

## **Allegro MicroSystems, Inc. - California AB 1305 Compliance Statement**

This statement is intended to work in conjunction with Allegro MicroSystems, Inc's ("Allegro" or the "Company") FY25 ESG Report published in July 2025 (the "FY25 ESG Report") and other publicly available sustainability disclosures to fulfill the requirements of the California Voluntary Carbon Market Disclosures Act (AB 1305) for FY25. It addresses both voluntary carbon offset usage and claims regarding net-zero emissions, carbon neutrality, or significant greenhouse gas (GHG) emissions reductions. This information is subject to the disclaimers contained below under "About this Compliance Statement."

### **Claims of Net Zero Achievement, Carbon Neutrality, or Significant GHG Emissions Reductions**

Allegro has established goals for reducing GHG emissions by fiscal year 2030, increasing renewable energy usage, and minimizing waste across its operations. These goals are detailed in the FY25 ESG Report, which is attached as the [Appendix](#) to this statement and is also available on our [company website](#). A key target is to achieve a **50% reduction in Scope 1 and 2 emissions**, normalized based on revenue from the FY18 base year. While Allegro has not yet declared a specific net-zero target year, the Company is actively working towards reducing its environmental impact and maximizing the positive impact of its products. Specific efforts include:

- **Energy Efficiency Projects:** Resulting in 6.95 GWh of energy savings in FY25, compared to 4.47 GWh savings in FY24 and 2.86 GWh savings in FY23.
- **Renewable Energy:** Allegro's manufacturing site achieved 100% renewable energy at the beginning of FY26. In FY25, renewable energy totals included approximately 5.5 million kWh total Renewable Energy Credits (RECs) inclusive of our headquarters in Manchester, New Hampshire and manufacturing facility in the Philippines and 90,568 kWh on-site solar generation at our manufacturing site in the Philippines. Headquarters achieved 25% renewable energy in FY25 and is on track to transition to 100% within four years.
- **Emissions Reduction:** Carbon intensity (normalized by revenue) increased in FY25 due to a notable decrease in revenue year over year. With the transition to renewable energy and energy efficiency projects, Allegro still maintains an emissions reduction target of a 50% reduction in normalized emissions compared to the FY18 baseline.
- **Waste Reduction and Recycling:** Implementing various initiatives to minimize waste and increase recycling rates, indirectly contributing to emissions reductions.

### **Interim Progress Measurement and Methodology**

Allegro tracks its progress toward sustainability goals using various metrics and methodologies detailed in the FY25 ESG Report. Quantitative data on energy savings, emissions reduction, electricity usage, and waste management are available in the attached FY25 ESG Report. The Company engages a third-party firm, PricewaterhouseCoopers (PwC), to conduct limited assurance verification of its electricity generation and consumption and Scope 1 and Scope 2 emissions data in the "[Independent Assurance Statement FY25](#)" section of the attached FY25 ESG Report. The 55.3% increase in purchased and produced renewable energy usage demonstrates significant progress towards reducing Allegro's carbon footprint.

## **Sector-Specific Information and Science-Based Targets**

Allegro's primary focus areas for emissions reductions are its manufacturing facilities and offices. The Company is currently evaluating the use of science-based targets and relevant sector methodologies to further refine its emissions reduction pathway. This information will be shared in future ESG reporting.

## **Independent Third-Party Verification**

As mentioned above, PwC provides limited assurance of Allegro's electricity consumption and Scope 1 and Scope 2 emissions data. Other data and claims presented in this compliance statement and the FY25 ESG Report have not been independently verified. However, Allegro is committed to transparency and accuracy in its ESG reporting.

<b>Claim Category</b>	<b>Details</b>	<b>Where Progress is Disclosed</b>	<b>Scope of Third-Party Assurance</b>
Net Zero	Allegro is actively working towards reducing its environmental impact, but a specific net-zero target year has not yet been set.	FY25 ESG Report (under “ <a href="#">FY30 Goals and FY 25 Achievements</a> ” and “ <a href="#">Energy, Emissions and Climate</a> ”)	Not Applicable
Renewable Energy Transition	Allegro's manufacturing facility and headquarters are transitioning to renewable energy, supported by Renewable Energy Certificate (REC) purchases. The manufacturing facility transitioned to 100% renewable energy at the beginning of FY26, and headquarters in Manchester, New Hampshire is committed to a full transition within four years.	FY25 ESG Report (under “ <a href="#">Allegro Transitions to Renewables to Power Progress</a> ” and “ <a href="#">Energy, Emissions and Climate</a> ”)	Not Applicable
Independent Third-Party Data and Claim Verification	PwC provides limited assurance on Allegro's energy consumption and Scope 1 and Scope 2 emissions data. Other claims and data have not been subject to independent, third-party verification.	FY25 ESG Report (under “ <a href="#">Energy, Emissions and Climate</a> ” and “ <a href="#">Independent Assurance Statement FY25</a> ”)	Total purchased electricity usage, on-site renewable electricity generated and consumed, Scope 1 and 2 emissions data

## **About this Compliance Statement**

Allegro MicroSystems, Inc. (“Allegro”) prepared this AB 1305 Compliance Statement (the “Statement”) to provide information pursuant to the California Voluntary Carbon Market Disclosures Act. Disclosures contained herein should not be deemed 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 reports Allegro publicly files with the Securities and Exchange Commission (the “SEC”). Disclosures in this Statement have been reviewed by Allegro’s management and are included in this Statement based on complying with AB1305 and not on the same basis or standards that disclosures are reviewed and approved for inclusion in Allegro’s reports filed with or furnished to the SEC.

This Statement contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this Statement 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 22, 2025, 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](http://www.sec.gov) and the Investors Relations page of our website at [investors.allegromicro.com](http://investors.allegromicro.com). All forward-looking statements speak only as of the date of this Statement 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 Statement are provided for reference and general information only, and the contents of such websites are not incorporated by reference into this Statement.

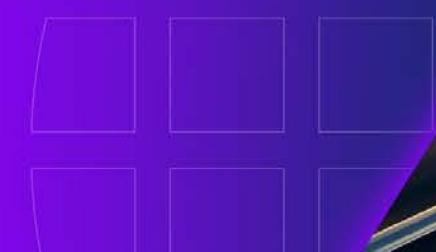
## **APPENDIX**



# Environmental, Social and Governance Report

Fiscal Year 2025

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



# Table of Contents

---

## Overview

A Message from Our President and CEO  
FY30 Goals and FY25 Achievements  
About Us  
Our Core Values  
Our Locations  
Where We Make an Impact  
Maximizing the Positive Impact of Our Products  
Automotive  
Industrial

## ESG Stories

Composting Turns Food Scraps into Farm Fields  
Allegro Transitions to Renewables to Power Progress  
Women@Allegro Accelerate into Action

## Sustainable Practices

ESG Approach and Oversight  
Energy, Emissions and Climate  
Water Stewardship  
Waste  
Sustainable Supply Chain and Circularity  
Hazardous Materials Management

## Social Impact

Talent and Engagement  
Learning and Development  
Employee Health and Safety  
EHS Week 2025: Our Power, Our Planet  
Educational Assistance  
Wellness  
Employee Resource Groups: Fostering an Inclusive Culture  
Community Impact  
Human Rights

## Governance

Corporate Governance  
Enterprise Risk Management  
Ethics and Compliance  
Stakeholder Engagement  
Cybersecurity

## Appendix

About this Report  
ESG Performance Summary Tables – SASB  
ESG Performance Summary Tables – GRI  
Independent Assurance Statements



# Overview

---

A Message from Our President and CEO

---

FY30 Goals and FY25 Achievements

---

About Us

---

Our Core Values

---

Our Locations

---

Where We Make an Impact

---

Maximizing the Positive Impact of Our Products

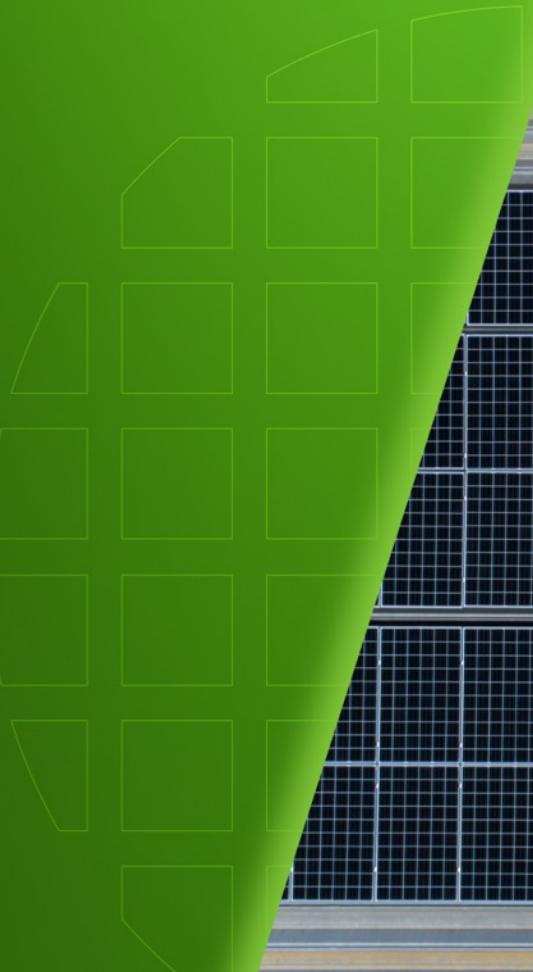
---

Automotive

---

Industrial

---



# A Message from Our President and CEO



At Allegro MicroSystems, we're not just innovating – we're innovating with purpose. Our commitment to a safer, more sustainable and autonomous future isn't a trend; it's woven into the fabric of who we are and how we operate. We're accelerating the world's transition to e-Mobility, not only by electrifying vehicles, but also by driving advancements in clean energy, automation and robotics. And we're doing it by engaging with our stakeholders, measuring our progress and striving for continuous improvement.

Fiscal year 2025 (FY25) has been a year of significant progress in our ESG journey. We've strengthened our engagement with customers, deepened our understanding of their sustainability priorities and further incorporated their feedback into our strategies. Our commitment to transparency remains a priority, as evidenced by our active participation in leading ESG reporting platforms and our ongoing dialogue with investors. We also took steps to foster stronger partnerships with our suppliers, collaborating on initiatives that will drive positive change throughout our value chain, including launching several circular economy projects.

Building on our ambitious fiscal year 2030 (FY30) goals – which encompass emissions reduction, renewable energy expansion, waste minimization and pay equity – we've made significant strides. We're actively transitioning our owned facilities to renewable energy, with our Philippines facility (AMPI) recently achieving 100% renewable energy and our New Hampshire headquarters implementing a progressive transition plan over the next several years. We're also proud of our waste reduction efforts, including composting 100% of applicable waste at our New Hampshire facility.

Our world-class engineers are more than designers of cutting-edge technology; they are problem-solvers, collaborators, and visionaries. They understand that our products have the power to shape a better future, and they are committed to our strategic initiative to maximize our positive impact on the world.

**At Allegro, we're not just talking about ESG; we're living it. It's a central pillar of our business strategy, and our teams remain dedicated to enhancing the positive impact of our innovations. We're charting an ambitious path forward, and we're excited to share our journey with you. Together we can build a future where technology and sustainability go hand-in-hand.**

I'm incredibly proud to present Allegro's FY25 ESG report. It tells the story of our progress, our challenges and our strong commitment to building a more sustainable future. It highlights how we're meeting the growing demand for responsible technology solutions, creating long-term value for our shareholders, employees and communities.

A handwritten signature in black ink, appearing to read "MC. Doogue".

Michael Doogue  
President and CEO



# FY30 Goals and FY25 Achievements

## FY30 Goals

95%

Waste diverted from  
landfill at all facilities  
with operational control

50%

Reduction in Scope 1 and 2  
emissions normalized  
based on revenue from  
our FY18 base year

50%

Renewable energy  
at manufacturing  
facilities

100%

Pay equity for gender  
globally and race/  
ethnicity U.S. only



## SUPPLY CHAIN

54+

Suppliers Engaged on  
ESG Topics (Supplier  
Conference & Supplier  
ESG Meetings)

## RENEWABLE ENERGY

10%

Renewable Energy Supply  
Agreement at facility in  
Philippines started in  
September 2024

## WASTE

100%

Composted Waste from  
New Hampshire sent to local  
farm

12+

Circular Economy Projects  
Launched

## FY 25 CUSTOMER AWARDS AND ESG RATINGS

### Excellent Partner Award

Nanjing Meijun

For excellent technical support,  
proactive problem-solving and  
stable supply chain

### Special Cooperative Innovation Award

Chery

For consistent supply support  
and strategic alignment  
ensuring production continuity

### Strategic Partner Award

Wodeer

For supporting business growth  
and innovative product  
development



# About Us



**Our Vision**  
Our vision is to lead the world toward a safer, more sustainable and autonomous future.



**Our Mission**  
Our mission is to be the leader in global semiconductor technology with sensing and power solutions that drive e-mobility, clean energy and automation forward.

Allegro MicroSystems, Inc. is a global leader in semiconductor technology. We serve a wide variety of customers in e-Mobility and industrial markets, and our innovations in sensor and power integrated circuits (ICs) enable advancements in motion control and energy-efficient systems. Anyone who drives a car, generates energy or uses cloud data services interacts with Allegro's technology—and we could not be prouder of how these intelligent solutions make daily processes more effective, convenient, autonomous and sustainable.

## Allegro at a Glance

**\$725M**

FY25 Sales

**>10,000**

Customers

**#1**

in magnetic sensors and leader in power ICs<sup>3</sup>

**~4,000**

Employees<sup>1</sup>

**~1,900**

Patents<sup>1</sup>

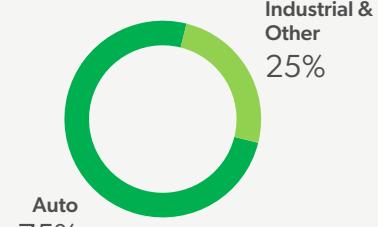
**>25B**

Units cumulatively shipped

## Sales by Product<sup>2</sup>



## Sales by Market<sup>2</sup>



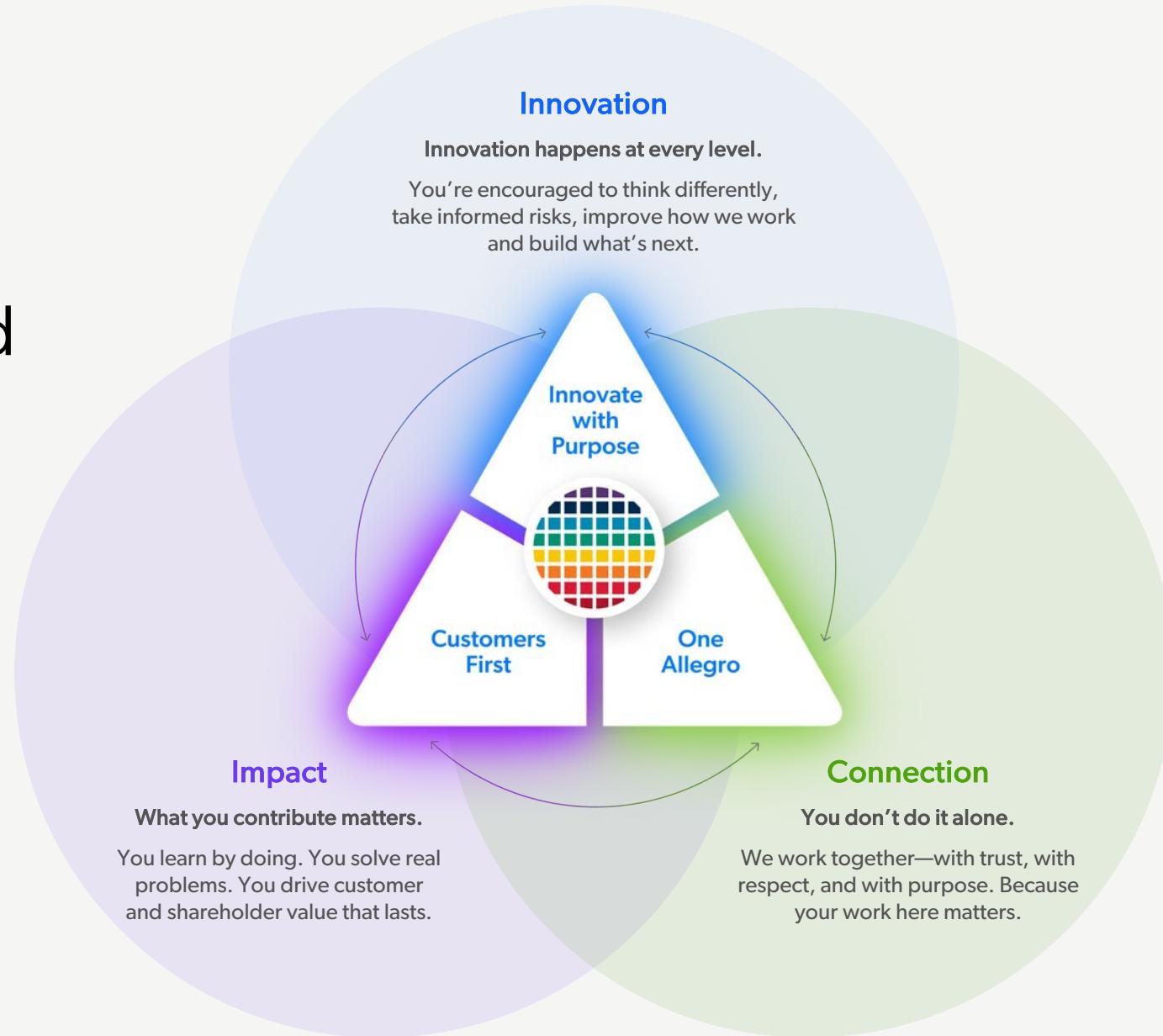
1. As of March 28, 2025, fiscal year end.

2. Based on sales as a percent of total as of fiscal year ended March 28, 2025.

3. Omdia, MEMS & Sensors Competitive Analysis Database – May 2024.

Our core values shape everything we do, and this year we expanded them to reflect how they impact the employee experience

---



# Our Locations



The company's global headquarters is located in Manchester, New Hampshire, USA, with its sole back-end manufacturing facility in the Philippines.

27

Owned and leased facilities globally<sup>1</sup>

14

Countries

Americas

EMEA

APAC



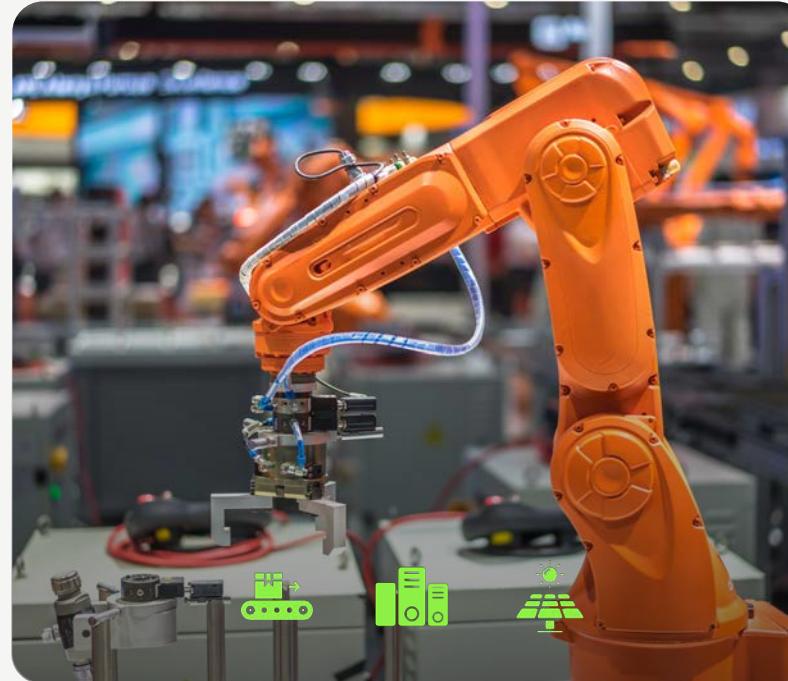
1. Number of facilities as of end of FY25. For emissions calculations, a facility in Ireland was included.

# Where We Make an Impact

---



## Automotive



## Industrial



## Consumer

# Maximizing the Positive Impact of Our Products

In 2024, Allegro introduced the industry's smallest and highest bandwidth magnetic current sensors, which lead to more compact systems, fewer raw materials, improved energy efficiency, and reduced costs. These sensors also respond fast to protect expensive electronics from current spikes in power conversion systems.

Additionally, the use of our high voltage gate drivers save space, improve efficiency, and deliver double the power density in power systems across electric vehicle powertrain, clean energy, and datacenter applications.

**16 Million Metric Tons of CO<sub>2</sub>**

estimated emissions avoided from 2021–2024



## Onboard Chargers and DC/DC Converters in xEV Powertrain

Current sensor integrated circuits (ICs) increase vehicle efficiency by reducing ohmic losses, and high voltage gate drivers enable higher power density for SiC and Gallium Nitride (GaN) power semiconductors.

## Anti-Lock and Advanced Braking Systems

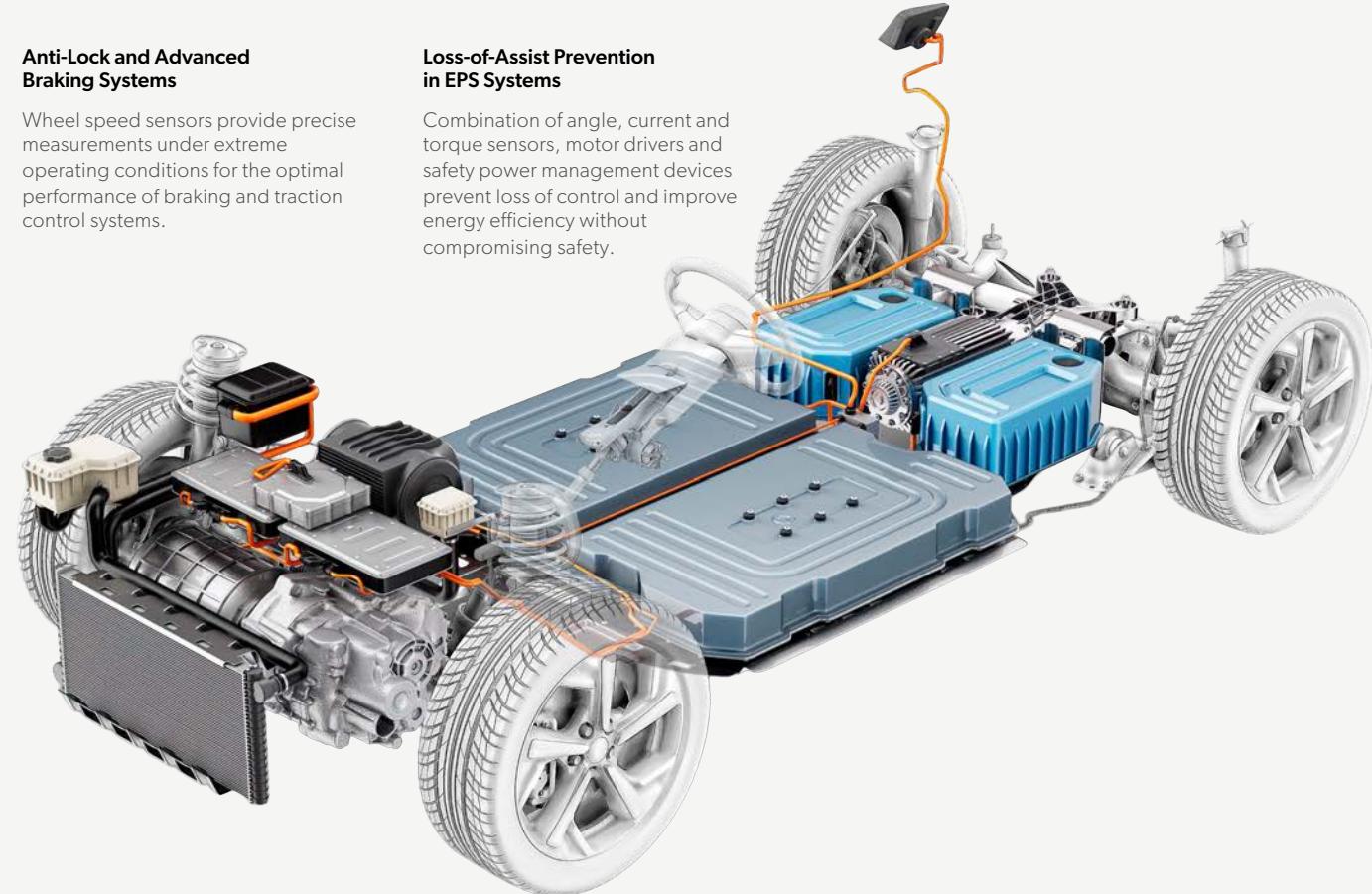
Wheel speed sensors provide precise measurements under extreme operating conditions for the optimal performance of braking and traction control systems.

## Electronic Power Steering (EPS) Systems

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

## Stop/Start systems in Internal combustion engine (ICE) and Hybrid electric vehicles

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



<sup>1</sup> 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), [Electric steering turns on the power | Automotive News Europe](#) (autonews.com), and market data provided by Strategy Analytics Powered by TechInsights. In the previous year's report, the emissions savings model for xEVs (electric and hybrid vehicles) had flat savings from 2027 to 2029, which led to an underestimation of total emissions reductions from Allegro sales. This error has since been corrected to reflect expected growth in xEV adoption and Allegro content in 2027 through 2029. As a result, the projected cumulative CO<sub>2</sub> savings for 2029 have been revised upward from approximately 60 million metric tons to about 100 million metric tons.

# Automotive

Allegro's role in xEV powertrains and ADAS systems focuses on reliable power conversion, precision sensing, optimized power management and efficient motor control, contributing to longer driving ranges, improved safety and energy efficiency.

## Efficiency in Internal Combustion Engines

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

## Safety and Reliability

From anti-lock braking to electronic power steering (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.



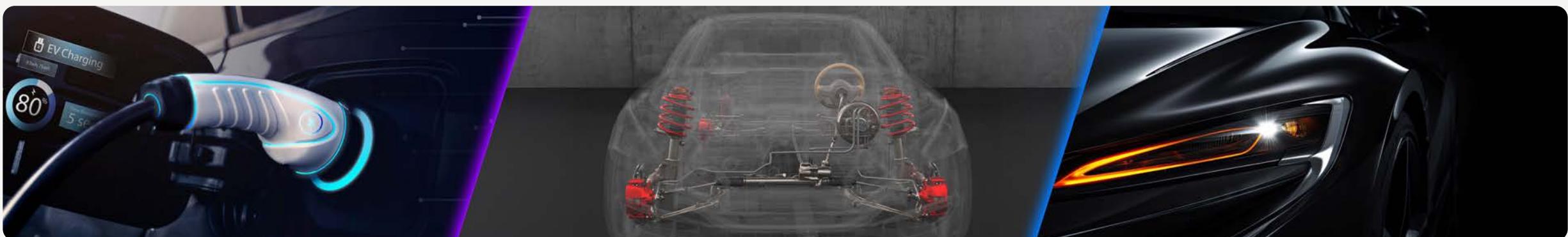
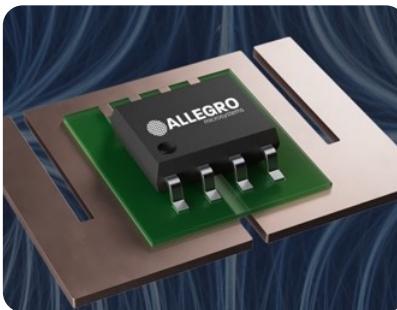
## Magnetic Sensors

Innovative magnetic sensor solutions designed to deliver higher accuracy, reliability and energy efficiency across a wide range of applications.



## Power ICs

High performance power IC solutions engineered to deliver higher energy efficiency, increased power density and reliable power management across demanding applications



# Industrial

Allegro's intelligent sensing and motion control technologies improve efficiency, safety and reliability in industrial systems. Our products support automation, robotics, clean energy and data center applications—minimizing downtime, reducing energy use and enabling smarter power management.

In 2024, we introduced the industry's smallest magnetic current sensors and our first high-voltage GaN gate driver, helping customers reduce losses and increase power density in AI servers, solar energy systems and power supplies.

These advances reflect our commitment to scalable innovation and sustainability across industrial applications.

## 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.

## Micro and Nano-power Position Sensors extend battery life

Our compact position sensors and switches and latches extend life of battery-operated equipment by lowering standby power consumption by more than 50%.

## Innovative BLDC Driver for Data Center Fans

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

## A89331

Three-phase BLDC driver with integrated power loss brake feature for improved energy efficiency.



## ACS37220

High power density current sensors in QFN and SOIC6 widebody for data center power supplies.



## ACS37041

Industry's smallest magnetic current sensors in SOT23W package—ideal for replacing shunt amplifier-based solutions and reducing ohmic losses.



## APS12753

Magnetic switches and latches with ultra-low power consumption in standby mode extend battery life.



# ESG Stories

---

Composting Turns Food Scraps into Farm Fields

---

Allegro Transitions to Renewables to Power Progress

---

Women@Allegro Accelerate into Action

---



# Composting Turns Food Scraps into Farm Fields

At our New Hampshire headquarters, sustainability isn't just a buzzword; it's a way of life. We are taking a hands-on approach to minimizing our environmental footprint, one compost bin at a time.

In partnership with Renewal Compost, a local composting service, we launched a comprehensive composting program, diverting food scraps and other organic materials from landfills and returning them to the earth. This commitment extends beyond just food waste; Allegro has also converted all of its utensils and serving containers to compostable alternatives, ensuring a more complete and impactful reduction in landfill waste. This initiative aligns perfectly with Allegro's core value of "Innovate with Purpose," demonstrating a commitment to both environmental stewardship and community engagement.

We're not just designing technologies for a more sustainable future; we're actively building that future within our own operations. Our composting program is a tangible example of how we're 'closing the loop' and minimizing our impact on the planet.

The process is simple yet effective. Employees separate food scraps, coffee grounds, used compostable utensils and serving containers and other compostable materials in designated bins throughout the facility. Renewal Compost then collects these materials weekly, transporting them to a farm in Derry, New Hampshire, where they are transformed into nutrient-rich compost. This compost is then used to enrich the soil, supporting local agriculture and reducing the need for synthetic fertilizers.

Since the program's launch, Allegro has diverted approximately 1,520 gallons of waste from landfills. This translates to a significant reduction in greenhouse gas emissions and a positive impact on the local environment.

The benefits of Allegro's composting program are multifaceted:

- Environmental Stewardship: Diverting organic waste from landfills reduces greenhouse gas emissions, conserves valuable landfill space, and protects natural resources.
- Community Engagement: Supporting local farms and promoting sustainable agriculture strengthens community ties and contributes to a more resilient local food system.
- Employee Engagement: The program empowers employees to actively participate in Allegro's sustainability efforts, fostering a culture of environmental responsibility.

Allegro's composting program is just one piece of a larger sustainability puzzle. By embracing a holistic approach to sustainability, Allegro is not only minimizing its own environmental footprint but also inspiring others to join the journey towards a greener future.



# Allegro Transitions to Renewables to Power Progress

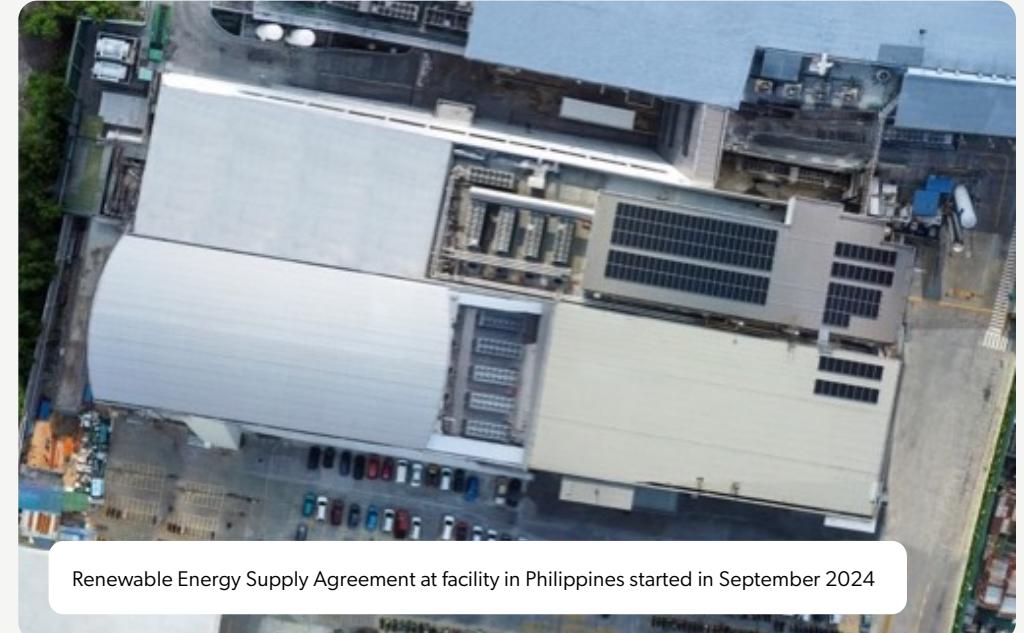
Allegro MicroSystems is powering a more sustainable future by actively transitioning to renewable energy sources at its global facilities. This commitment embodies our strategic initiatives of "Engage with our Supply Chain to Advance Sustainability" and "Minimize our Impact on the Planet," all while aligning with our core value to "Innovate with Purpose." This transition also ensures our support in responding to our customers' requests as to the production of their products, by being partners in their sustainability journeys.

A centerpiece of this initiative is in the Philippines, at AMPI, where a partnership with MPower has been established. AMPI began transitioning to 10% renewable energy in September 2024 through the purchase of Renewable Energy Credits (RECs), and this transition reached 100% renewable energy in April 2025. In addition to the partnership, the AMPI facility also has on-site solar generation, which further reduces its load on the power grid. As Allegro expands these renewable transitions, the company is also committed to renewables with its energy provider transitioning to 25% renewable energy in FY25 and up to 100% renewable energy over the next four years at its headquarters in Manchester, New Hampshire. Allegro's Manchester, New Hampshire headquarters and AMPI facility represent the company's two largest owned properties.

These initiatives also result from a close collaboration between the ESG, Environmental Health and Safety (EHS) and procurement teams, where cost-effective renewable energy solutions that align with Allegro's strategic objectives were identified and implemented. By partnering with renewable energy providers, Allegro is promoting the growth of the clean energy sector and encouraging its suppliers to adopt more sustainable practices.

For FY25, Allegro generated approximately 90,568 kWh annually from its onsite solar installation at AMPI while it purchased around 4,413,057 kWh renewable energy at AMPI and about 1,112,072 kWh at our Manchester, New Hampshire headquarters. In FY25, our purchased and produced renewable energy use increased by approximately 55% year-over-year compared to FY24, primarily due to this strategic expansion from solely on-site generation to include purchased renewable energy.

The transition to renewable energy is just one aspect of Allegro's broader commitment to sustainability. The company is also actively pursuing initiatives to reduce waste, conserve water and promote responsible sourcing. By integrating sustainability into many aspects of our operations, Allegro is creating long-term value for its shareholders, employees and the planet.



# Women@Allegro Accelerate into Action

Guided by the International Women's Day theme "Accelerate Action," Women@Allegro is an employee resource group (ERG) open to all Allegro employees, committed to driving meaningful change and fostering a supportive environment throughout the organization.

With two vibrant chapters – one in the Philippines and another serving all other global sites – Women@Allegro (W@A) works to empower employees in their careers, promote overall well-being and make a tangible difference in the lives of others across the world. A key event for W@A is celebrating International Women's Day (IWD) and using it as a platform to inspire action and promote equality. This year, W@A hosted several impactful events:

- On a global scale, W@A hosted an in-person panel event at our headquarters in Manchester, New Hampshire which had a simultaneous global broadcast and recording to make it accessible for all our employees. Many locations hosted parties so that all team members were able to listen together. Three of our female Board of Directors members were featured, and the discussion focused on all employees taking ownership of their careers, the strategies of mentorship, how to gain allyship and how to use leadership influence to propel and advance careers!

- At AMPI, W@A members organized a special in-person event to celebrate IWD. This local celebration featured speakers from within AMPI leadership, including both a member of the Procurement and Supply Management team and members from the IT Manufacturing Systems team and Manufacturing Product Engineering teams. These leaders shared their insights, experiences and advice with their fellow colleagues from the Philippines.

Beyond the annual International Women's Day celebrations, W@A strives to make a difference in the community and support its members through a wide variety of activities.

W@A gives back to the community throughout the year with these activities: They volunteered time at the animal shelter near Allegro's Manchester, New Hampshire headquarters, where they separated and bagged dog and cat food into smaller bags with ingredient cards and labels so it could be used at the pet pantry. They also volunteered time for the women's transition home, which included a goods drive, collecting health and beauty supplies, toys and clothes for the women and their children staying at the home. In addition to the drive, W@A hosted a session for the women to discuss budgeting and career path tips. These women had recently been through rehabilitation and were transitioning to re-enter the world.

W@A also offers opportunities to its members by offering insight through educational means, presenting insights on Allegro's annual and ESG reports to employees, providing mentorship opportunities for its members to connect and share tips, gathering with each other at holiday networking events and book clubs and having unstructured time for open discussions among team members to share career-oriented podcasts.



W@A International Women's Day Panel Event hosted at headquarters



W@A International Women's Day Panel Event



W@A in Philippines celebrated International Women's Day



W@A in Philippines gathered to celebrate International Women's Day



W@A in Philippines shared valuable livelihood skills to Haven for Women residents



Member of W@A teaching baking skills to help Haven for Women residents start anew

# Sustainable Practices

---

ESG Approach and Oversight

---

Energy, Emissions and Climate

---

Water Stewardship

---

Waste

---

Sustainable Supply Chain and Circularity

---

Hazardous Materials Management

---



# ESG Approach and Oversight

Allegro's ESG strategy is grounded in five strategic initiatives that advance sustainability across our operations and value chain. These initiatives reflect our commitment to minimizing environmental impact, promoting social responsibility, and aligning with stakeholder expectations. As a member of the Responsible Business Alliance (RBA), we help set robust environmental and social standards across global supply chains.

In FY25, we advanced our ESG goals, embedding sustainability deeper into our strategic plan and driving innovation in e-Mobility, clean energy and automation. We made substantial progress towards our FY30 goals, particularly in reducing emissions and increasing renewable energy use. This progress was notably supported by enhanced collaboration between our Procurement and Facilities teams. Procurement was integral in negotiating renewable energy contracts at both our headquarters and our facility in the Philippines, a direct result of our integrated approach. Additionally, ESG and Facilities are now under shared leadership, which has resulted in enhanced collaboration for initiatives at our sites, driving efficiencies and alignment.

Our five strategic ESG initiatives are:

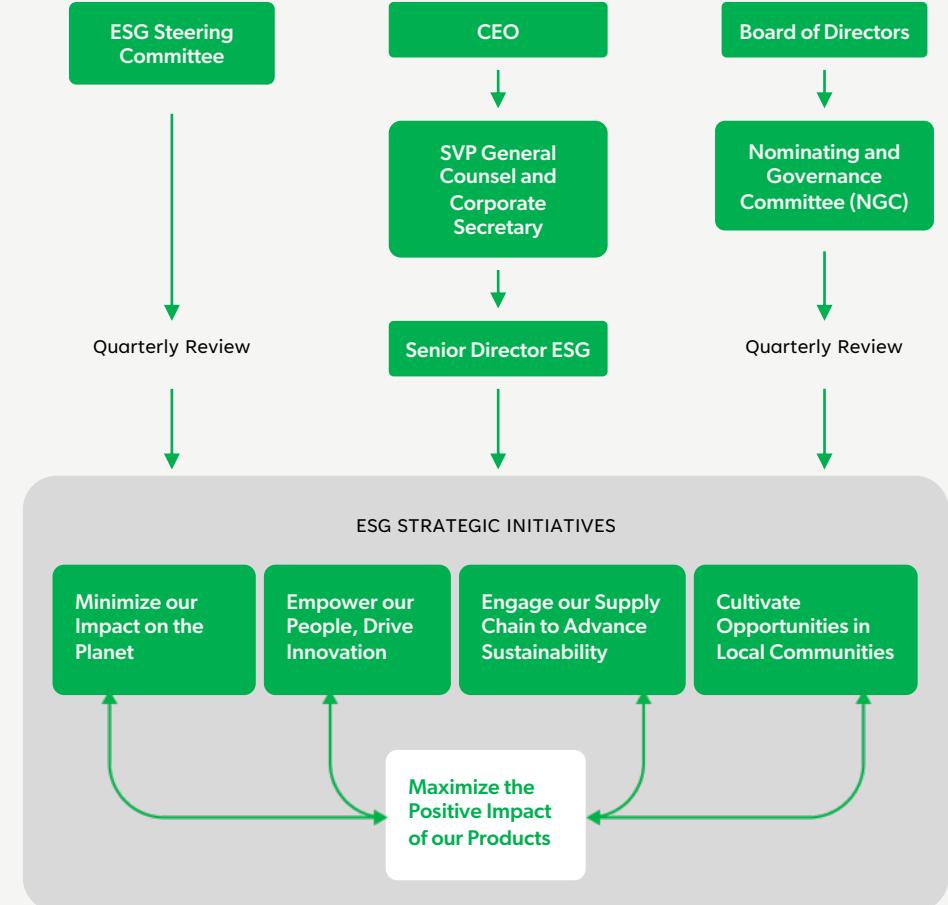
1. Maximize the positive impact of our products
2. Minimize our impact on the planet
3. Engage our supply chain to advance sustainability
4. Empower our people, drive innovation
5. Cultivate opportunities in local communities

Oversight of ESG at Allegro ensures strong governance, clear accountability, and alignment with our business strategy. In FY25, our ESG Steering Committee met quarterly to guide ESG progress. This cross-functional committee brings diverse perspectives together under a defined charter, enabling informed decision-making and integration of ESG into core operations.

Key roles in oversight include:

- ESG Steering Committee: Drives execution of ESG strategy and initiatives
- Board of Directors (via NGC): Provides high-level oversight and ESG guidance
- Senior Director of ESG: Leads cross-functional ESG team, reporting to the SVP, General Counsel and Corporate Secretary
- As ESG expectations evolve, Allegro remains committed to aspiring to provide transparency, strong governance, and continuous improvement.

## ESG Organization and Oversight



# Energy, Emissions and Climate

Allegro MicroSystems remains deeply committed to reducing energy consumption and minimizing our carbon footprint across our global operations. Our efforts are driven by a strategic approach that integrates energy efficiency, renewable energy adoption and robust emissions management.

## Energy Savings

—  
**~6.95 GWh**

Energy saved from energy efficiency projects in FY25, compared to 4.47 GWh energy savings in FY24 and 2.86 GWh energy savings in FY23

**90,568 kWh**

On-site renewable electricity generated and consumed

## Energy Conservation Initiatives

In FY25, we significantly advanced our energy efficiency initiatives across our facilities. Building on the success of previous projects, such as the air-cooled to water-cooled chiller conversion, our AMPI facility continued to realize substantial energy savings. AMPI has significantly reduced its energy consumption by adding a 550 TR water-cooled chiller in FY25. This addition, combined with the existing 400 TR system, has helped avoid electricity usage equivalent to 6.8% of monthly consumption. In FY25, AMPI successfully avoided approximately 6.95 GWh in energy consumption. AMPI's total electricity usage in FY25 was 89,292,511 kWh including purchased electricity and on-site renewable electricity generated and consumed. Furthermore, AMPI continues to conserve energy through ongoing projects initiated in prior years,

## Emissions Reduction

—  
**5,055 MT**

CO<sub>2</sub>e emissions reduction in FY25, compared to 3,169 MT in FY24, compared to 2,040 MT in FY23

**5,525,129 kWh**

Total Renewable Energy Credits

including waste heat recovery, the widespread use of LED lighting throughout the facility and interconnected vacuum systems. See table for [Emissions Savings by Project](#) on the next page.

Complementing our efforts in the Philippines, we launched the Manchester, New Hampshire Energy Conservation Project in February 2025. This initiative's overall objective is to reduce facility energy consumption, particularly from "idle" test and lab equipment. Initial activities included implementing new policies and procedures for powering off equipment during nights and weekends, and an awareness campaign for switching offandler temperature when testing is completed. We also conducted compressed air leak detection and correction. Next steps for this project include expanding the power-down policy for all the labs in our headquarter building, continuing to find

## Electricity Usage

—  
**99,543,430 kWh**

Total purchased electricity usage for FY25

**~55.3%**

Year-over-year increase in purchased and produced renewable energy usage over FY24

and repair compressed air leakage, and tracking kWh usage and savings.

## Renewable Energy Transition

A cornerstone of our FY25 progress has been the accelerated transition to renewable energy. At AMPI, we initiated a transition to 10% renewable energy in September 2024 through the purchase of RECs, with a commitment to reach 100% renewable energy via RECs by April 2025. Our existing rooftop solar installations at AMPI continue to serve as a vital source of renewable energy, contributing to our overall clean energy portfolio. Furthermore, our New Hampshire headquarters transitioned to 25% renewable energy in FY25 and will transition up to 100% renewable energy over the next four years. This strategic shift towards renewable energy sources is a testament to our clear approach to reducing our environmental impact.

## AMPI's Green Transformation Project

In FY25, AMPI planted 180 trees around the property covering sun-exposed concrete to mitigate heat. Starting in FY24, the trees were watered with treated wastewater in a pilot program, and due to the success was expanded in FY25 to water the trees site-wide. See [Water Stewardship](#) section for more details.

These achievements are a direct result of enhanced cross-functional collaboration. Our Procurement team was integral in negotiating these renewable energy contracts at both our headquarters and our facility in the Philippines. Additionally, the ESG and Facilities functions are now under shared leadership, fostering enhanced collaboration for site-specific energy and sustainability initiatives.

#### Greenhouse Gas Emissions Management and Reporting

Managing our energy consumption and emissions to mitigate our business processes' impact on the environment is a fundamental aspect of our comprehensive ESG strategy. 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.

Since FY18, we have consistently reported our Scope 1 and Scope 2 GHG emissions through the Carbon Disclosure Project (CDP). In FY25, we continued to make these disclosures publicly accessible, enhancing transparency and allowing us to share our performance benchmarks and targets with external stakeholders. We engaged PricewaterhouseCoopers LLP to perform a limited assurance engagement of our Scope 1 and Scope 2 emissions for reporting year FY25. The Report of Independent Accountants can be found in the Appendix of this report. We engaged an independent third party 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.

While Allegro's carbon intensity, normalized by revenue, increased in FY25, it is important to contextualize this metric against the broader economic landscape. The notable decrease in our revenue during FY25 had a direct impact on this intensity ratio. Crucially, our efforts to reduce absolute emissions and enhance energy efficiency continued unabated throughout the year. For instance, at the close of FY25 we had made significant strides in our renewable energy transition, with AMPI having reached 100% renewable energy in

April 2025 and our New Hampshire headquarters implementing a progressive transition plan. These initiatives, alongside ongoing operational improvements, underscore our commitment to minimizing our environmental footprint and progressing towards our ambitious FY30 climate goals, regardless of short-term fluctuations. Allegro is continuing to evaluate our approach to collecting data on Scope 3 emissions and has continued to collect and track business travel emissions internally.

#### Climate Risk and Opportunities

Allegro proactively addresses climate-related risks to safeguard our operations and identify new opportunities. We conduct comprehensive environmental impact and risk engineering assessments, evaluating potential ramifications of severe weather events and climate change on our facilities and business continuity. These assessments cover both natural and human-made disasters, including atmospheric phenomena like typhoons, strong winds, flooding and storm surges, at both corporate and site levels. Potential business interruptions linked to climate change are rigorously evaluated, with contingencies and mitigation measures detailed in our Business Continuity Plan (BCP) and Business Interruption Recovery Plan.

To enhance our understanding and management of physical climate risks, we collaborate with our insurance provider. In FY25, Climate Change Impact Reports were produced for our primary locations, integrating engineering data from site visits with the latest climate insights. These reports analyze acute and chronic risks by peril across various climate scenarios (short-term by 2030 and long-term by 2050), informing capital projects completed in FY25 that mitigate identified facility risks.

As part of our broader ESG strategy, we are actively evaluating transition risks associated with the shift to a low-carbon economy. Opportunities arising from this transition are further detailed in the Where We Make An Impact section of this report and within our publicly accessible CDP Climate Risk response. Board oversight of climate-related risks and opportunities is integrated into our governance structure, with regular updates provided to the Board of Directors.

## 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
<b>Scope 1<sup>1</sup></b>	3,141	3,772	2,306	1,443	1,102	1,440	1,061	1,681
<b>Scope 2 (Location-Based)<sup>1</sup></b>	44,993	47,957	46,545	49,938	54,489	60,398	66,113	65,687
<b>Scope 2 (Market-Based)<sup>1</sup></b>	44,993	47,957	46,545	49,938	54,489	60,398	66,113	62,624
<b>TOTAL (Location-Based)</b>	48,134	51,729	48,851	51,381	55,591	61,838	67,174	67,368
<b>TOTAL (Market-Based)</b>	48,134	51,729	48,851	51,381	55,591	61,838	67,174	64,305

## Emissions Savings by Project

(Metric Tons of Carbon Dioxide Equivalent)

	FY22	FY23	FY24	FY25
<b>Waste Heat Recovery</b>	454	516	810	654
<b>Solar PV</b>	N/A	89	72	65
<b>LED Lights at AMPI Facility</b>	24	30	37	46
<b>Water-Cooled Chiller Installation</b>	N/A	993	2,070	4,346
<b>Interconnected Vacuum Systems</b>	346	412	413	394

<sup>1</sup>. We engaged PricewaterhouseCoopers LLP to perform a limited assurance engagement of our Scope 1 and Scope 2 emissions for reporting year FY25. The Report of Independent Accountants can be found in the Appendix of this report. We engaged an independent third party 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.

# Water Stewardship

At Allegro, proactive water stewardship is fundamental to our commitment to environmental responsibility and corporate citizenship. While our direct operations are not water-intensive, we emphasize responsible water management across our global facilities.

Our comprehensive Water Policy guides our approach, ensuring Allegro's activities do not negatively impact the human right to water and sanitation in local communities. This policy mandates safe drinking water and appropriate hygiene for employees, alongside robust wastewater discharge practices compliant with local regulations. For instance, our corporate headquarters pre-treats runoff water from rooftops and parking areas before release into the local groundwater system.

Globally, Allegro upholds the United Nation's recognition of water as a fundamental human right. We balance our responsibilities to stakeholders in addressing complex water-related challenges. Recognizing the severe global impacts of water scarcity, Allegro integrates human rights-based approaches into our water stewardship across operations, supply chain and stakeholder engagements.

Across our facilities, Allegro implements and upgrades water-efficient measures, including automatic low-flow faucets and water meters for precise monitoring of landscaping and exterior cleaning. These initiatives provide data-driven insights, fostering informed decision-making and effective water management strategies.

## Enhanced Water Recycling and Efficiency in the Philippines

Our most significant water conservation efforts are concentrated at our AMPI manufacturing facility in the Philippines, which accounts for our highest water usage. In FY25, AMPI achieved a remarkable milestone, successfully reclaiming approximately 3.45 million gallons of water for various non-potable uses. This substantial achievement was significantly boosted by expanding our reclamation programs, including the innovative grey water reclamation for irrigation. Notably, a drip irrigation system installed in 2024 along walls for plant and tree watering utilizes treated sewage treatment plant water, reclaiming approximately 122,000 gallons since October 2024. Reclaimed water from wafer saw operations and deionized water generation continues to be efficiently repurposed for essential functions like toilet flushing and supporting water-cooled chillers.

## Sustained Water Conservation at Corporate Headquarters

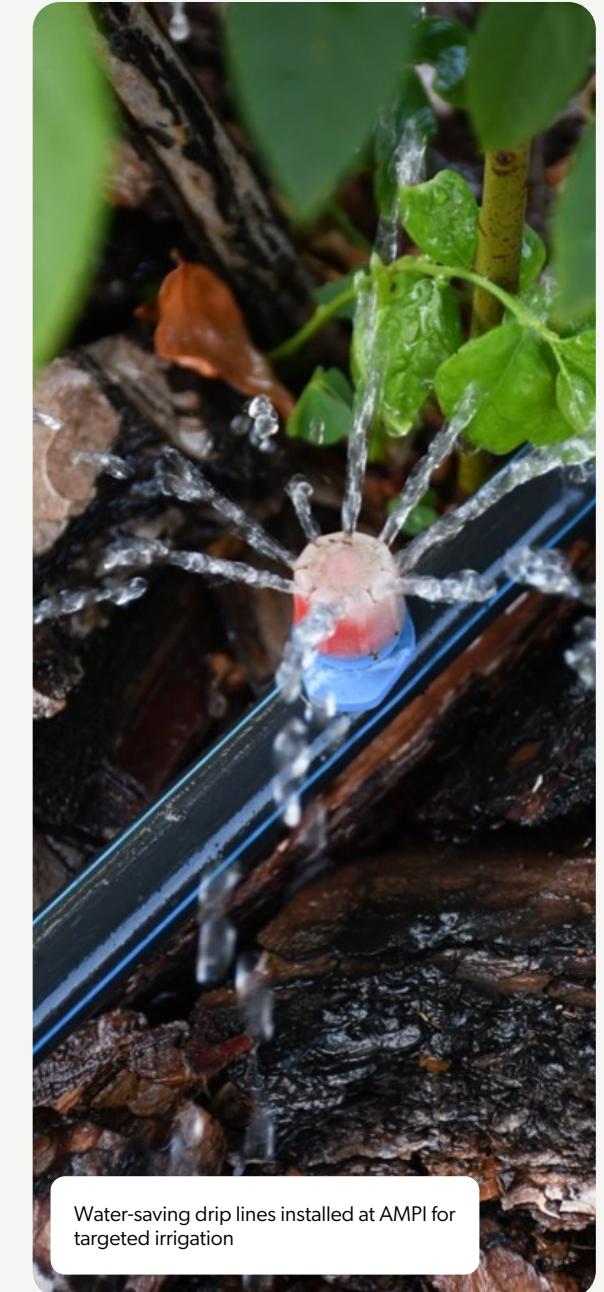
Efficient water use, particularly for lawn irrigation, remains a key focus at our corporate headquarters. Building on substantial

conservation efforts, our FY25 irrigation water consumption remained considerably below our FY21 baseline of approximately 1.3 million gallons. Environmental factors, such as unusually hot summers, including a record-breaking July 2024 for New Hampshire and a notably hot July 2020 (FY21), can influence irrigation needs. We are committed to continuously optimizing our irrigation systems and practices, adapting them to environmental conditions for responsible water management.

## Carbon Disclosure Project (CDP) Water Disclosure

Allegro actively participates in the [CDP Water Security](#) questionnaire, making our water management strategies and performance publicly accessible. This commitment to transparency allows us to share our efforts and progress with external stakeholders, demonstrating our dedication to responsible water stewardship on a global platform.

Looking ahead, Allegro is dedicated to exploring further water stewardship opportunities, including comprehensive water audits and investigating advanced wastewater treatment technologies to enhance discharged water quality and minimize environmental impact.



Water-saving drip lines installed at AMPI for targeted irrigation



# Waste

## Waste Management and Circularity

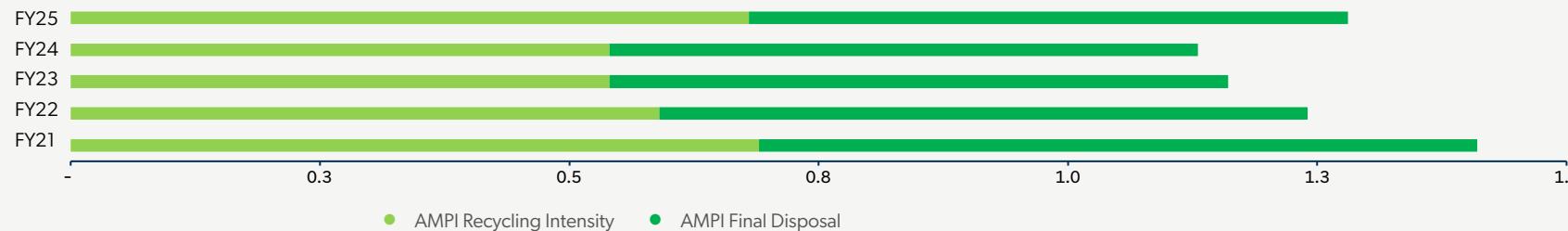
Allegro is committed to minimizing waste across our global operations and advancing circular economy principles. Our approach focuses on reducing waste generation, increasing recycling and reclamation rates, and exploring innovative solutions for material management. You can read more about our broader circular economy initiatives in the [Sustainable Supply Chain and Circularity](#) section of this report.

In FY25, we continued to make progress on key waste initiatives. At AMPI, the Local Government Unit is accepting our waste for reclaim and recycling. We also conducted a global benchmarking of our sites to understand the prevalence of single-use plastics, laying the groundwork for their planned phased elimination starting in FY26.

We continue to leverage technology to reduce paper waste, including the digitization of EHS forms at AMPI, which is projected to eliminate thousands of paper sheets annually.

## AMPI Waste Intensity

(kg/thousand USD)



Furthermore, our transition from plastic tape to gummed paper tape in shipping operations remains in effect, contributing to a significant reduction in plastic waste.

## Hazardous Waste Co-Processing

Allegro maintains a strong commitment to complying with all legal and regulatory requirements for chemical and hazardous materials, adhering to a cradle-to-grave program. We partner with our suppliers for responsible sourcing of materials and ensure that both their operations and products are properly registered, licensed and permitted. In the Philippines, hazardous waste generated from manufacturing operations are treated and disposed of through government-accredited Treatment, Storage and Disposal Facilities (TSDFs). In FY25, Allegro expanded its TSDF network and strengthened a partnership to treat our resinous materials through co-processing. This process allows for the reuse or recovery of the thermal and mineral properties of waste materials, using them as alternative fuels and raw materials in cement production. The recovered heat content from the qualified wastes partially

replaces the heat from traditional fossil fuels such as coal and petroleum coke, while recovered minerals similar to the chemical composition of sand and clay also replace raw materials used in cement production. This approach aligns with our waste reduction goals and supports a more sustainable industrial ecosystem. In FY25, we treated approximately 38,476 kg of resinous waste through this co-processing partnership.

## Precious Metals Reclamation

At Allegro, we are committed to implementing environmentally responsible practices throughout our operations, including the management of waste materials and discarded parts. Recognizing the value and potential environmental impact of materials such as copper, gold and silver, we have established a partnership with a reputable metal refining company specializing in the reclamation of precious metals. Instead of sending rejected and discarded parts to landfills, we diligently sort and segregate these materials for proper disposal and recycling. Through our collaboration with our local

partners, these valuable metals are extracted and reclaimed through advanced recycling and refining processes. This not only helps to recover and reuse precious resources that would otherwise be lost but also reduces the need for new raw material extraction and the associated environmental impacts. By sending our reject and discarded parts to the metal refining company for reclamation of precious metals, we are taking proactive steps to minimize waste, conserve resources, and promote a circular economy within our industry. In FY25, we reclaimed approximately 159,781 kg of precious metals through this program.

Our comprehensive recycling programs at various sites cover a wide range of materials, including paper, plastics, metals, chemicals and electronic waste. We are also enhancing waste management through ongoing efforts to improve tracking and reporting.

## AMPI Recycling

(%)



# Sustainable Supply Chain and Circularity

At Allegro, we believe that developing robust partnerships with our suppliers is paramount to achieving our ambitious sustainability goals. Our operational model as a fabless semiconductor company underscores the critical role our supply chain plays in our efforts to reduce our environmental footprint, uphold compliance with relevant laws and regulations and advance circular economy principles.

We hold our partners to the highest ethical standards, expecting full adherence to our core values and principles to ensure alignment throughout our extended value chain.

Accordingly, we actively seek to collaborate with suppliers who demonstrate a commitment to ethical conduct, responsible practices, and legal compliance.

As a member of RBA, the world's largest industry coalition dedicated to corporate sustainability in supply chains, Allegro is committed to ensuring our suppliers align with global sustainability standards.

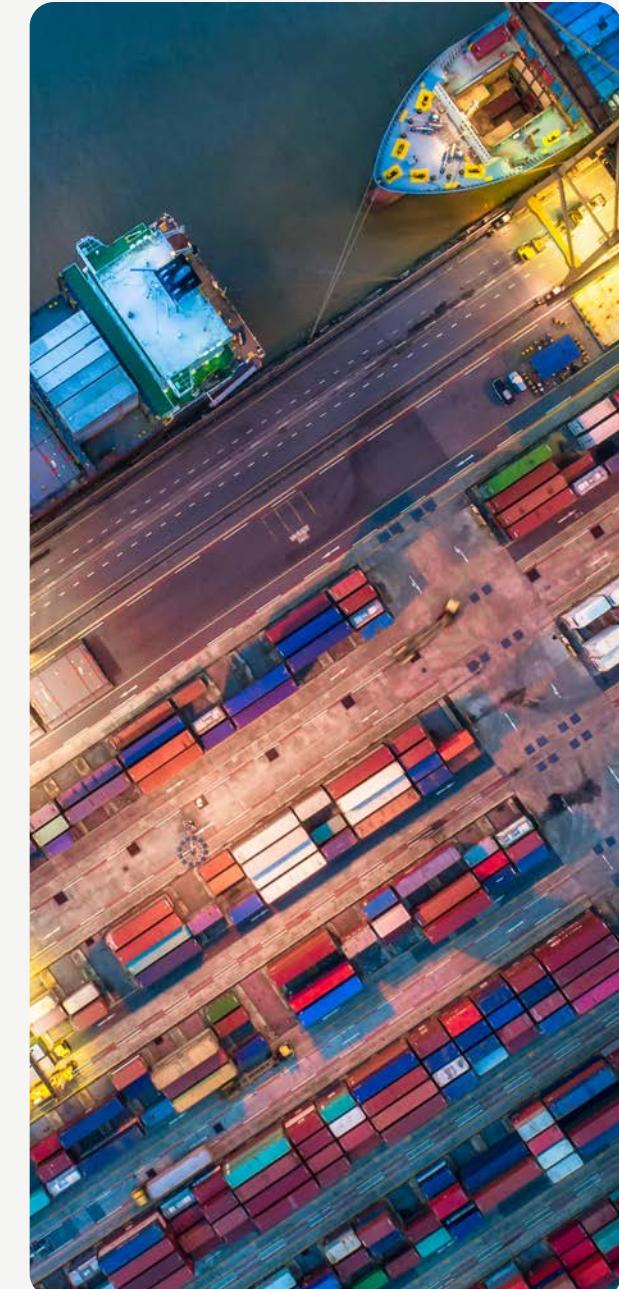
Our internal RBA Committee actively works to embed these principles. As part of our due diligence and onboarding process, suppliers complete our Supplier Due Diligence Survey and acknowledge Allegro's Supplier Code of Conduct, which incorporates principles from the RBA Code of Conduct, Version 8.0, and outlines our mutual commitment to labor and human rights, worker health and safety, environmental responsibility, business ethics, and management systems. One hundred percent (100%) of our new direct materials suppliers are screened against environmental and social criteria.

Our subcontractors and direct materials suppliers are required to be International Organization for Standardization (ISO) 14001-Environmental Management System certified. Their adherence to our "Supplier Requirements," which include sections on Environmental and Social Responsibility, is tracked through our Quality Management System.

**Engaging Our Supply Chain to Advance Sustainability and Circularity**  
In FY25, we continued to embed ESG principles deeper into our supplier relationships. Building on successful initiatives like our supplier conference and ESG awards program, we enhanced our supplier performance scorecard by integrating ESG criteria into the evaluation process. This proactive approach fosters transparency, facilitates knowledge sharing, and lays the groundwork for joint efforts to drive positive environmental and social impact throughout our supply chain.

The principles of circular economy have significantly shaped Allegro's approach to sustainability over recent years. At its core, circular economy prioritizes the reduction of waste and the continuous use of resources through practices such as reusing and recycling materials, and more generally, designing with sustainability in mind. Allegro's commitment to these principles has led to substantial advancements and innovations that underscore our dedication to environmental responsibility.

As ESG becomes more ingrained in Allegro's culture, we see more and more circular economy projects initiated organically by our front-line employees. These initiatives form due to team members' increased awareness and commitment. They range from identifying waste which can simply be recycled, to more sophisticated projects that require complete packaging redesign. By considering the entire lifecycle of our products and packaging, we can be impactful throughout the entire supply chain.



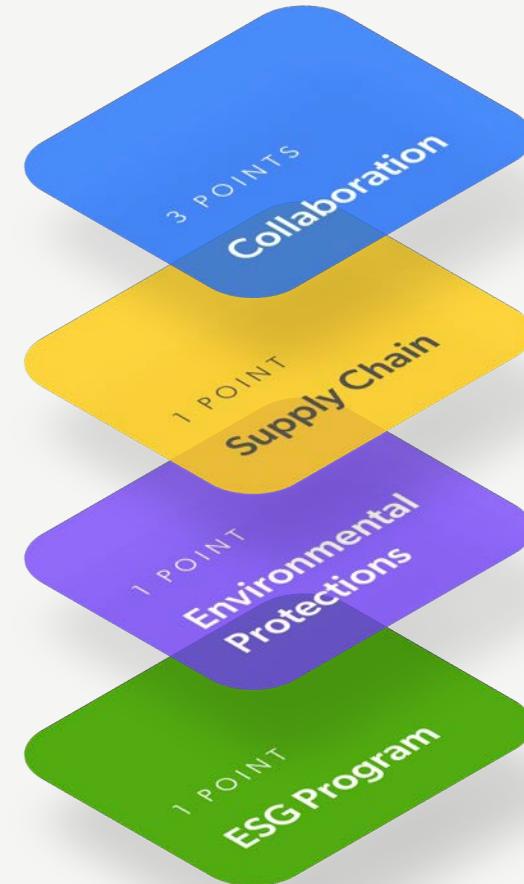
Our partnerships with our suppliers also play a crucial role in this process, ensuring that materials are efficiently reused and recycled, contributing to a greener supply chain. Aligning on the mission and stressing positive impact with our suppliers is bearing fruit. During FY25, we continued to work together on projects that extend beyond our four walls. Some examples of such projects include amending packaging to allow for easier recycling or making packaging sturdier to ensure they can survive several round trips between the supplier and Allegro. In the latter case, custom packaging is being collected and sent back to a supplier. The supplier will then use the same packaging for future shipments, and Allegro will ship the packaging back again to the supplier – hence, circular. These efforts highlight our proactive stance on sustainability, as we constantly seek innovative ways to enhance our environmental strategies. Overall, Allegro's evolution within the circular economy framework reflects our broader commitment to sustainability and environmental stewardship. By continuously refining our practices and exploring new opportunities for resource efficiency, we are deepening our commitment to minimizing environmental impact.

#### Responsible and Ethical Minerals Program

Adhering to responsible and ethical processes for obtaining minerals used in our products remains a top priority. We recognize the risks associated with conflict minerals (3TG) and other critical minerals such as cobalt and Mica. We have expanded our tracing efforts. In FY25, we submitted our second Conflict Minerals Report to the United States Securities and Exchange Commission, demonstrating our ongoing commitment to mitigating the risk of procuring minerals that directly or indirectly finance armed groups or contribute to human rights violations. Our Ethical Minerals Program, guided by the Organisation for Economic Co-Operation and Development (OECD) Due Diligence Guidance, provides a robust framework for responsible sourcing, and we collaborate with the Responsible Minerals Initiative to continuously improve our practices.

#### Ensuring Business Resilience

Allegro recognizes the importance of proactively addressing potential risks and disruptions. Our comprehensive Business Continuity Plan (BCP), aligned with International Automotive Task Force (IATF) 16949, outlines strategies for mitigating and responding to major threats, ensuring our ability to meet customer commitments. We regularly review and update our BCP, incorporating lessons learned from simulations and real-life events, and we leverage our 24x7 facility operations for training. This proactive approach safeguards our business interests and demonstrates our dedication to responsible corporate governance.



#### Supplier Scorecard

- ESG Specific Meetings
- Allegro Specific Collaborative ESG Project
- Supplier Code of Conduct or Policy requiring Supply Chain to have ESG measures in place
- Scope 1 & Scope 2 Emissions Disclosures
- ESG Report or other ESG related disclosures disclosed to Allegro

# Hazardous Materials Management

Allegro is committed to mitigating the use of hazardous materials, a crucial aspect of advancing our ESG Signature Initiatives, ensuring employee safety, and supporting the communities in which we operate. Our dedicated Product Compliance team diligently monitors a dynamic landscape of global hazardous materials regulations and directives. This proactive approach ensures Allegro's compliance and holds our suppliers accountable to the same rigorous standards.

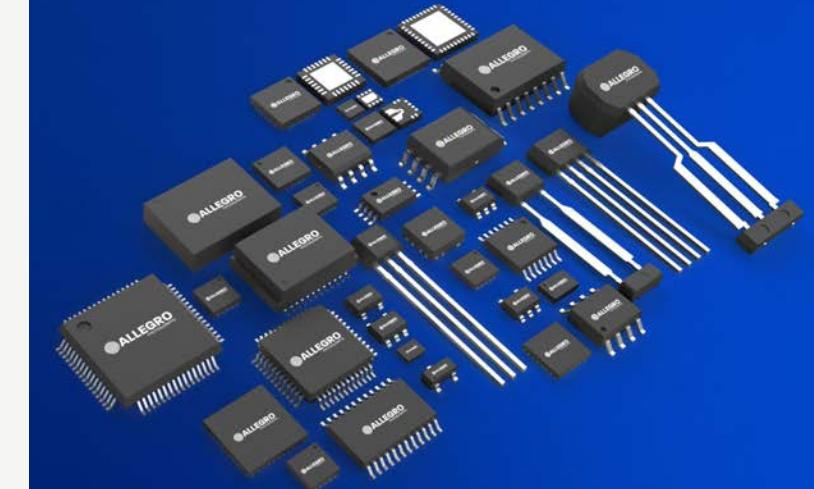
As part of our due diligence process, we obtain objective evidence of compliance, which includes, but is not limited to, ICP (Inductively Coupled Plasma) test reports and specific regulation declarations and templates like the Conflict Minerals Reporting Template and Extended Minerals Reporting Template for products and product packaging. We comply with a wide range of regulations, including the Restriction of Hazardous Substances (RoHS) Directive, Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), China

Volatile Organic Compounds, Perfluoroctanoic Acid/Perfluoroctane Sulfonic Acid, Per- and Polyfluoroalkyl substances, Perfluoroalkyl Carboxylic Acid and the Toxic Substances Control Act.

Our Product Compliance team collaborates closely with our package development and wafer technology development engineering teams. This collaboration ensures that materials selected for new or modified products and packages are compliant with these regulations and directives from the earliest development stages, aligning with our advanced quality planning business process. All active Allegro products are compliant with the RoHS Directive, though some product options may apply allowed EU RoHS exemptions for high-lead content, such as solder bumps and resistors. For China's RoHS equivalent, where exemptions are not allowed, Allegro abides by the Environment Friendly Use Period standard to ensure compliance.

We prioritize responding to customer inquiries about specific regulations, providing evidence of our compliance. If our customer base grows in accordance with our growth plans, we anticipate an increase in these requests and work to ensure that the necessary information is readily available. We also foster strong partnerships with our suppliers, expecting them to proactively eliminate Substances of Very High Concern, as defined by REACH, from our products and packaging wherever possible.

In FY25, we made significant progress in enhancing our compliance programs by replacing our legacy internal system with a new digital platform. This initiative includes a comprehensive data cleanup and the implementation of a document quality management system. This new system enables enhanced compliance analysis capabilities, improved transparency around objective evidence, streamlined traceability, faster report execution and better data lookups and analysis through linked documents.



# Social Impact

Talent and Engagement

Learning and Development

Employee Health and Safety

EHS Week 2025: Our Power, Our Planet

Education Assistance

Wellness

Employee Resource Groups: Fostering an Inclusive Culture

Community Impact

Human Rights



# Talent and Engagement

At Allegro, our goal is to build a workforce that contributes to excellence and innovation. To this end, we recruit talented people with a wide variety of backgrounds and skills, and foster a culture of inclusion, development, and engagement for all employees.

## Building an Inclusive and Innovative Workforce

At Allegro, we recognize that our continued success is intrinsically linked to the dedication, talent, and commitment of an exceptional workforce. As an equal opportunity employer, we are deeply committed to attracting individuals from varied backgrounds and fostering an inclusive environment that promotes global collaboration. To this end, we continuously invest in the professional development of our employees and proactively recruit new talent worldwide across all functions and levels of our organization.

Allegro is committed to fostering the next generation of engineering talent and promoting STEM education through global university partnerships. Our engagement includes comprehensive internship programs open to all qualified students in Argentina, India, the US and Europe, which served as vital training grounds for dozens of interns in FY25, yielding a strong conversion rate to full-time roles. We actively participate in career fairs and on-campus events at institutions like IIT Hyderabad, Polytechnic University of Milan, University of Savoy Mont Blanc, Edinburgh University, University of Buenos Aires, Dartmouth, Georgia Tech, Texas A&M, University of New Hampshire and UMass Lowell, providing students insights

into opportunities within Allegro and the semiconductor industry. Over 20 Allegro employees directly contribute to academic instruction, teaching Electronic Engineering courses at leading universities in Argentina and Uruguay, bridging industry practice with academic theory. Allegro also supports academic excellence through curriculum guidance, sponsorships, and collaborative projects. This includes sponsoring Microelectronics Master's programs, providing access to our processes and facilities for thesis projects, and notably, sponsoring the establishment of a Failure Analysis laboratory with Instituto Balseiro to develop specialized resources and resolve critical product issues. In the Philippines, our academic partnership program is expanding, linking with new universities to bring in student trainees. These diverse engagements underscore Allegro's dedication to nurturing academic excellence and innovation in the microelectronics field, securing the sustainable development of specialized human resources.

## Enhancing the Employee Experience

Allegro actively prioritizes positive employee experience and high engagement as an ongoing strategic imperative, integrating it into all our operations. We are building an environment where every individual feels valued, supported, and inspired to contribute their best, directly boosting productivity, creativity, and commitment to Allegro's goals.

The "One Allegro" value drives us to foster seamless collaboration and a unified approach across all functions and geographies. We are achieving this by implementing initiatives that break down silos, encourage cross-functional teamwork, and ensure every voice is heard, regardless of location. This direct action connects employees to a larger purpose and each other,

strengthening the "One Allegro" spirit and enabling us to move forward as a cohesive and powerful entity. An engaged workforce is fundamental to achieving our "Innovation with Purpose" and "Customers First" values. We empower employees to think creatively, challenge the status quo, and bring forward novel ideas that address complex problems. This proactive approach to innovation, combined with our deep understanding of customer needs, enables us to develop sensing and power solutions that genuinely drive e-mobility, clean energy, automation and robotics forward. Our people are actively generating the breakthroughs that serve our customers and differentiate Allegro in the market.

For FY25 and beyond, we are directly investing in our employee experience by intensely focusing on improving communication and strengthening global connections, ensuring clear and consistent communication to align everyone with our strategic direction and their role in achieving it. In the past year, we have actively enhanced bi-directional communication to support our global organization by enhancing our intranet, streamlining communication channels, and creating opportunities for employees to engage with leaders through Town Halls, focus groups, and "Ask Me Anything" style meetings.

By actively prioritizing employee engagement and experience, we are cultivating a dynamic, innovative, and resilient workforce. This commitment ensures Allegro remains a vibrant and attractive place to work, enabling us to continuously attract top talent, retain our best people, and ultimately, accelerate and celebrate our collective achievements as we lead the world toward a safer, more sustainable and autonomous future.

## Fair Compensation and Comprehensive Benefits

Allegro is committed to fair and equitable compensation practices for everyone and providing comprehensive benefits that support our workforce. In FY25, we reaffirmed our goal of achieving 100% pay equity by gender globally and race/ethnicity in the U.S. by FY30. Allegro already has a robust pay equity process, and to further strengthen this, we are actively developing a formal pay equity policy and formalizing data collection to provide even more comprehensive disclosure of pay equity metrics in the future.

Our U.S. benefits programs are designed to support employees through various life stages. This includes Paid Parental Leave, which enables parents to care for and bond with a new child following birth, adoption or foster care placement. Additionally, our U.S. Paid Family Leave Program offers up to 12 weeks of paid leave to care for a family member with a serious medical condition, ensuring employees can prioritize loved ones' well-being without jeopardizing financial security. These programs reflect our commitment to fostering a supportive work environment where everyone feels valued and empowered.



# Learning and Development

Allegro is dedicated to fostering continuous growth and development for our employees through a variety of programs and resources designed to strengthen leadership ability and skills related to our core competencies.

We offer LEAD@Allegro, a comprehensive 10-week program designed to enhance essential managerial skills for our leaders, covering crucial topics such as decision-making, coaching, communication and accountability. For flexible, self-paced learning, employees have access to LinkedIn Learning™ through an Allegro-provided license, offering a wide range of topics.

Additionally, our Talent LMS platform provides a growing library of on-demand modules available to all employees. In FY25, we expanded the Talent LMS offerings to include valuable training on topics like decision making, effective communication, managing conflict, and providing feedback. Allegro also offers the intensive five-month Spark Program, which focuses on developing critical competencies such as critical thinking, problem-solving, decision-making, and precision question and answering.

In FY25 we also offered PowerUp, a three-month program to provide front-line leaders with skills to help them work with multigenerational workforce

and employee relations as well as a CareerCon to help employees navigate their career path and conduct career development conversations by leveraging the 'GROW' coaching methodology.

Looking ahead, Allegro is committed to enhancing our talent development processes and programs and has set a goal for increasing learning hours in FY26, demonstrating our investment in our employees' professional growth.



Team Building at AMPI



CareerCon at AMPI

Learning and Development at a glance

**>8,000**

total hours of learning

**>1,500**

unique learners

Allegro's Master Class Mondays offer a unique opportunity for employees to engage in focused skill development and discussion.

Each session involves watching a high-quality master class video on relevant topics such as change management or growth mindset. Following the video, participants engage in a group discussion, exploring how the concepts presented apply directly to our work and experiences at Allegro. These sessions have been well-attended and have received positive feedback, demonstrating their value in fostering learning and connection across the company.

# Employee Health and Safety

At Allegro, we prioritize employee well-being and environmental stewardship, a commitment central to our core value of 'Innovation with Purpose.' In FY25, we focused on strengthening our global Environmental Health, and Safety (EHS) framework, fostering a culture of shared responsibility that empowers employees and enhances our collective approach to health, safety and environmental protection.

Our comprehensive EHS framework guides all operations, providing clear guidelines and essential training. Dedicated EHS teams monitor safety protocols, review hazardous materials and ensure chemical hygiene standards. FY25 marked the start of an initiative to harmonize EHS processes and best practices across all global sites, aiming for greater consistency, collaboration and program advancement.

Comprehensive safety orientation is provided to all new hires and refreshed annually, ensuring consistent awareness. Specialized training and EHS certifications are provided for roles involving chemical handling or equipment operation, strictly adhering to regulatory requirements. In FY25, our global workforce completed over 7,300 total hours of EHS training, achieving approximately 91% completion rate, underscoring our commitment to safety education and harmonized global standards.

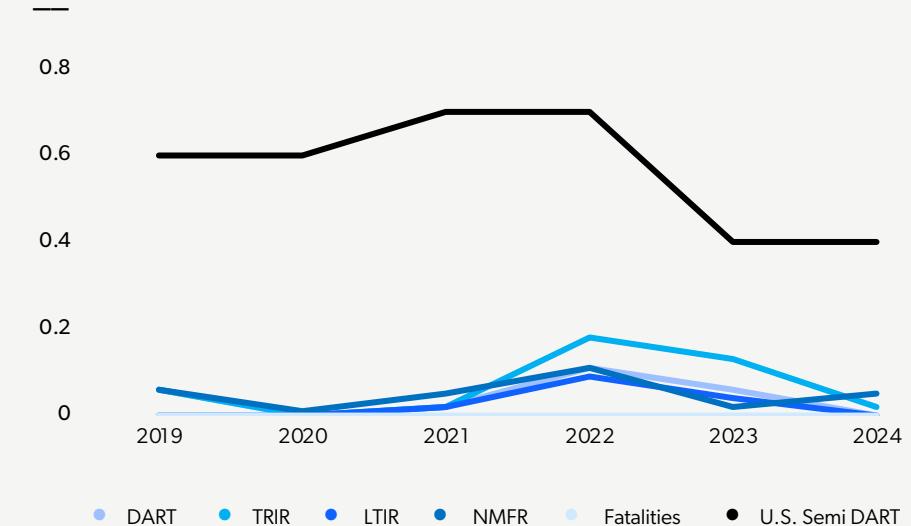
Targeted health screenings and physical examinations safeguard employee health in specific roles, including annual blood tests for positions with potential lead exposure and routine annual physicals for all manufacturing personnel.

Allegro maintains a proactive approach to addressing EHS concerns across all facilities. Workplace incidents are promptly reported, investigated, and addressed. Dedicated safety committees at each location report to EHS leadership, providing valuable insights. Our Philippines manufacturing site offers 24/7 nursing and weekly doctor consultations, complemented by local occupational health clinic relationships at other global locations.

All EHS policies and procedures align with relevant federal, state, and local regulations. Our Philippines site holds ISO 45001 and ISO 14001 certifications, reflecting adherence to international best practices. The global EHS harmonization initiative launched in FY25 aims to promote such high standards across all sites. Additional information and copies of these certifications are available on our public website's [Quality Standards and Environmental Certifications](#) page.

Safety is intrinsically linked to 'Innovation with Purpose,' which is evident in both our product designs that enhance safety and efficiency and our dedication to safeguarding our global workforce. We are committed to a culture and infrastructure ensuring a secure work environment where employees are empowered to voice safety concerns and contribute to solutions across our global facilities.

## ALGM Injury Trends by Calendar Year<sup>1</sup>



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

0.04

average DART at ALGM from 2019 to 2024

0.57

average DART in the U.S. semiconductor industry from 2019 to 2024<sup>1</sup>

0

contractor injuries between 2019 and 2024

>7,300

total EHS training hours completed globally

~91%

average EHS training completion rate

1. Average DART in the U.S. semiconductor industry data for 2024 not available at time of publication of this report, 2023 figure used.



# EHS Week 2025: Our Power, Our Planet

In a spirited convergence of environmental consciousness, health advocacy and workplace safety, AMPI marked the successful conclusion of EHS Week 2025 with a vibrant lineup of activities rooted in this year's theme: "Our Power, Our Planet." The week-long celebration, coinciding with World Day for Health and Safety at Work, brought together employees, leaders and partners to reflect on environmental stewardship, promote workplace safety and celebrate human resilience.

A key highlight was the acknowledgment of AMPI's milestone transition to 100% renewable energy, achieved five years ahead of the company's global ESG target. The week also served as the launchpad for the Battery Collection for Recycling and Proper Treatment Project, a forward-thinking initiative aimed at reducing hazardous waste and promoting responsible disposal practices. Creativity and sustainability were showcased through contests like the Creative Arts Challenge, where participants transformed trash into art, and the "Step Up for Stepping Strong" Challenge, a wellness initiative supporting trauma care. EHS Week 2025 underscored AMPI's commitment to embracing circular economy principles, where waste becomes a resource, and every small action contributes to a healthier planet.



# Educational Assistance

Allegro is proud to extend our offering of ongoing financial assistance for education to qualified employees and their dependents, fostering continuous learning and professional growth.

In FY25, we supported 33 students with \$72,750 in academic scholarship awards for college degrees. Our AMPI facility also offers a dedicated scholarship program for employees pursuing educational opportunities that enhance skillsets related to their Allegro roles, as well as for employee dependents enrolled in STEM programs. In FY25, AMPI supported 4 students with a total of \$3,715 in scholarships. Since 2013, Allegro has collectively supported 155 students globally, equating to over \$625,000 in scholarship awards between the U.S. and the Philippines.

Our commitment to employee development also includes a robust tuition reimbursement program. In FY25, we provided over \$82,000 in tuition reimbursement. Since its inception in 2013, the total tuition reimbursed equals more than \$1.38 million.

Additionally, our Student Debt Repayment Program in the U.S. provides employees with a monthly contribution towards their student debt payments, up to a maximum of \$2,000 per year, with an overall cap of \$10,000. In FY25, Allegro provided over \$132,000 in student debt repayment, totaling over \$857,000 since the program's inception in 2018.



## Nexteer Scholarship Golf Outing

In FY25, Allegro awarded a \$2,000 scholarship at Nexteer, a key customer's Scholarship Golf Outing, to support a student pursuing a STEM degree. Nexteer's dedication to community engagement resonates with Allegro's ESG signature initiative to Empower Our People, Drive Innovation. A central component of that is developing talent from STEM fields and building the future generation of engineers. Nexteer's work with the Scholarship Golf Outing is central to that initiative.

## FY25 Educational Assistance

>\$76,000

Scholarship awards  
(U.S. & the Philippines)

>\$82,000

Tuition reimbursement

>\$132,000

Student debt assistance

# Wellness

Prioritizing employee well-being is a core focus at Allegro.

In FY25, our Wellness@Allegro initiatives expanded globally, offering a wide array of programs designed to encourage, empower and engage employees in improving their overall health and well-being.

These initiatives fostered a holistic approach to wellness, encompassing physical, mental and financial health. We organized various engaging competitions, including global step challenges like the "Step Up for Stepping Strong" Challenge, which united employees worldwide in a collective effort to support The Gillian Reny Stepping Strong Center for Trauma Innovation. We also provided access to weight management programs and valuable webinars covering topics like financial wellness, mindfulness and stress management.

Our Philippines team demonstrated vibrant engagement through events like "AMPINAMALENGKE," a lively fair promoting financial literacy, local entrepreneurship and camaraderie among employees. They also celebrated Valentine's Day with festive employee programs in Parañaque and Alabang, fostering connection and appreciation within the team. Our Nagoya office further supported physical well-being by investing in new training equipment based on employee preferences, demonstrating responsiveness to local needs. Globally, we continued our "Maintain Don't Gain" Holiday Challenge and the Delta Dental Elliot Corporate 5K, encouraging healthy habits throughout the year.

These efforts collectively strengthen employee bonds, add enjoyment to our workplace, and contribute significantly to making Allegro a great place to work, reinforcing our commitment to a supportive and thriving work environment.



AMPI celebrates a lively fair promoting financial literacy, local entrepreneurship, and camaraderie among employees.



Allegro runs for charity in the Delta Dental Elliot Corporate 5K

# Employee Resource Groups: Fostering an Inclusive Culture

Allegro's Employee Resource Groups are fundamental to nurturing a culture where everyone feels recognized, heard, valued and respected. These groups are open to all employees serve as platforms for employees to share insights, promote skill development, and foster a sense of belonging.

In FY25, our Employee Resource Groups, including Women@Allegro, Veterans@Allegro and Early@Allegro, significantly enhanced their collaborative efforts. They jointly hosted engaging Mix & Mingle networking events at both our Manchester and Marlborough offices. These events were designed to break down organizational silos, promote cross-functional connections among all employees and foster a more unified company culture, embodying One Allegro. By showcasing each group's unique initiatives and fostering informal interactions, these collaborations created a more inclusive environment where employees could learn from different perspectives and build broader internal networks.

## **Women@Allegro**

This ERG is committed to supporting, developing, inspiring and empowering women and their allies. In FY25, W@A hosted a wide range of monthly activities, including internal advocacy webinars, networking events, and community outreach initiatives. A highlight was the global International Women's Day event, an in-person panel held at our Manchester, New Hampshire headquarters and broadcast globally, featuring our three female members of our board

of directors who shared insights on career advancement, mentorship and leadership. Read more about W@A's impact in our [Women@Allegro Accelerate into Action](#) story in ESG Stories of this report.

## **Early@Allegro**

This ERG is designed for employees early in their careers and those new to Allegro and their allies, providing foundational information and opportunities for assimilation. In FY25, Early@Allegro hosted a "Grow your Dough" event to educate employees on 401(K) benefits.

## **Veterans@Allegro**

This ERG assists service members and veterans who join Allegro and their allies, providing resources and camaraderie. In FY25, Veterans@Allegro hosted a successful Toys for Tots drive during the holidays.



# Community Impact

Allegro supports the communities where we operate by empowering local action and promoting environmental stewardship.

## Environmental Initiatives

Our commitment to environmental stewardship is demonstrated through hands-on initiatives aimed at preserving natural resources and enhancing local ecosystems.

- **Tree Planting:** In FY25, our AMPI Earth Warriors continued their commitment to reforestation, participating in their third annual tree planting event at the La Mesa Watershed Reservation, successfully planting 500 Narra tree seedlings with 53 volunteers.
- **Coastal Cleanups:** AMPI also made a significant impact during the International Coastal Cleanup 2024, with Earth Warriors collecting 194 sacks of waste at the Las Piñas-Parañaque Wetland Park, contributing to the "Clean Seas for Blue Economy" initiative.
- **Community Greening:** AMPI partnered with the New Sun Valley Homeowner's Association, donating 30 African Talisay trees to enhance the local environment and offset carbon emissions, with an additional 220 trees planted along the AMPI perimeter and bridge.
- **Global Earth Day Cleanups:** Allegro employees across several locations, including Manchester, New Hampshire (Pine Island Park), Marlborough, Massachusetts (The Grove), and Musselburgh, Scotland (Harbour), demonstrated their commitment to environmental stewardship through various clean-up activities in observance of Earth Day 2025.



Allegro collects 194 sacks of waste as part of International Coastal Cleanup 2024 (above)



Allegro celebrates Earth Day globally with cleanups in Scotland, Manchester and Marlborough (from top)

## Social Initiatives

Beyond environmental efforts, Allegro actively engages in social initiatives to support the well-being and development of individuals and families in our communities

- Angel Tree and Children's Month Programs:** In FY25, our AMPI team proudly sponsored the Angel Tree gift-giving program at Sun Valley Elementary School, benefiting 150 underprivileged preschoolers by fulfilling their Christmas wishes through the generosity of over 250 employee sponsors and volunteers. Additionally, AMPI, in partnership with Paranaque PESO and DOLE, joined the "Project Angel Tree" event for National Children's Month, providing Jollibee meals for 250 children at risk, underscoring our commitment to supporting vulnerable youth and celebrating children's well-being.
- Public Health Initiatives (HPV Vaccination):** Allegro championed public health in the Philippines by partnering with Sun Valley Health Center and W@A to successfully administer the first and second doses of free HPV vaccines to 100 employee dependents. This initiative aimed to provide long-term protection against the human papillomavirus, contributing significantly to the health and future well-being of our employees' families.
- Global Blood Drives:** Demonstrating our commitment to community health, Allegro hosted vital blood drives at our Manchester, New Hampshire headquarters and in the Philippines. These drives provided critical support to local healthcare systems, contributing to the availability of life-saving blood for those in need within our communities.



## Corporate Giving & Volunteerism

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 FY25, this totaled over \$74,000 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 \$19,000 (please note another \$1,500 in FY25 so total to "more than \$20K") 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 FY25, our commitment to supporting STEM education and related initiatives was evident through several key sponsorships:

- We supported Destination Imagination and Aaron's Presents, both dedicated to STEM education and broader community engagement.
- Our grants extended to Robotito, further promoting STEM education.
- We sponsored university teams focused on electric vehicle innovation, including the Texas A&M Electric Car Team and Dartmouth Formula Hybrid+ Electric, aligning with our e-mobility focus.
- Allegro also championed initiatives promoting STEM education, such as Black Girls Do STEM and The Hidden Genius Project, which foster opportunities in underrepresented populations.

These sponsorships collectively amounted to \$22,500 in FY25, demonstrating our active role in nurturing future talent and community development.

### Volunteering and Giving by the Numbers

739

total hours volunteered under Dollars for Doers

137

unique organizations donated to

>\$74,000

matching gifts and charitable donations



Allegro proudly supported Hampstead, New Hampshire Middle School's Destination Imagination team at the 2024 Global Finals.



Allegro sponsors Dartmouth's Formula Hybrid+Electric team, supporting the next generation of engineers driving innovation.

# 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 believe that basic freedoms, dignity, respect and equality without discrimination, as emphasized by the Universal Declaration for Human Rights, are inherent to all people and serve as the guiding principles of 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 enhance and enforce our Human Rights Policy, demonstrating our strong commitment to Antislavery 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, requiring their adherence to 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 mandate 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 rigorously investigate

allegations of misconduct and implement appropriate remedial actions, which may include the termination of supplier contracts for non-compliant organizations.

## Allegro's Inaugural Compliance Week

In FY25, Allegro launched its first Compliance Week, significantly enhancing annual compliance training and fostering a strong culture of ethical conduct and human rights understanding across all employees.



# Governance

---

Corporate Governance

---

Enterprise Risk Management

---

Ethics and Compliance

---

Stakeholder Engagement

---

Cybersecurity



# Corporate Governance

Our Board of Directors (Board) takes a proactive approach to ESG oversight and risk management. The full Board regularly assesses key ESG risks and opportunities facing the Company, in addition to our overall risk management strategy. Our Board committees are responsible for overseeing the management of risks associated with their areas of focus and expertise.

Although each committee is responsible for evaluating certain risks and overseeing their management, the entire Board is regularly informed through discussions with committee members and regular reports from management. These reports detail existing risks and the actions taken by management to address them. To oversee risk management, there are four board committees: (i) Nominating and Governance Committee (NGC), (ii) Audit Committee, (iii) Compensation Committee and (iv) Strategy Committee.

The NGC has oversight of our ESG initiatives and activities. The NGC receives quarterly updates and provides guidance to ensure ESG principles are embedded across our operations. The Audit

Committee reviewed data metrics in this ESG report. Additionally, the Board dedicates a meeting annually to an in-depth review of our ESG strategy, performance metrics and future ambitions.

Allegro's Board of Directors is composed of highly qualified individuals with a broad range of expertise and experience in substantive matters pertaining to the Company's business. The Board strives for excellence in its governance of the Company and recognizes that an effective board is built upon members with a wide array of experiences, skills, and perspectives. To achieve this, we actively seek to attract and retain talented individuals from varied professional and personal backgrounds, cultivating an inclusive environment where all Board members can contribute fully and thrive.

Accordingly, our Board is comprised of directors with a wide array of backgrounds, experiences, ages and tenure. As of the publication date of this report, 44% of our Board members have voluntarily self-identified as ethnically diverse. Over the last few years, the number of female directors on the Board has increased, with three of our nine directors voluntarily self-identifying as female, comprising 33% of the Board as of the publication date of this report. Each of our female directors holds a leadership role on the Board by chairing a standing Board committee. Membership on our Board is open to all individuals meeting the qualifications described in our Corporate Governance Guidelines. Additional biographical information on each director is available on [Allegro's website](#).

## Management Team

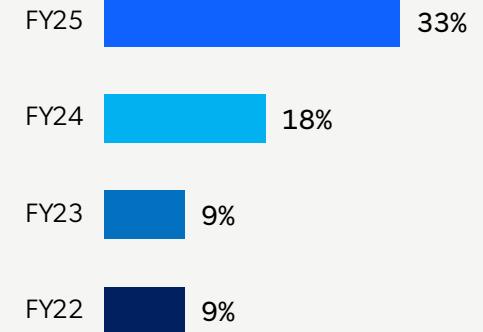
Allegro's management team drives a culture of innovation from the top down. Collectively, its members hold 113 U.S. active patents and possess decades of experience in the semiconductor industry. They are dedicated to helping Allegro move the world to a safer and more sustainable future as we work to help solve some of the biggest technology and sustainability challenges facing the world today.

Our management team's diverse professional histories, including as functional leaders at large public companies, deep experience in the semiconductor, automotive and industrial industries and legacies of innovation at Allegro come together to drive inclusive collaboration and innovation that will guide us into our next chapter of growth. Read more about our management team and view current members on the Leadership page of our website.

1. Includes Chair, Lead Independent director and committee chair roles on our Audit, Compensation, Nominating and Governance and Strategy committees as of the date of publication.

## Female Directors

as a percent of total board



50%

Female directors in board leadership positions<sup>1</sup>





Through this comprehensive governance framework, our Board champions a culture of environmental stewardship, social responsibility and ethical business practices. Below is a summary of each committee's key responsibilities.

#### Nominating and Governance Committee

- Identifying individuals qualified to become Board members, consistent with criteria approved by our Board;
- Recommending to our Board the persons to be nominated for election as directors at our annual meeting of shareholders and to be appointed to fill Board vacancies;
- Recommending to our Board whether continuing and prospective directors qualify as "independent" under applicable Nasdaq rules and whether such directors meet any applicable requirements for service on Board committees;
- Recommending to the Board the directors to appoint to serve on each Board committee;
- Developing and recommending to our Board corporate governance guidelines and reviewing and recommending to our Board proposed changes to our corporate governance guidelines from time to time;
- Periodically reviewing the Board's leadership structure and recommending any changes to the Board;
- Periodically reviewing governance-related stockholder proposals and recommending to the Board the Company's response to such proposals;
- Annually reviewing the Company's succession planning for senior executive officers;
- Periodically reviewing and discussing with the Board the Company's policies, objectives and practices with respect to ESG matters; and
- Overseeing the evaluation of our Board and its committees to determine whether the Board and its committees are functioning effectively.

#### Audit Committee

- Appointing, compensating, retaining, evaluating, terminating and overseeing our independent registered public accounting firm;
- Discussing with our independent registered public accounting firm their independence from management;
- Reviewing with our independent registered public accounting firm the scope and results of their audit;
- Approving all audit and permissible non-audit services to be performed by our independent registered public accounting firm;
- Overseeing the financial reporting process and discussing with management and our independent registered public accounting firm the quarterly and annual consolidated financial statements that we file with the SEC;
- Overseeing our financial and accounting controls and compliance with legal and regulatory requirements;
- Reviewing our policies on risk assessment and risk management and overseeing management of the material risks facing the Company;
- Reviewing related person transactions and the Company's policies for reviewing and approving related person transactions;
- Establishing procedures for the confidential anonymous submission of concerns regarding questionable accounting, internal controls or auditing matters; and
- Preparing the Audit Committee Report required by SEC rules.

#### Compensation Committee

- Reviewing and approving, or recommending for approval by the Board, the compensation of our Chief Executive Officer and our other executive officers;
- Reviewing and approving or making recommendations to our Board, regarding our incentive compensation and equity-based plans and arrangements;
- Administering our equity-based plans and arrangements;
- Reviewing and making recommendations to our Board with respect to director compensation;
- Appointing and overseeing any compensation consultants;
- Adopting and annually reviewing stock ownership guidelines applicable to director and executive officers;
- Reviewing and discussing with management the Compensation Discussion and Analysis section of our proxy statement and preparing the Compensation Committee Report required by SEC rules; and
- Administering the Company's recoupment policy for recovering any erroneously awarded compensation under the policy.

#### Strategy Committee

- Reviewing the Company's strategies including organic and inorganic initiatives to drive above- market growth while meeting profitability objectives. Activities can include review of:
  - technology roadmaps,
  - portfolio management initiatives,
  - strategic partnerships,
  - R&D investments as needed,
  - Mergers and Acquisitions pipeline and
  - evaluation of strategic fit of potential targets;
- Conducting regular reviews with management of the Company's growth performance relative to key performance indicators and the process for their measurement;
- Reviewing organizational matters and talent capabilities related to strategy and implementation, in conjunction with the Compensation Committee where appropriate, including recommendation to the Board, as applicable.

# 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 Enterprise Risk Council, comprised of senior leaders from the Company.

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

- Risk Owners: Senior level subject matter experts from across the organization are responsible for managing assigned risks 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.

- Risk Register: The quarterly assessments from Risk Owners are consolidated into a comprehensive risk register, providing a current view of the company's risk landscape.
- ERM Council: Comprised of senior leaders from our executive team, the ERM Council conducts quarterly reviews of the risk register developments. The Council discusses top risks, provides feedback on assessments and monitors the status of risk mitigation and management efforts. The ERM Council also periodically evaluates which risks should be included on the risk register.
- Board of Directors: The Board of Directors is responsible for overall oversight of enterprise risks and the ERM program. The ERM Council reports on the overall company risk profile to the Executive Leadership Team and the Board as part of a dedicated annual 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 uphold the highest standards of ethics and compliance across our leadership, employees, and suppliers.

These standards are the foundation of our five ESG initiatives and 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 EHS, global trade and legal compliance—rests with our SVP, General Counsel, and Corporate Secretary.

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

In FY25, we strengthened our compliance framework with new and updated policies, including those on AI, incident response, export compliance, and record retention. We also introduced Compliance Week to improve engagement, offering a condensed training window and participation incentives. Nearly 22,000 hours of training were completed globally, with approximately 85% average completion rate.

## Trade Compliance

Our Trade Compliance team ensures we operate within global trade laws and regulations, including export controls, customs rules, sanctions, and embargoes. We closely monitor changes to keep our operations fully compliant.

- **Stay informed:** Regularly monitor changes in global trade laws and regulations to ensure that our business practices remain compliant.
- **Risk Assessment:** Conduct risk assessments to identify and mitigate potential compliance risks associated with our international trade activities.
- **Documentation:** Ensure accurate and complete documentation for all import and export transactions, including customs declarations, licenses, permits and certifications.
- **Training and Education:** Provide ongoing training and education to employees on trade compliance requirements, including the importance of adhering to all applicable laws and regulations.
- **Internal Controls:** Establish and maintain robust internal controls to ensure that our trade activities comply with all relevant laws and regulations.
- **Due Diligence:** Conduct due diligence on suppliers, customers and business partners to ensure that they also comply with applicable trade regulations.
- By prioritizing trade compliance in a global environment, we 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 FY25, our Global EHS and Facilities Program conducted an internal EHS gap assessment across our facilities, identifying opportunities for continuous improvement in our EHS performance. This effort was complemented by increased collaboration between our local safety committees and the global EHS team, enhancing localized engagement and consistent application of standards. Furthermore, we successfully rolled out a Global Facilities Standards Program, which strategically integrates key ESG components related to single-use plastics, waste management, energy efficiency and water conservation into our facility operations worldwide. These initiatives underscore our dedication to operational excellence and minimizing our environmental footprint. For a more detailed overview of our initiatives focused on employee well-being and workplace safety, please refer to the [Employee Health and Safety](#) section of this report.

## Reporting Misconduct

Our Code of Conduct requires all employees and directors to report any known or suspected violations of our Code of Conduct, 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.



# 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 environmental, social, and governance (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 dimensions.

## Customer Relationships

Our customers are increasingly prioritizing the sustainability practices and performance of their suppliers, including Allegro. In FY25, sustainability factors such as transparency, risk management, environmental and social impacts 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 actively engages with the investment community on sustainability matters. In FY25, we continued our proactive dialogue on ESG topics, working to enhance our disclosures based on investor feedback. We published our FY25 ESG report, which is 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. This comprehensive approach to transparency demonstrates our commitment to meeting shareholders' and the investment community's growing focus on corporate ESG performance and disclosure.

## Prioritizing Employees, Communities and our Supply Chain

At Allegro, 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 [Social Impact](#) and [Sustainable Supply Chain and Circularity](#) 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 prizes for "Top Defenders" 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 will receive 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 security 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 (Tech/E&O). We also conduct a yearly audit for our cybersecurity measures and an assessment of our protection against ransomware yearly. For FY21 through the end of FY25, we incurred no expenses due to information security breaches or settlements.

In FY25, we continued building out our Incident Response Plan and invested in additional team members. With a robust plan, we strive to minimize the impact of security breaches and

protect our data and systems. Additionally, we have retained outside counsel to assist us in conducting interactive tabletop exercises to evaluate and refine our incident response plan and response capabilities.

Underscoring our commitment to robust cybersecurity practices and data protection, we achieved TISAX (Trusted Information Security Assessment Exchange) certification. TISAX is a rigorous assessment and exchange mechanism specifically designed for participants in the automotive industry. It tests an organization's information security management system, associated guidelines, and cybersecurity best practices across areas such as risk management, data protection and incident response. Earning this trusted certification demonstrates our adherence to the highest standards for safeguarding sensitive information and maintaining secure computing environments required by automotive manufacturers and suppliers. The TISAX certification provides assurance to our stakeholders regarding the resilience of our digital systems and processes that handle sensitive data.

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
- Passwordless Login
- Zero Trust Methodology



# Appendix

---

[About this Report](#)

---

[ESG Performance Summary Tables - SASB](#)

---

[ESG Performance Summary Tables - GRI](#)

---

[Independent Assurance Statements](#)

---



# 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.

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 22, 2025, 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](http://www.sec.gov) and the Investors Relations page of our website at [investors.allegromicro.com](http://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.

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. The acquisition of Crocus Technology International Corp. in 2023 did not impact emissions reporting because those sites are outside of our operational control. Allegro added refrigerants into Scope 1 emissions reporting to increase transparency. 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](#)
- [Water Policy](#)

### Social

- Charitable Giving Policy
- Compensation Program Overview
- [Conflict Minerals Policy](#)
- [Conflicts Minerals Report](#)
- Contractor Safety

- Discrimination Policy
- Emergency Relief Fund
- Employee Handbook
- [Ethical Minerals Sourcing Policy](#)
- [Global Citizenship Policy](#)
- Health and Safety Policy
- Hiring & Selection Overview
- [Human Rights Policy](#)
- [ISO 45001 Certificate](#)
- Non-Retaliation Policy
- Record Retention Policy
- Sexual Harassment Policy
- Standard Work Hours
- [Supplier Code of Conduct](#)
- [UK Modern Slavery Act](#)

### Governance

- [Ant-Corruption and Bribery Policy](#)
- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Guidelines](#)
- [Insider Trading and Compliance Policy](#)
- Whistleblower Policy

# ESG Performance Summary Tables - SASB

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
<b>Greenhouse Gas Emissions</b>	(1) Gross global Scope 1 emissions and (2) Amount of total emissions from per fluorinated compounds	TC-SC-110a.1	(1) Scope 1: 1,681 MT CO <sub>2</sub> e (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	<a href="#">Energy, Emissions, and Climate</a> in FY25 ESG Report
<b>Energy Management in Manufacturing</b>	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	TC-SC-130a.1	(1) 89,292,511.25 kWh (2) 95.06% (3) 4.94% (On-Site and RECs)
<b>Water Management</b>	(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	(1) 197,572 m <sup>3</sup> (2) 0% water consumed in High or Extremely High Baseline Water Stress areas
<b>Waste Management</b>	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	405,105 kg, 1% recycled
<b>Employee Health and Safety</b>	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	TC-SC-320a.1	<a href="#">Employee Health and Safety</a> in FY25 ESG Report <a href="#">Hazardous Materials Management</a> in FY25 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 FY25, Allegro did not incur any monetary losses or legal actions regarding employee health and safety violations.
<b>Recruiting &amp; Managing a Skilled Workforce</b>	(1) 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	(1) 1.4%
<b>Product Lifecycle Management</b>	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 9.68%. See <a href="#">Hazardous Materials Management</a> in FY25 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 <a href="#">Maximizing the Positive Impact of Our Products</a> in FY25 ESG Report

SASB Topic	Accounting Metric	Code	Disclosure
<b>Employee Diversity &amp; Inclusion</b>	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	TC-HW-330a.1	<p>(1) Management Gender: M: 73.6% F: 26.4% Racial/Ethnic group (U.S. only): Two or More: 0.5% Black: 0.5% Hispanic: 3.9% Asian: 20.7 % White: 74.4%</p> <p>(2) Technical Staff Gender: M: 79.8% F: 20.2% Undeclared: 0.1% Racial/Ethnic group (U.S. only): Two or More: 1.1% Black: 2.1% Hispanic: 3.8% Asian: 23.6% White: 69.4%</p> <p>(3) All Other (Non-Technical/Non-Management) Gender: M: 44.8% F: 55.2% Racial/Ethnic group (U.S. only): Two or More: 0.6% Black: 1.3% Hispanic: 4.5% Asian: 26.5% White: 67.1%</p>

Data set is based on a combination of disclosed and visual survey.

SASB Topic	Accounting Metric	Code	Disclosure
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	Please refer to our <a href="#">Hazardous Materials Management</a> section in FY25 ESG Report.
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	\$0

Activity Metric	Code	Disclosure
<b>Total production</b>	TC-SC-000.A	Not disclosed.
<b>Percentage of production from owned facilities</b>	TC-SC-000.B	<a href="#">FY25 10-K Item 2. Properties</a> – pg. 34

# ESG Performance Summary Tables - GRI

Statement of use: Allegro MicroSystems, Inc. has reported the information cited in this GRI content index for the period April 1, 2023 – March 29, 2024, with reference to the GRI Standards.  
GRI 1 used: Foundation 2021

GRI Standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021</b>		
2-1	Organizational details	Allegro MicroSystems, Inc.
2-2	Entities included in the organization's sustainability reporting	<a href="#">FY25 10-K, pg. F-11</a>
2-3	Reporting period, frequency and contact point	Annually This report covers Allegro's performance in fiscal year 2025 (March 30, 2024 - March 28, 2025) unless otherwise stated. <a href="mailto:corporateesgnotification@allegromicro.com">corporateesgnotification@allegromicro.com</a>
2-4	Restatements of information	None for FY24 ESG Report
2-5	External assurance	<a href="#">PricewaterhouseCoopers LLP Independent Assurance Statement</a>
2-6	Activities, value chain and other business relationships	<a href="#">FY25 10-K, pg. 3-32</a>
2-7	Employees	<a href="#">FY25 10-K, pg. 13-16</a> <a href="#">SASB Table in FY25 ESG Report</a>
2-9	Governance structure and composition	<a href="#">FY25 Proxy Statement</a> , Corporate Governance - <i>Committees of the Board, Board Composition</i>
2-10	Nomination and selection of the highest governance body	<a href="#">FY25 Proxy Statement</a> , <i>Proposal 1: Election of Directors</i>

GRI Standard	Disclosure	Location
2-11	Chair of the highest governance body	Yoshihiro (Zen) Suzuki has served as our Chairman and a member of our Board since 2018 and has served on our Board since 2001. <a href="#"><u>FY25 Proxy Statement</u></a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#"><u>FY25 Proxy Statement</u></a> , Corporate Governance - <i>Board Leadership Structure and Role in Risk Oversight</i>
2-13	Delegation of responsibility for managing impacts	<a href="#"><u>FY25 Proxy Statement</u></a> , Corporate Governance - <i>Board Leadership Structure and Role in Risk Oversight</i>
2-14	Role of the highest governance body in sustainability reporting	<a href="#"><u>FY25 Proxy Statement</u></a> , Corporate Governance - <i>Board Leadership Structure and Role in Risk Oversight</i> and Committees of the Board <a href="#"><u>Nominating and Corporate Governance Committee Charter</u></a>
2-15	Conflicts of interest	<a href="#"><u>FY25 Proxy Statement</u></a> , Certain Relationships and Related Transactions and <a href="#"><u>Code of Business Conduct and Ethics</u></a>
2-16	Communication of critical concerns	<a href="#"><u>FY25 Proxy Statement</u></a> , Corporate Governance - <i>Communications from Shareholders</i> and Committees of the Board - <i>Shareholder Engagement</i>
2-17	Collective knowledge of the highest governance body	<a href="#"><u>Our Leadership</u></a>
2-18	Evaluation of the performance of the highest governance body	<a href="#"><u>Nominating and Governance Committee Charter</u></a>
2-19	Remuneration policies	<a href="#"><u>FY25 Proxy Statement</u></a> , Executive and Director Compensation
2-20	Process to determine remuneration	<a href="#"><u>FY25 Proxy Statement</u></a> , Executive and Director Compensation - <i>Compensation Philosophy and Objectives</i>
2-21	Annual total compensation ratio	<a href="#"><u>FY25 Proxy Statement</u></a> , Executive and Director Compensation - <i>2025 Director Compensation</i>
2-22	Statement on sustainable development strategy	A message from our CEO in FY25 ESG Report and <a href="#"><u>ESG Approach and Oversight</u></a> in FY25 ESG Report

GRI Standard	Disclosure	Location
2-23	Policy commitments	<a href="#">ESG Policies, Programs and Certifications</a> in FY25 ESG Report
2-24	Embedding policy commitments	<a href="#">ESG Policies, Programs and Certifications</a> in FY25 ESG Report
2-25	Processes to remediate negative impacts	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Ethics and Compliance</a> in FY25 ESG Report
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Compliance</a> in FY25 ESG Report <a href="#">Corporate Governance</a>
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	<a href="#">Responsible Business Alliance (RBA)</a> <a href="#">Responsible Minerals Initiative (RMI)</a> SEMI
		None for FY25.
2-30	Collective bargaining agreements	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.  <a href="#">Policy on Global Citizenship</a>

**GRI 3: Material Topics 2021**

3-1	Process to determine material topics	<a href="#">ESG Approach and Oversight</a> in FY25 ESG Report
3-2	List of material topics	<a href="#">ESG Approach and Oversight</a> in FY25 ESG Report
3-3	Management of material topics	<a href="#">ESG Approach and Oversight</a> in FY25 ESG Report

GRI Standard	Disclosure	Location
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	<a href="#">FY25 10-K, Index to Consolidated Financial Statements, pg. F-1</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">FY25 10-K, Risk Factors, pg. 18-32</a> <a href="#">2023 CDP Climate Change Disclosure &amp; Scoring Report</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">FY25 Proxy Statement, Executive and Director Compensation – <i>Benefits and Perquisites</i></a>
201-3	Financial assistance received from government	None
<b>GRI 202: Market Presence 2016</b>		
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.

GRI Standard	Disclosure	Location
<b>GRI 205: Anti-corruption 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	<u>Anti-Corruption Policy</u> <u>Ethics and Compliance</u> in FY25 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.
<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In FY25, Allegro incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	<u>FY25 10-K</u>
207-2	Tax governance, control and risk management	<u>FY25 10-K</u>
207-3	Stakeholder engagement and management of concerns related to tax	<u>FY25 10-K</u>
207-4	Country-by-country reporting	<u>FY25 10-K</u>

GRI Standard	Disclosure	Location
<b>GRI 301: Materials 2016</b>		
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	<u>Waste: Precious Metals Reclamation</u> in FY25 ESG Report
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	<u>Energy, Emissions and Climate</u> in FY25 ESG Report
302-2	Energy consumption outside of the organization	Allegro does not track the energy consumption outside of the organization.
302-3	Energy intensity	Allegro's energy intensity is based on revenue and includes all leased and owned properties. Energy intensity for leased properties has been estimated. In FY25, our energy intensity (location-based) was <b>137.43 MWH/million USD</b> (normalized) and our energy intensity (market-based) was 123.70 MWH/million USD (normalized).
302-4	Reduction of energy consumption	<u>Energy, Emissions and Climate</u> in FY25 ESG Report
302-5	Reductions in energy requirements of products and services	<u>Maximizing the Positive Impact of Our Products</u> in FY25 ESG Report

GRI Standard	Disclosure	Location
<b>GRI 303: Water and Effluents 2018</b>		
303-1	Interactions with water as a shared resource	<a href="#">Water Stewardship</a> in FY25 ESG Report
303-2	Management of water discharge-related impacts	Effluent discharge meets or exceeds local regulations.
303-3	Water withdrawal	182.8 megaliters/year (FY25 at manufacturing facility)
303-4	Water discharge	133.1 megaliters/year (FY25 at manufacturing facility)
303-5	Water consumption	49.8 megaliters/year (FY25 at manufacturing facility)
<b>GRI 304: Biodiversity 2016</b>		
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 planting 500 Narra trees at La Mesa watershed Reservation Quezon City about 40 kilometers away from our site in the Philippines. See <a href="#">Community Impact</a> in FY25 ESG Report. Additionally, Allegro planted 180 trees at our site in the Philippines. See <a href="#">Green Transformation Project</a> in FY25 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.

GRI Standard	Disclosure	Location
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Energy, Emissions and Climate</a> in FY25 ESG Report
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy, Emissions and Climate</a> in FY25 ESG Report
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Energy, Emissions and Climate</a> in FY25 ESG Report
305-4	GHG emissions intensity	Allegro's GHG emissions intensity is based on revenue. In FY25, our GHG emissions intensity (Scope 1 and Scope 2-location based) was 92.92 metric tons CO <sub>2</sub> e/million USD. In FY25, our GHG emissions intensity (Scope 1 and Scope 2-market based) was 88.70 metric tons CO <sub>2</sub> e/million USD.
305-5	Reduction of GHG emissions	<a href="#">Energy, Emissions and Climate</a> in FY25 ESG Report
305-6	Emissions of ozone-depleting substances (ODS)	Allegro does not emit ozone-depleting substances
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	To our knowledge, air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities.

GRI Standard	Disclosure	Location
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	<a href="#">Waste</a> in FY25 ESG Report
306-2	Management of significant waste-related impacts	<a href="#">Waste</a> in FY25 ESG Report
306-3	Waste generated	<a href="#">Waste</a> in FY25 ESG Report
306-4	Waste diverted from disposal	<a href="#">Waste</a> in FY25 ESG Report
306-5	Waste directed to disposal	<a href="#">Waste</a> in FY25 ESG Report
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
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.
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Global voluntary turnover for FY25 is 7.07%.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">U.S. Benefits Overview</a> <a href="#">Fair Compensation and Comprehensive Benefits</a> in FY25 ESG Report
401-3	Parental leave	<a href="#">Fair Compensation and Comprehensive Benefits</a> in FY25 ESG Report

GRI Standard	Disclosure	Location
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	<a href="#">Quality Policy</a> and <a href="#">Certifications</a> section in FY25 ESG Report
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-3	Occupational health services	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-5	Worker training on occupational health and safety	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-6	Promotion of worker health	<a href="#">Wellness@Allegro</a> in FY25 ESG Report
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-8	Workers covered by an occupational health and safety management system	<a href="#">Quality Policy</a> and <a href="#">ESG Policies, Programs and Certifications</a> in FY25 ESG Report
403-9	Work-related injuries	<a href="#">Employee Health and Safety</a> in FY25 ESG Report
403-10	Work-related ill health	<a href="#">Employee Health and Safety</a> in FY25 ESG Report

GRI Standard	Disclosure	Location
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	In FY25, our average hours of training per employee was just over 25 hours. <a href="#">Ethics and Compliance</a> in FY25 ESG Report (Total Training Hours) <a href="#">Learning and Development</a> in FY25 ESG Report (Professional Development Hours) <a href="#">Employee Health and Safety</a> in FY25 ESG Report (EHS Hours)
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Learning and Development</a> in FY25 ESG Report
404-3	Percentage of employees receiving regular performance and career development reviews	100% of regular employees with at least three months of service received performance reviews.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	<a href="#">SASB - Metrics</a> FY25 ESG Report <a href="#">Board Composition</a> in FY25 ESG Report
405-2	Ratio of basic salary and remuneration of women to men	Allegro does not publicly disclose this information.
<b>GRI 406: Non-discrimination 2016</b>		
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.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
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 <a href="#">Supplier Code of Conduct</a> 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.
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	Allegro requires suppliers to adhere to its <a href="#">Supplier Code of Conduct</a> 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.

GRI Standard	Disclosure	Location
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Allegro requires suppliers to adhere to its <a href="#">Supplier Code of Conduct</a> 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.
<b>GRI 410: Security Practices 2016</b>		
410-1	Security personnel trained in human rights policies or procedures	All security personnel receive RBA Code of Conduct training which includes human rights.
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
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.
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments and development programs	<a href="#">Community Impact</a> in FY25 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.
<b>GRI 414: Supplier Social Assessment 2016</b>		
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.

GRI Standard	Disclosure	Location
<b>GRI 415: Public Policy 2016</b>		
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 <a href="#">Global Anti-Corruption Policy</a> .
<b>GRI 416: Customer Health and Safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Maximizing the Positive Impacts of our Products</a> and <a href="#">Hazardous Materials Management</a> in FY25 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	To the best of our knowledge, we are not aware of any non-compliance issues concerning the health and safety of our products.
<b>GRI 417: Marketing and Labeling 2016</b>		
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	To the best of our knowledge, we are not aware of any non-compliance issues concerning product information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	To the best of our knowledge, we are not aware of any non-compliance issues concerning marketing communications.
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY25, 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 FY25



## 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 relevance of information to be included, and make assumptions

PricewaterhouseCoopers LLP, 101 Seaport Boulevard, Boston, Massachusetts 02210  
T: (617) 530 5000, [www.pwc.com/us](http://www.pwc.com/us)



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



## 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
<b>Total purchased electricity usage</b>	Kilowatt hours (kWh) of purchased electricity. <sup>2,7</sup>	99,543,430 kWh
<b>On-site renewable electricity generated and consumed</b>	KWh of on-site renewable electricity generated and consumed on-site. <sup>8</sup>	90,568 kWh
<b>Scope 1 emissions</b>	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. <sup>1,2,3,4,6,8</sup>	1,681 metric tons CO <sub>2</sub> e
<b>Scope 2 emissions (Location-based)</b>	Indirect emissions from purchased electricity, using the location-based method. <sup>1,2,3,4,6,8,9</sup>	65,687 metric tons CO <sub>2</sub> e
<b>Scope 2 emissions (Market-based)</b>	Indirect emissions from purchased electricity, using the market-based method. <sup>1,2,3,4,6,9</sup>	62,624 metric tons CO <sub>2</sub> e
<b>Scope 1 and Scope 2 emissions (Location-based)</b>	67,368 metric tons CO <sub>2</sub> e	
<b>Scope 1 and Scope 2 emissions (Market-based)</b>	64,305 metric tons CO <sub>2</sub> e	

### 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 measure under all circumstances the relationship between various inputs and the resultant GHG emissions.

ALLEGRO MICROSYSTEMS

925 Perimeter Road  
Manchester, NH 03103  
USA

Tel: +1 603-626-2300  
Fax: +1 603-641-5336  
[allegromicro.com](http://allegromicro.com)

PricewaterhouseCoopers LLP, 101 Seaport Boulevard, Boston, Massachusetts 02210  
T: (617) 530 5000, [www.pwc.com/us](http://www.pwc.com/us)

# Independent Assurance Statement FY25 (cont'd)

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<sub>2</sub>e) emissions are presented in metric tons of CO<sub>2</sub>e and are inclusive of carbon dioxide (CO<sub>2</sub>), nitrous oxide (N<sub>2</sub>O), and methane (CH<sub>4</sub>). Industrial gases emitted by Scope 1 emission sources only include hydrofluorocarbons (HFCs) from the following refrigerants: R508B, R134A, R404A, and R410A. Sulfur hexafluoride (SF<sub>6</sub>), perfluorocarbons (PFCs), and nitrogen trifluoride (NF<sub>3</sub>) were not emitted as a result of the activities of Allegro. Emissions data by individual gas are not disclosed as a majority of CO<sub>2</sub>e relates to CO<sub>2</sub>. 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 CO<sub>2</sub>e. 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
<b>Scope 1</b>	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
<b>Scope 1</b>	On-Site Wastewater Treatment Facilities	Non-U.S.: IPCC, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 5: Waste
<b>Scope 1</b>	Gasoline	U.S.: Vehicles used in the U.S. consume diesel and not gasoline Non-U.S.: European Automobile Manufacturers' Association (ACEA), CO <sub>2</sub> emissions from new cars by country (published September 2024)

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year
<b>Scope 1</b>	Refrigerants	IPCC Sixth Assessment Report (AR6 - 100 year)
<b>Scope 2 (location-based)</b>	Purchased Electricity	U.S.: U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025 Non-U.S.: IEA, Emissions Factors 2024
<b>Scope 2 (market-based)</b>	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

# Independent Assurance Statement FY24



## 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 1<sup>st</sup> 2023 to March 29<sup>th</sup> 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<sup>1</sup>.
- 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<sup>2</sup> and at the materiality of the professional judgement of the verifier.

<sup>1</sup> <http://www.ghgprotocol.org/>

<sup>2</sup> 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.



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

Scope of GHG emissions	Tonnes CO <sub>2</sub> e
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 recalibration 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 Hadler  
LRQA Lead Verifier  
On behalf of LRQA, Inc., 810 Seventh Avenue, Suite 1110, New York, NY 10019  
LRQA reference: UQA00002341

LRQA, its affiliates and subsidiaries, and their respective offices, employees or agents are, individually and collectively, referred to in this document as "LRQA". LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or however provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

This Assurance Statement is only valid when published with the inventory to which it refers. It may only be reproduced in its entirety.

Copyright © LRQA, 2024.

# Independent Assurance Statement FY18 and FY23



## 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 1<sup>st</sup>, 2017 to March 30<sup>th</sup>, 2018 (FY 2018), and April 2<sup>nd</sup>, 2022 to March 31<sup>st</sup>, 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 ISEA 3000 and ISEA 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<sup>1</sup>.
- 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 restated 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<sup>2</sup> and at the materiality of the professional judgement of the verifier.



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 <sub>2</sub> e
Scope 2 GHG emissions (Location-based)	44,993	60,398	Tonnes CO <sub>2</sub> e
Scope 2 GHG emissions (Market-based)	44,993	60,398	Tonnes CO <sub>2</sub> e

Note 1: Scope 2, Location-based and scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2018

#### 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 recalculations 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 Hadlett

LRQA Lead Verifier

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

LRQA reference: UQA00002341

LRQA is a limited liability company and its employees, officers, employees, or agents are individually and collectively referred to in this document as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document, or for any action taken in accordance with it, even if LRQA has been negligent in giving it. LRQA is not liable for the provision of this information or advice and, in that case, any responsibility or liability is excluded on the terms and conditions as set out in the contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

Copyright © LRQA 2024.

<sup>1</sup> <http://www.ghgprotocol.org/>

<sup>2</sup> 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.