

Allegro's Policy on Global Citizenship

Allegro MicroSystems is redefining the future of power and sensing technologies. From green energy to advanced mobility and motion control systems, our team is passionate about developing intelligent solutions that move the world forward and give our customers a competitive edge. With global engineering, manufacturing and support, Allegro is a trusted partner to both large enterprises and regional market leaders worldwide.

We believe that our long-term success is directly linked to our interactions with our customers, suppliers, employees, shareholders and neighbors, and our ability to secure their confidence and trust. We believe that, when we listen to and understand the needs of these stakeholders, we can respond more fully to their needs and, in turn, improve performance in all dimensions of our business.

Our Vision

Moving technology and the world toward a safer and sustainable future.

Our Mission

Be a global leader in power and sensing solutions for motion control and energy efficient systems. Our actions are guided by several key principles:

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

Protecting the Environment

Allegro operates an environmental management system that has been certified to the ISO14001 international standard. Fundamental to our mission are the following actions:

- Minimize Environmental Impact.
- Comply with Applicable Laws and Regulations.
- Conserve Natural Resources.

We extend our environmental commitment by encouraging our employees to be aware of the environment in their business activities and to participate in volunteer and community efforts that improve the local environment. On an annual basis, for example, Allegro participates in the international celebration of Earth Day. As part of this event, employees and their family members are invited to assist in clean-up activities in the local neighborhood. This activity improves the local environment and increases awareness of our environmental responsibilities.

In addition, we conserve resources through an organization-wide recycling program for many types of



items, including paper, cardboard, ink and toner cartridges, bottles/cans/food containers, batteries, pallets, metal items, chemical containers, pump oil, thermocouples, computers, fluorescent lamps, wafers, and scrap devices. This policy makes clear Allegro's expectations that its products will not contain conflict minerals that directly or indirectly finance or benefit armed groups.

Operating with Integrity

Our business success is dependent on our ability to develop trusting relationships with our customers, employees, shareholders, suppliers and neighbors. One key responsibility is ensuring our compliance with such legislation as the Foreign Corrupt Practices Act (FCPA) and the Bribery Act 2010 of the United Kingdom.

Allegro's efforts are focused on the following key principles:

- **Honesty.** We will be honest in all communications while protecting the Company's proprietary information.
- **Excellence.** We will strive for excellence in all our activities with the goal of providing products and services which meet or exceed the expectations of our internal and external customers.
- **Corporate Citizenship.** Our commitment to the community will be evident in our observance of all local laws and regulations, respect for environmental concerns and community service.
- **Respect.** We will be respectful in our dealings with fellow employees, shareholders, business partners, customers and suppliers.
- **Compliance.** Allegro requires all employees to comply with the laws of all countries and local regions in which it does business or has business relationships. Employees are expected to understand that certain conduct is in violation of the law, including the following examples:
 - Bribery, attempted bribery of government officials, business contacts or corporate representatives or receipt of kickbacks or hidden commission payments.
 - Conflicts of interest where an employee's personal interests interfere with or are in conflict with, or appear to be in conflict with the interests of Allegro.
 - Providing or receipt of corporate hospitality that (1) is excessive, (2) could be construed as a bribe or payoff, (3) is a gift of cash or (4) is a gift that provides some other form of benefit.
 - Theft of, attempted theft of, or failure to protect, within reason, Allegro's proprietary information and/or intellectual property.

Our **Code of Business Conduct and Ethics** embodies these principles and guides our dealings with customers, partners, associates, suppliers, and competitors.

Investing in Our People

Allegro employs over 4,000 employees in locations throughout North America, Asia, Europe, and South America. In large part, our success results from the dedication, talent, and commitment of our employees.

We recognize, however, that sustainable growth within our competitive business environment requires that we continuously transform our work culture to ensure that it is responsive to market demands and customer needs with innovative solutions and approaches.



To that end, we encourage and reward the following core values:

- **Innovate** with Purpose: We meet each challenge with thoughtful, impactful innovation, which leads to a better tomorrow.
- **Collaborate** Globally: We work together as a team – which leads to a more efficient execution.
- **Anticipate** Customer Demands: We anticipate and meet our customer needs – which leads to stronger partnerships.
- **Empower** with Trust: We encourage and trust employees to make sound decisions – which leads to a strong enabled workforce.
- **Achieve** with Excellence: We are never satisfied with the status quo – which leads to higher standards of performance.
- **Develop** Timely Solutions: We proactively develop solutions and resolve issues effectively – which leads to better business results.

Our performance management systems differentiate achievement in these areas, encourage innovation and ensure that employees are rewarded commensurate with their contribution and consistent with industry peers.

By working together in this manner, Allegro will be a highly successful organization which is able to share its prosperity with employees.

Learning and Development

Our commitment to employees is evident in our support of continuous learning and development. In addition to formal on-site, job-related courses and certification programs, Allegro provides many informal opportunities for learning and growth.

Allegro actively supports employees' ongoing formal education by paying all expenses associated with the pursuit of job-related degree programs in some facilities. We have developed effective partnerships with local colleges and universities and offer on-site degree programs, further facilitating employees' professional development.

Equal Opportunity

Allegro is committed to the principles of equal opportunity and provides opportunities to all individuals, without regard to race, color, religion, sex, national origin, age, disability, or any other non-job-related characteristic. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training. In addition, Allegro makes reasonable accommodations for qualified individuals with known disabilities, unless doing so would create undue hardship.

Harassment

Allegro is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other non-job-related characteristic are not tolerated.

Compensation



Throughout the world, Allegro complies with minimum wage legislation and, in all countries, our compensation exceeds legal minimum wage requirements. To support our retention efforts, we participate in industry surveys which enable us to benchmark our compensation process.

Forced Labor

We do not use forced, prison or indentured labor. We ensure that terms of employment are voluntary.

Minimum Hiring Age / Child Labor

Our hiring practices conform to the International Labor Organization conventions for minimum age and child labor. Our work environment is not suitable for young workers, and as such Allegro employs no one under the age of 18.

Working Hours

We do not require employees to work more than the maximum hours of daily labor set by law.

Freedom of Association

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 US operations comply with the National Labor Relations act and other applicable federal and state laws.

Safe and Healthy Working Conditions

We provide a safe and healthy work environment and operate all company facilities in a safe and sanitary manner. In addition, in all our business operations throughout the world, Allegro implements security measures and practices crisis preparedness.

No Harsh or Inhumane Treatment

Allegro works diligently to create a work culture that is free of intimidation, reprisal, abuse or harassment. We prohibit the physical abuse and harassment of employees as well as the threat of physical abuse or harassment.

Improving Our Community

Around the globe, Allegro and its employees work to support community needs, with a special focus on activities which support education, health, the environment and children.



Vineet Nargolwala
President and Chief Executive Officer

