

Corporate Social Responsibility Report 2020

onsemiTM

Pushing innovation to create intelligent
power and sensing technologies that solve
the most challenging customer problems.

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TABLE OF CONTENTS

A Letter From Our President and CEO — Hassane El-Khoury	3
Corporate Overview	4
United Nations Sustainable Development Goals	5
Environmental Social Governance (ESG) Recognition.	6
Triple Bottom-Line Performance Summary	8
Sustainability Accounting Standards Board (SASB) Index	20
2020 Global Reporting Initiative (GRI) Index	23
Third Party Limited Assurance Statement	47



A Letter From Our President and CEO — Hassane El-Khoury



The year 2020 will be etched in our minds as one of the most challenging years for many people and companies all over the world. Yet what also stands out for me is that it showed us how adaptable and resilient we all are. I am proud of the work **onsemi** has done to keep our teams safe and healthy during this ongoing pandemic.

I want to thank our employees for their commitment to excellence and business continuity while showing up for the communities where they live and where we do business. Together, the **onsemi** Global Giving Program and the ON Semiconductor Foundation invested more than \$1.8 million in our communities in 2020. In addition, both organizations provided over \$312,000 in COVID-19 relief through cash and in-kind donations and almost \$92,000 in disaster relief funds.

When I joined **onsemi** in December 2020, I signed up to be part of a leading company that helps create a greener, safer and more connected world through technology. What I found was an organization whose continued sustainable investments will enable us to win in our strategic end markets. These investments are not only being made in infrastructure, innovative technology and talent, but also in our corporate social responsibility (CSR) efforts.

Our continued commitment to CSR in the areas of diversity, social and human rights, ethics, and sustainability - driven and executed by our employees - has been recognized by several external agencies. Ethisphere rated us for the sixth consecutive time as one of the World's Most Ethical Companies® and Newsweek for the second time has rated us as one of the top 10% of 399 America's Most Responsible Companies in 2021. Additionally, we ranked tenth on the Barron's Most Sustainable Companies list and received an EcoVadis Platinum Level Recognition. This means we scored in the top

1% of 768 companies in the "manufacture of electronic components and boards industry" across environmental, social and ethics performance in global supply chains.

And finally, our global teams have risen to the new challenges over the past year. The diverse experience, knowledge, and backgrounds that our employees bring to the table enable us to continually improve how we operate and make a difference in the world. We are proud that we have been named to the 2021 Bloomberg Gender Equality Index for our transparent disclosure practices and overall performance across female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and pro-women brand for a second year in a row. All awards demonstrate that our core values of respect, integrity and initiative are not just words but everyday commitments that we all live by at **onsemi**.

Lastly, we hope the streamlined format in which this report is presented helps to more transparently and effectively communicate our environmental, social and governance (ESG) efforts. We are committed to continuous and measurable improvement of our triple bottom line of people, planet and profit year-over-year and we are excited to share further plans at our Analyst Day on August 5th of this year.

Regards,

A handwritten signature in black ink, appearing to read 'Hassane El-Khoury', written over a horizontal line.

Hassane El-Khoury
President and CEO

CORPORATE OVERVIEW

\$5.3 billion
revenue in 2020



34,500
employee global
workforce



12,101
metric tons of CO2
emissions reduced
through 49 projects
in six countries



\$755 million
in sustainability product
revenue



44% female
global workforce



1.71 billion gallons
recycled water – enough to
fill 2,500 Olympic-sized pools



99.6%
Responsible Minerals
Assurance Process
(RMAP) conformant
smelters



27.9%
minority workforce
(U.S. only)



76%
of hazardous and
non-hazardous waste
recycled



Since 2009
membership in the
Responsible Business
Alliance (RBA)



7
affinity network groups



\$1.8 million
community investments



18% female
board of directors



\$10.8 million
sustainability project
savings



\$312,000
in COVID-19 relief
efforts



United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs), set by the United Nations (UN) in 2015, highlight the world's biggest social and environmental issues. The SDGs are a call to action for governments, businesses, civil society and other organizations to achieve a better and more sustainable future for all by 2030. As a global company and corporate citizen, we believe we have a responsibility to help achieve the goals by adhering to these goals most relevant to our business.

onsemi identified how our products, programs and initiatives help address many of the 17 SDGs in our [material topics and business strategy](#). Although we believe all of the SDGs are vital, we prioritized five goals that are the most relevant to our sustainability strategy and will help make the largest global impact. In 2019, **onsemi** became a signatory to the UN Global Compact. Our most recent [Communication on Progress \(COP\)](#) submitted to the UN Global Compact outlines our alignment with its ten principles, focused on human rights, labor, environment and anti-corruption, and our alignment with the SDGs.

The SDG icons in our Global Reporting Initiative (GRI) Index at the back of this report highlight the work we are doing across our organization to address these goals.

6 CLEAN WATER AND SANITATION



Ensure access to water and sanitation for all

- All of our wastewater is treated before it is discharged into the environment
- We are committed to reducing our water consumption and recycling more water

8 DECENT WORK AND ECONOMIC GROWTH



Promote inclusive and sustainable economic growth, employment and decent work for all

- We have zero tolerance for forced labor
- We assess and mitigate social risks within our supply chain
- We strive for equal pay for equal work
- We focus on providing a safe workplace with zero injuries and occupational diseases

10 REDUCED INEQUALITIES



Reduce inequality within and among countries

- We promote equal opportunities for all
- Our ambition is to be a leader of diversity and inclusion in the semiconductor industry

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

- We reduce consumption of chemicals and eliminate hazardous materials
- We strive for zero waste in the landfill from our finished goods in our manufacturing sites

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts

- We deploy programs to reduce greenhouse gas (GHG) emissions
- We deliver products that help our customers achieve their climate goals
- We educate our employees on how to be sustainable at home and work

Environmental Social Governance (ESG) Recognition

 <p>BARRON'S "100 MOST SUSTAINABLE COMPANIES" 4TH CONSECUTIVE YEAR #10</p>	<p>Barron's 100 Most Sustainable Companies; Four Consecutive Years</p>	<p>In 2021, onsemi ranked #10 on Barron's 100 Most Sustainable Companies. Companies are scored on five key areas: shareholders, employees, customers, community and planet.</p>
 <p>Bloomberg Gender-Equality Index 2021</p>	<p>Bloomberg Gender Equality Index; Two Consecutive Years</p>	<p>In 2021, onsemi was named to the Bloomberg Gender Equality Index for our transparent disclosure practices and overall performance across the framework's five pillars. Those pillars are female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and pro-women branding.</p>
<p>Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA</p>	<p>Dow Jones Sustainability Index (DJSI) North America; Three Consecutive Years</p>	<p>In 2020, onsemi was one of five semiconductor companies included in the DJSI North America component. Companies are chosen for excellent sustainability through the assessment of multiple criteria including corporate governance, customer relations, environmental policy, working conditions and social initiatives.</p>
 <p>PLATINUM 2020 ecovadis Sustainability Rating</p>	<p>EcoVadis Platinum Level Recognition</p>	<p>In 2020, onsemi received an 85/100 score from EcoVadis, a leading platform for environmental, social and ethics performance ratings for global supply chains. Overall, our company scored in the top 1% of the 768 companies assessed by EcoVadis within the "manufacture of electronics components and boards industry."</p>
 <p>Corporate ESG Performance RATED BY ISS ESG Prime</p>	<p>ISS ESG Prime Corporate Rating; Two Consecutive Years</p>	<p>In 2021, onsemi maintained a "Prime" rating by ISS ESG, one of the world's leading rating agencies for sustainable investments. Our company ranked in the top 20% of the 79 companies rated within the semiconductor industry.</p>

Environmental Social Governance (ESG) Recognition

 <p>MSCI ESG RATINGS</p> <p>CCC B BB BBB A AA AAA</p>	<p>MSCI ESG Rating; Two Consecutive Years</p>	<p>In 2020, onsemi maintained its ESG “A” rating from MSCI. We are among the top five industry leaders for our ethical practices related to sourcing raw materials from areas associated with human rights and labor abuses.</p>
 <p>NEWSWEEK'S "AMERICA'S MOST RESPONSIBLE COMPANIES" #38</p>	<p>Newsweek's America's Most Responsible Companies; Two Consecutive Years</p>	<p>In 2020, onsemi ranked #38 on Newsweek's America's Most Responsible Companies. The list ranks 399 U.S.-based companies across 14 industries.</p>
 <p>Responsible Business Alliance Advancing Sustainability Globally</p>	<p>Platinum RBA VAP (Validated Assessment Program) Recognition for Receiving a Perfect Score of 200 for Initial Recipient Sites</p>	<p>The onsemi manufacturing sites in Aizu, Japan; Niigata, Japan; and Nampa, Idaho, United States received this recognition.</p>
 <p>SUSTAINALYTICS a Morningstar company</p>	<p>Sustainalytics ESG Risk Rating Score is 26.2</p>	<p>As of April 2021, onsemi received an overall ESG risk rating score of 26.2/100 points (the lower the score, the better) and is considered by Sustainalytics, a global ESG research and ratings firm. The rating puts us at medium risk of experiencing material financial impacts from ESG factors.</p>
 <p>2021 WORLD'S MOST ETHICAL COMPANIES™ WWW.ETHISPHERE.COM 6-TIME HONOREE</p>	<p>World's Most Ethical Companies; Six Consecutive Years</p>	<p>In 2021, we were one of three companies in the semiconductor industry to receive this recognition. Companies are evaluated based on their culture, environmental and social practices, ethics and compliance program, corporate governance and diversity and inclusion initiatives to support a strong value chain.</p>

TRIPLE BOTTOM-LINE PERFORMANCE SUMMARY

This triple bottom line performance summary which focuses on people, planet and profit, was created with the intention of transparently communicating our environmental, social and governance (ESG) efforts with our stakeholders. We organized the summary to cover the topics most relevant to our mission, our business and our partners.

Our Business

Disclosure	Units	2020	2019	2018
Financial Strength				
Revenue	Dollars (billions)	\$5.3	\$5.5	\$5.9
Sustainable Product Revenue	Dollars (millions)	\$755	\$460	N/A
Recouped Scrap Materials/Precious Metals	Dollars (millions)	\$23	\$22	\$29
Revenue by Market				
Automotive		32%	33%	31%
Communication		20%	19%	18%
Computing	Percentage	12%	11%	11%
Consumer		11%	11%	13%
Industrial/Medical/Aero-Defense		25%	26%	27%
Revenue by Region				
Hong Kong		25%	25%	25%
Singapore		34%	33%	33%
United Kingdom	Percentage	15%	16%	16%
United States		14%	15%	15%
Other		12%	11%	11%
Revenue by Group				
Advanced Solutions Group		36%	36%	35%
Power Solutions Group	Percentage	50%	50%	52%
Intelligent Sensing Group		14%	14%	13%

Our Business (cont.)

Disclosure	Units	2020	2019	2018
Revenue Type by Customer				
Original Equipment Manufacturers		34%	36%	34%
Distributors	Percentage	60%	57%	60%
Electronic Manufacturing Service Providers		6%	7%	6%
Operations Footprint				
Countries				
Manufacturing		10	10	10
Design Center	Number	21	21	19
Solution Engineering Center		5	5	5
Supply Chain				
Units Shipped through Global Logistics Network	Number (billions)	64.3	66.3	75.7
Spend on Local Suppliers by Region				
Asia-Pacific (APAC)		92%	92%	90%
Europe, Middle East and Africa (EMEA)	Percentage	83%	80%	78%
North America		91%	92%	89%
Total Global Suppliers and Service Providers	Number	9,700	10,000	10,000
Production-related Suppliers		7,100	7,200	7,000
RMAP Conformant Smelters		99.6%	100%	100%
Suppliers that Completed a Self-Assessment Questionnaire (SAQ)	Percentage	99%	85%	84%
Suppliers Rated as Low-Risk on Their SAQ		96%	83%	82%
RBA Audit Completed	Number	5	10	5

Our Governance

Disclosure	Units	2020	2019	2018
Board of Directors ("Board") Composition and Independence				
Total Members ¹		11	7	10
Board Average Age	Number	59	62	62
Average Board Tenure		5	9	8
Number of Independent Directors		10	6	9
Board Diversity				
Women on the Board	Number	2	1	2
	Percentage	18%	14%	20%
Board and Committee Meetings				
Board and Committee Meetings Held During the Calendar Year	Number	30	34	36
Directors Attending Less than 75% of Meetings During the Calendar Year		0	0	0
Policies, Statements and Commitments				
Anti-Corruption Policy	Yes/No	Yes	Yes	Yes
Code of Business Conduct		Yes	Yes	Yes
Non-Retaliation Policy		Yes	Yes	Yes
Privacy Policy		Yes	Yes	Yes

Rules

Governance

Mission

Our Governance (cont.)

Disclosure	Units	2020	2019	2018
Compliance and Ethics Programs				
Number of Business Ethics Liaisons (BELs)	Number	51	52	45
Number of Reports and Requests for Advice by Intake Method				
BEL Reporting		100	183	N/A
Email	Number	68	101	N/A
Helpline Web and Phone		50	65	N/A
Other		16	31	N/A
Reporter Anonymity Rate²				
Anonymous Reporters	Percentage	50%	34%	31%
Self-Identified Reporters		50%	66%	69%
Total Number of Reports				
Concerns and Incidents	Number	182	230	216
Requests for Advice		52	150	77
Substantiation Rate³				
Substantiated Reports	Percentage	37%	57%	62%
Unsubstantiated Reports		63%	43%	38%
Top Corrective Actions⁴				
No Action Necessary ⁵		43%	N/A	N/A
Remedial Measure ⁶	Percentage	44%	N/A	N/A
Policy/Process Improvement		7%	N/A	N/A
Other		6%	N/A	N/A

1 At the close of 2020, we had 11 Board of Directors.

2 In 2020, we reported anonymity for all case types.

3 In 2020, we reported the substantiation rate for concerns and incidents that are fully substantiated.

4 In 2020, we switched vendors and the Top Corrective Actions categories changed from previous years.

5 Outcome due to unsubstantiated or inconclusive case outcomes.

6 Disciplinary actions, coaching, counseling or training.

Our People

Disclosure	Units	2020	2019	2018
Global Workforce				
Total Workforce	Number	34,500	35,000	36,000
Workforce by Region				
APAC (excluding Japan)	Percentage	69%	69%	70%
Japan		6%	6%	6%
EMEA		12%	11%	11%
North America		13%	14%	13%
Workforce by Gender				
Female	Percentage	44%	44%	45%
Male		56%	56%	55%
Management by Gender				
Female	Percentage	20%	20%	20%
Male		80%	80%	80%
Internal Promotions by Gender				
Female	Percentage	38%	35%	36%
Male		62%	65%	64%
Workforce by Contract Type				
Regular	Percentage	90%	89%	88%
Temporary (contractors/interns)		10%	11%	12%
Workforce by Work Schedule				
Full-time	Percentage	99.4%	99.3%	99.3%
Part-time		0.6%	0.7%	0.7%
Contractors and Interns by Age, Gender and Region				
< 30 Years Old	Percentage	30%	38%	46%
30-50 Years Old		61%	58%	51%
> 50 Years Old		9%	4%	3%
Female		47%	52%	52%
Male		53%	48%	48%

Our People (cont.)

Disclosure	Units	2020	2019	2018
Contractors and Interns by Age, Gender and Region (cont.)				
APAC (excluding Japan)	Percentage	85%	87%	81%
Japan		5%	6%	10%
EMEA		5%	4%	5%
North America		5%	3%	4%
Full-time Employees by Age, Gender and Region				
< 30 Years Old	Percentage	29%	29%	33%
30-50 Years Old		55%	56%	53%
> 50 Years Old		16%	15%	14%
Female		44%	44%	45%
Male	56%	56%	55%	
APAC (excluding Japan)	Percentage	70%	69%	69%
Japan		5%	6%	6%
EMEA		12%	14%	11%
North America		13%	11%	14%
Part-time Employees by Age, Gender and Region				
< 30 Years Old	Percentage	42%	50%	62%
30-50 Years Old		35%	27%	19%
> 50 Years Old		23%	23%	19%
Female		45%	41%	48%
Male	55%	59%	52%	
APAC (excluding Japan)	Percentage	2%	19%	17%
Japan		0%	1%	0%
EMEA		89%	68%	71%
North America		9%	12%	12%

Our People (cont.)

Disclosure	Units	2020	2019	2018
New Hires by Age, Gender and Region				
< 30 Years Old		58%	55%	58%
30-50 Years Old		38%	40%	35%
> 50 Years Old		4%	5%	7%
Female		55%	37%	47%
Male	Percentage	45%	63%	53%
APAC (excluding Japan)		77%	69%	68%
Japan		3%	4%	11%
EMEA		8%	8%	10%
North America		12%	19%	11%
Employee Turnover by Age, Gender and Region				
< 30 Years Old		50%	49%	49%
30-50 Years Old		34%	40%	33%
> 50 Years Old		16%	11%	8%
Female		56%	49%	50%
Male	Percentage	44%	51%	50%
APAC (excluding Japan)		67%	73%	77%
Japan		5%	2%	1%
EMEA		9%	8%	9%
North America		19%	17%	13%
U.S. Workforce by Race and Ethnicity				
American Indian or Alaskan Native		0.45%	0.30%	0.30%
Asian		18.78%	19.40%	17.20%
Black or African American	Percentage	1.48%	1.70%	1.60%
Hispanic or Latino		4.84%	4.60%	4.60%
Native American or other Pacific Islander		0.26%	0.20%	0.20%

Our People (cont.)

Disclosure	Units	2020	2019	2018
U.S. Workforce by Race and Ethnicity (cont.)				
Two or more races		2.09%	2.10%	1.90%
White	Percentage	59.40%	61.80%	64.10%
Undeclared		12.70%	9.90%	10%
Affinity Network Groups				
Black Employee Network (BEN) ¹		Yes	Yes	No
Continua ²		Yes	No	No
Cultivate ³		Yes	Yes	Yes
Employee Activity Committee (EAC) ⁴	Yes/No	Yes	Yes	Yes
Science, Technology, Engineering and Mathematics for Under-represented Populations (STEM UP) ⁵		Yes	Yes	Yes
Veteran and Military Employees (VME) ⁶		Yes	No	No
WE ⁷		Yes	Yes	Yes
Compliance and Ethics Training Completion Rate				
Anti-Discrimination and Harassment		100%	99.60%	99%
Code of Business Conduct	Percentage	100%	99.60%	100%
Corporate Social Responsibility		100%	99.60%	100%
Information Security Awareness		100%	99.60%	100%
Employee Participation Rate to Surveys				
Culture of Quality Survey ⁸		85%	-	80%
Ethical Perceptions Survey ⁹	Percentage	-	70%	-
Employee Engagement Survey ¹⁰		85%	79%	63%
Policies, Statements and Commitments				
CSR Commitment		Yes	Yes	Yes
Environmental, Occupational Health and Safety (EOHS) Policy	Yes/No	Yes	Yes	Yes
Equal Employment Opportunity		Yes	Yes	Yes

Our People (cont.)

Disclosure	Units	2020	2019	2018
Policies, Statements and Commitments (cont.)				
Human Rights Policy		Yes	Yes	No
RBA Full Member		Yes	Yes	Yes
Responsible Minerals Sourcing Policy	Yes/No	Yes	Yes	Yes
Slavery and Human Trafficking Policy Statement		Yes	Yes	Yes
UN Global Compact Signatory		Yes	Yes	No
Employee Health and Safety				
Workforce Covered by OHSAS 45001/18001	Percentage	81%	82%	83%
Injury Rate (per 100 employees)		0.75	0.77	1.03
Lost Days (per 100 employees)	Number	1.54	1.3	2.12
Work-Related Fatalities		0	0	0

- 1 BEN, established in 2019, focuses on fostering recruitment, retention and career advancement of black employees in North America. The focus areas are recruitment, engagement, development, business development and community outreach.
- 2 Continua, established in 2020, focuses on creating an inclusive workplace for employees who are and support LGBTQ+ people in our company, families and communities in North America. The focus areas are recruitment, engagement development, business development and community outreach.
- 3 Cultivate, established in 2018, focuses on uniting diverse generations to enhance company culture in North America, EMEA and APAC. The focus areas are engagement and development.
- 4 EAC was established in 2004 and aligned with Diversity & Inclusion (D&I) in 2018. The mission of EAC is to impact employees and local communities through service and engagement in North America, EMEA and Asia. The focus areas are engagement and community outreach.
- 5 STEM UP, established in 2015, focuses on developing talent through lifelong STEM education for a diverse workforce in North America, EMEA and APAC. The focus areas are recruitment, engagement and community outreach.
- 6 VME, established in 2020, focuses on recruiting, developing and retaining veteran and military employees in North America. The focus areas are recruitment, engagement and community outreach.
- 7 WE, which was rebranded from the Women's Leadership Initiative in 2020 to be more inclusive, was established in 2014. The mission is to empower women to succeed through business, strategic and financial acumen in North America, EMEA and APAC. The focus areas are engagement, development and business development.
- 8 On a biennial basis, we administer a survey through Gartner® to measure employee understanding of our quality initiatives and to gain insights on employee perception of our quality program. In 2020, onsemi was ranked #6 of 147 participating companies, placing us in the top 20% of the first quintile, which was an improvement from middle of top quintile in 2018. In 2020, we also had the highest ever response rate with approximately 85% of our 35,000 employees responding to the survey.
- 9 On a biennial basis, we administer an Ethical Perceptions Survey dedicated to measuring employees' perceptions of ethics at our company. In 2019, this survey was made available to all 33,000 employees worldwide, with a 70% participation rate. The results of this survey revealed that within two years since the previous survey was distributed, awareness of our code, ethical responsibilities and the effectiveness of our compliance and ethics trainings increased by an average of 5.72%. In addition, 90.7% of respondents stated that they believe their manager is committed to ethical business conduct at all times, and 88.1% replied they would feel comfortable approaching their manager with issues or questions related to ethical business conduct.
- 10 In 2020, onsemi partnered with Willis Tower Watson to administer a full census engagement survey and invited all qualified company employees, approximately 34,000, to participate. Survey participation was 85%, which helped ensure that the results accurately reflected how the majority of employees feel about the company and their work environment. This is critical as survey results drive company-wide and local-level improvement action plans. The survey included a combination of items focused on measuring different aspects of the employee engagement experience and improvements on key topics that were included in previous engagement surveys (e.g., diversity and inclusion, culture, communication, ethics).

Our Planet

Disclosure	Units	2020	2019	2018
Sustainability Project Savings				
Total Savings	Dollars (millions)	\$10.8	\$10.9	\$7.3
Chemical Waste Reduction ¹		\$252,868	\$343,442	\$377,791
Energy Conservation ²		\$5,735,422	\$4,684,664	\$2,246,094
Material Optimization ³	Dollars	\$4,180,733	\$5,253,198	\$3,855,800
Recycle ⁴		\$177,122	\$301,071	\$513,315
Water Conservation ⁵		\$477,150	\$315,919	\$322,130
Emissions				
Scope 1	Metric Tons Carbon Dioxide Equivalent (CO2e)	2,173,451	2,074,679	1,470,613
Scope 2		774,849	671,656	676,050
Scope 3 (Business Travel)		1,565	12,638	N/A
Energy				
Total Consumption (natural gas, diesel fuel and electricity)	Kilowatt-Hours (kWh)	1,770,483,604	1,746,390,215	1,543,229,757
Water				
Withdrawal	Megaliters	14,332	14,335	12,451
Recycled	Megaliters	6,374	6,506	5,459
Withdrawal from High or Extremely High Stressed Regions	Percentage	6%	N/A	N/A
Manufacturing sites in low stressed regions		9	N/A	N/A
Manufacturing sites in low-medium stressed regions		7	N/A	N/A
Manufacturing sites in medium-high stressed regions	Number	3	N/A	N/A
Manufacturing sites in high stressed regions		2	N/A	N/A
Manufacturing sites in extremely high stressed regions		1	N/A	N/A
Waste				
Hazardous Waste Generated	Metric Tons	8,123	8,336	6,377
Hazardous Waste Recycled	Percentage	73%	75%	59%
Non-Hazardous Waste Generated	Metric Tons	15,146	15,393	13,883
Non-Hazardous Waste Recycled	Percentage	77%	57%	76%

Our Planet (cont.)

Disclosure	Units	2020	2019	2018
Waste (cont.)				
Reclaimed Scrap Materials Collected	Metric Tons	634	910	1,150
Reclaimed Precious Metals Collected	Kilogram (kg)	870	1,376	822
Policies, Statements and Policies				
Climate Change Policy		Yes	No	No
CSR Commitment		Yes	Yes	Yes
EOHS Policy		Yes	Yes	Yes
Rare Earth Elements Use Statement	Yes/No	Yes	Yes	Yes
Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH) Statement		Yes	Yes	Yes
Restrictions of Hazardous Substances (RoHS) Statement		Yes	Yes	Yes

- 1 Examples of projects: Reducing the amount of process and facility chemicals in production of our products or performance of our facilities.
- 2 Examples of projects: Reducing electricity or fuels (e.g., natural gas, diesel fuel, propane).
- 3 Examples of projects: Reducing the amount of material needed in the processing of our products (e.g., using packaging more efficiently).
- 4 Examples of projects: Diverting waste from landfill/incinerator to a more sustainable waste stream.
- 5 Examples of projects: Reducing water usage or recycling water.



Our Community

Disclosure	Units	2020	2019	2018
Community Investments				
By onsemi ¹		\$363,571	\$2,120,982	\$1,646,512
By ON Semiconductor Foundation		\$1,493,926	N/A	N/A
Total Community Investments		\$1,857,497	\$2,120,982	\$1,646,512
Total COVID-19 Relief Efforts ²	Dollars	\$312,263	N/A	N/A
Total Disaster Relief Efforts ³		\$46,899	\$22,552	\$27,156
Total Science, Technology, Engineering, Arts and Mathematics (STEAM) Efforts ⁴		\$1,177,527	\$1,207,625	\$925,812
Total Giving through Employee Matched Donations ⁵		\$164,586	\$140,683	\$36,871
Community Engagement (Company and Foundation)				
Causes Supported ⁶	Number	554	348	263
Employees Engaged		609	309	211
Donations by Cause				
Disaster Relief	Percentage	5%	1%	1%
Environment		6%	5%	2%
Health		27%	13%	15%
Human Services		29%	25%	30%
STEAM Education		33%	56%	52%
Types of Donations				
Employee Driven	Percentage	51%	46%	40%
Grants		49%	54%	60%
Donation by Location				
North America	Percentage	83%	68%	68%
APAC and EMEA		17%	32%	32%

¹ Includes non-cash donations (gifts in-kind).

² In 2020, donations were made by employees and then matched by the ON Semiconductor Foundation.

³ In 2020, donations were made by employees and then matched by the ON Semiconductor Foundation. In 2019 and 2018, the company supported these workplace giving and grant efforts as the Foundation was not in existence at this time.

⁴ The 2020 amount is for both the company and the ON Semiconductor Foundation. In 2019 and 2018, the company supported these workplace giving and grant making efforts only.

⁵ This amount does not include volunteer matching grants (better known as the dollars-for-doers program – where the ON Semiconductor Foundation donates \$10 USD per hour to eligible charities and educational institutions for each hour an employee volunteers).

⁶ Includes the 100 grantees that the ON Semiconductor Foundation supported in 2020.

Sustainability Accounting Standards Board (SASB) Index – Reporting Period: January 01 to December 31, 2020

Disclosure	Metric	Code	onsemi Disclosure
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions (2) amount of total emissions from perfluorinated compounds	TC-SC-110a.1	(1) 2,173,451 metric tons (t) CO ₂ e ¹ (2) 658,644 metric tons (t) CO ₂ e ²
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	Five-year target (2015 Baseline data year, 2016 – 2020 data collection years) carbon footprint -5% gCE/unit (normalized) for Scope 1 and 2 GHG emissions. Annually, manufacturing sites identify green savings projects for the five categories: energy conservation, water conservation, chemical waste reduction, material optimization and recycle. These green savings projects are leveraged to help onsemi reach our five-year carbon footprint target. Through 2020, our wafer fabrication sites were performing 85% to target and assembly test operation sites 84% to target.
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	TC-SC-130a.1	(1) 1,770,483,604 kWh ³ (2) 100% (3) Complete data not available
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	TC-SC-140a.1	(1) 834.93m ³ ; 6% of total water withdrawal Oudenaarde, Belgium – 275.03m ³ Pocatello, USA – 371.5m ³ Suzhou, China – 188.4m ³ (2) Water consumption data is currently not being captured. onsemi is looking into collection water consumption data.
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	TC-SC-150a.1	(1) 8,123 t (2) 73% Current waste data collection for recycled waste may include waste that is incinerated for energy recovery. onsemi is in the process of improving our reporting methodology to capture waste to energy recovery information for future reporting.
Employee Health and Safety	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	TC-SC-320a.1	ISO 45001:2018 Certified Environmental, Health and Safety (EHS) Management System includes: EHS Policy EHS Manual Health and Safety Hazard Identification, Risk Assessment and Control EHS Legal and Other EHS Objective and Targets

SASB Index (cont.)

Disclosure	Metric	Code	onsemi Disclosure
Employee Health and Safety (cont.)	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards (cont.)	TC-SC-320a.1	<p>EHS Management of Change and Equipment Sign Off</p> <p>Health and Safety Performance Monitoring, Reporting and Compliance Evaluation</p> <p>EHS Audit Global Work Process</p> <p>EHS Management Review</p> <p>Occupational Exposure Assessment for Airborne Contaminates</p> <p>Hazard Communication Program</p> <p>Industrial Hygiene – Heavy Metals Program</p> <p>Emergency Preparedness and Response (e.g., chemical, spill, fire, etc.)</p> <p>Fire Protection Systems</p> <p>Toxic, Flammable, Compressed Gases and Compressed Gas Cabinet</p> <p>Personal Protective Equipment</p> <p>Electrical Safety</p>
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations (USD)	TC-SC-320a.2	<p>In 2020, onsemi did not incur monetary losses as a result of legal proceedings associated with employee health and safety violations.</p> <p>In June 2020, the Environmental Protection Agency (EPA) completed a Resource Conservation and Recovery Act (RCRA) Compliance Evaluation Inspection (the “inspection”) of our South Portland, Maine wafer manufacturing facility. As a result of the inspection, the EPA identified and issued citations with respect to four violations of the RCRA, including failure to mark, monitor, and keep adequate records with respect to certain of our chemical storage tanks. As a result of these violations, the onsemi, through its subsidiary Fairchild Semiconductor Corporation, entered into a consent agreement with a final order date of Dec. 16, 2020. We agreed to pay a civil penalty of \$104,545. We paid this sum on Dec. 24, 2020. In addition, we have fully remediated all of the violations identified during the inspection.</p>
Recruiting and Managing a Global and Skilled Workforce	Percentage of employees that are: (1) foreign nationals and (2) located offshore	TC-SC-330a.1	<p>(1) 3.33%</p> <p>(2) United States (country of domicile) – 13.06%</p> <p>All other North America – 0.42%</p> <p>APAC – 73.59%</p> <p>EMEA – 12.93%</p> <p>onsemi has a global footprint of design, solution engineering centers, sales and support locations spanning across more than 34 countries and four continents.</p>

SASB Index (cont.)

Disclosure	Metric	Code	onsemi Disclosure
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances (%)	TC-SC-410a.1	In 2020, approximately 18.7% of onsemi 's portfolio contained IEC 62474 declarable substances, representing ~31.4% of revenue. ⁴
	Processor energy efficiency at a system level for: (1) servers; (2) desktops; and (3) laptops	TC-SC-410a.2	Not applicable for onsemi operations.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	<p>onsemi discloses the management approach to our responsible minerals sourcing. The company is aware of the potential supply shortage of rare earth elements and their use in the production of electronic components.</p> <p>onsemi does not deliberately add any rare earth elements to any of our products. There is some trace of rare earths in certain ceramic packaging, gold wirebond and wafer fabrication operations. However, we do not manufacture any of these materials nor are they intentionally added to our products. Through our Enterprise Risk Management (ERM) framework, tools and processes, we identify the loss of critical supplies as a risk, which we manage, mitigate and track within the supply chain planning, sourcing and procurement groups and reported on a quarterly basis.</p> <p>SEC Form SD Conflict Minerals Report</p> <p>Rare Earth Elements Use Statement</p>
IP Protection and Competitive Behavior	Total amount of monetary loses as a result of legal proceedings associated with anti-competitive behavior regulations (USD)	TC-SC-520a.1	<p>In 2020, onsemi did not incur monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.</p> <p>SEC Form 10-K</p>

1 In the SASB Index published on our external website on March 17, 2021, the response was inaccurate. It has been changed to reflect the correct Scope 1 emissions.

2 In the SASB Index published on our external website on March 17, 2021, the response was inaccurate. It has been changed to reflect the correct amount of total emissions form PFCs.

3 In the SASB Index published on our external website on March 17, 2021, the figure was total electricity consumption. It was been changed to reflect total energy consumption.

4 In the SASB Index published on our external website on March 17, 2021, the response was inaccurate. We were able to determine the percentage.

2020 Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
GRI 102: General Disclosures 2016*			
1. Organizational Profile			
102-1	Name of organization	onsemi Corporation	
102-2	Activities, brands, products and services	To learn more about our company's activities and products, please refer to our 2020 SEC Form 10-K , Part 1, pages 5-7.	
102-3	Location of headquarters	Our headquarters are located at: 5005 E. McDowell Rd. Phoenix, Arizona 85008 USA	
102-4	Location of operations	See our global locations on our website.	
102-5	Ownership and legal form	Corporation, publicly listed on the NASDAQ Capital Market.	
102-6	Markets served	To learn more about our markets served, please refer to our 2020 SEC Form 10-K , Part 1, pages 9-11.	
102-7	Scale of organization	Total number of employees: approximately 34,500 Total number of operations: 50 Revenue: \$5,255 million Total capitalization: total liabilities: \$5,109.9 million; total equity: \$3,558.1 million Quantity of products and services: 64.3 billion units shipped in 2020	Number of operations equals solution engineering, design, manufacturing and support sites with 50+ employees.
102-8	Information on employees and other workers		 
	(a) Total number of employees by employment contract and gender	Regular: Male – 17,741; Female – 13,679 Temporary: Male – 1,644; Female – 1,818	
	(b) Total number of employees by employment contract and region	Regular: APAC (excluding Japan): 21,297 Japan: 1,825 North America: 4,234 EMEA: 4,064 Temporary: APAC (excluding Japan): 2,958 Japan: 152 North America: 184 EMEA: 168	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
	(c) Total number of permanent employees by employment type and gender	Full-time: Male – 19,264; Female – 15,396 Part-time: Male – 121; Female – 101	
	(d) Whether a substantial portion of the organization's workforce is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees by contractors	No	
	(e) Report any significant variations in employee numbers	N/A	
102-9	Supply chain	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 organization. In 2020, we worked with more than 9,500 suppliers and service providers in North America, EMEA and APAC; of those approximately 7,100 were production-related.	
102-10	Significant changes to organization and supply chain	N/A	
102-11	Precautionary Principle or approach	The mission of our ERM program is to drive strategic capabilities that preserve and create value for our company by embedding a risk-aware decision-making culture across all functions. To that end, we have developed a process and framework to effectively identify, evaluate, prioritize, manage and report key risks across different time horizons that can impact our company's ability to achieve strategic goals and objectives. We seek to identify critical risks by interviewing key stakeholders within the company and conducting research via external sources. The risks identified and prioritized for action are embedded within the company's operating plan. Risk response actions and commitments are tracked for completion on a periodic basis. Ultimately, ERM is not considered a separate, stand-alone activity, but is rather integrated into the fabric of how we operate and is included within the activities and functions we engage to run our business and successfully achieve our goals and objectives.	
102-12	External initiatives	American Council for an Energy-Efficient Economy (ACEEE) Association of Corporate Citizenship Professionals (ACCP) Arizona Environmental Strategic Alliance Arizona Forward Arizona Grantmakers Forum Arizona Recycling Coalition Arizona Tax Research Association Boston College Center for Corporate Citizenship Carbon Disclosure Project	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
		CEB Compliance and Ethics Leadership Council (founding member)	
		Chief Executives for Corporate Purpose (CECP)	
		Conference Board – Philanthropy and Engagement Council	
		Corporate Volunteer Council of Central Arizona	
		Council on Foundations	
		CSR Board (founding member)	
		Electronic Components Industry Association (ECIA)	
		Ethisphere's Business Ethics Leadership Alliance (BELA)	
		Greater Phoenix Chamber of Commerce	
		Global Semiconductor Alliance	
		Hearing Industries Association	
		Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM)	
		Microelectronic Industry Design Association (MIDAS) Ireland	
		Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA)	
		Pocatello Chubbuck Chamber of Commerce	
		Power Sources Manufactures Association (PSMA)	
		Responsible Business Alliance (RBA)	
		Responsible Minerals Initiative (RMI)	
		Semiconductor Electronic Industries in Philippines Inc. (SEIPI)	
		Semiconductor Industry Association (SIA)	
		United Nations Global Compact	
		United States Information Technology Office (USITO)	
		World Semiconductor Council (WSC)	
102-13	Membership of associations	ECIA, Jeff Thomson, board of directors	
		JEDEC, Peter Turlo, board of directors	
		KeraCel, Hassane El-Khoury, board of directors	
		MEPZCEM, Lilith Montayre, board of directors	
		SIA, Hassane El-Khoury, board of directors	
		SIA Communications Committee, Kris Pugsley, chair	
		WSC, Daryl Hatano, co-chair U.S. delegation to joint steering committee	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
2. Strategy			
102-14	Statement from senior decision-maker	See A Letter from Our President and CEO on page 3 of the 2020 Corporate Social Responsibility Report .	
102-15	Key impacts, risks and opportunities	For details on key impacts, risks and opportunities, see our 2020 SEC Form 10-K .	
3. Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	<p>Our Code of Business Conduct (CoBC) outlines our values, principles, standards and norms of behavior. The CoBC is reviewed on an ongoing basis. All employees and directors must undergo training and are required to acknowledge the CoBC on an annual basis. Within our CoBC is information on our core values:</p> <p>Respect: We treat each other with dignity and respect. We share information and encourage different views in an open and honest environment. We draw out the best in each other, recognizing that diversity of backgrounds and experience are key strengths. We all win when we support each other.</p> <p>Integrity: We mean what we say and say what we mean. Our company has set high standards for our products and individual conduct. Our reputation depends on the highest standards of ethical behavior. We are accountable for delivering our commitments on time with the highest quality. We address issues objectively, using facts and constructive feedback in a work atmosphere where we do not fear open discussion or questions. When a decision has been made, we work to support it. We comply with all legal requirements and hold ourselves to the highest standards of ethical conduct.</p> <p>Initiative: We value people who demonstrate a positive, “can-do” attitude while collaborating to win. We work intelligently, with a sense of urgency, while always maintaining our commitment to comply with applicable laws, regulations and standards. If a problem exists, we see it through to rapid resolution while acting in an ethical manner.</p> <p>See our CSR Commitment and EOHS Policy for more details.</p>	
102-17	Mechanisms for advice and concerns about ethics	<p>Employees may speak to the vice president of ethics and CSR, chief compliance officer, a member of the compliance and ethics programs, their local BEL or use the ethics helpline online or by telephone:</p> <p>U.S.: 1-844-935-0213</p> <p>Online: helpline.onsemi.com</p> <p>To access the helpline by telephone for all other locations, please visit the link above.</p>	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
4. Governance			
102-18	Governance structure	<p>Board of Director Committees: Audit Committee, Compensation Committee, Corporate Governance and Nominating (CGN) Committee, Executive Committee and Science and Technology Committee</p> <p>Committee responsible for decision making on environmental and social impacts: Corporate Governance and Nominating Committee.</p> <p>Learn more about our Corporate Governance on our website.</p>	
102-19	Delegating authority	See our Corporate Governance Principles on our website.	
102-20	Executive-level responsibility for economic, environmental, and social topics	Executive vice president of global manufacturing and operations and the chief finance officer.	
102-21	Consulting stakeholders on economic, environmental and social topics	<p>We believe the views of our stakeholders are important in making operational and strategic decisions. We identify stakeholders that have a significant impact on or are significantly impacted by our operations; the method and frequency of engagement varies by stakeholder type.</p> <p>Internal stakeholder engagement: open-door policy, training, employee surveys, performance appraisals and internal communications (e.g., newsletters, messages, intranet).</p> <p>External stakeholder engagement: customer scorecards, quarterly business review, customer satisfaction survey, ask an expert forum, industry associations/conferences/trade shows, supplier due diligence, public policy advocacy, community engagement, investor relations and reporting.</p>	
102-22	Composition of the highest governance body and its committees	Learn more about our governance body in our 2021 Proxy Statement .	
102-23	Chair of the highest governance body	Alan Campbell, chairman of the board of directors	Alan Campbell is not an executive officer of the organization.
102-24	Nominating and selecting the highest governance body	The CGN Committee is chartered to assist the board in identifying qualified individuals to become board members and making recommendations with respect to the composition of the board and its committees. The CGN Committee is required to develop and periodically review criteria for director-nominees, which may include specific skills, experience, diversity and other qualifications. We do not have a formal policy for the consideration of diversity in identifying director nominees, but we strive to have a board representing diverse experiences in areas that are relevant to our global activities. When considering diversity, the CGN Committee may consider experience, skills and viewpoints, as well as traditional diversity concepts such as race or gender, as deemed appropriate. We value international business experience and the mix of our directorships reflects that emphasis. The CGN Committee also considers independence, expertise and experience relating to economic, environmental and social topics.	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
102-25	Conflicts of interest	We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflicts of interests with stakeholders, including cross-board membership.	
102-26	Role of the highest governance body's and senior executives' roles in setting purpose, values and strategy	See our Corporate Governance Principles on our website.	
102-27	Collective knowledge of highest governance body	The CGN Committee has the specific responsibility to encourage and facilitate directors' continued education. See our 2021 Proxy Statement for additional details.	
102-28	Evaluating the highest governance body's performance	The board and its committees perform an annual self-evaluation. The CGN Committee is charged with overseeing the self-evaluations. In 2020, the board continued an annual peer-to-peer evaluation to obtain information about each director's performance, contributions and effectiveness during the previous year.	
102-29	Identifying and managing economic, environmental and social impacts	For details on the role our board of directors has in oversight of our environmental, social and economic impacts, see our 2021 Proxy Statement .	
102-30	Effectiveness of risk management processes	Our ERM program is led by our chief risk officer (CRO) and overseen by a risk committee that is comprised of the CEO, CFO and EVP of operations and manufacturing, in addition to the CRO. While the ERM program office, risk committee, executives and risk owners help manage risks on a day-to-day basis, the board of directors have risk oversight responsibility at the Company.	
102-31	Review of economic, environmental and social topics	Each group within our company reports up to the board of directors and covers economic, environmental and social topics relevant to their respective functions. See our Corporate Governance Principles on our website.	
102-32	Highest governance body's role in sustainability reporting	While our board of directors do not have responsibility for our sustainability reporting, the various groups who are represented in and contribute to our sustainability reporting report to our company's board of directors.	
102-33	Communicating critical concerns	Critical concerns are communicated during regular (quarterly) and special (interim) meetings with the board of directors. We allow special meetings for our stockholders as outlined in our 2021 Proxy Statement .	
102-34	Nature and total number of critical concerns	For details on the nature and number of critical concerns, see page 44 of our 2021 Proxy Statement .	
102-35	Remuneration policies	For details on our compensation objectives and policies see page 49 of our 2021 Proxy Statement .	
102-36	Process for determining remuneration	Our internal compensation staff and hiring managers determine appropriate base pay using the market median (or P50), our established salary ranges and internal comparisons.	
102-37	Stakeholders' involvement in remuneration	N/A	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
102-38	Annual total compensation ratio	Belgium: 4:1 China: 35:1 Czech Republic: 10:1 Hong Kong: 4:1 India: 6:1 Japan: 5:1 Korea: 9:1 Malaysia: 40:1 Philippines: 64:1 Singapore: 6:1 Taiwan: 4:1 Thailand: 3:1 U.S. 11:1 Vietnam: 29:1	
102-39	Percentage increase in annual total compensation ratio	No increases to report. They were deferred to 2021.	
5. Stakeholder engagement			
102-40	List of key stakeholder groups	Employees, customers, suppliers, governments, non-government and non-profit organizations, communities and investors.	
102-41	Collective bargaining agreements	Belgium: 100% China: 100% (manufacturing only) Czech Republic: 100% France: 100% Japan: 99% U.S.: 38.95% (Mountain Top, PA manufacturing) Vietnam: 99.89%	
102-42 – 102-43	Identifying and selecting stakeholders; approach to stakeholder engagement	<p>We believe that the views of our stakeholders are important in making operational and strategic decisions. We identify stakeholders that either have a significant impact on or are significantly impacted by our operations; the method and frequency of engagement varies by stakeholder type.</p> <p>Internal Stakeholder Engagement: open-door policy, training, employee surveys, performance appraisals and internal communications (e.g., newsletters, messages, intranet).</p>	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
		External Stakeholder Engagement: customer scorecards, quarterly business review, customer satisfaction survey, ask an expert forum, industry associations/conferences/trade shows, supplier due diligence, public policy advocacy, community engagement, investor relations and reporting.	
102-44	Key topics and concerns raised	Through informal engagement with stakeholders in 2020, we learned their top questions or issues were related to energy use and renewable energy, labor and human rights, diversity and inclusion, disaster relief and COVID-19.	
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Please refer to our Business Overview, pages 5-17 and Principles of Consolidation, page 75 in our 2020 SEC Form 10-K .	
102-46	Defining report content and topic boundaries	Due to recent company transformations, a material assessment was not conducted in 2021. The next assessment will be conducted in 2022. To view the results of our last assessment, please refer to pages 73-74 in our 2019 CSR Report .	
102-47	List of material topics	Due to recent company transformations, a material assessment was not conducted in 2021. The next assessment will be conducted in 2022. To view the results of our last assessment, please refer to pages 73-74 in our 2019 CSR Report .	
102-48	Restatements of information	None	
102-49	Changes in reporting	None	
102-50	Reporting period	2020 calendar year	
102-51	Date of most recent report	June 2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	For questions about social responsibility at onsemi or this report, contact social.responsibility@onsemi.com .	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Comprehensive Option.	
102-55	GRI content index	Our GRI Index is included in our Corporate Social Responsibility Report, as well as available on our website.	
102-56	External assurance	The report as a whole has not been externally assured. Trucost provided a limited assurance for our CDP response, reviewing Scope 1 and 2 emissions, which are featured in this report. To view the Assurance Statement, please refer to pages 47-48 in this report.	
GRI 103: Management Approach 2016*			
103-1 – 103-3	Management approach disclosures	Please refer to pages 18-36 and 39-55 in our 2020 SEC Form 10-K .	
GRI 200 series (Economic topics)			
GRI 201: Economic Performance 2016*			
201-1	Direct economic value generated and distributed (EVG&D)		
	(a) Direct economic value generated	Revenue: \$5,255 million	
	(b) Economic value distributed	Cost of revenue: \$3,539.2 million	
		Operating cost: \$1,367.1 million	
		Cash paid for interest: \$109.1 million	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
		Cash paid for taxes: \$52.5 million	
	(c) Economic value retained	Net income: \$230.9 million	
	(d) EVG&D by country, regional, or market levels	See Revenue and Segment Information, page 80 and Results of Operations, page 40 in 2020 SEC Form 10-K .	
201-2	Financial implications and other risks and opportunities due to climate change	We are aware of potential opportunities and risks associated with climate change and have integrated the process of climate change into our business operations and strategy in several ways. Through our environmental conservation programs, we focus on reducing our carbon footprint, and improving the electrical and fuel energy efficiency of our company's operations. Our products help contribute to climate-related reductions through our power management and energy-efficient products. We also encourage our customers to include them in their designs. We educate and encourage our employees to live sustainably in their personal lives. We advocate that even small actions can make a difference. Our ERM and business continuity programs work in tandem. Identification and assessment of long-term climate-related risks through the ERM program and implementation of continuity plans help mitigate short-term risks to our organization, affected communities, operations, employees, stakeholders and strategic business objectives from climate change and/or natural disaster incidents.	
201-3	Defined benefit obligation plans and other retirement plans	See our website for regional benefits summaries and 2020 SEC Form 10-K .	
201-4	Financial assistance received from government	Net operating loss and tax credit carryforwards: \$471.6 million Research and development credit: \$3.6 million	
GRI 202: Market Presence 2016*			
202-1	(a) Ratio of standard entry level wage by gender compared to local minimum wage	All of our employees are compensated at or above minimum wage. Minimum wage in all listed regions is gender neutral.	
	(b) When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above minimum wage.	"Other workers," in the context of this section, pertains to employees of our suppliers or on-site service providers (e.g., janitorial staff, cafeteria workers, security, etc.). We conduct risk assessments and/or on-site verification of suppliers and on-site service providers to ensure that RBA standards and legal requirements are met, including those related to minimum wage.	
	(c) Definition used for "significant locations of operation".	Manufacturing locations	
202-2	(a) Proportion of senior management hired from the local community	Belgium: 100%	
		Canada: 100%	
		China: 60%	
		Czech Republic: 100%	
		Japan: 100%	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
		Korea: 100%	
		Malaysia: 80%	
		United States: 91%	
	(b) Definition used for “senior management”	APAC/EMEA: Manufacturing site general managers (grades 16 and above)	
		North America: Managers (grades 16 and above)	
	(c) Definition used for “significant locations of operation”.	APAC/EMEA: Manufacturing locations	
		North America: Locations that include design centers, solution engineering centers and manufacturing facilities	
GRI 203: Indirect Economic Impact 2016*			
203-1 – 203-2	Infrastructure investments and services supported; significant indirect economic impacts	For contractual obligations, please refer to our 2020 SEC Form 10-K , page 45.	
GRI 204: Procurement Practices 2016*			
204-1	Proportion of spending on local suppliers	APAC: 92%	
		EMEA: 83%	
		North America: 91%	
GRI 205: Anti-corruption 2016*			
205-1	Operations assessed for risks related to corruption	All factories are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits.	
		In addition to our responsibilities as a full member of the RBA, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.	
	Significant risks related to corruption identified through the risk assessment	Certain teams, sites and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.	
205-2	Communication and training about anti-corruption policies and procedures		
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated	All 11 members (100%) of the board of directors received materials communicating the company's anti-corruption policy. Annual Code of Business Conduct training includes the topic of anti-corruption in 2020.	
	(b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	The company's anti-corruption policy has been communicated to all employees globally (North America, EMEA, APAC) through the annual Code of Business Conduct rollout and accompanying training. Our training completion rate in 2020 was 100%.	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
	(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, broken down by region.	All 11 members (100%) of the board of directors 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, broken down by employee category and region.	All employees globally (North America, EMEA, APAC) have received an annual Code of Business Conduct training which includes a module on anti-corruption. Our training completion rate in 2020 was 100%.	
205-3	Confirmed incidents of corruption and actions taken	Specific legal prohibition	Attorney-client privileged information
GRI 206: Anti-competitive Behavior 2016*			
206-1	Legal actions for anti-competitive behavior, anti-trust or monopoly practices	None	
GRI 207: Tax 2019*			
207-1	Approach to tax	Please refer to our 2021 Global Tax Strategy , sections 1.1, 2.3, 2.3.1 and 3.1	
207-2	Tax governance, control, and risk management	Please refer to our 2021 Global Tax Strategy , sections 2.3, 2.3.1 and 3.1. For a copy of the report that contains the opinions on the financial statements and internal control over financial reporting please refer to Page 68 in our 2020 SEC Form 10-K.	
207-3	Stakeholder engagement and management of concerns related to tax	Please refer to our 2021 Global Tax Strategy , sections 2.3.3 and 3.1. In addition, we also collect information from external stakeholders through our investor relations group at investor@onsemi.com or through our CSR group at social.responsibility@onsemi.com .	
207-4	Country-by-country reporting	We do not publicly disclose this information.	
GRI 300 series (Environmental topics)			
GRI 301: Material 2016*			
301-1	Materials used by weight or volume	N/A	We spend 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.

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
301-2	Recycled input materials used	N/A	
301-3	Reclaimed products and their packaging materials	Our take-back and recycle program provides our customers with an environmentally responsible solution for the return, recycling and disposal of their products, including printed circuit evaluation boards. This program helps ensure compliance with the current and forthcoming regional regulations involving producer responsibility for the recycling and proper disposal of electronic waste products. In 2020, approximately 634,000 kilograms of scrap materials and 870 kilograms of precious metals from our company's worldwide manufacturing facilities was processed, sorted and sold for reuse.	
GRI 302: Energy 2016*			
302-1	Energy consumption within the organization		
	(a) Total fuel consumption within the organization from non-renewable sources, including fuel types used	264,556,553 kWh (includes natural gas, town gas, diesel, heavy oil, LPG and kerosene).	Total fuel consumption from non-renewable sources is tracked for manufacturing facilities and includes natural gas and diesel.
	(b) Total fuel consumption within the organization from renewable sources, including fuel types used	N/A	
	(c) Electricity consumption	1,505,927,051 kWh	
	(d) Electricity, heating, cooling and steam sold	N/A	
	(e) Total energy consumption within the organization	1,770,483,604 kWh	
	(f) Standards, methodologies, assumptions and/or calculation tools used	Fuel usage based on kWh per unit volume of fuel type.	
	(g) Conversion factors used	US Energy Information Administration	
302-2	Energy consumption outside the organization	N/A	Not evaluated
302-3	Energy Intensity		
	(a) Energy intensity ratio for organization	Wafer fabrication energy (electricity) normalization = 0.073 kWh per unit Assembly and test energy (electricity) normalization = 1.614 kWh per kWbonds.	
	(b) Organization-specific metric (the denominator) chosen to calculate the ratio	Wafer fabrication normalization unit based on photo moves. Assembly and test normalization unit based on wire bond volume.	
	(c) Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all	Electricity and fuel usage	
	(d) Whether the ratio uses energy consumption within the organization, outside of it, or both	Ratio uses energy consumption within the organization.	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
302-4	Reduction of energy consumption		
	(a) Amount of reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives	Wafer fabrication: -16.83% (natural gas, diesel fuel, electricity) normalized	
		Assembly and test: 1.01% (natural gas, diesel fuel, electricity) normalized	
	(b) Types of energy, included in the reductions	Natural gas, diesel fuel, electricity	
	(c) Basis for calculating reductions in energy consumption	Reporting year to 2015 baseline year	
	(d) Standards, methodologies, assumptions and/or calculation tools used	kWh rate per unit volume of fuel type	
302-5	Reductions in energy requirements of product and services	N/A	
GRI 303: Water 2018*			
303-1	Interactions with water as a shared resource	Wastewater discharge meets or exceeds local regulatory discharge limits.	 
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.	
303-3	Water withdrawal		
	(a) Total water withdrawal in megaliters from: surface water, ground water, seawater, produced water, third-party water	Total water withdrawal: 14,332 megaliters Groundwater: 1,031 megaliters Third-party water: 13,301 megaliters	
	(b) Total water withdrawal from all areas with water stress in megaliters	834.93 megaliters water withdrawn from high or extremely high water stressed regions.	
303-4	Water discharge	14,332 megaliters	
303-5	Water consumption	Water consumption data currently is not captured, onsemi is looking into a database for water consumption.	
		Water recycled = 6,374 megaliters	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
GRI 304: Biodiversity 2016*			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None	
304-2	Significant impacts of activities, products and services on biodiversity	None, sites are located in industrial zones or urban settings with minimal direct or indirect impacts on biodiversity.	
304-3	Habitats protected or restored	None	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None	
GRI 305: Emissions 2016*			
305-1	Direct (Scope 1) GHG emissions		 
	(a) Direct (scope 1) GHG emissions	2,173,451 MTCO2e	
	(b) Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, N2O, NF3, CF4, CHF3, C2F6, C4F8, C5F8 and SF6	
	(c) Biogenic CO2 emissions in metric tons of CO2 equivalent.	N/A	
	(d) Base year for the calculation, if applicable, including:	2015	
	The rationale for choosing it;	Annual comparison	
	Emissions in the base year	1,235,385 MTCO2e	
	Context for any significant changes in emissions that triggered recalculations of base year emissions	The acquisition of Fairchild Semiconductor in September 2016.	
	(e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	IPCC methodology	
	(f) Consolidation approach for emissions; whether equity share, financial control, or operational control.	Operational control	
305-2	Energy indirect (Scope 2) GHG emissions		 
	(a) Energy indirect (Scope 2) GHG emissions	774,849 MTCO2e	
	(b) If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	N/A	
	(c) If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all	CO2	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
	(d) Base year for the calculation, if applicable, including:	2015	 
	The rationale for choosing it;	Annual comparison	
	Emissions in the base year;	606,432 MTCO2	
	The context for any significant changes in emissions that triggered recalculations of base year emissions	The acquisition of Fairchild Semiconductor in September 2016.	
	(e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Gram CO2 per kWh electricity rate provided by utility source or local published sources.	
	(f) Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational control	
	(g) Standards, methodologies, assumptions and/or calculation tools used	GHG Protocol	
305-3	Other indirect (Scope 3) GHG emissions		
	(a) Other indirect (Scope 3) GHG emissions	1,565 MTCO2e for business travel (air, rail and car rental)	
	(b) If applicable, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.	CO2, CH4 and N2O	
305-4	GHG emissions intensity		Intensity ratio calculated separately for wafer fabrication and for assembly and test operations.
	(a) GHG emissions intensity	Wafer fabrication GHG emissions (electricity, fuel, PFCs) normalization = 155.714 grams carbon equivalent per unit Assembly and test energy (electricity, fuel, PFCs) normalization = 1,097.723 grams carbon equivalent per kWbonds	
	(b) Organization-specific metric (denominator) chosen to calculate ratio	Wafer fabrication normalization unit based on photo move volume. Assembly and test normalization unit based on wire bond volume.	
	(c) Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Direct (Scope 1) and indirect (Scope 2)	
	(d) Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all.	CO2, N2O, NF3, CF4, CHF3, C3HF C2F6, C4F8, C5F8 and SF6	
305-5	Reduction of GHG emissions		
	(a) Reduction of GHG emissions	12,101 Metric tons of CO2 through 49 projects in 6 countries.	
	(b) Gases included in the calculations; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all	N/A	
	(c) Base year or baseline, including the rationale for choosing it	2015, annual comparison	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
	(d) Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)	Direct (Scope 1) and indirect (Scope 2)	
	(e) Standards, methodologies, assumptions and/or calculation tools used	GHG Protocol	
305-6	Emissions of ozone-depleting substances (ODS)	Zero	ODS included in calculation 
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities, data is not calculated globally.	
GRI 306: Effluents and Waste 2016*			
306-1	Water discharge by quality and destination	14,332 megaliters of water withdrawn and 6,374 megaliters of water recycled Water that is not being recycled are discharged. All effluent discharge meets or exceeds local regulations.	 
306-2	Waste by type and disposal method		 
	(a) Total weight of hazardous waste, with a breakdown by the following where applicable:	8,123 metric tons	
	Reuse	Included in recycle	
	Recycle	5,938 metric tons (may include waste for energy recovery)	
	Composting	N/A	
	Recovery, including energy recovery	N/A	
	Incineration (mass burn)	N/A	
	Deep well injection	N/A	
	Landfill	N/A	
	On-site storage	N/A	
	Other (to be specified by organization)	2,185 metric tons (includes incineration and landfill)	
	(b) Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	15,146 metric tons	
	Reuse	Included in recycle	
Recycling	11,681 metric tons (may include waste for energy recovery)		
Composting	N/A		
Recovering, including energy recovery	N/A		

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
	Incineration (mass burn)	N/A	
	Deep well injection	N/A	
	Landfill	N/A	
	On-site storage	N/A	
	Other	3,465 metric tons (includes incineration and landfill)	
	(c) How the waste disposal method has been determined	All waste disposal information is provided by the waste disposal contractor.	
306-3	Significant spills	No significant spills in 2020.	
306-4	Transport of hazardous waste		
	Hazardous waste transported	8,123 metric tons	
	Hazardous waste imported	0	
	Hazardous waste exported	0	
	Hazardous waste treated	All hazardous waste is treated, but not by our company or at our facilities.	
	Percentage of hazardous waste shipped internationally	0	
	Standards, methodologies and assumptions used	N/A	
306-5	Water bodies affected by water discharges and/or runoff	All water discharge/effluent/runoff meets or exceeds local regulations.	
GRI 307: Environmental Compliance 2016*			
307-1	Non-compliance with environmental laws and regulations	On Dec. 24, 2020, we paid a fine of \$104,545 USD as a result of a consent decree entered into with the EPA on Dec. 16, 2020. The EPA had found four violations of the Resource Conservation and Recovery Act (RCRA).	
GRI 308: Supplier Environmental Assessment 2016*			
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided our CSR Commitment through the Supplier Handbook . Furthermore, our top expenditure suppliers are required to 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 2020.	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
GRI 400 series (Social topics)			
GRI 401: Employment 2016*			
401-1	New Employee Hires and Employee Turnover		 
	New employee hires by age group, gender and region	<p>Age:</p> <p>Under 30 years old: 58% (2,098)</p> <p>30-50 ears old: 38% (1,368)</p> <p>Over 50 years old: 4% (138)</p> <p>Gender:</p> <p>Male: 55% (1,991)</p> <p>Female: 45% (1,613)</p> <p>Region:</p> <p>APAC (excluding Japan): 77% (2,781)</p> <p>Japan: 3% (120)</p> <p>North America: 12% (420)</p> <p>EMEA: 8% (283)</p>	
401-2	Employee turnover by age group, gender and region	<p>Age:</p> <p>Under 30 years old: 50% (2,965)</p> <p>30-50 ears old: 34% (2,005)</p> <p>Over 50 years old: 16% (943)</p> <p>Gender:</p> <p>Male: 56% (3,330)</p> <p>Female: 44% (2,583)</p> <p>Region:</p> <p>APAC: 67% (3,989)</p> <p>Japan: 5% (277)</p> <p>North America: 19% (1,120)</p> <p>EMEA: 9% (527)</p>	
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See our website for regional benefits summaries and 2020 SEC Form 10-K .	
401-3	Parental leave	See our website for regional benefits summaries and 2020 SEC Form 10-K .	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment	
GRI 402: Labor/Management Relations 2016*				
402-1	(a) Minimum notice periods regarding operational changes	We provide advance notice or make changes to the contract mid-term by mutual consent in accordance with collective bargaining agreements entered in and local requirements in the different countries where we operate.		
	(b) Whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Belgium: as per legal provisions		
		Czech Republic: as per legal provisions		
		China: yes (manufacturing only)		
		Japan: yes		
		Korea: n/a		
		U.S.: yes		
		Vietnam: no		
		Taiwan: no		
France: as per legal provisions				
GRI 403: Occupational Health and Safety 2018*				
403-1	Occupational health and safety management system	Our occupational, health and safety management system has been implemented in accordance with ISO 45001 based on customer requirements.		
	Scope of workers, activities, and workplaces covered by the occupational health and safety management system	Our health and safety management system applies to all onsemi manufacturing operations that supply to customers, including wafer fabrication, assembly, and test, as well as support operations of onsemi . Non-manufacturing sites are not certified in accordance with ISO 45001, the applicable onsemi procedures and local regulations apply instead.		
403-2	Hazard identification, risk assessment and incident investigation	Internal health and safety policies provide guidance for managing the identification of health and safety hazards, the assessment of risks and the implementation of necessary control measures, process flows and requirements.		
	Process for workers to report work-related hazards and hazardous situations	Our employees report unsafe conditions and acts in order to prevent near misses or more serious incidents. This is driven by a safety culture improvement program, which was initiated in 2015, in which employees are awarded for reporting such situations. Employees also report near misses and other kinds of incidents if these occur. We have zero tolerance toward retaliation and employees are encouraged to use our Compliance and Ethics Programs to file a report.		
	Policies and processes for workers to remove themselves from work situations that could cause injury or ill health,	Employees are encouraged and trained to stop their work, or the work of others, if unsafe conditions and/or acts are observed. Employees are awarded for acting in the interest of safety and are encouraged to use our compliance and ethics programs to file a report. We have zero tolerance toward retaliation if employees submit concerns/incidents.		
	Processes used to investigate work-related incidents, identify hazards, assess risks and determine corrective actions	We use the 8D protocol and Why-Why analysis to resolve incidents.		

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
403-3	Occupational health services' functions to the identification and elimination of hazards and minimization of risks	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 service to employees. We use the European Union General Data Protection Regulation (GDPR) to protect privacy of all employees.	
403-4	Worker participation, consultation and communication on occupation health and safety		
	(a) Worker participation and consultation process in the development, implementation and evaluation of the occupational health and safety management system	Based on our safety culture program, all of our employees are involved in the discussions and activities concerning safety. There are daily workplace safety inspections performed by employees at their respective areas to ensure there are no unsafe conditions present. If our employees observe unsafe conditions, their duty is to enter them into the system. Supervisors shall perform the same inspection daily. Managers of the departments shall discuss safety matters with their staff weekly and site top managers are required to do so monthly. Employees are encouraged to indicate safety issues or positive observations during these meetings. Lastly, we implemented a peer-to-peer job safety review program in all of our factories so that employees can provide effective feedback to each other regarding unsafe habits, acts or conditions.	
	(b) Where formal joint management-worker health and safety committees exist	Manufacturing employees are represented by safety committees and all of them shall know who their safety representative is. Safety committees meet on weekly basis or as needed.	
403-5	Worker training on occupational health and safety	All of our employees receive new hire training which includes safety elements. Employees also receive special safety training lectures based on their area of responsibility, hazards and risks associated with their job. These include safety culture, ergonomics, chemical handling, electricity, lasers, ionizing radiation, lock-out-tag-out, machine guarding, work with loads and work in height.	
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 on-site gym facility.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationship	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 an occupational health and safety management system	Employees covered by OHSAS management system: 28,336 (81%)	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
		Employees covered by OHSAS management system that has undergone an internal audit: 28,336 (81%)	Contractors are responsible for meeting onsemi requirements including our EOHHS Policy and applicable legal requirements but not necessarily the OHSAS management system.
		Employees covered by OHSAS management system that undergone an audit or certification by external party: 28,172 (81%)	
403-9	Work-related injuries	Abrasion 5.3% Cut 9.7% Laceration 6.8% Burn 6.3% Fracture (closed) 1.4% Puncture 1.4% Contusion 23.2% Inflammation 1.0% Sprain 13.5% Crushing 0.5% Irritation 9.7% Strain/Torn Muscle 10.1% Cumulative Stress Disorder: 6.8%	
	Number of hours worked	69,764,000	
	Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	For high-risk contractor work, a dedicated safety supervisor must be present at all times. 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.	
403-10	Work-related ill health	0	
GRI 404: Training and Education 2016*			
404-1	Average hours of training per year per employee	19.75	
404-2	Programs for upgrading employee skills and transition assistance programs		
	(a) Upgrading employee skills	Learning and development programs and tuition reimbursement are offered to employees to enhance their skills. onsemi is committed to providing career advancement and development opportunities. Our employees are crucial to the success of our company and it is important for us to provide global programs that recognize, develop and enable our employees to grow. Our career development philosophy is that employees own their careers by leveraging the programs, tools and resources available to them. Employees are encouraged to collaborate with their manager to craft a personal development plan that aligns with their career goals.	
	(b) Transition assistance programs	For transition assistance, we offer career coaching, resume development, job search training, skill building, networking training, cover letter writing assistance and interview practice. For employees who are retiring, we offer retirement and financial planning, counseling and legal services.	
404-3	Percentage of employees receiving regular performance and career development reviews	100%	 

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment	
GRI 405: Diversity and Equal Opportunity 2016*				
405-1	Diversity of governance bodies and employees			
	Governance bodies by gender and age group	Male – 82%; Female – 18% Under 30: 0% 30 – 50 Years Old: 9% Over 50 Years Old: 91%		
	Employees by gender, age group and other indicators of diversity	Regular Employees:		Male – 56%; Female – 44%
		Temporary Employees:		Male – 47%; Female – 53%
		Regular Employees:		Under 30 Years Old: 29%
				30-50 Years Old: 54%
				Over 50 Years Old: 17%
		Temporary Employees:		Under 30 Years Old: 30%
				30-50 Years Old: 61%
				Over 50 Years Old: 8%
				American Indian or Alaska Native: 0.45%
				Asian: 18.78%
				Black or African American: 1.48%
				Hispanic or Latino: 4.84%
				Native Hawaiian or other Pacific Islander: 0.26%
		Two or more races: 2.09%		
		White: 59.4%		
		Undeclared: 12.7%		
				Race and ethnicity statistics provided is for the U.S. only.
	405-2	Ratio of basic salary and remuneration of women to men		N/A
GRI 406: Non-Discrimination 2016*				
406-1	Incidents of discrimination and corrective actions taken	Specific legal prohibition	Attorney-client privileged information 	

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2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
GRI 407-409: Freedom of Association and Collective Bargaining, Child Labor and Forced and Compulsory Labor 2016*			
407-1 – 409-1	Operations and suppliers in which the right of freedom of association and collective bargaining may be at risk; operations and suppliers at significant risk of incidents of child labor; operations and suppliers at significant risk of incidents of forced labor.	We work with suppliers in countries where the risk of violating labor and human standards is recognized as being higher. To actively address this, we require suppliers to complete self-assessment questionnaires, provide training and conduct on-site verification. In the event that 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 in a timely fashion, we may choose to terminate our contract with the supplier. For more information, see our Human Rights Policy .	
GRI 410: Security Practices 2016*			
410-1	Security personnel trained in human rights policies or procedures	We use both in-house and third party organizations for security personnel. Approximately 90% of our security personnel are trained on our human rights policies.	
GRI 411: Rights of Indigenous People 2016*			
411-1	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
GRI 412: Human Rights Assessments 2016*			
412-1	Operations that have been subject to human rights reviews or impact assessments	Our manufacturing sites are subject to corporate internal and RBA VAP audits. The audit criteria pertaining to labor and health and safety cover human rights topics.	
412-2	Employee training on human rights policies and procedures	Human rights topics are covered in our annual corporate social responsibility compliance training. In 2020, 100% of our employees completed the corporate social responsibility training module.	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Contracts with suppliers contain terms and conditions related to human rights, such as forced and indentured labor and equal employment opportunity. Our master service agreements also contain terms and conditions related to the RBA Code of Conduct.	
GRI 413: Local Communities 2016*			
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 Foundation webpage .	
413-2	Operations with significant actual and potential negative impacts on local communities	None	
GRI 414: Supplier Social Assessment 2016*			
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided our Supplier Handbook which references our CSR Commitment . Top suppliers by spend are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria on a biennial basis.	

*Applies to the 2016, 2018 or 2019 version of the GRI Standards. "2016," "2018" or "2019" refers to the standards by issue date, not the information presented in this table/report.

2020 Global Reporting Initiative (GRI) Index (cont.)

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes/SDG Alignment
414-2	Negative social impacts in the supply chain and actions taken	We work closely and diligently with our suppliers. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans.	
GRI 415: Public Policy 2016*			
415-1	Political contributions	None	
GRI 416: Customer Health and Safety 2016*			
416-1	Assessment of health and safety impacts of product and service categories	See our website to learn more about our Quality and Reliability resources.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of their products and services.	
GRI 417: Marketing and Labeling 2016*			
417-1	Requirements for product and service information and labeling		
	(a) The sourcing of components of product or service	See our Packaging and Labeling Reference Manual .	
	(b) Content, particularly with regard to substances that might produce an environmental or social impact	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether the products are under restriction on hazardous substances (RoHS) compliant/Pb-free. Our labeling also indicates information regarding hazardous material to comply with the China RoHS directive.	
	(c) Safe use of the product or service	Not required	
	(d) Disposal of the product and environmental or social impacts	Not required	
	Percentage of significant product or service categories by and assessed for compliance with such procedures.	N/A	We do not evaluate this metric.
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	We are not aware of any non-compliance concerning marketing communications.	
GRI 418: Customer Privacy 2016*			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	
GRI 419: Socioeconomic Compliance 2016*			
419-1	Non-compliance with laws and regulations in the social and economic area	To the best of our knowledge, we have not received significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social or economic areas.	

*Applies to the 2016, 2018 or 2019 version of the GRI Standards. "2016," "2018" or "2019" refers to the standards by issue date, not the information presented in this table/report.

Third Party Limited Assurance Statement



Assurance statement

This is an updated assurance statement issued to onsemi and the only change made is update of reporting organization's name from 'ON Semiconductor' to 'onsemi'.

Trucost was engaged by onsemi to provide assurance of the environmental data held within its 2021 CDP Response

Intended users

The intended users of this assurance statement are the management and stakeholders of onsemi.

Responsibilities of AmerisourceBergen and assurance provider

The management of onsemi has sole responsibility for the preparation and content of CDP Climate Change Response (hereafter, CDP). Trucost's statement represents its independent and balanced opinion on the content and accuracy of the information and environmental data held within.

Assurance standard

Trucost undertook the assurance in accordance with AA1000AS v3 (2020) Type 2 moderate-level assurance, covering:

- ✓ Evaluation of adherence to the AA1000AP (2018) Principles of inclusivity, materiality, responsiveness and impact (the Principles)
- ✓ The reliability of greenhouse gas (GHG) emissions calculations.

Trucost used the Global Reporting Initiative (GRI) and the GHG Protocol to evaluate onsemi's performance information and adherence to the Principles.

Scope and limitations

Trucost was engaged to assure the data and claims in onsemi's 2021 CDP response, encompassing the period of 1 January 2020 – 31 December 2020. Trucost was asked to assure reporting for greenhouse gas (GHG) emissions. onsemi took an operational control approach.

Trucost verified the environmental impacts, as calculated by onsemi, within the table below:

SCOPE	SOURCE	UNIT	QUANTITY
GHG Scope 1	Fuel and Process Emissions	Metric tons	2,173,451
GHG Scope 2	Electricity	CO ₂ e	774,849

onsemi provided Trucost with available data sources necessary to cross-check energy use and emissions. Upon evaluating the data collected, Trucost found that overall data was correct. Gresham and Bucheon were unable to share the invoices for process emissions at the time of review. While onsemi maintains procurement records of all its fuel and gases in the form of internal documents, it is also important for onsemi to keep a record of appropriate invoices for all such procurements going forward.

onsemi applied the conversion factors from nationally or internationally recognized databases in the calculations of GHG emissions. Factors applied for scope 2 emissions were country and region specific, whereas global average factors were applied for scope 1 emissions. onsemi has not used the most up-to-date emission factors available. Trucost recommends onsemi to review and update emissions factors annually or as available.

Methodology

Trucost's assurance activities included the following:

- Review of the processes by which onsemi defines the sustainability issues that are relevant and material to its operations and its stakeholders
- Interviews with managers responsible for sustainability performance and data collection
- Assessment of the extent to which onsemi's sustainability activities adheres to the Principles
- Review of processes and systems used to gather and consolidate environmental data
- Verification of data accuracy for a selection of sites, including an audit of conversion factors and calculations.

Findings, conclusions and recommendations

The Principles:

Nothing came to Trucost's attention to suggest that onsemi's CDP response does not adhere to the principles.

Data reliability:

onsemi has implemented rigorous processes to collect and aggregate global energy consumption & GHG emissions. Upon evaluating this system, Trucost found that data was accurate overall and any minor corrections were made as necessary.



Assurance statement

PRINCIPLE	COMMENTS
Inclusivity: the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability	onsemi takes a comprehensive approach to ensure active engagement of all relevant internal and external stakeholders in achieving its sustainability milestones. onsemi encourages its employees to contribute to innovative projects and ideas related to sustainability and climate change. onsemi keeps its stakeholders informed of its initiatives, policies and strategies through annual public disclosures like Corporate Social Responsibility report and CDP report. onsemi also welcomes feedback and suggestion from its stakeholders through various channels like investor relation team, business continuity team etc. The employees of onsemi have been provided access to direct email facility and Sustainability Mail Box over the intranet to share their feedback and suggestions to improve the climate related initiatives and strategies at onsemi.
Materiality: determining the relevance and significance of an issue to an organization and its stakeholders	onsemi's Corporate Governance and Nominating Committee is responsible for reviewing and overseeing matters related to environmental, health and safety, ethics and corporate social responsibility. onsemi uses its Risk Register to identify risks associated with climate change. onsemi routinely conducts site-specific risk assessments, drills, and exercises contemplating the immediate impact of climate change related risks. The environmental and social issues that are relevant to its stakeholders are also identified through materiality assessment exercise. Due to change in leadership, the materiality assessment for FY2020 has been deferred to FY2021. The key material issues identified during the last materiality assessment exercise were: workers health and safety, business ethics, human rights, water management, energy efficient products, waste management and air emissions.
Responsiveness: an organization's response to stakeholder issues that affect its sustainability performance and is realized through decisions, actions and performance, as well as communication with stakeholders	The Board of Directors including the Chief Executive Officer (CEO), Chief Operating Officer (COO), Chief Risk Officer (CRO) reviews progress on sustainability projects quarterly, while the progress on water and energy consumption and carbon emission is reviewed annually. onsemi ensures that it responds to all its stakeholder concern related to its environmental and social topics coming through different channels within a reasonable time. onsemi regularly engages with its corporate and site-level suppliers to understand their concerns and provide solutions. New suppliers and on-site service providers are required to agree and comply with onsemi's Code of Business Conduct and the Responsible Business Alliance (RBA) Code of Conduct. Besides these, onsemi works closely with associations, industry standards organizations, and government entities such as ENERGY STAR, the China National Institute of Standardization, and the European Energy Using Products (EuP) Directive to develop energy efficient products.
Impact: Organizations should monitor, measure and be accountable for how their actions impact broader ecosystems	onsemi periodically monitors and oversees its progress against goals and targets for its climate-related issues. It requires all its major suppliers (as determined by spend) to complete the RBA self-assessment questionnaire every other year. Depending on risk, suppliers are audited by a third party against the RBA Code of Conduct. onsemi monitors its progress on five-year targets for ESG performance of its wafer fabrication facilities (fabs), and assembly and test operation sites; with FY2015 performance as its baseline. onsemi plans to implement appropriate science based targets over next two years.

Assurance statement

Assurance provider

Trucost has been researching, standardizing and validating corporate environmental performance data since 2000. Trucost's research team has the relevant professional and technical competencies and experience to conduct an assurance to the AA1000 standard. Trucost has conducted this assurance independently and impartially and in compliance with S&P Global's policies and procedures, including its Code of Business Ethics that provide a framework relating to ethical conduct, conflict of interest and compliance with law.

Trucost, part of S&P Global
London, July 2021



Steven Bullock
Global Head of Research and Innovation



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ESG Analysis
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