

ALLEGRO MICROSYSTEMS, INC.

CODE OF BUSINESS CONDUCT AND ETHICS

I. INTRODUCTION

A. Purpose

This Code of Business Conduct and Ethics (the “**Code**”) contains general guidelines for how we conduct ourselves at Allegro MicroSystems, Inc. (together with our subsidiaries, the “**Company**” or “**we**”) consistent with the highest standards of business ethics. To the extent this Code requires a higher standard than required by commercial practice or applicable laws, rules or regulations, the Company adheres to these higher standards.

This Code applies to all of our directors, officers and other employees. We refer to all officers and other employees covered by this Code as “Company employees” or simply “employees,” unless the context otherwise requires. In this Code, we refer to our principal executive officer, principal financial officer, principal accounting officer and controller, or persons performing similar functions, as our “principal financial officers.”

We expect all employees to read and comply with this Code. It is in everyone’s best interest to know and comply with our legal and ethical obligations. We hold or provide access to periodic training sessions in order to help employees understand and comply with applicable requirements.

For additional information regarding the Company’s policies, you should refer to the Employee Handbook located on the Human Resources Intranet site. This Code is in addition to and supplements the policies and procedures stated in the Company’s Employee Handbook, as well as any other policies located on the Company’s Intranet site.

B. Seeking Help and Information

This Code is not intended to be a comprehensive rulebook and cannot address every situation that you may face. If you feel uncomfortable about a situation or have any doubts about whether it is consistent with the Company’s ethical standards or legal obligations, seek help. We encourage you to contact your supervisor for help first. If your supervisor cannot answer your question or, if you do not feel comfortable contacting your supervisor, you may contact the Company’s General Counsel (or the General Counsel’s specified designee) or the Human Resources Department.

C. Reporting Violations

All employees and directors have a duty to report any known or suspected violation of this Code, including violations of the laws, rules, regulations or policies that apply to the Company. If you know of or suspect a violation of this Code, immediately report it to your supervisor, or to the Company’s General Counsel (or the General Counsel’s specified designee) or the Human Resources Department. If you do not feel comfortable reporting the matter to your supervisor or

you do not get a satisfactory response, contact the Company's General Counsel (or the General Counsel's specified designee) or the Human Resources Department.

In cases where such reporting channels prove ineffective or impractical under the circumstances, in the case of suspected financial wrongdoing, or in any instance where you prefer to remain anonymous, reports may be made through the Company's ethics hotline, which is available 24 hours a day, 7 days a week, (1) through the following EthicsPoint link: allegromicro.ethicspoint.com, or (2) by telephone at 877- 821-7508 for calls within the United States. For calls outside the United States, you can find the access code for your particular country at <http://www.business.att.com/bt/access.jsp>, and then enter the AT&T Direct Code +877-821-7508 (this is a 2-step process for calls outside the US). Except where prohibited by local law, you may remain anonymous and will not be required to provide contact information or reveal your identity through the ethics hotline, although providing your identity may assist the Company in addressing your questions or concerns. The Company will fully investigate all reports of known or suspected violations of this Code and/or applicable law promptly. All reports will be handled sensitively and with discretion. The Company will protect the confidentiality of anyone requesting guidance or reporting a potential violation to the extent possible, within the limits allowed by applicable law.

It is Company policy that any employee or director who disregards applicable law or violates this Code will be subject to appropriate discipline, which may include, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors of the Company (the "**Board of Directors**"). This determination will be based upon the facts and circumstances of each particular situation. If you are accused of violating this Code, you will be given an opportunity to present your version of the events at issue prior to any determination of appropriate discipline. Employees and directors who violate the law or this Code may expose themselves to substantial civil damages, criminal fines and prison terms. The Company may also face substantial fines and penalties and may incur damage to its reputation and standing in the community. Your conduct as a representative of the Company, if it does not comply with the law or with this Code, can result in serious consequences for both you and the Company.

D. Policy Against Retaliation

The Company prohibits retaliation against an employee or director who, in good faith, seeks help or reports known or suspected violations. Any reprisal or retaliation against an employee or director because the employee or director, in good faith, sought help or filed a report will be subject to disciplinary action, including potential termination of employment.

E. Waivers of the Code

Any waiver of this Code for our directors, executive officers or other principal financial officers may be made only by our Board of Directors or a committee of the Board of Directors and will be disclosed to the public as required by law or the rules of The Nasdaq Stock Market LLC, when applicable. Waivers of this Code for other employees may be made only by the Company's General Counsel and the Chief Executive Officer and will be reported to the Board of Directors.

II. **ETHICAL STANDARDS**

The success of our business depends on the trust and support we earn from our employees,

customers, collaborators, business partners and investors. We build strong relationships inside and outside the Company by adhering to our commitments, displaying honesty and integrity, and reaching Company goals through honorable conduct. To that end, we strictly prohibit any form of fraud, deception, or dishonest practices. This includes, but is not limited to:

- Misrepresentation of facts or information
- Falsification of documents or records
- Intentional omission of material information
- Engagement in any form of bribery or corruption (see our anti-corruption policy for additional guidelines)
- Intentional action or inaction in violation of laws, rules or regulations
- Manipulation of financial data or reports
- Abuse of power or position for personal gain

We always strive to do the right thing. If it is not clear what is right in a given situation, ask yourself the following questions:

- Is the decision or action consistent with this Code and the Company's core values?
- Is it consistent with Company policies?
- Is it in the best interest of our customers, collaborators, business partners, employees, Company and community?
- Have I confirmed that the decision or action does not involve any misrepresentation of information or deviation from normal procedures?
- Would I feel comfortable if my actions were made public?

If the answer to all of these questions is "yes," it's most likely ok to proceed. If the answer to any question is "no," or if you are unsure for any reason, hold off and ask your supervisor, the Company's General Counsel, or the Human Resources Department for advice before proceeding.

III. CONFLICTS OF INTEREST

A. Identifying Potential Conflicts of Interest

Employees, officers and directors must act in the best interests of the Company. You must refrain from engaging in any activity or having a personal interest that presents a "conflict of interest" and should seek to avoid even the appearance of a conflict of interest. A conflict of interest occurs when your personal interest interferes with the interests of the Company. A conflict of interest can arise whenever you, as an employee, officer or director, take action or have an interest that prevents you from performing your Company duties and responsibilities honestly, objectively and effectively.

Identifying potential conflicts of interest may not always be clear-cut. The following situations might reasonably be expected to give rise to a conflict of interest and should be identified to, and addressed by, the Company's General Counsel (or the General Counsel's specified designee) or the Board of Directors:

- **Outside Employment.** An employee being employed by, serving as a director of, or providing any services to a company that the individual knows or suspects is a material customer, supplier or competitor of the Company (other than services to be provided as part of an employee's job responsibilities for the Company).
- **Improper Personal Benefits.** An employee or director obtaining any material (as to the individual) personal benefits or favors, or material personal benefits or favors to such person's friends or family, because of the individual's position with the Company. Please see "Gifts
- **Financial Interests.** An employee or director, or such person's friends or family having a "material interest" (ownership or otherwise) in any company that the individual knows or suspects is a material customer, supplier or competitor of the Company and using the employee's position to influence a transaction with such company. Whether a "material interest" exists will be determined by the Company's General Counsel (or the General Counsel's specified designee) or the Board of Directors, as applicable, in light of all of the circumstances, including consideration of the relationship of the employee or director to the customer, supplier or competitor, the relationship of the employee to the specific transaction and the importance of the interest to the employee having the interest.
- **Loans or Other Financial Transactions.** An employee or director obtaining loans or guarantees of personal obligations from, or entering into any other personal financial transaction with, any company that the individual knows or suspects is a material customer, supplier or competitor of the Company. This guideline does not prohibit arms-length transactions with banks, brokerage firms or other financial institutions.
- **Service on Boards and Committees.** An employee or director serving on a board of directors or trustees or on a committee of any entity (whether profit or not-for-profit) whose interests reasonably would be expected to conflict with those of the Company.
- **Family Members.** The actions of family members outside the workplace may also give rise to the conflicts of interest described above because they may influence an employee's or director's objectivity in making decisions on behalf of the Company. A conflict of interest may also arise if an employee exercises supervisory or other authority over a employee with whom the employee has a familial or personal relationship. For purposes of this Code, "family members" include your spouse or life-partner, brothers, sisters, parents, in-laws and children, whether such relationships are by blood or adoption.

For purposes of this Code, a company is a "material" customer if the customer has made payments to the Company in the past year in excess of \$200,000. A company is a "material" supplier if the supplier has received payments from the Company in the past year in excess of \$200,000 or if lower, 5% of the supplier's gross revenues. If you are uncertain whether a particular company is a material customer or supplier, please contact the Company's General Counsel (or the General Counsel's specified designee) for assistance.

Notwithstanding the foregoing, in the case of the Company's non-employee directors, compliance herewith is subject to provisions of the Company's certificate of incorporation, bylaws and any stockholders agreement applicable to the Company, and in the case of any "related person" as defined under Item 404(a) of Regulation S-K is subject to the Company's Related Person Transaction Policy if such transaction meets the criteria of a related person transaction under such policy.

B. Disclosure of Conflicts of Interest

The Company requires that employees and directors disclose any situation that reasonably would be expected to give rise to a conflict of interest. If you suspect that you have a situation that could give rise to a conflict of interest, or something that others could reasonably perceive as a conflict of interest, you must report it in writing to your supervisor or the Company's General Counsel (or the General Counsel's specified designee), or if you are a director or executive officer, to the Board of Directors. The Company's General Counsel (or the General Counsel's specified designee) or the Board of Directors, as applicable, will work with you to determine whether you have a conflict of interest and, if so, how best to address it. All transactions that would give rise to a conflict of interest involving a director, executive officer or principal financial officer must be approved by the Board of Directors, and any such approval will not be considered a waiver of this Code.

IV. CORPORATE OPPORTUNITIES

As an employee or director of the Company, you have an obligation to advance the Company's interests when the opportunity to do so arises. If you discover or are presented with a business opportunity through the use of corporate property or information or because of your position with the Company, you should first present the business opportunity to the Company before pursuing the opportunity in your individual capacity. No employee or director may use corporate property, information or the individual's position with the Company for personal gain while employed by us or, for a director, while serving on our Board of Directors.

You should disclose to your supervisor the terms and conditions of each business opportunity covered by this Code that you wish to pursue. Your supervisor will contact the Company's General Counsel (or the General Counsel's specified designee) and the appropriate management personnel to determine whether the Company wishes to pursue the business opportunity. If the Company waives its right to pursue the business opportunity, you may pursue the business opportunity on the same terms and conditions as originally proposed and consistent with the other ethical guidelines set forth in this Code.

Notwithstanding the foregoing, in the case of the Company's non-employee directors, compliance herewith is subject to provisions of the Company's certificate of incorporation, bylaws and any stockholders agreement applicable to the Company.

V. CONFIDENTIAL INFORMATION

Employees and directors have access to a variety of confidential information regarding the Company. Confidential information includes all non-public, proprietary or confidential information that might be of use to competitors, or, if disclosed, harmful to the Company or its collaborators, customers or suppliers. Employees and directors have a duty to safeguard all confidential information of the Company or third parties with which the Company conducts business, except when disclosure is authorized or legally mandated, and disclosures of confidential information

should be made in accordance with the Company's Non-Disclosure Agreement Policy and applicable law. Unauthorized disclosure of any confidential information is prohibited. Additionally, employees and directors should take appropriate precautions to ensure that confidential or sensitive business information, whether it is proprietary to the Company or another company, is not communicated within the Company except to employees and directors who have a need to know such information to perform their responsibilities for the Company. An employee's and director's obligation to protect confidential information continues after the individual leaves the Company. Unauthorized disclosure of confidential information could cause competitive harm to the Company or its collaborators, customers or suppliers and could result in legal liability to you and the Company.

Any questions or concerns regarding whether disclosure of Company information is permitted or legally mandated should be promptly referred to, and any suspected theft or misuse of confidential information should be reported to the Company's General Counsel (or the General Counsel's specified designee).

VI. PERSONAL INFORMATION PRIVACY

The Company is committed to protecting the privacy and security of personal information relating to our customers, employees, suppliers, vendors, and business partners. "Personal information" is defined broadly to include any information capable of identifying an individual, such as a person's name, email address, phone number, account number, or IP address. Anyone with access to personal information must collect, store, transmit and use personal information only in accordance with Company policies and in compliance with applicable data protection laws. Personal information must be kept secure and protected from unauthorized access and should be collected and used only for legitimate business purposes in accordance with any applicable privacy notice. Personal information should not be shared with a third party unless a written contract with appropriate data privacy and security provisions is in place. Any potential security incidents or breaches involving personal information must be immediately reported to the Company's Information Technology Department. Taking special care to protect personal information and handle it properly builds trust with our customers, collaborators and business partners and other individuals interacting with us. Unlawful or unauthorized use or disclosure of personal information could harm the individuals whose information is compromised, and could expose the Company to legal liability, significant fines or reputational damage. Contact the Company's General Counsel (or the General Counsel's specified designee) with any questions you may have about data privacy requirements.

VII. COMPETITION AND FAIR DEALING

All employees should endeavor to deal fairly with fellow employees and with the Company's collaborators, licensors, customers, suppliers, and other business partners, and competitors. Employees should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice. Employees should maintain and protect any intellectual property licensed from licensors with the same care as they employ with regard to Company-developed intellectual property. Employees should not acquire confidential information by improper means or encourage improper disclosure of another company's confidential information from its past or present employees. Employees should also handle the nonpublic information of our collaborators, licensors, suppliers and customers responsibly and in accordance with our agreements with them, including information regarding their technology and product pipelines.

VIII. GIFTS AND ENTERTAINMENT

The giving and receiving of gifts is a common business practice. Appropriate business gifts and entertainment are welcome courtesies designed to build relationships and understanding among business partners. Gifts and entertainment, however, should not compromise, or appear to compromise, your ability to make objective and fair business decisions. In addition, it is important to note that the giving and receiving of gifts are subject to a variety of laws, rules and regulations applicable to the Company's operations. These include, without limitation, laws covering the marketing of products, bribery and kickbacks. You are expected to understand and comply with all laws, rules and regulations that apply to your job position.

It is your responsibility to use good judgment in this area. As a general rule, you may give or receive gifts or entertainment to or from collaborators, customers or suppliers only if the gift or entertainment is infrequent, modest, not in cash or cash equivalents (including gift certificates or gift cards), intended to further legitimate business goals and consistent with customary business practices, in compliance with applicable law or regulation, and provided the gift or entertainment would not be viewed as an inducement to or reward for any particular business decision. All gifts and entertainment expenses should be properly accounted for on expense reports.

You should make every effort to refuse or return a gift that is beyond these permissible guidelines. If it would be inappropriate to refuse a gift or you are unable to return a gift, you should promptly report the gift to your supervisor. Your supervisor will bring the gift to the attention of the General Counsel (or the General Counsel's specified designee), which may require you to donate the gift to an appropriate community organization. If you have any questions about whether it is permissible to accept a gift or something else of value, contact your supervisor or the General Counsel (or the General Counsel's specified designee) for additional guidance.

Note: Gifts and entertainment may not be offered or exchanged under any circumstances to or with any employees of any government, including, but not limited to, federal, state or local officials of any jurisdiction, and you must be careful that gifts and entertainment are not construed as bribes, kickbacks or other improper payments. See the Company's Global Anti-Corruption Policy for a more detailed discussion of our policies regarding giving or receiving gifts related to business transactions in other countries.

If you have any questions about the giving or receiving of gifts and/or entertainment, contact your supervisor or the General Counsel (or the General Counsel's specified designee) for additional guidance.

IX. COMPANY RECORDS

Accurate and reliable records are crucial to our business. Our records are the basis of our earnings statements, financial reports, regulatory submissions and many other aspects of our business and guide our business decision-making and strategic planning. Company records include, but are not limited to, financial records, personnel records, records relating to our technology, manufacturing and distribution, supplier lists, customer lists and all other records maintained in the ordinary course of our business.

All Company records must be complete, accurate and reliable in all material respects. Each employee and director must follow any formal document retention policy of the Company with respect to Company records within such employee's or director's control. Please contact your supervisor or the Company's General Counsel (or the General Counsel's specified designee) to obtain a copy of any such policy or with any questions concerning any such policy.

X. PROTECTION AND USE OF COMPANY ASSETS

Employees should protect the Company's assets and ensure their efficient use for legitimate business purposes only and not for any personal benefit or the personal benefit of anyone else. Theft, carelessness and waste have a direct impact on the Company's financial performance. The use of Company funds or assets, whether or not for personal gain, for any unlawful or improper purpose is prohibited.

Employees should be aware that Company property includes all data and communications transmitted or received to or by, or contained in, the Company's electronic or telephonic systems. Company property also includes all written communications. Employees and other users of this property should have no expectation of privacy with respect to these communications and data. To the extent permitted by law, the Company has the ability, and reserves the right, to monitor all electronic and telephonic communication. These communications may also be subject to disclosure to law enforcement, government officials, or other third parties. Consult the Company's Email and Electronic Communications Policy for more information.

XI. ACCURACY OF FINANCIAL REPORTS AND OTHER PUBLIC COMMUNICATIONS

As a publicly traded company, we are subject to various securities laws, regulations and reporting obligations. Both federal law and our policies require the disclosure of accurate and complete information regarding the Company's business, financial condition and results of operations. Inaccurate, incomplete or untimely reporting will not be tolerated and can severely damage the Company and result in legal liability.

The Company's principal financial officers and other employees working in the Finance Department have a special responsibility to ensure that all of our financial disclosures are full, fair, accurate, timely and understandable. These employees must understand and strictly comply with generally accepted accounting principles and all applicable standards, laws and regulations for accounting and financial reporting of transactions, estimates and forecasts.

XII. COMPLIANCE WITH LAWS AND REGULATIONS

Each employee and director has an obligation to comply with all laws, rules and regulations applicable to the Company's operations. These include, without limitation, laws covering bribery and kickbacks, the development, testing, manufacture, marketing and sale of our products, copyrights, trademarks and trade secrets, information privacy, insider trading, illegal political contributions, antitrust prohibitions, foreign corrupt practices, offering or receiving gratuities, environmental hazards, employment discrimination or harassment, occupational health and safety, false or misleading financial information or misuse of corporate assets. You are expected to understand and comply with all laws, rules and regulations that apply to your job position. If any doubt exists about whether a course of action is lawful, you should seek advice from your supervisor or the Company's General Counsel (or the General Counsel's specified designee).

A. Interactions with the Government

The Company may conduct business with the U.S. government, state and local governments and the governments of other countries. The Company is committed to conducting its business with all governments and their representatives with the highest standards of business ethics and in compliance with all applicable laws and regulations, including the special

requirements that apply to communications with governmental bodies that may have regulatory authority over our products and operations, such as government contracts and government transactions.

If your job responsibilities include interacting with the government, you are expected to understand and comply with the special laws, rules and regulations that apply to your job position as well as with any applicable standard operating procedures that the Company has implemented. If any doubt exists about whether a course of action is lawful, you should seek advice immediately from your supervisor and the Company's General Counsel (or the General Counsel's specified designee).

In addition to the above, you must obtain approval from the Company's General Counsel (or the General Counsel's specified designee) or the Chief Financial Officer for any work activity that requires communication with any member or employee of a legislative body or with any government official or employee. Work activities covered by this policy include meetings with legislators or members of their staffs or with senior executive branch officials on behalf of the Company. Preparation, research and other background activities that are done in support of lobbying communication are also covered by this policy even if the communication ultimately is not made. If any doubt exists about whether a given work activity would be considered covered by this provision, you should seek advice immediately from your supervisor and the Company's General Counsel (or the General Counsel's specified designee).

For additional information regarding the Company's policies on interactions with governments, please see the Company's Global Anti-Corruption Policy.

B. Political Contributions and Volunteer Activities

The Company encourages its employees and directors to participate in the political process as individuals and on their own time. However, federal and state contribution and lobbying laws severely limit the contributions the Company can make to political parties or candidates. It is the Company's policy that Company funds or assets not be used to make a political contribution to any political party or candidate unless prior approval has been given by the Company's General Counsel (or the General Counsel's specified designee). The Company will not reimburse you for personal political contributions. When you participate in non-Company political affairs, you should be careful to make it clear that your views and actions are your own, and not made on behalf of the Company. Please contact the Company's General Counsel (or the General Counsel's specified designee) if you have any questions about this policy.

C. Compliance with Antitrust Laws

Antitrust laws of the United States and other countries are designed to protect consumers and competitors against unfair business practices and to promote and preserve competition. Our policy is to compete vigorously and ethically while complying with all antitrust, monopoly, competition or cartel laws in all countries, states or localities in which the Company conducts business. Violations of antitrust laws may result in severe penalties against the Company and its employees, including potentially substantial fines and criminal sanctions.

The following are examples that constitute violations of applicable antitrust laws and regulations, and must not be engaged in under any circumstances: agreements with competitors to fix prices or any other terms and conditions of sale; agreements with competitors to boycott specified suppliers or customers; agreements with competitors or other third parties to allocate

products, territories or markets, to limit the production or sale of products or product lines or to influence competitive bidding; agreements with customers to fix resale prices; and any behavior that could be construed as an attempt to monopolize. You are expected to maintain basic familiarity with the antitrust principles applicable to your activities, and you should consult the Company's General Counsel (or the General Counsel's specified designee) with any questions you may have concerning compliance with these laws.

1. Meeting with Competitors

Employees should exercise caution in meetings with competitors. Any meeting with a competitor may give rise to the appearance of impropriety. As a result, if you are required to meet with a competitor for any reason, you should obtain the prior approval of an executive officer of the Company. You should try to meet with competitors in a closely monitored, controlled environment for a limited period of time. You should create and circulate agendas in advance of any such meetings, and the contents of your meeting should be fully documented.

2. Professional Organizations and Trade Associations

Employees should be cautious when attending meetings of professional organizations and trade associations at which competitors are present. Attending meetings of professional organizations and trade associations is both legal and proper, if such meetings have a legitimate business purpose and are conducted in an open fashion, adhering to a proper agenda. At such meetings, you should not discuss the Company's pricing policies or other competitive terms or any other proprietary, competitively sensitive information. You are required to notify your supervisor or the Company's General Counsel (or the General Counsel's specified designee) prior to attending any meeting of a professional organization or trade association.

D. Compliance with Insider Trading Laws

Consistent with the Company's Insider Trading Compliance Policy, the Company's employees and directors are prohibited from trading in the stock or other securities of the Company while in possession of material nonpublic information about the Company. In addition, Company employees and directors are prohibited from recommending, "tipping" or suggesting that anyone else buy or sell the Company's stock or other securities on the basis of material non-public information. Employees and directors who obtain material non-public information about another company in the course of their duties are prohibited from trading in the stock or securities of the other company while in possession of such information or "tipping" others to trade on the basis of such information. Information is considered "material" if there is a substantial likelihood that a reasonable investor would consider it important in making a decision to buy, sell, or hold a security, or if the information is likely to have a significant effect on the market price of the security. Material information can be positive or negative, and it can relate to virtually any aspect of a company's business or to any type of security, debt or equity. Information is "non-public" if it is not available to the general public. Violation of insider trading laws can result in severe fines and criminal penalties, as well as disciplinary action by the Company, up to and including, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors. You are required to read carefully and observe our Insider Trading Compliance Policy, as amended from time to time. Please contact the Company's General Counsel (or the General Counsel's specified designee) for a copy of the Insider Trading Compliance Policy or with any questions you may have about insider trading laws.

E. Public Communications and Regulation FD

1. Public Communications Generally

The Company places a high value on its credibility and reputation in the community. What is written or said about the Company in the news media and investment community directly impacts our reputation, positively or negatively. Our policy is to provide timely, accurate and complete information in response to public requests (from media, analysts, etc.), consistent with our obligations to maintain the confidentiality of competitive and proprietary information and to prevent selective disclosure of market-sensitive financial data. Consult the Company's Non-Disclosure Agreement Policy for guidance on maintaining the confidentiality of competitive and proprietary information and preventing selective disclosure of market-sensitive financial data.

2. Social Media

The Company respects employees' rights to participate in social networking. When engaging with social media, blogs or online publishing platforms outside of work, you should be thoughtful and cautious about what you share online. You must not make any representations on the Company's behalf, and you should make it clear that you are speaking only in your personal capacity. Social media activities should not interfere with work commitments.

Where your job responsibilities include interaction with social media, you must use good judgment and follow any applicable Company policies. Be aware that anything you say publicly that puts the Company in a negative light could have implications for your employment status. You should not discuss or disclose any Company confidential information, personal information, or confidential information regarding our customers, collaborators, or other business partners. You should also make sure that you comply with the Company's copyright, trademark, or other intellectual property rights, or those of any third party. Consult the Company's Social Media Networking Policy for more information and contact the Company's Marketing Communications team or the General Counsel if you have any questions about social media use.

3. Compliance with Regulation FD

In connection with its public communications, the Company is required to comply with a rule under the federal securities laws referred to as Regulation FD (which stands for "fair disclosure"). Regulation FD provides that, when we disclose material non-public information about the Company to securities market professionals or the Company's stockholders (where it is reasonably foreseeable that the stockholders will trade on the information), we must also disclose the information to the public. "Securities market professionals" generally include analysts, institutional investors and other investment advisors.

The Company has designated certain individuals as "spokespersons" who are responsible for communicating with analysts, institutional investors and representatives of the media. Any employee or director who is not a designated spokesperson of the Company may not communicate any information about the Company to analysts, institutional investors, other stockholders or representatives of the media, except at the request of, or as approved by, the Company's designated spokespersons.

For more information on the Company's policies and procedures regarding public

communications and Regulation FD, please contact the Company's General Counsel (or the General Counsel's specified designee) with any questions you may have about disclosure matters.

F. Anti-corruption Compliance and The U.S. Foreign Corrupt Practices Act

The Company is committed to complying with the U.S. Foreign Corrupt Practices Act (the "**FCPA**"), the United Kingdom Bribery Act, and other anti-corruption laws applicable in the countries in which we do business. These laws prohibit the Company and its employees, directors, officers, and agents from offering, giving, or promising money or any other item of value, directly or indirectly, to any government official, political party, candidate for political office, official of a public international organization, and/or employee of a commercial organization to win or retain business, to exert improper influence, or to secure an improper advantage for the Company. The Company prohibits employees, directors, and officers from giving bribes, kickbacks, or other improper inducements to, or receiving them from, anyone. This includes small payments, such as "facilitation" or "grease" payments. Bribes can take many forms, and can include giving cash or gift cards, providing entertainment, offering inappropriate discounts, or providing services or other benefits to a family member or a friend of someone you seek to influence.

The Company can be held liable for bribery committed by third parties, and thus expressly prohibits payments to agents acting on the Company's behalf if there is reason to believe that the payment will be used indirectly for a prohibited payment. Indirect payments include any transfer of money or other item of value to another individual or organization where the person making the transfer knows or has reason to know that some or all of that transfer is for the benefit of an individual to whom direct payments are prohibited. When selecting third party agents, conduct an assessment of their reputation, integrity and compliance by following the Company's third party agent due diligence procedure. If you become aware that a third party agent is or may be engaging in unethical or illegal activities, do not participate and contact the Company's General Counsel immediately.

Violation of the FCPA and other applicable anti-corruption laws is a crime that can result in severe fines and criminal penalties, as well as disciplinary action by the Company, up to and including, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors. For further guidance regarding our anti-corruption policies and procedures, please see the Company's Global Anti-Corruption Policy.

G. Import Laws and Counter-terrorism

The Company must comply with import regulations as well as counter-terrorism requirements when engaging in international trade. If you are involved with importing, you need to be aware of the applicable governmental regulations and requirements, including those required by the Customs-Trade Partnership Against Terrorism (C-TPAT). A failure to comply can result in fines, penalties, imprisonment and/or a loss of import privileges. For more information, please contact the Company's Global Trade Compliance team.

The Company is committed to conducting business in compliance with applicable anti-money laundering, anti-terrorist financing and economic sanctions laws and regulations. Money laundering is a process criminals, terrorists and others use to hide the proceeds of illegal activity and make the funds appear legitimate. Economic sanctions laws restrict business dealings with

specific governments and jurisdictions, as well as individuals and entities designated under programs related to terrorists and international criminal organizations, weapons of mass destruction, narcotics trafficking and more. Use good judgment and look out for red flags when working with customers, collaborators, agents and business partners. Always be aware of who is involved in every transaction, and only conduct business with reputable third parties engaged in legitimate business activities. Immediately report any suspicious activity to the Company's General Counsel (or the General Counsel's specified designee).

H. International Trade Laws

Company employees and agents must know and comply with U.S. laws and regulations that govern international operations, as well the local laws of countries where the Company operates. The United States and many other countries have laws that restrict or otherwise require licensing for the export, re-export or import of certain goods and services to other countries or to certain parties. U.S. laws and regulations also impose various trade sanctions or embargoes against other countries or persons and prohibit cooperation with certain boycotts imposed by some countries against others. The Company does not participate in prohibited boycotts.

The scope of these licensing requirements, trade sanctions and trade embargoes may vary from country to country. They may range from specific prohibitions on trade of a given item to a total prohibition of all commercial transactions. It is important to note that the Company may not facilitate or encourage a third party to perform a transaction that it could not perform itself pursuant to applicable export or sanctions laws. Employees involved in export transactions or international operations must familiarize themselves with the list of countries against which the United States maintains comprehensive sanctions and the rules relating to exporting to or transacting with such countries, either directly or indirectly through foreign subsidiaries or other third parties. Employees are encouraged to look out for red flags when working with customers, collaborators, agents and business partners.

Due to the complexities of these international trade laws, contact the Company's Global Trade Compliance team before exporting, re-exporting or importing goods or services, or engaging in transactions with countries or persons that may be affected by economic or trade sanctions. If requested to participate in or cooperate with an international boycott that the United States does not support (e.g., the boycott of Israel sponsored by the Arab League), you may not agree to or comply with such request. Immediately report this request to the Company's General Counsel (or the General Counsel's specified designee), as the Company may have a legal obligation to report the request. Failure to comply with international trade laws can result in civil or criminal penalties for individuals involved, and the loss of export privileges for the Company.

I. Tax Evasion

All employees, business partners, or any other third parties who provide services to or on behalf of the Company ("Associated Persons") must not facilitate tax evasion by another person or provide any assistance to someone who they know or suspect is engaged in tax evasion. We expect all Associated Persons to maintain appropriate controls and procedures to address the risk of any employees or business partners facilitating tax evasion by another person or company.

XIII. ENVIRONMENT, HEALTH AND SAFETY

The Company is committed to providing a safe and healthy working environment for its employees and to avoiding adverse impact and injury to the environment and the communities in which it does business. Company employees must comply with all applicable environmental, health and safety laws, regulations and Company standards. It is your responsibility to understand and comply with the laws, regulations and policies that are relevant to your job. Failure to comply with environmental, health and safety laws and regulations can result in civil and criminal liability against you and the Company, as well as disciplinary action by the Company, up to and including termination of employment. You should contact the Company's General Counsel (or the General Counsel's specified designee) if you have any questions about the laws, regulations and policies that apply to you.

A. Environment

All Company employees should strive to conserve resources and reduce waste and emissions through recycling and other energy conservation measures. You have a responsibility to promptly report any known or suspected violations of environmental laws or any events that may result in a discharge or emission of hazardous materials.

B. Health and Safety

The Company is committed not only to complying with all relevant health and safety laws, but also to conducting business in a manner that protects the safety of its employees. All employees are required to comply with all applicable health and safety laws, regulations and policies relevant to their positions. If you have a concern about unsafe conditions or tasks that present a risk of injury to you, please report these concerns immediately to your supervisor or the Company's General Counsel (or the General Counsel's specified designee).

C. Employment Practices

The Company pursues fair employment practices in every aspect of its business. The following is only intended to be a summary of certain of our employment policies and procedures. Copies of the Company's detailed policies are available on the Company's Intranet site. Company employees must comply with all applicable labor and employment laws, including anti-discrimination laws and laws related to freedom of association and privacy. It is your responsibility to understand and comply with the laws, regulations and policies that are relevant to your job. Failure to comply with labor and employment laws can result in civil and criminal liability against you and the Company, as well as disciplinary action by the Company, up to and including termination of employment. You should contact the Company's General Counsel (or the General Counsel's specified designee) if you have any questions about the laws, regulations and policies that apply to you.

D. Harassment and Discrimination

The Company is committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, age, disability, veteran status

or other characteristic protected by law. The Company also prohibits harassment based on these characteristics in any form, whether physical, verbal or visual, and whether committed by supervisors, non-supervisory personnel or non-employees. Harassment may include, but is not limited to, offensive sexual flirtations, unwanted sexual advances or propositions, verbal abuse, sexually or racially degrading words, or the display in the workplace of sexually suggestive or racially degrading objects or pictures. In addition to violating this Code, discrimination, harassment or retaliation based on any protected characteristic may violate applicable law.

If you have any complaints or concerns about discrimination or harassment, report such conduct immediately to the Human Resources Department. All complaints will be treated with sensitivity and discretion. Your supervisor and the Company will protect your confidentiality to the extent possible, consistent with law and the Company's need to investigate your concern. Where our investigation uncovers harassment or discrimination, we will take prompt corrective action, which may include disciplinary action by the Company, up to and including, termination of employment. The Company strictly prohibits retaliation against an employee who, in good faith, files a complaint.

Any member of management who has reason to believe that an employee has been the victim of harassment or discrimination or who receives a report of alleged harassment or discrimination is required to report it to the relevant Human Resources personnel immediately.

E. Modern Slavery and Human Trafficking

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

F. Alcohol and Drugs

The Company is committed to maintaining a drug-free workplace. All Company employees must comply strictly with Company policies regarding the abuse of alcohol and the possession, sale and use of illegal drugs (for the purpose of this Code, "illegal drugs" includes marijuana). Drinking alcoholic beverages is prohibited while on duty or on the premises of the Company, except at specified Company-sanctioned events or as otherwise authorized by management. Possessing, using, selling or offering illegal drugs and other controlled substances is prohibited under all circumstances while on duty or on the premises of the Company. Likewise, you are prohibited from reporting for work, or driving a Company vehicle or any vehicle on Company business, while under the influence of alcohol or any illegal drug or controlled substance.

G. Violence Prevention and Weapons

The safety and security of Company employees is vitally important. The Company will not

tolerate violence, threats of violence or physical intimidation in, or related to, the workplace. If you experience, witness or otherwise become aware of a violent or potentially violent situation that occurs on the Company's property or affects the Company's business you must immediately report the situation to your supervisor or the relevant Human Resources personnel.

The Company does not permit any individual to have weapons of any kind on Company property or in vehicles, while on the job or off-site while on Company business. This is true even if you have obtained legal permits to carry weapons. The only exception to this policy applies to security personnel who are specifically authorized by Company management to carry weapons.

XIV. ACKNOWLEDGMENT

To help ensure compliance with the Code, the Company requires that all directors, officers and Company employees review the Code and acknowledge in writing (on the attached form) their understanding of, and their agreement to comply with the Code when joining the Company and periodically thereafter.

XV. CONCLUSION

This Code contains general guidelines for conducting the business of the Company consistent with the highest standards of business ethics. If you have any questions about these guidelines, please contact your supervisor or the Company's General Counsel (or the General Counsel's specified designee). The Company expects all of its employees and directors to adhere to these standards.

This Code, as applied to the Company's principal financial officers, shall be our "code of ethics" within the meaning of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules and regulations promulgated thereunder.

This Code and the matters contained herein are neither a contract of employment nor a guarantee of continuing Company policy. The Company reserves the right to amend, supplement or discontinue this Code and the matters addressed herein, without prior notice, at any time.

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Last Reviewed and Updated: November 11, 2024