

## **ALLEGRO MICROSYSTEMS ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This statement is made on behalf of Allegro MicroSystems, Inc. and its direct and indirect subsidiaries (collectively, "Allegro") pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes Allegro's Anti-Slavery and Human Trafficking Statement ("Statement") for the period March 30, 2024 through March 28, 2025.

Allegro MicroSystems, Inc., a corporation registered in the United States with worldwide subsidiaries, designs, manufactures, markets, and sells various types of semiconductor integrated circuits across multiple industries, including: automotive, industrial, white goods, and consumer electronics.

Allegro remains committed to maintaining and improving processes designed to reduce the possibility of complicity in human rights violations as it relates to its operations, supply chain, and products. Allegro recognizes slavery and human trafficking can occur in many forms, such as: forced labor, child labor, domestic and indentured servitude, sex trafficking, and workplace abuse. In this Statement, Allegro uses the term "slavery and human trafficking" to encompass the various forms of coerced labor outlawed by the Act.

In complying with laws, regulations, and rules relevant to its business, Allegro endeavors to achieve and maintain the highest ethical standards. It takes its responsibilities to its stakeholders very seriously, including those to its employees and the communities in which it operates.

Allegro further encourages compliance with its corporate policies and procedures against anti-slavery and human trafficking by way of its Supplier Code of Conduct and Vendor Code of Conduct, both of which make it clear that Allegro prohibits and will not tolerate its suppliers or vendors utilizing slave or forced labor or permitting human trafficking. Furthermore, Allegro makes available a hotline (accessible via telephone, web, or mobile), allowing stakeholders to anonymously report any suspected violation of law, regulation, or Allegro policy. In addition, Allegro's policy on Global Citizenship sets forth key principles that guide our actions.

- We will protect the environment.
- We will operate our business with integrity.
- We will invest in our workforce.
- We will improve the communities in which we operate.

As it pertains to Allegro's suppliers Allegro has a well-established audit program for its suppliers. This past year, Allegro updated its supplier due diligence questionnaire to confirm regulatory compliance in various areas. In order to do business with Allegro, suppliers are audited against specific criteria that includes suppliers' adherence to the applicable laws and human rights standards. Any human rights violation would result in Allegro ceasing to do business with that supplier and the submission of a report to the appropriate governmental authority. Additionally, Allegro requires all suppliers to adhere to its Supplier Code of Conduct, which is available to all suppliers via its Corporate Responsibility web page (<https://www.allegromicro.com/en/about-allegro/corporate-responsibility>), and maintains a supplier onboarding program whereby it requires

acknowledgement of this policy, and Allegro's Supplier Code of Conduct, from all suppliers. This effort is intended to make Allegro's expectations of its suppliers clear in that it will not accept complicity by its suppliers towards human rights violations, including slavery and human trafficking.

As part of its on-going efforts to be transparent with its shareholders, stakeholders, customers, suppliers, and employees, Allegro maintains a Human Rights policy (<https://www.allegromicro.com/en/about-allegro/corporate-responsibility/human-rights>). This policy expounds on those basic freedoms believed to be inherent to all people.

In 2022 Allegro formed an ESG Steering Committee and in 2023, Allegro welcomed an ESG Senior Director, responsible for executing Allegro's ESG initiatives. Allegro published its second annual ESG Report this past year, which further highlights Allegro's commitment to human rights.

Allegro concludes that its activities comply with the International Bill of Human Rights and with the conventions and principles of the International Labour Organization (Fundamental ILO Conventions).

In continuing these efforts, Allegro maintains its affiliation with Responsible Business Alliance (RBA). Membership in the RBA demonstrates Allegro's commitment to high labor standards in its business and provides access to compliance tools to help make improvements where needed. Going forward, Allegro will continue to look for additional ways to ensure the values expressed in this Statement are effectively carried out.



Mike Doogue  
President and Chief Executive Officer