

onsemi Human Rights Policy

March 10, 2026

The **onsemi** Human Rights Policy formalizes the company's commitment to preserving and promoting the fundamental rights of others as reflected in the Responsible Business Alliance (RBA) [Code of Conduct](#), the United Nations [Universal Declaration of Human Rights](#), the United Nations (UN) [Guiding Principles on Business and Human Rights](#), the [UN Global Compact](#) and the International Labor Organization (ILO) Fundamental Conventions. Our commitment to international human rights standards and local laws is rooted in our core values and reinforced through our commitment as a signatory to the UN Global Compact, as well as through the **onsemi** [Code of Business Conduct](#), the RBA Code of Conduct and other related company policies. We have developed policies to reinforce our commitment to uphold these human rights and labor standards. We abide by these policies or the local law in the countries where we operate, whichever sets a higher standard, and further illustrates our company's approach to preventing forced labor, child labor, discrimination and other human rights risks throughout our operations and supply chain. These policies apply to all **onsemi** employees, joint ventures, key/major suppliers, select service providers and contractors, and products and services.

Rights Covered

1. Inclusion, belonging and engagement

We are strongest when leveraging the broad backgrounds, experiences, knowledge, cultures and perspectives of our global workforce. As a company, we celebrate differences and foster an inclusive environment where every employee is valued, listened to, and respected. We are committed to maintaining a workplace free of discrimination and do not engage in discriminatory practices based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic protected by applicable laws. By cultivating a sense of belonging and engagement, we empower our employees to thrive and pursue opportunities that support both personal development and our company's core values.

2. Non-discrimination/non-harassment/humane treatment

We are committed to providing a work environment that is free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace where harsh or inhumane treatment -- including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse -- has no place and is not tolerated. No employee should ever be subjected to, or threatened with, any such treatment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic protected by applicable law.

3. Prohibition of forced labor

We maintain zero-tolerance regarding the use of forced labor, bonded labor, indebted labor, indentured labor, involuntary prison labor, as well as slavery or human trafficking in any form within our own operations or our supply chain. We expect the same commitment from our suppliers, contractors, and service providers. Employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our [Helpline](#) or by directly contacting the [National Human Trafficking Hotline](#) (to speak with a hotline advocate) at 1-888-373-7888 or +1-202-745-0190 (outside the United States), or texting "HELP" or "BEFREE" to 233733 (BEFREE) (outside the United States text "BEFREE" to +1-202-657-4006) or email help@befree.org. Please refer to our [Slavery and Human Trafficking Policy](#) to learn more about the actions we take on anti-human trafficking and forced labor.

4. Child labor prevention

We employ individuals who are at least 18 years of age by the first day of employment except for employees hired in China, where the legal minimum age for employment is 16 years old. Employees below the age of 18 may not perform hazardous work, work overtime hours or work the night shift. We expect the same from our labor agencies and suppliers.

5. Minimum wage and working hours

We compensate employees at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated benefits and are not required to pay fees, deposits or incur debt as a result of employment. Except in an emergency or unusual situation, working hours for hourly employees are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Working overtime hours is voluntary. Hourly workers should also not work longer than six consecutive days without at least one day of rest.

6. Freedom of association and collective bargaining

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively through their chosen representative(s), to engage in peaceful assembly, or to refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, human resources, business ethics liaisons (BELs) or a member of the Ethics and Compliance team.

7. Workplace safety

We respect the health and safety of employees, customers, suppliers, and communities. **onsemi** is committed to providing a safe and healthful workplace, by complying at a minimum with local requirements and developing programs that strengthen our safety culture and prevent unsafe conditions and acts. We know that operating responsibly is vital to our business. Our Environmental, Health and Safety (EHS) Management System allows us to plan, manage, and continuously improve our operations in order to live up to our [EHS Policy](#).

8. Environmental stewardship

We fully embrace our social and environmental responsibilities and are committed to conducting business in ways that positively impact the world. **onsemi**'s intent is to be transparent in communicating about our environmental, social and governance (ESG) efforts with our stakeholders. We organize our reporting to cover the topics most relevant to our mission, our business, and our partners. **onsemi** is committed to climate actions that help our planet, our business, and our employees, as stated in our [Climate Change Policy](#). We promote a greener world through our operations by consuming less energy and water, decreasing waste and reducing emissions. More details on our efforts to protect the environment can be found in our [Sustainability Report](#).

9. Product responsibility

onsemi provides our customers with products and services that comply with all applicable environmental directives, regulations, and industry best practices. We meet the requirements of the European Union Directive on the Restrictions on use of certain Hazardous Substances ([RoHS](#)) and China's Management Measures on Electronic information Product Pollution Control (or also known as China RoHS). **onsemi** supports the aim of the Registration, Evaluation, and Authorization of Chemicals ([REACH](#)) in improving the protection of human health and the environment through the better and earlier identification of the intrinsic properties of chemical substances. Suppliers of **onsemi** must ensure that all materials used to manufacture parts and in-facility operations satisfy all applicable environmental, health and safety government regulations and directives as stated in the **onsemi** [Product Chemical Content Brochure](#). As a purchaser of products containing conflict minerals, we are committed

to responsible sourcing and require suppliers to participate in due diligence processes consistent with the Responsible Minerals Assurance Process (RMAP) protocol as stated in the [onsemi Responsible Minerals Sourcing Policy](#).

10. Anti-corruption

We comply with anti-corruption laws everywhere we conduct business, without exception. This includes the [U.S. Foreign Corrupt Practices Act](#) (FCPA), which applies to our businesses globally, and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners and any other third party acting on our behalf are prohibited from offering or providing bribes or other improper payments to government officials or private individuals who interact with **onsemi**. We protect our employees from retaliation for refusing to engage in conduct that violates law or company policy, thereby maintaining the highest standards of integrity.

11. Privacy

We are committed to protecting the personal and confidential information of our employees, customers, suppliers, and other stakeholders. Our global privacy policy and related internal policies govern how personal information is collected, used, shared, and retained, and reflect our commitment to maintaining data securely and complying with applicable privacy and data-protection requirements. For more information, please refer to our [onsemi Privacy Policy](#).

Supplier Responsibility

We communicate the principles of the RBA Code of Conduct, our Code of Business Conduct and the **onsemi** Human Rights Policy to our suppliers through our [onsemi Supplier Handbook](#) and through our [Social Compliance Commitment Guide](#). We also offer training and capacity-building programs on the covered standards to help suppliers understand and meet these standards. We integrate RBA compliance as part of supplier validation requirements and use a combination of assessments and audits to evaluate supplier performance. At a minimum, major suppliers must complete assessments or audits aligned with the RBA Code of Conduct, including human rights requirements. Supplier audits or assessments are conducted based on the supplier's self-assessment questionnaire (SAQ) risk score. Assessment processes are designed to be risk-based and proportionate, considering factors such as geography, business activity, and supplier risk profiles. We work collaboratively with our suppliers to remediate any gaps identified through these assessments or audits. In addition, as a purchaser of products containing tantalum, tin, tungsten, gold, and cobalt, we also expect our suppliers to engage in due diligence and ensure that all smelters and refiners are conformant to the Responsible Minerals Assurance Process (RMAP) protocol.

Assessments of Operations

Our operations are also evaluated against human rights standards on an annual basis through the RBA self-assessment questionnaire. Furthermore, our manufacturing sites complete either an internal RBA audit based on the RBA Code of Conduct or an external RBA Validated Assessment Program (VAP) audit. We use a combination of self-assessments, audits, and ongoing monitoring to evaluate compliance with our standards and applicable laws. Where gaps or areas for improvement are identified, we work collaboratively with relevant stakeholders to support timely and effective remediation. Assessment outcomes inform our continuous improvement efforts and help strengthen our human rights due-diligence programs over time.

Training

All employees, members of the board of directors, and select contractors are required to complete training on and reaffirm their commitment to the human rights principles outlined listed above through our annual Code of Business Conduct, Anti-Discrimination and Harassment, Information Security Awareness, Non-retaliation, and Social Compliance training courses. These training efforts are designed to promote awareness, accountability, and shared responsibility across the organization.

Grievance Mechanism

We encourage employees, third parties, and other business partners to raise concerns or report grievances related to our company's operations without fear of retaliation. We provide a confidential reporting mechanism through an independent third-party [Helpline](#), which is available online and by phone, toll-free, 24 hours a day, seven days a week, in all languages where we operate. Except as restricted by law, reports through the [Helpline](#) can also be made anonymously. We prohibit any form of retaliation against employees who raise concerns or report suspected misconduct in good faith.

For concerns related to human trafficking, employees and other stakeholders can submit a report using our [Helpline](#) or by directly contacting the [National Human Trafficking Hotline](#) (to speak with a hotline advocate) at 1-888-373-7888 or +1-202-745-0190 (outside the United States), or texting "HELP" or "BEFREE" to 233733 (BEFREE) (outside the United States text "BEFREE" to +1-202-657-4006) or email help@befree.org.

Due Diligence and Review

The Ethics and Compliance team is responsible for overseeing the implementation and administration of the **onsemi** Human Rights Policy. We conduct human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. Our approach is also informed by the International Labour Organization's indicators of forced labor and globally recognized human rights risk assessment practices, ensuring alignment with the leading international frameworks referenced above.

This policy is reviewed annually and updated, as necessary to reflect evolving risks, regulatory requirements, and best practices. We engage all relevant groups including, but not limited to, environmental, health and safety, human resources, legal, global security, and supply chain management in our due diligence process.

This policy is reviewed on a biennial basis by our board of directors, or more frequently when a significant change is made. Every individual and group at our company is responsible for understanding and supporting the implementation of the principles covered in this policy.

This policy has been approved by the **onsemi** board of directors, and signed on behalf of the board by:



Hassane El-Khoury
President and Chief Executive Officer
onsemi