EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION

POLICY

We design jobs and provide opportunities promoting employee teamwork, productivity, creativity, pride in work, trust, integrity, fairness, involvement, development, and empowerment. We base recognition, advancement, and compensation on an employee's achievement of excellence in company, and both team and individual performance. We foster our employees' health and welfare by offering competitive and comprehensive employee benefits.

At Microchip, we acknowledge and protect the right of all employees and applicants to be treated fairly, as individuals, free from illegal discrimination, harassment, bullying, intimidation, and retaliation. We are committed to providing a safe and inclusive work atmosphere and recognize that our success depends on the inclusion of all qualified people who work for and with our company.

1. Microchip is an Equal Employment Opportunity (EEO) employer. Our EEO commitment extends to all employment-related decisions, including, but not limited to advertising, recruiting, hiring, training, evaluation, promotion, transfer, work assignments, accommodation requests, requests for leave, compensation, benefits, disciplinary actions, layoff, discharge, termination, application of policies, and participation in company activities, programs, or events, as well as decisions regarding any other terms, conditions, or privileges of employment. Our EEO commitment requires and ensures that all employees and qualified applicants are considered, evaluated, and treated solely on the basis of merit, competence, work experience and job qualifications, including job performance, the ability to work well with others, and other job-related criteria. Our EEO commitment requires and ensures that all employees and applicants are considered, evaluated and treated without regard to race, color, ethnicity, religious creed or beliefs, age, national or social origin, ancestry, citizenship status, marital or familial status, political affiliation, physical or mental disability, legally-protected medical condition, genetic information, pregnancy, gender (including gender expression and gender identity, transgender, and sex stereotyping), sex (including pregnancy, childbirth, breastfeeding, or related medical condition and sex stereotyping), sexual orientation, military or veteran status, protected activity (such as opposition to or reporting of prohibited discrimination or harassment, or seeking an accommodation for a disability), or any other status or classification protected by applicable federal, state, and/or local laws. Microchip will also make reasonable accommodations for disabled applicants and employees, including accommodations for pregnancy and childbirth, and for the sincerely held religious beliefs of applicants and employees depending upon

individual circumstances, unless such accommodation would create an undue hardship on the company.

2. Microchip is an at-will employer, meaning the employer or employee can terminate the employment relationship at any time, for any reason (except an illegal one such as Title VII), without requiring a specific duration of employment or a contractual agreement. Refer to HR-410 Disciplinary Actions Performance Improvement Plan for further information.
3. Policies under Microchip are not a contract and employees should not view them as creating contractual rights for themselves or obligations to Microchip. Microchip may interpret, and modify or eliminate them at any time, in its sole discretion.

4. All managers, supervisors and employees are responsible for maintaining a work environment that is free from discrimination, harassment, and retaliation, and for promptly reporting violations or suspected violations of this policy.

5. If you believe that you have been subjected to, witnessed, or otherwise learned of conduct prohibited by this policy by anyone -- whether the individual involved is a supervisor, co-worker, supplier, vendor, contingent worker, or customer -- you should immediately report it. Reports may be made to your direct supervisor, any manager to whom you or your supervisor report (directly or indirectly), the VP of Human Resources or to the Human Resources Department at HR.Compliance@Microchip.com.

   - Reports will be kept confidential to the fullest extent possible, consistent with the company's need to conduct a full, fair, and complete investigation of the information reported.

   - No adverse employment action will be taken against any employee for reporting a suspected violation of this policy.

   - Once a report is made, a prompt and objective investigation will be conducted.

   - Appropriate corrective action will be taken based on the findings of the investigation, to ensure that any conduct prohibited by this policy stops, and any appropriate discipline is imposed, up to and including termination, for any violations of this policy.

   You have multiple avenues to report the conduct to ensure that you are comfortable doing so, and to ensure that you are not required to report the conduct to your supervisor, manager, or any other person if that person is the subject of the report. Supervisors or managers who

receive reports or observe such conduct must immediately report it to the VP of Human Resources.

Cross Reference	**MCHP Policy No.**
Recruitment/Selection	MCHP-110
Disciplinary Actions	MCHP-410
Open Door	MCHP-500
Harassment	MCHP-610