



Modern Slavery Statement and Supply Chain Disclosure

Microchip Technology Incorporated and its worldwide subsidiaries and affiliates (“Microchip”, “we”, “us”, and “our”) support human rights and social responsibility. Microchip is committed to reducing the risk of human trafficking and modern slavery from occurring within our business and throughout our global operations and supply chains, in accordance with applicable law and regulation.

The California Transparency in Supply Chains Act of 2010¹, the United Kingdom Modern Slavery Act 2015², and the Fighting Against Forced Labour and Child Labour in Supply Chains Act in Canada (2024)³ require businesses to disclose their efforts to address the risks of modern slavery (including forced labor and human trafficking) in their operations and supply chains.⁴ This Statement and disclosures below respond to these requirements and outline our efforts during the last fiscal year.

This Statement, Microchip’s Human Rights Policy (HR-650), Code of Business Conduct and Ethics (HR-690), and our Supplier Code of Conduct (available on Microchip’s Ethics and Conduct website⁵) align with the U.S. Federal Government’s anti-human trafficking policy described in Federal Acquisition Regulation (FAR) 52.222-50. As a supplier to the U.S. Government, Microchip and its suppliers are subject to the requirements of FAR Clause 52.222-50. Microchip provides training to ensure that its employees working on covered government contracts (i) are familiar with U.S. Government policy FAR 52.222-50 and Microchip’s Human Rights Policy, (ii) are aware of what is prohibited by these policies, (iii) understand the obligations to report suspected violations of these policies, and (iv) are on notice that Microchip will take appropriate action, up to and including termination or removal from a contract, for violations of these policies. We inform our suppliers of these obligations through Microchip’s Supplier Code of Conduct and Standard Terms and Conditions of Purchase.

In keeping with our Guiding Values, we believe “Communication is Vital.” If you suspect violations of Microchip’s Human Rights Policy or any activities prohibited by FAR 52.222-50, you may make an anonymous report by sending a letter to Microchip Technology Incorporated, PO Box 7163, Chandler, AZ 85246-7163, USA, or to Mari Valenzuela, General Counsel (Mari.Valenzuela@microchip.com).

COMPANY OVERVIEW

Our executive offices are located at 2355 West Chandler Boulevard, Chandler, Arizona 85224-6199, and our telephone number is (480) 792-7200. Microchip has locations throughout North America, Asia, and Europe. This Statement and Disclosure is posted on our website, www.microchip.com.

Microchip is a leading provider of smart, connected, and secure embedded control solutions. Our easy-to-use development tools and comprehensive product portfolio enable customers to create optimal designs which reduce risk while lowering total system cost and time to market. The company’s solutions serve approximately 125,000 customers across the industrial, automotive, consumer, communications, and computing markets.

¹ California Civil Code §1714.43.

² <https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

³ <https://laws.justice.gc.ca/eng/acts/F-10.6/>

⁴ The Modern Slavery Act 2018 of Australia, which has similar reporting requirements, does not apply to Microchip as Microchip does not meet the threshold of a “reporting entity” under this Act.

⁵ <https://www.microchip.com/en-us/about/corporate-responsibility/ethics-and-conduct>

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

DISCLOSURES

Pursuant to the California Transparency in Supply Chains Act, the United Kingdom Modern Slavery Act 2015, and the Fighting Against Forced Labour and Child Labour in Supply Chains Act in Canada (2024) Microchip makes the following disclosures:

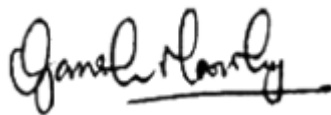
- 1. Verification.** Verification of Microchip's supply chain is an ongoing process. As part of any engagement with a supplier, whether new to our eco-system or having an established relationship, our terms and conditions of purchase contractually prohibit any entity selling to Microchip from using forced, indentured, or child labor. In January 2020, Microchip published a Supplier Code of Conduct that aligns with the Responsible Business Alliance (RBA) Code of Conduct (version 7.0). As a condition of sale to Microchip, all suppliers must align their conduct with the RBA Code of Conduct which includes the implementation and enforcement of policies specific to preventing forced labor, and to implement the principles, requirements and standards of the U.N. Global Compact and require its suppliers to do the same. Microchip has completed RBA Self-Assessment Questionnaires (SAQs) at the corporate level as well as at our major manufacturing facilities. Microchip's responses and the risk level assessed by RBA for these sites are available on RBA's website, RBA-Online. Additionally, in 2021 and 2023, Microchip conducted onsite audits through independent auditors at three of our four non-US manufacturing facilities pursuant to RBA's Validated Assessment Program (VAP). These results are also available at RBA-Online.
- 2. Audits.** Microchip's membership with the RBA allows for evaluation of its key suppliers and use of the Self-Assessment Questionnaire (SAQ) and Validated Audit Process (VAP) to facilitate more focused verification steps for those suppliers, and those operating in higher risk geographies. In 2021, Microchip enhanced its procedures within its supplier assessment program to include specific forced labor-related questions aligned to RBA's Code of Conduct/Microchip's Supplier Code of Conduct. In 2023 we added additional forced labor questions to the supplier assessment program based on the RBA Facility Risk SAQ. The labor information collected as part of this process is included in Microchip's overall review and assessment of its suppliers. If risks are found, Microchip will take action, which may include working with our suppliers on corrective actions to address areas of concern. To further develop our supply chain assessment plan and methodology in this area, in fiscal 2022 and 2024, Microchip used the RBA framework and the Responsible Labor Initiative to enhance its analysis of its supply chain's labor practices, with special focus on forced labor and human rights issues in our manufacturing supply chain. In fiscal 2024, we administered our second Forced Labor Survey to all our major manufacturing supply chain partners. We also continued to enhance our new supplier eligibility process by including forced labor related screening questions.⁶ In fiscal 2025, we plan to conclude the Forced Labor Survey and address risk findings with our supply partners.

Supply Chain risk assessment programs are a powerful tool to eliminate and prevent forced labor throughout our operations. Microchip conducts quarterly business reviews with its significant subcontractors and makes

⁶ For more information, see the Human Rights Section of our Sustainability Report. <https://www.microchip.com/en-us/about/corporate-responsibility>

visits to their facilities as part of a comprehensive risk review, which includes the potential impact of forced labor issues. Although Microchip does not audit its entire supply chain for forced labor, the adoption of the Microchip Supplier Code of Conduct/RBA Code of Conduct communicates our expectation of compliance to our suppliers. Additionally, for our suppliers that are members of RBA, their use of the VAP audit process provides for input about these suppliers from independent auditors.

3. **Certification.** Both our standard terms and conditions of purchase and the Microchip Supplier Code of Conduct/Code of Conduct require our suppliers to comply with all applicable laws and regulations. It is incumbent upon each of our suppliers to ensure the labor with which the goods and services are produced are transferred to us in a compliant manner under the required laws and regulations. Additionally, the responses our suppliers provide to our Forced Labor Survey are their representations of how they comply with our policies. In instances where we determine that our suppliers are not in compliance, we have an obligation to address the non-compliance with the supplier through Microchip's corrective action process.
4. **Internal Accountability.** Internal accountability by Microchip is paramount to the success of our Corporate Social Responsibility (CSR) Program. Microchip's Human Rights policy, Code of Business Conduct and Ethics, Compliance with Laws policy, and Reporting Legal Non-Compliance policy, apply to our directors, officers, employees, and contractors. These policies include reporting procedures, accountability provisions and protection against retaliation for those making a report. In the event of violation of a policy, disciplinary actions may include immediate termination of the employment or business relationship. If Microchip becomes aware of a violation of its policies, Microchip will investigate the matter and take appropriate action.
5. **Training.** Training is provided to Microchip employees via our internally managed Microchip Learning Center (MLC). The content of learning modules is provided from a mixture of internal resources and third-party training providers to create a diverse curriculum.



Ganesh Moorthy
President & Chief Executive Officer

Approved by Microchip's Board of Directors on May 21, 2024