



# Onward: for People and Planet

2022 Global Reporting Initiative (GRI) Index

onsemi.

## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 2: General Disclosures 2022</b>		
<b>1. The organization and its reporting practices</b>		
2-1	Organizational Details	
	(a) Legal name	Our company name is ON Semiconductor Corporation (NASDAQ: ON). The company operates under the onsemi name and brand.
	(b) Nature of ownership and legal form	onsemi is a publicly traded company incorporated under the laws of the State of Delaware in 1992.
	(c) Location of headquarters	onsemi headquarters are located at 5701 North Pima Road, Scottsdale, Arizona.
	(d) Countries of operation	See our <a href="#">global locations</a> on our website.
2-2	Entities included in the organization's sustainability reporting	Sustainability reporting includes information about onsemi worldwide subsidiaries and joint ventures for which we have management control. There is no difference between the entities included in financial reporting and sustainability reporting.
2-3	Reporting period, frequency and contact point	Our sustainability reporting is completed on an annual basis. This report covers January 1 through December 31, 2022. Our financial reporting is completed on a quarterly and annual basis. This report was published on June 27, 2023. For questions about this report, please contact the onsemi ESG team at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a> .
2-4	Restatements of information	onsemi has not made any restatement in the reporting year.
2-5	External assurance	Emissions information contained in the 2022 Sustainability Report has been externally verified by a third-party assurance agency, APEX Companies, in accordance with ISO 14064-3 and against criteria found in the Greenhouse Gas Protocol, Corporate Value Chain Accounting and Reporting Standard and IPCC 2019 Guidelines on National Greenhouse Gas Inventories – leading methodologies used by sustainability professionals for sustainability-related assurance.

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<b>2. Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	
	(a) Sector	Semiconductor
	(b) Value chain	See Revenue-Generating Activities in our <a href="#">2022 SEC Form 10-K</a> , pg. 6-10
	(c) Relevant business relationships	See Completed and Pending Acquisitions and Divestitures in our <a href="#">2022 SEC Form 10-K</a> , pg. 5-6
2-7	(d) Significant Changes	See Completed and Pending Acquisitions and Divestitures in our <a href="#">2023 SEC Form 10-K</a> , pg. 5-6
	Employees	See <a href="#">Our Employees</a> section of our 2022 Sustainability Report, pg. 39.
2-8	Workers who are not Employees	Total number of workers who are not employees: 817. Majority of contract workers are working in factories as operators (people processing and moving product) or technicians (people working on the processing equipment). Temporary workers are used to support short term increases in production output
<b>3. Governance</b>		
2-9	Governance structure and composition	See Overview of our Corporate Governance Practice and Committees of the Board in our <a href="#">2023 Proxy Statement</a> , pg. 11-12, 15-18.
2-10	Nomination and selection of the highest governance body	See <a href="#">Charter of the Governance and Sustainability Committee</a> and <a href="#">2023 Proxy Statement</a> , pg. 13-14
2-11	Chair of the highest governance body	Alan Campbell is a non-employee director and serves as Chair of the Board. See Overview of our Corporate Governance Practice in our <a href="#">2023 Proxy Statement</a> , pg. 11
2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Amended and Restated On Semiconductor Corporation Corporate Governance Principles</a> .

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2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors effectively views each of its committees as key in managing the company's impacts on the economy, environment and people. The Board of Directors delegates responsibility by empowering and entrusting its various committees to handle specific matters tailored to each committee's allotted areas of expertise.</p> <p>While management is responsible for the day-to-day management of our risk, the board plays an ongoing and active role in the oversight of such risk by regularly reviewing and discussing with management areas of material risk and mitigation measures being taken to address such risks. During the 2022 fiscal year, the board and its committees regularly discussed, among other things, the ongoing impacts of the COVID-19 pandemic, rising inflationary pressures, supply chain issues, geopolitical risk and macroeconomic uncertainty across the globe. While the board has primary responsibility for risk oversight, each of its committees support this effort by regularly addressing risks in their respective areas of oversight. The chair of the relevant committee then reports on risk discussions to the full board to the extent appropriate. This combination of direct board and targeted committee oversight is intended to ensure a thorough assessment and foster a fulsome discussion between management and the board of risks we face.</p> <p>Today, the CEO works directly with the ESG department team on climate- and sustainability-related initiatives through their supervisors. The CEO, CFO and other members of management report on the Company's impacts on the economy, environment and people to the board at its meetings and in between meetings, as needed.</p>

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2-14	Role of the highest governance body in sustainability reporting	<p>The company's internal ESG team oversees drafting and publishing the company's annual Sustainability Report, however, the team receives input, guidance and direction from members of the board before publishing the report and its data. This naturally flows from the board role in overseeing climate, sustainability and other ESG-related initiatives. Particularly as climate change continues to impact the company's operations and, in turn, factor into its strategy moving forward, the Board of Directors has taken a heightened interest in the company's emissions mitigation strategies and sustainability reporting.</p> <p><b>Corporate Governance</b> section of our 2022 Sustainability Report, pg. 65.</p>
2-15	Conflicts of interest	<p>We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including with respect to cross-board membership, the existence of controlling shareholders, and related parties and their relationships and transactions with related parties.</p> <p>Since January 1, 2022, there have been no related party transactions that are required to be reported as such under SEC rules.</p> <p>See <b>Charter of the Audit Committee</b> and Related Party Transactions in our <b>2023 Proxy Statement</b>, pg. 14.</p>

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2-16	Communication of critical concerns	Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the Board of Directors. Management and the members of the board communicate as needed, often directly regarding developments and critical items. With respect to ethics and compliance, the company has also established reporting channels for external parties to raise ethics and compliance concerns regarding our employees, directors and other third parties doing business with us. Reports may be made directly or anonymously, where allowed by local law, via any of the methods outlined in our <b>Code of Business Conduct</b> .
2-17	Collective knowledge of the highest governance body	The Governance and Sustainability Committee of the board is tasked with encouraging and facilitating directors' continuing education, including coordinating training sessions and informative presentations from external parties for the directors on various topics and aspects related to corporate governance and other aspects of board service. The company allows and encourages directors to select continuing director education offerings to attend, so directors are empowered to further develop their skillsets and attend offerings that will serve to complement their existing knowledge bases.
2-18	Evaluation of the performance of this highest governance body	See <b>Corporate Governance</b> section of our 2022 Sustainability Report, pg. 65.
2-19	Remuneration policies	See 2022 Compensation of Directors and Compensation Discussion and Analysis in our <b>2023 Proxy Statement</b> , pg. 23-24, 26-41.
2-20	Process to determine remuneration	See Processes and Procedures for Considering and Determining Executive Compensation in our <b>2023 Proxy Statement</b> , pg. 38-41.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
2-21	Annual total compensation ratio	
	(a) Annual total compensation ratio	1,029:1 for all employees 101:1 for U.S.-based non-manufacturing employees See our <b>2023 Proxy Statement</b> , pg. 55.
	(b) Change in the annual total compensation ratio	30.52%
<b>4. Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	See <b>United Nations Sustainable Development Goals</b> section of our 2022 Sustainability Report, pg. 82.
2-23	Policy commitments	See our <b>Code of Business Conduct</b> and our <b>Human Rights Policy</b> . More information can be found in the <b>Ethics and Compliance</b> and <b>Fair Treatment</b> sections of our 2022 Sustainability Report, pg. 70 and 72.
2-24	Embedding policy commitments	See our <b>Code of Business Conduct</b> , sections Responsibility and Accountability and Additional Responsibilities of Managers and Supervisors, pg. 3 and 4.
2-25	Processes to remediate negative impacts	See <b>Ethics and Compliance</b> webpage on our external website.
2-26	Mechanisms for seeking advice and raising concerns	See <b>Ethics and Compliance</b> section of our 2022 Sustainability report, pg. 70. Visit the <b>onsemi helpline</b> for more information.
2-27	Compliance with laws and regulations	In February 2022, onsemi received a notice of violation (for one of its US facilities) for a one-time exceedance of its daily maximum limit for ammonia discharge that occurred on December 7, 2021. onsemi paid a \$125 administrative penalty fee on March 14, 2022. The underlying issue was identified and addressed. This is not anticipated to present an issue in the future.
2-28	Membership associations	See <b>Public Policy</b> section of our 2022 Sustainability Report, pg. 78.

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<b>5. Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	See <b>Prioritization Assessment and Stakeholder Engagement</b> section of our 2022 Sustainability Report, pg. 11.
2-30	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements: 26.45%
<b>GRI 3: Disclosures on Material Topics</b>		
3-1	Process to determine material topics	See <b>Prioritization Assessment and Stakeholder Engagement</b> section of our 2022 Sustainability Report, pg. 11.
3-2	List of material topics	See <b>Prioritization Assessment and Stakeholder Engagement</b> section of our 2022 Sustainability Report, pg. 11.
3-3	Management of material topics	See <b>Prioritization Assessment and Stakeholder Engagement</b> section of our 2022 Sustainability Report, pg. 11.
<b>GRI 201: Economic performance</b>		
201-1	Direct economic value generated and distributed	See our <b>2022 SEC Form 10-K</b> : Profit and Loss, pg. 55 Results of Operations, pg. 32-34 Revenue and Segment Information, pg. 62-65 Supplemental Disclosures, pg. 98.
201-2	Financial implications and other risks and opportunities	See <b>Climate Scenario Analysis and Risk Disclosure</b> section of our 2022 Sustainability Report, pg. 68.
201-3	Defined benefit plan obligations and other retirement plans	To ensure we are strategic on our offerings, benefits are handled at a regional level. See our website for <b>regional benefits summaries</b> and <b>2022 SEC Form 10-K</b> , pg. 63, 82-84.
201-4	Financial assistance received from government	See our <b>2022 SEC Form 10-K</b> : U.S. federal R&D credit, pg. 94 NOL and tax credit carryforwards, pg. 96.

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<b>GRI 202: Market presence</b>		
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. Minimum wage in all listed regions is gender neutral. onsemi complies with all applicable local laws regarding minimum wage standards.  "Other workers," in the context of this section, pertains to employees of our suppliers or onsite service providers (e.g., janitorial staff, cafeteria workers, security, etc.). We conduct risk assessments and/or onsite verification of suppliers and onsite service providers to ensure that RBA standards and legal requirements are met, including those related to minimum wage. onsemi cannot provide a ratio for other workers, as that information is unavailable.
202-2	Proportion of senior management hired from the local community	See <b>Our Employees</b> section of the 2022 Sustainability Report, pg. 39.
<b>GRI 203: Indirect economic impacts</b>		
203-1	Infrastructure investments and services supported	See our <b>2022 SEC Form 10-K</b> Purchase Obligations, pg. 86-87.
203-2	Significant indirect economic impacts	See our <b>2022 SEC Form 10-K</b> Purchase Obligations, pg. 86-87.

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GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 204: Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	See <b>Supply Chain</b> section of our 2022 Sustainability Report, pg. 74.
<b>GRI 205: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	<p>All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.</p> <p>In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.</p> <p>Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.</p>
205-2	Communication and training about anti-corruption policies and procedures	
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	All board members (100 percent) received materials communicating the company's anti-corruption policy. Annual Code of Business Conduct training includes the topic of anti-corruption in 2022.
	(b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	<b>onsemi's</b> anti-corruption policy has been communicated to all employees through the annual Code of Business Conduct rollout and accompanying training. Our training completion rate in 2022 was 97 percent.

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	(c) Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Select suppliers, customers and other business partners receive notice of our anti-corruption policy through anti-corruption due diligence questionnaires and surveys.
	(d) Total number and percentage of governance body members that have received training on anti-corruption	All board members (100 percent) completed our Code of Business Conduct annual training, which includes a module on anti-corruption.
	(e) Total number and percentage of employees that have received training on anti-corruption	All employees have received an annual Code of Business Conduct training which includes a module on anti-corruption. Our training completion rate in 2022 was 97 percent.

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205-3	Confirmed incidents of corruption and actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
<b>GRI 206: Anti-competitive behavior</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2022, there were no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation.
<b>GRI 207: Tax</b>		
207-1	Approach to tax	See <b>2023 Global Tax Strategy</b> , sections 1.1, 2.3, 2.3.1 and 3.1.
207-2	Tax governance, control and risk management	See <b>2023 Global Tax Strategy</b> , sections 2.3, 2.3.1 and 3.1. For a copy of the report that contains the opinions on the financial statements and internal control over financial reporting please refer to pg. 52 in our <b>2022 SEC Form 10-K</b> .
207-3	Stakeholder engagement and management of concerns related to tax.	See <b>2023 Global Tax Strategy</b> , sections 2.3.3 and 3.1. For details regarding our approach to public policy advocacy on tax, see GRI 415-1. In addition, we also collect information from external stakeholders through our investor relations group at <a href="mailto:investor@onsemi.com">investor@onsemi.com</a> or through our ESG group at <a href="mailto:sustainability@onsemi.com">sustainability@onsemi.com</a> .
207-4	Country by country reporting	We do not publicly disclose this information.
<b>GRI 301: Materials</b>		
301-1	Materials used by weight or volume	<b>onsemi</b> spends over \$1 billion USD on various parts and raw materials as we manufacture at both internal and external sites. We do not track or estimate the raw material used in key manufacturing locations.
301-2	Recycled input materials used	<b>onsemi</b> does not use recycled input materials in our manufacturing process.
301-3	Reclaimed products and their packaging materials	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	See <b>Energy Consumption and Emissions</b> section of our 2022 Sustainability Report, pg. 24.
302-2	Energy consumption outside the organization	<b>onsemi</b> does not track energy usage outside the organization.
302-3	Energy intensity	Our energy intensity is based on our revenue. In 2022, we had an energy intensity of 210 MWh per million USD revenue.
302-4	Reduction of energy consumptions	See <b>Energy Consumption and Emissions</b> section of our 2022 Sustainability Report, pg. 24.
302-5	Reductions in energy requirements of products and services	Our products offer significant energy savings to our customers. See <b>Product Stewardship</b> section of our 2022 Sustainability Report, pg. 20.
<b>GRI 303: Water and Effluents</b>		
303-1	Interaction with water as a shared resource	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
303-4	Water discharge	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
303-5	Water consumption	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
<b>GRI 304: Biodiversity</b>		
304-1	Operated sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<b>onsemi</b> does not have any operational site owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impact of activities, products and services on biodiversity	None, <b>onsemi</b> sites are in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.

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304-3	Habitats protected or restored	<b>onsemi</b> has not participated in habitat protection or restoration. This practice may become part of our carbon offsetting activities in the future, but at this time we have nothing to report.
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization.
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	See <b>Energy Consumption and Emissions</b> section of our 2022 Sustainability Report, pg. 24.
305-2	Energy indirect (Scope 2) GHG emissions	See <b>Energy Consumption and Emissions</b> section of our 2022 Sustainability Report, pg. 24.
305-3	Other indirect (Scope 3) GHG emissions	See <b>Energy Consumption and Emissions</b> section of our 2022 Sustainability Report, pg. 24.
305-4	GHG emissions intensity	Our GHG emissions intensity is based on revenue and includes our Scope 1 and 2 emissions. We emit 184 MTCO <sub>2e</sub> per million USD revenue.
305-5	Reduction of GHG emissions	See <b>Net Zero Commitment</b> section of our 2022 Sustainability Report, pg. 16.
305-6	Emissions of ozone-depleting substances	<b>onsemi</b> does not emit ozone-depleting substances.
305-7	Nitrogen oxide, sulfur oxides and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
306-2	Management of significant waste-related impacts	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
306-3	Waste generated	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
306-4	Waste diverted from disposal	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
306-5	Waste directed to disposal	See <b>Water and Waste Management</b> section of our 2022 Sustainability Report, pg. 29.
<b>GRI 308: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our <b>CSR Commitment</b> through the <b>Supplier Handbook</b> . Furthermore, our top expenditure suppliers must sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with environmental criteria on a biennial basis.
308-2	Negative environmental impacts in the supply chain and actions taken	We are not aware of any negative environmental impacts in the supply chain for 2022.
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnovers	See <b>Our Employees</b> section of our 2022 Sustainability Report, pg. 39.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees who work at least of 20 hours per week as regular employees are eligible for our benefit programs. To ensure we are strategic in our offerings, benefits are handled at a regional level. See our website for <b>regional benefits summaries</b> and <b>2022 SEC Form 10-K</b> .
401-3	Parental leave	See our website for <b>regional benefits summaries</b> and <b>2022 SEC Form 10-K</b> .



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<b>GRI 402: Labor/Management relations</b>		
402-1	Minimum notice period regarding operational changes	<p>As applicable, we provide advance notice or change the contract mid-term by mutual consent in accordance with collective bargaining agreements and local requirements in the different countries where we operate.</p> <p>Belgium: as per legal provisions            Czech Republic: as per legal provisions            China: yes (manufacturing only)            Japan: yes            South Korea: n/a            U.S.: yes            Vietnam: no            Taiwan: no            France: as per legal provisions</p>
<b>GRI 403: Occupational health and safety</b>		
403-1	Occupational health and safety management system	See <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.
403-2	Hazard identification, risk assessment and incident investigation	See <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.
403-3	Occupational health services	Some of our sites have employed occupational health resource specialists while others have in-house clinics. We also contract doctors in certain locations who provide services to employees. We use the European Union General Data Protection Regulation (GDPR) to protect the privacy of all employees.
403-4	Worker participation, consultation and communication on occupational health and safety	See <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
403-5	Worker training on occupational health and safety	See <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.
403-6	Promotion of worker health	We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits including smoking, drinking and using drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an onsite gym facility.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	We follow strict standards to provide safe workplaces for employees around the world. Engineering controls such as adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on present hazards. Additionally, personal protection equipment (PPE) is provided based on a risk analysis.
403-8	Workers covered by occupational health and safety management system	See <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.
403-9	Work-related injuries	<p>In 2022, <b>onsemi</b> had 0 high-consequence work-related injuries for both employees and non-employees and 40 recordable work-related injuries for employees. We had 2 recordable work-related injuries for non-employees.</p> <p>For high-risk contractor work, a dedicated safety supervisor must be always present. This safety supervisor must have line of sight to all high-risk jobs. The safety supervisor serves as a safety advocate and helps ensure that all safety rules are being followed.</p>
403-10	Work-related ill health	In 2022, <b>onsemi</b> had zero recordable work-related ill health occurrences. For a breakdown of our non-recordable work-related ill health occurrences, see <b>Environmental Health and Safety</b> section of our 2022 Sustainability Report, pg. 34.

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GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 404: Training and Education</b>		
404-1	Average hours of training per year per employee	In 2022, our average hours of training per employee was about 6 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance	See <b>Learning and Development (L&amp;D)</b> section of our 2022 Sustainability Report, pg. 53.
404-3	Percentage of employees receiving regular performance and career development reviews	In 2022, all eligible employees received a performance appraisal.
<b>GRI 405: Diversity and equal opportunity</b>		
405-1	Diversity of governance bodies and employees	See <b>Our Employees</b> and <b>Corporate Governance</b> sections of our 2022 Sustainability Report, pg. 39 and 65.
405-2	Ratio of basic salary and remuneration of women to men	<b>onsemi</b> does not publicly disclose this information.
<b>GRI 406: Non-discrimination</b>		
406-1	Incidents of discrimination and actions taken	<b>onsemi</b> cannot disclose this information at this time due to specific legal prohibition as this is attorney-client privileged information.
<b>GRI 407: Freedom of association and collective bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being higher. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk of violating the right to freedom of association, existence of child labor or forced labor is identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier promptly, we may choose to terminate our contract with the supplier. For more information, see our <b>Human Rights Policy</b> .

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 408: Child labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being higher. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk of violating the right to freedom of association, existence of child labor or forced labor is identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier promptly, we may choose to terminate our contract with the supplier. For more information, see our <b>Human Rights Policy</b> .
<b>GRI 409: Forced or compulsory labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We work with suppliers in countries where the risk of violating labor and human rights standards is recognized as being higher. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk of violating the right to freedom of association, existence of child labor or forced labor is identified, we work closely and diligently with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier promptly, we may choose to terminate our contract with the supplier. For more information, see our <b>Human Rights Policy</b> .
<b>GRI 410: Security practices</b>		
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third-party organizations for security personnel. In 2022, approximately 90 percent of our security personnel received training on our human rights policies.

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GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 411: Rights of indigenous peoples</b>		
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.
<b>GRI 413: Local communities</b>		
413-1	Operations with local community engagement, impact assessments and development programs	All of our global sites are involved with community engagement and development programs through our workplace giving program and employee volunteerism. To learn more about our community engagement efforts, see our Giving Now webpage and the <b>Impacting Our Community Through Giving</b> section of our 2022 Sustainability Report, pg. 60.
413-2	Operations with significant actual and potential negative impacts on local communities	We do not have operations with significant actual and potential negative impacts on local communities.
<b>GRI 414: Supplier social assessment</b>		
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our <b>Supplier Handbook</b> which references our <b>CSR Commitment</b> . Top suppliers by spend are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria on an annual basis.
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.

GRI STANDARD	DISCLOSURE	CROSS REFERENCE OR ANSWER
<b>GRI 415: Public policy</b>		
415-1	Political contributions	See <b>Public Policy</b> section of our 2022 Sustainability Report, pg. 78.
<b>GRI 416: Customer Health and Safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	100 percent of our products are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts.
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.
<b>GRI 417: Marketing and labeling</b>		
417-1	Requirements for product and service information and labeling	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction of hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material to comply with the China RoHS directive.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of our knowledge, we have not received fines for non-compliance concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance concerning marketing communications.
<b>GRI 418: Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of our knowledge, we are not aware of any substantiated complaints of breaches of customer privacy or losses of customer data.

## Report Revision History

VERSION	DESCRIPTION OF REVISION AND REASON	EFFECTIVE DATE
0	2022 Sustainability Report Document Initial Release	27 June 2023



## 2022 Sustainability Report

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