



Dear Stockholders,

Because the Board of Directors (the "Board") and Executive Management of Microchip Technology Incorporated ("Microchip") believe that the interests of management and stockholders should be aligned, in 2003, the Board established stock ownership guidelines for Microchip's non-employee Board members, executive officers and certain other employees ("Covered Persons"). These guidelines were most recently updated in August 2019.

These guidelines require that within four years of appointment or promotion, Covered Persons must accumulate and hold a minimum dollar value of shares of Microchip common stock or a minimum number of shares of Microchip common stock (whichever is lower). Unvested equity awards do not count toward satisfying these ownership guidelines.

The following table lists the current stock ownership requirements of Microchip.

<b>Position</b>	<b>Minimum Dollar Value</b>	<b>Minimum Number of Shares</b>
Non-Employee Members of the Board of Directors	\$150,000	2,000
Chief Executive Officer	4 X Annual Base Salary	25,000
President and Chief Operating Officer	3 X Annual Base Salary	12,000
Section 16(b) Executive Officers	2 X Annual Base Salary	6,000
Senior Vice Presidents	0.75 X Annual Base Salary	4,000
Vice Presidents	0.5 X Annual Base Salary	2,000
Associate Vice Presidents, Senior Technical Fellows, & Senior Directors	0.4 X Annual Base Salary	1,500
Internal Directors & Technical Fellows	0.3 X Annual Base Salary	1,000

## **MICROCHIP TECHNOLOGY INCORPORATED**