

## Global Environmental, Health, and Safety (EHS) Policy

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Department	Legal/Environmental, Health & Safety
Policy #	

### Overview

Allegro Microsystems is committed to protecting the environment, including pollution prevention, ensuring the health and safety of our employees, and promoting sustainability in all our operations. We are taking a sustainability-first approach to semiconductor design and manufacture. This policy establishes rigorous guidelines and training initiatives to ensure employee safety and well-being.

### Scope

This policy applies to all employees, contractors, and stakeholders involved in the activities of Allegro Microsystems, including research and development, design and manufacture, test, procurement, and distribution processes, across all geographic locations where we operate. This policy outlines Allegro’s commitment to:

- Prioritize the well-being of our employees and the environment. Our commitment is to foster a workplace that is safe, healthy and environmentally responsible.
- Foster a culture of responsibility and collaboration, enabling our employees to make informed decisions, cultivating a robust and empowered workforce.

### Environmental, Health, and Safety Commitments

- We are dedicated to minimizing our environmental impact through sustainable practices and climate change mitigation and adaption, including reducing waste and promoting recycling and reuse of materials, minimizing energy consumption and supporting the use of renewable energy sources, and managing and reducing water usage across our operations.
- We are compliant with all material applicable laws, regulations, and standards as it relates to environmental, health and safety in the regions where we operate. We will also strive to exceed these requirements where feasible.
- We develop and maintain effective Business Continuity plans and procedures to ensure that we can effectively respond to and recover from incidents that could impact the health and safety of our employees and the surrounding community.
- We are committed to continual improvement of the Occupational Health & Safety management system and



- We are committed to the continual improvement of the environmental management system to enhance environmental performance.
- We are committed to eliminating hazards, reducing EHS risks, and maintaining incident rates below the industry average while upholding our record of zero workplace fatalities for employees, guests, and contractors.
- We are committed to consultation and participation of workers and, where they exist, worker's representative.
  - We actively collaborate with stakeholders, customers, suppliers, and other partners to enhance our EHS programs and outcomes. This collaboration includes conducting frequent inspections and assessments in the workplace to identify potential hazards, share best practices, and continuously improve our safety performance.
  - We are committed to rigorously monitoring contractor safety performance to ensure alignment with our high standards. We strive to minimize contractor incidents by enforcing strict safety protocols and providing ongoing support. Any safety issues involving contractors will be promptly reported to management, ensuring swift action and continuous improvement.

Allegro Microsystems is dedicated to integrating environmental stewardship, health, and safety into all aspects of our operations. By adhering to this policy, we aim to contribute positively to the environment, ensure the well-being of our employees, and maintain the highest standards of safety and sustainability.

