

## Allegro's Human Rights Policy

Through its strong and diverse culture, Allegro MicroSystems remains dedicated to respecting international human rights. Allegro's senior management and Board of Directors provide the necessary oversight to further enhance, develop, and enforce this Policy.

Generally defined, human rights are those basic freedoms believed to be inherent to all people. The Universal Declaration for Human Rights, [www.un.org/en/documents/udhr](http://www.un.org/en/documents/udhr), emphasizes dignity, respect, and equality, without discrimination, and these serve as the guiding principles of Allegro's corporate culture. As such, Allegro treats all of its stakeholders – including its employees, customers, shareholders, suppliers, vendors, and the communities in which it operates – with dignity, respect, and equality, and partners with its stakeholders to help them to do the same.

Allegro embraces the concept that companies can advance human rights through the cultures they establish, how they treat their employees and other stakeholders, how they manage their operations and engage in trade, and with the contributions they make to those communities where they live, work, and serve. Allegro's steadfast commitment to human rights is reflected in each of these areas.

### Human Rights Program

Allegro's respect for human rights starts with its culture and core values, which form the basis of what it does. Allegro strives to foster a corporate culture in which each of its employees, as well as those employees of its customers, shareholders, suppliers, and vendors can prosper. Allegro's core values include: Global Collaboration, Exceeding Customer Expectations, Innovation with Purpose, Empowering with Trust, Achieving with Excellence, and Developing Timely Solutions.

In conjunction with this Policy, Allegro's Code of Business Conduct and Ethics, Global Citizenship Policy, and its Supplier and Vendor Codes of Conduct set forth specifically how Allegro does business throughout the world and what is expected of those with whom Allegro does business. Each policy or code reflects and implements Allegro's dedication to ensuring those basic freedoms inherent to all people. Of particular note, each of the aforementioned policies is intended to address:

### Having Respect for People

Allegro respects and values the rights of its employees and strives to provide them with a safe and inclusive environment in which they can excel and reach their full professional potential. Furthermore, Allegro treats its employees with respect and dignity, actively protecting and progressing their human rights. We seek to be a preferred place to work, where all are welcome to compliment, contribute, and critique the organization and business in a constructive manner. The world is diverse in its cultures and social customs, and Allegro respects and embraces those differences.

Allegro does not tolerate discrimination in employment based on an individual's protected status and strives to ensure equal pay for equal work. It works hard to provide an environment free from discrimination, harassment, and retaliation, which includes, but is not limited to, protecting those rights of women, minorities, and the LGBTQ+ community.

Allegro extends these values beyond just those of its employees, but also to those with whom it does business – including those of its competitors, customers, partners, suppliers, and vendors.

Allegro respects the rights of employees to form, join, or not join labor unions. This includes the right to freedom of association and collective bargaining.

Employees of Allegro have the right to fair working conditions, competitive wages, and reasonable working hours. Allegro does not tolerate the use of child labor, forced labor, bonded labor, or human trafficking of any kind.

Allegro strives to offer competitive medical and other related benefits to ensure the health and overall well-being of its employees and the families of those employees.

Allegro strives to provide reasonable accommodations for qualified persons based on disabilities, religious beliefs, and pregnancy/childbirth (and related conditions).

Allegro manages its facilities and conducts its manufacturing operations in a manner intended to protect the health and safety of our employees, as well as those of its contractors, customers, suppliers, and any other visitors.

Allegro values the privacy of its employees and business partners who entrust it with their personal information. Allegro has specific policies in place that are designed to safeguard personal information and ensure that personal information is collected, used, and shared in an appropriate manner and in conformity with our promises and legal obligations, including compliance with the requirements for EU citizens under the General Data Protection Regulations and similar privacy-related and data protection regulations, where it does business.

## Our Supply Chain

Allegro is committed to high standards of ethical and business conduct as it relates to its procurement of goods and services. As such, it treats its suppliers with respect and integrity and is dedicated to serving as a good partner to the many companies who help Allegro meet its business objectives.

Allegro also works with its suppliers to help them to embrace similar values and to further a collective commitment to human rights. Allegro requires suppliers to adhere to its Supplier Code of Conduct, along with relevant terms and conditions. Among other key provisions in the Supplier Code of Conduct, it sets out requirements related to ethics and integrity, labor and employment practices, protecting human rights, sustainability, and diversity and inclusion. The Supplier Code of Conduct requires our suppliers to protect the rights of workers in our extended supply chain, including with respect to health and safety standards and local wage and hour laws. It prohibits the use of forced labor, child labor, or human trafficking of any kind. Allegro strives to mitigate any risk of procuring conflict minerals by way of its Supplier Code of Conduct. This policy makes clear Allegro's expectation that its products will not contain conflict minerals that directly or indirectly finance or benefit armed groups.

Allegro is committed to ensuring that it will not be complicit in any human rights violations. Before entering into supply agreements, Allegro undertakes due diligence on potential suppliers to assess whether they will be able to meet our requirements. Furthermore, during the performance of contracts, Allegro monitors their performance. Allegro takes very seriously any issues with human rights or other aspects of labor practices in our supply chain. As necessary, Allegro will investigate allegations of misconduct and take appropriate remedial action, including termination of contracts.

## Our Programs and Products

Allegro is committed to high standards of ethical and business conduct as it relates to how it designs, develops, manufactures, offers, and provides its products.

Throughout the life-cycle of its products, Allegro considers potential risks – including risks to human rights, as well as risks related to technical issues, quality, legal requirements, financial considerations, and/or performance obligations, and risks to Allegro's reputation, sustainability, and long-term value. Additionally, it assesses potential risks as it determines how best to design and manufacture products, as well as to whom and under what circumstances it can and should sell such products. Allegro is mindful of how its products might be used over time and potential unintended uses.



Allegro has robust processes and procedures in place, including the undertaking of due diligence on potential distributors, to help ensure it does not export to, do business with, or sell products to customers and/or countries where the export or sale of those products are banned by the US Government. More broadly, Allegro follows robust continuous improvement processes to consider both risks and opportunities before entering into contracts for the development or production of its products.

## Our Communities

A critical component of being a good corporate citizen means improving the lives of the people in the communities where they live and where Allegro operates. Allegro strives to invest in its communities, providing funding and other support across a broad spectrum of local, national, and international causes. Current initiatives include:

- Supporting the education of our employees' children through an annual scholarship program. Once granted a scholarship, these students receive the same financial support for four years.
- A Matching Gift Program, which is designed to encourage employees to provide financial support to qualified, nonprofit charitable organizations and educational institutions. Allegro will match 100% of qualifying donations made by the employee for up to \$2,000 per employee per year.
- A US Dollars for Doers program that is designed to encourage employees to volunteer at qualified, nonprofit organizations outside of working hours with various sized grants based on the total number of hours volunteered.
- Sponsorship of volunteer group community events bringing together its employees while helping non-profit organizations.
- Setting aside a budget annually to sponsor group activities/events that are primarily STEM related (e.g., robotics teams), particularly those in which our employees and their children are involved.
- Encouraging employees to come forward to request support for numerous other activities for personal health and well-being.

## The Environment

Allegro strives to conduct all of its operations, not just those of its manufacturing operations, in an environmentally responsible manner and in compliance with all applicable legal requirements. Allegro sets goals for itself, which are intended to reduce its environmental footprint, reduce the production of waste, reduce our use of scarce natural resources, and protect the environment.

Allegro also endeavors to minimize potential environmental impacts as it designs and develops manufacturing processes for its products.

It is important to Allegro, its employees, its shareholders, and its local communities to make every effort to proactively manage environmental impacts and to continue to enhance the sustainability of Allegro's products and operations.

## Our Commitment to Integrity

Allegro's commitment to integrity is a pillar of its culture and the foundation of everything it does. Allegro endeavors to continuously ensure an open, inclusive, and ethical work environment in which its employees feel empowered to do the right thing in serving Allegro's many stakeholders and to ensure Allegro's long-term success. Allegro seeks to honor the spirit of our values and goals, doing the right thing for the right reasons all of the time.

## Training and Communication

Effective training and communication are critical to the success of Allegro's human rights program. Allegro

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provides annual training to all employees on various elements of its human rights program. Allegro provides more targeted training to leaders and to employees based on their roles and responsibilities, including under the policies and procedures described in this Policy.

Allegro communicates broadly with employees about the importance of human rights and the underlying principles of respect, dignity, and equality. It delivers this message through internal communications, leader messages, a robust website, and workplace postings among other things.

## Reporting, Investigation, and Corrective Actions

Anyone who believes there has been a violation of this Policy should report it through established channels, including to an appropriate supervisor, Allegro's legal department, or Allegro's human resources department. If any such reporting proves ineffective or impractical, a report may be made anonymously using the following: (1) EthicsPoint link: [https://secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=77629](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=77629), or (2) the EthicsPoint hotline, using the AT&T Direct Code +877-821-7508 for US calls and for calls outside the US, the AT&T Direct Code for a particular country (which can be obtained from accessing the following link: <http://www.business.att.com/bt/access.jsp>), and then using the AT&T Direct Code +877-821-7508 (2-step process for calls outside the US).

Reports of potential violations will be investigated and, if substantiated, remedial action will be taken. Allegro will not tolerate any retaliatory action against someone who comes forward in good faith to raise concerns about possible violations of this Policy.

## Oversight

Allegro periodically assesses potential human rights risks, the severity of the potential risk, and the relevant mitigation measures. It also integrates relevant findings into our policies and procedures, on an as needed basis. Progress with respect to these efforts is tracked as part of Allegro's continuous improvement efforts.

Allegro's Board of Directors and executive management oversee Allegro's commitment to human rights.

## Assessment

Allegro may, at any time, conduct audits or assessments, as it deems appropriate, to assess compliance to the above commitments.

Signed,



Vineet Nargolwala  
President and Chief Executive Officer

