Anti-Slavery and Human Trafficking Statement

June 2026

Introduction

Analog Devices, Inc. (ADI) is a global semiconductor leader that bridges the physical and digital worlds to enable breakthroughs at the Intelligent Edge. With approximately 24,000 employees serving nearly 125,000 customers worldwide, ADI strives to operate ethically and protect human rights across our operations and supply chain.

Respect for human rights is rooted in our values and applies wherever we do business. These principles apply to all employees and contingent workers, products, and services, as well as our business relationships, including our supply chains. This Statement outlines our practices from the prior year to identify, prevent, mitigate, and remediate risks of modern slavery and human trafficking across our global operations. We are guided by recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

Our Business and Supply Chain

ADI combines analog, digital, artificial intelligence (AI), and software technologies into solutions that help drive advancements in automation and robotics, mobility, energy and data centers, and healthcare, combat climate change, and reliably connect humans and the world. Our customer-centric manufacturing organization delivers world-class, quality products. We help our customers solve their most challenging technology problems. ADI's hybrid manufacturing strategy is foundational for our overall resiliency strategy. Based on a strong network of wafer fabrication plants, foundries, and assembly and test factories that are owned by ADI or our trusted partners, this manufacturing network helps to insulate ADI from external factors while providing the means to increase output and scale rapidly to meet customer needs.

Governance and Oversight

ADI's approach to human rights is directed by our Head of ESG and Human Rights who also leads ADI's Human Rights Committee. This Committee is a collaboration of departments across the company who are responsible for various aspects of our overall program, including representatives from Procurement, HR, Compliance, Operations, and Legal. ADI's Head of ESG and Human Rights provides regularly updates ADI's Board of Directors and executive leadership on ESG matters, including human rights risks and activities. This statement is produced and overseen by ADI's Central ESG Team in coordination with leadership from across the company.

Policies and Standards

ADI's human rights requirements for all global workers are incorporated in our corporate policies. Our Code of Corporate Social Responsibility and Code of Business Conduct and Ethics expressly forbid the use of forced, involuntary, or child labor in our own operations and in our supply chain. As stated in our policies, we believe in and expect humane treatment of all workers, safe working conditions free from discrimination and persecution, and a work environment where people are treated with respect and dignity. Our approach is aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

ADI has adopted the Responsible Business Alliance's (RBA) Code of Conduct for our own operations, and we cascade those expectations to our suppliers, and their supply chains. RBA's Code sets forth standards on social, environmental, and ethical responsibility.

Suppliers attest to our Supplier Ethics Commitment which prohibits forced, involuntary, and child labor, and sets expectations for fair treatment, safe working conditions, and appropriate management systems. We expect suppliers to uphold human rights, cascade requirements to sub-suppliers, and promptly address and disclose compliance gaps.

Risk Assessments and Due Diligence Practices

ADI conducts risk assessments that consider geography, industry specific risks, recruitment channels, and past audit results. Our risk mapping process incorporates information from external indices (such as government reports on trafficking or child labor), RBA Self-Assessment Questionnaires (SAQ), prior audit performance, migrant labor exposure, and sector specific risks. These assessments are also informed by ADI's participation in industry associations and engagement with investors and NGOs. We prioritize the highest-risk areas in our global value chain, such as manufacturing sites, outsourced operations, raw-material sourcing, and labor recruitment.

We use RBA's SAQ and Validated Assessment Program (VAP) to evaluate supplier risks and verify conformance. When SAQ results raise concerns, ADI may nominate suppliers for third-party VAP audits. Findings trigger corrective action plans with defined timelines and preventive controls to prevent recurrence.

Audits and Remediation

We complete RBA SAQs for our own manufacturing[1] facilities and audit them in accordance with the RBA-recommended schedule. Findings are investigated and remedied through appropriate corrective action plans.

ADI attains supplier audits via the RBA based on risk and may also perform random or targeted reviews prompted by red flags such as SAQ results or incident reports. ADI personnel and/or third-party auditors review facilities, records, and conduct worker interviews. In line with RBA's Code, when noncompliance is identified, ADI requires corrective action plans with defined timelines, conducts follow-up checks, and may discontinue business with suppliers that fail to remediate issues.

Training and Awareness

All ADI employees complete annual ethics and compliance training covering our Code of Conduct and Business Ethics, including the prohibition of forced and child labor. Supplier-facing roles also received human rights training.

Grievance Mechanisms

ADI offers an independently managed Ethics Hotline for both internal and external stakeholders—accessible online and by phone—with options for anonymous reporting where legally permitted. All reports are reviewed promptly, and corrective actions are implemented as appropriate. Outcomes are communicated in line with privacy and legal requirements. ADI does not tolerate retaliation against anyone who in good faith makes a report or assists ADI in identifying suspected violations of the law, ADI's Code, the Code of Corporate Social Responsibility, or other company policies or procedures, or participates in an internal investigation.

[1] Manufacturing facilities include locations with fabrication, assembly, and/or test on-site

Continuous Improvement

ADI assesses the effectiveness of our human rights program through a variety of KPIs across our business, including, but not limited to, SAQ and audit results. ADI's Human Rights Committee is designed to assess risks, discuss concerns, and share progress and best practices. We continuously seek opportunities to enhance our human rights practices and further integrate human rights throughout our value chain, including engaging Human Rights experts to inform our program.

This Statement was approved and signed by ADI's CEO and Chair of the Board of Directors, Vincent Roche.

