

Social Compliance Commitment Statement

March 10, 2026

At **onsemi**, we are committed to the mission and principles of the Responsible Business Alliance (RBA), upholding the [RBA Code of Conduct](#) and following all applicable laws and regulations of those countries where we do business. Our commitment extends to protecting and promoting the fundamental rights of others reflected in the RBA Code of Conduct, Universal Declaration of Human Rights, United Nations (UN) Guiding Principles on Business and Human Rights and the UN Global Compact.

We work collaboratively with our customers, peers, partners and suppliers to drive due diligence and continual improvement across key areas such as [human rights](#), labor, environmental sustainability, health and safety, anti-corruption, ethics and management systems -- both within our operations and throughout our supply chain.

Our strong and effective grievance mechanism is central to ensuring access to remedy. This process helps assess workers' understanding, identifies issues, and gathers feedback regarding potential violations of the RBA Code of Conduct. We ensure workers are given a safe environment to raise concerns, submit grievances and provide feedback without fear of reprisal or retaliation.

We actively verify compliance to the RBA Code of Conduct, including efforts to eliminate forced labor, slavery and human trafficking. We also work to ensure responsible sourcing of minerals, avoiding the use of minerals linked to armed conflict and human rights abuses around the world in partnership with industry peers and the [Responsible Minerals Initiative \(RMI\)](#).

Our commitment to ethical and responsible business practices is reflected in our full membership in the RBA, the UN Global Compact as a signatory, and our support for initiatives related to sustainable energy, power efficiency and social compliance. These values are embedded in our culture, our policies, the [Code of Business Conduct](#) and inform our daily operations. They enable us to operate transparently and responsibly with our employees, joint ventures, suppliers, contractors, customers and the global communities where we do business.



Hassane El-Khoury
President and Chief Executive Officer
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