

A photograph of a person standing on a rocky mountain ridge, silhouetted against a bright sky. The person is wearing a yellow jacket and dark pants. Below them is a vast expanse of low-hanging clouds. In the background, more mountain peaks are visible. The sun is low on the horizon, creating a dramatic light effect.

# 2022 Sustainability Report



# Employees Are Our Greatest Strength

Microchip employees submitted over 600 stunning images as part of our company-wide employee photo contest in 2022. The photos reflect the range of diversity and talents of our team members from around the globe. All photographs throughout this report with a camera icon were taken by Microchip employees.



**TRISH B.**  
**WINNER OF CATEGORY: OTHER**  
Muntinlupa, Philippines

I got colors

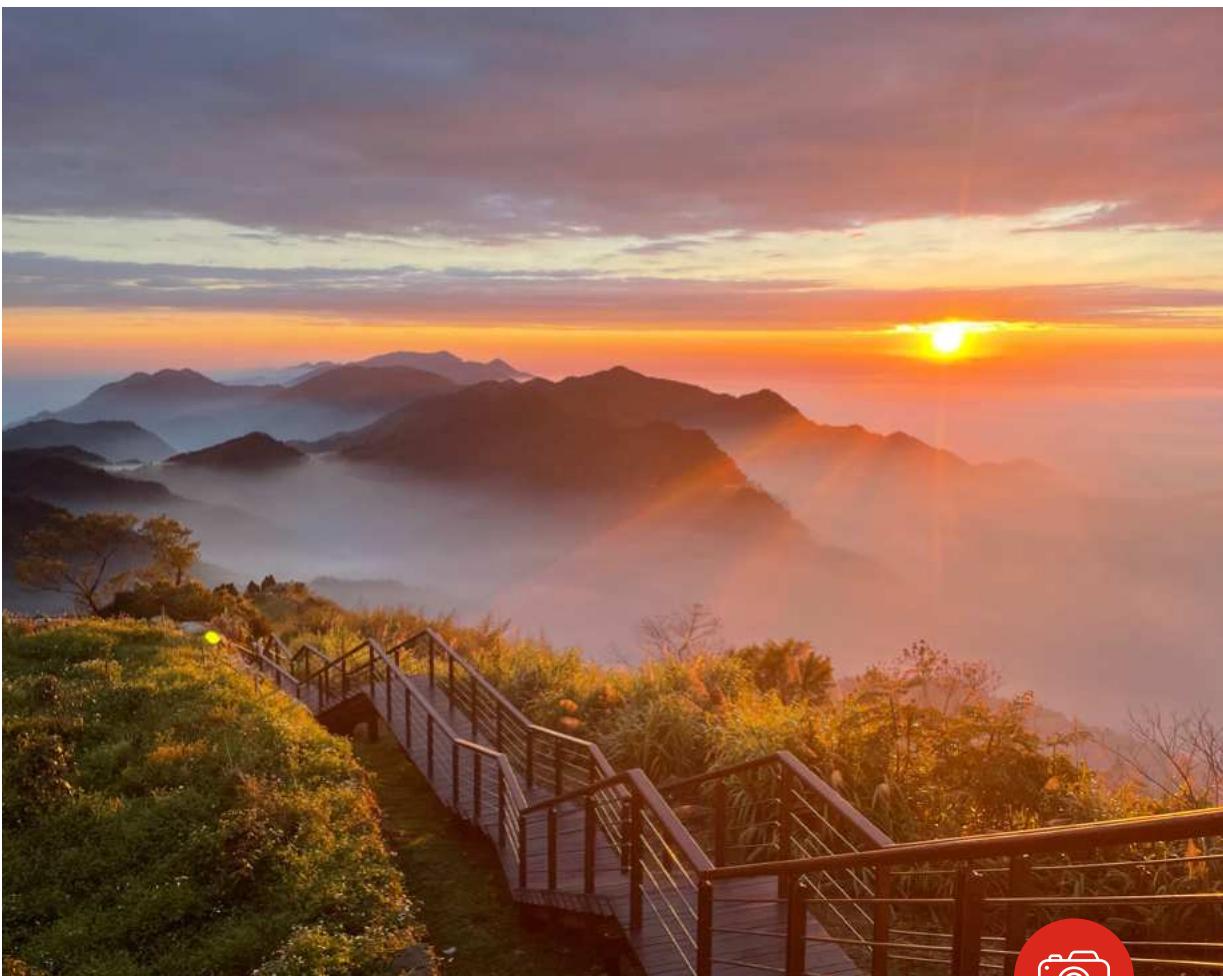
On the Cover:

**DANIEL N.**  
Bucharest, Romania  
The White Sea - The Sea of the Mountains

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# About This Report



**ANONYMOUS**

*Sunset with sea of clouds in Alisan*



This is Microchip Technology Incorporated's annual Sustainability Report covering our performance during calendar year 2022, except as noted. We believe that this report contains information that is accurate, timely and balanced. We welcome your feedback via our [Corporate Responsibility page](#) on [www.microchip.com](http://www.microchip.com).

## Disclaimer

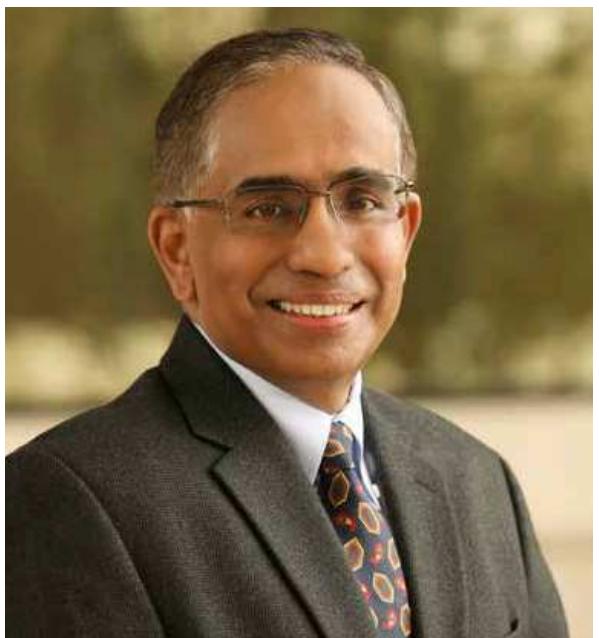
When evaluating Microchip Technology Incorporated and its business, you should consider the factors listed in our Form 10-K, other documents that we file with the U.S. Securities and Exchange Commission (SEC), and publications we make publicly available. In this report, we make forward-looking statements. Our actual results could differ materially from what is presented in this report. Although we believe that the information discussed in this report is reasonable, we cannot guarantee future results, levels of activity, performance or achievements. You should not place undue reliance on these statements. We recommend that you review the risk factors included in our most recently filed Form 10-K. We disclaim any obligation to update information contained in this report. Items referenced but not included in this report are not incorporated herein by reference.

In March 2022, the SEC proposed rules governing certain disclosures related to climate and the environment. Those rules have not been finalized. While this report incorporates many of the principles set forth in the proposed rules, it is not intended to align with the proposed SEC rules.

## Environmental Suggestion

Because of this report's length and colors, we recommend you avoid printing when possible or printing in black and white, double-sided, on a high-efficiency network printer, using white paper produced from post-consumer recycled fiber or from rapidly renewable resources.

# Message from the CEO



When we say "Our Employees Are Our Greatest Strength," it is more than just a set of words. It is a spirit that encourages each employee to live our purpose of empowering innovation that enhances the human experience by delivering smart, connected and secure technology solutions.

The accomplishments you will see throughout our 2022 Sustainability Report are reflective of

the strengths of our Microchip team around the world. The strength of our employees provides our entire company with the inspiration to continually work for a better world. These efforts are reflected in the results we have achieved and the recognition we have received over the past year.

## Some of the highlights we are most proud of in 2022 include:

- Achieving our short-term target of reducing normalized scope 1 emissions by 15%
- Receiving recognition as one of "America's Most Responsible Companies" and as one of "America's Most-Loved Workplaces" from *Newsweek*
- Being rated as one of the "World's Top Female-Friendly Companies" from *Forbes/Statista*
- Being named a Top Socially Responsible Dividend Stock by *Dividend Channel*
- Adding sustainability as a megatrend within the industries we serve
- Attaining Full Member status with the Responsible Business Alliance, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains

- Continuing to live our mission of being good corporate citizens through a variety of community activities that positively impact the lives of our employees and the communities in which they live

These are just a handful of the accomplishments that result from the strength of our team members. Without the continuous efforts of these Microchip employees around the globe, none of this progress would be possible. While we are pleased with our sustainability efforts, we realize there is still more to be done. Our leadership is committed to providing support and encouragement to those who make it all happen every day—the people of Microchip.

A handwritten signature in black ink, appearing to read "Ganesh Moorthy".

**Ganesh Moorthy**  
President and Chief Executive Officer



**When we say, 'Our Employees are our Greatest Strength,' it is more than just a set of words.**

**It is a spirit that encourages each employee to live our purpose of empowering innovation that enhances the human experience by delivering smart, connected and secure technology solutions."**

# Our Company

While the Microchip mission is to provide the best embedded control solutions for our customers, we understand the greater impact that we as a company have on the lives of people and our planet. That spirit drives us to make a difference in how we operate and fulfill this goal each and every day.



**ROB B.**  
Chandler, United States  
*Beginning my day at Microchip*

# About Us

Microchip is a leading provider of smart, connected and secure embedded control solutions. Its 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 automotive, aerospace and defense, communications, consumer appliances, data centers and computing, and industrial markets. Headquartered in Chandler, Arizona, Microchip offers outstanding technical support along with dependable delivery and quality. Learn more about [Our Company](#) on [www.microchip.com](http://www.microchip.com).

**Net Revenue FY23**

**\$8.44B USD**

**Headquarters**

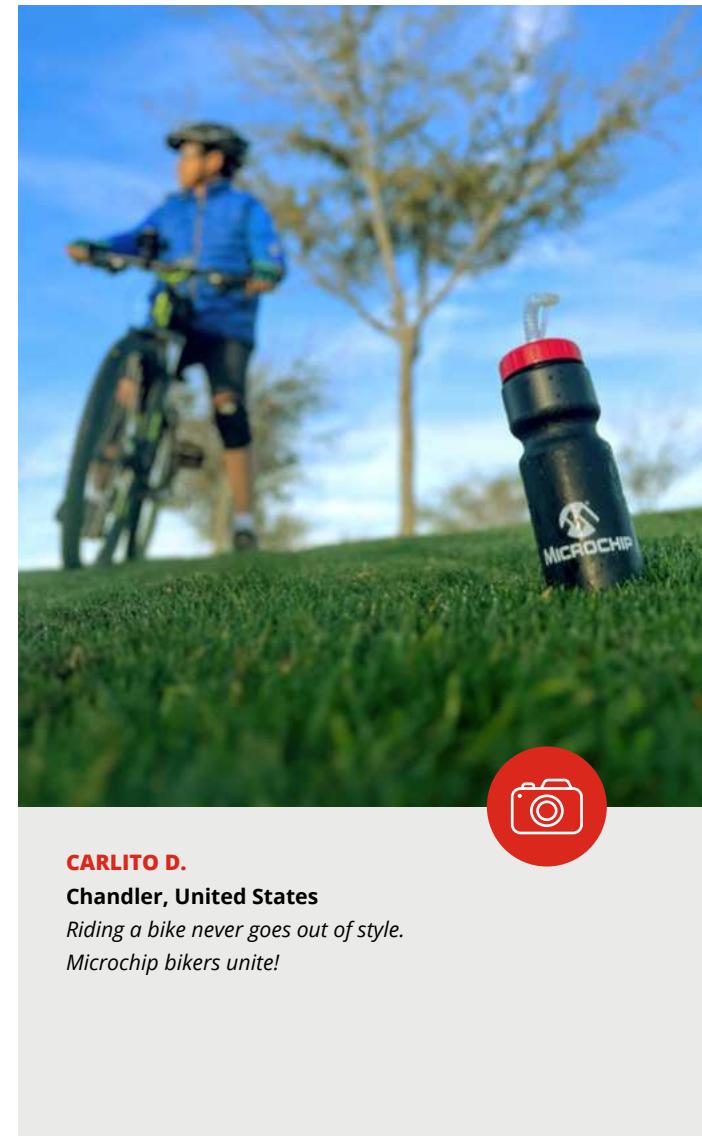
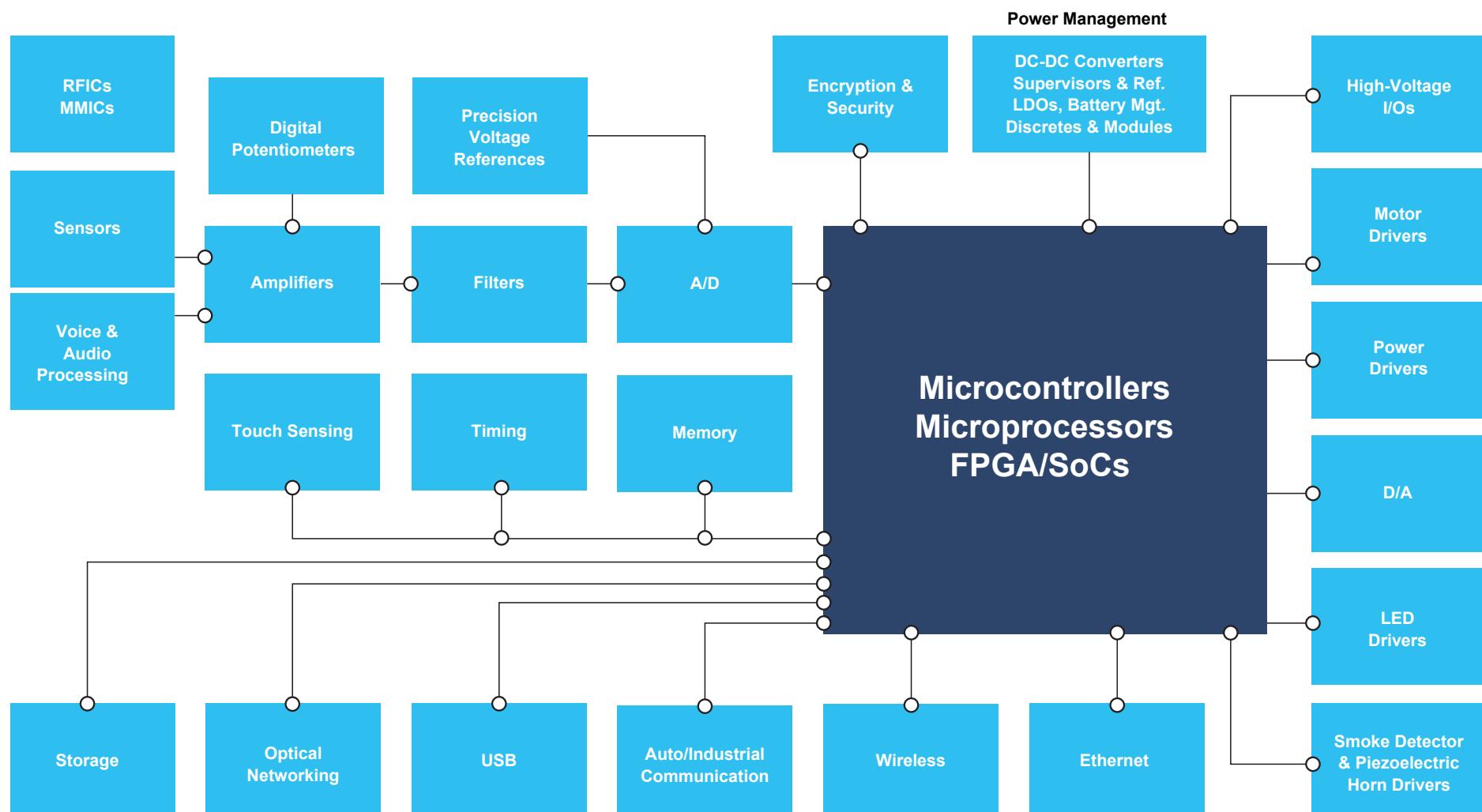
**CHANDLER, AZ**

**Employees**

**~22,000**

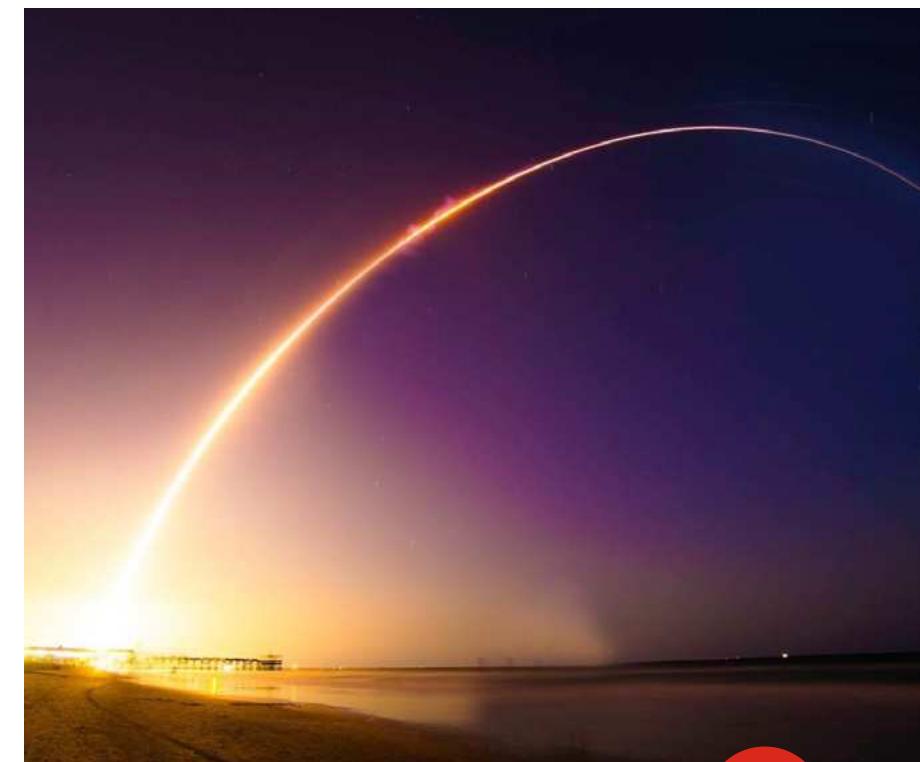


# Product Portfolio



# Innovating for the Future

We are carefully tracking megatrends and their impact across a variety of industries, from industrial to consumer products.



LISETTE B.  
Orlando, United States  
*Rocket launch from Cocoa Beach*



# Leadership and Governance

## Board of Directors

Microchip is led by an eight-member Board of Directors (BOD) that provides governance and oversight to the company.

### Ganesh Moorthy

*President and Chief Executive Officer*

### Steve Sanghi

*Executive Chair*

### Matthew W. Chapman

*Board Member*

### Esther L. Johnson

*Board Member*

### Karlton Johnson

*Board Member*

### Wade F. Meyercord

*Board Member*

### Robert Rango

*Board Member*

### Karen M. Rapp

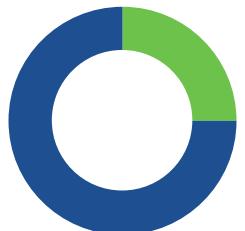
*Board Member*

When considering a candidate for a director position, the Nominating, Governance and Sustainability Committee (NGSC) looks for demonstrated character and judgment; relevant business, functional, and industry experience; and a high degree of skill. The BOD believes it is important that the members of the board represent diverse viewpoints. Accordingly, the NGSC considers issues of diversity in identifying and evaluating director nominees, including differences in education, professional experience, viewpoints, technical skills, individual expertise, ethnicity and gender.

## Helpful Links

- [Information for investors, including financial performance](#)
- [Microchip's Nominating, Governance, and Sustainability Committee Charter](#)
- [Microchip's Corporate Governance Policy for Election of Directors](#)
- [Board member and executive officer information](#)

## Board of Directors Diversity and Independence



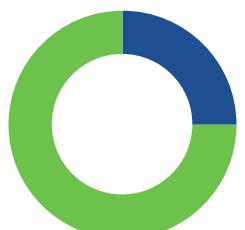
### Gender Diversity

- Female: 2 (25%)
- Male: 6 (75%)



### Racial/Ethnic Diversity

- Diverse: 3 (38%)
- Non-Diverse: 5 (62%)



### Independence

- Independent: 6 (75%)
- Not Independent: 2 (25%)



**DARYL D.**  
**Makati City, Philippines**

*Start your day with a smile and a cup of coffee*



# Ethics and Integrity

## Purpose

Empowering innovation which enhances the human experience by delivering smart, connected and secure technology solutions.

## Vision

Be the very best embedded control solutions company ever.

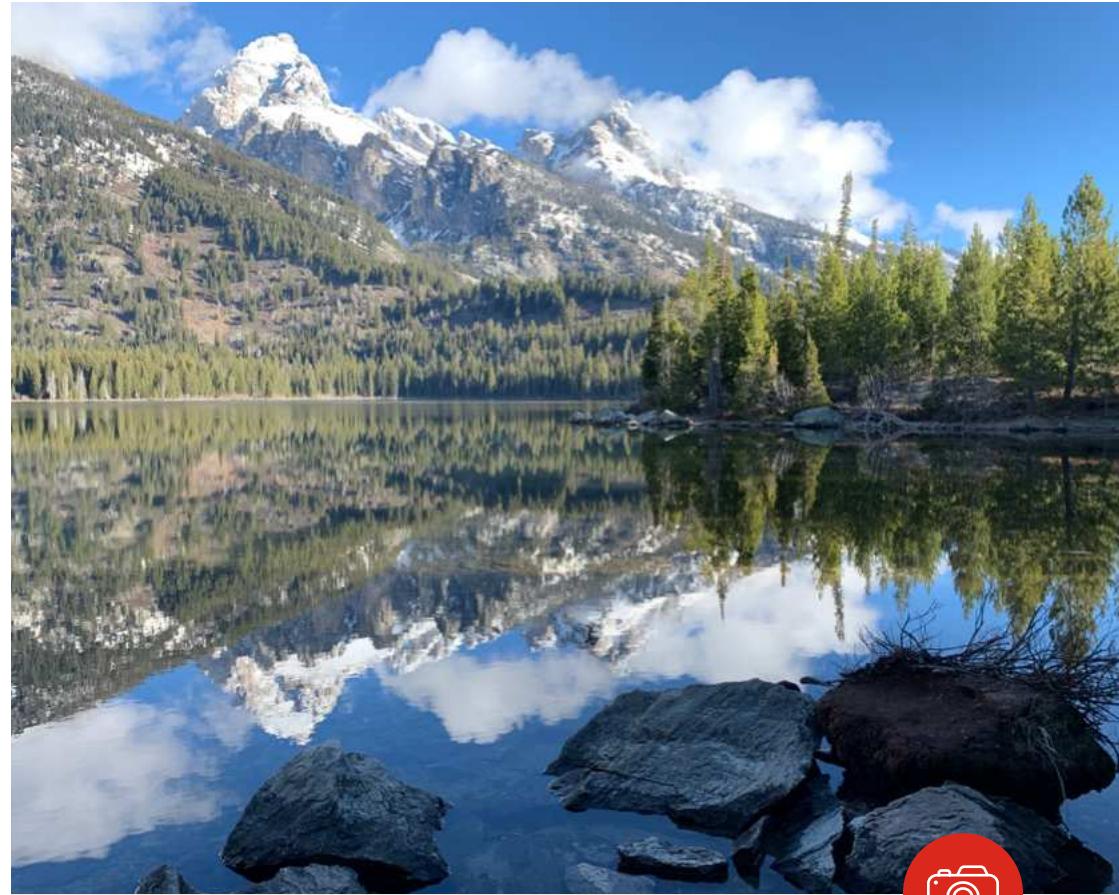
## Mission Statement

Microchip Technology is a leading supplier of embedded control solutions by delivering a broad spectrum of innovative mixed-signal microcontrollers; FPGA products; analog, mixed-signal, timing and security products; wired and wireless connectivity products; related nonvolatile memory products and Flash-IP solutions. In order to contribute to the ongoing success of customers, employees, shareholders and the communities in which we operate, our mission is to focus resources on high-value, high-quality products, total system solutions, software and services, and to continuously improve all aspects of our business, providing an industry-leading return on investment.

## Our Guiding Values cover many aspects of corporate responsibility:

- Quality comes first
- Customers are our focus
- Continuous improvement is essential
- Employees are our greatest strength
- Products and technology are our foundation
- Total cycle times are optimized
- Safety and security are never compromised
- Profits and growth provide for everything we do
- Communication is vital
- Suppliers, representatives and distributors are our partners
- Professional ethics and social responsibility are practiced

See a full description of our [Guiding Values](#) on [www.microchip.com](http://www.microchip.com).



**ERIC M.**

**Raleigh, United States**

*The pristine Tetons are the type of place that makes sustainability matter to me, in hopes that we can preserve them for future generations*

# Compliance with Laws

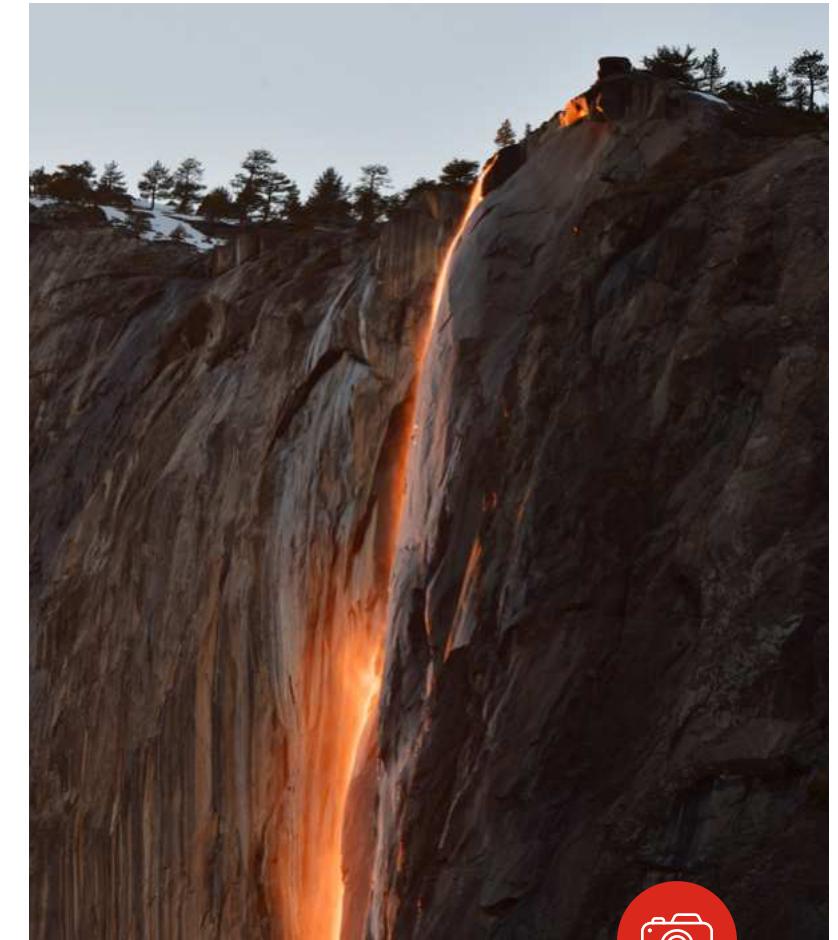
Microchip's Guiding Value "Professional Ethics and Social Responsibility are Practiced" requires that all employees, directors and officers comply with all applicable laws and regulations and also abide by our Code of Business Conduct and Ethics and associated policies. These policies include Compliance with Laws, Confidentiality, Conflicts of Interest, Insider Trading, Human Rights and Reporting Legal Non-Compliance. Microchip has also implemented a Supplier Code of Conduct that expressly communicates our expectation of lawful and ethical behavior throughout our supply chain.

We are committed to compliance with applicable laws and regulations as they relate to the health and safety of our employees. Our Human Rights Policy prohibits the use of forced or compulsory labor, child labor and discrimination.

Compliance with laws is a key aspect of conducting Microchip's business ethically. Our Code of Business Conduct and Ethics and Supplier Code of Conduct outline Microchip's requirement that our staff, suppliers and customers comply with applicable laws that prohibit bribery and similar acts to gain additional business or other favorable treatment. These laws include, but are not limited to, the United States Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and the People's Republic of China's Criminal Law. Anticorruption laws make it a crime for companies to bribe or provide anything of value to government officials and other individuals to obtain new business, maintain existing business or receive other benefits.

It is unacceptable for any Microchip executive, director or employee to act in any manner that is contrary to these laws. We consider our suppliers, representatives and distributors as critical to achieving our mission. Therefore, we require our partners to abide by our ethical guiding values, including compliance with anti-corruption laws.

We encourage our partners to not only comply with these laws, but also to participate in the enforcement of our policies by reporting suspected violations of these laws to Microchip.



**RAYMOND K.**  
**Fremont, United States**  
*Yosemite Firefall*

# Stakeholder Engagement



**ARPITHA B.**  
Bangalore, India  
*A spectacular sunrise!*  
Gandikota, Andra Pradesh, India

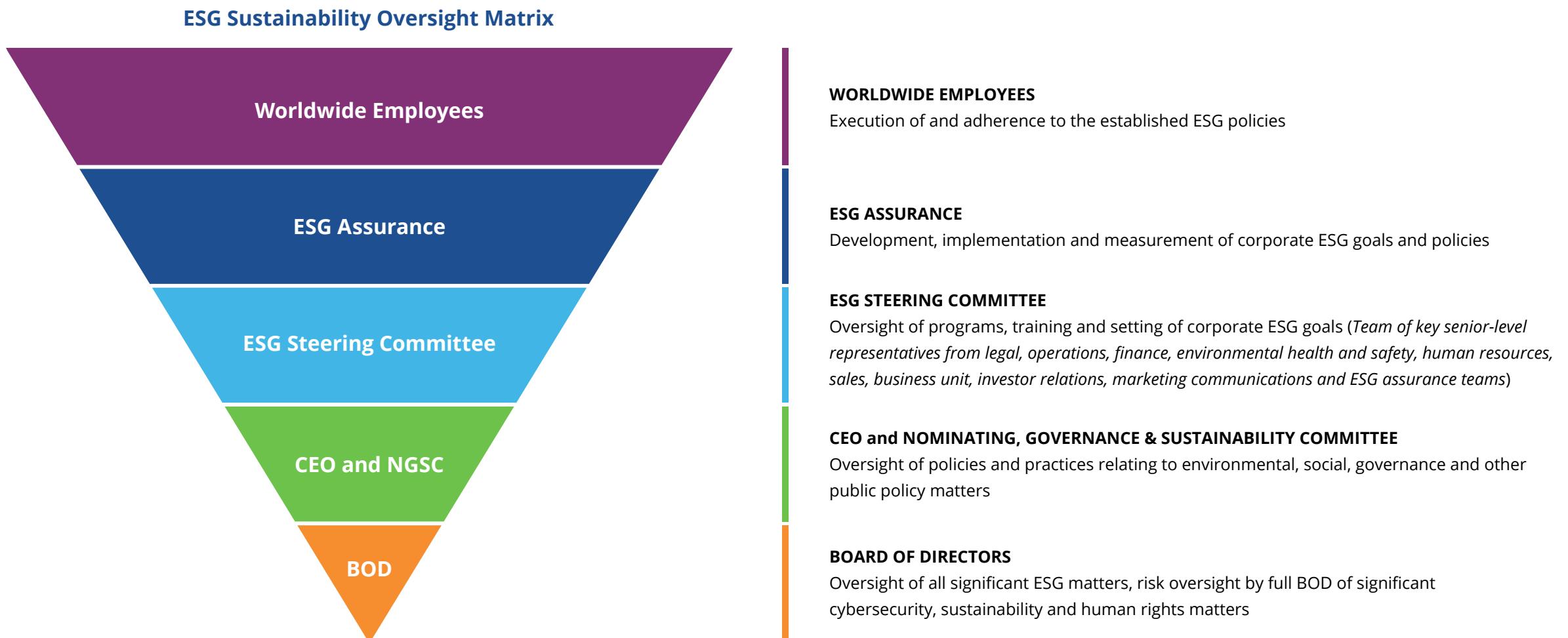
Stakeholder engagement at Microchip is an ongoing and evolving dialogue. As expectations change, we take input from our stakeholders into consideration as we review our business practices. Microchip operates with an overriding Vision, Mission and 11 Guiding Values, which dictate our day-to-day decisions and establish our corporate culture. Our Guiding Values convey our overall philosophy and are intrinsically linked to our stakeholders, customers, suppliers, employees, investors or members of our local communities. Identification of primary stakeholders and the stakeholder engagement process is decentralized and based on functional group responsibilities and priorities.

## Our Approach

Who	How	Key Topics and Concerns
<b>Investors</b>	Earnings calls, investor conferences, annual shareholder meeting, CDP report, sustainability report, direct meetings	Business performance, cybersecurity, compliance, risk, opportunities, ESG
<b>Board of Directors</b>	Management review, significant risk oversight, significant sustainability issues	Business performance, cybersecurity, compliance, risk assessment and management, opportunities, ESG
<b>Employees</b>	Surveys, quarterly communications meetings, town halls, performance reviews, quarterly one on ones with managers, open-door policy, whistleblower policy	Safety, training, resources, compensation, benefits, job duties, sustainability, advancement
<b>Customers</b>	Trade shows, direct meetings, website, sustainability report, RMI, CDP	Product innovation, design, pricing, performance, responsive service, business continuity, cybersecurity, environmental and social responsibility
<b>Local Communities</b>	Environmental stewardship, direct community support and STEM projects, volunteerism	Safety, emissions, effluent, community awareness, support
<b>Government</b>	Regulatory filings, OSHA, CDP, EPA reporting, RMI, forced labor and trafficking laws, trade compliance	Regulatory compliance, environment, emissions, effluent, conflict minerals
<b>Suppliers and Subcontractors</b>	Site visits, quarterly reviews, processes, procedures, contracts, audits, RBA	Consistency, stability, fair pricing, ethical, environmental and social responsibility

# Sustainability Approach

Microchip's commitment to being a responsible corporate citizen is shared by our board members, executive management team and employees. Our employee-empowered approach enables everyone to feel included in our sustainability journey and thus contribute to its future success. Our BOD has ultimate oversight over all significant ESG matters.



# ESG Assessment

Microchip is a values-based company whose culture is based on an overriding Vision, Mission Statement and set of Guiding Values. These values guide the actions that we take to meet our responsibilities with respect to ethics, labor, health and safety and sustainability. This report is one way that we provide transparency to our employees, customers and other stakeholders. We undertake an assessment to help identify issues we believe are the most important to our stakeholders. The figure below outlines the steps in our assessment.

## ESG Assessment Process

### Step 1

#### ***Process Selection***

The following frameworks guided our approach to the assessment: Global Reporting Initiatives (GRI), Sustainability Accounting Standards Board (SASB) semiconductor industry guidance, Task Force on Climate-Related Financial Disclosures (TCFD).

### Step 2

#### ***Stakeholder Assessment***

We reviewed the sustainability issues that came up most frequently with investors, board, employees, customers, local communities, government, suppliers and subcontractors.

### Step 4

#### ***Prioritization***

We prioritized the master list of sustainability issues based on their importance to stakeholders and to Microchip.

### Step 5

#### ***Disclosure***

We assessed the prioritized list and agreed on the most important topics. The topics on the next page are the focus of our reporting efforts.

### Step 3

#### ***Business Interest Alignment***

We also assessed sustainability issues across a variety of departments and job functions to determine those important to Microchip's business.

### Step 6

#### ***Refinement***

We evaluated the issues and identified changes to the industry landscape that might impact our priorities or scope of reporting.



**PHILIPPE F.**

**Rousset, France**

*The Rousset site under the famous Sainte Victoire mountain painted by Cézanne in southern France*

# 2022 ESG Topics

Microchip addresses a wide range of ESG topics within this sustainability report that showcase our commitment to environmental sustainability, community involvement and long-term economic value creation. We strive to transparently communicate our efforts and progress across the ESG topics presented within the five tenets of Microchip's 360° sustainability approach.



# External Recognition and Affiliation



## Social and Environmental Awards/Recognitions

- America's Most Responsible Companies, *Newsweek*
- World's Top Female Friendly Companies, *Forbes/Statista*
- America's Most Loved Workplaces, *Newsweek*
- Best Companies to Work for in Asia 2022, *HR Asia/Business Media International*
- The List: Largest Phoenix-Area Corporate Volunteer Programs, *Phoenix Business Journal*
- Best Employers for New Grads, *Forbes/Statista*
- Greater Bay Area Top Workplaces, *San Francisco Chronicle*
- Ireland's Best Employers, *Sunday Independent*
- Top 100 Chandler Companies, *Chandler Chamber of Commerce*
- Most Admired Companies of 2022, *AZ Big Media*
- 5<sup>th</sup> Gawad Ugnayan: Recognition of Education Partners from Department of Education and the Schools Division Office of Cabuyao – Philippines
- Sustainability Leadership Award from Business Intelligence Group – Thailand

- CSR DIW Continuous (10 Years) Award from Ministry of Industry – Thailand
- Zero Waste to Landfill Award from Ministry of Industry – Thailand
- 3Rs Award from Ministry of Industry – Thailand
- Prime Minister's Industry Award for Circular Economy – Thailand
- Prime Minister's Industry Award for Potential Industry – Thailand
- Zero Accident Award from Ministry of Labor – Thailand
- Green Industry Level 4 Award from Ministry of Industry – Thailand
- Platinum Award for Acid Waste Neutralization (AWN) System from City of Gresham – Gresham
- Training Apex Award for excellence in global learning and development (11th consecutive year)
- Dr. Morris Chang Exemplary Leadership Award from Global Semiconductor Alliance awarded to Microchip Executive Chair Steve Sanghi

## Memberships, Associations and Certifications

- CDP Participant – Climate Change, Water Security
- Responsible Business Alliance (RBA) Full Member
- Responsible Minerals Initiative (RMI) Member
- Semiconductor Industry Association (SIA) Member
- Samsung Eco-Partner Affiliate Company
- Sony Green Partner Certification
- AS9100D Certificate
- IATF16949 Certificate
- ISO9001 Certificate
- ISO14001 Certificate – Thailand, Philippines
- ISO45001 Certificate – Thailand
- ISO50001 Certificate – Thailand

## Microchip Technology Named a Top Socially Responsible Dividend Stock

Microchip Technology Inc. (Symbol: MCHP) has been named a Top Socially Responsible Dividend Stock by [Dividend Channel](#) signifying a stock with above-average "DividendRank" statistics, including a strong 2.0% yield, as well as being recognized by prominent asset managers as being a socially responsible investment through analysis of social and environmental criteria. Read more [here](#).

# Our Planet

Preserving and protecting the Earth begins with careful stewardship of the resources we all share. At Microchip, we continuously strive to reduce, reuse and recycle to minimize our impact on the environment and maximize the benefits of cleaner air, water and land.

 **ANGELICA P.**  
Calamba, Philippines  
*Put things into perspective*



# Environmental Responsibility

Microchip is committed to protecting the environment and minimizing the potential environmental impact of our operations and products within the global communities in which we operate. See additional details on the [Our Planet page](#) on [www.microchip.com](http://www.microchip.com).

Microchip's environmental initiatives are focused on reducing our greenhouse gas (GHG) emissions, enabling a clean energy transition, promoting judicious use of water resources and establishing circularity within the value chain. This is demonstrated by the mid- and long-term climate targets we have set for our organization that are aligned with the goals of the Paris Climate Agreement.

## Microchip's Environmental Performance and Goals:

Focus Area	Mid-Term Goals (Estimated 2030)	Long-Term Goals (Estimated 2040)
GHG Emissions	50% reduction (Scope 1 + 2)	Net Zero
Energy <sup>1</sup>	40% global electricity sourced by renewable energy	100% global electricity sourced by renewable energy
Waste <sup>2</sup>	80% waste diversion from landfills	100% waste diversion from landfills

Our progress towards achieving our climate targets is a culmination of effective and meaningful initiatives taken by our teams worldwide. Notable 2022 accomplishments:

2022 Environmental Performance <sup>3</sup>	
GHG Emissions – Scope 1	Achieved short-term target of reducing normalized emissions by 15%
Energy Consumption	Reduced energy consumption by 10% and sourced 7% of our global electricity from renewables
Waste Diversion	Achieved 60% diversion from landfills and increased our 2030 mid-term goal from 50% to 80% as a result of successful circularity programs implemented by our facilities

<sup>1</sup> We are committed to increasing the share of renewables in our total electricity use, provided such supply is available at commercially reasonable rates.

<sup>2</sup> We aim to divert our waste from landfills to the extent technically and commercially feasible.

<sup>3</sup> All progress is reported against 2018 as a baseline year.



**ALON F.**  
**WINNER OF CATEGORY: LIFESTYLE LENS**  
**Hod Hasharon, Israel**  
*Me and the Milky Way, from Israel desert*

# Emissions and Climate Change

Microchip is committed to reducing the environmental impact of its operations by reducing the associated GHG emissions. In 2021, we announced our goal to be Net Zero by 2040 and have since set multiple emissions reduction targets as shown in the table below. We remain committed to being aligned below the 1.5°C scenario as defined by the Paris Climate Agreement through our sustainability approach focused on driving process efficiency within our organization as well as our supply chain.

## Targets

Scope	Target	Target Year (Estimated)
✓GHG Emissions (Scope 1)	✓15% reduction (normalized)	✓Short-term (2023)
GHG Emissions (Scope 1, 2)	50% reduction	Mid-term (2030)
GHG Emissions (Scope 1, 2, 3)	Net Zero	Long-term (2040)

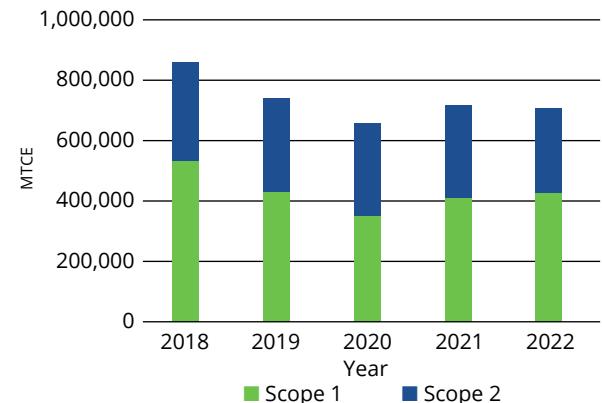
✓ Successfully achieved in 2022

## Performance

In 2022, Microchip successfully achieved its first climate target of reducing normalized Scope 1 emissions by 15% using 2018 as a baseline year. We also continued to reduce our Scope 2 emissions despite an increase in production. The absolute and normalized Scope 2 emissions were down by 14% and 18%, respectively, from our baseline year.

## Scope 1+2 Emissions

### GHG Emissions (Absolute)



### GHG Emissions (Normalized)



1 Microchip derived the normalized values by dividing the absolute data by "Normalized Production Units." The normalization factor takes into consideration the quantity of units manufactured, tested, and assembled in a calendar year, and incorporates the associated process or product complexity.

## Scope 3 Emissions

#	Category <sup>1</sup>	2021 <sup>2</sup>	2022 <sup>2</sup>
5	Waste generated in operations	1,219	2,162
6	Business travel	612	6,933
7	Employee commuting	20,400	20,400

1 Categories 10, 13, 14, and 15 as defined by the GHG Protocol Corporate Value Chain (Scope 3) Standard were determined to be immaterial to our business operations.

2 Scope 3 emissions were calculated using Quantis Suite 2.0 Scope 3 Evaluator which uses expenditure within a Scope 3 category to estimate the relevant emissions. These emissions are estimates only based on financial data for the reporting period and the actual numbers may differ.

# Emissions-Saving Projects and Strategies

## Featured Projects

- **Scope 1** - We partnered with independent third-party consultants to perform detailed audits of installed tools/equipment at our fabs to guide our upcoming net zero roadmap.
- **Scope 2** - We sourced heating from a climate-friendly district in Karlsruhe, Germany, where 90% of heating is produced from industrial waste heat coming from the Middle Upper Rhine Mineral Oil Refinery and Rheinhafen Steam Power Plant. Additional projects are covered under the following energy efficiency section.
- **Scope 3** - We expanded our trip reduction program to contribute towards improving air quality and decreasing traffic congestion in Maricopa County. We introduced incentives such as bus passes, preferential parking for carpooling and alternate fuel vehicle drivers, incentives for refueling after dark to reduce employee commuter miles and single-occupancy vehicle trips.

## Strategies

- Invest in abatement and gas switching technologies to reduce Scope 1 emissions
- Continue to assess facilities and operations to reduce energy consumption and Scope 2 emissions
- Decrease reliance on fossil fuel-based energy sources and increase renewables portfolio
- Leverage our Full Member status with the RBA to reduce Scope 3 emissions across the value chain
- Continue to conduct a thorough GHG emissions inventory to accurately analyze the source and magnitude of our emissions, transparently report our progress, and design meaningful future initiatives
- Actively collaborate with stakeholders and industry associations to share best practices and drive collective action to address climate change



**NORIEL U.**

**Calamba, Philippines**

*One of the most basic and yet scenic mountains to hike in the Philippines*

# Energy Use and Efficiency

We recognize the importance of streamlining energy consumption within our global operations through the implementation of in-house energy efficiency projects and best practices. Through this system optimization, we not only mitigate climate change by reducing our environmental impact, but also reduce operational costs for our business.

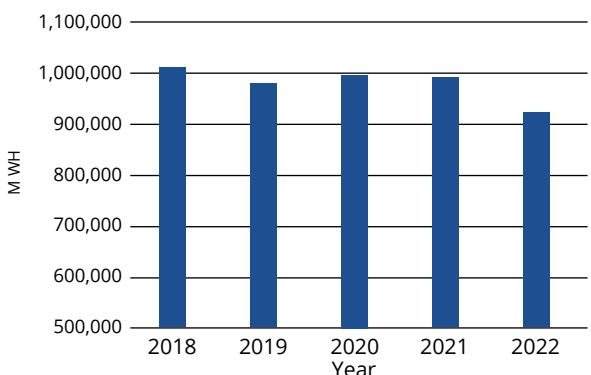
## Targets

Target Year (Estimated)	Short-Term (2025)	Mid-Term (2030)	Long-Term (2040)
% Electricity Sourced from Renewable Sources	25%	40%	100%

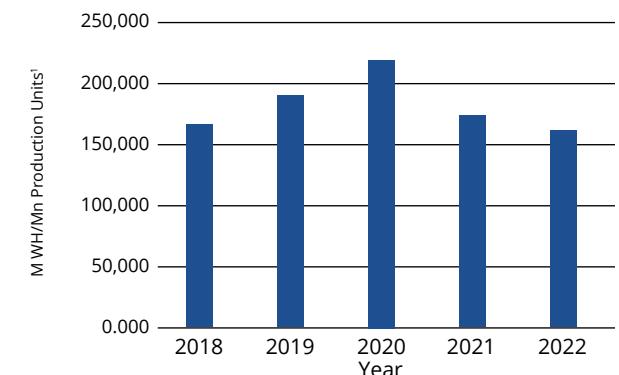
## Performance

Our facilities continued to analyze and monitor our existing buildings and equipment in 2022 and were able to identify numerous energy conservation projects to reduce our consumption and make our processes more efficient. This is demonstrated by the fact that our absolute energy consumption declined by 10% during the 2018–2022 time period.

## Energy Use (Absolute)



## Energy Use (Normalized)



1 Microchip derived the normalized values by dividing the absolute data by "Normalized Production Units." The normalization factor takes into consideration the quantity of units manufactured, tested, and assembled in a calendar year, and incorporates the associated process or product complexity.

**The total energy use and composition can be attributed to the following sources:**

Energy (MWh)	2018	2019	2020	2021	2022
Distillate Fuel Oil	3,124	1,501	340	4,551	4,566
Electricity	743,796	717,204	721,481	728,589	703,392
Liquefied Petroleum Gas	1,491	1,572	1,409	1,632	2,138
Natural Gas	275,814	247,892	274,499	254,346	216,100
<b>Total</b>	<b>1,024,225</b>	<b>968,169</b>	<b>997,729</b>	<b>989,118</b>	<b>926,196</b>

\* Fuel quantities shown are calculated in alignment with the US EPA GHG Reporting Rule calculation methodology. Additional diesel fuel used for "exempt" applications, such as weekly readiness testing, is excluded.

# Energy-Saving Projects and Strategies

## Featured Projects

- In 2022 we made progress on the construction of a 3.8 MW (DC) floating solar farm at Microchip Thailand scheduled to come online in 2023. The project is expected to meet 16% of the site's total annual energy consumption.
- We improved performance and reliability of CDA, P-VAC, ASO-AHU, chillers, HVAC systems, cooling towers and compressors at multiple Microchip facilities
- Microchip facilities in Philippines and Colorado Springs to meet 100% and 30% of their electricity demands, respectively, with renewable energy sourced via utility green tariff programs starting 2023

## Strategies

- Increase the share of renewable energy in our electricity portfolio by exploring projects including, but not limited to, on-site generation, virtual/physical PPAs and utility green tariffs, where feasible
- Incorporate energy-efficient design principles into new and existing buildings to optimize energy usage while providing employees with optimal working conditions
- Retrofit/upgrade existing equipment such as lighting, HVAC systems, pumps and motors, building management systems, etc.
- Continuously monitor and improve processes through energy management systems, where available, to make data-driven decisions to enhance energy efficiency



**EKATERINA T.**  
**Chandler, United States**

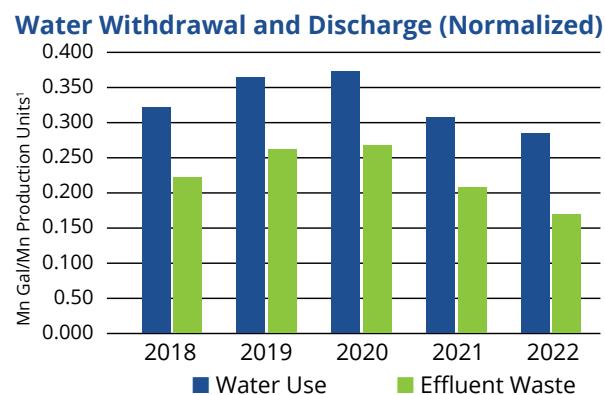
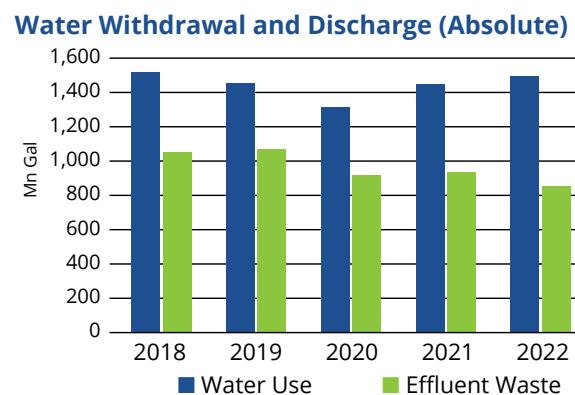
*The most beautiful rice paddies in Yunnan province, China*

# Water Conservation and Management

Water is a fundamental requirement for semiconductor manufacturing, and we recognize the importance of responsible consumption practices of this shared resource. Our teams are committed to minimizing its usage and preserving its quality. Wastewater discharge within our manufacturing locations is regulated by local, state and federal agencies with strict discharge limits and requirements. Microchip seeks to meet or exceed our compliance obligations related to our wastewater discharge permits through extensive analyzing, monitoring, regular maintenance and reporting on our internal treatment systems and discharge points. Microchip's water management approach encompasses reducing water consumption, recycling water and discharging effluent waste in a responsible manner.

## Performance

We have invested in substantial improvements to conserve, recycle and reclaim water in our facilities. These innovative programs allowed us to recycle 200 million gallons of water during 2022, accounting for 12% of our total water consumption. It is also noteworthy that while the manufacturing and complexity of our products have continued to grow over the last five-year period to keep up with market demands, our absolute and normalized water consumption have decreased by 3% and 12%, respectively, during the same period. In addition, our normalized wastewater discharge has gone down by 18% in comparison to 2018.



<sup>1</sup> Microchip derived the normalized values by dividing the absolute data by "Normalized Production Units." The normalization factor takes into consideration the quantity of units manufactured, tested, and assembled in a calendar year, and incorporates the associated process or product complexity.



**BATTU PRAKASH R.**  
**WINNER OF CATEGORY: SUSTAINABILITY SNAPSHOT**  
**Hyderabad, India**  
*Water is precious, even when it is abundant. Fun in the rain!*

# Water Conservation Projects and Strategies

## Featured Projects

- Microchip Thailand facilities recycled 66+ million gallons of water (~4% of Microchip's total CY22 consumption) by reusing Reverse Osmosis (RO) reject water for landscaping, reusing cooling water from saw singulation, and reclaiming RO/Deionization (RO/DI) cutting water for wafer saw/ saw singulation
- The RO/DI reclaim project at our Colorado Springs facility achieved a total water savings of ~23.5 million gallons in 2022
- Microchip has partnered with the City of Gresham on an ammonia removal system at the city's wastewater treatment plant facility which will also benefit other residents and industries in the area as well as the Columbia River aquatic life

## Strategies

- Continue to analyze water consumption trends across various operational needs such as manufacturing, office use, cooling towers, landscaping and others to identify and prioritize water conservation projects
- Reduce water consumption through technological advancements and process modifications while meeting operational requirements
- Invest in infrastructure upgrades and water reclamation systems for non-potable applications
- Responsibly manage and dispose of wastewater in compliance with local laws and regulations



**EDALYN L.**

**Trondheim, Norway**

*Kayangan Lake: A stilt nipa hut stood quietly on the island's side*



# Waste Diversion and Recycling

Microchip recognizes the importance and benefits of establishing circularity within its operations and adopts best practices in waste management. Our approach prioritizes reducing waste at the source, recycling and reusing as much as possible, and finally disposing of what is left in a responsible manner. In 2022, we continued our engagement with local waste management companies and recyclers to partner on some very exciting and innovative solutions to recycle materials that traditionally have been sent to landfills for disposal.

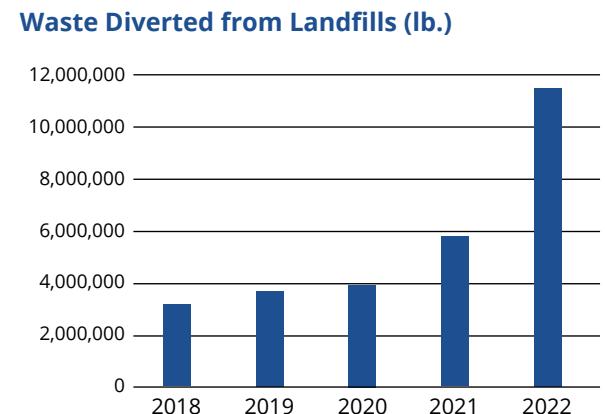
## Targets

Microchip teams have been proudly exceeding both our internal and external waste diversion targets, which led us to increase our short- and mid-term targets from 15% and 50% to 60% and 80%, respectively.

Target Year (Estimated)	Short-Term (2025)	Mid-Term (2030)	Long-Term (2040)
% Waste Diverted from Landfills	60%	80%	100%

## Performance

In 2022, we were able to recycle 60% of our waste, which surpassed our previous short- and mid-term waste targets.



## Our recycled waste was composed of the following categories:

Waste Category	2021 Recycled Quantity (Lbs.)	2022 Recycled Quantity (Lbs.)
Paper and Cardboard	1,384,074	1,540,555
Plastics	1,314,334	1,268,138
Metals	682,337	743,269
Electronic and Universal Waste	140,222	140,818
Precious Metal Scrap	823,755	822,014
Acid/Akaline Solutions	1,215,122	2,284,058
Scrap Wood	214,548	408,012
Compost	3,174	17,122
Post-Consumer Fiber	53,796	24,691
Other Site Specific Recycling	24,594	4,131,720
<b>Total</b>	<b>5,855,956</b>	<b>11,380,402</b>

# Waste Diversion Projects and Strategies

## Featured Projects

- 11<sup>th</sup> environmental awareness event called "Household Hazardous Waste and Recycle Day" organized by Microchip Technology Colorado Springs Operations for employees and members of the community to collect recyclables and hazardous waste
- Precious metal recovery at a carbon-neutral refinery
- Partnering with suppliers on reverse logistics to reuse wafer boxes
- Shredding and recycling plastic bottles and triple-rinsed chemical bottles

## Strategies

- Reduce waste generation at source and conserve raw materials through process optimization and lean manufacturing, which is in line with our guiding value, "Continuous Improvement is Essential"
- Promote segregation of recyclables from general trash and expand recycling as well as resource recovery initiatives
- Establish recycling initiatives within our operations for beneficial reuse of waste materials
- Responsibly handle, store and dispose of chemical and hazardous waste in line with our internal EHS policies, external regulations and industry best practices
- Collaborate with suppliers to adopt waste reduction strategies in supply chain

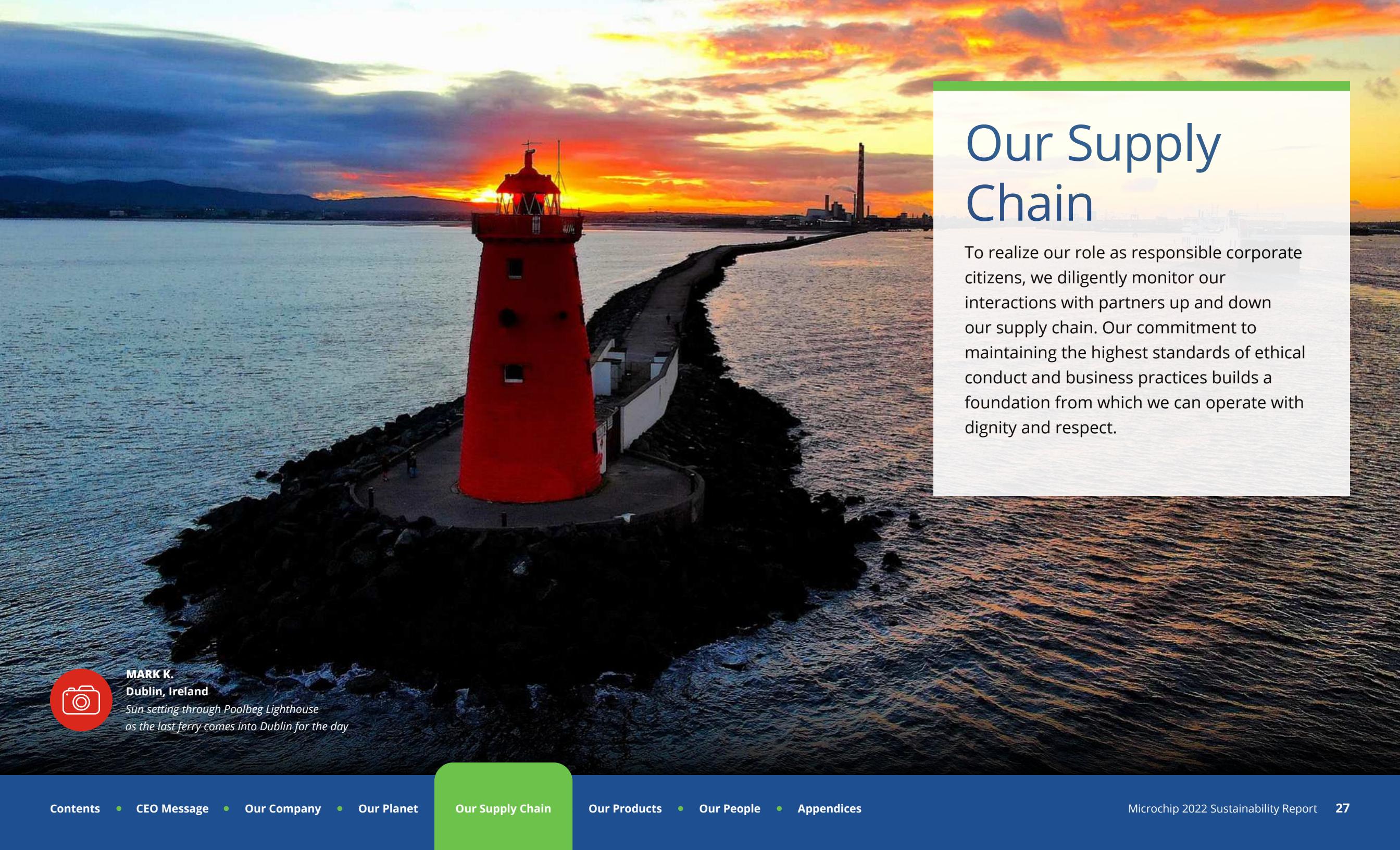


**EGIL R.**

**Trondheim, Norway**

*Every Norwegian has a cabin on a mountaintop - Vennafjellet, Norway*





# Our Supply Chain

To realize our role as responsible corporate citizens, we diligently monitor our interactions with partners up and down our supply chain. Our commitment to maintaining the highest standards of ethical conduct and business practices builds a foundation from which we can operate with dignity and respect.

 **MARK K.**  
Dublin, Ireland  
*Sun setting through Poolbeg Lighthouse  
as the last ferry comes into Dublin for the day*

# Supply Chain Standards

Microchip is committed to being a responsible corporate citizen and acting ethically and transparently in accordance with local, national and international laws, regulations and industry standards. Microchip has adopted the RBA Code of Conduct as its standard for labor, health and safety, environment and ethics throughout its supply chain.

In line with our Guiding Value, "Suppliers, Representatives and Distributors Are Our Partners," the [Supplier Code of Conduct](#) applies to suppliers and their directors, officers, employees, contractors and subcontract labor. The Supplier Code of Conduct requires that suppliers are dedicated to ensuring working conditions are safe, workers are treated with respect and dignity, and business operations are environmentally responsible, conducted ethically and in compliance with all applicable laws, rules and regulations throughout their supply chain.



**MANVITH N.**

**Bangalore, India**

*The earth would die if the sun stopped kissing her*



# Responsible Minerals Sourcing

Microchip recognizes the significant risks and adverse impacts which may be associated with extracting, trading, handling and exporting conflict minerals from Conflict-Affected and High-Risk Areas (CAHRAs). Recognizing that Microchip has the responsibility to respect human rights and not contribute to conflict, we commit ourselves to taking actions to source responsibly throughout our operations worldwide.

## Conflict Minerals

Microchip is a member of the Responsible Minerals Initiative (RMI). The RMI provides companies with independent, third-party audit information regarding which Smelters or Refiners (SORs) have been verified as responsibly sourcing minerals in line with current global standards.

We perform a Reasonable Country of Origin Inquiry (RCOI) on our integrated circuit products supply chain twice per year and publicly disclose our conflict minerals policy, RCOI implementation procedures and SOR sourcing due diligence procedures. More information regarding our RCOI process may be found on [Our Supply Chain](#) page on [www.microchip.com](http://www.microchip.com).

We use professional third-party consultants to perform due diligence on 3TG SORs that are in our integrated circuit products supply chain. These consultants work with SORs that are non-conformant to RMI standards in order to assist them in becoming conformant.

We continue to work to remove SORs from our integrated circuit supply chain if they are not cooperating with, or have been removed from, the RMI's Responsible Minerals Assurance Process (RMAP).

Our 2022 RCOI is complete and posted to our website. There may be smelters listed in the RCOI report that are currently not considered Active or Conformant, but these smelters may have been Active or Conformant during the 2022 reporting period.

3TG Progress	2019	2020	2021	2022
Conformant Smelters	224	235	230	222
Active Smelters	0	1	6	1
Non-Conformant Smelters	0	0	0	0



**PAUL F.**  
Muntinlupa City, Philippines  
*Concrete jungle*

# Human Rights

**Microchip is dedicated to protecting human rights. Consistent with our policy, practice and culture, we do not tolerate the use of forced labor and have trade control procedures designed to prevent unauthorized use of our products. As part of our policies and procedures for the protection of our workers and the workers of our supply-chain partners, Microchip joined the RBA in 2020 and adopted its Code of Conduct for our suppliers. In fiscal year 2023, Microchip became an RBA Full Member. Our Human Rights Policy sets standards for labor, health and safety, the environment and ethics for our operations.**

In 2022, Microchip completed RBA Self-Assessment Questionnaires at the corporate level and at our non-U.S. manufacturing facilities. We had independent auditors audit three of our four non-U.S. manufacturing facilities under RBA's Validated Assessment Program. A summary is in Appendix V of this report.

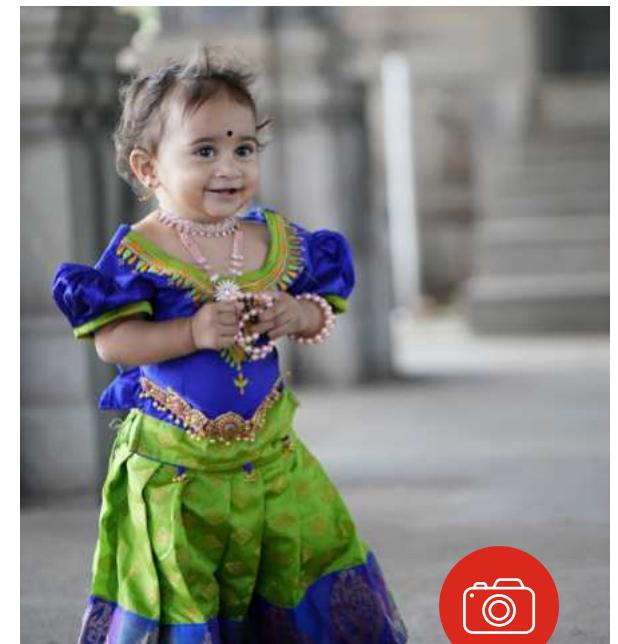
Microchip's Human Rights Policy sets out principles embedded in our business operations and culture designed to prevent us from supporting activities that violate human rights. This policy is based on the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-Operation and Development Guidelines for Multinational Enterprises. The key elements of the policy are ethical business conduct, fair labor practices, diversity, non-discrimination and anti-harassment, safe working conditions, the prevention of forced labor and child labor, and freedom of association.

In 2021, Microchip enhanced its supplier auditing program to include labor-related questions aligned to the RBA Code of Conduct. To further develop our supply chain assessment methodology, we used the RBA framework and the Responsible Labor Initiative to enhance the analysis of our supply chain's labor practices, with focus on forced labor and human rights issues. In 2021 and 2022, we surveyed the top 80% of our manufacturing supply

chain partners (by spend) resulting in a more than 99% response rate with all responding suppliers meeting our requirements after follow-up. In 2022, we extended the survey to the remaining 20%, resulting in an over 96% response rate. We continue to follow up with the remaining suppliers that have not yet responded, and are investigating certain suppliers. We also implemented enhancements to our qualification process for new suppliers to include forced labor questions.

Additionally, Microchip does not support or condone the use of our products for applications for which they are not authorized, including actions by Russia against the Ukraine or other military actions against civilians. Therefore, in March 2022, Microchip voluntarily stopped sales of products to Russia and Belarus, even those not restricted by law, because the actions of Russia against the Ukrainian people go against our Guiding Values. We also closed our office in Russia and ended relationships with Russian distributors. Microchip complies with applicable export controls and trade sanctions. We maintain supply chain integrity by methods including screening customers against restricted party lists.

Please see our [Corporate Responsibility](#) page on [www.microchip.com](http://www.microchip.com) for additional information on Microchip's practices and public disclosures related to protecting human rights.



**BHARATH Y.**

**Bangalore, India**

*The beauty of our culture is colored with flowers, colored with rangolis, colored with traditional looks and also colored with smiles of beautiful minds*

# Business Continuity



**BHASKAR S.**

Teltow, Germany

Where several paths connect and intertwine

**Microchip understands the importance of a robust business continuity program and is committed to maintaining systems designed to provide continuity of supply and provide for mitigation of potential impact to our customers, partners and other stakeholders.**

We have established a Corporate Business Continuity Steering Committee and created a Guidance Document to establish the expectations and standards to be used by all Microchip entities with respect to business continuity planning. On our web page you can find our [Guidance Document](#) and an [Introduction to Our Business Continuity Program](#).

## Supply Chain Management

We carefully manage our supply chain, including internal and external foundries, probe, assembly and test locations. We understand potential supply chain risk and recovery timing.

## Internal Communication

We maintain a worldwide network of contacts to obtain and evaluate real-time information. We engage with Non-Governmental Organizations and public and private resources to enable enhanced reaction times and maintain a formal internal communications structure devoted to business continuity.

## Testing

Our business continuity program is tested on a regular basis at the local level and periodically from a corporate level. This testing involves table-top exercises, simulations and live scenario testing which may include fire drills, shelter-in-place and other exercises conducted in coordination with community stakeholders.

# Our Products

At Microchip, our products represent far more than what we deliver to our customers. We are committed to providing products and technologies that contribute to positive change in the world and people's lives. We work to continuously minimize the environmental impact of our products throughout their lifecycle.



**BATTU PRAKASH R.**

Hyderabad, India

*Social distancing is good in position sensing—the beauty of Microchip inductive position sensor*

# Environmentally Preferable Products

Microchip specializes in high-efficiency semiconductor microcontrollers (MCUs), analog, wireless, security, timing, discrete and human-interface products.

We offer green, low-power solutions that promote energy efficiency and reduce the generation of hazardous waste, enabling our customers to design and manufacture environmentally preferable products.

Our extremely low-power devices significantly reduce energy consumption and increase battery life in wearables and portables with a limited power source. We provide single-chip monitoring solutions for solar inverters, smart lighting, cloud servers, temperature sensors and energy monitoring for commercial buildings and smart homes.

We also innovate with sustainability and energy efficiency in mind. Our focus on research and development provides customers with an outstanding portfolio of environmentally preferable options and makes us a supplier of choice for environmentally conscious customers.

We believe that the continued development of green and high-efficiency products is key to the future of our company and the global economy. Producing environmentally preferable products takes continuous innovation and commitment, and we are proud to share our vision and our progress as we work towards a more sustainable future.



**ROB B.**

**Chandler, United States**

*Dawson City, Yukon. I wonder how many of our chips are down there?*



# Product Stewardship

We contribute to reducing environmental impact by offering a wide array of products that help designers reduce power consumption and make end products more energy efficient.



## Energy Generation, Storage and Distribution

- Solar Power Systems, Solar Inverters
- Wind Turbines
- Alternative Energy such as Biomass
- Hydrogen Fuel Cells
- Energy Storage Systems (Battery Charging, Battery Management Systems)
- Smart Grid Applications

## Resource Monitoring and Optimization

- Smart Electric/Water/Gas Meters
- In-Home Energy Displays and Awareness Systems
- Motion Sensors
- Leak Detection
- Building Management (Light, Energy Use)

## Efficient Energy and Water Use

- Smart Agriculture (Targeted Irrigation and Fertilization)
- High-Efficiency Power Supplies/Inverters
- Higher Efficiency Motor Control
- LED Lighting
- Smart Dimmers, Actuators and Valves
- Heating, Ventilation and Air Conditioning
- ENERGY STAR® Appliances

## Waste Reduction and Reuse

- Smart Waste Management
- Water Bottle Refilling Stations
- Smart Irrigation Systems
- Asset Tracking
- Public Restroom Dispensers (Soap, Paper, Water)
- Low Standby Power

# Global Product Compliance Laws



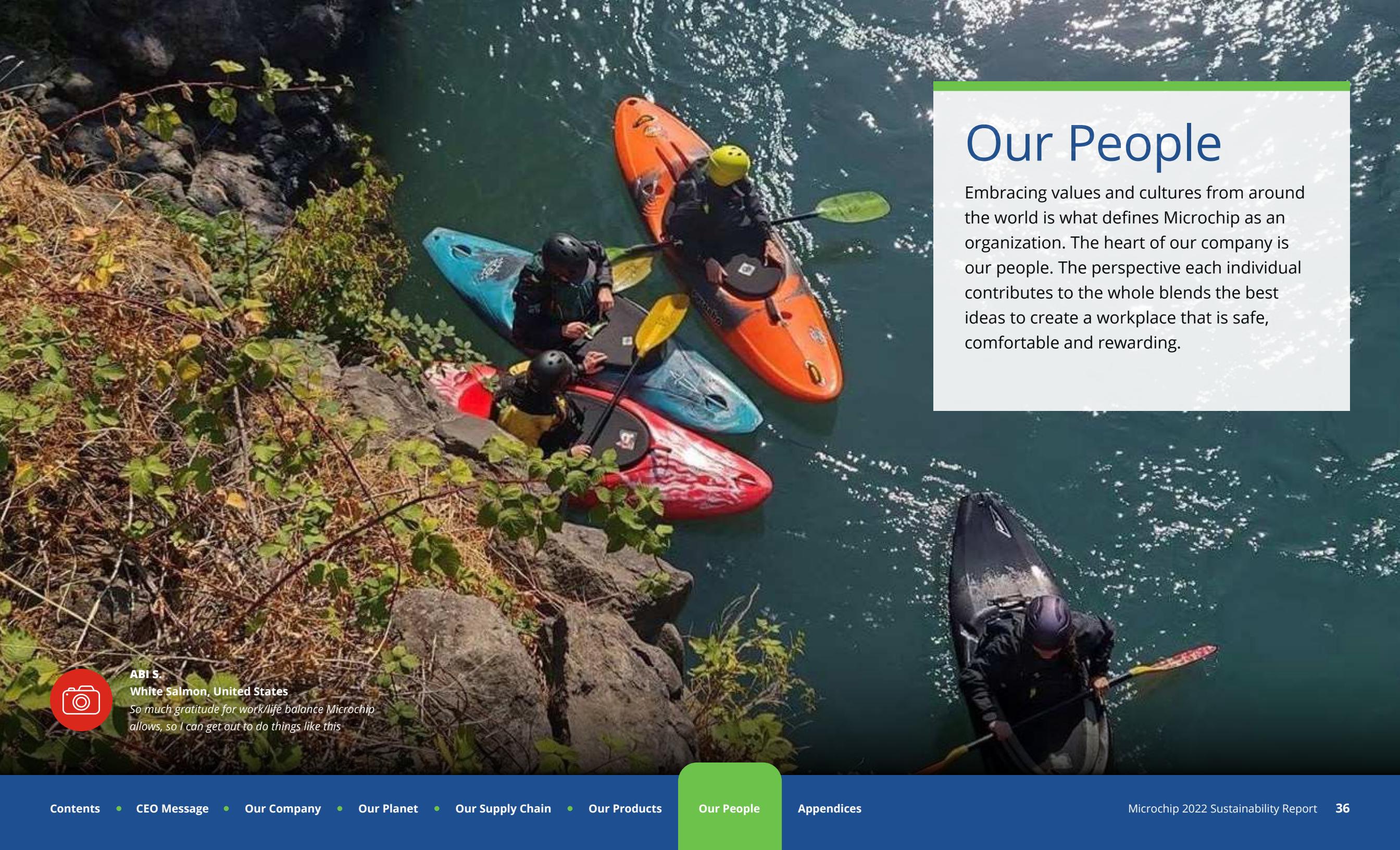
## ANONYMOUS

We ensure that we meet or exceed customer expectations and we support continuous improvement by providing the best quality products

Microchip adheres to applicable product material compliance laws and regulations throughout the entire product lifecycle. Through the mitigation or elimination of potentially hazardous materials used in production, we strive to deliver safe and reliable products to our customers. To maintain product compliance and safety, we have developed a rigorous material compliance policy and a Hazardous Substance Process Management (HSPM) system with a goal of making products that are qualified to be introduced into markets around the world.

Visit [Our Products](#) web page for detailed information regarding our product material compliance program, including but not limited to:

- EU Declarations of Conformance
- EU RoHS Certificates of Compliance
- EU REACH Statements
- EU SCIP Compliance
- China RoHS EFUP and Compliance Statements
- California Proposition 65
- POPs, PFCs, PFAS, PAHs and ODC
- UKCA and UK Declarations of Conformance
- Material Content Declarations
- Product Package Information



# Our People

Embracing values and cultures from around the world is what defines Microchip as an organization. The heart of our company is our people. The perspective each individual contributes to the whole blends the best ideas to create a workplace that is safe, comfortable and rewarding.

**ABI S.**

**White Salmon, United States**

*So much gratitude for work/life balance Microchip allows, so I can get out to do things like this*



# Values and Culture

We are a U.S. headquartered company with operations around the world. As of December 31, 2022, our global workforce consisted of approximately 22,000 employees. Employees are our greatest strength, and we place a high value on the diversity of our global workforce.

In 1990, we designed a cultural framework to unite employees around the world through shared workplace values and to guide employees' decisions, actions and job performance. Our Guiding Values convey our overall philosophy and shape our day-to-day decisions and the way we conduct business. These guidelines create a successful foundation for employee empowerment and enhance employee development on all levels. While our core values have remained constant since 1990, we have added to them over time to reflect the changes that we see in our global working environment.

We are publishing this data as part of our corporate responsibility reporting. The diversity data on the Workforce Demographics page is published based on calendar year 2022 data and a total of approximately 22,000 employees.

At Microchip, women represent 40% of our global workforce. We are committed to creating a supportive work environment for all employees to perform at their highest levels. This includes a commitment to developing and promoting women into technical and leadership positions within our organization.

We monitor gender statistics globally and strive for continuous improvements. We include an evaluation of our practices at the regional level and an analysis of the benefits that we offer.

Read more about [Our People](#) on [www.microchip.com](http://www.microchip.com).



**BRENDA C.**  
Penang, Malaysia

# CEO Diversity Statement

Microchip's business purpose is "Empowering innovation which enhances the human experience by delivering smart, connected and secure technology solutions." The key to realizing this purpose lies in the strength of our company culture. Through our culture and innovative solutions, we strive to be a great place to work and build one's career. In this spirit, we value diversity and inclusion and believe that employees of all backgrounds contribute to our ongoing success. It is important that we support the needs of our employees without regard to race, color, ethnicity, national origin, religion, age, disability, gender (including gender expression and gender identity), sex or sexual orientation.

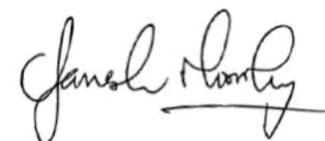
At Microchip, we understand that our commitment to inclusion, diversity and equal opportunity for all begins at the top. We believe diversity is a fact, inclusion is a choice and a sense of belonging is the result. We choose to foster inclusivity because we recognize the power of inclusion and diversity to better the lives of our employees and strengthen the performance of our company. Inclusion and diversity are not just words to us; they are part of two important Guiding Values practiced every day: "Employees Are Our Greatest Strength" and "Continuous Improvement Is Essential." This guides the way we do business and helps ensure our future success.

Microchip reinforces these values with programs to foster greater dialogue and mentorship opportunities for employees of underrepresented groups, and we have implemented methods to recruit, retain and promote qualified candidates from diverse groups. We have implemented leadership training classes on the importance of diversity and inclusion in the workplace and as part of our community-building efforts, we provide paid time off for employees to give back to those in need through community

volunteer work. We also make charitable contributions to a variety of organizations, including our own charitable foundation, AZFirst.

We are proud to have been included in *Newsweek* magazine's 2022 and 2023 listings for America's Greatest Workplaces for Women and America's Greatest Workplaces for Diversity. We have received similar awards for our locations around the world and are honored to be recognized by the many communities where we operate.

Our Guiding Values are key to our success as a company. By having strong stakeholder relationships with our employees, customers, sales channels, suppliers, investors and communities, we make certain that Microchip is well prepared to continue to deliver on our vision to "Be the very best embedded control solutions company ever."



**Ganesh Moorthy**

President and Chief Executive Officer



**CHENG S.**

**Penang, Malaysia**

*Diwali festive greeting 2022 in Penang office*

# Diversity and Inclusion

Microchip places a high value on the diversity of its workforce. We provide equal employment opportunities and respect and value the diverse experiences and backgrounds of all applicants and employees. We operate in compliance with Equal Employment Opportunity (EEO) laws for recruitment and hiring practices. Regular and updated training is provided to recruiters and managers to ensure understanding of ethical and legal hiring practices. In the U.S., all managers are required to complete and pass an affirmative action training course.

We use multiple recruiting platforms, including our company career site, social media, job boards at local colleges and universities and various diversity and veteran-specific job boards.

Microchip has partnered with a third-party diversity recruitment and OFCCP compliance provider to ensure U.S. jobs postings are delivered to government agencies and various diversity sites. Our recruiting efforts in 2022 included attending diversity-focused career fairs and other outreach activities to target underrepresented groups such as women, veterans, individuals with disabilities and other minority groups. We expanded our university partnerships in 2023 to include Historically Black Colleges and Universities (HBCUs) and will continue to make diversity recruiting a top priority.

In 2022, Microchip expanded its development program focused on women at the company, called Women in Technology (WIT). This program supports our employees by helping them grow business skills and develop corporate and technology industry acumen. The WIT program currently has two avenues: new development courses that launched in April 2022, and women-led development and career support groups called Circles.

WIT Circles choose topics and development goals independently and use resources offered by Lean In, an organization working to help women achieve their ambitions and create more inclusive workplaces. To date, roughly 60 women are participating in locally driven Circles, with more new groups on the horizon.

Military service members and veterans are truly an asset to Microchip's workforce, and we seek to recruit veterans and retired military for various positions. The outstanding military training and education they receive, combined with real-world experience in teamwork and leadership, are valued attributes. In the U.S., we participate annually in local and national veteran career fairs including VetTalks, sponsored by Best Companies and Career Connectors. We also promote job openings on veteran and military job boards and partner with veteran groups and agencies as a veteran-friendly employer. We work with Skill Bridge, a program where military members separating from service may leave active duty 180 days in advance to participate in internship programs with prospective employers. These service members continue to be paid by the military as part of the program as they transition to new careers.



**MADHURI K.**

**WINNER OF CATEGORY: CULTURE CAMERA**

**Bangalore, India**

*Holi, the festival of colors, marks the onset of spring in India. Mythologically, it signifies the triumph of good over evil, it celebrates the victory of Lord Vishnu and his devotee, Prahlad, over the evil King Hiranyakashyap.*

# Workforce Demographics

In the U.S., we analyze gender, race and ethnicity representation to ensure that we are attracting, developing and retaining diverse team members. Our U.S. workforce data is prepared in accordance with the Federal Employer Information Report EEO-1. This report has broad, fixed categories that are not reflective of our global workforce or our complex job structure. We are sharing our data in the interest of transparency.

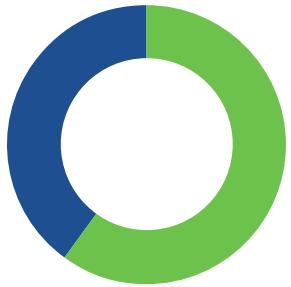
Below is a racial and ethnic breakdown of Microchip's 6,800 U.S. employees as of December 31, 2022:



Globally, we analyze gender representation. Below is a gender breakdown of Microchip's 22,000 global employees as of December 31, 2022:



Global Employees By Region



Global Employees By Gender



Global Leadership By Gender



Global Technical Roles By Gender

# Employee Recruitment and Retention

We design jobs and provide opportunities that promote 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 team and individual performance. We are committed to providing strong benefits and wellness programs, safe and inclusive workplaces, continuous opportunities for training and professional development and equal employment opportunities to all.

## Learning and Development

### Employees Are Our Greatest Strength

Like the nearly infinite permutations of microcontroller design, every employee brings a unique set of interests and experiences to their work. Microchip's award-winning Global Organizational Learning and Development (GOLD) department supports each employee on their personal journey to career success. In FY23, employees engaged in over 2,300 live classes, 170,000 online courses, and over 1,200 one-on-one coaching sessions.

We teach essential business competencies like global teamwork, empowerment and communication. We offer an expanding suite of technical programs for our vibrant engineering community. We enable our client engagement teams to serve our customers with insight and purpose. And we offer specialized resources for people building skills in IT, manufacturing technology and beyond.

Tuition reimbursement helps many employees achieve degrees while growing their careers, and we get excited when seeing our talented interns transition to full-time positions after graduation.

Microchip employees often take up the challenge of leadership service. We are proud of our robust pipeline that offers tailored development for roles from front-line manufacturing to leadership and a serious track record of internal promotion. Over 1,000 people completed leadership programs in FY23.

We know that diverse and inclusive teams are the strongest teams. Our Working Globally, Crossing Cultures core course brings insight into cultural-behavioral diversity. Inclusive Leadership training was a global FY23 initiative, ensuring that leaders in every function are equipped to consciously foster and sustain a culture of belonging.

Employees are the heart of Microchip, and it is our privilege to empower our people to innovate, excel and thrive.



**MICHELLE P.**

Arenal, Costa Rica

*View of Arenal Volcano and surrounding rainforest*

# Employee Recruitment and Retention

## CONTINUED



EGIL R.

**WINNER OF CATEGORY: A DAY AT MICROCHIP**

**Trondheim, Norway**

*Winter bike commuters in front of the Microchip office in Trondheim, Norway*

### University Programs

Our university involvement aids in our overall recruitment efforts to attract top talent. We actively recruit at university career fairs, student organization events and conferences and job posting sites. We value the partnerships and brand recognition we have built with top universities through many activities, including judging at engineering-related competitions, participating in campus informational sessions and industry conferences such as IEEE, assisting in curriculum design, sponsoring senior-level capstone projects and serving as guest speakers in various capacities. We also provide product samples, development tools and demo boards to educational institutions in many locations.

### New College Graduates

We consider a New College Graduate (NCG) as anyone who successfully completed a bachelor's or master's degree within the last three years. Microchip hosts a biannual in-person/virtual program in the U.S., Asia and Europe for NCG employees that focuses specifically on their needs by providing engagement with the executive staff, technical training, personal development workshops, a formal mentoring program, team-building activities and community service work. The goal of this program is to prepare our NCG hires for success in their Microchip journey and inspire the next generation of engineers.

### Internships

Our internships provide challenging and rewarding hands-on experience and the opportunity to work closely with senior staff and industry professionals. Our interns contribute to critical projects and significant day-to-day business activities. Their term of service can be anywhere from three months to one year or longer, and many return to Microchip several times during their educational journey. Our goal is to transition as many successful interns as possible to full-time roles upon their graduation.

# Benefits



DARSHAN P.

Bengaluru, India

*Every sunset is an opportunity to reset*

## Benefits

We believe our employees are essential to our ongoing success, so our global compensation and benefits programs have been designed to reflect this value. We offer competitive and comprehensive benefits packages to our employees around the world. While the specific details may vary by country or region, Microchip's philosophy is to provide total compensation for all employees through shared profit and ownership. Microchip has several quarterly cash bonus programs and equity plans (restricted stock units and employee stock purchase program) that allow employees to share in the company's success and build their personal wealth. Other benefits include retirement savings plans with company match, company-paid holidays, paid vacation and sick leave, family and medical leaves of absence, short- and long-term paid disability, long-term care insurance, health and wellness programs, and continuing education and training opportunities.

## Physical and Financial Health

Microchip organizes a "Well-Being Management" seminar to provide information about resources that will help support the health and welfare of employees, as well as their dependents and other members of their household. We also support our employees' physical health by maintaining accessible and affordable on-site medical clinics at our sites in Arizona, Colorado, and Oregon, which serve our front-end manufacturing population as well as employees in other roles. We provide periodic on-site mammograms, prostate exams, and shots for the flu, COVID-19 and pneumonia. In various locations, Microchip also maintains on-site gyms and offers virtual yoga and meditation classes to encourage employees to incorporate healthy habits into their workday.

In addition to physical health resources, we also offer webinars to educate employees on financial planning. Each year, E\*TRADE® holds sessions to educate employees on tax specifics related to equity. Webinars and resources on investing and retirement are hosted by Fidelity®. Both E\*TRADE and Fidelity offer one-on-one appointments for employees to meet with financial advisors at their convenience. Microchip has also offered webinars with local Social Security personnel to educate employees on Social Security benefits and Medicare.

# Employee Engagement

## Labor/Management Relations

While none of Microchip's employees are unionized, we do acknowledge the right to collective bargaining where allowed by law. We have strong employee programs to support employees and their families, including robust benefits plans and career development opportunities. In 2022, we had employees participating in collective bargaining agreements in the following countries: Austria (100%), Finland (100%), France (100%), Germany (~65%), Italy (100%) and Spain (100%).

## Non-Discrimination and Equal Employment Opportunity

We acknowledge the right of all employees and applicants to be treated fairly and as individuals free from any discrimination, including harassment, bullying and intimidation. We provide a safe and inclusive work atmosphere that is free of harassment, and we recognize that our success depends on the inclusion of all qualified people that work for and with our company regardless of race, color, ethnicity, religion, age, national or social origin, ancestry, citizenship status, marital or familial status, physical or mental disability, legally protected medical condition, genetic information, pregnancy, gender (including gender expression, gender identity, transgender and sex stereotyping), sex (including pregnancy, childbirth, breastfeeding, or related medical condition and sex stereotyping), sexual orientation, military or veteran 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.



**GOKUL D.**

**Bangalore, India**

*When colleagues become friends!*



# Community Involvement

A great community is measured by the compassionate action of its members. Microchip is an active participant in the communities in which we operate. We give back by supporting and donating to schools, clubs and charities and through volunteer work. To encourage volunteering, we offer our employees two paid days per calendar year to work together with local charities at organized events and serve others. The ways in which we support the local communities where we operate reflect the diversity of the people and the needs of those communities. This section highlights some of the volunteer work that Microchip employees completed in 2022.

## Malaysia

- **Relau Rumah Charis Bhd** – This welfare organization for the elderly and children offers social services that provide spiritual guidance, shelter, education and health community activities. Microchip donated clothes and food to support the organization.
- **Pusat Jagaan Persekutuan Kebajikan Anak-Anak Yatim Islam – Penang** – This welfare organization offers shelter and education to orphans. Microchip donated clothes and food to support their programs.
- **Pertubuhan Rumah Kebajikan Seri Cahaya Pulau Pinang** – This welfare organization offers shelter to orphans, abandoned children, single mothers with children, people with mental illness and homeless senior citizens. In 2022, we donated more than 20 boxes of food (rice, flour, milk, sugar, biscuits) and clothing.

## Thailand

- Microchip employees supported the Smart Farm at Chachoengsao Panyanukul School by donating products and training.
- Microchip provided medical equipment to a local public hospital.
- Employees supported the reforesting and tree planting program at a local primary school.
- Microchip employees donated used books and clothing to residents of rural areas, used books and daily necessities to prisoners and held donations for people with disabilities.
- Microchip EHS Team assisted with regular fire drill training at local schools.



MUHAMMAD F.

Penang, Malaysia

*We may have different religions, different languages, different colored skin, but we all belong to one human race*

# Community Involvement

CONTINUED

## Philippines

- Donation for Victims of Typhoon** – Employees worked with the ABS-CBN Foundation which is an NGO dedicated to improving lives of disadvantaged Filipino families by providing childcare, disaster management and environmental conservation services.
- Outreach Activity to Manyan Tribe in Mindoro** – Volunteers provided food donations to help support indigenous communities in these rural areas.
- Brigada Eskwela** – National Schools Maintenance Week – Microchip employees volunteered at Laguerta Elementary School and Don Jose Integrated High School. They cleaned windows and doors, repainted walls and chairs and repaired fences.
- Adopt-A-School Program (ASP)** – Employees supported this outreach project that delivers school supplies and equipment to underfunded rural schools. Microchip was awarded a Gawad Ugnayan Recognition award as a result.
- Children's Youth Foundation** – Volunteers provided gifts to children.
- Blood Donation** – 118 employees donated blood.

## India

- Skills development and nutrition programs for underprivileged children.
- Infrastructure development of rural government public school.

## Romania

- Employees organized a successful fundraiser event to help the less fortunate by selling cakes and handmade items.
- The site hosted an on-site blood donation campaign to contribute to the Turkey humanitarian cause.
- Microchip employees hosted an exhibition stand at RoboChallenge 2022, the biggest robotics contest in Europe, to help the students with our tools and engineering guidance.

## Ireland

- Microchip employees participated in beach cleaning in Little Island.

## France

- Microchip organized career events at Insa Lyon, Polytech Marseille TIC & Digital Forum, Les Mines St Etienne, and Digital Native Forum at ISEN school.
- Our employees participated in a clean up of the Rousset area.

## United Kingdom

- Employees organized baking on site to sell cakes and contribute to the MacMillan cancer charity.
- Our Caldicot site organized Big Bang, an engineering challenge for local high school students.
- Our engineering, HR and sales teams visited eight universities across South England and Wales to raise awareness about engineering.

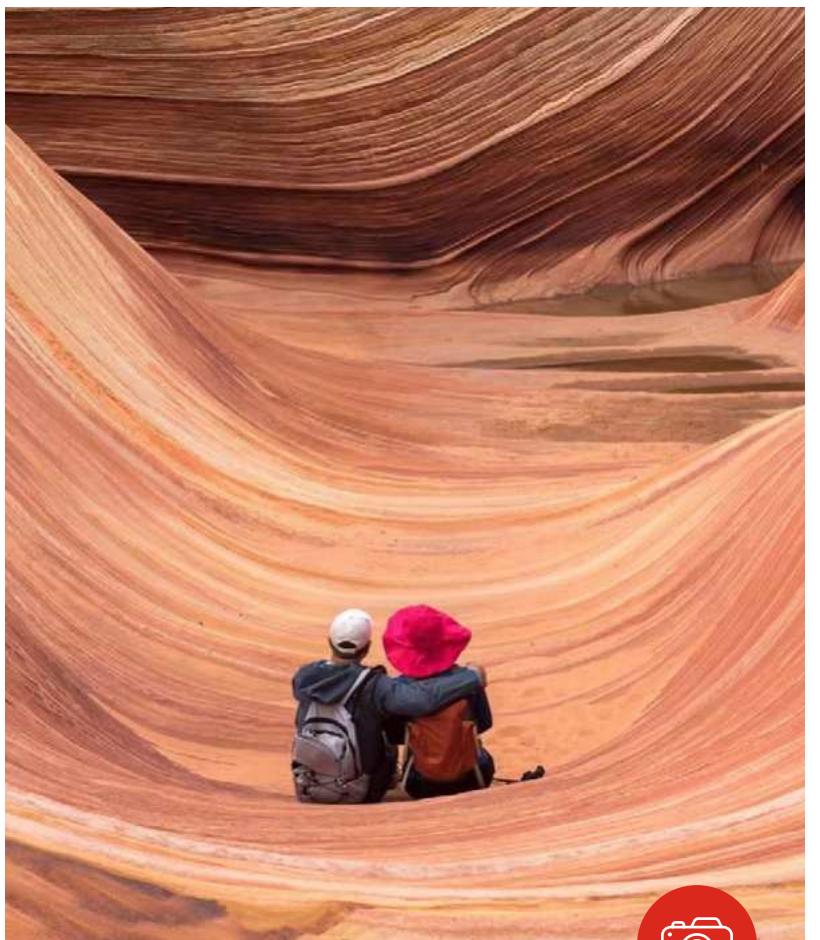


**RUAIRI D.  
Cork, Ireland**

*Microchip Cork employees helped to make a local beach in Little Island a cleaner and safer place*

# Community Involvement

CONTINUED



**TAO L.**  
Austin, United States  
*The Wave*

## STEM Outreach

**At Microchip, we acknowledge that we have a responsibility to influence and impact the education of the next generation of engineers to create a stronger, better educated community and workforce through engagement with Science, Technology, Engineering and Math (STEM).**

Microchip supports For Inspiration and Recognition of Science and Technology (FIRST®) and the Robotics Education Competition (REC) Foundation. These organizations offer hands-on STEM learning through building robots for competition. Students interact with industry mentors and learn workforce skills such as time management, critical thinking, problem solving, teamwork, public speaking and marketing.

In 2022, Microchip was the organizing sponsor for two FIRST Robotics regional events and the Steve Sanghi Family Foundation sponsored the Arizona FIRST Robotics State Championship, advancing seven FIRST Robotics Competition teams to the FIRST Championship in Houston, TX. Microchip hosted a FIRST Lego League tournament and a VEX Robotics Competition in Chandler, where each event advanced teams to the state championship, including a VEX Robotics Competition team sponsored by Microchip employees. The Ganesh and Hema Moorthy Family Foundation sponsored two new scholarships, joining the two that were sponsored by the Sanghi Foundation. These four scholarships enable students to pursue a college degree in science, engineering or mathematics. Rich Simoncic's foundation, Simoncic's Opportunity for Art and Robotics (SOAR), provided registration funding for rookie FIRST Robotics Competition teams to attend the championship event.

Microchip offers financial and individual support for robotics programs in a variety of ways including:

- Providing a full-time STEM representative to FIRST and VEX
- Providing a regional director for FIRST in Arizona
- Awarding financial grants to rookie FIRST and VEX teams
- Offering facilities, supplies and supply discounts for participants and staff volunteers working with FIRST, VEX and AZFirst, a local non-profit supporting robotics in Arizona
- Supporting employees who mentor robotics teams and volunteer at events
- Sponsoring VEX teams for the children of Microchip employees
- Providing financial sponsorship to two FIRST regional events in Arizona
- Providing financial sponsorship for the VEX World Championship

# Community Involvement

CONTINUED

## Project C.U.R.E.

Project C.U.R.E. is the world's largest distributor of donated medical supplies, equipment, and services to resource-limited locations around the globe. Founded in 1987, the organization has shipped more than \$1 billion of life-saving resources to 135 nations worldwide. Since 2007, Project C.U.R.E. has been utilizing approximately 46,000 square feet of space donated by Microchip as their Arizona warehouse location, where they collect donations of excess, unused items from local medical facilities and distribute them to hospitals and clinics in developing countries.

In 2022, the Project C.U.R.E. Phoenix warehouse loaded 17 containers totaling over \$6.3 million in Gifts In Kind (GIK) that were ultimately distributed to 11 different countries. Two relief shipments went to Ukraine from this location; the first one departed on March 7, 2022, shortly after the war in Ukraine began. The Phoenix warehouse also assisted with preparing pallets of gauze, dressing, and other medical supplies from six other Project C.U.R.E. warehouses across the U.S. in support of those in need throughout Ukraine. After the 2021 coup in Myanmar, many Burmese refugees fled to Mizoram State, India. The Phoenix warehouse loaded a container of medical relief to help with refugee healthcare and treatment throughout the state.

By eliminating the overhead cost of maintaining warehouse space, Microchip is enabling Project C.U.R.E. to allocate more funds to providing care and resources to those who need them most. In 2022, this space donated by Microchip allowed Project C.U.R.E. to welcome 2,038 volunteers, who completed over 18,477 hours of service. Microchip employees directly joined in the effort as well, helping to sort and prepare donated items prior to distribution abroad.



**STACEY H.**

**Mount Holly Springs, United States**

*Microchip supports one another. An employee battling breast cancer gets a loving send-off with everyone wearing pink. We support each other here at Microchip every day.*

# Community Involvement

CONTINUED

## Microchip Supports United Way

Microchip employees and corporate locations invest time and money to support the Pikes Peak United Way (PPUW), United Way of Columbia/Willamette (PDX) and Valley of the Sun United Way (VSUW) in Colorado Springs, CO, Portland, OR, and Phoenix, AZ, respectively.

During the 2022 campaign season, support from employees provided direct assistance to over 60 United Way chapters. Over \$246,000 was distributed to communities and organizations that provide educational resources (36%), increase access to health and food support (28%), and contribute to programs needed to help end hunger and homelessness (19%). The remaining funds went to Force for Mighty Change support (11%) and Financial Stability program access (6%). Microchip's Lifetime Giving support reached \$5.86 Mn in 2022 including corporate gifts, special event funds and employee giving.



**BRIAN V.**  
**Burnaby, Canada**

*170 km bike ride up Mt. Baker in Washington, United States,  
to raise funds for the SickKids Foundation*



# Occupational Health and Safety

"Safety and Security Are Never Compromised" is one of Microchip's Guiding Values. Microchip's concern for the health and safety of our employees, contractors, vendors and the communities in which we work helps determine our policies and define our practices. Because we are committed to providing a safe and healthy place to work, we have dedicated environmental, health and safety (EHS) teams dedicated to help us meet applicable laws and regulations. At Microchip, employees are responsible for their safety and the safety of those around them. We actively promote a safe and healthy lifestyle and encourage employees to manage their personal health proactively.

## Recordable Incidents\*

FACILITY	2019	2020	2021	2022
Chandler	4	2	4	2
Colorado Springs	19	7	14	13
Gresham	6	12	12	9
Tempe	14	13	2	12
All US Locations**	***	***	45	62****
Thailand (MMT)	0	0	2	0
Thailand (MTHAI)	0	0	2	2
Philippines (MPHL)	0	1	0	2

## Injury Rate (Cases) Per 100 Employees

FACILITY	2019	2020	2021	2022
Chandler	0.29	0.14	0.29	0.14
Colorado Springs	2.04	1.12	2.05	1.63
Gresham	1.09	2.32	1.87	1.14
Tempe	2.71	2.63	0.35	1.89
Total US Avg. Injury Rate	***	***	0.75	0.98
Thailand (MMT)	0	0	0.12	0
Thailand (MTHAI)	0	0	0.05	0.05
Philippines (MPHL)	0	0.06	0	0.10
OSHA INDUSTRY INJURY RATE	1.2	1	1	*****

\* Recordable Incidents as defined by OSHA. \*\* The metric was changed from our 2021 Sustainability Report to provide total US recordable incidents. Additional information became available post publication of the previous report which is included in the updated numbers. \*\*\* Information previously not collected or disclosed. \*\*\*\* 23% of the incidents were slips and falls with zero or minimal days away from work. \*\*\*\*\* OSHA Industry Injury Rate will be available in November 2023.

## Microchip's corporate Environment, Health and Safety (EHS) policy includes the following components:

- Management is committed to the development, implementation and continual improvement of environmental, health and safety programs.
- We place our concern for the health and safety of our employees and communities in which we work at the forefront of our policies and decisions.
- We will identify, evaluate and implement opportunities for pollution prevention.
- We will comply with applicable environmental, health and safety laws and regulations.
- We will integrate environmental, health and safety considerations into our business using the innovation, creativity and ingenuity of our employees.



# Appendices



## ANONYMOUS

*Rich and simple - a snapshot from my phone when I was hiking*

# Appendix I – ESG Performance Summary

Our Company - Financial Information <sup>1</sup>	FY2019	FY2020	FY2021	FY2022	FY2023
Net Revenue (dollars in millions)	5,349.5	5,274.2	5,438.4	6,820.9	8,438.7
Net Income (dollars in millions)	355.9	570 .6	349.4	1,285.5	2,237.7
Income tax provision (benefit) (dollars in millions)	-151.4	-420.2	-9 .9	197.0	672.0
R & D Spend (dollars in millions)	826.3	877.8	836.4	989.1	1,118.3
Capital Spend (dollars in millions)	228.9	67.6	92 .6	370.1	486.2
Operating Cash Flow (dollars in millions)	1,674.8	1,543.8	1,916.5	2,842.7	3,621.0
Our Company - Governance	CY2018	CY2019	CY2020	CY2021	CY2022
# Directors <sup>2</sup>	5	5	7	7	8
Female Directors (%)	20	20	29	29	25
Ethnically Diverse Directors (%)	20	20	43	43	38
Independent Directors (%)	80	80	71	71	75
Legal Claims Against Microchip - Corporate Governance <sup>3</sup>	3	1	1	1	1
Our People	CY2018	CY2019	CY2020	CY2021	CY2022
Number of Worldwide Employees	18,740	18,033	19,472	20,566	22,070
Employees by Location - Asia/Pacific	9,342	8,986	10,419	11,189	11,962
Employees by Location - Europe	2,374	2,368	2,326	2,430	2,641
Employees by Location - North America	7,024	6,679	6,727	6,947	7,467
Female Employees in All Positions (%)				40	40
Female Employees in Technical Positions (%)				30	36
Female Employees in Leadership Positions (%)				24	24
New College Graduates Hired Worldwide			209	254	629
Number of Interns Hired Worldwide			132	130	325
Full-Time Training Professionals	39	85	85	100	127
Total Employee Training Hours					109,124
# Fatalities	0	0	0	0	0

# Appendix I – ESG Performance Summary

CONTINUED

<b>Our Planet</b>	<b>CY2018</b>	<b>CY2019</b>	<b>CY2020</b>	<b>CY2021</b>	<b>CY2022</b>
Scope 1 Emissions (MTCE)	529,370	425,973	348,407	407,724	423,877
Net % Change (relative to baseline year, 2018)		-19 .5%	-34 .2%	-23 .0%	-19.9%
Scope 2 Emissions (MTCE)	328,915	311,490	305,341	305,162	282,119
Net % Change (relative to baseline year, 2018)		-5 .3%	-7 .2%	-7 .2%	-14.2%
Energy Usage (MWh)	1,024,225	968,169	997,729	989,118	926,196
Net % Change (relative to baseline year, 2018)		-5 .5%	-2 .6%	-3 .4%	-9.6%
Recycled Materials (lbs.)	3,191,649	3,724,868	3,858,388	5,855,956	11,380,402
Water Usage (Gal)	1,515,648,307	1,455,758,888	1,310,570,498	1,448,084,330	1,478,306,333
Net % Change in Water Usage (relative to baseline year, 2018)		-4 .0%	-13 .5%	-4 .0%	-2.5%
Effluent Waste (Gal)	1,053,746,608	1,071,830,470	915,400,637	936,856,407	860,361,792
Net % Change in Effluent Waste (relative to baseline year, 2018)		1 .7%	-13 .1%	-11 .1%	-18.4%
ISO14001 Certified High-Volume IC Manufacturing Facilities	4	4	4	4	4
<b>Our Supply Chain (IC)</b>	<b>CY2018</b>	<b>CY2019</b>	<b>CY2020</b>	<b>CY2021</b>	<b>CY2022</b>
Total Number of Smelters	248	224	236	236	223
Smelters Recognized as RMI RMAP Conformant	248	224	235	230	222
Smelters Actively Participating in Sourcing Audits by RMI RMAP, TICMC, LBMA	0	0	1	6	1
Non-Conformant Smelters	0	0	0	0	0
<b>Our Products</b>	<b>CY2018</b>	<b>CY2019</b>	<b>CY2020</b>	<b>CY2021</b>	<b>CY2022</b>
ISO9001/IATF16949 Certified High-Volume IC Manufacturing Facilities	6	6	6	6	6
ISO9001/IATF16949 Certified High-Volume IC Manufacturing Facilities (%)	100	100	100	100	100

Note 1 Financial data is represented in Fiscal Years. For example, column year FY2023 contains financials from Microchip Fiscal Year 2023 (April 1, 2022 - March 31, 2023).

Note 2 From January 3 through August 25 in year 2022, BOD consisted of 8 members.

Note 3 Refer to our annual 10-K filings with the Security and Exchange Commission (SEC) for fiscal years 2020-2023 and notes to our consolidated financial statements for information regarding legal proceedings.

Disclosures regarding legal claims are made in accordance with the Securities Exchange Act of 1934.

Blank - Information previously not collected or disclosed.

# Appendix II – GRI Content Index

Statement of use	Microchip Technology has reported the information cited in this GRI content index for the period 01.01.2022 - 12.31.2022 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	2022 Sustainability Report p. 6
	2-2 Entities included in the organization's sustainability reporting	Sites with at least 10+ full-time employees and design engineering capabilities (purely sales offices excluded)
	2-3 Reporting period, frequency and contact point	Reporting period: 01/01/2022 - 12/31/2022, Frequency: Annual, Contact: <a href="mailto:ESG_Assurance@Microchip.com">ESG_Assurance@Microchip.com</a>
	2-4 Restatements of information	None
	2-5 External assurance	<a href="#">ISO Certificates</a> , <a href="#">Sony Green Partner Certificate</a> , <a href="#">Samsung Electronics Eco-Partner Certificate</a>
	2-6 Activities, value chain and other business relationships	2022 Sustainability Report pp. 6-8, 12, 16
	2-7 Employees	North America - 7,467 (Female - 1,954, Male - 5,502, Non-Binary - 11) Asia - 11,962 (Female - 6,187, Male - 5,774, Non-Binary - 1) Europe - 2,641 (Female - 717, Male - 1,924) Total - 22,070
	2-9 Governance structure and composition	2022 Proxy pp. 5-11, 15-18 <a href="#">Corporate Governance Guidelines</a>
	2-10 Nomination and selection of the highest governance body	2022 Proxy pp. 11, 15-18 <a href="#">Corporate Governance Guidelines</a> , <a href="#">Nominating, Governance and Sustainability Charter</a> , <a href="#">and Corporate Governance Policy for Election of Directors</a>
	2-11 Chair of the highest governance body	2022 Proxy pp. 5, 16
	2-12 Role of the highest governance body in overseeing the management of impacts	2022 Proxy Executive Chair and CEO letter, and pp. 5-11

# Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-13 Delegation of responsibility for managing impacts	2022 Proxy pp. 5-11
	2-14 Role of the highest governance body in sustainability reporting	2022 Proxy Executive Chair and CEO letter, and pp. 4-9,11
	2-15 Conflicts of interest	2022 Proxy pp. 11-12, 14 <a href="#"><u>Microchip Conflicts of Interest Policy</u></a>
	2-16 Communication of critical concerns	2022 Proxy Executive Chair and CEO Letter, and pp. 5-6 2022 10-K, Risk Factors pp. 12-30, Note 11 to Consolidated Financial Statements
	2-17 Collective knowledge of the highest governance body	2022 Proxy Corporate Governance Practices, and pp. 6-7,11
	2-18 Evaluation of the performance of the highest governance body	2022 Proxy Corporate Governance Practices, and pp. 6-7,11
	2-19 Remuneration policies	2022 Proxy Compensation Discussion and Analysis Highlights, and pp. 12-13, 24-33
	2-20 Process to determine remuneration	2022 Proxy pp. 12-13, 24-29
	2-21 Annual total compensation ratio	2022 Proxy p. 34

# Appendix II – GRI Content Index

CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-23 Policy commitments	<p>Microchip is dedicated to protecting human rights. As part of our focus on continued improvement of our policies and procedures to ensure the protection of our employees and the workers at our supply chain partners, Microchip has joined the RBA and adopted a Supplier Code of Conduct that is aligned with the RBA Code of Conduct. The RBA Code of Conduct creates standards for labor, health and safety, the environment and ethics throughout our supply chain.</p> <p>Microchip's Supplier Code of Conduct applies to suppliers and their directors, officers, employees, contractors and subcontract labor. It requires that all suppliers be dedicated to ensuring that throughout their supply chain working conditions are safe, workers are treated with respect and dignity, and business operations are environmentally responsible, conducted ethically and are in compliance with all applicable laws, rules and regulations. Consistent with our policy, practice and culture, we do not tolerate the use of forced labor anywhere in our supply chain.</p> <p>For Microchip, we are committed to ensuring that our facilities comply with all local and national laws and regulations as they relate to the health and safety of our workers. Our Human Rights Policy prohibits the use of forced or compulsory labor, child labor and discrimination.</p> <p>For additional information on Microchip's practices and public disclosures related to protecting human rights, please visit:</p> <p><a href="#">Microchip Ethics and Conduct</a></p> <p><a href="#">Modern Slavery Statement and Supply Chain Disclosure</a></p> <p><a href="#">Microchip Human Rights Policy</a></p>

# Appendix II – GRI Content Index

CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-24 Embedding policy commitments	2022 Proxy pp. 6-9
	2-25 Processes to remediate negative impacts	<a href="#">Microchip Corporate Environmental, Health and Safety Policy</a>
	2-26 Mechanisms for seeking advice and raising concerns	2022 Proxy pp. 9, 49-50 <a href="#">Microchip's Code of Business Conduct and Ethics</a>
	2-27 Compliance with laws and regulations	Refer to our annual 10-K filings with the SEC for fiscal year 2023 and notes to our consolidated financial statements for information.
	2-28 Membership associations	2022 Sustainability Report p. 16
	2-29 Approach to stakeholder engagement	2022 Proxy pp. 1-3
<b>GRI 3: Material Topics 2021</b>	2-30 Collective bargaining agreements	<p>a) The following Countries only have Collective Bargaining Agreements:</p> <p>Finland – 100%  Austria – 100%  Germany – ~ 65%  Italy – 100%  France – 100%  Spain – 100%</p> <p>b) No employees that are not currently under Collective Bargaining agreements have their working conditions and terms of employment based on other Collective Bargaining Agreements or Collective Bargaining Agreements from other organizations. No North America or Asia countries are covered by collective bargaining agreements. Employees that are currently not under any collective bargaining agreements are covered by employment contracts in which their working conditions and terms of employment fully complied with local employment laws.</p>
	3-1 Process to determine material topics	2022 Sustainability Report p. 14
	3-2 List of material topics	2022 Sustainability Report p. 15
	3-3 Management of material topics	2022 Proxy pp. 4-9

# Appendix II – GRI Content Index

CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	2023 10-K Section F-6
	201-2 Financial implications and other risks and opportunities due to climate change	2023 10-K pp. 13, 30-31
	201-3 Defined benefit plan obligations and other retirement plans	2023 10-K (F-6, F-13, Note 12 - F-35 to F-37)
	201-4 Financial assistance received from government	2023 10-K (F-28, F-32, F-33, Note 11 - F-34 to F-37)
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	UK - 100%, Ireland - 110%, Germany - 144%, Philippines - 100%, Thailand - 100% We follow the minimum standard wage regardless of gender
	202-2 Proportion of senior management hired from the local community	Microchip supports promoting from within for these types of roles
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	2022 Sustainability Report pp. 48-49
	203-2 Significant indirect economic impacts	We are committed to recruiting and supporting entry-level talent, as well as to actively engaging and focusing on local employee sourcing by organizing impact hiring programs in CY2022. Diversity outreach and local job fairs were organized with the objective to positively impact the local labor and economic market. Asia - Local Job Fair - career opportunities for local young students (1) University Caravan, Southern Luzon State University (2) PESO Mega Job Fair (Umbria) (3) SEIPI Job Fair (SMX Convention Center) - MTHAI (1) Microchip Electronics Camp for Primary School Students (Wangtakien Primary School)
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	The percentage of the procurement budget for local suppliers is very small (<\$5Mn). Microchip's definition of 'local' is the area within a 50 mile radius of our fab locations - Tempe, Gresham, Phoenix and Colorado Springs
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	2023 10-K pp. 20, 28
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Microchip's Code of Business Conduct and Ethics</a>
	205-3 Confirmed incidents of corruption and actions taken	Refer to our annual 10-K filings with the SEC for fiscal year 2023 and notes to our consolidated financial statements for information.

# Appendix II – GRI Content Index

CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refer to our annual 10-K filings with the SEC for fiscal year 2023 and notes to our consolidated financial statements for information.
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	2023 10-K pp. 13, 29, 30, 40, 45, 46, 48 and F-11, F-16, Note 11 - F-32 to F-35
	207-2 Tax governance, control, and risk management	2023 10-K pp. 23, 25, 30 GRI Disclosures 2-5 and 2-26
	207-3 Stakeholder engagement and management of concerns related to tax	In line with the principle of being a good corporate tax citizen, we conduct legal and proactive tax planning activities on the basis of economic considerations. We also strive to work cooperatively, transparently, and constructively with global tax authorities. In the process we maintain our legal rights and defend our interests wherever we believe such actions are appropriate and legitimate.  The company also has a policy to address concerns and complaints as discussed in Proxy Statement form DEF14A p. 9 which discusses how the audit committee addresses concern via their " <a href="#">Reporting Legal Non-Compliance</a> " policy.
	207-4 Country-by-country reporting	We don't report country by country - but report on aggregate foreign taxes
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	2022 Sustainability Report p. 21
	302-3 Energy intensity	161 MWh/Mn normalized production units
	302-4 Reduction of energy consumption	2022 Sustainability Report p. 22
	302-5 Reductions in energy requirements of products and services	<a href="#">Information on Microchip's low-power microcontrollers and microprocessors</a>

## Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	2022 Sustainability Report p. 23-24
	303-2 Management of water discharge-related impacts	2022 Sustainability Report p. 23-24
	303-3 Water withdrawal	2022 Sustainability Report p. 53 SASB TC-SC-140a.1
	303-4 Water discharge	2022 Sustainability Report p. 53 SASB TC-SC-140a.1
	303-5 Water consumption	2,339 ML
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We are not aware of our manufacturing or assembly operations having a direct negative impact on biodiversity or protected species/environments throughout the U.S. and other global regions in which we operate.
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	2022 Sustainability Report p. 53
	305-2 Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report p. 53
	305-3 Other indirect (Scope 3) GHG emissions	2022 Sustainability Report p. 53
	305-4 GHG emissions intensity	Scope 1 - 84 MTCE/Mn normalized production units, Scope 2 - 51 MTCE/Mn normalized production units
	305-5 Reduction of GHG emissions	2022 Sustainability Report p. 20
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable

## Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Majority of the waste is generated at Microchip's manufacturing, testing, and assembly facilities that convert raw materials into finished goods. The waste streams are typically classified as hazardous or non-hazardous and disposed of as per appropriate methods. There is some additional general trash generated from daily functions at the corporate and sales offices.
	306-2 Management of significant waste-related impacts	2022 Sustainability Report pp. 25-26 Third-party vendors are audited by the Microchip EHS team Waste-related data is tracked and monitored as part of Microchip's waste management plan
	306-3 Waste generated	2022 Sustainability Report p. 53
	306-4 Waste diverted from disposal	2022 Sustainability Report p. 25
	306-5 Waste directed to disposal	2022 Sustainability Report p. 53
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	New Employee Hires - 5,061 (Asia - 2,711, Europe - 431, North America - 1,919) Employee Turnover - Asia - 13.1%, Europe - 6.7%, North America - 14.4%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life insurance, Healthcare, Sickness, Disability, Parental leave, Retirement options, Bonus schemes, RSU's, Tuition Fee Reimbursement
	401-3 Parental leave	Asia : Female - 297, Male - 80 Europe : Female - 60, Male - 36 Canada : Female - 2, Male - 3 United States : Female - 14, Male - 2
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	The minimum notice period varies from two weeks to 26 weeks based on location, age, length of service, and local laws. Countries that have notice period specified in collective bargaining agreements: Finland - No, Austria - No, Germany - No, Italy - Yes, France - Yes, Spain - No, Russia - No

# Appendix II – GRI Content Index

CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	<p>403-1 Occupational health and safety management system</p> <p>403-2 Hazard identification, risk assessment, and incident investigation</p> <p>403-3 Occupational health services</p> <p>403-4 Worker participation, consultation, and communication on occupational health and safety</p> <p>403-5 Worker training on occupational health and safety</p>	<p>Our focus on the health and safety of our employees, shareholders, investors, suppliers, channel partners and communities coupled with our commitment to minimizing the environmental impact of our operations and products is anchored in our recognition of our social and environmental responsibilities. The management systems that we have implemented to support our Environmental, Health and Safety (EHS) program are aligned to international standards (see Certificates (<a href="https://www.microchip.com/en-us/about/corporate-responsibility/environmental-health-and-safety">https://www.microchip.com/en-us/about/corporate-responsibility/environmental-health-and-safety</a>)) and are administered by a team of dedicated professionals providing EHS-aligned resources in the areas of occupational safety, industrial hygiene, product material compliance, construction, fire safety and health services.</p> <p>Microchip makes publicly available our EHS policy and internally manages and routinely updates our health and safety policies and procedures. We train our employees on workplace hazards and identification and have dedicated Emergency Response Teams trained and ready to respond to any environmental health and safety incident. We maintain certifications to internationally recognized ISO 14001 and ISO 45001 standards in many of our manufacturing facilities in the US and internationally.</p> <p>Using our dedicated EHS teams, we drive understanding and improvements using our employee and supervisor incident reporting tools that allow us to identify injuries and near misses, which in turn delivers meaningful review, assessment and mitigation measures to ensure our employees are working in the safest environments we can provide.</p>

## Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	403-6 Promotion of worker health	In the U.S., Microchip provides 5 medical plan options with PPO provider networks to its employees. In addition, we have onsite medical clinics in Arizona, Colorado and Oregon. We also offer onsite and virtual programs on wellness, onsite gyms in certain locations, yoga, massage, and bring vendors onsite to facilitate mammograms and prostate screenings.
	403-8 Workers covered by an occupational health and safety management system	100% of Microchip employees are covered by Workers Compensation
	403-9 Work-related injuries	2022 Sustainability p. 50
	404-2 Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report p. 41
	404-3 Percentage of employees receiving regular performance and career development reviews	86%
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	2022 Sustainability pp. 9, 40
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Refer to our annual 10-K filings with the SEC for fiscal year 2023 and notes to our consolidated financial statements for information.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Microchip Policies and Statements</a>

## Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 Sustainability Report p. 30
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Our security personnel are third party vendors. Currently Microchip policy training is not extended to on-site vendors. However, our Supplier Code of Conduct requires humane treatment, and prohibits non-discrimination or harassment.
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	We are not aware of any such incidents.
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	2022 Sustainability Report pp. 45-49
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	2022 Sustainability Report pp. 28-30
	414-2 Negative social impacts in the supply chain and actions taken	2022 Sustainability Report pp. 28-30
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None that we are aware of.

## Appendix II – GRI Content Index CONTINUED

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Microchip maintains strict regulations for product information and labeling. We require the availability and labeling of information for all products pertaining to component sourcing, material content, and proper disposal. All products are labeled with appropriate global product compliance regulation marks including CE, RoHS, China EFUP, and WEEE. On our Product Material Compliance web (PMC web), corporate statements regarding compliance with all applicable regulations, including but not limited to, the aforementioned regulations as well as EU REACH, SCIP, and California Prop. 65 can be found. Additionally, individual marking and compliance information can be found regarding individual products using the Product Material Compliance search tool on the PMC web.
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Description of the risks associated with attacks on our IT systems and data - 2023 10-K pp. 25-26

# Appendix III – SASB Content Index

Topic	Code	Disclosure	Response
<b>Greenhouse Gas Emissions</b>	TC-SC-110a.1	(1) Gross global Scope 1 emissions (2) amount of total emissions from perfluorinated compounds	(1) 423,877 MTCE (2) 250,407 MTCE
<b>Greenhouse Gas Emissions</b>	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	2022 Sustainability Report pp. 18-22 Appendix I - ESG Performance Summary
<b>Energy Management in Manufacturing</b>	TC-SC-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	(1) 3,334,305 GJ (2) 76% (3) 7%
<b>Water Management</b>	TC-SC-140a.1	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 5,595,998 m <sup>3</sup> (High / Extremely High Water Stress regions - 45%) (2) 2,339,175 m <sup>3</sup>
<b>Waste Management</b>	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing (2) percentage recycled	(1) 650 MT (2) 63%

# Appendix III – SASB Content Index

CONTINUED

Topic	Code	Disclosure	Response
<b>Employee Health &amp; Safety</b>	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	<p>Our focus on the health and safety of our employees, shareholders, investors, suppliers, channel partners and communities coupled with our commitment to minimizing the environmental impact of our operations and products is anchored in our recognition of our social and environmental responsibilities. The management systems that we have implemented to support our EHS program are aligned to international standards (see Certificates: <a href="https://www.microchip.com/en-us/about/corporate-responsibility/environmental-health-and-safety">https://www.microchip.com/en-us/about/corporate-responsibility/environmental-health-and-safety</a>) and are administered by a team of dedicated professionals providing EHS-aligned resources in the areas of occupational safety, industrial hygiene, product material compliance, construction, fire safety and health services.</p> <p>Throughout the Covid-19 pandemic we have focused on identifying and implementing measures to protect our essential workers coming to our manufacturing and assembly facilities every day. We implemented Covid-19 task force teams dedicated to meeting regularly and discussing best practices and resources necessary to continuously provide a safe and healthy environment for our employees both in our facilities and working from home.</p> <p>Microchip makes publicly available our Environmental, Health and Safety policy and internally manages and routinely updates our health and safety policies and procedures. We train our employees on workplace hazards and identification and have dedicated Emergency Response Teams trained and ready to respond to any environmental health and safety incident. We maintain certifications to internationally recognized ISO 14001 and ISO 45001 standards in many of our manufacturing facilities in the US and internationally.</p> <p>Our commitment to safety is demonstrated annually in our recordable and days away injury rates. Using our dedicated EHS teams we drive understanding and improvements using our employee and supervisor incident reporting tools that allow us to identify injuries and near misses, which in turn delivers meaningful review, assessment and mitigation measures to ensure our employees are working in the safest environments we can provide.</p>
<b>Employee Health &amp; Safety</b>	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	<p>None. <a href="#">Consolidated financial statements and related notes: 2023 10-K pp. F-1 to F-38.</a></p>

# Appendix III – SASB Content Index

CONTINUED

Topic	Code	Disclosure	Response
<b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b>	TC-SC-330a.1	Percentage of employees that are: (1) foreign nationals and (2) located offshore	(1) Asia - Foreign Nationals: 0.84% (2) Asia - Located Offshore: 0.12%
<b>Product Lifecycle Management</b>	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Microchip does not currently collect data concerning the percentage of products by revenue that contain IEC 62474 declarable substances. Moving forward, Microchip plans to acquire data about our product revenue relating to these restricted substances. We plan to report on this information for our Integrated Circuit (IC) products within the next twelve months.
<b>Product Lifecycle Management</b>	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Information on Microchip's low-power microcontrollers and microprocessors can be found <a href="#">here</a> .
<b>Materials Sourcing</b>	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	On February 24, 2021, Executive Order (EO) 14017 was signed to help create more resilient and secure supply chains for critical and essential goods. The EO launched a comprehensive review of U.S. supply chains and directs federal Departments and Agencies to identify ways to secure U.S. supply chains against a wide range of risks and vulnerabilities. This follows EO 13953 and Congressional Research Service Public Policy Report R45810 Version: 2 where critical minerals, including Rare Earth and Platinum group minerals are discussed.  <a href="#">Critical minerals as defined in Critical Minerals and U.S. Public Policy, R45810, June 28, 2019.</a>  Microchip has undertaken a review of its supply chain and has identified critical mineral use within its supply chain. We have reached out to our internal and external supply chain to identify Critical Mineral usage and understand the potential for impact. We have compiled this report and shared it with executive management. We continue to engage with our supply chain in order to mitigate any potential for risk.
<b>IP Protection &amp; Competitive Behavior</b>	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	<a href="#">None. Consolidated financial statements and related notes: 2023 10-K pp. F-1 to F-38.</a>

# Appendix IV – TCFD Response

As a leading semiconductor manufacturer, Microchip Technology is committed to addressing climate-related risks and opportunities. Climate change poses physical and regulatory risk to our facilities and operations just as it does to those of others. We believe that our proactive approach in the transition to a low-carbon economy will not only reduce our environmental footprint, but will also create long-term value for our stakeholders. Please refer to the disclosures below to see how we integrate recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) into our sustainability strategy and reporting as we remain committed to building a sustainable future for all.

<b>Topic: Governance</b>	<b>Disclosure:</b> Disclose the organization's governance around climate-related risks and disclosures.  <b>Document references:</b> <ul style="list-style-type: none"><li>• 2022 Sustainability Report section p.13</li><li>• <a href="#">2022 Proxy pp. 5-9</a></li><li>• <a href="#">2023 10-K Form Part 1 pp. 30-31</a></li><li>• <a href="#">Nominating, Governance, and Sustainability Committee Charter</a></li><li>• <a href="#">Code of Business Conduct and Ethics</a></li></ul>
<b>Topic: Strategy</b>	<b>Response:</b> <p>Microchip Technology's sustainability strategy focuses on lowering our environmental impact, mitigating climate risks, and contributing to a more sustainable future. To achieve these objectives, we have established a comprehensive strategy that includes the following key pillars:</p> <ul style="list-style-type: none"><li>• Carbon Reduction - Be Net Zero by 2040</li><li>• Energy Efficiency - Source 100% of our global electricity from renewable sources by 2040<sup>1</sup></li><li>• Water Stewardship - Reduce water consumption in our operations and increase water recycling</li><li>• Waste Reduction - Divert 100% of our waste away from landfills<sup>2</sup></li><li>• Sustainable Products - Develop and promote low-power and energy-efficient products that enable other climate solutions and use responsibly sourced materials</li><li>• Partnerships - Collaborate with industry peers, non-governmental organizations, and government agencies to share knowledge and advance climate action</li></ul> <p>1 We are committed to increase the share of renewables in our total electricity use, provided such supply is available at commercially reasonable rates. 2 We aim to divert our waste from landfills to the extent technically and commercially feasible.</p> <p>Climate change is a risk to our business and will require commitment to effective management of the associated risks while pursuing opportunities in the transition to a low-carbon economy.</p>

# Appendix IV – TCFD Response CONTINUED

<b>Topic: Risk Management</b>	<p><b>Disclosure:</b> Disclose how the organization identifies, assesses, and manages climate-related risks.</p> <p><b>Document references:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2022 Proxy Statement pp. CEO Letter, ESG and Corporate Social Responsibility Highlights, pp. 5-7</a></li><li>• <a href="#">2023 10-K Form Part 1 p. 31</a></li></ul> <p><b>Response:</b></p> <p>We recognize the climate-related risks to our business operations and supply chain. As such, we have implemented a risk management approach as described in our proxy statement and 10-K that allows us to identify, assess, and mitigate such risks. Our strategy includes key components such as identification of physical and transition risks; assessment of likelihood and potential impact; prioritization of resources; mitigation through preparedness and diversification; and finally, reporting on our progress to our stakeholders. This allows us to remain responsive to transforming risk landscapes and to communicate our risk management efforts effectively. The aforementioned annual publications lay out our investments in energy efficiency, water conservation, and waste reduction projects and initiatives that help build a climate resilient value chain. We believe that managing climate-related risks can proactively reduce our exposure to potential disruptions and create long-term value for our stakeholders. This approach is integrated into our broader enterprise risk management to ensure that climate-related risks are considered alongside other risks that could impact our business.</p>
<b>Topic: Metrics and Targets</b>	<p><b>Disclosure:</b> Disclosure of the metrics and targets used to assess and manage relevant climate related risks and opportunities where such information is material.</p> <p><b>Document references:</b></p> <ul style="list-style-type: none"><li>• 2022 Sustainability Report pp. 18-26</li><li>• <a href="#">2022 Proxy Statement pp. CEO Letter, ESG and Corporate Social Responsibility Highlights, pp. 5-7</a></li></ul> <p><b>Response:</b></p> <p>We have established a set of metrics and targets and report on them to track our progress towards our sustainability goals. Our climate-related targets and historical sustainability performance concerning greenhouse gas emissions, energy efficiency, water / wastewater conservation &amp; management, and circular economy are covered in our annual sustainability report and proxy statement. We also regularly engage with our customers, investors, employees, and other stakeholders to manage and incorporate their expectations into our reporting disclosures.</p>

# Appendix V – RBA Summary

The VAP and SAQ summary below provide overall and individual scores for Microchip sites within the areas of labor, health and safety, environmental and ethics in line with the RBA Code of Conduct.

Location - Site	RBA VAP Audit Completion	RBA Self Assessment Questionnaire (SAQ)						
		Completion Date	Overall Score	Labor	Health and Safety	Environmental	Ethics	
Philippines-MPHIL1	2022	2023	91.9	92.9	88.4	89.6	99	
Philippines-MPHIL2	N/A	2023	N/A	N/A	N/A	N/A	N/A	
Thailand - MMT	2022	2023	93.3	90.6	96.5	92.8	95.5	
Thailand - MTHAI	2022	2023	91.6	90.3	92.1	90.4	95.5	
USA - Fab 2	N/A	2023	91	96.3	88.4	83.7	95.5	
USA - Fab 4	N/A	2023	90.1	96.3	83	83	95.5	
USA - Fab 5	N/A	2023	91.1	96.3	81.5	81.5	95.5	
USA - Corporate	N/A	2023	88.7	Not individually scored for Corporate HQ				



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**ANONYMOUS**  
*Watching sun rise at the Pacific  
Ocean on the first day of 2023*