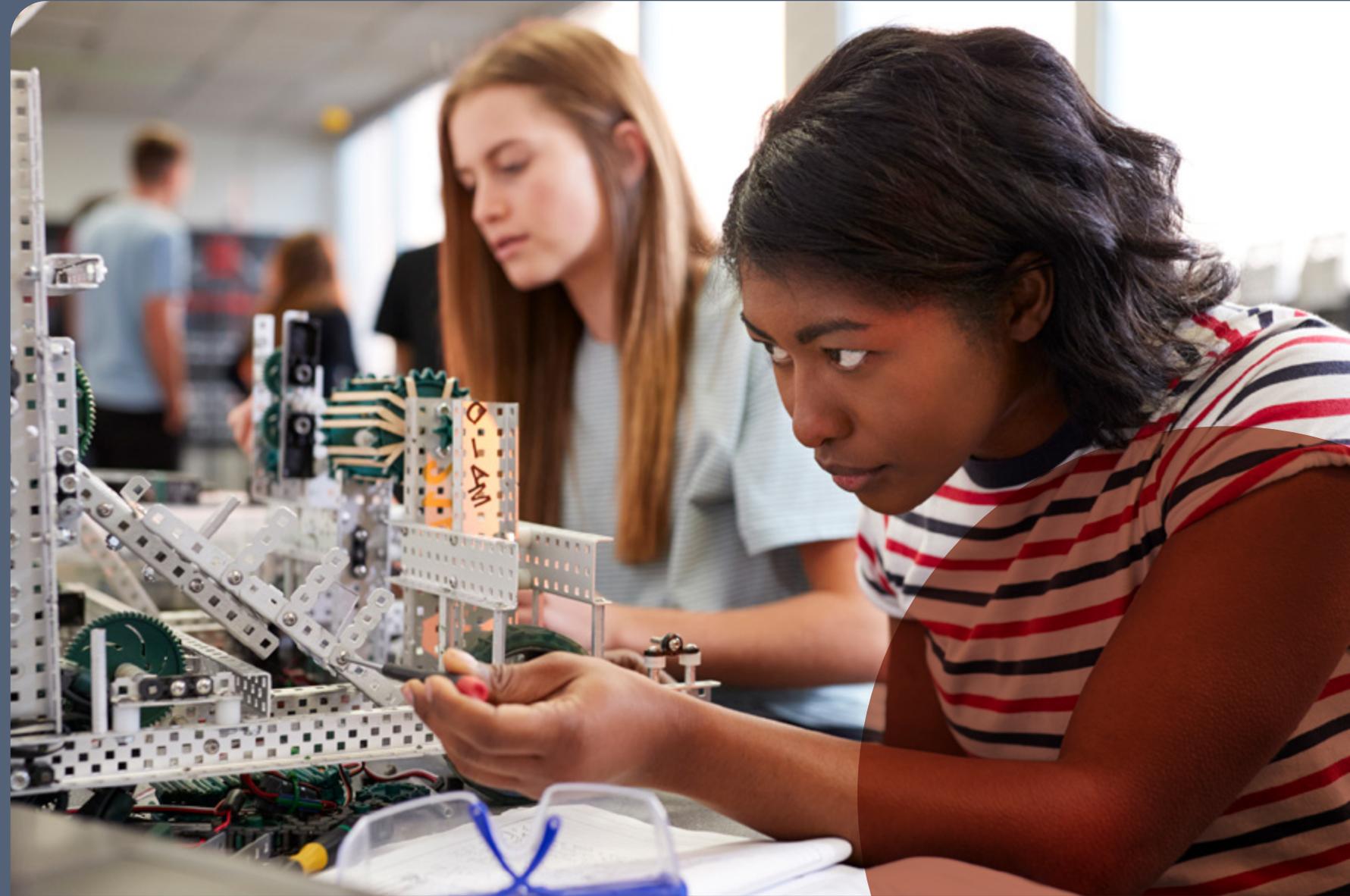

Impacting Our Community Through Giving

Creating Meaningful Change



Giving Now Program, Community Investments and Commercial Initiatives

Combined with our mission to propel the world forward with intelligent technology and a goal to achieve net zero emissions by 2040, we understand that how we work, impact the environment and give back makes a difference to the customers we serve and the communities in which we live. **onsemi** invests in our communities in three broad ways: through our corporate philanthropic Giving Now Program, Community Investments and Commercial Initiatives.

We have a passion to drive change and make the world a better place, building trust with stakeholders by empowering people through technology and advancing social impact initiatives. We demonstrate our commitment to social impact through our Giving Now philanthropic program, investments in our communities and commercial initiatives.

The Giving Now program was launched in early 2022 as part of our **Tomorrow, today** campaign. This campaign includes championing social responsibility,

protecting our planet and the environment, adhering to responsible business practices and serving our communities through the investment of resources.

onsemi supports giving activities through the ON Semiconductor Foundation (the Foundation), which is part of the **onsemi** Giving Now program. The Foundation, which was created in 2019, is overseen by an employee-based Board of Directors, who manage its daily operations and approve recommendations from global employees acting as local grant advisors.

Since 2016, **onsemi** has funded more than \$9 million in grants, disaster relief efforts, employee matching and dollars-for-doers for employee volunteerism, etc. Through our diverse network of grant advisors, we can carefully select our community partners based on need, while also considering cultural, institutional and operational differences across regions.



The Giving Now program drives positivity forward by creating meaningful change for our planet and the global communities where we have a presence. The Giving Now program prioritizes giving in three simple ways:

- 1 Give to Donate**
Match employee giving and support volunteerism for causes they care about most.
- 2 Give to Educate**
STEAM (Science, Technology, Engineering, Art and Math) Education grants to help students in underserved communities achieve their dreams.
- 3 Give to Help**
Provide local disaster relief and revitalize communities after emergencies.





Give to Donate

To further engage employees in our social impact work, we also support employees in their monetary giving efforts by matching donations dollar-for-dollar up to \$1,000 (or country equivalent) per year, per person, with a minimum of \$1 (or country equivalent), to qualified organizations.

We understand the importance of having the company and its employees not only perform well, but also make a positive impact on people's lives. To increase employee engagement and enrich communities around the world, we expanded volunteer program benefits to employees in Asia and Europe. We initially introduced the employee volunteer program in North America in 2017, inspiring employees to volunteer their time, talent, energy and effort in their local communities.

Through our employee volunteer program, employees may volunteer with eligible organizations during company time for up to one day, traditionally eight to 12 hours per year depending on their role at the company, while receiving their typical pay for the time spent. Employees are also encouraged to participate in volunteer events organized by the company.

To incentivize these positive contributions, we also match employees' volunteer efforts through a dollars-for-doers program, where **onsemi** donates \$10 (or country equivalent) per hour to approved charities and educational institutions for each hour volunteered up to \$1,000 (or country equivalent) per year, per employee (this equates to a volunteer matching grant, which goes directly back to the cause they supported as a volunteer). These employee volunteer program benefits are now offered to all employees globally and over 1,800 hours were logged by employees in 2022.

With these expanded benefits being offered globally in 2022, many of our sites hosted days of service to our employees to give them the ability to volunteer their time conveniently and in a meaningful way. Learn more [here](#).

onsemi also held special activities during Global Volunteer and Earth Months in April 2022. The environmental, social and governance (ESG) team organized local in-person events in partnership with previous grantees for headquartered employees in Arizona. Employees packed School Readiness Kits with the **Valley of the Sun United Way**, cleaned the Rio Salado Habitat Restoration Area with the **Arizona Sustainability Alliance** and kept public lands clean at the Lower Salt River with **Natural Restorations**.

In addition to these in-person events, **onsemi** organized global virtual volunteer events in partnership with **Visit.org**, including having employees volunteer to learn more about how to make a positive impact by practicing environmentally friendly habits for one month and meeting with a climate scientist to deepen their knowledge around climate change. In one of the online sessions, **onsemi** employees learned about five focus areas created by **Ecochallenge** using the **United Nations Sustainable Development Goals**. Each focus area contained 11 actions that individuals can take daily to integrate sustainability into their lives.

Overall, we doubled employee impact with over \$235,000 in matching support tied to these programs. These initiatives allowed us to harness the collective goodwill of our people and channel it to make a difference in the world while also enabling our employees to have a powerful impact as a volunteer.

Give to Help

We provide local disaster relief support, helping to revitalize communities after emergencies. **In 2022, we supported these efforts with direct donations of \$195,000 to various agencies.**

In February 2022, we aided the humanitarian crisis in Europe. We not only assisted the Ukrainian people but those affected by other ongoing humanitarian crises around the world and provided \$150,000 in support for two organizations providing immediate relief and assistance. The **Global Giving Foundation's Ukraine Crisis Relief Fund** received \$100,000 to support impacted communities in Ukraine and surrounding regions, including Romania, Slovakia and the Czech Republic, where Ukrainian refugees fled. The **U.S. Association for UNHCR** received \$50,000 to support the United Nations (UN) Refugee Agency, which works in 132 countries and territories providing disaster relief and support for the over 82.4 million people around the world who have been forced to flee their homes.

Additionally, we matched our employees' donations dollar-for-dollar and these campaigns resulted in more than \$65,000 being given to causes globally that helped during these disasters to provide shelter, food and medicine.

Give to Educate

onsemi, through the Foundation, is committed to building brighter futures through funding science, technology, engineering, the arts and math (STEAM) activities for underprivileged youth in underserved communities. These efforts help to inspire young scholars to get excited about STEAM. In Fall 2022, the Foundation was able to award approximately \$738,000 in grants to 39 organizations globally. Funding for various STEAM projects included afterschool programs, field trips, summer camps, experiential learning for students and educator/teacher upskilling. Learn more about the organizations that received funding during the fall 2022 grant cycle [here](#).

| TOP FIVE GLOBAL PHILANTHROPIC CAUSES SUPPORTED BY EMPLOYEE AND COMPANY MATCH DONATIONS | | | |
|--|---|----------------|--|
| Cause Name | Total Employee and Company Match Donations (\$) | Cause Country | Cause Category |
| CLOVEK V TISNI, O.P.S. (PEOPLE IN NEED) | \$52,000 | Czech Republic | International, Foreign Affairs and National Security |
| UNICEF USA | \$21,000 | United States | International, Foreign Affairs and National Security |
| AMERICAN NATIONAL RED CROSS | \$19,000 | United States | Public Safety, Disaster Preparedness and Relief |
| GLOBAL GIVING FOUNDATION | \$16,000 | United States | International, Foreign Affairs and National Security |
| INTERNATIONAL MEDICAL CORPS | \$15,000 | United States | International, Foreign Affairs and National Security |

| 2022 GIVING, COMMUNITY INVESTMENTS AND COMMERCIAL INITIATIVES SUMMARY | | | | | | |
|--|------------------------|---------------------|---|-----------------|----------------|--|
| Category | Amount | Percentage of Total | Giving Priority | | | |
| | | | Give to Donate | Give to Educate | Give to Help | |
|  Charitable donations ^{1, 4} | \$733,000 | 33% | \$733,000 | \$0 | \$0 | |
|  Community investments ^{2, 4} | \$933,000 | 41% | \$0 | \$738,000 | \$195,000 | |
|  Commercial initiatives ^{3, 4} | \$585,000 | 26% | Not Applicable | Not Applicable | Not Applicable | |
| Totals | \$2.251 Million | | \$1.6 Million - tied to Giving Now program initiatives | | | |

¹Charitable donations: One-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees, etc., and includes matching employee donations.

²Community investments: Long-term involvement and partnership with community organizations to address social issues including grants.

³Commercial initiatives: Business-related activities in the community that promote the company and its brand, in partnership with charities and community-based organizations, such as support for universities as well as research and development.

⁴Adapted from guidance tied to the London Benchmarking Group model for documenting types of philanthropic activities at companies.

| TOP FIVE PHILANTHROPIC CAUSES GLOBALLY BY EMPLOYEE VOLUNTEERISM | | | |
|---|-----------------------|---------------|--|
| Cause Name | Total Volunteer Hours | Cause Country | Cause Category |
| BOYS & GIRLS CLUBS OF THE VALLEY INC | 170 hours | United States | Youth Development |
| FEED MY STARVING CHILDREN | 160 hours | United States | Human Services |
| IDAHO FIELD OF HEROES MEMORIAL | 120 hours | United States | Public and Societal Benefit |
| OREGON CHAMBER PLAYERS | 110 hours | United States | Arts, Culture and Humanities |
| BHAKTIVEDANTA CULTURAL CENTER ISKCON OF PHOENIX INC | 100 hours | United States | International, Foreign Affairs and National Security |

2022 Giving Now Program Highlights



\$363,000

donated by employees through the Giving Now platform, which also provided an additional \$235,000 in company matching to more than 850 causes worldwide.



\$1.66 million

in charitable donations to the global community in 2022.



128%

increase in employee volunteer hours over 2021 (because of employee volunteer program expansion in 2022).



Save the Children.

In December 2022, our Bucheon (South Korea) location began working with the Joongbu Branch of **Save the Children** to further support their “Creating a safe place for all children in Bucheon City” program, which supports children affected by abuse. Suspected child abuse cases in Bucheon City have significantly

increased over the past few years – in 2022 alone, there were approximately 700 child abuse cases reported. This project addresses the emotional aftereffects of abuse and prevents its recurrence. The initiative is in its third year of implementation and is continuing to support abused children and their families, while introducing a safeguarding policy in child welfare institutions.

In December 2022, our Leshan (China) site supported the **Leshan Special Education School**. School uniforms and air-conditioning units were donated to improve the quality of life of students. Founded in 1985, the public school provides basic, vocational and rehabilitation education for blind, deaf and mentally handicapped students.



giving now
donate, educate, help

onsemi

In March 2022, **onsemi** leaders participated in a teambuilder activity located in Phoenix, AZ (USA), during the first Leadership Summit, which resulted in a hands-on volunteer project for **Boys & Girls Clubs of the Valley**. As part of their tasks, over 100 managers assembled 60 mBot kits and 240 circuitry science, technology, engineering and math (STEM) kits benefiting after-school STEM programs at two of the charity's local branches. This project equated to an in-kind donation of \$6,700 and 170 hours of volunteer time logged, producing a volunteer matching grant of \$1,700 for the charity. This investment of new resources helped these clubs accomplish their STEAM programming efforts as well as increased interest from participating youth in their computer and technology skills.



We donated over 4,600 items (former company branding items and various office supplies) at fair market value of more than \$23,000 to Phoenix-based charity, **Treasures 4 Teachers**, a member-based resource and supply store serving the educators of Arizona. These items helped students get access to a wide selection of materials to help expand their learning process.

Treasures
4
Teachers™



The **onsemi** team at our Leshan (China) site has been a dedicated supporter of the **Yanfeng Hope School** since the school opened its doors in 2000, providing a safe and nurturing environment for the 700 students enrolled there. In December 2022, we donated new uniforms, a ping-pong table and a badminton net. These items helped to foster an atmosphere of learning and growth among the students, promoting their potential while also providing them with enriching pastimes.

In an effort to donate office goods while in the process of preparing for the move of our corporate headquarters, we worked with local Phoenix, AZ (USA) charities to accept new and gently used items, calculated at over \$22,000, which were given to following organizations: **The Salvation Army, Arizona; Habitat for Humanity of Central Arizona** and **Stardust Building Supplies**. The donated materials include food/drinks, paper products, file cabinets and more.