Corporate Social Responsibility Report

ON Semiconductor

www.onsemi.com

About this Report [G4: 28 – 30] [G4: 32] [G4: 33]

This year, the ON Semiconductor Corporate Social Responsibility (CSR) Report is produced in accordance with the core version of the Global Reporting Initiative (GRI) G4 sustainability reporting guidelines. Along with detailed information on the company's business profile, CSR program, governance, environmental impacts, employee relations and our involvement in the community, the 2015 CSR report includes a GRI content index which is available in the appendix of this document. Since this is the first year ON Semiconductor is reporting according to the GRI, there are no significant changes in the reporting scope. Although ON Semiconductor has not sought external assurance for the content of this CSR report, the information provided is subject to an internal review.

More information about ON Semiconductor's operations and financial statements is available in the company's 2015 SEC Form 10-K.

TABLE OF CONTENTS

A Letter from President and CEO [G4: 1 – 2]

Keith Jackson

At ON Semiconductor, we believe that being an effective and well-respected corporation means being a responsible corporate citizen. To expand on our operational metrics and transparency, our newest Corporate Social Responsibility (CSR) Report introduces the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines that are referenced throughout. We emphasize how our CSR, enterprise risk management, environmental sustainability and ethics programs are regularly reviewed and continue to progress every year. ON Semiconductor's CSR and sustainability programs are constantly improving, allowing our company to grow in new ways that support our community, operations, employees and customers.

As a global corporation, we operate in a diverse range of cultures and markets. We are committed to providing customers with environmentally sound and high quality products, by conducting all of our operations in an environmentally, socially and ethically responsible manner. These commitments, along with ensuring adherence to the laws and regulations of the communities in which we operate, are deeply engrained in our employees, our core values and are the foundation of our company. We continue to make significant investments in infrastructure, scale, technology and talent. These investments have allowed us to maintain a competitive position and attain double-digit growth in unfavorable macroeconomic environments.

By investing time, energy and capital into earning the trust and respect of our employees, customers, partners, stakeholders and neighbors, we are continuously striving to ensure our company has a positive impact on the communities where we operate. A driving force in our company is our ability to conduct business in a responsible and ethical manner at all times, as substantiated by our World's Most Ethical Companies® designation by Ethisphere this year. The investment decisions we make, the sustainability programs we run and the energy efficient products we manufacture make a difference. Some reduce environmental impacts, some innovate and break new technological ground, while others serve to improve people's daily lives.

We are committed to maintaining a culture of superior quality, while maintaining our world-class supply chain standards. We require our vendors to comply with the Electronic Industry Citizenship Coalition's (EICC) Code of Conduct, and mandate that suppliers sign a Statement of Conformance to our Corporate Social Responsibility tenets and EICC Code every two years. ON Semiconductor continuously works with suppliers to certify that our products are free from any restricted materials, and to ensure that the minerals used in our products are not sourced from conflict regions. Beyond our suppliers' commitments to quality and sustainability, each of our worldwide manufacturing sites is engaged in multiple sustainability projects aimed at conserving water, electricity and fuel. Our company is dedicated to annually reducing energy consumption, water consumption and our overall carbon footprint. I am proud to say that we reached our long term goals (annual reduction goals from 2011-2015) in the following areas:

- water consumption - 52 percent
- energy consumption - 9 percent
- carbon emissions - 12 percent

ON Semiconductor's sustainability goals for 2016 through 2020 are to further reduce each of those areas, along with chemical consumption, by 5 percent. We also plan to remain active with our programs to reclaim or recycle scrap materials and precious metals from our manufacturing operations, strategies to reduce the amount of packaging materials used in the shipment of our products and initiatives to reduce overall in-transit shipping mileage.

In 2015, we were awarded a Gold rating from the EcoVadis Assessment, a CSR platform that aims to improve the environmental and social practices of companies by leveraging the influence of global supply chains. This designation means that our company was determined to be advanced (in the top 2 percent of companies assessed) in our structured and proactive approach to CSR, including implementing policies, taking action on issues and providing significant reporting and performance indicators. Earning this prestigious rating is an indication of our continuous commitment to CSR and engaging our supply chain in sustainability activities.

Our employees are also making a difference as many are heavily involved in their local communities. I am pleased that our employees are engaged with philanthropic activities benefiting their communities and supporting our corporate initiatives. Their dedicated efforts, along with corporate and individual financial donations, are tailored to address the needs of our local communities, including support of educational programs, food banks, disaster relief and targeted corporate sponsorships. This year we established a Global Corporate Giving Program to further centralize, streamline and strengthen our philanthropic initiatives.

I would like to thank our employees for their hard work, dedication and support. Many of you have driven and participated in our CSR and sustainability initiatives over the years. The positive impact and growth in these areas is appreciated. I would also like to thank our valued customers, partners and suppliers who have provided invaluable support and information to make our business more sustainable, our products more efficient and enable our company to sustain superior quality standards. Our company is committed to doing the right things, and we welcome your feedback on our CSR program performance at any time. I look forward to working with all of you to continue improving and expanding our CSR programs, and in making a positive impact not only in the industry, but also in the community and the lives of people every day.

Sincerely,

Keith Jackson
President and CEO
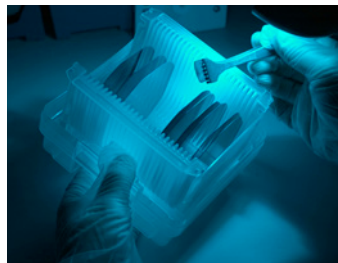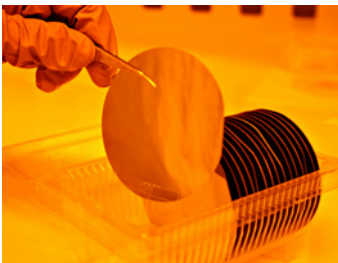
COMMITMENT

CORPORATE SOCIAL RESPONSIBILITY STATEMENT OF COMMITMENT
[G4: Social DMA] [G4: Society DMA]

As a global supplier to customers worldwide, ON Semiconductor operates across a diverse range of cultures and international markets. Our business is committed to providing our customers with inventive, high quality products that are environmentally sound. We conduct our operations in an environmentally, socially and ethically responsible manner and comply with applicable laws and regulations of countries where we do business. The commitment is deeply ingrained in our core values, policies and our Code of Business Conduct.

ON Semiconductor is a member of many organizations and initiatives focused on technological advances in sustainable energy, power conservation and corporate responsibility. One of these organizations is the Electronics Industry Citizenship Coalition (EICC). As a full member of the EICC, we embrace the EICC Code of Conduct and have incorporated these tenets into our facility and supplier programs. Additionally we work collaboratively with our suppliers to encourage their compliance with the EICC's conflict-free minerals policy and other supply chain initiatives.

ON Semiconductor is proud of our commitment to operate in a socially responsible manner towards our employees, suppliers, customers and the communities in which we do business worldwide.

Keith Jackson
President and CEO

MISSION

To provide our customers with high quality, cost-effective solutions to solve the demanding power and signal management design challenges.

VISION

ON Semiconductor is the premier supplier of high performance silicon solutions for energy efficient electronics.

CORE VALUES

[G4: 56]

We are a performance based company committed to profitable growth, world-class operating results, benchmark quality and delivery of superior customer and shareholder value.

Respect

Integrity

Initiative

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 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.

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. Each of us is expected to demonstrate these core values in our roles at ON Semiconductor. These values apply equally to us all – employees and directors alike.

THE COMPANY

[G4: Economic DMA]

Business Profile [G4: 3-9]

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. The company is a leading supplier of semiconductor-based solutions, offering a comprehensive portfolio of energy efficient power management, analog, sensors, logic, timing, connectivity, discrete, SoC and custom devices. The company's products help engineers solve their unique design challenges in automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications.

ON Semiconductor operates a responsive, reliable, world-class supply chain and quality program, a robust compliance and ethics program and a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe and the Asia Pacific regions.

To learn more about our ownership structure and legal proceedings see our annual report filed with the Securities and Exchange Commission (SEC).

Worldwide Locations and Development Centers [G4: 3-9]


Manufacturing: Belgium, Canada, China, Czech Republic, Japan, Malaysia, Philippines, United States, Vietnam

Design Centers: Belgium, Canada, Czech Republic, France, Germany, India, Ireland, Japan, Korea, Philippines, Romania, Slovak Republic, Switzerland, Taiwan, United States

Solution Engineering Centers: China, Germany, Japan, Korea, Taiwan, United States

ON Semiconductor Throughout the Years
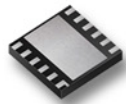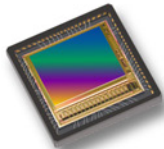
2015

—— **Acquired:** AXSEM
New Products: RF Transceivers

2014

—— **Acquired:** Aptina Imaging
New Products: CMOS Image Sensors, Image Processors

—— **Acquired:** Truesense Imaging, Inc.
New Products: CCD Image Sensors

2011

—— **Acquired:** SANYO Semiconductor
New Products: Microcontrollers, Motor Drivers, Audio/Video, Power Modules
Existing Product Enhancements: Power Management, ASICs, Memory, MOSFETs, IGBTs

—— **Acquired:** Cypress Image Sensor Business Unit
New Products: CMOS Image Sensors

—— **Opened:** Solution Engineering Center - Tokyo, Japan
Focus: Multiple Applications

2010

—— **Acquired:** Sound Design Technologies
Existing Product Enhancements: ULP DSP, High Density Interconnect Technologies

—— **Acquired:** California Micro Devices
Existing Product Enhancements: ESD Protection, EMI Filters, Interfaces, Power Management

—— **Opened:** Solution Engineering Center - Shanghai, China
Focus: Automotive Solutions

2009

—— **Acquired:** PulseCore Semiconductor
New Products: Spread-Spectrum Clocks

2008

—— **Acquired:** Catalyst Semiconductor
New Products: Digital Potentiometers, I/O Expanders, EEPROM/NVRAM
Existing Product Enhancements: LED Drivers, DC-DC Converters, LDO & Linear Regulators, Voltage Supervisors, Temperature Sensors

—— **Acquired:** AMI Semiconductor
New Products: HV ASICs for Automotive Applications, ULP SRAM Memory, LIN & CAN Transceivers, Low Power RF Transceivers, Stepper Motor Drivers, Audio DSP Systems, Power-over-Ethernet, Industrial Process Automation
Existing Product Enhancements: Clocks & Timers, High Side Drivers

—— **Opened:** Solution Engineering Center - San Jose, California
Focus: Consumer & Wireless Solutions

2007

—— **Acquired:** ADI Voltage Regulation & Thermal Management Group
New Products: Multiphase Controllers, Drivers, Thermal Management Devices

—— **Opened:** Solution Engineering Center - Munich, Germany
Focus: Automotive Solutions

2006

—— **Acquired:** LSI Logic Gresham, Oregon Design & Manufacturing Facility
Focus: Process Technology & Packaging

—— **Opened:** Solution Engineering Center - Taipei, Taiwan
Focus: Computing & Power Supply Solutions

—— **Opened:** Solution Engineering Center - Portland, Oregon
Focus: Computing/Graphics Solutions

2005

—— **Opened:** Solution Engineering Center - Seoul, Korea
Focus: Wireless Solutions

2000

—— **Acquired:** Cherry Semiconductor
New Products: Multiphase Controllers, Drivers, Automotive/Industrial Power Management, Automotive ASSPs

1999

—— **Spin-off from Motorola**
Products: Analog ICs, Standard & Advanced Logic ICs, Discrete Small Signal & Power Components

Our Brand

Driving Innovation in Energy Efficiency Electronics

ON Semiconductor has established itself as a market leader in high efficiency power solutions for desktop and notebook computing, communications, industrial, automotive and power supply (adapter) applications. The company's ENERGY STAR® compliant GreenPoint® reference designs reduce new product development costs and speed time to market for its customers. The expertise acquired, while building a leadership position in these applications, has enabled ON Semiconductor to deliver energy efficient silicon solutions for emerging applications in LED lighting and the developing energy "smart grid", which presents exciting new growth opportunities for the company.

Providing a Comprehensive Portfolio of Energy Efficient Solutions

ON Semiconductor offers a broad portfolio of connectivity, sensing, power management, analog, logic, timing, discrete and customer products, ranging from standard components to SoCs. Combined with an extensive process technology portfolio for analog, mixed signal, digital and discrete products, along with advanced packaging and integration capabilities, this portfolio enables comprehensive solutions for automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications. Through close work with associations, industry standards organizations and government entities supporting standards such as ENERGY STAR, the China National Institute of Standardization and the European EuP Directive, ON Semiconductor continues to demonstrate its commitment to delivering innovative energy efficient solutions to a variety of markets.

Empowering Design Engineers to Reduce Global Energy Use

ON Semiconductor provides GreenPoint reference designs and tools for a range of applications that meet or exceed global energy efficiency standards such as ENERGY STAR, CNIS, EuP Directive and Top Runner, helping to reduce new product development costs and speed time to market for its customers. The company offers innovative products that enable more efficient power supplies through improved power factor, enhanced active-mode efficiency and reduced standby-mode power consumption.

Helping Customers Solve their Unique Design Challenges

ON Semiconductor works closely and collaboratively with its customers to solve their unique design challenges, using innovative technologies, robust designs and energy efficient products and solutions. The company operates a global network of Solutions Engineering Centers, on-site customer design facilities and applications focused design and test lab, all supported by global teams of field applications engineers working to meet the needs of an expanding customer base.

Operating a Responsive, Reliable World-Class Supply Chain and Quality Program

ON Semiconductor operates a flexible, reliable and responsive supply chain that supports complex manufacturing networks and dynamic global market conditions. This includes multiple manufacturing and logistics sites located near our customers to ensure supply continuity. The company shipped over 49 billion units through its global logistics network during 2015, representing approximately seven units per person on earth. ON Semiconductor sustains world-class quality performance, with average defect rates of <175 ppb.

Demonstrated Financial Strength [G4: EC1] [G4: 3 – 9]

ON Semiconductor demonstrates financial strength and efficiency through strong cash flow, a stable revenue stream and balanced geographic and end-market exposure. Our ongoing financial transformation and effective use of resources will continue to provide us with opportunities for growth moving forward.

In 2015 ON Semiconductor earned $3.496 billion in net revenue.

2015 Total Revenue of $3.496B

Business Groups

Image Sensor Group $717.3M

Standard Products Group $1,215.2M

Application Products Group $1,056.5M

System Solutions Group $506.9M

Markets

Computing 12%

Communications 18%

Consumer 14%

Automotive 33%

Industrial/ Aerospace/Defense/ Medical 24%

Geography

Europe 15%

N. America 17%

Asia Pacific (Excludes Japan) 59%

Japan 9%
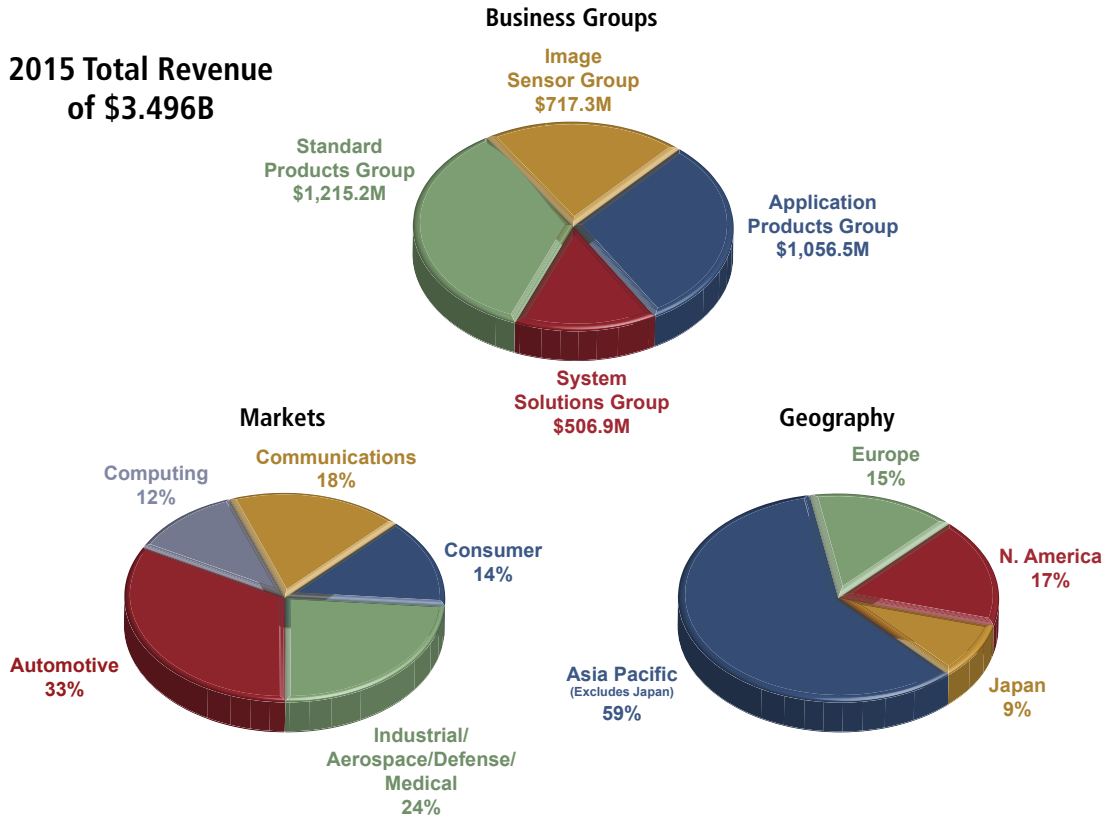
Represents combined financials as reported for the last twelve months ending December 2015 for ON Semiconductor product revenue.

Enterprise Risk Management [G4: 14]

Leading companies outperform their peers because they do a better job of taking and managing risks – not because they do a better job avoiding them. The goal of the ON Semiconductor Enterprise Risk Management (ERM) program is to systematically, consistently and effectively identify, evaluate, prioritize and manage key risks affecting the company. The ERM program strives to drive the most effective efforts to mitigate or capitalize on top priority risks.

The ON Semiconductor ERM cycle includes distinct phases, processes and tools to identify, prioritize and respond to high priority enterprise risks. The ERM process operates within the context of the overall corporate strategic planning process and within the boundaries established by the company's defined risk appetite. Communication and reporting continue throughout all phases of the process. All business groups and support functions report top risks to the Board of Directors Corporate Governance and Nominating Committee on a quarterly basis. Presentations to the full Board include a risk heat map depicting top risks facing the company, risk statements, risk rating score, the target risk level and a summary statement of relevant mitigation actions.

ON Semiconductor identifies and evaluates risks across all organizations within the company, and across many dimensions of operations.

Through our ERM discipline, we categorize both existing and emerging risks within the following groupings:

- Business/Strategy
- Financial
- Operational
- Technology/New Product Development
- Legal, Regulatory, Compliance and Ethics
- Human Capital
- Reputational

Critical to the execution of the ERM program at ON Semiconductor, we have appointed a chief risk officer and created a Corporate Risk Committee, in addition to creating a comprehensive network of ERM risk champions to help support the program. Risk champions are individuals from all functional groups within the company who are trained to be subject matter experts within their organizations and to help drive risk management discipline to all levels within their respective groups. While our executive team continues to set a strong Tone at the Top regarding Enterprise Risk Management, the risk champions are key to driving an even stronger Mood in the Middle. Through their actions, example and guidance – risk champions lend credibility to the direction set by the Board and senior corporate staff with respect to risk management.

One significant component of the ON Semiconductor ERM program – the value-add – is in the conversation, communication and collaboration driven by the process. The program promotes better strategic decision making across all levels and functions of the company. While ON Semiconductor's ERM program continues to evolve, mature and improve, we have already made great strides in making it a critical activity which has the full support of executive leadership and the ON Semiconductor Board of Directors.

Quality and Reliability

ON Semiconductor has demonstrated our commitment to live by stringent, internationally accepted requirements for 'reliability' and 'quality'. The company launched its Road to Zero Defects initiative over two years ago to eliminate quality excursions, improve 8D responsiveness, lower our parts per billion (ppb) defect rate and enhance our quality standards. We recognize that incorporating these objectives in our service offerings, processes and products will establish the foundation to use our quality and reliability 'as weapons of growth' for the corporation. Ultimately, ON Semiconductor is committed to maintaining a distinctive, world class quality system, which transcends all international quality standards and aims to exceed customer expectations.

Our Supply Chain

Overview [G4: 12] [G4: EC9]

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. The various categories of suppliers are managed through both centralized strategic sourcing organizations and site procurement teams.

ON Semiconductor 2015 Supplier Spend by Region

- Asia Pacific 36%
- Europe 14%
- Middle East 1%
- Americas 46%
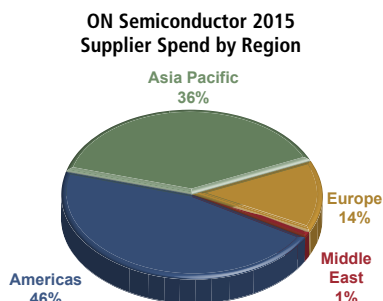
Actively Engaging Our Global Supply Chain [G4: EN32] [G4: EN33] [G4: LA14] [G4: HR5] [G4: HR6] [G4: HR10] [G4: SO9]

As a full member of the EICC, we abide by the EICC Code of Conduct and are committed to upholding the EICC Code standards regarding environmental laws, regulations and social responsibility requirements that are applicable to our activities and our customers' product. As a sign of our commitment to corporate social responsibility, we are dedicated to adhering to the increasing number of laws and regulations such as RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation and Authorization of Chemicals). We continuously work with our suppliers to certify that our products are free from any restricted materials and to ensure that all metals utilized in our products are sourced from conflict-free mines.
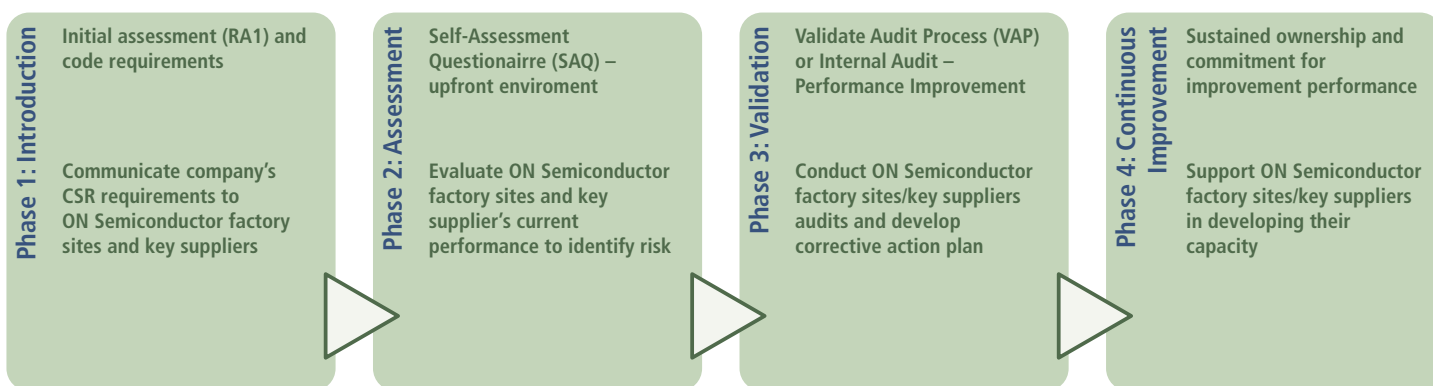
We realize that our environmental and corporate social responsibility management systems will not be effective if we do not engage the entire supply chain. We integrate the EICC Global e-Sustainability Initiative (GeSI) Supplier Engagement Model in our business operations and supply chain. The model is supported by practical tools and processes that can be used to communicate the social and environmental standards in the EICC Code, monitor performance and drive changes.

All key suppliers are required to agree and comply with the EICC Code of Conduct, which addresses labor, ethics, health and safety, environment and management systems. Every two years we require our key suppliers to re-sign a Statement of Conformance to our CSR tenets and the EICC Code of Conduct. Major material suppliers that are in the top 80 percent of the company's spend must also complete a self-assessment questionnaire (SAQ). Twenty-five percent of those suppliers that are considered 'high risk' are subject to an AMA (auditee managed audit). Based on our supplier risk assessment we also engage a third party audit firm to conduct on site EICC CMAs (customer managed audits) at selective key suppliers in China, Taiwan and Malaysia. All new site-level suppliers are required to comply with the EICC Code of Conduct, whereas self-assessment questionnaires are optional (but highly encouraged). Site suppliers are audited if potential non-conformances are reported or found on site. Since findings vary by supplier, we actively work with each of them to improve their systems.

As an indication of their agreement, in 2015, over 200 of our key suppliers re-signed their conformance commitment to the ON Semiconductor and EICC Codes of Conduct 5.0. While 65 of these suppliers make up 80 percent of our top corporate suppliers, the remaining are 20 percent of our top site suppliers. In total, 266 suppliers also submitted or updated their self-assessment questionnaire.

Phase 1: Introduction

Initial assessment (RA1) and code requirements

Communicate company's CSR requirements to ON Semiconductor factory sites and key suppliers

Phase 2: Assessment

Self-Assessment Questionairre (SAQ) – upfront enviroment

Evaluate ON Semiconductor factory sites and key supplier's current performance to identify risk

Phase 3: Validation

Validate Audit Process (VAP) or Internal Audit – Performance Improvement

Conduct ON Semiconductor factory sites/key suppliers audits and develop corrective action plan

Phase 4: Continuous Improvement

Sustained ownership and commitment for improvement performance

Support ON Semiconductor factory sites/key suppliers in developing their capacity

Conflict Minerals in Our Supply Chain

As a purchaser of products containing the metals tin, tantalum, tungsten or gold (conflict minerals) from suppliers for use in our manufacturing process, ON Semiconductor continues to be concerned about the reports of violence and human rights violations resulting from the sourcing of such metals from conflict regions. This issue has gained increasing visibility, including as a result of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and related U.S. Securities and Exchange Commission implementing rules which, starting in 2013, impose disclosure requirements on public companies for the purpose of promoting awareness regarding the use of conflict minerals.

It is important to us that ON Semiconductor's products be conflict free, meaning that they do not contain tantalum, tin, tungsten or gold that directly or indirectly finance or benefit armed groups in conflict regions. We are committed to ensuring conflict free sourcing of metals from our supply chain through collaboration with our suppliers. Specifically, as a member of the EICC and a participant in the EICC working group regarding conflict minerals, we support and utilize the EICC and GeSI process which requires that members engage in reasonable due diligence with their supply chain to assure such metals are not being sourced from conflict regions.

We require the assurance of our suppliers that any such metals are not being sourced from mines in conflict regions. We expect our suppliers to engage in due diligence to analyze their sources and to complete the EICC conflict minerals reporting template. Suppliers must ensure that all metals sold to or used to manufacture products for use by ON Semiconductor originate from certified conflict free smelters validated as compliant with the EICC/GeSI Conflict Free Smelter (CFS) protocol, using the CFS Compliance Smelter List. This global initiative uses an independent third party to evaluate a smelter's procurement activities and determine if the smelter demonstrates that materials they processed originate from conflict free sources.

In 2015, ON Semiconductor achieved its road to zero unknown smelters. Supplier conformance and incorporation of new requirements are an on-going process and we will continue to review and update our information as necessary. If we become aware that our supply chain includes uncertified minerals sourced from a conflict region, we will take action to promptly review the circumstances and remedy the situation as appropriate.

Please see ON Semiconductor's conflict minerals report for more information.

ON Semiconductor Memberships [G4: 15] [G4: 16]

Externally developed economic, environmental and social charters, principles, or other initiatives to which ON Semiconductor subscribes or which it endorses:

- Electronic Industry Citizenship Coalition (EICC) plus their Environmental Sustainability and Conflict Minerals groups
- Semiconductor Research Corporation's (SRC) global energy Research Initiative (ERI)
- Europe's Energy for a Green Society ENIAC JU Project
- Power Sources Manufacturers Association (PSMA)
- China Power Supply Society
- Carbon Disclosure Project (CDP)
- Malaysian Institute of Integrity Corporate Integrity Pledge
- Ethisphere's Business Ethics Leadership Alliance
- The Responsible Helium Administration and Stewardship Act
- Semiconductor Industry Association (SIA)
- Society of Corporate Compliance and Ethics
- National Association of Corporate Directors
- Corporate Secretaries and Governance Professionals
- Hearing Industries Association
- Electronic Components Industry Association
- Fab Owners Association
- Semiconductor Electronic Industries in Philippines, Inc. (SEIPI)
- Microelectronic Industry Design Association (MIDAS) Ireland
- Sustainability Reporting Group
- American Council for an Energy-Efficient Economy (ACEEE)
- Global Semiconductor Alliance
- Conflict-free Sourcing Initiative (CFSI)
- World Semiconductor Council (WSC)

Memberships with position on governance body:

- Semiconductor Industry Association (SIA), Keith Jackson, Member of Board of Directors
- AirFuel Alliance, Bob Klosterboer, Member of Board of Directors
- Electronic Components Industry Association, Jeff Thompson, Member of Board of Directors
- Association of Corporate Counsel, Mark Rogers, President (Arizona Chapter)
- CEB Compliance & Ethics Leadership Council, Founding Member
- Electronic Industry Citizenship Coalition (EICC)
- Juvenile Diabetes Research Foundation

Participation in projects and committees:

- Habitat for Humanity (Phoenix Chapter)
- Starkey Hearing Foundation
- EICC Education Advisory Council
- EICC Senior Advisory Committee

Strategic Memberships:

- Mathematics Engineering Science Achievement (MESA)
- Sally Ride Science
- Semiconductor Industry Association (SIA)
- Semiconductor and Electronics Industries in the Philippines, Inc. (SEIPI)
- Worldwide government action to stop sales of counterfeit semiconductors
- Updating the Information Technology Agreement (ITA)

Recognitions

World's Most Ethical Company

ON Semiconductor submitted an application for the World's Most Ethical Company in December 2015. Earlier this year, ON Semiconductor was named a **2016 World's Most Ethical Company®** by the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. Ethisphere and the World's Most Ethical Companies designation recognize organizations that align principle with action by working tirelessly to make integrity part of their corporate DNA. These efforts shape future industry standards by introducing tomorrow's best practices today. ON Semiconductor was one of six companies that received this designation in the electronic components and semiconductor industry.

Other recognitions in 2015:

- The **Fortune 1000** listings for 2015, published by FORTUNE magazine, ranked ON Semiconductor among the top 1,000 U.S. companies at number 722.

- **Quality Award** was given by Raytheon to ON Semiconductor in Gresham

- **Best Partner Award** from ASUS

- **Outstanding Labor-Management Cooperation** award for the third consecutive time from the Philippines' Department of Labor.

- **Supplier Quality Excellence** award for ON Semiconductor Philippines from General Motors Southeast Asia

- **Most Excellent Employer** award from The Philippines Economic Zone Authority (PEZA)

- **Best Technology** award from Xiaomi

- **Outstanding Efforts in Quality Commitment** award from Delphi Electronics & Safety Asia

- **Best Strategic Supplier Award** from Flextronics Israel

- **2015 Best Product Award** in the Power and Driver Product category from EDN China for the ON Semiconductor STK57FU391A-E Intelligent Power Module (IMP)

- **Bronze 2015 Innovators Award** from Vision Systems Design for ON Semiconductor's PYTHON 2000 and PYTHON 5000 CMOS image sensors

- **Best Strategic Partner Award** from Hangzhou Hikvision Digital Technology

- **2015 Supplier "Excellence Award"** from the Automotive and Industrial Systems (AISC) of Panasonic

- **2015 Best Certified Quality Engineers Award** from Huawei

- **2014 Total Cost of Ownership Supplier Awards** from Celestica

- **Best Semiconductor Partner Award** and a **Best Sustainability Partner Award** from Celestica

- **2014 Best Technology Award** from Xiaomi

- **2014 Best Partner Award** from GIGABYTE Technology

- **2014 The Best Partner Award** from Micro-Star International (MSI)

- **2014 Strategic Supplier Award** from Flextronics

OUR CORPORATE SOCIAL RESPONSIBILITY STRATEGY

Corporate social responsibility (CSR) at ON Semiconductor is deeply rooted in our core values of integrity, respect and initiative. We provide our customers around the globe with a broad portfolio of innovative, energy efficient and environmentally friendly semiconductor solutions addressing virtually all market segments. Our business and manufacturing operations are comprised of a diverse spectrum of geographies, cultures and technologies.

"We are committed to conducting our business in a highly ethical, socially responsible and environmentally friendly manner with a positive impact on all of the communities where we do business."

Keenan Evans, Senior Vice President, Global Quality, Reliability, EHS and Corporate Social Responsibility

Building our Program

Since adopting our core values in 2004, ON Semiconductor has developed a robust CSR program that looks far beyond only regulatory compliance. ON Semiconductor constantly strives to integrate social and environmental concerns into its daily business operations through a compliance and ethics program, Code of Business Conduct, green saving initiatives and sustainability reporting.
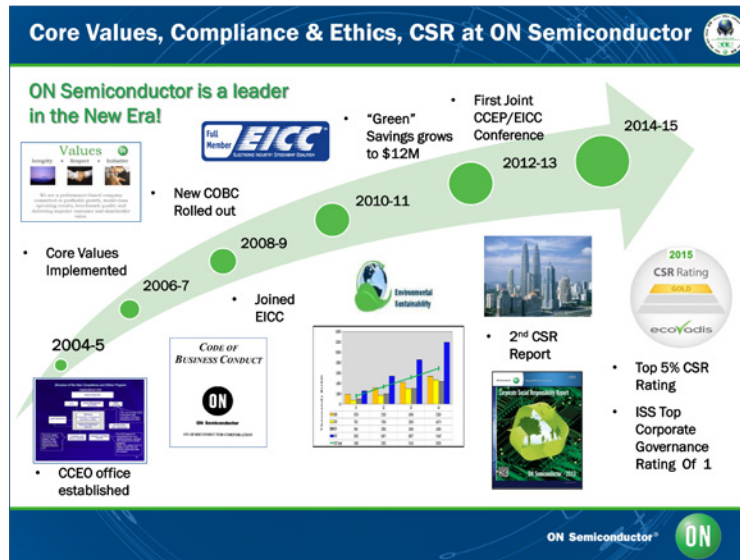
Policy
Establish and communicate ON Semiconductor
CSR Statement of Commitment

Management Review
- Management review of adequacy and effectiveness of system, to enable continual improvement

Planning
- Identify aspects, hazards, and risks, and set priorities
- Identify legal requirements
- Establish objectives, targets, and implement plans
- Plan for and manage change

Checking & Corrective Action
- Monitor and measure system performance
- Verfiy regulatory compliance
- Take corrective and preventative action
- Keep appropriate records
- Audit the system

Implementation & Operation
- Establish structure and responsibilities
- Train, educate, and involve employees
- Communicate internally and externally
- Document the system where appropriate
- Establish operational controls
- Prepare for emergencies

EICC Membership [G4: Human Rights DMA]

In 2010, ON Semiconductor became a full member of the EICC. Since the company had endorsed the tenets of the EICC in December 2008, the progress to becoming a full member was a natural one. In the more than five years as a member, we have published several articles communicating to employees the various activities we have worked on with other member companies. Our employees participate in a variety of EICC programs. The Senior Vice President of Global Quality, Reliability, EHS and Corporate Social Responsibility, Keenan Evans, Ph.D., is a member of the EICC Senior Executive Advisory Committee that advises the EICC Board of Directors on the program's future. We have employees involved in work groups on topics such as carbon reporting, environmental sustainability, conflict minerals, validated audit programs, transparency, anti-corruption, forced labor taskforce, Asia networks and more.

As a full member of the EICC, ON Semiconductor has a strong commitment to the human rights of its employees. ON Semiconductor adheres to the EICC Code of Conduct which covers human rights-related standards including freely chosen employment, anti-trafficking, child and young labor, non-discrimination and anti-harassment and other labor standards. ON Semiconductor also addresses the human rights violations stemming from conflict minerals in the Democratic Republic of Congo and adjacent countries through a conflict minerals policy.

ON Semiconductor's Commitment as an EICC Member

- Establish a management system that supports conformance to EICC Code of Conduct at all ON Semiconductor facilities
- Communicate and require the next tier suppliers to acknowledge and implement the EICC Code of Conduct
- Actively participate in EICC working groups, meetings and audits
- Enhance our compliance level in EICC through:
  - Adopting the EICC Code of Conduct as a supplier code of conduct
  - Demonstrating progress toward conformance to the Code by:
    - Annually assessing member facilities
    - Conducting EICC audits annually for high-risk member facilities
  - Ensuring adoption of the Code (major suppliers):
    - Annually assess supply chain through the EICC self-assessment questionnaires (SAQ) or other risk assessment
    - Conduct on site audits and review audit non-conformance on major supplier facilities (audit 25 percent)

Suppliers' Commitment to ON Semiconductor

- Sign the Conformance Statement to EICC Code of Conduct and adhere to its requirements
- Complete the EICC self-assessment questionnaire (SAQ)
- Perform self-audit/EICC validated audit process (VAP) to ensure the business has implemented the EICC requirement
- Conduct EICC Code of Conduct awareness training for employees and suppliers
- Ensure key suppliers have also signed and adhere to the EICC Code of Conduct as well as conduct awareness training throughout the company

EICC Supplier Training

Along with training all employees at ON Semiconductor on EICC's Code of Conduct, we also provide training to some of our key suppliers on the focus areas of the EICC. As a continued effort in anti-forced and bonded labor in the electronics industry of Malaysia, ON Semiconductor's corporate social responsibility team co-organized a two-session training spanning four days with Motorola Solutions and EMC. An overall

count of 61 participants from 30 companies joined ON Semiconductor for the training. In 2016, ON Semiconductor's key suppliers will receive training on EICC Code Standards: Labor, Ethics, and Management Systems & EICC Course 2: Industry Standards. In doing so, ON Semiconductor aims to mitigate risk by creating dialogue and encouraging capacity building. Through support, guidance and education on EICC standards, suppliers can better understand how to mitigate risk, implement corrective action and make necessary changes throughout their supply chains to better reflect ethical practices.

Management Accountability [G4: 34]

Our corporate social responsibility steering committee comprises leaders from our corporate social responsibility, quality, legal, human resources and environmental health and safety (EHS) teams. The committee is responsible to ensure that a corporate social responsibility system is established, implemented and maintained in accordance with EICC Code, international standards and other guidelines as determined by the organization. Regular review meetings with corporate staff ensure that our strategy continues to be suitable and effective for our growing organization. Results of the review are used to make improvements and are deployed across the company.

Site general managers (GMs), CSR subject matter experts (SMEs) and CSR champions are the site management representatives who ensure the local implementation, maintaining and development of the management system for CSR, labor, EHS and business ethics and associated programs at the facility level.

Responsibility of EICC site representatives (GMs, SMEs and CSR champions):

- Legal and regulatory requirements: Identify, monitor and understand applicable laws, regulations and customer requirements
- EICC risk assessment: Use the self-assessment questionnaire (SAQ) and other risk identification tools

- Performance objectives: Assist with monitoring improvement objectives, targets, and implementation plans to improve social and environmental performance, including periodic assessments, benchmarking and continuous improvement
- Training: Ensure training is conducted on the EICC Code of Conduct through participation in EICC code interpretation, Verite labor and ethics, EICC worker communication classes and/or internally developed training classes which are available for all employee levels of the organization
- Communication: Clear and accurate communication of information through the appropriate internal or external channels
- Audits and corrective action: Any deficiencies in the management system, internal and external audits and appropriate actions are logged in our audit corrective action system

Along with our CSR Steering Committee, GMs, SMEs and CSR champions, all supervisors and employees at ON Semiconductor are expected to uphold the values and practices outlined in the EICC Code of Conduct.

OUR CSR PERFORMANCE

EICC Audits [G4: HR9]

ON Semiconductor assesses its corporate and facility self-assessment questionnaire (SAQ) every year to identify new risks and implement improvement plans or to update responses. Our internal auditors, some of whom are certified EICC auditors, perform internal audits at ON Semiconductor manufacturing sites biennially. The audit criteria cover five main areas based on EICC Audit Protocol including labor, ethics, health and safety, environment and management systems and include corrective actions. In 2015, six out of ON Semiconductor's 20 manufacturing facilities were subject to such audits.

In 2015, nine ON Semiconductor manufacturing sites participated in the EICC validated audit program. Some of our sites also participated in EICC internal audits or customer audits.

EcoVadis Assessment

EcoVadis is an online CSR platform that aims to improve environmental and social practices of companies by leveraging the influence of global supply chains. The assessment is based on four themes including the environment, labor practice and human rights, fair business practices and sustainable procurement. EcoVadis assesses company policies and

practices on aspects such as energy consumption, local pollution, health and safety, labor relations, corruption and bribery and human rights within the supply chain.

In August 2015, ON Semiconductor completed its third EcoVadis Assessment to evaluate the company's CSR initiatives. Overall, ON Semiconductor scored 75/100, giving the company a Gold rating. The significantly improved score also places ON Semiconductor alongside 2 percent of all 150 companies surveyed in the "Manufacturer of Electronic Components or Boards" industry category. Through this result, ON Semiconductor is considered "advanced" in that the company has: a structured and proactive approach to CSR; has policies and tangible actions on major issues with detailed implementation; and significant CSR reporting and performance indicators.
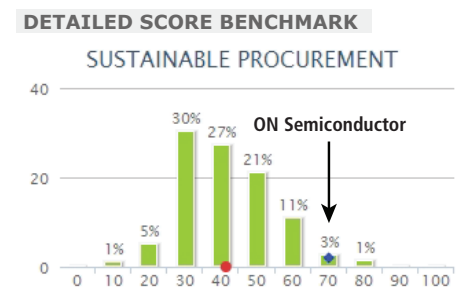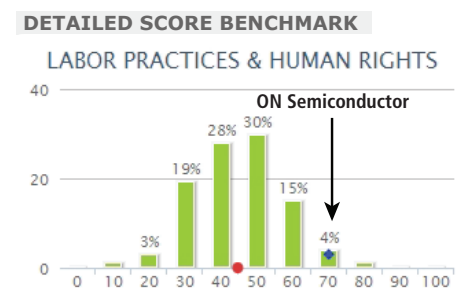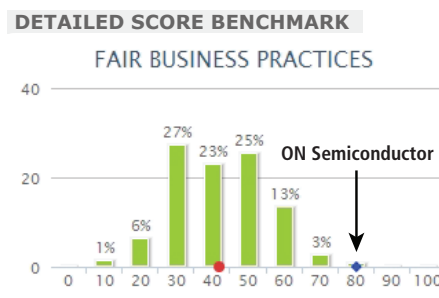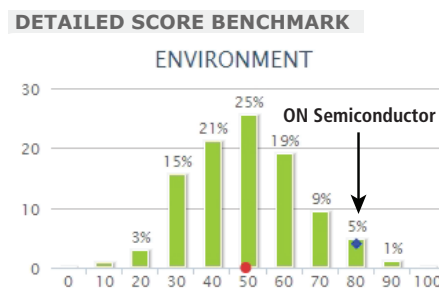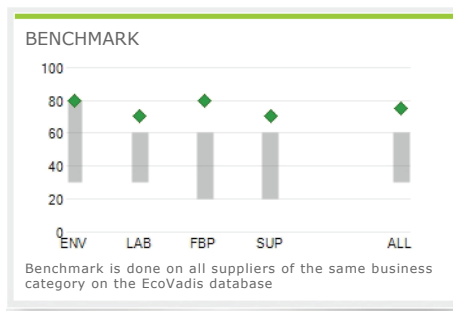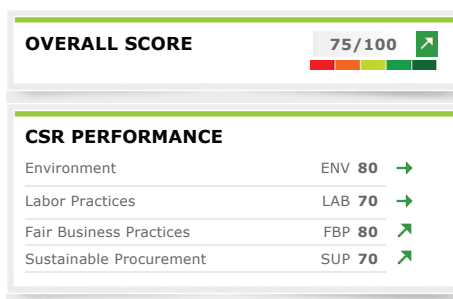
Stakeholder Engagement [G4: 18] [G4: 24 – 27]

ON Semiconductor takes into account the views of our various stakeholders who are invested in the company's operations from economic, social and environmental perspectives. There are a multitude of sources available to our stakeholders to provide ON Semiconductor feedback on the company's performance. The frequency of engagement varies by stakeholder type. By providing opportunities for engagement through sources such as social media, customer scorecards, employee surveys and supplier self-assessment questionnaires, ON Semiconductor is able to listen and learn. Some of the economic, social and environmental areas considered significant to ON Semiconductor's business operations are listed below.

Material Areas

Economic
- Financial health
- Business continuity
- Acquisition
- Innovation
- Cost effectiveness

Environmental
- Environmental compliance
- Energy efficient products
- Air emissions
- Water management
- Recycling

Social
- Worker health and safety
- Ethics
- Conflict minerals
- Diversity
- Professional and leadership development
- Human rights

Aspect Boundaries [G4: 18] [G4: 19 – 21]

ON Semiconductor's Material Issues	Category	G4 Material Aspect	Boundaries		Entities Impacted
			Internal	External	
Conflict minerals	Social	Human rights assessment		X	Suppliers, customers
Ethics	Social	Society	X	X	Employees, suppliers, customers, government
Employee relations	Social	Employment	X		Employees
Professional development	Social	Employment, training and education	X		Employees
Human rights	Social	Human rights assessment	X	X	Employees, suppliers, customers
Worker health and safety	Social	Occupational health and safety	X	X	Employees, suppliers, customers
Diversity	Social	Diversity and equal opportunity	X		Employees
Air emissions	Environmental	Emissions	X	X	Manufacturing sites, local environment
Water management	Environmental	Water	X	X	Manufacturing sites, local environment
Energy efficient products	Environmental	Energy	X	X	Product and manufacturing organizations, customers
Environmental compliance	Environmental	No corresponding general G4 material aspect	X	X	All sites, local environment, local communities
Recycling	Environmental	Material	X		All sites
Cost effectiveness	Economic	No corresponding G4 material aspect	X		Product and manufacturing organizations, customers
Financial health of ON Semiconductor	Economic	Economic performance	X		All sites
Leadership development	—	No corresponding G4 material aspect	X		Employees
Innovation	—	No corresponding G4 material aspect	X	X	All sites, customers
Acquisition	—	No corresponding G4 material aspect	X	X	All sites
Business continuity	—	No corresponding G4 material aspect	X	X	All sites

GOVERNANCE, ETHICS AWARENESS AND COMPLIANCE

At ON Semiconductor, we are dedicated to maintaining high ethical business standards with our employees, customers and other stakeholders. Respect, integrity and initiative are our core values. In living up to ON Semiconductor's core values, we constantly encourage all employees and other stakeholders to lead by example so that we are not only motivating people with a positive Tone at the Top, but also enabling an even more powerful tone that flows throughout the entire organization on a continuous basis. The actions of every employee should reflect an individual and collective effort to create an ethical work environment for our co-workers and business partners.

"ON Semiconductor employees across the entire enterprise are dedicated to achieving success based on fair business dealings and ethical decision-making. Our culture of continuous improvement calls on us to be mindful that we must always find new and better methods to deliver superior performance in every aspect of our culture and operations, especially with respect to compliance, ethics and corporate social responsibility."

Sonny Cave, Executive Vice President, General Counsel, Chief Compliance and Ethics Officer, Chief Risk Officer and Corporate Secretary

Corporate Governance [G4: 34]

All business conducted at ON Semiconductor by employees, managers and officers is under the direction of the chief executive officer and the oversight of the Board of Directors. The Board has at least five scheduled meetings annually at which the Board and its various committees review and discuss reports by management and the performance of the company. The company's corporate governance principles further set forth certain requirements under which the Board and management operate.

Board Structure [G4: 34] [G4: LA12]

Governance Practices	2015
Total board size	10
Independent directors	9
Women on the board	1
Age limit	75 years old
Board breakdown by age and gender	1 female, 9 male Ages: 53, 54, 57, 60, 60, 60, 62, 67, 68, 72
Number of board meetings annually (breakdown by committee)	
• Audit committee	Quarterly at minimum
• Compensation committee	Twice per year at minimum
• Corporate governance and nominating committee	Twice per year at minimum
• Executive	As deemed appropriate
• Integration oversight	As deemed appropriate
• Science and technology	As deemed appropriate
Taxes paid to government	SEC Form 10-K

Diversity category	Composition
Male	90%
Female	19%
Under 30 years	0%
30 – 50 years	0%
Over 50 years	100%
Minority groups	N/A

To learn more about our committees, please see our company's governance website.

Monitoring and Oversight

[G4: 34] [G4: S03]

The chief compliance and ethics officer (CCEO), in conjunction with the Corporate Compliance and Ethics Committee, assistant compliance and ethics officers, compliance and ethics liaisons (CELs) positioned globally, corporate internal audit, corporate social responsibility and EICC, and enterprise risk management promote and ensure the effectiveness of our compliance program.

We are committed to responding appropriately to any concerns raised internally or externally regarding compliance with requirements and expectations contained in our Code of Business Conduct, the EICC Code of Conduct or any relevant laws or regulations. We investigate concerns and implement appropriate remedial actions to maintain such compliance.

Assessing our Operations [G4: S03]

ON Semiconductor also assesses risks related to our operations. The company lists 20 manufacturing locations around the world in its 2015 SEC 10-K filing. All locations were initially considered when risk was assessed and continue to be assessed on an ongoing basis. Since the company sells its products around the world, the risk assessment is based on location and types of customers.

While no significant risks were identified, some areas presented a greater risk than other areas. In assessing the risks related to corruption, a major factor is the ranking of the country in which the factory is located according to the Transparency International Corruption Perceptions Index. For the nine countries in which the company has factories, two countries (the Philippines and Vietnam) were in the lower half of the 2015 country rankings (the latest data available when the assessment was undertaken). Additionally, the company has a greater risk with customers in China because a number of electronics manufacturers are state owned enterprises and their employees are likely government officials under the United States Foreign Corrupt Practices Act.

The Corporate Compliance and Ethics Program

The Corporate Compliance and Ethics Program at ON Semiconductor is designed to assist the company in preventing, detecting and responding to unethical or illegal conduct and to promote a culture at ON Semiconductor that encourages ethical conduct and a commitment to compliance with the law. The Audit Committee of the Board regularly oversees and reviews the company's Corporate Compliance and Ethics Program. The Board is also informed of the state of this program and individual incidents on a regular basis.

The Corporate Compliance and Ethics Program is also designed to serve as a procedural framework for enhancing and monitoring our compliance with the Code of Business Conduct (Code), the policies referenced in the Code and all other rules or regulations governing the company and its worldwide operations.

Additionally, the Corporate Compliance and Ethics Program is structured to comply with, among other laws and regulations, the requirements of the Sarbanes-Oxley Act of 2002, the Foreign Corrupt Practices Act of 1977, the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and the Listing Rules of NASDAQ Stock Market, Inc.

Compliance and Ethics Allegations and Requests for Advice

Legend: Total No of Allegations; Requests for Advice (2014, 2015)

Anonymity of Report

Legend: Anonymous; Non-Anonymous (2014, 2015)

Allegations Substantiated

Legend: Subtantiated; Not Subtantiated (2014, 2015)

Source of Report

Legend: CCEO, Assistant CCEO, CEL, Hotline, HR, Security, Legal, Other (2014, 2015)

2015 CCEP and EICC Conference in Phoenix, Arizona

From October 27-30, 2015, leaders of the ON Semiconductor Corporate Compliance and Ethics Program (CCEP) and CSR team hosted a cross-functional compliance and ethics conference in Phoenix, Arizona. The conference was attended by site compliance and ethics liaisons, CSR champions and subject matter experts, along with certain members of security, human resources, information technology and internal audit. Participants heard presentations from senior leadership and others on various compliance and corporate social responsibility topics. Highlights included a panel discussion led by the corporate executive team, as well as guest presentations from EICC Executive Director, Rob Lederer, George W. Romney Endowed Professor and Professor of Ethics and Leadership in the Marriott School of Management at Brigham Young University (BYU), Brad Agle, Ph.D. and Managing Director of Black Belt Compliance, LLC, David Birk.

Global Compliance and Ethics Week

Every year, ON Semiconductor celebrates Global Compliance and Ethics Week, which coincides with The Society of Corporate Compliance and Ethics (SCCE) and the Health Care Compliance Association (HCCA)'s Corporate Compliance and Ethics Week. The event is an opportunity for companies to highlight the importance of ethics and compliance in the workplace. ON Semiconductor showcases the advancements of its Corporate Compliance and Ethics Program and reinforces what employees learn during the annual Code of Business Conduct rollout. The week provides awareness, recognition and reinforcement of our Corporate Compliance and Ethics Program as well as location-specific learning activities and celebrations.

Ethics Awareness and Compliance Training [G4: 56] [G4: HR2]

Code of Business Conduct

The Code is a critical part of the company's Corporate Compliance and Ethics Program. Every year, ON Semiconductor requires all members of the Board of Directors and employees to read, understand and comply with the updated Code, complete training which includes a standalone information security awareness training module and also an EICC training module and sign the related acknowledgements.

The Code embodies ethical guidelines for all employees to apply to day-to-day business dealings and personal activities that relate to the company. It is available for employees to review in 13 different languages to make it easily accessible to employees where we do business. The most
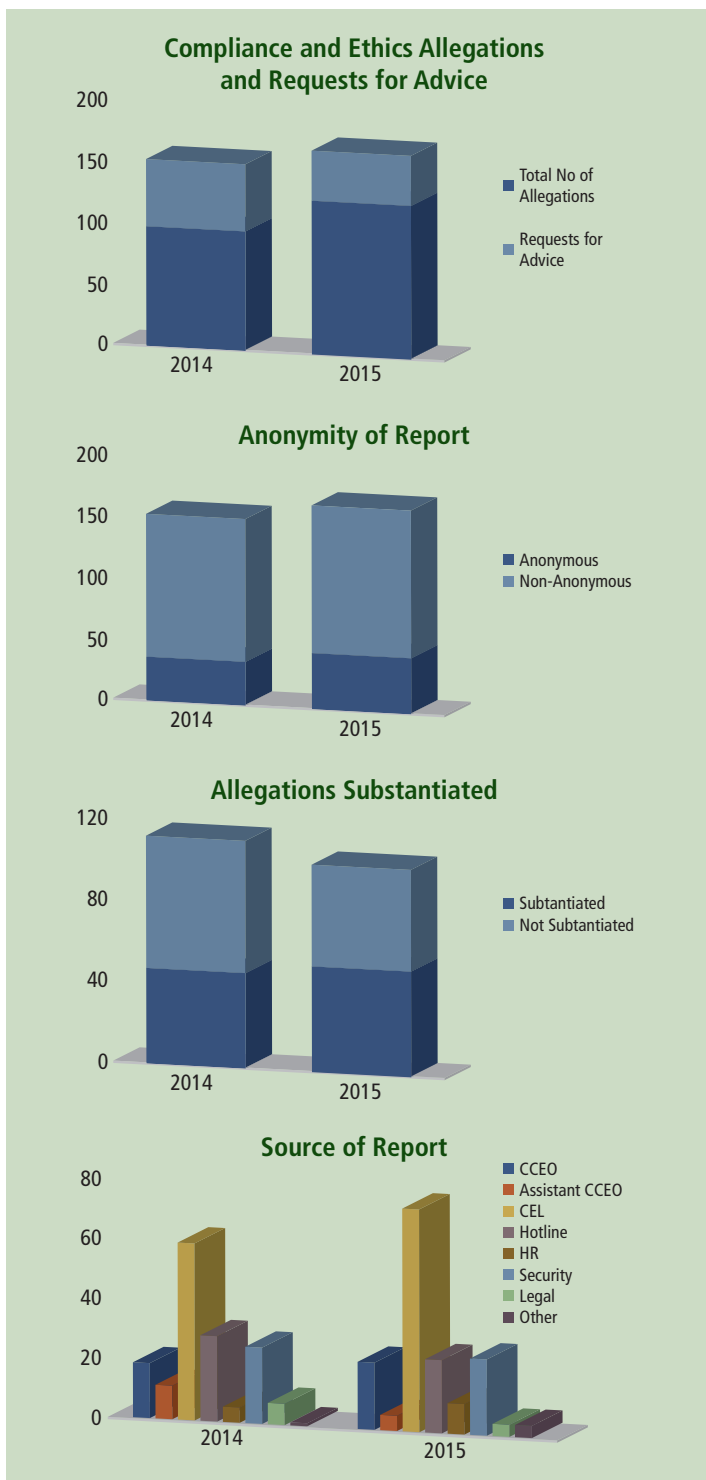
recent company-wide training took place in February 2015. The company achieved an overall 99.97 percent completion rate.

The Code can be viewed online on the ON Semiconductor website.

Supplemental Compliance Training [G4: SO4]

Between Code of Business Conduct training cycles, the company also requires managers and other select individuals to complete additional compliance related training courses such as anti-corruption, anti-harassment/anti-discrimination and other topics. Having a strong compliance and ethics culture is vital to the success of our company. Maintaining and strengthening a vigorous corporate ethical culture will mitigate risks, make our company a great place to work, improve our business and financial performance, protect our company's reputation and goodwill and provide a competitive advantage in the market.

In 2015, ON Semiconductor continued its risk assessments of third parties, reviewed its gifts/entertainment policy and launched an online training module that is taken by all employees who might come in contact with government officials. In total all Board members and 98.07 percent of the 7,313 employees selected completed the anti-corruption training. The employees selected for the training make up approximately 30 percent of our employee population. ON Semiconductor also achieved a 98.84 percent completion rate for the anti-harassment/anti-discrimination training in 2015.

EICC Training

ON Semiconductor launched a mandatory EICC industry standards training for all employees in February 2015. The training covers issues central to the EICC, such as labor standards, environmental sustainability, conflict minerals, etc. CSR worked with site CSR champions and regional subject matter experts to roll out the training to all of our sites. ON Semiconductor also provided this training to some of our key suppliers. In total, 99.91 percent of ON Semiconductor employees completed the training in 2015.

Information Technology Security Awareness Training

ON Semiconductor takes information technology security very seriously as we protect information; whether it be customer, employee, or intellectual data from unauthorized access, use, disclosure, disruption, modification, inspection or destruction. By requiring a mandatory information security awareness training, ON Semiconductor reduces the potential risk to our information network against individuals or groups who may compromise important data. In 2015, we achieved a 99.96 percent completion rate for the information security awareness training.

Public Policy and Activities

ON Semiconductor supports public policies that encourage the innovation, investment and open markets necessary to advance the company's vision of driving energy efficient innovations that empower its customers to reduce global energy use. ON Semiconductor's public policy program reflects its profile as a global company that is headquartered in the United States with regular interaction with many governments around the world. Much of the company's public policy advocacy is performed through the U.S. Semiconductor Industry Association (SIA), although the company is also a member of local associations in the regions in which it operates.

ON Semiconductor has been an active participant in the World Semiconductor Council (WSC), an organization composed of the world's leading semiconductor industry associations from China, Chinese Taipei, Europe, Japan, Korea and the United States. The organization meets annually at the CEO level to make recommendations to governments and authorities on issues such as expanding the global market for information technology products by promoting fair competition, sound environmental and health/safety practices, intellectual property rights and open markets.

Among the public policies that ON Semiconductor supported in 2015 were the following:

- The Information Technology Agreement (ITA) — In December 2015, trade ministers from over 50 countries agreed to expand the ITA and thereby eliminate tariffs on approximately $1.3 trillion in annual global exports of information and communications technology products, thus lowering the cost of these products for consumers. The original 1996 ITA eliminated tariffs ON Semiconductors, computers and telecommunications equipment, but with the explosion of global trade in IT products and with technology advances creating products that did not exist in 1996, the need to update the ITA became increasingly paramount. The 2015 expanded ITA includes products such as high-tech medical devices, video game consoles and GPS devices as well as multi-component integrated circuits, the latest generation of semiconductor packages.

- Environmental Goods Agreement (EGA) — The World Trade Organization is currently negotiating an EGA to eliminate tariffs on environmental goods. The World Semiconductor Council is seeking to include semiconductor-enabled energy efficient products in the EGA. The UN Environment Programme has noted that global electricity consumption is expected to grow 60 percent by 2030, primarily due

to the accelerated use of inefficient appliances and equipment such as room air conditioners and domestic refrigerators in developing countries and that shifting markets to efficient appliances can reduce global carbon dioxide emissions of 1.25 billion tons each year. Eliminating tariffs on efficient appliances can encourage this market shift.

- Stopping counterfeit semiconductors – Counterfeit semiconductors are unreliable and can fail at any time. The semiconductor industry has found counterfeits in air bags, train braking systems, and other applications where a failure can have serious health or safety consequences. In 2015, ON Semiconductor assisted law enforcement to identify and prosecute brokers of counterfeit goods.

Political Contributions [G4: S06]

In the U.S., companies and other organizations are allowed to organize Political Action Committees (PACs) to support political candidates with funds contributed by qualified employees. ON Semiconductor has chosen not to have a PAC and did not make any political contributions in the company's name in 2015.

Ethics Hotline

ON Semiconductor has a Corporate Compliance and Ethics Program designed to prevent and detect violations of its Code of Business Conduct, other standards of conduct and the law.

If employees have a concern of this nature, they may report it anonymously or otherwise using the Ethics Hotline which is available for employees by phone toll-free, 24 hours a day, seven days a week. Translators are available in all languages where ON Semiconductor does business. Alternatively, questions and reports may be made to the Ethics Hotline online. Except as restricted by law, employees may make reports to the Ethics Hotline anonymously. Our company makes it clear to employees that it will not retaliate against anyone who raises a concern in good faith.

U.S. and Canada
1-800-243-0186

All Other Locations
AT&T country access code + 800-243-0186.
However no access code is required for China, Hong Kong, Korea, Slovenia and Thailand.

Online
https://onsemiconductor.tnwreports.com/

At ON Semiconductor, we are dedicated to providing a safe and healthy workplace and to preserving our environment for future generations. Responsible workplace and environmental practices are vital to the success of our business.

Integrating Sustainable, Healthy and Safe Practices to Strengthen Our Internal and External Communities

OUR PLANET: ENVIRONMENTAL STEWARDSHIP

Environmental Sustainability
[G4: Environmental DMA] [G4: EN27] [G4: EN31]

At ON Semiconductor we are committed to supporting a greener world by reducing our carbon footprint, actively conserving resources and effectively partnering with like-minded customers and industry organizations. With an in-house team dedicated to sustainability excellence, ON Semiconductor has achieved marked successes within our many conservation programs. Responsible environmental practices are vital to the success of our semiconductor device manufacturing business. ON Semiconductor continually invests in engineering and administrative controls to prevent environmental pollution. Waste disposal, air emissions and industrial waste water emissions are controlled to meet or exceed legal requirements. Before discharge, air and industrial waste water emissions are treated using the most effective technology. Employees are trained to conduct procedures to prevent damage to the environment.

Environmental Management

Procedures for our environmental management conform to ISO 14001 (Environmental Management Systems) certification. Compliance with and certification to ISO 14001 provides ON Semiconductor with a competitive advantage as it uses its flexible manufacturing network to meet the needs of customers around the world. External environmental aspects such as communication and third party auditing are emphasized under ISO 14001.

Conservation

Each of ON Semiconductor's factories is engaged in multiple sustainability projects aimed at conserving water, electricity and fuel. Our worldwide manufacturing operations have well established recycling and waste minimization programs in place. Ongoing sustainability programs include:

- Reusing rinse water in our fabs
- Reducing water flow during equipment idle periods
- Reducing electricity use

- Installation of energy efficient tools and illumination fixtures
- Preventing equipment leaks
- Reducing chemical use via process optimization
- Recovering heat from boilers
- Recycling metal and paper products
- Balancing our air streams

Waste Management [G4: EN23] [G4: EN25]

Total waste is the sum of 'hazardous waste' and 'non-hazardous waste' that is generated from all activities (manufacturing and non-manufacturing). Total waste includes both solid and liquid waste, but does not include gaseous emissions, wastewater discharges or any wastes associated with on-site wastewater treatment.

The amount of total waste reused, recycled and incinerated in 2015 was 7,142,259 kilograms, while landfill was 6,365,051 kilograms. Total hazardous waste transported was 3,838,857 kilograms.

Reclaim and Recycle

During 2015, approximately 970 metric tons of scrap materials and 1,800 pounds of precious metals from the company's worldwide manufacturing facilities were processed, sorted and sold for reuse. The reclamation of these materials recouped more than $23 million.

Water Management [G4: EN8 – 10]

ON Semiconductor's conservation and consolidation projects reduced water consumption by 52 percent in 2015 compared to the annual consumption in 2011, achieving the long-term reduction target.

In total, ON Semiconductor withdrew 9,029,967,913 liters of water and recycled or reused 4,068,860,814 liters (45 percent of total quantity withdrawn).

At one of our manufacturing sites in Seremban, Malaysia, wastewater was processed through ultra filter and reverse osmosis (RO) systems to remove saw dust and reduce the chemical oxygen demand (COD) from

surfactant. The filtered water was recycled to production with a total of 162,401,000 liters of water saved in 2015.

The ON Semiconductor Vietnam manufacturing site (OSV) saved 7,300,000 liters of water by using RO reject water for sanitary flushing in restroom commodes from August 2013 through December 2015.

### *Water Conservation:*

2015 Objective 17,550,977,936
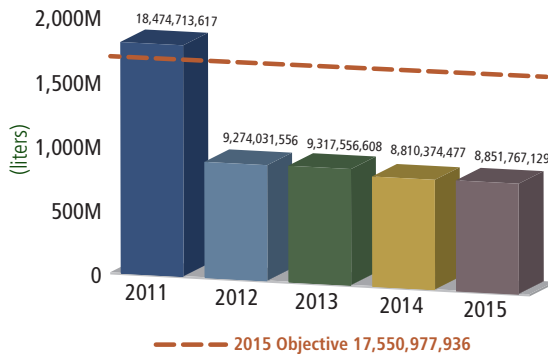
Energy Consumption [G4: EN3] [G4: EN6]

ON Semiconductor's conservation and consolidation projects reduced total energy consumption by 9 percent in 2015 compared to the annual consumption in 2011, achieving the long-term reduction target. Compared to 2014, there was a 0.33 percent reduction in energy consumption at ON Semiconductor wafer fabs and 0.26 percent reduction at assembly and test sites. In 2015, ON Semiconductor's total energy consumption was 992,661,602 kWh, with electrical and fuel consumption (from non-renewable resources) being 883,506,661 kWh and 392,959 gigajoules respectively.

The Pocatello, Idaho nitrogen plant was significantly oversized and presented a significant energy and cost savings opportunity. In 2015 the air compressor serving the nitrogen plant was downsized to align with actual nitrogen and compressed air needs. This modification yielded a 4.35 percent site power reduction or 2,671,000 kWh/year energy savings, $133,550 annual cost savings and a $480,780 energy efficiency check from Idaho Power.

The Shenzhen, China site was equipped with two fixed-speed chiller units. Usually in winter season the cooling load is far lower than the capacity of one chiller unit. This mismatch caused a huge energy waste. In 2014, a Variable Speed Drive Chiller was installed. The chiller with VSD can adjust the motor speed according to the actual load. This change resulted in a total of 207,571 kWh annual electrical energy savings in 2015.

Energy Conservation:

2015 Objective 923,145,035
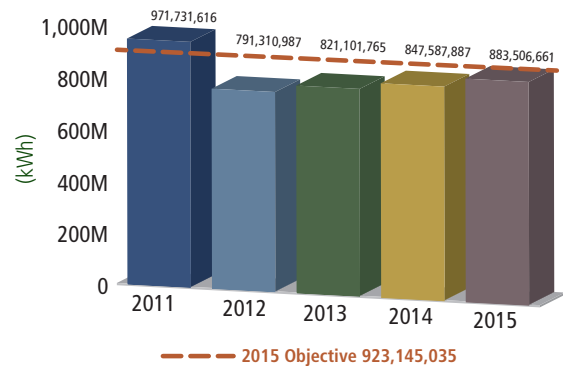
Air Emissions [G4: EN19]

ON Semiconductor is dedicated to reducing energy consumption and overall carbon footprint annually. Carbon emissions were reduced by 12 percent in 2015 compared to the annual consumption in 2011, achieving the long-term reduction target.

Fifty-four projects completed in nine countries reduced electricity consumption by change in process, conversion and retrofitting of equipment. 2015 energy indirect reduction in GHG emissions was 22,742 metric tons of CO_2 equivalent.

Carbon Emissions (million metric tons carbon equivalent)

2015 Objective 0.146649714
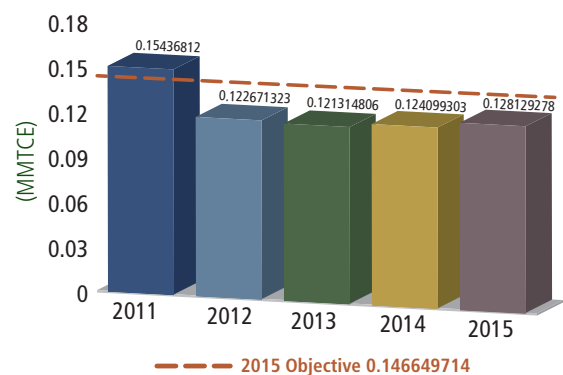
Our company is concerned about the environment and recognizes that commuting can be costly, so we reward employees who take advantage of various commuting options. This includes vanpooling, carpooling, bus/rail travel and bicycle use. Incentives at various sites may include:

- Vanpooling: ON Semiconductor gives each employee a monthly subsidy for participation in a vanpool and in some locations vans can take advantage of covered parking

- Carpooling: In some locations carpoolers get preferred parking
- Bus/Rail: ON Semiconductor gives each employee a monthly subsidy for bus or rail fare to and from work
- Bicycling: In some locations, locked bicycle storage areas and onsite showers for those employees who ride their bikes to and from work are provided
- Electric cars: Charging stations are available at some of our locations

Many of our global sites offer various types of employee trip reduction plans. Monthly subsidies are established by site budget and may vary from location to location depending on local regulatory trip reduction requirements.

2015 Highlights

Chemical Disposal

Our Niigata, Japan manufacturing site implemented several projects in 2015 to reduce chemical consumption.

- Chemical reduction of mixed acid etchant: Mixed acid etchant consumption was reduced by creating an in-house chemical composition tuning system. The new system controlled the chemical composition by adding vaporized chemical. The chemical-life, defined by the etching characteristic was extended. This improvement resulted in a 27,780 kilograms annual chemical reduction.

- Facility chemical reduction: The Niigata factory implemented a tight PH control system to inhibit organic compound growth in acid exhaust scrubber equipment. This change eliminated the need for an annual clean procedure that used cleaning chemicals and also improved the safety of equipment maintenance employees. This improvement resulted in 60 liters per year in chemical reduction.

Sustainability objectives: 2016 – 2020

Area of Focus	Goal
Carbon emissions	5% reduction
Energy consumption	5% reduction
Water consumption	5% reduction
Chemical consumption	
• Facilities chemistry	5% reduction (absolute)
• Manufacturing chemistry	3% reduction (normalized)

OUR PEOPLE: EMPLOYEE RELATIONS

ON Semiconductor promotes a mutually rewarding partnership that creates a customer-oriented organization, encourages innovation and teamwork and rewards achievement. Employees around the world are collaborating to develop new technologies, energy efficient solutions and more efficient ways to do businesses.

"At ON Semiconductor, we believe our company's vision, values and culture afford opportunities to all employees. We develop and empower our employees to lead in their workplace. It is by working together, as one global team that will drive success. By continuing to cultivate a diverse and empowering workplace, ON Semiconductor will meet the needs of all our stakeholders – employees, customers, suppliers and shareholders around the world."

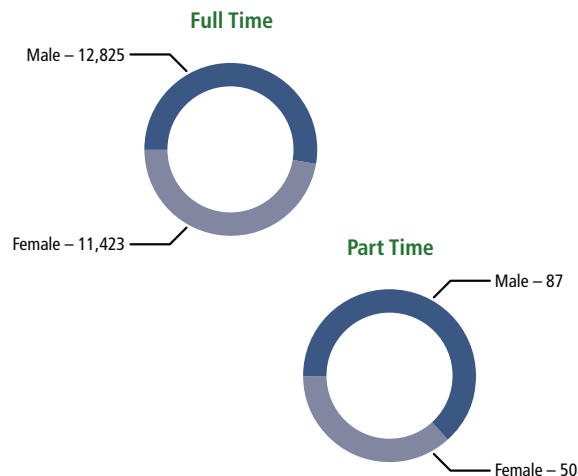*Tobin Cookman, Senior Vice President, Human Resources*

Overview

Our global community of employees is based in locations around the world with major facilities in the U.S., Belgium, Canada, France, Ireland, Slovak Republic, Czech Republic, Japan, China, Malaysia, Vietnam and the Philippines. We have approximately 24,500 employees in total, with about 800 based at our corporate headquarters in Phoenix, Arizona. We continue to focus on retaining and hiring the best and the brightest globally.
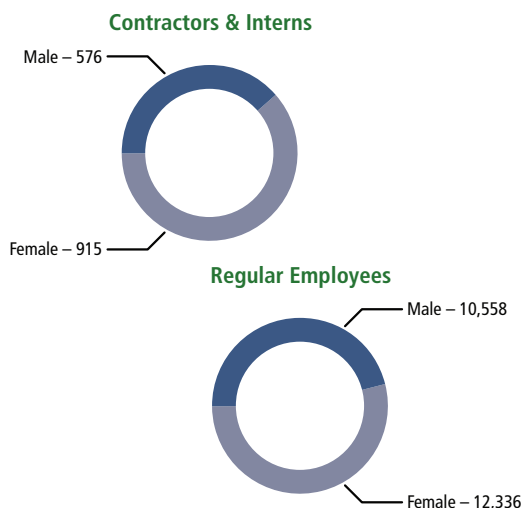
Global Employment Summary
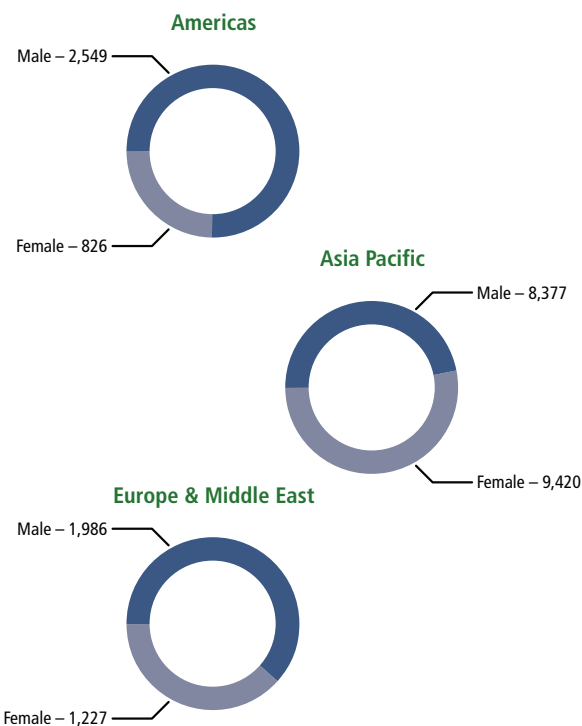
[G4: EC10] [G4: LA1] [G4: LA12]

Global Employment by Contract and Gender

Contractors & Interns

Male – 576
Female – 915

Regular Employees

Male – 10,558
Female – 12,336

Global Employment by Contract and Age

Contractors & Interns

Under 30 yrs – 80%
Over 50 yrs – 2%
30-50 yrs – 18%

Regular Employees

30-50 yrs – 50%
Over 50 yrs – 15%
Under 30 yrs – 35%
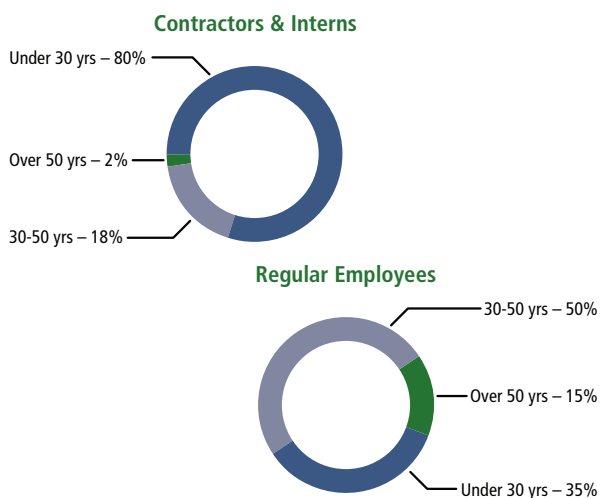
The headcount for contractors only includes those who are on ON Semiconductor's payroll.

Permanent Employees by Employment Type and Gender

Full Time

Male – 12,825
Female – 11,423

Part Time

Male – 87
Female – 50

Global Employment by Region and Gender

Americas

Male – 2,549
Female – 826

Asia Pacific

Male – 8,377
Female – 9,420

Europe & Middle East

Male – 1,986
Female – 1,227

All data on employment by contract and gender; permanent employees by employment type and gender; and global employment by region and gender is as of December 31, 2015.
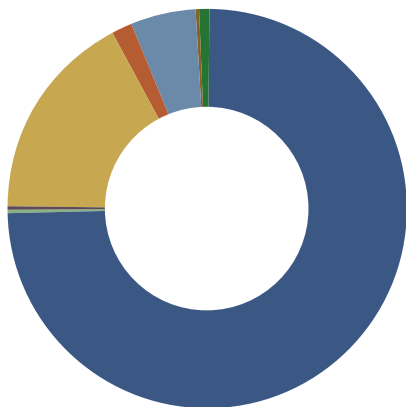
Employee Turnover by Gender and Age

Under 30 Years
- 168
- 48
- 1,355
- 2,013
- 48
- 44

Between 30 – 50 Years
- 136
- 55
- 468
- 487
- 62
- 43

Over 50 Years
- 114
- 52
- 41
- 36
- 21
- 15

Americas
■ Male
■ Female

Asia Pacific
■ Male
■ Female

Europe and Middle East
■ Male
■ Female
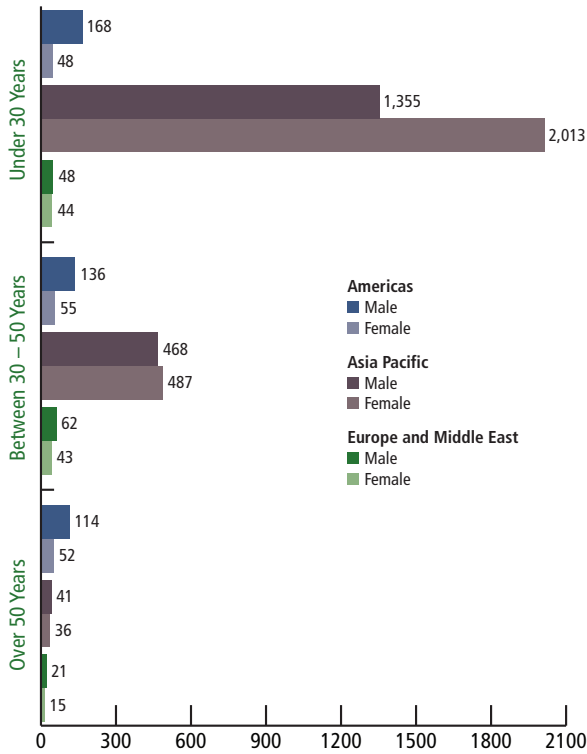
All data on turnover by gender and age is from January 1, 2015 – December 31, 2015

Minority Groups

- ■ 0.3% American Indian or Alaskan Native
- ■ 17.0% Asian
- ■ 1.8% Black or African American
- ■ 5.1% Hispanic or Latino
- ■ 0.4% Native Hawaiian or Other Pacific Islander
- ■ 0.8% Two or More Races
- ■ 74.4% White
- ■ 0.2% Unidentified

All data on minority groups is for the U.S. only as of December 31, 2015

Commitment to Diversity

As a company, we celebrate differences and promote an inclusive environment by valuing the contributions of all employees. Our knowledge of diversity goes beyond race, ethnicity and gender. Diversity is about understanding and embracing the unique differences, talents and perspectives of employees, customers and suppliers. We promote an inclusive environment and support the diversity of thinking that results from the differences in experiences, knowledge, culture, customs and background of all employees. Diversity of thinking helps us continue to encourage the creativity and innovation necessary for ON Semiconductor to maintain a competitive advantage in the global marketplace.

Senior Leader Diversity and Inclusion Council

As an ongoing effort to promote greater diversity and inclusion within ON Semiconductor, the company recently launched a Diversity and Inclusion initiative in the United States, which will be sponsored and governed by a Senior Leader Diversity and Inclusion council. The council will play a pivotal role in providing leadership, direction and support. Areas of focus for the council will include workplace inclusion, workforce diversity and community partnerships.

To advance this important initiative, the council will sponsor affinity network groups. These groups will help facilitate networking, cultural awareness, encourage recruitment, provide employee development and retention along with increased collaboration and innovation. ON Semiconductor's first official affinity network groups are Women's Leadership and STEM UP (Science, Technology, Engineering and Math for under-represented populations). Additional affinity network groups are anticipated to evolve as a result of business and employee needs.

We believe a commitment to diversity and inclusion is a commitment to all employees as well as a winning business strategy. For us, this means that employees are empowered to make decisions, coworkers treat each other with dignity and respect, and all people including customers, suppliers and the communities we come into contact with are valued.

Women's Leadership Council

In the spirit of employee development and in combination with diversity recognition, ON Semiconductor's leadership team has been expanding the women's leadership initiative since its inception in 2014. While beginning with the corporate office location, we have held events in Arizona, California and Europe throughout 2015 and hope to expand to Asia in 2016.

ON Semiconductor strongly believes that female and male employees can both benefit from exploring and addressing some of the unique challenges that women face. We encourage participation from anyone who has an interest.

Some topics that we cover through our networking events, conferences, recruiting events, guest speakers, book clubs and lunch-and-learns include:

- Learning how leading companies utilize the expertise of both men and women to achieve success
- Understanding the importance of setting up structures and strategies to ensure that women are considered for advancement
- Preparing for supporting women's efforts through mentorship, sponsorship, marketing and other activities
- Exploring issues of creating a life of well-being and wisdom as a female leader
- Interacting with other professionals who are involved in advancing women

Equal Employment Opportunity [G4: LA13]

ON Semiconductor is an equal opportunity employer. The company maintains policies and practices that are designed to prevent discrimination against any qualified applicant or employee to the extent prohibited by federal, state and local laws and regulations. By way of example, discrimination on the basis of race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, disability, medical condition, genetic information and status as a Vietnam-era or special disabled veteran or other protected status is prohibited.

This policy of non-discrimination applies to all employment practices, including hiring, placement, promotion, compensation, benefits, training and termination. Equal opportunity can only be achieved through leadership, commitment and implementation of ON Semiconductor's Diversity and Affirmative Action programs.

Benefits Offered [G4: EC3]

To learn more about benefits offered by ON Semiconductor, see our Regional Benefits Summaries online and the company's SEC Form 10-K.
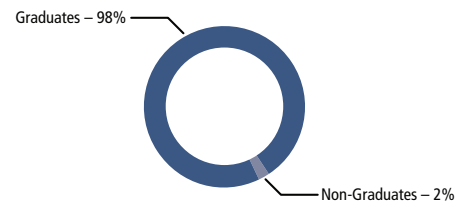
Recruitment [G4: LA1]

ON Semiconductor proactively seeks new candidates to add to our innovative and customer-oriented organization. We continually look for talented candidates who desire challenging, empowering and engaging careers. To further diversify our workforce, we proactively seek university graduates who will bring diverse perspectives and knowledge to the company.

Global Managers by Gender

Male – 81%
Female – 19%
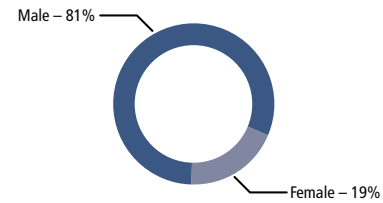
Data on global managers by gender is as of December 31, 2015

University Hires Globally

Graduates – 98%
Non-Graduates – 2%

New Hires Globally by Gender and Age

Under 30 Years
257
69
1,564
1,954
110
45

Between 30 – 50 Years
137
55
487
379
67
30

Over 50 Years
61
38
18
0
6
1

Americas
Male
Female
Asia Pacific
Male
Female
Europe and Middle East
Male
Female

0   300   600   900   1200   1500   1800   2100
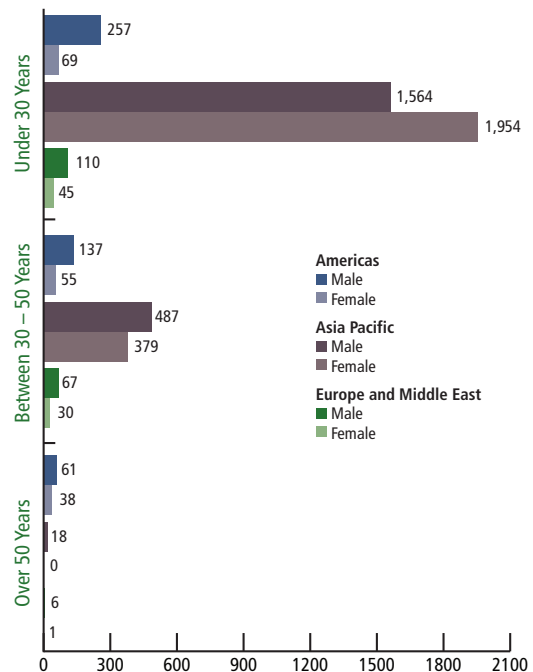
All data on turnover by gender and age is from January 1, 2015 – December 31, 2015

Internal Transfers and Promotions

In addition to our external recruiting efforts, ON Semiconductor looks within the company for new ways that current talent can contribute to our operations. We support transfers and promotions so employees can gain further experience while taking on a new role or responsibility locally or globally. Of all employees promoted, males and females constituted 68 percent and 32 percent respectively in 2015. In relation to transfers to new positions or new departments within the company, males and females constituted 22 percent and 78 percent respectively.

Promotions Globally by Gender

Male – 68%

Female – 32%

Transfers Globally by Gender

Male – 22%

Female – 78%
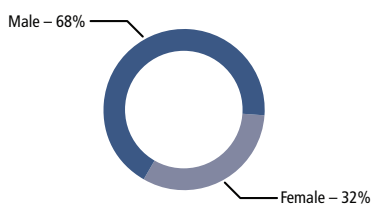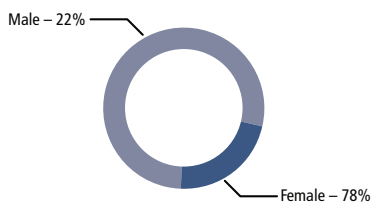
All data on promotions and transfers globally by gender is as of December 31, 2015

Employee Learning and Development Programs [G4: LA10]

Employee learning and development programs aim to ensure that all employees have the skills necessary to complete their work safely, ethically and efficiently, while also ensuring that our critical talent pipelines can meet our future needs.

All new employees go through the new employee orientation to familiarize them with all aspects of the company, including operations, strategies and expectations. This training also includes environmental health and safety awareness as well as our expectations for ethical conduct.

Our ON Semiconductor Leadership Development Program is focused on developing leaders to drive continuous improvement of company performance in the marketplace and workplace. ON Semiconductor expects leaders to actively participate in personal development and to develop others in the organizational culture built on respect, integrity

and initiative. Development is focused on five key competencies including strategic vision, interpersonal effectiveness, communication skills, talent management and business acumen.

As part of our on-going efforts to equip managers with the tools necessary to become effective leaders, ON Semiconductor has developed a series of mandatory educational trainings for all managers, compliance and ethics liaisons (CELs), human resources and law department professionals within the company. These trainings cover a variety of compliance and management related topics and are aimed at improving the overall quality, performance and education of our management teams.

Regional Training and Knowledge-building

ON Semiconductor offers a variety of knowledge-building opportunities to candidates within the Philippines:

- On-the-job training: For workers who are enrolled in a program at an educational institution and work as a trainee in an occupation or profession to gain practical experience and satisfy academic requirements of on the job training (based on prescribed duration mandated by school).
- Apprenticeship: This refers to a worker who is covered by a written apprenticeship agreement with an individual employer or any of the entities recognized under the chapter. Apprenticeships shall not exceed six months.
- Cadetship: This refers to a fresh graduate employed who undergoes training on the basics of semiconductor manufacturing and becomes a ready-now replacement for ON Semiconductor's future manpower requirements (specifically for critical engineering positions)

Employees in China, Vietnam, Korea, Japan, Thailand, Taiwan and Eastern Europe are offered the Global English Program (GEP), which encourage the use of English in daily work by creating English related activities for employees.

Other trainings available to groups of employees include the training provided through the Sales and Marketing University, Skillsoft, Six Sigma and classes based on effective communication, time management, presentation skills, program management and more.

Education Assistance

ON Semiconductor offers an educational assistance program to encourage employees to increase their technical competence and deliver value-added contributions toward company objectives by pursuing professional

development through continued education. Employees may receive assistance for courses, certification programs and degrees for furthering their formal education. The courses, certification programs and degree programs covered under this policy must meet certain criteria established by ON Semiconductor.

Employee Engagement

ON Semiconductor values its most important asset – our employees. We conduct surveys to measure the level of employee engagement and to gain employee perspective on potential improvement points. In September 2015, we partnered with the National Business Research Institute to conduct the companywide employee engagement survey to ensure valid data gathering and analysis and survey results that truly represent the feelings of our employees. All employees were given the opportunity to confidentially communicate feedback regarding their work environment, work relationships, job responsibilities, ethics, culture and the company. In 2015, we received over 21,000 submissions indicating an 87 percent participation rate.

Overall, our company employee engagement score is above industry average and future goals are focused on obtaining results at best in class levels. In comparison to 2013 results, 14 of the 15 categories surveyed demonstrated an increase in score, while one remained stable and one was new. The highest scoring topic was values and ethics.

Recognizing our Employees [G4: LA11]

In order to recognize individuals and groups who make clear differences to our company and stakeholders, we offer our employees a variety of reward and performance recognition programs including competitive base salaries, performance based cash and equity awards, an employee stock purchase plan (subject to location), comprehensive health care plans and company contributions to retirement plans to ensure our employees have the means to adequately prepare for life after ON Semiconductor. All ON Semiconductor employees received a performance appraisal in 2015.

Health and Safety

Overview

At ON Semiconductor, we are committed to providing a safe and healthy workplace and preventing injury and ill health. A healthy and safe workplace is vital to the success of our business.

ON Semiconductor's safety standards provide requirements that are applicable to all manufacturing facilities globally. This global management system allows us to continuously maintain and improve health and safety work areas. All facilities develop objectives and targets relating to preventing chemical exposure, reducing the potential for accidents, assisting employees in developing healthy lifestyles, improving training and communication among other appropriate areas. Procedures regarding the following areas are standardized throughout the company, and facility information is shared with all sites to promote a transparent and reliable culture that further mitigate risk:

- Emergency preparedness and response: chemical spills, injury, emergency egress and fire response
- Hazardous materials: shipping, receiving and transporting, accumulation and storage, hazardous waste treatment and decommissioning of contaminated chemicals
- Industrial hygiene and health resources: heavy metals, ergonomics, hearing conversation, ionizing radiation, laser and radio management and medical restrictions
- Safety: equipment and electrical safety, evacuation program, fire protection, vehicle safety, office and space safety, personal protective equipment program, drinking water protection, toxic and flammable gases, and process safety management

We continually strive to educate our employees on how to conduct their work in a healthy and safe manner. In April 2015, ON Semiconductor launched a safety culture transformational program to engage all ON Semiconductor employees and result in a working environment free of unsafe conditions and acts where no-harm philosophy prevails.

To improve safety culture all manufacturing sites have developed five-year plans following the principles of a corporate master program while respecting their own specifics and regional culture. Progress toward defined milestones is tracked periodically.

The importance of safety at non-manufacturing sites is the same as that of manufacturing sites, even though the number and level of risks are different. As a result, corporate EHS launched a campaign to communicate safety culture improvement matters to non-manufacturing sites in January 2016. The commitment by each employee to conduct and manage work in a safe manner will ensure that ON Semiconductor's vision of a working environment free of unsafe conditions turns into a reality at all of our manufacturing and non-manufacturing sites.

Health and Safety Management

Our EHS Management System ensures that environmental, health and safety issues are identified, corrected and communicated to management. We are committed to maintaining and continuously improving our established EHS program. Procedures for our health and safety management system conform to OHSAS 18001 (Occupational Health and Safety Management System) specifications. This focuses on providing a safe and healthy internal workplace for our employees. ON Semiconductor maintains self-declaration of conformance by corporate audits and quarterly reviews. In 2014, ON Semiconductor implemented an external audit and certification to OHSAS 18001.

2015 Health and Safety Symposium in Piestany, Slovakia

ON Semiconductor held a five-day environmental health and safety (EHS) symposium where 40 of ON Semiconductor's EHS and facilities specialists shared best practices projects and achievements in the area of safety culture and risk management. To improve our company's performance in the field of risk management, the participants attended workshops on root cause analysis and internal audit process.

2015 Highlights

- ON Semiconductor Seremban was awarded with a Class I Gold Award by the Malaysian Society for Occupational Safety and Health in recognition of excellent performance in maintaining a safe and healthy workplace.
- ON Semiconductor Seremban Site One received the prestigious Platinum Award from the Malaysian Occupation Safety and Health Professional's Association (MOSHPA).

Health and Safety Objectives: 2016

ON Semiconductor is transforming safety into a value proposition that will create a work environment of a progressive safety culture where all employees understand that everybody is responsible and the actions of one can affect the entire company.

ON Semiconductor has a vision of zero injuries. Lead indicators include:

- Trend of reported and closed unsafe conditions
- Trend of reported and closed unsafe acts
- Trend of safety awards per 100 employees
- Safety culture survey
- Trend of injuries
- Trend of lost work days

Health and Wellness Programs

Health and wellness is one of the top priorities of the compensation and benefits group in human resources at ON Semiconductor. As a company, ON Semiconductor is committed to creating a culture of health in which all of our employees can help improve or maintain their well-being. While a healthy and productive workforce is clearly a competitive advantage in our business, leading a healthy lifestyle is just as important outside of work. We are continually exploring new ways to help our employees improve their health in an effort to build a culture of well-being at ON Semiconductor.

Health Screenings and Services

ON Semiconductor provides a biometric health screening with information on blood pressure, total cholesterol, HDL cholesterol, blood glucose, waist circumference, height and weight of employees. The screening can be scheduled onsite or at an offsite patient service center. ON Semiconductor also provides online health assessments for employees. The assessment promotes health awareness by reviewing personal lifestyle practices and revealing health issues that could be impacted by personal choice. Several of our sites including Phoenix and the Philippines also administer optional flu vaccinations for employees.

Health Education

On a monthly basis, ON Semiconductor's benefits team provides a newsletter detailing information on various health topics including vision, physical activity, mental health, nutrition, hygiene, personal safety and other wellness topics. In 2015, ON Semiconductor Vietnam partnered with Long Bihn Clinic and Cho Ray Hospital Red Cross for its local wellness program. Every Thursday, a doctor from the clinic provided a 30 minute wellness talk to employees during their breaks.

Physical Activity

ON Semiconductor's headquarters is equipped with a gymnasium that employees may access 24 hours per day. Employees are also offered yoga and Pilates classes on a weekly basis for a low rate. Our local human resource teams and Employee Activity or Recreation Committees at our global sites also encourage physical fitness through employee participation in sporting events such as netball, volleyball and futsal.

OUR COMMUNITY:
SERVING AND EMPOWERING OTHERS

Overview [G4: SO1]

ON Semiconductor promotes projects and services for a wide variety of community outreach and assistance efforts. Over the years, our company has taken an active role in advancing primary school kindergarten through 12th grade math and science education by providing financial support, mentoring and volunteering. Our company is also dedicated to fostering social and economic development as well as environmental efforts in the communities in which we work, live and play.

Global Corporate Giving Program

In March 2016, ON Semiconductor launched its Global Corporate Giving Program. While ON Semiconductor has been active in various communities prior to this initiative, the Global Corporate Giving Program streamlines and strengthens pre-existing initiatives that are undertaken by our local Employee Activity Committees. Through the Global Corporate Giving Program, ON Semiconductor demonstrates its commitment to serving the needs of communities through the investment of resources. The company directs giving to nonprofit and other organizations globally to address vital community needs including science, technology, engineering and math (STEM) education, health, the environment, disaster relief, human services and other causes. Ultimately, such efforts allow us to make a real difference and build an image that communities can understand.

Employees from our global sites have access to the program in order to request matching and non-matching gifts to charities and other types of eligible organizations that they would like to support. Furthermore, organizations may also request funding from ON Semiconductor in order to increase impact within their communities.

ON Semiconductor's Impact in the Community: 2015

Education

One of ON Semiconductor's key focus areas is education with an emphasis on STEM related programs. Our various sites are engaged in supporting schools and STEM related activities, whether through mentorship,

monetary assistance or volunteerism. ON Semiconductor invites students from schools, colleges and universities to better understand the application of STEM-related programs within professional settings. In doing so, ON Semiconductor hopes to inspire the next generation of students to pursue STEM-related careers upon graduation.

Arizona State University Foundation: Phoenix, Arizona

ON Semiconductor has had a relationship with the W.P. Carey School of Business through the school's Dean's council since 2001. Member dues, which are paid on an annual basis, are invested by the dean to support school-wide initiatives to attract students, support faculty and encourage research and growth. ON Semiconductor's philanthropy has been instrumental in funding the school's newest academic building with a total commitment of $500,000. Most recently, ON Semiconductor also provided scholarship support in the amount of $1,053 for the 2016-2017 academic year to increase recruiting from the Fulton Schools of Engineering.

Balsz School District: Phoenix, Arizona

ON Semiconductor has partnered with the Balsz School District in Phoenix, Arizona to provide grant funds for STEM based projects. This allows teachers to define, plan, purchase and execute projects that enhance classroom materials without depleting their personal bank accounts. Through an application process, teachers must outline the project goal, the objectives and how they link to academic standards, the number of students who will benefit from the project, a detailed budget and an assessment plan. Each application is reviewed and scored for completeness and merit. Those receiving the highest scores are funded through ON Semiconductor's community service program. One of the projects funded provided solar car kits for a fifth grade class. Here students learned about renewable energy and how solar panels convert the sun's rays into usable power. After assembling the solar car kits a series of races were held over a four week period. Each team worked diligently to refine their car for optimum performance to guide it to the finish line in the shortest period of time. Over the past three years, ON Semiconductor has donated more than $12,000 to the Balsz Community Education Foundation.

Junior Achievement: Phoenix, Arizona

ON Semiconductor provides financial support and volunteers for Junior Achievement's (JA) BizTown, Finance Park, Stock Market Challenge, JA You're Hired! and classroom programs. Junior Achievement educates and

inspires young people to value free enterprise and gain an understanding of business and economics to improve their quality of life. Armed with materials created by JA, classroom volunteers teach curriculums for K-12 grades throughout the Phoenix metropolitan area. JA BizTown® is a simulation for fourth through sixth grade students who operate businesses for a day. Assigned various corporate job functions, the students are both consumers and workers in this fast paced event. Each business sells goods or services to meet payroll and other operating expenses. It is an exceptional way for the students to gain financial literacy, entrepreneurship and team skills required for success. Over the past three years, ON Semiconductor has donated more than $37,000 to the Junior Achievement organization.

Yan Feng Hope School: Leshan, China

Since 2000, ON Semiconductor has been making donations to Yan Feng Hope School of Mabian in Leshan, China. In 2000, the school revised its name to ON Semiconductor Yan Feng Hope School since a new classroom building was completed through ON Semiconductor's donations. From

2000 to 2010, the funds donated by ON Semiconductor to Yan Feng Hope School amount to more than $157,000. Last year, ON Semiconductor provided funding for 658 sets of school uniforms.

Turnbow Foundation

ON Semiconductor hosts a charity golf tournament every year to help raise money for the Turnbow Foundation, which has a mission to improve the lives of disadvantaged children and their families through charitable giving, academic scholarships and access to career training. Over the past seven years, ON Semiconductor has raised over $100,000 toward scholarships and educational materials such as back packs and school supplies for single mothers and their children. In 2015, ON Semiconductor raised approximately $20,000 which helped buy and fill over 350 backpacks for underprivileged children living in the city of Mesa, Arizona.

Site Visits: Oudenaarde, Roznov, Seremban, Gresham

Several of our sites from Europe, Asia and North America participate in mentorship activities to inspire children to learn and build successful careers in the future. In 2015, ON Semiconductor's site in Oudenaarde, Belgium mentored several students with STEM-related programs as a part of Technoteens, which is an initiative launched by the technology

federation Agoria and AP Hogeschool Antwerp to introduce techniques and technology to children. Twenty-five local students, aged 14-15 years, had the chance to see ON Semiconductor's operations in Belgium. Similarly, our site in Roznov, Czech Republic is also focused on deepening STEM-related education through secondary schools and Czech technical universities. Well-known university professors were invited by ON Semiconductor to take part in lessons held by experts. Along with professors, about 600 students enjoyed demonstrations on silicon manufacturing and electronic processes. Other sites involved in STEM education programs last year also included Seremban, Malaysia and Gresham, Oregon.

Disaster Relief

When natural disasters strike, ON Semiconductor aims to be a part of the international response to aid those affected. In the past, ON Semiconductor has helped its own employees as well as others during the aftermath of hurricanes, typhoons and earthquakes.

Earthquake Relief: Nepal

In April and May 2015, Nepal was struck by devastating earthquakes that left parts of the country in dire need of medical attention, food, water, shelter and other basics necessities. As a result, ON Semiconductor employees raised a total of $13,046, which was matched dollar-to-dollar by the company. The donation made to Nepal's disaster relief efforts in 2015 totaled $26,092.

Flood Relief: Chennai, India

Chennai experienced more rain in two days than the monthly average, leaving many of the 4.5 million residents of the city without food, water, sanitation and shelter in December 2015. Our site in Bangalore, India held a drive in order to collect non-perishable food items, water, medication, blankets, torches and candles to assist those in need. A cash donation of $1,000 was also made in order to assist in the aftermath of the flood.

Human Service Needs

Human service needs are central to the quality of life enjoyed by individuals. ON Semiconductor is devoted to improving the lives of others by ensuring access to basic needs such as food, water, clothing and housing through volunteerism and donations.

St. Mary's Food Bank: Phoenix, Arizona

ON Semiconductor has supported St. Mary's Food Bank since 2007. The organization collects and distributes food in order to alleviate hunger. An average of 15 employees and family members volunteer on the second Saturday of each month to pack food boxes. In December 2015,

ON Semiconductor also held a food drive to help stock the shelves at St. Mary's Food Bank. Overall, ON Semiconductor employees volunteered for approximately 618 hours, donated $2,500, and boxed 279,611 pounds of food for St. Mary's Food Bank in 2015.

The Salvation Army: Phoenix, Arizona

Since 2004, ON Semiconductor has been involved in supporting the Salvation Army's mission through a variety of different programs. For several years, the company has supported the nonprofit's Christmas Angel program, Forgotten Angel Toy Drive and Pack to School Drive. In 2015, Phoenix's Employee Activity Committee donated $250 for backpacks and employees donated over $200 to supplement school supplies donated such as paper, back packs, colored pencils, calculators and other stationary items.

Habitat for Humanity: Phoenix, Arizona

ON Semiconductor has been involved with Habitat for Humanity since 2005. Over the last 10 years, ON Semiconductor employees and their family members have participated in manual labor involving roofing, installing dry wall, painting and framing. Along with donating $2,000, ON Semiconductor had 15 employees and family members volunteer for seven hours to renovate a foreclosed home in October 2015. Carpet and padding was pulled off, fans and light fixtures were cleaned, overgrown

plants in the backyard were trimmed and the walls of the home were repainted by the volunteers.

Valley of the Sun United Way: Phoenix, Arizona

ON Semiconductor has been involved in the efforts of Valley of the Sun United Way since 2005. Each year, ON Semiconductor in Phoenix holds a United Way campaign. Donors provided $27,683 to Valley of the Sun United Way in 2015 with 2016 donations expected to increase to $31,290.

Human Solutions Christmas Store: Gresham, Oregon

Multiple employees donated toys during our 12 days of Christmas Event at the Gresham campus. All donated toys as well as $600 worth of additional toys were donated to the Human Solutions Christmas store which provides low income families the opportunity to access Christmas gifts at no cost. In addition to toys, ON Semiconductor employees also donated winter coats and socks to the store.

CliniClowns: Oudenaarde and Mechelen, Belgium

ON Semiconductor employees from Oudenaarde and Mechelen participated in site-level bake sales in June 2015. A total of 800 Euros was raised through the event and donated to the CliniClown Foundation, which provides services to offer distraction and joy to sick or disabled children.

Health

Health is very important to ON Semiconductor with several components of medical devices being produced by the company. Outside of their work responsibilities, employees have shown strong support for initiatives focusing on health through mission-based projects, marathons or fundraisers in 2015.

Starkey Hearing Foundation: Canada

ON Semiconductor has partnered with the Starkey Hearing Foundation since 2008. The Starkey Hearing Foundation improves the lives of individuals, families and communities around the world through the provision of hearing devices. Every hearing aid provided by the Starkey Hearing Foundation is supported by an ON Semiconductor Digital Signal Processor and EEPROM integrated circuit at a heavily discounted price. Each year, the Starkey Hearing Foundation provides more than 200,000 hearing aids to children and adults. In 2015, ON Semiconductor's Executive Vice President and General Manager of Application Products Group, Bob Klosterboer, joined employees from the Philippines to volunteer with the Starkey Hearing Foundation. Within two days, ON Semiconductor and the

Starkey Hearing Foundation fit hearing aids for more than 1,000 patients in the area of Tarlac alone. ON Semiconductor also made a donation of $150,000 to the Starkey Hearing Foundation.

JDRF: Phoenix, Arizona

Employees from our Phoenix site enjoyed a day competing against other local companies in a Chicago-style softball tournament in order to benefit the Juvenile Diabetes Research Foundation (JDRF). The global organization has a mission to progressively remove the impact of type 1 diabetes from people's lives. An employee of our company also sits on the JDRF Southwest Chapter Board.

Beyond supporting JDRF, products made at ON Semiconductor are built into medical devices used by those with diabetes. StruixTM, a semi-customizable system-in-package solution for precision-sensing medical applications, is used in blood glucose meters, continuous glucose monitoring and blood gas sensors.

It's My Ability to Run: Gresham, Oregon

In September 2015, ON Semiconductor's site in Gresham donated over $1,000 to the 3rd Annual It's My Ability 5K Walk/Run for Autism. A total of 18 Gresham employees donated their time and energy to a cause which helps fund scholarships for children dealing with Autism and Asperger's Syndrome to attend Camp Odakoda in 2016.

Climb to Conquer Cancer: Phoenix, Arizona

Employees from Phoenix along with their family members and friends participated in the annual climb to conquer cancer fundraising event. Fundraising and sponsorship for the event contributed to the American Cancer Society. In total, 150 employees and their family members participated in climbing South Mountain and raised more than $27,000.

Heart and Stroke Foundation: Waterloo, Canada

Employees participated in the Heart and Stroke Foundation's annual Big Bike fundraiser in June 2015 to raise $700 and generate awareness for the cause during the two kilometer bike ride.

Blood Donations: Malaysia and Vietnam

More than 280 employees donated blood from our Seremban site in Malaysia in 2015. Similarly, 120 of our employees in Vietnam supported the Cho Ray Hospital Red Cross through blood donations as well.

Environment

At ON Semiconductor, we understand the significance of environmental sustainability and conservation. As corporate citizens, we strive to ensure that our current needs do not diminish the needs of future generations. Several of our sites engage in environmental-based projects and cleanup activities throughout the year.

Site Clean Up: Gunma, Japan

For about 20 minutes every month, groups of employees from various departments at our site in Gunma, Japan are assigned an area to clean up. This includes anything from picking up trash to removing weeds.

Clean Ups: Roznov, Czech Republic

A total of 53 employees participated in six company volunteer days in Roznov. The volunteer events were primarily focused on environmental projects and took place in protected environmental areas near Roznov. One volunteer day was oriented towards cleaning a town and surrounding areas as volunteers collected rubbish and litter.

Tree Planting: Shenzhen, China

In response to Shenzhen's local government initiative of ecological development and beautification, employees from our Shenzhen site along with the local labor union and leaders of the Liuxian Village planted approximately 30 trees around our site in March 2015.

Other Causes

Orphanage Visit: Seremban, Malaysia

In 2015, a group of employees from our Seremban site in Malaysia spent the day with 45 children living in an orphanage in Rembau. The day consisted of several activities including a "unity game". The orphanage opened in 2006 with eight children and has since grown to house and take care of 42 children.

Recognition

- The Carmona Municipality of the Philippines recognized ON Semiconductor's OSPI site for its exemplary commitment in upholding CSR. ON Semiconductor was presented an award from Congressman Roy Loyola and Mayor Dahlia Loyola in recognition of the company's contribution to empowering the people of Carmona and promoting community development.

- In February 2014, ON Semiconductor received a Social and Environmental Responsibility Award from Hewlett-Packard.

MORE INFORMATION

[G4: 31]

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2015 GRI Content Index

Indicator	Description	Cross Reference or Answer	Additional Notes
Strategy and Analysis			
G4: 1-2	Statement from the most senior decision-maker of the organization. Description of impacts, risks, and opportunities.	A Letter from the President and CEO – page 1	
Organizational Profile			
G4: 3-9	Name of the organization; primary brands; products; headquarters; countries where organization operates; nature of ownership; markets served; scale of the organization	The Company: Business Profile – page 6 The Company: Worldwide Locations and Development Center – page 6 The Company: Demonstrated Financial Strength – page 9 Our People: Overview – page 32	
G4: 10	Workforce statistics	Our People: Global Employment Summary – page 32	
G4: 11	Percentage and total employees covered by collective bargaining agreements	Belgium: 750 employees (100%) Czech Republic: 1350 employees (100%) Japan: 1039 (85%) South Korea: 73 employees (100%) Vietnam: 2,561 (99.3%)	
G4: 12	Description of organization's supply chain	The Company: Our Supply Chain Overview – page 12	
G4: 13	Significant changes during the reporting period regarding size, structure, ownership, or supply chain.	There were no significant changes during the reporting period.	
G4: 14	The precautionary principle	The Company: Enterprise Risk Management – page 10	
G4: 15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes and/or endorses.	The Company: ON Semiconductor Memberships – page 14	
G4: 16	Memberships of associations and national or international advocacy organizations that the organization views the membership as strategic.	The Company: ON Semiconductor Memberships – page 14	
Identified Material Aspects and Boundaries			
G4: 17	List of entities included in the organization's consolidated financial statements; Report whether any entity included is not covered by the report.	See Item 1 Business overview and Exhibit 21 of the SEC Form 10-K	
G4: 18	Process for defining the report content and Aspect Boundaries; Explain how the organization has implemented the reporting Principles for Defining Report Content	Our Corporate Social Responsibility Strategy: Stakeholder Engagement – page 21 Our Corporate Social Responsibility Strategy: Aspect Boundaries – page 21	
G4: 19 – 21	List of all material Aspects and Aspect Boundary within and outside the organization	Our Corporate Social Responsibility Strategy: Aspect Boundaries – page 21	
G4: 22	Effect of any restatements of information provided in previous reports	N/A	This is the first year ON Semiconductor is reporting according to the GRI.
G4: 23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	N/A	This is the first year ON Semiconductor is reporting according to the GRI.

Indicator	Description	Cross Reference or Answer	Additional Notes
Stakeholder Engagement			
G4: 24 – 27	List of stakeholder groups engaged; basis for identification and selection of stakeholders; approach to stakeholder engagement; frequency of engagement by type; key topics and concerns raised	Our Corporate Social Responsibility Strategy: Stakeholder Engagement – page 21	
Report profile			
G4: 28 – 30	Reporting period for information provided; reporting cycle	About This Report – page i	
G4: 31	Contact point for questions	More information – page 45	
G4: 32	Report this 'in accordance' option chosen; the GRI content index; and the External Assurance report	About This Report – page i	
G4: 33	Report the organization's policy and current practice with regard to seeking external assurance for the report	About This Report – page i	
Governance			
G4: 34	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social impacts.	Governance, Ethics Awareness and Compliance: Corporate Governance – page 23 Governance, Ethics Awareness and Compliance: Board Structure – page 23 Governance, Ethics Awareness and Compliance: Monitoring and Oversight – page 23 Our CSR Strategy: Management Accountability – page 19	
Ethics and Integrity			
G4: 56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	The Company: Core Values – page 5 Governance, Ethics Awareness, and Compliance: Ethics Awareness and Compliance Training – page 24	
ECONOMIC			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach	The Company: Business Profile – page 6	
Aspect: Economic Performance			
G4: EC1	Direct economic value generated and distributed	The Company: Demonstrated Financial Strength – page 9	ON Semiconductor does not publicly disclose cash paid for employee wages and benefits.
G4: EC2	Risks and opportunities posed by climate change	N/A	
G4: EC3	Coverage of the organization's defined benefit plan obligations	See our website for Regional Benefits Summaries and SEC Form 10-K	
G4: EC4	Report financial assistance received from government.	N/A	ON Semiconductor does not publicly disclose this data.

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Market Presence			
G4: EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Minimum wage at all significant locations of operation is gender neutral.	
G4: EC6	Proportion of senior management hired from the local community at significant locations of operation.	50%	Senior management = site leaders Significant locations of operations = manufacturing sites
G4: EC7	Development and impact of infrastructure investments and services supported.	N/A	
G4: EC8	Significant indirect economic impacts, including the extent of impacts.	N/A	We do not evaluate the indirect economic impacts from employment or our products.
G4: EC9	Proportion of spending on local suppliers at significant locations of operation.	The Company: Our Supply Chain Overview – page 12	
G4: EC10	Total number of permanent employees by employment type and gender.	Our People: Global Employment Summary – page 32	
ENVIRONMENT			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Our Planet: Environmental Sustainability – page 28	
Aspect: Materials			
G4: EN1	Materials used by weight or volume to produce and package the organization's primary products	N/A	ON Semiconductor spends over $1 billion on various parts and raw materials as we manufacture both at internal and external sites. We do not track or estimate the raw material weight used in key manufacturing locations.
G4: EN2	Percentage of materials used that are recycled input materials.	N/A	We do not evaluate this metric.
Aspect: Energy			
G4: EN3	Energy consumption within the organization; reduction of energy consumption; reduction of energy requirements of products and services	Our Planet: Energy Consumption – page 29	
G4: EN4	Energy consumption outside of the organization	N/A	We do not evaluate this metric
G4: EN5	Report the energy intensity ratio	Wafer fab energy (electricity and fuel) normalization: 9.231 grams carbon equivalent per unit. Assembly and test energy (electricity and fuel) normalization: 265.929 grams carbon equivalent per unit.	Denominator used: wafer fab normalization unit based on photomove volume. Assembly and test normalization united based on wire bond volume.
G4: EN6	Reduction in energy consumption	Our Planet: Energy Consumption – page 29	Types of energy: electricity and fuel
G4: EN7	Reductions in energy requirements of sold products	N/A	

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Water			
G4: EN8 – 10	Total water withdrawn by source; water sources significantly affected by withdrawal of water; percentage of total volume of water recycled and reused.	See Our Planet: Water Management – page 28	Quantity not evaluated according to source
Aspect: Biodiversity			
G4: EN11 – 14	Operations sites owned, leased, managed, or adjacent to protected areas and areas of high biodiversity; impacts of products and activities on biodiversity; habitats protected or restored; species with habitats in areas affected by operations	N/A	ON Semiconductor does not have manufacturing locations adjacent to areas of high biodiversity or protected areas. Nor do ON Semiconductor's products and activities have significant impacts on biodiversity.
Aspect: Emissions			
G4: EN15 – 17	GHG Scope 1, 2, and 3 emissions; GHG emission intensity; reduction of GHG emissions	Scope 1: 0.22882307 MMTCE Scope 2: 0.13007819 MMTCE Scope 3: N/A	
G4: EN18	GHG emissions intensity ratio	2015 wafer fab GHG emissions (electricity, fuel, PFCs) normalization = 36.193 grams carbon equivalent per unit. 2015 assembly and test energy (electricity, fuel, PFCs) normalization = 265.93 grams carbon equivalent per unit.	Includes Scope 1 and 2 emissions Gasses: CO_2, N_2O, NF_3, CF_4, CHF_3, C_3HF, C_2F_6, C_4F_8, C_5F_8, SF_6
G4: EN19	Reduction in GHG emissions	Our Planet: Air Emissions – page 29	
G4: EN20	Emissions of ozone depleting substances	Zero	
G4: EN21	Amount of significant air emissions	Air emissions do not exceed local regulation air emission permit limits.	
Aspect: Effluents and Waste			
G4: EN22	Total water discharge by quality and destination.	N/A	
G4: EN23	Total weight of waste by type and disposal method.	Our Planet: Waste Management – page 28	
G4: EN24	Total number and volume of significant spills	None	
G4: EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Our Planet: Waste Management – page 28	
G4: EN26	Identify, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	None	
Aspect: Products and Services			
G4: EN27	Extent of impact mitigation of environmental impacts of products and services.	See Our Planet: Environmental Sustainability – page 28	
G4: EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	N/A	Although ON Semiconductor does not track, record or report on packaging materials specifically, 99.9% of the materials returned to ON Semiconductor's reclaim center are recycled.

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Compliance			
G4: EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	None of significant value.	
Aspect: Transportation			
G4: EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	ON Semiconductor does not regularly measure the environmental impact of scope 3 emissions. A study was conducted a few 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.	
Aspect: Overall			
G4: EN31	Total environmental protection expenditures and investments by type.	See Our Planet: Environmental Sustainability – page 28	
Aspect: Supplier Environmental Assessment			
G4: EN32	Percentage of new suppliers that were screened using environmental criteria.	Our Supply Chain: Actively Engaging Our Global Supply Chain – page 12	
G4: EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Our Supply Chain: Actively Engaging Our Global Supply Chain – page 12	
Aspect: Environmental Grievance Mechanisms			
G4: EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	N/A	ON Semiconductor does not publicly disclose this information.
SOCIAL			
DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Corporate Social Responsibility Statement of Commitment – page 3	
Aspect: Employment			
G4: LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	Our People: Global Employment Summary – page 32	
Our People: Recruitment			
G4: LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	N/A	ON Semiconductor does not publicly disclose this information.
G4: LA3	Return to work and retention rates after parental leave, by gender	N/A	ON Semiconductor does not publicly disclose this information.
G4: LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	We provide advance notice in accordance with collective bargaining agreements entered and local requirements in the different locations where we operate.	

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Occupational Health and Safety			
G4: LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	82%	
G4: LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	IR (including first aid cases): 1.3 per 100 employees ODR: N/A LDR: 3.13 per 100 employees Work related fatalities: 0	
G4: LA7	Workers with high incidence or high risk of diseases related to their occupation.	None to report	
G4: LA8	Health and safety topics covered in formal agreements with trade unions.	The inclusion of health and safety topics in trade union agreements is dependent upon the country in which ON Semiconductor operates. Certain health and safety topics are covered under joint management-labor health and safety committees rather than formal labor union agreements.	
G4: LA9	Average hours of training per year per employee by gender, and by employee category.	N/A	ON Semiconductor does not currently track the total number of training hours provided to all employees.
G4: LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Our People: Employee Learning and Development Programs – page 35	
G4: LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Our People: Recognizing Our Employees – page 36	
G4: LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Governance, Ethics Awareness, and Compliance: Board Structure – page 23 Our People: Global Employment Summary – page 32	
Aspect: Equal Remuneration for Men and Women			
G4: LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Our People: Equal Employment Opportunity – page 34	ON Semiconductor does not publicly disclose this information.
Aspect: Supplier Assessment for Labor Practices			
G4: LA14	Percentage of new suppliers that were screened using labor practices criteria.	Our Supply Chain: Actively Engaging Our Global Supply Chain – page 12	
G4: LA15	Significant actual and potential negative impacts for labor practices in the supply chain and action taken.	None	
Aspect: Labor Practices and Grievance Mechanisms			
G4: LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	N/A	ON Semiconductor does not publicly disclose this information.

Indicator	Description	Cross Reference or Answer	Additional Notes
HUMAN RIGHTS			
DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Our Corporate Social Responsibility Strategy: EICC Membership – page 18	
Aspect: Investment			
G4: HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Contracts with suppliers contain terms and conditions related to human rights concerns such as forced and indentured labor and equal employment opportunity.	
G4: HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Governance, Ethics Awareness and Compliance: Ethics Awareness and Compliance Training – page 24	We do not provide a breakdown of our training data in this way.
Aspect: Nondiscrimination			
G4: HR3	Total number of incidents of discrimination and corrective actions taken.	N/A	ON Semiconductor does not publicly disclose this information.
Aspect: Freedom of Association and Collective Bargaining			
G4: HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	None that ON Semiconductor is aware of	
Aspect: Child Labor			
G4: HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Our Supply Chain: Actively Engaging our Global Supply Chain – page 12	
Aspect: Forced or Compulsory Labor			
G4: HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the eliminations of all forms of forced and compulsory labor.	Our Supply Chain: Actively Engaging our Global Supply Chain – page 12	
Aspect: Security Practices			
G4: HR7	Percentage of security personnel trained in the organization's human rights policies and procedures that are relevant to operations.	75% Training requirements are also applicable to third-party organizations providing security personnel.	
Aspect: Indigenous Rights			
G4: HR8	Total number of identified incidents of violations involving the rights of indigenous peoples and actions taken.	To the best of our knowledge there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.	

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Assessment			
G4: HR9	Total number and percentage of operations that have been subject to human rights reviews and impact assessments.	Our CSR Performance: EICC Audits – page 20	
Aspect: Supplier Human Rights Assessment			
G4: HR10	Percentage of new suppliers that were screened using human rights criteria.	Our Supply Chain: Actively Engaging our Global Supply Chain – page 12	
G4: HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	No suppliers were deemed 'high risk' in terms of having actual or potential negative human rights impacts.	
Aspect: Human Rights Grievance Mechanisms			
G4: HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	N/A	ON Semiconductor does not publicly disclose this information.
SOCIETY			
Aspect: Local Communities			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach	Corporate Social Responsibility Statement of Commitment – page 3	
G4: SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Our Community: Overview – page 40	
G4: SO2	Operations with significant actual and potential negative impacts on local communities	N/A	
Aspect: Anti-corruption			
G4: SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Governance, Ethics Awareness and Compliance: Assessing Our Operations – page 23	
G4: SO4	Communication and training on anti-corruption policies and procedures	Governance, Ethics Awareness and Compliance: Supplemental Compliance Training – page 25	The company does not maintain a database of the percentage of business partners to which the policies have been communicated. The policies are included as a regular part of the company's contracts with distributors and suppliers working on its behalf.
G4: SO5	Confirmed incidents of corruption and actions taken	There have been zero confirmed incidents of corruption.	
Aspect: Public Policy			
G4: SO6	Total value of political contributions by country and recipient/beneficiary	Governance, Ethics Awareness and Compliance: Political Contributions – page 26	

Indicator	Description	Cross Reference or Answer	Additional Notes
Aspect: Anti-competitive Behavior			
G4: SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	To the best of our knowledge we do not know of any legal actions pending or completed during the reporting period regarding anticompetitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	
Aspect: Compliance			
G4: SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	To the best of our knowledge there were no significant fines, non-monetary sanctions or cases brought through dispute resolution mechanisms against the company during the reporting period.	
Aspect: Supplier Assessment for Impacts on Society			
G4: SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	Our Supply Chain: Actively Engaging our Global Supply Chain – page 12	
G4: SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	No suppliers were deemed 'high risk' in terms of having actual or potential negative impacts on society.	
Aspect: Grievance Mechanisms for Impacts on Society			
G4: SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	To the best of our knowledge we do not know of any grievances about impacts on society filed through formal grievance mechanisms during the reporting period.	ON Semiconductor does not publicly disclose this information.
Product Responsibility			
G4: PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Over 95 percent of ON Semiconductor products are available in lead-free (Pb-free) packaging. ON Semiconductor also supports the aim of REACH in improving the protection of human health and the environment through the better and earlier identification of the intrinsic properties of chemical substances. ON Semiconductor will meet all REACH requirements and is committed to provide our customers with information about substances in our products according to future REACH requirements.	ON Semiconductor does not calculate the percentage of significant products and services assessed for health and safety impact improvements.
G4: PR2	Total number of incidents of noncompliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle by type of outcome.	N/A	ON Semiconductor does not publicly disclose this information.
Aspect: Product and Service Labeling			
G4: PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	Per the labeling requirements of JEDEC standard JESD97, all shipping labels show whether or not the products are RoHS complaint/Pb-free. ON Semiconductor labeling also indicates information regarding hazardous material to comply with the China RoHS directive.	
G4: PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	ON Semiconductor has not identified any non-compliance with regulations and voluntary codes concerning products and services information and labeling during the reporting period.	

Indicator	Description	Cross Reference or Answer	Additional Notes
G4: PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Customer satisfaction survey: ON Semiconductor engages customers to evaluate the quality of their products on a regular basis. The customer satisfaction survey is administered by quality and reliability every 18 months at minimum. While respondents demonstrated either an increase or no significant change in satisfaction for other aspects of the survey, price was an important factor. Other issues that were identified in the comments section by respondents included sales support, quality, and lead time. Fifty-seven percent of respondents were aware of ON Semiconductor's environmental policy and 89 percent believed that ON is an environmentally conscious company. Customer satisfaction is also determined through the customer scorecards that are received by ON Semiconductor on an ad hoc basis. The scorecards rates the performance of the supplier (ON Semiconductor) against a criteria set determined by the customer regarding products and/or services supplied.	
Aspect: Marketing communications			
G4: PR6	Sale of banned and disputed products.	No	
G4: PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communication, including advertising, promotion and sponsorship, by type of outcomes.	To the best of our knowledge we are not aware of any incidents of noncompliance with regulations on marketing communication during the reporting period.	
Aspect: Customer Privacy			
G4: PR8	Total number of substantiated complaints regarding breaches of customer privacy and loss of customer data.	None that ON Semiconductor is aware of.	
Aspect: Compliance			
G4: PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	To the best of our knowledge there are no pending fines against the company in the Americas or Europe for non-compliance with laws regarding products or services during the reporting period.	

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