



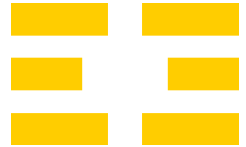
## onsemi

Subsidiaries: Semiconductor Components Industries

Locations: Arizona (HQ)

Industries: Semiconductors and Semiconductor Equipment

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

onsemi vets vendors for LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. onsemi will discriminate against "faith-based organizations" in its charitable giving. onsemi offers unconscious bias and DEI training for all employees. However, it protects its employees against viewpoint discrimination and has not used its corporate funds for ideological purposes. For these reasons, onsemi receives a Medium Risk rating.

### Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Medium Risk**

*onsemi has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Business Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, onsemi has not publicly terminated business relationships due to religious beliefs or political views.*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **High Risk**

*onsemi will not support "faith-based organizations" or "organizations that are political in nature (advocacy, lobbying endorsing candidates for political office)" (1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **Medium Risk**

*onsemi offers unconscious bias and DEI training for all employees (1). The company protects its employees against viewpoint discrimination (2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** **Medium Risk**

*onsemi supports DEI within its business practices, stating that its vision is "to have a culture where DIVERSITY, EQUITY and*

INCLUSION are embedded in everything we do" (1). onsemi is aiming for net-zero by 2040, and it has won several awards for its support of ESG within its business practices (2)(3)(4).

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk**

onsemi has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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**Uses corporate political contributions for ideological, non-business purposes.**

N/A

onsemi does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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