



California Transparency in Supply Chains Act and UK Modern Slavery Act Disclosure Statement

Microchip Technology Incorporated and its worldwide subsidiaries and affiliates (“Microchip”, “we”, “us”, and “our”) support human rights and social responsibility. The State of California and the United Kingdom require manufacturers doing business in their respective jurisdictions to disclose their efforts to eradicate slavery and human trafficking from their direct supply chain for tangible goods offered for sale (hereinafter “Microchip’s Disclosure”). The United Nations Global Compact includes specific labor standards related to freely chosen employment, child labor avoidance, working hours, wages, benefits, and humane treatment. The ten principles of the UN Global Compact can be reviewed at www.unglobalcompact.org. Microchip has incorporated many of these principals into its own Code of Business Conduct and Ethics, Compliance with Laws, and other policies.

COMPANY OVERVIEW

Microchip Technology Incorporated was incorporated in Delaware in 1989. Our executive offices are located at 2355 West Chandler Boulevard, Chandler, Arizona 85224-6199 and our telephone number is (480) 792-7200. Our Internet address is www.microchip.com. Microchip’s Disclosure is posted on our website.

Microchip develops, manufactures, and sells specialized semiconductor products used by its customers for a wide variety of embedded control applications. Our product portfolio is comprised of general purpose and specialized 8-bit, 16-bit, and 32-bit microcontrollers, a broad spectrum of high-performance linear, mixed-signal, power management, thermal management, radio frequency (RF), timing, safety, security, wired connectivity and wireless connectivity devices, as well as serial EEPROMs, Serial Flash memories, Parallel Flash memories and serial SRAM memories. We also license Flash-IP solutions that are incorporated into a broad range of products. Our synergistic product portfolio targets thousands of applications worldwide and a growing demand for high-performance designs in the automotive, aerospace, communications, computing, consumer and industrial control markets.

A more detailed discussion of our product categories and the products relating to each category, along with a description of our global business operations, are contained in our Annual Reports, available on our webpage.

DISCLOSURES

Microchip makes the following disclosures:

- 1) Microchip’s supplier agreements and purchase order terms and conditions (“Agreements”) obligate our suppliers to a broad spectrum of social and environmental compliance requirements, including prohibitions on the use of forced labor and child labor. The Agreements

require adherence to applicable laws, and Microchip promotes adherence to the UN Global Compact. Microchip does not require suppliers to separately certify in writing their compliance to slavery and human trafficking laws.

- 2) Microchip has analyzed our business operations and believes the greatest slavery and human trafficking risks reside in our supply chain. Microchip conducts quarterly business reviews with its significant subcontractors and makes visits to their facilities in order to review their labor practices. Microchip does not currently formally audit its entire direct supply chain for human trafficking and slavery, nor does it use a third party to verify the labor practices of its entire direct supply chain.
- 3) Microchip typically uses direct material suppliers that are either ISO9001 or TS16949 certified. Capabilities and quality standards are surveyed and reviewed at the time of supplier selection. Microchip may request and review third-party audit results as part of the selection process. Absent other concerns arising during the supplier relationship, audits are primarily to review quality and supporting documentation. Microchip's wafer foundry suppliers are audited with site visits on a periodic basis, some annually. Supplier audits do not currently include a written assessment of labor standards; however, we are updating our supplier audit to include this assessment. Concerns that may arise through these visits will receive follow up. Audits are announced and conducted by Microchip personnel, not a third party, although third-party audit findings may be reviewed.
- 4) Microchip's Compliance with Laws policy applies to its employees, agents, contractors, and consultants. This policy includes reporting procedures and accountability provisions, and provides for protection against retaliation for those making a report. In the event of violation of this policy, disciplinary actions may include immediate termination of employment, or the business relationship. Where Microchip has suffered a loss, it may pursue its remedies against the individuals or entities responsible. If Microchip becomes aware of a violation of its policies, Microchip is obligated to investigate the matter and take appropriate action. Further, if Microchip becomes aware that laws have been violated, Microchip will cooperate fully with the appropriate authorities.
- 5) Microchip provides ethics training to employees, which includes an obligation to comply with laws and report violations of laws. Microchip has policies and training programs prohibiting discrimination, sexual harassment, and work-place violence. Microchip does not currently provide training specifically on the topic of human trafficking and slavery.

The board of directors of Microchip has given the Chairman and the Chief Executive Officer the authority to approve this statement.



Steve Sanghi
Chairman and Chief Executive Officer
Microchip Technology Incorporated