

ALLEGRO MICROSYSTEMS ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR APRIL 2021

This statement is made on behalf of Allegro MicroSystems, Inc. and its direct and indirect subsidiaries (collectively, “Allegro”) pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes Allegro’s Anti-Slavery and Human Trafficking Statement (“Statement”) for the period April 1st, 2021 through March 31st, 2022.

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

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

In complying with all laws, regulations, and rules relevant to its business Allegro endeavors to achieve and maintain the highest ethical standards. It takes its responsibilities to its stakeholders very seriously, including those of its employees and the communities in which it operates. All employees of Allegro receive annual training in Allegro’s Code of Business Conduct and Ethics, which apply to all of those business organizations under the Allegro corporate umbrella, and specifically addresses anti-slavery and human trafficking, as set forth here:

Allegro recognizes that modern slavery is a crime and a violation of fundamental human rights. The Company has a zero tolerance approach to modern slavery. It does not tolerate modern slavery, to include human trafficking, compulsory labor (including child labor), or illegal exploitation in any form and will take appropriate action if any such violations are discovered. Allegro is committed to acting ethically and with integrity wherever it operates and in implementing and enforcing systems and controls proportionate to the risk to ensure modern slavery is not taking place in its operations or supply chain. The Company communicates its zero tolerance approach to suppliers through its Supplier Excellence Program. We expect our suppliers will hold their own suppliers to the same standards.

Allegro further encourages compliance to its corporate policies and procedures against anti-slavery and human trafficking by way of an Allegro-wide hotline (accessible via either telephone, web, or mobile), allowing stakeholders to anonymously report any suspected violation of law, regulation, or Allegro policy. In addition, Allegro’s policy on Global Citizenship sets forth key principles that guide our actions.

- We will protect the environment.

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

As it pertains to Allegro's suppliers Allegro has a well-established audit program for its suppliers, called the Supplier Excellence Program. In order to do business with Allegro, suppliers are regularly audited against specific criteria that includes suppliers' adherence to the applicable laws and human rights standards. Allegro's staff makes site visits at suppliers that might present a higher risk. Human rights violations result in Allegro ceasing to do business with that supplier and the submission of a report to the appropriate governmental authority. Although Allegro believes this is the most effective measure it can implement to prevent and identify violations in the supply chain, in an effort to further inform and influence its suppliers, in March 2021 Allegro published its Supplier Code of Conduct policy, making it available to all suppliers via its Corporate Responsibility and Sustainability web page (<https://www.allegromicro.com/en/about-allegro/corporate-responsibility>), and initiated an program whereby it seeks acknowledgement of this policy from its top twenty-five (25) suppliers in terms of annual spend. This effort is intended to make Allegro's expectations of its suppliers clear in that it will not accept complicity by its suppliers towards human rights violations, including slavery and human trafficking.

Finally, as part of its on-going efforts to be transparent with its shareholders, stakeholders, customers, suppliers, and employees, in July 2021, Allegro published its Human Rights policy (<https://www.allegromicro.com/en/about-allegro/corporate-responsibility/human-rights>). This policy expounds those basic freedoms believed to be inherent to all people.

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

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



Ravi Vig
President

