



GRI Content Index 2019



ON Semiconductor®



Energy efficient semiconductors
that help make the world
greener, safer, inclusive and connected.

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2019 GRI Content Index

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
GRI 102: General Disclosures 2016*			
102-1	Name of organization	ON Semiconductor Corporation	
102-2	Activities, brands, products and services	<p>Activities: ON Semiconductor (NASDAQ: ON) is a publicly traded global semiconductor company headquartered in Phoenix, Arizona. We drive energy efficient innovations, empowering customers to reduce global energy use. Our company is a leading supplier of semiconductor-based solutions, offering a comprehensive portfolio of energy efficient power management, analog, sensors, logic, timing, connectivity, discrete, systems on chip (SoC) and custom devices. Our products help engineers solve unique design challenges in automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications. ON Semiconductor operates responsive, reliable, and world-class supply chain and quality programs, robust compliance and ethics programs, a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe and the Asia Pacific regions.</p> <p>Products: Standard products include Electrically Erasable Programmable Read-Only Memory (EEPROM), Static random-access memory (SRAM), bipolar transistors, insulated-gate bipolar transistor (IGBTs), thyristors, diodes, junction gate field-effect transistors (JFETs), protection, rectifiers, amplifiers, filters, and metal-oxide-semiconductor field.</p>	
102-3	Location of headquarters	Phoenix, Arizona, United States	
102-4	Location of operations	<p>Manufacturing:</p> <p>Belgium, Canada, Czechia, Greater China, Japan, Korea, Malaysia, Philippines, United States and Vietnam</p> <p>Design Centers:</p> <p>Australia, Belgium, Canada, Czechia, France, Germany, Great Britain, Greater China, India, Ireland, Israel, Italy, Japan, Korea, Philippines, Romania, Russia, Slovak Republic, Sweden, Switzerland and United States</p> <p>Solution Engineering Centers:</p> <p>Australia, Czechia, France, Germany, Great Britain, Greater China, India, Ireland, Israel, Italy, Japan, Korea, Romania, Russia, Slovak Republic, Sweden, Switzerland and United States</p>	
102-5	Ownership and legal form	Public Corporation	
102-6	Markets served	<p>Sectors: Automotive, consumer, computing, communications, industrial, medical aero-defense</p> <p>Customers: Original equipment manufacturers, distributors and electronic manufacturing service providers</p>	

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102-7	Scale of organization	Total number of employees: approximately 35,000	Number of operations equals solution engineering, design, manufacturing and support sites with 50+ employees.			
		Total Number of Operations: 54				
		Revenue: \$5,517.9 million USD				
		Total liabilities: \$5,101.4 million USD				
		Total equity: \$3,324.1 million USD				
		Quantity of products and services: 72 billion units shipped in 2019				
		Total capitalization: total liabilities –\$5,101.4 million; total equity – \$3,324.1 million				
102-8	Information on employees and other workers					
		(a) Total number of employees by employment contract and gender		Permanent: Male – 17,942; Female – 13,453 Temporary: Male – 1,817; Female – 1,995		
	(b) Total number of employees by employment contract and region	Permanent: Asia (excluding Japan): 20,959 Japan: 1,848 North America: 4,703 EMEA: 3,885				
		Temporary: Asia (excluding Japan): 3,321 Japan: 240 North Americas: 199 EMEA: 132				
		(c) Total number of permanent employees by employment type and gender		Full time: Male – 19,607; Female – 15,344 Part time: Male – 152; Female – 104		
				(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		Description of 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 2019, we worked with over 10,000 suppliers and service providers in North America, Asia Pacific, Europe and the Middle East; of these approximately 7,200 were production-related.	
		102-10		Significant changes to organization and supply chain	N/A	

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102-11	Precautionary principle approach	<p>We have an enterprise risk management (ERM) program which addresses the precautionary principle. The goal of our ERM program is to systematically, consistently and effectively identify, evaluate, prioritize, and manage key risks affecting our company. To learn more about our ERM program, please refer to page 18 of our 2019 Corporate Social Responsibility Report.</p>	
102-12	External initiatives	<ul style="list-style-type: none"> • Association of Corporate Citizenship Professionals • Arizona Environmental Strategic Alliance • Arizona Forward • Arizona Recycling Coalition • Arizona Tax Research Association • Boston College Center for Corporate Citizenship • Carbon Disclosure Project • Chief Executives for Corporate Purpose (CECP) • China Power Supply Society • Conference Board – Philanthropy and Engagement Council • Corporate Secretaries and Governance Professionals • Corporate Volunteer Council of Central Arizona • Council on Foundations • The East Valley STEM Alliance • Electronic Components Industry Association • Ethisphere’s Business Ethics Leadership Alliance (BELA) • Europe’s Energy for Green Society ENIAC JU Project • Greater Phoenix Chamber of Commerce • Greater Providence Chamber of Commerce • Global Energy Research Initiative • Global Semiconductor Alliance • Hearing Industries Association • Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM) • Malaysian Institute of Integrity and Corporate Integrity Pledge • Manufacturer Alliance for Productivity and Innovation • Microelectronic Industry Design Association (MIDAS) Ireland • Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA) • National Association of Corporate Directors • Pocatello Chamber of Commerce • Power Sources Manufactures Association (PSMA) • Responsible Business Alliance (RBA) and their Environmental Sustainability and Conflict Minerals groups • Responsible Minerals Initiative (RMI) • SEMI • Semiconductor Electronic Industries in Philippines Inc. (SEIPI) • Semiconductor Industry Association (SIA) • Society of Corporate Compliance and Ethics • Sustainability Reporting Group, American Council for an Energy-Efficient Economy (ACEEE) • United Nations Global Compact • United States Information Technology Office • World Semiconductor Council (WSC) 	

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102-13	Membership of associations	<ul style="list-style-type: none"> China International Semiconductor Executive Summit (CISES), Mark Goranson, advisory board member Electronic Components Industry Association (ECIA), Jeff Thomson, member of board of directors Fab Owners Association, John Spicer, member of board of directors Global Semiconductor Alliance, Bill Schromm, member of board of directors JEDEC, Mark Wasilewski, member of board of directors Mactan Export Processing Zone Chamber of Exporters and Manufacturers (MEPZCEM), Lilith Montayre, member of board of directors Semiconductor Industry Association (SIA), Keith Jackson, 2020 SIA Chair Semiconductor Industry Association Communications Committee, Kris Pugsley, chair Semiconductor Industry Association Public Policy Committee, Daryl Hatano, chair World Semiconductor Council, Daryl Hatano, co-chair U.S. delegation to joint steering committee 	
102-14	Statement from senior decision-maker	See A Letter from Our President and CEO on page 3 of the 2019 Corporate Social Responsibility Report .	
102-15	Key Impacts, risks, and opportunities	For details on key impacts, risks and opportunities see our 2019 SEC Form 10-K .	
102-16	Description of organization's values, principles, standards, and norms of behavior	<p>Our Code of Business Conduct outlines our values, principles, standards and norms of behavior. This is reviewed annually and all employees and board of directors must undergo training and acknowledge the Code of Business Conduct on an annual basis. Within our Code of Business Conduct is information on our core values:</p> <ul style="list-style-type: none"> 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. 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 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. 	

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		<ul style="list-style-type: none"> 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>See our CSR Statement of Commitment and Environmental, Occupational Health and Safety (EOHS) Policy for more details.</p>	
102-17	Mechanisms for advice and concerns about ethics	<p>Employees may speak to the vice president, ethics and CSR, chief compliance officer, a member of the compliance and ethics programs, a business ethics liaison (BEL) representing their site, or use the ethics helpline:</p> <p>U.S.: 1-844-935-0213</p> <p>Online: helpline.onsemi.com</p> <p>For calling instruction for all other locations, see instructions through the link above.</p>	
102-18	Governance structure	<p>Governance structure: Board of directors</p> <p>Board of director committees: Audit Committee, Compensation Committee, Corporate Governance and Nominating 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; Corporate Social Responsibility Steering Committee</p>	
102-19	Delegating Authority	For delegating authority, see management approaches described throughout our 2019 Corporate Social Responsibility Report .	
102-20	Executive-level responsibility for economic, environmental, and social topics	Chief operating officer and chief finance officer	
102-21	Consulting stakeholders on economic, environmental, and social topics	See Stakeholder Engagement in our 2019 Corporate Social Responsibility Report .	
102-22	Composition of the highest governance body and its committees	See Our Governance in our 2019 Corporate Social Responsibility Report and our 2020 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.

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102-24	Nominating and selecting the highest governance body	The Corporate Governance and Nominating (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 have no formal policy on the consideration of diversity in identifying director nominees, but we endeavor to have a board representing diverse experiences in areas that are relevant to our global activities. When the CGN Committee considers diversity, it may consider diversity of experience, skills, and viewpoints, as well as traditional diversity concepts such as race or gender, as it deems appropriate. We value international business experience and, as such, our directorships mix reflects that emphasis. The CGN Committee also considers independence, expertise and experience relating to economic, environmental and social topics.	
102-25	Conflicts of interest	We have a written policy on related party transactions to which all employees are required to adhere. We disclose conflict of interest 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	To understand the roles of our senior executives and oversight of our board of directors with relation to purpose, values and strategy please see the Management Approach sections in our 2019 Corporate Social Responsibility Report .	
102-27	Collective knowledge of highest governance body	The CGN Committee has the specific responsibility to encourage and facilitate directors' continued education. See our 2020 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 2019, 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 of our board of directors in having oversight of our environmental, social, and economic impacts see our 2020 Proxy Statement .	
102-30	Effectiveness of risk management processes	Our ERM program is led by our chief risk officer, and overseen by our CEO and board of directors. The board of directors review top risks and associated mitigation measures with executive management on a quarterly basis. The overall ERM program is reviewed annually to assess the program's development and effectiveness in identifying and managing risks and opportunities. Supporting the day-to-day administration of the program is the ERM program staff and a comprehensive network of risk champions from all functional groups within our company. Risk champions are trained to be ERM subject matter experts within their organizations and lend credibility to the direction of the program through their expertise, actions and guidance.	

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102-31	Review of economic, environmental, and social topics	Each group within our company reports up to the board of directors and cover economic, environmental and social topics relevant to their respective functions.	
102-32	Highest governance body's role in sustainability reporting	While our board of directors do not have responsibility over our sustainability reporting, the various groups contributing to and represented in our 2019 Corporate Social Responsibility 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 2020 Proxy Statement .	
102-34	Nature and total number of critical concerns	For details on the nature and number of critical concerns, see page 31 of our 2020 Proxy Statement .	
102-35	Remuneration policies	For details on our compensation objectives and policies see page 40 of our 2020 Proxy Statement .	
102-36	Process for determining remuneration	Internal compensation staff and hiring manager 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	
102-38	Annual total compensation ratio	Belgium: 5:1 China: 33:1 Czech Republic: 9:1 Hong Kong: 4:1 India: 5:1 Japan: 6:1 Korea: 9:1 Malaysia: 42:1 Philippines: 66:1 Singapore: 6:1 Taiwan: 4:1 Thailand: 3:1 U.S. 11:1 Vietnam: 38:1	
102-39	Percentage increase in annual total compensation ratio	Belgium: 1:1 China: 0.7:1 Czech Republic: 0.9:1 Hong Kong: 0.9:1 India: 0:1 Japan: 1.4:1 Korea: 0.7:1 Malaysia: 0.5:1 Philippines: 0.9:1 Singapore: 1.06:1 Taiwan: 0.5:1 Thailand: 1.1:1 U.S.: 1:1 Vietnam: 1:1	

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102-40	List of key stakeholder groups	Employees, customers, suppliers, governments, non-government and non-profit organizations, communities and investors.	
102-41	Percentage of total employees covered by collective bargaining agreements	Belgium: 100% China: 100% (manufacturing only) Czech Republic: 100% France: 100% Japan: 77% U.S.: 40% (Mountain Top, PA manufacturing) Vietnam: 99.89%	
102-42 – 102-43	Identifying and selecting stakeholders; Approach to stakeholder engagement	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. See page 71 of our 2019 Corporate Social Responsibility Report for additional details.	
102-44	Key topics and concerns raised	See page 71 of our 2019 Corporate Social Responsibility Report for additional details.	
102-45	Entities included in the consolidated financial statements	See Reporting Segments and Manufacturing Sites and Principles of Consolidation in our 2019 SEC 10-K .	
102-46	Defining report content and topic boundaries	See page 74 of our 2019 Corporate Social Responsibility Report for additional details.	
102-47	List of material topics	See page 73 of our 2019 Corporate Social Responsibility Report for additional details.	
102-48	Restatements of information	Environmental data from 2017 and 2018 have been restated in our People Planet Profit report on page 75 of our 2019 Corporate Social Responsibility Report .	
102-49	Changes in reporting	None	
102-50	Reporting period	2019 calendar year	
102-51	Date of most recent report	June 2019	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions	For questions about social responsibility at ON Semiconductor or this report, contact social.responsibility@onsemi.com	
102-54	Claims of reporting in accordance with the Global Reporting Initiative (GRI) Standards	Comprehensive	
102-55	GRI Content Index	See page 77 of our 2019 Corporate Social Responsibility Report for additional details.	
102-56	External assurance	We did not seek independent external assurance for content in this report, but all information is reviewed internally.	
GRI 103: Management Approach 2016*			
103-1	Explanation of material topics and boundaries	See page 73 of our 2019 Corporate Social Responsibility Report .	
103-2	Management approach for material topics	For management approach on our material topics see our 2019 Corporate Social Responsibility Report .	
103-3	Evaluation of management approach	For evaluation of management approach to material topics can be found in each section of our 2019 Corporate Social Responsibility Report .	

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GRI 201: Economic Performance 2016*			
201-1	Direct economic value generated and distributed (EVG&D)	Revenue: \$5,517.9 million USD	
	Direct economic value generated	Proceeds from sale of property, plant, and equipment \$1.9 million USD	
	Economic value distributed	Cost of revenue: \$3,544.3 million USD Operating cost: \$1,540.9 million USD Cash paid for interest: \$97.2 million USD Cash paid for taxes: \$62.9 million USD	
	Economic value retained	Net income: \$195.3 million USD	
	EVG&D by country, regional, or market levels	See Revenue & Segment Information and Results of Operations in 2019 SEC 10-K	
201-2	Financial implications and other risks and opportunities due to climate change	To learn about our approach to climate change see page 53 of our 2019 Corporate Social Responsibility Report .	
201-3	Defined benefit obligation plans and other retirement plans	See our website for Regional Benefits Summaries and 2019 SEC 10-K .	
201-4	Financial assistance received from government	Net operating loss and tax credit carryforwards: \$612.9 million USD	
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 this case pertain 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 being 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: 57%	
		Czech Republic: 100%	
		Japan: 100%	
		Korea: 100%	
		Malaysia: 89%	
		Philippines: 80%	
		United States: 95%	
	Vietnam: 75%		
(b) Definition used for "significant locations of operation".	Asia/Japan/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	N/A	
GRI 204: Procurement Practices 2016*			
204-1	Proportion of spending on local suppliers	Asia (including Japan): 89%	
		EMEA: 80%	
		North America: 92%	

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GRI 205: Anti-corruption 2016*			
205-1	Operations assessed for risks related to corruption	<p>All factories are assessed for risks related to corruption through the RBA self-assessment questionnaires (SAQ), RBA internal audits or RBA validated assessment program (VAP) audits.</p> <p>In addition to our responsibilities as a RBA member, we also conduct internal anti-corruption risk assessments, which factor in our global operations, geographic footprint, customers and business partners.</p> <p>Certain teams, sites, and business partners have heightened levels of risk based on location, functional role and extent of interaction with government parties.</p>	
205-2	Communication and training about anti-corruption policies and procedures	All 10 members (100%) of the board of directors received materials communicating the company's anti-corruption policy. Members are located in Asia, North America, and Europe.	The 10 members reflect the board of director count in 2019.
	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated		Annual Code of Business Conduct training includes the topic of anti-corruption in 2019.
	(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 (Asia: 23,264; Japan: 2,034; North America: 4,648; EMEA: 3,849) through the annual Code of Business Conduct rollout and accompanying training. Our training completion rate was 99.6%.	
	(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. In addition, in December 2019 we sent a letter to all 19,740 suppliers regarding our gift policy.	
	(d) Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	All 10 members (100%) of the board of directors completed our Code of Business Conduct annual training, which includes a module on anti-corruption. Members are located in Asia, North America, and Europe.	The 10 members reflect the board of director count in 2019.
(e) Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	All employees globally (Asia: 23,264; Japan: 2,034; North America: 4,648; EMEA: 3,849) have received an annual Code of Business Conduct training which includes a module on anti-corruption. Our training completion rate was 99.6%.	A subset of employees from targeted functions/departments receive an additional anti-corruption training during our training period.	
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 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
301-2	Percentage of recycled input materials used for manufacturing organization's primary products and services	N/A	

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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 2019, approximately 910,000 kilograms of scrap materials and 1,376 kilograms of precious metals from our company's worldwide manufacturing facilities was processed, sorted and sold for reuse.	
GRI 302: Energy 2016*			
302-1	(a) Total fuel consumption within the organization from non-renewable sources, including fuel types used	846,216 gigajoules	Total fuel consumption from non-renewable sources are 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	1,512,659,733 (kWh) or 1,512,660 (mWh)	
	(d) Electricity, heating, cooling and steam sold	N/A	
	(e) Total energy consumption within the organization	1,747,719,766 (kWh) 1,747,720 (mWh)	
	(f) Standards, methodologies, assumptions and/or calculation tools used	kWh rate per union volume of fuel type	
	(g) Conversion factors used	U.S. Department of Energy	
302-2	Energy consumption outside the organization	N/A	Not evaluated
302-3	(a) Energy intensity ratio for organization	Wafer fab energy (electricity) normalization = 0.083 kWh per unit Assembly and test energy (electricity) normalization = 1.547 kWh per KWbonds.	
	(b) Organization-specific metric (the denominator) chosen to calculate the ratio	Wafer fab 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	
(d) Whether the ratio uses energy consumption within the organization, outside of it, or both	Includes electricity consumed within the organization.		
302-4	(a) Amount of reduction in energy consumption achieved as a direct result of conversation and efficiency initiatives	Wafer fabs: -5.68% (natural gas, diesel fuel, electricity) normalized	
		Assembly and test: -3.19% (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	Water stress and how the organization works with stakeholders.	N/A	We do not have operations in any water stressed regions.
303-2	Minimum standards set for the quality of effluent discharge and how these standards were determined.	Effluent discharge meets or exceeds local regulations.	

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303-3	Total water withdrawal in megaliters from: surface water, ground water, seawater, produced water, third-party water	Third-party water withdrawal 100%, fresh water 14,301.45 megaliters. Data was compiled from a benchmarking survey sent to EHS management at each facility.	
303-4	Water discharge	14,301.45 megaliters	
303-5	Water consumption and storage	Water consumption (Total) = 7,796.5 megaliters Water recycled = 6,504.9 megaliters	
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	N/A	
304-3	Habitats protected or restored	None	
GRI 305: Emissions 2016*			
305-1	(a) Direct (scope 1) greenhouse gas (GHG) emissions	2,067,983 MTCO2	
	(a) Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	PFCs, CO2, N2O, NF3, CF4, CHF3, C2F6, C4F8, C5F8, SF6	
	(a) Biogenic CO2 emissions in metric tons of CO2 equivalent.	N/A	
	(a) Base year for the calculation, if applicable, including:	2015	
	• The rationale for choosing it;	Annual comparison	
	• Emissions in the base year	1,235,385 MTCO2	
	• Context for any significant changes in emissions that triggered recalculations of base year emissions	Acquisition of Fairchild Semiconductor in September 2016	
	(a) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	IPCC methodology	
	(a) Consolidation approach for emissions; whether equity share, financial control, or operational control.	Operational control	
(a) Standards, methodologies, assumptions, and/or calculation tools used.	GHG MMTCE x 44/12 x 1,000,000		
305-2	(a) Energy indirect (scope 2) GHG emissions	671,922 MTCO2	
	(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.	N/A	
	(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	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.	CO2 per kWh electricity (gram) rate provided by utility source for each factory	
	(f) Consolidation approach for emissions; whether equity share, financial control, or operational control.	Operational control	
(g) Standards, methodologies, assumptions, and/or calculation tools used.	CO2 per kWh electricity (gram) rate provided by utility source for each factory		

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Energy Efficient Semiconductors

GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
305-3	Other indirect (scope 3) GHG emissions	N/A	We do not regularly measure the environmental impact of scope 3 emissions. A study was conducted several years ago to measure the change in our carbon footprint as it related to changes we made in our logistics network. It was found that as we optimized our network to cut transportation cost there was a correlation to improving our carbon footprint.
305-4	(a) GHG emissions intensity	Wafer fab GHG emissions (electricity, fuel, PFCs) normalization = 44.362 grams carbon equivalent per unit	Intensity ratio calculated separately for wafer fabs and for assembly & test operations.
		Assembly and test energy (electricity, fuel, PFCs) normalization = 255.775 grams carbon equivalent per kWbonds	
	(b) Organization-specific metric (denominator) chosen to calculate ratio	Wafer fab 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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	PFCs, CO ₂ , N ₂ O, NF ₃ , CF ₄ , CHF ₃ , C ₃ H ₈ , C ₂ F ₆ , C ₄ F ₈ , C ₅ F ₈ , SF ₆		
305-5	(a) Reduction of GHG emissions	9,341 Metric tons of CO ₂ through 35 projects in 4 countries	
	(b) Gases included in the calculations; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	N/A	
	(c) Base year or baseline, including the rationale for choosing it.	2015, annual comparison	
	(d) Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Energy indirect (scope 2)	
	(e) Standards, methodologies, assumptions, and/or calculation tools used.	CO ₂ per kWh Electricity (gram) rate provided by utility source for each project.	
305-6	Emissions of ozone-depleting substances (ODS)	Zero	ODS included in calculation
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Air emissions do not exceed local regulation air emission permit limits. Emission 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	All water is discharged to sanitary systems. Effluent discharge meets or exceeds local regulations.	
306-2	(a) Total weight of hazardous waste, with a breakdown by the following where applicable:	8,336,497 kg	
	• Reuse	Included in recycle	
	• Recycle	6,252,878 kg	
	• Composting	N/A	
	• Recovery, including energy recovery	N/A	
	• Incineration (mass burn)	N/A	
	• Deep well injection	N/A	
	• Landfill	2,083,619 kg	
	• On-site storage	N/A	
• Other (to be specified by organization)	N/A		

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
	(b) Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	14,971,778 kg	
	• Reuse	N/A	
	• Recycling	8,705,330 kg	
	• Composting	N/A	
	• Recovering, including energy recovery	N/A	
	• Incineration (mass burn)	N/A	
	• Deep well injection	N/A	
	• Landfill	6,266,448 kg	
	• On-site storage	N/A	
	• Other	N/A	
	(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 2019	
306-4	Hazardous waste transported	8,336,497 kg	
	Hazardous waste imported	0	
	Hazardous waste exported	96,391	
	Hazardous waste treated	All hazardous waste was treated, but not by our company or at our facilities.	
	Percentage of hazardous waste shipped internationally	0.01%	
	Standards, methodologies and assumptions used	Information was gathered from a benchmarking survey sent to EHS management at each facility.	
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	2019 reporting year noticed no significant fines, non-monetary sanctions or cases brought through dispute resolution mechanisms.	
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 with our Corporate Social Responsibility Statement of Commitment through 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 every other year.	
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 2019.	
GRI 401: Employment 2016*			
401-1	New employee hires by age group, gender and region	Age: <ul style="list-style-type: none"> • Under 30 years old: 55% (2,088) • 30-50 years old: 40% (1,518) • Over 50 years old: 5% (223) Gender: <ul style="list-style-type: none"> • Male: 63% (2,405) • Female: 37% (1,424) Region: <ul style="list-style-type: none"> • Asia (excluding Japan): 69% (2,656) • Japan: 4% (140) • Americas: 19% (722) • EMEA: 8% (311) 	

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
	Employee turnover by age group, gender and region	Age: • Under 30 years old: 49% (2,069) • 30-50 years old: 40% (1,697) • Over 50 years old: 11% (472) Gender: • Male: 51% (2,173) • Female: 49% (2,047) Region: • Asia (excluding Japan): 73% (3,065) • Japan: 2% (90) • Americas: 17% (707) • EMEA: 8% (358)	
401-2	Benefits provided to full-time employees that are not provided to temporary employees	See our website for Regional Benefits Summaries and 2019 SEC Form 10-K .	
401-3	Parental leave	See our website for Regional Benefits Summaries and 2019 SEC Form 10-K .	
GRI 402: Labor/Management Relations 2016*			
402-1	(a) Minimum notice periods regarding operational changes	We provide advance notice or makes changes to the contract mid-term by mutual consent in accordance with collective bargaining agreements entered 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: 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	Occupational, health and safety management system has been implemented in accordance with OHSAS 18001 based on customer requirements.	
	Scope of workers, activities, and workplaces covered by the occupational health and safety management system	Health and Safety Management System applies to all ON Semiconductor manufacturing operations that supply to customers, including wafer fabrication, assembly, and test, as well as support operations of ON Semiconductor. Non-manufacturing sites are not certified in accordance with OHAS 18001, the applicable ON Semiconductor procedures and local regulations apply instead.	

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
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 where 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.	
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 for employees. We use the European Union General Data Protection Regulation (GDPR) to protect privacy of all employees.	
403-4	(a) Worker participation and consultation process in the development, implementation, and evaluation of the occupational health and safety management system	Based on a 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 areas to make sure there are no unsafe conditions present. If our employees observe unsafe conditions, their duty is to report those into the system. The same inspection shall be performed daily by supervisors. 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 have also implemented a peer-to-peer job safety review program in all of our factories so that employees can provide effective feedback to one another 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 with safety elements included. Employees also receive special safety training lectures based on their area of responsibility, hazards and risk associated with their job. These include but are not limited to safety culture, ergonomics, chemical handling, electricity, lasers, ionizing radiation, lock-out-tag-out, machine guarding, work with loads and work in height.	

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
403-6	Promotion of worker health	We offer programs focused on nutrition, weight loss, physical fitness and the avoidance of unhealthy habits like smoking, drinking and drugs. Several of our sites offer subsidized gym membership plans, access to fitness classes and/or an on-site gym facility. Several sites have host a "Health Day" annually where health specialists meet with employees on site to provide lectures on healthy food, activities supporting good health, measurements of blood pressure, cholesterol, sugar, etc.	
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 like adequate exhaust/ventilation, fire protection systems, interlocks, machine guarding, etc. are preferred based on present hazards. In addition to that, personal protection equipment (PPE) is provided based on a risk analyses.	
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> • Employees covered by OHSAS management system: 29,409 (82%) • Employees covered by OHSAS management system that has undergone an internal audit: 29,409 (82%) • Employees covered by OHSAS management system that undergone an audit or certification by external party: 29,409 (82%) 	Contractors are responsible for meeting ON Semiconductor requirements including our EOHS Policy and applicable legal requirements but not necessarily the OHSAS management system.
	Work-related injuries	0	
	Number of hours worked	86,377,546	
403-9	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.	
	Work-related ill health	Zero	
GRI 404: Training and Education 2016*			
404-1	Average hours of training per year per employee		
	(a) By gender	19.75	
	(b) By employee category	19.75	
404-2	Training programs for: (a) Upgrading employee skills	Learning and development programs and tuition reimbursement are offered to employees to upgrade their skills. For more details see page 44 of our 2019 Corporate Social Responsibility Report .	
	(b) Transition assistance programs	For transition assistance, we offer career coaching, resume development, job search training, skill building, networking training, cover letters writing, and interviewing 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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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes	
GRI 405: Diversity and Equal Opportunity 2016*				
405-1	Percentage of individuals within the organization's governance bodies in each of the following diversity categories:			
	(a) Gender:	Male – 80%; Female – 20%	The gender statistics reflect the board of director count in 2019.	
	(b) Age group	Under 30: 0% 30 – 50 Years Old: 0% Over 50 Years Old: 100%		
	Percentage of employees per employee category in each of the following diversity categories:			
	(a) Gender	Permanent employees:	Male – 57%; Female – 43%	Race and ethnicity statistics provided is for the U.S. only.
		Temporary employees:	Male – 48%; Female – 52%	
	(b) Age group	Temporary:	Under 30 Years Old: 38% 30-50 Years Old: 58% Over 50 Years Old: 4%	
		Regular employees:	Under 30 Years Old: 28% 30-50 Years Old: 56% Over 50 Years Old: 16%	
		(c) Other	American Indian or Alaska Native: 0.3%	
			Asian: 19.4%	
Black or African American: 1.7%				
Hispanic or Latino: 4.6%				
Native Hawaiian or other Pacific Islander: 0.2%				
Two or more races: 2.1%				
White: 61.8%				
Undeclared: 9.9%				
405-2	Ratio of basic salary and remuneration of women to men	N/A	We do not publicly disclose this information.	
GRI 406: Non-Discrimination 2016*				
406-1	Incidents of discrimination and corrective actions taken	Specific legal prohibition	Attorney client privileged information	
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 also 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 its suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier in a timely fashion, we may choose to terminate its contract with the supplier. For more information, see our Human Rights Policy .		

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
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 validated assessment program (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 2019, 99.6 percent 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 sites globally 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 2019 Corporate Social Responsibility Report .	
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 with our Supplier Handbook which references our Corporate Social Responsibility Statement of Commitment . Furthermore top suppliers by spend are required to sign our Corporate Social Responsibility Statement of Conformance and complete a risk assessment with social criteria every other year.	
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	Over 95% of our products are available in lead-free (Pb-free) packaging. We also support the aim of REACH in improving the protection of human health and the environment through better and earlier identification of the intrinsic property of chemical substances. We meet REACH requirements and are committed to providing customers with information about substances in their products according to REACH requirements.	

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GRI Standard	Disclosure	Cross Reference or Answer	Additional Notes
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	
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 communication.	
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.	

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