



## MICROCHIP TECHNOLOGY INCORPORATED (MICROCHIP)

### ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Microchip Technology Incorporated is committed to safeguarding the environment and operating in a way that protects the health and safety of our employees, contractors, vendors, and communities. We aim to deliver products and services that are environmentally responsible throughout their entire life cycle. All aspects of our business are managed with a focus on safety, environmental stewardship, and aligning sound business practices that support competitive performance.

#### Management Commitment

Microchip's management is devoted to developing, implementing, maintaining, and continually improving our environmental, health, and safety (EHS) programs. Management sets clear expectations, ensures compliance with company policies, and integrates environmental considerations into planning and decision-making processes. Microchip also engages constructively in shaping public policy that is practical and based on sound business principles.

#### Health and Safety

The health and safety of our employees and the communities in which we operate are central to our policies and decision-making. We use the OSHA "Hierarchy of Controls" to maintain a safe and healthy environment for our employees, contractors, vendors, and local communities. Our health and safety programs are held to the highest professional standards, reflecting our ongoing commitment to continuous improvement and responsible operations.

#### Pollution Prevention

Microchip is committed to identifying, evaluating, and implementing pollution prevention opportunities. This includes minimizing the use of hazardous materials, reducing hazardous waste generation, promoting recycling and the use of recycled materials, and applying appropriate engineering controls.

#### Compliance

We comply with applicable federal, state and local EHS laws, regulations, and permits. Legal compliance is our minimum standard. Employees are responsible for upholding the standards in this policy and are expected to report any concerns to management.

#### Planning and Assessment

Environmental, health, and safety considerations are integrated into our business with the support of all our employees. Management reviews capital projects and operational plans to ensure alignment with this policy and its objectives. We implement, maintain, and internally assess programs to ensure alignment with our policy.

This policy is publicly available and communicated to all Microchip employees. All employees, including contract workers, are required to adhere to Microchip EHS procedures. Failure to comply may result in the removal from premises and/or termination of business relationships.

Steve Sanghi  
President and CEO

September 29, 2025  
Date