Environmental, Social and Governance Report

FISCAL YEAR 2026

Leading the world toward a safer, more sustainable and autonomous future

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Overview

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A Message from Our President and CEO

MICHAEL DOOGUE / PRESIDENT AND CEO

At Allegro, innovation has direction and purpose. Our commitment to a safer, more sustainable and autonomous future isn't a response to the moment—it defines the way we work, the products we build and the partnerships we choose. This year, we took that conviction further, sharpened our focus and aligned our strategy around the secular megatrends where our technology can contribute with positive impact: electrification and advanced safety in autos and clean energy. Importantly, we are pursuing these goals hand in hand with our stakeholders every step of the way.

The solutions we build are engineered to move and manage power with greater efficiency, and that efficiency is, at its core, a sustainability story. Our innovations are reducing the energy demands of the data centers powering the AI era, delivering the precision and reliability that autonomous and robotic systems require, and enabling lower emission vehicles that are lighter and more efficient. Across every industry we serve, Allegro's technology is quietly but meaningfully reducing the global carbon footprint of the systems that run our world. That's not incidental to our ESG commitment—it is our ESG commitment in action.

FY26 has been a year of milestones that matter. Beyond our products, we made measurable strides on our environmental commitments, accelerating our renewable energy transition ahead of schedule and strengthening the sustainability practices across our supply chain. A moment that resonated with our employees was celebrating 50 years of presence in the Philippines, which we honored by reinvesting in our people and the communities that have contributed to who we are.

We continue to advance toward our FY30 goals for emissions reduction, renewable energy, waste minimization and corporate responsibility. This third annual ESG Report is our public commitment to staying accountable along that journey. At Allegro, our engineers are more than designers; they are visionaries who understand that every gain in efficiency, every watt saved, every system made safer, contributes to a better planet. That conviction runs through everything we build.

What fills me with a deep sense of pride is not any single milestone. It's the "One Allegro" team that makes all our achievements possible. As you read this report, I hope you see it as a window into a company that is serious about its responsibility and energized by its opportunity to solve challenges and create lasting value. Together, we are building a future where innovation and sustainability are not separate pursuits, but ones that reinforce each other.

Michael Doogue
President and Chief Executive Officer

About Us

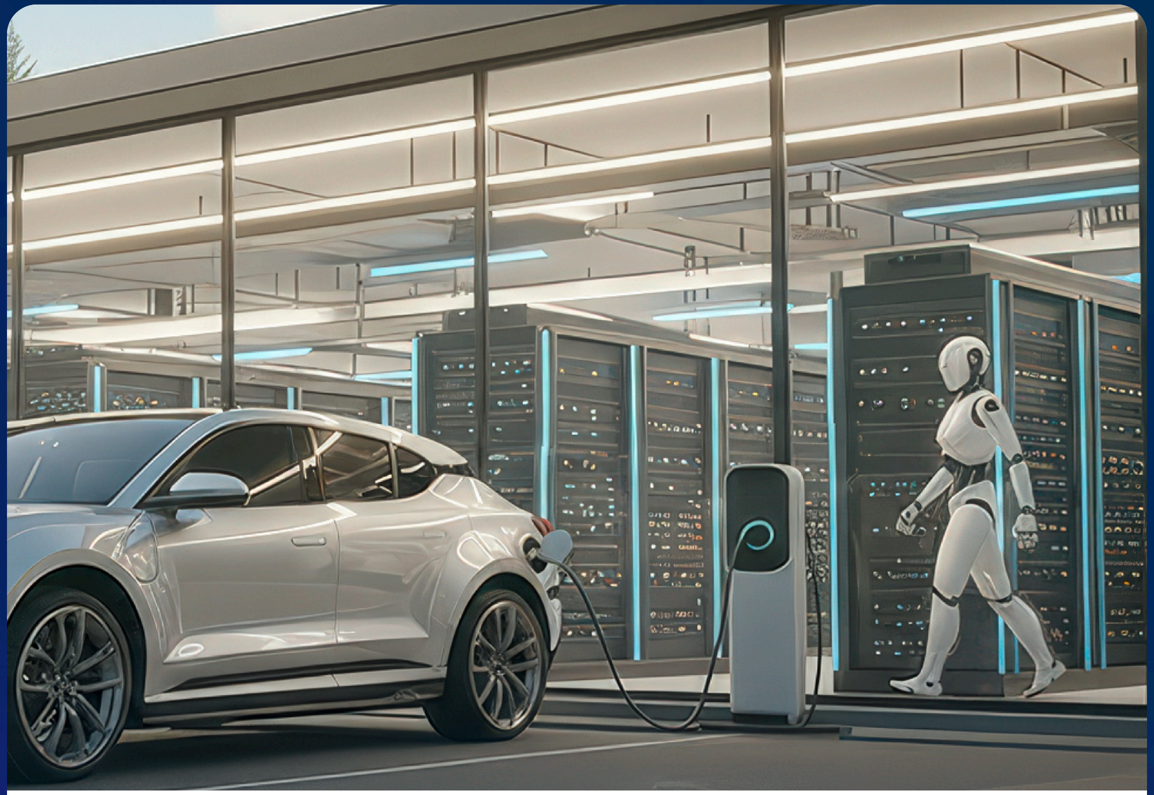
Allegro MicroSystems, Inc. (Allegro) is a global semiconductor leader in sensor and power integrated circuits (ICs). Our products are at the core of functions that sense, regulate and drive electromechanical systems, enabling our customers in the automotive and industrial sectors to create more efficient and reliable products.

We serve a broad set of high-growth markets spanning applications such as electric vehicles (xEVs), advanced driver assistance systems (ADAS), automation and robotics, and energy infrastructure. We are helping move the world toward a safer, more sustainable and autonomous future.

Innovate with Purpose: We continuously innovate across all areas of our business, delivering value to our customers and advancing on all fronts. Every employee, regardless of function, is encouraged to innovate to drive the company forward.

Customers First: We develop trusted partnerships with customers, both internal and external, by anticipating, understanding, and prioritizing their needs.

One Allegro: We create a culture and an environment of belonging where everyone feels valued, is actively engaged and embraces accountability.



Our mission

is to be the leader in global semiconductor technology, with sensing and power solutions that drive focus auto, energy infrastructure and automation forward.

Our core values

form the foundation of our culture. They shape how we think, work and succeed together.

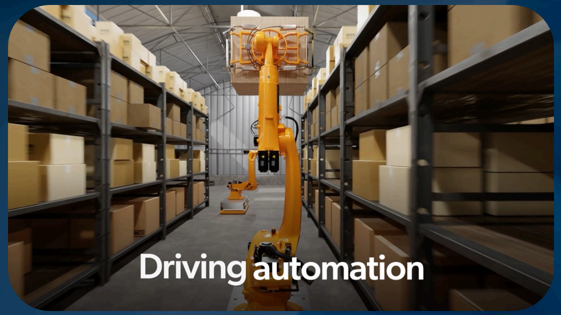
Our vision

is to lead the world toward a safer, more sustainable and autonomous future.

Allegro at a Glance

Leading the World Toward a Safer, More Sustainable and Autonomous Future.

SENSING AND POWER SEMICONDUCTOR SOLUTIONS



>30 years
Automotive experience

~15,000
Customers

#1
Magnetic sensing market leader[1]

~4,250
Employees

>25B
Cumulative units shipped

27
Locations

$890M
FY26 sales

Sales by Product[2]

61% Magnetic sensing

39% Power IC solutions

1 Source: Omdia, MEMS & Sensors Competitive Analysis Database, May 2026.

2 Based on sales as a percent of total trailing twelve months, FQ4 FY25- FQ3 FY26.

Global Solutions.
Local Support.

Headquartered in Manchester, New Hampshire, USA, with our primary manufacturing, internal assembly and testing facility operated by our **subsidiary in the Philippines (AMPI),** we operate as a fabless company for semiconductor wafer fabrications. For our back-end manufacturing, we use a combination of internal and external resources.

A global footprint with 27 locations across four continents, consisting of corporate offices, sales offices, research and development facilities and storage facilities.[1] We support customers through a global network of design, applications, and customer support centers across North America, South America, Asia and Europe.

1 Facilities as of end of FY26.

ESG Goals and Achievements

FY30 Goals	FY26 Achievements	
95% Waste diverted from landfill at all facilities with operational control	**94%** Solid waste diverted from landfills at manufacturing facility	**3,910** Gallons of waste composted at our headquarters in FY26
50% Reduction in Scope 1 and 2 emissions normalized based on revenue from our FY18 base year	**~86%** Reduction in Scope 1 and 2 emissions intensity compared to FY18 base year	
50% Renewable energy at manufacturing facilities	**92%** Renewable energy at Philippine manufacturing facility through contract with our utility provider	**44%** Renewable energy at headquarters through Renewable Energy Credits (RECs) at fiscal year end
50% Water reduction goal for headquarters irrigation by FY30 (from FY21)	**46%** Average annual reduction with over 3.1 million cumulative gallons saved since FY21	

FY26 SUSTAINABILITY AWARDS, ESG RATINGS & MEMBERSHIPS

BRONZE | Top 35%
ecovadis
Sustainability Rating
DEC 2025
Click to learn more

Corporate ESG Performance
RATED BY ISS ESG
Prime

CDP
Discloser 2025

Responsible Business Alliance
Advancing Sustainability Globally

elexcon

Sustainable Leading Enterprise Award

Shenzhen International Electronics Exhibition and ElecFans

For continuous innovation in green energy technology and sustainability practices

SEIPI

Certificate of Appreciation

Semiconductor and Electronic Industries in the Philippines (SEIPI)

For supporting SEIPI's CSR initiatives by providing aid to victims of the 2026 Cebu earthquake and typhoon

Our Products

In 2025, Allegro introduced industry-leading, highest-bandwidth magnetic current sensors, followed in early 2026 by next generation devices, setting a new standard for efficiency in high-power systems. Increased bandwidth enables faster detection of current spikes in high-voltage power conversion systems, enhancing protection of critical electronics and improving overall system reliability. The higher power density is achieved through reduced energy loss and smaller form factors compared to traditional shunt-based current sensing, supporting more efficient and space-optimized power conversion.

Additionally, the use of our high voltage gate drivers saves space, improves efficiency and delivers double the power density in power systems across electric vehicle powertrain, cloud infrastructure and energy infrastructure applications.

Avoided metric tons of CO_2e

25 Million

estimated from 2021–2025[1]

- Saves ~12 gal of gas per vehicle each year
- Improves vehicle fuel economy by ~5%
- Improves energy efficiency and lowers emissions

Estimated CO_2e Emissions Avoided by Use of Allegro Products

MILLIONS OF TONS

01

Stop/Start systems in combustion engine and Hybrid electric vehicles

Allegro developed the first speed and direction crank sensors for stop/start engine control, **improving vehicle fuel economy by ~5%.**

02

Anti-Lock and Advanced Braking Systems

Sensor and Power ICs provide precise measurements under extreme operating conditions for the optimal performance of braking and traction control systems.

03

Electric Power Steering (EPS) Systems

Up to 15 Allegro ICs per car in typical EPS systems, **saving ~12 gallons of gas** per vehicle per year compared to always on hydraulic steering systems.

04

Onboard Chargers and Inverters in xEV Powertrain

By reducing electrical losses and boosting power density in advanced Silicon Carbide (SiC) and Gallium Nitride (GaN) power systems, Allegro's current sensors and high voltage gate driver solutions improve energy efficiency and lower emissions, **yielding ~36 more miles** per EV per year.

05

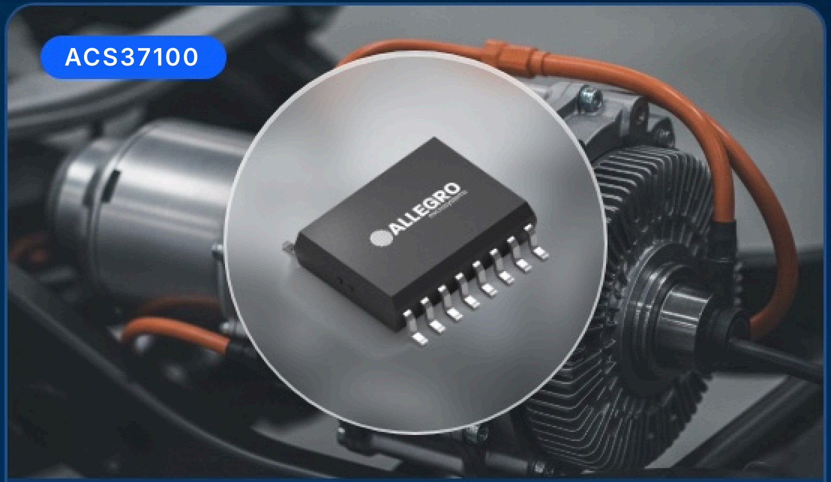
Prevention of Loss-of-Assist in Electric Power Steering Systems

Integrated angle, current and torque sensors combined with motor drivers and safety power management devices ensure continuous steering assist, preventing system failures that would compromise vehicle handling while optimizing energy efficiency.

1 Estimated avoided emissions based on vehicles sold with Allegro products and U.S. Department of Energy data for emissions produced/reduced. Sources included: U.S Department of Energy Alternative Fuels Data Center: Emissions from Electric Vehicles (energy.gov), Cost and Effectiveness Estimates of Technologies Used to Reduce Light-duty Vehicle Carbon Dioxide Emissions, and market data provided by Strategy Analytics Powered by TechInsights.

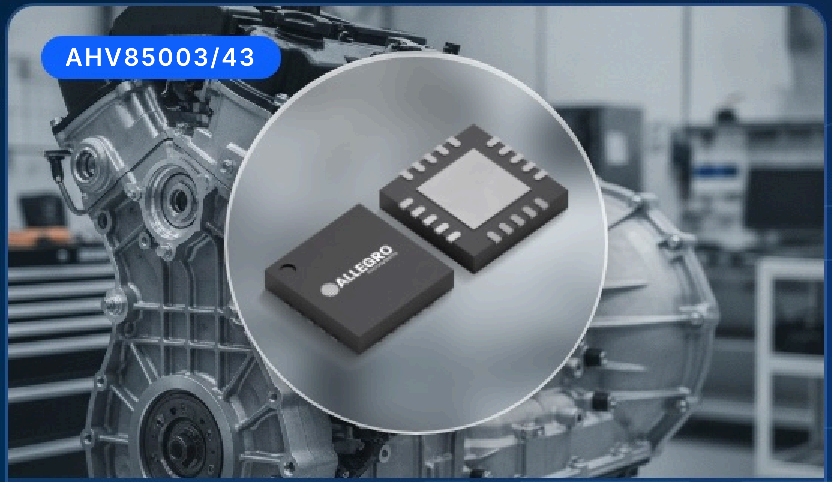
Automotive

Allegro's technologies enable xEV powertrains and ADAS systems through reliable power conversion, precision sensing, optimized power management and efficient motor control—delivering measurable reductions in energy consumption and vehicle emissions while extending electric driving range and enhancing safety.



ACS37100

In October 2025, we introduced the industry's highest bandwidth 10 MHz current sensors for reducing energy losses and protecting fast switching SiC and GaN based power conversion systems in xEV powertrain applications.



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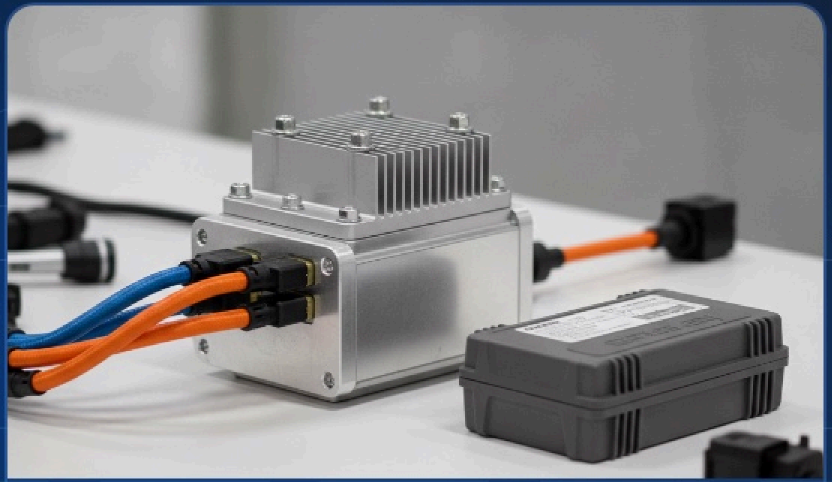
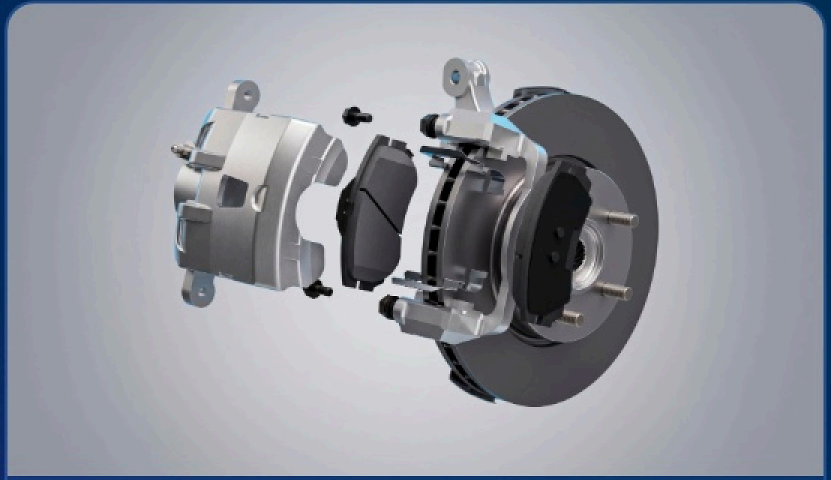
In January 2026, we expanded the SiC isolated gate driver portfolio with the release of a new chipset for improved energy efficiency and higher levels of design flexibility for automotive powertrain customers.



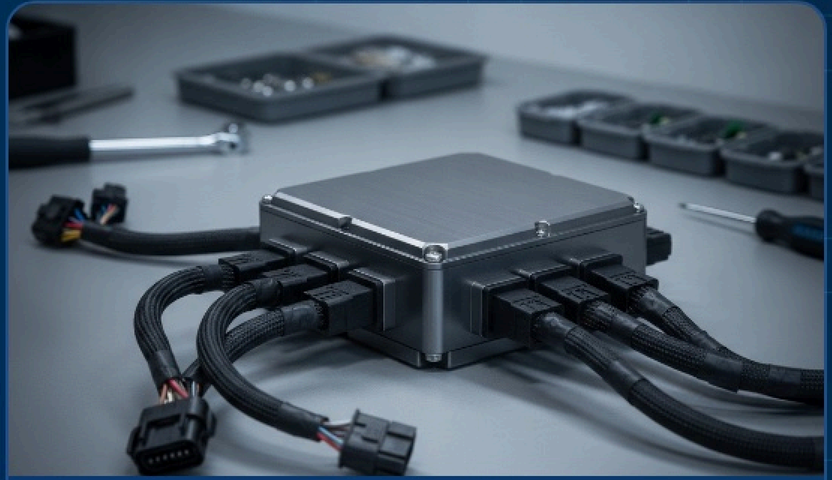
Energy Efficiency

Our current sensors consume up to 80% less power than shunt-based solutions, enabling electricity savings and enhanced energy efficiency in automotive applications over the past decade.



Safety and Reliability

From braking to EPS, our sensing and power solutions enable advanced safety systems that improve vehicle control and contribute to energy savings.

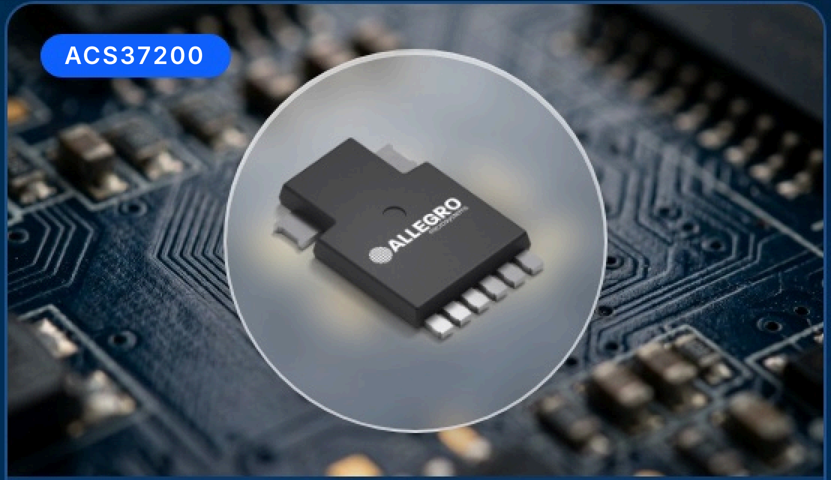


Environmental Impact

By advancing electric powertrains, EPS systems and next-gen electromechanical braking systems (EMB) in xEVs, our technologies are helping accelerate the shift to cleaner mobility—extending battery life, reducing emissions and supporting global sustainability goals.

Industrial

Allegro's precision sensing and integrated power ICs are critical infrastructure enablers powering AI data centers, robotics, industrial automation and energy infrastructure applications that reduce energy conversion losses, improve system efficiency and advance the transition to a lower-carbon economy.



ACS37200

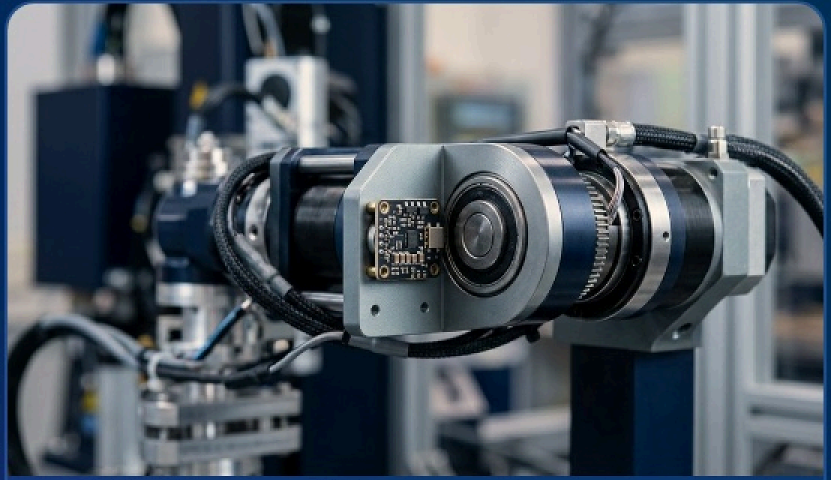
New current sensor with an integrated conductor and high power density delivers 90% less wasted energy in a 30% smaller footprint—improving efficiency across energy infrastructure, data center power delivery and energy storage.

Industrial Energy Savings Through Current Sensing

Our sensors consume 80% less power than shunt-based solutions, contributing to significant energy savings across a wide range of industrial applications over the past decade.

Innovative Brushless DC (BLDC) Driver for Data Center Fans

Three-phase motor drivers with innovative built-in power loss brake feature reduces energy use when server fans malfunction or breakdown.

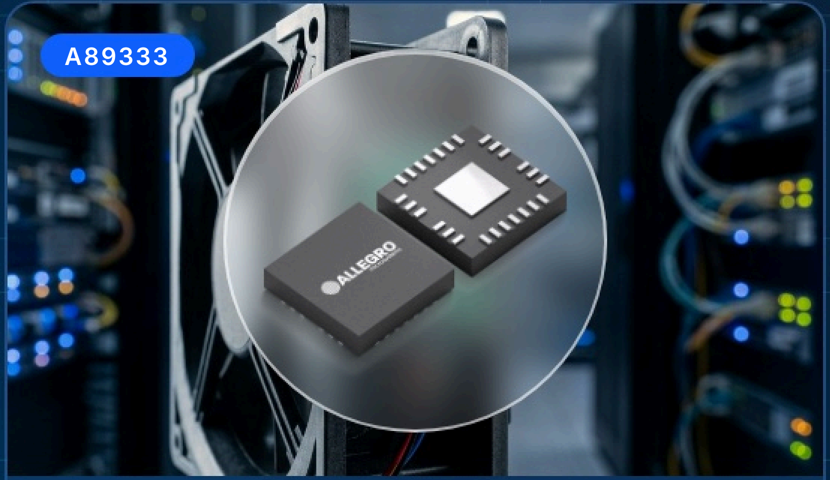


Micro and Nano-power Position Sensors extend battery life

Our compact Hall-effect and XtremeSense™ TMR-based position sensors extend battery life of consumer and personal medical devices by lowering standby power consumption by more than 50%.

Current Sensors for EV Charging Stations

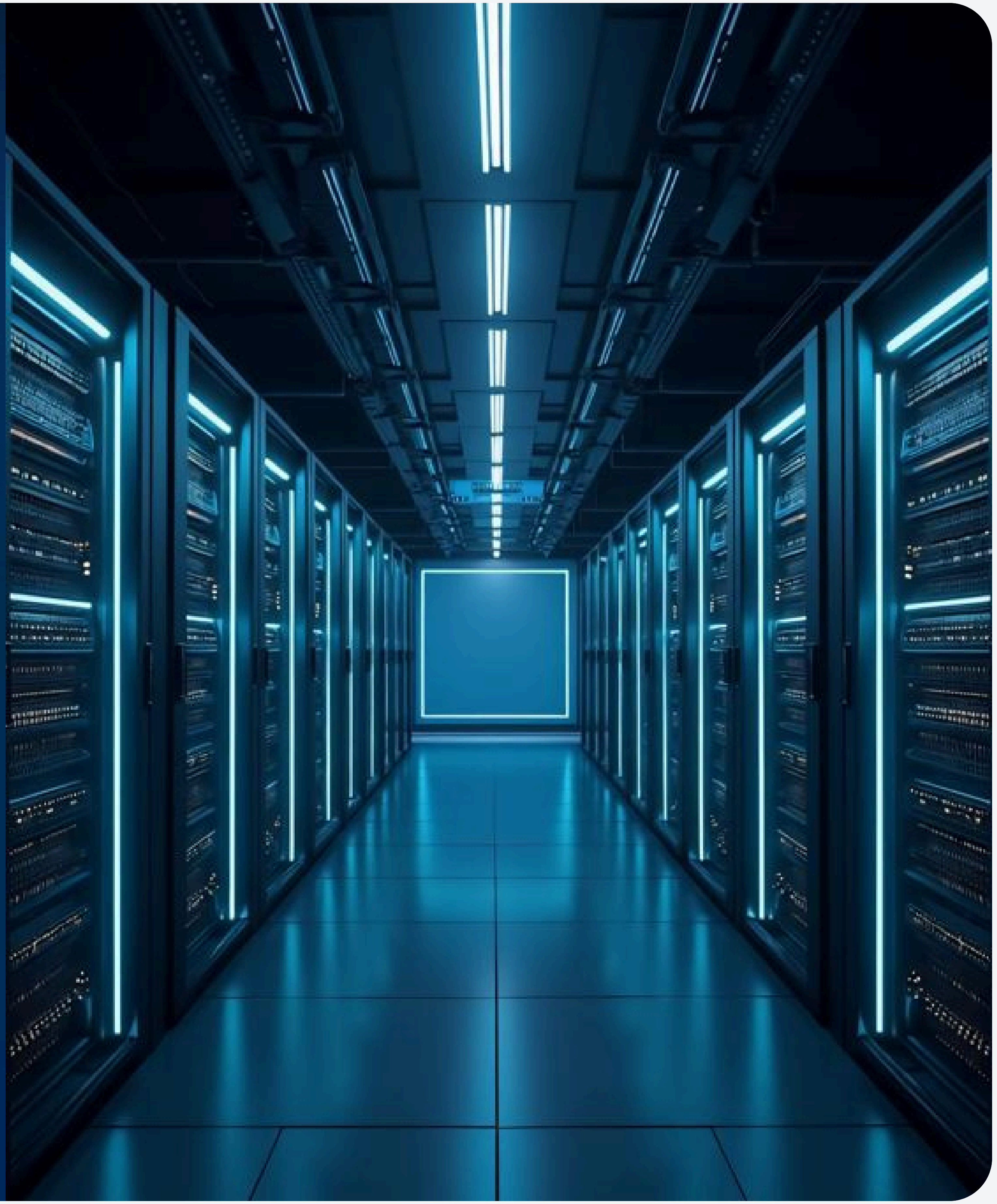
Our isolated current sensors reduce power loss, minimize heat and enhance safety in residential and commercial EV charging stations by isolating users from high-voltage currents.



A89333

New code-free 48V BLDC motor controller delivers higher efficiency with lower acoustic noise and higher airflow while using less energy to cool down and improves up time of AI data centers.

Governance



IN THIS SECTION

Our ESG Approach

Oversight & Corporate Governance

At Allegro, ESG governance is embedded across our global operations through a clear, cross-functional structure that drives accountability from the top down and aligns with stakeholder expectations.

Our ESG governance framework is designed to provide oversight, high-level strategic guidance and rigorous operational execution.

To ensure legal and regulatory alignment, the ESG Director reports to the VP, Associate General Counsel, who in turn reports to the SVP, General Counsel and Corporate Secretary, creating a direct reporting line to the CEO.

As global ESG expectations continue to evolve, Allegro remains committed to transparency, disciplined governance and the continuous improvement of our sustainability performance.

The committees of our board of directors (the Board) share ESG oversight responsibility, with the Nominating and Governance Committee (NGC) serving as the primary governing body, supported by broader oversight by the Board and the Audit Committee.

Through this comprehensive governance framework, our Board champions a culture of environmental stewardship, social responsibility and ethical business practices. A broader summary of each committee's key oversight responsibilities, as well as those of the Board's Compensation Committee, can be found in our 2026 Definitive Proxy Statement Filing.[1]

GOVERNANCE FRAMEWORK

01 Board of Directors
Dedicates an annual meeting focus topic to an in-depth review of our ESG strategy, performance metrics and future ambitions. High-level oversight and strategic guidance for the ESG program are provided by the Board via the NGC. Our Board takes a proactive approach to ESG oversight and risk management, regularly assessing key ESG risks and opportunities.

02 Nominating & Governance Committee
Serves as the primary governing body for ESG, overseeing initiatives and ESG reporting through quarterly management updates to ensure ESG principles are embedded across operations. The NGC periodically reviews and discusses with the Board the Company's policies, objectives and practices with respect to ESG matters.

03 Audit Committee
Provides oversight of financial reporting integrity, risk management and legal and regulatory compliance, including ESG-related material risks. The Audit Committee reviews ESG reporting data to ensure public disclosures are accurate, consistent with audit findings and aligned with applicable regulatory requirements.

04 ESG Steering Committee
Consists of executive leadership, senior managers and subject matter experts who meet quarterly to guide progress, review performance against our FY30 goals and ensure ESG is integrated into core operations.

05 ESG Leadership
Headed by our Director of ESG, who leads our cross-functional teams comprised of subject matter experts from across the organization. These teams are responsible for executing on ESG initiatives, translating strategy into measurable actions across environmental, social and governance workstreams.

Accountability flows from the top down — Board oversight to operational execution.

1 For a detailed discussion of our corporate governance and Board oversight structure and practices, please refer to our proxy statement filing. The focus of the governance section in this ESG Report is to provide greater detail on the corporate governance of our ESG programs and initiatives.

Enterprise Risk Management

Allegro maintains a comprehensive Enterprise Risk Management (ERM) program to proactively identify, assess and mitigate the most material potential risks from across the organization. This program provides a standardized, regular framework for centralized risk management, tracking and implementation of risk management and mitigation strategies, underscoring Allegro's commitment to effective governance and risk oversight.

Our ERM program assigns risk owners responsible for formulating and implementing action plans to address identified risks and provides regular status updates on risk development, risk mitigation and risk management actions to our ERM Council, comprised of our executive leadership team and other senior leaders from the Company.

Our ERM program follows a regular, annual and quarterly cycle involving key roles:

Risk Register: Comprehensive risk register of most critical and potentially severe risks scored, assessed and calibrated by the ERM Council to focus the Company's risk landscape. A risk owner is assigned to each risk on the risk register.

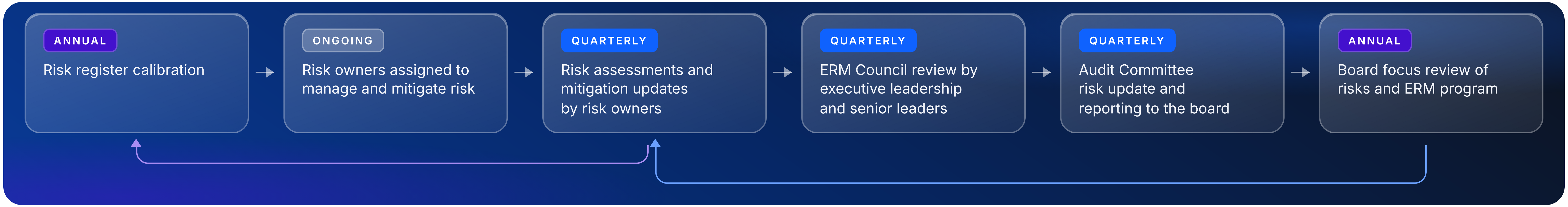
Risk Owners: Senior level subject matter experts from across the organization are responsible for managing assigned risks from the risk register within various categories, including Operational, Strategic, Legal & Compliance, Financial, IT, Cyber & Privacy and Intellectual Property. On a quarterly basis, Risk Owners conduct assessments of their risks, including a quantitative assessment of risk severity and likelihood, a qualitative assessment of the risk trend and a description of key risk response activities undertaken.

ERM Council: Comprised of our executive leadership team and other senior leaders, the ERM Council conducts quarterly reviews of the risk register developments. The ERM Council discusses top risks, provides feedback on assessments and monitors the status of risk mitigation and management efforts.

Board of Directors: The Board is responsible for overall oversight of enterprise risks and the ERM program. The ERM program leader reports on the overall company risk profile to the executive leadership team and the Audit Committee quarterly and to the full Board annually as part of a dedicated review of the ERM program and the Company's top risks.

This structured process enables the ongoing identification of emerging risks and the timely implementation and monitoring of risk mitigation and management strategies.

Allegro's ERM program represents a robust framework for proactive risk identification, assessment and mitigation. It ensures effective oversight and accountability at all levels of the organization, enabling timely response to potential risks and safeguarding Allegro's long-term interests and stakeholder value.



Ethics and Compliance

At Allegro, we strive to uphold a high standard of ethics and compliance across our leadership, employees and suppliers.

These standards are outlined in our Code of Business Conduct and Ethics (the "Code"), which also informs our Supplier Code of Conduct and human rights policies.

Code of Conduct

The Code applies to all directors, officers and employees, who are required to review and acknowledge it annually. Where our standards exceed industry norms or legal requirements, employees are expected to follow Allegro's higher standard. Oversight of the ethics and compliance program—including environmental health and safety (EHS), global trade and legal compliance—rests with our SVP, General Counsel and Corporate Secretary.

Employees complete an annual training that includes the Code and our Global Anti-Corruption Policy; new hires complete this upon onboarding. Additional annual courses cover global data privacy, workplace harassment and export compliance.

In FY26, we strengthened our compliance participation with a total of 4,882 distinct participants and an approximately 98% overall completion rate.

Trade Compliance

Allegro maintains a robust global trade compliance program that prioritizes international trade integrity. Key aims of the program are to:

- Closely monitor regulatory changes to keep our operations fully compliant;
- Maintain comprehensive internal controls and accurate documentation for all global transactions;
- Provide continuous education to our workforce; and
- Audit our supply chain for regulatory adherence.

Our actions are designed to not only mitigate the risk of legal and financial penalties, but also uphold our commitment to ethical business practices and corporate responsibility.

EHS Compliance

Allegro is committed to maintaining a safe, healthy and environmentally responsible workplace across all our global operations. Our robust EHS framework ensures compliance with applicable regulations and fosters a proactive approach to risk management. In FY26, Allegro advanced its global EHS management system, integrating standardized safety protocols across all facilities through proactive risk assessment and a coordinated committee network. We provide general and job-specific safety training to our employees and expanded occupational health programs, including 24/7 onsite medical support in the Philippines. For a more detailed overview of our initiatives focused on employee well-being and workplace safety, please refer to the Environmental Health and Safety section of this report.

Reporting Misconduct

The Code requires all employees and directors to report any known or suspected violations, including violations of the laws, rules, regulations and policies that apply to Allegro's operations. To report potential misconduct, employees are encouraged to reach out to their supervisors, the Company's General Counsel or our Human Resources Department. Allegro's legal department has managerial responsibility for anti-bribery and corruption compliance.

Allegro has also established a 24/7 ethics alert line, managed by a third-party, by which employees can report suspected financial misconduct, ethical or other Code of Conduct concerns or incidents involving Allegro employees, directors or third parties who do business with or on behalf of the Company online or via telephone (at 877-821-7508 for calls in the U.S.). For calls outside the United States, the access code by country can be found at http://www.business.att.com/bt/access.jsp. Employees who choose to report suspected misconduct may remain anonymous. Our hope is that our training courses will help employees raise concerns as soon as they detect red flags or potential ethics violations so we can investigate any potential issues, as appropriate.

We treat all reports of potential misconduct with the utmost seriousness and investigate each report with sensitivity and discretion. If there is a basis for the allegations raised, we work with our Human Resources and Legal teams and outside counsel as necessary to determine appropriate corrective action. We will recommend process improvements and report any findings of systemic issues to our General Counsel, Chief Human Resources Officer and Chief Financial Officer, as applicable, on a case-by-case basis. We also prohibit retaliation against employees or directors who seek help or report suspected violations in good faith.

We maintain the following certifications that reflect our commitment to worker safety, operational excellence and environmental responsibility:

- **ISO 9001:** Quality Management Systems
- **ISO 45001:** Occupational Health and Safety Management Systems
- **ISO 14001:** Environmental Management Systems

Together, these certifications reinforce a transparent safety culture and drive continuous improvement across our global operations, ensuring our performance meets the highest standards of accountability and sustainability.

Human Rights

At Allegro, our commitment to respecting human rights is fundamental to advancing our sustainability efforts, fostering a responsible workforce and upholding good corporate citizenship globally.

We are an active member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. In alignment with RBA standards, we treat basic freedoms, dignity, respect and equality without discrimination, as emphasized by the Universal Declaration of Human Rights, as inherent to all people and central to our corporate culture.

We are dedicated to treating all Allegro stakeholders—including employees, customers, shareholders, suppliers, vendors and the communities in which we operate—with dignity, respect and equality. We actively partner with our stakeholders to encourage them to uphold these same principles. We firmly believe that companies can advance human rights by cultivating equitable corporate cultures, ethically managing operations and trade engagements and by honoring and empowering the communities where we operate.

Our senior management team provides essential oversight to support our Human Rights Policy, demonstrating our strong commitment to Anti-Slavery and Anti-Human Trafficking. Our comprehensive policy framework, including our Human Rights Policy, Code of Business Conduct and Ethics, Global Citizenship Policy and Supplier and Vendor Codes of Conduct, describes the global standards for how we conduct business and our expectations for the organizations and suppliers with whom we engage. Each of these policies reflects our unwavering commitment to international human rights as defined by the Universal Declaration for Human Rights.

Ethics and Compliance in Our Supply Chain

As we procure goods and services, we treat our suppliers with respect and integrity, holding them to the same high standards of ethical business conduct that we uphold ourselves. We actively collaborate with our suppliers to foster a collective commitment to human rights, and we look to our partners to share in the standards set forth in our Supplier Code of Conduct.

Our Supplier Code of Conduct clearly outlines our requirements regarding ethics and integrity, labor and employment practices, human rights protections, sustainability and inclusion. We expect that our suppliers protect the rights of workers throughout our supply chain, strictly prohibiting the use of forced labor, child labor or human trafficking of any kind. Furthermore, our Supplier Code of Conduct includes provisions to mitigate the risk of procuring conflict minerals, making it clear that Allegro expects its products will not contain conflict minerals that directly or indirectly finance or benefit armed groups.

When necessary, we will rigorously investigate allegations of misconduct and implement appropriate remedial actions, which may include the termination of supplier contracts for non-compliant organizations.

Stakeholder Engagement

Allegro understands that our operations, supply chains and products have a significant impact on people, the environment and society. We are deeply committed to active and transparent engagement with our internal and external stakeholders worldwide, including employees, customers, suppliers, investors, communities and regulatory bodies.

These key groups play a vital role in our business, and we continuously strive to maintain consistent communication and collaboration to understand their evolving perspectives on ESG issues. This multi-stakeholder engagement is fundamental to aligning our ESG strategy with stakeholder needs, mitigating risks, creating shared value and driving positive change across environmental, social and governance.

Customer Relationships

Our customers are increasingly prioritizing the sustainability practices and performance of their suppliers, including Allegro. In FY26, sustainability factors such as transparency, risk management, environmental impacts, human rights and responsible sourcing featured prominently in how customers evaluated and benchmarked our overall operations. These considerations, alongside traditional metrics like quality, delivery, technology and service, are fully integrated into customer supplier performance assessments that inform purchasing decisions.

To meet this growing demand for sustainability accountability, Allegro's sales, account management and sustainability leaders work hand-in-hand with our customers. Through close collaboration, we share comprehensive information about our sustainability initiatives, aspire to drive continuous improvement and build trusted partnerships. Our aim is to provide customers with confidence that Allegro is a sustainability-conscious supplier committed to minimizing negative impacts across environmental, social and governance dimensions.

Investor Engagement

Allegro engages with and remains responsive to the investment community on sustainability matters. In FY26, we continued our proactive dialogue on ESG topics, working to enhance our disclosures based on investor feedback and publishing our FY25 ESG Report, aligned with the Sustainable Accounting Standards Board (SASB)'s semiconductor industry standard and the Global Reporting Initiative (GRI) standard. Our investor engagement occurs through various channels, including our investor relations webpage, shareholder meetings, earnings calls, annual sustainability reports, regulatory filings, social media posts, press releases and direct email communications. FY26 also included an Analyst Day event. This comprehensive approach to transparency demonstrates our commitment to meeting shareholders' and the investment community's growing focus on corporate ESG performance and disclosure.

We recognize that our long-term success is intrinsically linked to the well-being and development of our team members, the vitality of our local communities and the sustainability of our supplier network. We strive to engage and support each of these vital stakeholder groups through dedicated initiatives and programs.

We prioritize comprehensive benefits, continuous development and open communication to empower our workforce. Through philanthropy, active volunteerism and strategic local partnerships, we strengthen community ties and make positive social and environmental impacts. Furthermore, we collaborate closely with our suppliers on responsible sourcing, continuously monitor their sustainability performance, uphold ethical standards and strive for continuous improvement throughout our supply chain. Proactively supporting these key groups allows us to build trust, mitigate risks and create shared value over the long term.

To learn more, see our Community Impact and Sustainable Supply Chain sections of this report.

Cybersecurity

Our robust cybersecurity program seeks to ensure that employees understand how and why they must remain vigilant in promoting comprehensive data protection throughout the Company. When it comes to data protection, we know it is up to all of us to do our part to keep Allegro safe.

We have incident response procedures in place and are compliant with rules and regulations including the General Data Protection Regulation. As we maintain these procedures and a posture of vigilance, we collectively protect our employees, data and resources and promote a culture of data protection throughout the Company. Additionally, our VP, Chief Digital and Information Officer briefs the Board on cybersecurity matters periodically and as needed as well as the Audit Committee on a quarterly basis.

The cybersecurity team offers the tools and education required to accomplish our cybersecurity goals. They provide training programs to our employees, host regular awareness campaigns about Company policies and security practices, disseminate tips and how-to information, award phishing prevention prizes for employees who successfully report all simulated phishing attacks during a given period and provide employees with a centralized digital cybersecurity portal. We host quarterly cybersecurity training for every employee in the Company. We also conduct weekly phishing tests. Any employee who fails the phishing test more than once receives additional training.

We maintain risk management activities to identify, assess, prioritize and address cybersecurity risks, and we integrate them into our overall risk management processes. Our cybersecurity team carries out cybersecurity risk assessments over various systems and processes on a regular basis. The results from risk assessment activities are reviewed to prioritize the mitigation of identified risks, and the need for risk mitigation may influence business or operational strategy, project roadmaps and timelines or other decision-making, as needed.

We maintain a cybersecurity insurance policy and a policy for technology errors and omissions. We also conduct a yearly audit for our cybersecurity measures and an annual assessment of our protection against ransomware. Beginning in FY21 through the end of FY26, we incurred no expenses due to information security breaches or settlements.

In FY26, we focused on strategic modernization to further harden our environment. This included a significant transition to advanced, industry-leading platforms for extended detection and response, alongside a consolidation of our email security infrastructure. These platforms leverage AI-driven threat detection to enhance our threat visibility and streamline our security operations. With a robust plan, we strive to minimize the impact of security breaches and protect our data and systems. Additionally, we have retained outside experts to assist us in conducting interactive tabletop exercises to evaluate and refine our incident response plan and response capabilities.

Recognizing the evolving digital landscape, we expanded our third-party and supply chain risk management programs in FY26 to ensure the vendors and partners we collaborate with meet our stringent security standards. We also established a foundational Artificial Intelligence Governance framework. This framework introduces proactive guardrails, policies and educational resources to ensure the secure, ethical and responsible adoption of AI technologies across our operations.

Cybersecurity is a matter of year-round importance.

To underscore its significance and raise awareness among our employees, we conduct a set of activities as part of Cybersecurity Awareness month.

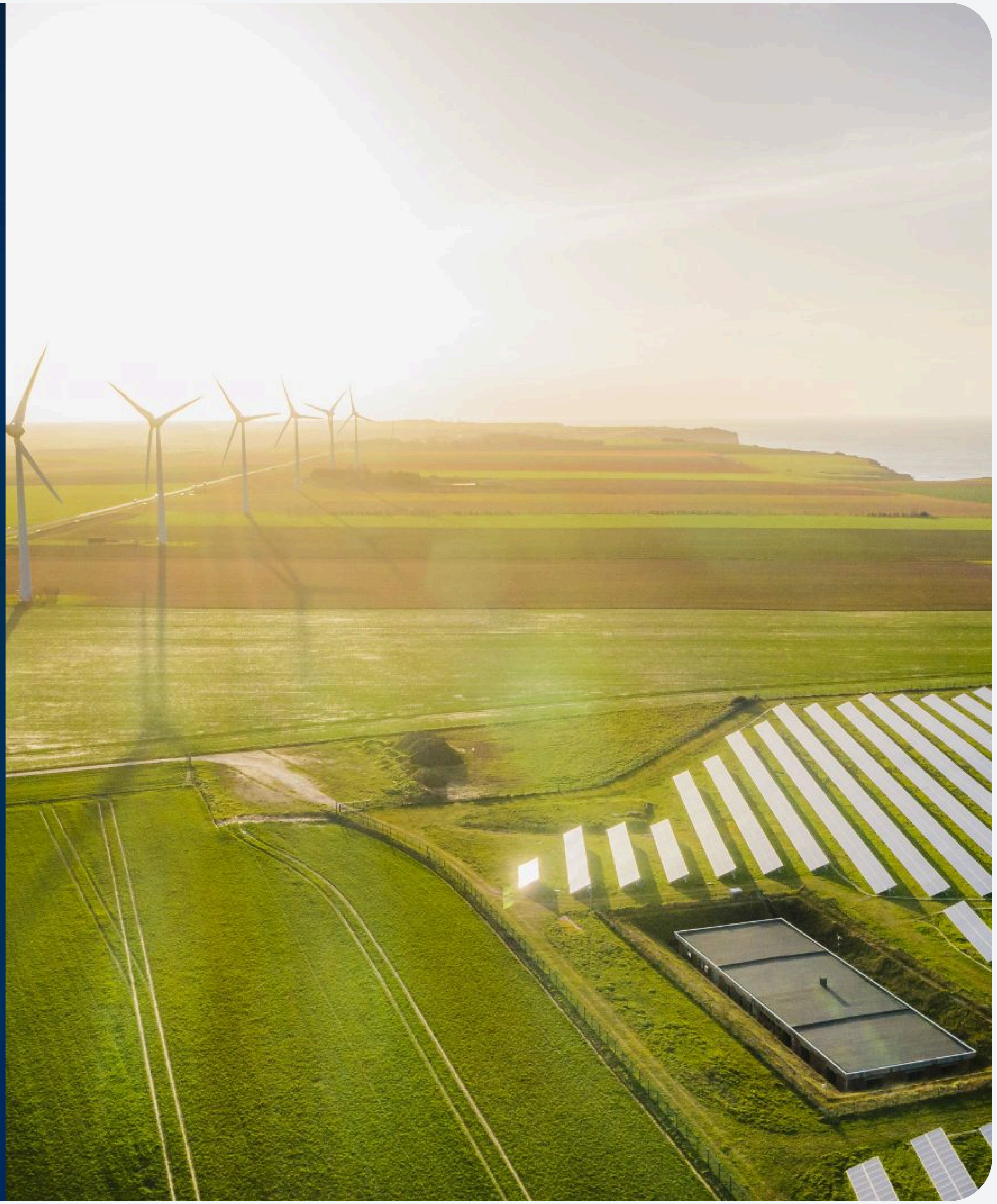
Each October, cybersecurity professionals at Allegro advocate for and highlight strong security practices. The Allegro cybersecurity team updates employees about new security measures and requirements implemented at Allegro and provides general tips for maintaining security in the office and at home.

Topics we have highlighted in the past include:

- Security Incidents Around the World
- Allegro Security Wins
- Artificial Intelligence
- Travel Security
- Data Classification
- Zero Trust Methodology
- Business Continuity Planning
- Employee spotlights

Environmental Practices

IN THIS SECTION



Energy, Emissions and Climate

At Allegro, we are actively accelerating our transition toward a low-carbon future by integrating advanced energy efficiency with a global shift toward renewable power. This commitment is central to our "Innovate with Purpose" core value. By combining robust emissions management with milestone-driven clean energy adoption, we are ensuring that our operational footprint aligns with the high-efficiency sensing and power solutions we provide to our customers.

Energy Conservation and Efficiency

In FY26, we sustained our energy efficiency initiatives across our facilities. Our Allegro Philippines (AMPI) manufacturing site significantly reduced its energy consumption by leveraging the 550 TR water-cooled chiller added in FY26. Combined with the existing 400 TR system, this has helped avoid approximately 7.1 GWh in energy consumption in FY26. These efforts were supplemented by an After-Hours HVAC Energy Conservation Program launched in January 2025, which reduces waste by shutting off air conditioning in specified areas after office hours. When combined with ongoing projects such as waste heat recovery, facility-wide LED lighting and interconnected vacuum systems, our total manufacturing electricity usage for the year was approximately 87.19 GWh, encompassing both purchased electricity and on-site solar energy.

Renewable Energy Transition

A definitive milestone of our FY26 progress was the completion of our accelerated transition to renewable energy. We successfully transitioned our manufacturing site to a 100% renewable energy contract with our utility provider starting in May 2025, resulting in 92% of our total FY26 electricity consumption at this site being sourced from renewable energy. This is supplemented by our existing rooftop solar installations, which remain a vital source of on-site energy.

At headquarters, we successfully transitioned to 50% renewable energy starting in July 2025, resulting in 44% of our total FY26 electricity consumption at this facility procured through renewable energy credits (RECs). We remain on track with our progressive transition plan to reach 100% renewable energy for this facility within the next three years.

ENERGY SAVINGS

Energy saved from energy efficiency projects in FY26

~8.43 GWh

compared to 6.95 GWh energy savings in FY25 and 4.47 GWh energy savings in FY24

On-site renewable electricity generated and consumed in FY26

86.67 MWh

compared to 90.57 MWh in FY25

EMISSIONS REDUCTION

CO_2e emissions reduction in FY26

7,471 MT

compared to 5,055 MT in FY25 and 3,169 MT in FY24

Total combined renewable energy procured through AMPI contract and U.S. RECs

81,941 MWh

compared to 5,525 MWh in FY25

ELECTRICITY USAGE

Total purchased electricity usage for FY26

97,318 MWh

compared to 99,543 MWh in FY25

Increase in purchased and produced renewable energy

~76 GWh

usage year-over-year over FY25

Energy, Emissions and Climate — continued

Greenhouse Gas Emissions Management

Allegro considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition*, and the *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate and report direct and indirect GHG emissions. We have disclosed our Scope 1 and Scope 2 GHG emissions through CDP since FY18.

As in every year since FY23, an independent third party performed limited assurance of our FY26 Scope 1 and Scope 2 emissions; the FY26 Independent Assurance Statement appears in the Appendix. Emissions data for FY18 and FY23–FY25 were previously verified, with statements available in prior ESG reports. For our reporting boundary and exclusions, see About this Report.

FY26 marked a step change in our decarbonization. Following AMPI's transition to utility-supplied renewable electricity and expanded use of renewable energy credits at our headquarters, total Scope 1 and 2 market-based emissions fell to 9,846 metric tons of CO_2e — from 64,305 metric tons in FY25.

Carbon intensity (market-based) fell to 8.89 metric tons of CO_2e per million USD of revenue. Intensity rose temporarily in FY25 as revenue contracted to 725 million USD; with revenue recovering to 890 million USD in FY26 and our renewable energy transition in place, emissions growth is now decoupled from operational growth.

Efficiency projects continued to deliver. Our water-cooled chiller installation saved a record 5,086 metric tons of CO_2e, and shutting off HVAC systems after work hours saved another 811 metric tons. We remain on track toward our FY30 climate goals and are refining our Scope 3 data collection.

Climate Risks and Opportunities

Allegro assesses climate-related risks regularly, evaluating flooding, extreme wind, drought and sea level rise, and integrates the findings into our Business Continuity Plan (BCP). In FY23, we produced Climate Change Impact Reports with our insurance provider, analyzing acute and chronic risks under multiple scenarios for 2030 and 2050. These insights inform capital projects and facility risk mitigation. The Board receives regular updates on climate-related risks and opportunities.

[1] We engaged PricewaterhouseCoopers LLP to perform a limited assurance engagement of our Scope 1 and Scope 2 emissions for reporting years FY26 and FY25. The Report of Independent Accountants can be found in the Appendix of this report. We engaged an independent third party LRQA to perform a verification engagement of our Scope 1 and 2 emissions for reporting years FY18, FY23 and FY24. The Independent Assurance Statements can be found in the Appendix of this report. For additional insights into our reporting boundary and exclusions, please refer to the About this Report section.

Carbon Intensity (Scope 1 & 2 Emissions)

Metric tons of Carbon Dioxide Equivalent per million U.S. dollars revenue

Gross Global Scope 1 & 2 Emissions

Metric Tons of Carbon Dioxide Equivalent

	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Scope 1[1]	3,141	3,772	2,306	1,443	1,102	1,440	1,061	1,681	1,936
Scope 2 (Location-Based)[1]	44,993	47,957	46,545	49,938	54,489	60,398	66,113	65,687	63,902
Scope 2 (Market-Based)[1]	44,993	47,957	46,545	49,938	54,489	60,398	66,113	62,624	7,910
Total (Location-Based)	**48,134**	**51,729**	**48,851**	**51,381**	**55,591**	**61,838**	**67,174**	**67,368**	**65,838**
Total (Market-Based)	**48,134**	**51,729**	**48,851**	**51,381**	**55,591**	**61,838**	**67,174**	**64,305**	**9,846**

Emissions Savings by Project

Metric Tons of Carbon Dioxide Equivalent

	FY22	FY23	FY24	FY25	FY26
Waste Heat Recovery	454	516	810	654	621
Solar PV	N/A	89	72	65	62
LED Lights at Philippines Manufacturing Facility	24	30	37	46	48
Water-Cooled Chiller Installation	N/A	993	2,070	4,346	5,086
Interconnected Vacuum Systems	346	412	413	394	656
After-Hours HVAC Energy Conservation	N/A	N/A	N/A	260	811

Water Stewardship

At Allegro, proactive water stewardship is fundamental to our commitment to environmental responsibility and corporate citizenship. We recognize water as a fundamental human right and align our global operations with the United Nations' standards for safe drinking water and sanitation.

While our direct operations are not water-intensive, we prioritize responsible management to minimize our impact on local resources. Our comprehensive Water Policy ensures that our activities, from pre-treating runoff to implementing high-efficiency fixtures globally, protect the resources of the communities where we operate.

Water Recycling and Efficiency in Manufacturing

In FY26, we maintained our strong focus on water conservation at AMPI. To promote water circularity, the site continued to operate reclamation systems, such as reusing greywater for irrigation, capturing deionized water reject and recycling wafer saw spindle cooling water. Over the course of the year, these efficiency measures allowed us to reclaim approximately 3.8 million gallons of water, thereby greatly reducing our impact on local freshwater supplies.

Water Conservation at Corporate Headquarters

Efficient water management, particularly for landscaping and irrigation, remains a key focus at our headquarters location. In FY26, Allegro demonstrated the durability of our water conservation practices by saving over 164,000 gallons of irrigation water use compared to FY21. Notably, this net-positive reduction was maintained even as New Hampshire navigated its driest summer on record, requiring vigilance and adaptive adjustments to our usage patterns to ensure responsible stewardship during a period of significant environmental stress.

We remain committed to these long-term conservation strategies as we progress toward our goal of a 50% reduction in water consumption by FY30. Specifically, at our headquarters, we have achieved a cumulative savings of over 3.1 million gallons of irrigation water since FY21. This represents a 46% average annual reduction over the last five years, keeping us firmly on track to achieve our target.

To maintain and build upon this progress, we are exploring enhancements to our precision monitoring systems and infrastructure. These improvements are intended to provide more granular data and enable proactive management, ensuring our headquarters continues to meet Allegro's high standards for resource efficiency and environmental sustainability.

Transparency and Future Trajectory

Allegro maintains a high level of transparency by participating in the annual CDP Water Security questionnaire. This public disclosure allows us to share our performance and management strategies with global stakeholders. Looking ahead, we are exploring other wastewater treatment technologies to further enhance the quality of our discharged water and identifying new opportunities for efficiency across our global footprint.

Water reclamation infrastructure

- Greywater reclamation for irrigation
- Recovery of deionized water reject
- Recycling water from wafer saw spindle cooling

Water reclaimed from AMPI water efficiency projects in FY26

~3.8 million gallons

compared to 3.45 million gallons in FY25

Cumulative irrigation water saved

>3.1 million gallons

at Headquarters since FY21

Waste and Circularity

Allegro is committed to minimizing waste across our global footprint by embedding circular economy principles directly into our daily operations. Our comprehensive approach targets waste reduction at the source, prioritizing the elimination of single-use plastics, the expansion of our reuse and recycling capabilities and the digitization of legacy paper processes. From diverting organic materials at our corporate headquarters to reusing manufacturing consumables and safely processing hazardous waste, we are continuously exploring innovative material management strategies to drive both environmental and operational efficiencies.

Reducing Landfill Waste at Headquarters

In FY26, our continued composting efforts diverted 3,910 gallons of food scraps from local landfills. This program not only generates compost for local farms but also empowers employees to actively participate in our sustainability goals by segregating their own waste. To further reduce our environmental footprint, we transitioned from a per-desk waste bin model to centralized collection stations late in FY26. This change will significantly cut down on the number of plastic trash bags used across the facility.

Increasing Plastic Reuse at AMPI

To advance our commitment to waste reduction and circularity, AMPI implemented a new cleaning and monitoring protocol for plastic wafer jars. By enabling each jar to be safely reused up to six times, we have significantly decreased our manufacturing plastic waste footprint while achieving meaningful operational cost savings. This focus on resource efficiency is further reflected in other site-wide improvements, including the transition to paperless pick slips, the removal of tape travelers, the reduction of finger cots usage and the redesign of inner boxes to recover residual waste. Collectively, these initiatives demonstrate our continuous effort to integrate sustainable practices directly into our manufacturing core.

Hazardous Waste Co-Processing

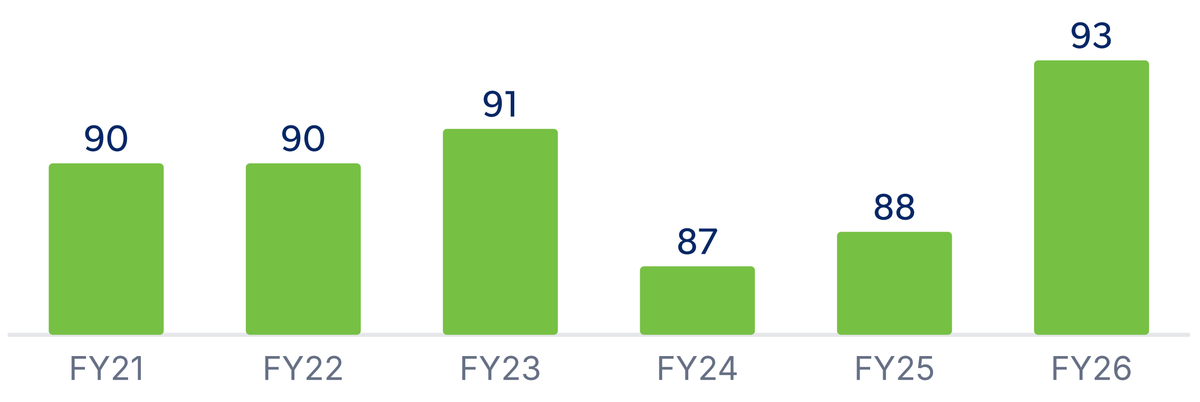
Allegro strictly adheres to all environmental laws and regulations regarding chemical and hazardous materials through a comprehensive management system. To guarantee responsible sourcing, we work closely with our suppliers to verify that their operations and products hold the appropriate registrations, licenses and permits. AMPI continues its hazardous waste-to-energy recovery program, where eligible hazardous waste is safely processed and disposed through government-accredited treatment, storage and disposal facilities. Hazardous waste is diverted from landfill disposal and managed through resource recovery pathways, contributing directly to our hazardous waste recycling rate. This approach aligns with our waste reduction goals and supports a more sustainable industrial ecosystem. In FY26, we diverted over 43,000 kg of hazardous waste through this co-processing partnership, representing approximately a 10% hazardous waste recycling rate for the fiscal year.

Waste composted

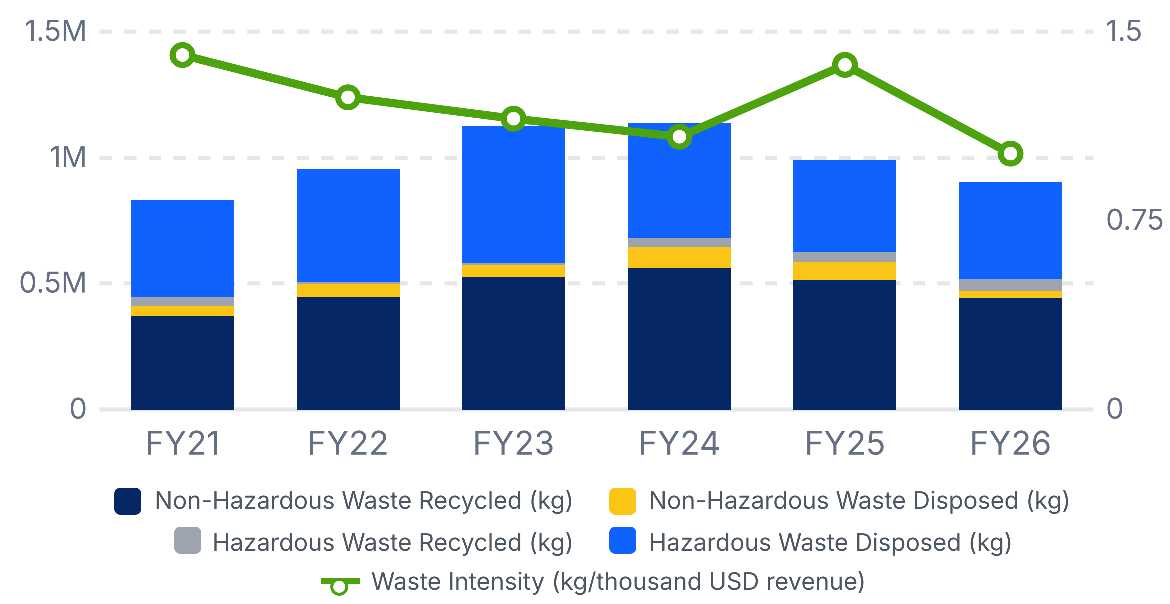
3,910 gallons

at Headquarters in FY26

AMPI Non-Hazardous Waste Diverted from Landfill (%)



AMPI Waste Metrics



Sustainable Supply Chain

As a fabless semiconductor company, our supply chain is vital to our ESG goals. As a member of the RBA, we ensure our partners align with global sustainability standards. In FY26, we continued to realize the benefits of integrating ESG criteria into our supplier performance scorecards, fostering transparency and joint innovation.

Supplier Standards and Ethical Alignment

We maintain uncompromising ethical expectations for our partners, requiring complete alignment with our core values. To ensure environmental accountability, all subcontractors and direct materials suppliers must hold ISO 14001 certification. Our Quality Management System monitors strict adherence to our comprehensive "Supplier Requirements," which encompass our environmental and social responsibility benchmarks.

Engaging Our Supply Chain for Collective Impact

To continue our environmental and social progress, Allegro prioritizes collaborative partnerships throughout its value chain. Our 2025 Supplier Conference served as a key driver for this engagement, utilizing interactive workshops to reinforce RBA standards and global ESG developments. By introducing breakout sessions focused on co-innovation, we empowered our partners to propose shared sustainability projects, embodying our "One Allegro" philosophy and strengthening collective ownership of our ESG targets.

Responsible Business Alliance
Advancing Sustainability Globally

As a member of RBA, Allegro is committed to ensuring our suppliers align with global sustainability standards. We actively collaborate with our subcontractors and direct materials suppliers to foster a collective commitment to human rights, health and safety, and environmental stewardship. Through our Supplier Code of Conduct, we encourage our partners to uphold these high standards of ethical business conduct and seek to align with suppliers who maintain ISO 14001 and ISO 45001 certifications (or comparable) or are actively working toward achieving such certifications.

Our internal RBA Committee leads the integration of these core principles into our procurement practices. During the onboarding process, prospective suppliers must complete a Supplier Due Diligence Survey and formally acknowledge Allegro's Supplier Code of Conduct. Built upon the RBA Code of Conduct (Version 8.0), our Supplier Code of Conduct establishes shared expectations for labor and human rights, occupational health and safety, environmental responsibility, business ethics, and management systems. Through this rigorous approach, 100% of our new direct materials suppliers are screened against comprehensive environmental and social criteria.

Sustainable Supply Chain — continued

Collaborating with our suppliers remains essential to advancing our sustainable supply chain and ensuring materials are efficiently reused and recycled. In FY26, we maintained our focus on these shared environmental goals by sustaining the successful cross-functional initiatives established in previous years. For example, we continued our circular packaging program, where custom, highly durable packaging is collected at Allegro facilities and returned to the supplier for reuse in future shipments. By keeping these closed-loop systems active alongside our use of easily recyclable materials, we reinforce our proactive approach to resource efficiency. Ultimately, Allegro's ongoing participation in the circular economy demonstrates our broader commitment to minimizing our ecological footprint.

Responsible and Ethical Minerals Program

Ethical mineral sourcing is a fundamental pillar of our procurement strategy. We proactively manage risks linked to 3TG (conflict minerals) and critical materials like mica and cobalt. Demonstrating our commitment to transparency, in FY26, we continued to submit Conflict Minerals Reports to the United States Securities and Exchange Commission. Our program follows the OECD Due Diligence Guidance and leverages our partnership with the Responsible Minerals Initiative to ensure our supply chain remains free from minerals that fund conflict or human rights abuses.

Ensuring Business Resilience

We prioritize organizational resilience by proactively identifying and mitigating potential operational disruptions. Aligned with IATF 16949 standards, our BCP provides a strategic framework for threat response and the fulfillment of customer obligations. We consistently refine our BCP through simulation-based learning and real-world event analysis, safeguarding our stakeholders and reinforcing our commitment to disciplined corporate governance.

Supplier Scorecard

3 POINTS

Collaboration
ESG-Specific Meetings
Allegro-Specific Collaborative ESG Project

1 POINT

Supply Chain
Supplier Code of Conduct or Policy requiring Supply Chain to have ESG measures in place

1 POINT

Environmental Protections
Scope 1 & Scope 2 Emissions Disclosures

1 POINT

ESG Program
ESG Report or other ESG-related disclosures provided to Allegro

Hazardous Materials Management

Allegro is dedicated to reducing the use of hazardous substances to ensure the safety of our employees, customers and the communities where we operate. Our Product Compliance team proactively monitors the evolving global regulatory landscape, maintaining rigorous standards for our operations.

Proactive Compliance and Due Diligence

As part of our due diligence process, we obtain objective evidence of compliance, which includes, but is not limited to, Inductively Coupled Plasma (ICP) test reports and specific regulation declarations and industry templates like the CMRT and the EMRT for products and product packaging.

Our products and packaging adhere to a wide array of global directives, including:

- RoHS Directive
- REACH
- Toxic Substances Control Act (TSCA)
- China Volatile Organic Compounds (VOCs) regulations
- Persistent Organic Pollutants (POPs)

Integrated Product Stewardship

Compliance is embedded into the earliest stages of our innovation process. Our Product Compliance team collaborates with our package development and wafer technology development engineering teams to ensure that materials selected for new and modified products are compliant by design.

All active Allegro products are RoHS compliant. While some product options utilize allowed EU RoHS exemptions for high-lead content (such as in solder bumps and resistors), we manage these transparently and abide by Environment Friendly Use Period standards for China, where exemptions are not permitted. In FY26, the percentage of our products by revenue containing IEC 62474 declarable substances was approximately 9.8%. We continue to partner closely with suppliers to phase out Substances of Very High Concern (SVHC) and Per-and Polyfluoroalkyl substances (PFAS) from our products and packaging wherever possible.

Digital Transformation and Customer Support

We prioritize responsiveness to customer inquiries regarding specific regulations. To support our growth and the increasing demand for compliance transparency, we are in the process of transitioning our compliance infrastructure to a digital platform. Significant progress has been made in migrating from our legacy systems, and further enhancements are ongoing. As these improvements continue, the new system will enable enhanced analytical capabilities, traceability and faster report execution, ensuring that critical compliance evidence is increasingly accessible for our global customer base.

Key Global Directives

Conflict Minerals Reporting Template (CMRT)

Extended Minerals Reporting Template (EMRT)

Restriction of Hazardous Substances (RoHS) Compliant

Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)

Social Impact

IN THIS SECTION

Empowering Our Global Workforce

At Allegro, our purpose is to lead the world toward a safer, more sustainable and autonomous future. Achieving this ambitious vision—and driving meaningful innovations in focus auto, energy infrastructure, automation and robotics—requires far more than cutting-edge silicon. It requires a vibrant, inclusive and highly capable workforce of engineers, scientists, operators and business leaders united by a shared sense of purpose.

In FY26, we doubled down on what we call the "One Allegro" core value: the belief that our collective strength is greater than the sum of our parts. We focused on scaling our foundational talent processes, deepening employee connection across our global sites and democratizing career development so that every employee—from our wafer fab technicians in the Philippines to our IC designers around the globe—has equitable access to growth, recognition and well-being.

Celebrating Our Global Culture

Belonging is built through shared moments. In FY26, our sites around the world came together to celebrate the people who power Allegro:

- **Allegro Germany Celebrates!** Our German team gathered for a milestone celebration recognizing the contributions of our European engineering community.
- **Manchester & Marlborough Employee Appreciation Day at Kimball Farm** Our New England employees enjoyed a day of connection and fun, strengthening cross-site relationships.
- **Employee Appreciation Day in Annecy** Our French team celebrated with a day dedicated to recognizing employee contributions.
- **Italy Appreciation Day: A Journey Through Renaissance Milan** Our Milan Design Center team experienced a uniquely Italian appreciation event, combining cultural heritage with team celebration.
- **Celebrating 25 Years of Excellence in Argentina** A landmark moment honoring 25 years of innovation and partnership from our Buenos Aires team, the birthplace of Allegro's design center thanks to Al Bilotti's legacy.
- **AMPI's Golden Anniversary** Our Philippines team celebrated 50 years of excellence, a remarkable milestone that reflects the deep, enduring partnership between Allegro and the Filipino community.

The New "Central Nervous System" of Allegro

Sustaining engagement requires more than annual surveys—it requires daily connection. In FY26, we reimagined our digital workspace, transforming the One Allegro Connect intranet from a static repository into a dynamic, daily destination for news, recognition, and strategic alignment. Today, the platform welcomes over 1,500 unique daily visitors, with employees engaging with everything from CEO Mike Doogue's Town Hall recaps to peer-to-peer "High Five" recognition moments and stories from our global celebrations. By centralizing communication across our global footprint, we have stitched together our communities, creating a unified digital home that reinforces our Employee Value Proposition every single day.

Cultivating Capability & Nurturing the Global Talent Pipeline

Organizations with highly developed learning cultures innovate faster, retain talent longer and translate new skills into tangible business results. In FY26, Allegro modernized its learning platforms and shifted from external dependency to internal empowerment.

This shift resulted in a majority of our non-factory workforce actively engaging in voluntary professional development. We also achieved a **99% participation rate** in our annual performance assessments, driven by enhanced definitions of "success" and comprehensive manager training.

Beyond the platforms, employees across six global sessions also completed our Collaboration Workshops, with participants demonstrating statistically significant gains across five core competencies. Our "Leading Through Change" sessions equipped leaders to navigate complexity, improving their leadership preparedness.

Democratizing the Future of Career Growth

To bridge gaps in development conversations and create a more equitable framework, we launched the Individual Development Plan (IDP) Pilot and Toolkit in FY26. Pilot participants reported feeling more empowered to drive their own careers. The IDP toolkit is now being integrated into our global mid-year check-in process.

Cultivating a global talent pipeline is central to Allegro's long-term ability to innovate and lead. Through strategic partnerships with universities, research institutions and student associations around the world, we recruit creative problem solvers while bridging academic theory and industry leadership.

Global Academic Engagement & STEM Promotion

- **Internship & Conversion Success:** Our global internship programs, spanning Argentina, India, the United States, the Philippines and Europe, hosted 21 interns with a high conversion rate into full-time roles.
- **On-Campus Presence & Instructional Leadership:** We maintain a strong presence at the **Polytechnic University of Milan, the University of Edinburgh and the University of Buenos Aires. Over 20 Allegro employees serve as instructors** for Electronic Engineering courses —directly shaping curriculum and skills.
- **Advanced Research Support:** We sponsor master's thesis projects and microelectronics master's programs in **Grenoble, Prague and Edinburgh**.
- **Strategic Laboratory Sponsorships:** Building on our Failure Analysis lab partnership with **Instituto Balseiro**, we recently sponsored a **NanoTech lab at Universidad Tecnológica Nacional** in Argentina, including scholarships for targeted research.
- **Regional Expansion:** Our academic partnership program in the **Philippines** continues to grow, building a localized engine for technical talent supporting AMPI and our broader APAC strategy.

Internalizing Leadership Excellence

One of our proudest FY26 achievements was the strategic revamp of our flagship leadership program, LEAD@Allegro. Recognizing the deep well of expertise within our own ranks, we transitioned the program from external vendors to internal Allegro facilitators. Focusing on situational leadership, coaching for results, and difficult conversations, this shift increased time efficiency by 40%. Despite the transition, the program maintained an outstanding 87% recommendation score. The AMPI Power Up Program is a flagship leadership development initiative tailored for our people leaders in the Philippines. Designed specifically for supervisors and managers in the demanding world of complex manufacturing, this three-month course equips participants with the essential skills to lead high-performing teams and confidently navigate challenging employee situations. To date, 131 leaders have successfully completed the program, strengthening our leadership pipeline and creating a culture of empowerment, accountability, and excellence across the organization.

Bridging Service to Semiconductors

Allegro is proud to participate in the U.S. Army SkillBridge program, providing transitioning service members with hands-on experience in high-demand semiconductor roles. Veterans bring extraordinary discipline, leadership, and technical skills—qualities that align perfectly with the rigor of our industry. By integrating these unique perspectives into our "One Allegro" culture, we honor those who served and strengthened our talent pipeline with proven leaders.

A Culture of Belonging

Innovation thrives on diverse perspectives. The most challenging engineering problems demand teams that reflect the diversity of the customers and communities we serve.

2026 Women’s Month celebration under the theme "Give to Gain"

At the grassroots level, our Employee Resource Groups (ERGs) are open to all employees and serve as the cultural engine of the company.

In FY26, they expanded their global footprint and impact:

Women@Allegro marked International Women's Day 2026 with global events spanning all regions and held an APAC Kick-Off Meeting to formally extend the ERG's reach into Asia-Pacific.

The “Give to Gain” Empowerment Series offered to all employees, including women across our Philippines sites, to have direct access to mentorship and professional development.

Early@Allegro brought emerging talent together through events like Early@Allegro Fall Fun, hosted the “Allegro in Action: Connecting Our Devices to Real-World Applications” session to give early-career employees direct exposure to the impact of our technology, and started the popular “Spilling the Secret Sauce” interview series to share throughout the organization the behaviors and decisions that lead individuals to success.

Veterans@Allegro led specialized editions of “Master Class Mondays,” leveraging veteran leadership experiences to teach organizational agility.

ERGs as Career Catalysts and Global Connectors

What makes Allegro’s ERGs uniquely impactful is their global scale. In FY26, Women@Allegro moved from a primarily North American/European footprint to a truly worldwide community with its formal APAC launch directly aligned with Allegro's “One Allegro” philosophy.

Combined with Early@Allegro's career navigation programming and Veterans@Allegro's leadership Master Classes, our ERGs are not simply affinity groups; they are accelerators for all employees for career growth, allyship, and cross-cultural learning that strengthen the entire enterprise.

Prioritizing Holistic Employee Well-being

Prioritizing employee well-being is a core focus at Allegro. Our commitment is to empower employees and their families to thrive through a holistic approach that addresses the critical dimensions of physical, mental, social and financial wellness. In FY26, we began a multi-year process to evolve our U.S. wellness strategy from fragmented efforts into a cohesive, high-impact roadmap that prioritizes scalable, vendor-managed solutions to ensure consistent delivery and improved employee experience.

We offer innovative health resources in the U.S. such as Dana-Farber Direct Connect for cancer care coordination, Hinge Health for digital exercise therapy and Lark for virtual diabetes prevention. Our commitment to family-building is reflected in our Fertility and Hormonal Health program, which provides all U.S. employees and their partners with access to a personalized care journey and up to $5,000 in claims reimbursement for fertility support, adoption and surrogacy.

Globally, our teams drive engagement in well-being through local and global initiatives, including the "Step Up for Stepping Strong" Challenge for The Gilliam Reny Stepping Strong Center for Trauma Innovation and the "Maintain Don't Gain" Holiday Challenge, which encourage healthy habits throughout the year. We also sponsor community-focused events that are local to our offices.

We provide a global employee and family assistance program, offering all employees and their households confidential access to clinical support, life coaching and mindfulness resources 24 hours a day.

Our Philippines team remains vibrant with events to promote financial literacy, while our Nagoya office recently invested in new physical training equipment based directly on employee feedback, demonstrating our responsiveness to the unique needs of our global workforce.

Fair Compensation and Comprehensive Benefits

Allegro is committed to fair and equitable compensation practices and provides comprehensive benefits that support our workforce. Allegro maintains a robust pay equity process and is committed to complying with applicable pay equity laws and regulations while continuing to strengthen our practices through ongoing review and evaluation of compensation practices.

Beyond competitive base pay, our U.S. benefits are designed to protect the financial and personal security of our team. We provide 12 weeks of paid parental leave for birth or adoption and 12 weeks of paid caregiver leave to care for family members with serious health conditions.

To support long-term financial stability, in the U.S. we offer a 401(k) plan with immediate 100% vesting of the 5% company match. We also address the burden of educational costs through student debt assistance, contributing up to $2,000 annually toward eligible loans (with a $10,000 lifetime maximum), and providing up to $10,000 per year in tuition reimbursement for skill development.

Globally, we encourage employees to be active participants in their communities through our Matching Gift and Dollars for Doers programs. These programs reflect our "One Allegro" philosophy, ensuring that as we lead the world toward a safer and more sustainable future, we are first and foremost investing in the people who make that innovation possible.

Recognizing that peace of mind is fundamental to performance, we launched specialized wellness initiatives in the Philippines. This includes targeted support for government benefit reconciliation and site-wide health challenges, ensuring our manufacturing hub remains as resilient as it is productive.

Claims reimbursement up to

$5,000

for fertility support, adoption, and surrogacy

Paid parental leave

12 weeks

for birth or adoption

Tuition reimbursement up to

$10,000

for skill development

401(k) company match

5%

immediately 100% vested

Environmental Health and Safety (EHS)

At Allegro, we prioritize employee well-being and environmental stewardship as core components of our 'Innovate with Purpose' value. In FY26, we continued the advancement of our global EHS management framework, focusing on a holistic approach that integrates safety and health protocols into our standardized global operations.

Our EHS framework is built on proactive hazard identification and risk assessment. Global EHS leadership manages a coordinated network of site-specific committees, ensuring that standards for chemical hygiene, hazardous materials management and operational safety are applied consistently across all design centers and manufacturing facilities. This structure facilitates the enterprise-wide scaling of best practices and ensures a uniform response to emerging safety requirements.

Occupational health and safety education is a primary preventive measure. All new hires receive comprehensive safety orientation, with additional specialized training and certifications required for personnel involved in chemical handling or specialized equipment operation. In FY26, we utilized multilingual digital platforms to deliver real-time EHS training, reaching a global average completion rate of approximately 98%. These programs are designed to ensure regulatory compliance and technical proficiency across our global workforce.

We maintain a proactive occupational health program, providing health monitoring and preventative screenings tailored to specific workplace environments and job functions. This includes routine medical evaluations and specialized monitoring to support the long-term health of our manufacturing and technical teams. AMPI provides 24/7 onsite nursing and regular physician consultations at no cost to the employee, while our global offices utilize strategic partnerships with occupational health providers to ensure accessible medical support for all employees.

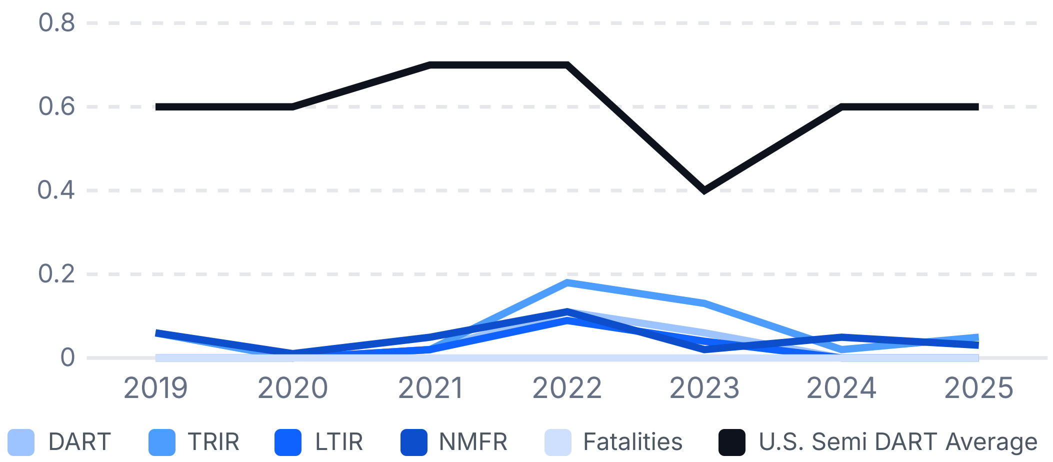
Allegro's EHS management systems are aligned with applicable international, federal and local regulations. Our primary manufacturing operations maintain ISO 45001 and ISO 14001 certifications. Through our global harmonization initiative, we continue to verify that regional operations meet or exceed Allegro's internal safety standards and international best practices.

Safety is fundamental to our product lifecycle and our operational culture. We remain committed to a transparent work environment where employees are encouraged to report hazards, voice safety concerns and participate in the continuous improvement of our safety protocols across all global facilities.

AMPI Reaches New Safety Milestone

In February 2026, AMPI achieved a significant safety milestone, surpassing 27 million man-hours without a Lost Time Injury. This accomplishment exceeds our previous record of 26.6 million hours set in February 2021 and stands as a powerful testament to our unwavering commitment to placing safety at the forefront of every operation, every day.

Allegro Injury Trends by Calendar Year



DART: Days Away, Restricted or Transferred. TRIR: Total Recordable Incident Rate. LTIR: Lost Time Incident Rate. NMFR: Near Miss Frequency Rate.

Average DART at Allegro
0.04
from 2019 to 2025

Average U.S. semiconductor industry DART
0.6
from 2019 to 2025

Average EHS training
~98%
completion rate

Total EHS training hours
>8,800
completed globally

1 Average DART in the U.S. semiconductor industry data for calendar year 2025 (through December 2025) not available at time of publication of this report, 2024 figure used.

Environmental Health and Safety — continued

EHS Week 2026: A Culture of Care and Collaboration

In April 2026, AMPI celebrated EHS Week, a high-impact initiative designed to integrate environmental stewardship, health advocacy and workplace safety into our daily culture. Coinciding with World Health Day, Earth Day and the World Day for Safety and Health at Work, the week served as a vital platform for promoting employee well-being and reinforcing technical EHS knowledge through interactive engagement.

Promoting Wellness and Knowledge

EHS week focused heavily on holistic health and mental well-being. AMPI kicked off the week-long celebration with an engaging Mental Health session, dubbed “Better Workdays Webinar,” emphasizing psychosocial health by promoting seven simple ways to create a healthier workplace environment.

AMPI also promoted physical health by providing free health screenings, a flu vaccination program and a successful blood donation drive. Knowledge reinforcement was driven through the "Battle of the Brains" competition, where teams from all departments competed in rigorous trivia rounds covering general and environmental, health and safety-specific technical topics.

Fostering Engagement Through Creative Expression

Employee engagement reached new heights with the "EHS Jam 2026" Battle of the Bands. This unique initiative encouraged teams to compose and perform music centered on themes of mental health, safety and environmental responsibility. By blending creative expression with core sustainability values, EHS Week 2026 successfully strengthened the bonds within our "One Allegro" team. These activities, supported by practical safety reinforcements, like the semi-annual general evacuation drill, underscore our commitment to maintaining a safe, informed and resilient workforce.

The AMPI EHS Team hosted interdepartmental Battle of the Brains and EHS Jam competitions.

Community Impact

Environmental Stewardship

Allegro supports the communities where we operate by empowering local action and promoting environmental stewardship. Our commitment is demonstrated through hands-on initiatives aimed at preserving natural resources and enhancing local ecosystems, driven by the dedication of our global employee volunteers.

Tree Planting and Watershed Preservation

In August 2025, Allegro's ESG Ambassadors continued their long-standing partnership with the Department of Environment and Natural Resources at the La Mesa Watershed Reservation. A team of 57 volunteers conducted a loss replacement and maintenance initiative, successfully planting 220 Narra saplings. This effort was critical for maintaining tree survivability following extreme weather events, including Typhoon Carina. In addition to planting, volunteers performed vital maintenance on previously established Narra and Bignay plots, ensuring the continued health of this essential local ecosystem.

International Coastal Cleanup

Marking our sixth consecutive year of participation, 53 AMPI volunteers collaborated with the City Environment and Natural Resources Office for the International Coastal Cleanup 2025. Despite challenging weather, the team collected 50 sacks of waste at the Las Piñas-Parañaque Wetland Park, a critical habitat for migratory species. Notably, the team observed a decrease in baseline debris compared to previous years, suggesting that consistent cleanup efforts and improved community awareness are yielding measurable environmental benefits.

Spotlight: Spring 2026 Momentum[1]

As we concluded FY26 and entered the new fiscal year, our global ESG Ambassadors led a surge of engagement during Earth Month (April 2026) setting a high bar for the year ahead.

- **Manchester and Marlborough (U.S.):** Allegro volunteers cleared trails and removed litter at local parks and surrounding pond, sustaining a long-standing regional tradition.
- **Grenoble (France):** To promote biodiversity and employee engagement, the office revived its garden seed and seedling exchange.

Allegro employees volunteering to remove waste, protecting local ecosystems and supporting biodiversity.

Social Initiatives & Volunteerism

Allegro is dedicated to being a purposeful partner in the communities where we live and work. We believe that our responsibility extends beyond our office walls, which is why we actively support local development through volunteerism and social initiatives. By leveraging the passion and time of our global workforce, we aim to create a lasting positive impact on public health, education and community well-being.

Strengthening Local Education through Brigada Eskwela

In FY26, AMPI received a Stakeholder Partner Recognition from the Department of Education, School Division of Paranaque City. This is in recognition of the invaluable time spent by 30 volunteer employees in cleaning and repainting classrooms at Sun Valley Elementary School during Brigada Eskwela to ensure they are safe and ready for students.

Commitment to Life-Saving Blood Drives

Our commitment to supporting local healthcare systems remained steadfast in FY26 through our global blood donation drives. In the Philippines, AMPI successfully conducted two blood donation events in partnership with the Red Cross. The first drive in April 2025 saw 84 donors contribute 38 liters of blood, followed by a second drive in October 2025 where 87 donors contributed 43.5 liters. These donations are vital for supporting patients undergoing surgeries, cancer treatments and emergency care. By facilitating these drives at our sites, we empower our employees to contribute directly to life-saving efforts within their local communities.

1 Activities occurring in April 2026 will be formally included in subsequent reporting for FY27 to align with Allegro's fiscal year reporting boundary.

Community Impact — continued

Allegro is pleased to offer various social impact programs designed to engage our teams in meaningful ways, extending our impact through financial contributions and volunteer efforts.

Matching Gift Program

Allegro matches financial contributions our employees make to non-profit charitable organizations and educational institutions, up to $2,000 per year per employee, resulting in a lasting impact worldwide. In FY26, this totaled over $72,000 in matched donations.

Dollars for Doers Program

Our "Dollars for Doers" Program (varies by location) incentivizes employee volunteerism by matching their volunteered time outside working hours with monetary grants to eligible non-profit organizations. Allegro awards up to two Dollars for Doers grants per employee per year, determined by the total hours volunteered. Employees who volunteer between 24 and 49 hours receive a $250 grant, while those who volunteer 50 hours or more receive a $500 grant. Since 2017, our U.S. Dollars for Doers program has provided more than $20,000 in support of organizations where employees have volunteered their personal time.

Corporate Philanthropy and Community Investment

Allegro is deeply committed to investing in the communities where we operate, with our philanthropic endeavors primarily focused on supporting STEM education programs and fostering community engagement. We provide financial grants and sponsorships to organizations that align with our mission to drive positive change.

In FY26, our commitment to supporting STEM education and related initiatives was evident through several key sponsorships:

- We partnered with the Michigan State Formula Racing Team, demonstrating our commitment to nurturing the next generation of engineers and community engagement. We provided support to help the team tackle complex design challenges and succeed on the track. By supporting programs like Formula SAE, we help students gain real world experience while preparing for careers in the industry.
- We sponsored university teams focused on electric vehicle innovation, including the Texas A&M Electric Car Team, the RWTH Aachen University Ecurie Aix Team and the EPFL University Racing Team, aligning with our xEV focus.

These sponsorships collectively amounted to $22,000 in FY26, demonstrating our active role in nurturing future talent and community development. In FY27, we aim to focus on supporting programs that promote STEM education and foster opportunities in underrepresented populations. Additionally, we annually give to support LGBTQ+ organizations, most recently the Manchester, NH True Collaborative.

Michigan State Formula Racing team sponsorship

VOLUNTEERING AND GIVING BY THE NUMBERS

Total hours volunteered

199 hrs

under Dollars for Doers

Donated to

109

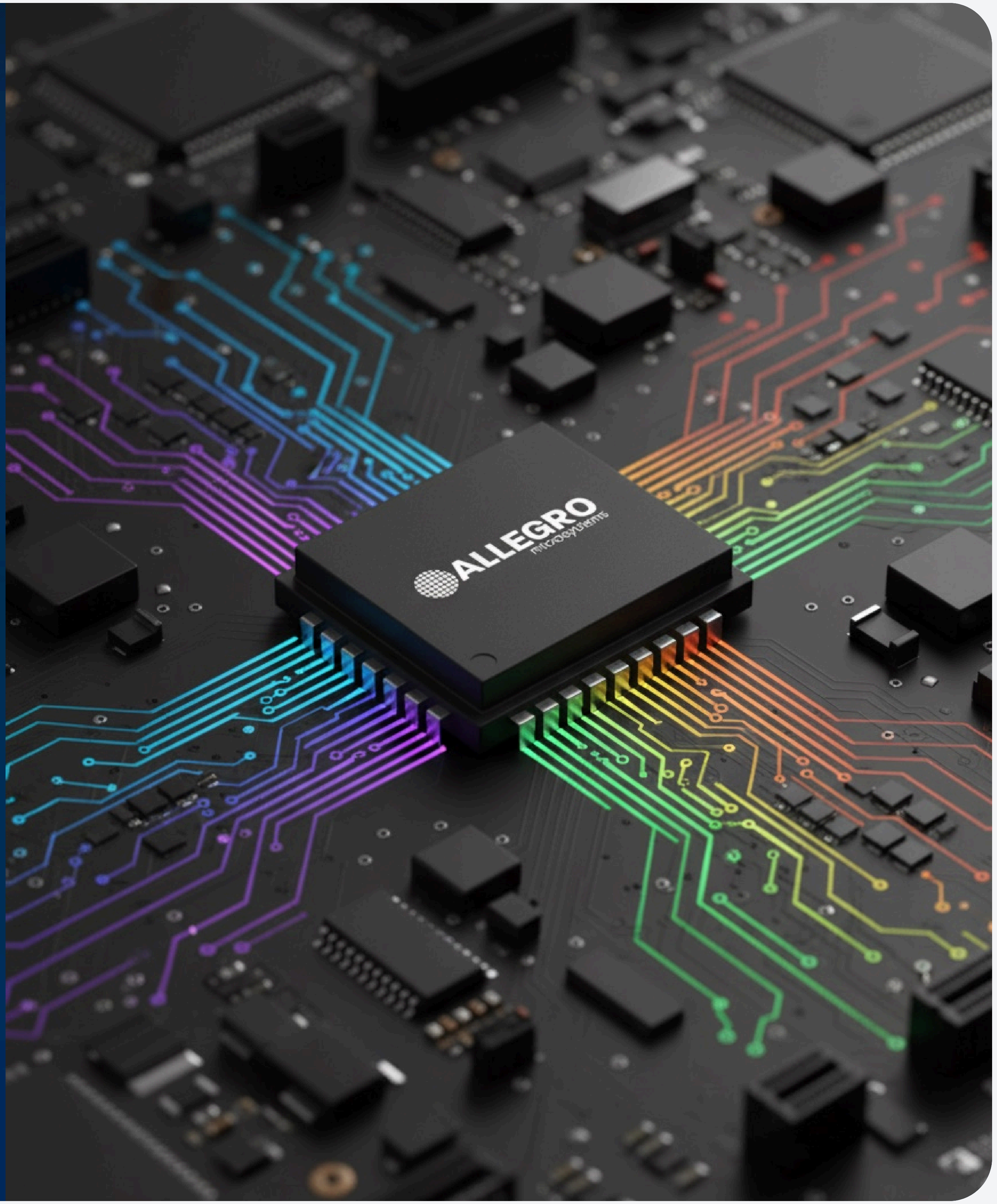
unique organizations

Matching gifts and charitable donations

>$72,000

Our commitment to social impact was recently recognized by the Semiconductor and Electronics Industries in the Philippines Foundation, Inc. (SEIPI) through a Certificate of Appreciation for AMPI's Corporate Social Responsibility initiatives. This award specifically highlights our recent disaster relief contributions via the Red Cross, ensuring that critical supplies reached affected families during times of crisis. Through the collective generosity of 1,383 employees, total donations reached PHP 825,153.

ESG Stories



IN THIS SECTION

Powering Progress with Renewable Energy

Building a Sustainable Supply Chain

A 50-Year Legacy of Partnership in the Philippines

Powering Progress with Renewable Energy

At Allegro, we are actively shaping a more sustainable future by transitioning our global facilities to renewable energy. This fundamental shift is a direct reflection of our core value to "Innovate with Purpose" and underpins our strategy to minimize our impact on the planet. By embracing clean energy, we not only advance our own sustainability goals but also partner with our customers to support their environmental objectives.

Transitioning to Renewable Energy in the Philippines

In FY26, AMPI relies on the combined on-site renewable electricity production systems to support its operations as well as the procurement of off-site renewable electricity contracted through and generated by our utility provider. In the United States, renewable energy is procured through renewable energy credits. This effort is further supplemented by AMPI's on-site solar generation, which produced 86,661 kWh in FY26, reducing the facility's reliance on the local power grid. In total, we obtained 80.1 GWh of renewable energy through our utility provider at AMPI during the fiscal year.

Expanding Clean Energy at Headquarters

Our clean energy commitment extends to our corporate headquarters, where we are on a clear path to achieving 100% renewable energy use. In FY26, this facility reached a milestone of 44% of our total FY26 electricity consumption at this facility being covered by renewable energy credits.

A Strategic Approach to Decarbonization

This global transition was executed through a structured, strategic, and cost-effective model—combining off-site renewable electricity contracts with our energy providers and renewable energy credits to secure verifiable carbon reductions across our major operating facilities. In total, our combined on-site generation and purchased renewable energy reached approximately 82 GWh in FY26. By prioritizing renewable energy procurement alongside supplemental on-site solar, Allegro is successfully supporting the transition to clean energy while ensuring our operational footprint aligns with our corporate sustainability objectives.

AMPI'S ROOFTOP SOLAR PANELS

Allegro's 60 kW photovoltaic system generated an impressive 86,661 kWh in FY26.

Building a Sustainable Supply Chain

Engaging our supply chain is fundamental to advancing our sustainability goals, as our partners are an extension of our operations and our impact. In line with our strategic initiative to "Engage with our Supply Chain to Advance Sustainability," we believe that fostering strong, collaborative relationships is the most effective way to drive positive change. Our annual Supplier Conference serves as the cornerstone of this effort, creating a dedicated space to align on our collective ESG commitments and embody the spirit of collaboration by working together toward a safer, more sustainable future.

In November 2025, we were proud to host our annual Supplier Conference in Manila. The event moved beyond traditional presentations to feature highly interactive formats designed to deepen understanding and inspire action. Highlights included a dynamic presentation on ESG trends and a live quiz game that integrated RBA policies and other sustainability concepts. A key feature was the collaborative breakout session, which offered our partners two distinct opportunities for engagement: proposing joint ESG projects directly with Allegro or participating in hands-on, ESG-themed sorting puzzles that reinforced sustainability concepts in a memorable way.

The conference's emphasis on interactive sessions, marked a significant evolution in our supplier engagement. This approach fosters a spirit of co-innovation and shared ownership, creating a powerful forum for active partnership. By creating opportunities for direct collaboration, we empower our suppliers to become integral partners in developing tangible sustainability solutions, strengthening our collective impact.

The success of our annual supplier conferences reinforces our commitment to partnership as a driver of progress. By engaging openly and creatively with our suppliers, we are building a more resilient and responsible supply chain and creating a ripple effect of positive change for all our stakeholders.

2025 Supplier Conference ESG Awards

MPOWER

This year, we continued recognizing suppliers that have had a significant impact on our ESG goals. MPower, AMPI's electricity supplier, had set a new benchmark in sustainable manufacturing. Starting in May 2025, MPower began supplying AMPI with renewable electricity, helping Allegro achieve immediate Scope 2 emission reductions and reach our renewable energy consumption goal well ahead of our 2030 target. This achievement is more than a company milestone- it is a shared commitment to a greener future.

A 50-Year Legacy of Partnership in the Philippines

In June 2025, Allegro marked the 50th anniversary of our manufacturing facility in the Philippines, a milestone reflecting our long-standing commitment to our people and the local community. This anniversary provided an opportunity to both celebrate our dedicated employees and reinvest in the community that has been our partner for 50 years. The year-long celebration was brought to life through multiple programs focused on employee well-being and community engagement.

Leaf a Legacy in Our New Wellness Park

A central feature of the celebration was our investment in employee well-being with the construction of a new on-site Wellness Park. Ahead of its completion, in November 2025, we launched the "Leaf a Legacy" initiative to commemorate our five-decade history. Fifty African Talisay trees, one for each year, were planted by a different department or a member of our senior leadership. This act symbolized our collective growth, our shared roots and our continued investment in creating a supportive environment for our employees.

Celebrating Connection at the AMPI Namalengke Bazaar

The annual APMI Namalengke Bazaar took on special significance this year as part of our 50th-anniversary festivities. To honor the milestone, we featured 50 vendors. Many of these vendors were our own employees or their friends and family, creating a vibrant marketplace that supported local entrepreneurship and employee well-being. The event also served as a hub for essential services, including financial wellness workshops and government benefit registrations. A key highlight was the "Curated Finds" initiative, where employees donated pre-loved items for resale. All proceeds were donated to the House of Somang, a local senior care home, reinforcing our commitment to strengthening our community bonds.

Honoring Our Elders Through Angel Tree

The spirit of celebration extended into the community with our annual "Angel Tree Gift Giving" program in December 2025. To honor our 50-year milestone, we chose to partner with House of Somang, a local senior care home, recognizing the generation that represents the same long-term legacy we were celebrating. Employees in the Philippines, with support from Allegro corporate, organized a donation of medical supplies and daily necessities. The combined contribution, valued at approximately PHP 150,000, provided tangible support to our elderly neighbors and reinforced our commitment to social responsibility.

These initiatives reflect our core belief that true success is shared. By honoring our past and investing in our future, the 50th-anniversary celebration of AMPI was a powerful expression of our "One Allegro" philosophy in action.

AMPI and members of the Executive Leadership Team wearing their 50th Anniversary shirts with the “One Allegro” pose.

AMPI held a “Leaf a Legacy” tree planting activity ahead of the completion of their new Wellness Park.

Appendix

IN THIS SECTION

About This Report

Allegro MicroSystems, Inc. ("Allegro") prepared this ESG Report (the "Report") to provide additional information to various stakeholders on Allegro's ESG practices. Disclosures contained herein should not be deemed to be material to Allegro or material to an investor under Rule 405 of the Securities Act of 1933 and the rules and regulations promulgated thereunder solely because they have been presented for inclusion herein unless they have also been disclosed in the reports that Allegro publicly files with the Securities and Exchange Commission (the "SEC"). To the contrary, disclosures in this Report have been selected for inclusion in this Report for a number of reasons, including but not limited to: for the benefit of stakeholder groups, in addition to investors, who have an interest in more detailed topical information from Allegro (e.g., customers, distributors, employees, communities, industry associations, suppliers and interested third parties); for commercial, competitive or marketing reasons; for transparency into ESG practices and data points that other companies disclose and that would otherwise be inferred to be absent should we not provide disclosure; and to provide insight into Allegro's overall ESG practices where we have available data to provide representative examples and data points to evidence our overarching principles and approach. These disclosures have been reviewed by Allegro's management and are included in this Report on the foregoing basis and not on the same basis or standards that disclosures are reviewed and approved for inclusion in Allegro's reports that are filed with or furnished to the SEC. We have prepared this Report in reference to the Global Reporting Initiative (GRI) Standards and with reference to the Sustainability Accounting Standards Board (SASB) Semiconductor Standard.

This Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this Report that do not relate to matters of historical fact should be considered forward-looking statements. In some cases, you can identify forward-looking statements by terms such as "anticipate," "believe," "could," "expect," "should," "plan," "intend," "estimate," "target," "mission," "may," "will," "would," "project," "predict," "contemplate," "potential," or the negative thereof and similar words and expressions. Forward-looking statements are based on management's current expectations, beliefs and assumptions and on information currently available to us. Such statements are subject to a number of known and unknown risks, uncertainties and assumptions and actual results may differ materially from those expressed or implied in the forward-looking statements due to various important factors discussed under the caption "Risk Factors" in our Annual Report on Form 10-K filed with the SEC on May 21, 2026, as any such factors may be updated or supplemented from time to time in our other filings with the SEC, which are accessible on the SEC's website at www.sec.gov and the Investors Relations page of our website at investors.allegromicro.com. All forward-looking statements speak only as of the date of this Report and, except as required by applicable law, we do not plan to publicly update or revise any forward-looking statements contained herein, whether as a result of any new information, future events, changed circumstances or otherwise.

References to third-party websites in this Report are provided for reference and general information only, and the contents of such websites are not incorporated by reference into this Report.

For waste and water reporting, sites that are excluded are sites that do not have any production or research and development and are outside of our operational control.

Unless otherwise stated, the data in this Report covers Allegro's Fiscal Year 2026 (March 29, 2025 - March 27, 2026). To ensure reporting consistency and facilitate future assurance, we have transitioned to a strict fiscal year cut-off for all disclosures. While qualitative "Spotlights" from April 2026 (Earth Month) are included in this Report for context, the applicable quantitative data will be reported in our next fiscal year ESG disclosures.

Allegro uses the operational control approach to account for and report the energy and emissions metrics, which includes vehicles and sites consisting of the headquarters, engineering and technology centers, sales offices, wastewater treatment facilities and assembly and testing facilities owned and leased by Allegro during the fiscal year. Third-party data center facilities are excluded. Allegro includes refrigerants in Scope 1 emissions reporting. Emissions data does not include any Scope 3 emissions. Allegro is in the process of evaluating our approach relative to Scope 3 emissions data collection.

ESG Policies, Programs and Certifications

ENVIRONMENTAL

Climate Change Policy

Environmental Policy

ISO 14001 Certificate

Water Policy

SOCIAL

Conflicts Minerals Report

Ethical Minerals Sourcing Policy

Global Citizenship Policy

Global Environmental, Health and Safety (EHS) Policy

Human Rights Policy

ISO 45001 Certificate

UK Modern Slavery Act

GOVERNANCE

Global Anti-Corruption Policy

Code of Business Conduct and Ethics

Corporate Governance Guidelines

Policy Against Retaliation

Supplier Code of Conduct

Vendor Code of Conduct

ESG Performance Summary Tables — SASB

Statement of Use: Allegro MicroSystems, Inc. ("Allegro") has reported the information cited in this SASB index for the period March 29, 2025 – March 27, 2026, with reference to the SASB Semiconductor Standard. Allegro used the SASB semiconductor (SC) standard for all metrics, with the exception of Employee Diversity and Inclusion, which came from the SASB Hardware (HW) standard

SASB TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) Amount of total emissions from per fluorinated compounds	TC-SC-110a.1	(1) Scope 1: 1,936 MT CO_2e (2) 0, Not Applicable
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	TC-SC-110a.2	Energy, Emissions and Climate in FY26 ESG Report
Energy Management in Manufacturing	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	TC-SC-130a.1	(1) 87,185,152.92 kWh (AMPI) (2) 99.9% (AMPI) (3) 92.0% (through on-site generation and contracted renewable energy at AMPI)
Water Management	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SC-140a.1	Partially disclosed. (1) 200.4 ML/year (FY26 at AMPI). Refer to the Water Stewardship section of this Report for a detailed discussion of our localized water conservation initiatives. While localized conservation and efficiency data are tracked and disclosed, consolidated global quantitative volumes for total withdrawal and consumption are not disclosed for the FY26 cycle as we continue to validate global data integration.
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	386,395 kg, 10% recycled
Employee Health and Safety	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	TC-SC-320a.1	Environmental Health and Safety in FY26 ESG Report Hazardous Materials Management in FY26 ESG Report
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	In FY26, Allegro did not incur any monetary losses or legal actions regarding employee health and safety violations.
Recruiting & Managing a Skilled Workforce	The entity shall disclose the percentage of employees that require a work visa in the country in which they are employed as of the close of the reporting period.	TC-SC-330a.1	Partially disclosed: We attract and retain highly qualified personnel, including certain foreign nationals who are not U.S. citizens or permanent residents, many of whom are highly skilled and constitute an important part of our U.S. workforce, particularly in the areas of engineering and product development. Quantitative global percentages are not centrally disclosed in our annual reports, and we continue to evaluate our data tracking systems for future alignment.

ESG Performance Summary Tables — SASB (continued)

SASB TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	Allegro reports our percentage of products by revenue that contain RoHS declarable substances as it is more relevant to our business operations at 9.8%. See Hazardous Materials Management in FY26 ESG Report for additional details on RoHS.
	Disclose the energy efficiency of its processors based on benchmarked performance per watt of energy consumed for (1) servers, (2) desktops and (3) laptops	TC-SC-410a.2	We do not track this information. Our approach to product efficiency is available in Our Products in FY26 ESG Report
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	TC-HW-330a.1	(1) Management Gender: M: 72.6% F: 27.4% Racial/Ethnic group (U.S. only): Two or More: 0.5% Black: 1.0% Hispanic: 3.2% Asian: 20.7 % White: 75.1% (2) Technical Staff Gender: M: 77.7% F: 22.3% Undeclared: 0.1% Racial/Ethnic group (U.S. only): Two or More: 0.8% Black: 1.1% Hispanic: 3.8% Asian: 22.8% White: 71.5% (3) All Other (Non-Technical/Non-Management) Gender: M: 44.9% F: 55.1% Racial/Ethnic group (U.S. only): Two or More: 1.3% Black: 1.3% Hispanic: 5.7% Asian: 25.5% White: 66.2% Data set is based on a combination of disclosed and visual survey.

ESG Performance Summary Tables — SASB (continued)

SASB TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Please refer to our Hazardous Materials Management section in FY26 ESG Report.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	FY26 10-K, pg. 35, pg. F-34

ACTIVITY METRIC	CODE	DISCLOSURE
Total production	TC-SC-000.A	Not disclosed.
Percentage of production from owned facilities	TC-SC-000.B	FY26 10-K Item 2. Properties, pg. 35

ESG Performance Summary Tables — GRI

Statement of use: Allegro MicroSystems, Inc. has reported the information cited in this GRI content index for the period March 29, 2025 – March 27, 2026, with reference to the GRI Standards. GRI 1 used: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
2-1	Organizational details	Allegro MicroSystems, Inc., FY26 10-K, Item 1 (Business), pg. 3, and Item 2 (Properties), pg. 35.
2-2	Entities included in the organization's sustainability reporting	FY26 10-K, pg. F-11
2-3	Reporting period, frequency and contact point	Annually This report covers Allegro's performance in fiscal year 2026 (March 29, 2025 - March 27, 2026) unless otherwise stated. corporateesgnotification@allegromicro.com
2-4	Restatements of information	None for FY25 ESG Report
2-5	External assurance	PricewaterhouseCoopers LLP Independent Assurance Statement (only Scope 1 emissions, Scope 2 location-based emissions, Scope 2 Market-based emissions, Total Purchased electricity usage, and On-site renewable electricity generated and consumed)
2-6	Activities, value chain and other business relationships	FY26 10-K, pg. 7-35
2-7	Employees	FY26 10-K, pg. 14-15 SASB Table in FY26 ESG Report
2-9	Governance structure and composition	FY26 Proxy Statement, Corporate Governance - Committees of the Board, Board Composition
2-10	Nomination and selection of the highest governance body	FY26 Proxy Statement, Proposal 1: Election of Directors

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
2-11	Chair of the highest governance body	Joseph (Joe) Martin was appointed as our Board Chairman in August 2025 and has served on our Board since 2017. FY26 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	FY26 Proxy Statement, Corporate Governance - Board Leadership Structure and Role in Risk Oversight
2-13	Delegation of responsibility for managing impacts	FY26 Proxy Statement, Corporate Governance - Board Leadership Structure and Role in Risk Oversight
2-14	Role of the highest governance body in sustainability reporting	FY26 Proxy Statement, Corporate Governance - Board Leadership Structure and Role in Risk Oversight and Committees of the Nominating and Governance Committee Charter
2-15	Conflicts of interest	FY26 Proxy Statement, Certain Relationships and Related Transactions and Code of Business Conduct and Ethics
2-16	Communication of critical concerns	FY26 Proxy Statement, Corporate Governance - Communications from Shareholders and Committees of the Board - Shareholder Engagement
2-17	Collective knowledge of the highest governance body	Our Leadership
2-18	Evaluation of the performance of the highest governance body	Nominating and Governance Committee Charter
2-19	Remuneration policies	FY26 Proxy Statement, Executive and Director Compensation
2-20	Process to determine remuneration	FY26 Proxy Statement, Executive and Director Compensation - Compensation Philosophy and Objectives
2-21	Annual total compensation ratio	FY26 Proxy Statement, Executive and Director Compensation - 2026 Director Compensation
2-22	Statement on sustainable development strategy	A message from our President and CEO and Our ESG Approach in FY26 ESG Report

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
2-23	Policy commitments	ESG Policies, Programs and Certifications in FY26 ESG Report
2-24	Embedding policy commitments	ESG Policies, Programs and Certifications in FY26 ESG Report
2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics Supplier Code of Conduct Ethics and Compliance in FY26 ESG Report
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance in FY26 ESG Report Corporate Governance
2-27	Compliance with laws and regulations	Allegro is not aware of material instances of fines or non-monetary penalties imposed during the reporting period.
2-28	Membership associations	Responsible Business Alliance (RBA) Responsible Minerals Initiative (RMI) SEMI
2-30	Collective bargaining agreements	None for FY26. We recognize the right of our employees to join, or refrain from joining, associations of their own choosing and the right to collective bargaining, unless otherwise prohibited by law. Our U.S. operations comply with the National Labor Relations act and other applicable federal and state laws. Policy on Global Citizenship
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our ESG Approach in FY26 ESG Report
3-2	List of material topics	Our ESG Approach in FY26 ESG Report
3-3	Management of material topics	Our ESG Approach in FY26 ESG Report

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	FY26 10-K, Index to Consolidated Financial Statements, pg. F-1
201-2	Financial implications and other risks and opportunities due to climate change	FY26 10-K, Risk Factors, pg. 18-32
201-3	Defined benefit plan obligations and other retirement plans	FY26 Proxy Statement, Executive and Director Compensation – Benefits and Perquisites
201-3	Financial assistance received from government	None
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	All employees are compensated at or above minimum wage. Allegro complies with all applicable local laws regarding minimum wage standards.

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Global Anti-Corruption Policy Ethics and Compliance in FY26 ESG Report
205-3	Confirmed incidents of corruption and actions taken	Allegro treats the requested information as privileged and confidential. However, Allegro has processes in place to investigate allegations and concerns of corruption and, if substantiated, issue corrective actions.
GRI 207: Tax 2019		
207-1	Approach to tax	FY26 10-K
207-2	Tax governance, control and risk management	FY26 10-K
207-3	Stakeholder engagement and management of concerns related to tax	FY26 10-K
207-4	Country-by-country reporting	FY26 10-K

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Allegro does not currently track or estimate the raw material used for product manufacturing.
301-2	Recycled input materials used	Allegro does not use recycled input materials in our manufacturing process
301-3	Reclaimed products and their packaging materials	Waste and Circularity in FY26 ESG Report
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy, Emissions and Climate in FY26 ESG Report
302-2	Energy consumption outside of the organization	Allegro does not currently track the energy consumption outside of the organization. We aim to collect this data in the future as part of our Scope 3 calculation process.
302-4	Reduction of energy consumption	Energy, Emissions and Climate in FY26 ESG Report
302-5	Reductions in energy requirements of products and services	Our Products in FY26 ESG Report

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water Stewardship in FY26 ESG Report
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	200.4 megaliters/year (FY26 at AMPI)
303-4	Water discharge	147.3 megaliters/year (FY26 at AMPI)
303-5	Water consumption	51.3 megaliters/year (FY26 at AMPI)
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Allegro does not have any operational site owned, leased, managed in or adjacent to protected areas or areas of high biodiversity value outside protected areas.
304-2	Significant impacts of activities, products and services on biodiversity	None, Allegro's operations and sites are in industrial, commercial or urban settings with minimum direct or indirect impacts on biodiversity.
304-3	Habitats protected or restored	Allegro has not officially undertaken projects to protect or restore habitats; however Allegro has done several volunteering activities including regular tree planting at La Mesa watershed Reservation Quezon City about 40 kilometers away from our site in the Philippines. See Community Impact in FY26 ESG Report.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	To the best of our knowledge, there are no IUCN Red List species or national conservation list species with habitats in area affected by Allegro's operations.

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Energy, Emissions and Climate in FY26 ESG Report
305-2	Energy indirect (Scope 2) GHG emissions	Energy, Emissions and Climate in FY26 ESG Report
305-3	Other indirect (Scope 3) GHG emissions	Energy, Emissions and Climate in FY26 ESG Report
305-4	GHG emissions intensity	Allegro's GHG emissions intensity is based on revenue. In FY26, our Scope 1 and Scope 2 location-based GHG emissions intensity was 73.98 metric tons CO_2e/million USD, while our Scope 1 and Scope 2 market-based GHG emissions intensity was 11.07 metric tons CO_2e/million USD.
305-5	Reduction of GHG emissions	Energy, Emissions and Climate in FY26 ESG Report
305-6	Emissions of ozone-depleting substances (ODS)	Allegro does not emit ozone-depleting substances
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	During the reporting period, to the best of our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities.

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste and Circularity in FY26 ESG Report
306-2	Management of significant waste-related impacts	Waste and Circularity in FY26 ESG Report
306-3	Waste generated	Waste and Circularity in FY26 ESG Report
306-4	Waste diverted from disposal	Waste and Circularity in FY26 ESG Report
306-5	Waste directed to disposal	Waste and Circularity in FY26 ESG Report
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	100% of new suppliers were screened through our onboarding and attestation process with our Supplier Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken	In the event that negative environmental impacts are identified, Allegro will require a corrective action from the supplier and will assess its qualifications to continue to supply Allegro.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Global voluntary turnover for FY26 is 7%.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	U.S. Benefits Overview Fair Compensation and Comprehensive Benefits in FY26 ESG Report
401-3	Parental leave	Fair Compensation and Comprehensive Benefits in FY26 ESG Report

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Environmental Health and Safety (EHS) section in FY26 ESG Report
403-2	Hazard identification, risk assessment and incident investigation	Environmental Health and Safety (EHS) in FY26 ESG Report
403-3	Occupational health services	Environmental Health and Safety (EHS) in FY26 ESG Report
403-4	Worker participation, consultation and communication on occupational health and safety	Environmental Health and Safety (EHS) in FY26 ESG Report
403-5	Worker training on occupational health and safety	Environmental Health and Safety (EHS) in FY26 ESG Report
403-6	Promotion of worker health	Environmental Health and Safety (EHS) in FY26 ESG Report
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Health and Safety (EHS) in FY26 ESG Report
403-8	Workers covered by an occupational health and safety management system	ESG Policies, Programs and Certifications in FY26 ESG Report
403-9	Work-related injuries	Environmental Health and Safety (EHS) in FY26 ESG Report
403-10	Work-related ill health	Environmental Health and Safety (EHS) in FY26 ESG Report

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	In FY26, our average hours of training per employee was just over 21.5 hours. Environmental Health and Safety in FY26 ESG Report (EHS Hours)
404-2	Programs for upgrading employee skills and transition assistance programs	Cultivating Capability & Nurturing the Global Talent Pipeline in FY26 ESG Report
404-3	Percentage of employees receiving regular performance and career development reviews	Partial disclosure: 99% participation rate in our annual employee performance assessments
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	SASB - Metrics FY26 ESG Report
405-2	Ratio of basic salary and remuneration of women to men	Allegro does not publicly disclose this information.
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Allegro has no incidents of discrimination to report. Any allegations of discrimination are investigated thoroughly, and any necessary corrective actions are taken.
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Allegro requires suppliers to adhere to its Supplier Code of Conduct or attest that their own Code of Conduct is substantially similar. This includes protecting the right to freedom of association and collective bargaining. Appropriate corrective action will be taken in any instances of non-compliance.
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Allegro requires suppliers to adhere to its Supplier Code of Conduct or attest that their own Code of Conduct is substantially similar. This includes prohibiting child labor. Appropriate corrective action will be taken in any instances of non-compliance.

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Allegro requires suppliers to adhere to its Supplier Code of Conduct or attest that their own Code of Conduct is substantially similar. This includes prohibiting forced or compulsory labor. Appropriate corrective action will be taken in any instances of non-compliance.
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	All security personnel receive RBA Code of Conduct training which includes human rights.
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	To our knowledge, there have been no instances of identified violations involving the rights of indigenous peoples during the reporting period.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	Community Impact in FY26 ESG Report
413-2	Operations with significant actual and potential negative impacts on local communities	Our operations do not pose significant actual or potential negative impacts on local communities.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	100% of new suppliers were screened for safety and labor management criteria through our onboarding and attestation process with our Supplier Code of Conduct.
414-2	Negative social impacts in the supply chain and actions taken	Allegro maintains close partnerships with its suppliers to ensure a socially responsible supply chain. If any supplier is found to be causing negative social impacts, Allegro will insist on corrective actions and reassess the supplier's eligibility to remain a partner.

ESG Performance Summary Tables — GRI (continued)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 415: Public Policy 2016		
415-1	Political contributions	Allegro expressly prohibits political contributions and does not make any contributions of any kind to parties or candidates, with a total of $0 in political contributions. This policy applies globally and is addressed in our Global Anti-Corruption Policy.
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Our Products and Hazardous Materials Management in FY26 ESG Report PFAS substances of concern may be contained in certain materials from Henkel adhesives potentially impacting a select number of products.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the reporting period, to the best of our knowledge, Allegro was not aware of any incidents of non-compliance concerning the health and safety impacts of products and services.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	All shipping labels display if the products are under restriction of hazardous substances such as RoHS (Compliant / Pb-Free / Pb-Contained RoHS Compliant w/ exemption). Our shipping labels also display information regarding hazardous materials for China RoHS and Halogens.
417-2	Incidents of non-compliance concerning product and service information and labeling	During the reporting period, to the best of our knowledge, Allegro was not aware of any incidents of non-compliance concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	During the reporting period, to the best of our knowledge, Allegro was not aware of any incidents of non-compliance concerning marketing communications.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY26, Allegro had no incidents involving the compromise of customer personal data. Moreover, there were no verified complaints lodged by customers, external entities or regulatory authorities regarding breaches of customer privacy or data loss.

Independent Assurance Statement — FY26

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Report of Independent Accountants

To the Management of Allegro MicroSystems, Inc.

We have reviewed the accompanying management assertion of Allegro MicroSystems, Inc. (Allegro) that the total purchased electricity usage, on-site renewable electricity generated and consumed, and greenhouse gas (GHG) emissions metrics (collectively, the "sustainability metrics) for the year ended March 27, 2026 in management's assertion are presented in accordance with the assessment criteria set forth in management's assertion. Allegro's management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the sustainability metrics, and reviewed supporting documentation in regard to the completeness and accuracy of the data in the sustainability metrics on a sample basis.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

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The preparation of the total purchased electricity usage metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

As discussed in management's assertion, Allegro has estimated GHG emissions for certain emissions sources and usage for purchased electricity for which no primary data is available.

Based on our review, we are not aware of any material modifications that should be made to Allegro's management assertion in order for it to be fairly stated.

PricewaterhouseCoopers LLP

Boston, Massachusetts
June 26, 2026

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ALLEGRO microsystems

Management Assertion for the Year Ended March 27, 2026

With respect to the total purchased electricity usage, on-site renewable electricity generated and consumed, and greenhouse gas (GHG) emissions metrics (collectively, the "sustainability metrics") presented in the table below for the year ended March 27, 2026 ("FY26" or "the fiscal year"), which management asserts are presented in accordance with the assessment criteria set forth below.

Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics, and for the completeness, accuracy, and validity of the sustainability metrics.

Organizational Boundary

Allegro uses the operational control approach to account for and report the sustainability metrics, which includes vehicles (e.g., cars, trucks, forklifts) and sites consisting of the headquarters, engineering and technology centers, sales offices, wastewater treatment facilities, and assembly and testing facilities owned and leased by Allegro during the fiscal year. Third-party data center facilities are excluded.

Metric	Definition of Metric	FY26 Metric Quantity
Total purchased electricity usage	Kilowatt hours (kWh) of purchased electricity.[2,6,7]	97,317,691 kWh
On-site renewable electricity generated and consumed	kWh of on-site renewable electricity generated and consumed on-site.[8]	86,661 kWh
Scope 1 emissions	Direct emissions from stationary and mobile combustion of natural gas, diesel, gasoline, and liquid petroleum gas (LPG); on-site renewable electricity production systems; refrigerants; and on-site wastewater treatment facilities.[1,2,3,4,6,9]	1,936 CO_2e
Scope 2 emissions (Location-based)	Indirect emissions from purchased electricity, using the location-based method.[1,2,3,5,6,9]	63,902 metric tons CO_2e
Scope 2 emissions (Market-based)	Indirect emissions from purchased electricity, using the market-based method.[1,2,3,5,6,9]	7,910 metric tons CO_2e
Scope 1 and Scope 2 emissions (Location-based)		65,838 metric tons CO_2e
Scope 1 and Scope 2 emissions (Market-based)		9,846 metric tons CO_2e

Sustainability Metrics Assessment Criteria

1.) Allegro considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition*, and the *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate and report direct and indirect GHG emissions.

2.) GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and

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Independent Assurance Statement — FY26 (continued)

the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the total purchased electricity usage metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

3.) Carbon dioxide equivalent (CO_2e) emissions are presented in metric tons of CO_2e and are inclusive of carbon dioxide (CO_2), nitrous oxide (N_2O), and methane (CH_4). Industrial gases emitted by Scope 1 emission sources only include hydrofluorocarbons (HFCs) from the following refrigerants: R508B, R134A, R404A, and R410A. Sulfur hexafluoride (SF_6), perfluorocarbons (PFCs), and nitrogen trifluoride (NF_3) were not emitted as a result of the activities of Allegro. Emissions data by individual gas are not disclosed as a majority of CO_2e relates to CO_2. Carbon dioxide emissions and equivalents have been determined based on measured or estimated energy and fuel usage or refrigerant gas loss multiplied by the relevant carbon emission factors for carbon dioxide, methane and nitrous oxide emissions, and for carbon dioxide equivalent emissions, taking into account relevant global warming potentials for each gas from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6).

4.) Scope 1 emissions:

- Emissions from stationary combustion and refrigerants: Calculated based on monthly usage data collected from third-party invoices or internal usage records, where available.
- Emissions from mobile combustion: Calculated based on liters of fuel consumed collected from third-party fuel purchase reports, where available.
- Emissions from our on-site wastewater treatment facilities in the Philippines: Calculated based on the total discharge flow provided by the Department of Environment and Natural Resources through their online permitting and monitoring system for our three wastewater treatment facilities, which include two industrial and one domestic wastewater treatment system that are owned and controlled by Allegro.
- Electricity associated with our on-site renewable electricity production systems (not connected to a third-party grid) is generated and used on-site at our site in the Philippines. Allegro categorized the related emissions within its reported Scope 1 emissions with zero emissions.

5.) Scope 2 emissions:

- Calculated based on monthly usage data collected from third-party invoices or internal usage records, where available.
- In the Philippines, Allegro relies on on-site renewable electricity production systems to support its operations as well as the procurement of off-site renewable electricity contracted through and generated by their utility provider. In the United States, renewable energy is procured through renewable energy credits (RECs). After application of their renewable energy, the emission factors in note 9 were applied.

6.) The following estimation methodology was followed where measured data was not available:

- For natural gas, diesel (stationary combustion), refrigerants, and purchased electricity: Estimated based on an intensity factor and square footage, obtained from lease agreements, for sites where measured data was not available. The intensity factor was determined based

on actual FY26 usage and square footage of a site determined to be representative of sites where measured data was not available.

- For gasoline: Estimated based on average distance traveled per person per day based on data from the *Passenger Mobility Statistics* (November 2021) published by Eurostat, the average number of working days per year based published by Sandtime.io and *How Many Working Days Are There in a Year?* (January 2024) published by Day Off, and the number of leased vehicles collected from internal records.
- No estimates were necessary for LPG, diesel (mobile combustion) or emissions from on-site wastewater treatment facilities as actual measured data was available.
- Approximately 1%, 3%, and 27% of reported Scope 1 emissions, Scope 2 emissions (location-based), and Scope 2 emissions (market-based), respectively, were estimated.

7.) Total purchased electricity usage:

- Calculated based on actual and estimated usage data as discussed in notes 5.) and 6.).
- Approximately 5% of reported total purchased electricity usage was estimated.

8.) On-site renewable electricity generated and consumed:

- Calculated based on the amount of on-site renewable electricity generated and consumed collected from on-site meter readings.

9.) Emission factors applied by scope and source were as follows:

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year
Scope 1	Natural Gas, Diesel (stationary and mobile), and LPG	United States (U.S.): U.S. Environmental Protection Agency (EPA), Emission Factors for Greenhouse Gas Inventories 2025 Non-U.S.: International Energy Agency (IEA), Emissions Factors 2024
Scope 1	On-Site Wastewater Treatment Facilities	Non-U.S.: IPCC, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 5: Waste
Scope 1	Gasoline	U.S.: Vehicles used in the U.S. consume diesel and not gasoline Non-U.S.: European Commission - Directorate-General for Climate Action (CLIMA) 2025 (2024 data)
Scope 1	Refrigerants	IPCC Sixth Assessment Report (AR6 - 100 year)
Scope 2 (location-based)	Purchased Electricity	U.S.: U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025 Non-U.S.: IEA, Emissions Factors 2024
Scope 2 (market-based)	Purchased Electricity	U.S.: 2024 Green-e® Residual Mix Emissions Rates (2022 Data) Europe: Association of Issuing Bodies, European Residual Mixes 2024, version 2.0 South America and Asia: Same as location-based

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Independent Assurance Statement — FY25

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Report of Independent Accountants

To the Management of Allegro MicroSystems, Inc.

We have reviewed the accompanying management assertion of Allegro MicroSystems, Inc. (Allegro) that the total purchased electricity usage, on-site renewable electricity generated and consumed, and greenhouse gas (GHG) emissions metrics (collectively, the “sustainability metrics”) for the year ended March 31, 2025 in management’s assertion are presented in accordance with the assessment criteria set forth in management’s assertion. Allegro’s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. Our responsibility is to express a conclusion on management’s assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements,* and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management’s assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management’s assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the sustainability metrics, and reviewed supporting documentation in regard to the completeness and accuracy of the data in the sustainability metrics on a sample basis.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the total purchased electricity usage metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions

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that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

As discussed in management’s assertion, Allegro has estimated GHG emissions for certain emissions sources and usage for purchased electricity for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to Allegro’s management assertion in order for it to be fairly stated.

PricewaterhouseCoopers LLP

Boston, Massachusetts
July 9, 2025

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ALLEGRO microsystems

Management Assertion for the Year Ended March 31, 2025

Management of Allegro MicroSystems, Inc. (Allegro) is responsible for the completeness, accuracy, and validity of the total purchased electricity usage, on-site renewable electricity generated and consumed, and greenhouse gas (GHG) emissions metrics (collectively, the “sustainability metrics”) presented in the table below for the year ended March 31, 2025 (FY25 or “the fiscal year”), which management asserts are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics.

Organizational Boundary

Allegro uses the operational control approach to account for and report the sustainability metrics, which includes vehicles (e.g., cars, trucks, forklifts) and sites consisting of the headquarters, engineering and technology centers, sales offices, wastewater treatment facilities, and assembly and testing facilities owned and leased by Allegro during the fiscal year. Third-party data center facilities are excluded.

Metric	Definition of Metric	FY25 Metric Quantity
Total purchased electricity usage	Kilowatt hours (kWh) of purchased electricity.[2,7]	99,543,430 kWh
On-site renewable electricity generated and consumed	kWh of on-site renewable electricity generated and consumed on-site.[8]	90,568 kWh
Scope 1 emissions	Direct emissions from stationary and mobile combustion of natural gas, diesel, gasoline, and liquid petroleum gas (LPG); on-site renewable electricity production systems; refrigerants; and on-site wastewater treatment facilities.[1,2,3,4,6,9]	1,681 metric tons CO_2e
Scope 2 emissions (Location-based)	Indirect emissions from purchased electricity, using the location-based method.[1,2,3,5,6,9]	65,687 metric tons CO_2e
Scope 2 emissions (Market-based)	Indirect emissions from purchased electricity, using the market-based method.[1,2,3,5,6,9]	62,624 metric tons CO_2e
Scope 1 and Scope 2 emissions (Location-based)		67,368 metric tons CO_2e
Scope 1 and Scope 2 emissions (Market-based)		64,305 metric tons CO_2e

Sustainability Metrics Assessment Criteria

1.) Allegro considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition,* and *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate and report direct and indirect emissions.

2.) GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately

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Independent Assurance Statement — FY25 (continued)

measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the total purchased electricity usage metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

3.) Carbon dioxide equivalent (CO_2e) emissions are presented in metric tons of CO_2e and are inclusive of carbon dioxide (CO_2), nitrous oxide (N_2O), and methane (CH_4). Industrial gases emitted by Scope 1 emission sources only include hydrofluorocarbons (HFCs) from the following refrigerants: R508B, R134A, R404A, and R410A. Sulfur hexafluoride (SF_6), perfluorocarbons (PFCs), and nitrogen trifluoride (NF_3) were not emitted as a result of the activities of Allegro. Emissions data by individual gas are not disclosed as a majority of CO_2e relates to CO_2. Carbon dioxide emissions and equivalents have been determined based on measured or estimated energy and fuel usage or refrigerant gas loss multiplied by the relevant carbon emission factors for carbon dioxide, methane and nitrous oxide emissions and, for carbon dioxide equivalent emissions, taking into account relevant global warming potentials for each gas from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6).

4.) Scope 1 emissions:

- Emissions from stationary combustion and refrigerants: Calculated based on monthly usage data collected from third-party invoices or internal usage records, where available.
- Emissions from mobile combustion: Calculated based on liters of fuel consumed collected from third-party fuel purchase reports, where available.
- Emissions from our on-site wastewater treatment facilities in the Philippines: Calculated based on the total discharge flow provided by the Department of Environment and Natural Resources through their online permitting and monitoring system for our three wastewater treatment facilities, which include two industrial and one domestic wastewater treatment system that are owned and controlled by Allegro.
- Electricity associated with our on-site renewable electricity production systems (not connected to a third-party grid) is generated and used on-site at our site in the Philippines. Allegro categorized the related emissions within its reported Scope 1 emissions with zero emissions.

5.) Scope 2 emissions:

- Calculated based on monthly usage data collected from third-party invoices or internal usage records, where available.
- Allegro relies on on-site renewable electricity production systems to support its operations in the Philippines as well as the procurement of off-site renewable electricity through energy attribute certificates (EACs), which include renewable energy credits (RECs) and international renewable energy credits (I-RECs). After application of EACs, the emission factors in note 9 were applied. EACs applicable to April 1, 2024 to December 31, 2024 have been retired. EACs applicable to January 1, 2025 to March 31, 2025 have been contracted for and will be retired before July 1, 2026.
- Allegro was unable to source certain I-RECs from within the same market boundary where the electricity consumption occurred due to limited availability of I-RECs within those market boundaries. These I-RECs make up 4,413,057 kWh of purchased renewable electricity. The exclusion of the use of these I-RECs would increase Scope 2 market-based emissions by 3,082 metric tons of CO2e. In these cases, Allegro sourced the I-RECs from outside market boundaries. These I-RECs therefore do

not follow the application and retirement guidelines on geography established by the GHG Protocol Scope 2 Guidance and RE100.

6.) The following estimation methodology was followed where measured data was not available:

- For natural gas, diesel (stationary combustion), refrigerants, and purchased electricity: Estimated based on an intensity factor and square footage, obtained from lease agreements, for sites where measured data was not available. The intensity factor was determined based on actual FY25 usage and square footage of a site determined to be representative of sites where measured data was not available.
- For gasoline: Estimated based on average distance traveled per person per day based on data from the Passenger Mobility Statistics (November 2021) published by Eurostat, the average number of working days per year based on data from Working Time in France published by My Payroll Pro and How Many Working Days Are There in a Year? (January 2024) published by Day Off, and the number of leased vehicles collected from internal records.
- No estimates were necessary for LPG, diesel (mobile combustion) or emissions from on-site wastewater treatment facilities as actual measured data was available.
- Approximately 1%, 3%, and 4% of reported Scope 1 emissions, Scope 2 emissions (location-based), and Scope 2 emissions (market-based), respectively, were estimated.

7.) Total purchased electricity usage:

- Calculated based on actual and estimated usage data as discussed in notes 5.) and 6.).
- Approximately 4% of reported total purchased electricity usage was estimated.

8.) On-site renewable electricity generated and consumed:

- Calculated based on the amount of on-site renewable electricity generated and consumed collected from on-site meter readings.

9.) Emission factors applied by scope and source were as follows:

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year
Scope 1	Natural Gas, Diesel (stationary and mobile), and LPG	United States (U.S.): U.S. Environmental Protection Agency (EPA), Emission Factors for Greenhouse Gas Inventories 2025 Non-U.S.: International Energy Agency (IEA), Emissions Factors 2024
Scope 1	On-Site Wastewater Treatment Facilities	Non-U.S.: IPCC, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 5: Waste
Scope 1	Gasoline	U.S.: Vehicles used in the U.S. consume diesel and not gasoline Non-U.S.: European Automobile Manufacturers' Association (ACEA), CO2 emissions from new cars by country (published September 2024)

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Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year
Scope 1	Refrigerants	IPCC Sixth Assessment Report (AR6 - 100 year)
Scope 2 (location-based)	Purchased Electricity	U.S.: U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025 Non-U.S.: IEA, Emissions Factors 2024
Scope 2 (market-based)	Purchased Electricity	U.S.: 2024 Green-e® Residual Mix Emissions Rates (2022 Data) Europe (excluding U.K.): Association of Issuing Bodies, European Residual Mixes 2023, version 1.0 South America, U.K, and Asia: Same as location-based

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Independent Assurance Statement — FY24

LRQA

LRQA Independent Assurance Statement

Relating to Allegro's Greenhouse Gas Inventory for Fiscal Year 2024

This Assurance Statement has been prepared for Allegro MicroSystems, Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Allegro MicroSystems, Inc. (Allegro) to provide independent assurance of its greenhouse gas (GHG) emissions inventory ("the Inventory") for the fiscal year April 1st 2023 to March 29th 2024 (FY 2024). The assurance was performed against the criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure based on ISO 14064 - Part 3 for greenhouse gas emissions.

Our assurance engagement covered Allegro's global operations and activities at operationally controlled manufacturing and research and development sites and specifically the following requirements:

- Verifying conformance with:
  - Allegro's reporting methodologies for the selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data[1].
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct (Scope 1) GHG emissions; and
  - Indirect Energy (Scope 2) GHG emissions.

Our assurance engagement also excluded the data and information of Allegro's suppliers, contractors and any third-parties mentioned in the Inventory.

LRQA's responsibility is only to Allegro. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Allegro's responsibility is for collecting, aggregating, analysing, and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of Allegro.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Allegro has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance[2] and at the materiality of the professional judgement of the verifier.

1. *http://www.ghgprotocol.org/*
2. *The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.*

LRQA

Table 1. Summary of Allegro's GHG Emissions for FY2024:

Scope of GHG emissions	Tonnes CO_2e
Scope 1 GHG emissions	1,061
Scope 2 GHG emissions (Location-based)	66,113
Scope 2 GHG emissions (Market-based)	66,113
Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015	

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing representatives of the organization responsible for managing data and records;
- assessing Allegro's data management systems to confirm they are designed to prevent significant errors, omissions or misstatements in the Inventory;
- completing a strategic assessment/risk analysis of each data set to determine an adequate sample;
- confirmed Allegro's base year recalculation policy was followed, and that a base year calculation was not required;
- recalculating sampled sources to confirm accuracy and conformance with the reporting criteria; and
- verifying historical GHG emissions data and records at an aggregated level for the fiscal year 2024.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training, and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 26 June 2024

David Hadlet
LRQA Lead Verifier
On behalf of LRQA, Inc., 810 Seventh Avenue, Suite 1110, New York, NY 10019
LRQA reference: UQA00002341

Independent Assurance Statement — FY18 and FY23

LRQA

LRQA Independent Assurance Statement

Relating to Allegro's GHG Inventory for Fiscal Years 2018 and 2023

This Assurance Statement has been prepared for Allegro Microsystems, Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Allegro Microsystems, Inc. (Allegro) to provide independent assurance of its re-stated greenhouse gas (GHG) emissions inventory ("the Inventory") for the fiscal years April 1st, 2017 to March 30th, 2018 (FY 2018), and April 2nd, 2022 to March 31st, 2023 (FY 2023) against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure based on ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Allegro's global operations and activities at operationally controlled manufacturing and research and development sites and specifically the following requirements:

- Verifying conformance with:
  - Allegro's reporting methodologies for the selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data[1].
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct GHG Emissions (Scope 1) and Energy Indirect GHG Emissions (Scope 2).

To provide consistency with Allegro's fiscal year 2024 inventory, the FY 2023 and FY 2019 base year inventories were re-stated with the inclusion of fugitive emissions from refrigerants which had previously been omitted on the basis of their de minimis contribution to the GHG inventory.

Our assurance engagement excluded the data and information of Allegro's suppliers, contractors and any third-parties mentioned in the Inventory.

LRQA's responsibility is only to Allegro. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Allegro's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of Allegro.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Allegro has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance[2] and at the materiality of the professional judgement of the verifier.

1. *http://www.ghgprotocol.org/*
2. *The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.*

LRQA

Table 1. Summary of Allegro's Key Data for FY 2018 & FY 2023:

Scope of GHG emissions	FY 2018	FY 2023	Units
Scope 1 GHG emissions	3,141	1,440	Tonnes CO_2e
Scope 2 GHG emissions (Location-based)	44,993	60,398	Tonnes CO_2e
Scope 2 GHG emissions (Market-based)	44,993	60,398	Tonnes CO_2e
Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015			

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing GHG emissions data and records;
- assessing Allegro's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at an aggregated level;
- reviewing Allegro's base year recalculation policy and comparing FY23 to the base year.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity audit – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification audits is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 26 June 2024

David Hadlet
LRQA Lead Verifier

On behalf of LRQA, Inc., 810 Seventh Avenue, Suite 1110, New York, NY 10019

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