

Analog Devices, Inc. (ADI) Environment, Health, & Safety (EHS) Policy



Vision:

Analog Devices, Inc. (ADI), its leadership, and its employees endeavor to operate an exceptionally safe and healthy work environment, as well as to promote environmental compliance and sustainability, conserving resources and mitigating climate change as responsible stewards of the environment.

Mission:

- ▶ Foster a culture of shared responsibility and risk management, establishing a compliant and protective work environment.
- ▶ Establish management systems predicated on continual improvement in all areas of EHS, including mitigating risks, managing our environmental footprint and resource use, and driving towards net zero emissions by 2050 or sooner.
- ▶ Partner with stakeholders across our organization and value chain to ensure our mission is understood and achieved.

ADI's EHS Commitments:

- ▶ Protect ADI's staff, contractors, facilities, and neighboring communities from health and safety hazards and provide means and opportunities for employee engagement.
- ▶ Adhere to or surpass EHS regulatory and industry standards across all our facilities and meet compliance obligations.
- ▶ Manage ADI's risks and opportunities proactively and collectively, leveraging our culture of accountability and continual improvement to advance our efforts in all areas of EHS.
- ▶ Employ rigorous controls to protect people and the environment to prevent health and safety incidents and promote environmental preservation, including conservation of resources, waste minimization, pollution prevention, and protection of natural ecosystems.
- ▶ Collaborate proactively with our stakeholders, including customers, suppliers, contractors, and others doing work on our behalf across our value chain to work together to improve EHS programs and outcomes.
- ▶ Leverage our expertise to influence positive design, helping to mitigate risks in our operations to both people and planet.

In support of these principles, ADI sets annual environmental and occupational health & safety objectives material to our operations and provides the resources to achieve them. The definition of objectives and continual improvement of EHS performance are overseen by ADI's senior leadership for operations, with the Global EHS organization responsible for tracking and implementation.

A handwritten signature in black ink that reads 'Vivek Jain'.

Vivek Jain
Executive Vice President
Global Operations & Technology