for that purpose.
- Fuel blending (non-incineration) – mixing waste and commercial fuel to meet the specifications needed for other use.

Total Waste Diverted from Disposal (Metric tons) | [Detailed Description of Chart on pg. 33](#)



WASTE DIVERTED FROM DISPOSAL		UNITS	2021	2022	2023
Non-Hazardous Waste					
Non-hazardous waste – preparation for reuse	Metric tons	NR	107	335	
	Percentage	NR	1	2	
Non-hazardous waste – recycling	Metric tons	NR	983	5,788	
	Percentage	NR	6	28	
Non-hazardous waste – other recovery options	Metric tons	NR	13,408	11,791	
	Percentage	NR	79	57	
Non-hazardous waste – fuel blending for fuel (not to incineration)	Metric tons	NR	4	19	
	Percentage	NR	0	0	
TOTAL	Metric tons		14,354	14,502	17,933
	Percentage		83	86	87
Hazardous Waste					
Hazardous waste – preparation for reuse	Metric tons	NR	1	180	
	Percentage	NR	0	2	
Hazardous waste – recycling	Metric tons	NR	158	996	
	Percentage	NR	2	10	
Hazardous waste – other recovery options	Metric tons	NR	3,015	1,852	
	Percentage	NR	33	19	
Hazardous waste – fuel blending for fuel (not to incineration)	Metric tons	NR	426	628	
	Percentage	NR	5	6	
TOTAL	Metric tons		4,161	3,600	3,656
	Percentage		42	40	37

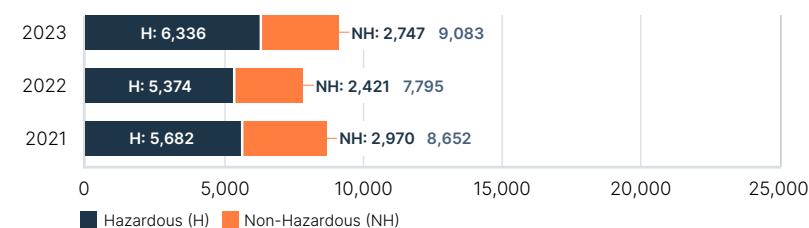
Waste Directed to Disposal

onsemi categorizes our waste directed to disposal as shown below.

Hazardous and Non-Hazardous:

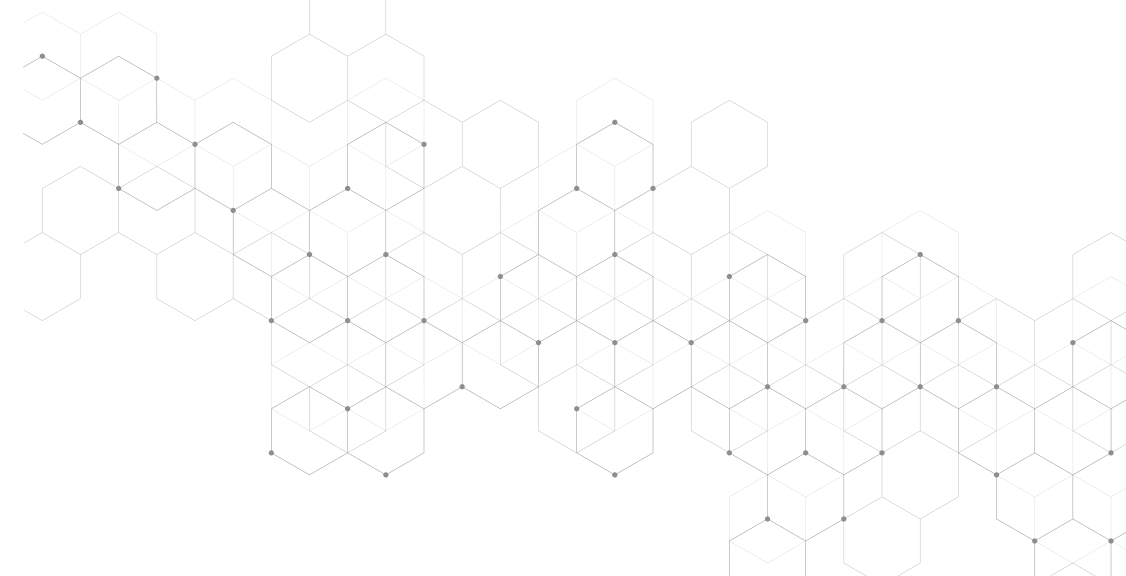
- Incineration (with and without energy recovery) – controlled burning of waste at high temperatures.
- Landfill – depositing solid waste at, below or above ground level at engineered disposal sites.
- Other disposal operations – operations without recovery of materials sent to disposal.

Total Waste Directed to Disposal (Metric tons) | [Detailed Description of Chart](#) on pg. 33



WASTE DIRECTED TO DISPOSAL	UNITS	2021	2022	2023
Non-Hazardous Waste				
Non-hazardous waste – incineration (energy recovery)	Metric tons	NR	100	808
	Percentage	NR	1	4
Non-hazardous waste – incineration (without energy recovery)	Metric tons	NR	41	263
	Percentage	NR	0	1
Non-hazardous waste – landfilling	Metric tons	NR	911	1,629
	Percentage	NR	5	8
Non-hazardous waste – other disposal operations	Metric tons	NR	1,369	47
	Percentage	NR	8	0
TOTAL	Metric tons	2,970	2,421	2,747
	Percentage	17	14	13
Hazardous Waste				
Hazardous waste – incineration (energy recovery)	Metric tons	NR	457	363
	Percentage	NR	5	3
Hazardous waste – incineration (without energy recovery)	Metric tons	NR	475	181
	Percentage	NR	5	2
Hazardous waste – landfilling	Metric tons	NR	828	1,083
	Percentage	NR	9	11
Hazardous waste – other disposal operations	Metric tons	NR	3,614	4,709
	Percentage	NR	40	47
TOTAL	Metric tons	5,682	5,374	6,336¹
	Percentage	58	60	63

¹The increase in our total non-hazardous waste, when compared to 2022, is due to the acquisition of our EFK site.



Environmental Health and Safety

onsemi ensures the protection of its people and compliance with environmental regulations through our Environmental, Health and Safety (EHS) practices, which are upheld through EHS Policy and Statement.

EHS Policy

onsemi protects people and minimizes our environmental impact through efforts to prevent injury, illness and pollution.

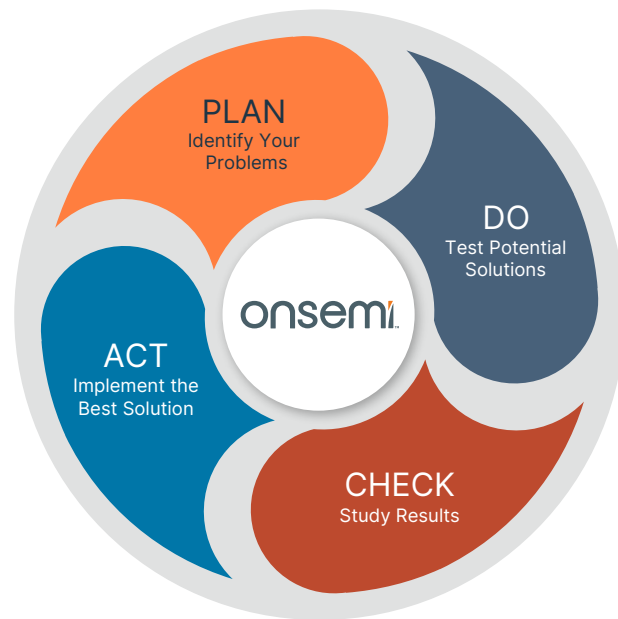
EHS Statement

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: To establish objectives and to deliver results
- Do: Implement EHS processes
- Check: Monitor and measure performance and progress to 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.

- 90 percent of onsemi manufacturing sites are certified to ISO 14001 (25,138 employees).
- 85 percent of onsemi manufacturing sites are certified to ISO 45001 (25,004 employees).



Elements of the onsemi global EHS Management System include the following:

EHS Management System Manual, including the [onsemi EHS Policy and Statement](#) Manual and policy that establish 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 and what employees are in scope to take training.

EHS Audit
Procedure to globalize the way EHS system audits are planned, performed, reported, followed up and completed by auditors.

Contractor EHS Activities
Establishes contractor EHS-related activities, outlining procedures including 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
Provides guidance to assure compliance with legal and other requirements.



EHS Data

We track and report various environmental health and safety metrics to understand the success and trends of our program over time.

Although there is minor variability in 2023 and 2022 incident rates of injury and illness, onsemi's Total Recordable Incident Rate (TRIR) remains well below the semiconductor industry average of 1.1, as reported by the [US Bureau of Labor Statistics](#).

DISCLOSURE	UNITS	2021	2022	2023
Injury Disclosures				
Fatalities, employees	Incidents	0	0	0
Fatalities, non-employees		0	0	0
High-consequence work-related injuries, employees		2	0	0
High-consequence work-related injuries, non-employees		0	0	0
Recordable ¹ work-related injuries, employees		43	40	53
Recordable ¹ work-related injuries, non-employees		3	2	0

¹Represents "recordable" injuries or illnesses, as defined by the Occupational Safety and Health Administration.

DISCLOSURE	2022	2023	CALCULATION
Rate Calculations¹			
Lost time incident rate (LTIR)	0.31 ²	0.47	$\frac{\text{(Number of lost time injuries in the reporting period} \times 1,000,000)}{\text{Total \# hours worked in the reporting period}}$
Lost time incident severity rate	0.009	0.015	$\frac{\text{(Number of days lost due to injuries} \times 1,000)}{\text{Total \# hours worked in the reporting period}}$
Total recordable incident rate (TRIR), employees	0.108	0.170	$\frac{\text{(Number of incidents} \times 200,000)}{\text{Total \# hours worked in the reporting period}}$
Total recordable incident rate (TRIR), non-employees	0.005	NR	$\frac{\text{(Number of incidents} \times 200,000)}{\text{Total \# hours worked in the reporting period}}$

¹Based on 62,046,000 hours worked in 2023.

²Our 2022 LTIR was recalculated to align with the formula used by EcoVadis.

Diversity, Equity and Inclusion (DEI)

At onsemi, we have a long-standing commitment to DEI. We recognize that we are strongest when drawing on the diverse experiences, knowledge, cultures and backgrounds of all employees around the world. We are proud to celebrate differences, promote equity and maintain an inclusive workplace for our employees. Our DEI efforts enable and empower us to encourage the creativity and innovation necessary to maintain a competitive advantage in the global marketplace.

We consistently strive toward a more diverse, equitable and inclusive workplace, which benefits our organization and allows us to successfully meet the changing needs of our customers, suppliers, employees and shareholders worldwide.

DEI Mission

To build a DEI culture across the organization through focused efforts across workforce diversity, workflow equity, workplace inclusion and community partnerships.

DEI Vision

To have a culture where diversity, equity and inclusion are embedded in everything we do.

Workforce Diversity

Building a diverse talent pipeline is critical to keeping our organization well positioned to handle the changing demands of our industry. We understand this means more than just attracting a diverse workforce. To develop and retain our diverse workforce, we also train leadership on how to best mitigate unconscious bias during the interview and hiring process, as well as provide general unconscious bias and DEI learning for employees around the globe.



STEM Organizations

We participate in multiple diversity conferences and career fairs across North America throughout the year, including (but not limited to) Society of Women Engineers. We also partner with organizations in Asia, including Women in Science, Engineering and Technology (WASET) foundation.

Succession Management

Succession management aligns with the company's business priorities and future growth strategy. It is an integrated process designed to identify and develop employees for growth into key roles within the company.



Diverse Hiring Programs

We engage with multiple organizations to attract a more diverse workforce. Some of our partner organizations include:

- *Historically Black Colleges and Universities (HBCUs)* to provide employment opportunities.
- *EMEA, Embedded partnerships* with local universities: onsemi consults local universities on curriculums to prepare graduates for the semiconductor industry.
- *India, onsemi alumni connections:* Current onsemi employees partner with their alma mater to organize pre-placement talks and showcase onsemi technologies to attract top engineering school talent.



Workforce Equity

At onsemi, we understand that it is imperative to infuse equity as the integrator for attracting and retaining a diverse workforce and developing an inclusive workplace. Equity efforts create access for our employees to have the same opportunities to develop skills consistent with our business objectives and core values of Purpose, Innovation and Excellence.



Employee Resource Groups

Our Employee Resource Groups (ERGs) help facilitate equity in the workplace. These employee-led groups evolve through organic formation and are business-facing resources that support our recruitment, retention, development and advancement objectives.

WE

WE, established in 2014, focuses on empowering and supporting women to succeed through professional development in business, strategic and financial acumen.

STEM UP

Science, Technology, Engineering and Mathematics for Underrepresented Populations (STEM UP), established in 2015, strives to develop and retain a diverse workforce, which will positively impact our company's innovation and performance. This group's programs are focused on retaining employees and developing new talent in the local area for the underrepresented population.

Cultivate

Cultivate, established in 2018, works to unite a group of diverse generations who are committed to engaging the workforce and enhancing our collaborative company culture. This group is devoted to understanding all generations in the workplace and connecting the company with the evolving employee community.

Black Employee Network (BEN)

BEN, established in 2019, fosters an environment that is conducive to the recruitment, retention and career advancement of Black employees. This group is committed to promoting the company brand and emerging market penetration in the Black community.

Continua

Continua, established in 2020, works to cultivate an inclusive workplace where all employees are free and encouraged to be themselves. This group advocates for those who are – and who support – LGBTQ+ people in our company, in our families and in our communities.

Veteran and Military Employees (VME)

VME, established in 2020, helps recruit veterans and military members, provides transitional assistance into the civilian workforce, develops and retains these employees and increases networking through community outreach.






We train leadership on how to best mitigate unconscious bias during the interview and hiring process, as well as provide general unconscious bias and DEI learning for employees around the globe.

Giving Now Program, Community Investments and Commercial Initiatives

At onsemi, we are on a mission to shape the future with smart technology and green energy. We care about how we work, how we impact the environment and how we give back to the customers and communities we serve. We invest in our communities through our Giving Now program, a corporate philanthropy initiative that reflects our values and vision. We believe that the work and giving we do today will make a difference for tomorrow.

Since 2016, onsemi has contributed more than \$11 million in grants, disaster relief efforts, employee matching, dollars-for-doers and more. We are proud of our achievements, and we are excited for what is next to make the world a smarter, greener and happier place.

2023 GIVING, COMMUNITY INVESTMENTS AND COMMERCIAL INITIATIVES SUMMARY					
Category	Amount	Percentage of Total	Giving Priority		
			Give to Donate	Give to Educate	Give to Help
 Charitable donations ^{1, 4}	\$723,000	27%	\$723,000	\$0	\$0
 Community investments ^{2, 4}	\$1,497,000	56%	\$0	\$1,360,000	\$137,000
 Commercial initiatives ^{3, 4}	\$466,000	17%	Not Applicable	Not Applicable	Not Applicable
TOTALS	\$2.686 Million		\$2.220 Million – tied to Giving Now program initiatives		

¹“Charitable donations” refers to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees, etc., and includes matching employee donations.
²“Community investments” refers to long-term involvement and partnership with community organizations to address social issues, including through grants.
³“Commercial initiatives” refers to business-related activities in the community that promote the company and its brand, in partnership with charities and community-based organizations, such as support for universities as well as research and development.
⁴Adapted from guidance tied to the London Benchmarking Group model for documenting types of philanthropic activities at companies.

onsemi



The Giving Now program is transforming our planet and every community we touch with positive change. We leverage the collective power of our employees and partner with various organizations to create impact in three simple ways:

- We have a passion to drive change and make the world a better place. We build trust with our stakeholders by enabling them with technology and supporting our giving initiatives.
- We show our commitment to social impact through our Giving Now philanthropic program, which funds various causes and projects that align with our goals and values.
- We celebrate our employees’ volunteerism and generosity by matching their donations and rewarding their hours of service.



\$575,000

onsemi employees showed their generosity and compassion by donating \$575,000 through the Giving Now platform. onsemi matched an additional \$388,000 to more than 1,720 causes worldwide. That is a 101 percent increase from 2022!



\$2.22 million

in charitable donations to the global community in 2023.



6,457 hours

onsemi employees did not just give money, they also gave their time and energy. They volunteered for a total of 6,457 hours in 2023, a 257 percent increase from 2022.

Corporate Governance

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, 2023. 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 of age.

The company values diversity at all levels, including at our Board of Directors. We endeavor to have a Board representing diverse experiences in areas that are relevant to our global activities. The Governance and Sustainability Committee considers diversity of experience, thought, skills and viewpoints, as well as diversity concepts such as race, ethnicity and gender identification, as part of the Board's self-evaluation process and in its evaluation of potential candidates to serve on the Board. As of December 31, 2023, 30 percent of **onsemi's** Board of Directors identified as female, which is consistent with the gender diversity reflected across Fortune 500 companies.

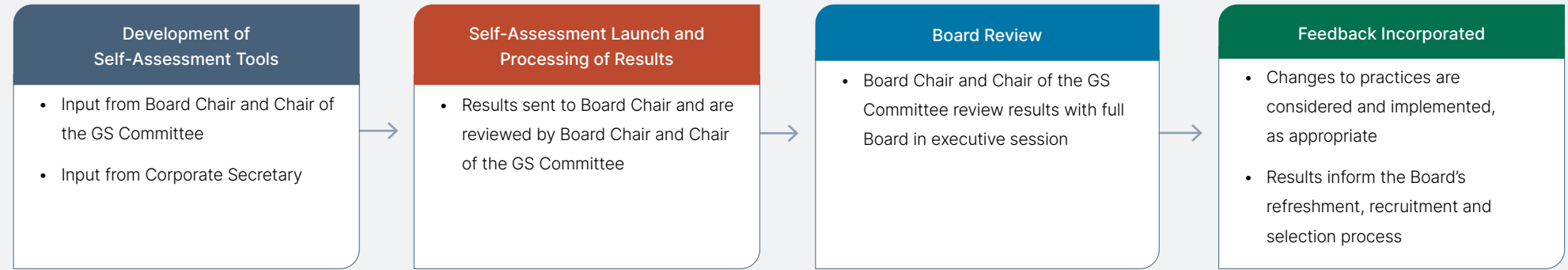
BOARD MEMBER	GENDER	AGE	TENURE	COMMITTEES	QUALIFICATIONS
Atsushi Abe	Male	70	13	Audit	
Alan Campbell	Male	66	9	Executive (Chair), Audit, Governance and Sustainability	
Susan K. Carter	Female	65	4	Audit (Chair), Governance and Sustainability	
Thomas L. Deitrich	Male	57	4	Governance and Sustainability	
Hassane El-Khoury	Male	44	4	Executive	
Bruce E. Kiddoo	Male	63	4	Audit	
Christina Lampe-Önnerud	Female	57	1	Audit	
Paul A. Mascarenas	Male	62	10	Governance and Sustainability (Chair), Executive, Human Capital and Compensation	
Gregory L. Waters	Male	63	4	Executive, Human Capital and Compensation	
Christine Y. Yan	Female	58	6	Human Capital and Compensation (Chair)	

Qualifications Key:

- Semiconductor/Technology
- Environmental Social Governance (ESG)
- Compliance
- Government Relations
- Enterprise Risk Management (ERM)
- Public Company Management
- Manufacturing
- Mergers and Acquisition
- Sustainability/Climate
- International
- Finance
- Marketing
- Information Security

Board Evaluation

Our Board believes that having strong governance principles and practices improves effectiveness and contributes to the creation of stockholder value. To measure its own operation against such principles and practices and 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 2023, the GS Committee used the following process to conduct the Board’s self-evaluation:



Committee Details

onsemi’s Board of Directors has established four standing committees:

1. Audit Committee
2. Governance and Sustainability (GS) Committee
3. Human Capital and Compensation (HCC) Committee
4. 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 MIN.	IN 2023
Audit	Quarterly meetings	12
Executive	Meet as needed	1
Governance and Sustainability	Quarterly meetings	6
Human Capital and Compensation	Quarterly meetings	6



Board Oversight of ESG

The GS Committee 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.

For example, the HCC committee has the responsibility of overseeing the company’s policies and strategies concerning human capital, which includes DEI. The HCC committee considers DEI in its broader review of pay equity within the company; however, both the GS Committee and the HCC Committee play a role in the management and oversight of DEI. The GS Committee has also been 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.

Following the establishment of our 2022 emissions baselines, the GS Committee focused its efforts on overseeing the establishment of an emissions reduction roadmap toward our targets. As climate-related regulations and mandatory ESG reporting requirements were introduced, the Audit Committee began to take on an increased oversight role that is expected to expand in the future concerning ESG disclosures, the assurance of our sustainability reporting and the quality of internal controls and risk management systems.

Corporate Incentives Related to Climate and Sustainability

At onsemi, we believe that sustainability is everyone’s responsibility. It is through our collective contributions from throughout the company that we can achieve our ambitious net-zero emission goals. Consequently, our company-wide strategic initiatives reflect this belief and tie corporate incentives to advancing our climate and sustainability objectives.

Fair Treatment

onsemi is committed to preserving and promoting the fundamental rights of others and ensuring everyone is awarded fair treatment. Our company Code of Business Conduct, as well as the **RBA** Code, covers human rights in several areas, ensuring we have a comprehensive stance on human rights and fair treatment that applies to all **onsemi** employees, joint ventures, major suppliers, select service providers, contractors and products and services. We have several sites with collective bargaining agreements, and we respect our employees' freedom of association with these groups.

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

Validated Assessment Program (VAP)

One of the most fundamental RBA programs is the **VAP**. It is the leading standard for onsite compliance verification and effective, shareable audits.

About half of our manufacturing sites are scheduled for VAP audits through RBA annually. We conduct internal RBA audits annually to ensure those sites not slated for an official RBA VAP audit remain compliant to RBA Code standards. In 2023, 10 out of 18 **onsemi** manufacturing sites were subject to internal RBA audits and 12 manufacturing sites participated in initial or closing RBA VAP audits.

The primary value of an onsite compliance audit is the correction of identified issues. The RBA recognizes manufacturing sites that show a commitment to corporate responsibility through verified resolution

RBA Member

The **RBA** is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. As an RBA member, **onsemi** is required to commit to and be held accountable to a common **Code of Conduct** and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of our supply chain. 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 the values of a responsible global electronics supply chain. **onsemi** has been a member since 2009, and we reaffirm our commitment to the alliance annually.

of the issues identified in a VAP audit.

In 2023, 6 out of 10 **onsemi** sites were recognized for their efforts in supporting our global commitment to being a model corporate citizen. The sites were awarded certificates from the RBA.

During 2023, VAP external audits were conducted by independent third parties and we received the following recognitions:

- Platinum (minimum VAP score of 200 and all Priority, Major and Minor findings closed): Mountain Top
- 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): Tarlac, Suzhou, Cebu, Carmona

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, United Nations (UN) Guiding Principles on Business and Human Rights and UN Global Compact, to which we are a signatory. 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 company policies.

Prevention of Slavery and Human Trafficking

To prevent slavery and human trafficking, we implemented our **Slavery and Human Trafficking Policy Statement**, which memorializes our zero-tolerance stance toward human rights violations and outlines the steps we take to ensure awareness of any such violations in our supply chain or in our business. 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 onsite verification to ensure compliance. Incidents of slavery and human trafficking are also verified in our supply chain using risk assessments and site visits.

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

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 reiterated 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, members of our HR department perform due diligence to make sure we are complying with federal, state, regional and local requirements. The global minimum age policy also describes the process to be followed and protection afforded to discovered child laborers. We apply the same minimum age requirement for employment at 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 onsite verification to avoid incidents of child labor within our supply chain.



1-844-888-FREE

is our global trafficking hotline where employees and other stakeholders are encouraged to report any concerns.

Supply Chain

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](#) and provide any requested certifications and cascade all applicable requirements through their supply chain.

Management Approach

We operate a flexible, reliable and responsive supply chain that is certified to [IATF-16949](#) and [ISO 9001](#) quality management system requirements. We continually develop business partnerships with selected key suppliers and ensure that all purchased materials used in product manufacturing satisfy current governmental, environmental and safety criteria applicable to the country of manufacture and sale. Our transportation packaging meets electrostatic discharge requirements and appropriate methods of packing are incorporated into our processes to prevent physical damage. Through our sales and operations planning process, we work directly with our business units and sales teams to align capacity and demand to support customer requirements.

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. In 2023, **onsemi** worked with 9,600 suppliers and service providers globally, of which approximately 7,000 were production-related.

Supplier Diversity

When possible, we prioritize purchasing from local suppliers. The following graphic shows the percentage of our 2023 procurement budgets, broken down by region, that was spent on suppliers local to the site's region. In 2022 and 2021, we tracked this information only at the manufacturing level. 2023 is the first year that this data represents total company procurement.

Additionally, in the United States, we track suppliers that are owned by minority populations. During our supplier onboarding process, suppliers are asked to disclose whether they belong to a minority group as defined in the Spend by Minority Group table below. We then track our annual spend toward these suppliers against the total U.S. spend.



DISCLOSURE	UNITS	2021	2022 ¹	2023 ¹
Spend on Local Suppliers, by Region				
Asia	Percentage	90.5	87.9	85.3
EMEA		83.7	76.3	33.2
North America		90.3	86.9	78.2
onsemi TOTAL		88.2	83.7	65.6

¹Represents data from manufacturing procurement only.

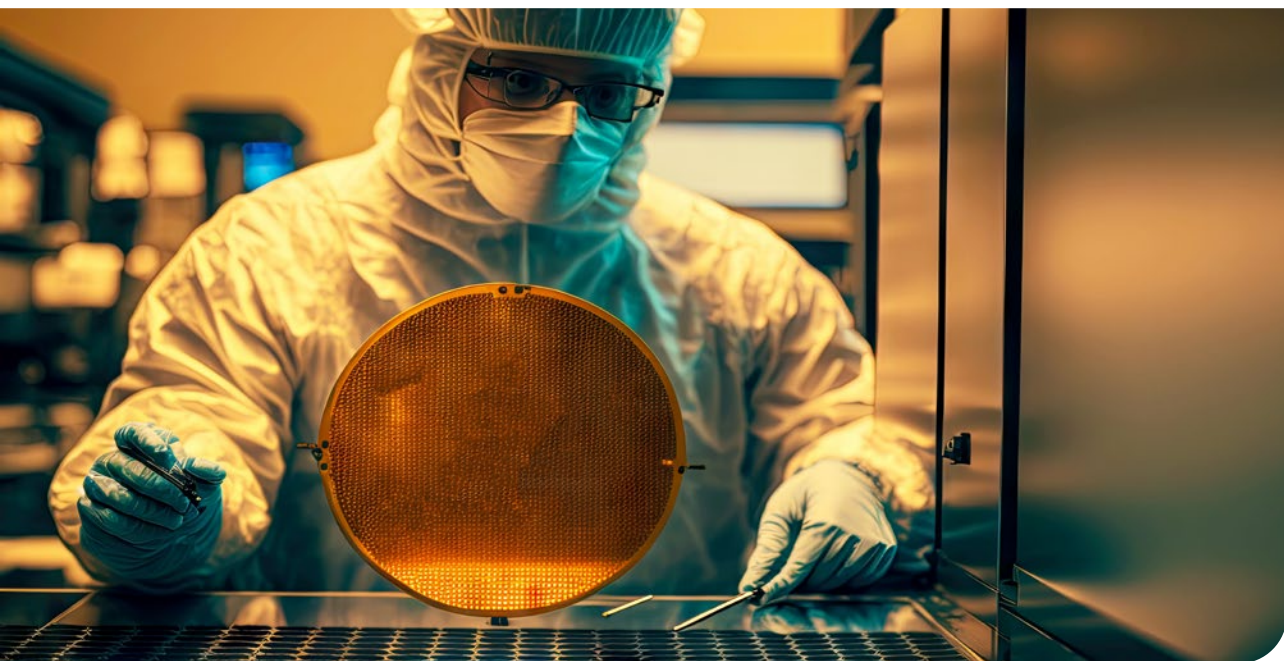
DISCLOSURE	UNITS	2021	2022	2023
Spend by Minority Group, in the U.S.				
Small Business	Percentage	4.32	4.05	6.18
Woman-Owned		0.17	0.15	0.21
Minority-Owned		0.04	0.05	0.02
Small Disadvantaged		0.04	0.02	0.07
onsemi TOTAL U.S. SPEND ON MINORITY-OWNED BUSINESSES		4.57	4.27	6.48

Managing Risk in the Supply Chain

We understand that supply chain risks have the potential to cause disruptions to our manufacturing process, alter our ability to deliver our products to our customers and create a ripple effect impacting all stakeholders. Our procurement team currently uses several models to manage risk in our supply chain.

For new supplier selection, we consider the financial strength, quality track record, geography, social compliance and technology of each supplier. Once selected, a new supplier is required to adhere to the onsemi Supplier Code of Conduct, which is aligned with our [Supplier Handbook](#). We conduct bi-annual RBA conformance certification and engage with our suppliers in regular cycles by clearly communicating our expectations, deploying risk assessments, conducting business reviews, launching verification audits and addressing any non-conformance.

onsemi identifies and monitors suppliers that fall in the top 80 percent of annual production-related spending, as required by being a full member of RBA. These suppliers are required to complete [RBA's online self-assessment questionnaire](#) (SAQ) annually. The SAQ evaluates suppliers on a host of different risk parameters, including labor, environment, health and safety and ethics. 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 these risk areas are addressed accordingly.



Responsible Minerals Sourcing

Responsible minerals sourcing has progressed beyond tantalum, tin, tungsten and gold (3TG) to address global human rights violations, especially with the emerging focus on forced labor. As an active member of the RBA and Responsible Minerals Initiative (RMI), onsemi continually engages in reasonable and responsible due diligence with its key suppliers, consistent with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). onsemi has included cobalt in the [Responsible Minerals Sourcing Policy](#) posted on our website. To identify and mitigate conflict mineral risk in our supply chain, we require our key suppliers to engage in due diligence by completing the RMI's Conflict Minerals Reporting Template (CMRT) for 3TG and Extended Minerals Reporting Template (EMRT) for mica and cobalt.

Using CMRT for our annual campaign, onsemi sets the target of using 100 percent conformant smelters and refiners from the Responsible Minerals Assurance Process (RMAP) assessment. We achieved this target for each of the past two years.

When we identify any non-conformant or high-risk smelters or refiners sourced from CAHRAs or when there are global sanctions for certain smelters or refiners, we review the circumstances and conduct due diligence with our key suppliers. Customers often request updated CMRTs or EMRTs when there are changes in the reporting templates. In 2023, onsemi responded to and completed approximately 1,841 conflict minerals customer requests, which was 14 percent higher compared to the previous year.

Members of onsemi's conflict minerals team actively participate in regular RMI annual conferences and monthly plenary calls, as well as workgroups to obtain updated information on smelters, RMI programs and emerging global responsible sourcing regulations. onsemi also joins peer companies in various supply chain and local work group discussions on relevant topics, including due diligence, sourcing regulations and more. Our responsible sourcing records can be found online, including the latest filing of the [SEC Form SD](#), [Responsible Minerals Sourcing Policy](#), as well as latest company-level [CMRT](#) and [EMRT](#).

REPORTING YEAR	CONFORMANT	ACTIVE	NON-CONFORMANT	NOT ELIGIBLE	TOTAL
2021	98%	1.0%	1%	0%	100%
2022	100%	0%	0%	0%	100%
2023	100%	0%	0%	0%	100%



Information Protection

We work around the clock to protect our company, technology and intellectual property from potential cybersecurity threats and vulnerabilities. We take privacy and cybersecurity seriously and strive to identify and eliminate potential threats to our IT infrastructure, proprietary technologies and confidential information.

Privacy

onsemi has developed a global data privacy program designed to comply with applicable laws around the world and to protect the personally identifiable information of onsemi employees, customers and others who have entrusted us with their personal data.

We also have a Data Privacy Committee comprising global leaders from key functions such as HR, procurement, legal and information security who provide strategic guidance and oversight to support our data privacy and compliance efforts. In addition, our Chief Privacy Officer has appointed employees of various roles and grade levels throughout the company as “data privacy champions” who advocate the importance of our data privacy program, maintain awareness of key data privacy laws and help reinforce best practices around data privacy matters.

All onsemi employees receive basic data privacy training annually through the Code of Business Conduct and Information Security trainings; however, employees in specific functions that handle or otherwise have access to personal identifiable information must further complete an additional, in-depth data privacy course annually. Ad hoc privacy communications and training are also delivered to the organization as needed.

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. 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. 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 several support teams 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 team oversees compliance with our cybersecurity framework within the organization and facilitates cybersecurity risk management activities throughout the organization. The

ECS team also assists with the review and approval of policies, completes benchmarking against applicable standards, 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 information security management system is currently aligned with the **National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF)**. CSF provides a set of control objectives that align with several other standard information security frameworks, including ISO 27001. We employ additional standards and frameworks as 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 an ongoing 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.

As of December 31, 2023, we have not identified any risks from cybersecurity threats (including any previous cybersecurity incidents) that have materially affected the Company, our business strategy, our results of operations or our financial condition.



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.

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 on page 63 of our 2023 Sustainability Report, or on page 25 within this document.
	Board expertise on climate-related issues	See the Corporate Governance section on page 63 of our 2023 Sustainability Report, or on page 25 within this document.
	Executive management accountability and feedback mechanisms	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
	Executive incentives linked to climate performance indicators	See the Corporate Governance section on page 63 of our 2023 Sustainability Report, or on page 25 within this document.
Strategy	Existence of a "1.5C world" aligned transition plan within business strategy and shareholder feedback	See the Net Zero Goal section on page 16 of our 2023 Sustainability Report, or on page 6 within this document.
	Link between identified and potential climate-related risks, opportunities and company strategy	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
Scenario Analysis	Details of scenario analysis	See the Enterprise Risk Management and Business Continuity section on page 65 of our 2023 Sustainability Report.
Financial Planning	Financial planning details associated with a 1.5°C world	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
	Low carbon products or services	See the Product Stewardship section on page 21 of our 2023 Sustainability Report, or on page 10 within this document.
Value Chain Engagement & Low-Carbon Initiatives	Low carbon initiatives – direct operations	See the Annual Inventory of Energy Consumption and Emissions section on page 25 of our 2023 Sustainability Report, or on page 11 within this document.
	Value chain engagement	See the Annual Inventory of Energy Consumption and Emissions section on page 25 of our 2023 Sustainability Report, or on page 11 within this document.

TRANSITION PLAN ELEMENT	DETAILS	REFERENCE
Policy Engagement	Alignment of public policy engagement with climate ambition and strategy	See the Public Policy section on page 76 of our 2023 Sustainability Report.
Risks & Opportunities	Process for identifying climate-related risks and opportunities	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
	Climate related risks – risks, potential financial impact and response strategy	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
	Climate-related opportunities – opportunities, potential financial impact and response strategy	See the TCFD section on page 90 (Appendix) of our 2023 Sustainability Report.
Targets	Emission reduction targets – absolute and intensity	See the Net Zero Goal section on page 16 of our 2023 Sustainability Report, or on page 6 within this document.
	Other climate-related targets	See the Net Zero Goal section on page 16 of our 2023 Sustainability Report, or on page 6 within this document.
	Net zero targets	See the Net Zero Goal section on page 16 of our 2023 Sustainability Report, or on page 6 within this document.
Scope 1, 2 & 3 Accounting, with Verification	Progress toward respective targets of Scope 1, 2 and 3 emissions	See Decarbonization Progress Report in Net Zero Goal section on page 17 of our 2023 Sustainability Report, or on page 7 within this document.
	Comprehensive and third-party verified emissions accounting	See the Net Zero Goal section on page 16 of our 2023 Sustainability Report, or on page 6 within this document. See the Third Party Assurance Statement on page 110 (Appendix) of our 2023 Sustainability Report, or on page 34 within this document.

Detailed Descriptions of Charts

Revenue/Triple-Bottom-Line Revenue on pg. 5

Our annual revenue and triple-bottom-line revenue are reported over a 3-year period, from 2021 to 2023. In 2023, our total revenue was \$8,253 million, with \$6,524 million identified as our triple-bottom-line revenue. In 2022, our total revenue was \$8,326 million, with \$6,454 million identified as our triple-bottom-line revenue. In 2021, our total revenue was \$6,740 million, with \$5,011 million identified as our triple-bottom-line revenue.

Revenue by Market on pg. 5

Our annual revenue is categorized into three end markets: automotive, industrial and other. In 2023, 52 percent of our revenue came from automotive, 28 percent came from industrial and 20 percent came from other. In 2022, 40 percent of our revenue came from automotive, 28 percent came from industrial and 32 percent came from other. In 2021, 34 percent of our revenue came from automotive, 27 percent came from industrial and 39 percent came from other.

Revenue by Sales Channel on pg. 5

Our annual revenue is categorized into two sales channels: original equipment manufacturers and distributors. In 2023, 48 percent of our revenue came from original equipment manufacturers and 52 came from distributors. In 2022, 42 percent of our revenue came from original equipment manufacturers and 58 came from distributors. In 2021, 36 percent of our revenue came from original equipment manufacturers and 64 came from distributors.

Revenue by Technology on pg. 5

Our annual revenue is categorized into three product technology streams: intelligent power, intelligent sensing and other. In 2023, 51 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 30 percent came from other. In 2022, 48 percent of our revenue came from intelligent power, 19 percent came from intelligent sensing and 33 percent came from other. In 2021, 46 percent of our revenue came from intelligent power, 16 percent came from intelligent sensing and 38 percent came from other.

Decarbonization Progress: Scopes 1 and 2 on pg. 7

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our Scope 1 baseline emissions were 1,014,836 metric tons of carbon dioxide equivalent and our Scope 2 baseline emissions were 713,547 metric tons of carbon dioxide equivalent, totaling to 1,728,383 for Scopes 1 and 2. In 2023, our Scope 1 emissions were 828,620 metric tons of carbon dioxide equivalent and our Scope 2 emissions were 713,968 metric tons of carbon dioxide equivalent, totaling to 1,569,430 for Scopes 1 and 2.

Decarbonization Progress: Scope 3 on pg. 7

We track our decarbonization progress against our 2022 baseline emissions. In 2022, our total Scope 3 baseline emissions were 2,150,040 metric tons of carbon dioxide equivalent. Category 1 baseline emissions were 1,414,941 metric tons of carbon dioxide equivalent, Category 2 baseline emissions were 102,663 metric tons of carbon dioxide equivalent, Category 3 baseline emissions were 222,296 metric tons of carbon dioxide equivalent, Category 4 baseline emissions were 326,612 metric tons of carbon dioxide equivalent and the remaining “Other” categories summed to 83,528 metric tons of carbon dioxide equivalent. In 2023, our total Scope 3 emissions were 1,569,430 metric tons of carbon dioxide equivalent. Category 1 emissions were 1,062,541 metric tons of carbon dioxide equivalent, Category 2 emissions were 92,083 metric tons of carbon dioxide equivalent, Category 3 emissions were 237,688 metric tons of carbon dioxide equivalent, Category 4 emissions were 101,087 metric tons of carbon dioxide equivalent and the remaining “Other” categories summed to 76,031 metric tons of carbon dioxide equivalent.

Total Energy Consumption on pg. 11

Our total energy consumption in Megawatt-hours is reported over a 3-year period, from 2021 to 2023. In 2023, we consumed a total of 2,206,910 Megawatt-hours of energy. In 2022, we consumed a total of 1,752,282 Megawatt-hours of energy. In 2021, we consumed a total of 1,781,685 Megawatt-hours of energy.

Energy Intensity on pg. 11

Our energy intensity is reported over a 3-year period, from 2021 to 2023. Energy intensity is calculated by dividing total energy (in Megawatt-hours) by annual revenue (in million dollars). In 2023, our energy intensity was 267. In 2022, our energy intensity was 210. In 2021, our energy intensity was 264.

Scope 1 Emissions by Gas Type on pg. 13

Our Scope 1 emissions by gas type are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted 83,610 metric tons of carbon dioxide equivalent of carbon dioxide, 46 metric tons of carbon dioxide equivalent of methane, 30,479 metric tons of carbon dioxide equivalent of nitrous oxide, 172,035 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 73,914 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 38,983 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 378,930 metric tons of carbon dioxide equivalent of perfluorocarbons and 50,624 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2022, we emitted 50,575 metric tons of carbon dioxide equivalent of carbon dioxide, 29 metric tons of carbon dioxide equivalent of methane, 28,408 metric tons of carbon dioxide equivalent of nitrous oxide, 193,063 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 66,106 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 40,261 metric tons of carbon dioxide equivalent of hydrofluorocarbons, 444,270 metric tons of carbon dioxide equivalent of perfluorocarbons and 18,393 metric tons of carbon dioxide equivalent of heat transfer fluids. In 2021, we emitted 17 metric tons of carbon dioxide equivalent of carbon dioxide, 0 metric tons of carbon dioxide equivalent of methane, 29,722 metric tons of carbon dioxide equivalent of nitrous oxide, 379,787 metric tons of carbon dioxide equivalent of sulfur hexafluoride, 1,262,444 metric tons of carbon dioxide equivalent of nitrogen trifluoride, 45,499 metric tons of carbon dioxide equivalent of hydrofluorocarbons and 715,545 metric tons of carbon dioxide equivalent of perfluorocarbons. Heat transfer fluids were not reported in 2021.

Total Scope 1 GHG Emissions on pg. 13

Our total Scope 1 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted a total of 828,620 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 841,104 metric tons of carbon dioxide equivalent. In 2021, we emitted a total of 2,485,870 metric tons of carbon dioxide equivalent.

Scope 1 Emissions Intensity on pg. 13

Our Scope 1 emissions intensity is reported over a 3-year period, from 2021 to 2023. 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 2023, our Scope 1 emissions intensity was 100. In 2022, our Scope 1 emissions intensity was 101. In 2021, our Scope 1 emissions intensity was 369.

Total Scope 2 GHG Emissions on pg. 14

Our total Scope 2 emissions are reported in metric tons of carbon dioxide equivalent over a 3-year period, from 2021 to 2023. In 2023, we emitted a total of 727,464 metric tons of carbon dioxide equivalent. In 2022, we emitted a total of 741,934 metric tons of carbon dioxide equivalent. In 2021, we emitted a total of 782,790 metric tons of carbon dioxide equivalent.

Scope 2 Emissions Intensity on pg. 14

Our Scope 2 emissions intensity is reported over a 3-year period, from 2021 to 2023. 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 2023, our Scope 2 emissions intensity was 88. In 2022, our Scope 2 emissions intensity was 89. In 2021, our Scope 2 emissions intensity was 116.

Detailed Descriptions of Charts (cont.)

Total Waste Generated on pg. 18

Our total waste generation, both hazardous and non-hazardous waste, is reported over a 3-year period, from 2021 to 2023. In 2023, we generated a total of 30,672 metric tons of waste, with 9,992 metric tons being hazardous waste and 20,680 metric tons being non-hazardous waste. In 2022, we generated a total of 25,897 metric tons of waste, with 8,974 metric tons being hazardous waste and 16,923 metric tons being non-hazardous waste. In 2021, we generated a total of 27,167 metric tons of waste, with 9,842 metric tons being hazardous waste and 17,325 metric tons being non-hazardous waste.

Waste Generation Intensity on pg. 18

Our waste generation intensity is reported over a 3-year period, from 2021 to 2023. Waste generation intensity is calculated by dividing total waste generated (in metric tons) by annual revenue (in million dollars). In 2023, our waste generation intensity was 3.72. In 2022, our waste generation intensity was 3.11. In 2021, our waste generation intensity was 4.03.

Total Waste Diversion Rate on pg. 18

Our total waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our total waste diversion rate was 70 percent. In 2022, our total waste diversion rate was 70 percent. In 2021, our total waste diversion rate was 68 percent.

Hazardous Waste Diversion Rate on pg. 18

Our hazardous waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our hazardous waste diversion rate was 37 percent. In 2022, our hazardous waste diversion rate was 40 percent. In 2021, our hazardous waste diversion rate was 42 percent.

Non-Hazardous Waste Diversion Rate on pg. 18

Our non-hazardous waste diversion rate is reported over a 3-year period, from 2021 to 2023. In 2023, our non-hazardous waste diversion rate was 87 percent. In 2022, our non-hazardous waste diversion rate was 86 percent. In 2021, our non-hazardous waste diversion rate was 83 percent.

Total Waste Diverted from Disposal on pg. 18

Our total waste, both hazardous and non-hazardous waste, diverted from disposal is reported over a 3-year period, from 2021 to 2023. In 2023, we diverted a total of 21,589 metric tons of waste, with 3,656 metric tons being hazardous waste and 17,933 metric tons being non-hazardous waste, from disposal. In 2022, we diverted a total of 18,102 metric tons of waste, with 3,600 metric tons being hazardous waste and 14,502 metric tons being non-hazardous waste, from disposal. In 2021, we diverted a total of 18,515 metric tons of waste, with 4,161 metric tons being hazardous waste and 14,354 metric tons being non-hazardous waste, from disposal.

Total Waste Directed to Disposal on pg. 19

Our total waste, both hazardous and non-hazardous waste, directed to disposal is reported over a 3-year period, from 2021 to 2023. In 2023, we directed a total of 9,083 metric tons of waste, with 6,336 metric tons being hazardous waste and 2,747 metric tons being non-hazardous waste, to disposal. In 2022, we directed a total of 7,795 metric tons of waste, with 5,374 metric tons being hazardous waste and 2,421 metric tons being non-hazardous waste, to disposal. In 2021, we directed a total of 8,652 metric tons of waste, with 5,682 metric tons being hazardous waste and 2,970 metric tons being non-hazardous waste, to disposal.

Links to Disclosures Under Reporting Frameworks

[Sustainability Accounting Standards Board \(SASB\) Framework](#)

[Task Force On Climate Related Financial Disclosure \(TCFD\) Framework](#)

[Global Reporting Initiative \(GRI\) Index](#)

Third Party Assurance Statement



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Semiconductor Components Industries, LLC (SCI d/b/a "onsemi") for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of onsemi. onsemi is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of verification are less extensive in nature, timing and extent than in a reasonable level of verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
 - Emissions associated with refrigerant losses in building cooling systems

Types of GHGs: CO₂, N₂O, CH₄, NF₃, SF₆, HFCs, PFCs

GHG Emissions Statement:

- **Scope 1:** 828,620 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 727,464 metric tons of CO₂ equivalent
- **Scope 3**
 - Category 1 – Purchased Goods and Services: 1,062,541 metric tons of CO₂ equivalent
 - Category 2 – Capital Goods: 92,083 metric tons of CO₂ equivalent
 - Category 3 – Fuel and Energy Related Activities: 241,675 metric tons of CO₂ equivalent
 - Category 4 – Upstream Transportation and Distribution: 101,087 metric tons of CO₂ equivalent
 - Category 5 – Waste Generated in Operations: 37,707 metric tons of CO₂ equivalent
 - Category 6 – Business Travel: 9,453 metric tons of CO₂ equivalent
 - Category 7 – Employee Commute (includes work from home): 17,416 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets: 42 metric tons of CO₂ equivalent
 - Category 10 – Processing of Sold Products: 11,345 metric tons of CO₂ equivalent
 - Category 12 – End-of-Life Treatment of Sold Products: 68 metric tons of CO₂ equivalent

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023



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


David Reilly, Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, California

May 22, 2024

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.

Report Revision History

VERSION	DESCRIPTION OF REVISION AND REASON	EFFECTIVE DATE
B	2023 Executive Summary Document Initial Release	25 July 2024



2023 Executive Summary

onsemi

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