

## Anti-Slavery and Human Trafficking Statement

May 13, 2025

**Introduction.** Analog Devices, Inc. (NASDAQ: ADI) is a global semiconductor leader that bridges the physical and digital worlds to enable breakthroughs at the Intelligent Edge. ADI combines analog, digital, and software technologies into solutions that help drive advancements in digitized factories, mobility, and digital healthcare, combat climate change, and reliably connect humans and the world. With revenue of \$9 billion in fiscal year 2024 and approximately 25,000 people globally working alongside 125,000 global customers, ADI ensures today's innovators stay Ahead of What's Possible. It continues to be a priority for ADI to ensure that we trade ethically, source responsibly and work to prevent slavery and human trafficking throughout our organization and in our supply chain.<sup>1</sup>

**Policies and Standards.** ADI recognizes that slavery and human trafficking can occur in many forms, such as forced labor, child labor, domestic and indentured servitude, sex trafficking, and workplace abuse. We maintain appropriate policies in place that underpin our commitment to prevent slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

ADI is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to electronics supply chain responsibility. As a member in good standing, we are committed to complying with the [RBA Code of Conduct](#) (RBA Code) within our own operations, and we expect our suppliers to comply with the RBA Code in their operations as well. The RBA Code contains standards intended to eradicate slavery and human trafficking in the electronics supply chain. These standards promote best practices in a number of areas affecting human rights, including freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association. RBA's audit process is a critical component to our strategy for ensuring the protection of human rights in our supply chain.

In alignment with the RBA Code, ADI's [Code of Corporate Social Responsibility](#) and [Code of Business Conduct and Ethics](#) (ADI Codes) draw upon internationally recognized standards to promote ethical conduct, social and environmental responsibility in the workplace and its business. The ADI Codes expressly states that ADI does not condone the use of forced, involuntary or child labor in any of our facilities, and further lays out the following principles against involuntary labor:

- Forced, bonded, indentured, or prison labor should not be used in the workplace.
- All work must be voluntary, and workers should be free to leave work or terminate their employment with reasonable notice.

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<sup>1</sup> On January 1, 2012, the California Transparency in Supply Chains Act of 2010 went into effect. The law requires companies to make certain website disclosures regarding their efforts to eradicate slavery and human trafficking within their supply chains. In October 2015, the United Kingdom's Modern Slavery Act also became effective. It requires companies with operations in the UK to disclose their efforts to eliminate slavery and human trafficking in their business and their supply chain. The revised Federal Acquisition Regulation FAR 52.222-50 ("Combating Trafficking in Persons") and new FAR provision 52.222-56 ("Certification Regarding Trafficking in Persons Compliance Plan") are aimed at removing slavery and human trafficking from the U.S. Federal Government contracting supply chain.



AHEAD OF WHAT'S POSSIBLE™

- Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment, unless such holdings are required by law.
- Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

Supply Chain Due Diligence. Before conducting business with Analog Devices, new ADI suppliers are required to sign ADI's [Supplier's Ethics Commitment](#) and agree to comply with the ADI Codes and RBA Code. Our standard Terms and Conditions of Purchase and our standard service agreements also contain clauses that (1) require full compliance with all applicable laws and regulations on employment, labor, and human rights, and (2) pass down the RBA Code to our vendors and service providers and require notification in the event of noncompliance.

Every two years, certain ADI suppliers have a validated assessment program (VAP) compliance audit conducted by an independent, third-party auditor that has been approved by the RBA and are specially trained in social and environmental auditing and the VAP protocol. ADI has the ability to nominate a supplier for a VAP audit if the supplier's Self-Assessment Questionnaire (SAQ) raises concerns. If an audit reveals a supplier's non-compliance, the supplier is given a specified period of time to remedy the findings and implement systems to prevent recurrences. ADI reports to the RBA as part of our compliance requirement on how many of the ADI-owned facilities and supplier facilities have completed an SAQ and if there were any significant findings from any of the audits on those suppliers.

Training. All ADI employees receive ethics and compliance training on the ADI Codes, which prohibits forced labor and child labor. Employees must certify that they have read, understand and will comply with the ADI Codes and are instructed to report any observed violations.

Whistleblower Program. ADI has a process to enable anyone, including employees, contractors, employees of ADI suppliers and other external stakeholders, to report concerns through ADI's third party-operated Ethics Hotline (online at [www.analog.ethicspoint.com](http://www.analog.ethicspoint.com) or by phone). ADI's toll-free Ethics Hotline allows for anonymous reporting, when permitted by applicable law. ADI has developed processes to ensure that reports are promptly reviewed, and corrective actions are implemented, if appropriate, and the outcome of the investigation is conveyed to the reporter and respondent. ADI prohibits retaliation against anyone who in good faith makes a report assists ADI in identifying or investigating suspected violations of ADI Codes or the law. Additionally, ADI takes proactive steps to prevent retaliation.

A handwritten signature in cursive script that reads "Vincent Roche".

Chairman of the Board